



# Do natural skin oils

G.N. 193B

## come out in the wash?

Modern soaps and detergents are performing wonders—getting more and more active at removing dirt and grease. But do they tend to rob your skin of its natural oil?

Today, more than ever before, **SKIN NEEDS NIVEA** to counteract the drying effects of constant washing. Only Nivea contains Eucerite, a unique ingredient that matches almost identically the natural oil lost daily. Everyone can afford this wonderful 9-purpose cream.

Popular size only 2,3 and **UNRIVALLED FOR VALUE**  
Also in 1 lb. tins



# NIVEA

THE 9-PURPOSE CREAM

**NIVEA** is all these things:—

HAND CREAM, SOOTHING CREAM, GLEANSING CREAM, NIGHT CREAM, POWDER BASE, BABY CREAM, SUN CREAM, SPORTS CREAM, A MAN'S CREAM

## Annual Report of the Chief Inspector of Factories.

(Conclusion)

### Dangerous Trades.

New techniques had brought unexpected success. Where the dangerous material could not be eliminated, progress had been made by total enclosure of the plant or by the fitting of local exhaust ventilation, with special provision of facilities for washing, protective clothing and regular medical examination.

### Welfare and Personnel Management.

Individual firms had set shining examples in the way of *welfare* but on the whole welfare was almost unknown during the early years. The survey covers the progress made in the provision of mess-rooms and canteens, washing facilities and wholesome drinking water (before this became a statutory obligation Scottish women jute workers had complained of sharing a mouth piece with men who were confirmed tobacco chewers!) Of all welfare arrangements least had been done to bring about really first-class cloakroom accommodation.

By the middle of the century it was uncommon to find any large works without a *Personnel or Welfare Manager*. The last ten years had also seen a powerful movement towards all forms of joint consultation in factories. The change in the attitude of management generally is illustrated by the remarks of an old employee who said, "When I was a boy men walked past the Managing Director quickly, looking the other way," and this quotation from the personal message sent by the Manager of a new strip mill to new workers: "My first and last consideration is that you should be happy in your new work . . . together we can make this one of the most efficient plants in the world."

### Hours of Employment.

Nothing in the 50 years had been more striking than the reduction in working hours, from 55-60 for women and young persons in 1901 to 44-48 in 1951 with an almost universal five-day week. Shift systems had been greatly improved.

The tea break was a generally accepted feature of factory life and recent years had seen the granting of one or two weeks' holiday with pay. Since 1945 illegal employment of a serious kind only occurred in isolated instances and usually only in small firms of no lasting repute.

Long and irregular hours in certain trades had been very much alleviated by modern processes. Outwork had declined and was better organised.

### Factory Inspectorate

The composition of the Inspectorate had changed with wide development of specialist branches, and inspectors' posts had almost trebled. The early inspector with his dignity and bowler hat, now almost forgotten, had been replaced by the friend and adviser.

### Workers.

Most workers were unanimous on the enormous benefits obtained during the 50 years and particularly in the last 12. Their attitude could be best summed up with the words of one old man who had worked in the same factory for over 50 years and who said, "the last 10 years were the best." The Management view was best summed up by a manager in a Scottish factory who said that the greatest difference was in the persons employed themselves; it was hardly possible to recognise in the healthy well-dressed girls of today the puny ill-clad factory "hands" who used to come to the door and ask for work.

[previous page](#)

[next page](#)