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

## Industrial Disputes in 1952

SOME preliminary statistics of stoppages of work arising from industrial disputes in the United Kingdom during 1952 were given in the review of wages, retail prices, disputes, etc., in 1952, which appeared in the January, 1953, issue of this GAZETTE (page 5). More detailed statistics regarding these stoppages, revised in accordance with the latest information received, are now available and are given below.

The statistics on this subject compiled by the Ministry of Labour and National Service relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. Small stoppages involving fewer than 10 workers and those which lasted less than one day are excluded from the statistics, except any in which the aggregate number of working days lost exceeded 100. The figures also exclude any loss of time which may be caused at other establishments by shortages of material or other effects brought about by the stoppages which are included in the statistics.

The number of stoppages of work arising from industrial disputes in the United Kingdom, reported to the Department as having begun in 1952, was 1,714, as compared with 1,719 in the previous year. Three other stoppages, which began towards the end of 1951, continued into 1952 so that the total number of stoppages in progress in 1952 was 1,717. The aggregate number of workers involved in 1952 in the stoppages which began in that year was about 415,000, and, in addition, nearly 1,200 workers were involved in 1952 in stoppages which started towards the end of the previous year. Some of these workers were only indirectly involved, *i.e.*, they were thrown out of work at the establishments where the stoppages occurred, but were not themselves parties to the disputes. The classification of the workers concerned into those directly and those indirectly involved is necessarily approximate, but it is estimated that, of the total of about 416,000 reported as involved in all stoppages in progress in 1952, about 112,000 were indirectly involved. The total number of workers involved in all stoppages in progress in the previous year was about 379,000. Separate figures for the numbers of men and women involved are not available.

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The total number of workers shown as involved in stoppages during any given year has been obtained by aggregating the numbers involved in the separate stoppages during that year. Some workers are involved in more than one stoppage during a year and have therefore been counted more than once in the year's total. Precise information regarding the extent to which individual workers became involved in two or more stoppages during any one year is not available but it is estimated that, during 1952, the net number of individuals involved in all stoppages in progress in that year was about 330,000. Of the workers believed to have been involved in more than one stoppage during 1952 the great majority were coal miners, but there were some in the building industry and small numbers in certain other industries.

No information is available as to the extent to which the same workers were involved in stoppages which occurred in different years.

The aggregate number of working days lost in 1952, through stoppages which began in that year, is estimated at about 1,769,000. In addition, about 23,000 days were lost at the beginning of 1952 through stoppages which began towards the end of the previous year, making a total of 1,792,000 working days lost in all stoppages in progress in 1952, compared with 1,694,000 lost in 1951. In the case of shift workers a shift is counted as a working day for the purpose of these figures.

The number of workers involved in all stoppages in progress during the year represented about 1½ per cent. of the total population in civil employment and the loss of time for each of the workers involved averaged about five working days during the year.

### Analysis by Causes of Stoppages

An analysis of the principal causes of industrial disputes leading to stoppages of work beginning in 1952, showing the numbers and proportions of stoppages and of workers directly involved therein, is given in the next Table. In some cases stoppages originated from more than one matter in dispute, *e.g.*, a claim for an advance in wages accompanied by a claim for some other change in working conditions.

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For the purpose of these statistics such cases have been classified according to what appeared to be the principal cause of the stoppage.

Principal Cause	Stoppages beginning in 1952		Workers directly involved in Stoppages beginning in 1952	
	Number	Per cent. of total	Number	Per cent. of total
For wage increases .. .. .	115	6.7	87,500	28.9
Other wage disputes .. .. .	611	35.6	79,800	26.3
All wage disputes .. .. .	726	42.3	167,300	55.2
Hours of labour .. .. .	58	3.4	10,100	3.3
Employment of particular classes or persons .. .. .	260	15.2	57,800	19.1
Other working arrangements, rules and discipline .. .. .	618	36.1	50,900	16.8
Trade unionism .. .. .	32	1.9	6,200	2.0
Sympathetic action .. .. .	16	0.9	10,300	3.4
Other causes .. .. .	4	0.2	600	0.2
Total .. .. .	1,714	100.0	303,200	100.0

Wage disputes accounted for about two-fifths of the total number of stoppages, and for over one-half of the total number of workers directly involved. Disputes regarding the employment of particular classes or persons accounted for nearly one-sixth of the stoppages and about one-fifth of the workers directly involved, while disputes as to working arrangements (other than wages and hours of labour) were responsible for about one-third of the stoppages and about one-sixth of the workers directly involved.

#### Analysis by Magnitude of Stoppages

In the Tables below the stoppages beginning in 1952 are classified according to the length of time they lasted, the loss of working time they caused and the number of workers involved. In this analysis the figures include working days lost in 1953 in cases where the stoppages continued into that year.

Principal Cause	Stoppages beginning in 1952		
	Number of Stoppages	Number of Workers involved directly and indirectly	Aggregate Number of Working Days lost
Total .. .. .	1,714	415,000	1,797,000

#### Classified by Duration in Working Days

Duration	Number of Stoppages	Number of Workers involved directly and indirectly	Aggregate Number of Working Days lost
Not more than one day .. .. .	753	48,000	44,000
Over 1 and not more than 2 days .. .. .	292	62,000	90,000
" 2 " " " " 3 " " " .. .. .	212	43,000	94,000
" 3 " " " " " 4 " " " .. .. .	95	26,000	74,000
" 4 " " " " " 5 " " " .. .. .	70	109,000	275,000
" 5 " " " " " 6 " " " .. .. .	30	12,000	52,000
" 6 " " " " " 12 " " " .. .. .	69	35,000	217,000
" 12 " " " " " 18 " " " .. .. .	26	37,000	375,000
" 18 " " " " " 24 " " " .. .. .	20	11,000	194,000
" 24 " " " " " 36 " " " .. .. .	21	28,000	162,000
" 36 " " " " " 60 " " " .. .. .	14	2,000	81,000
" 60 days " " " " " " " .. .. .	12	2,000	139,000

#### Classified by Aggregate Number of Working Days lost

Aggregate Number of Working Days lost	Number of Stoppages	Number of Workers involved directly and indirectly	Aggregate Number of Working Days lost
Under 500 days .. .. .	1,381	87,000	136,000
500 and under 1,000 days .. .. .	144	44,000	101,000
1,000 " " " " 5,000 " " " .. .. .	151	89,000	322,000
5,000 " " " " 25,000 " " " .. .. .	26	36,000	293,000
25,000 " " " " 50,000 " " " .. .. .	6	50,000	220,000
50,000 " " " " 100,000 " " " .. .. .	2	26,000	179,000
100,000 days and upwards .. .. .	4	83,000	546,000

#### Classified by Total Number of Workers involved

Total Number of Workers involved	Number of Stoppages	Number of Workers involved directly and indirectly	Aggregate Number of Working Days lost
Under 100 workers .. .. .	1,182	39,000	140,000
100 and under 250 workers .. .. .	262	42,000	166,000
250 " " " " 500 " " " .. .. .	137	47,000	139,000
500 " " " " 1,000 " " " .. .. .	73	48,000	155,000
1,000 " " " " 2,500 " " " .. .. .	44	61,000	305,000
2,500 " " " " 5,000 " " " .. .. .	8	25,000	139,000
5,000 " " " " 10,000 " " " .. .. .	2	13,000	146,000
10,000 workers and upwards .. .. .	6	140,000	607,000

As in other recent years, most of the stoppages of work during 1952 were of short duration (only about 9 per cent. lasted more than 6 working days in 1952 and about 10 per cent. during 1951) and in the majority the number of workers involved and the aggregate loss of time were relatively small.

#### Analysis by Industry

The following Table analyses by industry groups the number of stoppages reported as beginning in 1952, together with the number of workers involved in, and the aggregate number of working days

lost through, all stoppages in progress in that year, including three stoppages which began in 1951:—

Industry Group	Number of Stoppages beginning in 1952	Number of Workers involved in all Stoppages in progress in 1952	Aggregate Number of Working Days lost in 1952 through all Stoppages in progress
Agriculture, Forestry, Fishing .. .. .	3	900	4,000
Mining and Quarrying:—			
Coal Mining .. .. .	1,221	273,500*	660,000
Other Mining and Quarrying .. .. .	5	400	2,000
Non-Metallic Mining Products:—			
Bricks and Fireclay Goods .. .. .	11	700	2,000
China and Earthenware .. .. .	—	—	—
Glass .. .. .	2	100	1,000
Cement, Cast Stone, Abrasives, etc. .. .. .	4	200	1,000
Chemicals and Allied Trades:—			
Coke Ovens and By-Product Works .. .. .	—	—	—
Chemicals and Dyes .. .. .	5	700	2,000
Explosives and Fireworks .. .. .	—	—	—
Pharmaceutical Preparations, Paints, Soaps, Matches, Oils, etc. .. .. .	3	1,300	5,000
Metal Manufacture:—			
Iron and Steel (Blast Furnaces, Melting, Rolling, etc.) .. .. .	10	3,600	14,000
Ironfoundries, Sheet, Tinplate, Tubes, etc. .. .. .	18	2,300	14,000
Non-Ferrous Metals, Smelting, Rolling, etc. .. .. .	3	800	3,000
Engineering, Shipbuilding and Electrical Goods:—			
Shipbuilding and Ship Repairing .. .. .	61	13,500	87,000
Engineering and Machinery (non-electrical) .. .. .	44	19,000	145,000
Electrical Machinery, etc. .. .. .	20	4,900	40,000
Vehicles:—			
Motor Vehicles, Aircraft, Cycles .. .. .	44	38,100	457,000
Railway Locomotives, Carriages, Trams, etc. .. .. .	4	800	11,000
Carts, Perambulators, etc. .. .. .	—	—	—
Other Metal Industries .. .. .	16	2,200	20,000
Textiles:—			
Cotton .. .. .	1	200	†
Woolen and Worsted .. .. .	—	—	—
Other Textiles .. .. .	5	500	2,000
Leather, Leather Goods and Fur .. .. .	1	†	†
Clothing:—			
Clothing other than Footwear .. .. .	7	2,300	3,000
Boots, Shoes, etc. (incl. Repairs) .. .. .	4	100	†
Food, Drink and Tobacco:—			
Grain Milling .. .. .	2	†	†
Bread, Flour Confectionery, etc. .. .. .	4	1,200	8,000
Other Food .. .. .	3	200	1,000
Drink .. .. .	8	—	—
Tobacco .. .. .	—	—	—
Manufactures of Wood and Cork .. .. .	15	1,700	23,000
Paper and Printing:—			
Paper, Board, Cartons, etc. .. .. .	3	1,100	36,000
Printing, Publishing, etc. .. .. .	3	400	4,000
Other Manufacturing Industries .. .. .	5	3,100	16,000
Building and Contracting .. .. .	94	22,700	157,000
Gas, Electricity and Water .. .. .	8	900	11,000
Transport and Communication:—			
Railways .. .. .	3	400	1,000
Road Passenger Transport .. .. .	11	4,200	10,000
Goods Transport by Road .. .. .	24	3,000	6,000
Water Transport and Docks .. .. .	14	3,500	15,000
Other Transport and Communication .. .. .	3	200	†
Distributive Trades .. .. .	13	5,500	23,000
Insurance, Banking and Finance .. .. .	—	—	—
Public Administration .. .. .	8	1,200	2,000
Professional Services .. .. .	—	—	—
Miscellaneous Services (Entertainment, Sport, Catering, etc.) .. .. .	7	500	6,000
Total .. .. .	1,714†	416,000*	1,792,000

The numbers of workers shown above as involved in all stoppages in progress in 1952 in the various industries include workers who were involved only indirectly (i.e., thrown out of work at the establishments affected, but not themselves parties to the disputes) as well as workers directly involved. The totals also include workers who were involved in stoppages which began in 1951 and continued into 1952.

#### Principal Disputes in 1952

As in earlier years, the greatest loss of time as a result of industrial disputes during 1952 occurred in the coal mining industry, but a large number of working days were also lost in the group of industries concerned with the manufacture or repair of motor vehicles, aircraft and cycles. About 150,000 working days were lost in each of the two industry groups concerned with building and contracting, and non-electrical engineering.

The coal mining industry accounted for about one-third of the aggregate loss of time through stoppages in 1952. Some 26,000 days were lost in April and May by about 5,800 workers following the management's refusal to allow a number of miners, who were being paid allowances for working in water, to leave the pit early. During the same period the alleged unfair treatment of a foreign worker by a deputy led to a stoppage of work which involved about 2,800

\* Some workers, largely in the coal mining industry, were involved in more than one stoppage in the year, and have therefore been counted more than once in the year's total. The net number of individuals involved in stoppages in progress during the year was approximately 330,000. For coal mining the total was approximately 190,000.

† Less than 50 workers or 500 working days.

‡ A stoppage of apprentices which began on 10th March, 1952 (see the issue of this GAZETTE for April, 1952, page 149) involved workers in several industries but has been counted as only one stoppage in the total for all industries taken together.

workers and resulted in the loss of about 22,000 working days. A delay in the settlement of a deputies' wage claim led to a stoppage of work at various collieries in Yorkshire during June in which approximately 42,000 working days were lost by about 18,100 workers. In August approximately 46,000 days were lost by about 22,200 Glamorganshire and Breconshire colliery workers when overmen, deputies and shot firers alleged that wages offered under a new agreement, which provided for a weekly wage instead of day rates, would result in reduced earnings. During October approximately 19,000 working days were lost by about 3,400 colliery workers following the rejection of a fillers' claim for an increase in piecework rates. General dissatisfaction with wages following the rejection, by the National Reference Tribunal, of a claim for an increase led to a stoppage of work in November in various districts in England, Scotland and Wales. Of the total of 100 collieries which became affected in this stoppage on various dates, 78 were involved on Saturday mornings only and 13 of these were still involved at the end of the year. The stoppages continued each Saturday until the 1952-53 Extended Hours Agreement came to an end on 30th April, 1953. Altogether about 24,700 workers were involved in this stoppage, resulting in a loss of approximately 72,000 working days up to the end of 1952. At a number of collieries in Yorkshire about 105,000 days were lost in December by about 45,800 workers following a refusal of a demand by winding enginemakers for an increase in wages.

Stoppages in the group of industries concerned with the manufacture or repair of motor vehicles, aircraft and cycles included several of appreciable size and accounted for about one-fourth of the aggregate loss of time in 1952. The rejection of a claim for an increase in wages led to a stoppage of work in June and July by about 7,800 workers employed in motor car body manufacture at Dagenham and resulted in a loss of about 124,000 working days. During the same period about 123,000 days were lost by approximately 12,800 workers at another firm in Dagenham due to the rejection of a claim for an increase in wages, and, subsequently, the suspension of several hundred workers rendered idle by a breakdown in the supply of bodies from a firm involved in another dispute. In another stoppage which occurred in June and July, about 16,000 days were lost by some 800 workers who alleged that the employers had broken an agreement about the degree of skill required for certain work and that as a result 19 skilled workers had been dismissed as redundant. Some 45,000 days were lost between June and September by about 1,200 aircraft workers in a stoppage which arose out of the employment of non-union labour and continued, subsequently, in protest against the discharge of two shop stewards for calling in working hours, without the permission of the management, a meeting of workers not then involved in the stoppage. A stoppage which began in the latter part of June and continued until the beginning of October involved 1,300 workers employed in motor body building at Willesden and resulted in the loss of about 81,000 working days. This dispute arose from the coach finishers' dissatisfaction with piecework rates fixed for a new job, and other workers were involved in protest against the subsequent suspension of a number of workers rendered idle.

In the building and contracting industry a stoppage of work in March, due to the rejection of a demand for an increase in wages with better working conditions, resulted in a loss of about 29,000 working days and involved about 3,200 workers. A stoppage during May and June, involving about 4,200 electricians and mates employed in various districts in London, followed the withdrawal of the employers from the joint negotiating machinery and led to the loss of about 30,000 working days. Some 1,400 workers employed on the construction of an oil refinery at Ellesmere Port lost about 29,000 working days during September and October when they ceased work over a dispute about extra height money and a bonus allowance.

## 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 163 to 181.

#### Employment

It is estimated that the number of persons in civil employment in Great Britain rose during March by 12,000 (5,000 males and 7,000 females), the number at the end of the month being 22,027,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed an increase of 5,000, manufacturing industries a decrease of 8,000, and other industries and services an increase of 15,000. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who have not taken up employment, is estimated to have decreased by 22,000 from 23,276,000 to 23,254,000.

#### Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain fell from 357,817 to 346,236 between 16th March and 13th April, 1953, and the numbers registered as temporarily stopped fell from 39,221 to 29,570. In the two classes combined there was a fall of 11,721 among males and 9,511 among females.

#### Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), remained unchanged in April at 135. The changes in rates

A stoppage of work in March and April by about 16,400 apprentices in the metal manufacture, shipbuilding, engineering, electrical engineering, vehicles and other manufacturing industries, due to alleged delay in the settlement of their claim for an increase in wages, resulted in a loss of about 194,000 working days.

The alleged delay in the settlement of a claim for an increase in wages of £1 a week led to a stoppage in May involving about 2,900 workers employed in the manufacture of rubber goods and resulted in the loss of about 15,000 working days.

At the end of January about 15,000 working days were lost by some 2,600 workers employed in the bottling and distribution of milk following the rejection of their claim for an increase in wages greater than that offered by the employer.

#### Disputes in Years 1933-1952

The next Table gives figures relating to stoppages of work through industrial disputes in each of the past 20 years. In the column showing the number of stoppages in each year, the 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 shown for stoppages which began in the year under review and for all stoppages in progress in the year, including those which began in the previous year.

Year	Number of Stoppages beginning in Year	Number of Workers* involved in Stoppages		Aggregate Number of Working Days lost in Year in Stoppages		
		Beginning in Year		In progress in Year	Beginning in Year	In progress in Year
		Directly	Indirectly	In progress in Year	Beginning in Year	In progress in Year
1933	357	114	22	138	1,019	1,072
1934	471	109	25	134	955	959
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	324	100	426	1,935	1,944
1949	1,426	313	120	434	1,805	1,807
1950	1,339	269	33	303	1,375	1,389
1951	1,719	336	43	379	1,687	1,694
1952	1,714	303	112	416	1,769	1,792

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. In each year since 1932 the number of days lost has been relatively small and in the 20 years 1933 to 1952 the yearly total of days lost ranged from 940,000 to 3,710,000, the average being about 1,850,000. The average during the six war years, 1940-45, was about 1,980,000, and during the seven post-war years, 1946-1952, was about 1,890,000.

\* Workers involved in more than one stoppage in any year are counted more than once in the year's total. 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.

of wages reported to the Department in April resulted in an aggregate increase estimated at £144,000 in the weekly full-time wages of about 792,000 workpeople. The principal increases affected workpeople employed in the iron and steel industry, certain non-skilled workers in Government industrial establishments, and workers in cinema theatres, the dressmaking trade in England and Wales, and the pottery industry.

#### Retail Prices

At 14th April, 1953, the retail prices index was 141 (prices at 17th June, 1947 = 100), compared with 140 at 17th March and with 135 at 8th April, 1952. The rise in the index during the month was due mainly to higher local rates in England and Wales and to increases in the prices of vegetables, fruit, fish, flour and tea.

#### Industrial Disputes

The number of workers involved during April in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was about 20,000. The aggregate time lost



## RECENT COLLECTIVE AGREEMENTS

### New Wages Structure in the Jute Industry

An agreement was signed on 6th November, 1952, between the Association of Jute Spinners and Manufacturers, and the Dundee and District Union of Jute, Flax and Other Fibre Workers, the Scottish Union of Powerloom Tenters (Dundee Branch), and the National Union of Dyers, Bleachers and Textile Workers (Scottish District), in the following terms:—

#### Jute Wages Structure, 1952

It is hereby jointly agreed that:—

1. The application of any scheme under this Wages Structure within any individual establishment shall be conditional upon its acceptance by the employer and the Association of Jute Spinners and Manufacturers on the one hand and those employees actually concerned and their signatory unions on the other hand.

2. This Wages Structure derived from base rate analysis shall only apply to workers who are proved by scientific work measurement, carried out by a firm of recognised Industrial Consultants or by competent staff trained and approved by them, to be fully loaded and adequately deployed, except as provided in clause 7 hereof.

3. Where redeployment has already been carried out by Industrial Consultants or trained staff as provided in (2) above, the basis of such schemes need not necessarily be altered provided that the total remuneration at "Standard Performance" is generally in line with that resulting from this Wages Structure.

4. On application of this Wages Structure to any adult worker the merit rating for the worker's occupation shall be ascertained from appendix 1 (a) (in the case of males) or appendix 1 (b) (in the case of females) and this merit rating shall be translated into a base rate by the scales shown in appendices 2 (a) and 2 (b), but subject to clause 7 hereof.

5. When a worker's time is divided between two or more occupations the merit rating applied shall be that for the occupation yielding the highest number of points.

6. When scientific work measurement enables the work to be reallocated to the fully loaded extent or proves the worker to be already adequately loaded, the worker shall have the opportunity of earning bonus; and provided the worker attains "Standard Performance" under fully loaded conditions the total adult earnings shall in general be those shown in appendices 2 (a) and 2 (b) under the heading "Fully Redeployed Earnings at Standard Performance."

7. When for special reasons such as age or disability an adult worker is unable to accept a load greater than three-fourths of full load and hence the merit rating is no longer applicable, a modified base rate may be applied to that worker and bonus shall, in such worker's case, be payable on this modified base rate.

8. All base rates and earnings detailed in appendices 2 (a) and 2 (b) are calculated on the basis of the 45-hour week.

9. Where any occupation may be carried out either by males or by females the base rate for the worker concerned shall be ascertained by reference to the merit rating provided for the sex of the worker concerned; and in no case shall the base rate for a female worker be ascertained by reference to the table of male merit ratings or vice versa.

10. As no separate assessment of merit ratings has been made for juvenile occupations, the base rate for a juvenile undertaking any occupation under agreed conditions of full loading and adequate deployment shall be ascertained by the following formula:—

$$\text{Jute Wages Structure (1952)} = \frac{\text{Juvenile Rate For Age (Wages Council)}}{\text{Adult B.R. for Occupation}} \times \frac{\text{Minimum Adult Rate (Wages Council)}}{\text{Adult B.R. for Occupation}}$$

For the purposes of this agreement "Juveniles" shall be defined as males who have not yet attained their twenty-first birthday and females who have not yet attained their eighteenth birthday.

11. Subject to the provision of clause 14 hereof where in the case of any worker to whom this Wages Structure is to be applied the worker's previous average earnings exceed the expected earnings at "Standard Performance" under this Wages Structure a Protection of Earnings Award shall be paid to that worker calculated in accordance with clause 12 hereof and liquidated in accordance with clause 13 hereof.

12. The Protection of Earnings Award shall be the difference between the worker's average weekly earnings (excluding overtime) over a period of twelve weeks before redeployment commenced (which shall normally be the twelve weeks immediately preceding the commencement of study for redeployment, but may if conditions have been abnormal during that period be any other recent period of twelve weeks mutually acceptable to the employer and the worker concerned) and the weekly earnings to be expected at "Standard Performance" after redeployment.

It shall be paid to the worker as a flat addition to the total of base rate plus bonus, but subject to the following conditions:—

(i) The worker must at least achieve a performance yielding the base rate within the pay period.

(ii) The worker must be classified as a permanent worker within the particular establishment and shall lose all claim to the award on ceasing to be employed in that establishment.

(iii) A break in service, other than temporary suspension due to shortage of work or absence due to sickness or industrial injury certified to the satisfaction of the employer, shall disqualify a worker previously eligible for the award.

(iv) A newly engaged worker shall in no circumstances qualify for the award.

13. The Protection of Earnings Award shall in each case be reduced at the end of the first six months after redeployment and every six months thereafter by 1s. 10½d. per week of forty-five hours in the case of females and by 3s. 9d. per week of forty-five hours in the case of males, until the award is liquidated.

14. No Protection of Earnings Award shall be paid unless the excess of past average earnings over earnings at "Standard Performance" is not less than one shilling per week in the case of females and two shillings per week in the case of males.

15. The Protection of Earnings Award in any week shall be in proportion to hours worked up to the normal forty-five hours, but excluding overtime hours.

16. When any adequately loaded worker to whom this Structure has been applied (other than a specifically spare worker) is required to accept for a period exceeding two hours part or all of the load of a worker who is temporarily absent, his or her wage for the whole period shall be the total of the following items: (i) his or her base rate; (ii) the bonus earned on his or her load; (iii) the bonus earned on his or her portion of the absent worker's load; (iv) four-fifths of the total of (ii) and (iii) multiplied by the fraction of the absent worker's load accepted by the worker.

17. A Joint Wages Structure Committee shall be formed, consisting in the first instance of six members appointed by the Association of Jute Spinners and Manufacturers and six members representing the three signatory unions. The function of the Committee shall be the interpretation of the general principles of this Agreement and to deal with any special points of difficulty which may arise.

18. When it is desired to redeploy any textile occupation not so far listed the Committee referred to in clause 17 shall be convened and shall, when necessary with the assistance of a qualified Industrial Consultant, arrange for the collection of assessments and agree a specification and a merit rating for the occupation.

19. Any alterations to the base rates set out in appendices 2 (a) and 2 (b) shall be negotiated by the Committee referred to in clause 17 and no alteration otherwise negotiated or imposed shall apply to this Agreement save after such negotiation.

In an explanatory memorandum printed to accompany the Agreement it is stated that the latter sets forth the essentials of a jute wages structure for textile workers in establishments in membership of the Association of Jute Spinners and Manufacturers, and is the result of detailed negotiations between the Association and the trade unions over the period from November, 1950, to November, 1952. The memorandum continues as follows:—

#### Purpose

The agreed primary purpose of this Wages Structure is gradually to create a new system of payment tied to the essential demands of each separate occupation and the amount of work done; and a secondary purpose which follows from the first is to eliminate past anomalies of payment, whether inadequacies or excesses.

The three phases necessary to create this Wages Structure on a scientific and just basis are these: 1. Merit rating of occupations. 2. Translation of merit ratings into money values. 3. Scientific measurement of the work content of each occupation to enable the money values arrived at in phase two to be related to work done.

#### Merit Ratings

Phase one, which entailed the collection and study of over 100,000 individual assessments from every establishment in the Association, has yielded the agreed merit ratings shown at appendix 1 (a) for men and appendix 1 (b) for women. It is possible that some occupations may have escaped assessment and it will be necessary for a joint committee to supervise and agree the assessment of the merit rating for any new or unlisted occupation, when it is desired to apply this Wages Structure to such an occupation.

#### Occupations

The agreed specifications of occupations are shown in appendix 4. These specifications are not intended to define all the possible duties of an occupation, as these may vary from one establishment to another; but they detail the principal duties normally expected of an occupation. Provision is made for workers whose time is divided between two or more of the specified occupations.

All occupations are (or will be) separately assessed according to whether they are performed by a man or by a woman where occupations may be carried out by either.

#### Juveniles

Juveniles (where these are correctly loaded and deployed) are provided with a base rate bearing the same relationship to the adult base rate for a given occupation as the juvenile minimum rate bears to the adult minimum rate; an example of the calculation involved will be found in appendix 5.

#### Base Rates

Phase two (the translation of merit ratings into base rates) has been agreed, and the results will be found in appendices 2 (a) and 2 (b); graphs showing the approximate relationship of merit ratings and base rates in pictorial form will be found at appendices 3 (a) and 3 (b).

Provision is made for an adult worker who for special reasons, such as age or disability, may be able to accept only a considerably diminished load being partly redeployed and put on the same incentive method of payment as other workers in the establishment but with a correspondingly lower base rate.

#### Bonuses

Once a worker has been scientifically redeployed at adequate loading these base rates represent fall back rates below which, so long as he or she carries out the occupation, his or her wage will not fall. But once scientific study has enabled the work to be reallocated on the basis of full loading (or proves that the worker is already adequately loaded) the worker will have the opportunity of earning bonus; and for "Standard Performance" which represents the effort of a worker of good average skill working diligently under fully loaded conditions, the total adult earnings will in general be those appearing in appendices 2 (a) and 2 (b) under the heading "Fully Redeployed Earnings at Standard Performance." It should be noted that a worker of more than average ability and diligence should be able to earn more and conversely the less diligent worker less than the totals shown when fully loaded.

Provision is made for a special extra (calculated on bonus earnings) to be paid to workers other than spare or "orra" workers who accept a proportion of the load of another worker who is temporarily absent; and an example of the calculation involved will be found in appendix 6.

#### Application

Phase three requires to be carried out at individual establishments, and it is a condition of the Agreement that such application must be carried out by a firm of recognised Industrial Consultants or by competent staff trained and approved by them.

It is also agreed that the application of any scheme under the Agreement to any individual establishment is conditional upon its acceptance by the employer and the Association of Jute Spinners and Manufacturers on the one hand and those employees actually concerned and their signatory unions on the other hand.

#### Past Earnings

The result of such a scientific study of the industry's wages structure is naturally to reveal that some wages are, in relation to the demands made by the work on the workers, too low, and where this is the case the worker (once he or she has been scientifically redeployed) can at once qualify for the higher earnings offered under this Wages Structure.

On the other hand wages for some occupations have been relatively too high. In such cases the worker must in course of time accept the lower earnings offered by this Wages Structure (again once he or she has been scientifically redeployed)—subject to the opportunities provided by the bonus methods of increasing the total earnings. But in order that a worker may feel this reduction as little as possible a Protection of Earnings Award will be paid, which at the beginning of redeployment will raise the worker's earnings at "Standard Performance" to the level of his or her previous earnings. After six months, and at the end of each succeeding six months, this award will be progressively reduced until the new standard of earnings is reached; an example of the calculation of this Award will be found in appendix 7.

(The appendices to the Agreement are not reproduced for reasons of space.)

## Wages and Conditions in the Rayon Producing Industry

The Joint Labour Committee of the Rayon Producing Industry has published a summary of the agreements between the employers and trade unions in the industry governing the minimum rates of pay and conditions of employment. Details given in this summary are reproduced below.

#### 1. Minimum Time Rates

**Males.** 15 to 16 years of age 1s. an hour; 16 to 17 1s. 2d.; 17 to 18 1s. 4½d.; 18 to 19 1s. 10½d.; 19 to 20 2s. 1d.; 20 to 21 2s. 3d.; 21 and over 2s. 8½d.

**Females.** 15 to 16 years of age 1s. an hour; 16 to 17 1s. 2d.; 17 to 18 1s. 4½d.; 18 and over 1s. 11d.

#### 2. Shift Allowances

Three continuous shift system 3d. an hour, two shift system 1½d. an hour, except that it was agreed at a meeting of the Joint Labour Committee on 13th June, 1950, that the amounts of the shift allowance in British Celanese Limited should be negotiated at factory level.

#### 3. Regular Night Work

Regular night work (three consecutive nights or more) time and one-fifth, except that it was agreed at a meeting of the Joint Labour Committee on 13th June, 1950, that the amount of the payment for

regular night-workers in British Celanese Limited should be negotiated at the factory level.

#### 4. Standard Hours of Work

(i) **Day Work.** Adults 44 hours, juveniles hours in accordance with Factories Acts, exclusive of meal breaks which will not be paid for.

(ii) **Regular Night Work.** Adults 44 hours, exclusive of meal breaks which will not be paid for.

(iii) **Three Shift Work.** 44 hours over the cycle of shifts, the normal shift to be one of 8 hours with one half-hour off (paid) for meal breaks. Where, owing to contingencies, 12-hour shifts are worked, two meal breaks not exceeding one hour in total to be paid for.

(iv) **Two Shift Work.** 44 hours (average), the normal shift to be one of 8 hours with one half-hour off (paid) for meal break. In the case of women and young persons, the above is subject to the provisions of the Factories Acts.

#### 5. Shorter Working Week

The "Employers' Statement" of August, 1947, provides that:— (i) **Hours.** So soon as may be practicable without loss of production, the actual standard week in the Industry shall be 44 hours, as set out in paragraph 4 above.

(ii) **Hourly Rates.** There is no increase in the hourly rates consequent upon the introduction of the shorter working week.

(iii) **Earnings.** The recognised end of maintaining earnings in the shorter week at approximately the same level as for the longer week is effected through the measures, and subject to the provisos referred to in clauses 5 and 6 of the "Employers' Statement" of August, 1947.

#### 6. Payment for Overtime

For computation purposes the rates upon which all premium payments are calculated for shift, day and regular night workers shall be the hourly rate including job differential but excluding bonus earnings and shift allowance. Where, under the provisions of this paragraph and of paragraph 8 below, a period of work is covered by more than one premium rate, the higher or the highest premium rate only shall apply.

(i) **Day Work.** Monday to Friday.—Hours worked in excess of standard to be paid at time and a quarter for the first two hours and time and a half thereafter until next starting time. Saturday.—Hours worked in excess of standard to be paid at time and a quarter for the first two hours, and time and a half thereafter until midnight. Sunday.—Double time midnight to midnight and time and a half until normal starting time on Monday where overtime working is continued beyond midnight Sunday. In all other respects overtime for the period midnight Sunday to starting time on Monday shall be paid for in accordance with the conditions set out in the first section of paragraph 6 (i) "Monday to Friday".

(ii) **Regular Night Work.** For overtime during the week and for work done at week-ends there shall be substituted for time and one-fifth the appropriate payments as for day work set out in (i) above.

(iii) **Shift Work.** Occasional Overtime (This refers to casual hours worked in excess of the usual full shift):—Where due to late arrival of relief, ordinary time for the first two hours, time and a quarter for the next two hours, and time and a half thereafter; where to suit employer's convenience, time and a quarter for the first two hours, and time and a half thereafter; extra hours worked on mutually agreed shift changes not to rank for overtime.

Special Payment for Regular Extended Hours:—Where the shift is extended from a 44-hour week average, whatever shift system is being worked, the excess to be paid for at time and a quarter for the first four hours and time and a half for the balance.

Extra Payment for Week-end Work:—The twenty-four hours on Sunday to be paid for at double time and the balance of sixteen hours worked on Saturday afternoon and early Monday morning at time and a half.

Double time payment for shift, day, and regular night work shall operate notwithstanding that the scheduled working week has not been completed provided that absence for any period has been for reasons acceptable to the management. If such absence shall have been for reasons not acceptable to the management, single time only shall apply for an equal period worked on Sunday.

#### 7. Bank and Statutory Holidays with Pay

(a) The declared holidays shall be:—Good Friday, Whit Monday, Christmas Day, Easter Monday, August Bank Holiday, Boxing Day, or other alternative days not exceeding six in number, as may be agreed between the Employers and Trade Unions concerned. Save in exceptional circumstances, the Employers shall grant an alternative day in lieu, on a mutually convenient day, to any employee who works on an agreed holiday. In such exceptional circumstances the appropriate holiday payment shall be made in addition to wages earned.

(b) Payment in respect of the holidays shall be made at the hourly rate for the standard day, night, or shift (exclusive of overtime) and, where applicable, plus shift allowance plus job differential plus merit grading in respect of these normal hours. Enhanced hours of work over and above the standard day or shift will not be included in the computation of payment under this scheme.

(c) Payment shall be limited to employees who (i) are on the books of the company at the time of the holiday, (ii) under a normal arrangement of the six holidays, have been employed for four consecutive weeks immediately prior to the holiday(s), (iii) have



not been absent from work (including overtime) without leave in a period of six working days in aggregate immediately before and/or after the holiday. The distribution of these six days shall be the subject of local agreement.

(d) When the work-break extends for a longer period than the Bank or Statutory Holiday (see 7 (a) above) the days in excess of the agreed holiday shall not be regarded as days for which payment is to be made.

(e) Employees required to work on an agreed or declared holiday failing to do so will not receive payment for such holiday unless a reason, acceptable to the management, is furnished.

#### 8. Payment for Work Performed on a Bank or Statutory Holiday

Payment for work performed during an agreed period of 24 hours constituting the holiday shall be at the rate of time and a half for shift, day and regular night work. Premium payments shall be calculated on the hourly rate including job differential, but excluding bonus earnings and shift allowance.

#### 9. Annual Holidays with Pay

Commencing 1949, two weeks of paid annual holiday shall be taken in accordance with the provisions of the agreement dated 8th October, 1948.

#### 10. Guaranteed Week

A joint agreement of 10th March, 1952, amending the previous joint agreement of 3rd February, 1947, provides in the Rayon

Producing Industry that:—(i) the contract of employment between the employer and the employee shall be of one week's duration; (ii) the guarantee of employment shall be for four (normal) shifts or days in each pay week for hourly rated manual workers; subject to the conditions specified in the agreement.

#### 11. Factory Joint Consultative Committees

A jointly agreed statement of April, 1948, provides in the Rayon Producing Industry that suitable joint consultative machinery shall be maintained and developed at the factory level, in accordance with the terms of paragraph 1 of the Procedure Agreement recommended by the National Joint Advisory Council to the Ministry of Labour.

#### 12. Better Conditions

Where an employee was in receipt of a higher rate of wages or better conditions of employment, or both, at the time the several agreements detailed in this summary were implemented, he or she shall not suffer reduction in such rate or conditions as a result of anything contained in this summary of agreements.

#### 13. Operation of Agreements

The terms of the agreements covered by this summary shall operate until either Party gives not less than three calendar months' notice in writing to determine them, dating from the last day of any calendar month.

## RECRUITMENT AND TRAINING OF YOUNG PERSONS FOR INDUSTRY

Articles published in the issue of this GAZETTE for August, 1952 (page 269), and previous issues, gave particulars of schemes for recruiting and training young persons for industry which had been drawn up in accordance with the recommendations made by the Joint Consultative Committee, representative of the British Employers' Confederation and the Trades Union Congress, in their Report issued in December, 1945. The present article gives information regarding some additional schemes of this nature.

#### Electricity Supply Industry (excluding the north of Scotland)

Training and matters affecting the safety, health, welfare and education of employees in the electricity supply industry are subjects of joint consultation between the Electricity Boards and the trade unions in a National Joint Advisory Council and in a number of District Joint Advisory Councils. The National Joint Advisory Council for the industry has prepared training schemes for craft and student engineering apprentices, apprentice engineering draughtsmen, chemists, and junior clerical and administrative staff. These schemes are recommended for adoption to the Electricity Boards concerned. Local implementation of the schemes is discussed by the District Joint Advisory Councils and also by Local Advisory Committees consisting of local managements and representatives of employees. A summary of these various schemes is given below.

#### Craft Apprenticeship

Craft apprenticeship is applicable to the trades of turner, fitter (mechanical and electrical), electrician, and meter mechanic. Where the necessary ability is shown craft apprentices may transfer to student apprenticeship. Suitable boys for training as craftsmen are those leaving school between 15 and 16 years of age who have shown an aptitude for manual crafts, but those who had no opportunity of craft instruction at school are not excluded. The scheme provides for a short initiation course followed by a probationary period of six to nine months in a training workshop under skilled craftsmen, after which it will be decided whether the apprentice continues training and, if so, whether as a craftsman or student apprentice, and the most suitable trade or direction of specialisation for him. The duration of apprenticeship, under formal agreement and dating from commencement of probationary training, will be between five and six years (except where a boy has stayed on at school to take a workshop engineering course in a secondary technical school) and will not terminate before the age of 21 years. Practical training will be given in the various departments of the section of the industry to which the apprentice has been allocated. Throughout the period of apprenticeship boys between the ages of 15 and 21 are to be released for the equivalent of one day each week, with pay, to attend courses of technical education, subject to evidence of satisfactory progress in studies. Craft apprentices who pass the Ordinary National Certificate in Engineering will be considered for transfer to the student apprenticeship course.

#### Student Apprenticeship

The student apprenticeship scheme is designed to lead to employment as a junior on the technical staff and eventually to a position such as shift charge engineer, control engineer, maintenance engineer, combustion engineer, mains and consumers engineer or testing superintendent. Recruitment to the scheme will be from among boys leaving school or technical college between 16 and 18 years of age who hold the General Certificate of Education (Ordinary Level) with mathematics, English, and physics, or who have completed two years' full-time engineering courses to Ordinary National Diploma, and from those craft apprentices who show special ability. After completion of the short initiation course and

probationary training as given to craft apprentices, it will be determined whether the student apprentice will specialise in generation, transmission or distribution. Apprenticeship will be entered under written agreement, providing normally for between four and five years' apprenticeship dating from commencement of probationary training, but with modifications for entrants with Advanced Level qualifications in the academic subjects and for craft apprentices transferred to student apprenticeship after the probationary period. Practical training will include experience in each of the three branches, viz., generation, transmission, and distribution, although the student apprentice will normally specialise in one. At least two and a half years in an apprenticeship of four to five years will be devoted to the branch selected for specialisation. Student apprentices will be required to take Ordinary and/or Higher National Certificate in either mechanical or electrical engineering and will be released from employment for the equivalent of one day each week, with pay, to attend courses at a technical college. Students of ability may be encouraged to take an external degree in engineering.

#### Apprentice Engineering Draughtsmen

Electricity Boards recruit a proportion of their staff from among trained engineering draughtsmen, but will meet additional requirements by training apprentices as either mechanical, electrical or civil engineering (including architectural) draughtsmen. Selection for training will be from among craft or student engineering apprentices who have completed about two years of their engineering apprenticeship. Apprenticeship will be for a minimum period of four and a half years, including the time spent as a craft or student apprentice, and will normally be completed at age 21. Up to two years of the training period will be spent in a drawing office, and this will be followed by six to twelve months' practical training in mechanical, electrical or civil engineering, according to the branch in which the apprentice proposes to specialise. Part-time day release, with pay, will be granted to enable apprentice draughtsmen to take a course of study at a technical college for the Ordinary National Certificate in mechanical, electrical, building or civil engineering. Studies for additional or higher qualifications will, where appropriate, be encouraged.

#### Trainee Chemists

Trainee chemists will be selected from suitable persons employed in a power station laboratory or recruited direct from school between the ages of 16 and 18 years. The minimum qualification required is the General Certificate of Education in English, mathematics, physics and chemistry. The period of apprenticeship for those recruited from power station laboratories will depend on the progress made in technical studies; for those entering direct from school training will normally last about four years but this will depend on progress in technical studies. A probationary period of six months will be served by those entering direct from school. In addition to laboratory work, training will include arrangements to enable probationers to gain a good insight into the nature of the work of power station maintenance and operation. Subsequent laboratory training will be concerned with routine testing and with specialist problems which arise. Part of the training will be spent in other industries. Trainees will be given part-time day release for a minimum of one day a week, with pay, to study for the Higher National Certificate in Chemistry and will be expected to continue their studies for a further two years to qualify for the Associateship of the Royal Institute of Chemistry.

#### Junior Clerical and Administrative Staff

Junior clerical staff are recruited from boys and girls leaving school at 15 years of age without a School Certificate, and from

those leaving school at 16 to 18 with Ordinary or Advanced General Certificates in various subjects. Recommendations made by the National Council regarding further training include: (1) Selected juniors, particularly girls, after a probationary period in an office, should be offered a full-time educational course of up to six months' duration in a commercial institute; the course should have a commercial bias and include shorthand, typing, etc.; (2) training in business practice should be given within the office organisation by members of the office staff; (3) juniors up to age 21 should attend commercial courses at technical schools or colleges on at least one day each week, so long as they continue to show progress, and should be encouraged to attend evening classes; (4) juniors should be given the opportunity of gaining experience in more than one department; (5) juniors with an adequate basic education should be encouraged to take suitable educational courses in commerce of the Ordinary National Certificate type; and (6) those juniors considered suitable should be guided to take one of the professional institutions' qualifications through a technical or commercial college.

#### Engineering Distributive Trade

A scheme of apprenticeship has been devised by the Association of Engineering Distributors. It provides for entry at age 15 years or over and for a normal period of five years' apprenticeship. Apprenticeships must be registered with the Association and deeds of apprenticeship already being served may, with the approval of the Council of the Association, be similarly registered. Where necessary, the Association will arrange for the transfer of apprenticeships from one employer to another. Apprentices are to have instruction in at least four specified sections of the trade, viz., machine tools; electric and pneumatic tools; engineers' small tools and general engineering supplies; hand and edge tools; and tubes and fittings, mill and colliery furnishings and power transmission equipment. They will also be given general instruction in selling, office routine, stores control, and stocktaking, and arrangements should be made by employers for visits to manufacturing and engineering works and factories so that apprentices may observe methods of manufacture and uses of products. Provision is made for apprentices to attend suitable technical classes, where available, for one day or the equivalent each week. If suitable classes are not available locally, the employer may arrange for an apprentice to take a correspondence course with a recognised College.

#### Furniture Draughtsmen and Designers

The British Furniture Manufacturers' Federated Association<sup>s</sup> have approved a learnership scheme of training for furniture draughtsmen and designers. The agreed arrangements provide for the age of entry for male learners to be between 16 and 18 years. Learners are to serve under written agreement for not less than four years if their age of entry is not more than 17 years and for not less than three years if their age at entry is over 17 years. Learners will be taught drawing and design, theory of construction and working drawings, study of historical and contemporary styles, timber technology, and practical furniture production. During the first two years of learnership the employer will be bound to release learners on one day or two half-days for a total of eight hours in each working week to attend approved technical classes where these are available. Subject to proof of attendance at the classes no deduction from pay is to be made by the employer. The learner's attendance will also be required at approved technical classes, where available, on two evenings in each working week. The scheme will be administered by the appropriate Constituent Association of the British Furniture Manufacturers' Federated Associations, and the Association will ensure that the establishment in which the learner is employed has the necessary facilities for progressive training. The Association will be responsible for supervision of the learner's work and conduct.

#### Junior Journalists (England and Wales)

A National Advisory Committee formed by the Newspaper Society, the Guild of British Newspaper Editors, the National Union of Journalists and the Institute of Journalists have drawn up, and will administer, a scheme for the training and education of junior journalists. The arrangements provide for a ratio between the numbers of senior journalists and junior journalists. At head offices the ratio will be two juniors to one to three senior journalists, three juniors to four to six seniors, four juniors to seven to ten seniors, and thereafter one junior in respect of each additional four (or less than four) seniors. At branch offices the ratio will be one junior to one senior, two juniors to two to three seniors, and thereafter on the same scale as for head offices. The normal age of entry will be 17 years but juniors may be engaged to serve in other departments of newspaper offices for about 12 months before being accepted as junior journalists. The National Advisory Council recommends that all juniors shall have General Certificate of Education at ordinary level in English, English Literature, and one other subject. Full training includes a probationary period of six months; a three-year period of basic training, at the end of which the junior journalist takes the General Proficiency Test; and 18 months of more advanced training and study for the National Diploma in Journalism. During the three years' basic training, certain courses of study must be followed by attendance at local classes in day-time or evening or, where this is impossible, by correspondence. Practical training will be given to junior journalists by their editors, and provision is made for formal articles to one company for three years to be entered after satisfactory completion of the probationary period.

Arrangements for the training and education of junior press

photographers have also been made on similar lines. The standard of education required is a General Certificate of Education at Ordinary Level in English Language.

#### Light Castings Industry (Falkirk District)

A Joint Committee representative of the National Light Casting Ironfounders' Federation, the Amalgamated Union of Foundry Workers, the United Patternmakers' Association and the General Iron Fitters' Association will administer a scheme of recruitment and training for apprentices which has been adopted by the light castings industry in Falkirk and district. The services of assessors from the Stirlingshire Education Authority, the Scottish Education Department, and the Ministry of Labour and National Service will be available to the Joint Committee. The Committee will co-operate with the Youth Employment Service in the recruitment of suitable boys and with the Stirlingshire Education Authority in matters of further education. The Committee will also decide the standards of training in the various crafts and the general conditions of apprenticeship, regulate the intake of apprentices, and take advisory action to apportion locally the boys entering into apprenticeship. Normally the age of entry into apprenticeship will be between 15 and 17 years and the period of apprenticeship will be five years, including a probationary period of not more than three months. Apprenticeship will be served under a written agreement. The crafts covered by the scheme include moulding, pattern-making, pattern filing, general iron fitting, dressing, sheet metal working, blacksmithing, and grinding, polishing and plating. Other crafts may be included by agreement between the Federation and the trade unions concerned. During the apprenticeship employers undertake to give practical training on the lines laid down by the Committee, and are also required to release the apprentice for attendance at the Foundry Trade School, or other approved establishment, for one day a week, or the equivalent, over a 44-week year for three years or until the apprentice reaches age 18. An apprentice will receive wages at his consolidated all-in time rate while at day classes.

#### Slaughtering Industry (Scotland)

The Scottish Slaughtering Apprenticeship Joint Committee, which is representative of the Scottish Slaughtering Contractors' Association and the Union of Shop, Distributive and Allied Workers, has approved a scheme for training young workers in the slaughtering industry in all its branches. Administration of the scheme will be the responsibility of the Scottish Slaughtering Apprenticeship Council, which will encourage its adoption throughout Scotland and will consider and approve such local modifications of the scheme as may be desirable. The Council will also co-operate with the Scottish Education Department and Education Authorities to develop suitable courses and classes for part-time education of apprentices. The normal age of entry into apprenticeship will be 15 years and the period of apprenticeship four years, including three months' probation. Training will cover all branches of the industry and the Council will prepare syllabuses of practical training. Employers are required under the scheme to release apprentices, without loss of pay, for attendance at approved day or evening classes.

#### Watch and Clock Repairing

The British Horological Institute have determined the conditions under which apprentices are to be trained in watch and clock repairing. The arrangements provide that apprentices will normally enter training at between 15 and 16 years of age, and the period of training will be up to the age of 21 years. Apprentices are to be indentured in the form approved by the Institute and will be trained in all branches of the trade. Employers are required to release apprentices, without loss of pay, for at least one day a week to attend classes of further education, where available. Where classes are not available, apprentices will be required to take the correspondence course provided by the Institute.

#### Wire-Working Industry (Scotland)

A Joint Apprenticeship and Training Committee, which includes representatives of the Scottish Wirework Manufacturers' Association, the Scottish Society of the Wire-Workers and of a Wire-Workers' Branch of the Transport and General Workers' Union, have agreed upon an apprenticeship scheme for the wire-working industry in Scotland. Assessors will be available in an advisory capacity from the Scottish Education Department and the Ministry of Labour and National Service. The functions of the Committee are to prepare, administer and encourage the adoption of the scheme throughout Scotland, and to co-operate with the Youth Employment Service in the recruitment of suitable boys and with the Education Authorities in establishing facilities for further education both general and technical. Apprenticeship will be for a period of five years and normally will not commence before the age of 16. The apprenticeship will include three months' probationary service, counting towards the five-year term if satisfactorily completed, and on acceptance the apprentice will be engaged under written agreement in a form approved by the Committee. There will be a ratio of one apprentice to three journeymen. Practical training in all processes will be given under the guidance of a supervisor nominated by the firm who will have the assistance of a general syllabus prepared by the Committee. During the first three years of apprenticeship employers are required to release apprentices, without loss of pay, for one day, or the equivalent, each week to attend classes. Where day classes are not available, apprentices are to attend evening classes and to be granted facilities by employers to enable them to do so.



## NATIONAL SERVICE

### Call-up and Deferment of 1929-1934 Classes

An article is published in this GAZETTE at six-monthly intervals giving information about the age-classes which have been required to register under the National Service Acts (see, for example, page 381 of the November, 1952, issue). Similar information is now available for 13th April, 1953, in respect of men born between 1st January, 1929, and 31st December, 1934, and a summary of that information is given below.

Men in the classes in question were registered under the National Service Acts at various dates between 7th December, 1946, and 6th September, 1952. Each man was informed by means of a leaflet issued to him when he registered of the conditions which govern the grant of deferment of call-up to apprentices, learners, articulated pupils, etc., to enable them to complete their industrial training or their training for professional qualifications before call-up. He was also informed that there are arrangements under which deferment may be granted to enable the student to remain in full-time attendance at school to sit external examinations, such as the General Certificate of Education, or to undertake a University course of study. Arrangements for deferment of call-up on the ground of industrial need continued to operate in regard to men employed in coal mining and agriculture (subject, in the case of agriculture, to the change indicated in the second paragraph after the Table below).

The total numbers of men included in the analysis of 13th April, 1953, were 298,000 of the 1929 class, 304,000 of the 1930 class, 300,000 of the 1931 class, 302,000 of the 1932 class, 280,500 of the 1933 class and 280,500 of the 1934 class. Large numbers of these classes had already been posted to the Forces, and the remainder had either been medically rejected for service, or were awaiting posting to the Forces, or had had their call-up deferred. The numbers in the various classes were as follows:—

	1929 Class	1930 Class	1931 Class	1932 Class	1933 Class	1934 Class
Posted to H.M. Forces or entered as volunteers .. .. .	231,200	224,900	205,600	171,500	152,400	136,900
Found unfit for service in H.M. Forces Available for H.M. Forces or awaiting medical examination .. .	38,200	41,600	47,000	50,400	37,000	29,500
Application for deferment of call-up under consideration:—						
Agricultural cases .. .	—	—	—	—	1,300	1,200
Others .. .	—	100	100	200	200	400
Call-up deferred:—						
Apprentices .. .	100	300	2,300	23,600	48,300	58,300
Articled pupils and others training for professional qualifications .. .	1,000	2,400	4,100	5,600	6,600	7,500
Agricultural workers .. .	13,700	15,500	15,700	16,000	4,700	6,700
Coal mining workers .. .	6,300	7,500	8,100	8,900	10,500	10,800
Seamen .. .	4,200	5,800	6,100	5,000	4,900	5,700
Boys at school granted deferment to 31st July, 1953 (to take General Certificate of Education, etc.) .. .	—	—	—	—	700	8,100
University students, student teachers, etc. .. .	1,600	3,800	7,000	9,500	10,100	7,400
All others (including hardship postponements, approved school cases, etc.) .. .	1,200	1,300	2,100	2,400	1,600	2,800
Total .. .	298,000	304,000	300,000	302,000	280,500	280,500

It should be noted that the men whose call-up for the Forces has been deferred have not yet been medically examined, and consequently it is not known how many of them are in fact unfit for service. The figures on the second line of the Table represent the "unfits" among those who have already been medically examined, and for all age-classes taken together they represent approximately 17½ per cent. of the total number in that category. The rate of medical rejection showed some increase after the introduction, in the second half of 1948, of improved methods of medical examination and classification, which have resulted in a somewhat greater number being found unfit for service in the Forces.

In view of the shortage of labour in the coal mining industry, men employed in certain occupations in that industry will continue to have their call-up suspended. Men born in 1932 or earlier whose call-up has been suspended because of employment in agriculture are, in present circumstances, not normally regarded as available for call-up while they remain in that employment. Agricultural workers born after 1932 will in general be regarded as available for call-up: deferment may, however, be granted (subject to certain stringent conditions being satisfied) in the case of men employed on farms with not more than two regular full-time male workers aged 17 or over (in addition to the working principal or manager) or where the worker is employed substantially as a stockman having the care of cattle, sheep or pigs. Agricultural workers who are not granted deferment but who have been placed in medical grades III or IV, will not be called up while they remain in that employment.

The men included in the Table who are shown as having been granted deferment to 31st July, 1953, to take the General Certificate of Education or an examination of similar or higher standard, will normally become available for call-up after termination of their deferment on 31st July, unless granted further deferment to continue their full-time studies or to enter into an apprenticeship or to train for a professional qualification.

The figures relating to the deferment of University students, etc., include men pursuing, or under consideration for, full-time courses for University degrees and qualifications of a similar standard, courses at Teachers' Training Colleges in Scotland, and also medical, dental, etc., and theological and missionary training. The deferment position of students taking courses for University degrees or qualifications of similar standard and medical, dental, etc., or higher technical courses is determined by Joint Recruiting Boards which have been established at all University Centres, and the majority (about 37,000) of the men in the above categories were students dealt with by these Boards. Applications for the deferment of students in full-time attendance at technical classes (other than those whose cases are considered by Joint Recruiting Boards) are dealt with by National Service Deferment Boards.

The statistics which were compiled on 13th April included an occupational analysis of the apprentices who had been granted deferment. About 48 per cent. of the total number of apprentices in the deferment class at 13th April were in engineering and metal-working occupations and about 31 per cent. were in building occupations. The following Table shows the numbers in the principal occupations:—

	1930 Class	1931 Class	1932 Class	1933 Class	1934 Class
<b>Building Occupations:</b>					
Carpenters .. .	7	104	2,183	5,998	6,616
Plumbers, Gas Fitters, etc. .. .	3	68	1,417	3,467	3,712
Bricklayers .. .	—	33	773	2,135	3,054
Painters and Decorators .. .	2	29	935	2,959	3,148
Plasterers .. .	—	16	222	651	710
Other Building Craftsmen .. .	1	33	450	1,180	1,512
<b>Engineering, Shipbuilding, etc., Occupations:</b>					
Motor Mechanics, Fitters (not electrical), etc. .. .	31	237	2,285	3,993	4,671
Toolmakers, Precision Fitters, etc. .. .	55	388	3,280	5,978	7,452
Electrical Engineering Fitters, Erectors, etc. .. .	11	168	1,270	2,086	2,390
Electricians, Wiremen, etc. .. .	9	104	1,623	3,028	3,911
Millwrights, Maintenance Fitters (not electrical) .. .	7	54	601	997	1,186
Turners .. .	3	30	459	884	1,108
Vehicle Body Builders .. .	—	9	490	886	865
Scientific Instrument Makers and Assemblers .. .	9	113	602	1,242	1,453
Sheet Metal Workers, Tinsmiths .. .	—	11	415	804	1,051
Shipwrights .. .	2	20	387	632	708
Patternmakers .. .	—	14	370	592	627
Platers .. .	6	29	402	684	852
Iron and Steel Founders and Moulders .. .	4	19	231	512	588
Welders, Burners, Cutters .. .	8	24	218	380	502
<b>Other Occupations:</b>					
Draughtsmen, etc. .. .	251	575	1,917	2,795	3,349
Printers .. .	12	153	992	1,641	1,896

Deferment under the provisions regarding apprenticeship is granted initially for a period of 12 months. Renewal of deferment will then be conditional on a report of satisfactory progress, showing that the apprentice is gaining full experience of his trade. If progress is satisfactory, deferment may be renewed for a further twelve months or until the date on which the apprenticeship is due to end, whichever is the shorter period. Comparison with the figures for April, 1952 (given in the June, 1952, issue of this GAZETTE, page 200), shows a considerable reduction in the 1930 and 1931 classes in most of the occupations included in the Table. This was mainly due to the fact that many men had completed their apprenticeship and become available for service in the Forces. The reduction in the number of apprenticeship deferments is reflected in an increase in the numbers posted to the Forces, with a corresponding slight increase in the numbers found unfit for service.

### Registration under National Service Acts

A further registration of men under the National Service Acts will be held on 13th June. The obligation to register on that date applies to young men born between 1st July and 30th September, 1935, both dates inclusive, unless they are exempt from the operation of the Acts. Men are not exempt from registration because they are apprentices or are training for professional qualifications or because they are engaged in coal mining or agriculture. Such men, if born within the dates specified above, must register on the prescribed date.

Men who have a preference for a particular Service should say so when they register, but no guarantee can be given that they will be allocated to that Service. In particular, there is only a

limited number of vacancies in the Royal Navy for men not entering on a regular engagement.

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

The call-up of agricultural workers born in 1933 or later will be deferred only in the most exceptional circumstances. Particulars can be obtained at any Local Office of the Ministry of Labour and National Service.

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

The registration will take place at Local Offices of the Ministry of Labour and National Service; but seamen should, if possible, register at Mercantile Marine Offices.

It has been announced by the Minister of Labour and National Service that it is proposed to hold further registrations on 5th September, when men born between 1st October and 31st December, 1935, will register and on 5th December, when men born between 1st January and 31st March, 1936, will register.

## CLASSIFICATION OF INDUSTRIES

Details of a booklet "Standard Industrial Classification", prepared for use in connection with the statistics published by the various Government Departments, were given in the issue of this GAZETTE for March, 1948 (page 85), and particulars of certain amendments to the Classification were given in the issue for February, 1949 (page 47). Since that date it has been found necessary to make further slight amendments. These amendments, together with the earlier ones, have been incorporated in a recent reprint of the booklet, copies of which may be purchased from H.M. Stationery Office or through any bookseller, price 1s. 6d. net (1s. 7½d. post free).

## WORKING HOURS IN THE COAL MINING INDUSTRY

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

The operation of the relevant sections of the Act was suspended by the Coal Mines Regulation (Suspension) Orders, 1947 to 1952, for periods of which the sixth expired on 30th April, 1953 (see the issue of this GAZETTE for May, 1952, page 167). On 1st April Her Majesty in Council made the Coal Mines Regulation (Suspension) Order, 1953, which further suspends the operation of these sections of the Act, in so far as it applies to coal mines, for the period from the expiry of the 1952 Order to 30th April, 1954. Copies of the new Order (S.I. 1953 No. 583) can be purchased from H.M. Stationery Office, price 2d. net (3½d. post free).

## FELLOWSHIP IN ARBITRATION (INDUSTRIAL) IN VICTORIA, AUSTRALIA

The Victorian Agent-General in London, The Honourable Sir John Lienhop, has announced details, as follows, of a Fellowship in Arbitration (Industrial) which is to be made available during 1954 to a British subject with at least ten years' residence in the United Kingdom.

"The 'British Memorial Fund' has been established by citizens of the State of Victoria, Australia, as a 'gesture of loyalty, gratitude and affection' to the British people in recognition of their 'role in saving civilisation in the Second World War'. It takes the form of offering, each year, a number of Fellowships, tenable in Victoria, to graduates and young persons in the United Kingdom in the hope that they will return to their own country with a desire to strengthen the ties between it and Australia.

"The Fellowship is for £1,000 (Australian). This is to cover travelling expenses to and from Melbourne and ten months' living expenses in the State. The tenure would normally be for the academic year commencing March, 1954, and candidates should be prepared to travel to Victoria during January, 1954. Accommodation will be arranged for selected candidates. Wives and children are welcome but no extra expenses can be paid to cover them. Applicants for the Fellowship must be under the age of 35 years on the 1st January, 1954.

"The Fellowship is available for research and investigation into some aspects of the Australian Arbitration System. Applicants are required to indicate their special interest in this field. The Fellow will work very largely under the direction of the Professor

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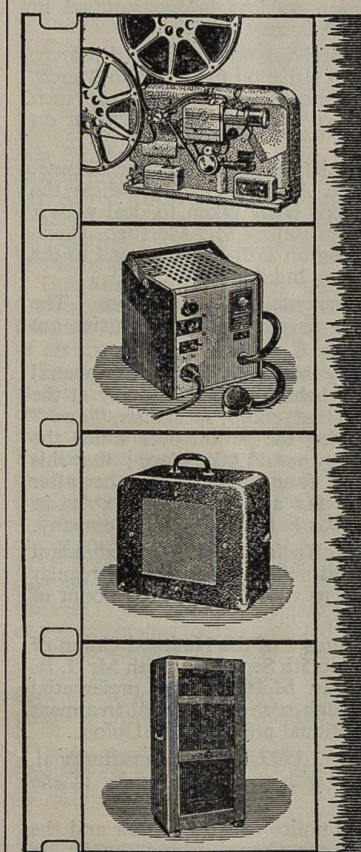
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of Public Law at the Melbourne University, and would carry out such investigation as was directed into the operations of the Australian Arbitration System. The applicant need not necessarily hold any academic qualifications. He might, in fact, be an Industrial Representative of Trade Unions or Employer Organisations, but he would of course need to have reached a suitable educational standard.

"Full particulars may be obtained from The Honourable Sir John Lienhop at Victoria House, Melbourne Place, Strand, London, W.C.2, the closing date for the receipt of applications being 10th June, 1953.

"Simultaneously with the Industrial Arbitration Fellowship, similar Fellowships are being offered by the Fund for Metallurgy; Pre-School Education and Child Development; and British Commonwealth Studies. The same conditions apply in each case.

"The Agent-General is Chairman of the London Selection Committee. Other members are Lady Albemarle, Lord Huntingfield, Lord Baillieu, Sir Vincent Tewson, Sir Angus Gillan, and Dr. J. F. Foster."

## COURT OF INQUIRY INTO DISPUTE INVOLVING AUSTIN MOTOR COMPANY LIMITED

The Court of Inquiry appointed by the Minister of Labour and National Service under the Industrial Courts Act, 1919, to enquire into the causes and circumstances of the dispute between the Austin Motor Company Limited and the National Union of Vehicle Builders (see last month's issue of this GAZETTE, page 119) have issued their Report, which has been published as a Command Paper.\* The Court, consisting of Sir John Forster, K.B.E., Q.C. (Chairman), Mr. A. J. Espley, C.B.E., M.P.S., J.P., and Mr. A. G. Tomkins, C.B.E., sat in public in London from 14th April and concluded the hearings on 28th April.

The Report begins by setting out the points which Counsel for the parties agreed were the main issues of the dispute, as follows:

1. What was the undertaking about impending redundancy given by the Company to representatives of the Confederation of Shipbuilding and Engineering Unions on 14th August, 1952? Did the Company honour the undertaking given?

2. Mr. J. P. McHugh, a shop steward of the National Union of Vehicle Builders at the Company's works at Longbridge, Birmingham, regarded by the Union as their chief shop steward in the works, was dismissed as redundant in September, 1952, and has not since been re-engaged. Was he victimised on account of his trade union activities?

3. Did the Union seek preferential treatment for a shop steward, Mr. McHugh?

4. Were members of the Union at Longbridge justified in withdrawing their labour on 17th February, 1953?

5. Was the Company justified in giving notice on 23rd March, 1953, that anyone who remained on strike on Friday, 27th March, would be dismissed from employment, and in executing such dismissals in spite of proposals put forward by the Union on 27th March?

Part I of the Report contains a detailed history of the dispute. It deals with the meeting of 14th August, 1952, at which the impending redundancy and the steps being taken to deal with it were announced, and with the dismissal of Mr. McHugh, which led eventually to the strike beginning on 17th February and to the setting up of the Court of Inquiry on 2nd April.

Part II gives the Court's comments and conclusions. The Court's conclusions on the issues as stated by the parties are summarised as follows:

(1) (a) The undertaking given by Mr. J. R. Edwards, general works manager at Longbridge, on behalf of the Company at the meeting on 14th August, 1952, was that, except specialists, "new" labour would not be engaged during the period over which the discharges due to special redundancy would take place; that this period would not exceed three or four weeks; and thereafter consideration would be given as far as possible to ex-Austin employees. (b) This undertaking was honoured by the Company.

(2) The dismissal of Mr. J. P. McHugh among other redundant workers on 5th September, 1952, was neither selective nor irregular in form, and cannot be attributed to victimisation on account of his trade union activities.

(3) Mr. G. Evans, a district organiser of the National Union of Vehicle Builders, did, at a meeting on 5th September with Mr. J. R. Edwards about the dismissal of Mr. McHugh, seek preferential treatment for Mr. McHugh, although such preferential treatment was not in accordance with the national policy of the Union.

(4) The strike of 17th February, 1953, was unconstitutional, because it was not in accordance with the current rules of the Union.

(5) In regard to the Company's notice of 23rd March and the discussions that followed it, both the Company and the Union adopted a regrettably inflexible attitude and neglected reasonable possibilities of compromise.

Finally, the Court expresses the hope that "both the National Union of Vehicle Builders and the Company will now take steps to

\* Industrial Courts Act, 1919. Report of a Court of Inquiry into the Dispute between the Austin Motor Company Limited and certain workpeople, members of the National Union of Vehicle Builders. Cmd. 8839. H.M. Stationery Office; price 1s. net (1s. 1½d. post free).

close this unfortunate dispute, and to make every endeavour to achieve the good industrial relations which are so essential in modern industry."

## NATIONAL INSURANCE

### Committee to Review Provisions for Diseases under Industrial Injuries Act

In a Written Answer to a Parliamentary Question the Minister of National Insurance announced on 16th April the appointment of a Committee, under the Chairmanship of Mr. F. W. Beney, Q.C., with the following terms of reference: "to review the present provisions of the Industrial Injuries Act under which benefit is paid for diseases and for personal injuries not caused by accident and to make recommendations."

The members of the Committee are Mr. J. W. Berry, Sir Ernest Rock Carling, F.R.C.S., F.R.C.P., Mr. C. R. Dale, Sir Wilfred Garrett, Mr. R. Kean, O.B.E., Sir William Lawther, Dr. L. G. Norman, M.D., M.R.C.P., D.P.H., Mr. A. Roberts, C.B.E., Dr. Alice Mary Stewart, M.A., M.D., F.R.C.P., and Mrs. Gertrude Williams, B.A. One other member is to be appointed after consultation with the nationalised industries.

### Widows' Pensions

The National Insurance Advisory Committee have been asked to consider and report on the preliminary draft of the National Insurance (Widow's Benefit and Retirement Pensions) Amendment Regulations, 1953, which contain provisions for relaxing, for the purpose of the award of a widow's pension, the condition relating to the duration of marriage in the case of widows married more than once.

The draft Regulations propose that, in order to satisfy the condition for the award of a widow's pension that she has been married at least ten years, a widow whose last husband was a new entrant to the National Insurance Scheme when it began in 1948 should be able, in certain circumstances, to include in computing the duration of her last marriage any period during which she was entitled to a widow's pension and an additional allowance for a child under the Widows', Orphans' and Old Age Contributory Pensions Acts, 1936 to 1941. This provision already applies to widows of men insured in July, 1948, under the former Contributory Pensions Acts.

Copies of the preliminary draft of the Regulations can be purchased from H.M. Stationery Office, price 2d. net (3½d. post free).

### Rate of Contributions for Foreign Seamen

On 9th April the Minister of National Insurance, in conjunction with the Treasury, made the National Insurance (Mariners) Amendment Regulations, 1953. The preliminary draft of these Regulations had been submitted to the National Insurance Advisory Committee (see the issue of this GAZETTE for January, page 11) and approved by them in their Report, which has been published as House of Commons Paper No. 86 (Session 1952-53).

The Regulations now made, which came into operation on 23rd April, reproduce the provisions of the draft Regulations. They provide that the rates of employers' contributions in respect of mariners employed on foreign-going British ships, other than those engaged in regular trade on foreign stations and whalers, who are not domiciled and have no place of residence in the United Kingdom shall be three-fifths of the standard rates of contributions (calculated to the nearest penny) payable for mariners on home trade vessels. The Regulations also empower the Minister, at his discretion, to make refunds in certain cases where the employer has been obliged to pay compulsory contributions under legislation relating to social insurance in a country other than Great Britain as well as contributions for the same mariner for the same period under the legislation of Great Britain. The amount of the refund will not exceed the contribution paid in the other country or that paid under the National Insurance Acts, whichever is the less.

Copies of the Regulations (S.I. 1953 No. 624) and of the Report of the National Insurance Advisory Committee can be purchased from H.M. Stationery Office, price 3d. net each (4½d. post free).

### Prescribed Diseases

On 16th April the Minister of National Insurance made the National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment Regulations, 1953. These Regulations came into operation on 22nd April. They extend insurance under the National Insurance (Industrial Injuries) Act, 1946, against pneumoconiosis to persons employed in boiler scaling.

The Regulations also contain transitional provisions relating to persons who had worked in that employment since 5th July, 1948, when the Act came into force, and who had already died from the disease or were suffering from it on the date when the Regulations came into operation, i.e., 22nd April. These provisions deal in particular with payment of benefit from that date. It is also provided that persons for whom benefit is available under the Pneumoconiosis and Byssinosis Benefit Scheme, 1952, shall not be entitled to benefit under the new Regulations.

Copies of the Regulations (S.I. 1953 No. 669) can be obtained from H.M. Stationery Office, price 3d. net (4½d. post free).

## INTERNATIONAL LABOUR ORGANISATION

### 121st Session of Governing Body

The 121st Session of the Governing Body of the International Labour Office was held in Geneva from 3rd to 6th March, 1953, under the Chairmanship of Mr. F. Garcia Oldini, Chilean Government representative. Mr. G. C. Veysey, C.B., Under Secretary, Ministry of Labour and National Service, represented the United Kingdom Government. Also from the United Kingdom were Sir Richard Snedden, C.B.E., General Manager of the Shipping Federation Limited, and Mr. Alfred Roberts, C.B.E., Member of the General Council of the Trades Union Congress and General Secretary of the Amalgamated Association of Card, Blowing and Ring Room Operatives.

The following paragraphs contain notes on some of the more important subjects dealt with by the Governing Body.

#### Chairmanship of Governing Body

The Governing Body was informed that Mr. Fernando Cisternas-Chilean Government representative, who had been elected Chairman of the Governing Body at the 119th Session in June, 1952, had ceased to represent his country on the Governing Body. It was therefore necessary at this session to elect a new Chairman for the remainder of the year of office of Mr. Cisternas. Mr. F. Garcia Oldini, who had replaced Mr. Cisternas as Chilean Government representative at the Governing Body, was unanimously elected.

#### Financial Matters

The budget proposals for 1954 presented by the Director-General provided for a net expenditure budget of 6,622,556 United States dollars. The Governing Body finally adopted (by a majority vote) a net expenditure budget of 6,311,170 dollars, which compares with a net expenditure budget of 6,223,368 dollars for 1953. The Workers' Group of the Governing Body expressed their dissatisfaction with these decisions and voted against them. The budget estimates will be submitted to the International Labour Conference at its 36th Session in June.

Among other financial and administrative matters discussed was the question of salary differentials and cost-of-living adjustments for members of the staff. The Governing Body decided to adopt, in connection with salary adjustments for the international staff in Geneva, certain conditions recommended by the United Nations Advisory Committee on Administrative and Budgetary Questions. These were (a) that no new adjustments of salary should be considered until a variation in the local or national cost-of-living index of at least ten per cent. had occurred averaged over a period of not less than six months, and (b) that August, 1951, should be regarded as the base date for determining any future adjustment.

#### Co-ordination of Activities of International Organisations

The Governing Body discussed the question of co-ordination and integration of the work of the international organisations with particular reference to problems of productivity, land reform, and the concerted programme of practical action in the social field which is being prepared by the Secretary-General of the United Nations in consultation with the Specialised Agencies for submission to the Social Commission and the Economic and Social Council. The Governing Body re-emphasised the importance which it attached to proper co-ordination and the avoidance of overlapping between the United Nations, the Specialised Agencies, and other international and regional organisations.

#### Freedom of Association

The Governing Body adopted the proposals of its Committee on Freedom of Association in connection with twenty-six cases of alleged infringement of trade union rights. The Report of the Committee also gave rise to a discussion on the procedure to be followed in connection with the preliminary examinations of complaints. This question was eventually referred back to the Committee for discussion and further report. The Governing Body decided, however, that the Director-General should submit to the Freedom of Association Committee any information which may become available to him about action taken by Governments as a result of recommendations made by the Governing Body on the basis of the Committee's reports. It also authorised the Director-General to seek the co-operation of Governments in this connection.

#### Technical Assistance

The Governing Body took note of a Report from its Technical Assistance Committee, which had given consideration to a progress report on the contribution of the International Labour Organisation to the expanded technical assistance programme and also to an account of recent developments affecting the programme generally.

#### Productivity in Manufacturing Industries

The Governing Body considered the report of a meeting of experts on productivity in manufacturing industries which took

place in Geneva in December, 1952. The Governing Body took note of the conclusions adopted and decided to communicate them to Governments (which will be asked to bring them to the attention of employers' and workers' organisations, productivity centres and other interested bodies), to the International Committee of Scientific Management, and to the Industrial Committees and Regional Conferences of the Organisation. The full report will be submitted to the 36th Session of the International Labour Conference to be held in June, 1953, at which discussion on questions of productivity is expected to take place.

#### Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying

The Governing Body considered the Report of a meeting of experts on the prevention and suppression of dust in mining, tunnelling and quarrying which was held in Geneva in December, 1952. The Governing Body decided to communicate the recommendations of the experts to the Governments of States Members, and through them to the national organisations of employers and workers. It was also decided to communicate the recommendations to the High Authority of the European Coal and Steel Community and to bring them, in an appropriate manner, to the notice of the Coal Mines and Building and Civil Engineering and Public Works Industrial Committees.

#### Composition of the Joint Maritime Commission

The Governing Body decided to give effect to the unanimous recommendation of the Joint Maritime Commission that the number of regular members in each of its two groups (the Shipowners and the Seafarers) should be increased from 12 to 15 in order to give the Commission a more representative character.

#### Other Matters

The Governing Body considered the reports of two other conferences or meetings held in December, 1952. These were the Technical Meeting on the Protection of Young Workers in Asian Countries, held in Ceylon (see the issue of this GAZETTE for February, page 53), and the Latin American Manpower Technical Conference, held in Lima. Decisions were also taken on a number of other matters, including the reports of various committees and the dates and agenda of a number of future meetings.

### Report on 35th Session of International Labour Conference

The Minister of Labour and National Service has presented to Parliament the Report by the Delegates of Her Majesty's Government in the United Kingdom to the 35th Session of the International Labour Conference, held in Geneva from 4th to 28th June, 1952. The Report has been published as a Command Paper.\*

The Government delegates were Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Deputy Secretary, Ministry of Labour and National Service, and Mr. G. R. A. Buckland, C.B., Under Secretary, Ministry of Labour and National Service, with Mr. C. G. Dennys, C.B., M.C., Under Secretary, Ministry of National Insurance, as substitute Government delegate and adviser. The late Sir John Forbes Watson, K.C.M.G., then Director of the British Employers' Confederation, was the Employers' delegate and Mr. Alfred Roberts, C.B.E., Member of the General Council of the Trades Union Congress and General Secretary of the Amalgamated Association of Card, Blowing and Ring Room Operatives, the Workers' delegate.

The Minister of Labour and National Service attended the Conference and spoke during the discussion of the Report of the Director-General of the International Labour Office. A summary of his speech is given in the Report.

Three Conventions and three Recommendations were adopted at this Session. They were a Convention and Recommendation concerning holidays with pay in agriculture, a Convention concerning minimum standards of social security, a Convention and Recommendation concerning maternity protection, and a Recommendation concerning consultation and co-operation between employers and workers at the level of the undertaking.

First discussions took place on subjects which will have second discussions at the 36th Session, which opens in Geneva in June, 1953, with a view to the adoption of International regulations at that Session. These subjects were the protection of the health of workers in places of employment and regulation of the employment of young persons in underground work in coal mines.

The texts of the Conventions and Recommendations and of sixteen Resolutions adopted by the Conference are given in the appendices to the Report. An article on the Conference was published in the issue of this GAZETTE for July, 1952 (page 233).

\* International Labour Conference, 35th Session, Geneva, 4th-28th June, 1952. Report by the Delegates of H.M. Government in the United Kingdom of Great Britain and Northern Ireland. Cmd. 8825. H.M. Stationery Office, price 2s. 6d. net (2s. 7½d. post free).

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## LABOUR OVERSEAS

### Wage and Price Stabilisation in the United States

In his State of the Union message to Congress on 2nd February, 1953, the President announced his intention not to seek authority for the renewal of the existing wage and price control powers which had been granted under the Defense Production Act of 1950, and subsequent amendments, and were due to expire on 30th April, 1953 (as indicated in the issue of this GAZETTE for October, 1952, page 347). He announced at the same time his intention of eliminating controls in an orderly manner before the prescribed date of expiry and of terminating special agencies no longer needed.

Action was thereupon taken to implement these proposals, including the issue on 6th February of an Executive Order which abolished all controls on wages and salaries and removed many controls on prices, the remainder being methodically removed during the ensuing period up to 17th March.

Rent controls remained in areas of severe housing shortage, chiefly areas affected by defence activities.

### American Labour in 1952

The Bureau of Labor Statistics of the United States Department of Labor have published, in the issue of the *Monthly Labor Review* for February, 1953, a survey of labour developments in the United States of America during 1952. The survey says that, despite the dislocation of production and employment caused by the widespread and protracted strike in the steel industry, employment and earnings rose in 1952 to higher levels than at any time before. At the same time, retail prices advanced only slightly. Stoppages of work arising from industrial disputes caused the loss during 1952 of more than double the number of days lost in 1951.

Some particulars, extracted from the survey, are given below.

#### Employment and Unemployment

Except for seasonal gains, there was little change during the first half of 1952 from the high levels of the preceding year in non-agricultural employment. During the period in the middle of the year when the steel strike was in progress there was a decline of nearly a million in the numbers employed, including those on strike or temporarily laid off in the basic steel, metalworking, railway, and mining industries. Subsequently, however, there was a rapid recovery and in November the numbers employed in non-agricultural occupations reached 55.4 million, the highest figure ever recorded.

The number of factory workers attained a post-war "peak" figure of 16.5 million by mid-November. In industries producing consumer goods the trend of employment had been downward since early in 1951, but there was some evidence of recovery, reflecting an improvement in demand, in the second half of 1952. The level of employment in soft-goods industries passed in September the level of the year before although remaining below the 1950 level. In the textiles, clothing, and leather products industries the length of the working week also had increased by mid-November and was from 2 to 2½ hours longer than at a year earlier. There was a continued rise in employment during the year in industries producing military equipment but at a decreasing rate. The percentage increase in employment from January to October, 1952, was 20 per cent. in ordnance plants, 15 per cent. in aircraft plants, and 7 per cent. in shipyards.

In mining, the downward trend of employment in recent years continued and there was another slight decline in 1952 in the numbers employed. The long-term decline in the numbers of agricultural workers also continued and by mid-November, when those employed in agriculture numbered 6.8 million, the total had fallen over a year by 250,000. In the construction industries, which maintained a very high level of activity during 1952, contractors employed an average of 2,548,000 workers a month. Direct defence facilities and new dwellings accounted for roughly half of the total construction activity in the year. Nearly two out of three of those employed at the site of new construction projects in 1952 were skilled workers.

Unemployment tended, from the beginning of the year, to decline further from the relatively low levels of 1951 and in October reached the lowest post-war figure of 1.3 million, equivalent to only 2 per cent. of the civilian labour force. Most unemployment was of short duration; 55 per cent. of those seeking work were unemployed for four weeks or less and only 6 per cent. for more than 26 weeks. Claims for unemployment compensation in October, numbering 600,000, were 250,000 fewer than a year earlier.

#### Earnings and Hours of Work

There was a continued increase in earnings during the year and average hourly earnings of production workers in manufacturing rose from 1.636 dollars in December, 1951, to 1.731 dollars in December, 1952. Although additional overtime and higher payments for late-shift working contributed to the increased earnings, general wage increases were the main cause. Average weekly earnings of these workers in December, 1952, were 72.36 dollars, an increase of 4.96 dollars or 7.4 per cent. over the same month in 1951. Real weekly earnings (*i.e.*, earnings in terms of purchasing power) showed an increase of 6.5 per cent. in 1952, compared with a decrease of 0.2 per cent. in 1951. The increase in earnings was greatest in industries manufacturing durable goods. Average hourly earnings in these industries at December, 1952, were 1.841 dollars, having increased by 11.8 cents or 6.8 per cent. during the year. In non-durable goods industries the increase was 5.9 cents or 3.9 per cent.

Average weekly hours for production workers in manufacturing industries were consistently lower in the first eight months of 1952 than in December, 1951, and were below 40 in April and July. They rose during the last months of the year to 41.8 in December, 1952, compared with 41.2 in December, 1951. Weekly hours for workers in both durable goods industries and in non-durable goods industries were longer at the end of 1952 than in December, 1951; for the former group of industries they increased from 42.2 to 42.7 and for the latter from 39.9 to 40.7.

#### Retail Prices

Retail prices of goods and services bought by moderate-income urban families, as measured by the index of consumers' prices, were relatively stable during 1952. By mid-November the index showed a rise of 1.1 per cent. above the figure for January.

Food prices rose sharply between March and August but declined subsequently and the index figure for the food group was at the same level in November as in January. The downward trend in the prices of clothing and house-furnishings, which had begun towards the end of 1951, continued during 1952. Miscellaneous goods and services continued throughout the year to increase in price, though at a lower rate than during the previous year. Residential rents increased steadily during 1952 and the index figure for rent was 3 per cent. higher in November than in January.

#### Industrial Disputes

Approximately 55 million man-days were lost in 1952 owing to stoppages of work arising from industrial disputes. This loss of time, which was more than double the total for 1951, was equal to about 0.5 per cent. of total estimated working time during the year. Nearly one-half of the total loss of time during 1952 was accounted for by the nation-wide strike, lasting 59 days, in the basic steel industry. The number of work stoppages increased only slightly compared with 1951, but workers involved in work stoppages beginning in 1952 numbered about 3,500,000, about 60 per cent. more than the comparable figure for 1951. The stoppages involving the largest numbers of workers were those in the basic steel and bituminous coal industries.

In 1952, as in other recent years, wages and related matters were, it is stated, generally the main issue in disputes leading to stoppages of work. Although, in some cases, large-scale stoppages of work preceded the making of new wage settlements, the majority of collective agreements were reached, as in other years, without resort to strikes or lock-outs.

### Work Injuries in the United States in 1952

The Bureau of Labor Statistics of the United States Department of Labor have published an article, in the March issue of the *Monthly Labor Review*, giving preliminary estimates of work injuries in the United States during 1952. The estimates relate to "disabling work injuries" which are defined so as to include temporary as well as permanent incapacity for work if the incapacity lasts for at least the length of one working day after the day of injury. Work injuries to employees, self-employed persons, and unpaid family workers in agriculture and all other industries (excluding domestic service) are included. The term "injury" includes occupational disease.

The Bureau estimate that the number of disabling work injuries during 1952 was 2,031,000, which was slightly lower than the estimate of 2,121,000 for 1951. There was a reduction of 60,000 compared with 1951 in manufacturing industries but except for this, it is stated, the total figures show no significant change. Of the total number of persons injured, about 15,000 died as a result of their injuries and 84,000 suffered a permanent disability. The permanently disabled included about 1,500 persons who were completely incapacitated for any further gainful employment. The estimated number of injuries from which the workers recovered without any permanent ill effects was 1,932,000.

It is estimated that 41 million man-days, equivalent to a year's full-time employment for 137,000 workers, were lost in consequence of work injuries in 1952. If allowance is made for the future effects of the deaths and permanent physical disablements, the total economic loss amounted to about 206 million man-days, or one year's full-time employment for 687,000 workers.

In manufacturing industries, in which there was little change in employment during 1952, the number of work injuries decreased by about 12 per cent. from 510,000 in 1951 to 450,000 in 1952. The injury-frequency rate for the manufacturing group of industries for the first nine months of 1952 was 13 per cent. below that for the same period in 1951; it is expected that the average for the whole of 1952 will show a somewhat smaller decrease compared with 1951. A slight fall in the numbers employed in agriculture and in construction during the year was accompanied by decreases of about 10,000 in the estimated number of injuries in each of these industries. There were minor decreases in the figures for trade and for the miscellaneous group of industries, which includes finance, service, and government, despite slight increases in employment. In the mining and quarrying group of industries as a whole, a fall in employment of about 5 per cent. was not reflected in the total number of work injuries; decreases in coal mining and metal mining were offset by increases in crude petroleum production. The number of fatalities in this group (1,000) showed, however, a substantial reduction and the figure for coal mining was the lowest ever recorded. A small increase in the number of work injuries in the transport industries was due mainly to increased employment in some industries in this group. Among railway workers there was a substantial reduction in the number of injuries.

## EMPLOYMENT, UNEMPLOYMENT, ETC.

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## Employment in Great Britain in March

### GENERAL SUMMARY

It is estimated that the total working population\* decreased by 22,000 (19,000 men and 3,000 women) during March.

The strength of the Forces decreased by 2,000 to a total of 871,000. The number of ex-Service personnel on release leave who had not entered employment at the end of the month was about 6,000.

At 13th April the total number of persons registered as unemployed was 375,800 (of whom 29,600 were temporarily stopped). The total represented a decrease of 21,200 compared with the number of persons registered as unemployed at 16th March. Of the total, 167,300 persons had been unemployed for more than eight weeks. Unemployment represented 1.8 per cent. of the estimated total number of employees compared with 1.9 per cent. in March, 1953, and 2.2 per cent. in April, 1952.

The number of persons in civil employment (industry, commerce and services of all kinds) increased by 12,000 during the month.

In the basic industries employment rose slightly, a seasonal increase in agriculture offsetting slight decreases in the other industries in this group, including a fall of 1,200 in the number of wage-earners on colliery books.

Employment in the manufacturing industries as a whole declined by 8,000 during March. This fall was more than accounted for by decreases of 9,000 in engineering and metal goods and 3,000 in metal manufacture. There was a rise of 4,000 in textiles and clothing.

In building and contracting it is estimated that employment rose by 14,000 during March.

Employment in the distributive trades and in the professional, financial and miscellaneous services group showed little change during the month.

### GENERAL MAN-POWER POSITION

The broad changes in the man-power position between end-1952 and the end of March, 1953, are shown in the following Table:—

	End-1952	End-Jan., 1953	End-Feb., 1953	End-Mar., 1953	Change during Mar., 1953
Total Working Population*	23,292	23,285	23,276	23,254	-22
Men	15,873	15,874	15,870	15,851	-19
Women	7,419	7,411	7,406	7,403	-3
H.M. Forces and Women's Services	872	873	873	871	-2
Men	848	849	848	847	-1
Women	24	24	25	24	-1
Ex-Service men and women on release leave who have not yet taken up employment	5	6	8	6	-2
Number in Civil Employment	22,019	22,017	22,015	22,027	+12
Men	14,767	14,770	14,771	14,776	+5
Women	7,252	7,247	7,244	7,251	+7
Registered Unemployed†:—	430	430	420	383	-37
Wholly Unemployed	396	389	380	350	-30
Temporarily Stopped	34	41	40	33	-7

\* The total working population represents the estimated total number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. The total comprises the Forces, men and women on release leave not yet in employment, all persons—employers and workers on their own account as well as employees—in civil employment (including persons temporarily laid off but still on the employers' pay-rolls) and wholly unemployed persons registered for employment. Part-time workers are counted as full units.

† End of month estimates. The figures on the "temporarily stopped" line have been excluded from the computation of the Total Working Population. See footnote \* above.

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### ANALYSIS OF NUMBERS IN CIVIL EMPLOYMENT

An analysis of the total numbers in civil employment by broad industrial groups is given in the Table below.

Industry or Service	End-1952	End-Jan., 1953	End-Feb., 1953	End-Mar., 1953	Change during Mar., 1953
Basic Industries					
Mining and Quarrying	876	877	877	876	-1
(Wage-earners on Colliery Books)	(720)	(721)	(721)	(720)	(-1)
Gas, Electricity and Water	375	376	376	375	-1
Transport and Communication	1,729	1,726	1,722	1,719	-3
Agriculture and Fishing	1,052	1,047	1,047	1,057	+10
Number in Basic Industries	4,032	4,026	4,022	4,027	+5
Manufacturing Industries					
Chemicals and Allied Trades	485	485	486	487	+1
Metal Manufacture	559	557	552	549	-3
Vehicles	1,112	1,113	1,113	1,112	-1
Engineering, Metal Goods and Precision Instruments	2,558	2,558	2,549	2,540	-9
Textiles	950	962	969	972*	+3
Clothing	683	692	694	695	+1
Food, Drink and Tobacco	850	845	845	845	..
Other Manufactures	1,486	1,487	1,486	1,486	..
Number in Manufacturing Industries	8,683	8,699	8,694	8,686	-8
Building and Contracting	1,392	1,398	1,412	1,426	+14
Distributive Trades	2,645	2,627	2,622	2,618	-4
Professional, Financial and Miscellaneous Services	3,939	3,941	3,941	3,946	+5
Public Administration—					
National Government Service	601	600	599	598	-1
Local Government Service	727	726	725	726	+1
Total in Civil Employment	22,019	22,017	22,015	22,027	+12

### NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the numbers employed at end-1952 and January, February and March, 1953. The figures relate to employees (including persons temporarily laid off but still on the employers' pay-rolls); they exclude employers and persons working on their own account, and they are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of the changes in the numbers within the latter classes cannot be made at monthly intervals for the individual industries.

The figures are based primarily on the estimates of the total numbers of employees and their industrial distribution at the middle of each year which have been computed on the basis of the counts of insurance cards. In the case of all industries other than coal mining, building and civil engineering and gas and electricity, use has also been made of the monthly returns rendered by employers under the Statistics of Trade Act, 1947. All employers with more than ten employees in manufacturing industries, and a sample of employers in the distributive trades and miscellaneous services, are required to supply information every month under the provisions of the Act. The returns show the numbers on the pay-rolls (including those temporarily laid-off and those absent from work owing to sickness, etc.) at the beginning of the month and at the end of the month; the two sets of figures are summarised separately for each industry, and the ratio between the two totals is the basis for computing the change in employment during the month. Certain industries and services which are not covered by employers' returns (or are only partially covered), or for which figures are not available in the same form as for those shown below, are omitted from the Table.

\* Cotton—281,000. Wool—217,000. Other textiles—474,000.

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NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Industry	Males				Females				Total			
	End-1952	End-Jan-1953	End-Feb-1953	End-March-1953	End-1952	End-Jan-1953	End-Feb-1953	End-March-1953	End-1952	End-Jan-1953	End-Feb-1953	End-March-1953
Mining, etc.												
Coal Mining	780.0	781.3	780.5	779.3	14.3	14.3	14.3	14.3	794.3	795.6	794.8	793.6
Non-Metalliferous Mining Products	247.4	247.5	246.6	246.3	81.3	81.2	80.8	80.6	328.7	328.7	327.4	326.9
Bricks and Fireclay Goods	77.4	77.6	77.6	77.6	8.6	8.6	8.5	8.5	86.0	86.2	86.1	86.1
China and Earthenware	33.4	33.1	32.8	32.6	44.7	44.6	44.3	44.2	78.1	77.7	77.1	76.8
Glass (other than containers)	29.4	29.6	29.6	29.6	10.8	10.8	10.8	10.8	40.2	40.4	40.4	40.4
Glass Containers	19.5	19.6	19.4	19.3	5.6	5.6	5.7	5.6	25.1	25.2	25.1	24.9
Cement	14.1	14.1	14.1	14.1	1.2	1.2	1.2	1.2	15.3	15.3	15.3	15.3
Other Non-Metalliferous Mining Manufactures	73.6	73.5	73.1	73.1	10.4	10.4	10.3	10.3	84.0	83.9	83.4	83.4
Chemicals and Allied Trades	346.6	347.7	348.3	348.7	136.6	135.6	135.8	135.8	483.2	483.3	484.1	484.5
Coke Ovens and By-Product Works	17.6	17.7	17.8	17.8	0.4	0.4	0.4	0.4	18.0	18.1	18.2	18.2
Chemicals and Dyes	163.2	164.0	164.4	164.9	48.0	47.8	47.9	47.7	211.2	211.8	212.3	212.6
Pharmaceutical Preparations, Perfumery, etc.	20.3	20.3	20.3	20.2	26.5	26.5	26.4	26.4	46.8	46.8	46.7	46.6
Explosives and Fireworks	32.9	33.0	33.1	33.1	17.7	17.6	17.6	17.6	50.6	50.6	50.7	50.9
Paint and Varnish	26.7	26.6	26.7	26.8	10.6	10.6	10.7	10.7	37.3	37.2	37.4	37.6
Soap, Candles, Polishes, Ink, Matches, etc.	28.8	28.7	28.6	28.5	19.3	18.9	18.8	18.8	48.1	47.6	47.4	47.3
Mineral Oil Refining	30.9	31.3	31.4	31.6	6.1	6.1	6.1	6.1	37.0	37.4	37.5	37.7
Other Oils, Greases, Glue, etc.	26.2	26.1	26.0	25.8	8.0	7.9	7.8	7.8	34.2	34.0	33.8	33.6
Metal Manufacture	493.3	491.6	487.9	485.0	65.1	64.9	63.6	62.9	558.4	556.5	551.5	547.9
Blast Furnaces	22.3	22.3	22.2	22.4	0.6	0.6	0.6	0.6	22.9	22.8	22.8	23.0
Iron and Steel Melting, Rolling, etc.	200.7	201.0	201.5	201.4	18.7	18.9	18.9	18.8	219.4	219.9	220.4	220.2
Iron Foundries	110.4	110.0	108.8	107.5	16.0	16.0	15.7	15.5	126.4	126.0	124.5	123.0
Tinplate Manufacture	15.9	15.4	14.1	13.7	3.0	2.9	2.4	2.4	18.9	18.3	16.5	16.1
Steel Sheet Manufacture	18.5	18.5	18.4	18.2	1.2	1.2	1.2	1.2	19.7	19.7	19.6	19.4
Iron and Steel Tubes	38.6	38.6	38.7	38.6	7.4	7.3	7.2	7.1	46.0	45.9	45.9	45.7
Non-Ferrous Metals Smelting, Rolling, etc.	86.9	85.8	84.2	83.2	18.2	18.0	17.6	17.3	105.1	103.8	101.8	100.5
Engineering, Shipbuilding and Electrical Goods	1,498.1	1,501.0	1,496.0	1,492.6	402.6	401.5	399.3	397.2	1,900.7	1,902.5	1,895.3	1,889.8
Shipbuilding and Ship Repairing	201.4	204.2	202.4	202.5	8.8	8.9	8.9	9.0	210.2	213.1	211.3	211.5
Marine Engineering	71.8	72.5	72.3	72.3	4.4	4.5	4.5	4.6	76.2	77.0	76.8	76.9
Agricultural Machinery (exc. tractors)	35.0	34.7	34.6	34.6	4.9	4.8	4.8	4.8	39.9	39.5	39.4	39.4
Boilers and Boilerhouse Plant	27.3	27.3	27.3	27.3	2.8	2.8	2.8	2.8	30.1	30.1	30.1	30.1
Machine Tools and Engineers' Small Tools	82.6	82.7	82.4	81.8	18.5	18.3	18.1	17.7	101.1	101.0	100.5	99.5
Stationary Engines	21.2	21.1	21.1	21.1	3.3	3.3	3.3	3.3	24.5	24.4	24.4	24.4
Textile Machinery and Accessories	59.3	58.9	57.9	57.2	10.7	10.6	10.3	10.2	70.0	69.5	68.2	67.4
Ordnance and Small Arms	46.5	46.6	46.7	46.7	13.0	13.1	13.1	13.1	59.5	59.7	59.8	59.8
Constructional Engineering	73.1	73.2	73.2	72.6	6.4	6.4	6.4	6.4	79.5	79.6	79.6	79.0
Other Non-Electrical Engineering	504.1	504.6	503.6	502.0	110.8	110.7	110.3	109.5	614.9	615.3	613.9	611.5
Electrical Machinery	132.5	132.6	132.4	132.2	43.1	42.9	42.6	42.4	175.6	175.5	175.0	174.6
Electrical Wires and Cables	40.0	39.9	39.7	39.4	22.8	22.5	22.2	22.0	62.8	62.4	61.9	61.4
Telegraph and Telephone Apparatus	33.4	33.3	33.3	33.2	22.1	22.0	21.9	21.6	55.5	55.3	55.2	54.8
Wireless Apparatus and Gramophones	55.1	55.2	55.5	55.7	45.3	45.9	46.3	46.6	100.4	101.1	101.8	102.3
Wireless Valves and Electric Lamps	17.6	17.5	17.3	17.3	21.3	20.9	20.6	20.4	38.9	38.4	37.9	37.7
Batteries and Accumulators	10.9	10.8	10.7	10.7	5.2	5.1	5.1	5.1	16.1	15.9	15.8	15.5
Other Electrical Goods	86.3	85.9	85.6	86.0	5.6	5.5	5.5	5.5	91.9	91.4	90.9	90.5
Vehicles	922.6	923.6	924.4	923.4	155.5	155.1	155.0	155.4	1,078.1	1,078.7	1,079.4	1,078.8
Manufacture of Motor Vehicles and Cycles	252.1	250.2	249.3	247.7	43.8	43.0	42.7	42.7	295.9	293.2	292.0	290.4
Motor Repairs and Garages	224.3	224.5	224.1	223.5	32.9	33.1	33.2	33.4	257.2	257.6	257.3	256.9
Manufacture and Repair of Aircraft	175.2	177.1	178.5	180.7	31.0	31.3	31.5	31.7	206.2	208.4	210.0	212.4
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	105.2	105.4	105.7	104.5	36.5	36.4	36.2	36.1	141.7	141.8	141.9	140.6
Railway Locomotive Shops	59.3	59.4	59.4	59.3	2.4	2.4	2.4	2.4	61.7	61.8	61.8	61.7
Other Locomotive Manufacture	23.0	23.0	23.0	23.0	2.5	2.5	2.5	2.5	25.5	25.5	25.5	25.5
Manufacture and Repair of Railway Carriages and Wagons and Trams	78.3	78.9	79.3	79.6	3.9	3.9	3.9	3.9	82.2	82.8	83.2	83.5
Carts, Perambulators, etc.	5.2	5.1	5.1	5.1	2.5	2.5	2.6	2.7	7.7	7.6	7.7	7.8
Metal Goods not Elsewhere Specified	315.2	314.1	312.7	310.7	172.7	171.5	171.1	170.1	487.9	485.6	483.8	480.8
Tools and Cutlery	28.8	28.5	28.1	27.8	18.4	18.2	18.0	17.7	47.2	46.7	46.1	45.5
Bolts, Nuts, Screws, Rivets, Nails, etc.	22.8	22.7	22.6	22.4	18.7	18.5	18.2	18.0	41.5	41.2	40.8	40.4
Iron and Steel Forgings	34.4	34.5	34.6	34.2	5.8	5.8	5.8	5.7	40.2	40.3	40.2	39.9
Wire and Wire Manufactures	29.0	28.9	28.8	28.6	9.7	9.6	9.5	9.5	38.7	38.5	38.3	38.1
Hollow-ware	26.5	26.4	26.4	26.3	28.2	28.5	28.5	28.5	54.7	54.6	54.9	54.8
Brass Manufactures	31.2	30.9	30.6	30.2	15.7	15.5	15.2	14.9	46.9	46.4	45.8	45.1
Metal Industries not elsewhere specified	142.5	142.2	141.8	141.2	76.2	75.7	75.9	75.8	218.7	217.9	217.7	217.0
Precision Instruments, Jewellery, etc.	82.9	82.7	82.6	82.4	47.6	47.9	47.9	48.0	130.5	130.6	130.5	130.4
Scientific, Surgical, Photographic Instruments	53.2	53.3	53.4	53.3	27.5	27.7	27.8	27.9	80.7	81.0	81.2	81.2
Watches and Clocks	8.4	8.4	8.3	8.3	7.0	7.1	7.0	7.0	15.4	15.5	15.3	15.3
Jewellery, Plate, Refining of Precious Metals	14.8	14.7	14.6	14.6	11.3	11.3	11.3	11.3	26.1	26.0	25.9	25.9
Musical Instruments	6.5	6.3	6.3	6.2	1.8	1.8	1.8	1.8	8.3	8.1	8.1	8.0
Textiles	393.9	397.0	399.0	400.2	547.3	556.4	560.6	563.0	941.2	953.4	959.6	963.2
Cotton Spinning, Doubling, etc.	55.0	55.3	55.3	55.4	99.7	100.8	100.9	101.3	154.7	156.1	156.2	156.7
Cotton Weaving, etc.	39.7	40.0	40.1	40.2	81.1	82.0	82.4	82.6	120.8	122.0	122.5	122.8
Woolen and Worsted	90.4	91.4	92.0	92.4	116.1	119.0	121.2	122.0	206.5	210.4	213.2	214.4
Rayon, Nylon, etc., Production	26.2	26.9	27.3	27.6	9.8	10.1	10.3	10.4	36.0	37.0	37.6	38.0
Rayon, Nylon, etc., Weaving and Silk	19.7	19.9	20.0	20.0	30.4	30.8	31.0	31.2	50.1	50.7	51.0	51.2
Linen and Soft Hemp	4.8	4.8	4.8	4.8	8.3	8.3	8.2	8.1	13.1	13.1	12.9	12.9
Jute	11.1	11.0	10.9	10.8	11.1	11.1	11.1	11.1	18.7	18.7	18.9	18.9
Rope, Twine and Net	5.5	5.5	5.5	5.5	8.9	8.9	8.9	8.9	14.4	14.4	14.4	14.6
Hosiery and other Knitted Goods	33.0	33.2	33.4	33.5	86.1	87.9	88.7	89.1	119.1	121.1	122.1	122.6
Lace	4.6	4.6	4.6	4.6	5.4	5.4	5.4	5.4	10.0	10.0	10.0	10.0
Carpets	12.9	13.1	13.2	13.3	14.9	15.3	15.4	15.4	27.8	28.4	28.6	28.7
Narrow Fabrics	7.3	7.3	7.3	7.3	15.8	16.2	16.3	16.4	23.1	23.5	23.6	23.7
Made-up Textiles	8.3	8.3	8.3	8.4	17.9	18.2	18.5	18.4	26.2	26.5	26.8	26.8
Textile Finishing, etc.	61.0	61.4	61.8	61.9	30.5	30.8	31.0	31.2	91.5	92.2	92.8	93.1
Other Textile Industries	17.8	17.7	17.6	17.5	11.4	11.4	11.3	11.3	29.2	29.1	28.9	28.8
Leather, Leather Goods and Fur	43.4	43.8	43.9	43.9	29.5	29.6	29.6	29.9	72.9	73.4	73.5	73.8
Leather (Tanning, Dressing), Feltmongery	28.4	28.6	28.7	28.7	7.8	7.8	7.8	7.8	36.2	36.4	36.5	36.5
Leather Goods	10.0	10.1	10.1	10.1	16.2	16.3	16.3	16.6	26.2	26.4	26.4	26.7
Fur	5.0	5.1	5.1	5.1	5.5	5.5	5.5	5.5	10.5	10.6	10.6	10.6
Clothing	183.7	185.1	185.3	185.5	450.7	459.1	460.9	462.2	634.4	644.2	646.2	647.7
Tailoring	72.9	73.5	73.6	73.6	196.3	199.5	200.0	200.0	296.2	297.0	297.6	297.6
Dressmaking	10.8	10.9	10.9	10.9	83.1	84.7	84.9	84.9	93.9	95.6	95.8	95.8
Overalls, Shirts, Underwear, etc.	8.3	8.4	8.4	8.5	62.7	64.0	64.1	64.2	71.0	72.4	72.5	72.9
Hats, Caps and Millinery	7.5	7.6	7.6	7.6	13.6	13.9	14.1	14.2	21.1	21.5	21.7	21.8
Dress Industries not elsewhere specified	8.5	8.5	8.5	8.5	30.4	30.9	30.9	31.1	38.9	39.4	39.4	39.6



# Unemployment at 13th April, 1953

## SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 16th March and 13th April, 1953, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
16th March ..	244,349	6,785	136,955	8,949	397,038
13th April ..	227,841	11,572	124,201	12,192	375,806

It is estimated that the number of persons registered as unemployed at 13th April represented 1.8 per cent. of the total number of employees. The corresponding percentage at 16th March was 1.9.

An analysis of the figures for 13th April according to duration of unemployment is given in the following Table:—

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		
Men 18 and over	47,310	51,470	110,120	208,900	18,941	227,841
Boys under 18	7,523	2,196	1,375	11,094	478	11,572
Women 18 and over	29,340	31,202	54,015	114,557	9,644	124,201
Girls under 18	7,295	2,632	1,758	11,685	507	12,192
Total ..	91,468	87,500	167,268	346,236	29,570	375,806

The total of 375,806 includes 66,196 married women.

The changes between 16th March and 13th April in each administrative Region were as follows:—

Region	Date	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
		Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
London & South-Eastern	16th Mar.	22,712	20,582	25,916	69,210	2,075	71,285
	13th Apr.	21,913	18,111	25,018	65,042	1,176	66,218
	Inc. or Dec.	- 799	- 2,471	- 898	- 4,168	- 899	- 5,067
Eastern	16th Mar.	3,927	4,952	7,591	16,470	653	17,123
	13th Apr.	4,173	4,146	7,282	15,601	575	16,176
	Inc. or Dec.	+ 246	- 806	- 309	- 869	- 78	- 947
Southern	16th Mar.	4,188	4,619	6,708	15,515	356	15,871
	13th Apr.	4,113	3,560	6,002	13,675	285	13,960
	Inc. or Dec.	- 75	- 1,059	- 706	- 1,840	- 71	- 1,911
South-Western	16th Mar.	4,899	4,750	9,818	19,467	602	20,069
	13th Apr.	4,721	4,785	9,084	18,590	566	19,156
	Inc. or Dec.	- 178	+ 35	- 734	- 877	- 36	- 913
Midland	16th Mar.	7,479	5,882	6,722	20,083	12,096	32,179
	13th Apr.	8,173	5,715	7,515	21,403	4,868	26,271
	Inc. or Dec.	+ 694	- 167	+ 793	+ 1,320	- 7,228	- 5,908
North-Midland	16th Mar.	3,141	2,531	3,585	9,257	699	9,956
	13th Apr.	3,483	2,423	3,354	9,260	690	9,950
	Inc. or Dec.	+ 342	- 108	- 231	+ 3	- 9	- 6
East and West Ridings	16th Mar.	6,058	5,622	9,924	21,604	2,579	24,183
	13th Apr.	6,044	5,724	9,879	21,647	2,316	23,963
	Inc. or Dec.	- 14	+ 102	- 45	+ 43	- 263	- 220
North-Western	16th Mar.	13,675	16,950	31,725	62,350	9,083	71,433
	13th Apr.	14,850	15,459	30,035	60,344	6,451	66,795
	Inc. or Dec.	+ 1,175	- 1,491	- 1,690	- 2,006	- 2,632	- 4,638
Northern	16th Mar.	6,093	7,297	16,763	30,153	1,358	31,511
	13th Apr.	6,648	7,124	16,289	30,061	1,000	31,061
	Inc. or Dec.	+ 555	- 173	- 474	- 92	- 358	- 450
Scotland	16th Mar.	12,874	15,845	38,944	67,663	4,373	72,036
	13th Apr.	12,272	14,707	37,645	64,624	5,800	70,204
	Inc. or Dec.	- 602	- 1,138	- 1,299	- 3,039	+ 1,207	- 1,832
Wales	16th Mar.	4,435	6,226	15,384	26,045	5,347	31,392
	13th Apr.	5,078	5,746	15,165	25,989	6,063	32,052
	Inc. or Dec.	+ 643	- 480	- 219	- 56	+ 716	+ 660
Great Britain	16th Mar.	89,481	95,256	173,080	357,817	39,221	397,038
	13th Apr.	81,468	87,500	167,268	346,236	29,570	375,806
	Inc. or Dec.	- 1,987	- 7,756	- 5,812	- 11,581	- 9,651	- 21,232

The following Table gives the numbers of persons registered as unemployed at 13th April, 1953, and the percentage rates of unemployment in each Region:—

Region	Numbers of persons registered as unemployed at 13th April, 1953			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern ..	44,677	21,541	66,218	1.3	1.1	1.3
Eastern ..	10,544	5,632	16,176	1.4	1.6	1.5
Southern ..	8,145	5,815	13,960	1.3	1.9	1.4
South-Western ..	12,254	6,902	19,156	1.7	2.0	1.8
Midland ..	16,196	10,075	26,271	1.2	1.5	1.3
North-Midland ..	6,080	3,870	9,950	0.6	0.9	0.7
East and West Ridings ..	15,687	8,276	23,963	1.3	1.4	1.3
North-Western ..	39,852	26,943	66,795	2.2	2.5	2.3
Northern ..	19,261	11,800	31,061	2.2	3.3	2.5
Scotland ..	44,391	25,813	70,204	3.2	3.6	3.3
Wales ..	22,326	9,726	32,052	3.3	4.0	3.5
Great Britain ..	239,413	136,393	375,806	1.7	1.9	1.8

## NUMBERS UNEMPLOYED: 1939 to 1953

The Table below shows the annual average numbers registered as unemployed from 1939 to 1952, and monthly figures for 1953.

Year	Great Britain				United Kingdom: Total
	Wholly Unemployed (including Casuals)		Temporarily Stopped		
	Males	Females	Males	Females	
1939 ..	934,332	258,088	137,192	78,347	1,407,959
1940 ..	468,777	222,373	100,389	58,549	850,088
1941 ..	105,973	97,701	29,275	27,476	260,425
1942 ..	62,019	31,859	3,196	2,691	99,765
1943 ..	47,191	20,574	795	733	69,293
1944 ..	45,062	17,634	394	518	63,608
1945 ..	86,273	53,004	549	584	140,410
1946 ..	251,914	107,840	2,097	1,218	363,069
1947 ..	234,895	78,756	102,738	51,960	468,349
1948 ..	225,566	70,567	4,289	3,148	303,570
1949 ..	223,219	76,913	4,752	3,081	307,965
1950 ..	214,943	90,395	5,147	3,486	314,771
1951 ..	153,403	83,610	8,070	7,812	252,895
1952 ..	196,104	132,603	31,767	53,771	414,245
1953:—					
12th Jan. ..	265,615	148,144	21,569	17,162	452,490
16th Feb. ..	248,294	139,673	24,353	16,500	428,820
16th Mar. ..	224,320	133,497	26,814	12,407	397,038
13th Apr. ..	219,994	126,242	19,419	10,151	375,806

## 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 13th April, 1953, was 415,483, of whom 31,715 were temporarily stopped. The numbers of unemployed persons on the registers in each Region at 13th April, 1953, 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 ..	42,014	1,906	19,353	1,769	65,042
Eastern ..	9,778	447	4,807	569	15,601
Southern ..	7,577	394	5,110	594	13,675
South-Western ..	11,561	397	6,141	491	18,590
Midland ..	11,883	1,128	7,273	1,119	21,403
North-Midland ..	5,420	322	3,018	500	9,260
E. and W. Ridings ..	13,630	578	6,578	861	21,647
North-Western ..	34,422	2,361	21,941	1,620	60,344
Northern ..	17,660	1,011	9,960	1,430	30,061
Scotland ..	38,702	1,831	22,399	1,692	64,624
Wales ..	16,253	719	7,977	1,040	25,989
Great Britain ..	208,900	11,094	114,557	11,685	346,236
Northern Ireland ..	25,797	1,803	9,073	859	37,532
United Kingdom ..	234,697	12,897	123,630	12,544	383,768
Total Registered as Unemployed (including Wholly Unemployed, Temporarily Stopped and Casuals)					
London and South-Eastern ..	42,764	1,913	19,746	1,795	66,218
Eastern ..	10,094	450	5,033	599	16,176
Southern ..	7,748	397	5,214	601	13,960
South-Western ..	11,846	408	6,379	523	19,156
Midland ..	14,957	1,239	8,899	1,176	26,271
North-Midland ..	5,748	332	3,351	519	9,950
E. and W. Ridings ..	15,086	601	7,378	898	23,963
North-Western ..	37,427	2,425	25,196	1,747	66,795
Northern ..	18,238	1,023	10,350	1,450	31,061
Scotland ..	42,467	1,924	24,007	1,806	70,204
Wales ..	21,466	860	8,648	1,078	32,052
Great Britain ..	227,841	11,572	124,201	12,192	375,806
Northern Ireland ..	26,435	1,845	10,409	988	39,677
United Kingdom ..	254,276	13,417	134,610	13,180	415,483

\* Number registered as unemployed expressed as percentage of the estimated total number of employees.

## NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed persons on the registers of the Employment Exchanges and Youth Employment Offices in each administrative Region of England, and in Scotland, Wales and Northern Ireland at 13th April, 1953, 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 16th March, 1953.

Regions and Principal Towns	Numbers of Persons on Registers at 13th April, 1953				Inc. (+) or Dec. (-) in Totals as compared with 16th March, 1953
	Men 18 and over	Women 18 and over	Young Persons under 18 years	Total	
London and South-Eastern ..	42,764	19,746	3,708	66,218	- 5,067
London (Administrative County) ..	20,766	7,068	735	28,569	- 2,314
Acton ..	168	74	12	254	- 100
Brentford and Chiswick ..	227	86	19	332	- 8
Brighton and Hove ..	2,085	1,123	169	3,377	- 271
Chatham ..	442	501	120	1,063	+ 53
Croydon ..	1,190	465	47	1,702	+ 21
Dagenham ..	461	266	98	825	+ 28
Dagenham ..	311	179	24	514	+ 87
East Ham ..	386	151	85	622	+ 30
Enfield ..	345	192	11	548	+ 359
Harrow and Wembley ..	598	374	75	1,047	+ 56
Hayes and Harlington ..	137	112	39	288	+ 45
Hendon ..	453	246	53	752	+ 16
Ilford ..	510	198	52	760	- 74
Leyton and Walthamstow ..	877	338	46	1,261	- 171
Tottenham ..	800	82	82	1,206	- 188
West Ham ..	909	438	59	1,406	+ 42
Willesden ..	628	235	42	905	- 30
Eastern ..	10,094	5,033	1,049	16,176	- 947
Bedford ..	107	74	30	211	+ 67
Cambridge ..	174	76	7	257	+ 8
Ipswich ..	395	221	34	650	+ 59
Luton ..	139	42	60	241	+ 29
Norwich ..	1,212	268	12	1,492	+ 143
Southend-on-Sea ..	949	424	84	1,457	- 61
Watford ..	187	151	66	404	+ 22
Southern ..	7,748	5,214	998	13,960	- 1,911
Bournemouth ..	907	447			



NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the number of persons who were registered as unemployed at 13th April, 1953, 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 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	10,325	2,467	2,168	421	12,493	2,888	15,381	16,794	3,029	19,823
Agriculture and Horticulture	5,906	2,422	134	420	6,040	2,842	8,882	10,002	2,982	12,984
Forestry	418	33	—	—	418	33	451	467	33	500
Fishing	4,001	12	2,034	1	6,035	13	6,048	6,325	14	6,339
Mining and Quarrying	2,244	221	45	2	2,289	223	2,512	2,789	228	3,017
Coal Mining*	1,458	155	31	—	1,489	155	1,644	1,504	155	1,659
Iron Ore Mining and Quarrying	24	—	—	—	24	—	24	25	—	25
Stone Quarrying and Mining	393	8	5	—	398	8	406	793	9	802
Slate Quarrying and Mining	66	—	—	—	66	—	66	69	—	69
Clay, Sand, Gravel and Chalk Pits	134	5	9	—	143	5	148	220	9	229
Other Mining and Quarrying	169	53	—	2	169	55	224	178	55	233
Treatment of Non-Metalliferous Mining Products other than Coal	3,367	1,518	283	369	3,650	1,887	5,537	3,992	1,929	5,921
Bricks and Fireclay Goods	921	264	12	—	933	273	1,206	1,035	276	1,311
China and Earthenware (inc. glazed tiles)	512	359	205	328	687	1,404	1,469	710	1,469	1,469
Glass (other than containers)	401	442	35	21	436	463	899	439	465	904
Glass Containers	394	249	25	10	419	259	678	428	260	688
Cement	47	9	—	—	47	9	56	62	9	71
Other Non-Metalliferous Mining Manufactures	1,092	195	6	1	1,098	196	1,294	1,269	209	1,478
Chemicals and Allied Trades	3,563	2,513	31	104	3,594	2,617	6,211	3,696	2,647	6,343
Coke Ovens and By-Product Works	92	2	—	—	92	2	94	92	2	94
Chemicals and Dyes	1,642	765	9	37	1,651	802	2,453	1,710	809	2,519
Pharmaceutical Preparations, Toilet Preparations, Perfumery	136	340	—	27	136	367	503	141	370	511
Explosives and Fireworks	522	497	1	4	523	501	1,024	531	501	1,032
Paint and Varnishes	286	157	2	2	292	159	447	160	451	160
Soap, Candles, Glycerine, Polishes, Ink and Matches	242	546	3	30	245	576	821	259	594	853
Mineral Oil Refining	249	58	—	—	249	58	307	258	58	316
Other Oils, Greases, Glue, etc.	394	148	16	4	410	152	562	414	153	567
Metal Manufacture	4,954	1,306	9,084	799	14,038	2,105	16,143	14,189	2,108	16,297
Blast Furnaces	140	7	1	7	141	14	155	160	14	174
Iron and Steel Melting, Rolling, etc., not elsewhere specified	1,289	200	954	31	2,243	231	2,474	2,283	232	2,515
Iron Foundries	1,604	388	2,243	254	3,847	642	4,489	3,909	643	4,552
Tinplate Manufacture	263	183	2,493	388	2,756	571	3,327	2,758	572	3,330
Steel Sheet Manufacture	111	19	769	1	880	20	900	881	20	901
Iron and Steel Tubes (inc. melting and rolling in integrated works)	374	100	215	15	589	115	704	594	115	709
Non-Ferrous Metals Smelting, Rolling, etc.	1,173	409	2,409	103	3,582	512	4,094	3,604	512	4,116
Engineering, Shipbuilding and Electrical Goods	20,940	6,914	836	490	21,776	7,404	29,180	23,658	7,539	31,197
Shipbuilding and Ship Repairing	7,785	333	206	26	7,991	359	8,350	9,050	364	9,414
Marine Engineering	610	72	1	4	611	76	687	658	76	734
Agricultural Machinery (exc. tractors)	335	59	10	—	345	59	404	352	59	411
Boilers and Boilerhouse Plant	192	13	—	—	192	13	205	201	13	214
Machine Tools and Engineers' Small Tools	434	148	2	12	436	160	596	440	162	602
Stationary Engines	96	29	1	—	97	29	126	91	29	120
Textile Machinery and Accessories	676	211	336	222	1,012	433	1,445	1,214	496	1,710
Ordnance and Small Arms	444	210	2	3	446	213	659	455	215	670
Constructional Engineering	1,125	60	5	5	1,130	65	1,195	1,149	65	1,214
Other Non-Electrical Engineering	6,370	2,093	254	56	6,624	2,149	8,773	7,078	2,174	9,252
Electrical Machinery	752	552	4	50	756	602	1,358	769	606	1,375
Electrical Wires and Cables	402	402	—	—	402	383	785	704	383	787
Telegraph and Telephone Apparatus	216	361	1	1	217	362	579	220	364	584
Wireless Apparatus (exc. valves) and Gramophones	438	783	2	5	440	788	1,228	465	802	1,267
Wireless Valves and Electric Lamps	183	305	—	2	183	307	490	186	308	494
Batteries and Accumulators	121	181	1	4	122	185	307	126	188	314
Other Electrical Goods	785	1,102	6	100	791	1,202	1,993	806	1,212	2,018
Vehicles	7,141	1,623	407	217	7,548	1,840	9,388	7,960	1,907	9,867
Manufacture of Motor Vehicles and Cycles	2,379	560	339	201	2,718	761	3,479	2,815	769	3,584
Motor Repairs and Garages	2,426	306	7	3	2,433	309	2,742	2,637	324	2,961
Manufacture and Repair of Aircraft	822	243	3	1	825	244	1,069	896	268	1,164
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	885	410	54	12	939	422	1,361	965	423	1,388
Railway Locomotive Shops	89	3	—	—	89	3	92	91	3	94
Other Locomotive Manufacture	199	20	1	—	200	20	220	210	20	221
Manufacture and Repair of Railway Carriages and Wagons and Trams	259	20	3	—	262	20	282	262	20	282
Carts, Perambulators, etc.	82	61	—	—	82	61	143	93	80	173
Metal Goods not Elsewhere Specified	4,147	3,647	1,868	1,019	6,015	4,666	10,681	6,153	4,726	10,879
Tools and Cutlery	389	422	508	102	897	524	1,421	902	527	1,429
Boils, Nuts, Screws, Rivets, Nails, etc.	226	331	720	599	946	930	1,876	953	931	1,884
Iron and Steel Forgings not elsewhere specified	261	38	29	2	290	40	330	325	40	365
Wire and Wire Manufactures	323	217	214	30	537	247	784	539	247	786
Hollow-ware	345	717	52	49	797	1,163	409	797	1,206	1,206
Brass Manufactures	249	217	84	36	333	253	586	339	255	594
Metal Industries not elsewhere specified	2,354	1,705	261	201	2,615	1,906	4,521	2,686	1,929	4,615
Precision Instruments, Jewellery, etc.	918	705	86	40	1,004	745	1,749	1,026	815	1,841
Scientific, Surgical and Photographic Instruments, etc.	489	342	4	4	493	346	839	506	360	866
Manufacture and Repair of Watches and Clocks	165	229	3	4	168	233	401	171	237	408
Jewellery, Plate and Refining of Precious Metals	124	104	71	29	195	133	328	198	183	381
Musical Instruments	140	30	8	3	148	33	181	151	35	186
Textiles	3,851	6,181	1,537	3,213	5,388	9,394	14,782	7,287	13,131	20,418
Cotton Spinning, Doubling, etc.	752	1,242	793	1,368	1,545	2,610	4,155	1,549	2,622	4,171
Cotton Weaving, etc.	351	821	71	740	1,261	1,983	3,244	1,561	1,985	3,546
Woolen and Worsted	657	766	61	298	718	1,064	1,782	757	1,105	1,862
Rayon, Nylon, etc., Production	173	163	14	—	187	163	350	233	244	477
Rayon, Nylon, etc., Weaving and Silk	167	293	34	112	201	405	606	241	425	666
Linen and Soft Hemp	105	288	14	85	119	373	492	1,550	2,975	4,525
Jute	317	250	—	3	317	253	570	256	575	831
Rope, Twine and Net	119	429	4	64	123	493	616	1,066	1,276	1,842
Hosiery and other Knitted Goods	164	628	61	178	225	806	1,031	251	845	1,096
Lace	23	39	10	7	33	46	79	34	63	97
Carpets	72	182	4	13	76	195	271	83	224	307
Narrow Fabrics	43	110	1	15	44	125	169	44	125	169
Made-up Textiles	150	470	8	27	158	497	655	173	715	888
Textile Finishing, etc.	531	295	416	282	947	577	1,524	1,144	679	1,823
Other Textile Industries	227	205	46	21	273	226	499	275	226	501

\* The figures for coal mining exclude all the unemployed at 13th April, 1953, who, although previously employed in coal mining, are known to be unfit for employment in that industry. These men are, however, included with "Other persons not classified by industry" on the next page.

Numbers Unemployed : Industrial Analysis—continued

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				
Leather, Leather Goods and Fur	629	460	117	71	746	531	1,277	765	549	1,314
Leather (Tanning and Dressing) and Feltmongery	306	172	88	35	394	207	601	404	218	622
Leather Goods	166	221	6	14	172	235	407	180	241	421
Fur	157	67	23	22	180	89	269	181	90	271
Clothing	2,388	4,267	216	410	2,604	4,677	7,281	2,886	5,913	8,799
Tailoring	1,179	2,147	99	229	1,278	2,376	3,654	1,387	2,529	3,916
Dressmaking	112	790	—	35	112	825	937	124	921	1,045
Overalls, Shirts, Underwear, etc.	55	517	1	68	56	585	641	96	1,102	1,198
Hats, Caps and Millinery	81	125	73	15	154	140	294	156	142	298
Dress Industries not elsewhere specified	81	277	1	23	82	300	382	96	758	854
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	321	380	20	40	341	420	761	388	430	818
Repair of Boots and Shoes	559	31	22	—	581	31	612	639	31	670
Food, Drink and Tobacco	7,694	9,448	99	448	7,793	9,896	17,689	8,614	10	



# Placing Work of the Employment Exchanges

The Table below shows for the four-week periods ended 11th March and 8th April, 1953, 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 11th March, 1953		Four weeks ended 8th April, 1953		Total Number of Placings, 18th Dec., 1952, to 8th April, 1953 (16 weeks)
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	
Men aged 18 and over	147,507	105,434	127,881	111,043	536,603
Boys under 18	10,740	38,366	18,735	39,924	74,897
Women aged 18 and over	67,326	76,237	64,363	82,395	256,150
Girls under 18	12,761	42,658	21,000	45,629	82,903
Total	238,334	262,695	231,979	278,991	950,553

The figures of vacancies filled relate only to those vacancies which were filled by applicants submitted by Employment Exchanges, i.e., they do not include engagements of workpeople by employers that were made without the assistance of Employment Exchanges. The figures are therefore not comparable with the

Industry Group	Placings during four weeks ended 8th April, 1953					Number of Vacancies remaining unfilled at 8th April, 1953				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Agriculture, Forestry, Fishing	1,555	694	743	140	3,132	6,321	1,725	413	225	8,684
Mining and Quarrying	1,196	1,212	22	17	2,447	3,865	1,331	22	18	5,236
Coal Mining	486	1,169	10	2	1,667	3,076	1,186	11	6	4,279
Treatment of Non-Metalliferous Mining Products other than Coal	3,211	527	714	333	4,785	1,826	1,221	1,662	1,110	5,819
Chemicals and Allied Trades	3,372	194	1,601	412	5,579	2,602	406	1,087	716	4,811
Metal Manufacture	3,857	571	399	99	4,926	3,012	1,191	227	141	4,571
Engineering, Shipbuilding and Electrical Goods	14,167	2,561	3,928	893	21,549	16,507	3,658	2,557	1,502	24,224
Shipbuilding and Ship Repairing	4,100	316	198	25	4,639	2,619	402	21	17	3,059
Engineering	8,301	1,980	1,831	506	12,618	11,476	2,848	1,243	908	16,475
Electrical Goods	1,766	265	1,899	362	4,292	2,412	408	1,293	577	4,690
Vehicles	7,582	1,357	1,445	329	10,713	11,802	1,854	1,135	505	15,296
Metal Goods not Elsewhere Specified	2,754	760	1,890	526	5,930	2,178	1,283	1,360	995	5,816
Precision Instruments, Jewellery, etc.	384	185	483	169	1,421	745	368	441	317	1,871
Textiles	3,662	561	3,963	1,888	10,074	2,060	2,371	7,955	5,797	18,183
Cotton	803	137	1,106	311	2,357	605	522	2,176	1,165	4,468
Wool	1,084	95	882	327	2,388	592	788	2,288	1,372	5,040
Leather, Leather Goods and Fur	335	130	280	129	874	266	267	577	461	1,571
Clothing	949	492	3,519	3,403	8,363	1,556	2,026	17,775	9,799	31,156
Food, Drink and Tobacco	4,793	832	4,426	1,682	11,733	1,999	1,349	1,939	2,075	7,362
Manufactures of Wood and Cork	2,344	1,159	816	263	4,582	1,621	1,256	711	529	4,117
Paper and Printing	1,033	418	906	850	3,207	1,125	873	986	1,716	4,700
Paper, Paper and Cardboard Goods	772	138	594	411	1,915	374	276	709	822	2,181
Printing	261	280	312	439	1,292	751	597	277	894	2,519
Other Manufacturing Industries	1,749	237	1,649	484	4,119	885	444	1,180	844	3,353
Building and Contracting	44,895	2,326	204	146	47,571	20,671	3,255	168	242	24,336
Building	31,668	1,859	121	104	33,752	16,414	2,688	104	150	19,356
Gas, Electricity and Water	2,232	62	90	44	2,428	1,044	192	103	54	1,393
Transport and Communication	7,782	759	1,151	309	10,001	13,455	2,659	1,221	394	17,729
Distributive Trades	6,703	2,505	7,151	5,716	22,075	5,584	8,616	7,859	10,229	32,288
Insurance, Banking and Finance	414	78	405	297	1,194	853	506	556	616	2,531
Public Administration	5,115	172	4,824	206	10,317	5,863	412	2,866	511	9,652
National Government Service	2,095	41	4,148	108	6,392	3,236	162	2,094	329	5,821
Local Government Service	3,020	131	676	98	3,925	2,627	250	772	182	3,831
Professional Services	1,240	190	3,576	609	5,615	1,412	1,146	5,018	1,566	9,142
Miscellaneous Services	6,357	753	20,178	2,056	29,344	3,791	1,515	24,577	5,267	35,150
Entertainments, Sports, etc.	831	150	666	101	1,748	369	354	646	199	1,568
Catering	3,989	203	13,857	646	18,695	1,994	405	12,654	1,274	16,327
Laundries, Dry Cleaning, etc.	625	255	1,894	626	3,400	331	308	2,177	1,456	4,272
Grand Total	127,881	18,735	64,363	21,000	231,979	111,043	39,924	82,395	45,629	278,991

The following Table gives a Regional analysis of the numbers of vacancies filled during the four weeks ended 8th April, 1953, and of the numbers of notified vacancies remaining unfilled at the end of the period:—

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	32,383	21,399	4,749	8,542	18,184	27,779	4,868	10,940	60,184
Eastern	7,774	8,400	1,163	2,368	3,307	5,187	1,174	2,661	13,418	18,616
Southern	6,767	8,766	786	1,851	3,664	3,970	1,168	1,883	12,385	16,470
South-Western	7,096	8,866	646	1,655	3,243	4,045	967	2,409	11,952	16,975
Midland	11,858	13,012	1,957	5,001	5,120	5,690	1,897	4,118	20,852	27,821
North-Midland	8,741	11,163	1,034	5,029	3,424	6,631	1,229	5,563	14,428	28,386
East and West Ridings	9,731	8,566	1,263	5,179	5,013	6,725	1,517	5,256	17,524	25,726
North-Western	16,240	12,455	2,528	4,501	9,036	12,313	2,677	5,571	30,481	34,840
Northern	7,697	5,010	1,333	1,657	3,750	2,804	1,751	1,914	11,385	11,385
Scotland	13,295	8,508	2,372	3,081	6,773	5,051	2,694	4,194	25,134	20,834
Wales	6,299	4,898	904	1,060	2,849	1,200	1,058	1,120	11,110	9,278
Great Britain	127,881	111,043	18,735	39,924	64,363	82,395	21,000	45,629	231,979	278,991

percentage rates of engagements given in the "Labour Turnover" Table on the next page, which relate to engagements of all kinds during the period in question.

The figures of vacancies unfilled represent the numbers of vacancies notified by employers to Employment Exchanges and remaining unfilled at the specified dates. They do not purport to represent the total number of vacancies which require to be filled, and they probably fall short of the total number for several reasons. In the first place, vacancies in employments which are excepted from the provisions of the Notification of Vacancies Order, 1952 (which came into operation on 25th February, 1952), may be filled by direct engagement of workpeople without notifying the Employment Exchanges. Secondly, employers who do use the Employment Exchange system may, in certain circumstances (e.g., when they require large numbers of additional workpeople, or where labour of the kind they require is scarce), have a "Standing Order" with the Employment Exchange to submit all suitable applicants to them without "notifying" any specific number of vacancies, and the vacancies remaining unfilled in such cases will not be included in the figures. Nevertheless, comparison of the figures for various dates provides some indication of the change in the demand for labour.

The next Table shows the numbers of vacancies filled during the four weeks ended 8th April, 1953, in each of the industry "Orders" of the Standard Industrial Classification and in certain selected industries within the Orders, together with the number of vacancies remaining unfilled at 8th April, 1953.

# Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week period ended 28th February, 1953, with separate figures for males and females. The figures are based on information given by employers with more than 10 employees on returns which they render every month to the Ministry of Labour and National Service. Each return shows the numbers of males and females on the pay-roll at the date of the return and also at the date of the previous return, and an additional item shows the numbers on the pay-roll at the later of the two dates who were not on the pay-roll at the earlier date. The figures in the last item are adopted as representing engagements during the period, and the figures of discharges and other losses are obtained by adding the numbers engaged during the period to the numbers on the pay-roll at the beginning of the period and deducting from the figures thus obtained the numbers on the pay-roll at the end of the period. It must be borne in mind, however, that the figures of engagements obtained in the way indicated above do not

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

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

Labour Turnover Rates in Manufacturing Industries: 4 weeks ended 28th February, 1953

Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period		
	M.	F.	T.	M.	F.	T.
Treatment of Non-Metalliferous Mining Products other than Coal	2.6	3.2	2.8	3.0	3.7	3.2
Bricks and Fireclay Goods	2.7	2.7	2.7	2.7	3.4	2.7
China and Earthenware (including Glazed Tiles)	2.2	3.3	2.8	3.2	4.0	3.6
Glass (other than Containers)	2.2	3.3	2.5	2.1	3.0	2.4
Glass Containers	2.7	4.1	3.0	3.8	3.1	3.6
Cement	1.2	1.7	1.3	1.3	1.9	1.3
Other Non-Metalliferous Mining Manufactures	3.3	2.7	3.2	3.9	3.4	3.9
Chemicals and Allied Trades	1.9	3.2	2.2	1.7	2.9	2.0
Coke Ovens and By-Product Works	1.9	2.0	1.9	1.4	0.8	1.4
Chemicals and Dyes	2.0	2.6	2.1	1.7	2.4	1.9
Pharmaceutical Preparations, etc.	1.9	3.9	3.1	1.8	3.2	2.6
Explosives and Fireworks	2.1	3.5	2.6	1.7	3.2	2.2
Paint and Varnish	1.3	3.9	2.5	1.7	2.9	2.1
Soap, Candles, Polishes, etc.	1.3	3.0	2.0	1.5	3.5	2.4
Mineral Oil Refining	1.8	2.2	1.8	1.4	2.0	1.4
Other Oils, Greases, Glue, etc.	2.0	2.2	2.0	2.5	3.0	2.6
Metal Manufacture	1.8	2.3	1.8	2.6	4.4	2.8
Blast Furnaces	1.8	1.5	1.8	2.1	1.9	2.1
Iron and Steel Melting, Rolling, etc.	1.8	2.5	1.8	1.5	2.4	1.6
Iron Foundries	1.9	2.3	2.0	3.0	4.2	3.2
Tinplate Manufacture	4.2	5.1	4.3	12.7	22.4	14.0
Steel Sheet Manufacture	1.2	2.3	1.3	1.8	3.3	1.9
Iron and Steel Tubes	1.8	1.6	1.8	2.0	3.4	2.2
Non-Ferrous Metals Smelting, etc.	1.1	1.9	1.2	3.0	4.2	3.2
Engineering and Electrical Goods	1.9	2.6	2.0	2.1	3.1	2.3
Marine Engineering	2.3	1.6	2.3	2.7	1.9	2.7
Agricultural Machinery	1.9	2.3	2.0	2.2	2.9	2.3
Boilers and Boilerhouse Plant	2.2	1.6	2.2	2.2	1.8	2.1
Machine Tools and Engineers' Small Tools	1.9	2.5	2.0	2.2	3.8	2.5
Stationary Engines	2.0	2.6	2.1	1.8	2.7	1.9
Textile Machinery and Accessories	1.5	2.4	1.6	2.9	4.7	3.2
Ordnance and Small Arms	1.2	2.6	1.5	1.1	2.3	1.3
Constructional Engineering	2.7	2.2	2.7	2.7	1.8	2.6
Other Non-Electrical Engineering	1.9	2.6	2.0	2.1	2.9	2.2
Electrical Machinery	1.5	2.0	1.6	1.6	2.7	1.9
Electrical Wires and Cables	1.2	1.5	1.3	1.8	2.8	2.1
Telegraph and Telephone Apparatus	1.3	2.0	1.6	1.4	2.3	1.7
Wireless Apparatus	2.9	4.4	3.6	2.3	3.5	2.9
Wireless Valves and Electric Lamps	1.5	1.7	1.6	2.8	3.3	3.0
Batteries and Accumulators	1.4	2.0	1.6	2.0	3.8	2.8
Other Electrical Goods	2.2	3.1	2.5	2.5	3.9	3.1
Vehicles	2.0	3.0	2.1	1.9	3.1	2.0
Manufacture of Motor Vehicles, etc.	1.8	2.6	1.9	1.9	2.9	2.0
Motor Repairs and Garages	2.3	3.3	2.4	2.5	3.1	2.6
Manufacture and Repair of Aircraft	2.3	2.9	2.4	1.5	2.4	1.7
Manufacture of Motor Vehicle and Aircraft Accessories	2.3	3.1	2.5	2.6	4.1	3.0
Railway Locomotive						



## Insured Persons Absent from Work owing to Sickness or Industrial Injury

The Table below shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 21st April, 1953, and the corresponding figures for 17th March, 1953, and 15th April, 1952. The statistics have been compiled by the Ministry of National Insurance from claims to sickness or industrial injury benefit under the National Insurance Act, 1946, and the National Insurance (Industrial Injuries) Act, 1946, respectively.

A relatively small number of claims do not result in the payment of benefit, but, because they indicate certified incapacity for work, such claims are included in the Table. Injury benefit is payable in respect of both industrial accidents and prescribed industrial diseases.

Region	Thousands					
	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	21st Apr., 1953	17th Mar., 1953	15th Apr., 1952	21st Apr., 1953	17th Mar., 1953	15th Apr., 1952
London and S. Eastern :						
London and Middlesex ..	98.5	109.3	81.5	3.6	3.7	2.7
Remainder .. .. .	78.2	86.5	64.5	3.2	3.6	2.6
Eastern .. .. .	45.7	50.6	36.9	1.8	1.9	1.4
Southern .. .. .	38.0	42.1	30.1	1.4	1.5	1.2
South-Western .. ..	53.0	58.9	44.5	2.1	2.3	1.7
Midland .. .. .	83.4	92.3	66.2	4.3	4.6	3.6
North-Midland .. ..	58.5	65.4	48.6	5.1	5.8	4.3
East and West Ridings ..	88.2	100.5	71.0	8.0	8.7	6.7
North-Western .. ..	154.3	169.7	127.8	7.0	7.4	5.2
Northern .. .. .	67.5	74.4	54.4	7.3	8.0	6.2
Scotland .. .. .	116.1	124.7	103.5	7.6	8.1	6.8
Wales .. .. .	64.4	69.2	51.3	7.2	7.5	6.0
Total, Great Britain ..	945.9	1,043.5	780.3	58.5	63.3	48.6

Separate figures for insured males and females for 21st April, 1953, are given below.

Region	Thousands			
	Numbers Absent from Work owing to Sickness		Numbers Absent from Work owing to Industrial Injury	
	Males	Females	Males	Females
London and South Eastern :				
London and Middlesex ..	59.3	39.2	2.8	0.8
Remainder .. .. .	51.6	26.6	2.7	0.6
Eastern .. .. .	32.6	13.1	1.6	0.2
Southern .. .. .	27.1	10.9	1.2	0.2
South-Western .. ..	37.6	15.4	1.7	0.3
Midland .. .. .	56.3	27.1	3.8	0.6
North-Midland .. ..	42.1	16.4	4.7	0.4
East and West Ridings ..	61.2	27.0	7.2	0.8
North-Western .. ..	91.2	63.0	5.5	1.4
Northern .. .. .	49.8	17.7	6.9	0.5
Scotland .. .. .	73.6	42.6	6.6	1.0
Wales .. .. .	48.9	15.4	6.6	0.6
Total, Great Britain ..	631.4	314.5	51.2	7.3

The total number of males shown above as absent owing to sickness represented 4.4 per cent. of the total number of insured males and the total number of females absent owing to sickness represented 5.5 per cent. of the total number of insured females. The corresponding figures for absences owing to industrial injury were 0.4 per cent. for males and 0.1 per cent. for females.

## Work of Appointments Services

The particulars given below relate to the work of the Appointments Services of the Ministry of Labour and National Service.

### Technical and Scientific Register

The Technical and Scientific Register operates centrally on a national basis from Almack House, 26-28 King Street, St. James's Square, London, S.W.1 (Telephone number, Trafalgar 7020), but it also has a representative at the Scottish Appointments Office, 450 Sauchiehall Street, Glasgow, C.2 (Telephone number, Glasgow Douglas 7161).

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

The total number of persons enrolled on the Technical and Scientific Register at 13th April was 4,953\* ; this figure included

\* This figure includes 567 registrants who were also registered at Appointments Offices and 181 unemployed registrants who were also registered at Employment Exchanges.

3,731 registrants who were already in work but desired a change of employment, and 1,222 registrants who were unemployed.

The numbers of vacancies notified, filled, etc., between 17th March and 13th April (4 weeks) are shown below.

Vacancies outstanding at 17th March .. .. .	4,106
.. notified during period .. .. .	366
.. filled during period .. .. .	103
.. cancelled or withdrawn .. .. .	309
.. unfiled at 13th April .. .. .	4,060

### Appointments Register

The Appointments Register is concerned with the placing of persons having professional, administrative, managerial or senior executive experience or qualifications, and those having higher technical qualifications not appropriate to the Technical and Scientific Register. The registers are maintained at three offices : the London Appointments Office, which serves the South of England and the Midlands and South Wales ; the Northern Appointments Office in Manchester, which serves the North of England broadly as far as the southern borders of Yorkshire and Cheshire, and North Wales ; the Scottish Appointments Office in Glasgow, which covers the whole of Scotland.

The total number of persons on the registers of the Appointments Offices at 13th April was 14,037\*, consisting of 12,631 men and 1,406 women. Of these, 1,549 men and seven women were ex-Regular personnel of H.M. Forces. The registrants included 8,753 who were in employment, and 5,284 who had registered as unemployed at some date in the preceding two months and were not known to be in employment at 13th April. Of these, 677 employed and 879 unemployed were ex-Regular personnel.

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

Appointments Office	In Employment		Unemployed		Total
	Men	Women	Men	Women	
London .. .. .	4,569	529	3,666	479	9,243
Northern .. .. .	2,337	122	669	80	3,208
Scottish .. .. .	1,067	129	323	67	1,586
Total* .. .. .	7,973	780	4,658	626	14,037

During the period 17th March to 13th April, 1953, there were new registrations by 925 men and 140 women, and in the same period the registrations of 1,306 men and 223 women were withdrawn.

The table below shows the numbers of vacancies (other than those for nurses and midwives), notified, filled, etc., between 17th March and 13th April.

Vacancies outstanding at 17th March .. .. .	1,583	155
.. notified during period .. .. .	566	39
.. cancelled or withdrawn during period .. ..	411	33
.. filled during period .. .. .	170	27
.. unfiled at 13th April .. .. .	1,568	134

The total numbers of vacancies filled during the period 13th January to 13th April were 588 for men and 94 for women, and included 74 filled by ex-Regular men.

### Nursing Appointments Service

As indicated above, the numbers of vacancies notified and filled in the nursing and midwifery professions are not included in the statistics relating to the Appointments Register. The placing of men and women in nursing and midwifery vacancies and in vacancies for certain medical auxiliaries (radiographers, physiotherapists, occupational therapists and medical laboratory technicians) notified by hospitals and other employers is carried out by the Nursing Services Branch of Employment Services Department through the Nursing Appointments Offices. These Offices also provide a Careers Advice Service for the above-mentioned professions both for potential students and for qualified persons seeking other posts.

Statistics of vacancies for nurses, midwives, and the classes of medical auxiliaries mentioned above, in respect of the period from 1st January to 31st March, 1953, are given below.

	Men	Women
Vacancies outstanding at 1st January .. .. .	3,791	20,734
.. filled during period .. .. .	283†	2,837‡
.. outstanding at 31st March .. .. .	3,688	20,302

The total of 23,990 vacancies outstanding at 31st March included 2,166 vacancies for nursery nurses, nursing assistants, nursing orderlies and medical auxiliaries. An analysis of the remaining 21,824 vacancies, by grade of nurse, etc., is given below.

Trained Nurses .. .. .	5,902	Pupil Midwives .. .. .	861
Student Nurses .. .. .	10,385	Assistant Nurses .. .. .	2,820
Midwives .. .. .	704	Pupil Assistant Nurses .. ..	1,152

\* Excluding 108 persons registered for overseas employment only and 2,360 who are also registered at Employment Exchanges because they are in receipt of unemployment benefit or seeking the Local Offices' assistance in placing. Registrations of nurses and midwives are also excluded.

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

‡ These figures include 332 vacancies filled by part-time workers.

## Employment in the Coal Mining Industry in March

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

The average weekly number of wage earners on the colliery books in Great Britain during the five weeks ended 4th April was 719,800, compared with 720,900 for the four weeks ended 28th February, and 710,300 for the five weeks ended 5th April, 1952.

The total numbers who were effectively employed were 650,800 in March, 646,500 in February, and 657,900 in March, 1952 ; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week.

The Table below shows the numbers of wage-earners on the colliery books in the various Districts in March, together with the increase or decrease\* in each case compared with February, 1953, and March, 1952.

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

District†	Average numbers of wage-earners on colliery books during 5 weeks ended 4th April, 1953	Increase (+) or decrease (–)* compared with the average for	
		4 weeks ended 28th February, 1953	5 weeks ended 5th April, 1952
Northumberland .. .. .	43,300	— 100	— 600
Cumberland .. .. .	5,900	— ..	— ..
Durham .. .. .	106,000	— 500	— 1,300
South and West Yorkshire ..	141,600	— 100	+ 2,400
North Derbyshire .. .. .	39,000	— 100	+ 1,000
Nottinghamshire .. .. .	47,100	— ..	+ 1,500
South Derbyshire and Leicestershire .. .. .	14,700	— ..	— ..
Lancashire and Cheshire ..	52,000	— ..	+ 1,500
North Wales .. .. .	9,400	— ..	+ 200
North Staffordshire .. ..	20,500	— ..	+ 900
Cannock Chase .. .. .	16,100	— 100	+ 200
South Staffordshire, Worcester-shire and Shropshire .. ..	5,700	— ..	+ 200
Warwickshire .. .. .	16,200	— ..	+ 900
South Wales and Monmouth-shire .. .. .	104,200	— ..	+ 1,000
Forest of Dean and Somerset ..	6,300	— ..	— 100
Kent .. .. .	6,400	— ..	— ..
England and Wales .. .. .	634,400	— 900	+ 7,800
Scotland .. .. .	85,400	— 200	+ 1,700
Great Britain .. .. .	719,800	— 1,100	+ 9,500

It is provisionally estimated that, during the five weeks of March, about 4,490 persons were recruited to the industry, while the total number of persons who left the industry was about 5,730 ; the numbers on the colliery books thus showed a net decrease of 1,240. During the four weeks of February there was a net decrease of 780.

The average number of shifts worked per week by coal-face workers who were effectively employed was 4.97 in March, 5.04 in February, and 5.12 in March, 1952. The corresponding figures for all workers who were effectively employed were 5.36, 5.42 and 5.51.

Information is given in the Table below regarding absenteeism in the coal mining industry in March and in February, 1953, and March, 1952. 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 represent the numbers of shifts lost through absenteeism, expressed as percentages of the total numbers of shifts that could have been worked.

### Percentages of Shifts lost through Absenteeism

	March, 1953	February, 1953	March, 1952
Coal Face Workers :			
Voluntary .. .. .	7.03	7.35	7.75
Involuntary .. .. .	9.06	9.47	6.84
All Workers :			
Voluntary .. .. .	5.19	5.58	5.72
Involuntary .. .. .	8.07	8.61	6.13

For face-workers the output per man-shift worked was 3.17 tons in March, compared with 3.18 tons in the previous month and 3.22 tons in March, 1952.

The output per man-shift calculated on the basis of all workers was 1.22 tons in March ; for February, 1953, and March, 1952, the figures were 1.23 tons and 1.22 tons, respectively.

\* "No change" is indicated by three dots.

† The districts shown for England and Wales conform to the organisation of the National Coal Board.

## Employment Overseas

### AUSTRALIA

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in November, 1952, was 0.02 per cent. lower than in the previous month and 8.0 per cent. lower than in November, 1951.

### CANADA

Returns received by the Dominion Bureau of Statistics from employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st February, in the establishments covered by the returns, was 2.4 per cent. lower than at the beginning of the previous month and 2.7 per cent. higher than at 1st February, 1952. The number of persons employed in manufacturing industries at 1st February was 0.7 per cent. higher than at the beginning of the previous month and 6.7 per cent. higher than at 1st February, 1952.

### UNION OF SOUTH AFRICA

Figures compiled by the Bureau of Census and Statistics show that the average numbers employed in manufacturing industries (including railway workshops) were 319,951 in September, 1952, compared with 319,291 in the previous month and 321,361 in September, 1951. Corresponding figures compiled by the Department of Mines for employment in the mining industry, excluding quarries, were 502,441, 509,315 and 499,138. The numbers of persons (all occupations) registered at Government Employment Exchanges as unemployed were 12,899 at the end of September, 1952, compared with 13,393 at the end of the previous month and 9,368 at the end of September, 1951.

### UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in February is estimated by the Department of Labor to have been approximately 47,154,000. This was slightly lower than the figure for the previous month, but 2.1 per cent. higher than for February, 1952. The index figure of wage-earners' employment in manufacturing industries (revised series, base 1947-9 = 100) showed an increase of 0.7 per cent. in February, compared with the previous month, and an increase of 5.6 per cent. compared with February, 1952.

The Bureau of the Census estimate that the total number of unemployed persons at the middle of February was about 1,788,000, compared with 1,892,000 at the middle of the previous month and 2,086,000 at the middle of February, 1952.

### BELGIUM

The average daily number of persons recorded as wholly unemployed during January was 224,062, compared with 204,054 in the previous month and 203,494 in January, 1952. Partial unemployment accounted in addition for a daily average loss of 119,716 working days. The number of persons wholly unemployed included 57,116, who, owing to physical incapacity or age, were difficult to place in employment. The total number of working days lost in January by persons wholly unemployed was 5,379,839, while 2,866,419 days were lost as a result of partial unemployment.

### FRANCE

The number of persons registered as applicants for employment at the beginning of March was 216,673, of whom 75,214 were wholly unemployed persons in receipt of assistance. The corresponding figures were 210,710 and 67,093 at the beginning of the previous month and 140,076 and 41,158 at the beginning of March, 1952.

### GERMANY

In the Federal Republic the number unemployed at the end of March was 1,392,870, compared with 1,810,695 (revised figure) at the end of the previous month and 1,579,646 at the end of March, 1952. In the Western Sectors of Berlin the corresponding figures at the same dates were 238,743, 249,956, and 268,455.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 25th April was 84,041, compared with 85,541 at 28th March and 67,766 at 26th April, 1952.

### ITALY

The number registered for employment at the end of November, 1952, was 1,998,599, of whom 1,216,654 were wholly unemployed with a previous history of employment and the remainder were young persons, etc., registering for first employment or employed persons seeking other employment. At the end of the previous month the number registered for employment was 1,888,962, including 1,151,653 wholly unemployed, and at the end of November, 1951, it was 1,971,090, including 1,210,574 wholly unemployed.

### SWITZERLAND

The number of registered applicants for employment at the end of February who were wholly unemployed was 11,597 or 7.7 per cent. of the employed population (exclusive of apprentices) according to the census of 1941, compared with 19,335 or 12.9 per cent. at the end of the previous month and 12,536 or 8.4 per cent. at the end of February, 1952.



# WAGES, DISPUTES, RETAIL PRICES

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## Changes in Rates of Wages and Hours of Labour

### RATES OF WAGES

#### Changes in April

In the industries covered by the Department's statistics,\* the changes in the rates of wages reported to have come into operation in the United Kingdom during April resulted in an aggregate increase estimated at approximately £144,000 in the weekly full-time wages of about 792,000 workpeople.

The principal increases affected workpeople employed in the iron and steel industry, certain non-skilled workers in Government industrial establishments, and workers in cinema theatres, the dressmaking trade in England and Wales, and the pottery industry. Others receiving increases included workers employed in textile bleaching, dyeing, printing and finishing, and in licensed residential establishments and licensed restaurants, roadmen employed by certain County Councils in England and Wales, and workers in the retail bespoke tailoring trade in England and Wales.

In the iron and steel industry there were small increases payable under sliding-scale arrangements based on the index of retail prices. Non-skilled workers employed in certain Government industrial establishments, and paid on miscellaneous "M" rates, received increases which amounted to 3s. a week for men and 2s. 6d. for women and had operative effect from the beginning of January. In cinema theatres there were increases in the standard weekly rates of 10s. or 8s., according to occupation, for full-time adult male staff and of 4s. for full-time female staff; these increases were paid retrospectively from the middle of February. The statutory minimum rates fixed under the Wages Councils Act for workers employed in dressmaking and women's light clothing manufacture in England and Wales were increased by 2½d. an hour for men and by 2d. for women. In the pottery industry the cost-of-living bonus was increased by 1d. an hour for men and ½d. for women.

For workpeople employed in textile bleaching, dyeing, printing and finishing there were increases under sliding-scale arrangements of 11d. a week in the cost-of-living addition for adult male workers and of 8d. for adult female workers. In licensed residential establishments and licensed restaurants there were increases in the statutory minimum remuneration of workpeople in certain occupations; adult male workers in these occupations, if non-resident and receiving no meals, had increases of 10s. a week and adult female workers had 8s. Roadmen employed by most of the County Councils in England and Wales received an increase of 5s. 6d. a week. In the retail bespoke tailoring trade in England and Wales the general minimum time rates fixed under the Wages Councils Act were increased by 2½d. an hour for male workers and 2d. for female workers with 5 years' employment or more in the trade.

Of the total increase of £144,000, about £66,000 was the result of Orders made under the Wages Councils Acts or the Catering Wages Act; about £27,000 was the result of arbitration awards; about £24,000 resulted from direct negotiations between employers and workpeople or their representatives; about £19,000 resulted from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; and the remainder was the result of the operation of sliding scales based on the index of retail prices.

#### Changes in January-April, 1953

The following Table shows the numbers of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the four completed months of 1953, and the aggregate amounts of such increases.

Industry Group	Approximate Number of Workpeople affected by Increases†	Estimated Amount of Increase in Weekly Wages £
Agriculture, Forestry, Fishing .. .. .	—	—
Mining and Quarrying .. .. .	409,500	115,700
Treatment of Non-metalliferous Mining Products other than Coal .. .. .	98,000	18,100
Chemicals and Allied Trades .. .. .	70,500	14,900
Metal Manufacture .. .. .	179,000	4,500
Engineering, Shipbuilding and Electrical Goods .. .. .	10,500	2,200
Vehicles .. .. .	22,000	7,400
Metal Goods not elsewhere specified .. .. .	34,000	12,200
Textiles .. .. .	227,500	59,000
Leather, Leather Goods and Fur .. .. .	—	—
Clothing .. .. .	389,000	140,700
Food, Drink and Tobacco .. .. .	10,500	12,400
Manufactures of Wood and Cork .. .. .	10,000	2,500
Paper and Printing .. .. .	177,000	22,800
Other Manufacturing Industries .. .. .	4,000	800
Building and Contracting .. .. .	1,113,000	389,500
Gas, Electricity and Water .. .. .	38,000	5,500
Transport and Communication .. .. .	188,000	59,400
Distributive Trades .. .. .	80,500	18,700
Public Administration .. .. .	461,000	90,500
Miscellaneous Services .. .. .	129,000	39,900
<b>Total .. .. .</b>	<b>3,704,500</b>	<b>1,016,700</b>

In the corresponding months of 1952 there was a net increase of £1,701,000 in the weekly full-time wages of 4,207,500 workpeople.

### HOURS OF LABOUR

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

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING APRIL

(NOTE.—The figure in brackets below an item in the column headed "District" relates to the page in the volume "TIME RATES OF WAGES AND HOURS OF LABOUR, 1ST OCTOBER, 1952," on which details for that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Mining and Quarrying	Cleveland (7)	6 Apr.	Ironstone miners	Flat-rate additions to wages, previously granted, increased† by 1-2d. a shift (7s. 2-4d. to 7s. 3-6d.) for men and youths 18 years and over, and by 0-6d. (3s. 7-2d. to 3s. 7-8d.) for boys under 18.‡
	Cumberland (7)	27 Apr.	Iron-ore miners	Cost-of-living net additions to wages, previously granted, increased† by 1d. a shift (6s. 7d. to 6s. 8d.) for men and youths 18 years and over, and by ½d. (3s. 3½d. to 3s. 4d.) for boys under 18.‡
	North Lincolnshire	5 Apr.	Ironstone miners and quarrymen	Flat-rate additions to wages, previously granted, increased† by 1-3d. a shift (10s. 2-2d. to 10s. 3-5d.) for men, by 0-975d. (7s. 7-65d. to 7s. 8-625d.) for youths 18 and under 21 years, and by 0-65d. (5s. 1-1d. to 5s. 1-75d.) for boys under 18.‡
	Notts., Leics., parts of Lincs., Northants, and Banbury	do.	Ironstone miners and quarrymen and limestone quarrymen	Flat-rate additions to wages, previously granted, increased† by 1-36d. a shift (9s. 11-68d. to 10s. 1-04d.) for men, by 1-02d. (7s. 5-76d. to 7s. 6-78d.) for youths 18 and under 21 years, and by 0-68d. (4s. 11-84d. to 5s. 0-52d.) for boys under 18.‡
	West Cumberland (8)	27 Apr.	Limestone quarrymen	Cost-of-living net additions to wages, previously granted, increased† by 1d. a shift (6s. 8d. to 6s. 9d.) for men and youths 18 years and over, and by ½d. (3s. 4d. to 3s. 4½d.) for boys.‡
	South and West Durham	6 Apr.	Limestone quarrymen	Flat-rate additions to wages, previously granted, increased† by 1d. a shift (5s. 8d. to 5s. 9d.) for men and youths 18 years and over, and by ½d. (2s. 10d. to 2s. 10½d.) for boys under 18.‡
Pottery Manufacture	Great Britain (26-27)	Beginning of first full pay period following 23 Apr.	Men, youths, boys, women and girls	Increases in the cost-of-living bonus†† of 1d. in respect of each hour worked for male workers 21 years and over (from 3d. to 4d.), of ½d. for female workers 21 and over (1½d. to 2d.), and of ½d. for male and female workers under 21 years (1d. to 1½d.).

\* 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 effect of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect either of short-time or of overtime.  
 † Workpeople who receive two or more increases of wages during the period are counted only once in this column.  
 ‡ Under sliding-scale arrangements based on the official index of retail prices.  
 § Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) totalling 5s. 10d. a shift for youths and boys.  
 ¶ Wages are subject to further ad hoc additions of 2s. 6d. a shift for men and of 1s. 3d. a shift for youths and boys.  
 †† Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) of 1s. a shift for men and youths 18 years and over, and of 6d. for boys.  
 ††† The cost-of-living bonuses are paid at the foot of the weekly settlement, being subject also to the incentive bonus of 5 per cent. on total earnings when operatives work 44 hours or more in any working week.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Cement Manufacture	Great Britain (30)	First full pay week commencing on or after 20 Mar.*	Men, youths and boys, other than maintenance craftsmen and transport workers	Increases of 2d. an hour for all adult male workers, and of proportional amounts for younger workers; for pieceworkers the increase is to be merged into piece rates so as to produce an average increase of 2d. an hour on present earnings, with a further adjustment, where necessary, to enable pieceworkers of average ability and under normal conditions to earn 25 per cent. above the new time rates; scheduled occupational differential rates (paid over and above the agreed basic rates fixed for able-bodied adult male general labourers) increased as follows:—from 1-25d. an hour to 1-3d.; from 1-7d. to 1-8d.; from 2d. to 2-1d.; from 2-48d. to 2-6d.; from 2-5d. to 2-6d.; from 3-4d. to 3-6d.; from 5-33d. to 5-6d.; from 6-22d. to 6-6d. Basic hourly rates after change for able-bodied adult male general labourers: Group 1 works 3s. 0-3d. an hour, Group II works 2s. 11-5d.
Cast Stone and Cast Concrete Products	England and Wales (24)	Beginning of first full pay period following 27 Apr.	Men, youths, boys and women	Increases in minimum basic rates of 1½d. an hour for men, and of proportional amounts for youths, boys and women; increase of 1½d. an hour (from 6d. to 7½d.) in the flat rate allowances paid to pieceworkers for every hour worked. Minimum rates after change for labourers: London 3s. 0½d. an hour, remaining areas—Zone A 2s. 11½d., Zone B 2s. 11d.
Coke Manufacture	Scotland, Cumberland, South Durham, Cleveland, Lancashire, Lincolnshire, Northants, and South Wales (certain firms)†	5 Apr.	Workpeople employed at coke oven plants attached to blastfurnaces	Flat-rate additions to wages, previously granted, increased† by 1-3d. a shift (10s. 2-2d. to 10s. 3-5d. for shift rated workers) or by 0-18d. an hour (1s. 4-66d. to 1s. 4-84d. for hourly rated workers) for men and for women and youths employed on men's work, by 0-975d. a shift (7s. 7-65d. to 7s. 8-625d.) or by 0-13d. an hour (1s. 0-5d. to 1s. 0-63d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (5s. 1-1d. to 5s. 1-75d.) or by 0-09d. an hour (8-33d. to 8-42d.) for boys and for girls doing boys' work.
Printing Ink and Cast Manufacture	Great Britain	First pay day in Apr.	Male and female workers	Cost-of-living bonus increased† by 2s. a week for adult male workers, by 1s. 6d. for adult female workers, and by 1s. for juveniles. Minimum rates after change, inclusive of cost-of-living bonus, include: adult male workers—Grade 1 occupations, London (within a radius of 20 miles from Charing Cross) 167s., Provinces 157s., Grade 2 157s., 148s., Grade 3 152s., 143s. 6d., Grade 4 149s. 6d., 141s. 3d., Grade 5 147s., 139s.; women 21 and over 93s. 9d., (qualified) 100s. 9d.
Pig Iron Manufacture	England and Wales and certain works in Scotland (40)	5 Apr.	Workpeople employed at blastfurnaces, except those whose wages are regulated by movements in other industries	Flat-rate additions to wages, previously granted, increased† by 1-3d. a shift (10s. 2-2d. to 10s. 3-5d. for shift rated workers) or by 0-18d. an hour (1s. 4-66d. to 1s. 4-84d. for hourly rated workers) for men and for women and youths employed on men's work, by 0-975d. a shift (7s. 7-65d. to 7s. 8-625d.) or by 0-13d. an hour (1s. 0-5d. to 1s. 0-63d.) for youths 18 and under 21 years and for women employed on youths' work, and by 0-65d. a shift (5s. 1-1d. to 5s. 1-75d.) or by 0-09d. an hour (8-33d. to 8-42d.) for boys and for girls doing boys' work.
	West of Scotland (40)	Pay period commencing nearest 1 Apr.	Workpeople employed at certain blastfurnaces, excluding those engaged on maintenance work	Flat-rate addition to wages, previously granted, increased† by 1-3d. a shift (10s. 2d. to 10s. 4d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and Steel Manufacture	Great Britain‡ (41)	6 Apr.	Workpeople employed at steel sheet rolling mills	Flat-rate additions to wages, previously granted, increased† by 1-3d. a shift (10s. 2-2d. to 10s. 3-5d.) for men and women 21 years and over, by 0-975d. (7s. 7-65d. to 7s. 8-625d.) for youths and girls 18 and under 21 years, and by 0-65d. (5s. 1-1d. to 5s. 1-75d.) for those under 18.‡
	Great Britain   (41)	5 Apr.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.)	Flat-rate additions to wages, previously granted, increased† by 1-3d. a shift (10s. 2-2d. to 10s. 3-5d. for shift rated workers) or by 0-18d. an hour (1s. 4-66d. to 1s. 4-84d. for hourly rated workers) for men and women, by 0-975d. a shift (7s. 7-65d. to 7s. 8-625d.) or by 0-13d. an hour (1s. 0-5d. to 1s. 0-63d.) for youths and girls 18 and under 21 years, and by 0-65d. a shift (5s. 1-1d. to 5s. 1-75d.) or by 0-09d. an hour (8-33d. to 8-42d.) for those under 18.‡
	Great Britain    (41)	do.	Workpeople employed at steel rolling mills	do. do.
	North-East Coast	do.	Iron puddlers, millmen, semi-skilled workers, labourers, etc., employed at iron puddling furnaces and rolling mills	do. do.
	Great Britain	do.	Maintenance craftsmen employed on coke oven and blastfurnace plants, in steel melting shops, and in steel rolling mills	Flat-rate additions to wages, previously granted, increased† by 0-18d. an hour (1s. 4-66d. to 1s. 4-84d.) for craftsmen, by 0-13d. (1s. 0-5d. to 1s. 0-63d.) for apprentices 18 to 21 years, and by 0-09d. (8-33d. to 8-42d.) for apprentices under 18.
	South-West Wales (41)	do.	Workpeople employed in Siemens steel manufacture, except bricklayers and carpenters	Flat-rate additions to wages, previously granted, increased† by 1-3d. a shift (9s. 1-2d. to 9s. 2-5d.) for men and for women employed on men's work, by 0-975d. (6s. 9-9d. to 6s. 10-75d.) for youths 18 and under 21, and by 0-65d. (4s. 6-6d. to 4s. 7-25d.) for youths under 18.
	South Wales and Monmouthshire¶ (41)	do.	Workpeople employed at iron and steel works	Cost-of-living bonus increased† by 1-2d. a shift (6s. 4-8d. to 6s. 6d. for skilled craftsmen, and 7s. to 7s. 1-2d. for other men) for men and women 18 years and over, and by 0-6d. (3s. 2-4d. to 3s. 3d. or 3s. 6d. to 3s. 6-6d.) for those under 18.
	West of Scotland (41)	Pay period beginning 27 Apr.	Workpeople employed at iron puddling forges and mills and sheet mills	Cost-of-living net additions to wages, previously granted, increased† by 1-4d. a shift (10s. 8-8d. to 10s. 10-2d.) for men, by 1-05d. (8s. 0-6d. to 8s. 1-65d.) for youths 18 and under 21 years, and by 0-7d. (5s. 4-4d. to 5s. 5-1d.) for boys under 18.
Tinplate Manufacture	South Wales, Monmouthshire and Gloucestershire (41)	5 Apr.	Men, youths, women and juveniles (except apprentices)	Flat-rate additions to wages, previously granted, increased† by 1-3d. a shift (10s. 2-2d. to 10s. 3-5d.) for men and for women engaged specifically to replace male labour, by 0-975d. (7s. 7-65d. to 7s. 8-625d.) for youths 18 and under 21 years and for women 18 years and over, and by 0-65d. (5s. 1-1d. to 5s. 1-75d.) for workers under 18.
Tube Manufacture	Newport and Landore	do.	Men, youths and boys	Cost-of-living bonus increased† by 1-16d. a shift (10s. 5-24d. to 10s. 6-4d.) for men, by 0-773d. (6s. 11-49d. to 7s. 0-263d.) for youths 18 and under 21, and by 0-58d. (5s. 2-62d. to 5s. 3-2d.) for boys.
Galvanising	England and Wales	6 Apr.	Galvanisers and ancillary workers employed at steel sheet works other than those engaged in the process of annealing	Flat-rate additions to wages, previously granted, increased† by 1-3d. a shift (10s. 2-2d. to 10s. 3-5d.) for men and women 21 years and over, by 0-975d. (7s. 7-65d. to 7s. 8-625d.) for youths and girls 18 and under 21 years, and by 0-65d. (5s. 1-1d. to 5s. 1-75d.) for those under 18.
Shuttle Making	Lancashire and Yorkshire (62)	First pay day following 30 Mar.	Journeymen and trainees 21 years and over	Increases† of 1d. an hour in daywork rates, and of 3 per cent. (23 to 26 per cent.) in the percentage addition to piecework rates. Minimum daywork rate after change for journeymen 3s. 6d. an hour (3s. 7½d. in Yorkshire).
Needles, Fish Hooks and Fishing Tackle Manufacture	Great Britain	Beginning of first full pay period following 23 Apr.	Men, youths, boys, women and girls	Increases of 1½d. an hour (30-272d. to 31-772d.) in the standard wage for unskilled men 21 years and over, and of proportional amounts for skilled and semi-skilled men and for youths, boys, women and girls. Minimum rates after change for a 44-hour week include: men 21 years and over—skilled 135s. 4½d. a week, semi-skilled 122s. 9d., unskilled 116s. 6d.; women 21 and over 89s. 4d.

\* This increase was agreed in April and had retrospective effect to the date shown.  
 † These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association.  
 ‡ Under sliding-scale arrangements based on the official index of retail prices.  
 § These increases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.  
 || These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), Lincolnshire, South Wales and West of Scotland.  
 ¶ These increases affected employees of firms which are members of the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.



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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Stamped or Pressed Metal Wares Manufacture	Great Britain (63) (205)	8 Apr.	Polishers, braziers, burnishers, drop stampers, dippers who are also bronzers, dippers or annealers (men, youths and boys)	Increases of 7s. 4d. a week in general minimum time rates and piecework basis time rates for men 21 years or over, and of 1s. 9d. to 4s. 6d., according to age, for youths and boys. General minimum time rates after change range from 12s. 4d. a week to 13s. 4d. for men 21½ years or over, and from 11s. 1d. to 13s. 4d. for those 21 and under 21½, according to grade and occupation.*
			Other men, youths and boys	Increases of 2d. an hour in general minimum time rates and piecework basis time rates for men 21 years or over, and of ½d. to 1½d., according to age, for youths and boys. General minimum time rates after change for men 21 years or over 2s. 7½d. an hour.*
			Women and girls	Increases of 1½d. an hour in general minimum time rates and piecework basis time rates for women 18 years or over, and of ½d. to 1½d., according to age, for girls. General minimum time rates after change for women 18 years or over range from 1s. 11d. an hour (1s. 10½d. during the first two months for late entrants in certain occupations) to 2s. 1½d., according to occupation and period of employment.*
Shirtings and Costume Cloths Manufacture	Glasgow and West of Scotland and Carlisle	Beginning of first full pay period following 10 Apr.	Men, women and juveniles	Increase of 5 per cent. on existing rates. Rates after change include: male time workers—tape dressers 14s. 4d. a week, beamers, warpers, twisters and drawers 13s. 3d., power loom tenters 13s. 3d. plus a production bonus with a guaranteed minimum of 21s. a week; female time workers 18 years and over—weavers and winders 7s. 6d., pickers 7s. 3d., darners 7s. 10d.; juveniles 4s. 6d. at 15, rising to 6s. 8d. at 17½; piecework basis time rate for weavers and winders 8s. 6d. Production bonus of 3s. a week for pieceworkers whose earnings are 80s. with increase of 1s. for each additional 5s. earned.
Pressed Felt Manufacture	Rossendale Valley (certain firms)	First pay day in Apr.	Men, women and juveniles	Increase of 6d. a week for men, and of 4d. for women and juveniles. Minimum rates after change, inclusive of cost-of-living bonus: men 21 years and over 11s. 2d. a week; women 18 and over, felt production processes 8s. 7d., cutting and stitching 8s. 4d.
Mechanical Cloth Manufacture	Bury and district	First full pay week in Apr.	Workpeople employed in the manufacture of cloth (woven felt and cotton filter cloth) used for mechanical purposes	Increase of 1 per cent. (37 to 38 per cent.) in the percentage addition to basic wage rates.
Rope, Twine and Net Manufacture	Great Britain (87) (205)	13 Apr.	Timeworkers	Increases of 1½d. an hour in general minimum time rates for male and female workers 18 years or over, and of ¾d. for younger workers. General minimum time rates after change include: men 21 years or over 2s. 6d. to 2s. 7½d. an hour, according to occupation; women 18 years or over 1s. 9½d. to 1s. 10½d.*
			Pieceworkers	Increase of 1½d. an hour in piecework basis time rates for all workers; increases of varying amounts for general minimum piece rates for all workers. Piecework basis time rates after change include: male workers 2s. 7½d. to 2s. 9d. an hour, according to occupation; female workers 1s. 10d. to 1s. 10½d.*
Lace Furnishings Manufacture	Nottingham, Ayrshire and Glasgow	End of first complete pay week in Apr.	Twisthands or weavers and auxiliary workers	Increase of 1 per cent. in cost-of-living bonus (29 to 30 per cent. on basic rates).
	Long Eaton, Nottingham and Derby districts	First pay day following 6 Apr.	Twisthands and auxiliary workers employed in "Leavers" lace manufacture	Increase of 5 per cent. in the overall addition to all rates as set out in the wages schedule dated 1st February, 1952, and later amendments (twisthands 15 to 20 per cent., auxiliary workers 12½ to 17½ per cent.); increases of 2d. an hour (2s. to 2s. 2d.) in the scheduled fall-back rate for twisthands, and of 4d. an hour (2s. to 2s. 4d.) in the scheduled day work rate for twisthands when engaged on alterations, cleaning out combs and tying in warps.
Lace and Net Finishing	Great Britain (204)	17 Apr.	Workers (mainly female) employed in the machine-made lace and net finishing trade	Increase of 1d. an hour in general minimum time rates for workers and learners (2d. during first 6 months for workers entering the trade for the first time after the age of 18). General minimum time rates after change for workers other than learners 1s. 6d. an hour; workers entering the trade for the first time after the age of 18, 1s. 5d. an hour during the first 6 months, thereafter 1s. 6d.; workers who fetch their own work from the warehouse 1s. 9d.*
Narrow Woven Fabrics Manufacture	Great Britain (82)	Beginning of first full pay period following 31 Mar.	Men, youths, boys, women and girls	Increases of 2d. an hour in time rates for men 21 years and over, of 1½d. for women 18 and over, and of proportional amounts for juveniles; increases of 2d. an hour in group average rates for male pieceworkers, and of 1½d. for female pieceworkers. Minimum time rates after change include: men 21 years and over, Grade I occupations 2s. 7½d. an hour, Grade II 2s. 8½d., Grade III 2s. 9½d.; women 18 and over, Grade I 1s. 10½d., IA 1s. 11½d., II 1s. 11½d., III 2s. Piecework rates to be the same for all ages and arranged so that the average wage for all adult pieceworkers in a class is not less than—males Grade I 2s. 11d. an hour, Grade II 3s. 0½d., Grade III 3s. 2½d.; females Grade I 2s. 1½d., Grade IA 2s. 1½d., Grade II 2s. 1½d., Grade III 2s. 3½d.
Made-up Textiles Manufacture	Great Britain (204)	15 Apr.	Men, youths, boys, women and girls	Increases of 3½d. an hour in general minimum time rates for men 21 years or over, of 3d. for women 18 or over and for youths 18 and under 21, and of 1½d. to 2½d., according to age, for boys and girls; increases in piecework basis time rates of 3½d. for male workers, and of 3d. for female workers. General minimum time rates after change: men 21 or over employed in specified occupations 2s. 7½d. an hour, other men 21 or over 2s. 3½d., youths and boys 11½d. at under 16, rising to 1s. 10½d. at 20; women 18 or over employed in specified occupations 1s. 9½d., other women 18 or over 1s. 8d., girls 11½d. at under 16, rising to 1s. 4½d. at 17; piecework basis time rates: male workers in specified occupations 2s. 10½d. an hour, other time rates: male workers 2s. 6½d.; female workers in specified occupations 1s. 11½d., other female workers 1s. 10d.*
Textile Making-up and Packing	Manchester (94)	Pay day in week ending 4 Apr.	Men, youths, boys, women and girls	Increases of 1s. a week (38s. to 39s.) in cost-of-living addition for men 21 years and over, of 8d. (25s. 4d. to 26s.) for women 18 and over, and of proportional amounts for younger workers.
Textile Bleaching, Dyeing, Printing, and Finishing	Yorkshire, Lancashire, Cheshire and Derbyshire (90)	Second Friday or equivalent pay day in Apr.	Men, youths, boys, women and girls	Increases of 11d. a week (20s. 2d. to 21s. 1d.) in cost-of-living addition for adult male workers, of 8d. (14s. 8d. to 15s. 4d.) for adult female workers, and of proportional amounts for juveniles. Minimum rates after change, inclusive of cost-of-living additions and special payments to timeworkers or percentage additions for pieceworkers, include: timeworkers—adult males 12s. 1d. a week, adult females 8s. 10d.; pieceworkers—adult males 13s. 7d., adult females 9s. 7d.
	Scotland (90)	do.	do.	do.
	Macclesfield	do.	Workpeople employed in silk dyeing, printing and finishing	do.

\* These increases took effect under Orders issued under the Wages Councils Act. See page 148 of the April issue of this GAZETTE.  
† Under sliding-scale arrangements based on the official index of retail prices.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Ready-made and Wholesale Bespoke Tailoring	Northern Ireland	7 Apr.	Men, youths and boys	Increases of 2½d. an hour in general minimum time rates for workers 17 years or over, and of 1d. or 2d., according to age, for younger workers; increase of 2½d. an hour in piecework basis time rates. General minimum time rates after change: workers with not less than 3 years' experience after 19—measure cutters 2s. 10d. an hour, stock cutters, knife cutters or knifemen, fitters-up, tailors, pressers, machinists (other than plain machinists), passers 2s. 7½d., under-pressers and plain machinists 2s. 4½d., warehousemen (24 years with 2 years' experience) 2s. 6½d., (23 years with 1 year's experience) 2s. 4½d., (22 years with less than 1 year's experience) 2s. 3d.; packers (24 years with 2 years' experience) 2s. 5½d., (23 years with 1 year's experience) 2s. 3½d., (22 years with less than 1 year's experience) 2s. 3d., porters and other workers 22 years or over 2s. 3d.; piecework basis time rates 2s. 5½d. to 2s. 11½d., according to occupation.
			Women and girls	Increases of 2d. an hour in general minimum time rates for workers other than learners, and of ½d. to 1½d., according to age and period of employment, for learners; increase of 2d. an hour in piecework basis time rate. General minimum time rates after change include: conveyor belt machinists 1s. 9½d. an hour, other workers except learners 1s. 7½d.; piecework basis time rate 1s. 9½d.*
Retail Bespoke Tailoring	England and Wales (99) (204)	13 Apr.	Men, youths, boys, women and girls	Increases of 2½d. an hour in general minimum time rates and piecework basis time rates for male workers, of 2d. for female workers with 5 years' employment or more in the trade, and of varying amounts for apprentices, learners and other workers with less than 5 years' employment; increase of 1½d. an hour in time rates per log hour. Rates after change for workers after 5 years' employment in the trade: general minimum time rates—male workers, Area A 2s. 8½d. an hour, Area B 2s. 6½d., Area C 2s. 5d.; female workers 1s. 10d., 1s. 9½d., 1s. 9½d.; piecework basis time rates—male workers 2s. 11d., 2s. 9d., 2s. 7½d.; female workers 2s. 0½d., 2s., 1s. 11½d.; time rates per log hour for male workers—1s. 10½d., 1s. 9½d., 1s. 7d.; a male worker employed on special classes of work (dress uniform, hunt coats and hunt riding breeches, etc.) is to receive 2d. an hour above the appropriate general minimum time rate or piecework basis time rate, or ½d. above the time rate per log hour.†
Dressmaking and Women's Light Clothing Manufacture	England and Wales (100) (203)	1 Apr.	Men, youths and boys	Increases of 2½d. an hour in general minimum time rates for workers 21 years or over (other than late entrants), of 2d. during 1st year for late entrants, and of 1½d. or 2d. for youths and boys; increase of 2½d. an hour in piecework basis time rates. General minimum time rates after change include: cutters in wholesale manufacturing branch (21 years or over with not less than 4 years' experience) 2s. 8½d. an hour, all other workers 21 years or over (except 1st year late entrants) 2s. 4d., youths and boys 11½d. at under 16, rising to 1s. 11½d. at 20; piecework basis time rates—cutters 2s. 10½d., all other workers 2s. 6d.†
			Women and girls (retail bespoke branch)	Increases of 2d. an hour in general minimum time rates for workers other than learners, and of 1d. or 1½d., according to period of employment, for learners. General minimum time rates after change: bodice, coat, skirt, gown or blouse hands 20 years or over—Area A 1s. 7½d. an hour, Area B 1s. 9½d., Area C 1s. 10½d.; all other workers except learners 1s. 5½d., 1s. 7½d., 1s. 9d.; learners A 7½d. during first six months, rising to 1s. in the third year, B 8½d. to 1s. 1½d., C 10½d. to 1s. 4½d.†
			Women and girls (wholesale manufacturing branch)	Increases of 2d. an hour in general minimum time rates for workers other than learners, and of 1d. or 1½d., according to period of employment, for learners; increase of 2d. an hour in piecework basis time rate. General minimum time rates after change: conveyor belt machinists 1s. 10½d. an hour, other workers except learners 1s. 9d., learners 10½d. during first six months, rising to 1s. 4½d. in third year; piecework basis time rate 1s. 10½d.†
Shirt, Collar, Tie, etc., Making	Northern Ireland (103)	15 Apr.	Workpeople employed in the factory branch:— Men, youths and boys	Increases in general minimum time rates of 2½d. an hour for cutters with not less than 5 years' experience in the trade, of 2½d. for other workers 21 years or over, and of varying amounts, according to age, for younger workers; increase of 2½d. an hour in piecework basis time rates. General minimum time rates after change include: cutters with not less than 5 years' experience 2s. 8½d. an hour, other workers 21 years or over 2s. 3½d.; piecework basis time rates—cutters 2s. 10½d. an hour, other workers 2s. 6d.‡
			Women and Girls	Increases in general minimum time rates of 2d. an hour for workers other than learners, and of 1½d. or 2d., according to age and period of employment, for learners; increase of 2d. an hour in piecework basis time rate. General minimum time rates after change include: conveyor belt machinists 1s. 9½d. an hour, other workers except learners 1s. 7½d.; piecework basis time rate 1s. 9½d.‡
			Women and girls in the retail branch	Increases in general minimum time rates of 2d. an hour for workers other than learners, and of 1½d. or 2d., according to period of employment, for learners; increase of 2d. an hour in piecework basis time rates. General minimum time rates after change include: workers 20 years and over, with not less than 2 years' experience after learnership, employed as "fully qualified" bodice, skirt, gown or blouse hands—Area A 1s. 9d. an hour, B 1s. 7½d., C 1s. 6d.; other workers except learners 1s. 7½d., 1s. 6d., 1s. 6d. Piecework basis time rates: workers 20 years or over, with not less than 2 years' experience after learnership, employed as "fully qualified" bodice, skirt, gown or blouse hands—Area A 1s. 10d. an hour, B 1s. 8½d., C 1s. 7d., other workers 1s. 8½d., 1s. 7d., 1s. 7d.‡

\* These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 148 of the April issue of this GAZETTE.

† These increases took effect under Orders issued under the Wages Councils Act. See page 148 of the April issue of this GAZETTE.

‡ These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 186.



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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Baking	Northern Ireland..	29 Apr.	Male workers other than transport workers, Sunday workers and early morning workers	Increases in general minimum time rates of 6s. a week for workers 21 years and over in Area A, of 5s. 9d. in Area B, and of varying amounts for apprentices and other young workers. General minimum time rates after change, inclusive of "additional payments": day workers—journeymen bakers Area A 141s. a week, Area B 134s., doughmakers, ovenmen and confectionery mixers 148s. 6d., 141s. 3d., apprentice bakers 45s. or 42s. 9d. during first year of apprenticeship, rising to 81s. or 77s. during fifth year, bakehouse labourers 120s. 6d., 114s. 6d., packers 119s. 6d., 113s. 6d., other workers 51s. or 48s. 3d. at under 17, rising to 117s. or 111s. 3d. at 21 and over.*
			Male Sunday workers	Increases in general minimum time rates of 7s. a week for workers 21 years and over in Area A, of 6s. 9d. or 6s. 8d., according to occupation, for those in Area B, and of varying amounts for apprentices and other young workers. General minimum time rates after change: day workers—journeymen bakers Area A 157s. 6d. a week, Area B 149s. 8d., doughmakers, ovenmen and confectionery mixers 166s. 3d., 158s. 1d., apprentice bakers 49s. 7d. or 47s. during first year of apprenticeship, rising to 91s. 7d. or 86s. 11d. during fifth year, bakehouse labourers 134s. 9d., 128s. 1d., packers 133s. 7d., 126s. 11d., other workers 78s. 9d. or 74s. 8d. at 18 and under 19, rising to 130s. 8d. or 124s. 3d. at 21 and over.*
			Male early morning workers	Increases in general minimum time rates of varying amounts, according to area and occupation. Minimum time rates after change for each hour worked on a week day between midnight and 6 a.m. include: journeymen bakers, Area A 4s. 6d. an hour, Area B 4s. 2d., doughmakers, ovenmen, confectionery mixers 4s. 9d., 4s. 5d., bakehouse labourers 3s. 10d., 3s. 7d., packers 3s. 9d., 3s. 6d., other workers 21 years and over 3s. 9d., 3s. 5d.*
			Female workers	Increases in general minimum time rates of 4s. a week for bakers and other workers 19 and over, other than learners, in Area A, of 3s. 9d. for those in Area B, and of varying amounts for learners and other young workers. General minimum time rates after change: bakers Area A 96s. 6d. a week, Area B 91s. 9d., learners 48s. or 45s. 6d. during first year of learnership, rising to 85s. or 80s. 9d. during fifth year, other workers 43s. 6d. or 41s. 3d. at under 16, rising to 78s. 6d. or 74s. 6d. at 21 and over.*
Sawmilling	England and Wales (certain districts) (123)	27 Apr.	Adult male sawmill labourers employed in handling timber after its initial piling in the sawmill yards	Increase of 1½d. an hour. District minimum rates after change: Grade 1—Blyth, Hartlepool, Humber district, Liverpool and district, London district, Tees, Tyne and Wear 2s. 11d. an hour, Grade 2—Barrow-in-Furness, Berwick-on-Tweed, Carlisle, Coventry and district, Gloucester and district, Kendal, Leicester and district, Northampton, Nottingham and district, Portsmouth, Plymouth, Sheffield, Southampton, West Riding of Yorkshire 2s. 10d., Grade 3—Cumberland (excluding Carlisle), Dorset, East Anglia (other than the towns hereafter specified), Hants. (excluding Portsmouth and Southampton), South Coast area (other than the towns hereafter specified), Westmorland (excluding Kendal) 2s. 9½d., other districts—Devon (excluding Plymouth), Somerset (excluding the North East of that county), East Anglia towns (Boston, Cambridge, Chelmsford, Colchester, Hertford, Ipswich, King's Lynn, Lowestoft, Southend, Suttonbridge, Wisbech), South Coast towns (Brighton to Shoreham, Bexhill, Eastbourne, Hastings) 2s. 9½d.
			Cinematograph Film Production	Great Britain ..
	United Kingdom	do.	Technical workers whose normal salaries do not exceed £19 10s. a week, and learners, employed in producing newsreels	Cost-of-living bonus increased‡ by 6d. a week (43s. to 43s. 6d.) at 21 years and over, and by 4d. (28s. 8d. to 29s.) at under 21.
Fire Services	Great Britain (189)	27 Mar.	Whole-time officers and other ranks (male and female) employed by Fire Brigades	Increase of £25 a year for divisional officers grade I in England and Wales during the 1st year of service, and of £13 during the 2nd year; increase of £25 for divisional officers grades II and III, assistant divisional officers and station officers in England and Wales, and divisional, column, senior company and company officers in Scotland, and for all group and assistant group officers; increase of 7s. 6d. a week for sub-officers or section leaders, leading firemen and firemen; increase of £20 a year for senior leading firewomen and leading firewomen, and of £15 or £20, according to year of service, for firewomen. Rates after change include: males—firemen (19 years of age or over in England and Wales and 20 years or over in Scotland) 162s. 6d. a week during the first two years of service, then rising by yearly increments of 3s. a week to 183s. 6d. after 8 years' service, and by two further long service increments of 4s. a week after 10 and 15 years' service to a maximum of 191s. 6d.; leading firemen 181s. 6d. during first year of service after promotion, rising to 199s. 6d. after 6 years' service; sub-officers or section leaders 204s. 6d. a week during first year of service after promotion, rising to 219s. 6d. after 5 years' service; females—firewomen 20 years or over £300 a year during first year of service after appointment, rising by yearly increments of £15 after the first year and £10 thereafter to £345 after 4 years' service; leading firewomen £360, senior leading firewoman £400.‡ All these rates are increased by 10s. a week or £26 a year for members of brigades stationed in the Metropolitan Police district or the City of London Police area.
Government Industrial Establishments	Great Britain (certain establishments outside the London area)	Beginning of the pay week containing 1 Jan.‡	Non-skilled workers paid on provincial miscellaneous "M" rates	Increases in certain minimum rates (provincial "M" rates) of 3s. a week (generally 117s. to 120s. a week or 120s. to 123s.) for adult male workers, of 2s. 6d. for adult female workers, and of proportional amounts for juveniles.
	London ..	do.	Non-skilled workers paid on miscellaneous "M" rates	Increases in minimum rates of 3s. a week for male workers 21 years of age and over, of 2s. 6d. for female workers 18 and over, and of proportional amounts for youths and boys. Minimum rates after change: men 21 and over 127s. a week, youths and boys 50s. 10d. at 15, rising to 114s. 4d. at 20 and under 21; female workers 100s. 10d. at 18, rising to 106s. 10d. at 21 and over.
Local Government Services	England and Wales (186)	Beginning of first full pay period following 17 Apr.	Roadmen employed by County Councils	Increase of 5s. 6d. a week. Minimum basic rates after change: London area 130s. 2d. a week, Zone A areas 123s. 2d., Zone B areas 120s. 2d.‡

\* These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 186. Area A consists of the County of the City of Belfast and districts within 15 statute miles therefrom and Area B all other districts.

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

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

§ These scales or rates of pay are set out in Regulations made under the Fire Services Act, 1947. See page 150 of the April issue of this GAZETTE.

¶ These increases were authorised in April, 1953, and had retrospective effect to the date shown.

‡ This increase was the result of an award of the Industrial Disputes Tribunal dated 17th April, 1953, and applied to Authorities affiliated to constituent Regional Councils of the National Joint Council for County Council Roadmen. It did not apply to the County Councils of Cheshire, Durham, Lancashire, Middlesex, Warwickshire and the West Riding of Yorkshire, nor to workpeople within the scope of the Glamorganshire and Monmouthshire Regional Councils.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Licensed Residential Establishments and Licensed Restaurants	Great Britain (198) (204)	27 Apr.	Men, youths, boys, women and girls (with certain exceptions)*	Increases in statutory minimum remuneration of 10s. a week for non-resident male staff and of 8s. for non-resident female staff 21 years or over receiving no meals, of 8s. and 6s. respectively for male and female non-resident staff receiving meals while on duty, of 5s. and 4s. respectively for male and female resident staff, and of proportional amounts for younger workers. Minimum rates of remuneration after change include: where no lodging or meals are supplied—men 21 years or over, chefs de cuisine, area "A" 255s. a week, area "B" 253s., area "C" 250s., chefs or head cooks 175s., 173s., 170s., cooks 145s., 143s., 140s., clerks or receptionists 135s., 133s., 130s., assistant cooks 125s., 123s., 120s., public barmen, porters (house, basement, cellar, kitchen or store) 115s., 113s., 110s.; youths and boys other than waiters, "A" 66s. at 15 years, rising to 109s. at 20 and under 21, "B" 64s. to 107s., "C" 61s. to 104s.; women 21 or over—cooks 118s., 116s., 113s., clerks or receptionists 110s. 6d., 108s. 6d., 105s. 6d., barmaids 97s. 6d., 95s. 6d., 92s. 6d., cashiers (dining room and restaurant), maids (linen and sewing) 95s. 6d., 93s. 6d., 90s. 6d., maids (still room) 93s., 91s., 88s., cleaners, housemaids, lift-attendants, kitchen-maids 88s., 86s., 83s.; girls "A" 54s. 3d. at 15 years, rising to 84s. 6d. at 20 and under 21, "B" 52s. 3d. to 82s. 6d., "C" 49s. 3d. to 79s. 6d.†
Entertainment	Great Britain (192) (193)	16 Feb.‡	Certain workers employed in cinema theatres	Increases in standard weekly rates of wages of 10s. for foremen and for projectionists (including engineers) over 20 years of age, of 8s. for projectionists under 20, of 8s. for full-time male staff (excluding car park attendants and firemen) over 20 and of 6s. for those under 20, of 5s. for probationers and apprentices, of 4s. for full-time female staff (excluding cleaners), of 2s. 6d. (or 6d. a night whichever is the less) for part-time male and female staff (excluding car park attendants, firemen and cleaners), and of 4s. for cleaners (2d. an hour where less than 24 hours are worked).
Cemeteries	London ..	First pay day in week commencing 20 Apr.	Workers employed in non-municipal cemeteries (Metropolitan)	Increases of 3s. 8d. a week for adult male workers, of 2s. 9d. for women gardeners, and of proportional amounts for juveniles. Rates after change: gravediggers 139s. 8d. a week, assistant gravediggers 133s. 4d., foremen or head or propagating gardeners 137s., deputy foremen or assistant head or first class gardeners 133s. 8d., second class gardeners 131s. 6d., general labourers 127s. 10d., youths and boys 61s. 6d. a week at 15 years, rising to 123s. at 20; women gardeners—three-fourths of the appropriate adult male rate for a 44-hour week.

\* The exceptions are:—head cocktail barmen, cocktail barmen, chambermaids, cloakroom attendants (male or female), head hall porters, second head hall porters, single or leading hall, floor or night porters, "boots", valets, waiters and waitresses.

† These increases took effect under an Order issued under the Catering Wages Act. See page 186. Where workers are supplied with such meals as are normally available in an establishment during the time they are on duty, the weekly remuneration is 14s. (previously 12s.) less than for workers receiving no meals; and where full board and lodging is supplied on seven days a week the remuneration in area "A" is 39s. 3d. for men and 38s. 3d. for women, in area "B" 38s. 3d. and 37s. 3d., and in area "C" 37s. 3d. and 36s. 3d. less (previously 34s. 3d., 33s. 3d. and 32s. 3d. for men and women). For workers to whom the above increases do not apply, the previous reduction in remuneration on account of meals or board and lodging remains unchanged. Area "A" is defined as the City of London and the Metropolitan Police district, area "B" as other areas in England and Wales administered by County Borough, Municipal Borough or Urban District Councils and boroughs in Scotland, which, in 1941 and 1943, respectively, had a population of 250,000 inhabitants or more, and area "C" as all areas other than those in areas "A" or "B".

‡ These increases were agreed in April and had retrospective effect to the date shown.

## Index of Rates of Wages

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

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

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

Date (end of month)	Men	Women	Juveniles	All workers
1947				
December ..	103	103	106	103
1948				
December ..	107	109	110	107
1949				
December ..	109	112	113	109
1950				
December ..	113	116	118	114
1951				
December ..	125	130	132	126
1952				
March ..	127	131	134	128
June ..	128	132	138	129
September ..	130	135	141	131
December ..	132	138	143	134
1953				
January ..	132	138	143	134
February ..	134	138	144	135
March ..	134	139	145	135
April ..	134	139	145	135

\* As indicated on page 79 of the March issue of this GAZETTE, the index of actual weekly earnings in October, 1952, the latest available, was 147 for all workers combined as compared with 132 for rates of wages in those industries covered by the earnings enquiries (and 131 in all the principal industries and services).

## MINISTRY OF LABOUR AND NATIONAL SERVICE

## Publications on Youth Employment

## Juvenile Employment Service

Report of the Committee (Chairman: Sir Godfrey H. Ince, K.B.E., C.B.) 1945. 2s. 0d. (2s. 1½d.)

## Youth Employment, 1948

Report of the London Regional Advisory Council (Chairman: E. S. Byng, M.I.E.E.) 1948. 4d. (5½d.)

## Youth Employment Service

Report of the National Youth Employment Council (Chairman: The Rt. Hon. Lord Piercy, C.B.E.) on the Work of the Youth Employment Service, 1947-50. 1s. 0d. (1s. 1½d.)

Report of the Committee on Recruitment and Training for the Youth Employment Service (Chairman: The Rt. Hon. Lord Piercy, C.B.E.) 1951. 9d. (10½d.)

Obtainable from H.M. STATIONERY OFFICE at the addresses on page 189 or through any bookseller



## Industrial Disputes

### DISPUTES IN APRIL

The number of stoppages of work\* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in April, was 107. In addition, 14 stoppages which began before April were still in progress at the beginning of that month. The approximate number of workers involved during April in these 121 stoppages, including workers thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes, is estimated at about 20,000. The aggregate number of working days lost at the establishments concerned during April was about 76,000.

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

Industry Group	Number of Stoppages in progress in Month			Number of Workers involved in all Stoppages in progress in Month	Aggregate Number of Working Days lost in all Stoppages in progress in Month
	Started before beginning of Month	Started in Month	Total		
Coal Mining .. .. .	3	82	85	14,200	33,000
Vehicles .. .. .	1	2	3	1,600	28,000
Transport and Communication .. .. .	—	5	5	1,800	3,000
All remaining industries and services .. .. .	10	18	28	2,800	12,000
<b>Total, April, 1953 .. .. .</b>	<b>14</b>	<b>107</b>	<b>121</b>	<b>20,400</b>	<b>76,000</b>
<b>Total, March, 1953 .. .. .</b>	<b>12</b>	<b>169</b>	<b>181</b>	<b>40,400</b>	<b>249,000</b>
<b>Total, April, 1952 .. .. .</b>	<b>13</b>	<b>151</b>	<b>164</b>	<b>36,000</b>	<b>77,000</b>

Of the total of 76,000 days lost in April, 38,000 were lost by 16,700 workers involved in stoppages which began in that month. Of these workers, 15,400 were directly involved and 1,300 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes). The number of days lost in April also included 38,000 days lost by 3,700 workers through stoppages which had continued from the previous month.

#### Duration of stoppages

Of 105 stoppages of work owing to disputes which ended during April, 44, directly involving 3,100 workers, lasted not more than one day; 32, directly involving 4,000 workers, lasted two days; 10, directly involving 1,400 workers, lasted three days; 11, directly involving 2,900 workers, lasted four to six days; and 8, directly involving 26,600 workers (only 3,200 of whom were involved during April), lasted over six days.

#### Causes of stoppages

Of the 107 disputes leading to stoppages of work which began in April, 6, directly involving 800 workers, arose out of demands for advances in wages, and 44, directly involving 7,300 workers, on other wage questions; 2, directly involving 800 workers,

on questions as to working hours; 14, directly involving 3,100 workers, on questions respecting the employment of particular classes or persons; and 40, directly involving 1,600 workers, on other questions respecting working arrangements. One stoppage, directly involving 1,800 workers, was in support of workers involved in another dispute.

### DISPUTES IN THE FIRST FOUR MONTHS OF 1953 AND 1952

The following Table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first four months of 1953 and 1952:—

Industry Group	January to April, 1953			January to April, 1952		
	Number of Stoppages beginning in Period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress	Number of Stoppages beginning in Period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress
Agriculture, Forestry, Fishing .. .. .	—	—	—	2	900	4,000
Coal Mining .. .. .	435	63,700†	182,000	391	57,500†	128,000
Other Mining and Quarrying .. .. .	1	‡	‡	2	100	‡
Treatment of Non-Metallic Minerals .. .. .	6	700	2,000	5	100	1,000
Chemicals and Allied Trades .. .. .	—	—	—	3	1,100	5,000
Metal Manufacturing .. .. .	12	1,900	13,000	13	2,300	12,000
Shipbuilding and Ship Repairing .. .. .	20	4,100	41,000	18	7,000	60,000
Engineering .. .. .	12	1,900	27,000	26	17,300	148,000
Vehicles .. .. .	12	13,900	251,000	16	7,800	52,000
Other Metal Industries .. .. .	4	600	7,000	5	1,300	4,000
Textiles .. .. .	1	700	9,000	2	400	‡
Leather, etc. .. .. .	—	—	—	1	‡	‡
Clothing .. .. .	6	7,700	5,000	2	100	‡
Food, Drink and Tobacco .. .. .	2	‡	1,000	5	900	8,000
Manufactures of Wood and Cork .. .. .	8	400	3,000	7	900	6,000
Paper and Printing .. .. .	—	—	—	4	500	1,000
Other Manufacturing Industries .. .. .	4	200	2,000	2	100	‡
Building and Contracting .. .. .	24	2,700	8,000	28	9,600	45,000
Gas, Electricity and Water .. .. .	1	‡	‡	3	700	6,000
Transport, etc. .. .. .	19	4,100	5,000	25	5,700	20,000
Distributive Trades .. .. .	3	‡	‡	4	2,700	18,000
Other Services .. .. .	3	‡	1,000	5	1,000	3,000
<b>Total .. .. .</b>	<b>573</b>	<b>102,700†</b>	<b>557,000</b>	<b>565‡</b>	<b>118,000†</b>	<b>521,000</b>

The number of days lost in the period January to April, 1953, through stoppages which began in that period was 530,000, the number of workers involved in such stoppages being 98,900. In addition, 27,000 days were lost by 3,800 workers through stoppages which had begun towards the end of the previous year.

### PRINCIPAL DISPUTES DURING APRIL

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly	Began	Ended		
<b>COAL MINING:—</b> Colliery workers—Methil (one colliery)	1,210	—	17 Apr.	26 Apr.	To support a claim by task workers that when employed on alternative work they should be paid not less than their average task work earnings	Work resumed pending negotiations.
Colliery workers—East Fife (various collieries)	1,790	—	21 Apr.	25 Apr.	In sympathy with the workers involved in the above dispute	Work resumed pending negotiations.
Colliery workers—Pontefract (one colliery)	1,830	—	22 Apr.¶	1 May	Dissatisfaction with wages	Work resumed pending negotiations.
<b>MOTOR VEHICLES:—</b> Vehicle builders and other workers employed in motor car manufacture—Birmingham (one firm)	2,280	6,750	17 Feb.	4 May	Alleged discrimination against a shop steward when other redundant workers were being re-engaged	On advice of trade union officials workers decided to register at Employment Exchanges for re-employment by the firm. (For the Report of the Court of Inquiry appointed to enquire into the causes and circumstances of the dispute see page 160 of this GAZETTE.)
<b>DOCKS:—</b> Dock workers—Tilbury	1,340	—	11 Apr.	13 Apr.	The continued employment at Tilbury of 70 Millwall dock workers after local workers had become available	Millwall dock workers withdrawn.

\* The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than 10 workers, and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

† Some workers, largely in the coal mining industry, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1953 was approximately 57,000, and in the corresponding period in 1952 was approximately 50,000. For all industries combined the corresponding net totals were approximately 95,000 and 110,000.

‡ Less than 50 workers or 500 working days.

§ A stoppage of apprentices which began in March, 1952 (see the issue of this GAZETTE for April, 1952, page 149), involved workers in several industries but has been counted as only one stoppage in the total for all industries taken together.

¶ 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 stoppage began on 22nd April, and involved 58 workers. Work was resumed on 27th April, but the stoppage recommenced on 28th April.

## U.K. Index of Retail Prices

### INDEX FOR 14th APRIL, 1953

#### ALL ITEMS (17th June, 1947=100) ... 141

At 14th April, 1953, the retail prices index was 141 (prices at 17th June, 1947 = 100), compared with 140 at 17th March and with 135 at 8th April, 1952. The rise in the index during the month was due mainly to higher local rates in England and Wales and to increases in the prices of vegetables, fruit, fish, flour and tea.

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 enter into working-class expenditure. The price comparisons used in compiling the index figures relate in general to a fixed list of items, but certain changes in the list of items were made at the beginning of 1952. 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.

As some goods and services are much more important than others, the relative changes in the price levels of the various items included are combined by the use of "weights". The "weights" now used are in proportion to the estimated consumption of the various items in 1950 valued at the prices ruling in January, 1952. Using these weights, the index figure for each month is first calculated as an index with prices at 15th January, 1952, taken as 100.

### DETAILED FIGURES FOR 14th APRIL, 1953

(15th January, 1952 = 100)

The following Table shows, for each of the nine main groups of items and for all the groups combined, the indices at 14th April, 1953, on the basis 15th January, 1952 = 100, together with the relative weights which have been used in combining the group indices into a single "all items" index. In accordance with the recommendation of the Cost of Living Advisory Committee in their "Report on the Working of the Interim Index of Retail Prices", indices are also given for various sub-groups comprised within the main expenditure groups. Similar sub-group indices are published at quarterly intervals.

GROUP AND SUB-GROUP	INDEX FIGURE FOR 14TH APRIL, 1953 (15th January, 1952 = 100)	GROUP WEIGHT
<b>I. Food:</b>		
Bread, flour, biscuits, cakes, etc. . . . .	118	
Meat, bacon and ham, and fish . . . . .	111	
Milk, cheese and eggs . . . . .	105	
Butter, margarine and cooking fat . . . . .	117	
Vegetables and fruit . . . . .	120	
Tea and sugar, etc. . . . .	118	
Miscellaneous manufactured foods . . . . .	104	
<b>Total—Food . . . . .</b>	<b>112.5</b>	<b>399</b>
<b>II. Rent and rates . . . . .</b>	<b>108.2</b>	<b>72</b>
<b>III. Clothing:</b>		
Men's outer clothing . . . . .	101	
Men's underclothing . . . . .	89	
Women's outer clothing . . . . .	97	
Women's underclothing . . . . .	93	
Children's clothing . . . . .	98	
Clothing materials . . . . .	93	
Footwear . . . . .	94	
<b>Total—Clothing . . . . .</b>	<b>95.6</b>	<b>98</b>
<b>IV. Fuel and light:</b>		
Coal and coke . . . . .	107	
Other fuel and light . . . . .	108	
<b>Total—Fuel and light . . . . .</b>	<b>107.7</b>	<b>66</b>
<b>V. Household durable goods:</b>		
Furniture . . . . .	102	
Appliances, etc. . . . .	102	
Floor coverings, drapery and soft furnishings . . . . .	89	
Hardware, pottery, glass, etc. . . . .	103	
<b>Total—Household durable goods . . . . .</b>	<b>97.3</b>	<b>62</b>
<b>VI. Miscellaneous goods:</b>		
Soap and other miscellaneous household goods, medicines and toilet requisites . . . . .	104	
Newspapers, books, stationery and toys . . . . .	101	
<b>Total—Miscellaneous goods . . . . .</b>	<b>102.5</b>	<b>44</b>
<b>VII. Services:</b>		
Travel . . . . .	110	
Entertainment . . . . .	110	
Other services . . . . .	104	
<b>Total—Services . . . . .</b>	<b>107.5</b>	<b>91</b>
<b>VIII. Alcoholic drink . . . . .</b>	<b>101.0</b>	<b>78</b>
<b>IX. Tobacco . . . . .</b>	<b>100.3</b>	<b>90</b>
<b>All items . . . . .</b>	<b>106.4</b>	<b>1,000</b>

### PRINCIPAL CHANGES DURING MONTH

#### Food

Between 17th March and 14th April the average price of cabbage rose by over 60 per cent. There were also increases in the average prices of cooking apples, oranges, bananas, flour, many kinds of fish, cakes, tea and sweets. To a small extent these increases in prices were offset by slight reductions in the average prices of tomatoes and canned peas. The increase in the prices of flour followed an increase in the maximum permitted prices by 1d. a lb. which came into operation on 5th April. The retail prices of eggs ceased to be controlled from 26th March but at 14th April the average level of prices remained virtually unchanged. The effect of these various changes was to raise the average level of food prices by rather more than 1½ per cent. and, expressed to the nearest whole number, the index figure for the food group as a whole at 14th April was 113, compared with 111 at 17th March.

#### Rent and Rates

Local rates were increased in most areas in England and Wales during April and as a result the average level of inclusive rents rose by about 3½ per cent. Expressed to the nearest whole number, the index figure for rent and rates was 108 at 14th April, compared with 104 at 17th March.

#### Fuel and Light

There were increases during the month under review in the charges for gas in a number of areas, and in a few areas there were increases in the charges for electricity. As a result of these changes 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, expressed to the nearest whole number, was 108 at 14th April, compared with 107 at 17th March.

#### Services

Parcel postage rates were increased on 7th April and there were small increases in the average charges for some other services between 17th March and 14th April. The effect of these changes on the average level of charges for the services group as a whole was very slight but sufficient to raise the index figure, when expressed to the nearest whole number, from 107 at 17th March to 108 at 14th April.

#### Other Groups

In the five remaining groups, covering clothing, household durable goods, miscellaneous goods, alcoholic drink, and tobacco, there was little change in the general level of prices during the month under review. The index figures for these groups, expressed to the nearest whole number, were 96, 97, 102, 101 and 100, respectively.

### ALL ITEMS INDICES FOR 1947-53

(17th June, 1947 = 100)

The index numbers quoted in the two preceding sections are index numbers showing changes in the level of prices compared with the level at 15th January, 1952, these latter being taken as = 100. Before January, 1952, the index figures were calculated on a different weighting basis and they showed the changes in the level of prices compared with a level of 100 at 17th June, 1947, the date when the Interim Index of Retail Prices was started. The "all items" index numbers in the two series can be linked together, however, in order to produce a continuous series of figures showing the change in the level of prices compared with the level at the starting date of the index, viz., 17th June, 1947.

Thus, at 14th April, 1953, the "all items" figure in the new series, with prices at 15th January, 1952, taken as 100, was 106.4. This figure has then to be linked to the index figure for 15th January, 1952, in the old series, in order to produce an "all items" figure for 14th April, 1953, comparable with all the indices published for dates up to and including January, 1952, i.e., on the basis 17th June, 1947, taken as 100. The calculation is as follows:—

All items index at 15th January, 1952 (17th June, 1947 = 100) . . . . .	132.5
All items index at 14th April, 1953 (15th January, 1952 = 100) . . . . .	106.4
∴ All items index at 14th April, 1953 (17th June, 1947 = 100) . . . . .	106.4 × 100 / 132.5 = 141.0 that is 141

The Table below shows the figures for "all items" from June, 1947, onwards with prices at 17th June, 1947, taken as 100. 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.
1947	—	—	—	—	—	100	101	100	101	101	103	104
1948	104	106	106	108	108	110	108	108	108	108	109	109
1949	109	109	109	109	111	111	111	111	112	112	112	113
1950	113	113	113	114	114	114	114	113	114	115	116	116
1951	117	118	119	121	124	125	126	127	128	129	129	130
1952	132	133	133	135	135	138	138	137	136	138	138	138
1953	138	139	140	141	—	—	—	—	—	—	—	—

A description of the index, entitled "Interim Index of Retail Prices: Method of Construction and Calculation" is obtainable, price 1s. 3d. net (1s. 4½d. post free), from H.M. Stationery Office at the addresses shown on page 189 of this GAZETTE.

### RETAIL PRICES OVERSEAS

The monthly summary of the latest information received is given on page 183.



# MISCELLANEOUS STATISTICS

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## Fatal Industrial Accidents

The number of workpeople (other than seamen) in the United Kingdom whose deaths from accidents in the course of their employment were reported in April was 106, compared with 122 (revised figure) in the previous month and 127 (revised figure) in April, 1952. In the case of seamen employed in ships registered in the United Kingdom, 18 fatal accidents were reported in April, compared with 54 in the previous month and 2 in April, 1952. Detailed figures for separate industries are given below for April, 1953.

Mines and Quarries*		Factories—continued	
Under Coal Mines Act : Underground .. .. .	26	Electrical Stations .. .. .	2
Surface .. .. .	3	Other Industries .. .. .	1
Metaliferous Mines .. .. .	1	WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937	
Quarries .. .. .	5	Docks, Wharves, Quays and Ships .. .. .	1
TOTAL, MINES & QUARRIES	35	Building Operations .. .. .	22
		Works of Engineering Construction .. .. .	1
		Warehouses .. .. .	2
		TOTAL, FACTORIES ACT .. .. .	58
		Railway Service	
		Brakemen, Goods Guards .. .. .	
		Engine Drivers, Motor- men .. .. .	
		Firemen .. .. .	
		Guards (Passenger) .. .. .	
		Labourers .. .. .	
		Mechanics .. .. .	
		Permanent Way Men .. .. .	
		Porters .. .. .	
		Shunters .. .. .	
		Other Grades .. .. .	
		Contractors' Servants .. .. .	
		TOTAL, RAILWAY SERVICE	13
		TOTAL (excluding Seamen)	106
		Seamen	
		Trading Vessels .. .. .	7
		Fishing Vessels .. .. .	11
		TOTAL, SEAMEN .. .. .	18
		TOTAL (including Seamen)	124

## Industrial Diseases

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

I. Cases		I. Cases—continued	
Lead Poisoning		Epitheliomatous Ulceration (Skin Cancer)	
Operatives engaged in :		Pitch and Tar .. .. .	10
Smelting of Metals .. .. .	1	Mineral Oil .. .. .	5
Shipbreaking .. .. .	1	TOTAL .. .. .	15
Vitreous Enamelling .. .. .	1		
Electric Accumulator Works .. .. .	1		
Other contact with Molten Lead .. .. .	2		
White and Red Lead Works .. .. .	1		
Paint and Colour Works .. .. .	1		
Painting of Buildings .. .. .	1		
Other Industries .. .. .	1		
TOTAL .. .. .	10		
		Chromic Ulceration	
		Manuf. of Bichromates .. .. .	6
		Chrome Tanning .. .. .	1
		Chromium Plating .. .. .	6
		Other Industries .. .. .	3
		TOTAL .. .. .	16
		TOTAL, Cases .. .. .	45
		II. Deaths	
		Nil.	
		Other Poisoning	
		Nil.	
		Anthrax	
		Hides and Skins .. .. .	3
		Other Industries .. .. .	1
		TOTAL .. .. .	4

\* For mines and quarries, weekly returns are obtained and the figures cover the 4 weeks ended 25th April, 1953.

## Accidents in Coal Mining

A statement issued by the Ministry of Fuel and Power shows that the number of persons killed during the 13 weeks ended 28th March, 1953, as a result of accidents occurring in that period at mines as defined by the Coal Mines Act, 1911, in Great Britain was 102, compared with 105 in the 13 weeks ended 27th December, 1952, and 110 in the 13 weeks ended 29th March, 1952. The corresponding numbers of persons seriously injured at such mines were 493, 591 and 533 (revised figure). For the purpose of these statistics, serious injuries are injuries which, because of their nature or severity, are, under the terms of Section 80 of the Coal Mines Act, 1911, required to be reported to H.M. Divisional Inspectors of Mines at the time of their occurrence.

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

Nature of Accident	Number of Persons Killed during 13 weeks ended			Number of Persons Seriously Injured during 13 weeks ended		
	28th Mar., 1953	27th Dec., 1952	29th Mar., 1952	28th Mar., 1953	27th Dec., 1952	29th Mar., 1952
	Underground :					
Explosion of fire-damp or coal dust	7	1	—	9	28	1
Falls of ground ..	50	39	46	185	204	207
Haulage .. .. .	21	31	30	111	132	139
Miscellaneous (in- cluding shaft acci- dents) .. .. .	16	21	24	149	171	147
Total .. .. .	94	92	100	454	535	494
Surface :						
All causes .. .. .	8	13	10	39	56	39
Total, underground and surface .. .. .	102	105	110	493	591	533

## Vocational and Disabled Training

The statistics of the Vocational and Disabled Training Schemes given below relate to the four weeks ended 30th March, 1953.

The number of applicants admitted to training during the period was 526, and 4,240 persons were in training at the end of the period. The latter figure included 3,681 males and 559 females; of the total, 2,647 were disabled persons. During the period 573 trainees were placed in employment. An analysis of these figures is given in the Table below.

	Males	Females	Total
Applicants admitted to training during period :			
Able-bodied .. .. .	182	17	199
Disabled .. .. .	275	52	327
Total .. .. .	457	69	526
Number of persons in training at end of period at :			
Government Training Centres—			
Able-bodied .. .. .	1,435	37	1,472
Disabled .. .. .	1,318	76	1,394
Technical and Commercial Colleges—			
Able-bodied .. .. .	70	29	99
Disabled .. .. .	348	315	663
Employers' Establishments—			
Able-bodied .. .. .	22	—	22
Disabled .. .. .	52	4	56
Residential (Disabled) Centres and Voluntary Organisations .. .. .	436	98	534
Total .. .. .	3,681	559	4,240
Trainees placed in employment during period :			
Able-bodied .. .. .	196	11	207
Disabled .. .. .	273	93	366
Total .. .. .	469	104	573

From the beginning of the Vocational Training Scheme on 2nd July, 1945, up to 30th March, 1953, the number of trainees placed in employment was 106,866, of whom 95,875 were males and 10,991 were females.

## Industrial Rehabilitation

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

	Men	Women	Total
Persons admitted to courses during period ..	651	74	725
Persons in attendance at courses at end of period .. .. .	1,178	153	1,331
Persons who completed courses during period ..	545	72	617

From the starting of these Units by the Ministry of Labour and National Service up to 30th March, 1953, the total number of persons admitted to industrial rehabilitation courses was 40,128.

## Business Training for Ex-Regulars

The figures given below relate to applications for training under the Scheme of Business Training for Ex-Regulars since its inception in February, 1949, and show the position at the end of February, 1953.

Number of applications received .. .. .	1,661
" " " " rejected or withdrawn .. .. .	1,088
" " " " under consideration .. .. .	35
" " " " applicants who entered training .. .. .	526
" " " " awaiting training .. .. .	12

Of the 526 applicants who entered training, 456 completed the course, 49 terminated their training prematurely (most of them to take employment), and 21 were still in training at the end of February. After completion of training, 376 applicants were placed in, or found, employment, 72 lapsed their registration for employment, and eight were awaiting suitable employment. Of those awaiting suitable employment, three were in "stop-gap" employment pending resettlement at the level appropriate to the Scheme. The reason usually given for lapsed registration for employment was that the applicants had either found employment themselves or had rejoined H.M. Forces.

## Reinstatement in Civil Employment

Information about the Acts relating to reinstatement in civil employment, viz., the Reinstatement in Civil Employment Act, 1944, the National Service Act, 1948, the Reinstatement in Civil Employment Act, 1950, and the Reserve and Auxiliary Forces (Training) Act, 1951, was given in the issue of this GAZETTE for May, 1951 (page 215).

The following Table analyses the determinations given by Reinstatement Committees (a) during the quarter ended 31st March, 1953, and (b) during the whole period from 1st August, 1944.

	March Quarter, 1953	Total cases dealt with
Orders requiring employment to be made available to applicants .. .. .	8	1,692
Orders requiring payment of compensation for loss by reason of default .. .. .	18	845
Orders for both reinstatement and compensation .. .. .	16	2,059
Total of orders made .. .. .	42	4,596
No orders made against the employers concerned .. .. .	27	4,471
Total of cases determined .. .. .	69	9,067

Of the total of 9,067 cases determined since 1st August, 1944, 8,630 were dealt with under the Reinstatement in Civil Employment Act, 1944, 421 under the National Service Act, 1948, 14 under the Reinstatement in Civil Employment Act, 1950, and two under the Reserve and Auxiliary Forces (Training) Act, 1951. Of the 69 cases determined during the March quarter, 1953, one was dealt with under the 1944 Act, 64 under the 1948 Act, and four under the 1950 Act.

Appeals against nine determinations of Reinstatement Committees were decided by the Umpire during the quarter, and, of these, four were confirmed by him, three varied, and two reversed. No reinstatement cases were determined during the quarter by Reinstatement Committees or the Umpire in Northern Ireland or in the Isle of Man.

Other work of the Reinstatement Committees related to the statutory provisions of Section 51 of the National Service Act, 1948, and that Section as applied by Section 8 of the Reserve and Auxiliary Forces (Training) Act, 1951, prohibiting dismissal of employees by reason of liability for part-time service under the 1948 Act and for short-term service under the 1951 Act. During the quarter three applications for compensation under the 1948 Act and one under the 1951 Act were determined by Reinstatement Committees. In two of these cases, the Committee made orders for compensation. Two appeals against determinations of Reinstatement Committees in compensation cases were allowed by the Umpire. During 1953 men are not being called up for training under the Reserve and Auxiliary Forces (Training) Act, 1951.

## Shipbuilding in First Quarter of 1953

According to Lloyd's Register Shipbuilding Returns for the quarter ended 31st March, 1953, the number of merchant steamers and motorships under construction in Great Britain and Northern Ireland at the end of March was 323, with a gross tonnage of 2,132,903 tons, compared with 336 vessels of 2,146,402 tons gross at the end of December, 1952, a decrease of 13,499 tons.

The tonnage of vessels intended for registration abroad or for sale was 577,816 at the end of March. This figure, which was 94,027 tons less than at the end of December, represented 27.1 per cent. of the total tonnage being built in this country and included 251,717 tons for Norway, 80,196 tons for Liberia, and 58,770 tons for Panama. The tonnage at the end of March intended for registration abroad included 21,521 tons on which construction had commenced during the quarter. The returns show that since September, 1950, there has, apart from minor fluctuations, been a steady fall in the tonnage under construction for registration abroad or for sale.

The total tonnage of steamers and motorships under construction in the world at the end of March amounted to 6,004,757 tons gross, of which 35.5 per cent. was being built in Great Britain and Northern Ireland. The tonnage under construction abroad at the end of March was 3,871,854, a decrease of 100,329 tons compared with the previous quarter. Steam and motor oil tankers of 100 tons gross and upwards under construction in the world amounted to 3,267,259 tons or 54.4 per cent. of the total tonnage under construction. The total tonnage of oil tankers of 100 tons gross and upwards being built in Great Britain and Northern Ireland was 1,225,777. Previous returns have excluded oil tankers of less than 1,000 tons and these figures are, therefore, not strictly comparable with those published for December, 1952 (see the issue of this GAZETTE for February, page 72), and earlier quarters. The world figures and those for construction abroad are exclusive of the Union of Soviet Socialist Republics, Poland, and China, for which countries no figures were available.

The numbers of propelled vessels begun in Great Britain and Northern Ireland during the first quarter of 1953 were 19 steamers, of 145,620 tons, and 32 motorships, of 159,723 tons, a total of 51 vessels, of 305,343 tons gross. The numbers launched during the same period were 16 steamers, of 74,346 tons, and 31 motorships, of 153,345 tons, a total of 47 vessels of 227,691 tons gross. The numbers completed during the period were 17 steamers, of 82,911 tons, and 47 motorships, of 227,910 tons, a total of 64 vessels, of 310,821 tons gross.

The figures in this article exclude vessels of less than 100 tons gross. They also exclude non-propelled vessels (sail and barges).

## 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 Points (in Index Points) compared with	
			Month before	Year before
European Countries				
Austria (Vienna)	Mar., 1938 = 100			
All Items* .. .. .	Mar., 1953 (middle)	665	- 5	+ 2
Food .. .. .	" "	679	- 12	+ 7
Belgium	1936-38 = 100			
All Items* .. .. .	Feb., 1953	413	- 3	- 11
Food .. .. .	" "	393	- 4	- 4
Germany (Federal Republic)	1950 = 100			
All Items .. .. .	Mar., 1953	109	Nil	- 2
Food .. .. .	" "	113	+ 1	- 2
Italy (Large towns)	1938 = 1			
All Items .. .. .	Feb., 1953	56.14	+ 0.11	+ 1.55
Food .. .. .	" "	66.21	+ 0.04	+ 2.28
Netherlands	1949 = 100			
All Items .. .. .	Mar., 1953 (middle)	120	Nil	Nil
Food .. .. .	" "	123	- 1	- 1
Norway	1949 = 100			
All Items .. .. .	Feb., 1953 (middle)	134	Nil	+ 5
Food .. .. .	" "	146	Nil	+ 6
Other Countries				
Australia (6 capital cities)	1923-27 = 1,000			
All Items .. .. .	Sept., 1952	2,238	+32†	+295
Food .. .. .	" "	2,592	+25†	+456
Canada	1949 = 100			
All Items .. .. .	Feb., 1953 (beginning)	115.5	- 0.2	- 2.1
Food .. .. .	" "	112.7	- 0.8	- 8.1
Rhodesia, Northern	Aug., 1939 = 100			
All Items .. .. .	Jan., 1953	175	Nil	+ 8
Food .. .. .	" "	216	- 1	+ 14
Rhodesia, Southern	Oct., 1949 = 100			
All Items .. .. .	Feb., 1953	127	Nil	+ 4
Food .. .. .	" "	148	+ 4	+ 6
South Africa, Union (9 urban areas)	1938 = 100			
All Items .. .. .	Dec., 1952	190.6	- 0.8	+ 11.1
Food .. .. .	" "	221.9	- 2.0	+ 21.8
United States	1947.9 = 100†			
All Items .. .. .	Feb., 1953 (middle)	113.4	- 0.5	+ 1.0‡
Food .. .. .	" "	111.5	- 1.6	- 1.1‡

\* The items of expenditure on which the "all items" figures are based are food, clothing, house-rent, fuel and light, and other or miscellaneous items, except in the case of Austria (food, clothing, fuel and light, and miscellaneous items), and Belgium (food, clothing, fuel and light, and miscellaneous items).  
† The index is quarterly and comparison is with the previous quarter.  
‡ New Consumer Price Index, based on Survey of Consumer Expenditures in 1950. Index numbers re-calculated on new basis from January, 1947.



## ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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### Industrial Disputes Order, 1951, and Conditions of Employment and National Arbitration (Northern Ireland) Orders, 1940 to 1945

#### Industrial Disputes Tribunal Awards

During April the Industrial Disputes Tribunal issued twelve awards, Nos. 338 to 349.\* Eight of the awards are summarised below; the others related to individual employers.

**Award No. 338 (2nd April).**—Parties: Employers represented on the Employers' Side of the West Midlands Joint Council for Local Authorities' Services (Manual Workers), and members of the trade unions represented on the Trade Union Side of the Council in their employment. *Matter in dispute:* The dispute arose out of a claim concerning the rate to be paid to school caretakers in respect of time spent on stoking boilers on Sundays. *Award:* The Tribunal awarded that subject to certain specified conditions school caretakers should be paid 5s. an hour in respect of time spent on stoking boilers on Sunday, subject to a minimum payment of 5s. where the time spent is less than one hour.

**Award No. 339 (10th April).**—Parties: Members of the West of Scotland Textile Association, and members of trade unions affiliated to the West of Scotland Joint Committee of Textile Trade Unions, members of the National Union of General and Municipal Workers, members of the National Union of Dyers, Bleachers and Textile Workers and members of the Scottish Union of Power-Loom Tenters in their employment. *Claim:* For an increase of 15 per cent. on all scheduled rates of wages. *Award:* The Tribunal awarded that the existing scheduled rates of wages should be increased by 5 per cent.

**Award No. 343 (17th April).**—Parties: Employers represented on the Employers' Side of the National Joint Council for County Council Roadmen, and members of the trade unions represented on the Trade Union Side of the Council in their employment. *Claim:* For an increase in wages. *Award:* The Tribunal awarded that the rates of wages of the roadmen concerned should be increased by 5s. 6d. a week.

**Award No. 344 (21st April).**—Parties: Members of the Aberdeen Steam Fishing Vessels Owners' Association Limited, and members of the Transport and General Workers' Union in their employment. *Matter in dispute:* The dispute arose out of an application that the employers should be responsible for victualling the ships instead of the present method by which the victualling is done by the workers themselves. *Award:* The Tribunal awarded that the employers should be responsible for victualling fishing vessels operating from Aberdeen and that the present basic rates of pay should be reduced by 3s. a day.

**Award No. 345 (22nd April).**—Parties: Members of Associations federated with the Engineering and Allied Employers' National

\* See footnote \* in second column on page 189.

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Federation, and members of the Association of Scientific Workers in their employment. *Claim:* For a substantial increase in the salaries of scientific and technical staff aged 21 and for the same percentage increase in the salaries of those over 21. *Award:* The Tribunal awarded that the salaries of scientific and technical staff should be increased for male workers by 7s. 6d. a week for those 21 and 22 years of age, by 9s. a week for those 23 and 24 years of age and by 10s. a week for those 25 years of age and over, and for female workers 21 years of age and over by 6s. 6d. a week. Any general advances in salaries given in relation to the general wage advance to manual workers in November, 1952, or in anticipation of that general wage advance, or as a result of a recommendation made by the Federation to their members on 19th December, 1952, to be taken into account in the application of the award.

**Award No. 347 (24th April).**—Parties: Employers represented on the Management Side of the Ancillary Staffs Council of the Whitley Councils for the Health Services (Great Britain), and members of the trade unions represented on the Trade Union Side of the Council in their employment. *Claim:* That the London weighting for the workers covered by the Council should be increased to 12s. a week. *Award:* The Tribunal found that the claim had not been established.

**Award No. 348 (27th April).**—Parties: Employers represented on the Management Side of the Ancillary Staffs Council of the Whitley Councils for the Health Services (Great Britain), and members of the trade unions represented on the Trade Union Side of the Council in their employment. *Claim:* That employees in the National Health Service coming within the purview of the Ancillary Staffs Council should be conditioned to a 44-hour week without loss of pay. *Award:* The Tribunal found that the claim had not been established.

**Award No. 349 (27th April).**—Parties: Employers represented on the Employers' Side of the National Joint Industrial Council for the Cast Stone and Cast Concrete Products Industry, and members of the trade unions constituting the Trade Union Side of the Council in their employment. *Claim:* For a wage increase of 3d. an hour for adult males with proportionate increases for juveniles. *Award:* The Tribunal awarded that the minimum basic rates of wages for men should be increased by 1½d. an hour, with proportionate increases for women, boys and youths; pieceworkers to be paid an additional flat rate allowance of 1½d. an hour for every hour worked.

#### National Arbitration Tribunal (Northern Ireland) Awards

Since the last issue of this GAZETTE was prepared the National Arbitration Tribunal (Northern Ireland) has issued six awards, five of which are summarised below; the other award did not relate to a substantial part of an industry.

**Award No. 1038 (1st April).**—Parties: The Ministry of Agriculture for Northern Ireland and certain members of the North of Ireland Operative Butchers' and Allied Workers' Association employed by the Ministry as slaughtermen. *Claim:* That the starting time each working day be fixed at 8.30 a.m. *Award:* The Tribunal found the claim not established and awarded accordingly.

**Award No. 1039 (2nd April).**—Parties: Messrs. Harland and Wolff Limited and certain members of the Amalgamated Society of Woodworkers. *Claim:* That joiners employed on plant maintenance work in Harland and Wolff Limited are ship joiners and entitled to the average earnings of joiners employed on ship construction and repair. *Award:* The Tribunal found the claim not established and awarded accordingly.

**Award No. 1040 (14th April).**—Parties: Certain member firms of the Ulster Provincial Licensed Traders Defence Association in Lurgan and certain members of the Amalgamated Transport and General Workers' Union. *Claim:* For a new agreement on wages and holidays. *Award:* The Tribunal awarded as follows: (1) Minimum weekly rates of wages for apprentices and assistants to be (a) apprentices, during 1st year £1 15s., second year £2, third year £2 15s.; (b) assistants, during first year after apprenticeship £3 15s., second year £4 10s., and after five years' service (including three years' apprenticeship) £5 4s.; (2) rates of wages of charge hands to be the subject of negotiation between the parties on the basis of the present award and, should the parties fail to reach agreement before 1st June, 1953, either party may refer the question back to the Tribunal; (3) the claim relating to holidays was found not to be established and the Tribunal awarded accordingly; (4) the award to have effect from the beginning of the first full pay period following the date of the award and to be without prejudice to the right of any person receiving a higher rate of remuneration than the minimum rates provided to continue to receive the higher rate.

**Award No. 1042 (28th April).**—Parties: The Belfast Corporation represented by the Employers' Side of the Belfast Corporation

Administrative, Professional, Technical and Clerical Staffs Joint Advisory Council and certain employees of the Corporation represented by the Staff Side of the Joint Advisory Council. *Claim:* That the salary of cash receivers in the Gas Department should be £395 a year rising by £20 to £475, and by £25 to a maximum of £500 a year. *Award:* The Tribunal awarded that the salary scale of cash receivers in the Gas Department of the Belfast Corporation shall be £400 a year, rising by four annual increments of £20 each to a maximum of £480 a year.

**Award No. 1043 (29th April).**—Parties: Certain member firms of the Northern Ireland Master Butchers' Association and certain members of the North of Ireland Operative Butchers' and Allied Workers' Association. *Claim:* For the observance of the Belfast Butchers' Annual Holiday on Wednesday, 29th July, 1953. *Award:* The Tribunal found the claim as made not established and awarded accordingly.

### Civil Service Arbitration Tribunal

During April the Civil Service Arbitration Tribunal issued two awards, Nos. 219 and 220\*, which are summarised below.

**Award No. 219 (11th April).**—Parties: The Civil Service Legal Society and H.M. Treasury. *Claim:* For increased salary scale with retrospective effect. *Award:* The Tribunal awarded:—(a) that as from 1st January, 1951, the salary scale (London, male) for Legal Assistants on confirmation of appointment shall be: £800 (with a deduction of £25 for each year of age under 30) by annual increments of £30 to £980 and then by annual increments of £40 to £1,070; (b) that the above scale excludes, and shall be subject to, Civil Service Pay Additions.

**Award No. 220 (29th April).**—Parties: The Post Office Engineering Union and the Post Office. *Claim:* For increased scales of pay with retrospective effect. *Award:* The award sets out in detail new scales of pay representing increases of 8s., 6s. 6d., and 4s. a week on current rates for men, women and juveniles respectively, in the engineering, motor transport, supplies, cable-ship and factories grades concerned. The revised rates are effective as from 1st January, 1953; the "corresponding points" principle is to be applied in the assimilation to the new scales of officers in post.

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

#### Industrial Court Awards

During April the Industrial Court issued seven awards, Nos. 2441 to 2447, six of which are summarised below; the other award related to an individual employer.

**Award No. 2441 (2nd April).**—Parties: The Transport and General Workers' Union and the Chesham Woodware Manufacturers' Association. *Claim:* For an increase of 3d. an hour on the adult male rates contained in the Agreement of 1st January, 1952. *Award:* The Court awarded that the adult male rates contained in the Agreement dated 1st January, 1952, should be increased by 2d. an hour; effect to be given from the beginning of the first full pay period following the date of the award.

**Award No. 2442 (20th April).**—Parties: Trade Union Side and Official Side of the Shipbuilding Trades Joint Council. *Claim:* (1) That the minimum rates for lithographic machine minders, transferers and metal printers, employed at the Admiralty Hydrographic Supplies Establishment, Taunton, be increased to 20s. a week over and above the London minimum rate. (2) That the existing merit range of 40s. be increased to 50s. (3) That the agreed extras now being paid for the operation of various sizes and types of machines shall be maintained. (4) That in view of the prolonged period since the claim was first raised sympathetic consideration be given to retrospective payment of any award to October, 1949. *Award:* The Court awarded that the existing merit range of 40s. for lithographic machine minders, transferers and metal printers employed at the Admiralty Hydrographic Supplies Establishment at Taunton should be increased to 50s. Except as provided above the Court found against the claim and awarded accordingly.

**Award No. 2444 (23rd April).**—Parties: Operatives' Side and Employers' Side of the National Joint Industrial Council for the Pottery Industry. *Claim:* To determine the claims made in the proposals of, respectively, the British Pottery Manufacturers' Federation and the National Society of Pottery Workers for alterations in wages and conditions of work contained in the Pottery Industry Wages Structure. *Award:* The Court awarded (a) that Clause I of the Terms of Settlement of March, 1952 (constituting Schedule 16 of the Wages Structure) should be amended as follows: adult males (21 years and over) 4d. an hour, adult females (21 years and over) 2d. an hour, juveniles (males and females up to 21 years of age) 1½d. an hour; (b) that on and from 25th March, 1953, Clause 2 of the Terms of Settlement of the March Notices, 1952, terminates; and on and after 25th March, 1953, neither side has any right to make any claim to alter the sums payable under Clause I of the 1952 Settlement, except by a customary notice in accordance with paragraph 12 of Schedule 12 of the Wages Structure; (c) that in paragraph 3 (b) of Schedule 9 after "basic hourly rate" in line 2 there should be inserted "plus the current

\* See footnote \* in second column on page 189.

cost-of-living bonus"; (d) that the following new Clause 3 (e) should be added to Schedule 9 of the Wages Structure: "Operatives who by arrangement are required to work on a statutory holiday shall forfeit their right to holiday pay if they do not perform full time work on such holiday"; (e) effect to be given to the award from the beginning of the first full pay period following the date of the award.

Except as provided above the Court found against the proposals of the British Pottery Manufacturers' Federation and those of the National Society of Pottery Workers and awarded accordingly.

**Award No. 2445 (23rd April).**—Parties: Employees' Side and Employers' Side of the National Joint Industrial Council for the Needle, Fish Hook and Fishing Tackle Industries. *Claim:* For an increase in the standard wage from 30.272 pence an hour to 32.272 pence an hour and to amend, under paragraph 3 (b) of the Agreement dated 24th November, 1952, the percentage of the women's remuneration compared with the standard wage. *Award:* The Court awarded that the standard wage should be increased from 30.272 pence an hour to 31.772 pence an hour; effect to be given to the award from the beginning of the first full pay period following the date of the award.

**Award No. 2446 (29th April).**—Parties: The Amalgamated Society of Woodcutting Machinists and the National Sawmilling Association. *Claim:* For interpretation of Award No. 2373 dated 16th April, 1952 (see the issue of this GAZETTE for May, 1952, page 192). *Interpretation:* The Court ruled that the true meaning and intent of their award in respect of the annual holiday entitlement for sawyers and machinists in the sawmilling industry for 1952 and subsequent years was to confer upon the workmen the right to a second week's holiday to be taken as a complete week and that such second week's holiday may be taken at any time during the calendar year as mutually agreed at the respective saw mills or in the event of disagreement as decided by the employer. Nothing in the award prohibited a workman from taking his second week's holiday in odd days if he so desired and his employer agreed.

**Award No. 2447 (29th April).**—Parties: The National Union of General and Municipal Workers and the Iron and Steel Trades Employers' Association. *Claim:* For the minimum base hourly rate paid to labourers to be increased by 2d. an hour. *Award:* The Court, having regard to the percentage of labourers in the industry for which the National Union of General and Municipal Workers speaks and to the statement of the Union that a claim embracing the main body of labourers was in preparation by the organisation which negotiated for them and which, it is stated, must obviously control the main wages structure of the industry, found that the claim had not at present been established and awarded accordingly.

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### Single Arbitrators and *ad hoc* Boards of Arbitration

During April two awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. The awards are summarised below:—

(1) *Parties*: The two sides of the Joint Industrial Council for the Food Manufacturers' Industrial Group. *Claim*: For an increase of 8s. a week for adult males and females with proportionate increases for juveniles. *Award*: The Arbitrator found that the claim had not been established.

(2) *Parties*: The Transport and General Workers' Union, the Amalgamated Engineering Union, and the Mercantile Marine Service Association on the one hand and the Southampton, Isle of Wight and South of England Royal Mail Steam Packet Company Limited and the Alexandra Towing Company Limited on the other. *Claim*: That when a tug is working between 11 p.m. and 6 a.m. on any day then payment shall be made at the appropriate rate for the whole of the period between 11 p.m. and 6 a.m. *Award*: The Arbitrator determined that the Unions' claim was not established.

In addition, an independent Chairman, appointed under the Conciliation Act, 1896, presided at a meeting of a Conciliation Board set up in accordance with the provisions of an Agreement between the Transport and General Workers' Union, the National Union of General and Municipal Workers and the National Sawmilling Association, to consider a claim for variation of the Agreement in respect of grading of districts and rates of wages of sawmilling labourers. The Board failed to reach agreement and the Chairman exercising his authority as an Umpire determined that the claim for regrading had not been established, and awarded an increase in minimum rates of wages of 1½d. an hour from 27th April, 1953.

### Wages Councils Acts, 1945-1948

#### Notices of Proposals

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

*Paper Bag Wages Council (Great Britain)*.—Proposal P.(53), dated 28th April, for fixing revised general minimum time rates for male and female workers and piece work basis time rates for female workers (including homeworkers).

*Paper Box Wages Council (Great Britain)*.—Proposal B.(51), dated 28th April, for fixing revised general minimum time rates and piece work basis time rates for male and female workers and amending the provisions relating to holidays and holiday remuneration.

Further information concerning either 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 April the Minister of Labour and National Service made the following Wages Regulation Orders\* giving effect to the proposals submitted to him by the Wages Councils concerned:—

*The Button Manufacturing Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1953*: S.I. 1953 No. 674 (V.51), dated 16th April and effective from 1st May. This Order prescribes revised general minimum time rates and piece work basis time rates for male and female workers (other than female homeworkers).

*The Dressmaking and Women's Light Clothing Wages Council (Scotland) Wages Regulation (Amendment) Order, 1953*: S.I. 1953 No. 683 (W.D.S.577), dated 21st April and effective from 6th May. This Order prescribes revised general minimum time rates and piece work basis time rates for male and female workers.

*The Fustian Cutting Wages Council (Great Britain) Wages Regulation Order, 1953*: S.I. 1953 No. 704 (F.C.30), dated 23rd April and effective from 8th May. This Order prescribes revised general minimum time rates and piece work basis time rates for workers in relation to whom the Council operates.

*The Boot and Floor Polish Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1953*: S.I. 1953 No. 761 (B.P.39), dated 30th April and effective from 15th May. This Order prescribes revised general minimum time rates and piece work basis time rates for male and female workers.

\* See footnote \* in second column on page 189.

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### Wages Councils Act (Northern Ireland), 1945

#### Notice of Proposals

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

*Sugar Confectionery and Food Preserving Wages Council (Northern Ireland)*.—Proposal N.I.F. (N.42), dated 3rd April, for (1) the allowance of Coronation Day (2nd June, 1953) as an additional holiday with pay, and (2) to exclude from the determinations of the Council workers engaged in the manufacture of bars, tablets or blocks of solid chocolate.

*Road Haulage Wages Council (Northern Ireland)*.—Proposal N.I.R.H. (N.5), dated 10th April, for fixing revised general minimum time rates for male workers in the trade.

*Rope, Twine and Net Wages Council (Northern Ireland)*.—Proposal N.I.R. (N.61), dated 17th April, for fixing revised general minimum time rates and piece work basis time rates for male and female workers.

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

#### Wages Regulation Orders

During April 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 Shirtmaking Wages Council (Northern Ireland) Wages Regulation Order, 1953* (N.I.S. (N.48)) dated 2nd April and effective from 15th April. This Order prescribes revised general minimum time rates and piece work basis time rates for male and female workers and general minimum piece rates for female out-workers.—See page 177.

*The Baking Wages Council (Northern Ireland) Wages Regulation (No. 2) Order, 1953* (N.I. Bk. (N.168)), dated 20th April and effective from 29th April. This Order prescribes revised general minimum time rates for male and female workers employed in Area A.—See page 178.

*The Baking Wages Council (Northern Ireland) Wages Regulation (No. 3) Order, 1953* (N.I. Bk. (N.169)), dated 20th April and effective from 29th April. This Order prescribes revised general minimum time rates for male and female workers employed in Area B.—See page 178.

*The Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 1) Order, 1953* (N.I.W.D. (N.70)), dated 21st April and effective from 30th April. This Order prescribes revised general minimum time rates and piece work basis time rates for male and female workers in the Factory Branch of the trade.—See page 177.

*The Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 2) Order, 1953* (N.I.W.D. (N.71)), dated 21st April and effective from 30th April. This Order prescribes revised general minimum time rates and piece work basis time rates for female workers in the Retail Branch of the trade.—See page 177.

### Catering Wages Act, 1943

#### Wages Regulation Order

During April the Minister of Labour and National Service made the following Wages Regulation Order\* giving effect to the proposal submitted to him by the Wages Board concerned:—

*The Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) (Amendment) Order, 1953*: S.I. 1953 No. 599 (L.R.16), dated 1st April and effective from 27th April. This Order prescribes revised weekly minimum remuneration for certain male and female workers.

### Legal Cases Affecting Labour

**Wife injured by husband's negligence in the course of his employment—liability of master for his servant's negligence.**

The plaintiff's husband was employed to manage a public house and the plaintiff worked as his helper. The wife sustained injuries owing to the negligence of her husband and was awarded damages against the employer. (The hearing in the Queen's Bench Division of the plaintiff's action for damages was reported in last month's issue of this GAZETTE, page 148.) The employer appealed on the grounds that no action by the wife could lie because the husband could not commit a tort against his wife, and she could not sue him since the responsibility of the employer was vicarious.

The Court of Appeal (Lords Justices Singleton, Denning and Hodson) dismissed the appeal and held that by reason of the provisions of the Married Women's Property Act, 1882, the husband could be guilty of a tortious act against his wife although she could not sue him therefor, and since the negligent act of the husband was committed in the course of his employment the claim of the wife succeeded. An employer is under a duty to see that the work is properly and carefully done, and he cannot rid himself of that liability because of the immunity of the servant.—*Broom v. Morgan*. Court of Appeal, 6th March, 1953.

\* See footnote \* in second column on page 189.

### Decisions of the Commissioner under the National Insurance Acts

The Commissioner is a judicial authority independent of the Ministry of National Insurance and appointed by the Crown (see Section 43 of the National Insurance Act, 1946, and Section 42 of the National Insurance (Industrial Injuries) Act, 1946). His decisions\*, which are final, are binding on Insurance Officers and Local Tribunals and must be followed in appropriate cases. They are thus the "case law" which is the principal means of maintaining consistency of decisions.

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 Tribunal was not unanimous.

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

Recent decisions of general interest are set out below.

#### Decision No. R(U) 11/53 (6th March)

The claimant was a spinner in a woollen mill which closed for two days' agreed holiday on Easter Monday and Tuesday. The mill was also closed on the previous Good Friday but this was not a recognised holiday under any agreement express or implied. Held that the claimant was entitled to unemployment benefit for the Good Friday. Principles relating to customary or recognised holidays explained.

#### Decision of the Commissioner

"My decision is that unemployment benefit is payable to the claimant in respect of 11th April, 1952.

"The question arising on this appeal is whether the claimant was 'on holiday' on Good Friday, 11th April, 1952. If he was, then he cannot have unemployment benefit in respect of that day because by virtue of regulation 6(1) (e) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277] that day is not to be treated as a day of unemployment. The local tribunal by a majority held that he was 'on holiday'.

"The claimant is a wool yarn spinner in a mill employing about 300 persons. Shortly before Easter, 1952, three works notices were put up, appertaining respectively to the mill in general, the preparing departments and the blending departments. Each of these notices was headed 'Easter Holidays', and the effect of them was that all employees (except the night shift in the preparing departments) were to cease work at 5.45 p.m. on Maundy Thursday, and (with the exception of the said night shift, and of those sections of the blending departments supplying French drawings) were to resume work on the Wednesday after Easter. The said night shift was to cease work at 7.30 a.m. on Good Friday and resume at 8.0 p.m. on the Thursday after Easter, and the sections supplying French drawings were to resume at 7.45 a.m. on the Thursday after Easter. It can thus be seen that the times for ceasing and resuming work were not the same for all classes of employees, and furthermore that some classes were actually to be away from work longer than others. This circumstance is of some significance, although not necessarily conclusive.

"There is an agreement, called the Annual Agreement, between the Midland Master Spinners' Association and the claimant's Union which under the heading 'Payments for Holidays' defines the expression 'statutory holidays' as meaning '2 days each at Easter, Whitsuntide and Christmas'. It is of course left to individual employers to arrange with their employees the actual days which are to be statutory holidays, for the agreement is one which has to cover a wide area and a variety of circumstances. It is said by the claimant, and I think it was tacitly confirmed by the works manager who attended the hearing by the local tribunal, that the statutory holidays are and have always been taken at the works with which this case is concerned on Easter Monday and Tuesday. The insurance officer submits that the statutory holidays would in this case be Good Friday and Easter Monday, but I am unable to see any evidence to that effect.

"However, it is obvious that the fact that the Annual Agreement specifies those six 'statutory holidays' does not preclude the existence of other holidays in addition, if the employers and workers see fit to arrange any. Consequently the insurance officer further submits that even if Good Friday is not a statutory holiday within the meaning of the Annual Agreement it is nevertheless a 'recognised or customary holiday' because the mill has been closed on every Good Friday for the past seven years. (Here I pause to observe that, although the claimant does not himself question the period of seven years, statements by the employers and by the claimant's Union indicate that the period should be only five years.)

"Now with regard to this last submission of the insurance officer one must begin by making it quite clear that a worker cannot be

\* Leading decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 189.

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'on holiday' (for the purposes of the above-mentioned regulation 6) except by virtue of an agreement, express or implied. Such agreement may be embodied in the basic contract of employment or it may be a special collateral agreement. But there can be no such thing for the purposes of regulation 6 as a 'recognised or customary holiday' arising merely by long usage of a particular day as a non-working day without an agreement that the day shall be a holiday. Long usage is of course a most important factor in deciding whether such an agreement should be implied (or even presumed to have been made and later forgotten) but it has no other significance than that.

"The expression 'recognised or customary holiday' occurs in paragraph (2) of regulation 6, and a similar expression occurred under the old Unemployment Insurance Acts. In 1932 the *Umpire* laid down some 21 main principles for determining the existence or duration of such a holiday (Case No. 18284/32). These principles are applicable and ought to be followed in cases arising today under the above-mentioned regulation 6. I need only refer to a few of them.

"Principle No. 1 is that recognised or customary holidays 'are those days which the employers and workers concerned have agreed (whether expressly or by implication based upon acquiescence) shall be non-working days'. Once those holidays have been agreed they become a normal and recurrent incident of employment and an implied term of contracts of service in the establishment concerned and cannot be varied except by agreement between the parties. Good Friday being a week-day (and according to the evidence not generally observed as a holiday in the district) the onus is in my view upon the insurance officer to show that it is a customary or recognised holiday. He relies no doubt on No. 13 of the *Umpire's* principles, viz.: 'Where during a substantial number of years a holiday has been observed over a fixed period it must be inferred, unless there are facts which negative the inference, that that holiday satisfied the requirements of a recognised holiday, even though the period of holiday does not synchronise with that generally recognised as a holiday period in the district.' Assuming that five years is a substantial number of years, the question is whether there are facts which negative the inference of a 'holiday'.

"I think there are such facts. There was evidence at the hearing before the local tribunal—which appears to have been either given by, or tacitly accepted by, the works manager—that those employees who worked on Good Friday on maintenance, etc. were only paid at the ordinary day rate, whereas if they had worked on Easter Monday or Tuesday they would have been paid premium time (time and a half). And that is not, on the face of it, because Easter Monday and Tuesday were 'statutory holidays', under the Annual Agreement mentioned above, but simply because they were 'holidays'. For the Annual Agreement provides 'Time worked during holidays to be paid at the rate of time and a half.' This provision does not occur in that section of the Agreement which is concerned with 'statutory holidays' but applies, on the face of it, to any 'holiday' properly so called whether 'statutory' or otherwise. It does not look, therefore, as if the employers regarded Good Friday as a 'holiday', either in 1952, or (which is what really matters) in past years, for no doubt the evidence as to Good Friday pay was intended to cover all previous Good Fridays as well as that of 1952. Nor do I think that the claimant's Union are likely to have acquiesced in their members being paid the ordinary day rate if Good Friday had really been a 'holiday', as opposed to a concession to which the workers were not legally entitled. If there was a 'holiday' by acquiescence, one would expect the workers and their Union to know about it, and to insist on the correct wages under the Annual Agreement for work done on such holiday.

"I have not made my decision in this case without difficulty. The first thing that strikes me is that it is strange that none of the employees appear to have made claims for unemployment benefit in respect of Good Friday in previous years. It is said by the claimant that that was because those years were boom years, years of full employment, when the workers felt no need to claim benefit. Nevertheless it is strange that none should have claimed benefit if they were aware that they were not on holiday. On the other hand, I am told in response to my request for certain further information that the maintenance workers have not claimed or received time and a half for work on Good Friday in the past five years. If they had been aware that Good Friday was a recognised holiday, their acquiescence in receiving the ordinary day rate seems to me strange, stranger in fact than the other workers not claiming unemployment benefit.

"I thought that the explanation might be that the maintenance workers who worked on Good Friday might be compensated in some other way or might be on special contractual terms regarding holidays. I therefore sought further information on the point and am told that no arrangement was made to compensate them by giving them a holiday at some other time, and that there was no specific term in their contract requiring them to work on Good Friday at ordinary rates. In these circumstances my conclusion is (1) that the maintenance workers had contracts of service identical with the other workers and (2) that the maintenance workers (and therefore presumably the other workers) were unaware that Good Friday was to be looked upon as a 'holiday' to which they had a contractual right.

"I should add that I have not overlooked No. 10 of the *Umpire's* principles, which states: 'It does not serve any useful purpose to attempt to determine the existence of a recognised holiday by asking whether there is any legal obligation to work on days of alleged holiday, because the legal obligation must depend upon whether the alleged holiday has in fact become a recognised holiday.'

With that I agree; such an inquiry would be the question. But nevertheless in common sense such an inquiry may provide a useful test of the correctness of the conclusion which has been reached. I could not feel satisfied with a conclusion in the present case that Good Friday has become a 'holiday' recognised by mutual agreement, because I should feel surprised if the employees could take Good Friday off without the consent of the employers. The notices referred to above were, it is true, headed 'Easter Holidays', but that may well be a mere convenience of expression to cover a period which is partly 'holiday' and partly unemployment. The impression I get from these notices is that the employers took advantage of the holiday spirit at Easter to enable them to tack on a little necessary 'standing-off' in a way which would be least unacceptable to the workers. They did the same thing, I am told, at Whitsun, so that all workers on production had a whole week away from work, euphemistically called 'an extended holiday'. I must emphasise that the mere fact that the employers want to close the mill for maintenance or repairs does not preclude the period of closing being a 'holiday' properly so called, provided it is a 'holiday' by agreement with the workers. But in the present case I do not see any evidence of such agreement on the part of the workers—in fact I think the evidence goes the other way.

"I consider that the view I have formed is supported by the claimant's statement in his grounds of appeal—a statement which has not been contradicted in any way.—Arising from a discussion with the directors of the firm (the claimant, I should mention, is a shop steward) they assert that Good Friday is not a recognised holiday as regards the agreement operating between the firm and the Union; and that they do not, and neither is it their intention to recognise it as a customary holiday . . . and they will utilise the day as an ordinary working day for whatever purpose they think fit . . . and have no intention of implementing that part of the agreement regarding premium payment for working during holiday periods.' I hold that it has not been proved that the claimant was on holiday on Good Friday, 1952, within the meaning of the above-mentioned regulation 6, and accordingly I allow the claimant's appeal."

#### Decision No. R(U) 13/53 (25th March)

A goods vehicle driver who damaged his vehicle and its load as a result of negligent driving was dismissed. Held that he had lost his employment through misconduct. It was not merely a trivial error of judgment. Decision R(U) 10/52 distinguished.

#### Decision of the Commissioner

"My decision is that the claimant lost his employment through his industrial misconduct and that he be disqualified for receiving unemployment benefit for three weeks from and including 5th November, 1952.

"The claimant, who is an experienced motor driver, was employed as a commercial goods vehicle driver from 30th June to 21st October, 1952, when he was discharged by his employer for causing damage to his pantechicon. On 21st October, 1952, the claimant was driving a pantechicon, the property of his employer and just before he came to a low railway bridge a double decker omnibus passed him going in the other direction. The claimant observed the bridge when it was about fifty yards ahead of him but saw no warning sign on the road and, assuming that the bus had come from under the bridge and that as his pantechicon was not so high as the bus it would also have sufficient head room to pass under the bridge, proceeded on his way at about twenty miles an hour. The claimant's vehicle was 11 feet 6 inches high, and when he had got within about 60 feet of the bridge the claimant for the first time saw a notice on the bridge giving the head room as 11 feet. Apparently it was then too late for him to pull his vehicle up and, as a result, it struck the bridge and damage was caused both to the pantechicon and to the furniture which was in it.

"The local insurance officer disallowed the claimant's claim and disqualified him for receiving unemployment benefit, on the ground that he had lost his employment through his misconduct. On appeal from that decision the local tribunal found that on first seeing the bridge from fifty yards the claimant should have slackened speed, enabling him to stop short of the bridge as was necessary. Accordingly the tribunal found that industrial misconduct had been proved and dismissed the claimant's appeal.

"The claimant has appealed to the Commissioner and, in his grounds of appeal, has in substance recapitulated the evidence which was before the local tribunal. He contends that insufficient importance was given to the fact that the double decker omnibus which was proceeding from the bridge had given him a sense of security in that the bus was higher than his vehicle and that more consideration should be given to the absence of a warning sign in the road giving the bridge 'clearance'. The claimant also observes that after the accident he discovered that there was a side road leading over the railway embankment, which was at the material time concealed from him by high hedgerows and he assumed that the bus had come by that road and not from under the bridge. The claimant further contends that the decision of the tribunal is contrary to the principles of Decision R(U) 10/52. Whilst admitting that he was guilty of an error of judgment, the claimant contends that such error was an isolated one, and that his record does not show a persistent history of negligence.

"The question to be determined is whether the incident which caused the claimant's loss of employment shows that, on the occasion in question, he failed to carry out his duties with that degree of care and skill required of a man who is a qualified driver. If he so failed and if such failure was due to negligence in the performance of his work and resulted in dismissal from his employment, then he must be held to have lost his employment through

his misconduct within the meaning of section 13 of the National Insurance Act, 1946.

"The claimant had had such experience of driving a pantechicon and of the fact that some bridges are not of sufficient height to enable a vehicle of the height of a pantechicon to pass under them that he knew, or ought to have known, that he should exercise great care when approaching a bridge to make certain that he had sufficient room to pass under it. If he could see no warning sign, as I am quite prepared to believe was the case here, he ought in my view to have proceeded very slowly until he could ascertain the head room that the bridge afforded his vehicle. Had he been driving very slowly, I assume that he could have pulled up, and then he would have seen that he could proceed on his way by the side road referred to above.

"In the circumstances I am forced to the conclusion that there was a sufficient degree of negligence in this case to constitute industrial misconduct. Decision R(U) 10/52 affords the claimant no assistance. In the case to which that decision refers it was held that a trivial error of judgment did not amount to misconduct in a driver against whose record nothing adverse could be said. In this case, however, the claimant knew the height of his vehicle, and he ought to have taken care to check the height shown on the bridge before it was too late for him to pull up.

"There are mitigating circumstances in this case, however, which warrant consideration in favour of the claimant. There was no road warning of a low bridge ahead, and no sign indicating that there was a side turning over the embankment, and the appearance of the bus misled the claimant into thinking that it had come from under the bridge and that it was safe for him to go under it also. In the circumstances, whilst I must agree that the claimant lost his employment through his misconduct, I think that the period of disqualification should be limited to three weeks. To this extent I allow the appeal of the claimant."

## STATUTORY INSTRUMENTS

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

*The Button Manufacturing Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1953 (S.I. 1953 No. 674; price 3d. net, 4½d. post free), dated 16th April; The Dressmaking and Women's Light Clothing Wages Council (Scotland) Wages Regulation (Amendment) Order, 1953 (S.I. 1953 No. 683; price 3d. net, 4½d. post free), dated 21st April; The Fustian Cutting Wages Council (Great Britain) Wages Regulation Order, 1953 (S.I. 1953 No. 704; price 3d. net, 4½d. post free), dated 23rd April; The Boot and Floor Polish Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1953 (S.I. 1953 No. 761; price 3d. net, 4½d. post free), dated 30th April. These Orders were made by the Ministry of Labour and National Service under the Wages Councils Act, 1945.—See page 186.*

*The Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) (Amendment) Order, 1953 (S.I. 1953 No. 599; price 4d. net, 5½d. post free), made on 1st April by the Minister of Labour and National Service under the Catering Wages Act, 1943.—See page 186.*

*The Coal Mines Regulation (Suspension) Order, 1953 (S.I. 1953 No. 583), made on 1st April by Her Majesty in Council under the Coal Mines Regulation Act, 1908.—See page 159.*

*The National Insurance (Mariners) Amendment Regulations, 1953 (S.I. 1953 No. 624; price 3d. net, 4½d. post free), made on 9th April by the Minister of National Insurance, in conjunction with the Treasury, under the National Insurance Act, 1946.—See page 160.*

*The National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment Regulations, 1953 (S.I. 1953 No. 669; price 3d. net, 4½d. post free), made on 16th April by the Minister of National Insurance under the National Insurance (Industrial Injuries) Act, 1946.—See page 160.*

*The Injuries in War (Shore Employments) Compensation (Amendment) Scheme, 1953 (S.I. 1953 No. 699), made on 15th April by the Army Council under the Injuries in War (Compensation) Act, 1914. This amending Scheme introduces, with effect from 1st May, 1952, changes in the previously existing Scheme relating to the conditions for determining the amounts of the weekly allowances to be paid to the small number of ex-members of women's auxiliary services who suffered disablement arising from their service overseas during the 1914-18 war and who have continued, after 1st May, 1952, eligible to receive a weekly allowance under the Scheme. The new conditions provide for an increase in the maximum weekly allowance payable, from 45s. to 55s.*

(i) *The Police (Scotland) (Amendment) Regulations, 1953 (S.I. 1953 No. 697 (S.63)), dated 22nd April; (ii) The Police (Promotion) Regulations, 1953 (S.I. 1953 No. 702), dated 23rd April. These Regulations were made respectively by the Secretary of State for Scotland and the Secretary of State for Home Affairs under the Police Act, 1919. (i) These Regulations amend, in certain respects, the Police (Scotland) Regulations, 1952, which deal with the conditions of service of members of police forces in Scotland.*

\* See footnote \* in next column.

(ii) These Regulations provide that a member of the Metropolitan Police Force who in his examination for appointment to the force attains a standard equal to that required in the examination in educational subjects for promotion from constable to sergeant shall, while he remains a member of the force, be deemed to have passed the latter examination.

*The Brush and Broom Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1953 (S.R. & O. of Northern Ireland 1953 No. 45; price 4d. net, 5½d. post free), dated 5th February; The Rope, Twine and Net Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1953 (S.R. & O. 1953 No. 51; price 4d. net, 5½d. post free), dated 9th March; The Brush and Broom Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1953 (S.R. & O. 1953 No. 52; price 4d. net, 5½d. post free), dated 18th March; The Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation Order, 1953 (S.R. & O. 1953 No. 56; price 6d. net, 7½d. post free), dated 24th March.—See the issues of this GAZETTE for March and April, pages 109 and 148.*

## OFFICIAL PUBLICATIONS RECEIVED\*

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

**Accidents.**—*How they happen and How to prevent them at Factories, Docks, Building Operations and Works of Engineering Construction. Vol. 15 (New Series).* April, 1953. Ministry of Labour and National Service. Price 1s. (1s. 1½d.).

**Careers.**—*Careers for Men and Women Series. No. 35: Personnel Management. A detailed description of Qualifications, Training and Professional Opportunities. (Revised December, 1952.)* Ministry of Labour and National Service. Price 6d. (7½d.).

**Friendly Societies.**—*Statistical Summary, 1941-1951.* Registry of Friendly Societies. Price 6d. (7½d.).

**Health.**—*Report of the Minister of Health covering the period from 1st April, 1950, to 31st March, 1951. Part III. On the State of the Public Health being the Annual Report of the Chief Medical Officer for the year 1951.* Cmd. 8787. Ministry of Health. Price 6s. 6d. (6s. 9d.).

**Industrial Classification.**—*Standard Industrial Classification.* Central Statistical Office. Price 1s. 6d. (1s. 7½d.).—See page 159.

**Industrial Disputes.**—*Industrial Courts Act, 1919. Report of a Court of Inquiry into the Dispute between the Austin Motor Company Limited and certain workpeople, members of the National Union of Vehicle Builders.* Cmd. 8839. Ministry of Labour and National Service. Price 1s. (1s. 1½d.). See page 160.

**International Labour Conference.**—*35th Session, Geneva. Report by the Delegates of H.M. Government in the United Kingdom of Great Britain and Northern Ireland.* Cmd. 8825. Ministry of Labour and National Service. Price 2s. 6d. (2s. 7½d.).—See page 161.

**National Insurance.**—*National Insurance (Mariners) Amendment Regulations, 1953. Report of the National Insurance Advisory Committee.* H.C. 86. Ministry of National Insurance. Price 3d. (4½d.).—See page 160.

**Scotland.**—(i) *Report of H.M. Inspector of Fire Services for Scotland for 1952.* Cmd. 8812. Scottish Home Department. Price 6d. (7½d.). (ii) *Education in Scotland in 1952.* Cmd. 8813. Scottish Education Department. Price 3s. 6d. (3s. 8d.).

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