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THE INDUSTRIAL LAW REVIEW

IN THE SECOND YEAR OF PUBLICATION, commencing June 1947, the following new features have been added.

COUNSEL'S OPINION

A series of discussions on aspects of modern industrial law.

PROBLEMS IN PRACTICE

An analysis of practical difficulties submitted by subscribers.

REFERENCE TO CONTENTS

—in which items of information are listed under appropriate headings for immediate reference.

In addition to these items, the MONTHLY REVIEW OF CURRENT EVENTS will be continued, and the select monthly list of OFFICIAL PUBLICATIONS restored as a permanent feature. The section on OVERSEA LAW, which contains many items of unique interest, must continue to occupy a limited space while restrictions on the use of paper continue, but the number of correspondents and contributors throughout the world is being steadily built up. This Review recently introduced to English readers an important essay by Mr. EUGENE C. GERHART of New York on the settlement of labour disputes by judicial process. A further article by Mr. Gerhart entitled "Strikes and Eminent Domain" will be published in a future issue.

EDITORIAL POLICY is one of complete independence of political influence. Emphasis is laid on the subject of Industrial Law in the accepted sense, although reference to analogous subjects is not excluded. An article on INDUSTRIAL RELATIONS by W. H. M. Jackson appeared in October, 1946. C. A. Lidbury's A NATIONAL WAGES POLICY was published in full in the February, 1947, issue.* In May, 1947, Professor Hermann Levy contributed MONOPOLIES AND THE INVENTIVE SPIRIT. The current issue (June, 1947) contains an article on LOCAL AUTHORITY JOINT NEGOTIATION MACHINERY by Horace Keast, D.P.A.

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* No further copies of this issue are available, except to subscribers. The thesis has now been republished in book form, price 5/6 post free from the publishers.

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SUMMARY OF PRINCIPAL STATISTICS.

EMPLOYMENT.

The following is a summary of the employment statistics for Great Britain for April, 1947, and for mid-1939, mid-1945 and March, 1947:—

	Mid-1939.	Mid-1945.	March, 1947.	April, 1947.
Numbers employed in Industry:—				
Manufacture of Equipment and Supplies for the Forces	1,270,000	3,830,000	440,000	See note below.
Manufacture for Home Market:—				
Metal and Chemical Industries	1,586,000	1,014,000	(a)2,496,000 (b)2,836,000	(b)2,857,000
Other Manufactures	2,969,000	1,566,000	(a)2,570,000 (b)2,670,000	(b)2,693,000
Manufacture for Export	990,000	410,000	1,468,000	1,484,000
Basic Industries and Services	4,683,000	5,191,000	5,583,000	5,599,000
Building and Civil Engineering	1,310,000	722,000	1,210,000	1,280,000
Distributive Trades	2,887,000	1,958,000	2,297,000	2,312,000
Other Services	2,225,000	1,598,000	1,979,000	2,024,000
Total	17,920,000	16,289,000	18,043,000	18,249,000
Civil Defence, N.F.S. and Police	80,000	127,000	91,000	90,000
Armed Forces and Auxiliary Services	480,000	5,090,000	1,401,000	1,371,000
Ex-H.M. Forces who have not yet taken up Employment	—	40,000	105,000	115,000
Insured persons registered as Unemployed	1,270,000	103,000	560,000	385,000
Total Working Population (excluding Indoor Private Domestic Service)	19,750,000	21,649,000	20,200,000	20,210,000

(a) Excludes while (b) includes persons employed on the manufacture of equipment and supplies for the Forces. Statistics of the numbers in the latter category are no longer required on returns rendered by employers.

The total number employed in industry in April, 1947, included 12,656,000 males and 5,593,000 females. Compared with mid-1939, the number of males showed a decrease of 427,000 and the number of females an increase of 756,000.

The above figures are analysed in greater detail on pages 193 to 195.

UNEMPLOYMENT.

The numbers of insured persons registered as unemployed in Great Britain at 12th May, 1947, are given below, together with corresponding figures for April and for mid-1939.

	Mid-1939.	14th April, 1947.	12th May, 1947.	Increase(+) or Decrease(−) at May compared with April.
Men (18 and under 65)	992,000	309,280	239,383	— 69,897
Boys (14 to 17)	20,000	9,063	7,041	— 2,022
Women (18 and under 60)	239,000	101,757	80,107	— 21,650
Girls (14 to 17)	19,000	6,889	5,012	— 1,877

The numbers unemployed at 12th May, 1947, represent 2 per cent. of the estimated total number of insured persons, the corresponding percentages for males and females being 2½ and 2 respectively.

Of the total of 331,543 persons unemployed, 314,995 were wholly unemployed and 16,548 were temporarily stopped. Of the former, 61,723 had been out of work for not more than two weeks, 66,281 for more than two but not more than eight weeks, and 186,991 for more than eight weeks.

The figures for May, 1947, are analysed in greater detail on pages 196 to 199, on which statistics are given for each of the Regions and for a number of the larger towns and also for the separate industries.

WAGES AND HOURS OF LABOUR.

In the industries covered by the Department's statistics, the changes in rates of wages reported to have come into operation in May resulted in an aggregate increase estimated at £55,500 in the weekly full-time wages of about 200,000 workpeople, and a decrease of about £4,500 in the wages of 195,000 workpeople. In addition a number of workpeople had their hourly rates increased or were granted a bonus so as to give approximately the same weekly wages as before for a shorter working week.

The principal industries in which wage rates were increased were the laundry trade, seed crushing, compound food and provender manufacture, the gas industry (shift workers only) and the milk distributive trade in Scotland.

It is estimated that the weekly wage rates at the end of May, 1947, were about 66-67 per cent. higher than in September, 1939, as compared with about 66 per cent. at the end of April, 1947.

The number of workpeople whose hours were reduced in May was about 910,000, the average reduction being about 5 hours a week. The principal reductions affected workpeople employed in coal mining, milk distribution in England and Wales, the flax and hemp industry in Great Britain, paint, varnish and lacquer manufacture, and workers other than shift workers in the gas industry.

Full particulars of the changes in rates of wages and hours of labour in May are given on pages 202 to 206.

TRADE DISPUTES.

The number of industrial disputes involving stoppages of work, reported to the Department as beginning in May, was 100. In addition, 24 stoppages which began before May were still in progress at the beginning of that month. The approximate number of workers involved, during May, in these 124 stoppages (including workers thrown out of work at the establishments where the stoppages occurred) was about 70,000 and the aggregate number of working days lost at the establishments concerned, during May, was about 181,000.

Further particulars of disputes involving stoppages of work during May are given on page 207.

COST OF LIVING.

At 31st May the official cost-of-living index figure was 103 per cent. above the level of July, 1914, showing no change as compared with 1st May. For food alone the index figure was 61 per cent. above the level of July, 1914, as compared with 62 per cent. at 1st May.

The fall in the food index was due to a reduction, averaging nearly 4d. per lb., in the prices of bacon, partly offset by an average rise of about 1d. per 7 lb. in the prices of potatoes. Among items other than food, the principal changes in prices were slight increases in the average levels of prices of some types of clothing.

The rise in the index since the beginning of September, 1939, is equivalent to about 31 per cent. for all items, and about 17 per cent. for food.

Further details with regard to retail prices at 31st May are given on page 208.

RECENT COLLECTIVE AGREEMENTS.

HOLIDAYS WITH PAY IN THE COALMINING INDUSTRY.

Particulars are given below of the conditions governing annual holidays and statutory holidays in the coalmining industry. Annual holidays-with-pay arrangements for the year 1947 are similar to those made for the year 1946, and are set out in a statement, dated 18th April, 1947, made by the Joint National Negotiating Committee for the industry. Statutory holidays are the subject of an agreement, made on 23rd May, 1947, between the National Coal Board and the National Union of Mineworkers.

ANNUAL HOLIDAYS-WITH-PAY ARRANGEMENTS FOR 1947.

1. The amount of the week's holiday payments shall be independent of the length of service and shall be at the following rates:—

Males 21 years of age and over	£6 0s.
18 to 20 years inclusive	£4 16s.
Under 18	£3 12s.
Females 21 years of age and over	£4 16s.
Under 21	£3 12s.

2. Subject to the exceptions in Clauses 3 (a), 3 (b), 4, 5, and 6, a workman, in order to be entitled to receive the holiday payment, shall be on the books at the colliery in question on the last pay day before his annual week's holiday is taken.

3. (a) A workman disabled by accident, industrial disease or sickness, who has worked one or more shifts during the twelve months immediately preceding the last pay day before the annual week's holiday is taken at the colliery, and who has not entered into employment outside the coal mining industry, shall be regarded as a workman on the books at the colliery in question within the meaning of Clause 2 and shall be entitled to receive the full amount of the holiday allowance.

(b) A workman who worked a shift or more during the twelve months preceding the last pay day before the holiday and whose contract of service has been terminated on account of age within six months of the commencement of the holiday and who has not entered into employment outside the coal mining industry shall be regarded as a workman on the books at the colliery in question within the meaning of Clause 2.

(c) A workman who has not worked one or more shifts during the twelve months immediately preceding the last pay day before the annual week's holiday is taken at the colliery, or who has entered into employment outside the industry prior to the last pay day before the annual week's holiday is taken, shall not be regarded as a workman on the books at the colliery in question within the meaning of Clause 2.

4. Where a man is rendered temporarily idle by the closing of pits or sections of pits, or the changing from double shifts to single shift, and is re-employed within the industry within a period of twelve weeks from the date when his previous employment terminated, he shall be entitled to receive holiday pay from the colliery at which he was last employed.

5. Where a workman who worked a shift or more during the twelve months preceding the last pay day before the holiday sustained a fatal accident at the colliery or died from industrial disease for which he was in receipt of compensation, within six months of the commencement of the holiday, payment of the holiday allowance shall be made to the widow or other dependant under the Workmen's Compensation Act.

6. (a) Where a workman is transferred from Colliery A before the holiday at that colliery is taken to Colliery B where the holiday has already been taken, the workman shall be entitled to a holiday at Colliery B, the arrangements as to sharing the cost being a matter for adjustment between the two collieries concerned.

(b) Where a workman is transferred from Colliery A where he has had a holiday to Colliery B where the holiday period is not taken until after he has commenced work, he shall be found employment at Colliery B during the holiday week, at any job which he is capable of performing.

7. The aggregate amount of the holiday payments in 1947 shall be ascertained, and any sum by which it falls short of or exceeds one-fiftieth of the aggregate amount of wages in 1946, plus the balance brought forward, shall be added to or deducted from (as the case may be) the amount which would otherwise be available for holiday payments in 1948.

STATUTORY HOLIDAYS.

An Agreement made this 23rd day of May, 1947, between the National Coal Board (hereinafter called "the Board") of the one part and the National Union of Mineworkers (hereinafter called "the Union") of the other part wherein it is agreed as follows:—

1. *Provision of Statutory Holiday Payments.*—Payments to be known as Statutory Holiday Payments shall be made to workpeople employed by the Board in the coalmining industry, whose wages and conditions of employment are regulated by National, District or Pit Agreements made between the Board and the Union, in respect of six days of statutory or customary holidays during each period of twelve months commencing on 1st May and ending 30th April. The days to be observed as days of statutory or customary holidays for this purpose shall be those shown in the appendix* to this Agreement for each of the Districts concerned.

* The appendix, which is not reproduced here, specifies separately for each wages district the six days to be observed as statutory or customary holidays. There is some variation, according to district, in the specified days.

A note to the appendix provides that "Where a workman's normal rest day falls on one of the six statutory holidays specified in this appendix he shall have a substituted rest day which shall normally be either the day before or the day after the statutory holiday. If a workman works on a substituted rest day he shall be paid at the same rate as if it were the normal rest day which falls on the statutory holiday."

2. *Amount of the Payment.*—The statutory holiday payments to be made for each of the six specified days during each period of twelve months commencing 1st May and ending 30th April shall be equal to one-sixth of the amount of the annual week's holiday payment determined in respect of the year commencing 1st January prior to the period of twelve months commencing 1st May in accordance with the Annual Holidays with Pay Agreement.

3. *Workmen Employed on Days of Statutory or Customary Holiday.*—Workmen who, by arrangement with the Management, are at work on one of the six specified days of statutory or customary holiday shall be paid the statutory holiday payment in addition to the wages in respect of the work performed.

4. *Statutory or Customary Holidays falling within a Period of Annual Holidays.*—In the event of a specified day of statutory or customary holiday falling within a period of annual holiday the statutory holiday payment shall be paid to the workpeople concerned in respect of the day in addition to the holiday payment payable under the Annual Holidays with Pay Agreement save that, where the workmen desire an alternative holiday day, such alternative day shall be fixed by agreement and the statutory holiday payment shall be made in respect thereof.

5. *Safety in Pits.*—Sufficient men shall work during the specified days of statutory or customary holiday in order to keep the pits safe and in a state to enable regular work to be resumed immediately after the holiday.

6. *Qualification for Payment.*—Workpeople, in order to be entitled to receive statutory holiday payments, shall be on the books at the colliery in question on the last working day preceding the specified statutory or customary holiday, but this requirement is subject to the same exceptions as are contained in the conditions of the Annual Holiday Agreement which shall apply in determining eligibility for payment.

7. *Application and Termination or Variation.*—This agreement shall become operative as from the date of signature. The Agreement is made on the understanding that the Union will use every endeavour to secure satisfactory output and attendance at work on days other than the specified days of statutory holiday in the weeks in which those holidays occur and the Board reserve the right to propose the introduction of output and attendance conditions attaching to statutory holiday payments if the Board are of opinion that output and attendance are adversely affected in the absence of such conditions.

HOURS OF WORK IN STEEL MELTING SHOPS AND STEEL ROLLING MILLS.

Agreements have been arrived at between the Iron and Steel Trades Employers' Association and the Iron and Steel Trades Confederation regarding a continuous or extended working week in melting shops and a 48-hour week for workers in melting shops and heating departments, &c., of rolling mills. The terms of these agreements, both of which came into operation on 6th April, 1947, are as follows:—

(A)—Melting Shops.

1. In consideration of the Association agreeing to adopt a six-shift or 48-hour week for workers employed in or attached to melting shops the Confederation agree to the adoption of an operational week exceeding the present normal week and up to the maximum of 168 hours for melting shops or part thereof.

2. In any melting shops which cannot work a continuous week of 21 shifts, arrangements shall be made to work any number of shifts less than 21 shifts and in order to obtain the maximum output in such melting shops there shall be no restriction in regard to week-end practices, e.g., lying-in charges, charging, feeding, etc., provided that:

(a) A furnace which is left empty shall be fully manned at the commencement of the shift following the shift in which charging is commenced.

(b) Where there is a lying-in charge the furnace shall be fully manned at the commencement of the shift following gassing.

3. As a primary consideration in arriving at agreement has been that additional output shall be obtained as nearly as possible proportionate to the weekly additional hours of work, it is an undertaking that all workers concerned shall work as a team and do all they can to produce such increased output.

4. In view of the extension of production time to a week exceeding 143 hours* and up to 168 hours the period for ascertaining weekly output shall be agreed at each works, e.g., up to 2 p.m. or 10 p.m. Saturday, or up to 6 a.m. or 2 p.m. Sunday.

5. The workers' 48-hour week shall mean an average of 48 hours for each pay week and shall be worked on a single day shift or two shift or three shift system; in the operation of the scheme workers may be required to work in each week a period on one shift and another period on another shift. The rota system may be varied by mutual agreement at individual works.

6. Any additional labour shall be employed in any jobs necessary for the manning and running of the plant under 48 hours' working without any restrictions.

7. (a) For melters 50 per cent. extra shall be payable in respect of the period from 1 p.m. Saturday to midnight Saturday and 100 per cent. extra in respect of the period from midnight Saturday to 2 p.m. Sunday.

(b) For all ancillary workers in, or attached to, melting shops the existing week-end extras on datal and/or hourly rates

* The former standard week in melting shops. The standard week in mills is 135 hours.

and on tonnage and tonnage bonus rates shall continue to operate during the period from 1 p.m. Saturday to 2 p.m. Sunday. The present practice of paying week-end extra only on datal and/or hourly rates between 2 p.m. Sunday and 6 a.m. Monday in melting shops shall continue.

8. In melting shops which cannot work a continuous week of 21 shifts overtime shall be worked as required.

9. (a) In the case of melters the tonnage produced in the extended or continuous working week shall be related to a week of 143 hours by multiplying the actual tonnage produced by 143 and dividing by the number of hours worked in the production week in order to ascertain the tonnage which determines the rate under the Melting Rates Agreement. [Here follow examples of calculations.]

(b) There shall be added to the base tonnage melting rate appropriate to the tonnage ascertained in accordance with Examples (i), (ii) and (iii) above,

10 per cent.	When 21 shifts are worked per week.
6.66 per cent.	when 20 shifts are worked per week.
3.33 per cent.	when 19 shifts are worked per week.

10. In view of the fact that workers who have hitherto been regularly employed for more than six shifts per week shall be required, under this Agreement, to work a 48-hour (or six-shift) week, the following provisions shall apply to ancillary workers in or attached to melting shops who have hitherto been regularly employed for more than 48 hours (or six shifts) per week:—

(a) For each melting shop there shall be ascertained the average weekly gross earnings in their own occupations (including cost-of-living payment and week-end time worked) of each grade of worker who has hitherto been regularly employed for more than 48 hours (or six shifts) per week over the period of six months ended 28th December, 1946, or, in the event of exceptional circumstances during that period, over such other normal period of six months as may be agreed.

(b) A calculation will then be made of the total average weekly gross earnings of the workers referred to in sub-clause (a) hereof on the basis of each worker working a 48-hour week on a system of continuous working (assuming no alteration in output or week-end conditions) and provision being made for the additional workers necessary.

(c) For each grade of worker concerned comparison will then be made between the weekly gross earnings ascertained under sub-clause (a) hereof and the weekly gross earnings under sub-clause (b) hereof.

(d) Where, in comparing earnings under sub-clause (a) with the new earnings calculated under sub-clause (b), a worker would suffer a loss, there shall be added back to the earnings ascertained under sub-clause (b) 70 per cent. of the loss and the resultant figure shall be his new gross weekly earnings which shall be converted into new datal and/or new tonnage bonus or straight tonnage rates. In these calculations the same tonnage shall be used as is used in connection with sub-clauses (a) and (b) hereof.

11. (a) The total cost of all adjustments in earnings under Clause 10 and the provision of the necessary additional workers for continuous working shall not exceed an addition of 16.66 per cent. to the present weekly gross earnings of all the workers in, or attached to, each melting shop (excluding melters). Any balance composed of the difference between the addition of 16.66 per cent. to such present weekly gross earnings and the total of:—

- (i) the average weekly gross earnings of all the workers in each melting shop (excluding melters) calculated on the same basis as for those referred to in sub-clause (b) of Clause 10, and
- (ii) the total of the additions made under sub-clause (d) of Clause 10 shall be used in the first place for the adjustment of anomalies as defined in sub-clause (b) hereof and in the second place by dividing the remainder of the said balance, if any, *pro rata* to the loss sustained among the workers in each department suffering a loss after the adjustments under sub-clause (d) of Clause 10.

(b) For the purpose of this Clause the following only shall be regarded as an anomaly, namely, where as a result of the application of sub-clauses (b) and (d) of Clause 10 the weekly gross earnings of any grade of worker would become equal to or more than those of a grade of worker in the same department at present more highly rated.

(c) The rates of wages of the additional workers necessary due to the adoption of the 48-hour week shall be the same as those applicable under this and the preceding Clause to the grade in which they are employed.

12. In the case of a worker who at present works only six shifts and who has some reduction in gross earnings for six shifts worked over the first period of three months' normal working under the new conditions, it will be left to individual managements to examine and adjust earnings to ensure that such a worker will be paid not less than the earnings resulting from the following increases in tonnages:—

At plants working 21 shifts	..	7½ per cent.
" " " 20 "	..	5 " "
" " " 19 "	..	2½ " "

13. The Melting Rates Agreement as operative at the date hereof shall continue to apply except as modified by this Agreement.

(B)—Heating Departments, etc., of Rolling Mills.

1. Workers who customarily work more than six shifts in their own occupations as part of the mill manning, i.e., men who are required to come out earlier than the recognised starting time for the cleaning and preparation of steam, electric or hydraulic plant, or to be in attendance on heating furnaces, or for similar preparatory work shall, under this Agreement, work a 6-shift or 48-hour week.

2. The workers' 48-hour week shall mean an average of 48 hours for each pay week and shall be worked on a single day shift or two shift or three shift system; in the operation of the scheme workers may be required to work in each week a period on one shift and another period on another shift. The rota system may be varied by mutual agreement at individual works.

3. Any additional labour shall be employed in any jobs necessary for the manning and running of the mill or plant under 48 hours working without any restrictions.

4. In mills where it is not practicable to avoid employing men for a certain amount of extra time overtime shall be worked as required.

5. In view of the fact that workers referred to in Clause 1 hereof who have hitherto been regularly employed for more than six shifts per week shall be required, under this Agreement, to work a 48-hour (or six-shift) week, the following provisions shall apply to such workers:—

(a) There shall be ascertained the average weekly gross earnings in their own occupations (including cost-of-living payment and week-end time worked) of each grade of worker who has hitherto been regularly employed for more than 48 hours (or six shifts) per week over the period of six months ended 28th December, 1946, or, in the event of exceptional circumstances during that period, over such other normal period of six months as may be agreed.

(b) A calculation will then be made of the total average weekly gross earnings of each grade of worker concerned on the basis of each worker working a 48-hour week, ascertained by dividing his average weekly gross earnings by the average number of shifts worked per week and multiplying by six shifts.

(c) For each grade of worker concerned comparison will then be made between the weekly gross earnings ascertained under Clause 5 (a) and the weekly gross earnings under Clause 5 (b).

(d) There shall be added back to the earnings ascertained under Clause 5 (b) 70 per cent. of the loss resulting from the comparison under Clause 5 (c) and the resultant figure shall be the new gross weekly earnings which shall be converted into new datal and/or tonnage bonus or straight tonnage rates. In these calculations the same tonnage shall be used as is used in connection with Clauses 5 (a) and 5 (b).

6. (a) The total cost of all adjustments in earnings under Clause 5 and the provision of the necessary additional workers for the operation of a 48-hour week shall not exceed the addition of 16.66 per cent. to the weekly gross earnings of all men defined in Clause 1 who work seven shifts or more per week and *pro rata* for all men working in excess of 48 hours (or six shifts) per week and under seven shifts per week, e.g.,

worker working 7 shifts or more	..	16.66 per cent.
" " 6.2/3 shifts	..	11.11 " "
" " 6.1/2 "	..	8.33 " "
" " 6.1/3 "	..	5.56 " "

(b) Any balance composed of the difference between:—

- (i) the average weekly gross earnings of the workers concerned ascertained under Clause 5 (a) plus the percentage addition under Clause 6 (a), and
- (ii) the total of the sum ascertained under Clause 5 (b) and 5 (d) for the workers necessary for the operation of the 48-hour week shall be used, in the first place, for the adjustment of anomalies, as defined in Clause 6 (c), created as a result of the adjustments in earnings and, in the second place, by dividing the remainder of the said balance, if any, *pro rata* to the loss sustained among the workers continuing to suffer a loss after the adjustments previously provided for.

(c) For the purpose of this Clause the following only shall be regarded as an anomaly, namely, where as a result of the above adjustments the rate of any grade of worker would become equal to or more than that of a grade of worker in the same department at present more highly rated.

(d) The rates of wages of the additional workers necessary due to the adoption of a 48-hour week shall be the same as those applicable under this and the preceding Clause to the grade in which they are employed.

7. The existing weekend extras shall continue to operate during the period from 1 p.m. Saturday to 10 p.m. Sunday. The present practice of paying weekend extras only on datal and/or hourly rates between 10 p.m. Sunday and 6 a.m. Monday in mills shall continue.

8. The Extended Working Week Agreement dated 4th December, 1940, between the Association and the Confederation shall continue to apply in respect of mills until 30th September, 1947, in order to ascertain the effect on mills and the

number of shifts to be worked therein, arising from the operation of the continuous or extended working week in melting shops under the Agreement dated 7th February, 1947.

The agreements also contain the following provisions :—

Men employed as process or mill labourers, general labourers, yard labourers, craftsmen or craftsmen's labourers shall be excluded from the operation of this Agreement in all its terms.

It is re-affirmed under this Agreement that at change of shifts there shall be no stoppage of work and that men shall continue at work until relieved by their mates or a spare hand.

Bad time-keeping and absenteeism are inimical to good production and are deprecated by the parties hereto; in cases where it is necessary for a management to call upon a worker to continue working beyond his normal daily or weekly hours in place of a missing mate this shall not be considered a breach by the management of the eight-hour shift or the 48-hour week principle.

RECRUITMENT AND TRAINING OF JUVENILES FOR THE ENGINEERING INDUSTRY.

The following is the text of a memorandum of agreement made in April, 1947, between the Engineering and Allied Employers' National Federation and the manual workers' unions affiliated to the Confederation of Shipbuilding and Engineering Unions on the subject of the recruitment and training of juveniles for the engineering industry :—

It is mutually agreed :—

1. In order to improve skill in the various engineering crafts and to ensure that those lads who are best fitted for learning these crafts are recruited and then are properly trained, the industry shall set up machinery specially charged with the tasks of assisting in selection and ensuring the maintenance of good standards of training.

2. There shall be a National Joint Body consisting of representatives of the Engineering and Allied Employers' National Federation and the Confederation of Shipbuilding and Engineering Unions by which the general conditions of recruitment and training will be agreed; and there shall be, in addition, local Training Committees consisting of local representatives of the Employers' Associations and the Confederation of Shipbuilding and Engineering Unions, whose functions will be to co-operate with the Ministry of Labour Juvenile Employment Service in the recruitment of suitable boys for entry into apprenticeship, to apportion locally the boys entering into apprenticeship in the various crafts of the industry and to safeguard the maintenance of agreed conditions and training.

3. The National Joint Body constituted for this purpose and the local Training Committees will be concerned only with recruitment and training; they will not deal with questions affecting wages which will remain the concern of existing industrial machinery.

4. The National Joint Body will lay down from time to time minimum standards relating to the employment and training of the juvenile workers in the industry, and will seek the adoption of such standards through existing machinery for industrial negotiation.

5. The industry will use its best endeavours to secure compliance with the agreed standards by all federated engineering firms. While young people will not be prevented from entering employment of their choice they shall as far as practicable be diverted from employment in which the standards do not comply with the agreed standards.

6. The local Training Committees will keep in close touch with all firms employing apprentices and boys in order to ensure that the agreed conditions are complied with.

7. Local Training Committees will as far as practicable co-operate with the Ministry of Labour and National Service in order to assist apprentices coming out of their time and other juveniles in the industry who for good and sufficient reasons desire transfer in the industry. They shall co-operate similarly if an apprentice for proper reasons needed to be transferred to another employer during the unexpired term of his apprenticeship.

8. The National Joint Body will in particular endeavour to secure agreement upon the basis of apprenticeship training to the various crafts in the industry, and it will take all possible steps to secure the adoption of these conditions throughout the industry.

9. (1) All apprentices should be engaged under written agreement.

(2) Arrangements shall be made for the systematic release of apprentices during normal working hours for attendance at educational courses as follows :—

(a) Prior to the setting up of County Colleges, where educational facilities are available, the employers shall be recommended to allow apprentices up to the age of 18 one day (or its equivalent) per week to attend courses at technical or other schools, payment to be made at the time rate of wages.

(b) After the setting up of County Colleges attendance of apprentices up to 18 will be controlled by statutory requirements. In so far as attendance of apprentices over 18 is concerned, this is a concession which will be made in the case of apprentices who show such aptitude and progress as would justify their continuing with technical courses.

Any case of dispute arising from this clause shall be referred to the Local Training Committee. Payment shall be made at the time rate of wages to apprentices to whom Employers extend this facility.

(3) Voluntary attendance at evening classes shall be encouraged but it shall not be made a condition of apprenticeship.

(4) Arrangements, as far as practicable, shall be made for an apprentice to receive a measure of training in those trades which are closely related to the one he is learning.

(5) Arrangements, as far as practicable, shall be made to exchange apprentices between works, and, where the firm is large enough, between departments in order to give them wider and more varied experience.

10. The normal craft apprenticeship begins at 16 and ends at 21 years of age. Although a general reduction of the five-year period is not approved, local Training Committees shall give consideration to special cases where some reduction may be justifiable, e.g., where a boy has followed satisfactorily a full-time course of sufficiently high standard in a technical school before entering on his apprenticeship. In no case shall the apprenticeship end before the age of 21.

11. The National Joint Body and the local Training Committees shall also give especial consideration to the selection and training of young workers in the industry who are not apprenticed and will consider from time to time what steps can be taken to give them experience on more than one operation so that their adaptability may be improved and that they may be the better enabled to qualify for advancement in the industry.

RECRUITMENT AND TRAINING IN THE BOOT AND SHOE INDUSTRY.

In an article on page 185 a summary is given of a recent agreement concerning the recruitment and training of juveniles in the boot and shoe manufacturing industry.

AGRICULTURE : PIECE-WORK RATES IN LINCOLNSHIRE.

On 10th April, 1947, agreement was reached between the National Farmers' Union and the National Union of Agricultural Workers on the main piece-work rates for the three divisions of Lincolnshire (Holland, Kesteven and Lindsey). It was also decided that representatives from each division should meet separately to prepare a detailed schedule of rates for their respective divisions.

In accordance with this agreement, representatives from the Kesteven and Lindsey Districts met on 18th April, when agreement was reached on piece-work rates for various operations in connection with sugar beet, seeds, peas, corn, potatoes and mangolds, and for thatching. The schedule, which has now been issued, classifies the area into first and second grade lands and sets out the piece-work rates (per acre) to be paid for work on each grade of land.

A panel has been set up, composed of representatives of the National Farmers' Union and the National Union of Agricultural Workers, two members of which will be available at any time to help settle on the spot any dispute on the terms of the price schedule.

INTERIM INDEX OF RETAIL PRICES.

In reply to a question in the House of Commons on 12th June, the Minister of Labour and National Service made a statement with regard to the date of introduction of the Interim Index of Retail Prices, as recommended by the Cost-of-Living Advisory Committee (see the issue of this GAZETTE for March, 1947, page 81). The Minister's statement was as follows :—

"The Government have decided, in accordance with the recommendation of the Cost-of-Living Advisory Committee, to introduce the new Interim Index of Retail Prices forthwith. The Technical Committee of this Advisory Committee which has been working out the detailed plans for utilising the information obtained by the 1937-38 Budgets Inquiry has recommended that prices for the new Index should be collected on the Tuesday nearest the 15th of each month instead of the 1st of each month, as has been the practice with the existing Index. Accordingly, 17th June will be the base date of the new Index, which will then start at 100. On that day, also, prices will be collected for the last time for the purpose of the existing Cost-of-Living Index. On 15th July, and monthly thereafter, prices will be collected for the new Index only. The results of each calculation will be announced as soon as known and published in the next following issue of the GAZETTE. Thus, the calculation as at 15th July should be known about mid-August and published in the August issue of the GAZETTE. This will mean that any industries whose wage agreements contain provisions for adjustment according to movement of the existing Cost-of-Living Index will have something over two months in which to consider the question of amending those provisions. I would add that the Technical Committee to which I have referred will be issuing a final comprehensive report at an early date. In the meantime, for the information of all those interested, a

leaflet has been prepared explaining as simply as possible the main difference between the new Interim Index of Retail Prices and the old Cost-of-Living Index."

The leaflet* referred to describes simply the difference between the 1914 Cost-of-Living Index and the new Interim Index of Retail Prices. In an appendix it contains a list of the items in the 1914 Index, together with a list of those to be included in the new Index. The leaflet also contains a brief description of the weighting systems of the 1914 Index and the new Index. This shows that the weight for food in the old Index was 60 out of a total of 100, compared with approximately 35 in the new Index. This reduction in the weight for food is due to the fact that the new Index will cover many items other than food which were not covered by the old Index.

THE SHORTAGE OF WOMEN WORKERS.

GOVERNMENT APPEAL.

In the Economic Survey for 1947 (Cmd. 7047), the Government set forth a series of objectives for this year and pointed out that in order to reach those objectives it would be necessary to increase the total labour force in civil employment and to ensure its best distribution. Women now form the only large reserve of labour left, and to them the Government are accordingly making a special appeal.

The Government have opened a campaign for the recruitment of women in those districts where the shortage of labour is most acute. The campaign was inaugurated by the Minister of Labour and National Service in a broadcast talk on 1st June.

In his talk the Minister pointed out that women were urgently needed in factories, in many services, and in agriculture. He explained that the country was trying to make good the many things lost through suspension of production or destroyed during the war. Moreover, as capital invested abroad had been used to buy war goods, it was now necessary to export more in order to obtain the raw materials and food which used to be sent by foreign countries as interest for those investments. As a result there were in most parts of the country not enough people to do the necessary work. The Minister said he wished to draw particular attention to four points. First, he was not asking women to do jobs usually done by men, as had been the case during the war. Second, the labour shortage was temporary, and women were being asked to take a job only for whatever length of time they could spare, whether full-time or part-time. Third, he was not appealing to women with very young children, although for those who wanted to volunteer, and who had children a little older, there were in many places day nurseries and crèches. Fourth, the appeal was not addressed to those whose domestic responsibilities were so great that they could not do an outside job. The Minister added that, now that women had been told in plain language what the situation was, he believed that they would respond to the call to the utmost that they were able.

National publicity for the campaign, through references and advertisements in national newspapers, broadcasts, film trailers, etc., aims at educating the public into a realisation of the need for manning the important basic industries.

In some sixty districts, where the shortage of women workers is particularly acute, publicity is being intensified through the activities of District Campaign Committees. Conferences, public meetings, appeals, posters, local press advertisements, leaflets, cinema slides, special recruiting centres, and shop window displays are among the plans to recruit more workers. These districts are situated in all Regions except the Northern Region, Scotland and Wales. In the Regions concerned, the total number of women and girls registered as unemployed at 12th May was only about 43,000, whereas there are nearly 300,000 vacancies outstanding for women and girls.

Some of the main industries in which more women and girls are needed, are shown below; the approximate numbers of vacancies for female workers in each case are also given.

Industry.	Number of Vacancies.
Boots and shoes	3,300
Cotton	16,000
Wool and worsted	17,000
Hosiery	6,000
Silk	2,000
Clothing	42,000
Hospital domestic service	8,000
Iron and steel	1,600
Transport	1,800

There is a great demand for more women in the Women's Land Army; recruits must, however, be mobile and prepared to serve wherever they are required. Female workers are also urgently required in the laundry industry, especially in South-Eastern England. Further, there is an acute shortage of shorthand-typists and typists; the demand is greatest in London. In addition to all these demands, hospitals still require nurses and midwives.

So far as possible, it is the Government's desire that women should go into jobs within reach of their homes; but, if necessary, and to the extent to which accommodation is available, facilities can be given for transfers from one part of the country to another. Women able and willing to take up essential employment away

* Interim Index of Retail Prices. A short explanatory note. H.M. Stationery Office; price 2d. net (3d. post free).

from their home areas may, if they do so through a Local Office of the Ministry of Labour and National Service, be entitled to the grants and allowances available for transferred workers.

In some cases it may be possible to revert to some of the war-time expedients whereby nearly a million women were able to undertake part-time paid work, though this will involve problems of organisation which can only be solved by each industry and by each undertaking individually.

NURSES' SALARIES AND CONDITIONS OF SERVICE.

The Committee under the Chairmanship of Lord Rushcliffe, which was appointed by the Minister of Health in November, 1941, to draw up agreed scales of salary and emoluments and related conditions of service for nurses in hospitals and in the public health services in England and Wales, have completed the revision of the salary scales for all nurses covered by their First* and Second† Reports and have now consolidated in one publication‡ the whole of their current recommendations. Revised salary scales for matrons and assistant matrons of hospitals and public assistance institutions of certain sizes, for superintendent nurses and deputy superintendent nurses of certain public assistance institutions and for sister tutors and male tutors, which have effect from 1st April, 1947, together with revised recommendations concerning allowances, etc., payable to resident nurses and on the counting of previous service on transfer into or change of grade within certain branches of the Nursing Service have been incorporated in the consolidated recommendations. This publication supersedes all previous Reports and Nurses S.C. Notes issued by the Committee.

INDUSTRIAL HEALTH, SAFETY AND WELFARE.

REGULATIONS RELATING TO LUMINISING PROCESSES.

On 7th May the Minister of Labour and National Service made the Factories (Luminising) Special Regulations, 1947,§ under Section 60 of the Factories Act, 1937.

Draft Regulations on this subject were originally published in May, 1946 (see the issue of this GAZETTE for June, 1946, page 147). A revised draft was issued in February, 1947; this embodied amendments designed to meet certain points which had been raised in connection with the original draft.

The new Regulations provide for the health, safety and welfare of workers in factories where luminising is, or is proposed to be, carried on. They supersede the Factories (Luminising) (Health and Safety Provisions) Orders, 1942 and 1943,|| and they amplify and extend the provisions of those Orders in several important respects. Some of the health precautions for luminisers are extended to cleaners, and provisions are included in respect of protective clothing for maintenance workers employed in rooms where the processes of luminising are carried on. The age below which employment in luminising and certain other work is prohibited is raised from 16 to 18 years. The Regulations contain new requirements dealing with the use of drying stoves, the disposal of waste material and disused containers, photographic tests and exposure to radiation, and the precautions to be taken when luminising work in any room is given up.

The new Regulations came into force on 2nd June, and as from that date the Orders of 1942 and 1943, referred to above, were revoked by the Factories (Luminising) (Health and Safety Provisions) (Revocation) Order, 1947.¶

WAGES COUNCILS ACT.

RECONSTITUTION OF CERTAIN WAGES COUNCILS.

The Wages Councils Act, 1945 (see the issues of this GAZETTE for December, 1944, page 194, and April, 1945, page 60), provided, *inter alia*, that Trade Boards established under the Trade Boards Acts should automatically become Wages Councils, in spite of the fact that their constitution might not in all respects be in accordance with the provisions of the Wages Councils Act. It was further provided that the Minister of Labour and National Service might make an Order directing that, as from a specified date, the constitution of any such Wages Council should be in accordance with the provisions of the Wages Councils Act.

The Minister has now made three Orders in respect of the Baking Wages Council (England and Wales), the Paper Box

* Cmd. 6424. See the issue of this GAZETTE for March, 1943 (page 37).
† Cmd. 6487. See the issue of this GAZETTE for December, 1943 (page 167).
‡ Nurses S.C. Notes No. 15. H.M. Stationery Office; price 1s. 6d. net (1s. 8d. post free).

§ S.R. & O. 1947, No. 865. H.M. Stationery Office; price 2d. net (3d. post free).
|| See the issues of this GAZETTE for April, 1942 (page 101), and August, 1943 (page 124).

¶ S.R. & O. 1947, No. 864. H.M. Stationery Office; price 1d. net (2d. post free).

Wages Council (Great Britain) and the Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain). The three Orders are:—

- (1) The Baking Wages Council, England and Wales (Constitution) Order, 1947, dated 9th May, 1947;
- (2) The Paper Box Wages Council (Great Britain) (Constitution) Order, 1947, dated 28th May, 1947;
- (3) The Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain) (Constitution) Order, 1947, dated 2nd June, 1947*.

The effect of these Orders, which came into force on the dates of signature, is that the constitution of the above Councils is now in accordance with the first Schedule of the Act, which empowers the Minister to fix the size of the respective Councils and the term for which a member is to hold office; under the Trade Boards Acts these matters were dealt with by regulations. In the case of the Baking Wages Council, the Order also abolishes the district trade committees established under the Trade Boards Acts.

Following the making of the Orders mentioned above, new Councils are being appointed after consultations with organisations representing employers and workers concerned.

CATERING WAGES COMMISSION.

PROPOSED VARIATION OF THE SCOPE OF CATERING WAGES BOARDS.

The Catering Wages Commission have given formal notice of their intention to recommend to the Minister of Labour and National Service a variation of the scope of the following Wages Boards:—

- (1) Industrial and Staff Canteen Undertakings Wages Board.
- (2) Unlicensed Place of Refreshment Wages Board.
- (3) Licensed Residential Establishment and Licensed Restaurant Wages Board.
- (4) Licensed Non-Residential Establishment Wages Board.
- (5) Unlicensed Residential Establishment Wages Board.

The main effect of the recommendations would be to bring within the scope of the Industrial and Staff Canteen Undertakings Wages Board, and to exclude from the scope of the remaining four Wages Boards mentioned above, workers employed in canteens provided for the use of dock workers either by a dock authority or by a contractor in pursuance of an arrangement with a dock authority. At present, a canteen provided by a dock authority for workers other than their own employees is not within the scope of the Industrial and Staff Canteen Undertakings Wages Board. Dock authorities may be required by law to provide canteens, and the Commission regard the fact that the staff employed in them are not within the scope of the Industrial and Staff Canteen Undertakings Wages Board as an anomaly which it is desirable to remove.

One other effect of the Commission's recommendations would be to bring within the scope of the Unlicensed Residential Establishment Wages Board workers employed by local authorities in such establishments. These workers have hitherto been excluded. Workers employed by local authorities in other types of catering undertakings are already within the scope of the appropriate Wages Board.

Under the provisions of the Catering Wages Act, 1943, the Commission are required to publish a notice stating the terms of any proposed recommendation affecting a Wages Board and stating that they will consider any representations which may be received within a specified period before the recommendation is finally made to the Minister of Labour and National Service. The Commission will consider representations in writing, with regard to the proposed recommendations referred to above, which are received by them on or before 30th June, 1947, at the offices of the Commission at 1 Bryanston Square, London, W.1.

COAL MINING INDUSTRY.

REPORT ON APPRENTICESHIP FOR COAL FACE WORKERS.

In April, 1946, the Minister of Fuel and Power appointed a Departmental Committee, under the chairmanship of Mr. W. Foster, M.P., to consider and report on the practicability of introducing a system of apprenticeship for young entrants to be trained as face workers in coal mines. The Report of this Committee has recently been published.

The Committee state in the Report that their recommendations are governed by the general principle that it should be the aim of every young entrant to the coal mining industry to become a skilled underground worker, by following a planned course of instruction either for the coal face or for one of the trades, such as mechanic or electrician. They point out that their recommendations are necessarily limited, by the terms of reference, to coal face workers but that they are based upon a desire to see established in the industry two definite systems of apprentice training of equal status, the object of one being the production of the skilled coal face worker, and of the other the skilled tradesman.

The Committee believe that a system of indentured apprenticeship to coal face work is both undesirable and impracticable, as the binding element necessarily involved in an indenture would tend to repel potential entrants. This objection, they consider, would not apply to a system of unindentured apprenticeship,

and it is recommended that such a system should be introduced as soon as suitable arrangements can be made.

The Committee propose that all young entrants to the industry should undergo the same course of training and employment for approximately one year preceding apprenticeship, the first six months of which would be devoted to the preliminary training required by the Coal Mines (Training) General Regulations, 1945. (A summary of these Regulations was given on page 176 of the October, 1945, issue of this GAZETTE.) The first six months would be followed by a further period of approximately six months to be spent in training in the course of suitable employment below ground, which should, however, include at least one day a week devoted to a continuation of general technical and physical education. At the end of the year, the trainees should be offered a choice between work at the coal face or work in a trade, their final acceptance for the course selected depending upon their suitability and the potential vacancies in those classes of work. The Committee have decided against the proposed first year of training being regarded as part of the apprenticeship, at any rate in the case of entrants at the minimum school-leaving age of 15 or 16, but they suggest that juveniles who are between 17 and 18 on entry to the industry might be permitted to begin their apprenticeship on completing the preliminary training required by the Regulations.

The Committee have given considerable attention to the problem of the employment of juveniles between the completion of the preliminary training course and the beginning of coal face training. They suggest that where existing methods of haulage continue there should be adequate employment for trainees; but as progress continues with the mechanisation programme some general knowledge of electrical and mechanical work might be useful.

From the age when it is considered suitable for apprentices to start training for coal face work, the Committee recommend that two years of training should be given on a reserved training face, of which at least the first year should be devoted to a course of general training in all suitable coal face operations, to be followed by a period of greater specialisation in particular operations. On the completion of this period, the apprentices should be transferred to a production face where they should work under supervision for at least one year or until reaching the age of 21, whichever is the longer.

The Committee feel strongly that regular technical education should continue during the years spent in training at the coal face, and recommend that at least one day a week should be so occupied, the precise allocation of time and the details of the course being matters which should be the subject of discussion, at a later stage, with the national and local educational authorities. It is recommended that a register should be kept of all trainees accepted for apprentice training, in which the subsequent progress of each should be recorded, and that a certificate of proficiency should be awarded to trainees who have satisfactorily completed their apprenticeship.

The Committee have given careful consideration to the question of the machinery required for operating the apprenticeship scheme. They recommend that the organisation of the apprenticeship scheme at national level should be able to devote itself solely to the scheme, and, in addition to representatives of the industry, should include representatives of the Ministries of Labour and National Service, Education, and Fuel and Power, in the capacity of assessors. At district level, the organisation of the apprenticeship scheme should be recognised as one of the functions of the divisional machinery to be established in accordance with the proposals of the National Coal Board. At the individual colliery, the manager and the training officer should be responsible for the training of apprentices; but the joint consultative committee of the colliery also should interest itself in the scheme and the training officer, when necessary, should attend meetings of the committee to explain the working of any part of the scheme. Reports on the progress of apprentices should be made at intervals by the training officer to the joint consultative committee, and the subsequent progress of the apprentices carefully followed.

The Committee point out that their terms of reference did not include adult entrants but they suggest that the training of adults for coal face work should be adequately covered for the time being by the requirements of the 1945 Regulations and that the question might reasonably be left for further review in about three years' time.

Other recommendations of the Committee include provision for the yearly medical examination of apprentices; the supply, without charge, of a suitably designed pit outfit, safety hat and pit boots, to be worn by apprentices throughout the period of training; and the arranging of annual camps of one week which apprentices should be encouraged to attend.

The Committee have considered the question whether persons who have satisfactorily completed the apprenticeship should be entitled to a higher rate of wages than they would normally receive as face workers had they not accepted apprenticeship, but regard this as a matter which should in due course be considered by the appropriate joint body in the industry. They recommend, however, that a bonus scheme should be introduced whereby an agreed sum of money is put aside for apprentices during each year of their apprenticeship, the total amount accumulated to be payable only on completion of the full course.

An Appendix to the Report gives an account of the training arrangements for young entrants at coal mines in Holland, which were studied by a representative party from the Committee.

The Minister has referred the Report to the National Coal Board for consideration.

BOOT AND SHOE MANUFACTURING INDUSTRY.

NEW SCHEME FOR RECRUITMENT AND TRAINING.

A national scheme has recently been drawn up for the recruitment and training of young workers for the boot and shoe manufacturing industry. The promulgation of this scheme, which has been prepared on the initiative of the employers, technicians and workers in the industry itself, in consultation with the Government, represents the culmination of preparatory work begun during the war.

The boot and shoe manufacturing industry has taken an active interest for some years past in methods of recruiting and training learners. It was one of a small but representative group of industries with which the Ministers of Labour and National Service and Education and the Secretary of State for Scotland entered into consultation five years ago on ways for improving existing methods to meet post-war conditions, including the prospective shortage of juvenile labour and the raising of the school-leaving age.

Both the employers' and the operatives' associations readily responded to the Government's invitation to explore the problem and see what could be done to provide better opportunities, more systematic training and generally improved conditions of employment for young workers. In 1944, the National Union of Boot and Shoe Operatives produced a report in which far-reaching proposals were made for recruiting and training, and about the same time the National Institution of the Boot and Shoe Industry issued their report on the same subject. In the same year, the local employers' associations in several manufacturing areas (e.g., Leicester) introduced schemes which made provision for individual attention to the young entrant, better planned initiation into work, improved training in the factory, and complementary instruction during working hours in educational institutions.

Progress towards the introduction of a national scheme was made in the industry in 1945 and 1946, and last year, after conferences between the industry and the Ministries interested, the Ministry of Labour and National Service drafted a scheme for consideration by the employers' and workers' organisations concerned. The proposals made in the draft scheme were later recommended for immediate consideration by the industry as a whole by the Working Party set up by the President of the Board of Trade*. The new national scheme now announced follows generally the lines suggested in the draft, with such modifications as the industry itself, with its expert knowledge of its own conditions and practicabilities, found it necessary to make.

The scheme will be administered by a newly-established National Joint Recruitment and Training Council representing:

The Incorporated Federated Associations of Boot and Shoe Manufacturers of Great Britain and Ireland;

The National Union of Boot and Shoe Operatives;

The National Institution of the Boot and Shoe Industry (the professional technological institution for the industry); and

The Government Departments concerned, viz., the Ministry of Education, the Scottish Education Department, the Ministry of Labour and National Service, and the Board of Trade. Some information relating to the scheme, which applies to both boys and girls, is given in the following paragraphs.

Local Joint Recruitment and Training Committees, which are being set up for all centres of the industry, will be responsible under the National Council for the local application of the whole scheme, and provision will be made for any variations which may be necessary to meet local circumstances. These committees will collaborate with the local Education Authorities and Employment Exchanges, and the Juvenile Employment Service in their districts.

Local Committees will review from time to time the number of young operatives required by the industry, and, to preclude "dead-end" jobs, only the number that can eventually be absorbed as skilled adult workers will be admitted to the industry in the first place. Local Committees will be responsible for schemes for the encouragement of recruitment. They will also maintain a register of all young persons under the age of 18 in the industry in their districts.

Every shoe manufacturing firm is strongly recommended to assign all the duties and functions connected with the employment of young operatives to a Director or Senior Executive of the firm who is to be known as the Factory Training Executive. The initial engagement of young operatives and their introduction to the factory should be the responsibility of the Factory Training Executive. The young operative's introduction should include an informal talk on the general conditions of employment and on prospects and avenues of progress.

The training to be provided under the scheme will ensure the continuation of the young entrant's general education alongside his gradual initiation into the technical mysteries of his trade. New entrants will spend their first four weeks making a "tour" of their factory so that they can find out which branch of the work best suits their individual capabilities and interests. Then, until the age of 18, they will receive a thorough training in the selected department—not confined to one job, but gradually progressing until at least two major operations are mastered. In each factory it will be the duty of the Factory Training Executive to watch over the training of each new entrant, and the progress of each young operative is to be reported twice a year to the Local Joint Recruitment and Training Committee.

* The Report of the Working Party was summarised in the issue of this GAZETTE for September, 1946 (page 248).

For one whole day each week every trainee will have ultimately the opportunity of attending a technical college course which will include general education as well as technical training. The latter will dovetail into the practical factory instruction by giving a broad survey of all processes of the industry. Attendance at these courses will be during normal factory hours and on full pay.

Wages, hours of labour and conditions of employment are fixed partly by law and partly by a recognised national agreement between the employers and trade union, who are jointly responsible for the very high standard of industrial relationships which have been maintained for over fifty years.

The industry is constantly looking for men and women capable of filling positions of higher responsibility. Those who complete their initial course of training with credit will be given every encouragement and facility to qualify for these better positions, for which more advanced courses of technical training are available in most districts. There are also grants and scholarships available from the National Institution of the Boot and Shoe Industry.

Though recruitment to the boot and shoe manufacturing industry is normally from boys and girls under 18, it is by no means closed to older entrants, and it is contemplated that the scheme described above for young persons from school-leaving age up to 18 may be supplemented later by schemes for improving the training of other categories of persons engaged in the industry.

FURTHER EDUCATION AND TRAINING SCHEME.

TERMINATION DATES FOR ELIGIBILITY.

Grants of assistance under the Further Education and Training Scheme* are awarded by the Ministry of Labour and National Service and the Education and Agricultural Departments. It has recently been announced that men who begin their period of national service under the National Service Acts after 30th September, 1947, will not qualify for grants for full-time courses of training for which awards are administered by the Education and Agricultural Departments. Financial assistance in the form of scholarships and bursaries is available from public educational funds to enable suitably qualified persons to attend Universities, Technical Colleges, Agricultural Colleges, etc.

There will be a number of men in process of being called up on 30th September who cannot be enlisted by that date because of unavoidable delays in procedure and whom it would be unfair to exclude from eligibility on that account. Those men whose applications for deferment (in order to enable them to begin or continue courses of higher education in the autumn of 1947) are not decided by the University Joint Recruiting Boards, in time to permit of the completion of medical examination and other preliminaries to enlistment by 30th September, will not on that account be regarded as ineligible for an award on the completion of their service with the Forces.

Awards for training which are at present administered by the Ministry of Labour and National Service, and for which comparable financial provision is not available, will continue to be made by that Ministry to those called up before 1st January, 1949, subject to the following restrictions:—

(a) awards will not be granted to applicants who could have obtained deferment of their calling up to enable them to complete their courses before beginning their national service, and

(b) awards will be granted only to enable applicants to begin or complete courses in respect of which they can show prevention or interruption by their calling up. No award will be made to enable an applicant to change from a part-time to a full-time course.

MODIFICATIONS OF SCHEME.

Certain modifications in the administration of the Scheme are to be applied forthwith. These are indicated below.

Men serving in the Armed Forces as volunteers.—Men who were not liable under the National Service Acts but who joined any of the Armed Forces as volunteers will only be eligible for consideration under the Scheme if they joined for the duration of the emergency or under a special engagement for the same period of service as was required of those called up at the time under the National Service Acts.

Eligibility of women.—Applications under the Scheme will only be accepted from women who since their eighteenth birthday performed at least one year's work of national importance which began not later than 15th August, 1945. (The last registration of women under the Registration for Employment Order took place in July, 1945, and related to women born in the first half of 1927.)

Applications on exceptional grounds.—Men called up after 15th August, 1945, will not be eligible under the special arrangement whereby applicants who cannot prove prevention or interruption of training may be considered on the grounds that they showed or developed exceptional capabilities during their war service.

Time limit for acceptance of applications.—Applicants are required to lodge their applications under the Scheme within six months of the date of commencement of their release leave unless they can show special cause for the delay.

Statistics showing the progress of the Scheme up to the end of May, 1947, are given in an article on page 210 of this GAZETTE.

* See the issues of this GAZETTE for April, 1943 (page 50), May, 1943 (page 63), and June, 1945 (page 93).

* S.R. & O. 1947, Nos. 887, 1051 and 1089, respectively. H.M. Stationery Office; price 1d. net (2d. post free) each.

Report of the Departmental Committee on Apprenticeship for Coal Face Workers. H.M. Stationery Office; price 4d. net (5d. post free).

BUSINESS TRAINING SCHEME.

CHANGES IN THE SCHEME.

It has recently been announced by the Ministry of Labour and National Service that the last General Business Courses under the Business Training Scheme* will be those starting in September, 1947. They will provide only a limited number of places and will, if necessary, be reserved for suitable applicants who have claims to such courses on grounds of age and length of war service. Only students who obtain a place in one of these courses will qualify for financial assistance in taking a Specialised Business Course, i.e., further training at executive level in a business.

New permanent courses in business training are to be set up in Technical and Commercial Colleges under the auspices of the education authorities. Eligible and suitable applicants who are unable to obtain a place in the General Business Courses beginning in September, 1947, will qualify for a financial grant if vacancies are available in one of the new permanent courses in business training.

Application for business training from ex-Service men and women (whether for the last General Business Courses or for one of the new permanent courses) must be made within six months of the commencement of release leave.

The changes indicated above have become necessary because the majority of men and women now being released from H.M. Forces are in the younger age groups and would require, if they were going into business administration, a longer training than the intensive three months' General Business Course. These are, moreover, younger persons to whom business firms cannot be expected to give special training for management posts until they have had some years of experience in the business world.

Statistics showing the progress of the Business Training Scheme up to 24th May, 1947, will be found in an article on page 210 of this GAZETTE.

STUDENTS AT UNIVERSITIES.

CONDITIONS OF ENTRY IN AUTUMN OF 1947.

A Memorandum has been prepared by the Ministry of Labour and National Service and other Government Departments for the guidance of the heads of Universities, University Colleges and certain other institutions of further education regarding the entry of students in the autumn of 1947.

The Memorandum states that it has been decided that the arrangements for 1947 should in general be the same as those agreed with the Universities for 1946 (see the issue of this GAZETTE for June, 1946, page 147). The following general principles should apply: (1) preference will be given to men and women (a) who have been released from the Forces in Class A or Class B, or discharged from the Forces on medical grounds, or (b) who will have spent certain periods in civilian work of national importance, provided that they are accepted by the University concerned as fully up to the proper standard for admission (these two categories are called the "Priority Classes"); (2) all places in all subjects at Universities should be filled; and (3) any young men still liable to be called up for military service who are granted deferment to enable them to begin or continue a course of study at a University in the autumn of 1947 will be called up on the completion of their course.

It is hoped that where there is competition for places Universities will accept students from abroad for exceptional reasons only, and that women in the non-priority classes will be admitted only if they are of high promise. Universities should, in general, refrain from accepting students born after 31st July, 1929, except to fill places not required for other categories of students.

It will be necessary to consider how far the available places (after making due allowance for students from abroad and women not in the Priority Classes) can be filled by the Priority Classes. Any available places still unfilled after all suitable men and women in these classes have been accepted may be filled (a) by the deferment of men born between 1st October, 1928, and 31st July, 1929; (b) by men in Medical Grades III and IV; (c) by men who are no longer available for military service but whose period of employment in civilian work is insufficient to enable them to be included in the Priority Classes; and (d) by men born after 31st July, 1929. If in any case the number of suitable Priority Class applicants is so large as to fill all the available places, it will be open to the University, nevertheless, to fill not more than 10 per cent. of the available places with men in the categories mentioned above, to the exclusion of Priority Class students.

The Memorandum sets out the procedure to be followed in applying for the deferment of men born between 1st October, 1928, and 31st July, 1929, and of those born after the latter date.

An Appendix to the Memorandum deals with the release of students from the Forces in Class B. It is stated that it will be open to Universities, etc., to apply for the release of scholars and highly promising students in any subject who are still serving in the Forces and who are in Release Groups 1-62. These arrangements apply only to students desiring to take full-time courses for whom places have been reserved. Special application may also be made for the release of certain members of the Forces outside Groups 1-62 who have had a period of employment on civilian work of national importance.

* See the issue of this GAZETTE for February, 1946 (page 44).

A second Appendix relates to the admission of men who have been in civilian employment and who under existing arrangements are, with certain exceptions, no longer available for military service. In the majority of cases such men will be free to enter Universities, etc., without seeking deferment of call-up or release from their employment, and the conditions on which they can be treated as Priority Class candidates are set out.

Men who require permission to leave their employment (e.g., coal mining) should apply to the Ministry of Labour and National Service, producing in support of their applications documentary evidence of their acceptance by the University, etc., concerned.

COTTON INDUSTRY.

GOVERNMENT ASSISTANCE TOWARDS THE RE-EQUIPMENT OF SPINNING MILLS.

In reply to a question in the House of Commons on 30th April, the President of the Board of Trade stated that he had received from the organisations representing employers and operatives in the cotton industry assurances of co-operation which enabled him to put into effect as from the following day the scheme proposed by the Government for the assistance of the industry. An outline of the Government's proposals, which followed on the recommendations of the Cotton Working Party and included an offer of financial assistance for the re-equipment of cotton spinning mills, had been laid before a representative meeting of all sections of the cotton industry at Manchester on 3rd December (see the issue of this GAZETTE for December, 1946, page 357).

In his reply, the President of the Board of Trade added that further details of the scheme were set out in a letter which he had addressed to the Chairman of the Cotton Board on 28th April.

In this letter, of which a copy was appended to his reply, the President stated that he had received from the representative organisations of the cotton employers and operatives their replies to the proposals placed before them on 3rd December. He pointed out that these proposals had been directed in the first place to the spinning section and envisaged a co-operative effort by all concerned—employers, operatives and the Government—to bring it thoroughly up to date and to establish it on a sound footing for the future.

Recapitulating the main features of the scheme, the letter stated that, so far as the industry itself was concerned, the main lines of action were to be:

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

The Government offered, as their share in the joint effort, to make a grant of 25 per cent. of the cost of the mechanical re-equipment of grouped mills. The first stage of the scheme would cover the re-equipment of mills containing one-third of the capacity of each group. When this stage was under way, a second third would be dealt with, after which the position would be reviewed. In order to qualify for assistance, groups would require to control a minimum of about 500,000 (mule equivalent) spindles but this figure might be relaxed somewhat in exceptional cases. Orders for machinery would have to be placed not later than two years from the scheme's coming into operation and a target date of five years would be set for the completion of deliveries.

The scheme, the President emphasised, had to be regarded as a whole. It could not succeed without the support of the leaders, and of the rank and file, of both sides of the industry. Moreover, it had always been the Government's intention that the Cotton Board, and in due course its successor body, should play a large part in the development of the scheme, both as regards its day-to-day running and as regards any adjustments to suit changing circumstances. The task of the Cotton Board would be impossible unless it were assured of the co-operation of the principal sectional organisations. These organisations had considered the scheme with the utmost care and with full realisation of the grave responsibility, not only to their members but also to the nation, which rested upon them. There were various features of the scheme which were unwelcome to one side or the other; but the Federation of Master Cotton Spinners' Associations had assured the President of their willingness to assist the Cotton Board by advice and co-operation in connection with the scheme, and a Special Delegate Conference of the United Textile Factory Workers' Association had formally endorsed a recommendation of their Legislative Council pledging their full co-operation to the implementation of the scheme. The Card Room Amalgamation, after expressing their willingness to assist in connection with re-equipment, had stated that, in so far as shift work was concerned, they would not actively oppose, nor would they recommend the members to accept, the system, so that the workers would have the freedom to decide for themselves when the issue arises.

In view of these assurances, the President stated that the Government felt justified in putting the scheme into operation from 1st May, 1947.

WOOL TEXTILE INDUSTRY.

REPORT OF WORKING PARTY.

The Wool Working Party, consisting of representatives of employers and trade unions and of independent members, was appointed by the President of the Board of Trade in March, 1946, to examine and enquire into the various schemes and suggestions put forward for improvement of organisation, production and distribution methods and processes in the wool textile industry, and to report as to the steps which should be taken in the national interest to strengthen the industry and to render it more stable and more capable of meeting competition in the home and foreign markets. The Working Party's Report* has recently been published.

The Report opens with a historical and economic survey of the wool textile industry, which includes an estimate of the future level of total demand for finished goods and intermediate products. This, it is suggested, may rise during the next few years to from 10 to 15 per cent. above the level of 1937, which was a good year.

Organisation and production in the industry are discussed from the points of view of raw materials, man-power, the recruitment of labour, productive efficiency, and machinery and re-equipment. As regards man-power, the Report states that there was a reduction in the number of insured workers in the industry between 1924 and 1939, and that a much more drastic reduction occurred during the war, the number falling to a minimum at the end of 1944. Subsequently, employment gradually increased, and the number of workers rose in 1945 and 1946. In the first half of the latter year there was a net gain in the number of men in employment, due almost exclusively to demobilisation, but there was no increase in the employment of women and a continued and very serious shortage of juvenile workers. The Working Party recommend that plans for the industry should be based on the assumption that the shortage of women workers in comparison with the numbers employed before the war will continue, that the shortage of juveniles is likely to become still more acute, and that the industry will become increasingly dependent upon older workers. The South-West suffered most heavily through the war-time withdrawal of labour; but it is considered that every district will have an uphill struggle before it is able to attract sufficient additional workers to meet even the minimum requirements of the industry.

In the opinion of the Working Party, the labour force that the industry can hope to obtain within a measurable time will not exceed 200,000, or 15 per cent. less than the pre-war labour force, which was, however, not fully employed. In view of the anticipated increase in demand, this reduction in man-power is taken to imply the necessity to plan for an improvement of productivity in the industry of 20 to 25 per cent. during the next few years. The full and efficient employment of 200,000 workers under fair wages and conditions must be the common objective, clearly understood and loyally pursued by employers and operatives and their respective organisations. The Working Party consider that, if such an objective is accepted, the necessary improvement in productivity is not unattainable, although it is to be reached only by ingenuity, foresight and determination.

The Report urges that avoidable absenteeism should be eliminated and steps taken to disprove or remedy the complaints frequently made that the work-load in various sections of the industry, notably weaving, compares unfavourably with that in other industries and (under equal conditions) with that in other countries. Operations in the industry should be the subject of research, with a view to reducing fatigue and improving output without undue exertion. The Working Party recommend that steps should be taken to ascertain whether workers in particular jobs may properly be asked to give a greater output with reasonable exertion, and whether, by scientific modification of methods or customs, the same degree of exertion could produce a greater result. An extension of payment by results, including individual and collective piece work, should, it is suggested, provide a greater incentive to effort; but workers must feel assured that, at the same time, the efficiency of the industry is being overhauled in other directions also.

The Working Party mention a number of matters affecting working conditions in which improvements are called for in many, although not all, premises, in order to increase the attractiveness of the industry. These include the spacing of machinery; lighting; temperature, ventilation and humidity; the reduction of noise; the electrification of the mills, with individual drive; washing accommodation and clothes drying facilities; and further provision of rest rooms and canteens. The Report notes that the improvement of working conditions in the industry is already under discussion by a Joint Factory Committee instituted at the request of the Chief Inspector of Factories.

Apart from anthrax (now very rare), the Working Party found no evidence of occupational disease in the industry with the possible exception of dermatitis, as to the incidence of which they believe fuller information to be necessary. An enquiry, it is suggested, might produce information showing the desirability of making dermatitis a compulsorily notifiable disease. It is suggested that consideration should be given to regulations limiting the carrying, as well as the lifting, of heavy weights, and that, wherever possible, use should be made of mechanical methods of handling. The provision of crèches and day nurseries should be encouraged if it is hoped to attract married women with children to the industry.

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

Suggestions are made in the Report for improving the recruitment, education and training of entrants into the industry. It is noted that the Employers' Council and the trade unions concerned have recently agreed to set up a Joint Committee to examine the question generally. The Working Party strongly recommend that this Joint Committee should get to work at once, and that a further Joint Committee should be set up, as quickly as possible, to deal specifically with the recruitment, education and training of juveniles.

With regard to the dispersal of the industry as a means of overcoming labour shortage, the Working Party consider that the first objective should be to expand output in the existing centres, but that, if events show that the labour force available will be unable to meet the whole normal demand, there will be room for a further limited dispersal to other districts (including South Yorkshire and, in a measure, Wales) beyond what is already in progress. They believe that there is little ground for diversification of industry in the wool textile centres, except that a few alternative industries might be located in the heavy woollen district of Yorkshire.

The Working Party point out that the shortage of labour makes it more than ever necessary to adopt any possible expedients for increasing output per head in the industry. In this connection, they attach great importance to the collection of information as to man-hour and machine-hour output, but record that they have been unable to obtain such data for any section of the British wool textile industry or comparable data for other countries. They have, however, formed a favourable view of the general level of efficiency in the industry, although wide variations are found to occur between different firms. A number of suggestions and recommendations are made with regard to methods of increasing output, as well as improvements in machinery and re-equipment.

Sections of the Report are devoted to marketing, research and information, including statistics and costing, and the future organisation of the industry. With reference to organisation, the Working Party consider that there should be arrangements at all levels for full and regular consultation between management and workers. Such consultation should cover all questions of productive efficiency, working conditions, welfare and other matters that are not already the subject of collective bargaining between employers' organisations and trade unions. Further, they discuss the formation of an Advisory Council for the wool textile industry, consisting of representatives of employers and workers, with an independent chairman and independent members of experience. They point out, however, that the same question must arise in other large industries producing consumer goods, and consider that a decision by the Government is required on uniform lines and on the basis of a wider body of evidence than is at the Government's disposal. Such an Advisory Council, they add, would act in a consultative and advisory capacity on questions arising from time to time, such as those reviewed in the present Report. Without impinging upon the natural right of employers' associations and trade unions to make their own representations where necessary, it should become a recognised channel of communication between the Government and the industry on matters which are the concern of the industry. The Working Party further recommend the creation of an overall Advisory Council for the whole textile and apparel group, on which the advisory bodies for the wool textile and other groups would be represented.

A section of the Report discusses the special problems of the industry in Scotland, and appendices contain reports on Swedish, Swiss and French wool textile mills, which were visited by members of the Working Party, and the report of a mission despatched to Switzerland to inspect the latest productions in textile machinery.

LINOLEUM INDUSTRY.

REPORT OF WORKING PARTY.

The Report* of the Linoleum and Felt Base Working Party has recently been published. This Working Party, consisting of representatives of employers and trade unions and independent members, was appointed by the President of the Board of Trade to examine and enquire into the various schemes and suggestions put forward for improvements of organisation, production and distribution methods and processes in the linoleum industry, and to report as to the steps which should be taken in the national interest to strengthen the industry and render it more stable and more capable of meeting competition in the home and foreign markets.

After an introductory section describing briefly the history of the linoleum, floor cloth and felt base industry and the method of manufacture, the Report considers the position of the industry with regard to raw materials and equipment. In this connection, the Working Party quote figures which indicate that the productivity per worker in the industry in the United States in the pre-war period was substantially greater than in this country, and they suggest that British manufacturers should use every possible means for ascertaining the reason for this difference.

In a discussion of man-power problems, the Report states that at the end of 1938 the 14 undertakings in the industry in Great Britain employed nearly 7,600 operatives, including about

* Working Party Reports. Linoleum. H.M. Stationery Office; price 1s. 6d. net (1s. 8d. post free).

650 women and as many juveniles. The number fell to a little over 1,300 at the end of August, 1944, but had again risen to over 5,000 by the end of June, 1946. The firms estimate, on the assumption of fully adequate supplies of raw material and production at maximum capacity with the plant expected to be available, that they would be able in four or five years' time to employ some 9,800 operatives (including 1,000 women and 600 juveniles), with about 1,900 for managerial, technical and office staff.

The Working Party find that relations between employers and operatives in the industry are generally good, and that the rate of absenteeism, although higher than before the war, is declining and is low in comparison with that in other industries under present conditions.

They recommend that, in order to attract workers to the industry, every effort should be made to offer the best possible working conditions. As soon as circumstances permit, particular attention should be paid to improvements in such matters as methods of dust extraction; washing, lavatory, and clothes drying facilities; heating, ventilation and lighting; first aid arrangements; and canteens.

The Report states that all the larger undertakings in the industry have some form of Works Committee. In some cases these Committees are operating satisfactorily but in others evoke little interest or enthusiasm. It is recommended that all firms employing more than 50 operatives that have no Production or Works Committees should set up such Committees, and that firms where Committees exist but are not operating satisfactorily should examine the reasons for the failure and consider, in consultation with the workers, what improvements are required. It is further recommended that all firms should adopt methods of obtaining the suggestions of their employees.

The Working Party regard it as of great importance that all undertakings of any size should employ a properly trained personnel manager, and that, wherever the undertaking is large enough, a Welfare Officer should also be employed, to work under the Personnel Manager. The Welfare Officer should act in company with a Welfare Committee containing workers' representatives.

It is noted that the industry has no general scheme for recruitment, but that schemes for training exist and that, in one or two undertakings, courses have been held under the scheme for training within industry of the Ministry of Labour and National Service (see the issue of this GAZETTE for February, 1947, page 46). The Working Party recommend that all firms of any size should make trial of this scheme. They regard the proper laying of linoleum as of great importance to the industry and recommend that all firms should co-operate in the training of layers.

As regards the selection and training of persons for managerial duties, the Working Party recommend that firms should give attention to the arrangements adopted in some other industries for taking in University undergraduates or graduates for short periods of vocational training, and to the possibility of finding suitable trainees for supervisory and managerial posts from the ranks of their operatives as well as from their technical and office staff. It is also recommended that firms should consider the possibility of making use of the facilities for the training of managerial staff to be offered by an Administrative Staff College which is expected to open shortly and should utilise the General and Specialised Business Courses provided under the Business Training Scheme of the Ministry of Labour and National Service.

Other topics discussed in the Report include the finance of the industry; costing and other statistics; minimum price agreements for the home market; international price-fixing agreements; marketing; and design and scientific research. Statistics of the production and export of British linoleum and kindred products are given in an Appendix to the Report.

RESETTLEMENT OF POLES.

POLISH RESETTLEMENT CORPS.

On 22nd May, 1946, the Foreign Secretary made a statement in the House of Commons regarding the future of members of the Polish Armed Forces under British command. He said that those who had volunteered to return to Poland were being repatriated under the arrangements which had already been made. With regard to those Poles who did not wish to return to Poland, it was the Government's aim to demobilise them as quickly as possible and arrange for their settlement in civilian life in Great Britain or overseas. For this purpose the Government had decided that they should be discharged from the Forces and enrolled in a specially created Polish Resettlement Corps with a view to their transfer to civilian life as soon as possible. The Corps, which would be a British organisation, would be essentially a transitional arrangement designed to facilitate the transition from military to civilian life.

Enrolment in the Corps began in September, 1946, and continued during the following months as units of the Polish Forces were brought to this country for the purpose. Enrolment in the Corps is voluntary and is for a period of two years. The members of the Corps, which is unarmed, are accommodated in Army and Air Force camps pending their release to civilian life.

The function of the Corps is to provide for the care and maintenance of the members of the Polish Forces until they are fitted to take their place in civilian life, and in particular to provide

education in the English language and in the British way of life for those whose service has been largely abroad.

With regard to the employment of the members of the Corps, the normal procedure provides for their release from the Corps to undertake, as civilians and at the rate for the job, work approved by the Ministry of Labour and National Service. Those released to civilian work in this way are not demobilised at once but are relegated to the Reserve until their period of two years' service has expired. Until demobilised they are subject to recall to the Corps if this proves desirable. Work for members of the Corps is not approved by the Ministry unless wages and conditions of employment are not less favourable than those which would be offered to a British subject in a similar capacity, and there is no suitable and willing British worker available.

In exceptional circumstances to meet emergencies, members of the Corps may be allocated for a short time on loan, while serving as members of the Corps and receiving pay as members of the Corps, to industries in respect of which the employment on loan has been agreed to by national representatives of the employers and workers concerned. The employer for whom a member of the Corps is working on the loan basis is required to pay the appropriate rate for the job to the authorities responsible for the Corps.

At the end of May, 1947, there were about 85,000 former members of the Polish Forces in the Polish Resettlement Corps, of whom just over 3,000 were women, and about 20,000 members of the Polish Forces who had still to be offered enrolment in the Polish Resettlement Corps, some of them still stationed abroad. When enrolment in the Corps is completed there may be about 100,000 members to be resettled in this country, the actual figure depending on the extent to which members of the Polish Forces decide to return to their own country.

Immediately after enrolment in the Polish Resettlement Corps, each member of the Corps is interviewed and registered for employment at a Local Office of the Ministry of Labour and National Service. His age, knowledge of English, industrial qualifications, Service trade, and other relevant factors are recorded, so that he may be considered for any suitable job notified to the Ministry. Of the total of about 85,000 Poles who had registered with the Ministry by 17th May, some 50,000 of the men and 1,700 of the women had little or no knowledge of English at the time of their registration. Defective knowledge of English is one of the most serious obstacles to the rapid absorption of Poles into industrial work, and is being overcome by the provision of intensive courses in English within the resettlement camps.

A high proportion of the Poles registered are young men, over half being under 30 years of age. Members of the Corps have varied industrial qualifications: the largest single industrial group consists of those with experience in agriculture, who comprise about one-fifth of the total available for work.

In accordance with the pledge given by the Government, consultations have been initiated with the industries expected to provide employment for appreciable numbers of members of the Polish Resettlement Corps. Negotiations with the larger industries have in the main been satisfactorily concluded, though in one or two cases certain points of detail are still outstanding. The industries in which Poles can now be placed in employment include the following:—

- Agriculture and forestry.
- Building and civil engineering.
- Building materials industries (bricks, cement, asbestos cement, plaster board, lime).
- Canal transport.
- Clothing (bespoke tailoring trade).
- Coal mining.
- Cotton industry (cardroom, spinning, weaving and finishing sections).
- Electricity supply.
- Gas industry.
- Iron and steel industry: the main sections of the industry, viz., iron ore, coke ovens and blast furnaces, steel melting and rolling (heavy steel), tin plate and sheet steel.
- Quarrying industry (limestone, granite, whinstone, roadstone, freestone and chalk).
- Refractories industry.
- Silk industry.
- Trawler fishing.

Negotiations have reached an advanced stage in the wool and rayon industries, the china and ball clay industries, and the boot and shoe industry, and consultations with other industries are being undertaken.

In the case of the coal mining industry, an agreement was reached on 31st January, 1947, between the National Coal Board and the National Union of Mineworkers. Under this agreement the Union raises no objection to the employment of Polish workers as civilians in British coal mines on terms and conditions identical with those of British workers, provided that (i) no Polish worker is placed in employment at any colliery without the agreement of the local branch of the Union, (ii) Polish workers who enter the industry join the Union and any who fail to do so are dismissed, and (iii), in the event of redundancy, Polish workers are the first to be discharged. An intensive recruiting campaign is now being carried out in collaboration with the National Coal Board and the National Union of Mineworkers, to attract Polish volunteers for training as underground coal miners. The appeal is addressed to all

Poles with previous mining experience and to fit men aged 18 to 36 without previous mining experience. Those accepted will be allocated to Government Training Centres for four weeks' training, followed by further practical training in a pit. By the middle of June, 1947, the total number of Poles placed in approved employment was 18,000.

In appropriate cases, members of the Polish Resettlement Corps may be given training for civilian employment under the Vocational Training Scheme pending their return to civil life. An assurance has been given in Parliament, however, that the training of Poles will not delay the training of British ex-Service-men.

Arrangements have also been made for the registration for employment of civilian dependants of members of the Polish Resettlement Corps who are fit and available for work. These dependants are housed in twelve large camps; the running of these camps is being gradually taken over by the Assistance Board from the War Office. At the end of May, 1947, the total number of dependants registered for employment with the Ministry of Labour and National Service was 2,000, of whom 1,000 had already been placed in employment.

POOR RELIEF: ENGLAND AND WALES.

ANALYSIS FOR 1st MAY, 1946.

The Ministry of Health have issued a Return* showing the number of persons in receipt of poor relief in England and Wales at the beginning of May, 1946. The Return is substantially in the same form as the Return last published, which related to 1st January, 1939, but it is pointed out that the situation has been altered by war conditions and legislative changes to such an extent as to render comparisons between the two dates of little practical use.

The total number of persons in receipt of poor relief in England and Wales on the night of 1st May, 1946, was 490,511, or 129 in 10,000 of the population. The corresponding number on 1st January, 1939, was 1,099,050. The total for May, 1946, comprised 127,582 men, 214,396 women and 148,533 children, and was inclusive of persons who were "constructively" relieved on account of relief granted to dependants not in institutions, but not of those who were "constructively" relieved on account of relief granted to dependants in institutions. Rate-aided patients in mental hospitals were also not included. The large decrease since 1939 in the number of recipients of poor relief is attributed mainly to the payment of supplementary pensions under the Old Age and Widows' Pensions Act, 1940 (see the issue of this GAZETTE for April, 1940, page 105).

The following Table shows the numbers of persons in receipt of the main categories of poor relief in England and Wales on 1st May, 1946, together with the corresponding numbers on 1st January, 1939:—

	1st May, 1946.	1st January, 1939.
Persons in receipt of Institutional Relief	128,180	158,841
Persons in receipt of Domiciliary Relief—		
On account of Unemployment	1,893	52,623
Not on account of Unemployment	360,438	887,586
Total, Domiciliary Relief	362,331	940,209
Grand Total	490,511	1,099,050
Casuals (included in above figures)	1,192	10,541

Of the total number of recipients of poor relief on 1st May, 128,180 were in receipt of institutional relief, comprising 55,431 suffering from sickness, accident or bodily infirmity, including infirmity due to old age, 18,024 suffering from mental infirmity and 54,725 other persons. Persons in receipt of domiciliary relief numbered 362,331. Of this number, 1,893 (including dependants) were returned as relieved on account of unemployment, the corresponding figure on 1st January, 1939, being 52,623. The recipients of domiciliary relief, apart from those relieved on account of unemployment, comprised 161,350 suffering from sickness, accident or bodily infirmity, 5,488 suffering from mental infirmity and 193,600 other persons. The number of casuals included in the foregoing totals was 1,192; the corresponding number at the beginning of 1939 was 10,541.

The number of men pensioners over 65 years of age and women pensioners over 60 years of age under the Old Age Pensions Act, 1936, the Widows', Orphans' and Old Age Contributory Pensions Act, 1936, or the Old Age and Widows' Pensions Act, 1940, who were in receipt of poor relief was 64,614, of whom 7,360 were widow pensioners over 60 years of age. These figures include those persons (if any) constructively relieved by reason of relief afforded to dependants in institutions.

TRAVEL TO IRELAND.

SIMPLIFIED PROCEDURE FOR OBTAINING TRAVEL IDENTITY CARDS.

An article published in the issue of this GAZETTE for April, 1947 (page 121), gave particulars of the simplified procedure which was introduced on 8th April for obtaining British passports and travel identity cards. Arrangements have recently been made by the

* H.C. 93 of Session 1946-47. H.M. Stationery Office; price 9d. net (10d. post free).

Ministry of Labour and National Service and the Home Office for simplifying further the procedure of application for the travel identity cards which are issued solely for travel between Great Britain and Ireland (Éire and Northern Ireland) and are required by British subjects who do not already hold valid British passports.

Under the procedure hitherto in operation, an applicant for a travel identity card was required to obtain and fill in an application form, have it verified and signed by an approved "recommender" (magistrate, minister of religion, solicitor, banker, etc.), supply duplicate photographs of himself with one copy certified by the "recommender," and produce other supporting documents (e.g., birth and marriage certificates) if requested. Since 8th April, an applicant who wished to do so has been able to obtain the necessary form, receive guidance in completing it, and hand it over at any Local Office or Resettlement Advice Office of the Ministry of Labour and National Service, but it has still been necessary to comply with the requirements indicated above.

Under the new arrangements, most of these formalities will be dispensed with, provided that the applicant attends personally at the Local Office or Resettlement Advice Office and produces his National Registration Identity Card. He will still be required to provide one "passport" photograph of himself, endorsed by an approved "recommender," but he will not be required to fill in an application form and have it verified and signed by the "recommender." The local officer of the Ministry of Labour and National Service, having satisfied himself as to the applicant's identity, will immediately make out a travel identity card for signature by the applicant. The card will then be sent by the Local Office to the Passport Office for final authorisation, and will be delivered by the Passport Office direct to the applicant without delay. As at present, there will be no fees to be paid.

It is emphasised that this simplified procedure, which came into operation on 19th May, applies only to British subjects who are normally resident in Great Britain or Northern Ireland, and can be followed only if the applicant goes in person to the Local Office or Resettlement Advice Office, taking with him his National Registration Identity Card and certified photograph; it will not apply to applicants who cannot attend personally or who make their applications by post, or to applicants who are unable or unwilling to produce National Registration Identity Cards.

OVERSEAS SETTLEMENT.

MIGRATION TO NEW ZEALAND.

After discussions with the United Kingdom Government, the New Zealand Government have decided to grant assisted passages to New Zealand to suitable British subjects normally resident in the United Kingdom who wish to settle in New Zealand and whom the New Zealand Government are willing to receive. Ex-Service men and women who are accepted for settlement will be granted free passages. Men and women who do not qualify by reason of service in the Forces or the Merchant Navy will be required to pay £10 towards the cost of their passage.

The number of settlers for whom passages will be available during 1947 will be limited by shortage of shipping, and for the time being the scheme will be restricted to men and women who are between the ages of 20 and 35 and are either single or widowed and without dependent children. Assisted passages will be granted only to applicants who are suitable for and willing to engage in certain selected occupations. Applications from married persons cannot be considered at the present time owing to housing difficulties in New Zealand.

A further announcement will be made as to the date of opening of the scheme, the occupational categories in respect of which applicants can be considered, and the procedure to be followed by applicants.

INTERNATIONAL LABOUR

ORGANISATION.

MINIMUM STANDARDS OF SOCIAL POLICY IN DEPENDENT TERRITORIES: ACTION PROPOSED BY H.M. GOVERNMENT.

A Command Paper* has been published announcing the action proposed by H.M. Government regarding Recommendation (No. 74) concerning Minimum Standards of Social Policy in Dependent Territories (Supplementary Provisions) which was adopted by the International Labour Conference at its 27th Session in 1945 (see the issue of this GAZETTE for January, 1946, page 11). The Recommendation, of which the English and French Texts were presented to Parliament in Command Paper No. 6828, sets forth in an Annex certain minimum standards of social policy in dependent territories. These are supplementary to the minimum standards set forth in Recommendation (No. 70) concerning Social Policy in Dependent Territories which was adopted by the International Labour Conference at its 26th Session in 1944. As was noted in the issue of this GAZETTE for December, 1945 (page 225), H.M. Government announced their intention of accepting the latter Recommendation.

The Command Paper states that, in accordance with the requirements of the Constitution of the International Labour Organisation, H.M. Government have considered Recommendation No. 74 and that they are, in general, in agreement with the minimum standards set forth in the Annex thereto. The International Labour

* Cmd. 7133. H.M. Stationery Office; price 1d. net (2d. post free).

Conference will, however, be considering at its 30th Session to be held in Geneva in June-July, 1947, proposals to incorporate certain parts of the Recommendation in International Labour Conventions, and in these circumstances H.M. Government propose to defer their final decision on the details of the Recommendation pending the consideration of these proposals by the Conference, since this consideration may result in further international regulations superseding Recommendation No. 74 in certain respects.

NUTRITION IN INDUSTRY: AN INTERNATIONAL LABOUR OFFICE STUDY.

The International Labour Office have recently published a Study* of the measures adopted in Canada, the United States of America and Great Britain to safeguard the nutrition of industrial workers in war-time.

In an introduction to the Study it is pointed out that Government programmes for the nutrition of industrial workers are relatively new and, in their present scope, represent a war-time development. While experiences before the outbreak of the recent war had caused the need for the study and revision of military rationing schemes to be appreciated, it had apparently not been realised that for the purposes of war, the feeding of the producers of munitions was second in importance only to that of the Armed Forces. The critical need to safeguard the nutrition of industrial workers as a group had not been generally recognised and a lack of precise information on the subject was common to all three of the countries surveyed. Nevertheless, the introduction states, considerable success was achieved during the war in promoting and extending the feeding of industrial workers, through the efforts both of many Government Departments and of many private groups and agencies. It is suggested that, although the war is over and war-time emergency measures are likely to disappear, the interest in the nutrition of industrial workers will not necessarily revert to its pre-war status.

The Study consists of three parts, dealing, respectively, with nutrition in Canadian industry, the war-time food and nutrition programme for industrial workers in the United States, and industrial canteens in Great Britain.

Topics discussed in the section relating to Canada include the nutritional position in the Dominion and the historical background up to the recent war; food facilities in industry during the war, including the Industrial Health Regulations of 1942 and the establishment of a Division of Nutrition; the introduction of cost control; rationing; methods of improving nutrition and the results achieved; and the prospects of future developments. The second section of the Study describes the reason for organisation and objective of the United States war-time nutrition programme for industrial workers, and describes in detail the nutritional measures adopted for protecting the health of industrial workers. The concluding section of the Study is concerned with the pre-war history and war-time development of industrial catering in Great Britain, the Canteens Orders and their enforcement, and the work of factory and colliery canteens.

30th SESSION OF INTERNATIONAL LABOUR CONFERENCE.

The 30th Session of the International Labour Conference opened in Geneva on 19th June. The Minister of Labour and National Service appointed the following delegates to attend as representatives of H.M. Government in the United Kingdom of Great Britain and Northern Ireland: Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Deputy Secretary, Ministry of Labour and National Service, and Chairman of the Governing Body of the International Labour Office; and Mr. G. R. A. Buckland, Under-Secretary, Ministry of Labour and National Service. Mr. E. A. Hitchman, Under-Secretary, Ministry of Labour and National Service, was appointed substitute Government delegate and adviser.

The Minister also nominated, in agreement with the industrial organisations concerned, the following delegates as representatives of employers and workers: Sir John Forbes Watson, K.C.M.G., Director of the British Employers' Confederation and member of the Governing Body of the International Labour Office, to be the employers' delegate; and Sir Joseph Hallsworth, General Secretary of the Union of Shop, Distributive and Allied Workers, member of the General Council of the Trades Union Congress, and member of the Governing Body of the International Labour Office, to be the workers' delegate.

The agenda of the Conference is as follows:

- I. Director's Report.
- II. Financial and Budgetary Questions.
- III. Minimum Standards of Social Policy in Dependent Territories (provisions suitable for a Convention) (second discussion).
- IV. Organisation of Labour Inspection in Industrial and Commercial Undertakings (single discussion).
- V. Employment Service Organisation (first discussion).
- VI. Report on the Application of Conventions (Article 22 of the Constitution of the I.L.O.).

A further item dealing with "Freedom of Association and Industrial Relations" has been added to the agenda, this question having been referred to the I.L.O. by the Economic and Social Council of the United Nations.

* *Nutrition in Industry. Studies and Reports; New Series No. 4.* Published in the United Kingdom for the International Labour Office by Staples Press Ltd., Orchard House, 14 Great Smith Street, London, S.W.1. Price 4s.

INLAND TRANSPORT INDUSTRIAL COMMITTEE: SECOND SESSION.

The Inland Transport Industrial Committee of the International Labour Organisation held their second session in Geneva from 7th to 16th May, 1947*. Mr. M. D. Tennant, Ministry of Labour and National Service, and Mr. S. R. Walton, Ministry of Transport, attended as United Kingdom Government representatives. Mr. Frank Gilbert, Deputy Chief Officer for Labour and Establishment, Southern Railway, and Mr. G. W. Quick-Smith, Secretary of the National Road Transport Federation, represented the employers; and Mr. H. E. Clay, Assistant General Secretary of the Transport and General Workers' Union, and Mr. J. E. Binks, President of the National Union of Railwaymen, were the workers' representatives. Technical advisers accompanied the Government and employers' representatives.

The meeting was attended by representatives of Government, employers and workers from the following twenty countries: the United Kingdom, the United States of America, Australia, Belgium, Canada, Chile, Denmark, France, India, Italy, Mexico, the Netherlands, Norway, Peru, Poland, Portugal, Sweden, Switzerland, Turkey, and the Union of South Africa. Government representatives from China and Greece and an observer for Finland were also present. Observers also attended for the United Nations, the International Transport Workers' Federation, the European Central Inland Transport Organisation, and the Central Committee for Rhine Navigation.

A number of Resolutions prepared by Sub-Committees on industrial relations, on Rhine navigation, on statistics and on employment and by the Steering Committee were adopted by the main Committee.

The Resolutions recommended the convocation of a special conference for the international regulation of social security and conditions of work in navigation on the Rhine; the establishment of inland transport statistics; and the detailed arrangement of internationally comparable statistics in inland transport. Other Resolutions concerned industrial relations, employment, vocational guidance and selection of workers for the industry, the decasualisation of dock labour, the co-ordination of inland transport services, the protection of young workers on inland waterways, the employment of women in inland transport, hours of work in the road transport industry, co-ordination of the various forms of the transport industry, automatic coupling, accident insurance in the industry, and conditions in civil aviation.

COAL MINING IN CANADA.

REPORT OF ROYAL COMMISSION.

A comprehensive study of the coal mining industry in Canada is contained in the recently issued Report of the Royal Commission appointed in October, 1944, to inquire into the problems of the coal industry in Canada. A summary of the Industrial Relations chapter of the Report is given in an article published in the issue for March, 1947, of *The Labour Gazette*, the organ of the Canadian Department of Labour, and, on the basis of this article, information is set out below concerning the situation in the industry as regards man-power, conditions of work, trade union organisation, the relations between employers and workers, etc. A summary is also given of the overall recommendations of the Commission.

There are, the Report states, about 25,000 men who "earn their living in Canada getting coal out of the ground and started on its way to market." Of these men, employed by about 350 operators, about one-half are in Nova Scotia, a third in Alberta, and the remainder in British Columbia, New Brunswick and Saskatchewan. Substantial differences stand out as between coal mining in eastern and western Canada; the nature of the coal deposits, the organisation of mining, the backgrounds of the miners and the histories of industrial relations, all are different. As a result, the people of the mining communities in the two regions, and the mine operators, have different attitudes to similar problems. Most Canadian coal is mined underground, although in 1945 about 16 per cent. of it came from stripping. In that year, there were about 19,000 underground workers among the 25,000 men employed in and around the mines, 1,000 were engaged in stripping operations, and the remaining 5,000 men were employed in the various surface operations required to keep the underground mines in operation. Only about 8,000 men were actually working at the face.

The average age of this labour force tends to increase, the proportion of mineworkers over 45 years of age having risen from 29 per cent. in Nova Scotia and 28 per cent. in Alberta in 1931 to 37 per cent. and 46 per cent., respectively, in 1941. There are grounds, it is stated, for believing that this tendency has continued since 1941 and that, in fact, it has been accelerated during the war years by the heavy enlistments into the Armed Forces and by the opportunities of alternative employment. It is inferred, therefore, that the physical capacity of the labour force is lower than before the war, and the view is expressed that the virtual cessation of immigration and the reluctance of young men to enter coal mining should be counterbalanced by making mine work more attractive through training and promotional opportunities and through increased mechanisation.

The men at the face are customarily paid on the basis of the weight or measure of the coal won and loaded on the conveyers or cars. Under this "contract system," the miners contract with

* The first session of this Committee was reported in the issue of this GAZETTE for January, 1946 (page 11).

the operators to dig coal for so much a ton or so much a yard of coal mined. In 1944, the average earnings of contract miners for a day's work, as reported by the Department of Labour, were slightly over 9 dollars in Cape Breton and between 10 and 11 dollars in Alberta. These rates were war-time rates, representing all-time records for the areas to which they apply. Daily earnings, the Report points out, are not, however, a good index of the general income of coal miners, since the industry is a highly seasonal one in Canada. In 1931, for example, only 18 per cent. of the workers in coal mining in Canada worked 200 shifts or more; in 1936, there were only 42 per cent. who worked this number of shifts, and, in 1939, the proportion was only 44 per cent. During the war years, the percentage working 200 shifts or more increased rapidly until, in 1944, 50 per cent. of the men worked between 200 and 300 shifts and a further 16 per cent. worked 300 shifts or more.

For the consideration of the living standards of mineworkers, the Report accordingly takes the view that average annual earnings provide a better basis. Statistics of these are available since 1922, and show that in 14 of the 24 years covered by the statistics the average annual earnings of mineworkers from coal mining were 1,200 dollars or more, and that, in 1944, one-third of the mineworkers in the Dominion were earning more than 2,000 dollars a year. These figures, however, represent a peak level of earnings, and it is pointed out that, until 1939, more than one-half of the mineworkers were earning less than 1,000 dollars a year from coal mining, and that, until 1944, more than one-half of them were earning less than 1,500 dollars. Average earnings in coal mining were found to have been lower than average earnings in other comparable industries in all the years prior to 1944, by which year parity had been achieved in some cases.

Productivity, the Report points out, is affected directly by the physical characteristics of the coal fields, by the equipment employed, and by the efficiency of management and of engineering methods. It is also directly affected by the efficiency and attitude of the miners, these factors being determined principally by the composition and balance of the labour force, the methods of training and recruitment of the workers, and the state of labour management relations. Productivity in net tons for each man-day ranged for the different coalfields from 1.42 to 5.85 in 1939 and from 1.58 to 12.07 in 1945. In Canadian mines, labour cost ranges from 50 per cent. to 65 per cent. of total cost a ton.

As regards trade union organisation, it is stated that 95 per cent. of the mine workers in Canada belong to the United Mine Workers of America, which is now recognised by the operators as the bargaining agent, through its district organisations in Canada, of the employees of all but a very few coal mines in the Dominion. There are, however, a few small independent unions at individual mines.

The chapter on Industrial Relations concludes with a discussion of employer and employee relations in the industry. These relations, the Report states, "are a matter of emotion as much as a matter of fact; they vary from time to time and from place to place, depending upon factors of human personality as much as upon logic and factual circumstances." The strikes and stoppages of work that have frequently marked relations in the past have been mainly of two kinds, viz., district-wide strikes arising from the breakdown of contract negotiations, and local stoppages in breach of existing agreements. Since the 1920's, the former kind of strike has become less frequent and the latter more frequent. During the early 1920's, strikes were usually undertaken to prevent wage reductions and were, in both eastern and western Canada, of a district-wide nature. In recent years, particularly in Nova Scotia, most work stoppages have been caused by local grievances arising out of existing agreements, rather than by failure to reach agreement with the employers on district-wide questions concerning wage schedules and similar basic matters. Many of these small local stoppages have been the result of the impatience of the men with the normal procedures for the settlement of grievances. In regard to Dominion and Provincial conciliation machinery, the Report observes: "There is much to suggest that, so far as they rely chiefly on mere delay and the influence of public opinion, such measures are inadequate deterrents, particularly where the financial reserves of both parties are considerable." Difficulties are also declared to exist in regard to compulsory arbitration or prohibitive legislation as a means of eliminating strikes; and arguments are cited for and against the union shop as a means of strengthening the union's hand in dealing with unauthorised work stoppages. The chapter concludes with the remark that "much that makes up the pattern of industrial relations is intangible."

SOCIAL INSURANCE AND WELFARE IN ÉIRE.

INCREASED ORDINARY BENEFITS AND ALLOWANCES.

Pending the examination and co-ordination of the various social insurance and welfare schemes in Éire by the Minister of Social Welfare, the Éireann Government have made an Order, dated 25th March, 1947, under the Supplies and Services (Temporary Provisions) Act, 1946, authorising the payment of cash supplements to persons entitled to Unemployment Benefit and Assistance, National Health Insurance Benefits, Old Age Pensions, Blind Pensions, and Widows' and Orphans' Pensions. The cost of these cash supplements, particulars of which are given below on the basis of information published in the *Irish Trade Journal and Statistical Bulletin* (March, 1947), is estimated at £2,000,000 and is to be defrayed by the Exchequer.

Unemployment Benefit and Assistance.—The weekly cash supplements to Unemployment Benefit, payable as from 1st April, 1947,

amount to 7s. 6d. for men, 6s. 0d. for women, 4s. 0d. for boys and 3s. 0d. for girls, the weekly rates of benefit thus being increased to 22s. 6d., 18s. 0d., 11s. 6d., and 9s. 0d., respectively. For recipients of Unemployment Assistance Allowances in incorporated towns, the cash supplement, payable as from 26th March, 1947, is assessed at 50 per cent. of the 1939 rate of allowance or the cash value of Food Vouchers,* whichever is the higher, the cash value of the weekly allowances of food for one person being fixed at 2s. 6d. Food Vouchers are no longer to be issued to the persons concerned. In localities other than incorporated towns, the rates of Unemployment Assistance are raised by 50 per cent. compared with the 1939 rates; but any of the rates that have already been increased by more than 50 per cent. since 1939 remain unchanged. The foregoing increases are to be calculated on the full rate that would be applicable in a particular case if the applicant had no means; and they are not to operate so as to entitle a person to receive Unemployment Assistance who would not have been entitled to do so under the earlier conditions.

National Health Insurance Benefits.—In the case of sickness benefits under the National Health Insurance scheme, the weekly rates are increased by supplements amounting to 7s. 6d. for men and 6s. 0d. for women, so that the full rates, payable as from 1st April, 1947, amount to 22s. 6d. for men and 18s. 0d. for women. For disablement, the rates of benefit are similarly increased, the full weekly rates being 15s. 0d. for men and 13s. 6d. for women. Recipients of Disablement Benefits are no longer entitled to Food Vouchers.

Old Age, Widows' and Orphans' and Blind Persons' Pensions.—The weekly cash supplement to Old Age Pensions and Blind Persons' Pensions is 2s. 6d., payable as from 4th April, 1947. Pensioners in urban areas continue to receive Food Vouchers, and pensioners in rural areas remain eligible for payments that may be made by Public Assistance Authorities.

Widows' and Orphans' Pensions (contributory and non-contributory), not already so increased, are increased as from 4th April, 1947, by 50 per cent. compared with the rates in 1939. Food Vouchers are replaced by weekly cash payments at the rate of 2s. 6d. per unit. In any case where the value of the pension was already more than 50 per cent. greater than in 1939, no reduction is being made.

EARNINGS OF FACTORY WORKERS IN BRITISH INDIA.

Particulars of the average yearly earnings during 1945 of factory workers in British India were published in the February, 1947, issue of the *Indian Labour Gazette*, the monthly journal of the Department of Labour of the Government of India. The figures relate to earnings in perennial (*i.e.*, non-seasonal) factories and are based upon returns furnished by undertakings under the Payment of Wages Act in respect of workers earning less than 200 rupees a month. The earnings taken into account include cost-of-living and other allowances paid in cash but not the value of payments in kind, such as the provision of food at cheap prices and rent-free accommodation.

The average daily number of workers covered by the returns was nearly two million, most being employed in the Provinces of Bombay and Bengal. The average annual earnings in British India as a whole were 595.8 rupees in 1945, compared with 586.5 rupees in 1944 (see the issue of this GAZETTE for September, 1946, page 250).

The following Table shows the average annual earnings in 1945 in the principal industry groups and the average daily number of workers employed in perennial factories in British India as a whole and in certain of the Provinces:—

Industry Group.	Bombay.	Bengal.	United Provinces		Madras.	Punjab.	British India.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Average Annual Earnings.							
Textiles	866.6	400.7	545.7	360.5	568.3	613.7	653.7
Engineering .. .	951.9	550.9	545.4	424.7	531.9	653.1	653.1
Minerals and Metals ..	692.9	422.3	528.0	313.9	507.2	601.9	601.9
Chemicals and Dyes .. .	534.4	454.2	312.8	249.8	457.6	445.2	445.2
Paper and Printing .. .	666.0	601.2	406.6	390.5	619.3	565.8	565.8
Wood, Stone and Glass ..	544.2	413.6	478.2	327.5	448.6	413.6	413.6
Skins and Hides .. .	534.8	628.5	350.1	254.4	708.8	536.7	536.7
Ordinance Factories .. .	680.8	734.8	589.2	550.4	681.6	642.8	642.8
Mints .. .	728.6	685.6	630.3	—	517.8	667.0	667.0
Miscellaneous .. .	442.3	523.6	547.3	370.2	666.3	503.2	503.2
All Industries .. .	814.7	465.5	551.7	357.6	578.8	595.8	595.8
Average Daily Number of Workers.							
All Industries .. .	630.9	601.6	192.4	182.8	101.4	1,940.8	1,940.8

REGULATION OF WAGES IN FRANCE.

AMENDMENT OF TEMPORARY ALLOWANCES SCHEME.

By an Order made on 31st May, 1947, by the Minister of Labour and Social Security and the Minister of National Economy, the scale according to which temporary and exceptional monthly wage allowances are payable to workers in France, under the scheme outlined in the issue of this GAZETTE for May, 1947 (page 154), has been revised so as to meet the demand of the French General Confederation of Labour for the minimum subsistence wage of 7,000 francs a month to be related to the working of 200 hours a

* The system of Food Vouchers was introduced in 1941, in order to provide additional food allowances for dependants of recipients of Unemployment Assistance and for certain classes of social pensioners in urban areas and in towns.

month, instead of 208 hours a month, as hitherto. Under the new extended scale set out in the Order, the amounts of the minimum remuneration in the Paris Region for persons paid on a weekly, daily or hourly basis range from 1,756 francs a fortnight for those working a 25-hour week, up to 4,214 francs a fortnight for those working a 60-hour week. The corresponding range of the scale fixed for persons paid monthly extends from 3,804 to 9,130 francs a month, the monthly figure of 7,000 francs now being related to the working of a normal working week of 46 hours, instead of 48 hours as before.

WAGE BONUSES FOR INCREASED PRODUCTION.

Provision has been made by an Order dated 31st May, 1946, jointly by the Minister of State and President of the Planning Council and the Ministers of Labour and Social Security, Finance, National Economy and Industrial Production, for the institution in France of a system of production bonuses in all branches of industry and commerce in which the technical conditions of production are suitable for the application of such a system. A Technical Commission, consisting of representatives of the Ministries concerned and of the Planning Council, is to be set up to determine the general rules governing the grant of production bonuses. The Commission, which may co-opt representatives of other Government Departments in cases where the problems under examination fall within their competence, is to consult representatives of employers' and workers' organisations and other persons having specialised experience. It is charged with the task of drawing up, for the several branches of activity, industries, professions, classes of work and occupational classifications, general rules respecting the institution of collective production bonuses, designed, in particular, to secure an equitable distribution, as between workers, consumers, and undertakings, of the additional resources resulting from increased production. It is, further, to suggest, before 15th June, 1947, the amount and the methods of application of a provisional bonus on account of the general production bonus. The Order also provides that, in undertakings where a system of production bonuses is already in operation, such bonuses are not to be paid cumulatively with those resulting from the work of the Commission.

According to a recent statement by M. Daniel Mayer, the Minister of Labour and Social Security, the French Government propose to postpone until 1st December, 1947, the comprehensive review of the problem of wages and salaries in France that was originally to have been undertaken in July next.

REGULATION OF PAID HOLIDAYS IN SWEDEN.

As from 1st January, 1946, the provisions previously regulating paid holidays for workers in Sweden were superseded by the provisions of a new Act respecting Annual Holidays, dated 29th June, 1945; and this Act has since been amended in certain respects by an Act dated 29th June, 1946, with effect from 1st July, 1946. An account of the system of paid holidays under the original legislation in force in Sweden up to the end of 1945 was given in the issue of this GAZETTE for August, 1938 (page 304), and this account is now brought up to date in respect of the more important changes introduced by the new legislation.

The new legislation, like the old, applies to all workers in public or private employment, with the exception of State employees, who are subject to special legislation, employed persons who are members of the employers' family and persons whose remuneration consists solely of a share in profits; but the right to paid holidays, hitherto acquired by the worker only after the completion of a qualifying period of at least 180 days' employment in the preceding calendar year in the same undertaking, is now established as soon as the worker has performed work for the same employer for not less than 16 days during a calendar month. As in the case of the earlier legislation, days on which workers are absent on account of holidays, industrial diseases and accidents, or military service are reckoned as days on which work is performed; however, the new legislation further stipulates that this provision shall also apply as regards days of absence due to pregnancy and childbirth up to a maximum period of 12 weeks. For each calendar month during which the worker performs work for the employer on at least 16 days, the worker is entitled to one day's holiday, so that, in general, the maximum holiday amounts, as before, to 12 days in respect of the calendar year or such other qualifying year as may be fixed by agreement, the holiday being granted in the year following, unless, by agreement between the parties, it is granted earlier. By the Act dated 29th June, 1946, however, provision is made for the holidays of workers under 18 years of age to be increased to 1½ days for each qualifying month of employment. Similar provision is also made for specified classes of workers in particularly strenuous or unhealthy occupations, viz., underground workers in mines and quarries; surface workers in mines in the northern province of Norrbotten; workers whose working time comprises at least four hours falling between 10 p.m. and 6 a.m.; and workers employed for at least four hours of their working time in a dark-room. For workers exposed to X-rays and the influence of radio-active substances, the holiday is extended to three days for each qualifying month of employment. As the amending Act introducing the foregoing provisions did not become operative until 1st July, 1946, the full extension of the holidays of the workers concerned cannot take place until the occasion of the grant in 1948 of holidays in respect of employment in 1947, the first full qualifying calendar year; in 1947, young workers, for instance, cannot qualify for more than 15 days' holiday.

As regards the original obligation on employers to ensure, except in the case of workers in agriculture and horticulture and domestic servants on farms, that the holiday is granted in a continuous period, this obligation is now supplemented by the requirement that the holidays shall, as a rule, be taken in the summer; in the case, however, of young workers to whom extended holidays are granted, as indicated above, the employer may divide the holiday into two periods, but one of these periods must amount to at least 12 days and must fall in the summer season.

EARNINGS IN THE UNITED STATES COTTON INDUSTRY.

The March, 1947, issue of *Monthly Labor Review*, the journal of the United States Department of Labor, contains a study of wage structure in the cotton industry in the United States in the spring of 1946. Some of the principal conclusions of this study are given below.

The data were obtained by a survey which covered 346 undertakings employing about 179,000 out of a total of over 400,000 production workers engaged in the manufacture of cotton goods in the United States in April and May, 1946. Average "straight-time" earnings (*i.e.*, earnings exclusive of extra payments for overtime and shift working) in these undertakings were 75 cents an hour at the period of enquiry; 13 per cent. only of all the workers received less than 65 cents an hour, and over 6 per cent. received one dollar an hour or more. Men, who constituted nearly 60 per cent. of the total labour force, received on average 3 cents more than the general average, while women received on average 3 cents less. Approximately four-fifths of all cotton-mill employment in the United States is located in the Southeast Region, where average earnings were 74 cents an hour in the spring of 1946. In New England, the next most important cotton-mill region, average earnings were 82 cents an hour. It is pointed out in the study that average earnings must have risen considerably subsequent to the enquiry, as a general wage increase of 8 cents an hour became effective in a large number of mills late in the summer of 1946, and a further increase of 10 cents an hour was granted in many of the northern mills in January, 1947.

The Table below shows the average hourly earnings, exclusive of extra payments for overtime and shift working, in a number of important occupations in the cotton industry in April and May, 1946, in the United States as a whole and in the New England and Southeast Regions separately. The total numbers employed in the several occupations in all undertakings of a similar class in the United States are also shown.

Occupation.	United States.		New England.		Southeast Region.	
	Number of Workers.	Average Hourly Rate.	Number of Workers.	Average Hourly Rate.	Number of Workers.	Average Hourly Rate.
		Dollars.		Dollars.		Dollars.
Men:						
Card Tenders ..	8,955	0.70	986	0.76	7,488	0.69
Doffers, Spinning Frame ..	20,637	0.77	1,370	0.84	18,488	0.77
Loom Fixers—						
Jacquard ..	937	1.06	123	1.23	634	0.96
Other ..	14,408	0.99	2,218	1.12	11,440	0.97
Roving Men ..	5,564	0.66	603	0.68	4,712	0.66
Second Hands ..	6,143	1.03	895	1.12	4,874	1.02
Slubber Tenders ..	6,546	0.80	447	0.92	5,842	0.79
Truckers, Hand, General (incl. Bobbin Boys) ..	8,102	0.66	837	0.73	7,021	0.66
Weavers—						
Jacquard ..	2,475	1.10	338	1.11	898	0.84
Plain Automatic ..	13,266	0.86	1,822	0.90	10,944	0.85
Dobby ..	2,316	0.95	598	1.10	1,645	0.89
Box ..	1,384	0.93	369	1.01	715	0.86
Other Looms ..	1,097	0.93	291	1.16	504	0.82
Women:						
Battery Hands ..	17,906	0.67	2,578	0.68	14,514	0.67
Spinners, Ring Frame ..	45,693	0.73	4,337	0.79	39,794	0.72
Weavers—						
Jacquard ..	892	0.89	102	0.95	564	0.82
Plain Automatic ..	14,493	0.83	2,193	0.88	11,478	0.83
Dobby ..	2,037	0.87	330	0.93	1,609	0.86
Box ..	966	0.86	177	0.99	683	0.85
Other Looms ..	750	0.84	186	0.93	164	0.80
Winders, Yarn ..	27,601	0.71	2,525	0.80	23,663	0.70
All Occupations*	424,810	0.75	61,262	0.82	339,788	0.74

In April and May, 1946, many cotton mill workers were scheduled to work more than 40 hours a week and consequently were in receipt of overtime pay. More than one-half of the undertakings studied had a working week of more than 40 hours, and 28 per cent. of all mills had a normal week of 48 hours. Nearly 90 per cent. of the mills had second-shift and over 63 per cent. third-shift operation. Very few mills paid a wage differential for the second shift, but a large majority of those with three shifts made extra payments for the third or other shift. Holidays with pay, in most cases of one week annually, were allowed to production workers in over three-quarters of the mills studied. Nearly one-quarter of the mills provided a Christmas bonus or some other form of non-production bonus. More than one-half of all mills had installed life or other insurance plans for their workers.

* Including many occupations not shown separately in the Table.

EMPLOYMENT IN GREAT BRITAIN IN APRIL.

GENERAL SUMMARY.

1. GENERAL MAN-POWER POSITION.

The broad changes in the man-power position between mid-1939 and April, 1947, are shown in the Table below. The figures relate to males aged 14 and under 65 and females aged 14 and under 60 years.

		(Thousands)					
		Mid-1939.	Mid-1943.	Mid-1945.	Mid-1946.	March, 1947.	April, 1947.
1. Total Working Population (excluding indoor, private domestic service)							
Men ..		14,656	15,028	14,881	14,638	14,445	14,445
Women ..		5,094	7,253	6,768	5,885	5,755	5,765
Total ..		19,750	22,281	21,649	20,523	20,200	20,210
2. Ex-H.M. Forces who have not yet taken up employment		—	20	40	700	105	115
3. Insured persons registered as unemployed		1,270	60	103	376	560*	385*
4. Number in H.M. Forces, N.F.S. and Police and in industry							
Men ..		13,643	14,971	14,786	13,698	13,915	14,045
Women ..		4,837	7,230	6,720	5,749	5,620	5,665
Total ..		18,480	22,201	21,506	19,447	19,535	19,710

2. TOTAL WORKING POPULATION.

There was an increase of 10,000 in the total working population in April, 1947, the number of men remaining unchanged and the number of women increasing by 10,000. The total reduction since June, 1945, is estimated at 1,439,000 (men 436,000 and women 1,003,000). The total working population at the end of April, 1947, was greater than at mid-1939 by 460,000 (men 211,000 less and women 671,000 greater).

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

Owing to a substantial reduction in unemployment during April the total numbers in the Forces and Auxiliary Services, National Fire Service and Police and engaged in civilian employment increased by 175,000 (men 130,000 and women 45,000). At the end of April, it was 1,796,000 less than at the end of June, 1945 (men 741,000 and women 1,055,000), but 1,230,000 greater than at mid-1939 (men 402,000, women 828,000).

4. FORCES AND AUXILIARY SERVICES.

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

		(Thousands)					
		Mid-1939.	Mid-1943.	Mid-1945.	Mid-1946.	March, 1947.	April, 1947.
Men ..		480	4,296	4,653	1,895	1,330	1,302
Women ..		—	461	437	137	71	69
Total ..		480	4,757	5,090	2,032	1,401	1,371

In the twenty-two months from mid-1945 to the end of April, 1947, there has been a decrease of 3,719,000 (men 3,351,000 and women 368,000).

5. CIVIL DEFENCE, NATIONAL FIRE SERVICE AND POLICE.

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

		(Thousands)					
		Mid-1939.	Mid-1943.	Mid-1945.	Mid-1946.	March, 1947.	April, 1947.
Men ..		80	253	112	84	87	87
Women ..		—	70	15	4	4	3
Total ..		80	323	127	88	91	90

There was thus, by mid-1945, a reduction of 196,000 from the figure of 323,000 at mid-1943. Since mid-1945, there has been a further reduction of 37,000 (men 25,000, women 12,000).

6. INDUSTRY.

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

* Estimate for end of month.

		(Thousands)					
		Mid-1939.	Mid-1943.	Mid-1945.	Mid-1946.	March, 1947.	April, 1947.
Men ..		13,083	10,422	10,021	11,719	12,498	12,656
Women ..		4,837	6,699	6,268	5,608	5,545	5,593
Total ..		17,920	17,121	16,289	17,327	18,043	18,249
Total Equipment and Supplies for the Forces and Other Work*		1,270	5,121	3,830	715	440	—
		16,650	12,000	12,459	16,612	17,603	—

Between mid-1939 and mid-1945 recruitment for the Forces, partly offset by substantial new intake from the non-industrial sections of the population, reduced the numbers in industry by over 1,600,000. Owing to the retirement of large numbers of men and women added during the war the reduction continued up to the end of 1945, but since then the intake from demobilisation has greatly exceeded net losses from other causes. Between mid-1945 and the end of April, 1947, there was a net increase of 1,960,000 (men increased by 2,635,000, women decreased by 675,000). During April, 1947, there was an increase of 206,000 due to the recovery after the fuel and power crisis in February and March. The number in industry at the end of April, 1947, was 329,000 greater than at mid-1939. There was a decrease of 427,000 men, offset by an increase of 756,000 in the number of women.

7. MANUFACTURE OF EQUIPMENT AND SUPPLIES FOR THE FORCES.

By March, 1947, the number employed on the manufacture of equipment and supplies for the Forces had been reduced to 440,000, compared with 5,121,000 at mid-1943. As a measure of economy the collection from employers of statistics on this point has been discontinued, and from April, 1947, the numbers so employed are being included in the figures for the Home Market category.

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

Between mid-1939 and mid-1943 the numbers employed in this sector were reduced by about 4,650,000, or 28 per cent. There was an increase of 459,000 between mid-1943 and mid-1945. There was a further increase of 5,350,000 between mid-1945 and the end of April, 1947, and at the latter date the number employed in this sector was 1,159,000 greater than the number at mid-1939.

9. MANUFACTURE FOR HOME MARKET AND EXPORT.

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

		(Thousands)					
		Mid-1939.	Mid-1943.	Mid-1945.	Mid-1946.	March, 1947.†	April, 1947.†
Home Market:—							
Metals and Chemicals‡		1,586	833	1,014	2,292	(a) 2,496 (b) 2,836	(b) 2,857
Other Manufactures§		2,969	1,540	1,566	2,270	(a) 2,570 (b) 2,670	(b) 2,693
Total, Home Market		4,555	2,373	2,580	4,562	(a) 5,066 (b) 5,506	(b) 5,550
Export:—							
Metals and Chemicals‡		450	90	200	851	949	955
Other Manufactures§		540	162	210	459	519	529
Total, Export		990	252	410	1,310	1,468	1,484
Total, Home Market and Export		5,545	2,625	2,990	5,872	(a) 6,534 (b) 6,974	(b) 7,034

Between mid-1939 and mid-1943, the numbers employed on manufactures for home market and export were reduced by 2,920,000 or 53 per cent. Between mid-1943 and mid-1945, there was an increase of 365,000. Between mid-1945 and the end of April, 1947, there was a further increase of 3,604,000 and the total at the latter date was 1,049,000 above the number at mid-1939.

The number employed on manufacture for export increased in the twenty-two months mid-1945 to the end of April, 1947, by 1,074,000 and at the end of April exceeded the mid-1939 figure by 494,000 (metals and chemicals + 505,000, other manufactures —11,000).

* Home Civilian Industries and Services and Manufacture for Export.

† (a) Excludes while (b) includes persons employed on the manufacture of equipment and supplies for the Forces. (See para. 7 above.)

‡ Metal manufacture, merchant shipbuilding and ship repairing, engineering, aircraft, motors and other vehicles, metal goods, chemicals and explosives.

§ Food, drink and tobacco, textiles, clothing, footwear, leather and leather goods, wood, paper, building materials, pottery, glass and other manufactures.

Employment on manufacture for the home market increased by 2,530,000 in the same period; at the end of April the total was 555,000 greater than at mid-1939. There is a deficiency of 376,000 in manufactures such as textiles, clothing, leather, wood, paper, etc., offset by an increase of 931,000 in the metal and chemical industries.

(In arriving at the changes up to April, 1947, in paras. 8 and 9 allowance has been made for the fact that the "home market" figures for April include persons employed on the manufacture of equipment and supplies for the Forces.)

10. NON-MANUFACTURING INDUSTRIES AND SERVICES.

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

Table with columns: Industry, Mid-1939, Mid-1943, Mid-1945, Mid-1946, March 1947, April 1947. Rows include Basic Industries and Services, Building and Civil Engineering, Distributive Trades, Other Services, Total.

In the basic industries and services taken as a whole there was a continuous net increase from mid-1939 and the numbers employed are now 916,000 greater than at mid-1939. In building and civil engineering there was a decrease of 588,000 between mid-1939 and mid-1945. In the twenty-two months to the end of April, 1947, there was an increase of 558,000, the total at that date being 30,000 less than at mid-1939. In the distributive trades, the reduction between mid-1939 and mid-1945 amounted to 929,000. Between mid-1945 and the end of April, 1947, there was an increase of 558,000, leaving the total in these trades 575,000 less than at mid-1939. In the "Other Services" Group there was a reduction between mid-1939 and mid-1945 of 627,000. Of this, 426,000 had been recovered by the end of April, 1947, leaving a deficiency as compared with mid-1939 of 201,000.

11. COMPARISON—APRIL, 1947, WITH MID-1939.

The numbers employed at the end of April, 1947, in certain important sectors of industry, expressed as percentages of the numbers so employed at mid-1939, are as follows:—

Table showing percentages: Manufacture for Home Market (112%), Manufacture for Export (150%), Basic Industries (120%), Building and Civil Engineering (98%), Distributive Trades (80%), Other Services (91%).

NUMBERS EMPLOYED : INDUSTRIAL ANALYSIS. MID-1939, MID-1945, MID-1946 AND APRIL, 1947.

The Table below shows, in respect of those industries for which comparable figures are available, the changes in the level of employment between mid-1939, mid-1945, mid-1946 and April, 1947. The figures include only persons insured under the Unemployment Insurance Acts, together with women in part-time employment, two of whom have been counted as a unit. They are thus different in scope from those given above, which include estimates of the numbers of uninsured full-time employees, and of employers and workers on own account. Satisfactory estimates of the changes in the numbers within these uninsured classes in each industry cannot, at present, be made at monthly intervals.

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

12. SUMMARY. The following Table shows the totals in the main categories at mid-1939, mid-1945, mid-1946, March, 1947, and April, 1947.

Table with columns: Industry, Mid-1939, Mid-1945, Mid-1946, March 1947, April 1947. Rows include Manufacturing of Equipment and Supplies for the Forces, Total Manuf. Industries, Total in Industry, Total Working Population*.

The Table below shows the changes in the main categories—increases (+) or decreases (—).

Table with columns: Industry, Mid-1939 to Mid-1945, Mid-1945 to Apr., 1947, Changes during April, 1947. Rows include Manufacturing of Equipment and Supplies for the Forces, Total Manuf. Industries, Total in Industry, Total Working Population*.

* Excluding indoor private domestic service. † Mid-1945 to March, 1947, in the case of equipment and supplies for the Forces.

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

(Thousands)

Large table with columns: Industry, Males (14 and under 65), Females (14 and under 60), Total. Rows include GROUP I (METAL AND CHEMICAL INDUSTRIES), GROUP II (BASIC INDUSTRIES*), GROUP III (OTHER MANUFACTURING INDUSTRIES), GROUP III (NON-MANUFACTURING INDUSTRIES AND SERVICES)†.

NUMBERS EMPLOYED : INDUSTRIAL ANALYSIS—continued. (Thousands)

Continuation of the industrial analysis table from page 194, including rows for GROUP I (METAL AND CHEMICAL INDUSTRIES), GROUP II (BASIC INDUSTRIES*), GROUP III (OTHER MANUFACTURING INDUSTRIES), and GROUP III (NON-MANUFACTURING INDUSTRIES AND SERVICES)†.

* Excluding agriculture, mining and quarrying (other than coal), National and Local Government service, railways, shipping, dock and harbour service. † Excluding professional and personal services.

UNEMPLOYMENT AMONG INSURED PERSONS AT 12th MAY, 1947.

SUMMARY FOR GREAT BRITAIN.

The numbers of insured persons registered as unemployed* in Great Britain at 14th April and 12th May, 1947, were as follows:—

	Men 18 and under 65 years.	Boys 14-17 years.	Women 18 and under 60 years.	Girls 14-17 years.	Total.
14th April ..	309,280	9,063	101,757	6,889	426,989
12th May ..	239,383	7,041	80,107	5,012	331,543

In addition there were on the registers at 12th May, 12,186† uninsured persons, including 3,513 boys and girls under 16 who had not yet entered industry.

The figures for 12th May are analysed below:—

	Wholly Unemployed (including Casuals).					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.	Temporarily Stopped.		
Men, 18-64 ..	39,491	45,592	141,908	12,392	239,383	
Boys, 14-17 ..	3,466	1,785	1,432	358	7,041	
Women, 18-59 ..	16,323	17,659	42,543	3,582	80,107	
Girls, 14-17 ..	2,443	1,245	1,108	216	5,012	
Total ..	61,723	66,281	186,991	314,995	331,543	

The total of 331,543 includes 42,123 married women, and ex-Service personnel numbering 15,928 who had had no employment since leaving the Forces.

The changes between 14th April and 12th May, 1947, in each administrative Region, are given in the Table below:—

Region.		Wholly Unemployed (including Casuals).					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.	Temporarily Stopped.		
London & South-Eastern	14th April	15,464	15,634	20,088	51,186	51,621	
	12th May	13,660	9,738	15,935	39,333	39,569	
	Inc.orDec.	-1,804	-5,896	-4,153	-11,853	-199	
Eastern	14th April	2,647	4,347	7,538	14,532	15,219	
	12th May	2,297	2,153	4,904	9,354	9,426	
	Inc.orDec.	-350	-2,194	-2,634	-5,178	-615	
Southern	14th April	2,064	2,536	3,491	8,091	8,360	
	12th May	2,011	1,694	2,979	6,684	6,755	
	Inc.orDec.	-53	-842	-512	-1,407	-198	
South-Western	14th April	2,524	3,342	5,545	11,411	11,968	
	12th May	2,494	2,312	5,132	9,938	10,096	
	Inc.orDec.	-30	-1,030	-413	-1,473	-399	
Midland	14th April	2,899	3,764	8,869	15,532	14,933	
	12th May	2,507	2,611	6,507	11,625	14,393	
	Inc.orDec.	-392	-1,153	-2,362	-3,907	-5,643	
North-Midland	14th April	1,965	2,931	7,041	11,937	14,076	
	12th May	1,632	1,727	4,350	7,709	8,213	
	Inc.orDec.	-333	-1,204	-2,691	-4,228	-5,863	
East and West Ridings	14th April	3,992	5,678	12,724	22,394	39,777	
	12th May	3,937	3,880	10,104	17,921	20,332	
	Inc.orDec.	-55	-1,798	-2,620	-4,473	-19,445	
North-Western	14th April	10,636	14,816	42,400	67,852	77,382	
	12th May	11,458	11,984	35,435	58,877	62,482	
	Inc.orDec.	+822	-2,832	-6,965	-8,975	-14,900	
Northern	14th April	6,684	11,652	29,201	47,537	49,370	
	12th May	6,242	8,575	25,375	40,192	41,205	
	Inc.orDec.	-442	-3,077	-3,826	-7,345	-8,165	
Scotland ..	14th April	10,927	16,215	45,709	72,851	76,948	
	12th May	10,541	13,745	40,469	64,755	67,869	
	Inc.orDec.	-386	-2,470	-5,240	-8,096	-9,079	
Wales ..	14th April	4,870	9,389	36,723	50,982	41,113	
	12th May	4,730	7,296	33,689	45,715	48,311	
	Inc.orDec.	-140	-2,093	-3,034	-5,267	-6,784	
Great Britain (including Special Schemes)	14th April	64,875	90,884	221,776	377,535	426,989	
	12th May	61,723	66,281	186,991	314,995	331,543	
	Inc.orDec.	-3,152	-24,603	-34,785	-62,540	-95,446	

* See footnote* in the next column.
† See footnote† in the next column.

The following Table gives the numbers unemployed and the approximate percentage rates of unemployment at 12th May among insured males and females in each Region:—

Region.	Number of insured persons registered as unemployed at 12th May, 1947.			Number registered as unemployed expressed as percentage of the estimated total number of insured persons.		
	Males.	Females.	Total.	Males.	Females.	Total.
London and South-Eastern ..	32,209	7,360	39,569	1½	1½	1
Eastern ..	7,561	1,865	9,426	1½	1	1
Southern ..	5,210	1,545	6,755	1	1	1
South-Western ..	7,662	2,434	10,096	1½	1	1½
Midland ..	11,757	2,636	14,393	1	1½	1
North-Midland ..	6,750	1,463	8,213	1	1½	1
E. and W. Ridings ..	14,787	5,545	20,332	1½	1	1
North-Western ..	49,335	13,147	62,482	3	1½	3
Northern ..	26,751	14,454	41,205	3½	5½	4
Scotland ..	50,105	17,764	67,869	4	3½	4
Wales ..	33,085	15,226	48,311	6	3½	6½
Great Britain (excluding Special Schemes)	245,212	83,439	328,651	2½	2	2

NUMBERS UNEMPLOYED IN THE UNITED KINGDOM: REGIONAL ANALYSIS.

The total number of insured persons registered as unemployed* in the United Kingdom at 12th May, 1947, was 360,923, including 271,339 men and boys and 89,584 women and girls. In addition, there were on the registers in the United Kingdom at 12th May, 12,571† uninsured persons, including 3,539 boys and girls under 16 who had not yet entered industry.

The numbers of insured unemployed persons on the registers in each Region are shown below.

Region.	Men 18 and under 65 years.	Boys 14-17 years.	Women 18 and under 60 years.	Girls 14-17 years.	Total.
London and South-Eastern ..	30,813	1,231	6,568	721	39,333
Eastern ..	7,394	150	1,656	154	9,354
Southern ..	4,992	154	1,378	160	6,684
South-Western ..	7,382	145	2,266	145	9,938
Midland ..	9,400	201	1,890	134	11,625
North-Midland ..	6,177	147	1,270	115	7,709
E. and W. Ridings ..	13,192	260	4,255	214	17,921
North-Western ..	45,437	1,265	11,757	418	58,877
Northern ..	25,127	932	13,214	919	40,192
Scotland ..	45,859	1,472	16,447	977	64,755
Wales ..	30,015	9	14,157	826	45,715
Special Schemes ..	1,203		1,667	13	2,892
Great Britain ..	226,991	6,683	76,525	4,796	314,995
Northern Ireland ..	24,072	495	3,054	138	27,759
United Kingdom	251,063	7,178	79,579	4,934	342,754
Temporarily Stopped.					
London and South-Eastern ..	162	3	71	—	236
Eastern ..	17	—	54	1	72
Southern ..	54	—	7	—	61
South-Western ..	130	5	21	2	158
Midland ..	2,152	4	597	15	2,768
North-Midland ..	424	2	76	2	504
E. and W. Ridings ..	1,315	20	977	99	2,411
North-Western ..	2,575	58	930	42	3,605
Northern ..	682	10	296	25	1,013
Scotland ..	2,598	176	325	15	3,114
Wales ..	2,273	80	228	15	2,596
Great Britain ..	12,392	358	3,582	216	16,548
Northern Ireland ..	339	9	1,130	143	1,621
United Kingdom	12,731	367	4,712	359	18,169
Total Registered as Unemployed.					
London and South-Eastern ..	30,975	1,234	6,639	721	39,569
Eastern ..	7,411	150	1,710	155	9,426
Southern ..	5,056	154	1,385	160	6,755
South-Western ..	7,512	150	2,287	147	10,096
Midland ..	11,552	205	2,487	149	14,393
North-Midland ..	6,601	149	1,346	117	8,213
E. and W. Ridings ..	14,507	280	5,232	313	20,332
North-Western ..	48,012	1,323	12,687	460	62,482
Northern ..	25,809	942	13,510	944	41,205
Scotland ..	48,457	1,648	16,772	992	67,869
Wales ..	32,288	797	14,385	841	48,311
Special Schemes ..	1,203	9	1,667	13	2,892
Great Britain ..	239,383	7,041	80,107	5,012	331,543
Northern Ireland ..	24,411	504	4,184	281	29,380
United Kingdom	263,794	7,545	84,291	5,293	360,923

* The figures exclude 20,070 insured men and 683 insured women on the registers in Great Britain who had been classified as unsuitable for ordinary employment.
† This figure includes 1,073 uninsured persons on the registers in Great Britain who had been classified as unsuitable for ordinary employment.

NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS.

The Table below shows the total numbers of unemployed* insured persons on the registers of all Employment Exchanges and Juvenile Employment Bureaux in each Administrative Region on 12th May, 1947, and the numbers of insured persons on the registers of the Exchanges and Bureaux situated in some of the principal towns in each Region, together with the increase or decrease compared with 14th April, 1947.

Regions (in italics) and Principal Towns.	Numbers of Insured Persons* on Registers at 12th May, 1947.				Inc.(+) or Dec.(-) in Totals as compared with 14th April, 1947.
	Men 18 and under 65 years.	Women 18 and under 60 years.	Juveniles under 18 years.	Total.	
<i>London and South-Eastern</i>	30,975	6,639	1,955	39,569	-12,052
London (Administrative County)	14,364	2,209	529	17,102	4,561
Acton ..	117	28	24	169	19
Brentford and Chiswick ..	140	26	8	174	67
Brighton and Hove ..	1,110	346	46	1,502	317
Chatham ..	745	432	55	1,232	180
Croydon ..	678	118	55	851	401
Dagenham ..	482	123	57	662	233
East Ham ..	493	94	43	630	214
Enfield ..	231	52	23	306	144
Harrow and Wembley ..	359	132	30	521	173
Hayes and Harlington ..	136	109	28	273	157
Hendon ..	387	63	26	476	201
Leyton and Walthamstow ..	947	76	38	1,061	358
Tottenham ..	951	81	44	1,076	341
West Ham ..	944	91	52	1,087	368
Willesden ..	312	56	40	408	206
<i>Eastern</i>	7,411	1,710	305	9,426	-5,793
Bedford ..	124	24	9	157	16
Cambridge ..	135	23	6	164	28
Ipswich ..	254	47	17	318	135
Luton ..	182	21	17	220	60
Norwich ..	991	102	23	1,116	450
Watford ..	143	66	1	210	82
<i>Southern</i>	5,056	1,385	314	6,755	-1,605
Oxford ..	172	75	28	275	62
Portsmouth (inc. Gosport)	1,027	394	76	1,497	242
Reading ..	180	50	17	247	98
Slough ..	228	16	12	256	100
Southampton ..	749	196	46	991	198
<i>South-Western</i>	7,512	2,287	297	10,096	-1,872
Bristol (inc. Kingswood)	2,130	361	84	2,575	524
Exeter ..	309	128	7	444	82
Gloucester ..	93	27	4	124	64
Plymouth ..	697	671	51	1,419	27
Swindon ..	144	57	7	208	31
<i>Midland</i>	11,552	2,487	354	14,393	-9,550
Birmingham ..	3,694	359	88	4,141	69
Burton-on-Trent ..	4,992	55	102	5,149	113
Coventry ..	1,420	279	44	1,744	628
Oldbury ..	28	6	19	53	19
Smethwick ..	57	17	11	85	37
Stoke-on-Trent ..	1,806	398	26	2,230	4,

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS.

The statistics given below show, industry by industry, the numbers of persons aged 14 and over, insured under the Unemployment Insurance Acts, who were registered as unemployed at 12th May, 1947, distinguishing those wholly unemployed (*i.e.*, out of a situation) from those temporarily stopped (*i.e.*, suspended from work on the understanding that they were shortly to return to their former employment). The numbers include unemployed insured persons on the registers of Local Offices of the Ministry of Labour and National Service and of Juvenile Employment Bureaux, and claimants for benefit under the Special Schemes for banking and insurance.

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

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

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

Industry.	Great Britain.						United Kingdom.					
	Wholly Unemployed (including Casuals).			Temporarily Stopped.			Total.			Wholly Unemployed, Temporarily Stopped and Casuals.		
	Males aged 14 and under 65.	Females aged 14 and under 60.	Total.	Males aged 14 and under 65.	Females aged 14 and under 60.	Total.	Males aged 14 and under 65.	Females aged 14 and under 60.	Total.	Males aged 14 and under 65.	Females aged 14 and under 60.	Total.
Agriculture*—												
Farming, Forestry, etc.	2,405	1,091	3,496	41	153	194	2,446	1,244	3,690	3,786	1,322	5,108
Market Gardening, Horticulture, etc.	363	175	538	8	3	11	371	178	549	440	179	619
Total, Agriculture	2,768	1,266	4,034	49	156	205	2,817	1,422	4,239	4,226	1,501	5,727
Fishing—	1,404	5	1,409	178	—	178	1,582	5	1,587	1,623	5	1,628
Mining—												
Coal Mining†	2,696	207	2,903	54	3	57	2,750	210	2,960	2,761	210	2,971
Iron Ore and Ironstone Mining, etc.	68	4	72	1	—	1	68	5	73	68	5	73
Lead, Tin and Copper Mining	40	1	41	—	—	—	41	1	42	41	1	42
Stone Quarrying and Mining	422	14	436	7	1	8	429	15	444	469	18	787
Slate Quarrying and Mining	126	1	127	—	—	—	126	1	127	126	1	127
Other Mining and Quarrying	121	87	208	1	2	3	122	89	211	136	89	225
Clay, Sand, Gravel and Chalk Pits..	138	7	145	—	—	—	138	7	145	219	7	226
Total, Mining†	3,611	321	3,932	63	7	70	3,674	328	4,002	4,120	331	4,451
Non-Metalliferous Mining Products—												
Coke Ovens and By-Product Works	214	24	238	5	—	5	219	24	243	219	24	243
Cast Stone and Cast Concrete Products, Patent Fuel, Stone Grinding, etc.	511	126	637	9	2	11	520	128	648	559	128	687
Cement, Limekilns and Whiting	150	28	178	1	—	1	151	28	179	195	29	224
Total, N.-M. Mining Products..	875	178	1,053	15	2	17	890	180	1,070	973	181	1,154
Brick, Tile, Pipe, etc., Making..	741	159	900	137	82	219	878	241	1,119	972	241	1,213
Pottery, Earthenware, etc.	345	94	439	170	263	433	515	357	872	532	361	893
Glass—												
Glass Manufacture (exc. Bottles and Lenses, Prisms, etc.)	360	307	667	69	8	77	429	315	744	438	315	753
Glass Bottles, Jars, etc.	290	555	845	48	—	48	338	608	946	343	608	951
Total, Glass	650	862	1,512	117	8	125	767	923	1,690	781	923	1,704
Chemicals, Paints, Oils, etc.—												
Chemicals	1,680	1,420	3,100	24	59	83	1,704	1,479	3,183	1,784	1,483	3,267
Explosives	6,103	4,349	10,452	13	28	41	6,116	4,377	10,493	6,145	4,386	10,531
Paint, Varnish, Red Lead, etc.	365	95	460	1	4	5	366	99	465	374	99	473
Oil, Glue, Soap, Ink, Matches, etc.	1,118	445	1,563	5	9	14	1,123	454	1,577	1,164	457	1,621
Total, Chemicals, Paints, Oils, etc.	9,266	6,309	15,575	43	100	143	9,309	6,409	15,718	9,467	6,425	15,892
Metal Manufacture—												
Pig Iron (Blast Furnaces)	194	60	254	1	—	1	195	60	255	198	60	258
Steel Melting and Iron Puddling, Iron and Steel Rolling, etc.	1,954	1,125	3,079	2,953	40	2,993	4,907	1,165	6,072	4,950	1,166	6,116
Brass, Copper, Zinc, Tin, Lead, etc.	1,308	1,153	2,461	9	38	47	1,317	1,191	2,508	1,482	1,193	2,675
Tin Plates	291	194	485	1,318	77	1,395	1,609	271	1,880	1,612	271	1,883
Iron and Steel Tubes	458	191	649	630	3	633	1,098	194	1,292	1,103	198	1,301
Wire, Wire Netting, Wire Ropes, etc.	293	205	498	131	9	140	424	214	638	431	214	645
Total, Metal Manufacture	4,498	2,928	7,426	5,052	167	5,219	9,550	3,095	12,645	9,776	3,102	12,878
Engineering, etc.—												
General Engineering: Engineers	14,790	5,181	19,971	156	80	236	14,946	5,261	20,207	15,623	5,344	20,967
Iron and Steel Founding	1,764	640	2,404	6	14	20	1,770	654	2,424	1,834	661	2,495
Electrical Engineering	1,612	635	2,247	14	4	18	1,626	639	2,265	1,885	640	2,525
Marine Engineering, etc.	1,340	230	1,570	15	4	19	1,355	234	1,589	1,429	236	1,665
Constructional Engineering	19,506	6,686	26,192	191	102	293	19,697	6,788	26,485	21,071	6,881	27,952
Total, Engineering, etc.	37,136	12,476	49,612	382	207	589	37,619	12,876	50,495	38,277	12,957	51,234
Construction and Repair of Vehicles—												
Motor Vehicles, Cycles and Aircraft Carriages, Carts, etc.	12,791	2,633	15,424	92	34	126	12,883	2,667	15,550	14,770	2,784	17,554
Railway Carriages and Wagons, etc.	245	69	314	1	—	1	246	69	315	274	69	343
Total, Vehicles	13,343	2,745	16,088	93	35	127	13,341	2,780	16,221	15,373	2,900	18,273
Shipbuilding and Ship Repairing	8,152	971	9,123	124	11	135	8,276	982	9,258	9,777	986	10,763
Other Metal Industries—												
Stove, Grate, Pipe, etc., and General Iron Founding	594	186	780	3	5	8	597	191	788	636	191	827
Electrical Wiring and Contracting	1,379	66	1,445	1	—	1	1,384	67	1,451	1,464	69	1,533
Electric Apparatus, Cable, Lamps, etc.	2,022	1,441	3,463	62	32	94	2,084	1,473	3,557	2,161	1,486	3,647
Hand Tools, Cutlery, Saws, Files	226	145	371	3	1	4	229	146	375	232	146	378
Bolts, Nuts, Screws, Rivets, Nails, etc.	221	186	407	38	—	38	259	186	445	267	189	456
Brass and Allied Metal Wares	113	65	178	—	—	—	113	65	178	122	66	188
Heating and Ventilating Apparatus	348	33	381	5	—	5	353	33	386	382	35	417
Watches, Clocks, Plate, Jewellery, etc.	219	93	312	1	—	1	220	93	313	221	95	316
Metal Industries not separately specified	3,945	1,743	5,688	400	47	447	4,345	1,790	6,135	4,504	1,833	6,337
Total, Other Metals	9,067	3,958	13,025	517	86	603	9,584	4,044	13,628	9,989	4,110	14,099

* Excluding private gardeners, grooms, gamekeepers, park gardeners, sports ground keepers, etc., who are insured under the Agricultural Scheme but including workers in certain other employments, *e.g.*, clerks, lorry drivers, etc., who are insured under the General Scheme.

† The figures for coalmining exclude all the unemployed at 12th May who, although their unemployment books bear the coalmining classification, have been found to be medically unfit for employment in that industry. These men are, however, included in the "grand total" on the next page.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS—continued.

Industry.	Great Britain.						United Kingdom.					
	Wholly Unemployed (including Casuals).			Temporarily Stopped.			Total.			Wholly Unemployed, Temporarily Stopped and Casuals.		
	Males aged 14 and under 65.	Females aged 14 and under 60.	Total.	Males aged 14 and under 65.	Females aged 14 and under 60.	Total.	Males aged 14 and under 65.	Females aged 14 and under 60.	Total.	Males aged 14 and under 65.	Females aged 14 and under 60.	Total.
Textiles—												
Cotton Preparing, Spinning, etc.	540	504	1,044	16	14	30	556	518	1,074	559	518	1,077
Cotton Manufacturing (Weaving, etc.)	332	260	592	20	35	55	352	295	647	352	295	647
Total, Cotton	872	764	1,636	36	49	85	908	813	1,721	911	813	1,724
Woolen and Worsted	666	272	938	208	301	509	874	573	1,447	892	584	1,476
Silk Spinning and Manufacture and Rayon, Nylon, etc., Weaving, etc.	108	94	202	85	49	134	193	143	336	196	145	341
Rayon, Nylon, etc., Yarn Manufacture	148	123	271	3	4	7	151	127	278	154	128	282
Linen	76	127	203	1	18	19	77	145	222	1,434	660	2,094
Jute	211	151	362	1	2	3	212	152	364	212	152	364
Hemp, Rope, Cord, Twine, etc.	127	284	411	3	5	8	130	289	419	159	333	492
Hosiery	126	202	328	116	44	160	242	488	730	248	488	736
Lace	22	14	36	7	2	9	29	16	45	29	17	46
Carpets	45	63	108	6	14	20	51	71	122	60	78	138
Other Textiles	346	346	692	16	24	40	362	370	732	390	454	844
Textile Bleaching, Printing, Dyeing, etc.	580	139	719	791	92	883	1,371	231	1,602	1,543	271	1,814
Total, Textiles	3,327	2,579	5,906	1,273	597	1,870	4,600	3,176	7,776	6,228	3,905	10,133
Leather, Leather Goods and Fur—												
Tanning, Currying and Dressing, etc.	405	140	545	29	12	41	434	152	586	458	163	621
Leather Goods	167	108	275	1	11	12	168	119	287	175	123	298
Total, Leather	572	248	820	30	23	53	602	271	873	633	286	919
Clothing—												
Tailoring	796	1,154	1,950	104	595	699	900	1,749	2,649	941	1,988	2,929
Dress Making and Millinery	95	339	434	2	21	23	97	360	457	98	384	482
Hats and Caps (including Straw Plait)	89	7										

WORK OF APPOINTMENTS DEPARTMENTS.

MONTHLY STATISTICS.

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

Technical and Scientific Register.

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

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

The total number of persons enrolled on the Available Section of the Technical and Scientific Register at 12th May, 1947, was 4,904; this figure included 3,646 registrants who were already in work but desired a change of employment, and 1,258 who were unemployed. Among the unemployed were 508 ex-Service men and women.

The numbers of vacancies notified and filled between 15th April and 12th May (4 weeks) are shown below.

Vacancies outstanding at 14th April	3,979
Vacancies notified during the period	735
Vacancies filled during the period	188*
Vacancies cancelled or withdrawn	463
Vacancies outstanding at 12th May	4,063

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 total number of persons on the Registers of the Appointments Offices at 12th May, 1947, was 33,201, consisting of 30,305 men and 2,896 women. Of these, 18,209 men and 496 women were ex-Service personnel. The numbers on the Registers included 17,874 men and 1,618 women who were in employment, while 12,431 men and 1,278 women had registered as unemployed at some date in the preceding two months and were not known to be in employment at 12th May. Of those in employment, 10,666 men and 228 women were ex-Service personnel. The numbers of ex-Service personnel included in the numbers unemployed were 7,543 men and 268 women.

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

Appointments Offices.	In Employment.		Unemployed.	
	Men.	Women.	Men.	Women.
London	5,324	517	5,096	489
Cambridge	784	50	554	58
Reading	504	84	283	37
Winchester	641	13	510	35
Bristol	1,019	87	605	64
Birmingham	1,770	167	1,233	104
Nottingham	745	54	391	33
Leeds	1,003	87	516	88
Liverpool	1,064	59	544	32
Manchester	1,778	148	828	81
Newcastle-on-Tyne	701	55	338	50
Edinburgh	1,003	108	596	88
Glasgow	1,016	150	583	59
Cardiff	522	39	354	60
Total†	17,874	1,618	12,431	1,278

During the period 15th April to 12th May there were new registrations by 4,840 men and 922 women, and during the same period the registrations of 4,861 men and 679 women lapsed or were passed to Local Offices of the Ministry.

The first Table in the next column shows the number of vacancies (other than for nurses and midwives) notified and the number filled between 15th April and 12th May.

* Including 72 vacancies filled by ex-Service men.

† Excluding 729 registered for overseas employment only and also registrations of nurses and midwives.

Analysis of Vacancies, 15th April—12th May.

	Men*.	Women.
Vacancies outstanding on 14th April	4,509	1,018
Notified during the period	2,233	643
Cancelled or withdrawn during the period	1,299	321
Vacancies filled during the period†	854	236
Vacancies unfilled at 12th May	4,589	1,104

DISABLED PERSONS (EMPLOYMENT) ACT.

STATISTICS FOR MAY, 1947.

The number of persons registered under the Disabled Persons (Employment) Act, 1944, at 19th May, 1947, was 784,796, compared with 772,106 at 21st April. The figure for 19th May included 727,159 men, 50,441 women, and 7,196 juveniles; of the total, 478,602 had at some time served in H.M. Forces, while 306,194 had had no such service. An analysis of these figures is given in the Table below, which shows the origin of the disablement.

	Origin of Disablement.					Total.
	During Service.	Other War Casualties.	Industrial Accidents and Diseases.	Other Accidents and Diseases.	Disablement from Birth or Childhood.	
Ex-Service (1914-1918)						
Men	120,003	32	308	315	—	120,658
Women	9	—	—	—	—	9
Other Ex-Service						
Men	255,642	1,811	30,120	66,872	—	354,445
Women	2,618	25	51	718	—	3,412
Juveniles	52	4	8	14	—	78
Non-Ex-Service						
Men	—	3,930	80,645	123,218	44,263	252,056
Women	—	943	3,587	24,441	18,049	47,020
Juveniles	—	73	267	2,419	4,359	7,118
Total	378,324	6,818	114,986	217,997	66,671	784,796

In the Table which follows, the numbers of persons on the register at 19th May, 1947, are analysed according to the nature of their disablement. The classification used in connection with the register has been recommended by the Medical Research Council. For the purpose of these statistics certain separate items, e.g., various types of amputations, have been amalgamated.

Nature of Disablement.	Ex-Service (1914-1918).	Other Ex-Service.	Non-Ex-Service.	Total.
Amputations	19,198	16,959	25,909	62,066
Arthritis and rheumatism	1,382	17,421	10,965	29,768
Congenital malformations	62	546	9,733	10,341
Diseases of digestive system	1,747	40,710	16,651	59,108
Diseases of heart, etc.	5,158	18,706	16,599	40,463
Diseases of the lungs‡	6,001	34,164	24,295	64,460
Ear defects	3,784	14,315	18,818	36,917
Eye defects	6,388	17,461	28,449	52,298
Injuries of head, face, neck, thorax, abdomen, pelvis and trunk	15,589	22,697	12,281	50,567
Injuries and diseases‡ of lower limb	22,933	52,837	46,725	122,495
Injuries and diseases‡ of upper limb	24,458	31,983	26,281	82,722
Injuries and diseases‡ of spine	1,054	9,395	11,243	21,692
Nervous and mental disorders	5,717	36,609	20,408	62,734
Tuberculosis	2,818	18,603	17,390	38,811
Other diseases and disabilities	4,378	25,529	20,447	50,354
Total	120,667	357,935	306,194	784,796

The number of disabled persons on the register who were unemployed at 19th May, 1947, was 74,574, of whom 71,455 were males and 3,119 were females. The total included 40,844 persons who had seen service in H.M. Forces, and 33,730 who had had no such service. An analysis of these figures is given in the next Table.

	Males.	Females.	Total.
Suitable for ordinary employment :			
Ex-Service	35,436	167	35,603
Non-Ex-Service	25,189	2,264	27,453
Total	60,625	2,431	63,056
Requiring employment under special conditions :			
Ex-Service	5,202	39	5,241
Non-Ex-Service	5,628	649	6,277
Total	10,830	688	11,518
Grand Total	71,455	3,119	74,574

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

† The number of vacancies filled included 574 filled by ex-Service men and 60 filled by ex-Service women.

‡ Except tuberculosis.

COAL MINING INDUSTRY.

EMPLOYMENT IN APRIL.

The Ministry of Fuel and Power has issued a statement giving certain statistics of employment, output, etc., in the coal mining industry in April, 1947, with comparative figures for March, 1947, and April, 1946.

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 26th April, 1947, was 710,000, compared with 703,400 during the five weeks ended 29th March, 1947, and 698,400 during the four weeks ended 27th April, 1946. The total numbers who were effectively employed were 658,600 in April, 1947, 647,600 in March, 1947, and 635,400 in April, 1946; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week. The Table below shows the numbers of wage-earners on the colliery books in the various Districts in April, 1947, together with the increase or decrease* in each case compared with March, 1947, and April, 1946.

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

District.	Average numbers of wage-earners on colliery books during 4 weeks ended 26th April, 1947.	Increase (+) or Decrease (-)* compared with the average for	
		5 weeks ended 29th March, 1947.	4 weeks ended 27th April, 1946.
Northumberland	41,000	+ 400	+ 900
Cumberland	5,800	+ 100	—
Durham	108,100	+ 1,100	+ 3,900
South Yorkshire	97,000	+ 600	— 1,200
West Yorkshire	41,000	+ 400	+ 700
North and South Derbyshire	43,900	+ 500	+ 300
Notts. and Leicestershire	49,800	+ 500	+ 1,200
Lancashire and Cheshire	51,100	+ 600	+ 1,600
North Wales	9,100	+ 100	+ 400
North Staffordshire	21,300	+ 200	+ 700
South Staffs., Worcs., and Salop	17,800	+ 200	+ 100
Warwickshire	6,100	+ 100	—
South Wales and Mon.	14,900	+ 100	— 100
Forest of Dean, Bristol and Somerset	108,500	+ 800	+ 700
Kent	7,300	+ 100	+ 100
" " "	6,400	—	+ 400
England and Wales	629,100	+ 5,800	+ 9,700
Fife and Clackmannan	20,500	+ 200	+ 800
The Lothians	11,700	+ 100	+ 300
Lanarkshire, etc.	35,800	+ 400	+ 600
Ayrshire, etc.	12,900	+ 100	+ 200
Scotland	80,900	+ 800	+ 1,900
Great Britain	710,000	+ 6,600	+ 11,600

It is provisionally estimated that during April about 9,370 persons were recruited to the industry; this figure included over 2,300 juvenile new entrants under 18 years of age, and approximately 4,400 workers from other industries, of whom about 2,750 were ex-miners. The total number of persons who left the industry was about 4,370. The numbers on the colliery books during April thus showed a net increase of 5,000. During March there was a net increase of 8,200.

The average number of shifts† worked per week by coal-face workers who were effectively employed was 4.78 in April, 1947, 5.05 in March, 1947, and 4.71 in April, 1946. The corresponding figures for all workers who were effectively employed were 5.16, 5.46 and 5.09 respectively.

The statement of the Ministry of Fuel and Power also includes certain information about absenteeism in the coal mining industry; separate figures are given in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given), and (b) involuntary absenteeism (absences due mainly to sickness). The figures for April, 1946, and March and April, 1947, which are given in the Table below, represent the numbers of shifts lost through absenteeism, expressed as percentages of the total numbers of shifts that could have been worked.

Percentages of Shifts lost through Absenteeism.

	April, 1946.	March, 1947.	April, 1947.
Coal-face workers :			
Voluntary	10.68	10.98	10.91
Involuntary	9.07	8.13	7.08
All workers :			
Voluntary	8.33	8.71	8.34
Involuntary	7.84	7.42	6.12

For face-workers the output per man-shift worked was 2.77 tons in April, 1947, compared with 2.80 tons in March, 1947, and 2.73 in April, 1946. The output per man-shift calculated on the basis of all workers was 1.03 tons in April, 1947.

* "No change" is indicated by three dots.

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

EMPLOYMENT OVERSEAS.

AUSTRALIA.

According to information received by the Commonwealth Bureau of Census and Statistics, the numbers employed in factories in December, 1946, was 1.2 per cent. lower than in November, 1946, but 14.2 per cent. higher than in December, 1945.

CANADA.

Returns received by the Dominion Bureau of Statistics from over 17,400 employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st March, 1947, in the establishments covered by the returns was 0.2 per cent. lower than at 1st February, but 8.0 per cent. higher than at 1st March, 1946; the figure for 1st February, 1947, was 0.2 per cent. lower than that for 1st January. The number of persons employed in manufacturing industries at 1st March, 1947, was 0.3 per cent. higher than at 1st February, and 6.5 per cent. higher than at 1st March, 1946; between 1st January and 1st February, 1947, there was an increase of 1.7 per cent.

NEW ZEALAND.

Statistics compiled by the New Zealand National Employment Service show that the total number of male workers who were disengaged and registered for employment at 31st March, 1947, was 67 or 0.1 per 1,000 of the estimated total labour force, compared with 92 or 0.2 per 1,000 at 28th February. Of the total number of male workers registered at 31st March, 23 were fully employable; the corresponding figure for the end of February was 36. The number of female workers disengaged and registered for employment was very small at both dates.

ÈIRE.

The number of unemployed persons on the live register of Employment Exchanges at 24th May, 1947, was 46,551, compared with 66,744 at 26th April, 1947. The decrease between the two dates was due to a large extent to the entry into force in May, 1947, of a further Order under the Unemployment Assistance Act, 1933, the effect of which is to apply to other classes of persons living in rural areas the restrictions on the receipt of unemployment assistance imposed in March, 1947, on a specified class of such persons. In 1946 (and in earlier years) an Order imposing similar restrictions on the grant of assistance was made in June, and accordingly the number of unemployed persons on the live register at 25th May, 1946, viz., 60,454, is not comparable with the figure for 24th May, 1947, given above.

BELGIUM.

The average daily number of persons recorded as unemployed in Belgium during February, 1947, was 130,979, compared with 90,241 during

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

RATES OF WAGES.

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in the United Kingdom during May resulted in an aggregate increase estimated at approximately £55,500 in the weekly full-time wages of about 200,000 workpeople, and in a decrease of about £4,500 in the wages of about 195,000 workpeople. In addition a number of workpeople had their hourly rates increased or were granted a bonus so as to give approximately the same weekly wages as before for a shorter working week.

The principal groups of workpeople affected by increases in rates of wages which were reported in May were employed in the laundry trade, in seed crushing, compound food and provender manufacture and as shift-workers in the gas industry. In Scotland there were increases for workpeople employed in milk distribution and for apprentices in the building industry.

For workpeople in the laundry trade there were increases under the Wages Councils Act of 5s. a week in the minimum rates fixed for men and women. In seed crushing, compound food and provender manufacture there were increases of 8s. a week for men and of proportionate amounts for women and younger workers. In the gas industry a bonus of 9d. a shift was granted to shiftworkers, in consideration of their weekly hours remaining at 48 while the hours of dayworkers were reduced from 47 to 44. In milk distribution in Scotland the minimum rates fixed under the Wages Councils Act were increased by amounts, varying according to occupation, from 4s. 3d. to 7s. 6d. a week for men and from 5s. to 7s. 6d. for women. For apprentices in the building industry in Scotland the increases ranged from 5s. 6d. to 24s. 4d. a week according to age.

The industries in which wage rates were decreased during May included pig iron and iron and steel manufacture, iron-ore mining and limestone quarrying in certain districts, and tobacco manufacture. The reductions were due to arrangements under which wages fluctuate according to movements in the cost-of-living index figure.

Of the total increase of £55,500, about £35,000 was the result of orders made under the Wages Councils Acts, about £9,000 resulted from arbitration awards, and the remainder was the result of arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreements, or of direct negotiations between employers and workpeople or their representatives.

SUMMARY OF CHANGES REPORTED IN JANUARY-MAY, 1947.

The Table in the next column shows the number of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the first five months of 1947, 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	—	£ —
Mining and Quarrying	9,000	1,300
Brick, Pottery, Glass, Chemical, etc.	37,500	8,000
Metal, Engineering and Shipbuilding	20,000	2,300
Textile	13,500	6,700
Clothing	193,500	48,300
Food, Drink and Tobacco	140,000	42,900
Woodworking, Furniture, etc.	27,000	5,400
Paper, Printing, etc.	40,000	8,000
Building, Civil Engineering Construction, etc.	13,000	7,700
Gas, Water and Electricity Supply	152,000	28,500
Transport	500	100
Public Administration Services	275,000	62,600
Other	250,500	61,700
Total	1,171,500	283,500

In the corresponding months of 1946 there were net increases of about £1,620,000 in the weekly full-time wages of 4,640,000 workpeople.

HOURS OF LABOUR.

The changes in hours of labour reported to have come into operation in May resulted in an average reduction of about 5 hours a week for about 910,000 workpeople.* The principal industry affected was the coal mining industry in which the normal working week for underground workers, which previously varied according to district, was reduced to five consecutive shifts of 7½ hours each plus one winding time, whilst the hours of surface workers who normally worked 44 to 49 hours, according to district, were reduced to 42½, exclusive of meal times, to be worked in 5 consecutive shifts of 8½ hours. In the gas industry the normal working week of workers other than shift workers was reduced from 47 to 44 hours. The normal weekly hours beyond which overtime rates become payable were reduced from 48 to 45 for workers employed in milk distribution in England and Wales and in the flax and hemp industry in Great Britain. In the paint, varnish and lacquer manufacturing industry normal weekly hours were reduced from 47 to 44.

During the first five months of 1947, changes in hours of labour reported to have come into operation in the industries covered by the Department's statistics* have resulted in an average reduction of about 3½ hours a week for about 3,370,000 workpeople.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING MAY.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Coal Mining	Great Britain	5 May	Day-wage workers	Bonus granted to workers who have worked 5 full shifts in any week, amounting to the average day wage rate of the individual worker for that week.‡
			Pieceworkers	Bonus granted to workers who have worked 5 full shifts in any week, amounting to 16 per cent. of the aggregate earnings (excluding overtime) of the individual worker for that week, with a minimum of £1.‡
Other Mining and Quarrying.	Cleveland	5 May	Iron-ore miners	<i>Flat-rate addition to wages, previously granted, decreased by 1d. a shift (2s. 10d. to 2s. 9d.) for men and youths 18 years and over, and by ½d. (1s. 5d. to 1s. 4½d.) for boys.</i>
	South and West Durham.	5 May	Limestone quarrymen ..	<i>Flat-rate addition to wages, previously granted, decreased by ½d. a shift (2s. 10d. to 2s. 9d.) for men and youths 18 years and over, and by ¼d. (1s. 5d. to 1s. 4½d.) for boys.</i>
	North Lincolnshire	4 May	Ironstone miners and quarrymen.	<i>Flat-rate addition to wages, previously granted, decreased by 1-2d. a shift (5s. 0d. to 4s. 10-8d.) for men, by 0-9d. (3s. 9d. to 3s. 8-1d.) for youths 18 and under 21 years, and by 0-6d. (2s. 6d. to 2s. 5-4d.) for boys.</i>
Refractory Goods Manufacture.	Notts., Leics., parts of Lincs., Northants, and Banbury.	4 May	Ironstone miners and quarrymen and limestone quarrymen.	<i>Flat-rate addition to wages, previously granted, decreased by 1d. a shift (4s. 6d. to 4s. 5d.) for men, by ½d. (3s. 4½d. to 3s. 3½d.) for youths 18 and under 21 years and by ¼d. (2s. 3d. to 2s. 2½d.) for boys.**</i>
	England and Wales	Pay day in week commencing 12 May.	Workpeople employed in the refractories industry, other than kilnburners and boiler-firers.	War bonus and good time-keeping bonus merged with basic rates. Piecework rates to be revised so as to enable pieceworkers of average ability to earn not less than 25 per cent. over their new appropriate hourly or day-work rate for the job.†† Minimum weekly time rates after change include: men—labourers 92s., rough fitters and rough bricklayers 98s., rough blacksmiths, rough carpenters and joiners 101s. 6d., mould makers (wood) 111s. 6d.,‡‡ women 64s.
			Kilnburners and boiler-firers.	New minimum rate fixed for kilnburners and boiler-firers employed on continuous shift work for a normal working week of 56 hours (7 shifts of 8 hours), as follows: 18s. a shift, made up of a basic rate of 1s. 11d. an hour plus a differential of 2d. an hour, plus a shift allowance of 2d. an hour.

* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting Government employees, shop assistants and clerks, for which classes the information available is not sufficient to form a basis for statistics. Where information is available, however, details of changes in the wages and hours of these classes are shown in the list of principal changes recorded. The estimates of the 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.

† In addition to the numbers quoted, wages stand at the same level as at the beginning of the year in the case of 186,000 workpeople whose wages have been increased and reduced by equal amounts during the year.

‡ These increases were the result of an agreement between the National Coal Board and the National Union of Mine Workers. See also under "Changes in Hours of Labour," and the full terms of the agreement on page 143 of the May, 1947, issue of this GAZETTE.

§ Under cost-of-living sliding-scale arrangements.

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

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

** Wages are subject to a further flat-rate addition (not subject to sliding-scale arrangements) of 1s. 2d. a shift for men, of 10½d. for youths 18 and under 21 years, and of 7d. for boys.

†† The revision of piece rates is to be made separately at each works. Until the revision is effected, the good time-keeping bonus (previously 4s. a week) is to be paid at the rate of 1d. an hour.

‡‡ Mould makers (wood) included in this category must be competent to make moulds from drawings without supervision.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Coke Manufacture.	Cumberland, South Durham, Cleveland, Lincs. and Northants. (certain firms).	4 May	Men, youths, boys, women and girls employed at coke oven plants attached to blastfurnaces.	<i>Flat-rate addition to wages, previously granted, decreased* by 1-2d. a shift (5s. to 4s. 10-8d.) for men and for women and youths employed on men's work, by 0-9d. (3s. 9d. to 3s. 8-1d.) for youths 18 and under 21 years, and for women† employed on youths' work and by 0-6d. (2s. 6d. to 2s. 5-4d.) for boys and for girls doing boys' work.</i>
	Pig Iron Manufacture.	Cleveland, Durham, West Cumberland, North Lincs., North Lincs., Staffs., Bilston, Derby, Notts., Leics., Northants., Corby, South Wales and Mon.	do.	Workpeople employed at blastfurnaces, except those whose wages are regulated by movements in other industries.
Iron and Steel Manufacture.	West of Scotland ..	Pay week beginning nearest 1 May.	Workpeople employed at certain blastfurnaces, excluding those engaged on maintenance work.	<i>Flat-rate addition to wages, previously granted, decreased* by 1d. a shift (4s. 10d. to 4s. 9d.) for men, with usual proportions for youths and boys, by 1d. (3s. 6d. to 3s. 5d.) for women 21 years and over, and by 0-5d. (1s. 9d. to 1s. 8-5d.) for girls.</i>
	Great Britain‡	4 May	Workpeople employed in steel melting shops (melting, pitmen, slagmen, ladlemen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.).	<i>Flat-rate addition to wages, previously granted, decreased* by 1-2d. a shift (5s. to 4s. 10-8d.) for men and women, by 0-9d. (3s. 9d. to 3s. 8-1d.) for youths and girls 18 and under 21 years, and by 0-6d. (2s. 6d. to 2s. 5-4d.) for those under 18.</i>
	Great Britain§	5 May	Workpeople employed at steel sheet rolling mills.	do. do.
	North-East Coast Area.	4 May	Workpeople employed at steel rolling mills.	do. do.
	Barrow-in-Furness	do.	Rail millmen, merchant millmen, etc. enginemmen, and cranesmen.	do. do.
	Workington ..	do.	Steel millmen and labourers (datal workers).	do. do.
	Scunthorpe ..	do.	Steel millmen, wagon builders and repairers.	do. do.
	Bilston ..	do.	Steel millmen, melting shop workers, maintenance men, etc.	do. do.
	West of Scotland ..	do.	Millmen, gas producermen, enginemmen, cranesmen, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel rolling mills.	do. do.
	North-East Coast	do.	Iron puddlers and millmen and semi-skilled workers, labourers, etc., employed at iron puddling furnaces and rolling mills on a 47-hour week.	do. do.
South-West Wales	do.	Workpeople employed in Siemens' steel manufacture, except bricklayers and carpenters.	<i>Flat-rate addition to wages, previously granted, decreased* by 1d. a shift (3s. 10d. to 3s. 9d.) for men and for women employed on men's work, and by ½d. (1s. 11d. to 1s. 10½d.) for youths and boys, and for women employed on youths' and boys' work.</i>	
Sheffield ..	2 Feb.	Workpeople employed in steel melting shops, mills, forges, etc. — In Siemens' open hearth melting departments.	Existing tonnage rates increased by 3½ per cent.; existing basic datal rates maintained and paid at the rate of 5½ shifts for 5 shifts worked on morning and afternoon shifts, and 7½ for 6½ worked on night shifts; existing shift bonus paid to datal, straight tonnage, or part datal and part tonnage workers maintained and paid for at the rate of 6 shifts for 5 shifts worked on morning and afternoon shifts, and 7½ for 6½ worked on night shifts; following introduction of a shorter working week.	
do.	do.	In electric arc melting departments.	Existing tonnage rates increased by 3½ per cent.; existing basic datal rates maintained and paid at the rate of 5½ shifts for 5 shifts worked on morning and afternoon shifts, 6 for 5 worked on day shifts where single-day and two-shift systems operate, and 6½ for 6 worked on night shifts; existing shift bonus paid to datal, straight tonnage, or part datal and part tonnage workers maintained and paid for at the rate of 6 shifts for 5 shifts worked on morning, afternoon and day shifts, and 6½ for 6 shifts worked on night shifts; following introduction of a shorter working week.	
do.	do.	Workpeople employed in mills, forges and press shops, ancillary workers and all other classes of workpeople employed on the Sheffield shift system (other than those covered by separate agreements in respect of melting houses).	Existing tonnage rates and piecework rates maintained; existing basic datal rates maintained and paid at the rate of 6 shifts for 5 shifts worked in all cases except on afternoon shifts in the three-shift system, when payment is at the rate of 5½ shifts for 5 worked; existing shift bonus paid to datal, straight tonnage, or part datal and part tonnage workers maintained, and paid for at the rate of 6 shifts for 5 shifts worked on all shifts; following introduction of a shorter working week.	
Galvanising	England and Wales	5 May	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing.	<i>Flat-rate addition to wages, previously granted, decreased* by 1-2d. a shift (5s. to 4s. 10-8d.) for men and women, by 0-9d. (3s. 9d. to 3s. 8-1d.) for youths and girls 18 and under 21 years, and by 0-6d. (2s. 6d. to 2s. 5-4d.) for those under 18.</i>

* Under cost-of-living sliding-scale arrangements.

† Women aged 21 years and over are not to receive less than 4s. 8d. a shift, plus additions of 53-7, 62-5, 66-5 or 67-5 per cent. according to district, and a flat-rate addition of 4s. 10-8d.

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

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

|| These adjustments were the result of an agreement between the Sheffield and District Engineering Trades Employers' Association and the Iron and Steel Trades Confederation dated 15th April, 1947, and were made retrospective to the date shown. In the case of Siemens' open hearth melting departments the agreement provides that any furnaces operating on lieu rates will have such lieu rates adjusted by an equivalent to the adjustment made by this agreement on comparable furnaces operating on part datal or part tonnage. See also under "Changes in Hours of Labour."

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Tinplate Manufacture.	South Wales, Mon. and Gloucestershire.	4 May	Men, youths, women and juveniles other than those engaged on maintenance work.	Flat-rate addition to wages, previously granted, decreased* by 1-2d. a shift (5s. to 4s. 10-8d.) for men, by 0-8d. (3s. 4d. to 3s. 3-2d.) for women 18 years and over, and for youths 18 years and under 21, and by 0-6d. (2s. 6d. to 2s. 5-4d.) for juveniles.
Tube Manufacture.	Newport and Landore.	4 May	Men, youths and boys	Cost-of-living bonus decreased* by 1-16d. a shift (4s. 10d. to 4s. 8-84d.) for men and by 0-58d. (2s. 5d. to 2s. 4-42d.) for youths and boys.
Shuttle-making	Lancashire and Yorkshire.	8 May	Men, apprentices and youths.	Increases of 2d. an hour in basic rate for day workers, of 10 per cent. in piecework price list for piece workers, and of 1d. an hour for apprentices, following reduction of normal weekly working hours from 48 to 45. Minimum day work rate after change for journeymen: 1s. 3d. an hour, plus current cost-of-living percentage bonus of 104 per cent. on basic rate. Trainees on completion of 3 full years' training to receive full journeyman's rate.†
Keg and Drum Manufacture.	Great Britain	21 May	Men, youths, boys, women and girls.	New general minimum time rates and piecework basis time rates fixed for a 44-hour week, resulting in increases in general minimum time rates of 1½d. an hour for men, of 1d. for women 21 years or over, of ½d. to 1½d. for younger workers, and in increases in piecework basis time rates of 1½d. an hour for men, of 1½d. for women 21 years or over, and of ½d. to 1½d. for younger workers. General minimum time rates after change: men 1s. 1½d. an hour, women 21 years or over 1s. 4½d.; piecework basis time rates: men 2s. 1½d., women 21 years or over 1s. 6½d.‡
Engineering	Swansea, Llanelly, Port Talbot and Neath.	First full pay week commencing on or after 26 May.	Workpeople employed in engineering works and foundries on a system of payment by results.	1d. an hour differential between the rates for dayworkers and payment by result workers eliminated, resulting in an increase of 1d. an hour in the hourly rate for payment by result workers; supplementary bonus of 3s. 8d. a week, previously paid following a reduction in working hours from 47 to 45, withdrawn. Rates after change: craftsmen 2s. 5½d. an hour, labourers 1s. 11d.
Cotton	Lanes., Cheshire, Yorkshire and Derbyshire.	Pay day in week commencing 26 May.	Mill engine tenters, engine-men, etc., employed in cotton weaving establishments.	Increases of 3d. an hour for mill engine tenters and engine-men-firemen, of 3-008d. for boiler-firemen, of 2-238d. for under-engineers, and of 2-896d. for ashwheelers, oilers and greasers. Inclusive rates after change: mill engine tenters 30-45d. an hour, engine-men-firemen 29-675d., under-engineers and boiler-firemen 28-138d., ashwheelers, oilers and greasers 25-706d.
Flax and Hemp	Great Britain	16 May	Male pieceworkers	Increases of 6d. to 8½d. (approximately 6-6 per cent.) in general minimum piece rates for male canvas weavers, following reduction in normal weekly hours from 48 to 45.§
Dressmaking and Women's Light Clothing Manufacture.	Northern Ireland	20 May	Women and girls employed in the retail branch.	New general minimum time rates and piecework basis time rates fixed for a 44-hour week, resulting in increases of 1½d. to 4½d. an hour, according to area and qualifications, for workers other than learners, and of 1½d. to 4½d., according to area and period of employment, for learners. Rates after change include: workers 20 years of age or over who have had not less than 2 years' experience after learnership in the retail bespoke dressmaking branch, and who are employed as fully qualified bodice, skirt, gown or blouse hands—general minimum time rates, Area A 1s. 3d. an hour, Area B 1s. 1½d., Area C 1s., piecework basis time rates, A 1s. 4d., B 1s. 2½d., C 1s. 1d.; other workers except learners—general minimum time rates, A 1s. 1½d., B and C 1s., piecework basis time rates, A 1s. 2½d., B and C 1s. 1d.; learners—general minimum time rates, A 4½d., B and C 4d., during first year of learnership, rising to A 11½d. or B and C 9½d. during fourth year.¶
Laundering	Great Britain	28 May	Male workers (including transport workers), other than engine-men and stokers. Female workers, other than transport workers or those employed as substitutes for male workers. Female workers employed as substitutes for male workers, including drivers.	Increases of 5s. a week in general minimum time rates for workers 21 years or over, and of varying amounts, according to age, for younger workers. Minimum time rates after change: men 21 years or over, 2s. an hour or 90s. a week, youths and boys 10d. an hour or 36s. 8d. a week at under 16 years rising to 1s. 9½d. or 90s. 7½d. at 20 and under 21.¶ Increases of 5s. a week in general minimum time rates for workers 20 years or over, and of varying amounts, according to age, for younger workers. Minimum time rates after change: women 20 years or over, 1s. 4d. an hour or 60s. a week, girls 8d. an hour or 29s. 4d. a week at 14 years rising to 1s. 2½d. or 54s. 4½d. at 19 and under 20.¶ Increases in general minimum time rates of varying amounts, according to age or work performed. Minimum time rates after change include: female workers who perform in full the duties actually or normally undertaken by adult male workers 90s. a week.¶
Baking	Northern Ireland (excluding the County Borough of Belfast and districts within a radius of 15 miles therefrom, and the County Borough of Londonderry).	26 May	Male transport workers and stablemen, employed in baking establishments other than home bakeries**	New general minimum time rates fixed, resulting in increases of 3d. to 5s. 9d. a week, according to age and occupation. Minimum time rates after change include: carters 81s., motor drivers—lorries, carrying capacity over 2 tons 89s., carrying capacity 2 tons and under 82s.; stablemen 77s. 9d.††
Seed Crushing, Compound Food and Provender Manufacture.	Great Britain	1st full pay period following 10 May.	Men, women and juveniles	Increases of 8s. a week for adult males, and proportionate amounts for females and juveniles.‡‡
Brewing	Blackburn (certain firms).	15 May	Men, youths, boys, women and girls.	Increases of 2½d. an hour for men 21 years and over, of 2d. an hour for women 20 and over, and of proportionate amounts for younger workers, following a reduction of working week from 48 to 45 hours. Rates after change include: men 21 and over 2s. 1d. an hour, women 20 and over 1s. 6d.†
Tobacco, etc., Manufacture.	Great Britain	1 May	Men, women and juveniles	Decreases* of 5½d. a week for men and 3½d. for women and juveniles in the existing additions on a time basis to the minimum rates of both time and pieceworkers.§§
Coopering	Great Britain and Belfast.	1st pay day following 5 May.	Day workers	Increase of 2d. an hour in national minimum time rate, following adoption of a shorter working week. Rates after change for journeymen: London—2s. 9d. an hour, elsewhere—2s. 8d.¶¶
Building	Scotland	Beginning of first full pay period following 22 May.	Apprentices	Revised scale of wages fixed as a proportion of the craftsmen's rate (2s. 6d. an hour), resulting in increases of varying amounts. Rates after change: 1st year of apprenticeship one-quarter of the craftsmen's rate; 2nd year one-third; 3rd year one-half; 4th year two-thirds; 5th year three-quarters (plumbers' apprentices who started before 1st January, 1946, serve a six years' period of apprenticeship and are paid seven-eighths of the craftsmen's rate for the sixth year).¶¶¶

* Under cost-of-living sliding-scale arrangements.

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

‡ These increases took effect under an Order issued under the Wages Councils Act. In the case of regular night workers on either timework or piecework, a supplemental time rate is payable equal to one-fifth of the general minimum time rate. See also under "Changes in Hours of Labour" and page 211 of this GAZETTE.

§ This change took effect under an Order issued under the Wages Councils Act. See also under "Changes in Hours of Labour" and page 164 of the May, 1947, issue of this GAZETTE.

¶ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See also under "Changes in Hours of Labour" and page 211 of this GAZETTE.

¶¶ These increases took effect under an Order issued under the Wages Councils Act. See page 211 of this GAZETTE.

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

†† These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 212 of this GAZETTE.

††† This increase took effect under an award of the National Arbitration Tribunal.

§§ These decreases took effect under an Order issued under the Wages Councils Act.

¶¶¶ The agreement provides that in districts where piecework cooperers are at a disadvantage following the operation of the 44-hour week it is the duty of the District Joint Industrial Council to have the basic rates adjusted. See also under "Changes in Hours of Labour."

¶¶¶ This change was the result of an award of the National Arbitration Tribunal. The scale of wages previously in operation was as follows:—1st year of apprenticeship 22s. a week, 2nd year 28s., 3rd year 38s., 4th year 49s., 5th year 60s., 6th year 71s.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Gas Undertakings.	United Kingdom	5 May	Workpeople employed in the gas industry:— Shift workers, except those whose wages are determined by special arrangements or by movements in other industries. Skilled and semi-skilled maintenance craftsmen (excluding bricklayers and masons).	Bonus of 9d. a shift granted to compensate for the continuation of a 48-hour week.* Standard rates of wages adopted, inclusive of war bonus, as follows: skilled workers London, 3s. an hour, Provincial Zone "A" 2s. 9d., "B" 2s. 8d.; semi-skilled workers, according to occupation, London 2s. 7d. to 2s. 11d., Zone "A" 2s. 4d. to 2s. 8d., Zone "B" 2s. 3d. to 2s. 7d.†
Milk Distribution.	Scotland	30 May	Foremen and forewomen Female chargehands 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, in cleaning vehicles or in stable work. All other male workers and roundswomen (not working with horse or mechanically driven vehicles).	Increases of 4s. 3d. a week (97s. 9d. to 102s.) in general minimum time rates for foremen and of 5s. 3d. (96s. 9d. to 102s.) for forewomen.‡ General minimum time rate of 63s. a week fixed for female chargehands in charge of creamery workers.‡ Increases of 7s. 6d. a week in general minimum time rates for workers 21 years or over, and of 5s. or 2s. 6d., according to age, for younger workers. Rates after change: 30s. 3d. a week at under 15 rising to 87s. at 21 or over, and to 90s. for male clerks 22 or over.‡
Basket Making	United Kingdom	Beginning of the 1st pay period following 2 May.	Journeymen basket makers, skilled fitters and female workers.	New minimum hourly time rates fixed for a 44-hour week, resulting in increases in weekly rates of 14s. 3½d. for journeymen basket makers, of 4s. 8d. for skilled fitters, and of 9s. 2½d. for female workers; increase of 10 per cent. in the sliding-scale bonus for pieceworkers. Minimum rates after change: journeymen basket makers 1s. 5½d. an hour, skilled fitters 1s. 4d., female workers 11½d.; plus 75 per cent. bonus in each case.§
Cinematograph Film Production.	Great Britain	1st pay day in May.	Laboratory workers; cinematographers whose normal salaries do not exceed £17 10s. a week; certain workers employed in film laboratories.	Bonus decreased¶ by 6d. a week (24s. 6d. to 24s.) at 21 years and over and by 4d. (16s. 4d. to 16s.) at under 21.
	United Kingdom	do.	Technical workers, including learners, employed in producing newsreels.	do. do.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING MAY.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Coal Mining	Great Britain	5 May	Underground workers Surface workers	Normal working week, which previously varied according to district, reduced to 5 consecutive shifts of 7½ hours plus one winding time.**†† Normal working week, which previously varied according to district from 44 to 49, reduced to 42½ hours, exclusive of meal-times (to be worked in 5 consecutive shifts of 8½ hours).**††
Paint, Varnish and Lacquer Manufacture.	Great Britain	Beginning of first full pay week in May.	Men, youths, boys, women and girls.	Normal working week reduced from 47 to 44 hours (to be worked over 5 or 5½ days).
Pig Iron Manufacture.	West of Scotland	20 Apr.	Workpeople employed at certain blastfurnaces (excluding fillers, keepers and others on rotation shifts).	Normal weekly working hours reduced to 44.

* The hours of workers other than shift workers were reduced from 47 to 44 (see page 206 of this GAZETTE).

† London Zone comprises those works which were covered by the London District Settlement of August, 1946; the Provincial Zone "A" comprises those undertakings whose annual sales of gas exceed 500 million cubic feet; Zone "B" includes the remaining undertakings. See also under "Changes in Hours of Labour."

‡ These increases took effect under an Order issued under the Wages Councils Act. See page 211 of this GAZETTE.

§ These increases were the result of an award of the Industrial Court. The increase of 10 per cent. in the bonus payable to pieceworkers is to apply only to those pieceworkers who work the normal week of 44 hours and whose earnings in respect of work performed during such normal week are not less than would have been those of a worker of similar grade employed upon time work. See also under "Changes in Hours of Labour."

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

¶¶ Under cost-of-living sliding-scale arrangements.

¶¶¶ These reductions were the result of an agreement between the National Coal Board and the National Union of Mine Workers. See also under "Changes in Rates of Wages," and the full terms of the agreement on page 143 of the May, 1947, issue of this GAZETTE.

†† The normal hours of labour previously in operation for underground workers were 7½ per shift plus one winding time, but in most districts the Saturday shift was an hour or more shorter than on other days. The number of shifts constituting a full week's work was six in most districts, but in some districts an eleven-day fortnight was usual, while time on afternoon and night shifts often worked only five shifts.

††† The new national agreement provides that (a) if under an existing district agreement any categories of surface workers are working a normal week of less than 42½ hours they are to continue to work such lesser number of hours spread over five consecutive shifts, and (b) where the effect of the new agreement is to lengthen the daily hours of a workman engaged in handling coal he is not to be required to remain beyond his present daily hours if he has finished his work.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Iron and Steel Manufacture.	Sheffield	2 Feb.*	Workpeople employed in steel melting shops, mills, forges, etc. :- In Siemens' open hearth melting departments.	Normal working week reduced from 17½ shifts to 16½ shifts of 8 hours to be worked from 6 p.m. Sunday to 6 a.m. Saturday; for shopmen (working days only) normal working week of 44 hours adopted, to be worked over 5 days.*
	do.	do.	In electric arc melting departments.	Normal working week reduced from 17 shifts to 16 shifts of 8 hours to be worked from 10 p.m. Sunday to 6 a.m. Saturday; for shopmen (working days only) and single-shift men, normal working week of 44 hours adopted, to be worked over 5 days or in 5 shifts.*
	do.	do.	Workpeople employed in mills, forges and press shops, ancillary workers and all other classes of workpeople employed on the Sheffield shift system (other than those covered by separate agreements in respect of melting houses).	Normal working week reduced from 16 to 15 shifts of 8 hours to be worked from 6 a.m. Monday to 6 a.m. Saturday; for set men, ancillary men and labourers on single shifts, normal working week of 44 hours adopted, to be worked in 5 shifts.*
Shuttle-making	Lancashire and Yorkshire.	8 May	Men, apprentices and youths	Reduction of normal weekly working hours from 48 to 45 (to be worked over 5 days).†
Keg and Drum Manufacture.	Great Britain	21 May	Men, youths, boys, women and girls.	Normal weekly hours beyond which overtime rates become payable reduced from 47 to 44.‡
Flax and Hemp	Great Britain	16 May	Men, youths, boys, women and girls.	Normal weekly hours beyond which overtime rates become payable reduced from 48 to 45.‡
Dressmaking and Women's Light Clothing Manufacture.	Northern Ireland	20 May	Women and girls employed in the retail branch.	Normal weekly hours beyond which overtime rates become payable reduced from 48 to 44.§
Baking	North-West Area.	Pay week following 6 May.	Workpeople employed by Co-operative Societies.	Normal working week reduced from 48 to 44 hours.
Brewing	Blackburn (certain firms).	15 May	Men, youths, boys, women and girls.	Normal working week reduced from 48 to 45 hours (to be worked over 5 days).†
Coopering	Great Britain and Belfast.	1st pay day following 5 May.	Day workers and Piece-workers.	Normal working week reduced from 47 to 44 hours (to be worked over 5 or 5½ days).†
Morning and Evening Newspaper Printing.	Scotland	29 Dec.‡	Day workers Night workers	Normal weekly hours reduced from 44 to 40 (37½ for lino operators). Normal weekly hours reduced from 41½ to 37½ (35 for lino operators).
Gas Undertakings.	United Kingdom.	5 May	Workers other than shift workers.	Normal weekly working hours reduced from 47 to 44 (to be worked over 5½ days).†
Basket Making.	United Kingdom	Beginning of the 1st pay period following 2 May.	Journymen basket makers, skilled fitters and female workers.	Normal working week reduced from 48 to 44 hours.¶
Milk Distribution	England and Wales	19 May	Men, youths, boys, women and girls.	Normal weekly hours beyond which overtime rates become payable reduced from 48 to 45.**

* These adjustments were the result of an agreement between the Sheffield and District Engineering Trades Employers' Association and the Iron and Steel Trades Confederation dated 15 April, 1947, and were made retrospective to the date shown. See also under "Changes in Rates of Wages."

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

‡ These reductions took effect under Orders issued under the Wages Councils Act. See also under "Changes in Rates of Wages."

§ This reduction took effect under an Order issued under the Wages Councils Act (Northern Ireland). See also under "Changes in Rates of Wages" and page 211 of this GAZETTE.

¶ This reduction was the result of an agreement dated 8 April, 1947, made retrospective to the date shown above.

** This reduction was the result of an award of the Industrial Court. See also under "Changes in Rates of Wages."

** This reduction took effect under an Order issued under the Wages Councils Act. See page 211 of this GAZETTE.

PERCENTAGE INCREASES IN RATES OF WAGES SINCE SEPTEMBER, 1939.

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

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

Date.	Estimated Percentage Increase in Weekly Wage Rates since September, 1939.	Date.	Estimated Percentage Increase in Weekly Wage Rates since September, 1939.
1946 January	57	1946 October	64
February	57—58	November	65
March	58	December	65
April	59—60	1947 January	65
May	60—61	February	65—66
June	61	March	65—66
July	63—64	April	66
August	63—64	May	66—67
September	64		

TRADE DISPUTES IN MAY.

Number and Magnitude.—The number of industrial disputes involving stoppages of work* in the United Kingdom, reported to the Department as beginning in May, was 100. In addition, 24 stoppages which began before May were still in progress at the beginning of that month. The approximate number of workers involved, during May, in these 124 stoppages, including workers thrown out of work at the establishments where the disputes occurred, is estimated at about 70,000. The aggregate number of working days lost at the establishments concerned, during May, was about 181,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in May, the coal mining industry accounted for 61, involving over 43,000 workers, and resulting in an aggregate loss of about 99,000 working days.

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

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	—	61	61	43,100	99,000
Metal, Engineering and Shipbuilding	11	17	28	4,100	20,000
Transport	2	8	10	15,800	31,000
Distribution	—	2	2	3,600	9,000
Other Industries and Services	11	12	23	3,600	22,000
Total, May, 1947	24	100	124	70,200	181,000
Total, April, 1947	18	233	251	68,500	240,000
Total, May, 1946	23	208	231	85,400	208,000

In the 100 stoppages which began during May, about 20,000 workers were directly involved, and nearly 34,000 indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In the 24 stoppages which began before May, and were still in progress at the beginning of that month, the total number of workers involved during May, either directly or indirectly, was over 16,000.

Duration.—Of 109 stoppages of work, owing to disputes, which ended during May, 35, directly involving 3,600 workers, lasted not more than one day; 25, directly involving 3,000 workers, lasted two days; 12, directly involving 3,300 workers, lasted three days; 20, directly involving 9,000 workers, lasted four to six days; and 17, directly involving 15,100 workers, lasted over six days.

Causes.—Of the 100 disputes leading to stoppages of work which began in May, 9, directly involving 1,200 workers, arose out of demands for advances in wages, and 31, directly involving 6,200 workers, on other wage questions; 16, directly involving 7,800 workers, on questions as to working hours; 11, directly involving 2,000 workers, on questions respecting the employment of particular classes or persons; 30, directly involving 2,100 workers, on other questions respecting working arrangements; and 3, directly involving 800 workers, on questions of trade union principle.

TOTALS FOR THE FIRST FIVE MONTHS OF 1947 AND 1946.

The following Table gives an analysis, by groups of industries, of all stoppages of work through industrial disputes in the United Kingdom in the first five months of 1947 and in the corresponding months of 1946:—

Industry Group.	January to May, 1947.			January to May, 1946.		
	Number of Stoppages beginning in period.	Number of Workers involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.	Number of Stoppages beginning in period.	Number of Workers involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.
Fishing	2	2,200	11,000	—	—	—
Coal Mining	515	112,400†	227,000	602	110,200†	278,000
Brick, Pottery, Glass, Chemical, etc.	10	800	4,000	11	900	3,000
Engineering	36	5,300	20,000	89	61,800	353,000
Shipbuilding	57	55,600	274,000	52	8,900	79,000
Iron and Steel and Other Metal	45	7,800	22,000	78	17,900	73,000
Textile	7	900	4,000	20	3,700	26,000
Clothing	7	600	7,000	16	10,800	86,000
Food, Drink and Tobacco	11	1,100	4,000	8	1,800	13,000
Woodworking, Furniture, etc.	9	700	3,000	5	600	2,000
Paper, Printing, etc.	4	1,000	7,000	3	200	1,000
Building, etc.	21	2,600	12,000	26	1,900	4,000
Gas, Water and Electricity Supply	2	300	1,000	6	2,200	7,000
Transport	49	69,600	378,000	43	22,200	45,000
Public Administration Services	5	3,000	50,000	4	1,200	8,000
Distribution, Commerce, etc.	13	13,600	58,000	7	3,600	6,000
All Other Industries	24	6,200	23,000	18	1,400	8,000
Total	817	283,700†	1,105,000	988	249,300†	992,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING MAY.

Occupations† and Locality.	Approximate Number of Workers involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly‡.	Began.	Ended.		
COAL MINING :— Winding enginemen and other surface and underground workers—Co. Durham.	150	26,760§	5 May¶	9 May	Enginemen's allegation that the introduction of a 5-day working week would adversely affect their earnings, and demand for recognition of their organisation.	Work resumed unconditionally.
Surface and underground workers—Lancashire.	4,470		5 May	9 May¶	Dissatisfaction of surface workers with the effect of the 5-day working week upon their daily hours.	Work resumed under terms laid down in 5-day week agreement.
ENGINEERING :— Machinists, assemblers, bodymakers, painters, etc., employed in motor car manufacture—Longbridge, Birmingham (one firm).	550	770	2 May	6 May	Demand for revision of existing formula for fixing piecework prices in the gear cutting section.	Work resumed on old conditions.
PAPER MAKING :— Process workers engaged in paper making—Rutherglen, Glasgow (one firm).	550		23 May	2 June	Demand that membership of the National Union of Printing, Book-binding and Paper Workers should be a condition of employment.	Work resumed on advice of trade union officials.
TRANSPORT :— Dock workers—Glasgow	3,450		24 Mar.	3 May	Objection to the proposed discharge of 500 men as redundant.	As a result of a ballot vote taken on 3rd and 4th May, it was decided to resume work on the understanding that 204 men who were pre-war dockers should be reinstated; while the remaining 296 men could be employed, without guarantee, pending an enquiry in association with the National Joint Council for the Port Transport Industry.
Lightermen, dockers, stevedores and storage workers—London and Glasgow.	9,780	1,000	22 Apr.**	1 May	In sympathy with the workers involved in the above dispute.	Work resumed unconditionally, on advice of trade union officials, to permit of negotiations.
MILK DISTRIBUTION :— Milk roundsmen employed by Co-operative Society—London and Southend.	1,340		11 May	17 May	Refusal to accept an arbitration award, which, it was alleged, would result in reduced commission payments.	

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

† Some workers, chiefly in the coal mining industry, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1947 was approximately 90,000 and in the corresponding period in 1946 was approximately 80,000. For all industries combined the corresponding net totals were approximately 240,000 and 210,000, respectively.

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

§ Estimated number involved on 5th May. Large numbers of miners were able to resume work within two or three days thereafter.

¶ The stoppage began on the nightshift of 4th-5th May.

** Work was resumed on 6th May at most of the collieries affected.

** Only Port of London lightermen were involved at first. Storage workers at Glasgow ceased work on 24th and 25th April, and dockers and stevedores in the Port of London on 28th April.

VOCATIONAL AND DISABLED TRAINING SCHEMES.

STATISTICS FOR JUNE, 1945, TO MAY, 1947.

During the period 30th June, 1945, to 5th May, 1947, the total number of persons who completed training in Government Training Centres, Technical Colleges, employers' establishments and Residential Disabled Centres and had been placed in employment was 33,004; of this number, 30,647 were males and 2,357 were females.

The Table below shows, for 30th June, 1945, and certain later dates, the total numbers of persons in training at Government Training Centres, Technical Colleges, employers' establishments and Residential Disabled Centres; separate figures are given in each case for males and females, and for able-bodied and disabled persons.

Table with columns for Date, Males, Females, Totals, Able-bodied, and Disabled. Rows for dates from 30th June 1945 to 5th May 1947.

FURTHER EDUCATION AND TRAINING SCHEME.

MONTHLY STATISTICS.

The Further Education and Training Scheme was instituted in March, 1943, for the purpose of assisting men and women eligible under the Scheme to obtain the further education and training which their war service had interrupted or prevented.

Up to the end of May, 108,464 applications for financial assistance had been received under the Scheme. Awards had been made in 67,811 cases; in addition over 4,000 applicants had been informed that awards would be made in their case.

The Table below gives particulars of the progress made under the Scheme (a) during May, 1947, and (b) during the period from the inception of the Scheme up to 31st May, 1947.

Table with columns for May, 1947, and Cumulative totals up to end of May, 1947. Rows for number of applications, awards, and rejected cases.

An article dealing with the termination dates for eligibility under the Further Education and Training Scheme and with certain modifications which are being introduced in the Scheme will be found on page 185 of this GAZETTE.

BUSINESS TRAINING SCHEME.

MONTHLY STATISTICS.

The Business Training Scheme was introduced early in 1946 for the training of men and women in business administration after their release from war service. The figures given below, which show the progress made under the scheme up to 24th May, 1947, are in continuation of those published in previous issues of this GAZETTE.

The number of persons who at 24th May, 1947, had already completed a General Business Course was 4,456. Of this number, 2,776 had proceeded to Specialised Business Courses, while a further 677 were under submission to such Courses; this latter figure includes 243 persons who had completed a General Business Course within the previous four weeks.

Statistics relating to the progress of the Business Training Scheme (a) during the four weeks ended 24th May, 1947, and (b) during the period from the inception of the scheme to 24th May are given in the first Table in the next column.

* This figure includes over 4,000 applicants who had been informed by the Ministry of Education that awards would be made in their case.

Business Training Scheme—Progress up to 24th May, 1947.

Table with columns for Four weeks ended 24th May, 1947, and Cumulative totals up to 24th May, 1947. Rows for number of persons who completed a General Business Course, specialised courses, vacancies, and employment.

Particulars of certain changes which are being made in the Business Training Scheme are given in an article on page 186 of this GAZETTE.

RELEASES AND DISCHARGES FROM THE FORCES.

STATISTICS FOR APRIL, 1947.

A statement has been issued by the Ministry of Labour and National Service showing the numbers of persons released and discharged from the Forces and Auxiliary and Nursing Services during April, 1947. In that month, 55,980 releases and discharges were reported. The total number of men and women released and discharged in the period from 18th June, 1945, to the end of April, 1947, was 4,478,800.

Particulars are given below showing in detail the numbers of releases and discharges (a) reported during April, and (b) effected during the period from 18th June, 1945, to 30th April, 1947, together with (c) a comparison of the latter with the numbers laid down in the Government's programme.

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

Large table with columns for Service, Class A, Class B, Other Releases and Discharges, and Total. Rows for Royal Navy, Army, Royal Air Force, and totals for April 1947, 18th June 1945 to 30th April 1947, and 18th June 1945 to 30th April 1947.

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

Table with columns for Service, Programmes, Releases and Discharges, Excess (+) or Deficit (-) on Programme, and Excess (+) or Deficit (-) on Programme.

* This category includes persons who returned to their former employment or who took up employment after completing a General Business Course.

† These figures include an estimate of 2,000 men and 150 women whose release had been effected at 30th April, 1947, but not yet recorded at the Admiralty.

‡ Individual specialist releases numbered 17,602 men and 566 women.

LEGAL CASES AFFECTING LABOUR.

REINSTATEMENT IN CIVIL EMPLOYMENT ACT, 1944—JURISDICTION OF REINSTATEMENT COMMITTEES AND OF THE UMPIRE TO DECIDE WHETHER OR NOT A PERSON AGAINST WHOM AN APPLICATION IS MADE IS THE "FORMER EMPLOYER."

In these proceedings, the Mayor, Aldermen and Burgessess of the County Borough of Barnsley sought from the High Court: (1) an Order of Certiorari to quash an Order of the Deputy Umpire under the Reinstatement in Civil Employment Act, 1944, in favour of Mrs. Eileen Yvonne Staub; and (2) an Order of Mandamus requiring the Deputy Umpire to hear and determine according to law the appeal of Mrs. Staub in consequence of which this Order had been made.

Before she joined the W.R.N.S., Mrs. Staub was a member of the Barnsley Civil Defence Service as a telephonist in the Report and Control Centre. She had volunteered for this civil defence work and had not entered upon it in consequence of an enrolment notice. After leaving the W.R.N.S., and not having been reinstated in the employment of the Barnsley Corporation, Mrs. Staub made an unsuccessful application to the Reinstatement Committee against whose decision she appealed. The Deputy Umpire allowed her appeal and ordered the Corporation to make employment available to Mrs. Staub and to pay her £84 3s. 5d. compensation.

The Corporation applied for an Order of Certiorari on the alleged ground that the Deputy Umpire had acted without or in excess of jurisdiction in making an Order against them as being Mrs. Staub's "former employers"; and they applied for an Order of Mandamus on the alleged ground (which was denied by the Deputy Umpire) that he had refused to allow them to call evidence directed to the question whether they were Mrs. Staub's "former employers."

The Corporation contended that in respect of her civil defence work Mrs. Staub had not been employed by them, but was in the service of the Crown who reimbursed the Corporation for the remuneration they paid her; and that as they were not her "former employers" the Deputy Umpire had no jurisdiction to make an Order against them.

The Divisional Court (the Lord Chief Justice, Mr. Justice Atkinson and Mr. Justice Oliver) refused both applications with costs. They held that it was clearly within the jurisdiction of a Reinstatement Committee or of the Umpire or Deputy Umpire to decide whether the person against whom an application had been made was the "former employer." The Act provided that the decision of the Umpire or Deputy Umpire should be final and the question whether or not his decision commended itself to the Court was of no moment because the Court could not sit as a Court of Appeal from the Umpire or Deputy Umpire.

WORKMEN'S COMPENSATION ACTS—NOTIONAL ACCIDENT CAUSING INCAPACITY WITH FURTHER NOTIONAL ACCIDENT OCCURRING DURING THAT INCAPACITY—RIGHT TO COMPENSATION IN RESPECT OF SECOND NOTIONAL ACCIDENT.

In June, 1944, a workman who had been employed as an underground miner was certified to be suffering from nystagmus, and the employers paid compensation on the basis of total incapacity until November, 1945, when compensation was reduced. In December, 1944, the workman was certified to be suffering from pneumoconiosis but no compensation was paid. In January, 1945, the workman was medically examined and found fit for light work on the surface. Although incapacitated by both diseases the workman was able to earn wages.

In April, 1946, the workman lodged two requests for arbitration claiming £1 10s. a week to date from November, 1945, in respect of the nystagmus incapacity and £1 10s. a week from January, 1945, in respect of the pneumoconiosis incapacity. The County Court Judge held that the workman was entitled to £1 10s. a week compensation, in respect of both the nystagmus and the pneumoconiosis. The employers appealed against these awards.

The Court of Appeal (Lords Justices Scott, Morton and Somervell) dismissed the appeals. They held that from January, 1945, the workman was partially incapacitated by both diseases and that compensation in respect of the nystagmus must be calculated under the Act and in respect of the pneumoconiosis under the Act and the Pneumoconiosis Scheme. Compensation is given to make up for loss of earning power whether such loss is caused by physical accident or the notional accident of disease and accordingly the Court had no alternative save to adopt as a criterion, for the purpose of assessing compensation in respect of the second notional accident as well as the first, the earnings immediately preceding the first notional accident.

WORKMEN'S COMPENSATION ACTS—JURISDICTION TO AWARD WORKMAN TRAVELLING EXPENSES WHEN ATTENDING MEDICAL REFEREE.

The appellant workman was required to travel some twenty miles on two occasions to be medically examined by the medical referee. The County Court Judge ordered the employers to pay the workman his travelling expenses, whereupon the employers appealed to the Court of Appeal who allowed the appeal on the grounds that there were no "rules of Court" entitling the workman to be re-imbursed (see the issue of this GAZETTE for April, 1946, page 113). The workman appealed from this decision.

The House of Lords (Lords Simon, Wright, Simonds, Normand and Oaksey) reversed the decision of the Court of Appeal and held that the Court had jurisdiction to award costs in respect of travelling expenses incurred by a workman both where there had been an arbitration under the Act and where there had not. The appeal was allowed.—Halliday v. Barber Walker & Co. Ltd. House of Lords, 1st April, 1947.

WAGES COUNCILS ACT, 1945.

NOTICES OF PROPOSAL.

During May, 1947, notices of intention to submit to the Minister of Labour and National Service wages regulation proposals were issued by the following Wages Councils:—

Hollow-ware Wages Council (Great Britain).—Proposal H. (49), dated 2nd May, 1947; relating to the fixing of supplemental time rates and overtime rates.

Sack and Bag Wages Council (Great Britain).—Proposal S.B. (24), dated 16th May, 1947; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates.

Brush and Broom Wages Council (Great Britain).—Proposal M. (60), dated 27th May, 1947; relating to the continuance of the statutory minimum remuneration in the event of the present cost-of-living figure being terminated.

Perambulator and Invalid Carriage Wages Council (Great Britain).—Proposal I.(46), dated 30th May, 1947; relating to the continuance of the statutory minimum remuneration in the event of the present cost-of-living figure being terminated.

Tin Box Wages Council (Great Britain).—Proposal X.(31), dated 30th May, 1947; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates.

Further information concerning any of the proposals listed above may be obtained by persons engaged in the trade affected by application to the Secretary of the Council in question at Queen Anne's Chambers, Broadway, London, S.W.1.

WAGES REGULATION ORDERS.

During May, 1947, 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 Keg and Drum Wages Council (Great Britain) Wages Regulation Order, 1947: S.R. & O. 1947, No. 800 (K.D.(36)), dated 1st May, and effective from 21st May, 1947.—This Order prescribes general minimum time rates, piece work basis time rates and overtime rates, and also a supplemental time rate for regular night workers.—See pages 204 and 206.

The Milk Distributive Wages Council (England and Wales) Wages Regulation Order, 1947: S.R. & O. 1947, No. 815 (M.D.(50)), dated 3rd May, and effective from 19th May, 1947.—This Order prescribes general minimum time rates and overtime rates.—See page 206.

The Laundry Wages Council (Great Britain) Wages Regulation Order, 1947: S.R. & O. 1947, No. 819 (W.(59)), dated 8th May, and effective from 28th May, 1947.—This Order prescribes general minimum time rates and overtime rates.—See page 204.

The Milk Distributive Wages Council (Scotland) Wages Regulation Order, 1947: S.R. & O. 1947, No. 873/S.32 (M.D.S.(46)), dated 12th May, and effective from 30th May, 1947.—This Order prescribes general minimum time rates and overtime rates.—See page 203.

The Milk Distributive Wages Council (Scotland) Wages Regulation (Holidays) Order, 1947: S.R. & O. 1947, No. 874/S.33 (M.D.S.(47)), dated 12th May, and effective from 30th May, 1947.—This Order prescribes the annual holidays and the customary holidays to be allowed and fixes payment for such holidays.

The Baking Wages Council (England and Wales) Wages Regulation (Holidays) Order, 1947: S.R. & O. 1947, No. 1016 (B.K.(30)), dated 28th May and effective from 18th June, 1947.—This Order prescribes the annual holidays and the customary holidays to be allowed and fixes payment for such holidays.

WAGES COUNCILS ACT (NORTHERN IRELAND), 1945.

NOTICE OF PROPOSAL.

During May, 1947, notice of intention to submit to the Ministry of Labour and National Insurance wages regulation proposals was issued by the following Wages Council:—

Boot and Shoe Repairing Wages Council (Northern Ireland).—Proposal N.I.B.S. (N.54), dated 19th May, 1947; for reducing the normal weekly hours of work from 48 to 45, while maintaining the current statutory minimum remuneration appropriate to a 48-hour week.

Further information about the above proposal may be obtained by anyone engaged in the trade affected by application to the Secretary of the Council in question at Tyrone House, Ormeau Avenue, Belfast.

WAGES REGULATION ORDERS.

During May, 1947, the Ministry of Labour and National Insurance made the following Wages Regulation Orders giving effect to the proposals made by the Wages Councils concerned:—

The Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 2) Order, 1947 (N.I.W.D. (55)), dated 12th May and effective from 20th May, 1947.—This

* See footnote * in second column on page 213.

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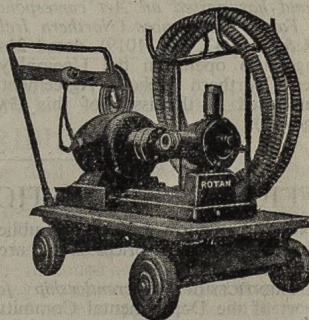
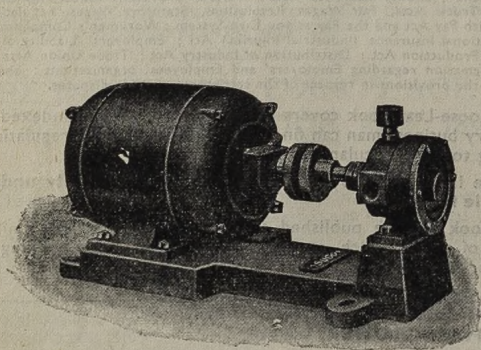
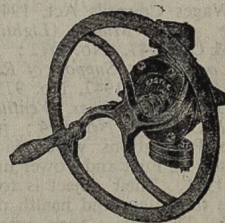
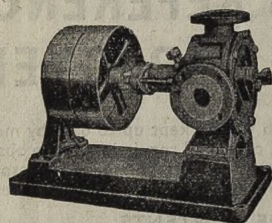
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