

(10) Of the total increase of 10.9 thousands in the labour force in industry—*i.e.*, excluding Armed Forces and unemployment—9.0 thousands were males. The female labour force thus remained almost static throughout the period. Manufacturing industries as a whole suffered a reduction of 116 in female labour force. The following table shows how the different manufacturing groups were affected :—

FEMALE SURVEYED LABOUR FORCE IN MAIN MANUFACTURING GROUPS

	October, 1947.	October, 1948.	Gain.
Food, drink, and tobacco	5,066	5,128	62
Textiles, leather, and clothing	21,665	21,950	285
Building materials and furnishings	1,060	1,039	21 (loss)
Engineering and metal working	3,907	3,799	108 (loss)
Other manufacturing	6,170	5,827	343 (loss)
Power and water supply	559	568	9

In the non-manufacturing field, gains of over a hundred females were recorded in the following industries :—

Industry.	Gain in Females.
Wholesale and retail trade	507
Hotels and catering	406
Post and telegraph	367
Hospitals	348
Government Administration*	206
Laundries	181
Education	145
Banking and finance	136

* See footnote to paragraph (7) above.

(11) Average rates of labour turnover—*i.e.*, terminations of employment as a percentage of number of persons employed—have remained high at 18 per cent. per six months for males and 27 per cent. per six months for females for the six months ending on 15th October, 1948. While turnover of labour is undoubtedly influenced by the prevailing keen competition for labour, much of it is attributable to causes within the places of work. In the same industrial centre, for instance, three factories of comparable sizes and turning out the same type of product showed labour turnover rates of 19 per cent., 23 per cent., and 52 per cent. respectively. Since they all suffer to much the same degree from the effects of labour shortages in the locality it is evident that other factors must be sought to explain the difference between the factories with the lower rates and the factory with 52 per cent. The Department invites employers to call at its district offices and check their rates of labour turnover against average rates in the same industry and locality. By this means an employer may obtain an indication of the extent to which causes within his workplace may be contributing to labour turnover. Employers have, however, been slow to avail themselves of this opportunity despite the high costs and economic waste which many of them are suffering through excessive turnover rates. Amongst the relatively few cases where information and assistance have been sought some remarkable results have, however, been achieved. (In one modern, well-equipped factory, for example, a considerable number of in-plant causes were discovered once the problem was brought under attack. As a result of attention to these the rate of labour turnover was cut in half.) The information now available on labour turnover emphasizes the fact that there is great scope for reducing this problem by appropriate action within the workplace itself.