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WAR-TIME TRENDS IN LABOUR COSTS.

(Northern Counties).

1. Since the outbreak of war, at the request of the Ministry of Agriculture, the Farm Economics Branch has made regular inquiries into the movements in farm wages in the northern counties. This memorandum gives a summary of what has happened during the first two years of war.
2. The facts presented are drawn from the same 25 farms throughout the period at quarter intervals. These farms are arranged to represent three main types, viz :-
 - (1) Mixed Livestock, where the production of arable crops takes second place to the production of livestock and livestock products, e.g. a typical Cumberland mixed farm.
 - (2) Mixed Arable, where cattle and sheep are, in the main, complementary to the production of arable sale crops e.g. a typical Tweedside Farm.
 - (3) Dairying, where, although a fair proportion of the land may be arable, and some return obtained from the sale of cattle and sheep, yet the main emphasis is definitely on milk production.
3. In order that the figures may be correctly understood, the following explanations are necessary.
 - (i) The inquiries have been concerned with the trend in basic wages rather than the actual wages bill per farm at any time. Payments for overtime, therefore, which vary from season to season, have been excluded. On the other hand wages lost through sickness and other incidental causes have been included.
 - (ii) Only Regular, Hired Workers have been taken into account, that is to say casual and unpaid family workers are excluded.
 - (iii) The value of payments in kind (perquisites) as well as cash wages, is ~~included~~ excluded.
4. For each farming group the Table shows (i) Numbers of Hired Workers, and how the total is made up of Males and females, under and over 21 years of age. (Cols 1 to 5).
 - (ii) Full Contract Wages (excluding overtime) for these workers, at quarterly intervals. (Col. 7).
 - (iii) Percentage changes, compared with September 1939, in Numbers Employed, and in Total Contract Wages (Cols 6 and 8 respectively). These are the trends.
5. Further calculations have been made to illustrate the trend in labour cost. For this purpose the different classes of labour have been reduced to a common measure by reckoning each male over 21, as ONE UNIT; each female over 21 as 7/10ths of a unit, each male under 21 as 6/10ths of a unit, and each female under 21 as 5/10ths of a unit. Each unit is described as a Hired Man Equivalent.
6. The numbers employed in terms of Hired Man Equivalent and the cost per Hired Man Equivalent are set out in Columns 9 to 12.

7. The following general conclusions may be noted:-

- (i) Total numbers of workers increased in all groups.
- (ii) The numbers of female workers increased in all groups.
- (iii) There has been no substitution of adult male workers by females or younger male workers.
- (iv) The proportionate increase in numbers employed was greatest on the Mixed Livestock farms and least on the Mixed Arable farms.
- (v) The proportionate increase in Total Contract Wages was greatest on the Mixed Arable farms, the other two groups being about even.
- (vi) The proportionate increase in the cost per unit of labour (Hired Man Equivalent) was highest on the Mixed Arable farms and lowest on the Mixed Livestock Farms. This calculation, of course, depends largely on the "equivalents" used.
- (vii) On the Mixed Livestock farms, about half the increase in total contract wages occurred in the first year of war; in the other two groups, about two-thirds of the increase occurred in the same period.

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WAR-TIME TRENDS IN LABOUR COSTS. (Northern Counties).

	No. of Workers.						Total Contract Wages.		No. Hired Man Equivalents.		Cost per Hired Man Equivalent.	
	Males		Females		Total Workers	Total Sept = 100	£	Sept=100	No.	Sept=100	£	Sept=100
	Over 21	Under 21	Over 21	Under 21	5.	6.	7.	8.	9.	10.	11.	12.
	1.	2.	3.	4.								
Mixed L/Stk. (10 Farms).												
1939 Sept.	34	8	2	-	44	100	368	100	40.2	100	9.15	100
Dec.	34	9	2	-	45	102	376	102	40.8	101	9.22	101
1940 March	33	10	3	2	48	109	403	110	42.1	105	9.57	105
June	32	9	3	2	46	105	388	105	40.5	101	9.58	105
Sept.	32	9	3	2	46	105	456	124	40.5	101	11.26	123
Dec.	35	7	2	3	47	107	456	124	42.1	105	10.83	118
1941 March	37	7	2	3	49	111	479	130	44.1	110	10.86	119
June	37	8	3	4	52	118	513	139	45.9	114	11.18	122
Sept.	37	10	3	4	54	123	547	149	47.1	117	11.61	127
Dairy Farming (8 Farms).												
1939 Sept.	29	6	2	-	37	100	318	100	34.0	100	9.35	100
Dec.	29	6	2	-	37	100	322	101	34.0	100	9.47	101
1940 March	28	9	3	-	40	108	341	107	35.5	104	9.61	103
June	29	11	3	-	43	116	379	119	37.7	111	10.05	107
Sept.	31	13	2	2	48	130	433	136	41.2	121	10.51	112
Dec.	29	10	4	2	45	122	438	138	38.8	114	11.29	121
1941 March	29	12	4	2	47	127	450	142	40.0	118	11.25	120
June	29	9	5	2	45	122	474	149	38.9	114	12.18	130
Sept.	29	9	4	2	44	119	471	148	38.2	112	12.33	132
Mixed Arable (7 Farms).												
1939 Sept.	59	22	8	2	91	100	641	100	78.8	100	8.13	100
1940 April	58	20	9	2	89	98	659	103	77.3	98	8.53	105
June	60	23	6	2	91	100	726	113	79.0	100	9.19	113
Sept.	58	26	8	-	92	101	904	141	79.2	101	11.41	140
Dec.	58	25	7	-	90	99	900	140	77.9	99	11.55	142
1941 March	57	23	8	-	88	97	886	138	76.4	97	11.60	143
June	60	23	11	1	95	104	991	155	82.0	104	12.09	149
Sept.	63	22	12	1	98	108	1033	161	85.1	108	12.14	149

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the 1990s, the number of people in the world who are under 15 years of age is expected to increase from 1.1 billion to 1.5 billion. The number of people aged 65 and over is expected to increase from 200 million to 400 million. The number of people aged 15-64 is expected to increase from 2.5 billion to 3.5 billion. The number of people aged 65 and over is expected to increase from 200 million to 400 million. The number of people aged 15-64 is expected to increase from 2.5 billion to 3.5 billion. The number of people aged 65 and over is expected to increase from 200 million to 400 million.

1. *Chlorophyll a* (Chl *a*)

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Abstract—The purpose of this study was to determine if there were differences in the prevalence of musculoskeletal disorders among different types of workers. The subjects included all employees of a large manufacturing company who had been employed at least one year. Data were obtained from a questionnaire sent to each employee asking about symptoms of musculoskeletal disorders and work-related factors. The results showed that the prevalence of musculoskeletal disorders was higher among non-manual workers than manual workers. This finding suggests that the risk of developing musculoskeletal disorders may be related to the type of work performed.

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1. *Chlorophyll a* and *Chlorophyll b* were determined by the method of Arar and Collins (1971). The *Chlorophyll a* and *Chlorophyll b* contents were expressed as $\mu\text{g g}^{-1}$ of dry weight.

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1. 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031 2032 2033 2034 2035 2036 2037 2038 2039 2040 2041 2042 2043 2044 2045 2046 2047 2048 2049 2050 2051 2052 2053 2054 2055 2056 2057 2058 2059 2060 2061 2062 2063 2064 2065 2066 2067 2068 2069 2070 2071 2072 2073 2074 2075 2076 2077 2078 2079 2080 2081 2082 2083 2084 2085 2086 2087 2088 2089 2090 2091 2092 2093 2094 2095 2096 2097 2098 2099 2100 2101 2102 2103 2104 2105 2106 2107 2108 2109 2110 2111 2112 2113 2114 2115 2116 2117 2118 2119 2120 2121 2122 2123 2124 2125 2126 2127 2128 2129 2130 2131 2132 2133 2134 2135 2136 2137 2138 2139 2140 2141 2142 2143 2144 2145 2146 2147 2148 2149 2150 2151 2152 2153 2154 2155 2156 2157 2158 2159 2160 2161 2162 2163 2164 2165 2166 2167 2168 2169 2170 2171 2172 2173 2174 2175 2176 2177 2178 2179 2180 2181 2182 2183 2184 2185 2186 2187 2188 2189 2190 2191 2192 2193 2194 2195 2196 2197 2198 2199 2200 2201 2202 2203 2204 2205 2206 2207 2208 2209 2210 2211 2212 2213 2214 2215 2216 2217 2218 2219 2220 2221 2222 2223 2224 2225 2226 2227 2228 2229 2230 2231 2232 2233 2234 2235 2236 2237 2238 2239 2240 2241 2242 2243 2244 2245 2246 2247 2248 2249 2250 2251 2252 2253 2254 2255 2256 2257 2258 2259 2260 2261 2262 2263 2264 2265 2266 2267 2268 2269 2270 2271 2272 2273 2274 2275 2276 2277 2278 2279 2280 2281 2282 2283 2284 2285 2286 2287 2288 2289 2290 2291 2292 2293 2294 2295 2296 2297 2298 2299 2300 2301 2302 2303 2304 2305 2306 2307 2308 2309 2310 2311 2312 2313 2314 2315 2316 2317 2318 2319 2320 2321 2322 2323 2324 2325 2326 2327 2328 2329 2330 2331 2332 2333 2334 2335 2336 2337 2338 2339 2340 2341 2342 2343 2344 2345 2346 2347 2348 2349 2350 2351 2352 2353 2354 2355 2356 2357 2358 2359 2360 2361 2362 2363 2364 2365 2366 2367 2368 2369 2370 2371 2372 2373 2374 2375 2376 2377 2378 2379 2380 2381 2382 2383 2384 2385 2386 2387 2388 2389 2390 2391 2392 2393 2394 2395 2396 2397 2398

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