

UNITED NATIONS  
GENERAL  
ASSEMBLY



GENERAL

A/1298  
26 July 1950

ORIGINAL: ENGLISH

Fifth session

INFORMATION FROM NON-SELF-GOVERNING TERRITORIES:  
SUMMARY AND ANALYSIS OF INFORMATION TRANSMITTED  
UNDER ARTICLE 73 e OF THE CHARTER. REPORT OF THE  
SECRETARY-GENERAL

Analysis of information on Labour<sup>1/</sup>

RECEIVED

JUL 31 1950

UNITED NATIONS  
ARCHIVES

<sup>1/</sup> This analysis is also submitted to the Special Committee on Information transmitted under Article 73 e of the Charter.

/TABLE OF  
A/1298

33 p.

TABLE OF CONTENTS

	<u>Page</u>
Introduction	
I.    Employment and unemployment. . . . .	4
II.   Employment service organization. . . . .	13
III.  Labour legislation . . . . .	23
Appendix I.  Migrant workers (Africa). . . . .	30
Appendix II. Migrant workers (Caribbean) . . . . .	31
Appendix III. Employment Exchanges (Statistics of registration and placement) . . . . .	32

## ANALYSIS OF INFORMATION ON LABOUR

## INTRODUCTION

1. With respect to information transmitted in 1950 under Article 73 e of the Charter, paragraph 4 (b) of General Assembly resolution 218 (III) invites the Secretary-General to prepare annual supplements giving the relevant statistics for the previous two years, as well as an analysis of different aspects of economic, social and educational conditions to which attention may have been drawn in previous years. The summaries prepared by the Secretary-General contain in respect of each territory on which information has been transmitted, a summary of the main statistical changes recorded. The present paper is intended, in the light of resolution 218 (III), to supplement these summaries, as well as the analysis on labour submitted to the fourth session of the General Assembly.<sup>1/</sup>

1/ Non-Self-Governing Territories, Summaries and analyses of information transmitted to the Secretary-General during 1949, volume I, chapter II, pages 92-126.

I. EMPLOYMENT AND UNEMPLOYMENT.

2. The main features of the employment situation reflected in the information transmitted continued to be

- (a) An increase in labour requirements of many territories;
- (b) The meeting of this demand in wide areas in Africa by the migrant labour system which deeply affects the economy of the peasant areas;
- (c) In the Caribbean, in spite of a high labour demand, a situation characterized by under-employment and seasonal unemployment;
- (d) In certain cases, particularly in towns and among certain groups of workers, the emergence of an unemployment problem which cannot be relieved by a return to the land;
- (e) Almost universally, a continued shortage of skilled and semi-skilled labour.

General labour demand

3. The sustained demand for labour in African territories is indicated in the following instances. In this connexion a report of the International Labour Office states:

"The vast and complicated questions of social policy within the non-metropolitan territories continue to be closely studied. Particular emphasis has been laid on problems arising out of the movements of labour to and from centres of organized employment for wages, especially in Africa. These movements are now on such a scale in some areas as to threaten tribal organization and food supplies. It is hoped further to develop the ILO's activities in this field in the near future."<sup>1/</sup>

4. In Northern Rhodesia, the demand for labour continued to exceed the supply in all types of employment. In order to meet the shortage of farm labour and to safeguard food production, the government continued to maintain the Farm Labour Corps. Shortage of workers in wage earning employment in Nyasaland was, during the early part of the year, accentuated as a result of failure of the 1948-49 rains which caused many workers to leave their work and return to their villages to plant their gardens. In these employments, the estimated requirements at the peak of season were 97,528, whereas the number actually at work during the period was 72,597, falling to a minimum of 60,334 in November.

<sup>1/</sup> ILO Report (1) of the Director-General, ILO Conference, 33rd session, Geneva 1950, page 143.

Other employments, such as contracting, road transport, light industries and missions bring the total required at the peak period to an estimated 110,000 of whom 83,009 were in actual employment at that period, and only 69,788 at the date of minimum employment.<sup>1/</sup>

5. In Kenya, an increase of 3,000 in employment, due mainly to expansion of development schemes and the Police Force, is reported in respect of Government services. Building and construction produced an increase of 10 per cent in the numbers employed, whilst small gains are also reported in respect of industrial and commercial employment.

6. In respect of Uganda, a voluntary labour census undertaken in March 1949 revealed that the total of unskilled labour in employment had risen by approximately 14 per cent as compared with June of the previous year. At the same time, the labour shortage expressed as a percentage of those employed remains constant at about 13 per cent. The number of wage earners in principal occupations in March 1949 was 136,759.

7. Employment figures for Sierra Leone show a further increase of 4,000 over those for 1948. This increase is slightly less than that recorded in respect of 1943, but brings the number of workers engaged in wage-earning employment to approximately 68,988.

8. In French Equatorial Africa<sup>2/</sup>, where it was reported that it would not be possible to expand considerably any production requiring abundant labour without upsetting the economic equilibrium of the Territories, statutory provision has been made for voluntary labour corps (under contract) to be recruited in Middle Congo, Gabon and Ubangi-Shari. In addition an agreement<sup>3/</sup> was entered into with the Government of Nigeria to permit of the recruitment of workers for employment in the Gabon.

9. Appendix I shows certain figures of inter-territorial migrations in Africa. These figures are in certain cases not complete in that they cover the migration movements as recorded, and, in view of the nature of the frontiers in many parts

<sup>1/</sup> Note. These figures do not include an estimated 13,000 in the employ of Government and Native Authorities nor some 9,000 (nearly all males) employed as domestic servants.

<sup>2/</sup> French Equatorial Africa: J.O. de l'A.E.F. du 1er novembre 1949, page 1357.

<sup>3/</sup> French Equatorial Africa: J.O. de l'A.E.F. du 1er octobre 1949, page 1244.

of Africa, other workers cross the frontiers but do not figure in the recorded statistics.

10. The situation in Malaya changed from one of a wide-spread shortage (estimated at between 20,000 and 25,000 in the rubber plantations) at the beginning of the year and became less acute. The main difficulties to be overcome are those of the uneven spread of manpower and the linking of supply and demand; the effective solution of these problems is unlikely to be achieved until there is a National Employment Exchange Service, and until financial assistance is available to enable workers to travel with their families to the employment.

11. Employment statistics show that in December 1949 there were 318,547 persons employed as against 314,000 at the end of 1948, there was a slight fall in the number of Malaysians employed in various undertakings, the number of Chinese employed rose from 85,243 to 89,015 (most of the increase was on account of women) and that of Indians in employment rose from 158,836 to 159,626.

12. In Hong Kong<sup>1/</sup> a constantly fluctuating population makes it difficult to estimate the proportionate distribution of employment. However, it is possible to reach an approximation of the numbers employed in the three main groups of industrial undertakings. In engineering, metal and chemical industries (registered concerns) there was an estimated increase of 2,000, the largest part of which was employed in light industries.

13. In respect of North Borneo, it is stated that the labour strength of the Colony has not yet reached the level of 1941 and that during 1949, the rapid increase in general labour employed since the war had a tendency to slacken. It is anticipated that the increase of the labour supply from local sources for some years to come will continue to be slow and steady rather than rapid and spectacular.

14. In Brunei, in addition to a shortage of artisans required in connexion with the expansion of the oil industry, the demand for manual labour exceeds the supply.

<sup>1/</sup> Hong Kong: Annual Report, 1949, page 15.

Expansion of the timber and logging industry as well as an extension of work in the oil fields in Sarawak has led to a small movement of Native workers from one part of the Territory to another.

15. The employment situation in Papua shows an increase of 1,798 over the preceding year. The number in employment is now level with the average high pre-war figures. Even so, there is still an estimated over-all shortage of 4,000 workers, confined largely to mining and agriculture, and stated to be due mainly to three factors:

"Continued increase in European population and consequential increase in demand for domestic servants;

"Increase in the number of workers employed by the Administration; (pre-war 500-700; today 4,129);

"Difficulty in providing sufficient shipping which impedes the flow of workers".

16. In Curacao, the labour supply caught up with the demand. Non-local workers numbered 10,059 and 9,518 in 1948 and 1949 respectively, the greater number of whom were employed in the petroleum industry, and were mainly from neighbouring Caribbean territories.

Seasonal unemployment, under-employment and unemployment

17. As in previous years, in certain territories seasonal unemployment and under-employment are common, and unemployment proper is on the increase.

18. In the case of Puerto Rico there has been a progressive increase in the numbers employed and a progressive diminution in the number of unemployed. The following statistics illustrate this trend:

	<u>In employment</u>	<u>Unemployed</u>
1948-49	616,000	70,000
1947-48	612,000	74,000
1946-47	606,000	79,000

/Nevertheless,

Nevertheless, the problem remains:

"Despite the fact that Puerto Rican wage rates always have appreciably lowered the standards prevailing on the mainland, these disadvantages have prevented the island from attaining any significant industrial development. As a result, unemployment and under-employment have persisted, even in periods of high business activity, and remain problems of extremely serious magnitude. Nevertheless, with a constantly increasing population pressing against a fixed area in which even submarginal land is already utilized, industrialization offers the only hope not only of improving grossly inadequate living standards but even of maintaining existing standards for a greater number of persons.

"In view of the fact that low wage rates alone have been insufficient to attract the capital investment necessary to provide job opportunities for the increasing labour force, the insular government has encouraged industrial development by offering tax concessions, financial assistance, and similar additional inducements to new concerns. This program has succeeded in interesting a number of mainland firms in establishing plants in Puerto Rico."<sup>1/</sup>

19. In British Honduras<sup>2/</sup> an exhaustive inquiry made in November (1949) as a result of a Labour Advisory Board recommendation indicated that a total of 675 persons appeared to be wholly unemployed or did not receive sufficient casual employment to provide for themselves and their families.

The survey also disclosed the following:

"The unemployed and under-employed in the capital city are made up mainly of unskilled workers who have had no experience in forest or agricultural work and have always existed by casual labour in and around the town.

"Such unemployment as existed amongst carpenters and others in the building trades was largely caused by shortage of pine lumber and other essential material as government and private projects arranged for were well able to provide employment for all tradesmen."

20. In respect of Barbados, overpopulation and unemployment continued to be a special problem. It is, however, stated that the two solutions to the problem - emigration and secondary industries - have been the subject of much consideration.

<sup>1/</sup> U.S. Department of Labour Annual Report 1949, pages 26-27.

<sup>2/</sup> British Honduras: Annual Report on the Working of the Labour Department for the year ended 31st December 1948, pages 4 and 5.



21. Information transmitted on Jamaica for 1948, where unemployment is more acute in the off or out-of-crop (sugar) season, stated that the main problem confronting the Colony was the high incidence of unemployment, described as "a concomitant of a large population in relation to existing numbers for employment". It was suggested that such condition would continue to exist unless migration of the surplus population to foreign countries could be arranged or industrial development intensified.
22. In this connexion it is noted that during the fiscal year 1947-48, allocations for relief works amounting to £329,000 were made and provided employment for 4,700 people.
23. The position in respect of the Leeward Islands is also one where the labour supply is in excess of available employment, the period of least unemployment coinciding with the sugar production season lasting approximately seven months. Unemployment was to some extent relieved during 1948 as a result of the recruitment of 85 workers under contract for sugar cane cutting in Florida (United States of America) and 99 for employment in Curacao.
24. In St. Vincent in the Windward Islands, the labour problems are stated to result from the seasonal nature of employment and the lack of full employment generally. The labour force is reduced approximately 40 per cent during May, June and July, and by approximately 30 per cent during August, September and October, as a consequence of reduced labour requirements of the off season.
25. The position is somewhat different in Trinidad, as the problem of seasonal employment in agriculture was largely offset because many agricultural workers were not exclusively dependent on wage earning. Growing unemployment, however, has been a matter of some concern. An Economic Advisory Board was formed in May 1948 with the following terms of reference:

"To explore the possibilities of establishing new industries, including the development and improvement of agricultural enterprises;

"To examine applications from private enterprise wishing to expand or establish new industries with or without the assistance of government and for Colonies Development Corporation; and

"To advise the Governor on such matters relating to the economy of the Colony, generally as may be referred to it by Government for advice."1/

---

1/ Trinidad and Tobago: Administration Report of the Commissioner of Labour for the years 1947 and 1948, page 10.

26. Seasonal unemployment as well as under-employment has resulted in Mauritius because

"The trend towards mechanization of the agricultural work carried out on estate, during the intercrop, and until recently performed by manual labour, has continued, as more agricultural machinery becomes available."1/

However, steps are being taken chiefly by planting further areas of land under tea, and by the development of agricultural industries other than sugar. By reason of the continued population increase, consideration is being given to schemes involving the emigration of workers and their families to territories in need of immigrants for development purposes.

27. Various particular factors contribute to the unemployment prevailing in certain territories.

28. In Cyprus a Labour Department Reports states:

"In the past the distressed townsman could usually return to his village where he could at least eke out some livelihood from the land. Frequently he can still return. The economy of the Island, however, is changing; towns are growing; the number of people who no longer have roots in the countryside is increasing. The consequences of unemployment are more acutely felt."2/

An investigation conducted in June (1949) led to the conclusion that there were about 5,000 wholly unemployed, from which it is assumed that the number of totally unemployed fluctuated between 2,500 and 5,000 (i.e. between  $1\frac{1}{2}$  to 3 per cent of the working population of 170,000) throughout the year.

29. In the course of the year the position in respect of Zanzibar changed from that of considerable unemployment among the unskilled urban workers to ample employment through the development of public works programmes.

30. The employment situation of ex-servicemen in the Gold Coast improved during the year. In January, 3201 were known to be out of work whereas in December but 549 were known to be unemployed. However, the difficulty of placing in employment persons who were not willing to leave the larger towns for work elsewhere persisted. For example, in Takoradi, where it was thought that much employment would be available in harbour extension works, there were known to

---

1/ Mauritius: Annual Report of the Labour Department, 1948, page 6.

2/ Cyprus: Annual Report of the Department of Labour for the year 1949.

be over 1,500 persons unemployed at the end of the year.

31. In Nigeria, the registration of workers has been continued in order to check the influx of people from the country into the principal centres of employment, causing urban unemployment and an increase in price of foodstuffs and denuding agriculture of its labour.

32. An increase in unemployment is reported in Singapore. Whilst it is stated that accurate unemployment statistics are not available as there is as yet no system of unemployment benefits which would induce those unemployed to register, the position was considered sufficiently serious to warrant the setting up of a Special Employment Committee. The Committee had the following terms of reference

"To enquire into the present position of employment in Singapore, and if unemployment is found to exist or to be likely to arise, to ascertain its causes and to make recommendations as to the steps which should be taken to alleviate it, both in the short term and long term aspects."

Employers and workers organizations were represented on the Committee together with the Departments of Labour and Economic Affairs.

33. The unemployment situation in the United States Territories of Hawaii and Alaska is largely reflected in the amount paid out as unemployment compensation. Reasons given for the increased volume of payments are in the case of the former Territory, a leveling off of the post-war rise in employment, conditioned largely by the cut back in operations and personnel by the Army, Navy and Air Force which reduced federal payments locally by millions of dollars, and the merger of two sugar plantations with other companies and increased mechanization in the sugar industry. The present labour surplus has caused much of the permanent labour force to seek seasonal employment, but the workers are not entitled to off-season benefits based on their seasonal earnings. The amounts paid as unemployment benefits for 1947, 1948 and 1949 were \$462,624, \$1,537,897, and \$2,559,649, respectively.

34. Reasons given for the number of claims for unemployment compensation payments in Alaska are the large influx of transient labour and the fact that the Territory's principal industries - fishing, construction, and mining - flourish during a four to five-month period, dropping off sharply with the close of the fishing season and the approach of winter. Sums paid out as unemployment compensation for 1947, 1948 and 1949 were \$556,071, \$109,413, and \$2,216,098, respectively.

35. Information in respect of Tunisia indicates that during the latter months of 1949, unemployment generally diminished. This is in part attributed to good harvests as well as to employment provided by development works. There was no longer need for relief work. Such unemployment as remained was largely because many of the unemployed lacked the necessary skills. Efforts to improve this situation are being made as part of a programme of the administration to develop technical and vocational education and an apprenticeship system.

## II. EMPLOYMENT SERVICE ORGANIZATION

36. Information transmitted on the operations of public employment exchanges for the most part are in respect of United Kingdom and United States territories. There are indications that the scope of these services are broadening. In the more developed territories they tend to follow the pattern of the metropolitan systems.

37. This is particularly the case in certain of the United States territories.

38. In Alaska, the Territorial Employment Service is affiliated with the United States Employment Service Division of the Unemployment Commission of Alaska and operates offices in the principal towns of the Territory, having in accordance with Congressional action been returned to the Territory in November 1946. All costs, however, for operating the Service until 1 July 1948 were paid from existing Federal appropriations.

39. The Employment Service in Hawaii<sup>1/</sup> is the responsibility of the Bureau of Employment Security. In addition to maintaining a Territory-wide system of public employment offices, the Bureau collects unemployment contributions from employers and undertakes the payment of unemployment compensation. It is stated that a nation-wide Six-Point Program has been adopted and is:

"Geared to the needs of job seekers, employers, and the community. The Six-Point Program provides job placement services for veterans and all other job seekers in all the different skills in industry, trades, and services. It provides employment counselling as needed. It also supplies labour market information to job seekers, employers, and the public; personnel services to employers; and co-operates with civic groups and labour organizations in community employment and vocational planning."

40. In Puerto Rico, employment service organization is a function of the Employment and Migration Bureau of the Department of Labour. It operates through field offices in the Territory and one each in New York and Chicago, concerned with the placement of workers in employment in the United States.

41. In describing the over-all work of the service a report states that:

<sup>1/</sup> Hawaii: Annual Report of the Department of Labour and Industrial Relations, July 1, 1948 to June 30, 1949.

<sup>1/</sup> "The industrialization

"The industrialization program has developed to such a point that it is necessary that a public agency occupy itself with the search for skilled personnel to fill the openings which are being daily created by the new industries. One of the basic principles of workers' efficiency and good labour relations management and labour is that the right man is placed on the right job." 1/

42. A significant development of the work of the Bureau in respect of placing of workers in the United States resulted from the agreement made between the Department of Labour of the Territory and the United States Employment Service whereby Puerto Rican workers for the first time are to be considered domestic workers along with workers in the continent. As such they are to be certified for employment before certification is given to foreign workers. As a result of this agreement the United States Employment Service certified 4,248 workers to the Employment and Migration Bureau between 1 January and 30 June 1949.

43. Recruitment in this connexion was undertaken by the Bureau giving special attention to proper screening so that the true agricultural worker who wanted a job was sifted out from those who were not suited to the work. In all 7,828 applicants were registered for agricultural employment. Of 5,796 workers placed in the United States during the year, 5,188 were in agriculture, 579 in industry and 29 in household work.

44. No organized service has as yet been established in the Virgin Islands. Certain functions normally performed by employment services are upon occasion undertaken by the Department of Welfare.

45. Legislative provision has been made in a number of United Kingdom territories for the establishment and operation of employment exchanges as an integral part of the Labour Department in the territories concerned. In others, while no legislative provision has been made for employment service organization, this has developed through the general broadening of the labour services generally in such territories, and frequently as an extension of facilities intended to aid the resettlement and rehabilitation of ex-servicemen.

46. For example, in Nigeria, the Labour Code (1946) in making provision for the registration of industrial workers, provided for the establishment of the necessary registration offices to be known as employment exchanges. In

---

1/ Puerto Rico: Eighteenth Annual Report of the Commissioner of Labour for the Fiscal Year 1948-49, page 47.

compliance with this provision, exchanges have been established at the principal centres of employment, and have provided additional facilities at five centres for the registration and placement of juveniles.

47. A 1947 report describes the work of the exchanges in the following terms:

"The Employment Exchanges and Registration Systems are still young in Nigeria, but there can be no doubt that they are steadily approaching maturity and playing an important role in enhancing labour mobility, in regularizing and decasualizing employment, in obtaining accurate information concerning unemployment and in advising young persons concerning the choice of suitable occupations."1/

48. In connexion with the provisions for young persons; a later report provides details of an extensive programme which has been recommended for the registration and control of juveniles seeking employment. These recommendations followed an inquiry which had been undertaken with a view to establishing a unified juvenile service throughout the country and were based on consideration of United Kingdom experience in relation to juvenile employment problems.

49. These recommendations (made in respect of Lagos and the Western Provinces where Juvenile Employment Exchanges exist) included:

- (a) The provision and operation of a scheme of vocational guidance.
- (b) The compilation and maintenance of records containing essential details of occupations in which juveniles are employed, for the use of Juvenile Employment Officers, Principals of schools, Juvenile Advisory Committees etc.
- (c) Close contact between private employers, employment exchanges and government departments.
- (d) The compilation of a new school leaver's confidential report card.

50. In Sierra Leone, the employment exchanges provide for the registration and placement of both women and juveniles. However, in this connexion it is stated that this phase of their work continues to be light for

"Very few women are in wage earning employment and few juveniles avail themselves of the Exchange facilities. Although more attention might perhaps be given to juveniles, it cannot be said that there is much unemployment in these two classes."2/

1/ Nigeria: Annual Report on the Department of Labour and on the Resettlement of Ex-Servicemen, 1947, page 36.

2/ Sierra Leone: Annual Report of the Labour Department for the year 1948, page 6.

51. One special duty undertaken by the Employment Exchange at Freetown is the recruitment, on the advice and under the control of a Port Labour Board (representative of employers and workers), of port maintenance workers from prepared lists of registered workers. During 1948 this involved the placing of an average of 365 workers monthly in port employment whilst there is a waiting list of 1,200, all of whom have had previous experience. It is considered that the total of some 9,000 workers would be sufficient if decasualization were introduced, whereas at present about 3,300 workers await such employment as may be available.

52. A less elaborate system is in effect in the Gambia,<sup>1/</sup> where the Labour Department has a voluntary registration scheme for craftsmen and other skilled and semi-skilled workers.

53. In Kenya, exchanges exist at 12 centres, and provide for Africans, Asians and Europeans. A report for 1947, however, states that

"The Labour Exchange system is comparatively new in the Colony and as yet there is still insufficient support from employers. The Africans, however, continued to make good use of the facilities available."<sup>2/</sup>

There was evidence, however, that during 1948<sup>3/</sup> increasing use was being made of the Asian Employment Bureau.

54. In Uganda, a central Labour Exchange was opened in June 1949, in part to meet a need expressed in a report to the effect that although

"It was clear that there was no problem of unemployment, as such, but that there was a need for a simple organization to put the best potential employees quickly in touch with the best employment."<sup>4/</sup>

Information in respect of 1949, in commenting on the general shortage of skilled and unskilled labour, stresses that this need will continue to be the subject of careful study materially assisted by the collection of statistical information and the establishment of a system of labour exchanges.

<sup>1/</sup> United Kingdom: Colonial Office List, 1950, page 113.

<sup>2/</sup> Kenya: Labour Department Annual Report, 1947, page 7.

<sup>3/</sup> Ibid. 1948, page 11.

<sup>4/</sup> Uganda: Annual Report of the Labour Department for the Year ended 31st December 1948, page 8.



55. Of the employment exchange (Bureau) in Zanzibar, it is stated that it has been little used by employers and that the number of workers employed through its agency is too small for statistics of any value to be compiled.
56. In Northern Rhodesia and Nyasaland very little progress appears to have been made. The Northern Rhodesia report of the Labour Department for 1947 stated that, although employment exchanges had been in operation throughout the year, they had not been successful largely because both Africans and Europeans preferred to make their own arrangements. For lack of support, three centres were abandoned and the total number of persons placed was only 20. In Nyasaland, no employment exchanges proper have been established but labour registration offices are maintained at eight of the more important district headquarters. These were originally opened with a view to assisting ex-servicemen in finding work on demobilization but comparatively little use has been made of them either by workers or employers.
57. In respect of employment service organization in Cyprus it is reported<sup>1/</sup> that the increase in the numbers registered at the various labour exchanges, indicates in part, their growing popularity. The majority of trade unions have overcome their indifference if not hostility towards the exchanges and responded favourably to an assurance that the labour exchanges would not depart from "agreed international" practices. In response to this growing interest in the exchanges, the Government has appointed an Advisory Committee (consisting of an equal number of representatives of workers and employers) to each labour exchange.
58. An attempt has also been made to broaden the functions of the labour exchanges by delegating to special sections of exchanges the duty of regulating the recruitment of labour for the building industry and port employment. The latter scheme is stated to have been more successful than was the case in respect of the building industry.
59. In Gibraltar, the Employment Exchange helped implement the policy of full employment for Gibraltarians by giving them preference in the filling of vacancies, and conversely by giving priority in termination of employment to aliens. By the Employment Exchange and Registration Act (No. 10 of 1949) which prescribes the powers and duties of managers of employment exchanges and the obligation of registered persons and employers thereto, the employment

<sup>1/</sup> Cyprus: Annual Report of the Department of Labour for the Year 1949, pages 5-6. /exchanges

exchanges have acquired legal status. In accordance with the policy of training officers to undertake wider responsibilities, the manager of the Employment Exchange attended the Colonial Labour Officers' Training Course held in the United Kingdom in 1949.

60. The general functions of employment exchanges in Mauritius are detailed in Ordinance No. 64 of 1947. It makes provision for their establishment and their maintenance under the control and general superintendence of the Labour Commissioner, with policy and practice as far as the placement of workers is concerned as follows:

"to accept applications regardless of residence, employment status or occupational qualifications;

"to obtain from an applicant only such necessary information to determine qualifications for facilitating placement;

"to classify an application on evaluation of occupations qualifications as shown by work experience, training and personal characteristics;

"to give priority to qualified ex-servicemen, disabled ex-servicemen receiving first priority;

"to extend no preference, except in accordance with legal requirements;

"to ensure as far as practicable placement of workers to make use of their highest skills;

"to take no action in cases where a fee would be charged;

"not to aid in filling a job (1) which is vacant because of strike or lockout in the course of a labour dispute, or (2) fill a vacancy which is an issue in a labour dispute with the exception that an individual may be referred to a place of employment in which a labour dispute exists provided he is given a written notice of the dispute at the time;

"not to refer an applicant to a position where the conditions of employment are contrary to law;

"not to remit workers for employment where wages, hours or other conditions offered are substantially less favorable than those prevailing for similar work in the locality."<sup>1/</sup>

61. In Singapore<sup>2/</sup> an Employment Exchange was first established in 1945 by the British Military Administration and is now operated as an integral part of the Labour Department. The growth of unemployment may necessitate reopening

<sup>1/</sup> Mauritius: Annual Report of the Department of Labour, January 1950.

<sup>2/</sup> Singapore: Report of Singapore Labour Department, 1941, page 21.

some form of rural employment service, perhaps on the lines of a mobile exchange.

62. A report<sup>1/</sup> describing the work of the Exchange states that the system in operation is a very modified copy of the British system, and nominally, the Exchange registers all workmen whether unemployed or in search of alternative or more suitable employment, but more attention has so far been paid to those who are actually unemployed. At present workmen are registered in only four categories, namely:

Category "A" - Special workers such as stenographers, clerks, typists, engineers etc.

Category "B" - Monthly paid employees such as cooks, house boys, amahs, car drivers etc.

Category "C" - Skilled workers such as fitters, electricians, carpenters, masons etc.

Category "D" - Semi-skilled workers such as artisans' mates, serangs, kebuns, labourers etc.

63. As yet, no employment exchanges have been set up in Malaya<sup>2/</sup> or North Borneo. In the former territory, among problems to be overcome are those of an uneven manpower spread and the linking of demand and supply. These problems, it is stated, are unlikely to be effectively solved until there is a National Employment Service and financial assistance available to enable workers to travel to available employment. In respect of the latter territory, employment exchanges are stated to have so far been unnecessary, because the supply of labour in certain branches of employment is inadequate to meet the demand.

64. In Hong Kong whilst there is no official employment exchange, it is stated that

"It is an aim of policy to start an employment service on a limited and experimental footing, when accommodation and an officer with some experience in such work is available.... Until some fuller statistical information on the extent of unemployment in the Colony is available, and this information is unlikely to be available before the next Census, an employment service even on an experimental footing is hardly practicable."<sup>3/</sup>

1/ Singapore: Report of Singapore Labour Department, 1947, page 28.

2/ Malaya: Annual Report of the Labour Department 1948, page 47.

3/ Hong Kong: Annual Report of the Commissioner of Labour for the Period 1 April to 31 March 1949, page 22.

However, during the year attention was directed to establishing a form of employment service bureau for Chinese seamen.

65. In practically all of the Territories of the British West Indies, employment service organization in one form or another has been established. For example, in Jamaica<sup>1/</sup> the Employment Bureau has had very satisfactory results from an arrangement whereby the placing of unemployed women was put in charge of a female labour officer assisted by a Committee of women representing employers and trade unions. In 1946, 979 women were placed in domestic service, and in 1947, 1,806 women workers were placed in employment as a result of this service.

66. In Trinidad<sup>2/</sup> there are twelve labour bureaux, that established in Port of Spain performing by far the greater portion of the work. Unemployed persons choose to register there rather than near their homes owing to the seemingly better prospects of securing employment in the city. In co-operation with the Education and Social Welfare Authorities, an experimental scheme of vocational guidance limited to school leavers of six selected City schools was introduced during 1947.

67. In British Guiana, employment exchanges have been established at several centres to deal with men and boys over 16 years of age, and women and girls over 16 years of age, respectively. A 1946 report<sup>3/</sup> adds that unemployed workers residing in districts not served by an office were registered by mail. In addition to the customary duties, registration of workers and the issuance of certificates to work in mining districts and in the timber industry is carried out.

68. In Barbados, an Employment Agency operates as part of the Labour Department. In Bermuda, the Labour Board maintains an office for the purpose of co-ordinating the supply of and the demand for labour. In the Bahamas, the chief task of the Labour Office has been the registering of unemployed and the recruitment of agricultural workers for employment in the United States.

---

1/ Jamaica: Annual Report on the Work of the Labour Department for the Year 1947, page 2.

2/ Trinidad: Administration Report of the Commissioner of Labour for the years 1947, 1948, page 12.

3/ British Guiana: Report of the Labour Department for the year 1946, page 7.

In St. Vincent,<sup>1/</sup> there were sixteen unemployment centres operated by the Department of Labour in 1948. In the Leeward Islands, according to a 1947 report,<sup>2/</sup> there were no employment exchanges. In British Honduras, the Labour Department maintained registers of unemployed persons.

69. Information transmitted in respect of territories administered by France, indicates the following:

In Tunisia, employment exchanges operate in the large towns. Since other means of obtaining employment are available, the exchanges have not been too successful. Seventeen employment exchanges have been established in Morocco.

In Madagascar,<sup>3/</sup> a 1949 Order of the High Commissioner creates a Provincial Employment Exchange under the direction of the Provincial Labour Inspector to deal with the labour requirements and supply in the area as well as such needs as arise for labour from without the Territory.

Similarly by an Order (10 October 1949) of the Governor-General, a Federal Employment Exchange was established in French West Africa as a part of the Labour Inspection Service. Placement at present is undertaken by the Labour Inspection Service in each Territory. It is planned to establish Territorial Employment Exchanges in the more important centres.<sup>4/</sup>

70. Recent international action on a regional basis relating to problems of the organization of employment services, which may be relevant to conditions in a number of Non-Self-Governing Territories, is provided by a resolution adopted by the International Labour Organisation Asian Regional Conference (Nuwara Eliya, Ceylon) January 1950. The resolution stresses that policies of economic development with a view to raising living standards require the full utilization of manpower, that this can be achieved through measures aimed at eliminating underemployment and at facilitating the employment and distribution of manpower according to requirements in such a manner as to safeguard the essential needs of each branch of the economy, particularly agriculture, and that standards set by international regulations should be followed.

---

1/ St. Vincent: Administration Report on the Department of Labour for the Year 1948, page 5.

2/ Leeward Islands: Federal Department of Labour Annual Report 1947, page 2.

3/ Madagascar: J.O., 19 February 1949.

4/ Dakar: Bulletin d'Information de l'Afrique Occidentale Française, 1er juin 1950, page 1. (No. 52).

71. In respect of special regional problems, the Conference invited the International Labour Office

"in connexion with the expansion of the manpower programme of the International Labour Organisation in Asian countries, to study, with the Governments and employers' and workers' organizations concerned, the special problems of employment service development in the Asian countries, with a view to formulating, in the light of international and regional experience, principles and methods of employment service organization capable of encouraging the further development of such services on a solid and efficient basis."

Special consideration is recommended for the following problems:

"recruitment of plantation labour;

"recruitment of mine workers;

"recruitment of seamen;

"transfers of labour from one area to another;

"transfers of labour from one state to another;

"the role of the employment service in eliminating abuses in connexion with payments by workers for the purpose of obtaining or retaining employment;

"the role of the employment service in the development of improved technical training facilities; and

"the role of the employment service in supplying basic information essential or desirable for purposes of economic planning and the implementation of full employment policies."<sup>1/</sup>

72. Appendix III shows statistics available in the information transmitted, and indicates in some measure, the extent of the work performed by the Exchanges included in the table.

---

<sup>1/</sup> International Labour Office, Governing Body 111/2/6, 111th session, Geneva 8-11 March 1950, pages 15-19.

### III. LABOUR LEGISLATION

73. The labour legislation which has been noted in the year under review has, on the whole, been of a subsidiary character, but in general it reflects an extension of some features of metropolitan labour policies in Non-Self-Governing Territories.

74. Legislation affecting women and children is noted in the case of the Belgian Congo, French Equatorial Africa, Alaska, Puerto Rico and the Virgin Islands of the United States and Greenland. In the Belgian Congo, the new law provides in part that

"No native child of the Belgian Congo or neighbouring Colonies under the age of eighteen years shall be employed at night in any public or private industrial undertaking or outbuilding thereof, not being an undertaking where only members of the same family are employed.

"The above prohibition also applies to natives who are not deemed to be fit for normal work within the meaning of the statutory provisions governing the hygiene and safety of workers."<sup>1/</sup>

75. In French Equatorial Africa, an order (23 December 1949) applicable to the Middle Congo, restricts the employment of children and young persons to the extent that a minimum age of 14 years is fixed for employment at light work and 18 years for heavy work; night work is prohibited. An exception is permitted in the case of domestic employment. The consent of parent or guardian is required for employment of children and young persons between the age of 14 and 18 years.

76. In Puerto Rico<sup>2/</sup> Act No. 364 (1949) substantially amends Act No. 73 of June 1919 regulating the work of women and children. The amendments effected were for the purpose of removing any obstacles to industrialization by giving the law certain elasticity to permit the employment of women for more than nine hours a day. However, with the removal of this prohibition it was provided that women should be paid double time (or time and a half in industries covered by the Fair Labour Standards Act) for work in excess of eight hours up to and including twelve hours in any 24-hour consecutive period, and triple time for any work performed in excess of twelve hours.

---

<sup>1/</sup> International Labour Office, Legislative Series, 1948, Bul. 2.

<sup>2/</sup> Puerto Rico: 18th Annual Report of the Commissioner of Labour for the Fiscal Years 1948/49.

77. In the Virgin Islands<sup>1/</sup> the Legislative Assembly enacted a law creating an Apprenticeship Board. Federal legislation extends the benefits of the Vocational Education Act of 1946 to the Virgin Islands. The Law authorizes an annual appropriation of \$40,000 to be available for vocational training in the fields of agriculture, home economics, trades and industries and distribution occupations.<sup>2/</sup>

78. In respect of Greenland, an Ordinance relating to conditions of employment contains simple rules concerning the employment of women and children; the employment of juveniles under 14 years of age is prohibited. The same Ordinance prohibits the employment of women (as well as men) for hard bodily labour.

79. Legislation affecting workmen's compensation is noted in respect of several territories, examples of which, given below, indicate a broadening of their coverage in some cases and an increase in the benefits payable in others.

80. By a Decree<sup>3/</sup> (August 1949) compensation for injuries resulting from industrial accidents and occupational diseases is provided in the Belgian Congo. Its provisions cover all workers engaged under contracts of employment, apprenticeship or for river work. The compensation payable is based on the daily wage in case of temporary or total incapacity, whereas in the case of death, in addition to payment of funeral expenses a life income equal to 20 per cent of the annual basic wage is awarded the widow and 15 per cent to each child under 16 years of age.

81. Amendments<sup>4/</sup> in Northern Rhodesia to the Workmen's Compensation Ordinance provide in general for the raising of the ceiling rates of compensation by 50 per cent in order to keep such rates in line with the general increase in wage levels which has taken place since the principal Ordinance was passed. Provision for compensation in respect of a special industrial hazard, namely, degeneration of eyesight due to cinders, dust, fine objects, heat, glare and cold in respect of locomotive engine men is also made.

---

<sup>1/</sup> Virgin Islands: Annual Report of the Governor of the Virgin Islands. 29 June 1949, page 15.

<sup>2/</sup> United States: Public Law, 81st Congress, Chapter 71-2d, session 18 March 1950.

<sup>3/</sup> Belgian Congo: Bulletin Officiel du Congo Belge, No. 10, 20 October 1949, page 1908.

<sup>4/</sup> Northern Rhodesia: Government Gazette (Supplement), 5 May 1950.



82. A meeting of the Labour Commissioners of Kenya, Tanganyika and Uganda was held in Nairobi to consider inter alia, a revised Workmen's Compensation Bill, common to the three Territories. Full agreement on the terms of this legislation was reached.<sup>1/</sup> Amendments to the Workmen's Compensation laws of Kenya, Uganda and Nyasaland were effected during the year.

83. Examples of amendments to Workmen's Compensation laws in the French Overseas Territories are illustrated by the following.

84. In Madagascar<sup>2/</sup> an order of the High Commissioner fixes scales of compensation which apply to all employees for temporary and permanent partial and total disability, as well as for fatal accidents resulting from employment. Previous legislation made provision only for ex gratia payments in case of government workers and a small award in the case of employees in private employment. In Tunisia<sup>3/</sup> by a Decree (8 September 1949), increases in awards were effected calculated on a minimum salary base of F42,000. In Morocco<sup>4/</sup> an increase equal to 40 per cent is provided in the case of persons totally incapacitated. By an order of the Director of Labour and Social Affairs (20 October 1949)<sup>5/</sup>, provision is made for payment of compensation in respect of additional industrial diseases.

85. Legislation enacted during the year in respect of industrial relations included the St. Lucia Trades Disputes (Arbitration and Inquiry) Ordinance No. 1 of 1950, making provision for resolving any dispute in industries where no joint agreement exists; in Hong Kong, the Illegal Strikes and Lock-Outs Ordinance, 1949, defining when strikes and lock-outs may be illegal;<sup>6/</sup> and in North Borneo a Trade Unions and Trade Disputes (Amendment) Ordinance.

---

1/ Uganda: Annual Report of the Labour Department for the Year ended 31st December 1948, page 4.

2/ Madagascar: J.O. 19 November 1949. (Circulaire No. 156 IT.)

3/ Tunisia: Journal Officiel. 13 September 1949, page 1416.

4/ Morocco: Journal Officiel, No. 1927, 30 September 1949, page 1250.

5/ Morocco: Journal Officiel, No. 1926, 2 December 1949, page 1489.

6/ United Kingdom: Colonial Office List, 1950, page 167.

86. In the Federation of Malaya, among three amendments made to the trade union law, was one making provision for decisions to be taken on the following matters by a secret ballot of all the members of a trade union:

- (a) The election of delegates to a federation of trade unions;
- (b) The election of officers;
- (c) Decisions in all matters relating to trade disputes;
- (d) The imposition of a levy;
- (e) Decisions on dissolution of the trade union or federation of trade unions;
- (f) Amendment of the rules;
- (g) Decisions to change the title of a trade union or federation of trade unions;
- (h) Decisions to amalgamate with another trade union;
- (i) Decisions to join or form a federation of trade unions.

87. Changes in the Trade Union Ordinance of the Belgian Congo<sup>1/</sup> provide in respect of membership, that the person concerned

"is an adult native of the Belgian Congo or of the neighbouring colonies. For the purposes of this Ordinance, every African (including an African from a territory not bordering on the Belgian Congo) who lives in a native environment and whose level of civilization is not substantially different from that of the original population shall be treated as a native of the neighboring colonies;

"is engaged in one of the occupations laid down in the rules;

"has been engaged in the said occupation or in a similar or related occupation for at least three years;

"normally resides within the area of the union: Provided that, where individual natives or categories of natives show that it would be in their interests to join a union whose area does not include their place of residence, they may be granted permission individually or collectively by the local administrative officer for their place of residence, with the approval of the local administrative officer for the place where the head office of the union is situated;"

88. Legislation was passed in Nyasaland, to provide for the establishment of Advisory Boards for the three Provinces of the Protectorate. The Boards are to be convened quarterly, under the chairmanship of the Provincial Commissioners and report to government on matters concerning conditions of employment and current wage rates.

89. Legislation affecting wages, hours of work, and holidays with pay was issued in many territories.
90. In Greenland, an Ordinance of 28 February 1949 regulates the hourly and weekly rates of pay for various periods of the year, both for adult and young persons, as well as hours of work. In respect of the latter, hours of work for the period March to October are nine hours daily, in February and November, seven hours daily, and in January and December, six hours.
91. In Alaska, in addition to an Equal Pay Law for women, an amendment to a wage law gives authority to the Commissioner to examine certain wage claims of workers which do not exceed \$300. The Return Transportation Law requires the employer to return employees to the place of hire if transportation to Alaska was provided. This should tend to provide preference in the hiring of resident workers, as well as relieve Alaskan communities of the burden of caring for stranded employees at the end of the working season.
92. In Hawaii, the Department of Labour and Industrial Relations were authorized by the 1949 session of the Legislature to collect by legal action if necessary, claims for wages not in excess of \$300. This amount represents an increase of \$100 over the previous unit of \$200.
93. Several laws were approved in Puerto Rico,<sup>1/</sup> to correct certain defects apparent in the practical administration of existing labour legislation. Under Act No. 50 of 20 April 1949, provision is made that any person employed who is not contracted for any specific period and is discharged without just cause, shall have the right to receive from his employer compensation amounting to a wage of one month over and above any wages earned by him. Prior to the passage of this Act only certain employees were provided with this protection under Article No. 220 of the Commercial Code.
94. In Surinam, a regulation dated 29 December 1948 provides an annual holiday for employees of six days with pay for the first year of employment, plus one day for each subsequent year of service to a maximum of twelve days. During a calendar year an employee must have worked for at least 275 days.
95. In Northern Rhodesia a Minimum Wages and Conditions of Employment Ordinance No. 23 of 1948<sup>2/</sup> repealed the Minimum Wage Ordinance, 1932. The new Ordinance

1/ Puerto Rico: Eighteenth Annual Report of the Commissioner of Labour for the Fiscal Year, 1948-49, page 16.

2/ United Kingdom: Summary of Action Taken by Colonial Governments under their Statutory Minimum Wage Fixing Powers. Colonial Office, 1949.

strengthens the powers of the Boards and widens the scope of their activities to enable them to consider piece work and hours of work. In order to provide compulsory family allowances and compulsory deferred pay payable in the home territory, the African Migrant Workers Ordinance became effective on 1 January 1949.

96. In Trinidad, an Ordinance provides for the establishment of wage councils to be set up to cover a given group of workers when no adequate machinery exists for the effective regulation of the remuneration of such workers. The councils are tri-partite and are empowered to recommend to the Governor wage regulations proposals for:

- (a) Fixing the remuneration to be paid either generally or for any particular work to all or any of the workers; and
- (b) Requiring all or any such workers to be allowed holidays by their employers.

97. Wage orders were numerous in respect of French Territories and are illustrated by the following. In Tunisia, by a Decree<sup>1/</sup> of 19 January 1950, minimum wages of workers in industry, commerce and the trades were consolidated to include the cost of living allowances which were increased by 50 per cent in the large towns and 25 per cent in the country. In addition, the special allowance for workers in Tunis was increased from 4 francs per half-day of employment to 10 francs. Minimum hourly wages<sup>2/</sup> as a result were, as from 1 January 1950, 43.30 francs for unskilled workers, 60.40 francs for semi-skilled workers and 71.90 francs for skilled workers. Wages of agricultural workers, as a result of the provisions of a Decree<sup>3/</sup> of 23 February 1950, are to be negotiated between employer and employee, but such wages in cash are not to be less than those fixed for each zone by the Secretary-General of the Government of Tunisia.

98. In French West Africa (Ivory Coast), by an Order of 21 March 1950, minimum daily wages for unskilled workers in various zones of the Territory were fixed between 68 francs (CFA) and 90 francs (CFA). This rate included wages, food and board.

1/ Tunisia: Journal Officiel, 20 January 1950.

2/ Bulletin Economique et Social de la Tunisie, February 1950.

3/ Tunisia: Journal Officiel, 24 February 1950.

99. In Dakar, by Order effective from 23 January 1950, for ordinary labour minimum hourly wages were fixed at 18.50 francs (CFA) and for Senegal, by an Order of the same date, at rates ranging from 12.95 francs (CFA) to 16.65 francs (CFA).

100. The information supplied in respect of the application of International Labour Conventions in the Territory of North Borneo states that the following were applied without modification:

- Minimum Age (Industry) (1919)
- Night Work (Young Persons) (Industry) (1919)
- Minimum Age (Sea) (1920)
- Unemployment Indemnity (Shipwreck) (1920)
- Right of Association (Agriculture) (1921)
- Minimum Age (Trimmers and Stokers) (1921)
- Medical Examination of Young Persons (Sea) (1921)
- Minimum wage-fixing machinery (1928)
- Forced Labour (1930)
- Night Work (Women) (Revised 1934)
- Recruiting of Indigenous Workers (1936)
- Contracts of Employment (Indigenous Workers) (1939)
- Penal Sanctions (Indigenous Workers) (1939)

101. Two other conventions, i.e., Statistics of Wages and Hours of Work (1938), and Certification of Able Seamen (1946) were applied with modifications. The necessary legislation to implement these Conventions has been enacted and is to come into force early in 1950.

APPENDIX I  
MIGRANT WORKERS  
(AFRICA)

Territory		Southern Rhodesia	Tanganyika	Uganda	To		Northern Rhodesia	Nyasaland	Total to all Destinations	Ruanda-Urundi
					Kenya	Union of So. Africa				
<u>From</u>										
N. Rhodesia	1947	10,921				3,500				
	1948	11,008								
	1949	10,798								
Nyasaland	1947	21,837						33,550		
	1948	17,392						33,920		
	1949	19,477						32,395		
Uganda	1947		2,387		3,803					68,590
	1948		2,783		4,103					100,130
	1949		3,178		3,148					92,910
Ruanda-Urundi	1947			109,306						
	1948			81,366						
	1949			102,936						
Basuto-land	1947					35,138				
	1948					49,819				
	1949									
Bechuana-land	1947					9,300 <sup>a/</sup>				
	1948					11,300				
	1949					16,750				
S. Rhodesia	1947						8,320			
	1948						9,142			
	1949						12,873			

a/ Bechuanaland: Colonial Annual Report 1947, p. 7.

APPENDIX II

MIGRANT WORKERS  
(CARIBBEAN)

Territories	Years	<u>To</u>			
		Curacao and Aruba	United States of America	Bermuda	Surinam
<u>From</u>					
Jamaica	1947		1,438 <sup>a/</sup>		
	1948		1,906		
	1949				
Barbados	1947	440		60	25
	1948	532	486	91	
	1949				
St. Lucia	1947				
	1948	236 <sup>b/</sup>			
	1949	494			50
St. Vincent	1947	129 <sup>c/</sup> - <sup>d/</sup>			
	1948	180 <sup>e/</sup>			
	1949	182 <sup>c/</sup>			
Bahamas	1947		4,500		
	1948		1,718		
	1949		2,000		
Leeward Is.	1947	1,116			
	1948	99	85		
	1949				
Puerto Rico	1947		2,002 <sup>f/</sup>		
	1948		3,094 <sup>g/</sup>		
	1949		5,796 <sup>g/</sup>		

a/ 3,331 remained over from 1946.

b/ Includes 48 seamen.

c/ Non-recruited.

d/ Administration Report of the Department of Labour, 1947.

e/ Ibid., 1948.

f/ In organized groups

g/ Report of the Commissioner of Labour 1948-1949.

APPENDIX III

EMPLOYMENT EXCHANGES

(Statistics of registration and placement)

Territory	Number of persons registered	Vacancies notified	Vacancies filled	Source / Note
1. <u>Alaska</u> 1947 1948 1949	94,285 131,285 150,561		12,541 10,541 79,599	Includes 4,771 veterans Includes 4,421 veterans
2. <u>Hawaii</u> 1947 1948 1949	24,172 18,052 16,800	12,782 16,791 19,496	8,555 9,317 9,723	Ann. Rept. Dept. Lab. In- Rels. 1-7-48 to 30-6-49 Ibid, 1947-48. Ibid.
3. <u>Puerto Rico</u> 1947 1948 1949	7,182 23,708 28,497		2,605 11,128 11,820	Ann. Rept. Commr. Lab. 1946-47. Ibid, 1947-48.
4. <u>Trinidad</u> 1947 1948 1949	4,878 3,207	1,584 1,497	524 721	Adm. Rept. Commr. Lab. 1947 & 48 Ibid.
5. <u>British Guiana</u> 1947 1948 1949		2,880	1,951	
6. <u>Barbados</u> 1947 1948 1949	2,719	227	171	Dept. Lab. Rept., 1948.
7. <u>St. Vincent</u> 1947 1948 1949	331 180		334 261	Adm Rept. Dep. Labor, 1947. Ibid.
8. <u>Cyprus</u> 1947 1948 1949	14,847 26,063 28,785	1,619 5,231	10,519 20,181 17,631	Ann. Rept. Dept. Lab., 1947. Ibid., 1948. Ibid., 1949.

/9. Gibraltar



Territory	Number of persons registered	Vacancies notified	Vacancies filled	Source / Note
9. <u>Gibraltar</u> 1947 1948 1949		1,577 2,681 1,861	1,559 7,396 7,702	Col. Ann. Rept., 1947. Ibid., 1948.
10. <u>Sierra Leone</u> 1947 1948 1949	23,497 19,848	13,642 17,166	13,348 15,965	Ann. Rept. Lab. Dept., 1947. Ibid., 1948.
11. <u>Nigeria</u> 1947 1948 1949	21,621 14,036 15,970	12,921 9,492 5,195	8,899 6,788 2,477	Ann. Rept. Dept. Lab. & Rest. Ex-Servicemen Ibid., 1948.
12. <u>Mauritius</u> 1947 1948 1949	9,524		5,376	Ann. Rept. Lab. Dept., 1947.
13. <u>Uganda</u> 1947 1948 1949	1,149	1,099	633	
14. <u>Nyasaland</u> 1947 1948 1949	1,296	799	121	Ann. Rept. Lab. Dept., 1948.
15. <u>Kenya</u> 1947 1948 1949	9,115 3,351	6,612 13,311	6,547 12,218	Lab. Dept. Ann. Rept., 1947. Ibid., 1948.
16. <u>Singapore</u> 1947 1948 1949	28,170 20,585 17,709	28,384 10,710	13,012 7,505 7,083	Ann. Rept., 1949.

-----