

come into the general scheme. The idea is world co-operation and not penalization. It is high time with the resources at our command that we protected ourselves against a world war every generation. Here in our hands we have the instrument so to do.

A world-wide development of civil flying would have great repercussions on human life and materially improve the standard of living. The exploitation of this great invention to be put to the use of man rather than his destruction is long overdue. The world shrinks in size as time separation diminishes. Mails and passengers would be the first to be served, movement of heavy goods for some time remaining in the hands of the older systems of transportation. What the world holds for us in tariff barriers in the future we do not know, but it is to be hoped that an easier, freer circulation of travellers to and from all countries will be encouraged rather than at present frowned upon by a narrow spirit of nationalism. There are also great tracts of land, rich and climatically possible, waiting to provide a happy life for

many, who at present due to lack of communications cannot live there with their kith and kin. With flight our servant, there should be no corner of the earth not readily accessible.

You may say this is post-war planning with a vengeance. To which I reply that there is no one fighting on any front who has not in his heart the idea of a fairer world afterwards where his children and for a time he himself can go about his lawful occasions.

We in Great Britain have seen a revolution take place peacefully in our land over the last twenty years. There is much more to be done. But no amount of planning of our lives and our social progress can be of value or be permanent unless we see clearly and appreciate the potential danger that man has created through the conquest of the air, and so organize the future that it is no longer a threat, but becomes the servant of man. To finish the job we have in hand and then to drift into a fools' paradise would be a tragedy little worthy of the efforts we have made to remain masters of our own destiny.

NEWS and VIEWS

Colonial Policy

MR. HAROLD MACMILLAN, Parliamentary Under-Secretary of State for the Colonies, gave an informative account of the activities and plans of the Colonial Office, in moving the vote for that Office in the House of Commons on June 24. Dealing with the present, Mr. Macmillan said the Allied losses in the Far East mean an immediate and important loss of supplies; 60 per cent of the tin production of the world, 90 per cent of the rubber production, a large proportion of the wolfram and lead, and valuable sources of sugar, tea, rice and oil seeds have fallen to the enemy. Making good the deficiencies will mean an immense increase in Colonial production. In an endeavour to bridge the gap which must occur before large-scale production of synthetic rubber in the United States can be effected, the rubber output of Ceylon has been intensified, the services of Malayan planters have been obtained to assist in reviving plantations in Tanganyika, and wild rubber in East and West Africa is being tapped. Mineral production in the Colonies is being stimulated. The Colonies are also contributing notably to the war effort by decreasing their imports. West Africa is concentrating on the production of rice, vegetables and dairy produce; East Africa is increasing its production of wheat, maize, rye and other foodstuffs. In the West Indies an attempt is being made to introduce more and diverse food crops.

Mr. Macmillan went on to speak of the future. The governing principle of the British Empire must be partnership, he said, and there must be room for the greatest divergence of local responsibility. We must begin now to prepare for changes in the organization of the Colonial Service, with two main objects. First, the civil services and the educational systems of the several Colonies must be so devised that the people are able to qualify for, and desire to serve in, the public services of their own countries. Help would still be needed from outside, however, and this could be provided by a mobile force of experts in administration, medicine, agriculture, finance, etc., at the disposal of the Secretary of State for posting to whatever Colony they are needed at a given time. In this way the present anomaly of the poorer Colonies

not being able to obtain the services of the best brains—of which they are actually in greater need than the more advanced and wealthier Colonies—would be removed. Plans are being worked out to achieve this end.

As regards questions of labour and development, Mr. Macmillan remarked that six experienced trade unionists from Great Britain have recently been appointed as Colonial labour officers to British Guiana, Trinidad, Nigeria, the Gold Coast, Sierra Leone and Palestine, to stimulate the growth of trade unionism; and twelve officers from the Ministry of Labour have been seconded for service in local labour departments. Lord Hailey, with the help of eminent men of science, will advise on the organization of research, for which £500,000 a year will be available, on health, nutrition, education, etc., and also on practical economic needs. The Colonial Development and Welfare Act provides for long-term planning, which must be used to assist the Colonies to reach present-day standards of life in the shortest possible time.

THE membership of the Colonial Research Committee referred to by Mr. Macmillan has since been announced. It is as follows: Lord Hailey (chairman); Sir Edward Appleton, secretary of the Department of Scientific and Industrial Research; Prof. A. V. Hill, secretary of the Royal Society; Sir Edward Mellanby, secretary of the Medical Research Council; and Prof. W. C. C. Topley, secretary of the Agricultural Research Council.

Part-time Employment

A PAPER on "Part-time Employment" read before the Royal Society of Arts on June 10 by F. C. Hooper, joint managing director of Messrs. Lewis's, Ltd., describes the inception and working of the part-time scheme of that firm. The details of the scheme were worked out in July and after submission to the Ministry of Labour the scheme was launched by advertisement on August 18. The appeal was addressed to married women of thirty-five and more to avoid the problem of married women with very young children, and particularly with a view to the

rapid release of younger women. Mr. Hooper lays considerable stress on the patriotic appeal, sufficiently so to raise the question as to whether it is right to allow non-industrial industry to utilize part-time labour in this way unless it can be demonstrated that all munition and other essential industrial demands for labour have been fully met. Apart from this the paper lays down a number of principles which are clearly of value in launching any such scheme and which go far to determine success. The regular character of the job and that it is for a fixed time during the day or fixed days during the week, as well as the importance of regularity in time and attendance are impressed on all applicants, and few applicants failed to fit themselves into one or other of the schemes scheduled by Messrs. Lewis's, Ltd. Firm handling of this problem, Mr. Hooper said, has reduced bad time-keeping and absenteeism to a minimum. Much stress is also put on proper welfare arrangements and adequate training, and on the importance of utilizing all the usual means for getting the new employees over the early and most difficult stages of their employment. Accordingly, although a fairly large proportion of the first applicants were lost, fewer really unsuitable applicants are coming forward. Moreover, the firm has been surprised at the comparative ease with which part-time workers have fitted into their administration and at the quality of the part-time workers themselves, the average age of whom was about forty-five.

In addition to the stress on the importance of welfare and personnel work, for which a member of the Board has always been responsible, there is in each business a staff manager with high administrative authority and strictly commercial responsibility, with both a Welfare Department and a Staff Training Department. Mr. Hooper also stressed the extreme importance of explaining the scheme in advance to the management and full-time staff and of securing their co-operation and sympathy. As a result of this handling of the psychological difficulties and the putting out of clear instructions rather than appeals, in no section has there been any real difficulty in employing part-time workers. Two main methods were used. Where work requires verification and constant reference, a team of two or four part-timers work in association with one full-timer. In specialized office work wherever possible part-time workers take individual responsibility for their particular work, the size of self-balancing ledgers and salary books, for example, being reduced so that the workers can complete their work during the shortened hours. This usually works better than a team of two, one morning and one afternoon, being conducive to individual pride in one's work and avoiding the tendency for one half of the team blaming the other for mistakes. All the privileges of the regular staff are accorded to the part-time workers, who are expected to observe the same standard of discipline; the use of the term 'auxiliary' for the part-time staff has also promoted friendly relations and appealed to the patriotism of both.

Drying Blood Plasma and Blood Serum

THE Trustees of the late Sir Henry S. Wellcome have generously placed a sum of up to £20,000 at the disposal of the Medical Research Council for the purposes of research into methods of drying blood plasma and blood serum to provide stable products for use in the transfusion of patients suffering from

hæmorrhage, shock, or other conditions requiring such treatment. By agreement between the Trustees and the Council, this gift is to be applied to the purchase, erection and operation by the Council of a plant which will make it possible to test and develop these methods on a substantial scale. The need for the improvement of such methods is of particular importance at the present time, and the products will be made freely available for the treatment of sick and wounded at home, at sea and abroad. The Medical Research Council has expressed its appreciation of this timely and public-spirited action on the part of the Wellcome Trustees.

Dr. Alés Hrdlička

THE retirement of Dr. Alés Hrdlička from the curatorship of the Division of Physical Anthropology in the National Museum, Washington, which he has held for almost forty years, is an event which no scientific journal can leave unnoted. Under him there has grown up in the National Museum one of the greatest—if not the greatest—collections of anthropological material in all the world; he is founder and leader of the enterprising school of physical anthropology which now flourishes in the United States. Born in Czechoslovakia in 1869, he was still a youth when his family emigrated to the United States; there he became a student of medicine and it was through the medical portal he entered upon the anthropological problems of the human body. On the anniversary of his seventieth birthday a list of his contributions to anthropology was compiled; they are now more than three hundred in number, covering every aspect of his subject, every one of them making a factual addition to a particular department of knowledge.

Dr. Hrdlička is beyond doubt the most travelled anthropologist of his time; there is no part of the world he has not visited in search of material and of knowledge. He made the circuit of the world several times to examine and report on the fossil remains of early man. His reports, issued from time to time in the publications of the Smithsonian Institution, are recognized throughout the world as the most reliable sources of fact relating to the discoveries of fossil man. His studies on the Old Americans (men and women of British ancestry), of the American Indians and of the Negro population of the United States have become classics. He has sought to trace the first peopling of the New World from a Mongolian homeland in north-east Asia and has explored Alaska for evidence of early migrations. In Alaska, too, he has dug up cemeteries attached to older Eskimo settlements; he has added greatly to our knowledge of the Eskimo, both ancient and modern. Dr. Hrdlička made warm friends wherever he went, particularly in England. He lectured in London in 1939 while on his way to the U.S.S.R. to examine the various finds of fossil man which have been made there in recent years. In 1926 his Czech colleagues issued a "Hrdlička" number of *Anthropologia* in honour of their distinguished countryman. At the close of the War of 1914-18 he founded the *American Journal of Physical Anthropology*, now the leading publication of its kind.

New Zealand Earthquakes

A STRONG earthquake shook a considerable area in New Zealand at about 11.18 p.m. (local time) on June 24. The places most affected were Masterton,