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Where appropriate, lists of items under the headings shown in CAPITALS will be found on the pages indicated.

## Age-Analysis of Employed Persons

ESTIMATES of the total numbers of employees are made by the Ministry of Labour and National Service every year on the basis of the counts of insurance cards exchanged. The figures for end-May, 1950, analysed by industry, were published in the February, 1951, issue of this GAZETTE. These annual estimates, however, provide no sub-division by age beyond separating the two age-groups for which there are different rates of contributions, viz., young persons under 18 on the one hand and persons aged 18 and over on the other. The insurance cards of persons in the latter age-group do not contain particulars of age or date of birth, and it is therefore impossible to obtain any further age-analysis in the process of counting the cards. The dates of birth of insured persons, however, are recorded on the ledger accounts in the Records Branch of the Ministry of National Insurance, and arrangements have accordingly been made with that Department to extract information from a small sample of the ledger accounts in order to obtain more detailed analyses of the employed population.

The organisation of the Records Branch greatly facilitates the selection of a random sample which can be regarded as representative of the whole. The basis of the organisation is the “ insurance number ”. Every insured person has a number which contains six digits and a suffix letter, and the ledger accounts in the Records Branch are divided into 100 divisions on the basis of the last two of the digits, the first division consisting of all accounts with numbers ending in 00 and the 100th division consisting of those with numbers ending in 99. The method of allocating insurance numbers was designed to avoid any association between the last two digits in the insurance number and any particular characteristics of the insured population such as sex, age or industry. The suffix letters at the end of the insurance numbers are either A, B, C or D, representing the four quarters of the year in which insurance cards are exchanged. Particular care has been taken to ensure that these suffix letters have been distributed randomly so that all the cards with a given suffix letter can be regarded as a representative cross section of the population.

For the purpose of the sample which is the subject of this article the selection was limited to accounts with suffix

letter B in six ledger divisions. The sample thus represents approximately one-quarter of six ledger divisions, or 1½ per cent. of the total insured population, the total number of employees' accounts included (excluding H.M. Forces and Women's Services) being about 300,000. The sample was limited to “ B ” accounts in order to establish direct comparison with the estimates of the total insured population in each industry which were based on the count of insurance cards with suffix letter B exchanged in June, 1950. The number of cases in the sample was analysed by sex, industry and age, and the total of insured employees, aged 18 and over, for each industry was then analysed into age-groups on the basis of the sample distribution. Finally, the figures thus obtained were aggregated in order to obtain an age-analysis of the whole insured population aged 18 and over. Estimates of the numbers under 18 years of age in each industry were already available from the counts of insurance cards, and those figures have been included in the Tables on the following pages.

All the figures which have been computed on the basis of the sample are subject to the margins of error which are inherent in the sampling procedure. Thus, if the sample yields an estimate of 1,000 in a particular group, there are 19 chances out of 20 that the correct figure which would be obtained by a complete count would fall between 500 and 1,500. The corresponding range for an estimate of 10,000 would be 8,400 to 11,600, and for an estimate of 100,000 it would be 95,000 to 105,000. It is essential to bear these possible margins of error in mind in making comparisons between different figures in the Tables.

The analysis that follows relates to employees only, i.e., employers and persons working on their own account are not included. The figures cover all classes of employees, employed and unemployed (with the exception of the Forces), including persons in private domestic service and all the other classes which, before the National Insurance Acts came into operation in 1948, were outside the scope of the unemployment insurance scheme. The figures are accordingly not comparable with the published results of similar analyses for 1948 and earlier years, which related only to persons insured under the Unemployment Insurance Acts.

## General Analysis

The Table below gives an analysis, by individual years of age, of the estimated total numbers of employees in all industries and services in Great Britain at end-May, 1950. The figures include not only persons at work but also those who were unemployed and those who were absent from work owing to sickness, holidays and other causes.

### Estimated Numbers of Employees in Great Britain End-May, 1950

| Age (last birthday) at End-May, 1950 | (Thousands) |         | Age (last birthday) at End-May, 1950 | (Thousands) |         |
|--------------------------------------|-------------|---------|--------------------------------------|-------------|---------|
|                                      | Males       | Females |                                      | Males       | Females |
| 15                                   | 177         | 174     | 44                                   | 307         | 140     |
| 16                                   | 243         | 248     | 45                                   | 310         | 134     |
| 17                                   | 270         | 268     | 46                                   | 304         | 135     |
| 18                                   | 188         | 275     | 47                                   | 300         | 127     |
| 19                                   | 155         | 280     | 48                                   | 284         | 123     |
| 20                                   | 257         | 266     | 49                                   | 280         | 120     |
| 21                                   | 267         | 244     | 50                                   | 272         | 122     |
| 22                                   | 291         | 225     | 51                                   | 242         | 112     |
| 23                                   | 302         | 208     | 52                                   | 228         | 101     |
| 24                                   | 307         | 191     | 53                                   | 224         | 98      |
| 25                                   | 319         | 167     | 54                                   | 215         | 96      |
| 26                                   | 321         | 160     | 55                                   | 208         | 87      |
| 27                                   | 323         | 148     | 56                                   | 200         | 85      |
| 28                                   | 349         | 148     | 57                                   | 207         | 78      |
| 29                                   | 366         | 152     | 58                                   | 193         | 71      |
| 30                                   | 368         | 154     | 59                                   | 186         | 68      |
| 31                                   | 256         | 100     | 60                                   | 176         | 48      |
| 32                                   | 250         | 102     | 61                                   | 167         | 40      |
| 33                                   | 279         | 116     | 62                                   | 155         | 33      |
| 34                                   | 304         | 125     | 63                                   | 141         | 26      |
| 35                                   | 323         | 132     | 64                                   | 138         | 22      |
| 36                                   | 326         | 129     | 65                                   | 91          | 19      |
| 37                                   | 317         | 136     | 66                                   | 83          | 17      |
| 38                                   | 321         | 129     | 67                                   | 58          | 14      |
| 39                                   | 314         | 135     | 68                                   | 50          | 12      |
| 40                                   | 323         | 136     | 69                                   | 43          | 9       |
| 41                                   | 327         | 145     | 70 and over                          | 161         | 35      |
| 42                                   | 318         | 143     |                                      |             |         |
| 43                                   | 316         | 142     |                                      |             |         |
|                                      |             |         | Total, Age 15 and over               | 13,700      | 6,950   |

The differences between the numbers of males in the various age-groups can be attributed to a number of factors, of which the following are the more important. The figures for age 15, and to a lesser degree those for ages 16 and 17, are relatively low owing to the fact that considerable numbers of young persons were remaining at school after reaching the minimum school-leaving age of 15. The numbers aged 18 and 19 are also low, the reason in this case being the fact that large numbers of these ages were serving in the Forces. The 20 and 21 classes are also affected, though to a smaller extent, by service in the Forces. The high figures for ages 28, 29 and 30 reflect the high birth-rate after the 1914-18 war, while the low birth-rate during the latter part of the war is reflected in the smaller figures for ages 31-33. The lower figures for the higher age-groups are due partly to the fact that the total population at those ages is smaller than in the lower and middle age-groups and partly to the fact that the proportion of the population that is gainfully occupied in those age-groups is reduced by retirement and invalidity. Another factor which must be borne in mind in making comparisons is that there is a much larger number of employers and self-employed persons in the higher than in the lower age-groups.

The number of men of pensionable age (*i.e.*, aged 65 and over) in the employee class, as shown by the Table, was 486,000. This figure includes all employees of those ages irrespective of whether they were receiving pensions or not, and separate figures of the number of pensioners in employment are not available. There was little change in this category between 1948 and 1950, the estimated total number in the former year being 500,000 (*see* the February, 1949, issue of this GAZETTE, page 43).

The age distribution of female employees shows generally a very different pattern from that of males. The number employed shows a progressive increase up to the age of 19 years, but thereafter there is a steady decline (apart from the effects of variations in the birth-rate) over the 20-years period between 20 and 40, this being mainly due to retirement on marriage. The numbers of women between 40 and 46 are somewhat higher, however, no doubt because a number of women resume paid employment for a period when their children have grown up. After the 46-year class, in which the estimated number of female employees is 135,000, the figures show a steady decline year by year down to 9,000 at age 69. There were 35,000, however, aged 70 and over, and the total number of employed women of pensionable age (*i.e.*, aged 65 and over) was 275,000.

## Industry and Age

The Table on pages 227 to 229 gives an age-analysis, principally in five-year groups, of the numbers of employees in each of the "Orders" of the Standard Industrial Classification and in each of the principal industries. In the first part of the Table, which relates to males, separate figures are given for each industry in which the total number of male employees exceeded 20,000; similarly in the second part all industries with a total of female employees exceeding 20,000 are shown separately.

### Males

The figures for males reveal considerable differences in age distribution between the various industry groups, and these are

shown more clearly in the following analysis in percentage form:—

### Percentage Analysis of Male Employees

|  | Under 20 | 20 to 39 | 40 to 64 | 65 and over |
|--|----------|----------|----------|-------------|
| Agriculture, Forestry and Fishing              | 12.2     | 44.4     | 38.0     | 5.4         |
| Mining and Quarrying                           | 6.4      | 42.9     | 47.5     | 3.2         |
| Non-Metalliferous Mining Products              | 7.5      | 50.2     | 38.9     | 3.4         |
| Chemicals, etc.                                | 4.6      | 46.3     | 46.7     | 2.4         |
| Metal Manufacture                              | 5.4      | 45.1     | 46.0     | 3.5         |
| Engineering, Shipbuilding and Electrical Goods | 8.0      | 48.3     | 40.3     | 3.4         |
| Vehicles                                       | 8.4      | 48.2     | 41.2     | 2.2         |
| Metal Goods                                    | 8.7      | 48.6     | 38.5     | 4.2         |
| Precision Instruments, Jewellery, etc.         | 11.8     | 49.9     | 34.4     | 3.9         |
| Textiles                                       | 7.1      | 37.3     | 50.3     | 5.3         |
| Leather, Leather Goods and Fur                 | 7.9      | 46.3     | 40.1     | 5.7         |
| Clothing                                       | 9.5      | 41.4     | 43.4     | 5.7         |
| Food, Drink and Tobacco                        | 7.5      | 43.8     | 45.3     | 3.4         |
| Manufactures of Wood and Cork                  | 14.4     | 47.0     | 34.6     | 4.0         |
| Paper and Printing                             | 10.3     | 42.6     | 42.7     | 4.4         |
| Other Manufacturing Industries                 | 6.7      | 48.2     | 41.3     | 3.8         |
| Building and Contracting                       | 10.9     | 49.9     | 35.8     | 3.4         |
| Gas, Electricity and Water                     | 4.6      | 43.0     | 50.4     | 2.0         |
| Transport and Communication                    | 4.8      | 43.9     | 49.2     | 2.1         |
| Distributive Trades                            | 10.3     | 45.8     | 40.0     | 3.9         |
| Insurance, Banking and Finance                 | 4.2      | 43.4     | 49.2     | 3.2         |
| Public Administration                          | 2.3      | 37.4     | 56.7     | 3.6         |
| Professional Services                          | 5.6      | 47.2     | 43.3     | 3.9         |
| Miscellaneous Services                         | 6.6      | 38.1     | 48.5     | 6.8         |
| Total, All Industries                          | 7.5      | 45.0     | 43.9     | 3.6         |

The proportion of young men under 20 was well above the average in the following industry groups: manufactures of wood and cork, agriculture, forestry and fishing, precision instruments, etc., building and contracting, the paper and printing industries and the distributive trades. This is due to some extent to the fact that in most of these industries men are granted deferment of military service owing to the national importance of their employment or in order to complete their apprenticeships. The high proportion in the distributive trades is due to the fact that considerable numbers of boys take up temporary work in those trades on leaving school although many of them transfer to employment in other industries after a short period (this is illustrated by the low proportion in the 18-19 age group in that industry in contrast with the abnormally high proportion under 18). The lowest percentage in the under-20 group is in public administration (National and Local Government), the figure for National Government Service being 1.9 per cent. and for Local Government Service 2.6 per cent. It should be borne in mind that these groups, as defined for the purposes of the Standard Industrial Classification, do not include the trading and industrial services such as the water supply and transport services of Local Authorities and the dockyards and ordnance factories, etc., owned by the Government, nor does "National Government Service" include the Post Office; the figures for the two groups consist very largely of administrative and clerical staffs, very few of whom are recruited below the age of 16. In most other industries, on the other hand, there are considerable numbers of boys who were recruited immediately on leaving school at the age of 15. It is estimated on the basis of the sample that in agriculture, for example, there were 14,000 boys under 16 years of age, and the corresponding figures for the building and contracting industries and the distributive trades were 20,000 and 30,000 respectively. In the coal mining industry, on the other hand, although the total number of males of all ages exceeded the number in agriculture the number of boys under 16 was only 6,000, with 11,000 aged 16 and the same number aged 17.

At the other end of the age-scale, the proportion aged 65 and over in all industries and services combined was 3.6 per cent., and the Table above shows that the corresponding percentage in a considerable number of industry groups was very close to this average. The highest percentage was 6.8 in miscellaneous services, due mainly to abnormally high proportions of those ages in the catering, etc., industries and in domestic service (which includes private gardeners). The proportion was also well above the average in agriculture and in the textile and clothing industries. On the other hand the numbers aged 65 and over were an abnormally small proportion of the total in gas, water and electricity supply and in the transport, etc., services, the reason being that there are arrangements for retirement at 65 for many grades in these services.

The most noteworthy features of the age-analysis in general are the high proportions under 40 years of age in the building and contracting industries, in the manufacture of precision instruments, etc., and in the non-metalliferous mining products group (bricks, pottery, glass, cement, etc.), and the high proportions over 40 in public administration, the textile industries and miscellaneous services. In all industries and services taken together the proportion under 40 years of age was 52.5 per cent., but in the building and contracting industries it was over 60 per cent. In public administration, on the other hand, 60 per cent. were over 40 years of age, compared with 47.5 per cent. in all industries and services; in the cotton weaving industry the proportion in that age-group was nearly 70 per cent.

### Females

A broad age-analysis of the number of female employees, on the same lines as the foregoing analysis for males, is given in the following Table, the only difference being that, in view of the fact that women are pensionable at the age of 60 under the National Insurance Act instead of at 65 as in the case of men, the last column shows the proportions in the age-group 60 and over.

### Percentage Analysis of Female Employees

|  | Under 20 | 20 to 39 | 40 to 59 | 60 and over |
|--|----------|----------|----------|-------------|
| Agriculture, Forestry and Fishing              | 19.5     | 53.1     | 25.3     | 2.1         |
| Mining and Quarrying                           | 25.6     | 43.9     | 29.0     | 1.5         |
| Non-Metalliferous Mining Products              | 17.6     | 49.9     | 30.6     | 1.9         |
| Chemicals, etc.                                | 23.2     | 50.4     | 24.1     | 2.3         |
| Metal Manufacture                              | 21.0     | 52.6     | 25.0     | 1.4         |
| Engineering, Shipbuilding and Electrical Goods | 15.1     | 57.5     | 25.4     | 2.0         |
| Vehicles                                       | 17.3     | 54.1     | 26.8     | 1.8         |
| Metal Goods                                    | 15.8     | 53.7     | 27.5     | 3.0         |
| Precision Instruments, Jewellery, etc.         | 17.9     | 51.0     | 26.3     | 4.8         |
| Textiles                                       | 19.2     | 42.9     | 34.4     | 3.5         |
| Leather, Leather Goods and Fur                 | 19.4     | 45.1     | 32.5     | 3.0         |
| Clothing                                       | 26.7     | 42.6     | 27.6     | 3.1         |
| Food, Drink and Tobacco                        | 22.0     | 46.5     | 29.1     | 2.4         |
| Manufactures of Wood and Cork                  | 17.6     | 49.3     | 30.9     | 2.2         |
| Paper and Printing                             | 29.1     | 42.1     | 25.8     | 3.0         |
| Other Manufacturing Industries                 | 19.2     | 51.6     | 26.9     | 2.3         |
| Building and Contracting                       | 25.3     | 48.8     | 22.6     | 3.3         |
| Gas, Electricity and Water                     | 19.9     | 49.5     | 28.5     | 2.1         |
| Transport and Communication                    | 17.0     | 53.2     | 26.5     | 3.3         |
| Distributive Trades                            | 26.5     | 44.5     | 26.2     | 2.8         |
| Insurance, Banking and Finance                 | 24.3     | 45.5     | 26.6     | 3.6         |
| Public Administration                          | 10.3     | 46.7     | 38.8     | 4.2         |
| Professional Services                          | 10.8     | 46.5     | 38.2     | 4.5         |
| Miscellaneous Services                         | 11.1     | 37.9     | 43.5     | 7.5         |
| Total, All Industries                          | 17.9     | 45.7     | 32.5     | 3.9         |

The proportion of female employees who were under 20 years of age was considerably higher than the average in the paper and printing industries, the clothing industries, the distributive trades and banking, insurance and finance. On the other hand, the proportion in that age-group was very low in public administration and professional services, in which the age of recruitment is generally higher than in most other industries. The under-20 percentage was also low in miscellaneous services, which include large numbers in the higher age-groups in the catering, etc., industries and in domestic service. The proportion of pensionable age (*i.e.*, 60 and over) did not show any great divergence from the average of 3.9 per cent. in any industry group other than miscellaneous services, for which the proportion was 7.7 per cent.

In all industries and services taken together, about 64 per cent. of the total number of female employees were under 40 years of age. If the three groups with high proportions in the upper groups (*viz.*, public administration, professional services and miscellaneous services) were omitted, the proportion under 40 would be nearly 70 per cent., and the figure is in fact very close to that average in all the other industry groups in the Table with the exception of the textile and the leather industries.

### Married Women

In addition to the details about industry and age, information was also obtained, so far as possible, about the marital state of the women included in the sample. Owing, however, to the difficulty of ensuring in all cases that the records are up-to-date in this respect the figures that follow should be regarded as rough approximations.

It is estimated on the basis of the sample that the number of married women (excluding widows) in the employee class at the end of May, 1950, was in the region of 2,850,000, or about 40 per cent. of the total number of female employees. The approximate numbers and proportions in the various age-groups were as follows:—

### Married Women Employees

| Age-group   | Approximate number | Per cent. of total number of female employees (married and single) in the age-group |
|-------------|--------------------|---|
| 15-19       | 30,000             | 2   |
| 20-24       | 300,000            | 26  |
| 25-29       | 370,000            | 48  |
| 30-34       | 360,000            | 60  |
| 35-39       | 410,000            | 62  |
| 40-44       | 440,000            | 63  |
| 45-49       | 380,000            | 60  |
| 50-54       | 290,000            | 55  |
| 55-59       | 170,000            | 44  |
| 60 and over | 100,000            | 36  |

It is important to bear in mind, in connection with these figures of the numbers of married women, that the employee class, as defined for the purpose of the statistics based on the national insurance scheme, covers all persons for whom insurance contributions of any kind are paid by their employers, including part-time

workers and persons in "inconsiderable employment" for which the industrial injuries contribution only is paid. The latter class no doubt includes a considerable number of married women who work a small number of hours per week as cleaners and domestic helps, etc., and it is probable also that the class of "part-time" workers consists largely of married women.

The proportion of married women to the total number of female employees was highest in the 40-44 age-group, although it was only slightly higher than in the next age-groups above and below and the average proportion for the whole age-group 30-50 was above 60 per cent.

The total number of married women of all ages, whether gainfully employed or not, is estimated to be in the region of 12,000,000. The figures, therefore, show that nearly one-quarter of the total are working as employees. The proportion among those under 60 years of age would be appreciably higher, since the total of 12,000,000 includes a large number over that age.

The following Table shows the industry groups in which the largest numbers of married women were employed (the principal industries within some of the groups are shown indented under the group totals):—

### Married Women Employees

| Industry or service              | Approximate number | Per cent. of total number of women (married and single) aged 18 and over in the industry |
|----------------------------------|--------------------|--|
| Miscellaneous Services           | 560,000            | 48   |
| Catering, Hotels, etc.           | 270,000            | 59   |
| Private Domestic Service         | 130,000            | 34   |
| Laundries and Cleaning           | 75,000             | 55   |
| Distributive Trades              | 370,000            | 44   |
| Professional Services            | 340,000            | 38   |
| Education                        | 160,000            | 42   |
| Medical and Dental Services      | 140,000            | 35   |
| Textile Industries               | 290,000            | 55   |
| Cotton                           | 120,000            | 60   |
| Wool                             | 57,000             | 52   |
| Clothing                         | 190,000            | 49   |
| Engineering and Electrical Goods | 175,000            | 50   |
| Food and Drink Industries        | 138,000            | 50   |
| Local Government Service         | 100,000            | 49   |

Every industry "Order" with 100,000 or more married women is shown in the Table. The proportion of married women to the total number of women was high in certain other industries, and the industry with the highest proportion of all was the china and earthenware industry, in which the 26,000 married women represented 64 per cent. of the total number of women. In the cotton industry, with 120,000 married women, the corresponding proportion was 60 per cent. The practice of employing married women is of long standing in this industry, and its importance is more strikingly illustrated by the fact that in the age-group 35-39 over 80 per cent. of the total number of women were married.

The Table shows that large proportions of the total number of employed married women are in such services as catering, distribution and private domestic work, which provide a great deal of part-time employment within easy reach of the women's homes.

Some information about the numbers of married women employed in different parts of the country is given in the following analysis of the figures on a Regional basis.

## Analysis by Region

Estimates of the total number of employees at end-May, 1950, in each of the nine administrative Regions of England and in Scotland and Wales have already been published in an earlier issue of this GAZETTE (March, 1951, page 103). In the first Table on the next page the totals for each area are analysed into age-groups; the figures for the under-18 class included in the first column have been obtained from the count of insurance cards exchanged, but the remainder of the analysis is based on the sample.

The proportions of males in the various age-groups are very similar in all parts of the country. Thus, the numbers in each of the two age-groups 35-39 and 40-44 represent 11 or 12 per cent. of the total numbers in each of the eleven areas, and the only age-group showing greater variations between one area and another is the under-20 class. In the London and South-Eastern Region this class represented only 6 per cent. of the total in the Region, whereas in Scotland and the Northern Region the corresponding proportions were 10 per cent. and 9 per cent. respectively. This difference is partly due to the fact that Scotland and the Northern Region have a much higher proportion of the men who for various reasons have been granted deferment of military service.

The figures for females show wider differences between the various areas. In the London and South-Eastern and the North-Western Regions the proportion under 30 years of age was 43 per cent., and in the Midland Region it was 46 per cent., whereas in the Northern Region and in Scotland and Wales it was well over 50 per cent. These differences are mainly due to the fact that the employment of married women in higher age-groups is much more widespread in the former areas than in the latter. In the Midland Region 47 per cent. of the total number of female employees were married, and the corresponding figures for the London and South-Eastern and the North-Western Regions were 43 per cent. and 46 per cent. respectively. In the Northern Region, Scotland and Wales, on the other hand, the proportions who were married were only 32 per cent., 29 per cent., and 30 per cent.

Estimated Numbers of Employees at End-May, 1950 : Analysis by Region and Age

| Region                   | (Thousands) |       |       |       |       |       |       |       |       |       |             | Total 15 and over |
|--------------------------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------------|-------------------|
|                          | 15-19       | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65 and over |                   |
| Males                    |             |       |       |       |       |       |       |       |       |       |             |                   |
| London and South-Eastern | 202         | 325   | 394   | 361   | 404   | 403   | 363   | 287   | 251   | 186   | 133         | 3,309             |
| Eastern                  | 59          | 73    | 92    | 79    | 88    | 84    | 78    | 60    | 50    | 41    | 27          | 731               |
| Southern                 | 47          | 67    | 77    | 62    | 74    | 79    | 69    | 53    | 49    | 39    | 25          | 641               |
| South-Western            | 55          | 75    | 86    | 77    | 84    | 86    | 82    | 62    | 53    | 44    | 25          | 729               |
| Midland                  | 97          | 140   | 170   | 141   | 155   | 150   | 136   | 109   | 87    | 70    | 49          | 1,304             |
| North-Midland            | 75          | 102   | 122   | 107   | 110   | 107   | 100   | 78    | 68    | 54    | 35          | 958               |
| East and West Ridings    | 88          | 125   | 148   | 124   | 139   | 132   | 113   | 110   | 88    | 71    | 43          | 1,201             |
| North-Western            | 140         | 191   | 220   | 192   | 207   | 220   | 207   | 169   | 136   | 107   | 56          | 1,845             |
| Northern                 | 83          | 101   | 110   | 98    | 103   | 96    | 93    | 78    | 63    | 49    | 24          | 898               |
| Scotland                 | 135         | 155   | 175   | 143   | 158   | 154   | 144   | 111   | 97    | 76    | 52          | 1,400             |
| Wales                    | 52          | 70    | 84    | 73    | 79    | 80    | 73    | 64    | 52    | 40    | 17          | 684               |
| Total—Males              | 1,033       | 1,424 | 1,678 | 1,457 | 1,601 | 1,591 | 1,478 | 1,181 | 994   | 777   | 486         | 13,700            |
| Females                  |             |       |       |       |       |       |       |       |       |       |             |                   |
| London and South-Eastern | 271         | 289   | 215   | 166   | 190   | 201   | 189   | 156   | 118   | 52    | 34          | 1,881             |
| Eastern                  | 67          | 57    | 37    | 30    | 30    | 35    | 29    | 27    | 17    | 9     | 5           | 343               |
| Southern                 | 59          | 51    | 31    | 24    | 29    | 29    | 28    | 21    | 15    | 8     | 5           | 300               |
| South-Western            | 67          | 60    | 34    | 25    | 29    | 33    | 32    | 24    | 20    | 8     | 7           | 339               |
| Midland                  | 115         | 111   | 79    | 59    | 64    | 66    | 62    | 52    | 37    | 16    | 10          | 671               |
| North-Midland            | 90          | 70    | 50    | 35    | 39    | 49    | 43    | 30    | 26    | 10    | 7           | 449               |
| East and West Ridings    | 113         | 95    | 60    | 52    | 56    | 64    | 54    | 50    | 33    | 13    | 9           | 599               |
| North-Western            | 172         | 160   | 123   | 98    | 113   | 116   | 100   | 87    | 63    | 25    | 15          | 1,072             |
| Northern                 | 82          | 66    | 37    | 27    | 29    | 31    | 27    | 16    | 8     | 3     | 3           | 345               |
| Scotland                 | 152         | 131   | 81    | 62    | 63    | 60    | 57    | 48    | 33    | 16    | 8           | 711               |
| Wales                    | 57          | 44    | 28    | 19    | 22    | 18    | 15    | 11    | 4     | 3     | 2           | 240               |
| Total—Females            | 1,245       | 1,134 | 775   | 597   | 661   | 706   | 639   | 529   | 389   | 169   | 106         | 6,950             |

Age and Unemployment

Age-analyses of the numbers of persons registered as wholly unemployed are obtained in June and December of each year. It is therefore possible to relate the numbers unemployed in each age-group in June, 1950, to the corresponding total numbers of employees obtained on the basis of the sample, in order to see whether there were any significant differences between the respective rates of unemployment. For the country as a whole the figures were as follows (the age groups are those for which separate figures are obtained on the unemployment returns) :—

| Age-group | Estimated total number of employees | Number registered as wholly unemployed, June, 1950 | Percentage unemployed | Region       |                |
|-----------|-------------------------------------|--|-----------------------|--------------|----------------|
|           |                                     |  |                       | (a) All ages | (b) Aged 56-64 |
| Males     |                                     |  |                       |              |                |
| 15-20     | 1,290,000                           | 15,780   | 1.2                   | 1.1          | 3              |
| 21-40     | 6,226,000                           | 67,635   | 1.1                   | 0.9          | 2              |
| 41-50     | 3,018,000                           | 38,208   | 1.3                   | 1.0          | 2½             |
| 51-55     | 1,117,000                           | 22,503   | 2.0                   | 1.2          | 3              |
| 56-64     | 1,563,000                           | 45,839   | 2.9                   | 0.5          | 1              |
| Females   |                                     |  |                       |              |                |
| 15-20     | 1,511,000                           | 12,703   | 0.8                   | 0.6          | 1½             |
| 21-40     | 3,037,000                           | 35,564   | 1.2                   | 1.0          | 3              |
| 41-50     | 1,331,000                           | 15,645   | 1.2                   | 1.7          | 3              |
| 51-55     | 494,000                             | 7,281  | 1.5                   | 2.6          | 5              |
| 56-59     | 302,000                             | 4,671  | 1.5                   | 3.1          | 5              |
|           |                                     |  |                       | 3.3          | 8              |

total numbers of males and females aged 15 and over (including men aged 65 and over and women aged 60 and over not included in the preceding Table) the percentages unemployed in June, 1950, were 1.5 and 1.2, respectively.

It will be seen from the next Table, however, that there were considerable differences between the various areas of the country.

Percentage unemployed among male employees in June, 1950  
(a) All ages (b) Aged 56-64

| Region                   | (a) All ages | (b) Aged 56-64 |
|--------------------------|--------------|----------------|
| London and South-Eastern | 1.1          | 3              |
| Eastern                  | 0.9          | 2              |
| Southern                 | 1.0          | 2½             |
| South-Western            | 1.2          | 3              |
| Midland                  | 0.5          | 1              |
| North-Midland            | 0.6          | 1½             |
| East and West Ridings    | 1.0          | 2              |
| North-Western            | 1.7          | 3              |
| Northern                 | 2.6          | 5              |
| Scotland                 | 3.1          | 5              |
| Wales                    | 3.3          | 8              |

In all parts of the country other than the Northern Region, Scotland and Wales the number of unemployed males represented only a small percentage of the total number of employees, and the percentage rates for the 56-64 age-group were also relatively low, the highest rate for any of the Regions being 3 per cent. In the Northern Region and in Scotland, however, 5 per cent. of the men aged 56-64 were unemployed, while in Wales the figure was 8 per cent. The number of unemployed men in this age-group in Wales was 6,403, of whom 3,402 were registered under the Disabled Persons (Employment) Act. In the Northern Region the corresponding figures were 5,075 and 1,750, respectively, and in Scotland, they were 7,296 and 1,526.

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H.M. STATIONERY OFFICE

ESTIMATED NUMBERS OF EMPLOYEES IN GREAT BRITAIN AT END-MAY, 1950  
ANALYSIS BY INDUSTRY AND AGE

NOTE.—Separate figures are given in the following Table for each of the "Orders" of the Standard Industrial Classification and for each of the principal industries. In the first part of the Table, which relates to males, figures are given for each industry in which the total number of male employees exceeded 20,000; similarly in the second part, which relates to females, separate figures are given for each industry in which the total number of female employees exceeded 20,000.

| Industry  | (Thousands) |           |       |       |       |       |       |       |       |       |       | Total aged 15 and over |             |
|---|-------------|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------------------------|-------------|
|   | Under 18    | 18 and 19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 |                        | 65 and over |
| Males   |             |           |       |       |       |       |       |       |       |       |       |                        |             |
| Agriculture, Forestry, Fishing                              | 55          | 37        | 100   | 89    | 70    | 76    | 79    | 73    | 50    | 40    | 44    | 41                     | 754         |
| Agriculture and Horticulture                                | 53          | 36        | 94    | 83    | 64    | 72    | 73    | 67    | 46    | 37    | 41    | 38                     | 704         |
| Fishing   | 1           | 1         | 3     | 4     | 3     | 3     | 4     | 5     | 3     | 2     | 2     | 1                      | 32          |
| Mining and Quarrying  | 30          | 23        | 73    | 103   | 86    | 99    | 103   | 103   | 81    | 65    | 49    | 27                     | 842         |
| Coal Mining   | 28          | 21        | 66    | 94    | 78    | 91    | 93    | 93    | 74    | 58    | 46    | 24                     | 766         |
| Stone Quarrying and Mining                                  | 1           | 1         | 3     | 5     | 4     | 5     | 5     | 4     | 3     | 2     | 1     | 1                      | 35          |
| Non-Metalliferous Mining Products                           | 13          | 5         | 27    | 34    | 29    | 32    | 30    | 23    | 19    | 14    | 10    | 8                      | 244         |
| Bricks and Fireclay Goods                                   | 4           | 1         | 9     | 11    | 10    | 9     | 10    | 7     | 5     | 4     | 2     | 2                      | 74          |
| China and Earthenware                                       | 3           | 1         | 4     | 5     | 4     | 4     | 4     | 4     | 3     | 2     | 2     | 2                      | 38          |
| Glass (other than containers)                               | 2           | —         | 4     | 4     | 4     | 4     | 4     | 3     | 2     | 2     | 1     | 1                      | 31          |
| Glass Containers  | 1           | 1         | 2     | 3     | 2     | 3     | 3     | 2     | 2     | 1     | 1     | 1                      | 21          |
| Other N.-M. Mining Products (MF)*                           | 3           | 2         | 7     | 9     | 8     | 10    | 7     | 6     | 6     | 4     | 3     | 2                      | 67          |
| Chemicals and Allied Trades                                 | 10          | 6         | 35    | 41    | 39    | 42    | 42    | 39    | 31    | 28    | 17    | 8                      | 338         |
| Chemicals and Dyes  | 4           | 3         | 17    | 20    | 20    | 20    | 20    | 18    | 14    | 12    | 8     | 3                      | 159         |
| Explosives and Fireworks                                    | —           | —         | 1     | 3     | 2     | 3     | 3     | 4     | 4     | 4     | 2     | —                      | 26          |
| Paint and Varnish   | 1           | 1         | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 1     | 1                      | 28          |
| Soap, Candles, Polishes, etc.                               | 1           | 1         | 4     | 4     | 4     | 4     | 3     | 3     | 3     | 2     | 2     | 1                      | 32          |
| Mineral Oil Refining  | 1           | 1         | 3     | 5     | 4     | 3     | 3     | 3     | 2     | 2     | 1     | —                      | 32          |
| Other Oils, Greases, Glue, etc. (FDZ)*                      | —           | —         | 3     | 3     | 4     | 3     | 4     | 3     | 3     | 2     | 1     | —                      | 27          |
| Metal Manufacture   | 18          | 8         | 42    | 58    | 57    | 56    | 62    | 53    | 43    | 32    | 29    | 16                     | 474         |
| Blast Furnaces  | —           | —         | 1     | 1     | 2     | 3     | 4     | 3     | 2     | 1     | 2     | 1                      | 20          |
| Iron and Steel Melting, Rolling, etc.                       | 8           | 3         | 18    | 23    | 22    | 22    | 24    | 24    | 20    | 14    | 12    | 7                      | 197         |
| Iron Foundries  | 5           | 2         | 10    | 13    | 14    | 11    | 14    | 9     | 7     | 7     | 5     | 4                      | 101         |
| Iron and Steel Tubes  | 1           | —         | 4     | 6     | 4     | 4     | 5     | 5     | 3     | 2     | 2     | 1                      | 37          |
| Non-Ferrous Metals Smelting, etc.                           | 2           | 1         | 6     | 12    | 12    | 12    | 11    | 9     | 7     | 5     | 4     | 3                      | 84          |
| Engineering, Shipbuilding and Electrical Goods              | 74          | 44        | 170   | 207   | 169   | 164   | 149   | 151   | 117   | 99    | 78    | 49                     | 1,471       |
| Shipbuilding and Ship Repairing                             | 11          | 8         | 20    | 22    | 20    | 22    | 20    | 23    | 20    | 16    | 15    | 9                      | 206         |
| Marine Engineering  | 4           | 3         | 8     | 7     | 7     | 7     | 7     | 6     | 6     | 6     | 6     | 4                      | 72          |
| Agricultural Machinery                                      | 3           | 1         | 6     | 5     | 5     | 4     | 3     | 3     | 2     | 2     | 2     | 1                      | 37          |
| Boilers and Boilerhouse Plant                               | 1           | 1         | 3     | 3     | 3     | 2     | 3     | 2     | 1     | 1     | 1     | 1                      | 23          |
| Machine Tools   | 4           | 2         | 7     | 11    | 8     | 6     | 6     | 7     | 4     | 4     | 3     | 2                      | 64          |
| Stationary Engines  | 1           | 1         | 2     | 3     | 2     | 3     | 2     | 3     | 1     | 1     | 1     | 1                      | 23          |
| Textile Machinery and Accessories                           | 3           | 1         | 6     | 8     | 5     | 7     | 6     | 6     | 5     | 6     | 4     | 3                      | 60          |
| Ordnance and Small Arms                                     | 1           | —         | 2     | 4     | 3     | 4     | 5     | 4     | 5     | 4     | 2     | 1                      | 35          |
| Constructional Engineering                                  | 3           | 2         | 9     | 10    | 8     | 9     | 9     | 8     | 5     | 4     | 4     | 2                      | 73          |
| Other Non-Electrical Engineering                            | 29          | 16        | 62    | 82    | 68    | 60    | 53    | 54    | 41    | 35    | 25    | 18                     | 543         |
| Electrical Machinery  | 7           | 5         | 18    | 19    | 13    | 14    | 13    | 11    | 10    | 8     | 5     | 3                      | 126         |
| Electrical Wires and Cables                                 | 1           | 1         | 4     | 5     | 4     | 5     | 5     | 3     | 3     | 2     | 1     | 1                      | 39          |
| Telegraph and Telephone Apparatus                           | 1           | 1         | 5     | 6     | 6     | 6     | 5     | 5     | 3     | 2     | 1     | —                      | 29          |
| Wireless Apparatus, Gramophones                             | 2           | 1         | 5     | 8     | 5     | 6     | 5     | 5     | 2     | 2     | 1     | —                      | 43          |
| Other Electrical Goods (GKZ)*                               | 3           | 1         | 9     | 12    | 10    | 9     | 7     | 6     | 5     | 4     | 2     | —                      | 70          |
| Vehicles  | 46          | 22        | 90    | 110   | 94    | 99    | 92    | 81    | 63    | 55    | 44    | 18                     | 814         |
| Manufacture of Motor Vehicles, etc.                         | 13          | 7         | 27    | 36    | 31    | 34    | 32    | 26    | 21    | 17    | 12    | 6                      | 262         |
| Motor Repairs and Garages                                   | 19          | 7         | 28    | 24    | 22    | 20    | 21    | 17    | 11    | 11    | 9     | 5                      | 194         |
| Manufacture and Repair of Aircraft                          | 3           | 2         | 11    | 20    | 14    | 19    | 15    | 13    | 12    | 8     | 3     | 2                      | 126         |
| Manufacture of Parts, etc., for Motor Vehicles and Aircraft | 3           | 1         | 9     | 11    | 11    | 10    | 8     | 6     | 3     | 3     | 3     | 2                      | 70          |
| Railway Locomotive Shops                                    | 3           | 2         | 5     | 7     | 6     | 5     | 6     | 7     | 7     | 6     | 4     | 1                      | 59          |
| Other Locomotive Manufacture                                | 1           | 1         | 2     | 3     | 2     | 3     | 2     | 2     | 2     | 1     | 1     | 1                      | 21          |
| Railway Carriages, Wagons, etc.                             | 4           | 2         | 8     | 9     | 8     | 8     | 8     | 8     | 7     | 7     | 7     | 1                      | 77          |
| Metal Goods Not Elsewhere Specified                         | 19          | 9         | 32    | 46    | 36    | 38    | 32    | 33    | 22    | 18    | 16    | 14                     | 315         |
| Tools and Cutlery   | 2           | 1         | 4     | 5     | 3     | 3     | 3     | 3     | 2     | 1     | 2     | 2                      | 31          |
| Bolts, Nuts, Screws, Rivets, Nails, etc.                    | 1           | —         | 2     | 2     | 2     | 3     | 2     | 2     | 1     | 1     | 2     | 2                      | 21          |
| Iron and Steel Forgings                                     | 2           | 1         | 3     |       |       |       |       |       |       |       |       |                        |             |

Estimated Numbers of Employees in Great Britain at End-May, 1950 : Analysis  
by Industry and Age—continued

| Industry   | (Thousands) |              |       |       |       |       |       |       |       |       |       |                |        |  | Total<br>aged 15<br>and over |
|--|-------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|--------|--|------------------------------|
|  | Under<br>18 | 18 and<br>19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65 and<br>over |        |  |                              |
| Males (cont.)  |             |              |       |       |       |       |       |       |       |       |       |                |        |  |                              |
| Building and Contracting .. .                                    | 85          | 56           | 170   | 178   | 145   | 152   | 145   | 116   | 79    | 65    | 56    | 43             | 1,290  |  |                              |
| Building .. .  | 70          | 47           | 132   | 136   | 113   | 119   | 118   | 91    | 62    | 51    | 45    | 38             | 1,022  |  |                              |
| Electric Wiring and Contracting .. .                             | 11          | 6            | 10    | 9     | 6     | 5     | 3     | 4     | 2     | 2     | 2     | —              | 60     |  |                              |
| Civil Engineering Contracting .. .                               | 4           | 3            | 28    | 33    | 26    | 28    | 24    | 21    | 15    | 12    | 9     | 5              | 208    |  |                              |
| Gas, Electricity and Water Supply .. .                           | 9           | 6            | 26    | 38    | 35    | 39    | 40    | 44    | 31    | 27    | 21    | 7              | 323    |  |                              |
| Gas .. .   | 4           | 2            | 9     | 15    | 14    | 16    | 17    | 19    | 13    | 12    | 8     | 3              | 132    |  |                              |
| Electricity .. .   | 5           | 4            | 15    | 20    | 18    | 20    | 18    | 21    | 14    | 12    | 11    | 3              | 161    |  |                              |
| Water .. .   | —           | —            | 2     | 3     | 3     | 3     | 5     | 4     | 4     | 3     | 2     | 1              | 30     |  |                              |
| Transport and Communication .. .                                 | 50          | 25           | 149   | 188   | 161   | 179   | 179   | 186   | 169   | 136   | 88    | 32             | 1,542  |  |                              |
| Railways .. .  | 18          | 7            | 52    | 58    | 42    | 46    | 52    | 71    | 70    | 58    | 38    | 4              | 516    |  |                              |
| Tramway and Omnibus Service .. .                                 | 2           | 1            | 21    | 34    | 36    | 32    | 39    | 33    | 24    | 16    | 11    | 3              | 262    |  |                              |
| Other Road Passenger Transport .. .                              | —           | —            | 1     | 3     | 3     | 3     | 3     | 2     | 2     | 1     | —     | —              | 23     |  |                              |
| Goods Transport by Road .. .                                     | 5           | 2            | 21    | 25    | 24    | 27    | 25    | 17    | 10    | 7     | 5     | 4              | 172    |  |                              |
| Sea Transport .. .   | 7           | 8            | 27    | 25    | 14    | 15    | 13    | 15    | 10    | 11    | 6     | 5              | 156    |  |                              |
| Port, River and Canal Transport .. .                             | 2           | 1            | 5     | 8     | 8     | 12    | 14    | 16    | 13    | 11    | 9     | 6              | 105    |  |                              |
| Harbour, etc., Conservancy Service .. .                          | 1           | 1            | 3     | 5     | 4     | 5     | 6     | 6     | 6     | 5     | 3     | 1              | 45     |  |                              |
| Air Transport .. .   | —           | —            | 2     | 5     | 4     | 3     | 3     | 2     | 1     | 1     | —     | —              | 21     |  |                              |
| Postal, Telegraph and Wireless Communication .. .                | 12          | 5            | 13    | 21    | 23    | 23    | 21    | 19    | 30    | 24    | 12    | 5              | 208    |  |                              |
| Other Transport and Communication .. .                           | 2           | —            | 2     | 3     | 3     | 3     | 2     | 2     | 1     | 1     | —     | —              | 21     |  |                              |
| Distributive Trades .. .   | 90          | 25           | 120   | 135   | 118   | 136   | 135   | 109   | 78    | 67    | 55    | 43             | 1,111  |  |                              |
| Coal, Builders' Materials, Grain, etc. .. .                      | 5           | 2            | 12    | 14    | 12    | 13    | 14    | 12    | 7     | 7     | 4     | 4              | 107    |  |                              |
| Other Industrial Materials, etc. .. .                            | 4           | 2            | 9     | 9     | 8     | 7     | 8     | 7     | 5     | 6     | 4     | 3              | 72     |  |                              |
| Food and Drink—Wholesale .. .                                    | 7           | 2            | 11    | 12    | 11    | 14    | 14    | 12    | 8     | 7     | 6     | 5              | 109    |  |                              |
| Food and Drink—Retail .. .                                       | 36          | 8            | 39    | 41    | 34    | 42    | 41    | 31    | 20    | 17    | 15    | 8              | 332    |  |                              |
| Non-Food Goods—Wholesale .. .                                    | 9           | 3            | 15    | 18    | 15    | 18    | 19    | 17    | 12    | 11    | 8     | 6              | 151    |  |                              |
| Non-Food Goods—Retail .. .                                       | 27          | 8            | 32    | 39    | 36    | 39    | 36    | 30    | 24    | 19    | 17    | 16             | 323    |  |                              |
| Insurance, Banking and Finance .. .                              | 9           | 3            | 26    | 30    | 27    | 35    | 41    | 34    | 26    | 22    | 11    | 9              | 273    |  |                              |
| Public Administration and Defence .. .                           | 12          | 11           | 69    | 100   | 98    | 114   | 126   | 123   | 132   | 110   | 86    | 36             | 1,017  |  |                              |
| National Government Service .. .                                 | 3           | 6            | 27    | 45    | 45    | 48    | 48    | 52    | 69    | 57    | 39    | 17             | 456    |  |                              |
| Local Government Service .. .                                    | 9           | 5            | 42    | 55    | 53    | 66    | 78    | 71    | 63    | 53    | 47    | 19             | 561    |  |                              |
| Professional Services .. .                                       | 17          | 11           | 51    | 61    | 59    | 65    | 59    | 56    | 41    | 34    | 28    | 19             | 501    |  |                              |
| Accountancy .. .   | 3           | 3            | 9     | 6     | 3     | 3     | 3     | 3     | 1     | 1     | 1     | 1              | 37     |  |                              |
| Education .. .   | 2           | 1            | 13    | 20    | 24    | 27    | 27    | 21    | 16    | 14    | 12    | 6              | 183    |  |                              |
| Law .. .   | 2           | 1            | 3     | 4     | 3     | 3     | 3     | 3     | 2     | 2     | 2     | 2              | 30     |  |                              |
| Medical and Dental Services .. .                                 | 4           | 3            | 16    | 20    | 20    | 23    | 19    | 21    | 15    | 10    | 9     | 5              | 165    |  |                              |
| Other Professional, etc., Services (ZMZ)* .. .                   | 5           | 3            | 10    | 10    | 9     | 7     | 6     | 7     | 6     | 5     | 3     | 3              | 74     |  |                              |
| Miscellaneous Services .. .                                      | 23          | 7            | 39    | 47    | 40    | 52    | 54    | 44    | 41    | 33    | 32    | 32             | 466    |  |                              |
| Theatres, Cinemas, Music Halls, etc. .. .                        | 4           | 2            | 8     | 8     | 5     | 6     | 6     | 6     | 5     | 4     | 4     | 2              | 44     |  |                              |
| Sport, Other Recreations and Betting .. .                        | 2           | 1            | 3     | 5     | 3     | 5     | 5     | 4     | 3     | 2     | 2     | 2              | 44     |  |                              |
| Catering, Hotels, etc. .. .                                      | 6           | 2            | 14    | 19    | 18    | 23    | 25    | 27    | 19    | 17    | 15    | 12             | 197    |  |                              |
| Laundries .. .   | 4           | 1            | 4     | 4     | 4     | 4     | 3     | 3     | 2     | 2     | 1     | 1              | 33     |  |                              |
| Private Domestic Service (Non-Resident) .. .                     | 1           | —            | 1     | 2     | 2     | 2     | 3     | 4     | 3     | 5     | 4     | 7              | 34     |  |                              |
| Other Services (ZSX)* .. .                                       | 2           | 1            | 6     | 6     | 5     | 7     | 5     | 6     | 4     | 5     | 3     | 2              | 52     |  |                              |
| Grand Total† .. .  | 690         | 343          | 1,424 | 1,678 | 1,457 | 1,601 | 1,591 | 1,478 | 1,181 | 994   | 777   | 486            | 13,700 |  |                              |
| Females  |             |              |       |       |       |       |       |       |       |       |       |                |        |  |                              |
| Agriculture, Forestry, Fishing .. .                              | 11          | 12           | 24    | 15    | 13    | 10    | 10    | 8     | 6     | 5     | 2     | 1              | 117    |  |                              |
| Agriculture and Horticulture .. .                                | 11          | 12           | 23    | 15    | 12    | 10    | 10    | 8     | 6     | 5     | 2     | 1              | 115    |  |                              |
| Mining and Quarrying .. .  | 2           | 3            | 4     | 2     | 1     | 1     | 1     | 2     | 1     | —     | —     | —              | 17     |  |                              |
| Non-Metalliferous Mining Products .. .                           | 8           | 6            | 13    | 10    | 8     | 10    | 9     | 7     | 6     | 3     | 1     | 1              | 82     |  |                              |
| China and Earthenware .. .                                       | 4           | 3            | 7     | 6     | 6     | 4     | 5     | 4     | 3     | 2     | 1     | —              | 45     |  |                              |
| Chemicals and Allied Trades .. .                                 | 16          | 16           | 28    | 16    | 12    | 13    | 12    | 9     | 8     | 4     | 2     | 1              | 137    |  |                              |
| Chemicals and Dyes .. .  | 6           | 6            | 10    | 5     | 5     | 5     | 5     | 3     | 3     | 2     | 1     | —              | 51     |  |                              |
| Pharmaceutical Preparations, etc. .. .                           | 3           | 3            | 5     | 3     | 2     | 3     | 2     | 2     | 1     | —     | —     | —              | 24     |  |                              |
| Soap, Candles, Polishes, etc. .. .                               | 4           | 3            | 4     | 2     | 2     | 2     | 2     | 2     | 1     | —     | —     | —              | 22     |  |                              |
| Metal Manufacture .. .   | 7           | 6            | 14    | 8     | 6     | 5     | 5     | 4     | 4     | 3     | 1     | —              | 63     |  |                              |
| Engineering, Shipbuilding and Electrical Goods .. .              | 29          | 28           | 78    | 60    | 41    | 38    | 33    | 31    | 20    | 13    | 5     | 3              | 379    |  |                              |
| Other Non-Electrical Engineering (CDX)* .. .                     | 11          | 9            | 25    | 18    | 12    | 12    | 9     | 9     | 5     | 3     | 2     | 1              | 116    |  |                              |
| Electrical Machinery .. .  | 4           | 3            | 10    | 8     | 4     | 4     | 3     | 3     | 3     | 1     | 1     | —              | 44     |  |                              |
| Electrical Wires and Cables .. .                                 | 1           | 2            | 4     | 3     | 3     | 2     | 2     | 2     | 1     | —     | —     | —              | 22     |  |                              |
| Telegraph and Telephone Apparatus .. .                           | 1           | 2            | 4     | 3     | 3     | 2     | 2     | 2     | 1     | —     | —     | —              | 20     |  |                              |
| Wireless Apparatus, Gramophones .. .                             | 3           | 3            | 8     | 7     | 4     | 4     | 4     | 3     | 2     | 1     | —     | —              | 40     |  |                              |
| Other Electrical Goods (GKZ)* .. .                               | 3           | 3            | 10    | 9     | 5     | 6     | 5     | 4     | 3     | 1     | —     | —              | 49     |  |                              |
| Vehicles .. .  | 12          | 10           | 25    | 20    | 13    | 12    | 10    | 7     | 5     | 1     | 1     | 1              | 128    |  |                              |
| Manufacture of Motor Vehicles, etc. .. .                         | 4           | 3            | 9     | 7     | 4     | 4     | 3     | 2     | 1     | —     | —     | —              | 42     |  |                              |
| Motor Repairers and Garages .. .                                 | 3           | 2            | 5     | 3     | 2     | 3     | 2     | 2     | 1     | —     | —     | —              | 25     |  |                              |
| Manufacture and Repair of Aircraft .. .                          | 2           | 2            | 4     | 4     | 2     | 2     | 2     | 2     | 1     | —     | —     | —              | 22     |  |                              |
| Manufacture of Parts, etc., for Motor Vehicles and Aircraft .. . | 2           | 2            | 6     | 5     | 3     | 3     | 3     | 2     | 1     | —     | —     | —              | 28     |  |                              |
| Metal Goods Not Elsewhere Specified .. .                         | 16          | 13           | 34    | 27    | 20    | 19    | 16    | 15    | 12    | 8     | 4     | 2              | 186    |  |                              |
| Tools and Cutlery .. .   | 2           | 1            | 4     | 3     | 3     | 3     | 2     | 1     | 2     | 1     | —     | —              | 22     |  |                              |
| Hollow-ware .. .   | 3           | 3            | 6     | 5     | 3     | 3     | 2     | 2     | 1     | —     | —     | —              | 32     |  |                              |
| Other Metal Industries (GWZ)* .. .                               | 8           | 7            | 16    | 11    | 9     | 8     | 8     | 7     | 4     | 4     | 2     | 1              | 85     |  |                              |
| Precision Instruments, Jewellery, etc. .. .                      | 5           | 4            | 10    | 6     | 5     | 5     | 4     | 5     | 3     | 2     | 1     | —              | 51     |  |                              |
| Scientific, etc., Instruments .. .                               | 3           | 2            | 7     | 4     | 2     | 3     | 2     | 3     | 2     | 1     | —     | —              | 29     |  |                              |
| Textiles .. .  | 65          | 48           | 83    | 62    | 50    | 59    | 66    | 58    | 47    | 31    | 13    | 8              | 590    |  |                              |
| Cotton Spinning, Doubling, etc. .. .                             | 9           | 7            | 14    | 15    | 11    | 14    | 15    | 14    | 10    | 6     | 3     | 1              | 119    |  |                              |
| Cotton Weaving, etc. .. .  | 7           | 5            | 10    | 8     | 7     | 12    | 11    | 10    | 8     | 3     | 2     | 2              | 95     |  |                              |
| Woolen and Worsted .. .  | 13          | 10           | 18    | 12    | 11    | 9     | 14    | 11    | 13    | 7     | 2     | 2              | 122    |  |                              |
| Rayon, Nylon, etc., Weaving and Silk .. .                        | 4           | 4            | 5     | 3     | 2     | 3     | 2     | 3     | 2     | 1     | —     | —              | 30     |  |                              |
| Hosiery and Other Knitted Goods .. .                             | 16          | 10           | 14    | 10    | 7     | 7     | 10    | 6     | 4     | 3     | 2     | 1              | 90     |  |                              |
| Textile Finishing, etc. .. .                                     | 3           | 3            | 4     | 3     | 2     | 3     | 3     | 2     | 2     | 1     | —     | —              | 27     |  |                              |
| Leather, Leather Goods and Fur .. .                              | 3           | 3            | 5     | 4     | 2     | 3     | 3     | 3     | 2     | 1     | —     | —              | 29     |  |                              |
| Clothing .. .  | 77          | 47           | 78    | 48    | 33    | 38    | 41    | 35    | 32    | 20    | 7     | 7              | 463    |  |                              |
| Tailoring .. .   | 34          | 22           | 38    | 23    | 14    | 17    | 15    | 14    | 7     | 3     | 3     | 3              | 207    |  |                              |
| Dressmaking .. .   | 17          | 10           | 14    | 9     | 6     | 7     | 8     | 6     | 5     | 5     | 2     | 1              | 90     |  |                              |
| Overalls, Shirts, Underwear, etc. .. .                           | 12          | 6            | 11    | 6     | 4     | 5     | 4     | 4     | 3     | 3     | —     | —              | 59     |  |                              |
| Other Dress Industries (WS)* .. .                                | 5           | 3            | 4     | 3     | 3     | 2     | 3     | 2     | 2     | 1     | —     | —              | 29     |  |                              |
| Manufacture of Boots, Shoes, etc. .. .                           | 7           | 5            | 9     | 6     | 5     | 6     | 6     | 6     | 3     | 1     | 1     | 1              | 62     |  |                              |

\* The figures on this line relate only to the industry represented by the Standard Industrial Classification Code Letters in brackets. They do not include the industries in the same "Order" which have been omitted from the Table owing to the total numbers employed being less than 20,000.

† The grand total line includes a small number of ex-members of the Forces not allocated to particular industries.

Estimated Numbers of Employees in Great Britain at End-May, 1950 : Analysis  
by Industry and Age—continued

| Industry                           | (Thousands) |              |       |       |       |       |       |       |       |       |       |                |     |  | Total<br>aged 15<br>and over |
|------------------------------------|-------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|-----|--|------------------------------|
|                                    | Under<br>18 | 18 and<br>19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65 and<br>over |     |  |                              |
| Females (cont.)                    |             |              |       |       |       |       |       |       |       |       |       |                |     |  |                              |
| Food, Drink and Tobacco .. .       | 42          | 28           | 55    | 37    | 25    | 30    | 31    | 27    | 21    | 14    | 5     | 3              | 318 |  |                              |
| Bread and Flour Confectionery .. . | 10          | 7            | 11    | 9     | 6     | 8     | 7     | 6     | 5     | 4     | 2     | 1              | 76  |  |                              |
| Biscuits .. .                      | 4           | 2            | 4     | 4     | 3     | 2     | 3     | 1     | 1     | —     | —     |                |     |  |                              |

## "MANPOWER" EXHIBITION

An Exhibition under the title of "Manpower: The Human Factor in Industry" is now open at the Safety Health and Welfare Museum, Horseferry Road, Westminster, and will continue until the end of September. This is not intended as a popular exhibition; it is meant for industry and for those members of the public who are seriously interested in the subjects which come within the field of administration of the Ministry of Labour and National Service. It points out some of the essential matters in the efficient utilisation of manpower today and demonstrates the achievements of this country in the field of human relations in industry. The Minister of Labour and National Service, when opening the Exhibition, referred to the problems of manpower, the work of the Employment Services of the Ministry, and the need for preserving industrial peace and preventing loss of production through accidents or sickness.

Many organisations, industries and firms have co-operated in the preparation of this Exhibition and have generously contributed material for display.

The Exhibition is arranged in the following sections:—

### Vocational Guidance

Transition from school to work; Choice of careers; Guidance to young persons by the Youth Employment Service.

### Employment and Advisory Services

The operation of the services of the Ministry of Labour and National Service, through Employment Exchanges, Appointments Offices and the Technical and Scientific Register.

### Training

Apprenticeships; General industrial training; Induction training; Training for supervision; Visual aids to training; Results of training.

### Resettlement of the Disabled

Treatment; Physical rehabilitation; Industrial rehabilitation; Employment.

### Industrial Canteens

Recommended equipment; Handling of food; Disposal of waste.

### Industrial Health

Historical review of the development of industrial health; Principles for the preservation of occupational health; Monitoring and other devices of value for occupational health.

### Industrial Relations

Negotiation, arbitration and conciliation; Personnel management and joint consultation; Job evaluation; Works information; Suggestion schemes.

### Safety in the Factory

Fundamental principles of accident prevention on machines and plant; Methods of safeguarding; Promotion of safety in operations and processes.

There are also displays by the International Labour Organisation, by the Shipping Federation and by the Amalgamated Engineering Union. Arrangements are being made to hold a series of lectures, and to give film shows, on related subjects in the Lecture Hall of the Museum, during the course of the Exhibition.

Posters and leaflets about the Exhibition may be obtained from the Ministry of Labour and National Service, 8 St. James's Square, London, S.W.1.

## RECRUITMENT AND TRAINING OF YOUNG PERSONS FOR INDUSTRY

Articles published in the August, 1950, issue of this GAZETTE (pages 261 and 262) and previous issues gave particulars of schemes for recruiting and training young persons for industry which had been drawn up in accordance with the recommendations made by the Joint Consultative Committee, representative of the British Employers' Confederation and the Trades Union Congress, in their Report issued in December, 1945. The present article gives some information about further schemes of this nature.

### Iron Ore Mining and Quarrying

Certain principles have been agreed by the National Joint Board for the iron ore industry relating to the training of young entrants. These principles have been incorporated in District Agreements. In the Banbury, Lincolnshire, Northamptonshire and Nottinghamshire areas the arrangements provide that training should normally commence not later than six months after entry into the industry and not later than the eighteenth birthday. The period of training in stratified ironstone mines for skilled face workers will be for five years or to the twenty-second birthday, whichever is the less. In quarrying the period will be for three years in machine excavating and loading; locomotives and plate laying; or drilling, blasting, and pumps and compressor attendants. Training as tradesmen within the industry will be for the period agreed in the trade, i.e., normally five years between the ages of 15 and 21. During the period of training the employer will give the learner such training, under efficient supervision, as will enable him to acquire the status of a skilled worker or tradesman within the period specified under the scheme. The employers will, so far as is practicable, allow trainees to attend classes for general and technical education on the basis of one day, or equivalent, each week up to at least the

## CENTENARY LECTURES: "THE WORKER IN INDUSTRY"

To mark Festival Year the Ministry of Labour and National Service have arranged an outstanding series of lectures under the broad title of "The Worker in Industry". Given by eminent authorities on the subject, the lectures will bring together the latest thought and records of practice on the more important aspects of manpower. They will focus attention on the fundamental question of the day—how to ensure the greatest efficiency in the use of manpower. Not only will they show the progress that has been made during the past 100 years but they will also describe the main problems of today, how they are being met and what remains to be done.

Among the leading authorities giving the lectures are Dame Georgiana Buller, Sir Frederick Bartlett, Mr. C. W. Guillebaud, Lord Hankey, Professor R. E. Lane, Sir Frederick Leggett, Lord Piercy and Sir George Schuster. Mr. Alfred Robens, Minister of Labour and National Service, will be Chairman at the first of the lectures, to be given by Lord Piercy on "The Nation's Youth and Manpower Needs" at 3 p.m. on 12th July.

These lectures will be held at the Safety, Health and Welfare Museum, Horseferry Road, Westminster, London, S.W.1. Because of limited accommodation, admission will be by ticket, which can be obtained from the Director of Public Relations, Ministry of Labour and National Service, 8 St. James's Square, London, S.W.1.

Lectures already arranged are as follows. Others will be announced later.

| 3 p.m. on:                | Subject   | Lecturer   |
|---------------------------|---|--|
| Thursday, 12th July       | The Nation's Youth and Manpower Needs   | The Rt. Hon. Lord Piercy, C.B.E., B.Sc., Chairman, National Youth Employment Council.  |
| Friday, 20th July         | Eliminating the Wastage of Disablement  | Dame Georgiana Buller, D.B.E., R.R.C., J.P., Vice-Chairman, British Council for Rehabilitation.  |
| Wednesday, 25th July      | The Effect of Environment on the Health and Efficiency of the Industrial Worker | Professor R. E. Lane, M.D., M.Sc., F.R.C.P., Manchester University.  |
| Wednesday, 29th August    | Scientific Manpower   | The Rt. Hon. Lord Hankey, P.C., G.C.B., G.C.M.G., G.C.V.O., F.R.S.   |
| Thursday, 13th September  | Problems of Wages Policy  | Mr. C. W. Guillebaud, C.B.E., M.A., St. John's College, Cambridge.   |
| Wednesday, 19th September | The Contribution of the International Labour Organisation                       | Sir Frederick Leggett, C.B.  |
| Wednesday, 26th September | Self-Government in Industry   | Sir George Schuster, K.C.S.I., K.C.M.G., C.B.E., M.C., Chairman of the Human Factors Panel set up by the Committee on Industrial Productivity. |
| Wednesday, 17th October   | The Employment of the Older Worker  | Sir Frederick Bartlett, C.B.E., F.R.S., University of Cambridge.   |

age of 18 years, without loss of pay. Wages and conditions of employment will be in accordance with the existing agreements in the area concerned.

In Cleveland ironstone mines the District Agreement provides for the training of suitable youths for surface occupations, including saddlers, blacksmiths, joiners, fitters, electricians, bricklayers and painters, and as skilled face workers underground. The period of training, which normally should start not later than the eighteenth birthday, will be five years or to the twenty-second birthday. In the case of underground workers, at least two years of this training will be spent on work in and about the working face to enable the learner to meet the requirements of Section 73 of the Coal Mines Act, 1911. The conditions of training and arrangements for further education are similar to those described in the preceding paragraph. Wages will be in accordance with the existing agreement between the Cleveland Mine Owners' Association and the National Union of General and Municipal Workers.

The training of young miners and tradesmen for the Cumberland hematite iron ore mines is covered by a District Agreement for the Cumberland area. This provides for the training scheme to be developed by the Board of Conciliation for the Cumberland Iron Ore Trade (or such committee as it may appoint). Representatives of the Youth Employment Service of the Ministry of Labour and National Service or Education Authorities may be invited to assist in an advisory capacity. Acceptance as a learner will take place between the ages of 16 and 17 years and be subject to medical examination. The period of training for hematite iron ore miners will be six years or to the twenty-third birthday; the last three years will be spent, when possible, on work in and about the working face. Training for employment as a tradesman will

normally be for five years or to the twenty-third birthday. The conditions of training and arrangements for further education will be similar to those agreed for the other sections of the iron ore mining and quarrying industry. Wages and conditions of employment will be in accordance with the rules and decisions of the Board of Conciliation, and the existing agreements for scale of wages or apprentice rates for craftsmen.

### Leather Goods

The National Leather Goods and Saddlery Manufacturers' Association and the National Union of Leather Workers have agreed an apprenticeship and learnership scheme for the leather goods industry. In the Walsall area the scheme will be administered by a Joint Committee consisting of representatives of employers' and workers' organisations, and in other areas by the Education Committee of the National Leather Goods and Saddlery Manufacturers' Association, on which the National Union of Leather Workers have representation. Five sections of the industry are included in the scheme, viz., bridle cutting, fancy leather (including ladies' handbags), solid leather goods (including case work), sports and travel goods, and luggage. Entry into apprenticeship or learnership will be at the age of 15 to 17 years. The period of training in the case of boys is five years for apprenticeship and four years for learnership; apprentices follow the same course as learners during the first four years but receive advanced training in the fifth. In the case of girls the period is five years for apprenticeship and three years for learnership; apprentice arrangements for girls are identical with those for boys. Apprentices and learners in the Walsall area will be required to attend technical educational classes at the Walsall School of Art on one full day, and on two evenings, each week, without loss of pay. Similar attendance will be required in other areas where classes are available.

### Display Producing, Screen Printing, Sign Writing and Kindred Trades

This scheme, which has been prepared by a National Joint Apprenticeship Council consisting of representatives of the Display Producers' and Screen Printers' Association Ltd., and of the Sign and Display Trades Union, with an assessor from the Ministry of Labour and National Service, will be administered also by the Council. Local Joint Committees may be appointed, and other members co-opted by the Council as necessary. Employers are required to ensure that prospective apprentices are suitable, particularly with regard to health, standard of colour vision, interest in art, and powers of observation. The ratio of apprentices to journeymen will be one apprentice to every five fully paid craftsmen in the case of sign, glass, and poster writers, and one apprentice to every one first grade and two second grade craftsmen in the case of silk screen printers. Normally, the age of entry into apprenticeship will be such that the full period of training will be completed before the age of 21, although exceptions may be made at the discretion of the Council. The periods of apprenticeship will be five years for sign and glass writers, four years for poster writers, and three years for silk screen printers. Employers will be required, *inter alia*, to give the apprentices practical training following a syllabus which, according to the scope of business concerned, approximates as nearly as possible to that recommended by the Council; to give the apprentices reasonable facilities and encouragement to attend evening technical classes; and to furnish annual reports regarding conduct and progress to the parent or guardian and, through the employers' association, to the National Joint Apprenticeship Council and the trade union. Wages and working conditions will be as laid down in the appropriate National Working Rule Agreement.

### Picture Frame Making

A scheme of training for picture frame making will be administered by the National Apprenticeship and Training Council of the Fine Art Trade Guild. The age of entry into apprenticeship, which will last for five years, will normally be 15 years. The qualifications required include intelligence, neatness, good eyesight, (aided, if necessary, by glasses), and a sense of colour. Apprentices will be trained in all processes applicable to the trade, which, besides carpentry, include gilding and colouring, plaster compo work, polishing, mount cutting and painting wash lines. Wages are set as fixed percentages of the agreed skilled craftsman's rate. Apprentices will be required to attend day-time technical classes one day each week, without loss of pay; they will also be encouraged to attend evening classes.

### Furniture and Upholstery Industry

A scheme of learnership for young persons entering the furniture and upholstery industry has been agreed by the British Furniture Trade Joint Industrial Council, representing the British Furniture Trade Confederation and the National Federation of Furniture Unions. The scheme will be administered by a Committee of the Joint Industrial Council, with assessors from the Ministry of Education and the Ministry of Labour and National Service. Local Joint Learnership Committees will be appointed to establish contact with the local Youth Employment Service and Education Authorities; to supervise the issue of learners' certificates; to collect information as to recruitment needs in the area; to examine existing technical training facilities and advise on changes and improvements; to study methods of training within factories and assist where necessary; and to send information of general interest on recruitment and training developments to the Joint Industrial Council. The ratio of learners to journeymen will be one learner to at least three journeymen (the same ratio applies also to apprentices and junior production workers). The period of training in any section of the trade will be not less than four years for male learners and three years for female learners. During the period of training the employer will undertake to afford every facility for the learner to become proficient in his craft and, at the request of

the Joint Industrial Council, will submit the work of the learner for examination to ensure that effective training is in fact being given. The employer will be required to allow the learner leave to attend for eight hours a week approved technical courses, where available, during the first two years of learnership, without loss of pay subject to proof of attendance. The crafts included in the scheme are cabinet making, wood machining, carving, chair making, polishing and finishing, upholstery, mattress making, blind making and fixing, soft furnishing, carpet sewing, carpet planning, hand veneering, and marquetry cutting.

The scheme as outlined above relates to learners, but apprentices may be indentured in accordance with existing arrangements in the industry. The conditions of training as apprentices are similar to those for learners.

### Retail Furnishing (England and Wales)

A scheme for training apprentices as furniture salesmen in England and Wales has been prepared by the National Association of Retail Furnishers. The Union of Shop, Distributive and Allied Workers, the trade union concerned, although agreeing that a national scheme is desirable, for various reasons, not at present actively associated with the scheme. The scheme will be administered nationally by a Recruitment and Apprenticeship Committee appointed by the National Association of Retail Furnishers, and locally by panels of employers. Normally, the age of entry will be from 15 to 17 years and the term of apprenticeship will usually be not less than three nor more than four years terminating not later than the twentieth birthday; where additional training is being given in furniture workshops the period may be extended to five years. Where suitable facilities are available, apprentices will be encouraged to attend day classes for the equivalent of one full day or two half days each week, without loss of pay or, alternatively, to take correspondence courses. They will also be required to sit for certain examinations. It has not been possible to lay down a detailed syllabus of training nationally, but the Association suggest that apprentices should, so far as possible, spend a suitable amount of time in each of the various departments, viz., cabinet furniture; upholstery; beds and bedding; furnishing fabrics; household textiles; floor coverings; contracts; despatch; and office. Apprenticeships covering five years should, it is suggested, include some time spent in furniture workshops to enable the apprentice to acquire a working knowledge of the methods and materials used in the manufacture, finishing, or repairing of furniture; in upholstering or re-upholstering of furniture; in making-up or re-making bedding; in cutting, making-up, and fixing blinds, curtains, loose covers, etc.; and in making-up, planning and laying carpets and laying linoleum and similar floor coverings.

## SALARIES OF SCHOOL TEACHERS IN NORTHERN IRELAND

A Committee was appointed in January, 1951, by the Minister of Education of the Government of Northern Ireland to consider the salaries of teachers in all types of schools recognised by the Ministry of Education, and to make recommendations. In its Report\* the Committee stated that there should be no departure from the principle underlying the salary scales then in force, and that teachers in Northern Ireland should continue to receive salaries comparable with those of their colleagues in Great Britain. Having regard to the improvements taking place in the English and Scottish scales, the Committee recommended accordingly that various increases should be made in the salary scales and allowances in Northern Ireland. These recommendations were subsequently embodied in Regulations† made by the Ministry of Education for Northern Ireland fixing scales of salaries and allowances for teachers in primary, intermediate, grammar and special schools, and in institutions of further education, to take effect as from 1st April, 1951.

There are five scales of salaries, which are the same for each type of school and apply to full-time teachers according to their training and qualifications. A comparison of the revised scales and of those previously in operation is given below.

| Scale | Salary Scales operative from 1st April, 1948 |                           | Salary Scales operative from 1st April, 1951 |                           |
|-------|--|---------------------------|--|---------------------------|
|       | Men  | Women                     | Men  | Women                     |
| I     | £280 to £580 in 20th year                    | £250 to £470 in 20th year | £360 to £675 in 20th year                    | £315 to £555 in 20th year |
| II    | £295 to £595 in 20th year                    | £260 to £480 in 20th year | £375 to £690 in 20th year                    | £325 to £565 in 20th year |
| III   | £315 to £615 in 20th year                    | £275 to £495 in 20th year | £400 to £712 in 20th year                    | £345 to £585 in 20th year |
| IV    | £315 to £630 in 21st year                    | £275 to £505 in 21st year | £416 to £770 in 22nd year                    | £360 to £625 in 22nd year |
| V     | £350 to £700 in 23rd year                    | £300 to £550 in 23rd year | £451 to £850 in 22nd year                    | £385 to £680 in 22nd year |

There are increases in principals' allowances, further allowances for principals in intermediate and grammar schools, and allowances for posts of special responsibility and for certain degrees, and in

\* Salaries of Teachers 1951. Report of the Committee appointed by the Minister of Education to Consider the Salaries of Teachers. Cmd. 290. H.M. Stationery Office, Belfast; price 3d. net (4½d. post free).  
† S.R. & O. of Northern Ireland 1951, Nos. 74, 75, 76, and 77. H.M. Stationery Office, Belfast; prices 5d., 5d., 5d., and 6d. net, respectively (6½d., 6½d., 6½d., and 7½d. post free).

the salary scales payable in institutions of further education. The salary scales for unqualified teachers are revised, but the Committee expressed the hope that the various recommendations made in the

Report would increase the number of new entrants to the teaching profession, and that the need for the employment of unqualified teachers would disappear within a reasonable period.

## NATIONAL SERVICE

### Call-up and Deferment of 1929-1932 Classes

An article is published in this GAZETTE at six-monthly intervals giving information about the age-classes which have been required to register under the National Service Acts (*see*, for example, page 371 of the November, 1950, issue). Similar information is now available for 6th April, 1951, in respect of men born between 1st January, 1929, and 31st December, 1932, and a summary of that information is given below.

Men in the classes in question were registered under the National Service Acts at various dates between 7th December, 1946, and 2nd December, 1950. Each man was informed by means of a leaflet issued to him when he registered of the conditions which govern the grant of deferment of call-up to apprentices, learners, articulated pupils, etc., to enable them to complete their industrial training or their training for professional qualifications before call-up, and to full-time students to enable them to take the General Certificate of Education or an examination of similar or higher standard or to complete a University course of study. Arrangements for deferment of call-up on the ground of industrial need continued to operate in regard to men employed in coal mining and agriculture.

The total numbers of men included in the analysis of 6th April were 298,000 of the 1929 class, 302,800 of the 1930 class, 297,700 of the 1931 class and 290,500 of the 1932 class. Large numbers of these classes had already been posted to the Forces, and the remainder had been medically rejected for service, or were awaiting posting to the Forces, or had had their call-up deferred. The numbers of the various classes were as follows:—

|  | 1929 Class | 1930 Class | 1931 Class | 1932 Class |
|--|------------|------------|------------|------------|
| Posted to H.M. Forces or entered as volunteers   | 222,100    | 192,600    | 161,700    | 132,600    |
| Found unfit for service in H.M. Forces   | 37,300     | 35,300     | 37,800     | 39,300     |
| Available for H.M. Forces or awaiting medical examination  | 1,500      | 6,400      | 2,400      | 5,100      |
| Applications for deferment of call-up under consideration  | 100        | 300        | 300        | 1,100      |
| Call-up deferred:—   |            |            |            |            |
| Apprentices  | 2,500      | 24,600     | 47,400     | 56,500     |
| Articled pupils and others training for professional qualifications                                  | 2,800      | 4,400      | 5,700      | 6,400      |
| Agricultural workers   | 15,600     | 17,700     | 18,200     | 18,800     |
| Coal mining workers  | 6,800      | 7,700      | 8,400      | 9,100      |
| Seamen   | 4,200      | 4,800      | 4,300      | 3,800      |
| Boys at school granted deferment to 31st July, 1951 (to take General Certificate of Education, etc.) | —          | 100        | 800        | 7,200      |
| University students, student teachers, etc.  | 4,300      | 7,300      | 9,100      | 7,300      |
| All others (including hardship postponements, "approved school" cases, etc.)                         | 800        | 1,600      | 1,600      | 3,300      |
| Total  | 298,000    | 302,800    | 297,700    | 290,500    |

It should be noted that the men whose call-up for the Forces has been deferred have not yet been medically examined, and consequently it is not known how many of them are in fact unfit for service. The figures on the second line of the Table represent the "unfits" among those who have already been medically examined, and for all age-classes taken together they represent approximately 17 per cent. of the total number in that category. The rate of medical rejection showed some increase after the introduction, in the second half of 1948, of improved methods of medical examination and classification, which have resulted in a somewhat greater number being found unfit for service in the Forces.

In view of the shortage of labour in the coal mining industry men employed in certain occupations in that industry will, if present arrangements remain in force, continue to have their call-up suspended. Men born in 1932 or earlier whose call-up has been deferred because of employment in agriculture are in present circumstances not normally regarded as available for call-up while they remain in that employment: men born after 1932, however, will not in general be eligible for deferment because of employment in agriculture.

The men included in the Table who are shown as having been granted deferment to 31st July, 1951, to take the General Certificate of Education or an examination of similar or higher standard, will normally become available for call-up after termination of their deferment on 31st July, unless granted further deferment to continue their full-time studies or to enter into an apprenticeship or to train for a professional qualification.

The figures relating to the deferment of University students, etc., include men pursuing, or under consideration for, full-time courses for University degrees and qualifications of a similar standard, courses at Teachers' Training Colleges in Scotland, and also courses of medical, dental, etc., and theological and missionary training. The deferment position of students taking University degrees or qualifications of similar standard and medical, dental, etc., or higher technical courses is determined by Joint Recruiting Boards which have been established at all University Centres, and the vast majority (about 26,300) of the men in the above categories were students dealt with by these Boards. Applications for the deferment of students in full-time attendance at technical classes (other than those whose cases are considered by Joint Recruiting Boards) are dealt with by National Service Deferment Boards.

The statistics which were compiled on 6th April included an occupational analysis of the apprentices who had been granted deferment. About 48 per cent. of the total number of apprentices in the deferment class at 6th April were in engineering and metal-working occupations and about 33 per cent. were in building occupations. The following Table shows the numbers in the principal occupations:—

|   | 1929 Class | 1930 Class | 1931 Class | 1932 Class |
|---|------------|------------|------------|------------|
| Building Occupations:   |            |            |            |            |
| Carpenters  | 130        | 2,609      | 5,804      | 6,967      |
| Plumbers, Gas Fitters, etc.   | 119        | 1,633      | 3,351      | 4,088      |
| Bricklayers   | 58         | 1,028      | 2,627      | 2,934      |
| Painters and Decorators   | 40         | 990        | 2,663      | 3,589      |
| Plasterers  | 18         | 243        | 578        | 754        |
| Other Building Craftsmen  | 45         | 398        | 991        | 1,390      |
| Engineering, Shipbuilding, etc., Occupations:                               |            |            |            |            |
| Motor Mechanics, Fitters (not electrical), etc.                             | 238        | 2,754      | 4,979      | 5,338      |
| Toolmakers, Precision Fitters, etc.   | 323        | 3,106      | 5,273      | 5,292      |
| Electrical Engineering Fitters, Erectors, etc.                              | 193        | 1,642      | 2,658      | 2,372      |
| Electricians, Wiremen, etc.   | 94         | 1,563      | 3,004      | 3,667      |
| Millwrights, Maintenance Fitters (not electrical)                           | 61         | 611        | 986        | 1,143      |
| Turners   | 32         | 530        | 856        | 923        |
| Vehicle Body Builders   | 21         | 520        | 988        | 1,138      |
| Scientific Instrument Makers and Assemblers                                 | 45         | 403        | 804        | 1,086      |
| Sheet Metal Workers, Tinsmiths  | 16         | 399        | 754        | 894        |
| Shipwrights   | 33         | 371        | 581        | 664        |
| Patternmakers   | 19         | 400        | 693        | 768        |
| Iron and Steel Founders and Moulders  | 14         | 339        | 648        | 791        |
| Welders, Burners, Cutters   | 31         | 254        | 525        | 660        |
| Other Occupations:  |            |            |            |            |
| Draughtsmen, etc.   | 645        | 2,017      | 2,709      | 2,851      |
| Men in training for professions and administrative, etc., posts in industry | 2,232      | 3,331      | 4,235      | 4,804      |
| Printers  | 127        | 690        | 1,043      | 1,644      |

Deferment under the provisions regarding apprenticeship is granted initially for a period of 12 months. Renewal of deferment will then be conditional on a report of satisfactory progress, showing that the apprentice is gaining full experience of his trade. If progress is satisfactory, deferment may be renewed for a further twelve months or until the date on which the apprenticeship is due to end, whichever is the shorter period. Comparison with the figures for March, 1950 (given in the June, 1950, issue of this GAZETTE, page 195), shows a considerable reduction in the 1929 and 1930 classes in most of the occupations included in the Table. This was mainly due to the fact that many men had completed their apprenticeship and become available for service in the Forces. The reduction in the number of apprenticeship deferments is reflected in an increase in the numbers posted to the Forces, with a corresponding slight increase in the numbers found unfit for service.

### Registration under National Service Acts

A further registration of men under the National Service Acts will be held on 7th July. The obligation to register on that date applies to young men born between 1st and 31st July, 1933, both dates inclusive, unless they are exempt from the operation of the Acts. Men are not exempt from registration because they may be eligible for deferment of call-up, e.g., as apprentices or learners or because they are engaged in coal mining or agriculture. Such men if born within the dates specified above must register on the prescribed date.

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

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

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

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

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

## WAGES COUNCILS (NOTICES) REGULATIONS, 1951

On 29th May the Minister of Labour and National Service made the Wages Councils (Notices) Regulations, 1951, under the Wages Councils Acts, 1945 and 1948. These Regulations, which came into operation on 11th June, deal with the giving of notices by the Minister, Wages Councils and Commissions of Inquiry of matters under the Wages Councils Acts, and with the posting of notices by employers. They substantially re-enact the provisions of the Wages Councils and Commissions of Inquiry (Notices and Orders) Regulations, 1945 (*see* the issue of this GAZETTE for May, 1945, page 90), which they revoke. They omit, however, the provisions about the publication by the Minister of Wages Council orders, and reports relating thereto, contained in the 1945 Regulations, since, by reason of certain amendments made in the Wages Councils Act, 1945, by the Wages Councils Act, 1948, there is now no requirement on the Minister to publish these orders and reports in a prescribed manner.

Copies of the Regulations (*S.I.* 1951 No. 954) can be purchased from H.M. Stationery Office, price 2d. net (3½d. post free).

## COAL MINING

### Fifth Annual Report of National Coal Board

The Annual Report and Statement of Accounts for the year ended 31st December, 1950, submitted by the National Coal Board to the Minister of Fuel and Power under the Coal Industry Nationalisation Act, 1946, has recently been published by H.M. Stationery Office as a House of Commons Paper (188), price 5s. 6d. net (5s. 10d. post free).

The introduction to the Report states that the National Coal Board's aims in 1950 were to recruit and keep more miners, to make better use of man-power, and to make more collieries efficient, so that production should keep pace with immediate demand and the industry be better prepared to meet future needs. In the event, a loss of man-power was made good by a rise in output per man; the rise was, however, insufficient to meet a rapid increase in consumption so that exports had to be cut and emergency measures taken to carry the country through the winter of 1950-51.

### Production

In 1950 the output from coal mines was 204.1 million tons. In addition, 12.2 million tons were produced from the Government's opencast sites, so that the total output of saleable coal was over 216 million tons or rather more than a million tons in excess of 1949. Increases in the deep-mined output of 5.6 and 2.1 million tons, due respectively to higher output per man-shift at the coalface and to more shifts worked per man, were only partially offset by decreases of 6.3 million tons in deep-mined coal, due to decline in man-power, and of 0.3 million tons in opencast output. Output per man-shift in 1950 was 1.19 tons, compared with 1.16 tons in 1949, and the number of shifts worked per man was 245.4, compared with 242.7 in 1949. The output per man-shift, nearly 24 cwt., was the highest yet recorded, and the average number of shifts worked by each man throughout the year was the highest since nationalisation.

Home consumption of coal during the year increased by 6 million tons to 201.7 million tons—more than ever before. Total exports, which included cargoes and coal for ships' bunkers, were 17.5 million tons; the comparable figure for 1949 was over 19 million tons. Curtailment of exports began in August, and in the second half of the year the amount exported and supplied for bunkers (about 7 million tons) was 3.75 million tons less than in the second half of 1949.

The total costs of production in 1950 were 4.6d. a ton higher than in 1949. The main increases in costs were 2.5d. a ton for materials, stores and repairs (partly offset by a reduction of 0.7d. in the cost of power, heat and light) and 1.8d. a ton for depreciation charges. Although miners' average earnings increased from 34s. 4d. a shift in 1949 to 35s. 6d. in 1950, wages costs rose by only 0.4d. a ton, because of the improvement in productivity. Wages charges (holiday pay, supplementary injuries scheme and national insurance) rose by 0.1d. a ton. The financial results of the collieries and of other activities showed a surplus of £8.3 million in 1950, compared with £9.5 million in 1949. The surplus was used to reduce the deficit of £12.3 million with which the Board began the year.

The Report refers to the publication, in the autumn of 1950, of the Board's proposals for a national Plan for Coal.\* Discussions with employees' representatives had begun before the end of the year, and discussions with representatives of consumers were arranged for early in 1951. The Board has now submitted the Plan to the Minister of Fuel and Power for approval under the Coal Industry Nationalisation Act, 1946.

### Man-Power, Training, Etc.

During the year 75,800 men were lost to the industry and 55,300 joined it. The net loss of 20,500 men, following upon a loss of 16,400 in 1949, caused an acute man-power shortage in many coalfields. The loss of faceworkers was, however, proportionately smaller than the total loss of men, and the proportion of faceworkers to all workers employed in the industry rose from 41.7

\* "Plan for Coal", published by the National Coal Board, October, 1950. Obtainable from Hobart House, Grosvenor Place, London, S.W.1, or through any bookseller, price 2s. 6d. (post free).

## FACILITIES FOR SITTING IN FACTORIES

On 24th May the Minister of Labour and National Service made the Factories (Miscellaneous Welfare Orders, etc., Amendment) Order, 1951.

Part III of the Factories Act, 1937, as amended by the Factories Act, 1948, contains welfare provisions relating (among other matters) to the provision of facilities for sitting. Provisions on this matter are contained in the Chemical Works Regulations, 1922, made under Section 79 of the Factory and Workshop Act, 1901, and in a number of Welfare Orders made under Section 7 of the Police, Factories, etc. (Miscellaneous Provisions) Act, 1916. These Regulations and Orders were continued in force by Section 159 of the Act of 1937. As from 8th June, 1951, the new Order revokes the provisions in question, which are no longer required in view of Part III of the Act of 1937 as amended.

Copies of the Order (*S.I.* 1951 No. 926) can be purchased from H.M. Stationery Office, price 2d. net (3½d. post free).

per cent. in 1949 to 41.34 per cent. in 1950. At the beginning of the year the "ring fence" or restriction on leaving employment in the industry was removed, and the results, in the opinion of the Board, justified the expectation that the removal of the "ring fence" would help recruitment and not increase wastage unduly. In the first quarter of 1950 the number of British recruits was practically the same as in the first quarter of 1949, and in the last two quarters it was about 5,400 higher than in the last half of 1949. Wastage was exceptionally high in the first quarter of the year (some 3,700 more than in the first quarter of 1949) but gradually returned to the level of the previous year; in the fourth quarter only about 750 more men left the industry than in the fourth quarter of 1949.

A growing number of ex-miners were encouraged to rejoin the industry. The number of boys under 18 recruited was 15,000, the largest number since separate records of juvenile recruiting were started in 1942. The Report stresses the importance of sustained effort for recruitment of juveniles, owing to the vital importance of having the right number of young men. The average age of coal miners rose from 39.7 years in 1949 to 40.1 years in 1950. The rise had been a continuous process. The proportion of all employed coal miners below the age of 31 fell from some 45 per cent. in the 20's to 30 per cent. at the end of 1950.

Information from the coalfields showed beyond doubt that in many places shortage of houses was losing coal production. After the Board had approached the Government on the subject, it was agreed to increase the allocations of houses to Local Authorities in mining areas, and special measures were decided upon to build a further 3,600 houses in places where it was unlikely that Local Authorities would meet the most urgent needs. As a result it was expected that during 1951 and 1952 some 10,000 more houses would be built for miners than could otherwise have been provided.

During the year, about 9,000 youths and 12,000 adults completed preliminary training, and nearly 14,000 men received coal face training. In connection with the "ladder plan" of training, designed to improve standards of technical knowledge and skill and to give opportunity for systematic training for a career, about 7,000 young miners were released from work during the academic year 1950-51 to attend courses on one day every week in mining, mechanical and electrical engineering, and mine surveying, and time off to attend courses in chemistry, building, fuel efficiency, accountancy, etc., was given to a further 2,700 young men. The total number of about 9,700 "day release" students in 1950-51 compares with about 8,500 in 1949-50.

The Report gives particulars of the expansion of rehabilitation activities, of negotiations on pay and conditions of work, of joint consultation and of the operation of conciliation machinery.

### Safety, Health and Welfare

During 1950 the number of lives lost in accidents in coal mining was 493, including 93 killed in the disasters at the Knockshinnoch Castle and Creswell Collieries, which were responsible for an increase of 33 compared with 1949. The number of men seriously injured, 2,019, was 161 fewer than in 1949 and the lowest figure ever recorded. Falls of roof, which accounted for more than one-third of fatal and serious injuries, remained the chief cause of accidents. The Board took special precautionary measures after the accident at Knockshinnoch Castle, and tightened up general precautions to reduce fire hazards. In 1950 the work of measuring dust went on; regular surveys were being made in South Wales, Kent and North Staffordshire and were being extended elsewhere as more staff and equipment became available. Work in progress on colliery medical centres continued, and 19 were completed during the year. The Report states that pit-head baths for some 480,000 out of the 700,000 men in the industry had been provided and that baths under construction would, when completed, serve another 65,000 men. A laundry service for pit clothes was conducted at one colliery as an experiment.

The Report includes detailed accounts of the year's work in each coalfield, and sections dealing with technical developments in the mines, the marketing of coal, the efficient use of coal, carbonisation and other activities, and the application of science in the industry. It is followed by the audited accounts of the National Coal Board for the year ended 31st December, 1950, and by appendices giving statistical and other information.

## Italian Workers for British Coal Mines

Because of the shortage of British labour for the coal mines, it has been agreed between the National Coal Board and the mine-workers' organisations concerned that a number of Italians will be brought in for underground employment on certain specified conditions. It will, for example, be a condition of their stay in this country that they remain in coal mining employment. They will be admitted for two years in the first instance, and will be paid the same wages and be employed under the same general conditions as British workers. They will also become members of the appropriate British trade union.

The selection of Italians to come to this country under the scheme is being carried out in Italy by representatives of the Ministry of Labour and National Service and the National Coal Board, in conjunction with the Employment Service of the Italian Government. The Ministry are making arrangements for the transport of the Italians to a National Coal Board English Instruction Centre where they will become the responsibility of the National Coal Board. Before starting work they will be given a period of training in coal mining employment in a mining training centre.

The first contingent of Italian volunteers arrived in London on 22nd May. Further parties will follow as transport, reception and placing arrangements permit.

## Working Hours

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

The operation of the relevant sections of the Act was suspended by the Coal Mines Regulation (Suspension) Orders, 1947 to 1950, for periods of which the fourth expired on 30th April, 1951 (see the issue of this GAZETTE for May, 1950, page 162). Another

## INDUSTRY AND EMPLOYMENT IN SCOTLAND IN 1950

The Secretary of State for Scotland has presented to Parliament the fifth annual review of the main developments and trends in the economic affairs of Scotland. The review, which has been published as a Command Paper\*, covers the calendar year 1950 but also refers to some events of the early months of 1951. Some of the figures which relate to earlier years have been revised since the previous review was published (see the issue of this GAZETTE for June, 1950, pages 193 and 194).

The general summary with which the Command Paper opens states that, despite the cold, wet summer, the value of agricultural output in Scotland in the 1950 crop year was expected to be higher than in 1949. The fishing industry, however, had a difficult year and, after the withdrawal of price control in April, the Government decided to introduce a subsidy as an interim measure and to set up a White Fish Authority to reorganise the white fish industry. Scottish heavy industries remained at a high level of activity during the year and steel production increased. Employment was maintained in shipbuilding but continued to decline in ship repairing. The output of coal declined by more than 500,000 tons. Many of the light industries which had been started in Scotland in recent years expanded during 1950. It became apparent that, to obtain a balanced development, greater flexibility in the transfer of labour was needed, and arrangements were therefore made for a number of houses to be built in certain areas of industrial development for workers employed by specified firms engaged on very important work.

In a section describing general economic progress in Scotland during the year, the Paper states that in May, 1950, the insured population, excluding persons classified as self-employed and non-employed, was estimated to be 2,108,000, of whom 2,053,000 were in employment. Comparable figures for 1949 were 2,094,000 and 2,041,000 respectively. Unemployment in 1950 was generally somewhat higher than in the two previous years but the seasonal increase towards the end of the year was much smaller than usual and the figures for November and December were the lowest recorded since 1947. The improvement was, however, among males only, the number of females unemployed in the last quarter of 1950 being higher than in any year since 1946. This trend was even more marked in the Scottish Development Area. More than one-fifth of the persons registered as wholly unemployed in December had been out of work for two weeks or less, but about one-sixth (9,000 males and 1,050 females) had been unemployed for more than one year. Nearly one-half of the men unemployed for more than a year were over 50 years of age. Many demands for labour could not be met during the year, partly because of the inability or reluctance of workers to take employment away from home and partly because of the shortage of certain classes of workers. There were marked shortages of such skilled workers as iron moulders, turners, machinemen, ship's plumbers, draughtsmen and compositors. Demands for female labour for resident domestic work in hospitals, institutions and private households and for the clothing industry were slightly fewer than in the previous year, but the shortage in the textile industry continued, and more women were

\* *Industry and Employment in Scotland 1950*. Cmd. 8223. H.M. Stationery Office; price 2s. 6d. net (2s. 9d. post free).

made by His Majesty in Council on 28th April, which further suspends the operation of these sections, in so far as it applies to coal mines, for the period from the expiry of the 1950 Order to 30th April, 1952.

Copies of the new Order, which is entitled The Coal Mines Regulation (Suspension) Order, 1951 (S.I. 1951 No. 754), can be purchased from H.M. Stationery Office, price 2d. net (3½d. post free).

## Inspection of Coal Mines

On 11th May the Minister of Fuel and Power made the Coal Mines (Officials and Inspections) General Regulations, 1951, under the Coal Mines Act, 1911, as amended by the Coal Industry Act, 1949. The Regulations amend and codify the law relating to the qualifications, appointment and duties of underground officials below the manager and under-manager, in mines to which the Coal Mines Act, 1911, applies. The Regulations provide for the appointment of deputies and define their duties and the qualifications required of them. The title of "deputy" is to be adopted universally and is in future to be applied also to persons previously appointed as firemen or examiners. Each district in a mine which is under the charge of a deputy is to be known as a "deputy's district" and its limits are to be defined on a plan. In each such district the deputy will, during his shift, be in charge of all workmen for the time being in the district and of all operations in progress therein. He will also make such inspections and carry out such other duties with regard to the presence of gas, ventilation, support of roofs and sides, and general safety (including the health of persons working in the district) as are required by the Act and the regulations of the mine. The Regulations also include revised requirements for the regular inspection of places outside the deputy's districts, and for the examination of safety lamps before workmen travel to their places of work.

Except for the section of the Regulations relating to the qualifications of deputies and superior underground officials, which will operate from 1st June, 1952, the Regulations come into operation on 3rd September, 1951.

Copies of the Regulations (S.I. 1951 No. 848) can be purchased from H.M. Stationery Office, price 6d. net (7½d. post free).

required for hotels and catering establishments. The shortage of young persons, particularly girls, was less acute than in 1949. Although employment in shipyards fell by over 3,000 during 1950, mostly on ship repairing, many of the men dismissed were able to find other jobs and registered unemployment in shipbuilding and ship repairing decreased by over 500. In agriculture, there was a considerable reduction in the number of European Volunteer Workers and some loss due to the winding up of the Women's Land Army, but assistance at harvest time was given to farmers by 830 men employed temporarily in the Special Seasonal Labour Force, by over 5,000 volunteers in the Scottish Harvesting Scheme and by nearly 50,000 school children who helped to lift the potato crop. In coal mining there was a decline in the total number of workers on the colliery books but more than 3,350 ex-miners returned to the industry during the year, and, in addition, 2,283 men entered the industry for the first time. As projects undertaken by the North of Scotland Hydro-Electric Board were approaching completion, the total labour force engaged by the Board on constructional work declined and by the end of 1950 had fallen to about 4,000, compared with over 8,800 in October, 1949.

Officers of the Ministry of Labour and National Service assisted in the settlement of 221 disputes in Scotland during the year. Reported stoppages of work due to trade disputes in all industries, excluding coal mining, numbered 122 and involved the loss of more than 80,000 man-days, compared with 98,000 in 1949 and 215,000 in 1948. In coal mining 476 stoppages were reported in 1950, involving the loss of approximately 314,700 man-days, compared with 140,000 in 1949 and 96,000 in 1948.

Industrial development in Scotland slackened in pace during the early months of 1950 but before the end of the year the rate of progress was again increasing; 155 new projects had come into production, 29 were expected to start production in the near future and about 180 further projects had been approved. By the end of 1950 approximately 100,000 persons, or 12,000 more than at the end of 1949, were employed in industrial projects started since 1937, mainly in the Development Area. In most parts of the Area there was no lack of employment prospects for women, but in a few places more jobs for men were still required. The Command Paper refers to the increase in the number of American and Canadian firms which have established factories in Scotland, attracted by the advantages of proximity to European markets and also by the skill and experience of the workers. Other subjects discussed in the general section of the review include the employment of disabled persons, industrial training and rehabilitation, exports, town and country planning, and the problems of the Highlands and Islands.

Sections of the Command Paper review in detail the development during 1950 in the main industries and basic services of Scotland, education, research and design. The review is followed by appendices containing statistical tables relating to Scottish resources and production, population, man-power, capital equipment, industrial development, the progress of the North of Scotland Hydro-Electric Board constructional schemes, the production of deep-mined coal in each district of Scotland, shipbuilding, ship repairing and marine engineering, and the work of Scottish ports.

## NATIONAL INSURANCE

### Industrial Injuries Contributions during Service in the Forces

On 21st May the Minister of National Insurance made the National Insurance (Industrial Injuries) (Contributions during service in the Forces) Regulations, 1951, which came into operation on 28th May. The National Insurance (Industrial Injuries) Act, 1946, provides that, as respects any insurable employment, no contributions shall be payable for weeks in which no services are rendered and no remuneration paid. The present Regulations provide that, for the purposes of the Act, payments made to a person in respect of insurable employment which continues during a period of service in the Forces shall be deemed not to be remuneration paid in respect of that period.

Copies of the Regulations (S.I. 1951 No. 889) can be purchased from H.M. Stationery Office, price 2d. net (3½d. post free).

### Removal of Certain Restrictions for Receipt of Disablement Benefit

On 10th May the Industrial Injuries Joint Authority and the Minister of National Insurance made the National Insurance (Industrial Injuries) (Benefit) Amendment Regulations, 1951. These Regulations, which amend as from 16th May the National Insurance (Industrial Injuries) (Benefit) Regulations, 1948, create an exception to the general rule, that distinct periods of hospital treatment as an in-patient are to be treated as continuous, in the case of certain beneficiaries claiming constant attendance allowance while absent from hospital. They also remove the disqualification on the grounds of absence from Great Britain in all claims for disablement benefit other than increases of disablement pension.

Copies of the Regulations (S.I. 1951 No. 833) can be purchased from H.M. Stationery Office, price 2d. net (3½d. post free).

### Re-employment of Men Suffering from Pneumoconiosis or Silicosis

The Ministry of National Insurance have issued a leaflet (N.I. 61) giving some details of a scheme by which men who have been suspended under the Workmen's Compensation Acts from working in certain processes because of pneumoconiosis or silicosis, unaccompanied by tuberculosis, may now take up employment in the coal mining industry if they are passed by the Silicosis Medical Board as fit to do so. The scheme, which is entirely voluntary, does not apply to men suspended for tuberculosis, pneumoconiosis accompanied by tuberculosis, or silicosis accompanied by tuberculosis.

In connection with the scheme the Minister of National Insurance on 24th May made the National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment (No. 3) Regulations, 1951. By these Regulations, which came into operation on 4th June, men passed as fit who take up work in coal mines underground, or in surface jobs involving the working or handling of any minerals taken out of the mines, will be able to claim a modified disablement pension under the Industrial Injuries Scheme if their condition gets worse. They will be examined by a Pneumoconiosis Medical Board before entering employment and will in any case be called up for further examination from time to time. The amount of any disablement pension will be based on the difference between the assessment of disablement given at the first examination and any increased assessment given at a later examination after taking up work. The men may also be able to qualify for special hardship allowance, unemployability supplement, constant attendance allowances and hospital treatment allowance.

Men suspended who wish to take up work in the coal mining industry under the scheme should make application on the form which is attached to Leaflet N.I. 61. Information about the provisions made under the Industrial Injuries Scheme for pneumoconiosis (including silicosis and asbestosis) and for byssinosis is contained in Leaflet N.I. 3. Copies of both leaflets can be obtained at any local National Insurance Office. Copies of the Regulations (S.I. 1951 No. 918) can be purchased from H.M. Stationery Office, price 2d. net (3½d. post free).

### Social Security Agreement between the United Kingdom, France and the Netherlands

As indicated in an article published in the April, 1950, issue of this GAZETTE (page 126), a Convention was signed on 7th November, 1949, by representatives of the Governments of the United Kingdom, Belgium, France, Luxembourg and the Netherlands to extend and co-ordinate social security schemes in their application to the nationals of these countries, which are parties to the Brussels Treaty of economic, social and cultural collaboration and collective self-defence. It was provided that the Convention should come into force for those signatories who had ratified it, two months after the day on which the third instrument of ratification had been deposited. The Convention has so far been ratified by the Governments of the United Kingdom, France and the Netherlands, and the third instrument of ratification was deposited on 15th March, 1951. The Convention, therefore, entered into force between those Governments on 15th May.

Provision is made in the National Insurance Act, 1946, and the National Insurance (Industrial Injuries) Act, 1946, for modifying or adapting those Acts in their application to cases affected by agreements with other Governments providing for reciprocity in specified matters. In pursuance of those provisions His Majesty in Council on 31st May made the National Insurance and Industrial Injuries (Reciprocal Multilateral Agreement) (France and the Netherlands) Order, 1951. This Order, which came into operation on 1st June, gives effect in England, Wales and Scotland to the Convention of 7th November, 1949, in so far as it provides for reciprocity with France and with the Netherlands in relation to the National Insurance Acts, 1946 to 1949. The Order also modifies those Acts in their application to cases affected by any such provisions of the Convention. The text of the Convention is reproduced in a Schedule to the Order.

Copies of the Order (S.I. 1951 No. 972) can be purchased from H.M. Stationery Office, price 4d. net (5½d. post free).

## INTERNATIONAL LABOUR ORGANISATION

### 34th Session of International Labour Conference

At the 34th Session of the International Labour Conference, which opened at Geneva on 6th June, the United Kingdom is represented by the following delegates:—Government delegates: Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Deputy Secretary, Ministry of Labour and National Service, United Kingdom Government Representative on the Governing Body of the International Labour Office; and Mr. C. G. Dennys, C.B., M.C., Under Secretary, Ministry of National Insurance. Employers' delegate: Sir John Forbes Watson, K.C.M.G., Director of the British Employers' Confederation, Vice-Chairman of the Governing Body of the International Labour Office. Workers' delegate: Mr. A. Roberts, C.B.E., Member of the General Council of the Trades Union Congress, General Secretary of the Amalgamated Association of Card, Blowing and Ring Room Operatives, Member of the Governing Body of the International Labour Office. The delegates are accompanied by a number of advisers.

The agenda of the Conference is as follows:—

- I. Director-General's Report.
- II. Financial and budgetary questions.
- III. Information and reports on the application of Conventions and Recommendations.
- IV. Objectives and minimum standards of social security (first discussion).
- V. Industrial relations, including collective agreements and voluntary conciliation and arbitration (second discussion).
- VI. Co-operation between public authorities and employers' and workers' organisations (first discussion).
- VII. Equal remuneration for men and women workers for work of equal value (second discussion).
- VIII. Minimum wage fixing machinery in agriculture (second discussion).
- IX. Holidays with pay in agriculture (first discussion).

## BRUSSELS TREATY ORGANISATION

### Committee on Conditions of Work and Social Policy, and Man-Power Sub-Committee

The Ninth Session of the Brussels Treaty Committee on Conditions of Work and Social Policy took place in The Hague from 24th to 26th April, 1951. The Committee are now engaged on the study of joint consultation in industry, with special reference to consultation at the level of the undertaking. This study has particular relevance at the present time in view of recent legislation in certain of the five Brussels Treaty countries concerning the establishment of Works Councils and similar bodies. The Committee are also continuing their examination of the International Labour Recommendations, and dealt on this occasion with those concerning the conditions of employment, social security, welfare and vocational training of seamen. The Committee's comparative study of wages and social costs in the five countries is being carried further.

Questions of industrial safety and health are being considered by a Sub-Committee representative of the five Factory Inspectorates. This Sub-Committee will deal first with the safeguarding of metal presses and the labelling of injurious substances used in industry.

The next Session of the Committee will be held in London from 11th to 13th September, 1951.

The Session was preceded, on 23rd April, by a meeting of the Man-Power Sub-Committee, the main items of whose agenda on this occasion were the consideration of employment services, including vocational guidance services, for young persons, and the scheme for the interchange of workers between the five countries to which reference was made in the issue of this GAZETTE for January (page 13).

## Conventions on Social Security and Social and Medical Assistance

Reference was made in the issue of this GAZETTE for December, 1949 (page 414), to the signature by the five Brussels Treaty Powers of two multilateral Conventions, one on Social Security and the other on Social and Medical Assistance (see also the issue for July, 1950, page 231). It was provided in these Conventions that they would come into force two months after they had been ratified

by three signatory States. The Convention on Social Security has now been ratified by France, the Netherlands and the United Kingdom and has entered into force. It is closely linked with the network of bilateral agreements on social security already negotiated, or in course of negotiation, between the five countries, and will enable nationals of these countries to take advantage of any of these bilateral agreements, no matter in which of the five countries they reside. The other Convention, dealing with Social and Medical Assistance, has been ratified by Belgium, France, the Netherlands and the United Kingdom and is also now in force.

## LABOUR OVERSEAS

### Man-Power Distribution in Australia in 1950

Statistics of the employed population of Australia are compiled by the Commonwealth Bureau of Census and Statistics and published regularly in the *Monthly Bulletin of Employment Statistics*. The figures are obtained primarily from annual censuses of factory production, returns from governmental authorities, and the monthly pay-roll tax returns which are lodged by all employers (other than Commonwealth Government authorities, religious and benevolent institutions and public hospitals) paying more than £20 a week in wages. Use is also made of data from the 1933 Population Census, the Civilian Register of 1943 and the Occupation Survey of 1945. The statistics relate to wage and salary earners on pay-rolls or in employment in the latter part of each month. They include persons employed part-time, but exclude wage earners in rural industry, females in private domestic service and members of the Defence Forces.

In December, 1950, the total number of wage and salary earners in the Commonwealth was estimated at 2,594,900, of whom 1,925,700 were in private employment and 669,200 were civilian employees of Commonwealth, State and Local Governments and semi-governmental authorities engaged in administration, transport services, factories and workshops, postal services, education, public works and other services, etc. The distribution of wage and salary earners in the various industry groups in December, 1950, and December, 1949, is shown in the Table below, in which Government employees are included with their appropriate industrial groups.

| Industrial Group   | Thousands                       |              |                |                                 |              |                |
|--|---------------------------------|--------------|----------------|---------------------------------|--------------|----------------|
|  | Number Employed, December, 1950 |              |                | Number Employed, December, 1949 |              |                |
|  | Males                           | Females      | Total          | Males                           | Females      | Total          |
| Forestry, Fishing and Trapping   | 28.0                            | 0.2          | 28.2           | 28.6                            | 0.2          | 28.8           |
| Coal Mining  | 26.8                            | 0.8          | 27.6           | 26.9                            | 0.7          | 27.6           |
| Other Mining and Quarrying   | 27.3                            |              | 27.3           | 26.1                            |              | 26.6           |
| Bricks, Pottery, Glass, Chemicals, etc.                                  | 44.5                            | 10.2         | 54.7           | 42.8                            | 9.5          | 52.3           |
| Metals, Machines, Vehicles, Watches, etc.                                | 314.6                           | 37.3         | 351.9          | 296.2                           | 32.9         | 329.1          |
| Textiles   | 28.5                            | 35.9         | 64.4           | 28.6                            | 34.2         | 62.8           |
| Boots, Shoes and Other Clothing  | 29.2                            | 81.2         | 110.4          | 29.0                            | 79.6         | 108.6          |
| Food, Drink and Tobacco  | 88.2                            | 29.9         | 118.1          | 85.9                            | 29.9         | 115.8          |
| Sawmilling, Furniture, etc.  | 57.7                            | 5.1          | 62.8           | 57.9                            | 4.9          | 62.8           |
| Paper, Printing, etc.  | 37.7                            | 14.4         | 52.1           | 36.2                            | 13.8         | 50.0           |
| Heat, Light and Power  | 13.3                            | 0.1          | 13.4           | 13.0                            | 0.1          | 13.1           |
| Other Manufactures*  | 106.9                           | 20.6         | 127.5          | 105.1                           | 19.7         | 124.8          |
| Building and Construction  | 202.4                           | 3.5          | 205.9          | 188.5                           | 3.2          | 191.7          |
| Transport and Communication  | 292.8                           | 40.0         | 332.8          | 285.4                           | 38.0         | 323.4          |
| Property and Finance   | 53.1                            | 28.8         | 81.9           | 51.6                            | 26.7         | 78.3           |
| Retail Trade   | 134.0                           | 124.9        | 258.9          | 131.2                           | 118.2        | 249.4          |
| Other Commerce   | 131.1                           | 38.6         | 169.7          | 122.9                           | 35.5         | 158.4          |
| Health, Education, Professional, Entertainment, Personal, etc., Services | 267.3                           | 240.0        | 507.3          | 260.3                           | 233.7        | 494.0          |
| <b>Total</b>   | <b>1,883.4</b>                  | <b>711.5</b> | <b>2,594.9</b> | <b>1,816.2</b>                  | <b>680.8</b> | <b>2,497.0</b> |

The Bureau receive quarterly returns of unemployment from trade unions covering about 55 per cent. of the total membership of Australian trade unions and relating to between 25 and 30 per cent. of all wage and salary earners. In the December quarter of 1950 the unions reported 0.7 per cent. of their membership as unemployed, compared with 0.8 per cent. in the corresponding quarter of 1949. The returns relate to persons who were out of work for three days or more during a specified week in each quarter. They include persons out of work through sickness, but not persons out of work through strikes or lock-outs other than those indirectly affected outside the industry concerned.

Articles on the distribution of man-power in Australia at earlier dates were published in the issues of this GAZETTE for November, 1947 (pages 374 and 375), and April, 1950 (page 127).

\* Including workers in industrial establishments not classed as factories.

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### Wage Rates in Australia in 1950

The Commonwealth Bureau of Census and Statistics publish in each issue of the *Quarterly Summary of Australian Statistics* tabular statements showing the average weekly and hourly rates of wages of adult male and female workers in the principal groups of industries in each of the Australian States, with averages for the Commonwealth as a whole. The statistics are compiled from data extracted from awards and determinations of the Commonwealth and State Industrial Courts and from industrial agreements registered under the Conciliation and Arbitration Acts, supplemented by direct enquiries.

Average rates of wages for a full week are calculated for each industrial group in each State by taking arithmetic averages of the rates payable for all classified occupations within the group. Averages for each State and for each industrial group within the Commonwealth are calculated by a system of weighting, representing the relative numbers of workers engaged in the industries. Average hourly rates are obtained by dividing average weekly rates by the normal working week (40 hours in most cases).

The average weekly rates of wages in all industrial groups in the Commonwealth at 30th September, 1950, were £A9 1s. 8d. for men and £A5 17s. 10d. for women. Index figures calculated by the Bureau show that these averages represented in the case of men increases of 5 per cent. on 31st March, 1950, 9 per cent. on 30th September, 1949, and 92 per cent. on 30th September, 1939. For women the corresponding increases were 6½, 11 and 125 per cent.

The Table below shows the average weekly and average hourly rates of wages at 31st March and 30th September, 1950, of adult male and female workers in each of the industrial groups included in the survey. For the shipping, etc., group and the pastoral, agricultural, etc., group the normal working hours were not stated. For men in the books, printing, etc., group, the building group and the mining group the normal hours were 40 a week, or rather less in some States. In all other cases a 40-hour week was general at both dates.

| Industrial Group               | Average Weekly Rate of Wages |           |                  |          | Average Hourly Rate of Wages |           |                  |            |          |            |
|--------------------------------|------------------------------|-----------|------------------|----------|------------------------------|-----------|------------------|------------|----------|------------|
|                                | 31st March, 1950             |           | 30th Sept., 1950 |          | 31st March, 1950             |           | 30th Sept., 1950 |            |          |            |
|                                | £A                           | s. d.     | £A               | s. d.    | s. d.                        | s. d.     | s. d.            | s. d.      |          |            |
| <b>Men:</b>                    |                              |           |                  |          |                              |           |                  |            |          |            |
| Wood, Furniture, etc.          | 8                            | 9         | 6                | 8        | 17                           | 6         | 4                | 2½         | 4        | 5½         |
| Engineering, Metal Works, etc. | 8                            | 9         | 4                | 8        | 15                           | 6         | 4                | 2½         | 4        | 4½         |
| Food, Drink, etc.              | 8                            | 10        | 0                | 8        | 17                           | 8         | 4                | 3          | 4        | 5½         |
| Clothing, Textiles, etc.       | 8                            | 5         | 4                | 8        | 17                           | 7         | 4                | 1½         | 4        | 5½         |
| Books, Printing, etc.          | 9                            | 18        | 1                | 10       | 4                            | 9         | 4                | 11½        | 5        | 1½         |
| Other Manufacturing            | 8                            | 9         | 8                | 8        | 16                           | 5         | 4                | 3          | 4        | 5          |
| Building                       | 9                            | 6         | 4                | 9        | 13                           | 1         | 4                | 8          | 4        | 10         |
| Mining                         | 9                            | 0         | 6                | 9        | 8                            | 2         | 4                | 6½         | 4        | 8½         |
| Rail and Tram Services         | 8                            | 10        | 7                | 8        | 17                           | 2         | 4                | 3½         | 4        | 5½         |
| Other Land Transport           | 8                            | 3         | 6                | 8        | 9                            | 9         | 4                | 1          | 4        | 3          |
| Shipping, etc.                 | 9                            | 16        | 5*               | 10       | 1                            | 9*        | —                | —          | —        | —          |
| Pastoral, Agricultural, etc.   | 8                            | 16        | 8*               | 9        | 13                           | 4*        | —                | —          | —        | —          |
| Domestic, Hotels, etc.         | 7                            | 17        | 11*              | 8        | 4                            | 5*        | 3                | 11½*       | 4        | 1½*        |
| Miscellaneous                  | 8                            | 5         | 3                | 8        | 11                           | 6         | 4                | 1½         | 4        | 3½         |
| <b>All Groups</b>              | <b>8</b>                     | <b>12</b> | <b>10</b>        | <b>9</b> | <b>1</b>                     | <b>8</b>  | <b>4</b>         | <b>3½†</b> | <b>4</b> | <b>5½†</b> |
| <b>Women:</b>                  |                              |           |                  |          |                              |           |                  |            |          |            |
| Food, Drink, etc.              | 5                            | 8         | 0                | 5        | 13                           | 10        | 2                | 8½         | 2        | 10½        |
| Clothing, Textiles, etc.       | 5                            | 10        | 0                | 6        | 0                            | 1         | 2                | 9          | 3        | 0          |
| All Other Manufacturing        | 5                            | 15        | 0                | 5        | 19                           | 6         | 2                | 10½        | 2        | 11½        |
| Domestic, Hotels, etc.         | 4                            | 19        | 5*               | 5        | 3                            | 6*        | 2                | 5½*        | 2        | 7*         |
| Shop Assistants, Clerks, etc.  | 6                            | 1         | 7                | 6        | 6                            | 1         | 3                | 0½         | 3        | 1½         |
| <b>All Groups</b>              | <b>5</b>                     | <b>10</b> | <b>9</b>         | <b>5</b> | <b>17</b>                    | <b>10</b> | <b>2</b>         | <b>9½</b>  | <b>2</b> | <b>11½</b> |

In accordance with the legislative provisions governing conciliation and arbitration in Australia, the Commonwealth Court of Conciliation and Arbitration lay down, for the State capitals, basic wages which are applicable to all workers covered by awards of the Court, and which must be taken into account in the fixing of wage rates. The basic wages are subject to variation at quarterly intervals, in accordance with changes in the official index of retail prices, and to the addition of "loads" or fixed amounts which are not so variable. The average of the basic weekly wages for male workers in the six capital cities of the Commonwealth was £A6 18s. in September, 1950, £A6 13s. in March, 1950, £A6 7s. in September, 1949, and £A3 19s. in September, 1939.

The level of the cost of living in Australia at September, 1950, as measured by the official index of retail prices in the six State capitals, was 5½ per cent. above that of the preceding March and 10 per cent. above that of September, 1949. Compared with September, 1939, the increase was 71½ per cent.

An article on wage rates in Australia in March, 1949, was published in the issue of this GAZETTE for February, 1950 (page 51).

\* Inclusive of the value of food and accommodation, where supplied.  
† Exclusive of the shipping and the pastoral, agricultural, etc., groups.

## Earnings in the United States Motor Vehicle Parts Industry in March-April, 1950

The *Monthly Labor Review* for January contains the second of two articles setting out the results of a survey of wages and related benefits in the motor vehicle industry in the United States of America which was carried out early in 1950 by the Bureau of Labor Statistics of the United States Department of Labor. The first article, which was summarised in the February issue of this GAZETTE (page 60), related to establishments engaged in the assembly of complete motor vehicles (passenger cars and trucks). The present article relates to establishments, employing 51 or more workers each, which were primarily engaged in the manufacture of motor vehicle bodies and body parts, chassis parts, engine parts and truck trailers.

The Survey showed that the chief difference in the wage structures of the two sections of the motor vehicle industry was a wider dispersion of rates of wages in the parts industry, in each occupation and in the industry as a whole. Several factors were considered to be contributory to this greater dispersion of rates in the parts industry, viz., the large number of firms manufacturing a wide range of products; the wide geographical distribution of firms; the much greater variation in the size of establishments; and the more pronounced use of incentive methods of pay. More than 60 per cent. of the workers engaged in the assembly of complete motor vehicles earned between 1.50 and 1.70 dollars an hour, but no such marked concentrations of rates was found in the motor parts industry. In the vehicle assembly industry few workers earned less than 1.20 dollars an hour, but 8 per cent. of the workers in the parts industry earned less than that amount. On the other hand, over 8 per cent. of the workers in the parts industry earned 2 dollars or more an hour, compared with about 4½ per cent. in the vehicle assembly industry.

Incentive pay was much more common in motor parts manufacture than in vehicle assembly, nearly half the workers being employed in establishments operating such systems. For comparable work, incentive workers typically had higher average earnings than time workers in the parts industry, the differences ranging usually from 10 to 20 per cent. Average straight-time hourly earnings for plant workers in the motor parts industry as a whole amounted to 1.57 dollars an hour in March-April, 1950. Hourly earnings in the several sections of the industry averaged 1.61 dollars on the manufacture of bodies and body parts, 1.60 dollars on chassis parts, 1.49 dollars on engine parts, and 1.44 dollars on truck trailers.

Earnings in comparable occupations in vehicle assembling were generally higher than those in motor parts manufacture, although average earnings during normal working hours for occupations in the parts industry paid predominantly on an incentive basis were often as high as, and sometimes higher than, those in the vehicle assembly industry.

The Table below shows the average straight-time hourly earnings (i.e., earnings during normal working hours, excluding premium pay for overtime and night work) for certain occupations in motor parts and accessories establishments, by type of product, in March-April, 1950.

| Occupation                           | Average Hourly Earnings |               |              |                |
|--------------------------------------|-------------------------|---------------|--------------|----------------|
|                                      | Body and Body Parts     | Chassis Parts | Engine Parts | Truck Trailers |
| Assemblers, Class B                  | \$ 1.69                 | \$ 1.67       | \$ 1.45      | \$ 1.45        |
| " " C                                | 1.44                    | 1.32          | 1.46         | 1.46           |
| " " Bench                            | 1.48                    | —             | —            | —              |
| " " Body Set-up                      | 1.58                    | —             | —            | —              |
| " " Conveyor                         | 1.70                    | —             | —            | —              |
| Checkers, Receiving and Shipping     | 1.48                    | 1.46          | 1.46         | —              |
| Craters, Packers, Boxers and Sawyers | 1.45                    | 1.42          | 1.28         | —              |
| Die Makers (excluding Leaders)       | 1.91                    | 2.02          | 2.00         | —              |
| Inspectors, Class B                  | 1.63                    | 1.57          | 1.46         | 1.49           |
| " " C                                | 1.48                    | 1.40          | 1.33         | —              |
| Maintenance Mechanics                | 1.83                    | 1.74          | 1.80         | 1.63           |
| Material Handlers                    | 1.42                    | 1.38          | 1.31         | —              |
| Punch Press Operators, Heavy         | 1.63                    | 1.69          | 1.57         | —              |
| " " Light and Medium                 | 1.55                    | 1.61          | 1.47         | —              |
| Stock Chasers                        | 1.49                    | 1.37          | 1.41         | —              |
| Tool Makers (excluding Leaders)      | 1.91                    | 1.94          | 1.89         | 1.74           |
| Truckers, Power                      | 1.44                    | 1.45          | 1.43         | 1.34           |

Approximately one-third of the workers in the motor parts industry were employed on second or third shifts. Practically all these workers received a shift pay differential, usually an addition to the day-work rate of 5 cents an hour or 5 per cent. for second-shift work and 10 cents or 7.5 per cent. for third-shift work.

Annual holidays with pay were given to the great majority of the workers, usually one week after one year's service and two or more weeks after five years' service. Public holidays with pay were granted to about three-quarters of the workers, the usual allowance being six annually. In some cases, workers in the motor parts industry received Christmas, year-end, profit-sharing or other non-production bonuses; no similar arrangements were found in the vehicle assembling industry.

Insurance plans, partially financed by the employers, were in effect in most establishments; the plans most commonly were for life and health insurance, but in some cases for hospital assistance. About 12 per cent. of the workers were employed in establishments in which pension plans were operative.

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EMPLOYMENT, UNEMPLOYMENT, ETC.

Contents of this Section

Table listing employment statistics in Great Britain in March and April 1951, including categories like General Summary, Man-power Position, and Industrial Analysis.

Employment in Great Britain in April

GENERAL SUMMARY

It is estimated that the total working population\* increased during April by 36,000 (14,000 men and 22,000 women) mainly owing to school-leavers entering the employment field, and normal seasonal influences.

The size of the Forces rose during April by 9,000 to a total of 818,000. The number of ex-Service men and women on release leave at the end of the month was about 8,000.

The number of unemployed persons registered for employment at 21st May, 1951, was 215,700, compared with 253,000 at 16th April. The May figure represented about 1.0 per cent. of the estimated total number of employees, compared with 1.2 per cent. in April.

The total number in civil employment (industry, commerce and services of all kinds) rose during April by 55,000 (23,000 men and 32,000 women).

There was an increase of 23,000 during the month in the number employed in the basic industries, the largest element being an estimated rise of 18,000 in agriculture. The number of wage earners on colliery books increased by 300.

During April the number employed in the manufacturing industries rose by 16,000, including 4,000 in the metals, engineering and vehicles group of industries and 5,000 in the food, drink, and tobacco group.

It is estimated that there was an increase of 3,000 in the number employed in building and contracting.

In the distributive trades there was an increase of 5,000 and a similar rise in the professional, financial and miscellaneous services group. Both these increases were rather smaller than is usual at this time of the year.

GENERAL MAN-POWER POSITION

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

Table showing man-power position in thousands from mid-1948 to April 1951, including categories like Total Working Population, H.M. Forces, Men and Women on Release, and Persons in Civil Employment.

\* The total working population represents the total number of persons aged 15 and over who work for pay or gain or register themselves as available for such work. The figure includes the Forces, men and women on release leave not yet in employment, the registered unemployed, and all persons—employers and persons working on their own account as well as employees—in civil employment (including private indoor domestic servants and gainfully occupied persons over pensionable age). Part-time workers are counted as full units.

† Revised figures. ‡ End of month estimate.

ANALYSIS OF CIVIL EMPLOYMENT

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

Table showing civil employment in thousands from mid-1948 to April 1951, categorized by industry or service such as Basic Industries, Manufacturing Industries, and Total in Civil Employment.

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the numbers employed at mid-1948, end-1950, and March and April, 1951. The figures relate to employees only; they exclude employers and persons working on their own account, and they are thus different in scope from those given in the preceding paragraphs.

The figures are based primarily on the estimates of the total numbers of employees and their industrial distribution at the middle of each year which have been computed on the basis of the counts of insurance cards. In the case of all industries other than coal mining, building and civil engineering and gas and electricity, use has also been made of the monthly returns rendered by employers under the Statistics of Trade Act, 1947.

\* Revised figures. † Cotton—336,000. Wool—217,000. Other textiles—486,000.

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NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Large table showing numbers employed in Great Britain by industry, categorized by sex (Males and Females) and time period (Mid-1948, End-1950, March/April 1951). Includes industries like Mining, Manufacturing, and Food/Drink/Tobacco.

Numbers Employed in Great Britain : Industrial Analysis—continued

| Industry  | Males                         |                |                |                | Females        |                |                |                | Total          |                |                |                |
|---|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
|   | Mid-1948                      | End-1950       | March, 1951    | April, 1951    | Mid-1948       | End-1950       | March, 1951    | April, 1951    | Mid-1948       | End-1950       | March, 1951    | April, 1951    |
|   | Manufactures of Wood and Cork | 214.6          | 226.8          | 229.1          | 230.3          | 51.1           | 54.8           | 55.9           | 56.3           | 265.7          | 281.6          | 285.0          |
| Timber (Sawmilling, etc.)   | 78.3                          | 79.4           | 78.8           | 79.0           | 10.8           | 11.3           | 11.4           | 11.4           | 89.1           | 90.7           | 90.2           | 90.4           |
| Furniture and Upholstery  | 87.5                          | 98.9           | 100.9          | 101.5          | 25.3           | 29.7           | 30.2           | 30.4           | 112.8          | 128.6          | 131.1          | 131.9          |
| Shop and Office Fitting   | 16.5                          | 15.9           | 16.4           | 16.7           | 3.1            | 2.7            | 2.6            | 2.6            | 19.6           | 18.6           | 19.0           | 19.3           |
| Wooden Containers and Baskets   | 17.8                          | 18.0           | 18.3           | 18.4           | 6.2            | 5.5            | 5.8            | 5.9            | 24.0           | 23.5           | 24.1           | 24.3           |
| Miscellaneous Wood and Cork Manufactures                                      | 14.5                          | 14.6           | 14.7           | 14.7           | 5.7            | 5.6            | 5.9            | 6.0            | 20.2           | 20.2           | 20.6           | 20.7           |
| Paper and Printing  | 291.0                         | 323.7          | 323.9          | 324.1          | 171.7          | 191.7          | 192.3          | 192.7          | 462.7          | 515.4          | 516.2          | 516.8          |
| Paper and Board   | 54.7                          | 60.7           | 60.6           | 60.4           | 18.3           | 19.7           | 20.0           | 20.1           | 73.0           | 80.4           | 80.6           | 80.5           |
| Wallpaper   | 3.5                           | 4.6            | 4.5            | 4.5            | 1.2            | 2.0            | 2.0            | 2.0            | 4.7            | 6.6            | 6.5            | 6.5            |
| Cardboard Boxes, Cartons, etc.  | 12.7                          | 17.4           | 17.3           | 17.2           | 23.7           | 29.2           | 29.0           | 28.8           | 36.4           | 46.6           | 46.3           | 46.0           |
| Other Manufactures of Paper and Board   | 14.9                          | 16.6           | 16.5           | 16.4           | 21.5           | 25.9           | 26.2           | 26.3           | 36.4           | 42.5           | 42.7           | 42.7           |
| Printing and Publishing of Newspapers and Periodicals                         | 68.5                          | 80.5           | 80.8           | 81.2           | 16.9           | 18.6           | 18.8           | 18.8           | 85.4           | 99.1           | 99.6           | 100.0          |
| Other Printing and Publishing, Bookbinding, Engraving, etc.                   | 136.7                         | 143.9          | 144.2          | 144.4          | 90.1           | 96.3           | 96.3           | 96.7           | 226.8          | 240.2          | 240.5          | 241.1          |
| Other Manufacturing Industries  | 141.9                         | 149.3          | 151.0          | 151.1          | 99.3           | 106.6          | 108.8          | 109.8          | 241.2          | 255.9          | 259.8          | 260.9          |
| Rubber  | 64.2                          | 70.7           | 71.5           | 71.3           | 32.7           | 36.7           | 37.8           | 38.1           | 96.9           | 107.4          | 109.3          | 109.4          |
| Linoleum, Leather Cloth, etc.   | 10.2                          | 12.6           | 12.6           | 12.6           | 2.3            | 2.9            | 2.9            | 3.0            | 12.5           | 15.5           | 15.5           | 15.6           |
| Brushes and Brooms  | 8.0                           | 8.1            | 8.2            | 8.2            | 8.7            | 7.7            | 7.9            | 7.9            | 16.7           | 15.8           | 16.1           | 16.1           |
| Toys, Games and Sports Requisites   | 10.9                          | 12.3           | 12.2           | 12.3           | 15.1           | 18.1           | 18.0           | 18.2           | 26.0           | 30.4           | 30.2           | 30.5           |
| Miscellaneous Stationers' Goods   | 4.5                           | 4.9            | 4.9            | 4.9            | 6.1            | 6.8            | 6.8            | 6.9            | 10.6           | 11.7           | 11.7           | 11.8           |
| Production, etc., of Cinematograph Films                                      | 10.0                          | 5.9            | 6.0            | 6.2            | 2.5            | 2.1            | 2.1            | 2.2            | 12.5           | 8.0            | 8.1            | 8.4            |
| Miscellaneous Manufacturing Industries  | 34.1                          | 34.8           | 35.6           | 35.6           | 31.9           | 32.3           | 33.3           | 33.5           | 66.0           | 67.1           | 68.9           | 69.1           |
| <b>Total, All Manufacturing Industries</b>                                    | <b>5,270.2</b>                | <b>5,575.4</b> | <b>5,592.3</b> | <b>5,597.0</b> | <b>2,582.9</b> | <b>2,799.4</b> | <b>2,836.1</b> | <b>2,850.3</b> | <b>7,853.1</b> | <b>8,374.8</b> | <b>8,428.4</b> | <b>8,447.3</b> |
| Building and Contracting  | 1,264.3                       | 1,222.0        | 1,237.0        | 1,240.4        | 39.0           | 37.5           | 37.5           | 37.5           | 1,303.3        | 1,259.5        | 1,274.5        | 1,277.9        |
| Building and Civil Engineering Contracting                                    | 1,203.0                       | 1,161.1        | 1,176.1        | 1,179.1        | 32.7           | 30.8           | 30.8           | 30.8           | 1,235.7        | 1,191.9        | 1,206.9        | 1,209.9        |
| Electric Wiring and Contracting   | 61.3                          | 60.9           | 60.9           | 61.3           | 6.3            | 6.7            | 6.7            | 6.7            | 67.6           | 67.6           | 67.6           | 68.0           |
| Gas, Electricity and Water  | 285.2                         | 326.6          | 327.1          | 327.6          | 27.0           | 34.4           | 35.0           | 35.4           | 312.2          | 361.0          | 362.1          | 363.0          |
| Gas   | 117.9                         | 133.4          | 132.8          | 133.3          | 9.5            | 11.6           | 11.9           | 12.1           | 127.4          | 145.0          | 144.7          | 145.4          |
| Electricity   | 140.8                         | 162.7          | 164.0          | 164.1          | 16.1           | 21.3           | 21.6           | 21.8           | 156.9          | 184.0          | 185.6          | 185.9          |
| Water   | 26.5                          | 30.5           | 30.3           | 30.2           | 1.4            | 1.5            | 1.5            | 1.5            | 27.9           | 32.0           | 31.8           | 31.7           |
| Transport and Communication   | 250.5                         | 250.7          | 250.8          | 250.1          | 44.3           | 44.6           | 46.0           | 46.0           | 294.8          | 295.3          | 296.8          | 296.1          |
| Tramway and Omnibus Service   | 23.0                          | 20.2           | 20.7           | 20.9           | 2.3            | 1.6            | 1.7            | 1.7            | 25.3           | 21.8           | 22.4           | 22.6           |
| Other Road Passenger Transport  | 171.6                         | 169.5          | 169.3          | 169.7          | 11.8           | 13.5           | 13.8           | 13.8           | 183.4          | 183.0          | 183.1          | 183.5          |
| Goods Transport by Road   | 1,059.3                       | 1,106.9        | 1,101.1        | 1,100.4        | 953.7          | 1,036.5        | 1,026.2        | 1,031.0        | 2,013.0        | 2,143.4        | 2,127.3        | 2,131.4        |
| Distributive Trades   | 103.4                         | 109.5          | 109.4          | 108.3          | 25.9           | 27.6           | 28.2           | 28.2           | 129.3          | 137.1          | 137.6          | 136.5          |
| Coal, Builders' Materials, Grain, Agricultural Supplies (Wholesale or Retail) | 68.4                          | 70.3           | 70.2           | 70.3           | 24.7           | 25.7           | 25.9           | 26.2           | 93.1           | 96.0           | 96.1           | 96.5           |
| Other Industrial Materials and Machinery                                      | 101.5                         | 108.2          | 108.3          | 108.4          | 46.9           | 50.7           | 52.2           | 52.1           | 148.4          | 158.9          | 160.5          | 160.5          |
| Food and Drink, Wholesale   | 326.5                         | 326.4          | 323.3          | 323.5          | 261.6          | 275.6          | 275.7          | 278.5          | 588.1          | 602.0          | 599.0          | 602.0          |
| Food and Drink (exc. catering), Retail  | 140.2                         | 151.7          | 151.4          | 151.2          | 98.3           | 92.8           | 94.2           | 94.7           | 238.5          | 244.5          | 245.6          | 245.9          |
| Non-Food Goods, Wholesale   | 303.3                         | 324.0          | 321.7          | 322.3          | 463.9          | 530.8          | 515.9          | 517.2          | 767.2          | 854.8          | 837.6          | 839.5          |
| Non-Food Goods, Retail  | 16.0                          | 16.8           | 16.8           | 16.4           | 32.4           | 33.3           | 34.1           | 34.1           | 48.4           | 50.1           | 50.9           | 50.5           |
| Confectionery, Tobacco and Newspapers, Retail                                 | 66.2                          | 61.9           | 60.2           | 59.8           | 72.9           | 75.3           | 75.9           | 76.1           | 139.1          | 137.2          | 136.1          | 135.9          |
| Miscellaneous Services  | 47.6                          | 37.2           | 36.5           | 37.0           | 42.5           | 38.0           | 36.9           | 37.4           | 90.1           | 75.2           | 73.4           | 74.4           |
| Theatres, Cinemas, Music Halls, Concerts, etc.                                | 198.8                         | 187.7          | 185.5          | 185.9          | 481.9          | 441.6          | 442.4          | 445.4          | 680.7          | 629.3          | 627.9          | 631.3          |
| Sport, Other Recreations and Betting  | 32.0                          | 31.8           | 31.8           | 31.7           | 120.2          | 115.9          | 116.2          | 115.0          | 152.2          | 147.7          | 148.0          | 146.7          |
| Catering, Hotels, etc.  | 11.9                          | 10.7           | 11.0           | 11.1           | 29.6           | 27.6           | 28.6           | 29.0           | 41.5           | 38.3           | 39.6           | 40.1           |
| Laundries   |                               |                |                |                |                |                |                |                |                |                |                |                |
| Dry Cleaning, Job Dyeing, Carpet Beating, etc.                                |                               |                |                |                |                |                |                |                |                |                |                |                |

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Unemployment at 21st May, 1951

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 16th April and 21st May, 1951, were as follows:—

|               | Men 18 and over | Boys under 18 | Women 18 and over | Girls under 18 | Total   |
|---------------|-----------------|---------------|-------------------|----------------|---------|
| 16th April .. | 159,045         | 5,863         | 82,230            | 5,814          | 252,952 |
| 21st May ..   | 137,995         | 3,969         | 69,961            | 3,757          | 215,682 |

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

It is estimated that the number of persons registered as unemployed at 21st May represented 1.0 per cent. of the total number of employees. The corresponding percentage at 16th April was 1.2.

The analysis of the figures for 21st May is as follows:—

|                   | Wholly Unemployed (including Casuals) |  |                                  |                | Temporarily Stopped | Total          |
|-------------------|---------------------------------------|--|----------------------------------|----------------|---------------------|----------------|
|                   | Unemployed for not more than 2 weeks  | Unemployed for more than 2 weeks but not more than 8 weeks | Unemployed for more than 8 weeks | Total          |                     |                |
| Men 18 and over   | 32,553                                | 28,579   | 72,240                           | 133,372        | 4,623               | 137,995        |
| Boys under 18     | 2,158                                 | 1,181  | 540                              | 3,879          | 90                  | 3,969          |
| Women 18 and over | 21,631                                | 19,777   | 26,489                           | 67,897         | 2,064               | 69,961         |
| Girls under 18    | 1,958                                 | 1,077  | 600                              | 3,635          | 122                 | 3,757          |
| <b>Total ..</b>   | <b>58,300</b>                         | <b>50,614</b>  | <b>99,869</b>                    | <b>208,783</b> | <b>6,899</b>        | <b>215,682</b> |

The total of 215,682 includes 37,154 married women.

The changes between 16th April and 21st May, 1951, in each administrative Region were as follows:—

| Region                 |            | Wholly Unemployed (including Casuals) |  |                                  |         | Temporarily Stopped | Total   |
|------------------------|------------|---------------------------------------|--|----------------------------------|---------|---------------------|---------|
|                        |            | Unemployed for not more than 2 weeks  | Unemployed for more than 2 weeks but not more than 8 weeks | Unemployed for more than 8 weeks | Total   |                     |         |
| London & South-Eastern | 16th April | 16,574                                | 11,832   | 15,911                           | 44,317  | 332                 | 44,649  |
|                        | 21st May   | 14,465                                | 9,465  | 11,512                           | 35,442  | 813                 | 36,255  |
| Eastern                | 16th April | 3,455                                 | 3,413  | 5,569                            | 12,437  | 284                 | 12,721  |
|                        | 21st May   | 2,649                                 | 2,409  | 3,698                            | 8,756   | 186                 | 8,942   |
| Southern               | 16th April | 3,374                                 | 2,477  | 5,068                            | 10,919  | 68                  | 10,987  |
|                        | 21st May   | 3,142                                 | 2,482  | 3,847                            | 9,471   | 25                  | 9,496   |
| South-Western          | 16th April | 3,505                                 | 2,724  | 6,421                            | 12,650  | 160                 | 12,810  |
|                        | 21st May   | 2,942                                 | 2,649  | 5,203                            | 10,794  | 81                  | 10,875  |
| Midland                | 16th April | 3,839                                 | 1,807  | 2,272                            | 7,918   | 166                 | 8,084   |
|                        | 21st May   | 3,384                                 | 1,902  | 1,987                            | 7,273   | 160                 | 7,433   |
| North-Midland          | 16th April | 1,876                                 | 1,578  | 3,044                            | 6,498   | 241                 | 6,739   |
|                        | 21st May   | 1,709                                 | 1,237  | 2,132                            | 5,078   | 204                 | 5,282   |
| East & West Ridings    | 16th April | 4,005                                 | 2,875  | 5,823                            | 12,703  | 601                 | 13,304  |
|                        | 21st May   | 3,509                                 | 2,732  | 4,896                            | 11,137  | 1,398               | 12,535  |
| North-Western          | 16th April | 10,874                                | 8,766  | 15,671                           | 35,311  | 577                 | 35,888  |
|                        | 21st May   | 9,044                                 | 8,140  | 13,570                           | 30,754  | 724                 | 31,478  |
| Northern               | 16th April | 5,808                                 | 5,902  | 15,016                           | 26,726  | 687                 | 27,413  |
|                        | 21st May   | 4,937                                 | 5,663  | 13,057                           | 23,657  | 630                 | 24,287  |
| Scotland               | 16th April | 10,707                                | 11,457   | 29,399                           | 51,563  | 3,104               | 54,667  |
|                        | 21st May   | 9,136                                 | 9,695  | 25,467                           | 44,298  | 2,062               | 46,360  |
| Wales                  | 16th April | 4,124                                 | 4,951  | 16,080                           | 25,155  | 535                 | 25,690  |
|                        | 21st May   | 3,383                                 | 4,240  | 14,500                           | 22,123  | 616                 | 22,739  |
| Great Britain          | 16th April | 68,141                                | 57,782   | 120,274                          | 246,197 | 6,755               | 252,952 |
|                        | 21st May   | 58,300                                | 50,614   | 99,869                           | 208,783 | 6,899               | 215,682 |

The following Table gives the numbers of persons registered as unemployed at 21st May, 1951, and the approximate percentage rates of unemployment in each Region:—

| Region                      | Number of persons registered as unemployed at 21st May, 1951 |               |                | Percentage rate of unemployment* |            |       |
|-----------------------------|--|---------------|----------------|----------------------------------|------------|-------|
|                             | Males  | Females       | Total          | Males                            | Females    | Total |
| London and South-Eastern .. | 23,175   | 13,080        | 36,255         | 0.7                              | 0.7        | 0.7   |
| Eastern ..                  | 5,550  | 3,392         | 8,942          | 0.8                              | 1.0        | 0.8   |
| Southern ..                 | 5,390  | 4,106         | 9,496          | 0.8                              | 1.4        | 1.0   |
| South-Western ..            | 6,927  | 3,948         | 10,875         | 1.0                              | 1.2        | 1.0   |
| Midland ..                  | 4,603  | 2,830         | 7,433          | 0.4                              | 0.4        | 0.4   |
| North-Midland ..            | 3,220  | 2,062         | 5,282          | 0.3                              | 0.3        | 0.3   |
| East and West Ridings ..    | 8,719  | 3,816         | 12,535         | 0.7                              | 0.6        | 0.7   |
| North-Western ..            | 20,126   | 11,352        | 31,478         | 1.1                              | 1.0        | 1.1   |
| Northern ..                 | 16,535   | 7,752         | 24,287         | 1.8                              | 2.2        | 2.0   |
| Scotland ..                 | 32,266   | 14,094        | 46,360         | 2.3                              | 2.0        | 2.2   |
| Wales ..                    | 15,453   | 7,286         | 22,739         | 2.3                              | 3.0        | 2.4   |
| <b>Great Britain ..</b>     | <b>141,964</b>   | <b>73,718</b> | <b>215,682</b> | <b>1.0</b>                       | <b>1.0</b> |       |







## Employment in the Coal Mining Industry in April

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

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 28th April was 703,300, compared with 701,800 for the five weeks ended 31st March and 702,000 for the four weeks ended 29th April, 1950.

The total numbers who were effectively employed were 652,300 in April, 645,500 in March and 643,500 in April, 1950; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week. The Table below shows the numbers of wage-earners on the colliery books in the various Districts in April, together with the increase or decrease\* in each case compared with March, 1951, and April, 1950.

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

| District†   | Average numbers of wage-earners on colliery books during 4 weeks ended 28th April, 1951 | Increase (+) or decrease (—)* compared with the average for |                                |
|---|---|---|--------------------------------|
|   |   | 5 weeks ended 31st March, 1951                              | 4 weeks ended 29th April, 1950 |
| Northumberland .. ..                                  | 43,700  | ..  | + 700                          |
| Cumberland .. ..                                      | 5,800   | + 100   | + 200                          |
| Durham .. ..  | 107,600   | + 100   | + 1,400                        |
| South and West Yorkshire ..                           | 136,900   | + 200   | + 600                          |
| North Derbyshire .. ..                                | 37,200  | + 100   | + 600                          |
| Nottinghamshire .. ..                                 | 44,900  | + 200   | + 200                          |
| South Derbyshire and Leicestershire .. ..             | 14,800  | ..  | + 100                          |
| Lancashire and Cheshire ..                            | 49,800  | ..  | + 200                          |
| North Wales .. ..                                     | 8,900   | + 100   | + 400                          |
| North Staffordshire .. ..                             | 19,100  | + 100   | + 200                          |
| Cannock Chase .. ..                                   | ..  | ..  | ..                             |
| South Staffordshire, Worcestershire and Shropshire .. | 16,100  | — 100   | — 500                          |
| Warwickshire .. ..                                    | 5,400   | ..  | + 100                          |
| South Wales and Monmouthshire .. ..                   | 15,300  | ..  | + 100                          |
| Forest of Dean, Bristol and Somerset .. ..            | 102,500   | + 300   | + 100                          |
| Kent .. ..  | 6,200   | ..  | + 200                          |
| .. ..   | 6,200   | ..  | + 200                          |
| England and Wales .. ..                               | 620,400   | + 1,100   | + 400                          |
| Fife .. ..  | 22,200  | + 100   | + 800                          |
| The Lothians .. ..                                    | 12,800  | ..  | + 400                          |
| Central West .. ..                                    | 12,300  | + 100   | + 200                          |
| Central East .. ..                                    | 13,300  | + 100   | + 200                          |
| Ayrshire, etc. .. ..                                  | 15,800  | + 100   | + 200                          |
| Alloa .. ..   | 6,500   | ..  | + 100                          |
| Scotland .. ..  | 82,900  | + 400   | + 900                          |
| Great Britain .. ..                                   | 703,300   | + 1,500   | + 1,300                        |

It is provisionally estimated that during the four weeks of April about 5,520 persons were recruited to the industry, while the total number of persons who left the industry was about 5,130; the numbers on the colliery books thus showed a net increase of 390. During the five weeks of March there was a net increase of 2,710.

The average number of shifts worked per week by coal-face workers who were effectively employed was 5.18 in April, 4.86 in March and 4.63 in April, 1950. The corresponding figures for all workers who were effectively employed were 5.52, 5.20 and 4.95.

With regard to absenteeism in the coal mining industry, separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given) and (b) involuntary absenteeism (absences due mainly to sickness). The figures for April and March, 1951, and April, 1950, which are given in the next Table, represent the numbers of shifts lost through absenteeism, expressed as percentages of the total numbers of shifts that could have been worked.

### Percentages of Shifts lost through Absenteeism

|                     | April, 1951 | March, 1951 | April, 1950 |
|---------------------|-------------|-------------|-------------|
| Coal Face Workers : |             |             |             |
| Voluntary .. ..     | 7.18        | 7.32        | 6.38        |
| Involuntary .. ..   | 6.85        | 7.29        | 7.73        |
| All Workers :       |             |             |             |
| Voluntary .. ..     | 5.32        | 5.40        | 4.70        |
| Involuntary .. ..   | 6.13        | 6.50        | 6.81        |

For face-workers the output per man-shift worked was 3.18 tons in April, compared with 3.17 tons in the previous month and 3.07 tons in April, 1950.

The output per man-shift calculated on the basis of all workers was 1.22 tons in April; for March, 1951, and April, 1950, the figures were 1.21 tons and 1.17 tons, respectively.

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

## Employment Overseas

### AUSTRALIA

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in February was 0.7 per cent. higher than in the previous month and 3.5 per cent. higher than in February, 1950.

### CANADA

Returns received by the Dominion Bureau of Statistics from employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st March, in the establishments covered by the returns, was 0.1 per cent. lower than at the beginning of the previous month but 0.9 per cent. higher than at 1st March, 1950. The number of persons employed in manufacturing industries at 1st March was 0.9 per cent. higher than at the beginning of the previous month and 8.6 per cent. higher than at 1st March, 1950.

### UNION OF SOUTH AFRICA

According to the general index of employment compiled by the Office of Census and Statistics, the number employed in manufacturing, transportation and mining (other than alluvial gold diggings) in December was 0.1 per cent. higher than in the previous month and 0.8 per cent. higher than in December, 1949.

### UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in March is estimated by the Department of Labor to have been approximately 45,786,000. This was 0.9 per cent. higher than the figure for the previous month and 8.3 per cent. higher than for March, 1950. The index figure of wage-earners' employment in manufacturing industries (base, average of 1939 = 100) in February was the same as in the previous month but showed an increase of 14.1 per cent. compared with March, 1950.

The Bureau of the Census estimate that the total number of unemployed persons at the middle of March was about 2,147,000, compared with 2,407,000 at the middle of the previous month and 4,123,000 at the middle of March, 1950.

### BELGIUM

The average daily number of persons recorded as wholly or partially unemployed during March was 185,801, compared with 203,359 in the previous month and 236,839 in March, 1950. The numbers of persons wholly unemployed included in these figures were 154,842, 171,482 and 190,865, respectively. The number of working days lost in March as a result of unemployment was over 4,270,000, compared with 4,880,000 in the previous month and nearly 5,690,000 in March, 1950.

### FRANCE

The number of persons registered as applicants for employment at the beginning of May was 140,387, of whom 50,134 were wholly unemployed persons in receipt of assistance. The corresponding figures were 164,877 and 53,986 at the beginning of the previous month and 174,963 and 60,469 at the beginning of May, 1950.

### GERMANY

In the Federal Republic the number unemployed at the end of April was 1,446,171, compared with 1,566,744 at the end of the previous month and 1,783,838 at the end of April, 1950. In the Western Sectors of Berlin the corresponding figures at the same dates were 290,035, 284,216 and 290,382.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 26th May was 49,187, compared with 56,460 at 21st April and 54,601 at 27th May, 1950.

### ITALY

The number registered for employment at the end of February was 2,021,724, of whom 1,292,520 were wholly unemployed with a previous history of employment, and the remainder were young persons, etc., registering for first employment or employed persons seeking other employment. At the end of the previous month the number registered for employment was 2,119,520, including 1,377,466 wholly unemployed, and at the end of February, 1950, it was 2,052,101, including 1,355,501 wholly unemployed.

### NETHERLANDS

The number of persons registered at Employment Exchanges at the end of April was 81,633, of whom 53,423 were wholly unemployed, 183 were temporarily stopped and 28,027 were relief workers. At the end of the previous month the number registered was 90,973 (57,824 wholly unemployed) and at the end of April, 1950, it was 90,697 (59,175 wholly unemployed).

### SPAIN

The number of persons registered as unemployed was 167,871 at the end of March, compared with 184,568 at the end of the previous month and 161,479 at the end of March, 1950.

## WAGES, DISPUTES, RETAIL PRICES

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## Changes in Rates of Wages and Hours of Labour

### RATES OF WAGES

#### Changes in May

In the industries covered by the Department's statistics\* the changes in the rates of wages reported to have come into operation in the United Kingdom during May resulted in an aggregate increase estimated at £213,000 in the weekly full-time wages of about 816,000 workpeople.

The principal increases affected workpeople employed in the manipulative grades of the Post Office, the iron and steel industry, retail meat distribution in England and Wales, unlicensed places of refreshment, and dressmaking and women's light clothing manufacture in England and Wales. Others receiving increases included workers employed in civil engineering construction in certain districts, paper making, hat and cap making and millinery in England and Wales, shirtmaking in Northern Ireland, and wood box and packing case manufacture in England and Wales.

For workpeople employed in the manipulative grades of the Post Office there were increases of 8s. a week for men 21 years and over, including postmen, telegraphists, telephonists, postal and telegraph officers, etc., and of 6s. 6d. for women 21 years and over. In the iron and steel industry there were small increases payable under sliding-scale arrangements based on the index of retail prices. In the retail meat trade in England and Wales managers and managerees received increases of 9s. or 10s. a week, according to weekly trade; other male workers had increases of 4s. 6d. to 7s. 6d., according to age, and female workers 3s. 6d. to 6s. For certain classes of workpeople employed in unlicensed places of refreshment, such as cafés, restaurants, snack bars, etc., there were increases of varying amounts in the minimum rates fixed under the Catering Wages Act; the increases ranged from 6s. 6d. to 10s. 6d. a week for men, according to occupation and area of employment, and from 3s. to 7s. for women. In dressmaking and women's light clothing manufacture in England and Wales the statutory minimum rates fixed under the Wages Councils Act were increased by 2d. an hour for men and by 2½d., according to occupation and area of employment, for women.

In civil engineering construction the highest provincial grade rate of wages was adopted for all areas in Great Britain outside the London area, and there were consequential increases of ½d., 1d. or 1½d. an hour for the workpeople affected by this regrading. In paper making there were increases of 2½d. an hour for men and women on day work, and of 3d. for men on shift work. The minimum rates of wages fixed under the Wages Councils Act for workpeople employed in hat and cap making and millinery in England and Wales were increased by 2d. an hour for men and women. A similar increase in statutory minimum rates was granted to workpeople employed in shirtmaking in Northern

Ireland. In wood box, packing case and wooden container manufacture in England and Wales there were increases of 3d. an hour for men and of 2½d. for women.

Of the total increase of £213,000, about £65,000 was the result of arbitration awards; about £58,000 resulted from Orders made under the Wages Councils Acts and the Catering Wages Act; about £49,000 was the result of arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; about £34,000 resulted from direct negotiations between employers and workpeople or their representatives; and the remainder was the result of the operation of sliding scales based on the index of retail prices.

#### Changes in January–May, 1951

The following Table shows the numbers of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the five completed months of 1951, and the net aggregate amounts of such increases:—

| Industry Group   | Approximate Number of Workpeople affected by Net Increases† | Estimated Net Amount of Increase in Weekly Wages |
|--|---|--|
| Agriculture, Forestry, Fishing .. ..                                 | 171,000   | £ 49,400   |
| Mining and Quarrying .. ..   | 415,500   | 151,100  |
| Treatment of Non-metalliferous Mining Products other than Coal .. .. | 140,500   | 55,800   |
| Chemicals and Allied Trades .. ..                                    | 194,000   | 45,900   |
| Metal Manufacture .. ..  | 182,000   | 80,900   |
| Engineering, Shipbuilding and Electrical Goods                       | 304,000   | 132,400  |
| Vehicles .. ..   | 140,000   | 51,500   |
| Metal Goods not elsewhere specified .. ..                            | 588,000   | 207,800  |
| Textiles .. ..   | 37,500  | 12,000   |
| Leather, Leather Goods and Fur .. ..                                 | 392,500   | 133,000  |
| Clothing .. ..   | 140,500   | 31,700   |
| Food, Drink and Tobacco .. ..  | 177,000   | 78,300   |
| Manufactures of Wood and Cork .. ..                                  | 103,500   | 38,100   |
| Paper and Printing .. ..   | 43,000  | 15,000   |
| Other Manufacturing Industries .. ..                                 | 1,102,000   | 562,500  |
| Building and Contracting .. ..                                       | 250,500   | 81,500   |
| Gas, Electricity and Water .. ..                                     | 1,111,500   | 447,500  |
| Transport and Communication .. ..                                    | 186,000   | 80,500   |
| Distributive Trades .. ..  | 232,000   | 66,100   |
| Public Administration .. ..  | 307,000   | 83,700   |
| Miscellaneous Services .. ..   |   |  |
| Total .. ..  | 6,395,500   | 2,463,300  |

In the corresponding months of 1950 there was a net increase of £374,000 in the weekly full-time wages of 2,268,000 workpeople.

### HOURS OF LABOUR

No changes in hours of labour were reported during the month.

### PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING MAY

| Industry             | District  | Date from which Change took effect  | Classes of Workpeople                                  | Particulars of Change   |
|----------------------|---|-------------------------------------|--|---|
| Forestry             | Great Britain ..  | First full pay week following 1 May | Adult male forest workers (skilled grades)             | Increases of 2s. a week (5s. to 7s. above the minimum agricultural rate) for Grade I workers, and of 1s. (2s. 6d. to 3s. 6d.) for Grade 2 workers. Rates after change: Grade I 107s. a week, Grade 2 103s. 6d.  |
| Mining and Quarrying | Cleveland .. ..   | 7 May                               | Ironstone miners .. ..                                 | Flat-rate additions to wages, previously granted, increased‡ by 1.2d. a shift (5s. 2.4d. to 5s. 3.6d.) for men and youths 18 years and over, and by 0.6d. (2s. 7.2d. to 2s. 7.8d.) for boys under 18.§  |
|                      | Cumberland .. ..  | 28 May                              | Iron-ore miners .. ..                                  | Cost-of-living net additions to wages, previously granted, increased‡ by 2d. a shift (4s. 11d. to 5s. 1d.) for men and youths 18 years and over, and by 1d. (2s. 5½d. to 2s. 6½d.) for boys.  |
|                      | North Lincolnshire ..                                   | 6 May                               | Ironstone miners and quarrymen                         | Flat-rate additions to wages, previously granted, increased‡ by 1.3d. a shift (8s. 0.2d. to 8s. 1.5d.) for men, by 0.975d. (6s. 0.15d. to 6s. 1.125d.) for youths 18 and under 21 years, and by 0.65d. (4s. 0.1d. to 4s. 0.75d.) for boys under 18.       |
|                      | Notts., Leics., parts of Lincs., Northants. and Banbury | do.                                 | Ironstone miners and quarrymen and limestone quarrymen | Flat-rate additions to wages, previously granted, increased‡ by 1.36d. a shift (7s. 8.48d. to 7s. 9.84d.) for men, by 1.02d. (5s. 9.36d. to 5s. 10.38d.) for youths 18 and under 21 years, and by 0.68d. (3s. 10.24d. to 3s. 10.92d.) for boys under 18.¶ |
|                      | West Cumberland .. ..                                   | 28 May                              | Limestone quarrymen .. ..                              | Cost-of-living net additions to wages, previously granted, increased‡ by 2d. a shift (5s. to 5s. 2d.) for men and youths 18 years and over, and by 1d. (2s. 6d. to 2s. 7d.) for boys.**   |
|                      | South and West Durham .. ..                             | 7 May                               | do.  | Flat-rate additions to wages, previously granted, increased‡ by 1d. a shift (4s. to 4s. 1d.) for men and youths 18 years and over, and by ½d. (2s. to 2s. 0½d.) for boys under 18.††  |

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

† Workpeople who received two or more increases in wages during the period are counted only once in this column.  
‡ Under sliding-scale arrangements based on the official index of retail prices.  
§ Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) totalling 3s. 8d. a shift, plus 9d. to dotal workers whose base rate is less than 8s. 1½d. a shift, for men and youths 18 years and over, with proportional additions for youths and boys, or additions varying at different mines on tonnage rates.

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

†† War bonus, previously granted, of 4s. 1d. a shift for men and youths 18 years and over, and of 2s. 0½d. for boys, remained unchanged.  
‡‡ Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) of 1s. a shift for men and youths 18 years and over, and of 6d. for boys.

## Principal Changes in Rates of Wages Reported during May—continued

| Industry                                | District   | Date from which Change took effect       | Classes of Workpeople  | Particulars of Change  |
|---|--|--|--|--|
| Mining and Quarrying (continued)        | North Wales  | 30 Apr.                                  | Quarry workers and apprentices employed in slate quarries  | Increase of 5s. 6d. a week in bonus. Rates after change, inclusive of bonus, for a five-day week of 44 hours: letting standard—quarrymen 126s. 5d., labourers 121s. 10d. day rate—quarrymen 115s. 7d., labourers 111s.; minimum wage for pieceworkers—quarrymen 111s. 10d., labourers 107s. 3d.; apprentices 39s. 2d. in first year of apprenticeship, rising to 80s. 10d. in the sixth year.  |
|   | Scotland   | 7 May                                    | Workpeople employed in or about shale mines and oil works  | Increases of 1s. 6d. a day for workers 18 years and over, of 9d. for younger workers, and of 2½d. an hour for craftsmen. Rates after change, inclusive of cost-of-living allowance of 3s. a shift, include: underground workers—shale miners minimum make-up rate 25s. a shift, miners' drawers minimum make-up rate 23s., firemen in charge of a working section 27s. 5d., other firemen 23s. 8½d., roadmen 20s. 11d., repairers 21s. 5½d., pit bottomers 19s. 11½d., cloth hangers 19s. 8d., underground haulage motor men 18s. 3½d. to 21s. 3d., according to H.P. of motor; surface workers at mines—labourers, carters, shale inspectors, hammermen, runners, lampmen, hitch repairers, wagon trimmers, weighers and magazine attendants 18s. 5½d.; craftsmen 135s. 5d. a week. |
| Pressed Glass Manufacture               | Gateshead, Sunderland and Knottingley  | First full pay period following 6 April* | Pieceworkers   | Plussage on piecework prices increased from 20 per cent. to 30 per cent. and existing bonus of 20s. a week increased to 23s. when a sixth shift is worked.   |
| Coke Manufacture                        | Scotland, Cumberland, South Durham, Cleveland, Lancashire, Lincolnshire, Northants. and South Wales (certain firms)† | 6 May                                    | Workpeople employed in coke oven plants attached to blastfurnaces  | Flat-rate additions to wages, previously granted, increased‡ by 1-3d. a shift (8s. 0-2d. to 8s. 1-5d. for shift rated workers) or by 0-18d. an hour (1s. 1-12d. to 1s. 1-3d. for hourly rated workers) for men and for women and youths employed on men's work, by 0-97d. a shift (6s. 0-15d. to 6s. 1-12d.) or by 0-13d. an hour (9-84d. to 9-97d.) for youths 18 and under 21 years and for women employed on youths' work, and by 0-65d. a shift (4s. 0-1d. to 4s. 0-75d.) or by 0-09d. an hour (6-56d. to 6-65d.) for boys and for girls doing boys' work.   |
| Soap, Candle and Edible Fat Manufacture | Great Britain  | First pay day in week commencing 7 May   | Shift and relay workers  | Increases of 1d. an hour (3d. to 4d.) in the allowance for shift workers, and of ½d. (1½d. to 2d.) for relay workers.  |
| Pig Iron Manufacture                    | England and Wales  | 6 May                                    | Workpeople employed at blastfurnaces, except those whose wages are regulated by movements in other industries  | Flat-rate additions to wages, previously granted, increased‡ by 1-3d. a shift (8s. 0-2d. to 8s. 1-5d. for shift rated workers) or by 0-18d. an hour (1s. 1-12d. to 1s. 1-3d. for hourly rated workers) for men and for women and youths employed on men's work, by 0-97d. a shift (6s. 0-15d. to 6s. 1-12d.) or by 0-13d. an hour (9-84d. to 9-97d.) for youths 18 and under 21 years and for women employed on youths' work, and by 0-65d. a shift (4s. 0-1d. to 4s. 0-75d.) or by 0-09d. an hour (6-56d. to 6-65d.) for boys and for girls doing boys' work.   |
|   | West of Scotland   | Pay period commencing nearest 1 May      | Workpeople employed at certain blastfurnaces, excluding those engaged on maintenance work  | Flat-rate addition to wages, previously granted, increased‡ by 1-3d. a shift (8s. 0-2d. to 8s. 1-5d.) for men, with usual proportions for youths.  |
| Iron and Steel Manufacture              | Great Britain§   | 7 May                                    | Workpeople employed at steel sheet rolling mills   | Flat-rate additions to wages, previously granted, increased‡ by 1-3d. a shift (8s. 0-2d. to 8s. 1-5d.) for men and women 21 years and over, by 0-975d. (6s. 0-15d. to 6s. 1-125d.) for youths and girls 18 and under 21 years, and by 0-65d. (4s. 0-1d. to 4s. 0-75d.) for those under 18.   |
|   | Great Britain  | 6 May                                    | Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producers, etc.), semi-skilled workers and labourers, etc.) | Flat-rate additions to wages, previously granted, increased‡ by 1-3d. a shift (8s. 0-2d. to 8s. 1-5d. for shift rated workers) or by 0-18d. an hour (1s. 1-12d. to 1s. 1-3d. for hourly rated workers) for men and women, by 0-97d. a shift (6s. 0-15d. to 6s. 1-12d.) for youths and girls 18 and under 21 years, and by 0-65d. a shift (4s. 0-1d. to 4s. 0-75d.) or by 0-09d. an hour (6-56d. to 6-65d.) for those under 18.   |
|   | Great Britain  | do.                                      | Workpeople employed at steel rolling mills   | do.  |
|   | North-East Coast   | do.                                      | Iron puddlers, millmen, semi-skilled workers, labourers, etc., employed at iron puddling furnaces and rolling mills  | do.  |
|   | Great Britain  | do.                                      | Maintenance craftsmen employed on coke oven and blastfurnace plants, in steel melting shops, and in steel rolling mills  | Flat-rate additions to wages, previously granted, increased‡ by 0-18d. an hour (1s. 1-12d. to 1s. 1-3d.) for craftsmen, by 0-13d. (9-84d. to 9-97d.) for apprentices 18 to 21 years, and by 0-09d. (6-56d. to 6-65d.) for apprentices under 18.  |
|   | West of Scotland   | Pay period beginning 28 May              | Workpeople employed at iron puddling forges and mills and sheet mills  | Cost-of-living net additions to wages, previously granted, increased‡ by 2-8d. a shift (8s. 4-8d. to 8s. 7-6d.) for men, by 2-1d. (6s. 3-6d. to 6s. 5-7d.) for youths 18 and under 21 years, and by 1-4d. (4s. 2-4d. to 4s. 3-8d.) for boys under 18.  |
|   | Midlands and parts of South Yorks. and South Lancs.  | Sunday preceding first pay day in June   | Workpeople employed at iron and steel rolling mills and forges, other than those engaged on maintenance work   | Flat-rate additions to wages, previously granted, increased‡ by 2-6d. a shift (8s. 4-1d. to 8s. 6-7d.) for men and women 21 years and over, by 1-95d. (6s. 3-075d. to 6s. 5-025d.) for workers 18 and under 21, and by 1-3d. (4s. 2-05d. to 4s. 3-35d.) for those under 18.  |
|   | South-West Wales   | 6 May                                    | Workpeople employed in Siemens steel manufacture, except bricklayers and carpenters  | Flat-rate additions to wages, previously granted, increased‡ by 1-5d. a shift (7s. 11d. to 7s. 0-5d.) for men and for women employed on men's work, by 1d. (4s. 8d. to 4s. 9d.) for youths 18 and under 21, and by 0-75d. (3s. 5-5d. to 3s. 6-25d.) for youths under 18 years.¶  |
|   | South Wales and Monmouthshire**  | 4 Mar.                                   | Adult male workers employed at iron and steel works  | Increase of 6s. a week in basis rates. Minimum basis rates after change (exclusive of the cost-of-living bonus referred to below): craftsmen 116s. a week, labourers 83s. 6d.  |
|   | do.  | 6 May                                    | Workpeople employed at iron and steel works  | Cost-of-living bonus increased‡ by 5d. a shift (3s. 6d. to 3s. 11d. for skilled craftsmen and 4s. 1d. to 4s. 6d. for other men) for men and women 18 years and over, and by 2½d. (1s. 9d. to 1s. 11½d. or 2s. 0½d. to 2s. 3d.) for those under 18.   |
| Tinplate Manufacture                    | South Wales, Monmouthshire and Gloucestershire   | 1 Apr.                                   | Men, youths (except apprentices), boys, women and girls  | Flat-rate additions to wages, previously granted, increased‡ by 7-4d. a shift (7s. 4-8d. to 8s. 0-2d.) for men and for women engaged specifically to replace male labour, by 5-55d. (5s. 6-6d. to 6s. 0-15d.) for youths 18 and under 21 years and for women 18 years and over, and by 3-7d. (3s. 8-4d. to 4s. 0-1d.) for workers under 18.  |
|   | do.  | 6 May                                    | do.  | Stabilised sliding-scale percentage addition to basis rates increased from 20 per cent. to 26 per cent. Ex-gratia bonus of 7½ per cent. on base rate of 6s. 10½d. or less a day increased to 8½ per cent. The temporary war percentage of 17 per cent. on base rates of 6s. 10½d. or less a day remained unchanged.  |
| Tube Manufacture                        | Newport and Landore  | do.                                      | Men, youths and boys   | Flat-rate additions to wages, previously granted, increased‡ by 1-3d. a shift (8s. 0-2d. to 8s. 1-5d.) for men and for women engaged specifically to replace male labour, by 0-975d. (6s. 0-15d. to 6s. 1-125d.) for youths 18 and under 21 years and for women 18 years and over, and by 0-65d. (4s. 0-1d. to 4s. 0-75d.) for workers under 18.   |

\* These increases were agreed in May and made retrospective to the date shown.

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

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

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

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

¶ These increases are based upon an addition of 1-3d. a shift for men and of proportional amounts for youths and boys, adjusted to the nearest farthing.

\*\* These increases affected employees of firms which are members of the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.

†† These increases (additional to those published on page 206 of the May issue of this GAZETTE) were the result of a revision agreed in May of the cost-of-living sliding scale arrangements, whereby the flat-rate addition to wages for each point is increased from 1-2d. a shift to 1-3d. a shift for men, with proportionate adjustments for other workers.

## Principal Changes in Rates of Wages Reported during May—continued

| Industry  | District                            | Date from which Change took effect                                       | Classes of Workpeople   | Particulars of Change  |
|---|-------------------------------------|--|---|--|
| Galvanising                                       | England and Wales                   | 7 May  | Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing | Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (8s. 0-2d. to 8s. 1-5d.) for men and women 21 years and over, by 0-975d. (6s. 0-15d. to 6s. 1-125d.) for youths and girls 18 and under 21 years, and by 0-65d. (4s. 0-1d. to 4s. 0-75d.) for those under 18.   |
| Road Vehicle Retailing and Repairing              | United Kingdom                      | Beginning of first full pay period following 14 May                      | Women and girls employed inside and outside the workshops   | Increases of 7s. 4d. a week in minimum rates for women 21 years and over, and of 3s. 8d. to 7s. 4d., according to age and area of employment, for girls. Minimum rates after change: women 21 years and over—London area (within a radius of 15 miles from Charing Cross) 78s. 10d. a week, Provinces 75s. 2d.; girls—London area 31s. 2d. at 15, rising to 75s. 2d. at 20, Provinces 29s. 4d. to 71s. 6d.   |
| Lighter Metal Trades                              | Sheffield                           | Beginning of first full pay period following 2 May                       | Light edge tool grinders  | Pieceworkers to receive statement prices (revised for certain items) plus 45 per cent. and a flat-rate bonus of 27s. for a week of 44 hours, instead of statement prices plus 22½ per cent. and a flat-rate bonus of 47s.  |
|   | do.                                 | Beginning of first full pay period commencing on or after 18 Dec., 1950† | Datal workers employed in file manufacture  | Increases of 11s. a week for skilled men 21 years and over, of 8s. for semi-skilled and unskilled men, of 3s. to 7s., according to age, for youths and boys, of 8s. 6d. for female workers 18 years and over, and of 3s. 6d. to 5s. 6d. for girls under 18.  |
| Cutlery Manufacture                               | Great Britain                       | 30 May   | Timeworkers   | Increases of 1d., 2d. or 2½d. an hour, according to occupation, in general minimum time rates for men 21 years or over, of 1½d. to 2½d., according to age, for youths and boys, of 1½d. or 1¾d., according to occupation, for girls. General minimum time rates after change: men 2s. 2d. to 2s. 8½d. an hour, according to occupation, youths and boys 8½d. at under 16, rising to 1s. 8d. at 20; women and girls employed on production 8½d. at under 16, rising to 1s. 8d. at 21 or over, as warehouse workers 8d. to 1s. 6½d.‡   |
|   |                                     |  | Pieceworkers  | Increases of 1½d. to 3d. an hour, according to occupation, in piecework basis time rates for men 21 years or over, of 2d. to 3d., according to age, for youths and boys, of 1½d. or 2d., according to occupation, for women 21 years or over, and of ½d. to 1½d., according to age, for girls. Piecework basis time rates after change: men 2s. 6d. to 3s. 1½d. an hour, according to occupation, youths and boys 9½d. at under 16, rising to 1s. 11d. at 20; women and girls employed on production 9½d. at under 16, rising to 1s. 11d. at 21 or over, as warehouse workers 9½d. to 1s. 9½d.‡  |
| Coffin Furniture Manufacture and Cerement Making  | Great Britain                       | 11 May   | Male and female workers, other than engravers or engravers' assistants:—Coffin furniture section                      | Increases in general minimum time rates of 2½d., 2½d. or 3d. an hour, according to occupation, for male workers 21 years or over, of 2d. or 3d., according to age, for youths and boys, of 3d. (1d. for polishers and platers' assistants) for female workers 21 years or over, and of 2d. or 3d., according to age, for girls. General minimum time rates after change: male workers 21 years or over—dressers, planishers (including wheelers), platers, polishers, pressure die casters or stampers, Grade I 2s. 2½d. an hour, Grade II 2s. 4½d., Grade III 2s. 7d., gravity die casters, press workers, pressure die casters' assistants, platers' assistants or sprayers 2s. 2½d., assemblers, despatchers, packers or warehousemen 2s. 1½d., other workers 2s. 0½d.; youths and boys 1s. 0d. at under 16 years, rising to 1s. 9d. at 20; female workers 21 years and over 1s. 8d. or 1s. 10d., according to occupation, girls 1s. at under 16 years, rising to 1s. 7d. at 20; piecework basis time rates for male or female workers continuing to be 15 per cent. above the appropriate general minimum time rates.§ |
|   |                                     |  | Cerement-making section   | Increases of 2d., 2½d. or 3d. an hour, according to age, in general minimum time rates for female workers other than pinkers or choppers. General minimum time rates after change: 1s. an hour at under 16 years, rising to 1s. 8d. at 21 or over; pinkers or choppers 10 per cent. above these rates; piecework basis time rates to be 15 per cent. above the appropriate general minimum time rate (previously the rate was 1½d. an hour above the appropriate general minimum time rate).§  |
| Surgical Dressings, etc., Manufacture             | Great Britain                       | First pay day on or after 7 May  | Men, youths, boys, women and girls  | Increases of 6s. 6d. a week in minimum time rates for men 21 years and over, of 3s. 6d. for women 18 years and over, and of proportional amounts for juveniles. Minimum rates after change include: men 21 years and over 108s. a week, women 18 years and over 74s.   |
| Pressed Felt Manufacture                          | Rossendale Valley (certain firms)   | First pay day in May   | Men, women and juveniles  | Increases* of 1s. a week for men, and of 8d. for women and juveniles. Minimum rates after change, inclusive of cost-of-living bonus: men 108s. 8d. a week; women 18 years and over, felt production processes 82s. 7d., cutting and stitching 74s. 4d.   |
| Jute Carpet Manufacture                           | Dundee                              | First pay day in May   | Male and female workers   | Cost-of-living bonus increased* by 5 per cent. (15 to 20 per cent.). Minimum inclusive rates after change for timeworkers include: men 21 years and over 100s. 10d. a week, women 20 years and over 67s. 3d.   |
| Textile Bleaching, Dyeing, Printing and Finishing | Lancashire, Cheshire and Derbyshire | Pay day in week ending 26 May  | Mechanics and apprentices   | Increase of 11s. a week of 44 hours (134s. 10d. to 145s. 10d.) for journeymen with proportional increases, according to age, for apprentices.  |
|   |                                     |  | Electricians and apprentices  | Increase of 11s. 3d. a week of 45 hours (136s. 10½d. to 148s. 1½d.) for journeymen, with proportional increases, according to age, for apprentices.  |
| Coir Mat and Matting Manufacture                  | Great Britain                       | Pay day in week ending 5 May   | Men, youths, boys, women and girls  | Increases of 3d. an hour in day work rates for male workers 18 years and over, of 2d. for those 17 and under 18 and for female workers 17 and over, and of ½d., 1d. or 1½d., according to age, for younger workers; increases of 5d. an hour for male pieceworkers, and of 3d. for female pieceworkers. Rates after change: dayworkers—males 10½d. an hour at 15, rising to 2s. 4d. at 21 and over, females 10½d. at 15, rising to 1s. 6d. at 18 and over; pieceworkers—males 2s. 7d., females 1s. 8d.   |
| Fellmongering                                     | Scotland                            | Beginning of first full pay period following 2 Mar.‡                     | Pieceworkers  | Piecework rates previously in operation increased by 7½ per cent.  |
| Ready-Made and Wholesale Bespoke Tailoring        | Northern Ireland                    | 3 May  | Men, youths and boys  | Increases of 2d. an hour in general minimum time rates for workers 22 years or over, and of ½d. to 2d., according to age, for younger workers; increase of 2d. an hour in piecework basis time rates. General minimum time rates after change: workers with not less than 3 years' experience after 19—measure cutters 2s. 7½d. an hour, stock cutters, knife cutters or knifemen, fitters-up, tailors, pressers, machinists (other than plain machinists), passers 2s. 5½d., under-pressers and plain machinists 2s. 2d.; warehousemen (24 years with 2 years' experience) 2s. 3½d., (23 years with 1 year's experience) 2s. 1½d., (22 years with less than 1 year's experience) 2s. 0½d.; packers (24 years with 2 years' experience) 2s. 2½d., (23 years with 1 year's experience) 2s. 1½d., (22 years with less than 1 year's experience) 2s. 0½d.; porters and other workers 22 years or over 2s. 0½d.; piecework basis time rates 2s. 3d. to 2s. 9½d., according to occupation.¶   |
|   |                                     |  | Women and girls   | Increases of 2d. an hour in general minimum time rates for workers other than learners, and of 1d. to 2½d., according to age and period of learnership, for learners; increase of 2d. an hour in piecework basis time rate. General minimum time rates after change include: conveyor belt machinists 1s. 7½d. an hour, other workers except learners 1s. 5½d.; piecework basis time rate 1s. 7½d.¶  |

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

† These increases were agreed in May and had retrospective effect to the date shown.

‡ These increases took effect under an Order issued under the Wages Councils Act. See page 262.

§ These increases took effect under an order issued under the Wages Councils Act. See page 218 of the May issue of this GAZETTE.

¶ This increase was agreed in May and made retrospective to the date shown.

¶ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 218 of the May issue of this GAZETTE.

## Principal Changes in Rates of Wages Reported during May—continued

| Industry   | District  | Date from which Change took effect | Classes of Workpeople   | Particulars of Change  |
|--|---|------------------------------------|---|--|
| Dressmaking and Women's Light Clothing Manufacture | England and Wales   | 30 May                             | Men, youths and boys  | Increases of 2d. an hour in general minimum time rates for workers 21 years or over, and of 1½d. or 2d., according to age, for younger workers; increase of 2d. an hour in piecework basis time rates. General minimum time rates after change include: cutters in wholesale manufacturing branch (21 years or over with not less than 4 years' experience) 2s. 6d. an hour, other workers 21 years or over 2s. 1½d., youths and boys 10d. at under 16, rising to 1s. 9½d. at 20; piecework basis time rates—cutters 2s. 8d., all other workers 2s. 3½d.*  |
|  |   |                                    | Women and girls (retail bespoke branch)                             | Increases of 2½d. or 2d. an hour, according to occupation and area, in general minimum time rates for workers 20 years or over, and of 1½d. to 2½d., according to period of learnership and area, for learners. General minimum time rates after change: bodice, coat, skirt, gown or blouse hands 20 years or over—Area A 1s. 5½d. an hour, Area B 1s. 7½d., Area C 1s. 8½d.; all other workers except learners 1s. 3½d., 1s. 5½d., 1s. 7d.; learners A 6½d. during first six months, rising to 10½d. in the third year or subsequent year if still under 18, B 7½d. to 1s., C 9½d. to 1s. 3d.*   |
|  |   |                                    | Women and girls (wholesale manufacturing branch)                    | Increases of 2d. an hour in general minimum time rates for workers other than learners, and of 1½d. or 2d., according to period of learnership, for learners; increase of 2d. an hour in piecework basis time rate. General minimum time rates after change: conveyor belt machinists 1s. 8½d. an hour, other workers except learners 1s. 7d., learners 9½d. during first six months, rising to 1s. 3d. in the third year; piecework basis time rate 1s. 8½d.*   |
| Shirt, Collar, Tie, etc., Making                   | Northern Ireland  | 29 May                             | Workpeople employed in the factory branch:—<br>Men, youths and boys | Increases of 2d. an hour in general minimum time rates for workers 21 years or over, and of 1½d. or 2d., according to age, for younger workers; increase of 2d. an hour in piecework basis time rates. General minimum time rates after change include: cutters with not less than 5 years' experience 2s. 6d. an hour, other workers 21 years or over 2s. 1½d.; piecework basis time rates—cutters 2s. 8d. an hour, other workers 2s. 3½d.†   |
|  |   |                                    | Women and girls   | Increases of 2d. an hour in general minimum time rates for workers other than learners, and of 1½d. or 2d., according to age and period of learnership, for learners; increase of 2d. an hour in piecework basis time rate. General minimum time rates after change include: conveyor belt machinists 1s. 7½d. an hour, other workers except learners 1s. 5½d.; piecework basis time rate 1s. 7½d.†  |
| Hat and Cap Making and Millinery                   | England and Wales   | 4 May                              | Men, youths and boys  | Increases of 2d. an hour in general minimum time rates and piecework basis time rates for all workers. General minimum time rates after change include: workers in specified occupations 2s. 6d. an hour, other workers 21 years or over 2s. 1½d., youths and boys 10½d. at under 16, rising to 1s. 9½d. at 20; piecework basis time rates: workers in specified occupations 2s. 8d. an hour, other workers 2s. 3½d.‡  |
|  |   |                                    | Women and girls   | Increases of 2d. an hour in general minimum time rates and piecework basis time rate for all workers. General minimum time rates after change: workers other than learners 1s. 7d. an hour, learners 9½d. during first six months, rising to 1s. 3d. during the third year or subsequent year if still under 18 years; piecework basis time rate: 1s. 8½d. an hour.§   |
| Military Cork Head-dress Making                    | London  | 8 May                              | Men   | Increase of 3 per cent. (43 to 46 per cent.) on current piece rates.   |
| Corset Making                                      | Great Britain   | 28 May                             | Men, youths and boys  | Increases of 3d. an hour in general minimum time rates for workers engaged in certain specified occupations, of 3d. for other male workers 21 years or over, and of 1½d. or 2d., according to age, for younger workers; increase of 3d. an hour in piecework basis time rates. General minimum time rates after change: workers employed in cutting, marking-out (other than process working), hand-pressing, matching-up or shading (with not less than 5 years' experience after 18) 2s. 8½d. an hour, (less than 5 but not less than 3 years' experience after 18) 2s. 6½d.; workers employed in folding, hand-fitting, parting, separating or making-up (with not less than 3 years' experience after 18) 2s. 6d.; warehousemen or packers 21 or over (with not less than 2 years' experience) 2s. 5½d.; other workers 21 or over 2s. 4d.; youths and boys 10d. at under 16, rising to 1s. 9½d. at 20; piecework basis time rates for workers employed on specified occupations, 2d. an hour higher than the appropriate general minimum time rate, other workers 2s. 5½d. an hour.* |
|  |   |                                    | Women and girls   | Increases of 3d. an hour in general minimum time rates for workers other than learners, and of 1½d. or 2d., according to period of learnership, for learners; increase of 3d. an hour in piecework basis time rate. General minimum time rates after change: workers other than learners 1s. 8d. an hour; learners 9½d. during first six months, rising to 1s. 3d. during 3rd year; piecework basis time rate for workers of any age 1s. 9½d. an hour.*  |
| Boot and Shoe Manufacture                          | Rossendale Valley and Burnley, Bury, Great Harwood, Rochdale and St. Anne's | First making-up day in May         | Shoe and slipper operatives   | Increase of 2½ per cent. (5 to 7½ per cent.) on basic wage rates.  |

\* These increases took effect under Orders issued under the Wages Councils Act. See page 261.

† These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 262.

‡ These increases took effect under an Order issued under the Wages Councils Act. See page 218 of the May issue of this GAZETTE. The new rates have, by agreement, been in operation since 23rd April, pending the issue of the Order giving them statutory effect.

§ These increases took effect under an Order issued under the Wages Councils Act. See page 218 of the May issue of this GAZETTE.

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

## Principal Changes in Rates of Wages Reported during May—continued

| Industry   | District                          | Date from which Change took effect                  | Classes of Workpeople                         | Particulars of Change  |
|--|-----------------------------------|---|---|--|
| Flour Milling  | Great Britain (certain districts) | 30 Apr.*  | Men and youths                                | Increases of 2s. a week for adult male workers in Class BB mills, and of 4s. in Class C mills, with proportional increases for youths. Rates after change include: men 21 years and over—first rollermen on shift work, Class BB mills 122s. 6d. a week, Class C mills 120s., shiftworkers' minimum rate 104s., 102s., general labourers on day work 100s. 6d., 100s.  |
| Baking   | Northern Ireland                  | 10 May  | Male workers                                  | Increases in general minimum time rates of 6s. a week in Area A and 5s. 9d. in Area B for journeymen bakers, doughmakers, ovenmen and confectionery mixers, and of 3s. or 2s. 9d. for apprentice bakers. General minimum time rates after change, inclusive of "additional payments": journeymen bakers Area A 124s. a week, Area B 118s., doughmakers, ovenmen and confectionery mixers 129s., 122s. 9d., apprentice bakers 7s. 6d. or 35s. 9d. during first year of apprenticeship, rising to 70s. or 66s. 6d. during fifth year.†   |
|  |                                   |   | Female workers                                | Increases in general minimum time rates of 4s. a week in Area A and 3s. 9d. in Area B for workers 18 years and over, of 2s. 6d. for younger workers, and of 2s. 6d., 3s. 9d. or 4s., according to area and year of learnership, for learners. General minimum time rates after change: bakers Area A 85s. a week, Area B 80s. 9d., learners 42s. or 40s. during first year of learnership, rising to 74s. or 70s. 3d. during fifth year, other female workers 37s. 6d. or 35s. 9d. at under 16 years, rising to 67s. or 63s. 6d. at 21 and over.†  |
| Milk Products Manufacture  | Scotland                          | End of first full pay period in Feb.‡               | Men, youths, boys, women and girls            | Increases of 7s. a week in minimum rates for male and female workers 21 years and over, of 5s. for those 18 and under 21, and of 3s. 6d. for younger workers. Minimum rates after change, inclusive of bonus, include: men 21 years and over—foremen 124s. a week, creamery engineers 121s. 6d., principal cheesemakers 119s., principal milk receivers 116s. 6d., assistant milk receivers and men in charge of processing 114s., second cheesemakers, can washers and boilermen 111s. 6d., other workers 110s.; women 21 years and over 78s.   |
|  |                                   |   | Brewing                                       | London   |
| Aerated Waters Manufacture   | England and Wales                 | 3 May   | Driver - salesmen, delivery workers and mates | Increases of 6s. a week in minimum rates for driver-salesmen, of 3s. for delivery workers 19 years and under on vehicles with carrying capacity of 1 ton or less, of 6s. for other delivery workers, of 6s. for mates 20 years or over, and of 3s., 2s. or 1s. 10d., according to age, for younger workers. Minimum rates after change for male and female workers: driver-salesmen (of any age) of mechanically propelled or horse-drawn vehicles 110s. a week; delivery workers on mechanically propelled vehicles with carrying capacity of 1 ton or less 65s. at under 18 years, rising to 110s. at 21 or over; delivery workers (of any age) on mechanically propelled vehicles with carrying capacity of over 1 ton and up to 2 tons, or on one-horse vehicles 110s., over 2 tons and up to 5 tons or two-horse vehicles 116s., over 5 tons and up to 8 tons 122s., over 8 tons and up to 12 tons 126s., over 12 tons 130s.; mates 38s. 4d. at under 16 years, rising to 106s. at 21 or over.‡ |
| Cane, Willow and Woven Fibre Furniture Manufacture                       | Great Britain                     | First full pay week beginning on or after 14 May    | Men, youths, boys, women and girls            | Supplementary cost-of-living scale reintroduced, resulting in an additional supplementary cost-of-living allowance for each hour worked of 3d. for men 21 years and over, and of proportional amounts for women and juveniles.¶ Rates after change for timeworkers, consisting of the aggregate of the current minimum time rate (i.e., basic rate plus cost-of-living bonus of 8½d. an hour for men) and the new supplementary cost-of-living allowance: journeymen 21 years and over and women employed on men's work, in London district (within a 30-mile radius from Charing Cross) 2s. 11d. an hour, Provincial districts 2s. 9d., hand sandpaperers 2s. 6½d., 2s. 5d., labourers and porters 2s. 5½d., 2s. 4d., plus in all cases 3d. an hour supplementary cost-of-living allowance; journeywomen 19 years and over, London district 1s. 11½d., Provincial districts 1s. 10d., other women 1s. 7½d., 1s. 6½d., plus in all cases 2d. an hour supplementary cost-of-living allowance.         |
| Wood Box and Packing Case and Wooden Container Manufacture               | England and Wales                 | First full pay week following 27 May                | Men and women                                 | Increases of 3d. an hour for men 21 years and over, and of 2½d. for women 21 years and over. National minimum rates after change include: men—sawyers and machinists 2s. 11½d. an hour, box and packing case makers, printing, branding, handholing, doweling and nailing machinists 2s. 10½d., labourers 2s. 7d.; women—box and packing case makers, printing, branding, handholing, doweling and nailing machinists 1s. 11½d., labourers 1s. 9½d.  |
| Paper Making, Paper Coating and Board Making (including Hand Made Paper) | United Kingdom                    | Beginning of first full pay period following 11 May | Dayworkers                                    | Increases of 2½d. an hour for men 21 years and over, of 5½d. for youths 20 and under 21, of 4½d. for youths 19 and under 20, and of 2½d. for youths and boys under 19 and for all female workers. Minimum rates after change include: men 21 years and over, Class 1 occupations 2s. 8½d. an hour (handmade mills only), Class 1A 2s. 6½d., Class 2 2s. 5½d., Class 3 2s. 4½d.; women 18 years and over 1s. 8d.  |
|  |                                   |   | Shiftworkers                                  | Increases of 3d. an hour for men 21 and over, of 7½d. for youths 20 and under 21, of 5½d. for youths 19 and under 20, and of 2½d. for youths and boys under 19. Minimum rates after change: Class 1 occupations 3s. 0½d. an hour, Class 1A 2s. 10½d., Class 2 2s. 9½d., Class 3 2s. 8½d.   |
| Wallpaper Manufacture  | England                           | First pay day in April**                            | Men, youths, boys, women and girls            | Minimum weekly rates increased by approximately 7½ per cent. (based on the provincial minimum rates current prior to April, 1951) for skilled workers and for adult and juvenile apprentices, by 6½ per cent. for semi-skilled adult workers and juveniles, and by 5 per cent. for unskilled adult workers and juveniles.  |

\* These increases were agreed in May, with operative effect from the date shown.

† These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland), and apply to workers in home bakeries and in other baking establishments. See page 262. Area A consists of the County Borough of the City of Belfast and districts within 15 statute miles therefrom, and Area B all other districts.

‡ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 262. Area A consists of the County Borough of the City of Belfast and districts within 15 statute miles therefrom, Area B the County Borough of the City of Londonderry, and Area C all other districts.

§ These increases took effect under an award made in April by a single arbitrator appointed under the Industrial Courts Act, and were made retrospective to the date shown.

¶ These increases took effect under an Order issued under the Wages Councils Act. See page 218 of the May issue of this GAZETTE.

\*\* The new supplementary cost-of-living allowance is related to a sliding scale based on the index of retail prices, the present allowance of 3d. an hour for men corresponding to an index figure of 117. Changes in the allowances are to be made quarterly in July, October, January, and April in accordance with the index figures published in the preceding months of May, August, November and February. The allowance is a separate payment to be made for all hours worked, and is not to be included for the purpose of calculating payment-by-result bonuses or additional payments for overtime.

\*\*\* These rates became operative on the pay day in week commencing 7 May, with retrospective effect to the date shown.



## Principal Changes in Rates of Wages Reported during May—continued

| Industry   | District                           | Date from which Change took effect    | Classes of Workpeople  | Particulars of Change  |
|--|------------------------------------|---------------------------------------|--|--|
| Newspaper Printing   | London and Manchester              | First full pay week following 6 Feb.* | Workpeople (except journalists in London) engaged in the production of national morning, evening and Sunday newspapers   | Increase in basic minimum rates for all adult workers regularly employed in London offices of 12s. a week where the present basic minimum weekly wage is over 190s., of 10s. 6d. where it is under 150s. and not over 190s., and of 9s. where it is under 150s. (exclusive of extras in each case); adjustment of Saturday-night rates, resulting in increases of varying amounts according to occupation; rates for workers in Manchester offices increased by the same amounts as for the corresponding classes in London.*  |
| Cinematograph Film Production                              | United Kingdom                     | First pay day in May                  | Technical workers whose normal salaries do not exceed £19 10s. a week, and learners, employed in producing newsreels<br>Laboratory workers, including technical and clerical workers and certain other workers employed in film printing and processing laboratories | Cost-of-living bonus increased† by 6d. a week (33s. to 33s. 6d.) at 21 years and over, and by 4d. (22s. to 22s. 4d.) at under 21.<br>do. do.   |
| Heating, Ventilating and Domestic Engineering Installation | Great Britain                      | 7 May                                 | Apprentices  | Increase of 1d. an hour. Rates after change: Grade A (London—within 15-miles radius of Charing Cross)—under 17 years of age 1s. 1½d. an hour, 17 and under 18 1s. 7½d., 18 and under 19 2s., 19 and under 20 2s. 4½d., 20 and under 21 2s. 9d., Grade B (all other districts in Great Britain) 1s. 0½d., 1s. 6½d., 1s. 11d., 2s. 3½d., 2s. 8d. (in Scotland the rates are payable according to year of apprenticeship).  |
| Civil Engineering Construction                             | Great Britain (certain districts)  | 7 May                                 | Men, youths and boys (except watchmen)<br>Watchmen   | Increase of 1d., 1d. or 1½d. an hour for adult workers, and of proportional amounts for younger workers, as a result of the upgrading to Class I for wages purposes of districts hitherto classified as Class IA, 2 or 2A. Rates after change for navvies and labourers: London super-grade 2s. 9½d. an hour, Class I (remainder of Great Britain) 2s. 8d.<br>Increase of 6d. a shift, as a result of the upgrading to Class I for wages purposes of districts hitherto classified as 2 or 2A. Rates after change: London super-grade 17s. 3d. a shift (day or night), Class I 16s.  |
| Road Roller Hire Service                                   | Great Britain                      | Day following first pay day in Apr.   | Road roller drivers employed by firms engaged in hire service, except those whose wages are regulated by other agreements  | Increase of 6s. a week (104s. to 110s.).   |
| Post Office  | Great Britain and Northern Ireland | 1 Jan.‡                               | Manipulative grades (including postmen, postmen higher grade, male and female telegraphists, telephonists, and postal and telegraph officers, etc.)<br>Male cleaners, doorkeepers, liftmen and handymen<br>Women cleaners  | Increase of 8s. a week for male workers 21 years and over (10s. for Class III postmen 21 years and over), of 6s. 6d. for female workers 21 years and over, and of 4s. for juveniles under 21 years. Weekly rates after change for workers 21 years and over include: postmen—London 106s. at 21 years, rising to 134s.; Provinces, Class I 102s. to 125s., Class II 100s. to 121s., Class III 100s. to 119s.; postmen, higher grade—London 120s. 6d. at 24 years or under rising to 146s., Class I 113s. to 137s., Class II 110s. to 132s., Class III 108s. to 127s.; telegraphists (male)—London 108s. 6d. at 21 years, rising to 152s., Class I 105s. to 141s., Class II 102s. to 135s., Class III 100s. to 131s.; telegraphists (female)—London 100s. at 21 years, rising to 117s. 6d., Class I 96s. 6d. to 109s. 6d., Class II 93s. 6d. to 104s. 6d., Class III 91s. 6d. to 102s.; telephonists (male)—London 106s. at 21 years, rising to 148s., Class I 102s. 6d. to 140s., Classes II and III 100s. 6d. to 136s.; telephonists (female)—London 99s. at 21 years, rising to 114s. 6d., Class I 94s. 6d. to 107s. 6d., Class II 91s. 6d. to 102s. 6d., Class III 90s. to 100s. 6d.; postal and telegraph officers (male)—London 110s. at 21 years, rising to 172s., Class I 107s. to 162s., Class II 105s. 6d. to 157s., Class III 104s. to 152s.; postal and telegraph officers (female)—London 101s. 6d. at 21 years, rising to 137s. 6d., Class I 98s. 6d. to 129s. 6d., Class II 97s. to 125s. 6d., Class III 95s. 6d. to 121s. 6d.‡<br>Increase of 6s. a week. Weekly rates after change: London 106s. on entry, rising to 109s. after 1 year's service, Class I 103s. to 106s., Classes II and III 100s. to 103s.‡<br>Increases of 8s. or 10s. a week. Weekly rates after change: London 92s., Class I 88s., Classes II and III 85s.‡ |
| Cold Storage Industry                                      | Great Britain                      | 14 May                                | Male workers 19 years and over, other than clerical and supervisory grades and engineering operating staff   | Increase in the national minimum wage of 8s. 6d. a week (104s. to 112s. 6d.).  |
| Coal Distribution  | London                             | 28 May                                | Motor drivers, horse carters, trolley-men and loaders  | Increase in tonnage rates of 4d. a ton for loaders at sidings, of 3d. for horse carmen and mechanical transport drivers, and of 2d. through shoots and 4d. off ground for loaders at bays and shoots; increases of 2s. (15s. to 17s.) in minimum daily rate, and of 20s. (35s. to 105s.) in over-riding weekly minimum rate; output bonus, payable in addition to and based on the total weekly earnings, adjusted as follows: mechanical transport drivers and loaders at sidings 1s. when earnings exceed 120s. a week (previously the amount was 110s.), rising to 20s. when earnings exceed 180s. a week, horse carmen 1s. at over 105s. (previously the amount was 95s.) to 20s. 6d. at over 170s., loaders at bays and shoots 1s. at over 140s. (previously the amount was 130s.) to 20s. at over 200s.  |
| Wholesale Grocery  | Ulster                             | 1 Apr.‡                               | Transport workers  | Increase of 7s. a week. Rates after change: drivers of vehicles of 2 tons or over carrying capacity 115s. a week, of under 2 tons 107s., lorry assistants 21 years and over 106s.‡   |
| Retail Meat Distribution                                   | England and Wales                  | Week commencing 13 May                | Managers and manageresses<br>Men, youths, boys, women and girls employed in general butchers' shops<br>Men, youths, boys, women and girls employed in pork butchers' shops   | Increase of 9s. or 10s. a week, according to weekly trade. Minimum weekly rates after change: managers—London 122s. a week where weekly trade does not exceed £50, to 162s. where weekly trade does not exceed £300, Provincial A areas 118s. to 158s., Provincial B areas 112s. to 154s.; manageresses to receive 10s. a week less than managers' rates.<br>Increases of 4s. 6d. to 7s. 6d. a week, according to age, for male shop assistants and cashiers and of 3s. 6d. to 6s., according to age, for female workers. Minimum weekly rates after change: male shop assistants and cashiers—London 46s. 6d. at 16, rising to 113s. 6d. at 24, Provincial A areas 41s. 6d. to 109s. 6d., Provincial B areas 38s. 6d. to 103s. 6d.; female shop assistants and cashiers—London 39s. 6d. at 16 to 81s. at 24, A 35s. to 77s., B 31s. 6d. to 70s.; females mainly engaged in cutting and acting as general butchers' assistants—London 42s. 6d. at 16 to 85s. at 24, A 38s. to 81s., B 34s. 6d. to 74s.<br>Increases of 7s. 6d. a week for first machinemens, of 4s. 6d. to 7s. 6d., according to age, for male assistants engaged as cutters, salesmen or makers-up, and of 3s. 6d. to 6s., according to age, for female assistants wholly or mainly engaged as makers-up. Minimum weekly rates after change: first machinemens engaged mainly in making-up—London 124s. 6d., A 120s. 6d., B 116s. 6d.; first machinemens with 3 or more assistants 134s. 6d., 130s. 6d., 126s. 6d.; male assistants engaged as cutters, salesmen or makers-up—London 46s. 6d. at 16, rising to 113s. 6d. at 24, A 41s. 6d. to 109s. 6d., B 38s. 6d. to 103s. 6d.; female assistants wholly or mainly engaged as makers-up—London 42s. 6d. at 16 to 85s. at 24, A 38s. to 81s., B 34s. 6d. to 74s.   |

\* These increases were agreed between the Newspaper Proprietors' Association and the trade unions concerned in February, March, April or May, and were made retrospective to the date shown. The agreements provide that, where in individual cases merit money is more than 20s. in excess of the existing weekly rate, payment of the whole or any part of this increase shall be at the discretion of the management.  
† Under sliding-scale arrangements based on the official index of retail prices.  
‡ Including boiler attendants, storemen, transport mechanics, transport drivers, charge-hand cleaners, cleaners, commissionaires, doormen and gatemen, charge-hand painters, painters, painters' mates, carpenters, carpenters' mates and general labourers.  
§ These increases, which relate to full-time staff, were the result of awards of the Civil Service Arbitration Tribunal, dated 21st May, and had retrospective effect to the date shown. Part-time workers received *pro rata* increases. London rates are paid to all staff employed within the London Postal Area. In general, Class I rates are paid at offices outside the London Postal Area but within a radius of 12 miles from Charing Cross and at large provincial towns. Class II rates are paid at medium sized towns, and Class III rates elsewhere.  
|| This increase was the result of an award by the National Arbitration Tribunal (Northern Ireland) dated 11th May, 1951, with retrospective effect to the date shown. These rates apply to member firms of the Ulster Wholesale Grocers' Association.

## Principal Changes in Rates of Wages Reported during May—continued

| Industry     | District      | Date from which Change took effect | Classes of Workpeople  | Particulars of Change  |
|--------------|---------------|------------------------------------|--|--|
| Fire Service | Scotland      | 4 May                              | Whole-time section leaders, leading firemen and firemen employed by Fire Brigades  | Increase of 7s. 6d. a week. Rates after change: section leaders 180s. 6d. a week during first year of service after promotion, rising to 195s. 6d. after 5 years' service; leading firemen 157s. 6d. during first year of service after promotion, rising to 175s. 6d. after 6 years' service; firemen 20 years of age or over 138s. 6d. during first two years of service, then rising by yearly increments of 3s. a week to 159s. 6d. after 8 years' service and by two further increments of 4s. after 10 and 15 years' service to a maximum of 167s. 6d.*  |
| Catering     | Great Britain | 4 May                              | Workpeople employed in unlicensed places of refreshment†—<br>Male and female clerical assistants and cashiers<br>Male and female refreshment bar, buffet or service attendants, service cooks and other workers (unspecified) except managers, manageresses and shop assistants<br>Male and female cooks and assistant cooks, and female hostesses, receptionists or seaters | Increase in minimum rates of 10s. 6d. a week in London and Provincial A areas and 9s. 6d. in Provincial B area for men 21 years or over, of 7s. and 6s. for women 21 or over, and of 4s. 6d., 3s. 6d. or 2s. 6d., according to age and area, for younger workers. Minimum rates after change for adults: men, London area 95s. 6d. a week, Provincial A 92s. 6d., Provincial B 89s. 6d., women 69s. 6d., 66s. 6d., 63s. 6d.‡<br>Increases in minimum rates of 8s. 6d. a week in London and Provincial A areas and 7s. 6d. in Provincial B area for men 21 years or over, of 5s. or 4s. for women 21 or over, and of 4s. 6d., 3s. 6d. or 2s. 6d., according to age and area, for younger workers. Minimum rates after change for adults: refreshment bar, buffet or service attendants—men, London area 93s. 6d. a week, Provincial A 90s. 6d., Provincial B 87s. 6d., women 67s. 6d., 64s. 6d., 61s. 6d.; service cooks—men 96s., 93s., 90s., women 70s., 67s., 64s.; other (unspecified) workers—men 91s., 88s., 85s., women 65s., 62s., 59s.‡<br>Increases in minimum rates of 7s. 6d. a week in London and Provincial A areas and 6s. 6d. in Provincial B area for men 21 years or over, of 4s. or 3s. for women 21 or over, and of 4s. 6d., 3s. 6d. or 2s. 6d., according to age and area, for younger workers. Minimum rates after change for adults: cooks—men, London area 110s. a week, Provincial A 107s., Provincial B 104s., women 84s., 81s., 78s.; assistant cooks—men 100s., 97s., 94s., women 74s., 71s., 68s.; women hostesses, receptionists or seaters—71s. 6d., 68s. 6d., 65s. 6d.‡ |

\* Scales of pay for section leaders, leading firemen and firemen are set out in Regulations made under the Fire Services Act, 1947. See page 265.  
† Unlicensed places of refreshment include cafés, teashops, restaurants, coffee stalls, snack bars and similar places.  
‡ These increases took effect under an Order issued under the Catering Wages Act, 1943. See page 218 of the May issue of this GAZETTE. The minimum rates quoted are payable where the employer supplies the worker with meals of good and sufficient quality and quantity, whilst on duty, and where overalls or uniform, if worn by the worker when at work, are laundered or cleaned at the expense of the employer, the minimum rates are to be increased by 12s. a week and 1s. a week, respectively. Minimum rates at a lower level are also fixed under this Order for workers in each occupation who are provided with full board and lodgings for 7 days a week; these rates are applicable without variation in all areas. The minimum rates of wages for assistant managers and manageresses, assistants in charge, floor supervisors, clerks, waiters, waitresses, chefs, head cooks and transport drivers remain unchanged.

## Index of Rates of Wages

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

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

The figures, on the basis of 30th June, 1947=100, are shown in the next column.

| Date (end of month) | Men | Women | Juveniles | All Workers |
|---------------------|-----|-------|-----------|-------------|
| 1947                |     |       |           |             |
| June .. ..          | 100 | 100   | 100       | 100         |
| December ..         | 103 | 103   | 106       | 103         |
| 1948                |     |       |           |             |
| June .. ..          | 105 | 107   | 108       | 106         |
| December ..         | 107 | 109   | 110       | 107         |
| 1949                |     |       |           |             |
| June .. ..          | 108 | 111   | 112       | 109         |
| December ..         | 109 | 112   | 113       | 109         |
| 1950                |     |       |           |             |
| March .. ..         | 109 | 113   | 114       | 110         |
| June .. ..          | 109 | 113   | 114       | 110         |
| September ..        | 110 | 114   | 114       | 110         |
| December ..         | 113 | 116   | 118       | 114         |
| 1951                |     |       |           |             |
| January .. ..       | 115 | 118   | 119       | 115         |
| February ..         | 115 | 118   | 120       | 116         |
| March .. ..         | 116 | 119   | 121       | 117         |
| April .. ..         | 117 | 120   | 122       | 118         |
| May .. ..           | 117 | 121   | 123       | 118         |

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## Industrial Disputes

### DISPUTES IN MAY

The number of stoppages of work\* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in May, was 169. In addition, 20 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 189 stoppages, including workers thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes, is estimated at nearly 58,000. The aggregate number of working days lost at the establishments concerned, during May, was about 190,000.

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

| Industry Group                        | Number of Stoppages in progress in Month |                  |            | Number of Workers involved in all Stoppages in progress in Month | Aggregate Number of Working Days lost in all Stoppages in progress in Month |
|---------------------------------------|--|------------------|------------|--|---|
|                                       | Started before beginning of Month        | Started in Month | Total      |  |   |
| Coal Mining ..                        | 2  | 112              | 114        | 9,400  | 15,000  |
| Engineering ..                        | 6  | 11               | 17         | 2,700  | 11,000  |
| Vehicles ..                           | —  | 5                | 5          | 15,200   | 11,000  |
| Building and Contracting ..           | 4  | 7                | 11         | 4,500  | 12,000  |
| Transport, etc. ..                    | 2  | 8                | 10         | 23,400   | 133,000   |
| All remaining industries and services | 6  | 26               | 32         | 2,500  | 8,000   |
| <b>Total, May, 1951 ..</b>            | <b>20</b>                                | <b>169</b>       | <b>189</b> | <b>57,700</b>  | <b>190,000</b>  |
| <i>Total, April, 1951 ..</i>          | <i>14</i>                                | <i>178</i>       | <i>192</i> | <i>46,100</i>  | <i>152,000</i>  |
| <i>Total, May, 1950 ..</i>            | <i>6</i>                                 | <i>127</i>       | <i>133</i> | <i>22,300</i>  | <i>51,000</i>   |

Of the total of 190,000 days lost in May, 117,000 were lost by 52,200 workers involved in stoppages which began in that month. Of these workers, 50,100 were directly involved and 2,100 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred but not themselves parties to the disputes). The number of days lost in May also included 73,000 days lost by 5,500 workers through stoppages which had continued from the previous month.

#### Duration

Of 162 stoppages of work, owing to disputes, which ended during May, 71, directly involving 2,200 workers, lasted not more than one day; 41, directly involving 6,600 workers, lasted two days; 17, directly involving 1,900 workers, lasted three days; 18, directly involving 4,300 workers, lasted four to six days; and 15, directly involving 6,900 workers, lasted over six days.

#### Causes

Of the 169 disputes leading to stoppages of work which began in May, 16, directly involving 3,100 workers, arose out of demands for advances in wages, and 63, directly involving 18,200 workers, on other wage questions; 2, directly involving 400 workers, on questions as to working hours; 26, directly involving 5,500 workers, on questions respecting the employment of particular classes or persons; 58, directly involving 22,400 workers, on other

questions respecting working arrangements; and 3, directly involving 200 workers, on questions of trade union principle. One stoppage, directly involving 300 workers, was in support of workers involved in another dispute.

### DISPUTES IN THE FIRST FIVE MONTHS OF 1951 AND 1950

The following Table gives an analysis, by groups of industries, of all stoppages of work through industrial disputes in the United Kingdom in the first five months of 1951 and 1950:—

| Industry Group                  | January to May, 1951                    |   |  | January to May, 1950                    |   |  |
|---------------------------------|---|---|--|---|---|--|
|                                 | Number of Stoppages beginning in period | Number of Workers involved in all Stoppages in progress | Aggregate Number of Working Days lost in all Stoppages in progress | Number of Stoppages beginning in period | Number of Workers involved in all Stoppages in progress | Aggregate Number of Working Days lost in all Stoppages in progress |
| Agriculture, Forestry, Fishing  | —                                       | —   | —  | 2                                       | 3,200   | 39,000   |
| Coal Mining ..                  | 453                                     | 45,100†   | 94,000   | 403                                     | 51,000†   | 112,000  |
| Other Mining and Quarrying      | 4                                       | 100   | ‡  | 1                                       | ‡   | ‡  |
| Treatment of Non-ferrous Metals | —                                       | —   | —  | —                                       | —   | —  |
| Chemicals and Allied Trades     | 8                                       | 600   | 1,000  | 3                                       | 100   | 1,000  |
| Metal Manufacturing ..          | —                                       | —   | —  | 2                                       | 1,000   | 6,000  |
| Shipbuilding and Ship Repairing | 11                                      | 1,600   | 9,000  | 16                                      | 5,300   | 34,000   |
| Engineering ..                  | 42                                      | 3,600   | 22,000   | 24                                      | 7,100   | 31,000   |
| Vehicles ..                     | 41                                      | 13,000  | 49,000   | 32                                      | 5,600   | 19,000   |
| Other Metal Industries          | 28                                      | 24,600  | 152,000  | 23                                      | 12,800  | 58,000   |
| Textiles ..                     | 12                                      | 1,100   | 6,000  | 9                                       | 800   | 4,000  |
| Leather, etc. ..                | 5                                       | 1,400   | 5,000  | 6                                       | 400   | 1,000  |
| Clothing ..                     | —                                       | —   | —  | 1                                       | 100   | 1,000  |
| Food, Drink and Tobacco ..      | 3                                       | 700   | 1,000  | 3                                       | 100   | ‡  |
| Manufactures of Wood and Cork   | 8                                       | 5,100   | 17,000   | 3                                       | 200   | 1,000  |
| Paper and Printing              | 5                                       | 1,000   | 3,000  | 17                                      | 1,700   | 11,000   |
| Other Manufacturing Industries  | 1                                       | ‡   | ‡  | 3                                       | 200   | ‡  |
| Building and Contracting ..     | 3                                       | 800   | 4,000  | 3                                       | 1,100   | 2,000  |
| Gas, Electricity and Water ..   | 52                                      | 14,100  | 51,000   | 39                                      | 7,500   | 22,000   |
| Transport, etc. ..              | 2                                       | 2,400   | 60,000   | 2                                       | 900   | 11,000   |
| Distributive Trades             | 41                                      | 64,200†   | 427,000  | 30                                      | 22,500†   | 131,000  |
| Other Services ..               | 7                                       | 700   | 1,000  | 6                                       | 1,300   | 2,000  |
|                                 | 10                                      | 700   | 2,000  | 8                                       | 600   | 7,000  |
| <b>Total ..</b>                 | <b>736</b>                              | <b>180,800†</b>   | <b>904,000</b>   | <b>636</b>                              | <b>123,500†</b>   | <b>493,000</b>   |

The number of days lost in the period January to May through stoppages which began in that period was 897,000, the number of workers involved in such stoppages being 180,500. In addition, 7,000 days were lost at the beginning of 1951 by 300 workers through stoppages which had begun towards the end of the previous year.

### PRINCIPAL DISPUTES DURING MAY

| Industry, Occupations and Locality  | Approximate Number of Workers involved |             | Date when Stoppage |        | Cause or Object   | Result   |
|---|--|-------------|--------------------|--------|---|--|
|   | Directly                               | In-directly | Began              | Ended  |   |  |
| <b>BUILDING AND CONTRACTING:—</b><br>Building trade operatives employed on the construction of an atomic energy establishment—Sellafield (various firms)    | 2,530                                  | 150         | 17 May             | 21 May | In protest against the inclusion of three shop stewards in a group of workers declared redundant  | Work resumed on the advice of trade union officials.   |
| <b>ROAD PASSENGER TRANSPORT:—</b><br>Drivers, conductors and maintenance workers employed on public service vehicles—various districts of Hants. and Dorset | 1,400                                  | —           | 20 May             | 30 May | Workers' objection to new duty schedules at one depot and complaint that the trade union which was recognised as the negotiating body was unacceptable to them        | Work resumed.  |
| <b>GOODS TRANSPORT BY ROAD:—</b><br>Lorry drivers, mates, banks staff, etc., employed by the Road Haulage Executive—various districts in England and Wales  | 14,500                                 | —           | 28 May             | 1 June | In protest against the Executive's decision to introduce an extended system of road patrols   | The Executive agreed to discuss with the Transport and General Workers' Union any objections by drivers and to suspend the extension meantime. |
| <b>DOCKS:—</b><br>Dock workers—Manchester   | 2,520                                  | —           | 25 Apr.            | 6 June | Objection to the suspension of two men who refused to work overtime, and the refusal of the Dock Labour Board to transfer to day work men who would not do night work | Work resumed.  |

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

† Some workers, largely in the coal mining and transport industries, 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 1951 was approximately 40,000, the same as in the corresponding period in 1950, while for transport the net numbers were approximately 60,000 in 1951 and 20,000 in 1950. For all industries combined the corresponding net totals were approximately 170,000 and 110,000.

‡ Less than 50.

§ Less than 500.

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



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## U.K. Index of Retail Prices

FIGURES FOR 22nd MAY, 1951

At 22nd May, 1951, the retail prices index was 124 (prices at 17th June, 1947 = 100), compared with 121 at 17th April and with 114 at 16th May, 1950. The rise in the index during the month under review was mainly due to higher prices for many articles of food, and to increases in the prices of some household appliances, various articles of furniture, floor coverings and other household durable goods, clothing, newspapers and, in many areas, increases in the prices of beer.

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

The following Table shows the indices at 22nd May, 1951, for each of the main groups of items and for all the groups combined, together with the relative weights which are used in combining the group indices into a single "all items" index :-

| GROUP                              | INDEX FIGURE FOR 22nd MAY, 1951 | WEIGHT |
|------------------------------------|---------------------------------|--------|
| I. Food .. .. .                    | 135 (135.4)                     | 348    |
| II. Rent and rates .. .. .         | 104 (103.8)                     | 88     |
| III. Clothing .. .. .              | 137 (136.7)                     | 97     |
| IV. Fuel and light .. .. .         | 127 (126.9)                     | 65     |
| V. Household durable goods .. .. . | 133 (133.2)                     | 71     |
| VI. Miscellaneous goods .. .. .    | 130 (130.2)                     | 35     |
| VII. Services .. .. .              | 116 (116.3)                     | 79     |
| VIII. Drink and tobacco .. .. .    | 107 (106.6)                     | 217    |
| All items .. .. .                  | 124 (124.1)                     | 1,000  |

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

### Food

Between 17th April and 22nd May there were increases in the average prices of many articles of food, including butter, margarine, cooking fat, tea, tomatoes, potatoes and other vegetables, apples, oranges, sultanas, custard powder and canned beans; on the other hand the average prices of many kinds of fish and of rabbits were lower than at a month earlier. As a result of these changes the average level of food prices rose by nearly 4 per cent. and, expressed to the nearest whole number, the index figure at 22nd May was 135, compared with 131 at 17th April.

### Clothing

Increases were reported in the prices of most articles of clothing during the month under review particularly men's boots, socks, shirts and overalls, women's overalls, stockings and corsets, sanitary towels, boys' hose, infants' nursery squares, knitting wool and cotton material. For the clothing group as a whole, the average level of prices rose by nearly 2 per cent. and, expressed to the nearest whole number, the index figure at 22nd May was 137, compared with 134 at 17th April.

### Fuel and Light

As a result of the termination of the period in which higher winter prices were charged, the average price of coal fell by about 2½ per cent. This reduction was partly offset by increases in the charges for gas and electricity in a number of areas, and by an increase in the average price of lamp oil. For the fuel and light group as a whole the average level of prices fell by about 1 per cent. and, expressed to the nearest whole number, the index figure for 22nd May was 127, compared with 128 at 17th April.

### Household Durable Goods

In the group covering household durable goods increases were reported in the prices of upholstered furniture, cots, wardrobes, vacuum cleaners, sewing machines, radio sets, perambulators and a number of other household appliances, and higher prices were also reported for carpets, rugs and linoleum, sheets and towels. On the other hand there was a reduction in the average price of table mangles. The changes in the prices of vacuum cleaners, radio sets and mangles followed changes in the rates of purchase tax on these articles. For the group as a whole the average level of prices rose by about 4 per cent. and, expressed to the nearest whole number, the index figure at 22nd May was 133, compared with 128 at 17th April.

### Miscellaneous Goods

In the group covering miscellaneous goods the only important change was an increase in the prices of many newspapers. For the group as a whole the average level of prices rose by about 6 per cent., and the index figure, expressed to the nearest whole number, was 130 at 22nd May, compared with 123 at 17th April.

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

### Services

In the group covering services the most important changes were increases in the charges for boot and shoe repairs, and for hair-dressing. There was also a small advance in the price of petrol. In the group as a whole the average level of charges rose by less than one-half of 1 per cent., and there was no change in the index figure, when expressed to the nearest whole number, which remained at 116 at 22nd May.

### Drink and Tobacco

In many areas there was an increase, during the month under review, in the average price of beer. For the drink and tobacco group as a whole the average level of prices rose by about 2 per cent. and, expressed to the nearest whole number, the index figure at 22nd May was 107, compared with 104 at 17th April.

### Rent and Rates

In the remaining group, covering rent and rates, there was little change in the average level of charges during the month under review and the index figure, expressed to the nearest whole number, remained unchanged at 104.

FIGURES FOR 1947-51

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

| Year      | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|-----------|------|------|------|------|-----|------|------|------|-------|------|------|------|
| All items |      |      |      |      |     |      |      |      |       |      |      |      |
| 1947      | —    | —    | —    | —    | 100 | 101  | 100  | 101  | 101   | 103  | 104  | —    |
| 1948      | 104  | 106  | 106  | 108  | 108 | 110  | 108  | 108  | 108   | 109  | 109  | —    |
| 1949      | 108  | 109  | 109  | 109  | 111 | 111  | 111  | 111  | 112   | 112  | 113  | —    |
| 1950      | 113  | 113  | 113  | 114  | 114 | 114  | 114  | 113  | 114   | 115  | 116  | —    |
| 1951      | 117  | 118  | 119  | 121  | 124 | —    | —    | —    | —     | —    | —    | —    |
| Food      |      |      |      |      |     |      |      |      |       |      |      |      |
| 1947      | —    | —    | —    | —    | 100 | 101  | 99   | 100  | 101   | 103  | 103  | —    |
| 1948      | 104  | 108  | 109  | 109  | 108 | 113  | 108  | 107  | 107   | 108  | 108  | —    |
| 1949      | 108  | 109  | 109  | 109  | 111 | 111  | 116  | 116  | 117   | 119  | 119  | —    |
| 1950      | 120  | 121  | 121  | 122  | 125 | 123  | 122  | 121  | 122   | 125  | 125  | —    |
| 1951      | 127  | 127  | 128  | 131  | 135 | —    | —    | —    | —     | —    | —    | —    |

A full description of the method of construction and calculation of the index, "Interim Index of Retail Prices: Method of Construction and Calculation," is obtainable, price 6d. net (7½d. post free), from H.M. Stationery Office, at the addresses shown on page 265 of this GAZETTE.

## Retail Prices Overseas

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

| Country                                   | Base of Index* and Month for which Index Figure is given | Index Figure | Rise (+) or Fall (-) of Index Figure (in Index Points) compared with |             |
|---|--|--------------|--|-------------|
|   |  |              | Month before   | Year before |
| <b>European Countries</b>                 |  |              |  |             |
| Austria (Vienna)                          | Mar., 1938 = 100   |              |  |             |
| All items* .. .. .                        | Mar., 1951 (middle)                                      | 527          | + 9  | + 86        |
| Food .. .. .                              |  | 505          | + 3  | + 30        |
| Belgium .. .. .                           | 1936-38 = 100  |              |  |             |
| All items* .. .. .                        | Mar., 1951   | 410          | + 11   | + 39        |
| Food .. .. .                              |  | 376          | + 6  | + 29        |
| France (Paris)                            | 1938 = 100   |              |  |             |
| Food .. .. .                              | Mar., 1951   | 2,158        | + 31   | + 238       |
| Germany (British and United States Zones) | 1938 = 100   |              |  |             |
| All items .. .. .                         | Apr., 1951   | 163          | + 2  | + 10        |
| Food .. .. .                              |  | 170          | + 2  | + 10        |
| Luxembourg .. .. .                        | 1st Jan., 1948 = 100                                     |              |  |             |
| All items* .. .. .                        | Mar., 1951   | 118.19       | + 1.62   | + 8.16      |
| Food .. .. .                              |  | 122          | Nil  | + 2         |
| Netherlands (Medium and small towns)      | 1949 = 100   |              |  |             |
| All items* .. .. .                        | Apr., 1951 (middle)                                      | 122          | + 5  | + 14        |
| Food .. .. .                              |  | 122          | + 9  | + 11        |
| Switzerland .. .. .                       | Aug., 1939 = 100   |              |  |             |
| All items .. .. .                         | Mar., 1951 (end)   | 162.7        | - 0.1  | + 4.6       |
| Food .. .. .                              |  | 178.0        | - 0.3  | + 6.1       |
| <b>Other Countries</b>                    |  |              |  |             |
| Canada .. .. .                            | 1935-39 = 100  |              |  |             |
| All items .. .. .                         | Apr., 1951 (beginning)                                   | 181.8        | + 2.1  | + 17.8      |
| Food .. .. .                              |  | 238.4        | + 4.5  | + 33.9      |
| New Zealand .. .. .                       | 1st Qr., 1949 = 1,000                                    |              |  |             |
| All items .. .. .                         | Dec., 1950   | 1,199        | + 12†  | + 181       |
| Food .. .. .                              |  | 1,105        | - 61†  | + 58        |
| Rhodesia, Northern                        | Aug., 1939 = 100   |              |  |             |
| All items .. .. .                         | Feb., 1951   | 158          | + 1  | + 7         |
| Food .. .. .                              |  | 184          | + 2  | + 9         |
| Rhodesia, Southern                        | Aug., 1939 = 100   |              |  |             |
| All items .. .. .                         | Mar., 1951   | 172          | + 2  | + 9         |
| Food .. .. .                              |  | 213          | + 5  | + 21        |
| South Africa, Union (9 urban areas)       | 1938 = 100   |              |  |             |
| All items .. .. .                         | Jan., 1951   | 165.6        | + 0.4  | + 10.8      |
| Food .. .. .                              |  | 176.2        | + 0.4  | + 13.5      |
| United States .. .. .                     | 1935-39 = 100†   |              |  |             |
| All items .. .. .                         | Mar., 1951 (middle)                                      | 184.5        | + 0.7  | + 16.1      |
| Food .. .. .                              |  | 226.2        | + 0.2  | + 29.6      |

\* The items of expenditure on which the "all-items" figures are based are food, clothing, house-rent, fuel and light, and other or miscellaneous items, except in the case of Austria (food, clothing, fuel and light, and miscellaneous items), Belgium (food, clothing, fuel and light, and miscellaneous items), Luxembourg (food, clothing, fuel and light, soap, etc.), and the Netherlands (food, clothing, house-rent, cleaning, and household, etc., articles).

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

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

## MISCELLANEOUS STATISTICS

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## Fatal Industrial Accidents

The number of workpeople (other than seamen) in the United Kingdom whose deaths from accidents in the course of their employment were reported in May was 204, compared with 125 (revised figure) in the previous month and 102 (revised figure) in May, 1950. In the case of seamen employed in ships registered in the United Kingdom, 16 fatal accidents were reported in May, compared with 19 in the previous month and 16 in May, 1950. Detailed figures for separate industries are given below for May, 1951.

| Mines and Quarries*  | Factories—continued  |
|--|--|
| Under Coal Mines Act : .. .. .   | Electrical Stations .. .. . 3  |
| Underground .. .. . 112  | Other Industries .. .. . 1   |
| Surface .. .. . 3  | <b>WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937</b> |
| Metalliferous Mines .. .. . 2  | Docks, Wharves, Quays and Ships .. .. . 6                            |
| Quarries .. .. . 6   | Building Operations .. .. . 20                                       |
| <b>TOTAL, MINES &amp; QUARRIES</b> .. .. . 123   | Works of Engineering .. .. . 1                                       |
|  | Construction .. .. . 1   |
|  | Warehouses .. .. . —   |
| <b>Factories</b>   | <b>TOTAL, FACTORIES ACT</b> .. .. . 71                               |
| Clay, Stone, Cement, Pottery and Glass .. .. . 3   |  |
| Chemicals, Oils, Soap, etc. .. .. . 4  | <b>Railway Service</b>   |
| Metal Extracting and Refining .. .. . 1  | Brakesmen, Goods Guards .. .. . 1                                    |
| Metal Conversion and Founding (including Rolling Mills and Tube Making) .. .. . 8          | Engine Drivers, Motor-men .. .. . 1                                  |
| Engineering, Locomotive Building, Boilermaking, etc. .. .. . 5                             | Firemen .. .. . —  |
| Railway and Tramway Carriages, Motor and Other Vehicles and Aircraft Manufacture .. .. . 2 | Guards (Passenger) .. .. . —   |
| Shipbuilding .. .. . 9   | Labourers .. .. . —  |
| Other Metal Trades .. .. . 1   | Mechanics .. .. . —  |
| Cotton .. .. . —   | Permanent Way Men .. .. . 3  |
| Wool, Worsted, Shoddy .. .. . —  | Porters .. .. . —  |
| Other Textile Manufacture .. .. . —  | Shunters .. .. . 1   |
| Textile Printing, Bleaching and Dyeing .. .. . —   | Other Grades .. .. . 3   |
| Tanning, Currying, etc. .. .. . —  | Contractors' Servants .. .. . 1                                      |
| Food and Drink .. .. . 1   | <b>TOTAL, RAILWAY SERVICE</b> .. .. . 10                             |
| General Woodwork and Furniture .. .. . 1   | <b>Total (excluding Seamen)</b> .. .. . 204                          |
| Paper, Printing, etc. .. .. . —  |  |
| Rubber Trades .. .. . —  | <b>Seamen</b>  |
| Gas Works .. .. . 5  | Trading Vessels .. .. . 6  |
|  | Fishing Vessels .. .. . 10   |
|  | <b>TOTAL, SEAMEN</b> .. .. . 16                                      |
|  | <b>Total (including Seamen)</b> .. .. . 220                          |

## Industrial Diseases

The number of cases and deaths† in the United Kingdom, reported during May, under the Factories Act, 1937, or the Lead Paint (Protection against Poisoning) Act, 1926, are shown below.

| I. Cases  | I. Cases—continued                              |
|---|---|
| <b>Lead Poisoning</b>                             | <b>Epitheliomatous Ulceration (Skin Cancer)</b> |
| Operatives engaged in :                           | Pitch .. .. . 5                                 |
| Smelting of Metals .. .. . 2                      | Tar .. .. . 8                                   |
| White and Red Lead Works .. .. . 2                | Oil .. .. . 1                                   |
| Paint and Colour Works .. .. . 1                  | <b>TOTAL</b> .. .. . 14                         |
| Other Industries .. .. . —                        |   |
| <b>TOTAL</b> .. .. . 5                            | <b>Chrome Ulceration</b>                        |
| <b>Other Poisoning</b>                            | Manuf. of Bichromates .. .. . 9                 |
| Compressed Air Illness .. .. . 1                  | Chromium Plating .. .. . 1                      |
|   | Other Industries .. .. . —                      |
| <b>Anthrax</b>                                    | <b>TOTAL</b> .. .. . 10                         |
| Wool .. .. . 3                                    | <b>Total, Cases</b> .. .. . 35                  |
| Handling and Sorting of Hides and Skins .. .. . 1 |   |
| Other Industries .. .. . 1                        | <b>II. Deaths</b>                               |
| <b>TOTAL</b> .. .. . 5                            | Nil   |

\* For mines and quarries, weekly returns are furnished and the figures cover the 5 weeks ended 2nd June, 1951, in comparison with the 4 weeks ended 28th April, 1951, and the 4 weeks ended 27th May, 1950.

† Deaths comprise all fatal cases reported during the month; they have also been included (as cases) in the same or previous returns.

## Vocational and Disabled Training

The statistics of the Vocational and Disabled Training Schemes given below continue those published in previous issues of this GAZETTE (see last month's issue, page 214). They relate to the four weeks ended 30th April, 1951.

The number of applicants admitted to training during the period was 704, and 3,999 persons were in training at the end of the period. The latter figure included 3,405 males and 594 females; of the total 2,835 were disabled persons. During the period 581 trainees were placed in employment. An analysis of these figures is given in the Table below.

|   | Males | Females | Total |
|---|-------|---------|-------|
| <b>Applicants admitted to training during period :</b>                    |       |         |       |
| Able-bodied .. .. .   | 119   | 52      | 171   |
| Disabled .. .. .  | 412   | 121     | 533   |
| <b>Total</b> .. .. .  | 531   | 173     | 704   |
| <b>Number of persons in training at end of period at :</b>                |       |         |       |
| <b>Government Training Centres—</b>                                       |       |         |       |
| Able-bodied .. .. .   | 735   | 66      | 801   |
| Disabled .. .. .  | 1,314 | 127     | 1,441 |
| <b>Technical and Commercial Colleges—</b>                                 |       |         |       |
| Able-bodied .. .. .   | 149   | 80      | 229   |
| Disabled .. .. .  | 383   | 232     | 615   |
| <b>Employers' Establishments—</b>   |       |         |       |
| Able-bodied .. .. .   | 132   | 2       | 134   |
| Disabled .. .. .  | 269   | 7       | 276   |
| <b>Residential (Disabled) Centres and Voluntary Organisations .. .. .</b> | 423   | 80      | 503   |
| <b>Total</b> .. .. .  | 3,405 | 594     | 3,999 |
| <b>Trainees placed in employment during period :—</b>                     |       |         |       |
| Able-bodied .. .. .   | 172   | 18      | 190   |
| Disabled .. .. .  | 326   | 65      | 391   |
| <b>Total</b> .. .. .  | 498   | 83      | 581   |

From the beginning of the Vocational Training Scheme on 2nd July, 1945, up to 30th April, 1951, the number of trainees placed in employment was 96,012, of whom 86,640 were males and 9,372 were females.

## Industrial Rehabilitation

The statistics given below show the numbers of men and women admitted to courses at the Industrial Rehabilitation Units operated by the Ministry of Labour and National Service during the four weeks ended 30th April, the numbers in attendance at the end of, and the numbers who completed courses during, the period.

|   | Men   | Women | Total |
|---|-------|-------|-------|
| Persons admitted to courses during period .. .. .         | 645   | 45    | 690   |
| Persons in attendance at courses at end of period .. .. . | 1,144 | 79    | 1,223 |
| Persons who completed courses during period .. .. .       | 520   | 42    | 562   |

Since the Units were established by the Ministry of Labour and National Service up to 30th April, 1951, the total number of persons admitted to industrial rehabilitation courses was 22,200.



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# ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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## Conditions of Employment and National Arbitration Orders

### National Arbitration Tribunal Awards

During May the National Arbitration Tribunal issued 19 awards, Nos. 1658 to 1676.\* Eight of the awards are summarised below; the others related to individual employers.

**Award No. 1658 (1st May).**—*Parties* : Members of the following constituent Associations of the National Hosiery Manufacturers' Federation : The Leicester and District Hosiery Manufacturers' Association Ltd., the Loughborough and District Hosiery Manufacturers' Association, the Nottingham and District Hosiery Manufacturers' Association Ltd., the Mansfield, Sutton-in-Ashfield and District Hosiery Manufacturers' Association, and the Hinckley and District Hosiery Manufacturers' Association; and members of the National Union of Hosiery Workers in their employment. *Matter in dispute* : The dispute arose out of a difference between the parties concerning the operation of a certain type of full fashioned hose knitting machine. *Award* : The Tribunal found in favour of the contention of the employers that the work load on the 45 Gauge 20 Section Lancelon Machines recently imported from the United States of America for the production of full fashioned mesh hose should be two machines to one operative, and awarded accordingly.

**Award No. 1660 (1st May).**—*Parties* : Employers represented on the Management Side of the Ancillary Staffs Council of the Whitley Councils for the Health Services (Great Britain), and members of the trade unions represented on the Trade Union Side of the Council in their employment. *Claim* : That ambulance attendants (unqualified) and ambulance drivers (unqualified) in the Hospital Service be paid a plus rate of 7s. and 13s. a week respectively. *Award* : The Tribunal found that the claim had not been established.

**Award No. 1661 (4th May).**—*Parties* : Members of the National Federated Electrical Association, and members of the Electrical Trades Union in their employment. *Claim* : For two weeks' annual paid holiday. *Award* : The Tribunal found that the claim had not at present been established.

**Award No. 1670 (21st May).**—*Parties* : Members of associations federated with the Engineering and Allied Employers' National Federation, and members of the National Union of Packing Case Makers (Wood and Tin), Box Makers, Sawyers and Mill Workers in their employment. *Claim* : That the Tribunal's Award No. 686 should apply to all members of the Union employed on packing and making boxes and packing cases or wooden containers in federated engineering establishments. *Award* : In their Award No. 1574, dated 18th December, 1950 (see the issue of this GAZETTE for January, page 36), the Tribunal awarded certain rates for skilled packing case makers and referred back to the parties for settlement by negotiation the rates for semi-skilled workers and "new starts". The parties were unable however to reach agreement and the Tribunal were requested to determine the issue. In their Award No. 1670 the Tribunal awarded that "new starts" should be paid rates of wages in accordance with the custom and practice applicable generally to adult workers entering the engineering industry for the first time. As regards semi-skilled workers, the Tribunal were informed by the Union that there were no such workers among their members concerned in the claim, and in the circumstances the Tribunal regarded the question of the rates of wages for semi-skilled workers as being outside the terms of the reference and made no award on the matter.

**Award No. 1671 (25th May).**—*Parties* : Members of the British Brush Manufacturers' Association, and members of the National Society of Brushmakers in their employment. *Claim* : For an additional week of paid annual holiday. *Award* : The Tribunal found that the claim had not at present been established.

**Award No. 1673 (28th May).**—*Parties* : Members of the Bristol Channel Ship Repairers' Association, and members of the Amalgamated Engineering Union in their employment. *Claim* : That oilship repair allowances should be governed by the provisions of the agreement between the Engineering and Allied Employers' National Federation and the Confederation of Shipbuilding and Engineering Unions dated 28th November, 1950, and not by the provisions of the agreement between the Confederation and the Shipbuilding Employers' Federation dated 13th December, 1950. *Award* : The Tribunal found that the claim had not been established.

**Award No. 1674 (29th May).**—*Parties* : Members of the Skinners' Association of Scotland, and members of the Amalgamated Society of Leather Workers and Kindred Trades, the National Union of

\* See footnote \* in second column on page 265.

General and Municipal Workers and the Transport and General Workers' Union in their employment. *Claim* : For an increase of 7½ per cent. in the existing piece rates, with retrospective effect to the first full pay week after 4th December, 1950. *Award* : The Tribunal found in favour of the claim, but with effect as from the beginning of the first full pay period following 2nd March, 1951.

**Award No. 1675 (30th May).**—*Parties* : Members of organisations federated with the British Federation of Master Printers, and members of the National Union of Printing, Bookbinding and Paper Workers in their employment. *Matter in dispute* : The dispute arose out of a difference between the parties regarding the London rate for binders engaged on publishers' binding and library binding. *Award* : The Tribunal awarded that the minimum rate of the workers concerned in the claim should be 155s. a week, and that the award should have effect as from the pay day in the week commencing 4th June, 1951, in respect of the pay-week for which payment is then made.

### National Arbitration Tribunal (Northern Ireland) Awards

Since the last issue of this GAZETTE was prepared the National Arbitration Tribunal (Northern Ireland) issued five awards, one of which is summarised below; none of the others related to a substantial part of an industry.

**Award No. 903 (15th May).**—*Parties* : Certain member firms of the Northern Ireland Master Butchers' Association, and certain members of the North of Ireland Operative Butchers' and Allied Workers' Association. *Claim* : For an advance of £1 a week in the wages of journeymen butchers employed in shops and sausage factories, making the minimum weekly rate £6 8s. 6d. *Award* : The Tribunal awarded that, as from the beginning of the first full pay period following 15th May, the minimum rate of wages of the workers covered by the claim should be increased from £5 8s. 6d. to £5 14s. a week.

## Civil Service Arbitration Tribunal

During May the Civil Service Arbitration Tribunal issued three awards, Nos. 149 to 151\*, which are summarised below.

**Award No. 149 (21st May).**—*Parties* : The Union of Post Office Workers and the Post Office. *Claim* : (a) That the scale of pay of specified grades should be increased by 10s. a week at all points; (b) that the pay of male officers in each grade should be not less than £5 a week at age 21; (c) that those incremental scales of men and women on which the maximum pay is not reached until after age 25 should be revised and shortened so that the maximum pay should be reached by one annual increment beyond the 24-year age point, that point to be the highest age point on the new scales; and (d) that the operative date should be 1st January, 1951. *Award* : The Tribunal awarded that (a) the Class III scale of pay of postmen should be increased by 10s. at the 21-year age point and all points above and by 4s. at all age points below 21; (b) the London, Class I and Class II, scales of pay of postmen and all the scales of pay of postmen higher grade, telegraphists (male) postal and telegraph officers (male), telephonists (male) and radio operators Class I (male) should be increased by 8s. at the 21-year age point and all points above and, where the scales provide age points below 21, by 4s.; (c) the scales of pay of telephonists (female) should be increased by 6s. 6d. at the 21-year age point and all points above and by 4s. at the age points below 21; (d) the scales of pay of male cleaners, doorkeepers, liftmen and handymen and of women cleaners should be those recently agreed for these grades employed in other Government Departments; (e) the "corresponding points" principle should be applied in the assimilation to the new scales of existing staff; and (f) effect should be given to the award from 1st January, 1951, except that extra duty and other such payments should be adjusted from the beginning of the first full pay week following 21st May, 1951. The Tribunal made no award on the claim relating to incremental scales, but recommended that the parties should re-open negotiations with regard to both the length of the scales and the increments.

**Award No. 150 (21st May).**—*Parties* : The National Guild of Telephonists and the Post Office. *Claim* : That with effect from 1st October, 1950, one of the provincial scales of pay for telephonists (male) should be eliminated and the other two scales should be revised and that officers should enter the revised scales on the "corresponding points" principle. *Award* : The Tribunal awarded that the present scales of pay of telephonists (male) should be increased by 8s. at the 21-year age point and all points above. The Tribunal also awarded as set out in (e) and (f) of Award No. 149 (above).

\* See footnote \* in second column on page 265.

**Award No. 151 (22nd May).**—*Parties* : The Telecommunications Traffic Association and the Post Office. *Claim* : For increased scales of pay with effect from 1st October, 1950, and for the Treasury three-tier provincial differentiation. *Award* : The Tribunal awarded as follows : (a) The London scales should be—traffic officer, male £270 at age 19 by £15 to £360 at age 25 by £15 to £510 by £20 to £530, female £260 at age 19 by £15 to £350 at age 25 by £15 to £425; assistant traffic superintendent, male £315 at ages 18 and 19, £320 at age 20 by £20 to £420 at age 25 by £20 to £440 by £25 to £700, female £315 at ages 18 and 19, £320 at age 20 by £15 to £395 at age 25 by £15 to £410 by £20 to £580; traffic superintendent, male £700 by £25 to £825, female £580 by £25 to £705; chief traffic superintendent, male £850 by £30 to £1,025, female £725 by £30 to £860. (b) The £50 allowance paid to certain traffic superintendents should be increased to £100. (c) Treasury three-tier provincial differentiation should apply to the scales awarded. (d) The scales should take effect from 1st October, 1950. (e) The "corresponding points" principle should be applied in the assimilation to the new scales of officers in post.

## Industrial Courts Act, 1919, and Conciliation Act, 1896

### Industrial Court Awards

During May the Industrial Court issued seven awards, Nos. 2319 to 2325. One of these awards was an interpretation of an earlier award and one related to a single undertaking; the remaining five are summarised below.

**Award No. 2320 (4th May).**—*Parties* : Employees' Side and Employers' Side of the Joint Industrial Council representative of employers and workpeople connected with slaughter-houses in the meat trade. *Claim* : For a 10 per cent. increase on all head and piece rates. *Award* : The Court found that an agreement of 12th December, 1950, was a settlement of the whole of a claim made on 20th October, 1950, which included a claim in respect of head and piece rates, and therefore the Court found against the present claim and awarded accordingly. The Court took note of the harmonious relationship prevailing between the two Sides of the Council and, having regard to the period of time which had elapsed since the head and piece rates were last increased, expressed the hope that the parties would re-open negotiations on this issue.

**Award No. 2321 (7th May).**—*Parties* : Staff Side and Management Side of the Whitley Councils for the Health Services (Great Britain) Medical Council "C". *Claim* : For revised salary scales for Deputy Medical Officers of Health, Divisional or Area Medical Officers and Officers holding mixed appointments. (Matters arising out of Award No. 2285, dated 8th December, 1950; see the issue of this GAZETTE for January, page 37.) *Award* : The Court awarded as follows : (a) Medical Officers, duly appointed as Deputy Medical Officers of Health, should receive a commencing salary equivalent to 66½ per cent. of the minimum of the scale adopted by the employing authority for the post of Medical Officer of Health in accordance with Award No. 2285, with annual increments equivalent to those of the Medical Officer of Health; (b) Medical Officers, not acting as County District Medical Officers of Health, duly appointed as Divisional or Area Medical Officers, should receive £1,250 by £50 to £1,650 per annum with specified additions according to the population of the Division; (c) Medical Officers, being Assistant Medical Officers or Divisional or Area Medical Officers under a County Council, acting as District Medical Officers of Health, should receive the appropriate proportion of their salary for County Council work, plus the appropriate proportion of the salary fixed for County District Medical Officers of Health under Award No. 2285, and a similar proportion of £100; (d) the scales should be applied as from 1st October, 1950, in like manner as those awarded in Award No. 2285.

**Award No. 2322 (29th May).**—*Parties* : Staff Side and Management Side of the Whitley Councils for the Health Services (Great Britain) Medical Council "B". *Claim* : For revised salary scales for the headquarters medical staff of Regional Hospital Boards. *Award* : The Court awarded that as from 1st October, 1950, the scales of salary should be as follows:—Senior Administrative Medical Officers: each of the four Metropolitan Regions, and Birmingham, Liverpool, Manchester and the Western Region of Scotland £2,500 per annum rising by annual increments of £150 to £3,250; Bristol, Leeds, Newcastle, Sheffield, Wales and the South-Eastern Region of Scotland £2,250 rising by annual increments of £150 to £3,000; East Anglia and Oxford £2,000 rising by annual increments of £150 to £2,750; Eastern and North-Eastern Regions of Scotland £1,850 rising by annual increments of £125 to £2,475; Northern Region of Scotland £1,750 rising by annual increments of £100 to £2,250. Deputy Senior Administrative Medical Officers: each of the four Metropolitan Regions, and Birmingham, Liverpool, Manchester and the Western Region of Scotland £1,650 rising by five annual increments of £100 to £2,150; Bristol, Leeds, Newcastle, Sheffield, Wales and the South-Eastern Region of Scotland £1,600 rising by five annual increments of £100 to £2,100; East Anglia and Oxford £1,550 rising by five annual increments of £100 to £2,050. Regional Psychiatrists: each of the four Metropolitan Regions, and Birmingham, Liverpool and Manchester £2,000 rising by annual increments of £125 to £2,625; Bristol, Leeds, Newcastle, Sheffield and Wales £1,900 rising by annual increments of £125 to £2,525. Where a whole-time officer is appointed on the basis that he will devote part of his time to administrative work as Regional Psychiatrist and the remainder to clinical work he should be remunerated on a proportionate basis. The Court also awarded in respect of assimilation.

**Award No. 2324 (31st May).**—*Parties* : Employees' Side and Employers' Side of the National Joint Council for Civil Air

\* See footnote \* in second column on page 265.

Transport (General Service Workers' National Sectional Panel). *Claim* : (a) for an increase in wages of 15s. a week for firemen, (b) to determine the wage structure to apply (and to be incorporated in an agreement in respect of all protection staff), for security wardens, commissionaires and male receptionists, (c) to determine the basis of payment for overtime. *Award* : The Court awarded, with effect from the beginning of the first full pay week following 31st May, wage increases amounting to 14s. a week in the provinces with a London differential of 10s. a week, and overtime at plain time rate for the first 6 hours and time-and-one-half thereafter.

**Award No. 2325 (31st May).**—*Parties* : The Scottish Lace and Textile Workers' Union and the Scottish Lace Furnishing Manufacturers' Association. *Claim* : That weavers and spoolers be paid an additional 3d. an hour for all hours worked on the following shifts : (a) 5 a.m. to 2 p.m. and 2 p.m. to 11 p.m.; (b) 6 a.m. to 2 p.m. and 2 p.m. to midnight; (c) 6 a.m. to 3 p.m. and 3 p.m. to midnight. *Award* : The Court found that the claim had been established and awarded accordingly, with effect from the beginning of the first full pay period following 31st May.

### Single Arbitrators and ad hoc Boards of Arbitration

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

## Wages Councils Acts, 1945-1948

### Notices of Proposal

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

**Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales).**—Proposal R.N.T.(9), dated 1st May, for fixing revised statutory minimum remuneration payable to male and female workers.

**Milk Distributive Wages Council (Scotland).**—Proposal M.D.S.(54), dated 4th May, for amending statutory minimum remuneration relating to overtime rates.

**Rope, Twine and Net Wages Council (Great Britain).**—Proposal R.(99), dated 10th May, for fixing revised general minimum time rates, piece work basis time rates, and general minimum piece rates for male and female workers in all sections of the trade.

**Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain).**—Proposal O.F.(17), dated 15th May, for fixing revised general minimum time rates and piece work basis time rates for male and female workers.

**Baking Wages Council (England and Wales).**—Proposal B.K.(43), dated 17th May, for fixing revised general minimum time rates for male and female workers.

**Rubber Reclamation Wages Council (Great Britain).**—Proposal R.R.(25), dated 18th May, for fixing revised general minimum time rates for male and female workers and for amending the Order relating to holidays and holiday remuneration.

**Retail Bookselling and Stationery Trades Wages Council (Great Britain).**—Proposal R.B.C.(7), dated 25th May, for fixing revised minimum remuneration payable for all male and female workers.

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

### Wages Regulation Orders

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

**The Fur Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951: S.I. 1951 No. 772 (Z51),** dated 1st May and effective from 21st May. This Order prescribes the annual holidays to be allowed to all workers for whom statutory minimum remuneration has been fixed and fixes payment for such holidays.

**The Tin Box Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951: S.I. 1951 No. 777 (X38),** dated 2nd May and effective from 21st May. This Order prescribes the annual holidays to be allowed to all workers for whom statutory minimum remuneration has been fixed and fixes payment for such holidays.

**The Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951: S.I. 1951 No. 778 (D.101),** dated 2nd May and effective from 21st May. This Order prescribes the annual holidays to be allowed to all workers for whom statutory minimum remuneration has been fixed and fixes payment for such holidays.

**The Hair, Bass and Fibre Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951: S.I. 1951 No. 784 (H.B.37),** dated 3rd May and effective from 23rd May. This Order prescribes the annual holidays to be allowed to all workers for whom statutory minimum remuneration has been fixed and fixes payment for such holidays.

**The Dressmaking and Women's Light Clothing Wages Council (England and Wales) Wages Regulation (Amendment) Order, 1951:**

\* See footnote \* in second column on page 265.

S.I. 1951 No. 820 (W.D.55)), dated 8th May and effective from 30th May. This Order prescribes revised general minimum time rates for male and female workers.—See page 252.

*The Corset Wages Council Regulation (Amendment) Order, 1951 : S.I. 1951 : No. 821 (K.34)*), dated 8th May and effective from 28th May. This Order prescribes revised general minimum time rates and piece work basis time rates for male and female workers.—See page 252.

*The Cutlery Wages Council (Great Britain) Wages Regulation Order 1951 : S.I. 1951 No. 834 (C.T.49)*), dated 9th May and effective from 30th May. This Order prescribes revised general minimum time rates and piece work basis time rates for male and female workers and amends the current regulations relating to holidays and holiday remuneration.—See page 251.

*The Aerated Waters Wages Council (Scotland) Wages Regulation Order, 1951 : S.I. 1951 No. 875 (A.S.34)*), dated 16th May and effective from 1st June. This Order prescribes revised general minimum time rates for male and female workers.

*The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Great Britain) Wages Regulation Order, 1951 : S.I. 1951 No. 881 (H.L.38)*), dated 17th May and effective from 1st June. This Order prescribes revised general minimum time rates for male and female workers and piece work basis time rates for female workers.

*The Lace Finishing Wages Council (Great Britain) Wages Regulation Order, 1951 : S.I. 1951 No. 884 (L.24)*), dated 18th May and effective from 4th June. This Order prescribes a revised general minimum time rate and piece work basis time rate for all workers.

*The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation (Holidays) Order, 1951 : S.I. 1951 No. 948 (R.B.S.35)*), dated 28th May and effective from 13th June. This Order prescribes the annual holidays to be allowed to all workers for whom statutory minimum remuneration has been fixed and fixes payment for such holidays.

*The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation (Amendment) Order, 1951 : S.I. 1951 No. 949 (R.B.S.34)*), dated 28th May and effective from 13th June. This Order prescribes revised general minimum time rates and piece work basis time rates for experienced male and female workers with not less than five years experience in the trade.

*The Retail Food Trades Wages Council (Scotland) Wages Regulation (Amendment) Order, 1951 : S.I. 1951 No. 955 (R.F.C.S.9)*), dated 29th May and effective from 18th June. This Order prescribes revised weekly minimum remuneration for male and female workers.

## Decisions of the Commissioner under the National Insurance Acts, 1946-1949

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

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

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

Recent decisions of general interest are set out below.

### Decision No. R(U) 5/51† (23rd February)

Regulation 2(2) (a) of S.I. 1950 No. 1220 : Whether claimant was seasonal worker : Claimant, who had been school welfare assistant since October, 1947, was employed during school terms only—a total of 42 weeks in year : She received no pay for school holidays. Commissioner, discussing meaning of Regulation 2(2)(a), decides that expression "part of a year" is intended to cover period of about same length as one of the seasons, i.e., approximately three months : As claimant is employed for some days in every quarter of year, he holds that she is not seasonal worker : Claim disallowed for one day on which claimant was not available for employment.

" My decision is as stated in the penultimate paragraph below. " The questions in this appeal of the claimant's association are whether the claimant is a seasonal worker within the meaning of Regulation 2(2)(a) of the National Insurance (Seasonal Workers) Regulations, 1950 [S.I. 1950 No. 1220] (hereafter referred to as 'the Seasonal Workers Regulations'), and whether she is available for employment during the school holidays of the school in which she is employed during the terms as a welfare assistant.

" The claimant in this case has been continuously employed as a school welfare assistant since October, 1947, apart from a short period of sickness in December, 1948. She is not paid during the school holidays, but only on those days that she works at the

\* Selected decisions of the Commissioner are published periodically in the following series : Series R (U)—decisions on unemployment benefit ; Series R (P)—decisions on retirement pensions ; Series R (S)—decisions on sickness benefit ; Series R (G)—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit ; Series R (I)—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 265.

† The views expressed in this decision are modified in certain respects in Decision R(U) 7/51, (see pages 263 and 264).

## Wages Councils Act (Northern Ireland), 1945

### Notices of Proposal

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

*Rope, Twine and Net Wages Council*.—Proposal N.I.R. (N.55), dated 25th May, relating to the fixing of revised general minimum time rates and piece work basis time rates for male and female workers.

*General Waste Materials Reclamation Wages Council*.—Proposal N.I.W.R. (N.36), dated 18th May, relating to the fixing of revised general minimum time rates and piece work basis time rate for male workers.

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

### Wages Regulation Orders

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

*The Baking Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 1) and (No. 2) Orders, 1951*, dated 1st May and effective from 10th May. These Orders prescribe increases in general minimum time rates and overtime rates for certain male and female workers.—See page 253.

*The Baking Wages Council (Northern Ireland) Wages Regulation (No. 3) Order, 1951*, dated 1st May and effective from 10th May. This Order prescribes increases in general minimum time rates and overtime rates for transport workers.—See page 253.

*The Shirtmaking Wages Council (Northern Ireland) Wages Regulation Order, 1951*, dated 7th May, and effective from 15th May. This Order prescribes increases in general minimum time rates.—See page 252.

*The Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 1) Order, 1951*, dated 18th May and effective from 29th May. This Order prescribes increases in general minimum time rates and piece work basis time rates for male and female workers in the factory branch of the trade.—See page 252.

school, and it appears that she is actually employed at the school for 42 weeks out of the 52. For parts of the year, namely, those parts that comprise the school holidays, her normal employment as a school welfare assistant is not generally available for her. The question whether this claimant falls within the category of those insured persons who are to be held to be seasonal workers within the meaning of Regulation 2(2)(a) calls for a perusal of the words used in that Regulation.

" Regulation 2(2)(a) defines seasonal worker as an insured person whose normal employment is for a part or parts of a year only in an occupation of which the availability or extent varies with the season of the year. (It is not suggested that the alternative definition based on restriction of employment applies to the claimant.) The Local Insurance Officer disallowed the claim for unemployment benefit in respect of 1st November, 1950, on the ground that the claimant was a seasonal worker whose claim is made in the off-season\* which is from 1st November, 1950 to 1st November, 1950 (sic). The majority of the Local Tribunal held that the claimant is not a seasonal worker because the unemployment during the school holidays is a feature of her contract of employment. The chairman dissented, holding that the claimant is a seasonal worker and that her off-season coincides with the school holidays. The Tribunal however were all of opinion that the appeal must be dismissed on the ground that claimant was not available for work.

" It is necessary to consider (a) whether the availability or extent of the claimant's occupation varies with the season of the year and if so (b) whether the claimant is employed for 'a part or parts of the year only' in that occupation. Owing to the length of the summer holidays the claimant is employed as a school welfare assistant for substantially fewer days in the summer than in the rest of the year. As other persons employed in her occupation presumably find themselves similarly situated, it is difficult to resist the conclusion that she is employed in an occupation of which the availability or extent varies with the season of the year. However on the view I take of the case I need not decide this point for in my opinion the claimant is not employed in that occupation 'for a part or parts of the year only' in the sense in which that phrase is used in the Regulations.

" It is to be observed that in Regulation 2(2)(b) 'off-season' is defined as that part or those parts of the year in which the worker is not normally employed. Regulation 2(1) clearly implies that an off-season must last for a considerable number of days for it speaks (in Regulation 2(1)(b)(i)) of the worker having had 'a substantial amount of employment before the day' in respect of which he claims unemployment benefit and in Regulation 2(1)(b)(ii) of his being able to obtain after that day in his current off-season employment which together with his employment before that day in that off-season constitutes a substantial amount of employment. Since therefore the expression 'part of a year' when used in the

\* See footnote \* in second column on page 265.

definition of an off-season means a considerable number of days it cannot well mean any lesser period when used, as in effect it is used in Regulation 2(2)(a), in the definition of an on-season. It follows that (as one would expect) the paradoxical view adopted by the Local Insurance Officer in this case that one day (namely, 1st November, 1950) constituted one of the claimant's off-seasons cannot be in accordance with the meaning of the Regulations and the disallowance of her claim in respect of that day in so far as it is based on the Regulations cannot stand. In my opinion however the language of the Regulations not only shows that 'a part of the year' in Regulation 2(2)(a) means more than one day but also gives an indication of the total length of the period intended to be covered by that expression. The context shows that what is under consideration is an occupation in which employment varies 'with the season of the year', i.e., with those periods of the year which are usually regarded as seasons—and the 'part of the year' dealt with in Regulation 2(2)(a) is clearly intended to be one which would in ordinary language be spoken of as a worker's 'on-season' in contrast to his 'off-season', which is dealt with in Regulation 2(2)(b). It may well be that the 'season of the year' contemplated was either 'winter' or 'summer' but the periods contemplated as seasons must at any rate have been as long as those which are ordinarily regarded as the four seasons of spring, summer, autumn and winter. The association suggest in their observations in support of the appeal that the expression 'part or parts of the year' is used as synonymous with season or seasons. I think however that it must be assumed that if the draftsman had intended 'part' to mean 'season' he would have used the latter word. But having regard to its use in close connection with a reference to 'the season of the year' and to the other features of the context to which I have called attention above I think that the reasonable inference is that the expression 'part of a year' refers to a part of the year not substantially less in duration than that which would be ordinarily attributed to one of the 'seasons of the year'. I think it is a reasonable inference that a period of three months or thereabouts, which is equivalent in its duration to one familiar 'part' of the year namely a 'quarter', would represent the period intended to be covered by the expression 'a part of the year'.

" It follows, therefore, that a claimant whose normal employment is employment only for three months or less in the year in an occupation the availability or extent of which varies with the season of the year, for example, hop-picking, is a seasonal worker. It also follows that a claimant whose normal employment is an employment which occupies him for some days in every quarter of the year is not a seasonal worker, for he is not employed 'for a part or parts only of a year' but for all the parts, i.e., the whole of the year. The fact that he is not employed for every day in every part is immaterial—the phrase used is 'for a part or parts only' not 'for some days only in a part or parts' of the year.

" In my opinion therefore the Local Tribunal rightly reversed the Local Insurance Officer's decision that the claimant is a seasonal worker within the meaning of the regulations. This was the only ground on which the claim was disallowed by the Local Insurance Officer. The Local Tribunal however disallowed the claim on the ground that the claimant was not available for work. This finding may well have been correct with reference to 1st November, 1950, which is the only day to which the Local Insurance Officer's decision relates, for the claimant was only available for that one day of holiday. But the only information in the case papers relating to the question of the claimant's availability throughout the longer periods of holiday is a statement by the Local Insurance Officer on Form L.T.2(Rev.) that no employer would engage a worker for the very short periods the claimant is unemployed even if she were willing to consider other employment and the finding by the Local Tribunal that the claimant is not prepared to jeopardise her employment by the Council by taking anything but casual and very temporary employment during the holidays.

" While therefore I cannot disturb the Local Tribunal's finding regarding 1st November, I do not think I should be justified in giving a decision now on the question whether the claimant should be regarded as available for work during any of the longer school holidays. The question must be dealt with on the information available when any further claim is made. On this appeal my decision is that the claimant is not a seasonal worker but that she was not available for employment on 1st November, 1950. Her claim for unemployment benefit in respect of that day is therefore disallowed. I must therefore formally dismiss the appeal of the claimant's association."

### Decision No. R(U) 7/51 (7th May)

Regulation 2(2)(c) of S.I. 1950 No. 1220 : Whether claimant was seasonal worker : Claimant had been school meals attendant since May, 1947 : she worked as such every weekday during school terms, which lasted between 40 and 42 weeks in year. A Tribunal consisting of Commissioner and two Deputy Commissioners decide that availability or extent of an occupation cannot be said to vary with season unless variation persists throughout season : They point out that variation in claimant's case persists only during school holidays : Claimant is not, therefore, seasonal worker : Upholding ruling that "part of the year" comprises about three months, Tribunal go on to lay down three general principles applicable to claimants who may be seasonal workers.

" Our decision is that the claimant was not a seasonal worker within the meaning of the National Insurance (Seasonal Workers) Regulations, 1950 [S.I. 1950 No. 1220], on 16th October, 1950, the date to which this claim relates.

" The claimant is employed as assistant food supervisor or school meals attendant at a county school. She has been so employed since 5th May, 1947, and throughout her employment she has worked every weekday during the school terms which have lasted between 40 and 42 weeks in the year. It appears that until

23rd October, 1948, she did not register for employment during the holidays because she thought she was not eligible for unemployment benefit but she then began to register and claim benefit though there were certain periods during which she did not register. She states that she is prepared to work from 9 a.m. to 5 p.m. Monday to Friday and on Saturdays. She has however never obtained employment during the holidays and the Local Insurance Officer states that vacancies of the type for which she is registered only occur with the school meals service and that the hours notified to the local office are usually from 8 a.m. to 5.30 p.m.

" Her claim to unemployment benefit was disallowed by the Local Insurance Officer on the ground that the claimant was a seasonal worker within the meaning of Regulation 2(2)(a) of the National Insurance (Seasonal Workers) Regulations, 1950 [S.I. 1950 No. 1220] (hereafter called 'the Regulations'), whose claim was made in the off-season, and that she failed to satisfy the relevant conditions of those Regulations. The Local Tribunal allowed the claimant's appeal, holding that she was not a seasonal worker : hence this appeal.

" The first question is whether the claimant is a seasonal worker as defined by Regulation 2(2)(a), i.e., whether (a) her normal employment is for a part or parts of the year only in an occupation of which the availability or extent varies with the season of the year or (b) she normally restricts her employment to the same, or substantially the same, part or parts only of the year. If it were decided that she is a seasonal worker the further question would arise whether she satisfies Regulation 2(1) of the Regulations. In our opinion the evidence does not justify the inference that the claimant voluntarily limited her employment to the school terms. We therefore hold that the claimant does not 'normally restrict her employment' within the meaning of alternative (b) above. As to alternative (a) the first question is whether the availability or extent of the claimant's occupation of school meals attendant varies with the season of the year.

" The school is apparently closed for the summer holidays for about five weeks from about the end of July to the beginning of September. As a result the claimant is employed for substantially fewer days in the summer than in the other seasons of the year. It is conceded that other persons engaged in the occupation of school meals attendant are employed on similar conditions. The question is whether it follows that the 'availability or extent of the claimant's occupation varies with the season of the year'. In Decision R(U) 5/51 it was said that, as the claimant was employed as a school welfare assistant for substantially fewer days in the summer than in the winter because of the length of the summer holidays and presumably this was true of the occupation generally, it was difficult to resist the conclusion that the availability and extent of the occupation 'varied with the season of the year'. However it was thought unnecessary to come to a definite decision on that point and we have come to the conclusion that the tentative view expressed in Decision R(U) 5/51 is incorrect. We think that the use of the preposition 'with' implies that the 'variation' persists throughout the whole, or substantially the whole, of the season. This cannot be said of the claimant's occupation in any season of the year. Even in the summer the variation only persists during the school holidays which last no more than five or six weeks. In other words the availability or extent of the occupation varies 'in' not 'with' the summer.

" Although this conclusion is enough to dispose of the present appeal we think that in order to give guidance in other cases we ought to deal with the other question, which was fully argued at the hearing, namely whether the claimant 'is normally employed for part or parts only of the year' in the occupation of school meals attendant. In Decision R(U) 5/51 it was held that having regard to the context the expression 'part of the year' in this definition meant a period of three months or thereabouts and that therefore a person who was employed for some days in every quarter of the year was not 'employed for a part or parts only of a year' within the meaning of Regulation 2(2)(a). It is clear that the present claimant was employed for a considerable number of days in every quarter and that if the view adopted in Decision R(U) 5/51 is correct she would not be a seasonal worker within Regulation 2(2)(a). It was however contended for the Insurance Officer now concerned that in this respect Decision R(U) 5/51 was wrongly decided. Our attention was specially directed to the definition of 'off-season' in Regulation 2(2)(b) which is as follows : 'Off-season means, in relation to a seasonal worker, that part, or, if more than one part, those parts, of the year during which he is not normally employed'.

" It was pointed out that the singular noun 'off-season' is said to mean 'that part, or, if more than one part, those parts, of the year during which he is not normally employed' and it was said that the inference that it was intended that the relevant parts of the year should be aggregated into one off-season was confirmed by the inclusion of a definition of a 'year' in Regulation 2(2)(c), for why should an artificial year be named unless it were material to know to what year a particular 'part of a year' belonged ? It was urged that conversely a claimant's on-season, which is dealt with in Regulation 2(2)(a), must mean the total of all the parts of the year for which he is normally employed in his seasonal occupation. There was thus no ground for holding that the words 'part or parts of a year' in Regulation 2(2)(a) were in any way coloured by the expression 'the season of the year' and no justification for the view that 'part of the year' meant a period approximating in duration to a season of the year. It was submitted that the view adopted in Decision R(U) 5/51 that a person who was employed in every quarter of the year was not a seasonal worker was erroneous.

" We agree that in the light of the considerations stated above

the 'parts' of the year as defined by Regulation 2(2)(c) during which the claimant is not normally employed have to be aggregated when determining his off-season. Even, however, if this construction is accepted it does not follow that the interpretation of the expression 'part or parts of the year' in Decision R(U) 5/51 was incorrect, for the fact that the worker's off-season comprises all those parts of the year during which he is not normally employed does not provide a measure of the period intended to be designated by each part. Literally speaking, every day is a 'part of the year' and a person who is not normally employed for every working day of the year is therefore 'normally employed for a part or parts only of the year'. This literal construction, however, was rejected on behalf of the Insurance Officer now concerned; it was conceded that a part of a year must mean a period which was not inconsiderable but it was suggested (as we understood) that in this connection a period of about a week would not be inconsiderable.

"We can see no justification for stopping at a week: if it is once conceded that 'part of the year' is not to be interpreted in the literal sense of any part, including a day, it seems to us much more reasonable to suppose that the word 'part' was intended to refer to a period approximating in duration to a season of the year and was selected, instead of the word 'season', to meet the case where owing to the time of the year at which certain occupations might be followed the 'part of the year' for which the claimant is employed would overlap from one season to another. On the other hand, it seems to follow from the Insurance Officer's contention that every worker whose normal employment is in an occupation of the character described in Regulation 2(2)(a) is a 'seasonal worker' within that sub-paragraph if for any week in the year he is not normally employed in that occupation. Such an interpretation of the expression 'seasonal worker' would bring within its ambit large numbers of employed persons who would not be regarded as 'seasonal workers' in the ordinary usage of that word and who cannot, we think, have been intended to be affected by the Regulations. In interpreting the Regulations it must be borne in mind that the mere fact that a claimant is not a seasonal worker does not by itself prove a title to unemployment benefit: other safeguards have been provided against claims by persons who prefer or are compelled to limit their employment to particular periods. The case of the claimant who is on holiday or who does not ordinarily work on every day in a week is dealt with in Regulation 6(1)(e) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277]. Further, a claimant must prove that he is available for employment in an employed contributor's employment (see the National Insurance Act, 1946, Section 11(2)(a)(i)) and this provision means that he must prove that his availability is not so restricted that there is no reasonable prospect of his obtaining any such employment. We adhere therefore to the view adopted in Decision R(U) 5/51 that a 'part of a year' in Regulation 2(2)(a) means a period of three months or thereabouts.

"Our conclusion is, therefore, as follows: 1. A person whose normal employment is in an occupation of the availability or extent of which varies with the season of the year is a seasonal worker if during any three consecutive months (or thereabouts) of the year he normally has no employment or only an inconsiderable amount of employment in that occupation. By an inconsiderable amount of employment we mean employment for less than twelve days. 2. A person who normally restricts his employment to less than twelve days in the same, or substantially the same, period of three consecutive months (or thereabouts) in the year is a seasonal worker notwithstanding that the availability or extent of his occupation does not vary with the season of the year. 3. A person whose normal employment is in an occupation of the availability or extent of which varies with the season of the year but who is normally employed in that occupation for at least twelve days in every period of three consecutive months (or thereabouts) in the year is not a seasonal worker. Our decision in this case is that the claimant was not a seasonal worker. The Local Insurance Officer did not disallow the present claim on the ground that the claimant was not available for work and we express no opinion on that question; it can be dealt with in the event of a further claim being made. The appeal of the Insurance Officer is not allowed."

## Legal Cases Affecting Labour

### Factories Act, 1937—Safe Means of Access

The occupiers of a factory were prosecuted for a breach of Section 26(1) of the Factories Act, 1937, it being alleged that they as the occupiers of a factory had failed to provide safe means of access to the place of work. Section 26(1) of the Act provides: "There shall, so far as is reasonably practicable, be provided and maintained safe means of access to every place at which any person has at any time to work."

The facts were that the factory roof was under repair and workmen were stripping off certain metal sheets. They reached the roof by means of a ladder and then walked along some purlin bars the position of which was indicated by protruding bolts. One of the workmen removed a sheet and was standing on a purlin bar to pass the sheet down when he stepped back with one foot on to another sheet through which he fell and was killed. The occupiers contended that the place where the accident happened was the place of work, that the workman had reached it, and that the fatal movement was taken in the course of his work. The Justices convicted, whereupon the occupiers appealed by way of Case Stated.

The Divisional Court of King's Bench (Lord Goddard, C.J., and Hilbery and Devlin, J.J.) allowed the appeal. Lord Goddard, C.J.,

in the course of his judgment said that the question to be decided was whether there was a failure to provide a safe means of access—that being the offence with which the occupier had been charged—as distinct from a failure to provide a safe place of work. In the present case the workman was engaged in stripping four sheets of corrugated iron from a roof and it was too artificial to say that each sheet was a separate branch of work and that the man was proceeding from one piece of work to another piece of work. The facts showed that the place of work, but not that the means of access to that place of work, was unsafe, and accordingly there was no breach of Section 26(1).—*Dorman Long and Company Ltd. v. Hillier*. King's Bench Division, 18th January, 1951.

### Wages in the Catering Industry—Whether a Share of the Tronc can be reckoned as Remuneration

The respondents, who carry on a catering business, were charged under Section 9 of the Catering Wages Act, 1943, with failing to pay not less than the statutory minimum remuneration to four waiters employed by them at a restaurant. The learned Magistrate dismissed the informations and found as a fact that it was orally agreed between the waiters and the respondents that all amounts received as tips by the waiters should be paid by them to the respondents, who should each week pay the waiters by way of remuneration a certain wage and a proportion of the total amount of the tips. The tips were placed in a locked box provided by the respondents for that purpose. The wages paid, together with the share of the tips, which is known as a "tronc", brought the amounts received by the waiters above the minimum sum prescribed in the Orders. The learned Magistrate held that, provided the workers from one source or another got an amount not less than the statutory minimum remuneration, no offence had been committed. The Wages Inspector appealed by way of Case Stated.

The Divisional Court (Lord Goddard, C.J., Humphreys, Hilbery, Pritchard and Devlin, J.J.) allowed the appeal.

The Court were of the opinion that the fact that tips have to be taken into account both for the purpose of calculating the earnings of a waiter for the purposes of the Workmen's Compensation Acts and for computing his profits or gains for assessment of income tax was really an irrelevant consideration, and further the amount of a man's earnings in an employment and the amount of remuneration paid to him by his employer are not necessarily the same thing. The structure of the Catering Wages Act, which sets up a Wages Commission, permits the establishment of Wages Boards and provides for Wages Regulation Orders, clearly indicates that it is with wages that the Act is intended to deal. The word "remuneration" used in Sections 9 and 10 and elsewhere in the Act was probably used because certain deductions were authorised under Section 10, and accordingly "remuneration" is an apt word to indicate the net payment.

The Court were further of the opinion that when a customer gives a tip to a waiter the money becomes the property of the latter, and where the tronc system obtains the money becomes the joint property of all those entitled to share in the pool. The Court held, therefore, that amounts received from the tronc by waiters cannot be taken into account in computing the amount paid to them as statutory remuneration.—*Wrottesley v. Regent Street Florida Restaurant Ltd.* Divisional Court, 13th February, 1951.

## STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments,\* relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain Regulations, etc., published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The price of each Instrument, etc., unless otherwise indicated, is 2d. net (3½d. post free).

*The Fur Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951 (S.I. 1951 No. 772*; price 6d. net, 7½d. post free), dated 1st May; *The Tin Box Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951 (S.I. 1951 No. 777*; price 6d. net, 7½d. post free), dated 2nd May; *The Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951 (S.I. 1951 No. 778*; price 4d. net, 5½d. post free), dated 2nd May; *The Hair, Bass and Fibre Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951 (S.I. 1951 No. 784*; price 4d. net, 5½d. post free), dated 3rd May; *The Dressmaking and Women's Light Clothing Wages Council (England and Wales) Wages Regulation (Amendment) Order, 1951 (S.I. 1951 No. 820*), dated 8th May; *The Corset Wages Council Wages Regulation (Amendment) Order, 1951 (S.I. 1951 No. 821*), dated 8th May; *The Cutlery Wages Council (Great Britain) Wages Regulation Order, 1951 (S.I. 1951 No. 834*; price 6d. net, 7½d. post free), dated 9th May; *The Aerated Waters Wages Council (Scotland) Wages Regulation Order, 1951 (S.I. 1951 No. 875*), dated 16th May; *The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Great Britain) Wages Regulation Order, 1951 (S.I. 1951 No. 881*; price 4d. net, 5½d. post free), dated 17th May; *The Lace Finishing Wages Council (Great Britain) Wages Regulation Order, 1951 (S.I. 1951 No. 884*; price 6d. net, 7½d. post free), dated 18th May; *The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation (Holidays) Order, 1951 (S.I. 1951 No. 948*; price 4d. net, 5½d. post free), dated 28th May; *The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation (Amendment)*

\* See footnote \* in second column on page 265.

*Order, 1951 (S.I. 1951 No. 949*), dated 28th May; *The Retail Food Trades Wages Council (Scotland) Wages Regulation (Amendment) Order, 1951 (S.I. 1951 No. 955*; price 4d. net, 5½d. post free), dated 29th May. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See pages 261 and 262.

*The Wages Councils (Notices) Regulations, 1951 (S.I. 1951 No. 954*), made on 29th May by the Minister of Labour and National Service under the Wages Councils Act, 1945, as amended by the Wages Councils Act, 1948.—See page 233.

*The Factories (Miscellaneous Welfare Orders, etc., Amendment) Order, 1951 (S.I. 1951 No. 926*), made on 24th May by the Minister of Labour and National Service under the Factories Act, 1937, and the Transfer of Functions (Factories, etc., Acts) Order, 1946.—See page 233.

*The National Insurance (Industrial Injuries) (Benefit) Amendment Regulations, 1951 (S.I. 1951 No. 833*), dated 10th May; *The National Insurance (Industrial Injuries) (Contributions during service in the Forces) Regulations, 1951 (S.I. 1951 No. 889*), dated 21st May; *The National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment (No. 3) Regulations, 1951 (S.I. 1951 No. 918*), dated 24th May. These Regulations were made by the Minister of National Insurance, or the Minister and the Industrial Injuries Joint Authority where appropriate, under the National Insurance (Industrial Injuries) Act, 1946.—See page 235.

*The National Insurance and Industrial Injuries (Reciprocal Multi-lateral Agreement) (France and the Netherlands) Order, 1951 (S.I. 1951 No. 972*; price 4d. net, 5½d. post free), made on 31st May by His Majesty in Council under the National Insurance Act, 1946, and the National Insurance (Industrial Injuries) Act, 1946.—See page 235.

*The Coal Mines Regulation (Suspension) Order, 1951 (S.I. 1951 No. 754*), made on 28th April by His Majesty in Council under the Coal Mines Regulation Act, 1908.—See page 234.

*The Coal Mines (Officials and Inspections) General Regulations, 1951 (S.I. 1951 No. 848*; price 6d. net, 7½d. post free), made on 11th May by the Minister of Fuel and Power under the Coal Mines Act, 1911, as amended by the Coal Industry Act, 1949.—See page 234.

*The Fire Services (Conditions of Service) (Scotland) (Amendment) Regulations, 1951 (S.I. 1951 No. 775 (S. 46)*), made on 30th April by the Secretary of State for Scotland under the Fire Services Act, 1947. These Regulations provide for increases in the rate of pay of section leaders, leading firemen and firemen.—See page 255.

*The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1951 (S.R. & O. of Northern Ireland 1951 No. 68*), dated 28th March; *The Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) Wages Regulation Order, 1951 (S.R. & O. 1951 No. 71*; price 3d. net, 4½d. post free), dated 16th April; *The Baking Wages Council (Northern Ireland) Wages Regulation (No. 3) Order, 1951 (S.R. & O. 1951 No. 84*; price 3d. net, 4½d. post free), dated 1st May; *The Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation Order, 1951 (S.R. & O. 1951 No. 85*; price 6d. net, 7½d. post free), dated 25th April. These Regulations were made by the Ministry of Labour and National Service for Northern Ireland under the Wages Councils Act (Northern Ireland), 1945.—See the issues of this GAZETTE for April and May, pages 174 and 218 respectively.

*The Grammar School (Salaries and Allowances of Teachers) Regulations, 1951 (S.R. & O. 1951 No. 74*; price 5d. net, 6½d. post free), dated 3rd May; *The Intermediate School (Salaries and Allowances of Teachers) Regulations, 1951 (S.R. & O. 1951 No. 75*; price 5d. net, 6½d. post free), dated 3rd May; *The Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1951 (S.R. & O. 1951 No. 76*; price 5d. net, 6½d. post free), dated 3rd May; *The Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1951 (S.R. & O. 1951 No. 77*; price 6d. net, 7½d. post free), dated 4th May. These Regulations were made by the Ministry of Education for Northern Ireland under the Education Act (Northern Ireland), 1947.—See page 231.

## OFFICIAL PUBLICATIONS RECEIVED\*

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

**Central African Territories.**—(i) *Report of Conference on Closer Association*. London. March, 1951. Cmd. 8233. Price 1s. 3d. (1s. 4½d.). (ii) *Geographical, Historical and Economic Survey*. Cmd. 8234. Price 1s. 3d. (1s. 4½d.). (iii) *Comparative Survey of Native Policy*. Cmd. 8235. Price 2s. (2s. 2d.). Colonial Office and Commonwealth Relations Office.

**Civil Service.**—*Staffs employed in Government Departments. Statement showing the Civil Staffs employed in Government Departments on 1st April, 1951*. Cmd. 8250. Treasury. Price 2d. (3½d.).

**Coal Industry.**—*National Coal Board. Annual Report and Statement of Accounts for the year ended 31st December, 1950*. H.C. 188. Price 5s. 6d. (5s. 10d.).—See page 233.

\* See footnote \* in next column.

**Colonial Territories.**—*The Colonial Territories (1950–51)*. Cmd. 8243. Colonial Office. Price 4s. 6d. (4s. 9d.).

**Fire Services.**—*Report of His Majesty's Inspector of Fire Services for Scotland for 1950*. Cmd. 8225. Scottish Home Department. Price 6d. (7½d.).

**Forestry.**—*Forestry as a Career*. 4th Edition. Forestry Commission. Price 4d. (5½d.).

**Housing.**—*Housing Return for 31st March, 1951, for (i) England and Wales*. Cmd. 8221. Ministry of Local Government and Planning. (ii) *Scotland*. Cmd. 8222. Department of Health for Scotland. Price 1s. each (1s. 1½d.).

**National Insurance.**—*Selected Decisions given by the Commissioner on Claims for Unemployment Benefit during the Month of June, 1949*. Pamphlet U/9 Supplement. Ministry of National Insurance. Price 2d. (3½d.).

**Police.**—*Police, Counties and Boroughs, England and Wales. Report of His Majesty's Inspectors of Constabulary for the Year ended 30th September, 1950*. H.C. 194. Price 1s. (1s. 1½d.).

**Safety.**—*Fumigation With Ethylene Oxide. Precautionary Measures*. February, 1951. Home Office. Price 6d. (7½d.).

**Salaries of Teachers.**—*Salaries of Teachers, 1951. Report of the Committee Appointed by the Minister of Education to Consider the Salaries of Teachers*. Cmd. 290. Government of Northern Ireland. Price 3d. (4½d.).—See page 231.

**Scotland.**—*Industry and Employment in Scotland, 1950*. Cmd. 8223. Scottish Home Department. Price 2s. 6d. (2s. 9d.).—See page 234.

## FACTORY FORMS

The undermentioned Factory Forms have been issued or reprinted since the previous list was published in the April issue of this GAZETTE (page 177) and may be purchased at the prices shown.\* The prices in brackets include postage.

| No.   | Title and Price   |
|-------|---|
| 37.   | Night Work of Male Young Persons (Medical Examinations) Regulations, 1938. Price 1s. 4d. (1s. 5½d.).  |
|       | Factories Act, 1937. Section 81 (4). Register of Certificates of Fitness of Male Young Persons over 16 years of age employed in shifts in certain Industries and Processes. December, 1950. Price 1s. 4d. (1s. 5½d.). |
| 38.   | Employment of Women, Young Persons' and Children's Act, 1920. Register and Record of Hours of Employment of Young Persons under 18 years of age in certain occupations. December, 1950. Price 2s. 7d. (2s. 10d.).     |
| 283.  | Notes on the Fitting and Maintenance of the Mark IV Dust-Respirator. June, 1947. Price 2d. (3½d.); 100, 3s. (3s. 3d.); 1,000, 25s. (26s. 2d.).  |
| 2004. | Blasting (Castings and Other Articles). Special Regulations, 1949. Certificate of Exemption. February, 1951. Price 2d. (3½d.).  |

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

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