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Employment, Wages, Prices, etc., in 1949

DURING the twelve months ended November, 1949, there was a rise of about 150,000 in the size of the total working population in Great Britain. At November, 1949, the total was 23,384,000, compared with 23,232,000 a year earlier. There was an increase of 33,000 in the number of men and of 119,000 in the number of women. The total number of men in civil employment rose by 109,000 and the number of women by 121,000.

Unemployment during 1949 showed little change apart from seasonal variations, and the total number on the registers of Employment Exchanges in December, 1949, was practically the same as in December, 1948. There was a reduction month by month from January to July, followed by a steady increase in the second half of the year. These changes occurred mainly in the industries which are normally subject to seasonal variations of employment, viz., agriculture, building and contracting, the hotel and catering and the distributive trades.

There was an increase, on average, in weekly rates of wages during 1949 of between 1½ and 2 per cent. This increase compares with one of 4 per cent. in 1948, 5 per cent. in 1947, and 8 per cent. in 1946. On the basis of June, 1947 = 100, the index was 109 at the end of 1949, compared with 107 at the end of 1948. It is estimated that during the year rather over five million workers received an increase of about £1 million a week. The amount of the increase was smaller than in any year since 1939. Normal weekly hours of labour were reduced by an average of 1½ hours for about one million workpeople, a large proportion of whom were employed in agriculture. This number was somewhat higher than in 1948, but it compares with over five million workers in 1947 and over two million in 1946.

During 1949 the average level of retail prices, as measured by the interim index, rose between 3 and 4 per cent. Taking the level of prices at the base date (17th June, 1947) as 100, the index figure at the end of 1948 was 109; it remained at this level during the first four months of 1949, but rose to 111 in May, to 112 in September and to 113 in December.

Stoppages of work arising from industrial disputes during 1949 resulted in a loss of 1,808,000 working days at the establishments where the stoppages occurred. This figure was the lowest recorded since 1943. Coal mining accounted for about two-fifths of the days lost. The number of workers involved in all disputes was about 434,000, the lowest recorded since 1941, except 1948 when the figure was slightly lower.

Employment

Between November, 1948, and November, 1949, there was a rise of 152,000 (33,000 men and 119,000 women) in the size of the total working population, which numbered 23,384,000 at the latter date. In the first half of the twelve months under review the size of the total working population increased in the periods in which school-leavers entered employment, but declined in other months. As in 1948, however, the total working population continued to expand in the autumn after the end of the summer school-leaving period. The increase in the autumn of 1949 was considerably larger than in the corresponding months of 1948, and the size of the total working population at the end of November, 1949, was greater than at any time since the start of the new series of employment statistics at mid-1948.

Part of the increase of 152,000 during the period of twelve months was due to the greater number of school-leavers entering the working population during 1949 compared with 1948, when the number of young entrants into the employment field was affected by the raising of the school-leaving age in 1947. The growth in the number of females in the total working population cannot, however, be attributed entirely to school-leavers. Much of the increase was due to the tendency for more women to remain in or return to employment, which was a feature of the man-power situation in 1948 and which continued throughout 1949.

The size of the total working population was not greatly increased during 1949 by the recruitment of foreign workers

under Government schemes. Recruitment was on a much smaller scale than in the previous year, and the number of foreign workers entering the working population was about 17,000, compared with over 100,000 (including 15,000 German ex-prisoners of war) in 1948.

In 1949 the reduction in the size of the Forces continued, but at a slower rate than in 1948. At the end of November, 1949, the strength of the Forces and Women's Services stood at 737,000, compared with 810,000 a year earlier—a reduction of 73,000, compared with 311,000 in 1948.

The number in civil employment rose between November, 1948, and November, 1949, by 230,000, or about one per cent. (109,000 men and 121,000 women). This increase was mainly due to the further running down of the Forces and to the continued tendency for more women to enter or stay in employment. The net effect of the changes in total man-power and its distribution between the Forces, civil employment and other categories is shown in the following Table:—

	Strength in Thousands at			Change in 12 months ended November, 1949	
	Mid-1948	Nov., 1948	Nov., 1949	000's	Per cent.
Total working population, of which—	23,146	23,232	23,384	+ 152	+ ½
Men	16,057	16,066	16,099	+ 33	—
Women	7,089	7,166	7,285	+ 119	+ 1½
H.M. Forces and Women's Services	846	810	737	- 73	- 9
Ex-Servicemen and women on release leave	92	17	11	- 6	- 35½
Registered unemployed	282	328	329	+ 1	+ ½
Total in civil employment, of which—	21,926	22,077	22,307	+ 230	+ 1
Men	14,945	15,032	15,141	+ 109	+ ½
Women	6,981	7,045	7,166	+ 121	+ 1½

It will be seen from the above Table that, while the size of the total working population increased by about ½ per cent. during the twelve months ended November, 1949, the number in civil employment increased by about 1 per cent. (½ per cent. for men and 1½ per cent. for women).

Changes in the distribution of the numbers in civil employment in 1949 are shown in the following Table:—

Industry or Service	Strength in Thousands at			Change in 12 months ended November, 1949	
	Mid-1948	Nov., 1948	Nov., 1949	000's	Per cent.
Basic Industries					
Coal mining—					
Total man-power (On colliery books)	787	786	771	- 15	- 2
(725)	(724)	(709)	(- 15)	(- 2)	
Other mining and quarrying	82	82	82	—	—
Gas, electricity and water	296	301	317	+ 16	+ 5½
Transport and communication	1,814	1,809	1,808	- 1	—
Agriculture	1,227	1,236	1,230	- 6	- ½
Fishing	41	41	41	—	—
Total, Basic Industries	4,247	4,255	4,249	- 6	—
Manufacturing Industries					
Chemicals and allied trades	426	435	450	+ 15	+ 3½
Metals, engineering and vehicles	3,904	3,932	3,929	- 3	—
Textiles	948	971	1,012	+ 41	+ 4
Clothing	700	718	757	+ 39	+ 5½
Food, drink and tobacco	725	743	771	+ 28	+ 4
Other manufactures	1,411	1,431	1,476	+ 45	+ 3
Total, Manufacturing Industries	8,114	8,230	8,395	+ 165	+ 2
Building and contracting	1,497	1,485	1,488	+ 3	—
Distributive trades	2,689	2,755	2,829	+ 74	+ 2½
Professional, financial and miscellaneous services	3,925	3,884	3,886	+ 2	—
Public Administration—					
National Government service	688	690	677	- 13	- 2
Local Government service	766	778	783	+ 5	+ ½
Total in Civil Employment	21,926	22,077	22,307	+ 230	+ 1

The only two groups which showed any significant decrease in employment during the year were coal mining and National Government Service. In each of these groups employment fell by 2 per cent. The main increases were in gas, electricity and water (5½ per cent.), clothing (5½ per cent.), textiles (4 per cent.), food, drink and tobacco (4 per cent.) and chemicals (3½ per cent.). In manufacturing industry as a whole the total number employed rose during the year by 165,000 or about 2 per cent.

Unemployment

The total number registered as unemployed in January, 1949, was 376,000 (48,000 higher than in December, 1948); it thereafter fell steadily to 243,000 in July, but rose again to 261,000 in August, largely as a result of the registration of children leaving school, and the autumn decline in employment resulted in a further increase to 330,000 in December. The seasonal changes were relatively much greater among females than among males.

The total number of persons who experienced some unemployment during the year is not precisely known, but the available

statistics suggest that it was between four and five times the average number unemployed at any one date. Quarterly analyses according to duration of unemployment show that about two-thirds of the men and about four-fifths of the women unemployed at the beginning of any quarter found work or otherwise ceased to register by the end of the quarter. The number who had been continuously unemployed throughout the whole year was about 37,000, four-fifths of whom were over 40 years of age.

The industrial analysis of the numbers unemployed in December shows that about 29 per cent. of the total had been last employed in manufacturing industries, 12 per cent. in the building and contracting industries, 10 per cent. in the hotel and catering industries and 8 per cent. in transport and communication, the remainder being spread over other industries and services in smaller proportions. The occupational analysis of the men registered as wholly unemployed at the same date shows that 95,000 were general labourers, of whom 68,000 were deemed to be fit only for light work.

The numbers registered as unemployed in Great Britain at one date in each month of the year are shown in the Table below.

Date	Men aged 18 and over	Boys under 18	Women aged 18 and over	Girls under 18	Total
December, 1948	238,931	5,084	78,981	4,217	327,213
January, 1949	269,680	9,844	87,641	8,548	375,713
February, "	257,388	6,930	89,881	6,084	360,283
March, "	244,916	5,817	84,800	4,873	340,406
April, "	232,759	9,630	74,476	8,008	324,873
May, "	221,025	6,918	71,284	3,215	304,165
June, "	194,447	4,765	61,216	3,215	263,643
July, "	179,968	5,687	53,714	3,672	243,041
August, "	183,253	10,963	58,429	8,744	261,389
September, "	190,256	9,121	61,493	6,996	267,866
October, "	212,000	7,635	74,290	6,330	300,255
November, "	227,467	6,426	84,019	5,697	323,609
December, "	232,985	5,768	86,513	5,070	330,336

The next Table shows the numbers and percentages unemployed at December, 1949, and the changes in the numbers unemployed between December, 1948, and December, 1949, in each Administrative Region and in Northern Ireland.

Region	Number on Registers at 5th Dec., 1949		Increase or Decrease Dec., 1948-Dec., 1949 (Thousands)		Percentage unemployed at 5th Dec., 1949
	Males	Females	Males	Females	
London and South-Eastern	40,297	16,632	- 2.0	+ 1.8	1.1
Eastern	8,338	4,224	- 0.1	+ 1.0	1.2
Southern	9,459	5,322	- 0.5	+ 1.0	1.5
South-Western	11,769	5,417	- 0.1	+ 0.8	1.6
Midland	8,129	2,838	- 0.3	+ 0.7	0.5
North-Midland	5,320	3,800	- 0.1	+ 0.7	0.6
East and West Ridings	12,569	3,742	- 0.6	+ 0.4	0.9
North-Western	37,079	14,200	- 5.8	+ 0.6	1.7
Northern	26,822	9,148	+ 2.0	+ 0.8	2.9
Scotland	51,931	15,999	+ 3.5	+ 1.1	3.2
Wales	27,040	10,261	- 1.3	- 0.5	4.0
Great Britain	238,753	91,583	- 5.3	+ 8.4	1.6
Northern Ireland	23,822	6,570	- 0.3	- 1.1	6.5
United Kingdom	262,575	98,153	- 5.6	+ 7.3	1.7

Rates of Wages

The index numbers of weekly rates of wages (on the basis of 30th June, 1947 = 100) at the end of 1948 and of each month of 1949 were as follows:—

Date (end of month)	Men	Women	Juveniles	All Workers
1948				
December	107	109	110	107
1949				
January and February	107	109	110	108
March and April	108	110	111	108
May	108	111	111	108
June	108	111	111	109
July to September	108	111	112	109
October to December	109	112	112	109

In the industries for which statistics are regularly compiled by the Department as to the number of workpeople affected by changes in rates of wages and the aggregate amount of the changes, nearly 5½ million workpeople received a net increase of about £1,070,000 a week.* These figures are exclusive of changes affecting domestic servants and clerical workers.

The Table in the next column shows the approximate numbers of workpeople affected by changes in rates of wages reported to the Department in 1949, and the net amount of the change in their weekly rates of wages, in each of the principal groups of industries for which detailed statistics are available.*

* The figures, which are preliminary and subject to revision, relate to rates of wages for a full week and do not take account of variations in actual earnings arising from other factors, such as overtime or lost time. The changes reported are mainly those arranged by organisations of employers and workers. Changes arranged by individual employers, and affecting unorganised groups of workpeople, are not in most cases reported to the Department.

Industry Group*	Approximate number of separate individuals reported as affected by Net Increases in Weekly Rates of Wages during 1949	Estimated Net Weekly Increase in the Rates of Wages of all Workpeople affected
Agriculture, Forestry, Fishing	932,000	161,300
Mining and Quarrying	51,000	11,400
Treatment of Non-metalliferous Mining Products other than coal	141,000	23,500
Chemical and Allied Trades	172,500	38,300
Metal Manufacture	176,500	23,700
Engineering, Shipbuilding and Electrical Goods	57,000	5,600
Vehicles	26,000	4,900
Metal Goods not elsewhere specified	118,000	23,600
Textiles	603,500	149,100
Leather, Leather Goods and Fur	30,500	6,400
Clothing	132,500	23,400
Food, Drink and Tobacco	180,500	32,800
Manufactures of Wood and Cork	40,500	7,400
Paper and Printing	167,000	56,000
Other Manufacturing Industries	43,500	9,500
Building and Contracting	1,091,000	124,400
Gas, Electricity and Water	103,000	37,100
Transport and Communication	341,500	90,200
Distributive Trades	322,500	82,000
Public Administration	254,500	86,200
Miscellaneous Services	214,000	76,700
Total	5,198,500	1,073,700

Principal Changes in 1949

Of the total increase of about £1,070,000, about three-fifths was accounted for by increases to workpeople employed in agriculture, textile manufacture, building and contracting, transport and communications, and the distributive trades.

Agriculture. The minimum rates of wages fixed under the Agricultural Wages Acts for workers employed in agriculture were increased generally by 4s. a week for men and 3s. for women. Increased rates were also fixed for juvenile workers.

Textiles. In the spinning and preparing sections of the cotton industry there were increases in May of 7s. 6d. or 4s. 6d. a week, according to occupation, or of 5 per cent. on current earnings. In cotton manufacturing a flat-rate advance of 4s. 6d. a week for adults was granted in March. For workpeople employed in the wool textile industry in Yorkshire the weekly time rates and the current piece rates were increased in July by 7½ per cent. In hosiery manufacture in the Midlands the cost-of-living bonus was advanced in January by 1d. in the shilling on basic rates, equivalent to an increase of 4 per cent. on current wages.

Building and Contracting. In the building industry there were increases in February of ½d. an hour in the standard rates for craftsmen and of ½d. or ¼d. for labourers, due to the operation of sliding-scale arrangements based on the index of retail prices. At the same time there were further increases of ¼d. to 1d. an hour for workers employed in some districts in the eastern and midlands counties of England, resulting from the upgrading of these districts for wages purposes. In July the night work addition paid to building workers in England and Wales employed in night gangs was increased by 1d. an hour. In October labourers in England and Wales received an increase of ½d. an hour, as a first stage adjustment of their rates from 80 per cent. of the craftsmen's rate to a fixed margin in each district of 5½d. an hour below the craftsmen's rate. The remaining adjustments are due to be made in February and July, 1950. Labourers in Scotland received a similar increase of ½d. an hour in December. For workers employed in civil engineering construction there were increases of ¼d. an hour in February and of a further ¼d. in October.

Transport and Communications. For engineering rank and file grades and for certain grades in the supplies and factories departments of the General Post Office, revised scales of pay were agreed in January, resulting in increases of amounts varying from 2s. 6d. to 8s. a week, according to age and occupation. These increases were made retrospective to July, 1948. In June Post Office workers employed in manipulative grades, including postmen and male and female telegraphists, telephonists, and postal and telegraph officers, received increases amounting to 6s. a week for men and 5s. for women 21 years and over. The scales of pay of male telephonists were also extended by two increments of 4s. 6d. each, making a total increase for these workers of 15s. a week at the maximum. In the railway service certain traffic, goods and cartage, and carriage and wagon staffs numbering about 10,000 employed in rural areas, received an increase of 1s. a week in September, following the abolition of rural rates and the application of existing industrial rates to all areas outside the London area. Certain workpeople employed in the road haulage of goods in Great Britain, including furniture warehousing and removing, received increases in statutory minimum remuneration in September, the amounts varying from 1s. to 6s. a week, according to occupation. Drivers of vehicles of over 2 tons carrying capacity were not affected by these increases. Earlier in the year many localities were upgraded for wages purposes, and workpeople in these localities received increases varying from 6d. to 4s. a week, according to age, occupation and carrying capacity of vehicle. In Northern Ireland workers employed in the road

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

freight section of the Ulster Transport Authority were granted increases amounting to 2s. 6d. a week for adults and 1s. 3d. for younger workers.

Distributive Trades. Statutory minimum remuneration became operative under the Wages Councils Act in October for workpeople employed in the retail food trades, the retail newsagency, tobacco and confectionery trades and the retail bookselling and stationery trades. In the retail food trades minimum rates had previously been agreed by the Retail Food Trades Joint Industrial Council in England and Wales and by the employers' associations and the trade union concerned in Scotland. The statutory minimum rates showed increases over these agreed rates. In the case of shop assistants the increases in the minimum rates in England and Wales amounted to 6s. a week for men and 5s. for women in London and certain provincial areas, and 5s. and 4s. respectively, in other areas. In Scotland the increases ranged from 1s. to 8s. a week, according to age and area of employment. Statutory minimum rates, to become operative in January, 1950, were also fixed under the Wages Councils Act for workers in the retail drapery, outfitting and footwear trades, and the retail furnishing and allied trades. In the milk distributive trade the statutory minimum time rates of wages were increased in January by 4s. a week for men and 3s. for women employed in small towns and rural districts in England and Wales, in April by amounts varying from 3s. 6d. to 10s. 6d., according to occupation, for adult male and female workers in Scotland, and in September by 4s. for men and 3s. for women in all areas in England and Wales.

Other Industries or Services. There were increases in wage rates in a number of other industries or services, some particulars of which are given below.

For workpeople employed in the building brick and allied industries in England and Wales there were increases in February of 1d. an hour in the minimum basic rates for men and of ¼d. for women. In the heavy chemicals industry there was an increase in July of 1½d. an hour in the minimum or basic time rates for men and women.

In the pig iron and iron and steel manufacturing industries the flat-rate addition to wages, which fluctuates in accordance with movements in the index of retail prices, was increased during the year by about 5d. a shift. In the boot and shoe manufacturing industry there were increases in February of 4s. a week in the day wage rates for men and of 3s. for women, with corresponding increases for pieceworkers; these increases resulted from sliding-scale arrangements based on the index of retail prices.

In the baking industry in England and Wales the statutory minimum hourly rates of wages fixed under the Wages Councils Act were increased in February to compensate for a reduction in normal working hours, and in September there were increases for certain classes of workers of amounts varying from ½d. to 1½d. an hour for men and from ¼d. to 1d. for women. For men and women employed in the manufacture of sugar confectionery, cocoa and chocolate, and in food preserving, the statutory minimum time rates were increased in September by 4s. a week. The increases had been in operation by agreement in many firms earlier in the year.

In the printing industry there were several changes in rates during 1949, which varied in amount according to occupation, locality and section of industry. In January, with retrospective effect to November, 1948, printers' assistants employed in provincial newspaper production received increases in minimum rates of 6s. a week on morning and tri-weekly newspapers and 2s. 6d. on evening newspapers. Adult workers employed on national morning, evening and Sunday newspapers in London and Manchester were given an increase amounting generally to 7s. 6d. These increases were agreed in January, February or March, and payment was made retrospective to November, 1948. In May there were increases of 5s. or 3s. 6d., according to occupation, for male warehouse workers in general printing offices in London. During November there were increases in the minimum grade rates for compositors, readers, machine attendants and linotype operators, etc., engaged in general printing and periodical and newspaper production (excluding workpeople employed on certain national newspapers). These increases ranged from 4s. 6d. to 8s. 6d. a week, according to grade of town, and affected workpeople in all areas of England and Wales, except London. At the same time further increases resulted from the upgrading of many towns for wages purposes. There was also a revision of "extra" rates, which produced increases in night shift and double-day shift rates and reductions in typesetting machine extras and machinemen's classification extras. In December bookbinders and machine rulers received increases of 3s. 6d. to 8s. 6d. a week, according to grade of town, and printers' assistants, etc., in jobbing offices 2s. 6d. to 12s., according to occupation and grade of town, with varying increases for women workers. Many towns were also upgraded for wages purposes. In Scotland there were increases in November and December in the rates of wages of male and female workers engaged in general, jobbing and weekly newspaper printing and in bookbinding.

For workpeople employed in electricity supply undertakings there was an increase in June of 1½d. an hour in day rates and a revision of the payments made to shift workers. In the non-trading services of local authorities in most districts in England and Wales national differential rates of wages were adopted in March for six occupational groups of adult male manual workers and for various classes of road workers. These national rates replaced the Provincial Council rates previously in operation, and gave increases of varying amounts to some workers, according to occupation and

area of employment. For roadmen employed by most County Councils in England and Wales there were increases in May of 5s. or 4s. a week in basic rates, according to area of employment.

For workers employed in unlicensed places of refreshment (cafés, teashops, etc.) new minimum weekly rates, which were fixed in April under the Catering Wages Act, gave advances of 10s. a week to managers, manageresses, assistant managers and manageresses, and male and female floor supervisors and chefs, 7s. 6d. to male and female head cooks, and 2s. 6d. to all other male workers. All grades of workers in cinema theatres were given higher minimum rates in May, the increases varying in amount according to occupation and classification of theatre.

In October statutory minimum rates were fixed under the Wages Councils Act for workers employed in hairdressing establishments. These minimum rates were higher than the minimum rates previously payable under the agreement made by the National Joint Industrial Council for the Hairdressing Craft, the differences varying according to occupation and area of employment.

Industries in which there was no General Change in 1949

In many industries no general increases in rates of wages were reported in 1949. These included large industries such as coal mining and engineering. Other important industries in which there was no change in rates of wages included pottery manufacture, shipbuilding and ship repairing (except certain unskilled workers), road vehicle repairing (except female workers), textile bleaching, dyeing, printing and finishing in England and Wales, ready-made and wholesale bespoke tailoring, wholesale mantle and costume making, retail bespoke tailoring in England and Wales, dressmaking and women's light clothing manufacture, furniture manufacture, paper making, electrical contracting in England and Wales, gas and water supply, railways (except certain grades of workers in rural areas), tramway and omnibus services, the port transport industry (dock labour), merchant shipping, the retail drapery, outfitting and footwear trades, the retail furnishing and allied trades, retail distribution by co-operative societies, laundries, and the catering trade (except unlicensed places of refreshment, i.e., teashops, cafés, etc.).

Method by which Changes in Wages were Arranged

The following Table gives the aggregate amounts of the total increases which were effected by various methods during 1949, together with percentages showing to what extent each method contributed to the total:—

Method	Aggregate Weekly Amount of Increase in Rates of Wages effected by the Methods shown in the first column	
	Amount	Percentage of Total
	£	Per cent.
Under Sliding Scales * based on the Index of Retail Prices	116,200	10.8
Arbitration and Mediation	135,600	12.6
By Other Methods:—		
Direct Negotiation, etc.	280,100	26.1
Joint Industrial Councils*	163,900	15.3
Other Joint Standing Councils, Conciliation Boards, etc., established by voluntary agreement*	24,900	2.3
Wages Councils and other Statutory Wages Boards	353,000	32.9
Total	1,073,700	100.0

Changes in Rates of Wages in the Years 1939-1949

The following Table shows the approximate numbers of workpeople, in the industries and services for which detailed statistics are available,† whose rates of wages were increased or reduced (so far as reported) in each of the years from 1939 to 1949, and the net amount of increase or decrease in the weekly rates of wages:—

Year	Approximate Number of separate Individuals† reported as affected by		Estimated Net Weekly Amount of Change in Rates of Wages		Estimated Net Weekly Increase in Rates of Wages of the Workpeople affected
	Net Increases	Net Decreases	Increases	Decreases	
			£	£	£
1939	6,150,000	65,800	990,900	8,500	972,400
1940	8,780,000	—	2,633,000	—	2,633,000
1941	8,865,000	—	2,490,000	—	2,490,000
1942	6,707,000	400	1,708,000	50	1,707,950
1943	7,237,000	152,100	1,630,900	2,900	1,628,000
1944	8,587,000	300	1,958,000	500	1,957,500
1945	7,308,000	400	1,806,100	50	1,806,050
1946	7,980,000	—	2,901,300	—	2,901,300
1947	4,973,000	300	1,735,000	50	1,734,950
1948	7,757,000	—	1,898,400	—	1,898,400
1949†	5,198,500	—	1,073,700	—	1,073,700

In view of the limitations to which attention has been drawn, and especially of the fact that certain large groups of workpeople have not been covered by the statistics,† the figures in the Table

* Changes taking effect under sliding scales arranged by Joint Industrial Councils, etc., are included under "Sliding Scales".
† See footnote * in the second column on page 2. The figures for 1948 and 1949 are not strictly comparable with those for earlier years, as particulars relating to Government employees and shop assistants were introduced for the first time only in 1948.

‡ In addition to the workpeople for whom figures are given in this Table, there were 8,000 workpeople in 1939, 214,000 in 1942, 33,000 in 1943, 12,500 in 1945, 48,000 in 1946 and 183,000 in 1947 who were affected by increases and also by reductions of equal amount within the same year.

should not be regarded as affording more than a general indication of the movement in rates of wages in any year in comparison with that in other years, and special significance should not be attached to small differences in the amount of change as between one year and another.

Hours of Labour

During 1949 it is estimated that in the industries for which statistics are available,* about 1 million workpeople had their normal weekly hours of labour reduced by about 1½ hours on the average. In 1948 the number of workpeople affected by reductions in hours was about 600,000, in 1947, 5,200,000 and in 1946 about 2,100,000. During the war-time years 1939 to 1945 there was comparatively little movement in working hours.

The next Table shows the numbers of workpeople, in the industries for which statistics are regularly compiled by the Department,* whose hours were reported as changed in each of the years 1939 to 1949, and the aggregate net amount of the change.

Year	Approximate Number of Workpeople whose normal Hours of Labour were		Aggregate Net Increase (+) or Decrease (-) in Weekly Hours
	Increased	Reduced	
1939	—	396,000	- 1,412,000
1940	54,000	193,000	- 633,000
1941	16,000	10,000	- 2,500
1942	4,000	10,000	+ 5,000
1943	8,000	141,000	- 256,000
1944	3,000	—	+ 4,400
1945	—	22,000	- 42,000
1946	—	2,128,000	- 5,719,000
1947	—	5,223,000	- 18,429,000
1948	—	616,000	- 1,834,000
1949*	3,500	1,017,000	- 1,471,000

The principal reductions during 1949 in the normal weekly hours of labour, i.e., the hours beyond which overtime rates become payable, took place in the following industries: agriculture in England and Wales, where there was a reduction from 48 to 47 hours; agriculture in Northern Ireland, with reductions for male workers from 54 to 52 hours during two months in the year and from 52 to 50 during six months, the hours remaining unchanged at 50 during the remaining four months; pottery, with a reduction from 47 or 48 to 44 hours; baking in England and Wales, from 48 to 46 hours; and cinema theatres, where the hours for female workers were reduced from 48 to 44.

In the wallpaper manufacturing industry it was agreed in May to increase the normal working week from 44 to 45 hours, in return for which a second week's summer holiday with pay was granted to the workers.

Retail Prices

The rise in the interim index of retail prices during 1949 was mainly due to various increases in food prices during the year. These increases included higher prices for meat, butter, margarine and cheese under the arrangements announced by the Chancellor of the Exchequer in his budget speech in April, higher prices for eggs towards the end of July, and the advance in the prices of bread and flour which followed the change in the dollar-sterling rate of exchange in September. At the end of 1949 clothing prices were slightly higher than a year earlier in spite of some reductions in traders' permitted margins. There were also advances in the prices of other items, including petrol, lamp oil and matches. Some price decreases occurred during the year, notably a reduction of 1d. per pint in the price of beer following a reduction in the rate of duty in April. Taking 1949 as a whole, the average index figure was 111, i.e., the average level of retail prices was about 11 per cent. higher than when the index started in June, 1947.

The following Table shows, for each month in 1949, the index figures for each of the eight main groups of items included within the scope of the figures:—

Group	18th Jan.	15th Feb.	15th March	12th April	17th May	14th June
	Food	108	109	108	108	114
Rent and rates	100	100	100	100	100	100
Clothing	116	117	117	118	118	118
Fuel and light	114	114	112	111	111	112
Household durable goods	109	109	109	109	108	108
Miscellaneous goods	109	109	109	113	113	113
Services	105	105	105	105	105	105
Drink and tobacco	111	111	111	108	108	108
All items	109	109	109	109	111	111

Group	12th July	16th Aug.	13th Sept.	18th Oct.	15th Nov.	13th Dec.
	Food	116	116	117	119	119
Rent and rates	100	100	100	100	100	100
Clothing	119	119	119	117	117	117
Fuel and light	113	113	113	114	114	115
Household durable goods	108	108	108	108	108	108
Miscellaneous goods	113	113	113	113	113	113
Services	105	105	105	106	106	106
Drink and tobacco	108	108	108	108	108	108
All items	111	111	112	112	112	113

* See footnote * in the second column on page 2.

The rise of 12 points in the index for the food group during the year 1949 caused a rise in the all items index of approximately 4 points. In the remaining groups the relative movements in prices were small and their net effect on the all items index was practically negligible.

Group I. Food. During 1949 the prices of most of the articles of food included in the index continued to be subject to control by Orders made by the Minister of Food. The most important changes in retail food prices were the increases in the prices of meat, butter, margarine, cheese, eggs, bread and flour already referred to above. The prices of the kinds of meat included in the index rose, on the average, by slightly over 30 per cent. as a result of higher maximum prices which took effect on 24th April, and the prices of butter, margarine and cheese were increased on 22nd May by 2d. per lb., 1d. per lb., and 4d. per lb., respectively. These increases were part of a series of price changes announced by the Chancellor of the Exchequer in his budget speech on 6th April, which also involved an increase in the price of matches and a decrease in the price of beer. The prices for eggs were reduced, on average, by about 12 per cent. at the end of February, following the introduction of a new schedule of maximum prices providing lower prices for some categories of eggs, but there was a general increase of 1d. per egg as from 25th July, and at the end of the year the average price of eggs was about 22 per cent. higher than at December, 1948. Towards the end of September the price of bread was increased at the rate of 1d. per 1½ lb. loaf and the prices of flour by ¾d. per lb.

As in previous years, the prices of vegetables showed considerable fluctuations, largely seasonal. Potatoes remained subject to price control, and during the first four months there was a small upward movement in the index for this item, followed by a substantial but temporary rise between mid-June and mid-July, when new potatoes replaced the old crop. During the latter part of the year the price movements for potatoes were relatively small, and at the end of the year the index figure was very little different from that of a year earlier. The prices of most of the items included in the section for other fresh vegetables were not subject to control during 1949 and some showed large variations during the year under review. Thus, the average price of tomatoes rose during the earlier part of the year and at mid-May was about double that at mid-December, 1948, but during the four following months prices fell very substantially, reaching their lowest level in September; at the end of the year the average price was about the same as in December, 1948. The price of carrots was controlled during the early part of the year, and during this period there was little movement of prices. Prices for the new crop were at first uncontrolled and were greatly in excess of those previously charged for the old crop, but price control was reimposed at the beginning of November, and thereafter prices fell sharply and at the end of the year were at about the same level as in December, 1948. The prices of onions, turnips and swedes were not controlled during 1949, and at the end of the year prices were definitely higher than they had been a year earlier. The prices of green vegetables, also, were not subject to control, and during 1949 the movement was generally upward, and at the end of the year prices for the green vegetables included in the index were considerably higher than they had been at the beginning of the year. In the section for fresh and dried fruit there were few changes in prices during 1949, except in the prices for cooking apples, for which there was a seasonal rise of about 1d. per lb. at the end of January, but a fall averaging about 3½d. per lb. between mid-July and mid-September. Thereafter prices rose again, although by mid-December, 1949, the average price was still somewhat below the level of a year earlier.

The only food items in the index which showed any material decrease in price during 1949 were cocoa, chocolate and boiled sweets.

As a result of all these changes there was little movement in the index for the food group during the first four months of the year, but the figure rose by 6 points in May and continued to rise until December, when the index was 120, compared with 108 a year earlier. The rise of 12 points represented an increase of about 11 per cent. in the average level of food prices.

Group II. Rent and Rates. The rents of almost all working-class dwellings let unfurnished, other than those owned by local authorities, continued to be subject to rent control throughout 1949. For the great majority of such dwellings the only changes in rents under this control are in respect of increases or decreases in local rates. During the year there were increases in local rates in some areas, but reductions in other areas. In a few areas also the net rents of dwellings owned by local authorities (which are not subject to control under the Rent Restrictions Acts) were increased. The effect of all these changes was small and the index for this group, expressed to the nearest whole number, remained at 100 throughout the year.

Group III. Clothing. During the first nine months of 1949 the clothing prices index rose by about 3 per cent. This was due to a small but continuous rise in the average prices of most of the articles included in the index except footwear, the prices of which showed a slight decline. The rise in the index during this period was largely offset in October by a fall in the prices of most items, as a result of reductions in the maximum permitted prices for utility clothing and footwear which came into force on 26th September. During the remainder of the year there were some further small increases in prices, and at the end of 1949 the general level of prices was about 1½ per cent. higher than in December, 1948. Excluding footwear, the prices of clothing and clothing materials at the end of 1949 averaged nearly 3 per cent. higher than at the corresponding date a year earlier, while footwear prices were nearly 4 per cent. lower than at December, 1948.

Of the ten sections into which the clothing index is divided, that for clothing materials showed the greatest increase over the year, viz., about 13 per cent.; this was mainly the result of substantial

increases in the prices of woollen materials (including knitting wool) and cotton materials. For articles of outer clothing, both men's and women's, there was no general rise in prices over the year, although there were increases for certain items such as overalls, raincoats and mackintoshes. On the other hand, children's outer clothing tended to rise in price, although there were few marked increases. The prices of men's and boys' underclothing—particularly shirts—increased during the year, but for women's and girls' underclothing some prices were a little lower at the end of 1949 than they had been a year earlier. Some articles for infants' wear, notably nursery squares, rose in price during the year. In general, the upward movements during the year were confined to woollen or cotton goods, rayon clothing and clothing materials showing little change. As regards footwear prices, there was an average fall during the year of about 4 per cent. for both men's and women's footwear, and of about 2 per cent. for children's footwear. This downward movement was mainly confined to leather footwear, the prices of rubber footwear showing practically no change.

Group IV. Fuel and Light. During 1949 the average retail price of household coal, as measured by the index, rose by about 2½ per cent. This was due mainly to higher prices in a number of areas following a revision of pit-head price structure which became effective from 30th May. In some areas small increases resulted from higher distribution costs. Coke prices remained virtually unchanged throughout the year. As a result of increases, at various times during the year, which affected about two-fifths of the areas covered by the enquiries, the average level of charges for domestic supplies of gas rose by about 3½ per cent. during 1949. Towards the end of 1948 the index for electricity charges had risen from 107 to 131 mainly on account of the introduction of special winter tariffs for a period of three months. In March, 1949, these higher tariffs gave place to cheaper summer tariffs in most areas and the index fell to 107 in that month and to 104 a month later. In October there was a rise to 107 and in December to 112, partly owing to the operation of normal winter tariffs in certain areas, and partly due to the termination of the special reductions which had operated for nine months to offset the special winter tariffs of 1948-49.

There was little change in the average price of lamp oil during the greater part of 1949, but the change in the dollar-sterling rate of exchange resulted in a substantial rise in prices from 25th October, and the index for December, 1949, was about 8 per cent. above that for December, 1948. During the early part of the year the average price of candles decreased by about 4 per cent., following a reduction of ¾d. per lb. in the maximum permitted price which came into operation in January.

As a result of the seasonal fall in electricity charges mentioned above, the index for the fuel and light group as a whole fell by about 2 per cent. in March, but as a result of higher prices for coal and gas, which became operative later in the year, and higher seasonal charges for electricity at the end of the year, the index at December, 1949, was about 1 per cent. higher than at the corresponding date in 1948.

Group V. Household Durable Goods. The items covered by this group are divided into five sections, viz., (1) certain representative articles of furniture, (2) a selection of household appliances and other articles, such as radio sets, sewing machines, electric irons, etc., (3) various types of floor coverings, (4) sheets, blankets, curtaining and towels, and (5) representative articles of hardware, pottery, glass, etc. Many of these articles are subject to purchase tax, but during 1949 the rates of tax in force remained unchanged. For the household durable goods group, taken as a whole, the average level of retail prices showed a net fall of about one-half of 1 per cent. between December, 1948, and December, 1949.

In the section covering articles of furniture there was an average rise in prices of about 1 per cent., but the only significant movement was an increase of nearly 8 per cent. in the prices of kitchen chairs. The prices of the household appliances, etc., included in the index fell on average by about 2 per cent. during the year, mainly because of a substantial fall in the index for radio sets. The index for floor coverings fell by between 2 and 3 per cent. towards the end of the year, as a result of reductions in manufacturers' prices for felt base and linoleum. In the fourth section, covering drapery, etc., prices rose by about 2 per cent. during the year. In this section the average level of blanket prices rose by about 7 per cent. and that of casement curtain materials by nearly 5 per cent. During the last quarter of the year the prices for utility sheets and towels were affected by a reduction of wholesalers' and retailers' permitted margins. For the articles in the remaining section, covering hardware, pottery, glass, etc., taken as a whole, the average level of prices changed little during the year, the principal changes being a reduction in the prices of electric lamp bulbs and an increase in the prices of garden forks.

Group VI. Miscellaneous Goods. The items covered by this group include soap, soda, polishes, cleaning powders, matches, medicines, various toilet requisites, newspapers, books and stationery. The only change of importance in this group during 1949 was an increase in the price of matches by 33 per cent., in consequence of higher rates of duty, which took effect in April. Largely as a result of this increase, the index for the group as a whole rose by between 3 and 4 per cent., and at December, 1949, the index figure, expressed to the nearest whole number, was 113, compared with 109 a year earlier.

Group VII. Services. In two of the four sections into which this group is divided—postage, etc., and entertainment—there were practically no changes during 1949. In the travel section the index for omnibus and tramway fares rose by nearly 3 per cent. during the year as a result of advances of fares in some areas, and the index for petrol prices rose nearly 8 per cent. following an increase of 2½d. per gallon in the retail price as from 25th October.

In the section covering miscellaneous other services, all the items except laundry charges showed small increases during the year. For the services group as a whole, the index figure rose by about 1 per cent., from 105 to 106, between December, 1948, and December, 1949.

Group VIII. Drink and Tobacco. In April, 1949, there was a general reduction of 1d. per pint in the prices of beer, following a reduction in the rate of duty. There was little change in the price of whisky during 1949. As a result, the index figure for alcoholic drink fell from 118 to 111. The index for tobacco and cigarette prices remained unchanged throughout the year. For the drink and tobacco group, as a whole, the index figure at December, 1949, was about 3 per cent. lower than at December, 1948, being 108 compared with 111 a year earlier.

The price comparisons used in the compilation of the retail prices index 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.

Industrial Disputes

Stoppages of work* due to industrial disputes in the United Kingdom during 1949 resulted in a loss of about 1,808,000 working days at the establishments where the stoppages occurred. Less than 2 per cent. of the total population in civil employment were involved in these stoppages, and the loss of time for the workers involved averaged about 5 working days during the year. The total number of days lost during 1948 was about 1,944,000. Of the 1,808,000 working days lost during 1949, about 1,806,000 were lost through stoppages beginning in that year and about 2,000 through stoppages which had started in the previous year.

The aggregate number of workers involved in the stoppages was about 434,000,† of whom about 800 were involved in 1949 in stoppages which had begun in the previous year and continued into 1949. Of the total of 434,000 workers involved in all stoppages in progress in 1949, about 120,000 were indirectly involved (*i.e.*, thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes). The total number of workers involved in all stoppages in progress in the previous year was about 426,000.

The number of stoppages reported to the Department as beginning in 1949 was 1,423, as compared with 1,759 in 1948.

In the following Table, the stoppages of work due to industrial disputes in the United Kingdom in 1949 are classified by industry, and corresponding figures are given for 1948:—

Industry Group	1949†			1948		
	Number of Stoppages beginning in 1949	Number of Workers involved in all Stoppages in progress in 1949	Aggregate Number of Working Days lost in 1949 through all Stoppages in progress	Number of Stoppages beginning in 1948	Number of Workers involved in all Stoppages in progress in 1948	Aggregate Number of Working Days lost in 1948 through all Stoppages in progress
Fishing ..	2	1,800	11,000	1,116	189,100†	464,000
Coal Mining ..	872	247,700†	754,000	9	900	9,000
Other Mining and Quarrying ..	5	300	1,000			
Brick, Pottery, Glass, Chemical, etc. ..	13	1,000	3,000	28	3,000	12,000
Engineering ..	99	18,900	101,000	88	48,200	131,000
Shipbuilding ..	57	14,100	125,000	78	20,200	237,000
Iron and Steel ..	94	17,500	59,000	100	39,300	531,000
Textile ..	27	7,300	68,000	40	14,600	56,000
Clothing ..	20	2,000	10,000	26	6,600	26,000
Food, Drink and Tobacco ..	10	600	3,000	26	4,300	20,000
Woodworking, Furniture, etc. ..	12	900	21,000	19	1,500	7,000
Paper, Printing, etc. ..	7	900	5,000	10	3,500	26,000
Building, etc. ..	59	13,100	32,000	36	7,400	27,000
Gas, Water and Electricity Supply ..	9	6,100	36,000	8	1,400	2,000
Transport ..	84	94,800†	533,000	111	73,000†	347,000
Distribution, Commerce, etc. ..	9	1,000	2,000	17	3,700	12,000
Other Industries and Services ..	44	6,000	44,000	47	9,300	37,000
Total ..	1,423	434,000†	1,808,000	1,759	426,000†	1,944,000

* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. Stoppages involving less than 10 workers, and those which lasted less than one day, are also excluded unless the aggregate number of working days lost exceeded 100. The figures given for 1949 are preliminary and subject to revision.

† Some workers, largely in the coal mining and transport industries, were involved in more than one stoppage in the year, and have therefore been counted more than once in the year's total. The net number of individuals involved in stoppages in progress during the year was approximately 350,000 in 1949, compared with approximately 360,000 in 1948. For coal mining alone the corresponding totals were approximately 200,000 and 140,000, while for transport the net total was approximately 70,000 both in 1949 and 1948.

‡ The figures for 1949 are provisional and subject to revision.

Principal Disputes in 1949

The industry mainly affected by disputes was coal mining. Some 250,000 days were lost by about 44,000 colliery workers in Lancashire during the first half of May, in support of a claim for concessionary coal. A wages demand by colliery winding engineers in Yorkshire and Lancashire led to a stoppage of work for several days in the latter part of August which affected over 90,000 workers and resulted in the loss of approximately 230,000 working days. Nearly 12,000 oncost and other workers at various Scottish collieries lost about 50,000 working days in a stoppage which continued through the greater part of September, on a demand for higher wages.

Stoppages in the transport industry were responsible for nearly one-third of the time lost in 1949. Towards the middle of April nearly 17,000 stevedores, dock workers and lightermen in the London area ceased work for several days in protest against the discharge of a number of men who had been classified as ineffective, following a review, under agreed procedure, by the Dock Labour Board. Nearly 50,000 working days were lost in this stoppage. Over 12,000 dock workers and tugboatmen at Avonmouth, Bristol, Portishead and Liverpool were involved in a stoppage of work which lasted from the middle of May to the middle of June, in support of a strike by members of the Canadian Seamen's Union, and about 140,000 working days were lost. Towards the end of June, stevedores, lightermen and dock workers in the London area were involved in a similar stoppage, which lasted for a month and resulted in an estimated loss of over 260,000 working days, nearly 16,000 workers being ultimately affected. More than 20,000 working days were lost at the beginning of January by a one-day stoppage of London road passenger transport workers in support of a demand for payment at time-and-a-half for work done on Saturday afternoons.

Stoppages in the engineering, shipbuilding, iron and steel and other metal industries accounted for nearly one-sixth of all the time lost in the year. There were no stoppages involving very large numbers of workers in this group of industries, but over 50,000 working days were lost by about 3,000 workers in a demarcation dispute at a shipyard in November and December, and nearly 30,000 days were lost in January and February by some 2,000 aircraft engine workers in connection with the discharge of an employee who refused to work while a job was being timed for rate-fixing.

Disputes in Years 1935-1949

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

Year	Number of Stoppages beginning in Year	Number of Workers* involved in Stoppages		Aggregate Number of Working Days Lost in Year in Stoppages		
		Beginning in Year		Beginning in Year		
		Directly	Indirectly	In progress in Year	In progress in Year	
1935	553	230	41	279	1,849	1,955
1936	818	241	75	322	1,726	1,829
1937	1,129	388	209	610	3,132	3,413
1938	875	211	63	275	1,329	1,334
1939	940	246	91	337	1,352	1,356
1940	922	225	74	299	938	940
1941	1,251	297	63	361	1,076	1,079
1942	1,303	349	107	457	1,527	1,527
1943	1,785	454	103	559	1,805	1,808
1944	2,194	716	105	826	3,687	3,714
1945	2,293	447	84	532	2,827	2,835
1946	2,205	405	121	529	2,138	2,158
1947	1,721	489	131	623	2,389	2,433
1948	1,759	426	100	426	1,935	1,944
1949†	1,423	313	120	434	1,806	1,808

The average yearly number of days lost during the period 1914 to 1918 was about 5,360,000. In the following three years the average was about 49,140,000. From 1922 to 1932 (omitting 1926, when 162,000,000 days were lost, mainly in the coal mining dispute and general strike), the yearly average was about 7,560,000. Since 1932 the number of days lost has been relatively small, and in the 17 years 1933 to 1949 the yearly total of days lost ranged from 940,000 to 3,710,000, the average being about 1,890,000.

Fatal Industrial Accidents

The total number of workpeople (other than seamen) whose deaths from accidents in the course of their employment were reported in the United Kingdom during 1949 was 1,508.‡ Of this total, 520 fatal accidents occurred at mines and quarries, 786 at places covered by the Factories Act, and 202 in the railway service. The total number of fatal accidents to seamen serving

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

† The figures for 1949 are provisional and subject to revision.

‡ All the figures given in this article are provisional.

on vessels registered in the United Kingdom which were reported during the year was 267; this figure excludes one death of a seaman directly attributable to causes arising from the war.

The figures of fatal accidents are analysed below.

	Number		Number
Mines and Quarries		Works and Places under ss. 105, 107, 108, Factories Act, 1937	
Under Coal Mines Acts:		Docks, Wharves, Quays and Ships ..	56
Underground ..	411	Building Operations ..	189
Surface ..	49	Works of Engineering Construction ..	49
Metalliferous Mines ..	9	Warehouses ..	10
Quarries ..	51	TOTAL, FACTORIES ACT ..	786
TOTAL ..	520		
Factories		Railway Service	
Clay, Stone, Cement, Pottery and Glass ..	17	Brakemen, Goods Guards ..	5
Chemicals, Oils, Soap, etc. ..	45	Engine Drivers, Motormen ..	14
Metal Extracting and Refining ..	20	Firemen ..	11
Metal Conversion and Founding (including Rolling Mills and Tube Making) ..	72	Guards (Passenger) ..	3
Engineering, Locomotive Building, Boilermaking, etc. ..	61	Labourers ..	7
Railway and Tramway Carriages, Motor and other Vehicles and Aircraft Manufacture ..	32	Permanent Way Men ..	13
Shipbuilding ..	54	Porters ..	69
Other Metal Trades ..	27	Shunters ..	20
Cotton ..	10	Other Grades ..	40
Wool, Worsted, Shoddy ..	5	Contractors' Servants ..	10
Other Textile Manufacture ..	6	TOTAL ..	202
Textile Printing, Bleaching and Dyeing ..	5	Total (excluding Seamen) ..	1,508
Tanning, Currying, etc. ..	4		
Food and Drink ..	37	Seamen	
General Woodwork and Furniture Paper, Printing, etc. ..	19	Trading Vessels ..	202*
Rubber Trades ..	15	Fishing Vessels ..	65
Gas Works ..	8	TOTAL ..	267*
Electrical Stations ..	8	TOTAL (including Seamen) ..	1,775
Other Industries ..	11		

Industrial Diseases

The total number of cases reported in the United Kingdom during 1949 under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926, was 459, of which 16 were fatal.†

* Excluding one death directly attributable to causes arising from the war.
† All the figures given in this article are provisional.

During the year, 53 cases (including 2 deaths) of lead poisoning were reported; for other types of poisoning, the figures were 53 cases no death. Cases of anthrax numbered 21 with one death. For epitheliomatous ulceration, the figures were 192 cases and 13 deaths; for chrome ulceration 140 cases were reported.

A detailed analysis of these figures is given below.

	Cases	Deaths		Cases	Deaths
Lead Poisoning			Anthrax		
Operatives engaged in:			Wool Handling of ..	6	—
Smelting of Metals ..	1	—	Horsehair ..	2	—
Plumbing and Soldering ..	2	—	Handling and Sorting of Hides and Skins ..	12	1
Shipbreaking ..	30	—	Other Industries ..	1	—
Printing ..	—	—	TOTAL ..	21	1
Other Contact with Molten Lead ..	1	—	Epitheliomatous Ulceration (Skin Cancer)		
White and Red Lead Works ..	1	1	Pitch ..	92	1
Pottery ..	2	1	Tar ..	72	2
Vitreous Enamelling ..	1	—	Paraffin ..	—	—
Electric Accumulator Works ..	4	—	Oil ..	28	10
Paint and Colour Works ..	2	—	TOTAL ..	192	13
Coach and Car Painting ..	—	—			
Shipbuilding ..	2	—	Chrome Ulceration		
Paint used in other Industries ..	—	—	Manufacture of Bichromates ..	28	—
Other Industries ..	4	—	Dyeing and Finishing ..	—	—
Painting of Buildings ..	3	—	Chrome Tanning ..	—	—
TOTAL ..	53	2	Chrome Plating ..	80	—
			Other Industries ..	32	—
Other Poisoning			TOTAL ..	140	—
Mercurial ..	—	—	GRAND TOTAL	459	16
Arsenical ..	—	—			
Carbon Bisulphide ..	1	—			
Aniline ..	12	—			
Chronic Benzene Poisoning ..	—	—			
Toxic Anaemia ..	4	—			
Toxic Jaundice ..	1	—			
Compressed Air Illness ..	35	—			
TOTAL ..	53	—			

PAYE and PERSONNEL

A Self-Contained Method for Controlling Staff and Salaries

FULL DETAILS ON REQUEST

TO-DAY, probably the biggest and most expensive item in business is . . . PERSONNEL.

Therefore, any methods which ensure greater control and more efficient employment are more than desirable.

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REVIEW OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 19 to 33.

Employment

It is estimated that the number of persons in civil employment in Great Britain rose by 52,000 (12,000 males and 40,000 females) during November, the number at the end of the month being 22,307,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed a decrease of 5,000, manufacturing industries rose by 42,000 and other industries and services rose by 15,000. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who had not taken up employment, is estimated to have increased by 60,000 from 23,324,000 to 23,384,000.

Unemployment

The number of persons registered as unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain rose from 323,609 to 330,336 between 14th November and 5th December. There was a rise of 4,860 in the case of males and of 1,867 in the case of females.

Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), remained unchanged in December at 109. The changes

in rates of wages reported to the Department during the month resulted in an aggregate increase estimated at £30,000 in the weekly full-time wages of about 111,000 workpeople. The principal increases affected certain workpeople employed in printing and in stationery manufacture, and labourers in the building industry in Scotland.

Industrial Disputes

The number of workers involved during December in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred) was nearly 15,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 69,000 working days. The number of stoppages which began in the month was 72, and, in addition, 15 stoppages which began before December were still in progress at the beginning of the month. The stoppage involving the greatest loss of time during the month was that of shipbuilding workers at Belfast.

Retail Prices

At 13th December the interim index of retail prices, based on 17th June, 1947 (taken as 100), was 113, compared with 112 at 15th November. Compared with November there was, in fact, only a fractional rise in the figure due mainly to higher prices for apples, potatoes and cakes in the food group and to seasonal increases in electricity charges.

REPORT OF CHIEF INSPECTOR OF FACTORIES FOR 1948

The annual Report of H.M. Chief Inspector of Factories for 1948 has recently been published by H.M. Stationery Office (Cmd. 7839), price 3s. net (3s. 3d. post free).

Introductory

In the introduction to the Report the Chief Inspector refers to the passing of the Factories Act, 1948, which made a number of miscellaneous amendments and extensions to various sections of the principal Act of 1937. One of the most important effects of the new Act was to raise from 16 to 18 years the age limit of young persons required to undergo medical examination for fitness for employment in factories, and to extend such medical examinations to young persons employed in repair and other work on ships in harbour or wet dock, on building operations and in work of engineering construction. These changes, and certain other minor amendments, brought the law concerning these employments into line with the International Labour Convention of 1946 regarding medical examinations of young persons for employment. The Act also implemented the recommendation of a Committee on Seating Facilities in Factories that seats of suitable design and construction should be provided and maintained for the use of all persons employed on work which could properly be done in a sitting position, and that such seats should be suitably adjusted for the individual and the work.

Reference is made in the Report to the new Code of Building Regulations which came into force on 1st October, 1948, affecting the safety, health and welfare of many thousands of workers in the industry. The scope of these Regulations was much wider than those of the previous Codes, and every effort was made by the Factory Inspectors to bring to the notice of the firms concerned the purport of the new statutory provisions.

The Report states that the advisory side of the Inspectors' work continued to grow and that the microscopic examination of dusts demanded an increasing amount of the time of some Inspectors. On account of the gradual increase in the power and scope of industrial X-ray apparatus and in the use of radio-active materials, radiological hazards in industry formed a subject of rapidly growing importance to the Factory Department. The Report refers to the increasing use of mechanical aids to assist production and gives instances of the effect upon industrial safety of the introduction of improved methods in the building and other industries.

The use of old and slum factories continued to be a problem, although some improvement occurred during the year, owing to firms being persuaded or forced to vacate the worst of such premises and other firms being prevented or persuaded from occupying these or other unsuitable premises. Until the conditions which restrict building are removed, however, it is considered that progress in solving the problem will remain slow. In view of the undertakings given in Parliament when the Factories Act, 1948, was passing through its various stages, Inspectors had not yet made as much use as they might otherwise have done of the additional powers conferred by the Act for obtaining Court Orders whereby such factories might be closed down.

With regard to personnel management, the Report states that the year was one of steady growth and of the fruition of plans and ideas initiated in previous years. The kind and degree of development differed in various parts of the country and from industry to industry. New personnel departments were established in a variety of industries, mainly in factories employing between 250 and 1,000 workers; and there was also evidence of expansion in the scope of existing personnel departments. Considerable interest was shown in the development of joint consultation and the setting up of joint consultative committees in individual establishments. The Report stresses the importance of consultation within the management ranks, and refers with satisfaction to the growth of the

frequency of meetings of foremen and supervisors. Training schemes for both adults and young workers continued to receive attention during the year, with considerable emphasis on supervisory and managerial training.

In view of the importance of the cotton industry in relation to exports and the need to improve working conditions in it, a survey of all cotton spinning mills and weaving sheds was carried out in the early part of 1948. This showed that steady progress was being made with the provision of sanitary accommodation, lockers, first-aid, feeding facilities, decoration, lighting and loom spacing. The Sub-Committee of the Joint Advisory Committee of the Cotton Industry, which deals with the question of minimising dust in cardrooms, arranged, in conjunction with the employers' organisation, an extensive programme of experimental work by the Shirley Institute on a small commercial scale. The programme covered an investigation of the actual dust and atmosphere in a cardroom, experiments on extraction, and biological work.

During the latter part of 1948 a special survey of ironfoundries was carried out with a view to ascertaining what progress had been made in implementing the recommendations of the Joint Advisory Committee on Conditions in Ironfoundries.

Accidents

During 1948 the total number of accidents reported under the Factories Act, 1937, in factories, at docks and in warehouses, and on building operations was 201,086, a decrease compared with the 1947 figure of 203,236. The number of fatal accidents, however, rose from 839 in 1947 to 861. In factories, one accident in 331 was fatal; at docks and in warehouses, the incidence was one in 136; and on building operations and works of engineering construction, one in 43. In order to obtain guidance as to the extent of progress towards safety and the direction in which further progress can be expected, the total accident figure has been supplemented by accident rates based on the number of persons employed, and also by "frequency rates" in which hours of work, and therefore of periods of exposure to risk, have been more accurately taken into account. A Table shows that, while in all factories the accident rate (*i.e.*, the number of notifiable accidents per 1,000 employees) fell from 40 in 1944 to 28 in 1948, in a group of factories for which figures were available for the whole period the frequency rate based on man-hours worked fell from 2.52 in 1944 to 1.88 in 1948.

Although the number of accidents in factories arising from power-driven machinery decreased slightly in 1948, there was a further increase in accidents on prime movers, the number being 163 in 1948, compared with 144 in 1947 and 98 in 1946. The Report draws attention to the legislative requirements concerning the secure fencing of moving parts of prime movers and all dangerous parts of machinery, and emphasises the importance of ensuring that all machinery and guards are effectively maintained.

Transport accidents in factories increased from 5,261 in 1947 to 5,394 in 1948, of which 63 were fatal. Accidents of this nature have increased in number during the last three years, and the fatality rate is high, being one in 86 in 1948, compared with one in 331 for all accidents. Accidents due to falls of persons were ascribed mainly to the human factor although there was evidence in some cases of faulty ladders or other appliances.

Accidents to young persons dropped appreciably during the five years 1944 to 1948. In 1944 the number of accidents to boys was 24,087 and to girls 8,436, while in 1948 the figures had decreased to 10,253 and 4,190 respectively. This improvement is attributed partly to the decrease in the number of young persons employed in industry owing to the raising of the school-leaving age, and partly to the better supervision, training and instruction of young persons. Although young persons are not normally exposed to many of the risks associated with handling goods and machinery, their accident

rates were similar to those for adults, the figures per thousand employed for men and for boys being 36 and 34, and those for women and for girls 12 and 14, respectively.

Although many new Safety Committees were set up during the year, progress in organising for safety was slower than had been wished. One factor which appeared to be largely responsible for hindering progress was the common idea that attention to safety detracted from the production drive. This assumption, the Report states, was not tenable in the light of accident statistics, from which it was estimated that the equivalent of more than 25,000 workers had been lost to industry through accidents during 1948, apart from losses due to permanent disablement and death.

The total number of accidents at docks and in warehouses was 7,067 (including 52 fatal accidents), of which more than half were caused by lifting machinery. The number of accidents on building operations in 1948 was 9,649 (218 fatal), compared with 8,469 (218 fatal) in 1947 and 8,405 (182 fatal) in 1937. In 1948, falls of persons caused 28 per cent. of all accidents in the building industry and 74 per cent. of fatal accidents. The Chief Inspector expresses the hope that the Building (Safety, Health and Welfare) Regulations introduced during 1948 will have the effect of substantially reducing the number of accidents in this industry due to falls.

Electrical accidents reported under the Factories Act in 1948 numbered 780 (43 fatal), compared with 734 (30 fatal) in 1947. The reversal of the downward trend which had been maintained consistently since 1943 was ascribed to the increase in the use of electricity. Gassing accidents reported were 229 (14 fatal), compared with 244 (22 fatal) in 1947.

Industrial Diseases

The section of the Report dealing with industrial diseases contains a Table giving comparative figures for the years 1945 to 1948 and some earlier years. The number of cases of lead poisoning reported in 1948 was 49 (including two fatal cases), compared with 58 (two fatal) in 1947; in 1900 there were 1,058 cases of lead poisoning, of which 38 were fatal. More than half of the 1948 cases occurred in connection with shipbreaking. The number of cases of aniline poisoning decreased from 16 in 1947 to 12 in 1948, none being fatal in either year. Cases of compressed air illness were abnormally large in 1948; of the 28 cases notified, 22 occurred in work on a tunnel in London. Cases of anthrax rose from 25 in 1947 to 32 in 1948, but no cases proved fatal in the latter year. Since 1899, the only other year in which no fatal case of anthrax was reported was 1945. The total number of cases of epitheliomatous ulceration was 233 (18 fatal), an increase of 30 compared with the 1947 figure of 203 (16 fatal). The number of chrome ulceration cases dropped from the abnormally high figure of 296 in 1947 to 146 in 1948, but was still above the level of 1945 and 1946. Deaths from fibrosis of the lung rose from 1,435 in 1947 to 1,544 in 1948. The increase was mainly due to a rise from 242 to 336 in the number of deaths from pneumoconiosis in coal mining and other industries, partially offset by a fall from 558 to 534 in deaths from silicosis.

Medical Supervision

The requirement of a certificate of fitness for employment in factories was extended on 1st October, 1948, to cover young persons up to the age of 18 years instead of 16 as formerly and to cover some employment other than in factories. The 1948 Act also provided for re-examination of young persons at least once a year. During the year, appointed factory doctors, formerly known as examining surgeons, examined 137,501 young persons between 14 and 18 years of age, of whom 135,986 were certified as fit for employment in factories. The number certified was 52,234 fewer than in the previous year; the decrease among girls was greater than that among boys, roughly in the proportion of 10 to 7. The number of rejections was 1,515 (489 boys and 1,026 girls). The Report gives some particulars of the work of the Advisory Panels on dermatitis, ophthalmology, and radiological problems in industry.

Health and Welfare

During 1948 the Pottery (Health) Special Regulations, 1947, became operative. With the object of reducing risks of lead poisoning and silicosis, these Regulations prohibited the use of lead glazes except low solubility glaze and of powdered flint (or quartz) for bedding, polishing, as a sagger wash, or as a separating or dusting powder, and also prohibited the introduction, except in certain special circumstances, of dry powdered flint (or quartz) into any pottery factory. The changes required by the Regulations, which had in fact been taking place gradually during past years, were practically completed by the end of the year.

In factories generally, the standard of cleanliness showed a continued improvement during the year, and a slight easing of restrictions enabled more repair work and re-decoration to be undertaken. On the question of heating, the Report states that, in order to avoid the effects of power cuts, there was some reversion to hard fuel systems or to systems which could use products of combustion from the process or other waste process heat. Other effects of fuel economy were the development of automatic temperature controls and stoking devices, the use of portable heaters at large premises with a small proportion of working area, and the study of the problems of heat conservation and the re-circulation of filtered air. Some firms had installed new plenum systems for combined heating and ventilation and others had endeavoured to improve their general ventilation systems, but the Report states that, generally speaking, there was room for considerable improvement with respect to both heating and ventilation. Lighting conditions continued to improve slowly but steadily during the

year and much technical progress was reported in such matters as standards for light measurement. Most new factories had ample natural roof lighting. Owing to the slow delivery of glass, transparent plastic material continued to provide a substitute in many cases where re-glazing was necessary. Progress in the use of colour continued throughout the year in factories of all sizes and in many different industries. In the choice of colour more regard was being paid to the known psychological effects, on which investigations were proceeding.

Progress in the provision of washing facilities was accelerated during the year, although over the whole of industry much remained to be done, *e.g.*, many employers were still reluctant to provide warm water. Improvements in washing facilities formed an important part of the reconstruction schemes being carried out in the pottery industry. The standard rose during the year at iron-foundries, fish curing factories, brick works, and woollen and worsted mills, and there was notable progress at shipbuilding yards, docks, and some railway establishments. Some progress was also reported towards the provision of suitable cloakroom accommodation, particularly in new factories and in such trades as foundries which had been under special scrutiny. The Report describes the steps which were being taken in various industries to provide extended seating facilities in compliance with requirements of the Factories Act, 1948, which will come into operation in October, 1950. Continued progress was reported in the provision of appropriate feeding arrangements at factories of all types, the growth of canteens at small works being again notably rapid. By the end of 1948, 4,835 factories employing over 250 persons each, and at least 9,882 smaller factories, had hot meal canteens, compared with 4,666 and 8,569 respectively at the end of 1947.

Hours of Work, etc.

As in 1947, the average length of the normal working week during the year was 44 to 45 hours, which in most industries were spread over five days. There was, however, evidence that the pattern of the daily hours arrangements was changing and that, owing to pressure from the workers, employers were finding some difficulty in arranging their periods of employment and intervals in strict compliance with the legal requirements of the Factories Act, 1937. The number of cases of illegal employment brought to the notice of Inspectors was somewhat higher in 1948 than in 1947; in most cases women were concerned and the workers were usually acquiescent. There was a small increase in the overtime worked during the year. Industries connected with the export drive were tending to use up their legal allowance of overtime and in some cases Emergency Powers were used to allow overtime, otherwise than in accordance with the restrictions of the Act. Permissions allowing night work for protected persons were reduced from 226 in November, 1947, to 209 in November, 1948; such work was practically confined to continuous processes, urgent food production and emergencies such as plant breakdowns.

The Factories (Hours of Employment in Factories using Electricity) Orders, 1947, were made to enable employers to meet the arrangements sponsored by Regional Boards for the staggering of the electricity load, and provided for the issue by District Factory Inspectors of permits for the employment of women and young persons on schemes of hours outside the limits set by the Factories Act, 1937. There was little need to use these Orders in 1948. Firms had to a large extent made arrangements to avoid the staggering of hours, which was unpopular with both workers and management, by installing generating plant, reorganising plant layout, or adopting stringent economies in the use of electricity, or, by transferring heavy plant to night shifts of men, to minimise the number of workers affected by staggering of hours. By the end of November, 567 firms held permissions under the Orders for abnormal systems of working hours, compared with 2,355 a year before, while the number of firms holding permits allowing night work was 84, compared with 441 the previous year.

During 1948, 126 permanent and 25 temporary authorisations were granted under the Employment of Women and Young Persons Act, 1936, for the working of double-day shifts. Double-day shift working when once introduced tended to be popular with women but less so with young persons. There had been some move towards double-day shift working in the weaving section of the cotton industry where it was adopted in some mills during the year subsequent to the introduction of automatic looms.

The Report refers to the proposals for, or the introduction of, new bases of payment for piecework to replace price lists in the main textile trades which marked the year 1948. There was a further increase in the number of piece rates submitted to Factory Inspectors for checking and found correct. Only three complaints respecting piecework particulars were received by the Factory Department during the year.

Safety, Health and Welfare Museum

During the year the museum was visited by nearly 13,300 visitors, an increase of more than 2,400 over the previous year. The number of organised parties, which included parties from factories, educational establishments and medical establishments, increased from 319 in 1947 to 422. A number of firms arranged for their foremen and other employees to visit the museum in small groups spread over periods of some months, and regular visits formed a definite part of many works apprenticeship training schemes.

The Report gives some account of the work of the Information Branch and of the staffing of the Department. Appendices contain detailed statistical tables, particulars of new and revised publications issued by the Department during 1948, and the membership of advisory bodies and panels.

REPORT OF CHIEF INSPECTOR OF MINES FOR 1947

The Report of H.M. Chief Inspector of Mines for the year 1947, made in accordance with the requirements of the Coal Mines Act, 1911, has been published by H.M. Stationery Office, price 1s. 3d. net (1s. 5d. post free).

The Report states that in 1947 there were 1,768 mines at work in Great Britain under the Coal Mines Act, 1911 (i.e., mines of coal, stratified ironstone, shale and fireclay), compared with 1,785 in 1946. The total number of inspections made during the year was 31,736, including 22,735 underground inspections, of which 2,506 were made on afternoon shifts and 1,814 on night shifts. During the previous year the number of underground inspections made was 25,081, including 2,555 on afternoon shifts and 2,098 on night shifts. Complete inspections were made at 988 mines in 1947 and at 1,167 mines in 1946.

The numbers of persons killed or seriously injured at all mines under the Act increased from 543 and 2,335, respectively, in 1946 to 618 and 2,446 in 1947. For the purpose of these figures, a person is included as "killed" if he dies as a result of the accident within a period of one year and one day from the date of the accident, and as "seriously injured" when an accident occurs which either (a) causes any fracture of the head or of any limb, or any dislocation of a limb, or any serious personal injury, or (b) is caused by any explosion of gas or coal dust or any explosive, or by electricity, or by overwinding.

The increase in the number of fatalities in 1947 was due almost entirely to an increase in the number of persons killed by fires and explosions, which greatly exceeded that of any year since 1934. The opinion is expressed that it is doubtful if the practice of mine ventilation has kept pace with knowledge of the subject, and the Report stresses the need for greater attention to mine ventilation and a more positive policy by managements in dealing with accumulations of inflammable gas in wastes and abandoned workings, and suggests that the possibility of draining inflammable gas from the coal or strata in the vicinity or ahead of the workings should be the subject of more intensive research. Falls of ground, however, remained the predominant causes of accidents, although the decrease in such accidents which had been evident for some years was maintained. Efforts to reduce the number of these accidents by research on roof control and by improved methods of support and other measures have been made over a considerable period. The Coal Mines (Support of Roof and Sides) Regulations, 1947, made most of these measures compulsory. Of surface accidents in 1947, four fatal and 52 non-fatal happened to boys or youths up to the age of 18 years. In view of the provisions of the Coal Mines (Training) General Regulations, 1945, which

came into full operation on 1st January, 1947, H.M. Chief Inspector expresses some disappointment at the number of accidents which occurred in this age group.

The object of the Training Regulations is to ensure that adequate training is given to all new entrants to the industry, and, in addition, to help boys to develop personality and character, self-reliance, the power of leadership and a sense of discipline. During the year about 35,200 persons received preliminary training, including 6,600 juveniles and about 6,700 Poles and other foreign adult workers, while 6,100 persons received coal face training on fully reserved or part production faces.

After the raising of the school-leaving age to 15 years in April, 1947, there was an immediate reduction in the number of juveniles coming straight from school. This led to a tendency for juveniles to be retained on the surface after completion of preliminary training and resulted in a restriction on upgrading below ground. The effect was less marked than might have been expected owing to the influx from other industries of lads attracted by better wages and opportunities. Wastage amongst juveniles could be accounted for under three main headings: (a) lads who left to volunteer for H.M. Forces; (b) those forced to leave for health reasons; and (c) youths who were temperamentally unsuited to mining. In addition, some left when they discovered the chance of early promotion to high wages less than anticipated. Five of the Government Training Centres formed to train recruits under the "Bevin Boy" scheme remained in operation to provide preliminary training for the adult recruits coming forward. The National Coal Board had assumed control of all these Centres by 1st October, 1947.

With regard to health in mines, the Report states that, while "beat" diseases were the most frequent, pneumoconiosis was the most serious of mining industrial diseases. During 1947 the total number of pneumoconiosis and silicosis cases reported was 3,779, compared with 4,426 in 1946 and 5,821 in 1945. The incidence rate remained highest in the South Wales coalfield. In this area, however, the number of cases decreased in 1946 and 1947, although in the other coalfields of Great Britain it continued to rise. The problems of preventing, suppressing or rendering harmless the dust in coal mines, and of determining the cause and mechanism of the production and development of pneumoconiosis in coal miners are stated to be among the most vital awaiting solution in the industry. H.M. Chief Inspector suggests that research into these matters should be considerably speeded up, and that in the meantime the industry should use the methods and techniques already known and practised for dust prevention and suppression.

Appendices to the Report contain statistical tables and diagrams and other relevant information.

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DURATION OF UNEMPLOYMENT, AGE AND TURNOVER AMONG THE UNEMPLOYED

Duration of Unemployment and Age of Unemployed

The regular monthly returns of unemployment which are published in this GAZETTE (see, for instance page 22) are supplemented periodically by other returns, one of which analyses the register of wholly unemployed persons according to age and the duration of their last spell of continuous unemployment. It is obtained every six months, and a detailed analysis for 5th December is given in the following Table* :—

Duration of Unemployment in weeks	Age Groups					Total numbers wholly unemployed at 13th June, 1949
	Under 18	18 and under 21	21 and under 41	41 and under 56	56 and over	
Males						
4 or less	3,786	6,198	41,857	23,775	11,336	86,952
Over 4 and up to 6	537	1,447	8,989	6,538	3,949	21,460
" 6 " " 8	427	1,103	6,573	5,439	3,328	16,870
" 8 " " 13	504	1,281	9,776	9,167	6,435	27,163
" 13 " " 26	335	973	7,638	8,367	6,751	24,064
" 26 " " 39	57	299	3,132	4,302	3,837	11,627
" 39 " " 52	24	131	1,971	3,075	2,941	8,142
" 52 " " 104	19	202	3,332	5,701	6,213	15,467
Over 104	11	71	2,768	7,278	8,890	19,018
Total, 5th December, 1949	5,700	11,705	86,036	73,642	53,680	230,763
Total, 13th June, 1949	4,693	8,165	68,831	59,934	49,337	190,960
Females						
4 or less	3,432	6,048	21,972	11,416	2,060	44,928
Over 4 and up to 6	501	1,180	4,679	2,934	563	9,857
" 6 " " 8	355	804	3,568	2,395	468	7,590
" 8 " " 13	392	1,076	5,427	8,825	736	11,457
" 13 " " 26	183	566	3,554	2,763	628	7,694
" 26 " " 39	29	121	1,153	1,123	285	2,711
" 39 " " 52	13	56	491	611	151	1,322
" 52 " " 104	9	42	535	738	255	1,579
Over 104	7	11	240	696	294	1,248
Total, 5th December, 1949	4,922	9,904	41,619	26,501	5,440	88,386
Total, 13th June, 1949	3,077	6,325	29,803	18,288	4,078	61,571
Total						
4 or less	7,218	12,246	63,829	35,191	13,396	131,880
Over 4 and up to 6	1,038	2,627	13,668	9,472	4,512	31,317
" 6 " " 8	782	1,907	10,141	7,834	3,796	24,460
" 8 " " 13	897	2,357	15,203	12,992	7,171	38,620
" 13 " " 26	518	1,539	11,192	11,130	7,379	31,758
" 26 " " 39	86	420	4,285	5,425	4,122	14,338
" 39 " " 52	37	187	2,462	3,686	3,092	9,464
" 52 " " 104	28	244	3,867	6,439	6,468	17,046
Over 104	18	82	3,008	7,974	9,184	20,266
Total, 5th December, 1949	10,622	21,609	127,655	100,143	59,120	319,149
Total, 13th June, 1949	7,770	14,490	98,634	78,222	53,415	252,531

The Table shows that nearly 54,000, or 23 per cent., of the wholly unemployed men at 5th December were aged 56 and over, and that nearly 74,000, or 32 per cent., were aged 41-55. Thus, well over one-half of the total number were over 40 years of age. Among those who were under 41 years of age, the great majority had been continuously unemployed for less than 8 weeks and the number who had been on the registers for the whole year was very small. In the higher age-groups, on the other hand, there was a much greater tendency for unemployment to persist, and there were 13,000 men in the age-group 41-55 and 15,000 in the age-group 56 and over who had been continuously on the registers for the whole year.

Among women, nearly one-half of the total were in the age-group 21-40. As regards duration of unemployment, the figures show similar features to those for men, but the numbers who had been unemployed for the whole year were very small, even in the higher age-groups.

WAGES COUNCILS

Reconstitution of Wages Council

Articles published in the December issue of this GAZETTE (page 412), and some earlier issues, referred to the reconstitution of certain Wages Councils by Orders made by the Minister of Labour and National Service under the Wages Councils Act, 1945. The Minister has made a further Order under this Act in respect of the Dressmaking and Women's Light Clothing Wages Council (Scotland), which came into operation on 28th December. The Order brings the constitution of the Council into conformity with the provisions relating to the constitution of Wages Councils contained in the Act.

The Order is entitled The Dressmaking and Women's Light Clothing Wages Council (Scotland) (Constitution) Order, 1949 (S.I. 1949 No. 2363), and is dated 19th December. Copies of the

* The figures exclude casuals, persons temporarily stopped, and disabled persons requiring employment under special conditions.

The seasonal increase in unemployment in December compared with June is reflected in every age-group shown in the Table, both for men and for women. Comparison between the last two columns in the Table shows that the number, both of men and of women, who became unemployed in the three months ended 5th December was considerably greater than the number who became unemployed in the three months ended 13th June. In the longer "duration-of-unemployment" categories, on the other hand, the figures for 5th December were slightly lower than those for 13th June.

Turnover Among the Unemployed

The "duration of unemployment" analyses for successive quarterly dates can be used to show how many of those who were registered as unemployed at the beginning of a quarter had found work (or otherwise ceased to register) by the end of the period.

This is done by comparing the numbers, e.g., in the 0-13 weeks category at one date with the number in the 13-26 weeks category three months later, and so on. An analysis on these lines is given in the next Table.

Turnover Among the Unemployed, September-December, 1949

Duration of Unemployment at 12th September, 1949 (in weeks)	Number at 12th Sept., 1949	Number remaining on register at 5th Dec., 1949	Reduction		Corresponding percentage reduction in the preceding quarter and the last quarter of 1948	
			Number	Per cent. of number at 12th Sept., 1949	June-Sept., 1949	Sept.-Dec., 1948
Males under 18						
Up to 13	8,728	335	8,393	96	95	97
Over 13 and up to 26	212	57	155	73	77	81
" 26 " " 39	56	24	32	57	49	70
Over 39 " " " "	59	30	29	49	31	54
Total	9,055	446	8,609	95	93	96
Males 18 and over						
Up to 13	110,102	23,720	86,373	78	80	77
Over 13 and up to 26	20,268	11,579	8,698	43	53	45
" 26 " " 39	11,437	8,118	3,319	29	46	29
Over 39 " " " "	41,747	34,455	7,292	17	24	20
Total	183,554	77,872	105,682	57	61	57
Total—Males	192,609	78,318	114,291	59	61	59
Females under 18						
Up to 13	6,644	183	6,461	97	96	97
Over 13 and up to 26	117	29	88	75	82	84
" 26 " " 39	31	13	18	54	72	50
Over 39 " " " "	31	16	15	48	27	5
Total	6,823	241	6,582	96	94	96
Females 18 and over						
Up to 13	47,368	7,511	39,857	84	87	84
Over 13 and up to 26	5,509	2,682	2,827	51	68	54
" 26 " " 39	2,363	1,309	1,054	45	63	47
Over 39 " " " "	3,943	2,811	1,132	29	44	36
Total	59,183	14,313	44,870	76	80	75
Total—Females	66,006	14,554	51,452	78	81	77

Of the 192,609 males and 66,006 females who were wholly unemployed at 12th September, 59 per cent. and 78 per cent. respectively had found work or ceased to register within the next three months.

The figure for males was identical and that for females almost identical with the figure for the corresponding period in 1948. The figures for juveniles under 18 show that very few of them remained on the register throughout the quarter; while those for adults show that the longer a person has already been unemployed the more difficult it becomes to regain a foothold in employment.

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Wages Regulation Orders for Retail Distributive Trades

The constitution of the Wages Councils for the Retail Drapery, Outfitting and Footwear Trades (Great Britain) and for the Retail Furnishing and Allied Trades (Great Britain) was reported in the issues of this GAZETTE for September and October, 1948 (pages 300 and 331). These Wages Councils have formulated proposals which have now been incorporated in Wages Regulation Orders made by the Minister of Labour and National Service. The Orders came into operation on 16th and 23rd January, 1950, respectively. The full titles and reference numbers of the Orders appear on pages 36 and 39. A summary of the provisions of the Orders is given on the next page.

Retail Drapery, Outfitting and Footwear Trades (Great Britain)

Statutory minimum remuneration is fixed for three groups of workers, viz., (a) shop managers and shop manageresses, (b) sales assistants, cashiers, central warehouse workers, credit travellers, stock hands, and (c) all other workers. For shop managers there is a scale of weekly rates in the London area ranging from 115s. to 135s. according to the number of staff normally employed. Rates for Provincial A areas are 4s. less, and for Provincial B areas 9s. less, than the London rates. The remuneration of shop manageresses is, at all points in the scale, 17s. below the corresponding rates for shop managers. For the second and third groups the weekly rates differ according to age, sex and area of employment. Thus, for workers in these groups aged 24 years and over the minimum rates are as follows:—

	London Area	Provincial A Areas	Provincial B Areas
(b) Sales assistants, cashiers, central warehouse workers, credit travellers, stock hands—			
Males	s. d. 104 0	s. d. 100 0	s. d. 94 6
Females	77 0	72 6	66 6
(c) All other workers—			
Males	96 0	92 0	90 0
Females	72 0	67 6	61 6

The London Area is the City of London and the Metropolitan Police District. Provincial A areas mean places in England and Wales which had a population of 10,000 or more in 1945, burghs in Scotland which had a population of 10,000 or more in 1946, together with about 190 specified areas in England and Wales which had a population of less than 10,000. Provincial B areas include all other areas in Great Britain. The weekly remuneration relates, in the case of workers aged 16 and over, to a week of 46 hours exclusive of overtime and to a week of 44 hours for younger workers. Guaranteed weekly remuneration equal to the remuneration to which a worker would be entitled for 46 hours' work in his normal occupation, or 44 hours' such work in the case of a worker under 16 years of age, is to be paid to a full-time worker in any week in which his total remuneration is less than that amount. A full-time worker is one who normally works for at least 36 hours a week. The guaranteed weekly remuneration is not payable unless the worker is capable of and available for work and is willing to perform such duties outside his normal occupation as the employer may reasonably require if his normal work is not available, or if the employer is unable to provide the worker with work because of a strike or other circumstances beyond his control and has given the worker four clear days' notice to that effect.

The Orders also prescribe overtime rates and contain provisions relating to customary holidays and the allowance of up to two weeks' annual holiday with pay for workers for whom statutory remuneration is fixed.

Retail Furnishing and Allied Trades (Great Britain)

The Orders prescribe the weekly minimum remuneration for (a) shop managers and shop manageresses, (b) shop assistants, cashiers, central warehouse workers, stock hands or van salesmen, and (c) all other workers. Minimum wage rates are scheduled for three defined areas, viz., London area, Provincial A areas and Provincial B areas, which are the same as in the Orders relating to the retail drapery, outfitting and footwear trades. The rates for branch shop managers and manageresses vary according to the amount of weekly trade as based on the total receipts for goods sold at the shop. Thus the rates for shop managers employed in the London area range from 108s. a week where the weekly trade is under £60 to 159s. where the weekly trade is between £475 and £500. The corresponding rates for shop manageresses are 92s. and 143s. In Provincial A areas the rates for shop managers and manageresses are 5s. below the corresponding London rates. In Provincial B areas they are 11s. and 12s. respectively below the London rates. The minimum rates for shop assistants aged 24 years and over and for other grades of workers referred to at (b) above, employed in the London area, are 104s. for men and 77s. for women; corresponding Provincial A rates are 100s. and 72s. 6d. and Provincial B rates are 93s. 6d. and 65s. 6d. The rates for all other workers, aged 24 years and over, are 95s. 6d. for men and 71s. 6d. for women in London, 91s. 6d. and 67s. in Provincial A areas and 90s. and 61s. in Provincial B areas.

Provisions as to hours, guaranteed weekly remuneration, overtime rates, customary holidays and annual holidays with pay are substantially the same as those in the Orders relating to the retail drapery, outfitting and footwear trades.

These Orders complete the structure of statutory wages regulation in those retail distributive trades for which Wages Councils have been established. The making of Wages Regulation Orders giving effect to proposals of the other Wages Councils concerned was reported in the issues of this GAZETTE for October and December, 1949 (pages 337 and 439).

INQUIRY INTO THE OPERATION OF THE CATERING WAGES ACT

In reply to questions in the House of Commons on 8th December, the Minister of Labour and National Service announced that, having regard to the great importance of developing the tourist traffic to the fullest extent possible, consistently with the need for protecting the conditions of the workers and the building up of an efficient labour force, he had decided, after consultation with the two sides of the industry, to direct the Catering Wages Commission to inquire into the operation of the Catering Wages Act in the hotel industry in relation to the means for meeting the requirements of the public, including in particular the requirements of visitors

from overseas, both generally and with special reference to the following questions:

- Whether there was sufficient flexibility in its operation (a) as a matter of normal practice (b) at holiday times;
- Whether special arrangements were necessary to deal with the problems of seasonal hotels and hotels in rural areas including hotels in Scotland;
- Whether it was practicable and desirable to simplify the existing arrangements;
- Whether in the light of experience under the Act any change in principle as regards taking tips into account as a factor affecting statutory minimum remuneration was necessary or desirable.

The Minister added that he proposed to appoint as assessors, to be available to the Commission in connection with this enquiry, persons drawn from the two sides of the industry, including one from Scotland. The Commission had informed him that amongst the bodies they would consult would be the British Tourist and Holidays Board, the Scottish Tourist Board and the Welsh Tourist Board. He had asked the Commission to deal with the inquiry as a matter of urgency.

EARNINGS IN THE COAL MINING INDUSTRY IN THE THIRD QUARTER OF 1949

The Statistical Statement of the costs of production, proceeds and profit or loss of collieries in Great Britain for the third quarter of 1949 has been published by the National Coal Board. The statistics relate to the mines worked by the Board and exclude those relating to mines licensed in accordance with Section 36 of the Coal Industry Nationalisation Act, which in the third quarter of 1949 produced 1.0 per cent. of the total quantity of saleable coal. The Statement contains information with regard to cash earnings and the value of allowances in kind during the period, and a summary of this information is given in the following Table:—

	Under-ground	Surface	All Workers
Average Earnings (All Ages):			
(i) Per Man-Shift worked			
Cash Earnings	s. d. 35 9.2	s. d. 23 9.2	s. d. 32 10.0
Value of Allowances in Kind	1 4.0	1 1.1	1 3.2
Total	37 1.2	24 10.3	34 1.2
(ii) Per Wage-Earner per Week			
Cash Earnings	169 6	125 2	159 6
Value of Allowances in Kind	6 3	5 9	6 2
Total	175 9	130 11	165 8

The average weekly earnings per wage-earner shown in the Table are not comparable with the figures given in statements for periods up to 31st December, 1948, owing to the introduction from 1st January, 1949, of a revised basis for computing the average numbers of wage-earners. Details of the revised basis were given on page 310 of the issue of this GAZETTE for September, 1949.

Statistics of earnings are given in the Statement for each of the twenty wage districts in Great Britain. The average earnings in the quarter per man-shift worked, including the value of allowances in kind, for workers of all ages ranged from 30s. 4.5d. in Bristol and Somerset and 31s. 2.0d. in South Wales and Monmouthshire to 38s. 5.6d. in Leicestershire and 38s. 11.3d. in Nottinghamshire. The average earnings per wage-earner per week ranged from 150s. 5d. in Lancashire and Cheshire and 151s. 8d. in North Wales to 184s. 6d. in South Derbyshire and 188s. 11d. in Leicestershire. The estimated average earnings, including the value of allowances in kind, for all adult male workers in Great Britain during the quarter amounted to 35s. 6d. per man-shift worked and 172s. 11d. per week.

Similar figures for the second quarter of 1949 were given on page 341 of the issue of this GAZETTE for October, 1949.

POLICE CONDITIONS OF SERVICE

The Committee on Police Conditions of Service who were appointed on 12th May, 1948, under the chairmanship of Lord Oaksey, D.S.O., have issued the second and final part of their Report. Part I of the Report*, which made recommendations as to pay, allowances, pensions, hours of duty and annual leave, was published in April, 1949, and has since been accepted by the Government. Part II has now been published by H.M. Stationery Office as a Command Paper (Cmd. 7831), price 2s. net (2s. 2d. post free). It deals with negotiating machinery, housing, appointments, training, promotions, discipline, welfare and a number of other matters not covered by the first part of the Report.

On the subject of negotiating machinery the Report recommends that the two present Police Councils (one in Scotland and one in England and Wales), which have only advisory and consultative functions, should be known in future as Police Advisory Boards, and that part of their functions should pass to a new Police Council for Great Britain. This latter body would also have important new powers; it would be in the nature of a Whitley Council, comprised of representatives of all the police interests and three independent members, the latter to be appointed by the Lord Chancellor. The Committee propose that the subjects reserved for the consideration of the new Council should be pay, allowances, hours of duty,

* A summary of Part I appeared in the May, 1949, issue of this GAZETTE (pages 162 and 163).

annual leave and pensions; and on all these subjects except the last-mentioned the Council should have executive powers of negotiation, subject to the overriding authority of Parliament. In default of agreement the independent members should act as an arbitration tribunal and give a binding decision.

In referring to the obstacles to recruitment caused by the shortage of houses for married members of the force the Committee consider that practically all police authorities will have to pursue a more vigorous policy of building police houses, and they point out that this action alone cannot have any appreciable effect for some time to come. They say that the only immediate solution—particularly in London where the position is most serious—is for housing authorities to make tenancies available as soon as possible for all married policemen for whom houses are not otherwise available.

Many of the recommendations (e.g., the extension of the right of appeal to the Secretary of State in disciplinary cases, and the transfer of powers of appointment, promotion and discipline from Watch Committees to Chief Constables in the borough forces in England and Wales) would require legislation before they could be carried out.

TIME RATES OF WAGES AND HOURS OF LABOUR

A Report entitled "Time Rates of Wages and Hours of Labour, 1st October, 1949," has been compiled by the Ministry of Labour and National Service.

The Report consists of a series of Tables showing, for the more important industries and occupations, the minimum, or standard, time rates of wages fixed by voluntary agreements made between organisations of employers and workpeople, or by Joint Industrial Councils or similar bodies, or by Statutory Orders under the Wages Councils Act, the Agricultural Wages Acts and the Catering Wages Act.

The extent to which rates of wages have been determined for different occupations within each industry varies considerably. In some industries the agreements or orders fix only a general minimum rate for men and women respectively. In others, rates are specified for a variety of occupations and in many cases for adults and for juveniles of different ages. It has not been found practicable to publish information of all the rates, but the Report contains those for men and women in most of the important industries and occupations for which minimum or standard time rates of wages have been fixed.

In addition to the minimum time rates, particulars are given of the normal working hours, and, where available, of the basic rates for pieceworkers and the additional rates payable to shift workers and night workers. Brief particulars are also given of the arrangements, where they exist, for a guaranteed weekly wage.

Particulars as to changes in rates of wages and hours of labour, which are regularly published in this GAZETTE, will enable a considerable amount of the information contained in the Tables to be kept up to date from month to month.

The Report is obtainable from H.M. Stationery Office at any of the addresses shown on page 39 of this GAZETTE, or through any bookseller, price 3s. 6d. net (3s. 9d.) post free.

REVIEW OF THE DOCK STRIKES IN 1949

On 15th December the Minister of Labour and National Service presented to Parliament a White Paper entitled "Review of the British Docks Strikes, 1949," which has been published by H.M. Stationery Office (Cmd. 7851), price 9d. net (10d. post free). The Review gives an account of the activities in this country of the leaders of the Canadian Seamen's Union which resulted in a series of dock strikes in the spring and summer of 1949.

The Review begins with an account of a dispute in Canada early in 1949 between the Canadian Seamen's Union and Canadian shipowners, which later developed into a struggle between the C.S.U., whose leaders were Communists, and the anti-Communist Seafarers' International Union. It is shown that the strikes called by the C.S.U. in Canadian ports in March, 1949, had failed in their purpose and had collapsed by the beginning of May, almost before the strikes in this country had begun. During this period the Trades and Labour Congress of Canada, to which the C.S.U. was affiliated, had issued a statement that the strike in Canada was the result of an inter-union conflict, and that there was no occasion for unions abroad to interfere in the dispute. The affiliation of the C.S.U. to the Trades and Labour Congress of Canada was suspended on 3rd June and in September the Union was expelled from the Congress.

The Review shows that careful preparations were made for strikes in this country before the strike in Canada began. Premises were taken in London in the latter part of 1948 and picked members of the C.S.U. were placed on board certain ships manned with C.S.U. crews which were due to arrive in British ports in April and May. On arrival the crews were instructed to go on strike, and many of their members joined with the C.S.U. leaders in attempts to persuade stevedores and dockers not to work Canadian East Coast ships. Throughout the period covered by the strikes every effort was made by the C.S.U. leaders to involve British trade union leaders and, where they failed, to discredit them by lies and misrepresentation.

The strikes in Great Britain occurred in three stages. There were serious stoppages at the docks at Avonmouth and Liverpool, starting on 1st May at Avonmouth and on 27th May at Liverpool and ending on 15th and 13th June, respectively. Unsuccessful

attempts were made during this period to cause trouble at Southampton, Leith and Hull. The second and third stages took place in the Port of London, where the position of the C.S.U. was stronger than in other ports. The bulk of the cargoes of the two Canadian ships which were the spearhead of the London strikes was of a kind which was customarily unloaded by stevedores, and the stevedores in the Port are members of National Amalgamated Stevedores and Dockers. The General Secretary and several members of the Executive Committee of this union are Communists.

The first strike in London lasted four days only, from 20th to 23rd June, and was brought to an end by the strike leaders when it became evident that a strike limited to members of National Amalgamated Stevedores and Dockers had little chance of success. The second strike began only three days later. By this time the unloading of one of the two Canadian ships had been carried to the point at which further work was proper to members of the Transport and General Workers' Union, who thereupon became involved in the dispute. At this stage the strike leaders found an excuse for renewing the strike when the C.S.U. alleged that the Canadian shipowners had violated the terms of an agreement for returning the C.S.U. crews of the ships to Canada. The Review shows that there was no foundation for this allegation.

The White Paper goes on to describe the development of the strike in London, which at its height involved 15,650 out of the 27,000 stevedores, dockers and lightermen employed in the Port. Servicemen were brought in to unload essential cargoes, the number in the final stage exceeding 12,000. On 11th July a State of Emergency was proclaimed.

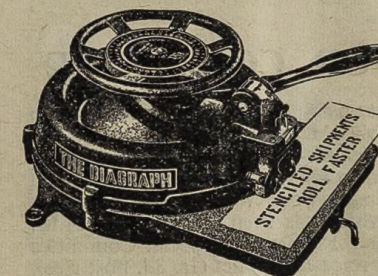
On 21st July resolutions were passed at two meetings of members of the Transport and General Workers' Union for a return to work: it was stated in one of the resolutions that the members recommended a return because they believed that the dispute was an international political attempt to break the economic structure of the country. In these circumstances, which were symptomatic of a change of atmosphere throughout the docks, the strike leaders decided to call off the strike, and a general resumption of work took place on 25th July. On 26th July the Proclamation declaring a State of Emergency was revoked.

Altogether more than 400,000 working days were lost in this series of strikes, which gained no advantage for the strikers but did great harm to the economic recovery of the country.

In a Foreword to the White Paper the Minister points the lesson to be learned from this dispute—that nothing could be more damaging to the trade union movement than for the men to refuse to support their trade union leaders, to fail to honour agreements made on their behalf, and to refuse to use the joint machinery of the industry for the discussion and settlement of any differences with their employers.

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BUSINESS TRAINING FOR EX-REGULARS

The Business Training Scheme for Ex-Regulars, which has now been in operation for about eight months, was introduced by the Government to give men and women leaving H.M. Forces after a period of regular service an opportunity of entering civil life in industry or in commerce at a level appropriate to their age, experience and ability (see the issue of this GAZETTE for February, 1949, page 51). The training, during which grants and allowances are made to those undergoing it, consists of a three months' theoretical course at a technical college, followed in most cases by practical training in a firm for from three to six months. The first courses started at the end of last April and practically all those who successfully completed these courses have been placed in suitable employment or practical training with a firm. Places are now being sought for the ex-regulars who finished the three months' theoretical course in technical colleges (the second course of the series) last month. The third series has just begun.

In the light of the experience gained last year, some changes have been made in the conditions governing eligibility of applicants under the Scheme, in the method of selection for training, and in the organisation of the courses themselves.

REMOVAL OF "RING FENCES" ROUND EMPLOYMENT IN COAL MINING AND AGRICULTURE

Hitherto it has been the practice not to allow men between the ages of 18 and 50 inclusive, whose normal employment is in coal mining or agriculture, to take employment in any other industry unless for some special reason. This arrangement has been known as the "ring fences" round coal mining and agriculture. The Minister of Labour and National Service has announced that, as from 1st January, 1950, these "ring fences" are abolished, and coal miners and agricultural workers seeking work outside their respective industries are to be dealt with in the same way as other workers.

It does not follow that in the future workers wishing to leave either of these industries will be free to take any alternative work without any restrictions. Under the Control of Engagement Orders they will still be precluded from taking employment outside those industries otherwise than through the Employment Exchanges. On the other hand, they, and other workers, will still be able to take jobs in coal mining and agriculture without having to obtain the permission of Employment Exchanges.

The Exchanges will allow them the same range of choice of important jobs as is allowed to other workers, instead of confining them strictly to their own industry. In this respect they will be in exactly the same position as workers in any other industry. What has been done is not to withdraw all labour controls from workers in these two industries, but to remove a special restriction which has hitherto applied to them.

The position of European Volunteer Workers is not affected by the change. Their position is governed, not by the Control of Engagement Orders, but by the Aliens Orders under which special conditions are imposed at the time of landing in this country.

EDUCATION FOR COMMERCE

The Minister of Education set up a Special Committee in 1946 to consider the provision which should be made for education for commerce and for the professions relating to it, and the respective contributions to be made thereto by universities and by colleges and departments of commerce in England and Wales. The Committee have presented their Report, which has been published by H.M. Stationery Office under the title "Report of a Special Committee on Education for Commerce", price 1s. 6d. net (1s. 8d. post free).

In a foreword, the Minister of Education points out that education for commerce was not within the terms of reference of the Special Committee on Higher Technological Education, whose Report was issued in 1945 (see the issue of this GAZETTE for November, 1945, page 198). The present Report relates to education for commerce at all stages and covers a wide field which has never before been fully surveyed. For the purpose of their enquiry the Committee have regarded education for commerce as embracing educational facilities for those preparing for, or engaged in, business occupations of every kind, professional or otherwise, from office routine such as shorthand and typewriting to positions of high responsibility. The Report considers, *inter alia*, the growth of commercial education; facilities for commercial education; pre-employment education; professional examinations and national certificates; higher education for commerce; education for management; and the staffing, building and equipment of technical and commercial colleges.

A number of recommendations have been made by the Committee, some of which it is considered could be put into operation without difficulty since they have been made with the existing national organisation of education in mind. Others, which are far-reaching and new, will, if they are to be successful, require the willing co-operation of employers, professional bodies, and all who are responsible for education for commerce up to the highest levels.

To meet all requirements, the Committee recommend that there should be educational facilities for three distinct groups; (a) persons engaged in the minor routine operations who usually enter employment at 15 or 16 years of age; (b) persons, also usually recruited at an early age, who aspire to more responsible posts; and (c) persons whose ultimate requirements are for professional training or advanced education in special techniques and processes. With regard to higher forms of training, the Committee consider that no one should embark upon professional or advanced study before the age of 18 years, that persons who propose to enter commerce as a profession should, if possible, continue full-time education until 18, and that recruits entering professions below the age of 18 should undertake courses in basic study. Other recommendations relate to the provision of a satisfactory secondary commercial curriculum and an appropriate examination scheme in connection with pre-employment education; extensive development of courses in technical colleges for professional examinations; measures to increase the number of graduates entering business with qualifications other than in science and engineering; the provision by universities of vocational education and not vocational training; the provision by technical and commercial colleges of a new qualification at degree level for those engaged in the mercantile as distinct from the professional side of commerce; the provision of courses in general and special management studies in technical colleges, as well as of short courses and refresher courses for those already in managerial posts; the consideration of means by which the supply of well qualified teachers may be increased; the seconding of full-time teachers for a period to firms where they can see and follow contemporary practice; and measures to improve the efficiency of part-time teachers, including discussion between the Ministry of Education and local education authorities of anomalies in the rates of remuneration offered to such teachers by different kinds of institution.

In appendices to the Report the Committee make some recommendations with regard to education in the distributive trades and the study of modern languages. Also appended are notes of reservation made by certain members of the Committee, and lists of persons and organisations supplying evidence or memoranda.

TECHNICAL AND SCIENTIFIC MAN-POWER

The Ministry of Labour and National Service have recently issued the first five* of a series of twelve reports dealing with the present and future demand for, and supply of, workers with professional or equivalent qualifications in science, engineering, architecture and surveying. These reports have been prepared after detailed enquiries by specially appointed Committees which have been, in form, Sub-Committees of the Technical Personnel Committee, presided over by Lord Hankey, P.C., G.C.B., G.C.M.G., G.C.V.O., LL.D., F.R.S. Each of the Sub-Committees has had an entirely free hand in preparing the Reports for the Technical and Scientific Register of the Ministry. The first five reports deal with architecture, physics, electrical engineering, geology and chemistry. Other reports to be published later will deal with building and quantity surveying, civil engineering, mechanical engineering, valuation and estate management, biology, chemical engineering and metallurgy.

The Technical Personnel Committee under Lord Hankey's chairmanship was originally appointed by the Cabinet in 1941, when the Armed Forces as well as industry were making big demands for trained scientists and technicians. Its function was to recommend measures for increasing the supply of such man-power and for ensuring by a system of priorities the most economic use either in the Services or in civilian employment of the trained personnel available. From 1942 onward, the Technical and Scientific Register, maintained centrally in London as a branch of the Appointments Department of the Ministry, was the agency by which the recommendations of the Committee were carried into effect.

After the war, the Committee continued in being and, at the request of the Minister of Labour and National Service, undertook the supervision of enquiries into the supply and demand position over the next five to ten years in relation to fully-qualified technical and scientific man-power. In practice, however, the actual work devolved on a series of specially appointed Sub-Committees comprising leading persons in the professions concerned and representatives of the universities, professional bodies and Government Departments. The Sub-Committees and panels, after receiving a considerable amount of evidence, both written and oral, from interested persons and bodies, have completed the present reports.

It is important to bear in mind, in considering these reports, that there are many difficulties inherent in any attempt to forecast the future. The Sub-Committees themselves are fully conscious of the possibility that their calculations may be falsified by events. This is, perhaps, particularly applicable to anything connected with the export market, such as mechanical engineering. Building and public works, also, are fields in which it is very difficult to make forecasts, as they are at present very much affected by the Government's policy of restricting capital expenditure to what is absolutely essential. The authors have therefore tried to indicate the basic assumptions which they have had to make in drafting their reports.

* Present and Future Supply and Demand for Persons with Professional Qualifications in (a) Architecture, (b) Physics, (c) Electrical Engineering, (d) Geology, (e) Chemistry. H.M. Stationery Office; price (a), (b), (c), (e) 6d. net each (7d. post free), (d) 4d. net (5d. post free).

BUILDING APPRENTICESHIP AND TRAINING

The Building Apprenticeship and Training Council's Fourth Report, dated June, 1949, has been published by H.M. Stationery Office, price 6d. net (7d. post free). The Council was set up by the Minister of Works in June, 1943, and reappointed in March, 1949, for the purpose of observing and advising on all matters concerning the recruitment, education and training of young persons for craftsmanship and management in the building industry and of encouraging the development of apprenticeship schemes on a comprehensive basis.

In introducing their Report the Council indicate briefly the scope of the three earlier general Reports and refer to the two Special Reports which were published in 1949 embodying their conclusions and recommendations on matters relating to apprenticeship, recruitment and training for the building industry and the recruitment of masons (see the issue of this GAZETTE for February, 1949, pages 50 and 51, and earlier issues). The Fourth Report records the further progress made and makes additional recommendations to the Government, the building industry and other bodies concerned.

Education for Building

In connection with junior education, the Report states that full-time courses of two or three years' duration are available in many secondary technical schools in England and Wales for boys wishing to enter the building industry. These courses form part of the secondary technical education which is in process of development under the provisions of the Education Act, 1944. In Scotland, boys wishing to enter the industry could, prior to the raising of the school-leaving age, enter a one-year pre-apprenticeship course at 14 years, the normal age of entry into apprenticeship being 15. To avoid losing the benefits provided by these courses and to avoid raising the normal age of entry, arrangements have now been made whereby a period of six months spent on a pre-apprenticeship course should count towards the 5-year apprenticeship period.

The intake into secondary and pre-apprenticeship courses in 1948 over the country as a whole was approximately 6,200, compared with 7,300 in 1946 and 300 in 1942. The Council re-affirm their previous recommendation that at least half of the annual intake of apprentices should be recruited from boys who have completed these courses. They also consider that local Education Authorities should keep their facilities for such courses under review so that the number of places available increases proportionately with recruitment.

During the period of the Report there was considerable growth in part-time education for building, both in the number of day classes under the scheme of day release and in evening classes, where accommodation was in many cases insufficient to meet the demand. At technical colleges in England and Wales the number of entries into part-time day courses during 1948 was 24,000 for craft courses and 31,800 for general building and other courses, while the number of entries into evening classes was 107,000. In Scotland, nearly 1,200 students attended day release classes during the 1948-49 session, compared with less than 300 during the 1947-48 session.

On the subject of senior and higher education, the Council note a considerable development of senior full-time courses at technical colleges for boys who have received a good general education up to the age of 16-plus. Eleven courses have been approved for National Diplomas in Building Technology in England and Wales and three in Scotland. Entry into the ordinary Diploma Course, which is of two years' duration, will normally be at the age of 16-plus, while entry into the Higher Diploma Course, which is of three years' duration, will be at about the age of 18 years.

The Council refer to the recommendation made in their Third Report that universities and other bodies interested in higher education for building should consider what contribution they could make towards the development of building science, and express regret that no new courses were instituted during the period under review. They point out that the building industry in the future is likely to occupy a large place in the industrial and social life of the country, and recommend that close attention should be given to the question of providing additional degree courses in building at universities, and that Regional Councils should be encouraged to guide the development of full-time higher education at technical colleges, in order that the needs of the industry for future leadership may be met. The Council also consider that a student apprenticeship scheme is needed, whereby young men entering the industry who have passed through the higher education courses would receive adequate and varied training of an approved standard.

The Council discuss measures to remedy the shortage of men capable of filling supervisory posts in the industry. They consider that, in the final year of a craft course, an interest in management should be encouraged by an introductory consideration and discussion of supervisory problems and that, where necessary, the introductory study should be followed by the establishment of post-course classes on workshop management and on specialised sections of craftsmanship. They also believe that much could be accomplished by part-time courses specially designed to provide training in the duties and responsibilities of foremanship, either by regional technical colleges or by schemes of "Training Within Industry".

Apprenticeship

The Report describes the progress of the Council's Registration Scheme, which was devised to encourage boys, parents and employers to ensure that adequate training is given. Under this scheme the names of apprentices engaged in the industry under approved written agreements are inscribed by the Council in a register, and, subject to the recommendation of the local Joint Apprenticeship Committee, each apprentice is entitled to receive the Council's Certificate of Completion on completing his apprenticeship satisfactorily. During the period covered by the Report, apprentices employed by members of the National Federation of Master Painters and Decorators and those indentured under the Glazing Industry's Apprenticeship Scheme have become eligible for registration. In addition, the opportunities for registration have been extended to mason apprentices in the freestone quarrying industry, apprentice masons and polishers in the granite industry, apprentices in the architectural engineering and monumental stone industry, and french polishers in the shop-fitting industry, subject in each case to the indentures being in conformity with the Council's requirements. Up to 31st March, 1949, the number of apprentices registered since the Scheme began was 38,536, of whom, it is estimated, 11,946 had completed their apprenticeship. The Council point out that comparatively few of these apprentices have applied for their Completion Certificate at the end of their apprenticeship, and consider it important that the value of the Certificate should be realised by both employers and apprentices.

The Council's Welfare Fund, which, apart from gifts received from outside sources, is financed from the fees charged for the Certificates of Completion, has been used for awards of scholarships for three years tenable at a university or technical college for a degree or diploma course in building science, and of prizes to craft apprentices for exceptionally good work. Contributions for these purposes were also received from trade organisations. During 1948 four scholarships and 265 prizes were awarded.

The Apprentice Master Scheme was devised in 1944 as an emergency measure to give initial training to groups of not less than 20 apprentices in the erection of suitable buildings, mainly houses, under contract with local authorities. Training was to be given in those areas where opportunities in normal apprenticeship were inadequate, but where there were prospects of the trainees being absorbed into normal apprenticeship schemes within a short period. At 31st March, 1949, 2,667 boys were training under the Scheme in 89 local authority areas in England and Wales, and 3,209 boys had already passed from the Scheme to normal apprenticeship.

A summary of recommendations concludes the Report, which is followed by appendices containing statistical tables.

EMPLOYMENT OF FOREIGN WOMEN IN DOMESTIC WORK

The Ministry of Labour and National Service have made arrangements with the German Federal Department of Labour under which the Ministry will put employers in Great Britain who wish to engage German women for full-time domestic work on a living-in basis in private households into touch with German women who wish to undertake such work. Under the arrangements made with the German Federal Department of Labour, Local Offices of the Ministry will be prepared to receive applications from employers in this country to be put into touch with suitable German workers. These applications must be made on form P.D.W.2, obtainable from any Local Office of the Ministry, and will be forwarded to a Central Placing Office in Germany set up by the German Federal Department of Labour.

The German Federal Department of Labour has announced in the German press that German Labour Offices (the counterparts of Employment Exchanges in this country) will consider applications from German women to be put into touch with employers in Great Britain under these new arrangements. Those eligible will be single women and widows without children, within the ages of 18 and 45 inclusive. Applications to the local German Labour Offices will be forwarded to the Central Placing Office in Germany, which (as stated above) is to receive the applications from employers in Great Britain.

The German Central Placing Office will submit directly to the prospective employer in Great Britain the particulars of a worker who appears to be suitable to fill a vacancy as notified. These will include the names and addresses of two persons whom the applicant has given as referees. They must not be regarded as constituting any kind of certificate as to the character or competence of the individual concerned. The applicants will have been medically examined as to their fitness for domestic work. There will be no charge for this service.

If the employer wishes to engage the worker, he will notify the German Central Placing Office. That Office will inform the worker, who will communicate directly with the employer. The Local Office of the Ministry in Great Britain will have acted solely as an intermediary to enable the prospective employer to contact a suitable worker, and its responsibility in the matter is limited accordingly. If the employer decides that he wishes to engage a particular worker made known to him under these arrangements, he must apply to the Local Office of the Ministry for a permit to employ the worker, as required by Article 1(3) (b) of the Aliens Order, 1920. If this is granted, his next step must be to make his own arrangements for getting the worker here.

The arrangements described above are intended to supplement existing methods of recruiting domestic workers from abroad. Employers who have already established contacts through other

channels remain free to apply in the ordinary way for permits to employ foreign workers. On the other hand, these arrangements supersede those hitherto in force under which foreign domestic workers were supplied for private households and educational establishments under official schemes which provided for the recovery of costs of recruitment and travel from the employer.

The possibility of similar arrangements for Italian women is being considered.

FILM PRODUCTION COSTS

The Working Party on Film Production Costs, a tripartite committee of independent, employer and employee members, under the chairmanship of Sir George Gater, G.C.M.G., K.C.B., set up by the President of the Board of Trade, have submitted their Report, which has been published by H.M. Stationery Office, price 9d. net (10d. post free).

After a discussion of the present economic and general cost problems of the industry, the Report considers the question of the wages of film workers, which, it is stated, on the whole compare favourably with those of workers doing comparable work in other industries. It is estimated that, for the majority of the grades studied, wage increases since 1939 range from about 40 to 110 per cent., with wider ranges for technical grades. One of the reasons assigned for the wide range in percentage increases is that in wage agreements negotiated since the war many categories of workers have been regraded in order to remove anomalies. The case for relatively high wages in the industry is based on the insecurity of employment and the trying working conditions and hours of employment. Recent wage agreements have attempted to provide for security of employment and have introduced considerably improved conditions. The Report points out that, so long as a substantial proportion of film production in this country is organised on a picture-to-picture basis, it will be difficult to ensure long term employment for all sections, and that this fact is bound to affect the industry's wage structure. The wages of film production personnel, excluding artistes and musicians, are estimated to account for about 32 per cent. of the total cost of a film.

With regard to the part played in increasing labour costs by the expansion of studio personnel which has taken place since 1939, the Working Party consider that a close comparison of figures would be misleading, as the expansion is due partly to the rise in

NATIONAL INSURANCE

Sickness Benefit and the Self-Employed

Some self-employed persons are under the mistaken impression that they cannot draw sickness benefit during the first four weeks of illness.

The Ministry of National Insurance draw attention to the fact that the self-employed are in the same position as employed persons. They can normally get sickness benefit after the third day of illness if they satisfy the usual conditions for benefit. In some circumstances the benefit may be paid from the first day of sickness.

It is important that all self-employed and employed persons should give notice of illness to the local National Insurance Office within three days of the first day of incapacity. Failure to do so may result in loss of benefit. If for any reason a medical certificate cannot be sent within three days, a letter should be sent to the local Office giving the full name and address and National Insurance number. The medical certificate should follow as soon as possible and in any case within ten days from the first day of incapacity.

Sickness Benefit in Long-Term Cases

The National Insurance Advisory Committee were asked to consider and report on two preliminary draft Regulations relating to sickness benefit in long-term cases, and on 26th October the Minister of National Insurance, in conjunction with the Treasury, made Provisional Regulations embodying the terms of the drafts (see the issues of this GAZETTE for October and November, 1949, pages 344 and 380). The Committee have since issued their Reports, in which they approve both draft Regulations as submitted to them. The Reports have been published by H.M. Stationery

INTERNATIONAL LABOUR ORGANISATION

Iron and Steel Industrial Committee

The Third Session of the Iron and Steel Committee was held in Geneva from 27th November to 2nd December (see the issue of this GAZETTE for November, 1949, page 381). The meeting was attended by representatives from Belgium, Canada, China, France, India, Italy, Luxembourg, Mexico, the Netherlands, South Africa, Sweden, the United Kingdom and the United States of America. Mr. Ricard (Denmark), one of the representatives of the Governing Body, was appointed as Chairman. The agenda of the meeting comprised: (1) A general report, dealing particularly with recent events and developments in the iron and steel industry. (2) Guaranteed wages in the iron and steel industry. (3) Technological improvements in the iron and steel industry and their effects on employment. Sub-Committees were set up to discuss items (2) and (3) on the agenda. Their reports and resolutions were endorsed by the full Committee.

A resolution was adopted which affirmed that the application of a guaranteed wage may be of real value to the workers in the industry

the standard of feature film production and partly to technical advances in the industry which have inevitably affected the size of the production crews. They feel that the important consideration is the relation between the increase in man-power and output an hour, and that in general the very substantial increase in man-power since the war has not been matched by a corresponding increase in output, quality for quality. The five-day week of 44 hours which was introduced in the industry in 1947 has, in some cases, tended to lengthen the period of film shooting, which is necessarily organised on a basis of working days rather than working hours, and has caused some difficulty with regard to overtime working.

Other matters dealt with in the Report are the problem of the lines of demarcation between jobs; the salaries of "stars" and supporting artistes, and higher technicians; office and headquarters staff expenses; the cost of materials, properties and costumes; the cost of "location" work; studio rentals; the inadequacy of planning methods in the industry; cost statistics; the relation between management and workers; and cost policy.

In recording their recommendations, the Working Party state that, because of the varying requirements of different types of films, they have deliberately made them of a general character. They recommend, *inter alia*, the taking of steps to ensure the effective working of the Joint Production Advisory Committees and Joint Works Committees, thereby reducing the number of disputes and facilitating the settlement at studio level of such disputes as they arise; the exercise of special care in choosing studio personnel managers; the encouragement of contracts under which artistes and higher technicians would accept a limited basic salary, to be supplemented by further payments on a basis to be agreed upon; the discouragement of extravagant "re-takes" and other unnecessary refinements of production; the examination by both sides of the industry of the working of demarcation regulations, with a view to eliminating disputes and delays from trivial causes, and of the operation of overtime regulations, with a view to securing smoother working; the introduction of a greater measure of elasticity into the agreements relating to location work; the full use by the industry of the Film Industry Training and Apprenticeship Council; and the full utilisation for training purposes of the companies producing supporting films.

The Report is followed by a note of reservation on one of the recommendations, comments by employer and employee representatives on the scope of the Report, and statistical and other relevant information.

Office as House of Commons Papers Nos. 307 and 308, price 2d. net each (3d. post free).

On 13th December the Minister made the National Insurance (Claims and Payments) Amendment (No. 2) Regulations, 1949 (S.I. 1949 No. 2317), and, in conjunction with the Treasury, the National Insurance (General Benefit) Amendment (No. 2) Regulations, 1949 (S.I. 1949 No. 2318), which, from 19th December, revoked and replaced the corresponding Provisional Regulations. The new Regulations enable claims for sickness benefit to be made in advance in certain cases, and enable the Minister, with the consent of the Treasury, to make payments by way of sickness benefit in certain cases, pending the determination of claims for such benefit by the determining authorities.

Addition to List of Prescribed Diseases

On 13th December the Minister of National Insurance made the National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment (No. 3) Regulations, 1949 (S.I. 1949 No. 2316). These Regulations, which came into operation on 19th December, by making an addition to the diseases prescribed in the principal Regulations (see the issue of this GAZETTE for July, 1948, page 229), extend insurance under the National Insurance (Industrial Injuries) Act, 1946, to cancer of the mucous membrane of the nose or associated air sinuses and primary cancer of a bronchus or lung in certain occupations involving the risk of contracting such diseases. They also provide that, where a person was already suffering from any of these diseases on the date on which these Regulations came into operation, he is to be treated as not having developed the disease before that date.

Copies of all the Regulations referred to above can be purchased from H.M. Stationery Office, price 1d. net each (2d. post free).

in providing increased security of income. It added that each particular guaranteed wage scheme must be determined in the light of the relevant economic and social conditions affecting the iron and steel industry in the country concerned, failing which, the economic effects of the scheme might be such as to render it incompatible with the satisfactory operation of the industry, and therefore ineffective.

A guaranteed wage scheme was defined as "an arrangement whereby an employer, having undertaken to provide employment at the ordinary rates of pay for a specified number of hours, or weeks, pays a specified amount of wages if, the worker being available, neither his customary work nor reasonably alternative work can be provided." It was recognised that all questions related to guaranteed wages schemes were matters for the customary machinery for determining wages in each country.

After an examination of the effects of technological improvements in the industry, the Committee approved a resolution urging co-operation between employers' and workers' organisations in preparing advance plans to deal with the effects of technological

developments, and provision for the retraining of workers unemployed through technological advances, in order to enable them to find new employment.

The resolution further recommended that arrangements should be made, as far as possible, by agreement between employers and workers to enable displaced workers to accept other employment in the industry, and that whenever possible accrued advantages of seniority should be continued. Steps should also be taken to facilitate the movement of workers within the industry, and for this purpose special attention should be paid to the provision of adequate accommodation for those who were thus transferred and for their families.

It was suggested that consideration should be given in accordance with the normal negotiating machinery existing in individual countries to the possibility of financial provision being made to mitigate hardship resulting from technological improvements, and that the International Labour Office should be authorised to study this question further and to report on it to a future session of the Committee.

A Statistical Working Party was also set up and its recommendation that efforts should be made to improve the range and international comparability of statistics relating to the industry was endorsed by the Committee.

There was discussion at the Committee about the importance of the iron and steel industry in each country acting, so far as possible, on the conclusions reached by the Committee and a resolution was endorsed suggesting that where it seemed appropriate Governments might arrange meetings of the employers' and workers' organisations concerned to consider what action should be taken on the Committee's resolutions.

The resolutions adopted were referred for the consideration of the Governing Body of the International Labour Office at its 110th Session, which was held in Mysore, India, in January, 1950.

Asian Regional Conference

An Asian Regional Conference of the International Labour Organisation opened in Nuwara Eliya, Ceylon, on 16th January. The Delegates from the United Kingdom and Northern Ireland are as follows:—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. Caryl Archibald Grossmith, O.B.E., Assistant Secretary, Colonial Office. Substitute Government Delegate and Adviser: Mr. Charles James Maston, Assistant Secretary, Ministry of Labour and National Service. Employers' Delegate: Mr. Aubrey Rollo Ibbetson Mellor, M.C., formerly Chairman of the Executive Committee of the Colonial Employers' Federation. Workers' Delegate: Mr. Herbert Lionel Bullock, Chairman of the General Council of the Trades Union Congress, National Industrial Officer of the National Union of General and Municipal Workers. The Delegates are accompanied by Technical Advisers.

The agenda of the Conference comprises: (1) Labour inspection. (A preparatory Conference on this item was held in Kandy, Ceylon.) (2) Provision of facilities for the promotion of workers' welfare. (3) Development of the co-operative movement. (4) Points to be considered in a survey of agricultural wages and incomes of primary producers with a view to wage regulation and introduction of measures to increase their incomes. (5) Organisation of man-power, with special reference to the development of employment services and training. (6) Report of the Director-General (including a consideration of ways and means for the promotion of planned action for social and economic development in Asian countries).

Tripartite Conference on Rhine Navigation

The special tripartite Conference on Rhine navigation reported in the December issue of this GAZETTE (page 415) was resumed at Geneva on 5th December. The countries again represented were Belgium, France, the Netherlands, Switzerland, the United Kingdom, and the German Federal Republic (accompanied by representatives of the High Commission). The United States Government sent an observer. The Governing Body of the International Labour Office was represented by a tripartite delegation. Representatives of the Central Commission for Rhine Navigation were present in a consultative capacity, and the United Nations, the International Federation of Transport Workers and the International Confederation of Christian Factory and Transport Workers sent observers. Mr. M. D. Tennant, Ministry of Labour and National Service, represented the United Kingdom Government, with Mr. G. A. Bischoff, Managing Director of the Anglo-Danubian Transport Co. Ltd., for the employers, and Mr. A. Manson, Assistant General Secretary of the National Union of Seamen, for the workers.

The Conference approved two draft international agreements to establish minimum standards of working conditions and social security protection for Rhine boatmen. The draft agreement on working conditions provides for minimum employment standards covering rest at night, hours of work in ports and at loading and unloading places, overtime pay, holidays, weekly rest day, annual holidays with pay, and special allowances. The draft agreement on social security provides for benefits in the event of sickness, maternity, death, invalidity, old age, employment injury, and unemployment. It also provides for family allowances. The Conference also approved a number of recommendations for measures to apply and interpret the agreements, for the procedure governing their ratification, entry into force and denunciation, and for the period of their validity and their scope.

The draft agreements and the recommendations of the Conference will be considered by the Governing Body of the International Labour Office and will then be transmitted to Governments.

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LABOUR OVERSEAS

Earnings in Norway in 1948

A preliminary report on earnings in Norway in 1948 has been published by the Norwegian Central Bureau of Statistics in the issue for June-September of the journal *Statistiske Meddelelser*. The statistics are based upon data supplied quarterly by undertakings that are members of the Norwegian Employers' Federation and the Paper Industry Employers' Federation. The averages of earnings take into account time wages, piecework earnings and extra payments for overtime.

The Table below shows the average hourly earnings, in Norwegian kroner, of men and women employed in the principal groups of industry in Norway in 1948 and 1947. For both years the figures represent the means of the averages for the four quarters. The averages for 1948 are provisional estimates; those for 1947 have been taken from the final report on earnings in that year (see the issue of this GAZETTE for August, 1949, page 272).

Industry Group	Average Hourly Earnings			
	1948		1947	
	Men	Women	Men	Women
Mining and Smelting of Metals	Kr. 3.01	Kr. 1.70	Kr. 2.85	Kr. 1.63
Earth and Stone	2.96	—	2.78	—
Chemical and Electro-chemical Processes	3.20	1.88	3.07	1.82
Oils and Fats	2.81	1.91	2.65	1.79
Engineering and Other Metal Working	3.02	2.10	2.86	1.97
Textiles	2.68*	1.83	2.53	1.70
Leather and Rubber	3.20	1.97	2.94	1.82
Clothing	3.01	1.87	2.79	1.74
Food, Drink and Tobacco	2.70	1.87	2.57	1.75
Woodworking	2.74	1.86	2.57	1.77
Paper and Paper Pulp	2.77	1.96	2.59	1.79
Miscellaneous	2.95	1.87	2.82	1.70
All Above Groups	2.94	1.89	2.78	1.76

The Bureau state that, at the general revision of collective agreements in 1948, most of the agreements were extended for another year. A general addition of up to 10 ore an hour was, however, granted to low paid workers who did not perform piecework during more than 25 per cent. of the working time and whose hourly earnings did not exceed 2.60 kroner for men and 1.70 kroner for women in Oslo and 2.50 and 1.60 kroner elsewhere. Workpeople in the paper industry were granted a general addition of 10 ore an hour

* During the year the composition of the textile industry group was revised. The average for 1948 calculated on the same basis as for 1947 was 2.70 kroner an hour.

and the supplementary payment for night-shift working in the industry was raised from 10 to 20 ore an hour.

The report also contains statistics of earnings in some of the craft occupations (printing and bookbinding, building, baking and confectionery and the meat trade). Averages for the year are not given. In the last quarter of 1948 the average hourly earnings of skilled workers in the craft occupations were 3.50 kroner for men and 2.05 kroner for women, compared with 3.34 and 1.91 kroner in the corresponding quarter of 1947. For assistants, average hourly earnings in the last quarter of 1948 were 3.13 kroner for men and 1.62 kroner for women, compared with 2.96 and 1.54 kroner in the fourth quarter of the previous year.

Earnings of Industrial Workers in Bombay Province

The Directorate of Labour Information of the Government of Bombay have published in the issue of *Labour Intelligence* for August, 1949, figures of the average annual earnings in 1948 of workers in the principal industries in Bombay Province, with comparative figures for the nine preceding years.

The average daily number of industrial workers employed in factories in the Province was about 658,000 in 1948, compared with nearly 638,000 in the previous year and 433,000 in 1939. The average annual earnings in 1948 of workers employed in the industries covered were 1068.2 rupees, the highest figure recorded, showing an increase of 140 rupees on the previous year. The highest increase in the year (305.9 rupees) occurred in the engineering industries.

The following Table shows the average annual earnings of workers in all industries and in the principal groups of industries in Bombay Province in 1948, and some earlier years:—

Industry Group	Average Annual Earnings				
	1948	1947	1946	1945	1939
	Rs.	Rs.	Rs.	Rs.	Rs.
Textiles	1,219.2	1,023.9	835.0	866.3	372.9
Engineering	1,301.2	995.3	847.3	834.9	453.3
Food, Drink and Tobacco	905.1	829.8	766.3	602.3	302.6
Chemicals and Dyes	856.0	773.3	663.9	534.4	356.8
All Industries (including some not shown above)	1,068.2	928.2	811.5	776.7	335.1

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situation in the United Kingdom. Where available, pre-war figures are given as well as those for the war years, which were not then published for security reasons. Monthly figures are given for the last two years.

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EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment in Great Britain in November

GENERAL SUMMARY

It is estimated that the total working population* increased during November by 60,000 (16,000 men and 44,000 women).

The size of the Forces was reduced during November by 3,000 to a total of 737,000. The estimated number of men and women on release leave was reduced from 14,000 to 11,000.

The number of unemployed persons registered for employment at 5th December was 330,300, compared with 323,600 at 14th November, 1949. The December figure represented about 1.6 per cent. of the total number of employees insured under the national insurance schemes, the same percentage as in November.

The total number in civil employment (industry, commerce and services of all kinds) increased during November by 52,000 (12,000 men and 40,000 women).

There was a fall of 5,000 in the level of employment in the basic industries during the month. An increase of 2,000 in gas, electricity and water was more than offset by falls of 3,000 in transport and communication and 4,000 in agriculture. There was a decrease of 200 in the number of wage-earners on colliery books, compared with a decrease of 3,700 in October.

During November the number employed in the manufacturing industries rose by 42,000 (21,000 men and 21,000 women). There were increases of 17,000 in metals, engineering and vehicles, 9,000 in textiles†, 3,000 in clothing, 3,000 in food, drink and tobacco, and 9,000 in the "other manufactures" group.

There was a seasonal decline of 10,000 in the number employed in building and contracting.

Employment in the distributive trades increased by 32,000, most of whom were women, reflecting the normal Christmas expansion in this industry. In the professional, financial and miscellaneous group employment fell by 8,000 while there was practically no change in the public administration section.

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

GENERAL MAN-POWER POSITION

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

	Thousands				
	Mid-1948	End-1948	End-Oct., 1949	End-Nov., 1949	Change during Nov., 1949
Total Working Population*					
Men	16,057	16,069	16,083	16,099	+16
Women	7,089	7,116	7,241	7,285	+44
Total	23,146	23,185	23,324	23,384	+60
H.M. Forces and Women's Services					
Men	807	774	712	709	-3
Women	39	34	28	28	—
Total	846	808	740	737	-3
Men and Women on Release Leave who have not yet taken up employment	92	18	14	11	-3
Registered Unemployed Persons in Civil Employment	282	348†	315‡	329‡	+14
Men	14,945	15,019	15,129	15,141	+12
Women	6,981	6,992	7,126	7,166	+40
Total in Civil Employment	21,926	22,011	22,255	22,307	+52

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

† The total man-power in the main textile industry groups at end November, 1949, was: Cotton—329,000. Wool—221,000. Other textiles—462,000.

‡ End of month estimate.

(92270)

ANALYSIS OF CIVIL EMPLOYMENT

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

Industry or Service	Thousands				
	Mid-1948	End-1948	End-Oct., 1949	End-Nov., 1949	Change during Nov., 1949
Basic Industries					
Coal Mining					
Total Man-power (Wage-earners on Colliery Books)	787	788	771	771	—
Other Mining and Quarrying	(725)	(726)	(709)	(709)	(—)
Gas, Electricity and Water	82	82	82	82	—
Transport and Communication	296	301	315	317	+2
Agriculture	1,814	1,803	1,811	1,808	-3
Fishing	1,227	1,230	1,234	1,230	-4
Total, Basic Industries	4,247	4,245	4,254	4,249	-5
Manufacturing Industries					
Chemicals and Allied Trades	426	433	449	450	+1
Metals, Engineering and Vehicles	3,904	3,921	3,912	3,929	+17
Textiles	948	971	1,003	1,012	+9
Clothing	700	716	754	757	+3
Food, Drink and Tobacco	725	738	768	771	+3
Other Manufactures	1,411	1,422	1,467	1,476	+9
Total, Manufacturing Industries	8,114	8,201	8,353	8,395	+42
Building and Contracting	1,497	1,480	1,498	1,488	-10
Distributive Trades	2,689	2,739	2,797	2,829	+32
Professional, Financial and Miscellaneous Services	3,925	3,876	3,894	3,886	-8
Public Administration—National Government Service	688	694	677	677	—
Local Government Service	766	776	782	783	+1
Total in Civil Employment	21,926	22,011	22,255	22,307	+52

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

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

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

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

A** 4

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Industry	Males			Females			Total		
	Mid-1948	Oct., 1949	Nov., 1949	Mid-1948	Oct., 1949	Nov., 1949	Mid-1948	Oct., 1949	Nov., 1949
Mining, etc.									
Coal Mining	775.5	759.4	759.2	11.5	11.5	11.5	787.0	770.9	770.7
Treatment of Non-Metalliferous Mining Products other than Coal ..	229.1	234.1	235.2	77.8	79.7	80.4	306.9	313.8	315.6
Bricks and Fireclay Goods	69.3	71.8	72.2	7.4	7.7	7.8	76.7	79.5	80.3
China and Earthenware (inc. glazed tiles)	34.2	35.8	36.0	42.1	43.5	43.7	76.3	79.3	79.7
Glass (other than containers)	29.6	30.7	30.9	11.6	12.0	12.2	41.2	42.7	43.1
Glass Containers	19.9	20.3	20.6	5.6	5.9	6.0	25.5	26.2	26.6
Cement	12.9	13.1	13.1	1.4	1.3	1.3	14.3	14.4	14.4
Other Non-Metalliferous Mining Manufactures	63.2	62.4	62.4	9.7	9.3	9.4	72.9	71.7	71.8
Chemicals and Allied Trades	294.8	308.2	309.7	126.1	135.9	135.7	420.9	444.1	445.4
Coke Ovens and By-Product Works	16.8	16.5	16.5	0.5	0.5	0.5	17.3	17.0	17.0
Chemicals and Dyes	143.4	146.4	147.4	54.3	54.3	54.3	195.5	200.7	201.7
Pharmaceutical Preparations, Toilet Preparations, Perfumery ..	12.6	13.6	13.7	18.2	21.3	21.3	30.8	34.9	35.0
Explosives and Fireworks	21.6	23.3	23.3	12.2	14.2	14.1	33.8	37.5	37.4
Paint and Varnish	25.9	26.9	27.0	11.1	11.4	11.3	37.0	38.3	38.3
Soap, Candles, Glycerine, Polishes, Ink and Matches	27.2	28.4	28.5	19.7	20.5	20.5	46.9	49.0	49.0
Mineral Oil Refining	24.7	29.4	29.5	6.0	6.6	6.6	30.7	36.0	36.1
Other Oils, Greases, Glue, etc.	22.6	23.7	23.8	6.3	7.0	7.1	28.9	30.7	30.9
Metal Manufacture	438.4	430.7	441.7	57.6	55.8	56.2	496.0	495.5	497.9
Blast Furnaces	18.3	19.8	19.8	0.7	0.7	0.7	19.0	20.5	20.5
Iron and Steel Melting, Rolling, etc., not elsewhere specified ..	178.8	182.4	182.8	15.9	15.4	15.4	194.7	197.8	198.2
Iron Foundries	91.1	91.2	92.0	15.3	14.7	14.9	106.4	105.9	106.9
Timplate Manufacture	14.3	14.7	14.8	2.7	2.8	2.8	17.0	17.5	17.6
Steel Sheet Manufacture	17.3	17.5	17.6	1.2	1.2	1.2	18.5	18.7	18.8
Iron and Steel Tubes (inc. melting and rolling in integrated works)	33.0	34.1	34.3	6.3	6.0	6.1	39.3	40.1	40.4
Non-Ferrous Metals Smelting, Rolling, etc.	84.6	80.0	80.4	15.5	15.0	15.1	100.1	95.0	95.5
Engineering, Shipbuilding and Electrical Goods	1,445.0	1,443.5	1,447.3	375.2	362.2	365.2	1,820.2	1,805.7	1,812.5
Shipbuilding and Ship Repairing	218.0	198.9	199.3	7.9	7.2	7.2	225.9	206.1	206.5
Marine Engineering	74.5	72.9	72.8	3.5	3.6	3.6	78.0	76.4	76.4
Agricultural Machinery (exc. tractors)	35.3	34.2	34.2	5.1	4.9	4.9	40.4	39.1	39.1
Boilers and Boilerhouse Plant	15.8	16.7	16.7	1.7	1.7	1.7	17.5	18.4	18.4
Machine Tools	63.0	61.0	60.9	13.7	12.9	13.0	76.7	73.9	73.9
Stationary Engines	20.1	21.9	22.0	3.2	3.1	3.1	23.3	25.0	25.1
Textile Machinery and Accessories	57.5	58.8	58.7	9.7	10.1	10.1	67.2	68.9	68.8
Ordnance and Small Arms	33.1	37.6	37.3	8.1	9.8	9.8	41.2	47.4	47.1
Constructional Engineering	64.7	65.2	65.7	6.4	5.5	5.5	71.1	71.2	71.2
Other Non-Electrical Engineering	547.3	556.6	558.9	117.5	114.8	116.0	664.8	671.4	674.9
Electrical Machinery	118.2	120.1	120.5	46.7	41.3	41.2	164.9	161.4	161.7
Electrical Wires and Cables	38.2	37.3	37.2	24.0	21.0	21.2	62.2	58.3	58.4
Telegraph and Telephone Apparatus	27.8	29.2	29.1	16.6	16.8	16.9	44.4	46.0	46.0
Wireless Apparatus (exc. valves) and Gramophones	36.0	37.4	37.8	31.2	32.9	33.8	67.2	70.3	71.6
Wireless Valves and Electric Lamps	16.7	16.0	16.0	19.9	17.2	17.3	36.6	33.2	33.3
Batteries and Accumulators	10.7	11.2	11.3	8.6	9.9	9.9	19.3	21.2	21.2
Other Electrical Goods	68.1	68.5	68.9	51.4	49.4	50.0	119.5	117.9	118.9
Vehicles	760.2	781.0	783.4	118.7	120.5	121.6	878.9	901.5	905.0
Manufacture of Motor Vehicles and Cycles	243.8	256.2	257.7	41.6	42.1	42.7	285.4	298.3	300.4
Motor Repairs and Garages	182.8	179.5	179.2	23.0	23.8	23.8	205.8	203.3	203.0
Manufacture and Repair of Aircraft	120.6	130.4	130.6	21.0	22.1	22.2	141.6	152.5	152.8
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft ..	52.1	54.2	54.8	20.5	20.1	20.5	72.6	74.3	75.3
Railway Locomotive Shops	56.2	53.8	53.8	2.9	2.7	2.7	59.1	56.5	56.5
Other Locomotive Manufacture	23.3	23.7	23.8	2.2	2.3	2.3	25.5	26.0	26.1
Manufacture and Repair of Railway Carriages and Wagons and Trams	72.9	75.0	75.3	3.7	3.7	3.7	76.6	78.7	79.0
Carts, Perambulators, etc.	8.5	8.2	8.2	3.8	3.7	3.7	12.3	11.9	11.9
Metal Goods not elsewhere specified	313.4	311.3	312.9	178.0	174.8	176.9	491.4	486.1	489.8
Tools and Cutlery	32.6	31.6	31.7	20.6	20.5	20.6	53.2	52.1	52.3
Bolts, Nuts, Screws, Rivets, Nails, etc.	21.4	21.7	21.8	19.2	18.6	18.6	40.6	40.3	40.4
Iron and Steel Forgings not elsewhere specified	28.0	27.9	28.1	5.3	5.2	5.2	33.3	33.1	33.3
Wire and Wire Manufactures	27.1	28.0	28.0	10.2	9.8	9.7	37.3	37.9	37.9
Hollow-ware	24.9	25.0	25.3	25.6	26.9	27.3	50.5	51.9	52.6
Brass Manufactures	24.3	22.5	22.6	13.6	11.5	11.7	37.9	34.0	34.3
Metal Industries not elsewhere specified	155.1	154.6	155.3	83.5	82.4	83.7	238.6	237.0	239.0
Precision Instruments, Jewellery, etc.	79.3	82.4	82.8	45.0	48.5	48.9	124.3	130.9	131.7
Scientific, Surgical and Photographic Instruments, etc.	46.7	50.3	50.4	25.3	27.4	27.6	72.0	77.7	78.0
Manufacture and Repair of Watches and Clocks	8.7	9.2	9.4	6.0	6.3	6.4	14.7	15.5	15.8
Jewellery, Plate and Refining of Precious Metals	17.5	16.3	16.4	12.0	13.0	13.1	29.5	29.3	29.5
Musical Instruments	6.4	6.6	6.6	1.7	1.8	1.8	8.1	8.4	8.4
Textiles	384.7	410.3	413.7	554.5	583.9	589.3	939.2	994.2	1,003.0
Cotton Spinning, Doubling, etc.	60.7	63.2	64.2	114.4	117.0	117.0	175.0	180.7	182.3
Cotton Weaving, etc.	43.7	47.8	47.8	90.2	97.3	98.1	133.9	147.7	148.9
Woolen and Worsted	91.9	96.1	96.7	113.4	119.4	120.7	205.3	215.5	217.4
Rayon, Nylon, etc., Production	28.1	32.2	32.6	14.7	15.3	15.4	42.8	47.5	48.0
Rayon, Nylon, etc., Weaving and Silk	16.8	18.5	18.5	24.0	25.2	25.3	40.8	43.7	43.8
Linen and Soft Hemp	5.3	5.2	5.3	8.1	7.3	7.4	13.4	12.5	12.7
Jute	7.9	7.7	7.8	12.4	11.0	11.2	20.3	18.7	19.0
Rope, Twine and Net	7.9	6.7	6.7	11.3	11.4	11.4	19.4	18.0	18.1
Hosiery and other Knitted Goods	27.3	30.8	31.0	80.3	92.3	92.3	108.1	123.3	123.3
Lace	4.9	5.2	5.2	8.3	8.9	9.0	13.2	14.1	14.2
Carpets	10.8	12.1	12.3	12.7	14.7	14.8	23.5	26.8	27.1
Narrow Fabrics	6.3	6.4	6.5	15.2	15.8	16.0	21.5	22.2	22.5
Made-up Textiles	6.4	6.5	6.5	13.5	13.5	13.6	19.9	20.0	20.1
Textile Finishing, etc.	54.3	58.5	59.0	25.5	26.9	27.2	79.8	85.4	86.2
Other Textile Industries	13.2	13.3	13.6	9.1	8.7	8.8	22.3	22.0	22.4
Leather, Leather Goods and Fur	49.0	48.6	49.0	30.3	31.8	32.0	79.3	80.4	81.0
Leather (Tanning and Dressing) and Feltmongery	32.7	32.5	32.5	9.5	9.4	9.4	42.2	41.9	42.2
Leather Goods	11.5	12.0	12.1	16.0	18.1	18.3	27.5	30.1	30.4
Fur	4.8	4.1	4.1	4.8	4.3	4.3	9.6	8.4	8.4
Clothing	195.2	204.1	204.8	427.2	471.8	474.0	622.4	675.9	678.8
Tailoring	74.0	79.9	80.2	184.0	203.2	204.3	258.0	283.1	284.5
Dressmaking	12.4	13.6	13.7	89.1	100.3	100.6	101.5	113.9	114.3
Overalls, Shirts, Underwear, etc.	6.7	7.4	7.5	49.1	54.3	54.8	55.8	61.7	62.3
Hats, Caps and Millinery	7.3	6.8	6.7	12.6	12.6	12.5	19.9	19.4	19.2
Dress Industries not elsewhere specified	8.6	8.8	8.7	30.4	33.4	33.4	39.0	42.2	42.1
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	59.9	63.1	63.4	57.8	64.0	64.0	117.7	127.1	127.8
Repair of Boots and Shoes	26.3	24.5	24.6	4.2	4.0	4.0	30.5	28.5	28.6
Food, Drink and Tobacco	407.2	428.4	428.6	285.2	307.0	309.6	692.4	735.4	738.2
Grain Milling	31.5	32.9	33.0	8.4	9.0	9.0	39.9	41.9	41.9
Bread and Flour Confectionery	108.6	111.4	111.7	68.0	70.7	71.9	176.6	182.1	183.6
Biscuits	13.7	14.4	14.4	19.3	22.1	22.2	33.0	36.5	36.6
Meat and Meat Products	15.6	17.3	17.6	9.8	10.9	11.2	25.4	28.2	28.8
Milk Products	25.3	26.4	26.2	12.3	12.0	11.9	37.6	38.4	38.1
Sugar and Glucose	14.1	17.4	17.4	5.2	6.1	6.2	19.3	23.5	23.6
Cocoa, Chocolate and Sugar Confectionery	24.1	27.3	27.3	34.5	44.8	44.7	58.6	72.3	72.0
Preserving of Fruit and Vegetables	17.4	18.9	19.0	35.0	38.1	38.7	52.4	57.0	57.7
Food Industries not elsewhere specified	31.0	32.2	32.4	25.5	24.8	25.2	56.5	57.0	57.6
Brewing and Malting	74.7	75.8	75.8	18.9	19.8	20.2	93.6	95.6	96.0
Wholesale Bottling	6.4	6.7	6.7	5.4	5.4	5.5	11.8	12.1	12.2
Other Drink Industries	24.6	27.2	26.7	14.5	15.3	15.0	39.1	42.5	41.7
Tobacco	20.2	20.3	20						

Unemployment at 5th December, 1949

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 14th November and 5th December, 1949, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
14th November	227,467	6,426	84,019	5,697	323,609
5th December	232,985	5,768	86,513	5,070	330,336

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

It is estimated that the number of persons registered as unemployed at 5th December represented 1.6 per cent. of the total number of employees insured under the national insurance schemes. The corresponding percentage at 14th November was the same.

The analysis of the figures for 5th December 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	57,451	66,388	104,531	228,370	4,615	232,985
Boys under 18	2,802	1,932	969	5,703	65	5,768
Women 18 and over	28,124	30,370	25,377	83,871	2,642	86,513
Girls under 18	2,493	1,767	671	4,931	139	5,070
Total	90,870	100,457	131,548	322,875	7,461	330,336

The total of 330,336 includes 44,315 married women.

The changes between 14th November and 5th December, 1949, in each administrative Region were as follows:—

Region		Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
		Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
London & South-Eastern	14th Nov.	23,153	19,228	14,538	56,919	975	57,894
	5th Dec.	20,516	18,795	16,524	55,835	1,094	56,929
Eastern	14th Nov.	3,954	3,896	2,905	10,755	113	10,868
	5th Dec.	4,662	4,430	3,294	12,386	176	12,562
Southern	14th Nov.	4,531	5,508	4,437	14,476	34	14,510
	5th Dec.	4,362	5,302	5,059	14,723	58	14,781
South-Western	14th Nov.	4,658	6,162	5,785	16,605	80	16,685
	5th Dec.	4,439	5,910	6,753	17,102	84	17,186
Midland	14th Nov.	5,089	2,394	3,383	10,866	327	11,193
	5th Dec.	5,277	2,625	2,700	10,602	365	10,967
North-Midland	14th Nov.	2,818	1,985	2,414	7,217	102	7,319
	5th Dec.	3,436	3,035	2,373	8,844	276	9,120
East & West Ridings	14th Nov.	5,190	4,328	5,796	15,314	449	15,763
	5th Dec.	5,148	4,611	5,809	15,568	743	16,311
North-Western	14th Nov.	14,678	14,953	20,909	50,540	1,140	51,680
	5th Dec.	13,877	15,766	20,562	50,205	1,074	51,279
Northern	14th Nov.	7,949	8,110	15,735	34,784	742	35,526
	5th Dec.	7,438	11,166	16,517	35,121	849	35,970
Scotland	14th Nov.	13,971	17,702	30,701	62,374	1,785	64,159
	5th Dec.	16,119	18,783	30,872	65,774	2,156	67,930
Wales	14th Nov.	6,413	10,473	20,514	37,400	612	38,012
	5th Dec.	5,596	10,034	21,085	36,715	586	37,301
Great Britain	14th Nov.	92,404	97,729	127,117	317,250	6,359	323,609
	5th Dec.	90,870	100,457	131,548	322,875	7,461	330,336
Inc. or Dec.		- 1,534	+ 2,728	+ 4,431	+ 5,625	+ 1,102	+ 6,727

The following Table gives the numbers of persons registered as unemployed at 5th December, 1949, and the approximate percentage rates of unemployment in each Region:—

Region	Number of persons registered as unemployed at 5th December, 1949			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern	40,297	16,632	56,929	1.2	0.9	1.1
Eastern	8,338	4,224	12,562	1.1	1.2	1.2
Southern	9,459	5,322	14,781	1.4	1.7	1.5
South-Western	11,769	5,417	17,186	1.6	1.6	1.6
Midland	8,129	2,838	10,967	0.6	0.4	0.5
North-Midland	5,320	3,800	9,120	0.6	0.8	0.6
East and West Ridings	12,569	3,742	16,311	1.0	0.6	0.9
North-Western	37,079	14,200	51,279	2.0	1.3	1.7
Northern	26,269	9,148	35,417	3.0	2.6	2.9
Scotland	51,931	15,999	67,930	3.6	2.2	3.2
Wales	27,040	10,261	37,301	3.9	4.3	4.0
Great Britain	238,753	91,583	330,336	1.7	1.3	1.6

NUMBERS UNEMPLOYED IN THE UNITED KINGDOM: REGIONAL ANALYSIS

The total number of unemployed persons on the registers of Employment Exchanges in the United Kingdom at 5th December, 1949, was 360,728 including 255,822 men, 6,753 boys, 92,634 women and 5,519 girls. Of the total, 352,853 (including 5,030 casual workers) were wholly unemployed and 7,875 temporarily stopped.

The numbers of unemployed persons* on the registers in each Region at 5th December, 1949, are shown below.

Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
London and South-Eastern	38,661	1,016	15,387	771	55,835
Eastern	8,067	192	3,932	195	12,386
Southern	9,221	214	4,989	299	14,723
South-Western	11,486	257	5,014	345	17,102
Midland	7,771	162	2,516	153	10,602
North-Midland	5,092	190	3,343	219	8,844
North & W. Ridings	11,997	179	3,190	202	15,568
North-Western	35,546	943	13,253	463	50,205
Northern	25,684	549	8,064	604	35,121
Scotland	48,831	1,343	14,699	901	65,774
Wales	26,014	658	9,264	779	36,715
Great Britain	228,370	5,703	83,871	4,931	322,875
Northern Ireland	22,645	972	5,926	435	29,978
United Kingdom	251,015	6,675	89,797	5,366	352,853
Temporarily Stopped					
London and South-Eastern	613	7	455	19	1,094
Eastern	77	2	92	5	176
Southern	22	2	30	4	58
South-Western	24	2	48	10	84
Midland	186	10	160	9	365
North-Midland	37	1	226	12	276
E. and W. Ridings	386	7	338	12	743
North-Western	585	5	457	27	1,074
Northern	585	94	246	14	849
Scotland	1,735	23	389	104	2,156
Wales	365	3	201	17	586
Great Britain	4,615	65	2,642	139	7,461
Northern Ireland	192	13	195	14	414
United Kingdom	4,807	78	2,837	153	7,875
Total Registered as Unemployed					
London and South-Eastern	39,274	1,023	15,842	790	56,929
Eastern	8,144	194	4,024	200	12,562
Southern	9,243	216	5,019	303	14,781
South-Western	11,510	259	5,062	355	17,186
Midland	7,957	172	2,676	162	10,967
North-Midland	5,129	191	3,569	231	9,120
E. and W. Ridings	12,383	186	3,528	214	16,311
North-Western	36,131	948	13,710	490	51,279
Northern	26,269	553	8,530	618	35,970
Scotland	50,566	1,365	15,088	911	67,930
Wales	26,379	661	9,465	796	37,301
Great Britain	232,985	5,768	86,513	5,070	330,336
Northern Ireland	22,837	985	6,121	449	30,392
United Kingdom	255,822	6,753	92,634	5,519	360,728

* Number registered as unemployed expressed as percentage of the estimated number of employees insured under the national insurance schemes. † The figures exclude registered disabled persons who are suitable only for employment under special conditions.

NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed* persons on the registers of all Employment Exchanges and Youth Employment Offices in each administrative Region at 5th December, 1949, and the numbers of persons on the registers of the Exchanges and Offices situated in some of the principal towns in each Region, together with the increase or decrease compared with 14th November, 1949.

Regions and Principal Towns	Numbers of Persons* on Registers at 5th December, 1949				Inc.(+) or Dec.(-) in Totals as compared with 14th Nov., 1949
	Men 18 and over	Women 18 and over	Juveniles under 18 years	Total	
London and South-Eastern	39,274	15,842	1,813	56,929	- 965
London (Administrative County)	18,231	5,055	322	23,608	- 979
Acton	203	64	19	286	- 13
Brentford and Chiswick	243	71	6	320	- 40
Brighton and Hove	2,196	905	70	3,171	- 29
Chatham	703	941	65	1,709	+ 162
Croydon	775	324	22	1,121	+ 87
Dagenham	445	196	29	670	+ 106
Ealing	319	113	15	447	- 31
East Ham	372	94	19	485	- 1
Enfield	220	116	13	349	- 2
Harrow and Wembley	635	246	49	930	- 86
Hayes and Harlington	121	69	11	201	- 25
Hendon	450	124	23	597	- 87
Ilford	410	177	22	609	- 98
Leyton and Walthamstow	736	143	23	902	- 6
Tottenham	451	141	26	618	- 80
West Ham	723	269	29	1,021	- 33
Willesden	415	65	21	501	- 73
Eastern	8,144	4,024	394	12,562	+ 1,694
Bedford	134	62	5	201	+ 20
Cambridge	87	57	8	152	+ 8
Ipswich	159	73	23	255	- 23
Luton	165	66	13	244	- 49
Norwich	836	81	8	925	- 29
Southend-on-Sea	1,222	531	57	1,810	+ 33
Watford	103	67	6	176	- 20
Southern	9,243	5,019	519	14,781	+ 271
Bournemouth	1,152	633	29	1,814	+ 114
Oxford	103	99	12	214	- 12
Portsmouth (inc. Gosport)	2,427	1,757	143	4,327	+ 138
Reading	535	109	17	661	+ 68
Slough	246	44	10	300	- 75
Southampton	1,303	504	47	1,854	+ 98
South-Western	11,510	5,062	614	17,186	+ 501
Bristol (inc. Kingswood)	3,045	490	74	3,609	+ 178
Exeter	313	185	12	510	+ 17
Gloucester	75	56	15	146	+ 3
Plymouth	1,210	998	124	2,332	- 140
Swindon	95	64	13	172	- 8
Midland	7,957	2,676	334	10,967	- 226
Birmingham	1,922	674	68	2,664	- 247
Burton-on-Trent	35	34	—	69	- 17
Coventry	1,153	315	29	1,497	+ 65
Oldbury	47	28	4	79	- 13
Smethwick	—	—	3	3	+ 30
Stoke-on-Trent	953	63	25	1,041	+ 22
Walsall	323	102	12	437	+ 102
West Bromwich	132	43	3	178	+ 49
Wolverhampton	519	104	29	652	- 52
Worcester	162	99	10	271	+ 6
North-Midland	5,129	3,569	422	9,120	+ 1,801
Chesterfield	231	83	10	324	+ 7
Derby	154	39	8	201	- 37
Grimsby	1,149	286	85	1,520	+ 113
Leicester	231	37	10	278	- 14
Lincoln	149	27	14	190	+ 2
Mansfield	176	59	13	248	- 6
Northampton	98	32	1	131	+ 14
Nottingham	947	130	41		

NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed at 5th December, 1949, distinguishing those wholly unemployed (i.e., out of a situation) from those temporarily stopped (i.e., suspended from work on the understanding that they were shortly to return to their former employment). The figures include all unemployed persons on the registers of Employment Exchanges with the

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

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

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				
Agriculture, Forestry, Fishing	13,520	6,860	1,327	596	14,847	7,456	22,303	19,856	7,629	27,485
Agriculture and Horticulture	7,414	6,817	45	595	7,414	7,417	14,871	12,251	7,584	19,835
Forestry	518	24	1	1	519	25	544	534	25	559
Fishing	5,588	19	1,281	—	6,869	19	6,888	7,071	20	7,091
Mining and Quarrying	2,619	113	160	5	2,779	118	2,897	3,196	120	3,316
Coal Mining	1,803	83	151	—	1,954	84	2,038	1,980	84	2,064
Iron Ore Mining and Quarrying	29	—	—	—	29	—	29	30	—	30
Stone Quarrying and Mining	485	7	3	—	488	7	495	785	9	794
Clay, Sand, Gravel and Chalk Pits	76	2	—	—	82	2	84	82	2	84
Other Mining and Quarrying	116	3	—	—	119	3	122	200	3	203
Other Mining and Quarrying	110	18	—	4	110	22	132	119	22	141
Treatment of Non-Metallic Mining Products other than Coal	3,065	710	9	4	3,074	714	3,788	3,238	730	3,968
Bricks and Fireclay Goods	998	169	1	1	999	170	1,169	1,042	170	1,212
China and Earthenware (inc. glazed tiles)	395	111	4	1	399	112	511	407	124	531
Glass (other than containers)	369	180	—	—	369	180	549	374	175	549
Glass Containers	330	127	—	—	330	127	457	350	128	478
Cement	52	16	—	1	52	17	69	62	18	80
Other Non-Metallic Mining Manufactures	921	107	4	1	925	108	1,033	1,003	110	1,113
Chemicals and Allied Trades	3,804	1,528	9	29	3,813	1,557	5,370	3,891	1,566	5,457
Coke Ovens and By-Product Works	152	2	—	1	152	3	155	153	3	156
Chemicals and Dyes	1,303	510	2	12	1,305	522	1,827	1,350	523	1,873
Pharmaceutical Preparations, Toilet Preparations, Perfumery	131	174	—	1	131	175	306	135	177	312
Explosives and Fireworks	1,190	476	2	—	1,192	477	1,669	1,200	477	1,677
Paint and Varnish	274	88	—	13	274	101	377	307	101	382
Soap, Candles, Glycerine, Polishes, Ink and Matches	220	165	1	—	221	166	387	225	172	397
Mineral Oil Refining	201	49	—	—	202	49	251	207	49	256
Other Oils, Greases, Glue, etc.	333	64	1	—	334	64	398	340	64	404
Metal Manufacture	4,052	802	325	19	4,377	821	5,198	4,617	827	5,444
Blast Furnaces	149	9	3	—	152	9	161	161	9	170
Iron and Steel Melting, Rolling, etc., not elsewhere specified	1,467	223	253	12	1,720	235	1,955	1,748	235	1,983
Iron Foundries	985	160	—	2	985	162	1,147	1,074	164	1,238
Tinplate Manufacture	135	95	—	4	135	99	234	135	99	234
Steel Sheet Manufacture	90	52	63	—	153	52	205	161	52	213
Iron and Steel Tubes (inc. melting and rolling in integrated works)	336	62	2	—	338	62	400	354	63	417
Non-Ferrous Metals Smelting, Rolling, etc.	890	201	4	1	894	202	1,096	984	205	1,189
Engineering, Shipbuilding and Electrical Goods	25,413	4,045	511	75	25,924	4,120	30,044	29,052	4,225	33,277
Shipbuilding and Ship Repairing	12,314	408	456	49	12,770	457	13,227	15,266	465	15,731
Marine Engineering	1,147	69	—	—	1,149	69	1,218	1,266	70	1,336
Agricultural Machinery (exc. tractors)	519	57	3	—	522	57	579	542	64	606
Boilers and Boilerhouse Plant	128	3	—	—	128	3	131	149	3	152
Machine Tools	402	75	2	—	404	77	481	425	78	499
Stationary Engines	89	16	—	—	89	16	105	89	16	111
Textile Machinery and Accessories	348	52	—	—	348	52	400	496	16	512
Ordnance and Small Arms	743	196	—	—	743	196	939	752	196	948
Constructional Engineering	1,260	141	10	1	1,270	142	1,412	1,302	142	1,444
Other Non-Electrical Engineering	6,007	1,082	32	12	6,039	1,094	7,133	6,227	1,116	7,343
Electrical Machinery	775	335	—	1	775	336	1,111	794	343	1,137
Electrical Wires and Cables	302	175	—	—	302	175	327	297	255	552
Telegraph and Telephone Apparatus	152	175	—	—	152	175	327	154	175	329
Wireless Apparatus (exc. valves) and Gramophones	431	489	1	1	432	490	922	496	924	924
Wireless Valves and Electric Lamps	126	123	—	2	126	125	251	131	125	256
Batteries and Accumulators	116	99	—	3	116	102	218	123	127	250
Other Electrical Goods	574	473	4	4	577	477	1,055	599	487	1,086
Vehicles	7,040	940	24	3	7,064	943	8,007	7,560	987	8,547
Manufacture of Motor Vehicles and Cycles	2,317	283	6	1	2,323	284	2,607	2,395	290	2,685
Motor Repairs and Garages	2,163	188	8	1	2,171	189	2,360	2,342	192	2,534
Manufacture and Repair of Aircraft	1,299	168	1	1	1,300	169	1,469	1,521	189	1,710
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	509	203	—	—	509	203	712	519	204	723
Railway Locomotive Shops	94	8	—	—	96	8	104	99	8	107
Other Locomotive Manufacture	245	15	7	—	252	15	267	252	15	267
Manufacture and Repair of Railway Carriages and Wagons and Trams	255	13	—	—	255	13	268	257	13	270
Carts, Perambulators, etc.	158	62	—	—	158	62	220	175	76	251
Metal Goods not Elsewhere Specified	3,809	1,703	124	87	3,933	1,790	5,723	4,084	1,811	5,895
Tools and Cutlery	258	110	17	12	275	122	397	284	122	406
Bolts, Nuts, Screws, Rivets, Nails, etc.	179	179	22	—	201	179	380	211	179	390
Iron and Steel Forgings not elsewhere specified	308	18	10	—	318	18	336	357	20	377
Wire and Wire Manufactures	300	112	—	1	312	113	425	315	113	428
Hollow-ware	380	434	—	—	380	434	416	420	444	864
Brass Manufactures	188	61	2	—	189	63	252	191	63	254
Metal Industries not elsewhere specified	2,196	789	26	6	2,222	795	3,075	2,306	770	3,176
Precision Instruments, Jewellery, etc.	755	387	26	55	781	442	1,223	811	463	1,274
Scientific, Surgical and Photographic Instruments, etc.	394	202	20	55	414	257	671	426	265	691
Manufacture and Repair of Watches and Clocks	185	117	—	—	185	117	302	198	120	318
Jewellery, Plate and Refining of Precious Metals	113	45	5	—	118	45	163	120	50	170
Musical Instruments	63	23	—	—	64	23	87	67	28	95
Textiles	2,899	2,552	57	119	2,956	2,671	5,627	3,987	4,092	8,079
Cotton Spinning, Doubling, etc.	535	443	5	15	540	458	998	552	473	1,025
Cotton Weaving, etc.	226	224	1	11	227	235	462	236	239	475
Woolen and Worsted	525	354	33	37	558	391	949	578	416	994
Rayon, Nylon, etc., Production	154	88	—	—	154	88	242	169	92	261
Rayon, Nylon, etc., Weaving and Silk	92	82	4	7	96	89	185	108	92	200
Linen and Soft Hemp	94	99	—	—	94	101	195	885	1,091	1,976
Jute	283	199	—	6	283	205	488	283	207	490
Rope, Twine and Net	141	234	2	1	143	235	378	175	414	589
Hosiery and other Knitted Goods	95	245	—	9	95	254	349	107	266	373
Lace	26	21	—	7	26	28	54	27	29	56
Carpets	86	69	6	—	92	75	167	99	109	208
Narrow Fabrics	27	41	—	3	27	44	71	28	49	77
Made-up Textiles	96	243	—	2	97	245	342	105	355	460
Textile-Finishing, etc.	366	111	5	13	371	124	495	473	629	629
Other Textile Industries	153	99	—	—	153	99	252	162	104	266

* Obtainable from H.M. Stationery Office or through any bookseller, price 9d. net (10d. post free).
 † The figures for coal mining exclude all the unemployed at 5th December, 1949, who, although previously employed in coal mining, have been found to be medically unfit for employment in that industry. These men are, however, included with "Other persons not classified by industry" on the next page. The total of 1,954 males unemployed includes 1,026 men registered for underground work.

Numbers Unemployed : Industrial Analysis—continued

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				
Leather, Leather Goods and Fur	521	238	50	15	571	253	824	592	269	861
Leather (Tanning and Dressing) and Fellmongery	290	103	33	6	323	109	432	336	121	457
Leather Goods	159	109	9	—	164	118	282	172	120	292
Fur	72	26	12	—	84	26	110	84	28	112
Clothing	3,617	2,578	953	739	4,570	3,317	7,887	4,886	3,734	8,620
Tailoring	2,388	1,417	553	427	2,941	1,844	4,785	3,067	1,935	4,997
Dressmaking	178	540	18	62	196	602	798	202	637	844
Overalls, Shirts, Underwear, etc.	43	201	—	1	43	217	260	68	436	504
Hats, Caps and Millinery	91	76	306	226	397	302	699	401	303	704
Dress Industries not elsewhere specified	63	170	17	5	80	175	255	103	231	334
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	243	144	26	3	269	147	416	294	157	451
Repair of Boots and Shoes	611	30	33	—	644	30	674	751	35	786
Food, Drink and Tobacco	6,461	5,212	48	194	6,509	5,406	11,915	7,062	6,069	13,131
Grain Milling	274	90	1							

Placing Work of the Employment Exchanges

The Table below shows for the four-week periods ended 26th October and 23rd November, 1949, the numbers of vacancies filled by Employment Exchanges and other Local Offices of the Ministry of Labour and National Service in Great Britain, together with the numbers remaining unfilled at the end of each period. The figures include placings, etc., by the Youth Employment Offices of certain Local Authorities.

	Four weeks ended 26th October, 1949		Four weeks ended 23rd November, 1949		Total Number of Placings, 23rd Dec., 1948, to 23rd Nov., 1949 (48 weeks)
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	
Men aged 18 and over	235,770	128,800	224,885	125,157	2,645,944
Boys under 18	14,456	47,480	12,789	49,183	223,435
Women aged 18 and over	105,802	122,886	98,953	114,513	1,130,833
Girls under 18	14,035	67,517	13,048	68,620	213,900
Total	370,063	366,683	349,675	357,473	4,214,112

A Regional analysis of the figures for the four weeks ended 23rd November is given in the Table at the top of the next page.

Under the Control of Engagement Order a system of priorities is operated under which "First Preference" is given to vacancies for workpeople which, in the national interest, should take precedence over others. Of the totals of 341,572 and 323,838 vacancies for persons aged 18 and over filled during the four-week periods ending on 26th October, 1949, and 23rd November, 1949, the numbers to which First Preference had been accorded were 45,544 and 43,503 respectively, compared with 40,184 and 41,557 in the two preceding four-week periods. In the four-week period ending on 23rd November, 1949, the figure represented approximately 13½ per cent. of the total number of adult vacancies filled during that period, the same percentage as in the preceding four weeks. During November, 25 directions were issued to persons normally employed in coal mining, requiring them to remain within their industry.

First Preference Industries

The Table in the next column shows in detail the total numbers of placings in the two periods of four weeks up to 23rd November, 1949, in vacancies to which First Preference had been accorded.

Changes in Employment in certain First Preference Industries

Figures in the Table below show the net change in employment in the principal First Preference manufacturing industries for which separate statistics are available in September, October and November.

Changes in Employment in certain First Preference Manufacturing Industries

Industries	Males			Total employment at end of Nov.	Females			Total employment at end of Nov.	Total			Total employment at end of Nov.
	Net change in employment				Net change in employment				Net change in employment			
	Sept.	Oct.	Nov.		Sept.	Oct.	Nov.		Sept.	Oct.	Nov.	
Principal First Preference Manuf. Industries*:												
Cotton Spinning, Doubling, etc.	+ 200	+ 500	+ 500	64,200	+ 200	+ 300	+ 1,100	118,100	+ 400	+ 800	+ 1,600	182,300
Cotton Weaving, etc.	+ 100	+ 300	+ 400	47,800	+ 300	+ 800	+ 800	98,100	+ 400	+ 1,100	+ 1,200	145,900
Woolen and Worsted, Rayon, Nylon, etc., Production	+ 700	+ 700	+ 600	96,700	+ 800	+ 1,000	+ 1,300	120,700	+ 1,500	+ 1,700	+ 1,900	217,400
Rayon, Nylon, etc., Weaving, Silk Manufacture†	+ 400	+ 400	+ 400	32,600	+ 100	+ 100	+ 100	15,400	+ 500	+ 500	+ 500	48,000
Lace	+ 100	—	—	18,500	+ 100	+ 200	+ 100	25,300	+ 100	+ 600	+ 100	43,800
Linen and Soft Hemp	—	—	+ 100	5,200	+ 100	+ 100	+ 100	9,000	+ 200	+ 100	+ 100	14,200
Narrow Fabrics	+ 100	+ 100	+ 100	5,300	+ 100	+ 100	+ 100	7,400	+ 100	+ 200	+ 200	12,700
Misc. Textile Industries‡	—	+ 300	+ 300	6,500	+ 100	+ 100	+ 200	16,000	+ 200	+ 100	+ 300	22,500
Textile Finishing, etc.	+ 200	+ 400	+ 500	13,600	+ 100	+ 100	+ 100	8,800	+ 100	+ 400	+ 400	22,400
Blast Furnaces	+ 100	—	—	59,000	+ 100	+ 400	+ 300	27,200	+ 300	+ 800	+ 800	86,200
Iron Foundries§	+ 300	+ 100	—	19,800	—	—	—	700	+ 100	—	—	20,500
Iron and Steel Melting, Rolling, etc. (including Steel Foundries)	+ 100	—	+ 400	92,000	+ 100	+ 100	+ 200	14,900	+ 400	+ 200	+ 1,000	106,900
Iron and Steel Forgings	+ 100	+ 300	+ 200	182,800	—	—	—	15,400	+ 100	—	+ 400	198,200
Iron and Steel Tubes	+ 100	+ 200	+ 200	28,100	—	—	—	5,200	+ 100	+ 300	+ 200	33,300
Sheets and Tinplate	+ 200	+ 200	+ 200	34,300	—	+ 100	+ 100	6,100	+ 200	+ 300	+ 300	40,400
Wire and Wire Manufactures	—	+ 200	—	32,400	—	—	—	4,000	+ 200	+ 200	+ 200	36,400
China and Earthenware	+ 100	+ 200	+ 100	28,100	—	—	+ 100	9,800	+ 100	+ 200	+ 200	37,900
Printing and Publishing (other than newspapers and periodicals)	—	+ 100	+ 200	36,000	—	+ 200	+ 200	43,700	—	+ 300	+ 400	79,700
Total of above	+ 3,400	+ 4,700	+ 5,300	945,900	+ 2,800	+ 4,900	+ 5,100	640,900	+ 6,200	+ 9,600	+ 10,400	1,586,800
Other Manufacturing Industries	+ 8,400	+ 11,400	+ 15,600	4,445,500	+ 14,300	+ 20,900	+ 15,500	2,096,700	+ 22,700	+ 32,300	+ 31,100	6,542,200
Total Manufacturing Industries	+ 11,800	+ 16,100	+ 20,900	5,391,400	+ 17,100	+ 25,800	+ 20,600	2,737,600	+ 28,900	+ 41,900	+ 41,500	8,129,000

* So far as these can be separately distinguished in the employment statistics. Silica bricks and refractories, coke ovens serving iron and steel production, and ball and roller bearings cannot be thus distinguished.
 † Silk manufacture does not receive First Preference.
 ‡ Asbestos, flock and rag, etc.
 § These figures exclude foundries attached to engineering establishments, which also receive First Preference.

Placings and Vacancies Unfilled—Four weeks ended 23rd November: Regional Analysis

Region	Men 18 and over		Boys under 18		Women 18 and over		Girls under 18		Total	
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled
London and South-Eastern	55,804	27,329	3,151	13,662	30,320	33,194	2,602	19,966	91,877	94,151
Eastern	11,210	8,537	607	2,408	1,848	6,230	574	3,218	17,253	20,393
Southern	10,239	7,664	533	1,848	3,987	3,886	621	1,933	15,380	15,331
South-Western	9,626	8,014	509	1,793	3,952	4,284	617	2,987	14,704	17,078
Midland	24,219	17,713	887	5,291	8,928	11,600	800	6,304	34,834	40,908
North-Midland	14,370	12,577	596	5,443	5,261	10,037	710	8,361	20,937	36,418
East and West Ridings	19,898	11,633	817	4,566	7,997	13,077	1,039	6,019	29,751	35,295
North-Western	32,245	15,246	1,845	7,487	14,167	21,820	1,704	10,992	49,961	55,545
Northern	14,056	3,798	887	2,213	5,054	2,304	1,139	2,359	21,136	10,674
Scotland	23,261	8,682	2,270	3,351	10,919	6,314	2,301	5,671	38,751	24,018
Wales	9,957	3,964	687	1,121	3,506	1,767	941	810	15,091	7,662
Great Britain	224,885	125,157	12,789	49,183	98,953	114,513	13,048	68,620	349,675	357,473

Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the principal manufacturing industries during the five* weeks' period ended 29th October, 1949, analysed according to industry

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

Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period			Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period		
	M. (a)	F. (b)	T. (c)	M. (a)	F. (b)	T. (c)	M. (a)	F. (b)	T. (c)	M. (a)	F. (b)	T. (c)
	Treatment of Non-Metalliferous Mining Products other than Coal	3.8	4.9	4.1	3.3	4.2	3.5					
Bricks and Fireclay Goods	3.8	4.2	3.9	3.4	3.9	3.4						
China and Earthenware (including glazed tiles)	3.2	4.3	3.8	2.9	3.8	3.4						
Glass (other than containers)	3.8	6.4	4.5	2.8	4.7	3.3						
Glass Containers	5.0	5.5	5.1	3.7	6.5	4.3						
Cement	2.3	3.5	2.3	2.1	4.7	2.2						
Other Non-Metalliferous Mining Manufactures	4.2	6.0	4.4	3.9	4.5	4.0						
Chemicals and Allied Trades	2.8	4.9	3.4	2.2	4.0	2.7						
Coke Ovens and By-Product Works	1.4	0.8	1.4	3.6	5.3	3.7						
Chemicals and Dyes	3.1	3.9	3.3	2.1	3.6	2.4						
Pharmaceutical Preparations, etc.	3.5	7.2	5.7	2.2	2.2	4.0						
Explosives and Fireworks	2.2	6.3	3.6	1.6	2.6	1.9						
Paint and Varnish	2.4	5.0	3.1	2.2	3.9	2.7						
Soap, Candles, Polishes, etc.	2.9	3.5	3.1	1.9	4.7	3.2						
Mineral Oil Refining	1.9	1.6	1.9	1.1	2.6	1.4						
Other Oils, Greases, Glue, etc.	3.6	5.7	4.1	2.7	3.6	2.9						
Metal Manufacture	2.6	4.3	2.7	2.4	3.4	2.5						
Blast Furnaces	1.9	1.8	1.9	2.0	1.2	1.9						
Iron and Steel Melting, Rolling, etc.	1.9	3.2	2.0	1.9	2.9	2.0						
Iron Foundries	3.1	5.3	3.4	3.0	4.5	3.2						
Tinplate Manufacture	2.3	4.4	2.6	1.9	4.0	2.2						
Steel Sheet Manufacture	2.0	2.0	2.0	1.6	2.2	1.7						
Iron and Steel Tubes	2.9	3.7	3.0	2.4	2.7	2.4						
Non-Ferrous Metals Smelting, etc.	3.5	5.0	3.8	3.1	3.3	3.1						
Engineering and Electrical Goods	2.9	5.6	3.5	2.7	4.8	3.1						
Marine Engineering	2.0	1.9	2.0	3.2	2.1	3.1						
Agricultural Machinery	3.6	5.0	3.8	3.2	4.5	3.3						
Boilers and Boilerhouse Plant	3.0	3.4	3.1	2.2	3.8	2.8						
Machine Tools	2.5	4.8	2.9	2.7	5.1	3.1						
Stationary Engines	2.9	6.3	3.3	2.4	5.8	2.8						
Textile Machinery and Accessories	2.4	4.8	2.7	2.7	3.8	2.9						
Ordnance and Small Arms	1.4	3.8	1.9	1.3	3.2	1.7						
Constructional Engineering	4.5	3.3	4.4	3.7	3.1	3.7						
Other Non-Electrical Engineering	2.9	4.8	3.2	2.7	4.2	3.0						
Electrical Machinery	2.3	3.8	2.7	2.2	4.7	2.8						
Electrical Wires and Cables	2.6	4.6	3.3	2.5	4.4	3.2						
Telegraph and Telephone Apparatus	1.6	5.8	3.2	1.8	5.6	3.3						
Wireless Apparatus	4.7	11.8	8.0	3.1	6.3	4.6						
Wireless Valves and Electric Lamps	2.7	5.0	4.0	2.8	5.0	4.0						
Batteries and Accumulators	3.1	8.5	5.5	2.0	6.3	3.9						
Other Electrical Goods	3.6	6.1	4.7	2.8	5.0	3.8						
Vehicles	2.6	5.2	3.0	2.5	4.2	2.7						
Manufacture of Motor Vehicles, etc.	2.9	5.2	3.2	2.7	4.1	2.9						
Motor Repairs and Garages	2.6	3.6	2.7	2.8	3.8	2.9						
Manufacture and Repair of Aircraft	2.5	4.9	2.8	2.4	3.9	2.7						
Manufacture of Motor Vehicle Accessories	4.1	6.9	4.9	3.0	4.7	3.5						
Railway Locomotive Shops	0.9	2.3	1.0	1.1	2.6	1.1						
Other Locomotive Manufacture	2.8	4.0	2.9	3.4	5.8	3.5						
Railway Carriages and Wagons	1.8	1.6	1.8	1.4	3.0	1.5						
Carts, Perambulators, etc.	4.8	8.1	6.0	5.7	4.6	5.3						
Metal Goods not elsewhere specified	3.7	6.8	4.8	3.0	5.1	3.8						
Tools and Cutlery	2.7	6.1	4.0	2.6	4.2							

Work of Appointments Department

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

Technical and Scientific Register

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

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

The total number of persons enrolled on the Technical and Scientific Register at 5th December, 1949, was 5,310* ; this figure included 3,886 registrants who were already in work but desired a change of employment, and 1,424 registrants who were unemployed. Among the unemployed were 571 ex-Service men and women.

The numbers of vacancies notified, filled, etc., between 15th November and 5th December (3 weeks) are shown below.

Vacancies outstanding at 15th November	4,941
" notified during period	339
" filled during period	190†
" cancelled or withdrawn	374
" outstanding at 5th December	4,716

Appointments Register

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

The total number of persons on the registers of the Appointments Offices at 5th December, 1949, was 29,814‡, consisting of 26,188 men and 3,626 women. The number on the registers included 17,265 men and 2,067 women who were in employment, while 8,923 men and 1,559 women had registered as unemployed at some date in the preceding two months and were not known to be in employment at 5th December.

The Table in the next column shows the numbers of registrations at each of the Offices.

* This figure includes 988 registrants who were also registered with Appointments Offices and 140 unemployed registrants who were also registered at Employment Exchanges.

† Including 68 vacancies filled by ex-Service men.
‡ Excluding 352 persons registered for overseas employment only and 5,795 whose registrations had been referred to the Local Offices for assistance in placing. Registrations of nurses and midwives are also excluded.

Appointments Office	In Employment		Unemployed	
	Men	Women	Men	Women
London	4,854	750	4,735	702
Cambridge	451	40	275	37
Reading	1,042	69	672	62
Bristol	1,005	103	494	71
Birmingham	1,555	124	408	84
Nottingham	750	64	165	33
Leeds	1,050	117	303	81
Liverpool	977	40	302	108
Manchester	1,777	157	394	86
Newcastle-on-Tyne	848	71	246	46
Edinburgh	988	244	347	108
Glasgow	1,486	231	302	110
Cardiff	482	57	280	31
Total*	17,265	2,067	8,923	1,559

During the period 15th November to 5th December, 1949, there were new registrations by 2,205 men and 483 women, and during the same period the registrations of 2,453 men and 485 women lapsed.

The Table below shows the numbers of vacancies (other than those for nurses and midwives) notified, filled, etc., between 15th November and 5th December, 1949.

Vacancies outstanding at 14th November	Men†	Women
" notified during period	4,523	660
" cancelled or withdrawn during period	1,112	247
" filled during period	783	182
" unfilled at 5th December	519	128
	4,333	597

Unemployment Benefit

For the period of fourteen weeks ended 31st December, 1949, expenditure on unemployment benefit in Great Britain (excluding the cost of administration) amounted to approximately £5,054,000. During the thirteen weeks ended 24th September, 1949, the corresponding figure was £3,913,000 and during the thirteen weeks ended 25th December, 1948, it was £4,940,000.

As from the appointed day (5th July, 1948), the cost of unemployment benefit, previously borne by the Unemployment Fund, fell to be met from the National Insurance Fund set up in accordance with the provisions of the National Insurance Act, 1946.

National Assistance

From 5th July, 1948, with the coming into operation of the National Assistance Act, the payment of unemployment allowances ceased; but the Local Offices of the Ministry of Labour and National Service undertook the payment of national assistance to persons who were required to register for employment and who were entitled to national assistance. The amount of national assistance thus paid during the thirteen weeks ended 24th December, 1949, was approximately £1,150,000. The corresponding amount paid during the thirteen weeks ended 24th September, 1949, was £960,000 and during the thirteen weeks ended 25th December, 1948, was approximately £930,000. The figures exclude any payments of this nature which may have been made at Offices of the National Assistance Board, separate figures for which are not available.

* See note † in previous column.
† This column includes vacancies for which employers were willing to accept either men or women.

Employment in the Coal Mining Industry in November

The statistics given below in respect of employment, etc., in the coal mining industry in November 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 26th November was 708,600, compared with 710,200 for the four weeks ended 29th October and 724,400 for the four weeks ended 27th November, 1948. The total numbers who were effectively employed were 654,600 in November, 651,400 in October and 671,100 in November, 1948; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week. The Table below shows the numbers of wage-earners on the colliery books in the various Districts in November, together with the increase or decrease* in each case compared with October, 1949, and November, 1948.

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

District	Average numbers of wage-earners on colliery books during 4 weeks ended 26th Nov., 1949	Increase (+) or decrease (-)* compared with the average for	
		4 weeks ended 29th Oct., 1949	4 weeks ended 27th Nov., 1948
Northumberland	42,800	+ 100	+ 300
Cumberland	5,800	—	+ 100
Durham	109,600	- 200	- 1,500
South Yorkshire	97,800	- 200	- 2,200
West Yorkshire	40,500	- 200	- 1,100
North and South Derbyshire	43,400	- 100	- 1,400
Notts. and Leicestershire	53,400	—	- 500
Lancashire and Cheshire	50,500	- 100	- 1,900
North Wales	8,600	- 100	- 300
North Staffordshire	20,100	- 100	- 800
Cannock Chase	17,200	- 200	- 900
South Staffs., Worcs., and Salop	5,600	—	- 100
Warwickshire	15,800	—	—
South Wales and Mon.	103,300	- 300	- 3,800
Forest of Dean, Bristol and Somerset	6,800	- 200	- 500
Kent	6,000	—	- 200
England and Wales	627,200	- 1,500	- 14,800
Fife and Clackmannan	22,500	+ 100	+ 600
The Lothians	12,600	+ 100	+ 400
Lanarkshire, etc.	33,100	- 200	- 2,200
Ayrshire, etc.	13,200	- 100	+ 200
Scotland	81,400	- 100	- 1,000
Great Britain	708,600	- 1,600	- 15,800

It is provisionally estimated that during the four weeks of November about 3,810 persons were recruited to the industry, while the total number of persons who left the industry was about 4,210; the numbers on the colliery books thus showed a net decrease of 400. During the four weeks of October there was a net decrease of 3,500.

The average number of shifts worked per week by coal-face workers who were effectively employed was 5.05 in November, 5.00 in October and 5.05 in November, 1948. The corresponding figures for all workers who were effectively employed were 5.39, 5.32 and 5.32.

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 November and October, 1949, and November, 1948, which are given in the next Table, represent the numbers of shifts lost through absenteeism, expressed as percentages of the total numbers of shifts that could have been worked.

Percentages of Shifts lost through Absenteeism

	November, 1949	October, 1949	November, 1948
Coal Face Workers:			
Voluntary	6.44	6.88	6.83
Involuntary	7.42	8.08	7.17
All Workers:			
Voluntary	4.88	5.25	5.37
Involuntary	6.57	7.01	6.24

For face-workers the output per man-shift worked was 3.12 tons in November, compared with 3.07 tons in the previous month and 3.00 tons in November, 1948. The output per man-shift calculated on the basis of all workers was 1.21 tons in November; for October, 1949, and November, 1948, the figures were 1.19 tons and 1.15 tons, respectively.

* "No change" is indicated by three dots.

Employment Overseas

AUSTRALIA

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in August was 9.9 per cent. higher than in July and 0.3 per cent. lower than in August, 1948.

CANADA

Returns received by the Dominion Bureau of Statistics from over 20,500 employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st October in the establishments covered by the returns was slightly lower than at 1st September and 0.6 per cent. lower than at 1st October, 1948. The number of persons employed in manufacturing industries at 1st October was 0.3 per cent. lower than at the beginning of the previous month and 0.7 per cent. lower than at 1st October, 1948.

UNION OF SOUTH AFRICA

According to the general index of employment compiled by the Office of Census and Statistics, the number of workpeople employed in manufacturing industries, transportation and mining (other than alluvial gold diggings) in July was 0.2 per cent. higher than in June and 5.6 per cent. higher than in July, 1948.

UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in October is estimated by the United States Department of Labor to have been approximately 42,705,000. This was 1.8 per cent. lower than the figure for September and 4.9 per cent. lower than the figure for October, 1948. The index figure of wage-earners' employment in manufacturing industries (base, average of 1939 = 100) showed a decrease of 2.7 per cent. in October, compared with September and of 11.4 per cent. compared with October, 1948.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America at the middle of October was approximately 3,576,000, compared with 3,351,000 at the middle of September and with 1,642,000 at the middle of October, 1948.

BELGIUM

The average daily number of persons recorded as wholly or partially unemployed in Belgium during September was 228,393, compared with 214,683 during August and 124,233 during September, 1948. The number of working days lost in September as a result of unemployment was 5,510,000, compared with over 4,960,000 in August and nearly 3,000,000 in September, 1948.

DENMARK

At the end of November returns received by the Danish Statistical Department from approved unemployment funds showed that 30,447, or 4.9 per cent. of a total membership of about 621,000, had been unemployed for seven days or more, compared with 4.5 per cent. (revised figure) at the end of the previous month and 4.2 per cent. at the end of November, 1948. In addition, 23,925 members had been unemployed for less than seven days at the end of November and 7,153 were considered as ineligible for employment on account of age or other reasons.

FRANCE

The number of persons registered as applicants for employment was 149,022 at the beginning of December, compared with 142,817 at the beginning of the previous month and 97,257 in December, 1948.

GERMANY

In the British and United States Zones (not including Berlin) the total number of persons unemployed at the end of October was 1,262,969, compared with 1,260,996 at the end of September and 723,173 at the end of October, 1948. In the French Zone the number unemployed at the end of October was 53,603, compared with 52,694 at the end of September and 16,250 at the end of October, 1948.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 31st December was 66,385, compared with 59,549 at 26th November and 69,232 at 25th December, 1948.

ITALY

The number of persons registered for employment at the end of September was 1,722,575, of whom 1,139,348 were wholly unemployed with a previous history of employment, and the remainder were young persons and others registering for first employment or employed persons seeking other employment. At the end of the previous month the number registered for employment was 1,760,512, including 1,164,833 wholly unemployed.

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WAGES, DISPUTES, RETAIL PRICES

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Changes in Rates of Wages and Hours of Labour

RATES OF WAGES

Changes in December

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 December resulted in an aggregate increase estimated at approximately £30,000 in the weekly full-time wages of about 111,000 workpeople.

The principal increases affected certain workpeople employed in printing and in stationery manufacture, and labourers in the building industry in Scotland. Others receiving increases included workpeople engaged in the manufacture in Bury and district of woven felt and cotton filter cloth used for mechanical purposes and plumber jointers in the electrical cable manufacturing industry.

In the printing industry in England and Wales there were increases in the minimum rates for men of 3s. 6d. to 8s. 6d. a week, according to grade of town, for bookbinders and machine rulers, and of 2s. 6d. to 12s., according to occupation and grade of town, for manufacturing stationery operatives and printers' assistants, etc., in jobbing offices. For women there were increases of 1s. 6d. to 2s. 6d., with a further 3s. 6d. for those with 5 years' experience after training in printing and bookbinding. There were further small increases resulting from an upgrading of many towns for wages purposes. In Scotland there were increases in the minimum

rates for bookbinding, ruling, manufacturing stationery and warehouse operatives, men receiving 12s., 8s. 6d. or 7s. a week, according to occupation, and women 6s. or 2s. 6d., according to experience. In the building industry in Scotland labourers received an increase of 1d. an hour. For workpeople employed in Bury and district in the manufacture of woven felt and cotton filter cloth used for mechanical purposes, the percentage addition to basic wage rates was increased by 1 per cent. under sliding-scale arrangements based on the index of retail prices. In the electrical cable manufacturing industry plumber jointers had an increase in bonus of 1d. an hour.

Of the total increase of £30,000, about £26,000 was the result of direct negotiations between employers and workpeople or their representatives; and most of the remainder resulted from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement.

HOURS OF LABOUR

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

CHANGES IN WAGES AND HOURS IN 1949

A special article dealing with these changes is published on pages 2 to 4 of this issue of the GAZETTE.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING DECEMBER

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Engineering	Swansea, Llanelly, Port Talbot and Neath	30 Oct.†	Certain craftsmen engaged on time work in engineering shops and foundries	Increase of 1d. an hour in the base rate for workers, other than labourers, who have no opportunity of increasing their wages by piece work or task work, or who are not already receiving any lieu bonus, production bonus, output bonus or equivalent addition to earnings on the basic time rate. Craftsmen's rate after change, inclusive of special time workers' bonus, 12s. 8d. a week.
Electrical Cable Manufacture	Great Britain	Third pay day in Dec.	Plumber jointers and plumber jointers' mates, youths and boys employed in laying, jointing and maintenance of cables (including telecommunication cables) and accessories	Increase of 1d. an hour in bonus for plumber jointers, with consequential increases for plumber jointers' mates, youths and boys. Minimum rates after change: plumber jointers fully qualified—London area (within a radius of 18 miles from Charing Cross) 2s. an hour, plus 1s. 3d. bonus, Provinces 1s. 9d. plus 1s. 1d. bonus; plumber jointers' mates to receive 85 per cent. of the rates for plumber jointers, including bonus, and boys and youths 30 per cent. of plumber jointers' rates including bonus at 16 years, rising to 85 per cent. at 21.
Wool Textile	Bury and district	First full pay week in Dec.	Workpeople employed in the manufacture of cloth (woven felt and cotton filter cloth) used for mechanical purposes	Increase of 1 per cent. (10 per cent. to 11 per cent.) in the percentage addition to basic wage rates.
Silk Manufacture	Leek	Beginning of first full pay week following 13 Dec.	Maintenance engineers employed in textile mills	Increase of 6s. a week (116s. 7d. to 122s. 7d.).
Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Manufacture	Northern Ireland	20 Dec.	Male workers:— Timeworkers Pieceworkers	Increases in general minimum time rates of 2d. an hour for measurers, sample-makers, lappers, warehouse assistants and warehouse clerks, of 3d. for workers operating Swiss embroidery machines, of 1d. to 2d., according to year of apprenticeship, for apprentices to lapping, measuring and sample-making, and of 1d. to 2d. for other workers, according to age. General minimum time rates after change include: measurers and sample-makers, Area A 2s. 6d. an hour, Area B 2s. 3d., lappers 2s. 5d., 2s. 2d., warehouse assistants and warehouse clerks 2s. 3d., 2s. 0d., in each case after serving an apprenticeship of 5 years; workers operating Swiss embroidery machines—during first six months of such employment, Areas A and B 11d., during second six months 1s. 3d., thereafter 2s.; other workers 9d. to 1s. 11d., according to age, experience and area.† Increase in piecework basis time rates of 3d. an hour for workers operating Swiss embroidery machines. Piecework basis time rates after change: workers employed on single machines having 2 or 3 tiers, Areas A and B 2s. 0d. an hour, on single machines having 4 tiers or on any coupled machines 2s. 2d.‡
Military Cork Head-Dress Making	London	5 Dec.	Men	Increase of 3 per cent. (37 to 40 per cent.) on current piece rates.
Baking	Northern Ireland	29 Dec.	Male transport workers, stablemen, etc., employed at baking establishments other than home bakeries§	Increases in general minimum time rates of amounts varying from 4s. 6d. to 9s. 6d. a week for carters, motor drivers, loaders at quays and workers 21 years or over employed as motor lorry boys, stablemen, harness cleaners or van washers, and from 2s. 3d. to 4s., according to age and area, for motor lorry boys under 21. General minimum time rates after change include: carters Area A 9s. a week, Area B 9s. 6d., Area C 9s. 6d.; motor drivers—lorries, carrying capacity over 2 tons 108s., 106s. 6d., 101s. 6d., carrying capacity 2 tons and under 100s., 98s. 6d., 94s.; stablemen 95s. 6d., 90s. 9d., 88s. 3d.**

* 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.

† This increase was agreed in December and had retrospective effect to the date shown.

‡ Plumber jointers' mates are in no circumstances to receive less than the appropriate rate for a labourer in the civil engineering contracting industry.

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

|| These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 36 of this GAZETTE.

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

** These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 36 of this GAZETTE. Area A consists of the County Borough of the City of Belfast and districts situated within a radius of 15 statute miles, Area B the County Borough of the City of Londonderry, and Area C all other districts.

Principal Changes in Rates of Wages Reported during December—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Baking (continued)	Chester and district	16 Dec.	Men, youths, boys, women and girls	Minimum rates of wages adopted at amounts higher than the current rates operative under the Baking Wages Council Order, as follows: male workers—21 years and over 12d. an hour, under 21 years 1d.; female workers—21 years and over 1d., under 21 years 1d.
Millsawing	Manchester and district	First full pay week in Dec.	Sawmill labourers employed in steam joinery and sawmill shops	Increases of 1d. an hour for male labourers and for female labourers 19 years and over, and of 1d. or 1d., according to age, for girls. Rates after change include: power-driven crane drivers 2s. 5d. an hour, slingers (regularly employed as such) 2s. 4d., timber yard labourers 2s. 3d.; female labourers 19 years and over 1s. 8d.†
Printing and Envelope and Stationery Manufacture	England and Wales	Pay day in week commencing 26 Dec. for period for which payment is then made†	Bookbinding, ruling, manufacturing stationery and warehouse operatives (excluding warehousemen in London) and printers' assistants, etc., in jobbing offices	Increases in minimum grade rates of 3s. 6d. to 8s. 6d. a week, according to grade of town, for bookbinders and machine rulers, of 2s. 6d. to 12s., according to occupation and grade of town, for manufacturing stationery operatives and printers' assistants, etc., of 1s. 6d. to 2s. 6d. for women operatives (with a further 3s. 6d. for women with 5 years' experience after training in printing and bookbinding), and of proportional amounts for juveniles; further small increases in many cases resulting from the upgrading of certain towns for wages purposes.† Minimum weekly rates after change: bookbinders and machine rulers—London (Grade 1A) 13s. 6d., Grade 1 towns 13s., Grade 2 12s. 6d., Grade 3 12s. 6d., Grade 4 12s.; male workers employed in envelope and stationery manufacture—London 13s. 6d. to 117s., according to occupation, Grade 1 towns 13s. to 103s. 6d., Grade 2 12s. 6d. to 100s. 6d., Grade 3 12s. 6d. to 99s. 6d., Grade 4 12s. to 98s. 6d.; printers' assistants, etc., in jobbing offices—Grade 1 towns, Class 1 occupations 13s., Class 2 12s., Class 3 11s. 6d., Class 4 10s. 6d., Grade 2 12s. 6d., 117s., 108s. 6d., 100s. 6d., Grade 3 12s. 6d., 116s., 107s. 6d., 99s. 6d., Grade 4 12s., 115s., 106s. 6d., 98s. 6d.; women employed in envelope and stationery manufacture and in printing and bookbinding departments—on completion of training, London 77s., Grade 1 towns, 70s., Grade 2 68s., Grade 3 67s. 6d., Grade 4 67s., after 5 years' experience in printing and bookbinding departments 84s. 6d., 77s. 6d., 75s. 6d., 75s., 74s. 6d., in stationery manufacture 81s., 74s., 72s., 71s. 6d., 71s.
	Scotland	Pay day in week commencing 5 Dec. for period for which payment is then made	Bookbinding, ruling, manufacturing stationery and warehouse operatives	Increase of 12s. a week for qualified warehousemen (with not less than 5 years' experience), of 8s. 6d. for bookbinders, machine rulers and guillotine cutters, of 7s. for porters, packers and general assistants, of 6s. for women with 5 or more years' experience after training, of 2s. 6d. for those with less than 5 years' experience, and of varying amounts for learners and apprentices. Basic weekly rates after change include: bookbinders, machine rulers, guillotine cutters and qualified warehousemen (with not less than 5 years' experience) Grade A towns 131s., Grade B 129s. 6d., Grade C 128s.; porters, packers and general assistants 108s. 6d., 106s. 6d., 105s.; women engaged in bookbinding, stationery manufacture, machine feeding and warehousing 70s., 68s. 6d., 67s.; women with 5 or more years' experience after training 77s. 6d., 76s., 74s. 6d.
Building	Scotland	5 Dec.	Labourers	Increase of 1d. an hour (2s. 3d. to 2s. 3d.‡)
	do.	do.	Bricklayers' labourers employed by refractory users (other than those in membership of unions in the employ of the Gas Council and Area Gas Boards)	do.
General Waste Materials Reclamation	Northern Ireland	29 Dec.	Men, youths and boys	Increases in general minimum time rates of 1 1/2d. an hour or 5s. 6d. a week for men 21 years and over and for youths 18 and under 21 years, of 1d. or 3s. 8d. for boys 17 and under 18, and of 2d. or 7s. 4d. for boys under 17; increase of 1 1/2d. an hour (2s. 1d. to 2s. 2d.) in piecework basis time rate. General minimum time rates after change: men 21 years and over 2s. 1 1/2d. an hour or 93s. 6d. a week of 44 hours, youths and boys 1s. or 44s. at under 16 years rising, according to age, to 1s. 9d. or 77s. at 18 and under 21; burner cutters 21 years and over to be paid 1 1/2d. an hour above the minimum rates, whilst so employed.¶

* This increase is the first stage adjustment of the labourers' rate from 80 per cent. of the machinists' rate to a fixed margin of 5 1/2d. an hour below the machinists' rate. The second stage adjustment becomes due on 6th February, 1950, and the third stage adjustment on 3rd July, 1950.

† These increases became effective from the date shown by agreement between the British Federation of Master Printers and the National Union of Printing, Bookbinding and Paper Workers. Similar increases operate from the pay day in week commencing 9th January, 1950, by agreement between the employers' federation and the National Society of Operative Printers and Assistants, in respect of members of that Society.

‡ In the new grading scheme the towns in Grade 2, with the exception of Barry, Llanelly, Rotherham and Swansea, have been upgraded to Grade 1, all towns in Grade 3 have been upgraded to Grade 2, and Grade 3 now comprises a number of towns previously in Grade 4.

§ This increase is the first stage adjustment of the labourers' rate from 80 per cent. of the craftsmen's rate to a fixed margin of 5 1/2d. an hour below the craftsmen's rate. The second stage adjustment becomes due on 6th February, 1950, and the third stage adjustment on 3rd July, 1950.

¶ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 37 of this GAZETTE. The rates for female workers remain unchanged.

Index of Rates of Wages

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

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

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

Date (end of month)	Men	Women	Juveniles	All Workers
1947				
June	100	100	100	100
September	101	101	102	101
December	103	103	106	103
1948				
March	105	106	107	105
June	107	108	108	106
September	106	108	109	105
December	107	109	110	107
1949				
January	107	109	110	108
February	107	109	110	108
March	108	110	111	108
April	108	110	111	108
May	108	111	111	108
June	108	111	112	109
July	108	111	112	109
August	108	111	112	109
September	109	112	112	109
October	109	112	112	109
November	109	112	112	109
December	109	112	112	109

Industrial Disputes

DISPUTES IN DECEMBER

The number of stoppages of work* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in December, was 72. In addition, 15 stoppages which began before December were still in progress at the beginning of that month. The approximate number of workers involved, during December, in these 87 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 15,000. The aggregate number of working days lost at the establishments concerned, during December, was about 69,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in December, the coal mining industry accounted for 50, involving over 4,000 workers, and resulting in an aggregate loss of about 9,000 working days.

The following Table gives an analysis, by groups of industries, of stoppages of work in December 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	48	50	4,200	9,000
Metal, Engineering and Shipbuilding .. .	4	8	12	4,300	39,000
Clothing	—	2	2	500	2,000
Gas, Water and Electricity Supply .. .	1	3	4	3,100	13,000
Transport	—	7	7	1,600	3,000
Other Industries and Services	8	4	12	1,000	3,000
Total, December, 1949	15	72	87	14,700	69,000
<i>Total, November, 1949</i>	<i>15</i>	<i>112</i>	<i>127</i>	<i>18,200</i>	<i>67,000</i>
<i>Total, December, 1948</i>	<i>17</i>	<i>91</i>	<i>108</i>	<i>13,200</i>	<i>30,000</i>

Of the total of 69,000 days lost in December, 21,000 were lost by 9,200 workers involved in stoppages which began in that month. Of these workers, 8,600 were directly involved and 600 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 December also included 48,000 days lost by 5,500 workers through stoppages which had continued from the previous month.

Duration

Of 80 stoppages of work, owing to disputes, which ended during December, 35, directly involving 2,200 workers, lasted not more than one day; 18, directly involving 1,100 workers, lasted two days; 11, directly involving 2,400 workers, lasted three days; 7, directly involving 2,700 workers, lasted four to six days; and 9, directly involving 900 workers, lasted over six days.

Causes

Of the 72 disputes leading to stoppages of work which began in December, 2, directly involving 100 workers, arose out of demands for advances in wages, and 26, directly involving 3,300 workers, on other wage questions; 6, directly involving 700 workers, on questions as to working hours; 11, directly involving 1,500 workers, on questions respecting the employment of particular classes of persons; and 26, directly involving 1,400 workers, on other questions respecting working arrangements. One stoppage, directly involving 1,600 workers, was in support of workers involved in another dispute.

STATISTICS FOR YEAR 1949

The total number of stoppages of work due to industrial disputes in the United Kingdom, reported as having begun in 1949, was 1,423. The total number of workers involved in all stoppages in progress during the year (including those which began in 1948 and extended into 1949) was 434,000. The aggregate number of working days lost in 1949 through all stoppages in progress during the year was approximately 1,808,000. This compares with a total of 1,944,000 in 1948.

A summary of the statistics of disputes in 1949, with comparative statistics for 1948 and, in less detail, for earlier years, is given in the annual review on page 6 of this GAZETTE.

PRINCIPAL DISPUTES DURING DECEMBER

Occupations† and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly‡	Began	Ended		
COAL MINING:— Underground and surface workers—Whitburn (one colliery)	890	—	28 Nov.	3 Dec.	Strippers' protest against assessors' award respecting rates and tasks in their section	Work resumed pending negotiations.
SHIPBUILDING:— Platers, platers' helpers, welders, riveters, drillers, shipwrights, labourers and other workers employed in shipbuilding—Belfast (one firm)	670	2,600‡	21 Nov.	13 Dec.	Demarcation dispute between platers and welders regarding preparation of work for welding	Work resumed, the job in dispute having been temporarily discontinued; work subsequently allocated to platers.
CLOTHING:— Workers employed in ladies' mantle and costume making—London (one firm)	450	—	5 Dec.	9 Dec.	In protest against employers' refusal to re-introduce short time working as an alternative to the dismissal of redundant workers	Work resumed on the basis that redundant workers would be reinstated, and short time worked until Christmas, the workers' trade union giving certain assurances as to output, etc. As these could not be implemented, it was subsequently agreed to work full time and to dismiss the redundant workers.
GAS SUPPLY:— Plumbers employed in gas fitting and maintenance work—Glasgow	180	—	1 Nov.	—	Demands that the Plumbing Trades' Union should be entitled to negotiate in respect of members in the distributive section of the gas industry; that a gas-fitters' training and classification scheme should be abolished; and that plumbers should do disconnecting and reconnecting work	No settlement reported.
ELECTRICITY SUPPLY:— Manual workers employed in electricity generating and distributing stations—Enfield, Dartford and Willesden	1,140	—	12 Dec.	16 Dec.	Dissatisfaction with a national joint decision in relation to bonus payments	Work resumed on the conditions operating prior to the strike.
Manual workers employed in electricity generating and distributing stations—Barking	1,610	—	13 Dec.	15 Dec.	In sympathy with the workers involved in the above dispute, and in protest against the employment of Government service personnel at the power stations	
ROAD TRANSPORT:— Maintenance workers, fitters, electricians, etc., employed by Manchester Corporation Transport Department	440	—	29 Dec.‡	7 Jan.	Objection to night-shift rota arrangements	Work resumed.

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

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

‡ The number originally involved indirectly was under 1,000, but increased daily to about 1,700 by the end of November and to 2,600 by 13th December, when the strike ended. By 20th December about 1,450 had restarted work; the remainder had still to be absorbed.

§ The stoppage began on the night shift of 28th–29th December.

U.K. Index of Retail Prices

FIGURES FOR 13th DECEMBER, 1949

At 13th December the retail prices index was 113 (17th June, 1947 = 100), compared with 112 at 15th November. Compared with November there was, in fact, only a fractional rise in the figure, due mainly to higher prices for apples, potatoes and cakes in the food group and to seasonal increases in electricity charges.

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

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

The following Table shows the indices at 13th December, 1949, for each of the main groups of items and for all the groups combined, together with the relative weights which are used in combining the group indices into a single "all items" index:—

GROUP	INDEX FIGURE FOR 13th DECEMBER, 1949	WEIGHT
I. Food	120 (119·5)	348
II. Rent and rates .. .	100 (100·3)	88
III. Clothing	117 (117·1)	97
IV. Fuel and light .. .	115 (114·7)	65
V. Household durable goods	108 (108·1)	71
VI. Miscellaneous goods	113 (113·1)	35
VII. Services	106 (106·1)	79
VIII. Drink and tobacco	108 (107·5)	217
All items	113 (112·6)	1,000

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

Food

The principal changes in food prices between 15th November and 13th December were seasonal increases in the prices of apples and potatoes and a small increase in the average price of cakes. In the section for vegetables, other than potatoes, increases in the prices of green vegetables and onions were more than offset by a fall in the price of tomatoes. As a result of these changes, the average level of food prices rose by about one-half of 1 per cent. and the index figure for the food group at 13th December, expressed to the nearest whole number, was 120, compared with 119 at 15th November.

Clothing

During the month under review there were small increases in the average prices of a number of articles of clothing, but small decreases for others. For the clothing group as a whole the average level of prices rose slightly, but the index figure at 13th December, expressed to the nearest whole number, was 117, the same figure as at 15th November.

Fuel and Light

With the ending of the reduced tariffs which have operated since the spring of 1949, there was a rise of about 5 per cent. in the index for electricity charges. There was also a small increase in the average price of lamp oil, but little change in the prices of the other items included in this group. As a result of these increases, the average level of prices for the fuel and light group as a whole rose by about one-half of 1 per cent., and the index figure at 13th December, expressed to the nearest whole number, was 115, compared with 114 at 15th November.

Other Groups

In each of the five remaining groups, covering rent and rates, household durable goods, miscellaneous goods, services, and drink and tobacco, respectively, there was little net change in the level of prices during the month under review. The index figures for these groups, expressed to the nearest whole number, were 100, 108, 113, 106 and 108, respectively, each of these figures being the same as a month earlier.

* 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.

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	104	106	106	108	108	100	101	100	101	101	103	104
1948	104	106	109	109	108	110	108	108	108	108	109	109
1949	109	109	109	109	108	111	111	111	112	112	112	113
Food												
1947	104	108	109	109	108	100	101	99	100	101	103	103
1948	104	108	109	109	108	113	108	107	107	108	108	108
1949	108	109	108	108	114	115	116	116	117	119	119	120

An article reviewing the changes in retail prices during the year 1949 appears on pages 4 to 6.

A full description of the method of construction and calculation of the index, "Industrial Relations Handbook, Supplement No. 2. Index of Retail Prices," is obtainable, price 6d. net (7d. post free), from H.M. Stationery Office, at the addresses shown on page 39 of this GAZETTE.

Retail Prices Overseas

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

Country	Base of Index* and Month for which Index Figure is given	Index Figure	Rise(+) or Fall(-) of Index Figure (in Index Points) compared with	
			Month before	Year before
European Countries				
Belgium	1936-38 = 100			
All Items*	Oct.	376	- 3	- 20
Food		358	- 4	- 29
Finland	Aug., 1938-July, 1939 = 100			
All Items	Nov. (end)	8,24†	- 4	+ 19
Food		1,003‡	- 9	- 2
France	1938 = 100			
Food, Paris .. .	Sept.	1,835	+ 91	- 7
Other large towns .. .				
Germany (British and United States Zones)	1938 = 100			
All Items	Oct.	155·3	Nil§	- 10
Food		159·6	+ 1·2§	+ 5
Iceland (Reykjavik) .. .	Jan.-Mar., 1939 = 100			
All Items	Nov. (1st)	338	+ 1	+ 13
Food		378	+ 1	+ 14
Italy (Large towns) .. .	1938 = 100			
All Items	Aug.	4,910	+ 59	+ 118
Food		6,039	+ 93	+ 35
Netherlands (Medium and small towns)	1938-39 = 100			
All Items	Oct. (middle)	217	+ 1	+ 12
Food		244	Nil	+ 16
Norway	1938 = 100			
All Items	Oct. (15th)	156·9	- 0·9	+ 1·4
Food		148·7	- 2·2	+ 1·2
Portugal (Lisbon)	July, 1938-June, 1939 = 100			
All Items*	Oct.	219·3	+ 2·4	+ 6·6
Food		225·5	+ 2·8	+ 8·4
Spain (Large towns) .. .	July, 1936 = 100			
All Items	Sept.	480·0	+ 3·6	+ 30·2
Food		624·6	+ 4·9	+ 36·2
Other Countries				
Australia (6 capital cities)	1923-27 = 1,000			
All Items	June	1,403	+ 39†	+ 125
Food		1,388	+ 27†	+ 159
Burma (Rangoon) .. .	1941 = 100			
All Items (a) .. .	Aug.	445	- 14	+ 136
Food		468	- 26	+ 141
Food (a)		502	- 15	+ 168
Food		482	- 36	+ 159
Canada	1935-39 = 100			
All Items	Nov. (beginning)	161·7	- 0·5	+ 2·1
Food		203·3	- 1·7	- 1·4
Ceylon (Colombo) .. .	Nov., 1942 = 100			
All Items	Sept.	140	Nil	- 2
Food		143	+ 1	+ 4
India (Delhi)	1944 = 100			
All Items	Aug.	134	Nil	- 6
Food		128	- 3	- 6
India (Bombay) .. .	July, 1933-June, 1934 = 100			
All Items	Oct.	307	+ 1	- 11
Food		374	+ 1	+ 12
Kenya (Nairobi) .. .	Aug., 1939 = 100			
All Items*	Aug. (end)	185	+ 1†	+ 2
Food		188	+ 1†	+ 3
New Zealand	1st Qr., 1949 = 1,000**			
All Items	June	1,002	+ 2†	—
Food		1,007	+ 7†	—
Peru (Lima)	1934-36 = 100			
All Items*	Oct. (15th)	448·99†	- 0·40	+ 65·54
Food		508†	- 4	+ 80
United States	1935-39 = 100			
All Items	Oct. (middle)	168·5	- 1·1	- 5·1
Food		200·6	- 3·6	- 10·9

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

† Figure supplied by Labour Attaché.

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

§ The figure for September quoted in the previous issue of this GAZETTE (page 435) has been revised.

|| The figures relate to (a) a Burmese family, (b) single Indians (Tamils, Telegus and Uriyas).

** The index is bi-monthly and comparison is with the previous bi-monthly period.

** Consumer's price index (new series).

MISCELLANEOUS STATISTICS

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Further Education and Training

The figures below show the progress made under the Further Education and Training Scheme (a) during December, and (b) during the period since the inception of the Scheme in April, 1943, up to 31st December, 1949.

	Men	Women	Total
December, 1949			
Number of applications for assistance made	853	20	873
Number of awards made by—			
Ministry of Labour and National Service	312	2	314
Ministry of Education	561	6	567
Other award-making Departments	159	2	161
Total awards	1,032	10	1,042
Number of applications rejected	473	18	491
Applications transferred to other training schemes or withdrawn	153	5	158
Cumulative totals April, 1943, to end of December, 1949			
Number of applications for assistance made	196,337	15,079	211,416
Number of awards made by—			
Ministry of Labour and National Service	42,311	1,291	43,602
Ministry of Education	76,201	6,145	82,346
Other award-making Departments	17,301	1,827	19,128
Total awards	135,813	9,263	145,076
Number of applications rejected	34,245	3,024	37,269
Applications transferred to other training schemes or withdrawn	21,106	2,648	23,754
Cases under consideration at end of period	5,173	144	5,317

Industrial Rehabilitation

The statistics at the top of the next column show the number 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 12th December, the number in attendance at the end of that period and the number who completed courses during the period.

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	Men	Women	Total
Persons admitted to courses during period	513	23	536
Number of persons in attendance at courses at end of period	948	47	995
Number of persons who completed courses during period	438	20	458

Since the Units were established by the Ministry of Labour and National Service up to 12th December, 1949, the total number of persons admitted to industrial rehabilitation courses was 11,276.

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 436). They relate to the four weeks ended 14th November, and the four weeks ended 12th December, 1949.

The total numbers of applicants admitted to training during the periods under review were 988 and 895, respectively. In all, 6,066 persons were in training at the end of the second period. The latter figure included 5,175 males and 891 females, and of the total 3,150 were disabled persons; 1,470 trainees were placed in employment during the two periods. The figures are analysed in the two Tables which follow :—

Statistics for four weeks ended 14th November, 1949

	Males	Females	Total
Applicants admitted to training during period :			
Able-bodied	376	70	446
Disabled	479	63	542
Total	855	133	988
Number of persons in training at end of period at :			
Government Training Centres—			
Able-bodied	1,674	206	1,880
Disabled	1,571	82	1,653
Technical and Commercial Colleges—			
Able-bodied	409	209	618
Disabled	407	204	611
Employers' Establishments—			
Able-bodied	261	101	362
Disabled	443	14	457
Residential (Disabled) Centres and Voluntary Organisations	410	70	480
Total	5,175	886	6,061
Trainees placed in employment during period :			
Able-bodied	385	60	445
Disabled	344	29	373
Total	729	89	818

Statistics for four weeks ended 12th December, 1949

	Males	Females	Total
Applicants admitted to training during period :			
Able-bodied	382	79	461
Disabled	389	45	434
Total	771	124	895
Number of persons in training at end of period at :			
Government Training Centres—			
Able-bodied	1,751	222	1,973
Disabled	1,553	96	1,649
Technical and Commercial Colleges—			
Able-bodied	380	193	573
Disabled	370	185	555
Employers' Establishments—			
Able-bodied	263	107	370
Disabled	451	18	469
Residential (Disabled) Centres and Voluntary Organisations	407	70	477
Total	5,175	891	6,066
Trainees placed in employment during period :			
Able-bodied	274	67	341
Disabled	286	25	311
Total	560	92	652

From the beginning of the Vocational Training Scheme on 2nd July, 1945, up to 12th December, 1949, the number of trainees placed in employment was 85,751, of whom 77,831 were males and 7,920 were females.

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 December was 134, compared with 125 in November, 1949, and 163 in December, 1948. In the case of seamen employed in ships registered in the United Kingdom, 8 fatal accidents were reported in December, compared with 33 in November, 1949, and 11 in December, 1948*. Detailed figures for separate industries are given below in respect of December, 1949.

Mines and Quarries†	Factories—continued
Under Coal Mines Acts : Underground	Electrical Stations
Surface	Other Industries
Metalliferous Mines	WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937
Quarries	Docks, Wharves, Quays and Ships
TOTAL, MINES & QUARRIES	Building Operations
39	Works of Engineering Construction
	Warehouses
	TOTAL, FACTORIES ACT
	83
	Railway Service
	Brakesmen, Goods Guards
	Engine Drivers, Motormen
	Firemen
	Guards (Passenger)
	Labourers
	Mechanics
	Permanent Way Men
	Porters
	Shunters
	Other Grades
	Contractors' Servants
	TOTAL, RAILWAY SERVICE
	12
	Total (excluding Seamen)
	134
	Seamen
	Trading Vessels
	Fishing Vessels
	TOTAL, SEAMEN
	8
	Total (including Seamen)
	142

A summary of fatal industrial accidents reported in 1949 is given on pages 6 and 7.

Industrial Diseases

The Table below shows the numbers of cases and deaths† in the United Kingdom reported during December under the Factories Act, 1927, or under the Lead Paint (Protection against Poisoning) Act, 1926 :—

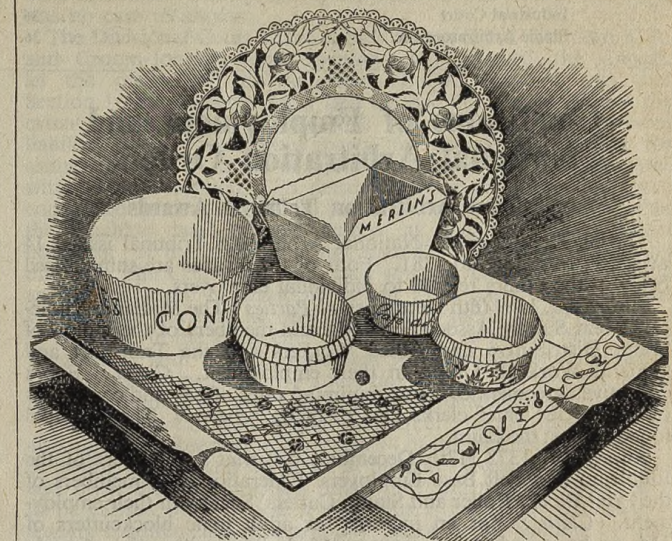
I. Cases	I. Cases—continued
Lead Poisoning	Epitheliomatous Ulceration (Skin Cancer)
Operatives engaged in :	Pitch
Shipbreaking	Tar
Pottery	Oil
Paint and Colour Works	TOTAL
Shipbuilding	9
Painting of buildings	Chrome Ulceration
6	Manuf. of Bichromates
Other Poisoning	Chromium Plating
Aniline Poisoning	Other Industries
Compressed Air Illness	TOTAL
10	14
TOTAL	Total, Cases
10	42
Anthrax	II. Deaths
Handling and Sorting of Hides and Skins	Lead Poisoning
Other Industries	Pottery
3	TOTAL
TOTAL	1

An article on page 7 gives statistics of cases of industrial diseases reported in 1949.

* These figures exclude fatal accidents to seamen directly attributable to causes arising from the war.
† For mines and quarries, weekly returns are furnished and the figures cover the 5 weeks ended 31st December, 1949, in comparison with the 4 weeks ended 26th November, 1949, and the 5 weeks ended 1st January, 1949.
‡ Deaths comprise all fatal cases reported during the month; they have also been included (as cases) in the same or previous returns.

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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 December the National Arbitration Tribunal issued 14 awards*, Nos. 1368 to 1381. Four of the awards are summarised below; the others related to individual employers.

Award No. 1369 (6th December).—Parties: The Midland Wholesale Meat Supply Association Ltd., and members of the Union of Shop, Distributive and Allied Workers and the Transport and General Workers' Union in their employment. **Claim:** For a collective agreement covering minimum rates of pay and conditions of service for chief clerks and cashiers. **Award:** The Tribunal found against the claim.

Award No. 1372 (13th December).—Parties: Members of the Linoleum and Felt Base Employers' Federation, and members of the Print Block, Roller and Stamp Cutters' Society in their employment. **Claim:** For an increase for adult male blockcutters of 2½d. an hour and for an extra week's holiday with pay. **Award:** The Tribunal found that the claim had not been established.

Award No. 1373 (13th December).—Parties: Members of the Leek Manufacturers' and Dyers' Association, and members of the Amalgamated Engineering Union in their employment. **Claim:** For the observance of the terms and conditions of a specified agreement between the Wool (and Allied) Textile Employers' Council and the Amalgamated Engineering Union which provides for a minimum rate of £6 5s. 5d. a week of 45 hours for maintenance engineers. **Award:** The Tribunal found that the claim as presented had not been established but awarded that the existing weekly rate of wages of the workers covered by the claim should be increased from £5 16s. 7d. to £6 2s. 7d.

Award No. 1378 (21st December).—Parties: The Co-operative Societies affiliated to the Kent District Hours and Wages Board of the Co-operative Union Ltd., and members of the National Union of Funeral and Cemetery Workers employed by them in their funeral furnishing departments as chauffeurs, coffin makers, polishers and general workers. **Claim:** For an increase in wages. **Award:** The Tribunal found that the claim had not been established.

National Arbitration Tribunal (Northern Ireland) Awards

Since the last issue of this GAZETTE was prepared the National Arbitration Tribunal (Northern Ireland) issued seven awards, Nos. 822 to 828, one of which is summarised below.

Award No. 827 (14th December).—Parties: Capecastle Lime Works Ltd., and certain employees of the firm. **Claim:** For the present rates of remuneration of all employees to be increased by 3d. an hour. **Award:** The Tribunal awarded that the present rates of wages of the workers on whose behalf the claim was made should be increased by 1d. an hour.

Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Award

During December the Industrial Court issued one award, No. 2245, which is summarised below.

Award No. 2245 (6th December).—Parties: Transport and General Workers' Union and eighty-nine road passenger transport undertakings in the London Area (Motor Coach Proprietors). **Claim:** That the wages paid to, and the conditions of employment of, the persons employed by the undertakings specified were not in accordance with the provisions of Section 93 (1) of the Road Traffic Act, 1930.

Award: The Court found that there was no evidence that as at 4th June, 1948 (the date on which the Union made representations to the Traffic Commissioner under Section 93 (2) of the Act), the wages paid to, and the conditions of employment of, the persons employed by the operators covered by the terms of reference were not in accordance with the provisions of Section 93 (1) of the Road Traffic Act, 1930.

Single Arbitrators and ad hoc Boards of Arbitration

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

* See footnote * in second column on page 39.

Wages Councils Acts, 1945-1948

Notices of Proposal

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

Rope, Twine and Net Wages Council (Great Britain).—Proposal R. (94), dated 2nd December; relating to the payment of statutory minimum remuneration in respect of customary holidays.

Aerated Waters Wages Council (Scotland).—Proposal A.S. (29), dated 16th December; relating to the fixing of revised general minimum time rates and overtime rates.

Milk Distributive Wages Council (Scotland).—Proposal M.D.S. (50), dated 16th December; relating to the fixing of revised general minimum time rates and overtime rates.

Jute Wages Council (Great Britain).—Proposal J. (81), dated 30th December; relating to the fixing of supplemental payments to all 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 December the Minister of Labour and National Service made the following Wages Regulation Orders* giving effect to the proposals made to him by the Wages Councils concerned:—

The Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 2271 (R.D.O.(3)), dated 6th December and effective from 16th January. This Order prescribes the minimum remuneration, overtime rates and guaranteed weekly remuneration payable to workers in relation to whom the Council operates.—See page 12.

The Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1949: S.I. 1949 No. 2270 (R.D.O.(4)), dated 6th December and effective from 16th January. This Order prescribes the annual holidays to be allowed to workers and fixes payment for such holidays.—See page 12.

The Retail Furnishing and Allied Trades Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 2276 (R.F.A.(3)), dated 7th December and effective from 23rd January. This Order prescribes the minimum remuneration and overtime rates and guaranteed weekly remuneration payable to workers in relation to whom the Council operates.—See page 12.

The Retail Furnishing and Allied Trades Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1949: S.I. 1949 No. 2277 (R.F.A.(4)), dated 7th December and effective from 23rd January. This Order prescribes the annual holidays to be allowed to workers and fixes payment for such holidays.—See page 12.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposal

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

Baking Wages Council (Northern Ireland).—Proposals N.I.Bk. (N. 106), (N. 107) and (N. 108), dated 2nd December; relating to revised holiday remuneration for certain male workers employed in establishments other than home bakeries.

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

Wages Regulation Orders

During December 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 Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 3) Order, 1949 (N.I.H.H.G. (N.102)), dated 15th December and effective from 20th December. This Order prescribes increases in general minimum time rates and piece work basis time rates for male workers.—See page 30.

The Baking Wages Council (Northern Ireland) Wages Regulation (No. 4) Order, 1949 (N.I.Bk. (N.109)), dated 22nd December and effective from 29th December. This Order prescribes increases in general minimum time rates for certain male workers employed in establishments other than home bakeries.—See page 30.

* See footnote * in second column on page 39.

The General Waste Materials Reclamation Wages Council (Northern Ireland) Wages Regulation (No. 2) Order, 1949 (N.I.W.R. (N.33)), dated 22nd December and effective from 29th December. This Order prescribes increases in general minimum time rates and piece work basis time rates for male workers.—See page 31.

Agricultural Wages Act, 1948

Order relating to Overtime in Nottinghamshire

An Order (No. 1777) was made on 7th December by the Agricultural Wages Board for England and Wales, with effect from 18th December, 1949, varying the employment which is to be treated as overtime employment for the purpose of the application of the differential rates of wages for workers employed in agriculture in the administrative county of Nottingham.

Legal Cases Affecting Labour

Factories Act, 1937, S. 14(1) and S. 16—Dangerous Machinery—Maintenance of Secure Fencing

The occupiers of a factory were prosecuted for a breach of Section 14 (1) of the Factories Act, 1937, it being alleged that a dangerous machine, a certain power-press in their factory, had not been securely fenced whereby personal injury was caused to a workman. The occupiers contended that the workman was, in fact, responsible for the accident and charged him under Section 137 of the Factories Act. It was proved that the power-press was fitted with a guard which rendered the machine safe so long as the guard was in the "down" position, but if the guard was in the "raised" position the machine was capable of causing injury and therefore was dangerous. The workman was operating the press with the guard in the "raised" position when an accident occurred and he was injured. It was contended for the occupiers that no offence

had been committed against Section 14 (1)—which provides that every dangerous part of any machinery, other than prime movers, etc., shall be securely fenced—because they had provided a guard and the proceedings therefore should have been brought under Section 16, which requires that all fencing and other safeguards must be maintained and kept constantly in position, in which case they would allege that the workman was the actual offender. This contention was upheld by the Justices who found that there was no case to answer.

The Divisional Court of the King's Bench (Lord Goddard, C.J., and Croom-Johnson and Lynskey, JJ.) allowed the appeal. In the course of his Judgment, L.C.J. Goddard said that Section 16 did not create any new offence but merely defined the extent of the obligation and also provided an exception from liability where "dangerous parts are necessarily exposed for examination . . .", if the occupier could show that the case came within such exception. To decide whether an offence has been committed under Section 14 (1) it is necessary to see whether the machine was securely fenced at the time the accident occurred. If the machine is not fenced at that time there is an offence. The Court also held that where a person is brought in as a third party he must be joined as a party to the appeal proceedings, but that he need not appear there unless he desires to take part in the argument. The case was to be sent back to the Magistrates with an intimation that the occupiers were wrong in law in submitting that the summons should be brought under Section 16 and that they should hear the defence and adjudicate.

Mr. Justice Croom-Johnson concurred. Mr. Justice Lynskey, also agreeing, observed that Section 14 of the Act imposed the duty of having fencing and the effect of Section 16 was to indicate how and when the duty imposed under that and previous Sections is to be carried out. Where a summons is issued for a breach of fencing requirements it is properly issued under Section 14 since that section really imposes the duty and it is not necessary or, indeed, possible to lay an information under Section 16.—*Smith v. Morris Motors Ltd. and Harris.* King's Bench Division, 19th October, 1949.

Decisions of Commissioner under National Insurance Acts, 1946-1949

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

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

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

Recent decisions of general interest are set out below.

Case No. C.U. 542/49 (15th December)

Section 13 (2) of National Insurance Act, 1946, and Regulation 10 of S.I. 1948 No. 1470: Whether claimant, a married woman living with her husband, son and daughter, all of whom were working, had without good cause refused what in her case was offer of suitable employment: After six years' afternoon work, claimant was unemployed for five months: Efforts to place her in afternoon work were unsuccessful, and she was offered situation as shop assistant, hours 9 a.m. to 1 p.m.: Commissioner considers joint effect of Section 13 (2) of the Act and S.I. 1948 No. 1470 and decides that, to escape disqualification, claimant must show that it is impracticable for her to arrange her domestic responsibilities that she may be free to accept work entailing her absence from home in morning: As she has no young children, if she desires to go out to work her family must be prepared to put up with some inconvenience and make other arrangements for midday meal: Commissioner states it is not possible to lay down any hard and fast rule to guide statutory authorities when considering whether a situation is suitable for claimant who is housewife, but mentions certain principles which should be followed in such cases: In circumstances of case under decision, claimant held to have refused, without good cause, suitable employment: Six weeks' disqualification imposed.

"My decision is that the claimant is disqualified for receiving unemployment benefit for six weeks from and including the first day of the benefit week immediately following that in which this decision is given.

"The question in this appeal of the Insurance Officer is whether the claimant has without good cause refused what in her case was an offer of suitable employment, and the answer to this question must depend in this case upon the particular circumstances which the claimant relies upon as affording her good cause for her refusal of the situation which was offered to her on 23rd August, 1949, after she had been without remunerative employment for nearly five months. She is a married woman living with her husband, a son and daughter, all of whom are working. Before the offer on 23rd August was made to her she had been in the employment of the Ministry of Supply as a clerk from 28th December, 1942, to 31st March, 1949. It was part-time employment, for the hours were from 1 p.m. to 5.30 p.m., and she says—and nothing to the contrary is suggested—that her doctor has advised her to do part-time work only, and that she is not strong enough to do domestic work. Before her marriage she was a hairdresser's

* Selected decisions of the Commissioner are published periodically in pamphlets in the following series: Series "U"—decisions on unemployment benefit; Series "P"—decisions on retirement pensions; Series "S"—decisions on sickness benefit; Series "G"—decisions on guardian's allowance, maternity benefit and widow's benefit; Series "I"—decisions on all benefits and on all other questions arising under the Industrial Injuries Acts. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 39.

assistant, and since then she has been engaged on the duties of her household.

"It is not stated why her employment with the Ministry of Supply terminated, but it is assumed that the hours that she had to work there suited her, because she is not prepared to work in the morning as she has to prepare the midday meal for her family, who all come home to luncheon. It was for this reason that she refused the offer made on 23rd August of a situation as a shop assistant in which her hours of work would have been from 9 a.m. to 1 p.m. It is stated that continual efforts to place her in afternoon work since she instituted her claim for unemployment benefit on 27th April, 1949, have met with no success, and that such part-time vacancies as are notified are mostly in domestic work, which she will not consider, or are in employment in which shorthand and typing qualifications are needed, and that she does not possess such qualifications. Moreover, such employment is generally in the morning. In the result, and with due regard to the provisions of Regulation 10 of the National Insurance (Married Women) Regulations, 1948 [S.I. 1948, No. 1470], in its relationship to Section 13(2) of the National Insurance Act, 1946, the claimant is required to show that it is impracticable for her so to arrange her domestic responsibilities that she may be free to accept work entailing her absence from home in the morning.

"Her family does not include any young children who cannot be away from home for a meal, or who otherwise require the attention of their mother, and therefore, if she desires to go out to work, then, unless there is some compelling reason to the contrary, her family should be prepared to put up with some inconvenience, and make other arrangements for the midday meal. The claimant does not appear to have made any attempt to effect alternative arrangements, although she had been unemployed for nearly five months and must have realised the difficulty of obtaining employment for the hours that she was prepared to work.

"The Local Tribunal, in reversing the decision of the local Insurance Officer, found that the claimant is looking for suitable work which should be available, and that in view of her circumstances and long period of part-time employment is justified in seeking afternoon work. The Tribunal applied Decision No. C.U. 109/48 (reported). That is a decision dealing with the question of availability for employment and expressly states that the details of a particular offer in relation to a claimant's circumstances, and the period for which she has been unemployed when the offer is made, would have to be considered. The circumstances of the claimant to which the Tribunal referred were, among other things, her professed inability to rearrange her household affairs.

"Apart from the absence of any apparent effort on the part of the claimant to make alternative domestic arrangements, I can see no insurmountable obstacle in that direction. It is, of course, a matter for consideration that the claimant had done afternoon work for an appreciable time, and might be able, in spite of some opinion to the contrary, to find such work again. She had not, however, for some five months met with any success in securing work in which the hours suited her, and this in itself afforded strong reason why she should try to accommodate herself to the position that confronted her. Decision No. C.U. 109/48 is not authority in the circumstances which exist in this case for saying that the mere fact that she had done part-time work in the afternoon in the past, and should be able to get further employment of the same kind, afforded her good cause for refusing the offer in question.

"Each case must depend upon the circumstances, domestic and otherwise, which affect the particular person who is seeking employment, and, apart from the observation that Regulation 10 of the Married Women's Regulations to which I have referred must be considered when having regard to Section 13(2) of the Act, it is not possible to lay down any hard and fast rule to guide the statutory authorities when considering whether a situation is suitable for a claimant who is a housewife. It is not enough for a married woman merely to say that the hours to be observed in the situation offered to her are not convenient to her. Good and sufficient domestic or other circumstances must be shown, and mere inconvenience to herself or her family is seldom sufficient reason for refusing employment, when regard is had to the fact that inconvenience is generally experienced in every family in which one of the wage earners is the mother upon whom the other members depend for their meals and the other amenities of their family life.

"Assuming that the claimant is available for employment, the longer she is unable to obtain it, the more must she be expected to try to accommodate herself and her domestic arrangements to the terms and conditions of any situation which her experience or ability enables her to accept. In the circumstances that appear in this case, I agree with the Insurance Officer that the claimant has without good cause refused what in her case was suitable employment, and she must therefore incur disqualification for benefit. I allow the appeal of the Insurance Officer."

Case No. C.I. 257/49 (15th December)

Section 7 of the National Insurance (Industrial Injuries) Act, 1946: Whether claimant suffered personal injury by accident: For five years claimant had operated a "Churchill" grinder: This machine does not move or vibrate but claimant's work frequently involved "dressing" with carborundum stick the abrasive wheel of grinder, as it revolved at high speed: In spring of 1948 claimant began to feel numbness in two fingers of right hand: This spread to both hands by January, 1949, and by February, 1949, claimant was incapable of work by reason of "Raynaud's phenomenon": Tribunal of Commissioners discuss several decisions by House of Lords and Court of Appeal under Workmen's Compensation Acts and conclude that effect of those decisions is that test to be applied to every claim based on incapacity resulting from disease is whether claimant can show that any incident or series of incidents, which could be regarded as accidents according to popular meaning of that word, caused or contributed to origin or progress of disease: As in this particular case it is not contended that there had been anything unusual in conditions of claimant's work during shifts preceding day on which "Raynaud's phenomenon" was first certified as cause of incapacity, and all evidence shows that incapacity was result of continuous process rather than of injury by accident, Tribunal disallows claim for injury benefit, mentioning that "Raynaud's phenomenon" is not prescribed disease.

"Our decision is that the incapacity in respect of which the claim for injury benefit was made did not result from personal injury caused by accident.

"For the five years ending on 3rd February, 1949, the claimant had been employed in operating a 'Churchill' grinder. This grinder does not move or vibrate but the claimant was required to 'dress' the abrasive wheel of the grinder at frequent intervals with a carborundum stick which it was necessary for the claimant to bring into contact with the wheel as it revolved at high speed. According to an 'inspector's report' recorded on Form L.T.2 'wheel dressing with carborundum varies from a few minutes to a total maximum of half-an-hour daily'. The claimant states on Form L.T.48 'the time on wheel dressing is hard to say as I had sometimes two hours allowed to form the wheel using the carborundum stick all the time'. The Local Tribunal recorded evidence that the claimant's hands are frequently in contact with a cooling liquid which is used on the grinder. It is stated in the inspector's report referred to above that the operator only comes into contact with this liquid in fixing and taking off the job and that cloths are provided for wiping hands. This liquid is not mentioned in the specialist's report on Form L.T.2 in which the claimant's incapacity is apparently attributed solely to the rapid vibratory movements of the claimant's hands during the 'dressing' of the abrasive wheel. The claimant's Association in their observations on Form L.T.58 suggest that contact with this cooling liquid contributed to produce Raynaud's phenomenon. We do not think it necessary to obtain medical advice on this point as our view of the case would be the same whether the Association's suggestion is correct or not.

"In the spring of 1948 the claimant began to feel numbness and coldness in the second and third fingers of his right hand. By January, 1949, the condition had spread to four fingers of each hand. On 3rd February, 1949, the claimant was certified on Form Med.1 to be suffering from 'Raynaud's disease—occupational' (we understand that the more accurate name for this condition is 'Raynaud's phenomenon'). He claimed injury benefit in respect of this incapacity. The Local Appeal Tribunal, to whom the claim was referred by the Local Insurance Officer, found that the claimant suffered personal injury by accident and allowed the claim. The Chief Insurance Officer appeals.

"At the hearing before us it was conceded that the use of the carborundum stick contributed to the occurrence of Raynaud's phenomenon by which the claimant was incapacitated and that therefore that incapacity arose out of and in the course of the claimant's employment, but it was contended that the incapacity was not the result of injury by accident. It was conceded that this contention was inconsistent with the decision of the Court of Appeal in *Fitzsimons v. Ford Motor Co. Ltd.* (Aero Engines), 39 B.W.C.C.26, but it was submitted that that decision had in effect been overruled by the House of Lords in *Roberts v. Dorothea Slate Quarries Ltd.*, 41 B.W.C.C.154, which was applied by the Court of Appeal in *Roberts v. Lord Penrhyn*, 65 T.L.R.352. It was urged that the claimant's incapacity was due not to a series of accidents but to a continuous process which (it was said) the House of Lords had held could not constitute 'injury by accident'. In *Fitzsimons* case the applicant had been employed for some nineteen months before 15th March, 1945, on work which involved gripping a machine tightly with the left hand. The machine vibrated and after operating it for about a year the applicant began to suffer from deadness of the finger tips which increased until on 15th March,

1945, he was compelled to cease work; thereafter he was first totally and later partially incapacitated for work. We think it is clear that, if the effect of the decision of the House of Lords in the *Dorothea* case is that the claimant in *Fitzsimons* case ought to have been held to have been incapacitated as the result of a continuous process and not of injury by accident, *a fortiori* the same view ought to be taken of the incapacity of the present claimant; in the former case the applicant had only been subjected to the conditions which ultimately produced Raynaud's phenomenon for nineteen months, whereas the present claimant had been so subjected for five years.

"The effect of the decision in the *Dorothea* case upon the validity of the decision of the Court of Appeal in *Fitzsimons* case was discussed by the Court of Appeal in *Pyrah v. Doncaster Corporation* (1949), 65 T.L.R.347, and *Roberts v. Lord Penrhyn* (*supra*). Denning L.J. expressed the opinion that the effect of the *Dorothea* decision was that *Fitzsimons* case was no longer of authority. Bucknill L.J. took the view that the House of Lords 'thought, not that it was wrongly decided, but that it was a very difficult case which appeared to be between the two categories of process or accident, and that it was unnecessary for them to decide into which category it ought to fall'. Cohen L.J. hesitated to come to the conclusion that the House of Lords had impliedly held that that (*Fitzsimons*) case was wrongly decided and said that the House may have thought that the question of length of time required to turn an accident into a process must necessarily be one of fact, and that they were not prepared to say that the Court of Appeal were not entitled to come to the conclusion that the border line had not been crossed. In view of these observations by members of the Court of Appeal we do not think that *Fitzsimons* case can be treated as an authority in favour of the present claimant.

"In the *Dorothea* case Lord Porter said: 'In truth two types of case have not always been sufficiently differentiated. In the one type there is found a single accident followed by a resultant injury as in *Brintons Ltd. v. Turvey* [1905], A.C.230, or a series of specific and ascertainable accidents followed by an injury which may be the consequence of any or all of them as in *Selva v. Burrell (Charles) & Sons Ltd.*, 13 B.W.C.C.277 and 14 B.W.C.C.158. In either case it is immaterial that the time at which the accident happened cannot be located. In the other type there is a continuous process going on substantially from day to day though not necessarily from minute to minute or even from hour to hour, which gradually and over a period of years produces incapacity. In the first of these types the resulting incapacity is held to be injury by accident; in the second it is not. In the case of silicosis it is of course possible to divide up the cause of the final collapse and say that each particle of silica striking upon and adhering to the lung is a separate accident. But however analytically maintainable, the attribution of the resultant silicosis to an accidental cause is an unreal one. The distinction between accident and disease has been insisted upon throughout the authorities and is, I think, well founded. . . . I do not know . . . that any explicit formula can be adopted with safety. There must nevertheless come a time when the indefinite number of so-called accidents and the length of time over which they occur take away the element of accident and substitute that of process. In my opinion disability from silicosis is one of such instances. It cannot be said to be the result of injury by accident'.

"It will be observed that Lord Porter refers to the length of time during which the process of inhalation of dust had continued. The applicant in that case appears to have been engaged in work which involved this inhalation of dust for upwards of twenty years. Similarly in *Roberts v. Lord Penrhyn* the Court appears to have laid some stress on the fact that the applicant had been working with the pneumatic drill, the use of which ultimately resulted in osteo-arthritis of the hip, for twenty-one years. In the present case the claimant had only been using the carborundum stick for some five years. This difference, however, does not, in our opinion, suffice to distinguish this case from the *Dorothea* and *Penrhyn* cases. It is clear from his citation from the speech of Lord Dunedin in *Trim Joint District Board of School Management v. Kelly*, 7 B.W.C.C.274, that Lord Porter's opinion is based upon the principle that the expression 'personal injury by accident' in the Workmen's Compensation Act, 1925, must be interpreted according to the meaning of the words in ordinary popular language. He referred with implied approval to decisions in which it had been held that the development of a disease in a much shorter time than twenty years did not constitute injury by accident: having cited *Williams v. Guest, Keen & Nettlefold*, 18 B.W.C.C.535 (in which case the applicant who had contracted silicosis after eight years was held not to have suffered injury by accident), Lord Porter said 'this outlook is not confined to cases of silicosis' and referred to *Marshall v. East Holywell Coal Co.* and *Gorley v. Backworth Collieries*, 93 L.T.360 (the 'beat-hand' and 'beat-knee' cases), and to *Walker v. Hockney Bros.*, 2 B.W.C.C. 20 (a case of paralysis of the leg caused by riding a carrier tricycle). In the last named case the maximum possible duration of the 'process' was six years; it is not possible to ascertain the corresponding period in the other two cases but the interval between the first painful sensation and the beginning of incapacity was one day in *Marshall's* case and five days in *Gorley's*.

"In our opinion the effect of the *Dorothea* case and the earlier decisions, the authority of which was left unimpaired by the *Dorothea* case, is that the test to be applied to every claim based on incapacity resulting from disease is whether the claimant can show that any incident or series of incidents which could be regarded as accidents according to the popular meaning of that word, caused or contributed to the origin or progress of the disease.

"In the present case the claimant was certified as suffering from 'Raynaud's disease' on 3rd February, 1949. It appears that he had been on night work and completed the full night shift which ended at 7.30 a.m. on 3rd. It is not suggested that there had been anything

unusual in the conditions of his work during that shift or any preceding shift. The evidence is that from some time in the spring of 1948 the claimant had frequently exhibited symptoms of Raynaud's phenomenon and that ultimately, on 3rd February, 1949, he consulted his doctor who diagnosed the disease and certified that he was incapable of work by reason of that disease. Counsel for the claimant contended that the onset of Raynaud's phenomenon in this case was caused by 'trauma' and that this fact was in itself a ground for holding that the claimant's incapacity was the result of injury by accident and not of process within the meaning of the *Dorothea* decision.

"It is not clear to us that it would be in accordance with the ordinary use of medical terms to describe the effect of the use of the carborundum stick in this case as a 'trauma', while refusing to apply that description to the impact of the dust particles in the *Dorothea* case. In any case the distinction seems to us to be one of terminology, not substance, as is shown by the fact that in *Pyrah's* case Bucknill L.J. refers to the 'blows' from the electric machine used by the applicant in *Fitzsimons* case while in the *Dorothea* case Lord Porter speaks of each particle of silica 'striking upon and adhering to the lung'. Even without authority to guide us we should have thought it impossible to hold that this claimant was incapacitated as the result of injury by accident if that expression is to be interpreted with due regard to its popular meaning; in our opinion the authorities to which we have referred confirm the conclusion at which we should have arrived independently. It follows that, as 'Raynaud's phenomenon' has not been prescribed under section 55 of the National Insurance (Industrial Injuries) Act, 1946, the claim fails and the appeal of the Chief Insurance Officer must be allowed."

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the undermentioned Statutory Instruments* relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes an Order 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 1d. net (2d. post free).

The Dressmaking and Women's Light Clothing Wages Council (Scotland) (Constitution) Order, 1949 (S.I. 1949 No. 2363), made on 19th December by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 11.

The Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1949 (S.I. 1949 No. 2270); price 2d. net, 3d. post free, dated 6th December; *The Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 2271)*; price 3d. net, 4d. post free, dated 6th December; *The Retail Furnishing and Allied Trades Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 2276)*; price 4d. net, 5d. post free, dated 7th December; *The Retail Furnishing and Allied Trades Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1949 (S.I. 1949 No. 2277)*; price 2d. net, 3d. post free, dated 7th December. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 36.

The National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment (No. 3) Regulations, 1949 (S.I. 1949 No. 2316); *The National Insurance (Claims and Payments) Amendment (No. 2) Regulations, 1949 (S.I. 1949 No. 2317)*; *The National Insurance (General Benefit) Amendment (No. 2) Regulations, 1949 (S.I. 1949 No. 2318)*. These Regulations were made on 13th December by the Minister of National Insurance, in conjunction with the Treasury in the case of the third Order, under the National Insurance Acts, 1946.—See page 16.

The Injuries in War (Shore Employments) Compensation (Amendment) Scheme, 1949 (S.I. 1949 No. 2285). This Scheme which was made on 30th November by the Army Council, under the Injuries in War (Compensation) Act, 1914, introduces, with effect from 1st April, 1947, changes in the previously existing Scheme relating to the conditions for determining the amounts of weekly allowances to be paid to a small number of ex-members of the women's auxiliary services who suffered disablement arising from their service overseas during the 1914-18 War.

The Coal Mines (Modification of Precautions against Coal Dust) (Revocation) Order, 1949 (S.I. 1949 No. 2229). This Order was made on 30th November by the Minister of Fuel and Power under the Defence (General) Regulations, 1939, and restores the full requirements of the Coal Mines General Regulations (Precautions against Coal Dust), 1939, with effect from 1st July, 1950.

The Remuneration of Teachers Amending Order, No. 2, 1949 (S.I. 1949 No. 2151). This Order was made on 21st November by the Minister of Education under the Education Act, 1944, and approves amendments to the Burnham Report for teachers in primary and secondary schools which revise, in certain respects, the conditions for assessing additions to the scales for qualified teachers (these amendments also apply, where appropriate, to the Report for teachers in establishments of further education), and for the recognition of previous service as supplementary teacher in calculating the salaries of unqualified and temporary teachers.

The Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1949 (S.R. & O. of Northern Ireland, 1949 No. 199); price 4d. net, 5d. post free, made on 10th November by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland), 1945.—See last month's GAZETTE, page 439.

* See footnote * in next column.

FACTORY FORMS

The undermentioned Factory Forms have been issued or reprinted since the previous list was published in the August, 1949, issue of this GAZETTE (page 298) and may be purchased at the prices shown.* The prices in brackets include postage.

No.	Title and Price
87	Factories Acts, 1937 and 1948. Dock Regulations, 1934, Regulation 20(a)(II). Shipbuilding Regulations, 1931, Regulation 36 (a) (II). Building (Safety, Health and Welfare) Regulations, 1948, Regulation 58 (1) (b). Certificate of Test and Examination of Wire Rope, before being taken into use. (Reprinted 1949.) Revised price 2d. (3d.).
929	Electrical Accidents and their Causes. Price 1s. (1s. 2d.).
972	Factories Acts, 1937 and 1948. Kiers Regulations, July, 1949. (Reprinted 1949.) Revised price 3d. (4d.).

OFFICIAL PUBLICATIONS RECEIVED*

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

Catering Wages Commission.—*Sixth Annual Report from 1st August, 1948, to 31st October, 1949.* H.C.297. Ministry of Labour and National Service. Price 6d. (7d.).

Education for Commerce.—*Report of a Special Committee on Education for Commerce.* Ministry of Education. Price 1s. 6d. (1s. 8d.).—See page 14.

Factories.—*Annual Report of the Chief Inspector of Factories for the year 1948.* Cmd. 7839. Ministry of Labour and National Service. Price 3s. (3s. 3d.).—See page 8.

Film Production.—*Report of the Working Party on Film Production Costs.* Board of Trade. Price 9d. (10d.).—See page 16.

Industrial Disputes.—*Review of the British Docks Strikes, 1949.* Cmd. 7851. Ministry of Labour and National Service. Price 9d. (10d.).—See page 13.

Mines.—*Report of H.M. Chief Inspector of Mines for the year 1947.* Ministry of Fuel and Power. Price 1s. 3d. (1s. 5d.).—See page 10.

National Insurance.—(i) *Reports of the National Insurance Advisory Committee on (a) National Insurance (Claims and Payments) Amendment (No. 2) Regulations, 1949, and (b) National Insurance (General Benefit) Amendment (No. 2) Regulations, 1949.* Price 2d. each (3d.).—See page 16. (ii) *Selected Decisions given by the Commissioner on Claims for Benefit under the National Insurance (Industrial Injuries) Act, 1946, during the month of October, 1949.* Pamphlet 1/12. Price 4d. (5d.). Ministry of National Insurance.

Police.—*Report of the Committee on Police Conditions of Service, Part II.* Cmd. 7831. Home Office and Scottish Home Department. Price 2s. (2s. 2d.).—See page 12.

Technical and Scientific Register.—*Present and Future Supply and Demand for Persons with Professional Qualifications in:*

(a) *Architecture.* Price 6d. (7d.). (b) *Physics.* Price 6d. (7d.). (c) *Electrical Engineering.* Price 6d. (7d.). (d) *Geology.* Price 4d. (5d.). (e) *Chemistry.* Price 6d. (7d.). Ministry of Labour and National Service.—See page 14.

Wages and Working Hours.—*Time Rates of Wages and Hours of Labour, 1st October, 1949.* Ministry of Labour and National Service. Price 3s. 6d. (3s. 9d.).—See page 13.

Coal Industry.—*Quarterly Statistical Statement of the Costs of Production, Proceeds and Profit or Loss of Collieries for the third quarter of 1949.* National Coal Board, Hobart House, Grosvenor Place, London, S.W.1. Price 3d. (4d.).—See page 12.

* 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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