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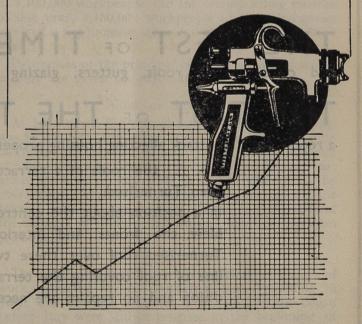
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# THE MINISTRY OF LABOUR GAZETTE

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#### EMPLOYMENT, WAGES, COST OF LIVING, AND TRADE DISPUTES IN JULY.

EMPLOYMENT AND UNEMPLOYMENT.

THE number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 14th July was 113,662, a decrease of 7,900 as compared with 16th June. Of this total, 33,048 had been classified by interviewing panels as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 20,862; this was an increase of 2,816 as compared with 16th June. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 11,005, an increase of 1,202 as compared with 16th

The corresponding figures for women and girls on the registers at 14th July were 105,915 wholly unemployed whom 3,814 had been classified by interviewing panels as unsuitable for normal full-time employment, and 4,658 had been classified as unable for good cause to transfer to another area although employment was not likely to be available locally), 25,165 temporarily stopped, and 671 unemployed casual workers. As compared with 16th June, the numbers wholly unemployed showed a decrease of 16,179, those temporarily stopped a decrease of 4,522, and unemployed casual workers a decrease

The total numbers of men and boys on the registers decreased between 16th June and 14th July in the North-Eastern, North-Western and Northern Regions, but increased in Wales; in other areas there was little change. Among women and girls the numbers on the registers were lower at 14th July in every Region, the lecreases being greatest in the London and South-Eastern, North-Eastern and Northern Regions, and in Scotland

The number of applicants for unemployment benefit or allowances on the registers at 14th July was 207,311, as compared with 225,759 at 16th June, and 653,949 at 15th July, 1940.

#### WAGES.

In the industries for which statistics are regularly compiled by the Department, the changes in rates of wages reported to have come into operation in July resulted in an aggregate increase estimated at about £111,500 in the weekly full-time wages of about 1,070,000 workpeople, while about 5,000\* workpeople sustained a small decrease under the operation of cost-of-living sliding scales.

In the coal-mining industry, a flat-rate increase, amounting to 4d. a shift for men and to 2d. a shift for youths and boys, was granted, under a cost-of-living sliding scale, in all districts except Nottinghamshire,

\* The workpeople whose rates of wages were reduced in July had received acreases of greater amount during the earlier months of 1941.

where the equivalent of the advance was merged into an increase in the percentage addition to basis rates. In South Derbyshire, there was an increase in the percentage addition to basis rates, in addition to the flat-rate advance, and in Cannock Chase and Leicestershire there was a slight reduction in the percentage which was more than counterbalanced by the general flat-rate advance. In the brick and tile industry in England and Wales, the wage rates for men engaged in the manufacture of building bricks, tiles, etc., were advanced by 1d. an hour, with smaller increases for women and juvenile workers. In the textile bleaching, dyeing, finishing, etc., industries, there were increases amounting to about one-half of 1 per cent. on current rates in Yorkshire, and to 4d. or 3d. a week in Lancashire and Scotland. A war bonus of 7s. a week for men and of 5s. 3d. a week for women employed by various companyowned motor omnibus undertakings in England and Wales (excluding the Metropolitan Area) was replaced by a war wage of  $2\frac{3}{4}$ d. an hour for both men and women.

Other industries in which wage increases were granted included roadstone quarrying, refractory brick making in Scotland, bobbin making, heating and domestic engineering, and rubber manufacture.

The changes reported in the first seven months of 1941, in the industries for which statistics are compiled, are estimated to have resulted in a net increase of about £1,400,000 a week in the full-time rates of wages of 7,100,000 workpeople. In the corresponding months of last year, 7,150,000 workpeople in these industries received a net increase estimated at about £1,600,000 a

Particulars of the principal changes in rates of wages in July are given on pages 161 to 164.

#### COST OF LIVING.

At 1st August the official cost-of-living index figure was 99 per cent. above the level of July, 1914, showing no change as compared with 1st July. The index figure of food prices also remained unchanged at 67 per cent. above the level of July, 1914, a slight reduction in the average price of potatoes being offset by increases in the price of milk in some districts. Further particulars of the changes in retail prices during July are given on

#### TRADE DISPUTES.

The number of trade disputes involving stoppages of work, reported to the Department as beginning in July, was 60. In addition, 5 disputes which began before July were still in progress at the beginning of that month. The approximate number of workpeople involved in these 65 disputes (including workpeople thrown out of work at the establishments where the disputes occurred) was 16,500, and the aggregate duration of the disputes in July was about 25,000

The aggregate duration of all disputes in progress during the first seven months of 1941 was about 720,000 working days, and the total number of workpeople involved in these disputes was about 205,000.

#### PRICE STABILISATION AND INDUSTRIAL POLICY.

STATEMENT BY HIS MAJESTY'S GOVERNMENT

A COMMAND PAPER has been issued\* containing a Statement by His Majesty's Government on Price Stabilisation and Industrial Policy, the full text of which is given below:—

1. There is evidence that the Government policy of stabilising prices, designed to avoid the evils of inflation, is not generally understood; it may be well, therefore, to re-state the considerations bearing upon this policy.

2. Our shipping difficulties and the diversion of man-power, machinery and factory space to the production of war materials have already greatly reduced the supply of goods for civilian consumption. The existence of stocks allowed some easement, but only for a time, and it is clear that not only must luxuries be cut out, but also there must be a reduction in the consumption of goods which in peace-time had almost come to be regarded as necessaries.

3. This curtailment is inevitable, whatever money wages, salaries or profits are paid out. Increases in wages or other incomes would not make more goods available. Such increases would not raise the general standard of living; they would merely tend to send up prices and to denude the shops, making it difficult to secure a fair distribution of the limited supply of Those with the least amount of money or least able to spend time in shopping and standing in queues would suffer

4. The beginning of the "vicious spiral" of inflation is found in increased prices; these force a demand for increased wages which is generally followed by a further increase in prices and so on, indefinitely. It has always been found impossible to check inflation when it has gone beyond a certain stage. Consequently it is of the first importance to check it at the beginning. By creating insecurity and confusion it would impede our productive effort, give great opportunities to the profiteer and impose hardship on those who were not lucky enough to secure a share in the general advance of money incomes. People in receipt of old age pensions, insurance benefits or small fixed incomes would be able to buy less of the necessaries of life. At the same time the money costs of running the war would rise and the Government, unable to raise new taxes sufficiently quickly, would have to issue fresh money, which would further inflame the disease.

5. When the Chancellor of the Exchequer introduced his Budget this year, it was estimated that people would in 1941–2 have incomes amounting (after the deduction of taxation and saving at the then existing levels) to £500 millions in excess of the value of goods available for purchase.

To prevent this excess of spendable money leading to a rise in the prices of necessaries and to bring about an equitable distribution of the limited available supplies of consumers goods, three main methods have been adopted :-

(i) Severe additional direct taxes have been imposed which should have the effect of restricting the expenditure of those most able to bear the burden.

(ii) Rationing of foodstuffs and of clothing has been introduced to conserve supplies and to ensure a fair distribution. (iii) A policy of price control has been adopted through the Prices of Goods Act, now extended by the Goods and Services (Price Control) Billt through the exercise of direct price-

fixing powers and through the grant of subsidies. 6. This policy of price stabilisation has recently been extended by the statement of the Chancellor of the Exchequer made at

the time of the introduction of his Budget :-"I propose to continue and extend the policy of stabilisation in an endeavour to prevent any further rise of the cost-of-living index number, apart from minor seasonal changes, above the present range of 125-130 in terms of the

The Chancellor explained that this policy of restricting increases in prices would also be extended to cover transport charges, the prices of coal and gas, electricity charges, and the prices of "other articles in common use." But it was made clear that the policy was necessarily dependent upon the following cir-

"I hope that we may thus create conditions which will enable the wages situation to be held about where it now is. It is clear that persistence of the tendency toward rising wage-rates, which necessarily increases costs of production at every stage of the productive process, would compel abandonment of the stabilisation policy.'

7. The Government believe that all parties in industry are o the dangers of in It is incumbent on employers and trade unions, with all the help the Government can give them, to do their best to prevent the costs of production from rising, from whatever cause. A special responsibility falls upon managements to eliminate waste and to see that the organisation of work is such as to make the most effective and economic use of plant capacity. By the concessions in regard to Excess Profits Tax, the Government have endeavoured in the most effective way to provide an incentive to maximum development of productive capacity, and the urgent needs of the country make it a duty to increase efficiency of production to the utmost.

The Government will take such steps as are possible to secure efficiency in establishments engaged on war production and the most effective use of labour resources

8. It is regarded as the duty of both sides in industry to consider together all possible means of preventing the rise of costs of production and so to obviate rise of prices which is the initial step in the inflationary process. The use of the experience and knowledge of workpeople is not less necessary than the application of managerial training and experience, and the maintenance of wages and employers' remuneration at a reasonable level should be achieved as far as possible by improvement in the efficiency of production by the joint efforts of employers and workpeople. At the same time there may, consistently with these considerations, be proper grounds for adjustment of wages in certain cases, particularly among comparatively low paid grades and categories of workers, or for adjustment owing to changes in the form, method or volume of production.

9. It is the traditional and well-tried practice of the principal industries to regulate wages through their joint voluntary machinery for wage negotiation. On the recommendation of the representatives of the Trades Union Congress General Council and the British Employers' Confederation on the Joint Consultative Committee and the National Joint Advisory Council, the Government decided to entrust the responsibility for wage regulation in war-time (save where machinery for statutory wage-fixing already existed) to the industrial joint machinery, subject only to the Conditions of Employment and National Arbitration Order, which was made with the concurrence of the Joint Consultative Committee and the National Joint Advisory Council and which provides for the more effective enforcement of agreed rates of wages, the reference of unsettled claims to arbitration and the prohibition of strikes and lock-

10. Since the outbreak of war, the existing joint voluntary machinery for wage negotiations has operated successfully, Increases in wage-rates have been reasonable; the authority of the unions in the day to day adjustment of wages and conditions has been maintained; the freedom of opportunity to make claims and to have them discussed has enabled industrial peace to be maintained.

11. The policy of the Government, therefore, is to avoid modification of the machinery for wage negotiations and to continue to leave the various voluntary organisations and wage tribunals free to reach their decisions in accordance with their estimate of the relevant facts. These will no doubt pay due regard to cases where there are special grounds for adjustment, such as those referred to in paragraph 8. If there were to be further increases in the cost of living this would need to be taken properly into account; but it is the object of the policy of price stabilisation to prevent such increases from arising, or at least to keep them within small dimensions, and the success of this policy will be dependent on the extent to which it achieves this object. It will therefore be necessary to bear in mind, particularly when dealing with general wage applications, that the policy of price stabilisation will be made impossible and increases of wage rates will defeat their own object unless such increases are regulated in a manner that makes it possible to keep prices and inflationary tendencies under control.

#### GOODS AND SERVICES (PRICE CONTROL) ACT, 1941.

EXTENDED provision has been made against excessive rises in the charges made for both goods and services by the Goods and Services (Price Control) Act,\* dated 22nd July, 1941, which amends, and supplements the Prices of Goods Act, 1939.†

The Act empowers the Board of Trade to issue Orders fixing the maximum prices that may be charged at any stage of production or distribution for goods specified in the Orders, and such Orders may require traders to take specified steps to make known to their customers the maximum prices fixed for goods sold by them. Similarly, power is given to the Board to issue Orders fixing the maximum charges that may be made for the performance of any specified service in relation to goods. The Board may also issue Orders forbidding either generally in the United Kingdom or in a particular part thereof, the sale, except by businesses registered in accordance with the Orders, of such second-hand goods as may be specified in the Orders, if the Board are satisfied that excessive prices are being charged for

The Act provides in effect that the Board of Trade may by Order prohibit (subject to licensed exceptions) the re-sale of goods by wholesalers except to retailers, unless the price of the goods would not thereby be increased, and may restrict the making of payments to persons for procuring the sale of goods controlled under the Limitation of Supplies Orders by persons registered under those Orders. The purpose of the latter provision is to prevent increases in price due to commissions paid to intermediaries, who bring together wholesalers whose quotas under the Limitation of Supplies Orders are unexhausted and manufacturers or other wholesalers whose quotas are exhausted but who wish to dispose of further goods.

An important amendment of the principal Act is that whereby the Board of Trade are given power to make Orders amending the First Schedule to the principal Act by omitting or altering any of the matters specified in it. Any Order amending this

Schedule (which specifies the matters to be taken into consideration in fixing permitted increases in prices) is, however, to have effect only after a draft of it has been approved by esolution of both Houses of Parliament.

Other amending and supplementary provisions are concerned with preventing evasions of the Act. In particular, the transfer of property in price-regulated goods by barter is made unlawful, and provision is made for the appointment of inspectors to enforce the principal Act and this Act.

#### ESSENTIAL WORK (GENERAL PROVISIONS) (AMENDMENT) ORDER, 1941.

By the Essential Work (General Provisions) (Amendment) Order, 1941,\* which took effect on 18th July, the Minister of Labour and National Service has amended the Essential Work General Provisions Order, 1941, †in the light of experience of its practical working. Consideration is to be given to similar amendments of the various special Orders; so far as this may be necessary; in consultation with the industries concerned. The main changes effected by the new Order are set out below.

Disciplinary Suspension.—The principal Order did not interfere directly with any power an employer might have to suspend a worker from his job, but the guaranteed minimum wage provisions set out in Article 4 (1) (d) of the Order had the effect of entitling a worker to wages in respect of the whole of the 'prescribed period" (a week or a day) even though he might have been suspended for part of it on disciplinary grounds. In practice, therefore, suspension without pay was deprived of its significance as a disciplinary measure, and accordingly where workers committed offences which, though serious, were not serious enough to justify dismissal, the employer had no choice but dismissal. This situation also tended to encourage the infliction of fines, which is generally agreed to be unsatisfactory as a disciplinary measure. Accordingly, a new provision has been added to the principal Order to the effect that, where an employer suspends worker in accordance with his conditions of service for a period not exceeding three days, the worker will not be entitled to the guaranteed wage for the days on which he is suspended unless 1) he appeals to the Local Appeal Board within three days of the beginning of the suspension, and (2) either the Board is unanimously of the opinion that the suspension was unjustified or, if the Board is not unanimous, the National Service Officer considers that the suspension was unjustified.

Where the finding is in favour of the worker, he will not, because of the suspension, forfeit his right to the guaranteed wage for the period of suspension. Where the finding is against the worker, e will not be entitled to such a wage for the days of suspension but if he is a time worker, he will remain entitled to a propor tionate minimum wage for the remainder of the week concerned

Absence Due to Sickness.—The strict effect of the original rule for calculating the guaranteed minimum wage under the Order, was that where a time worker was absent for part of the week owing to sickness, he lost his right to guaranteed payments for that week. To remedy this anomaly the amending Order provides that a time worker who is absent owing to sickness during part of a week shall, nevertheless, have a proportionate guaranteed payment for the remainder of the week if, should he be so required, he submits satisfactory evidence of sickness. No similar provision is necessary in the case of piece workers because their quaranteed minimum wage is based on each day separately.

Appeal Boards.—It is now provided that if the Chairman and one other member is present, an Appeal Board shall be deemed to be properly constituted if the Chairman so thinks fit, and if the appellant consents or has previously consented and the other person concerned, if present at the hearing, also consents.

Indiscipline.—The various special Essential Work Orders, which were made later than the General Provisions Order, have provided that employers may report to the National Service Officer not only cases of absenteeism and lateness, but also of indiscipline, whereas the corresponding provision of the General Provisions Order covered only cases of absenteeism or persistent lateness at work. Under the new Amending Order the matters which employers scheduled under the General Provisions Order may report include: - "Failure to comply with lawful and reasonable orders (including orders as to the working of day or night work and of a reasonable amount of overtime.

Procedure for Scheduling .- Power has now been given, similar to that already possessed under the Essential Work (Building and Civil Engineering) Order, to schedule an undertaking in respect of specified classes or descriptions of persons. The original provision requiring that every worker in a scheduled undertaking must be covered has been found too rigid in certain cases, and although it is still the intention that, in ordinary cases, all the persons employed in an undertaking shall be scheduled, it will now be possible for particular classes of persons to be excluded from the provisions of the General Provisions Order when the undertaking in which they are employed is scheduled.

Provisional Certificates.—As a measure of administrative economy, the amended Order allows provisional certificates to be issued or extended for a maximum period of six months at a time, instead of three as hitherto. The power to suspend a certificate at any time remains unaffected by this change.

\* Statutory Rules and Orders, 1941, No. 1051; H.M. Stationery Office, price 1d. net (2d. post free). The text of the Order is given on page 170.

† See the March issue of this GAZETTE, pages 50 and 69-71.

‡ See the issues of this GAZETTE for March (pages 51 and 71), May (pages 95-96 and 111-112) and June (pages 116 and 129-132).

#### ESSENTIAL WORK (DOCK LABOUR) ORDER, 1941.

THE Minister of Labour and National Service and the Minister of War Transport recently asked the National Joint Council for Dock Labour to submit proposals designed to secure to the port transport industry, by the application of an Essential Work Order, a regular, sufficient, and mobile labour force. The Council subsequently reported to the Ministry that they had reached agreement on new conditions of employment to operate at selected ports, and that they would set up a Company to finance and administer port schemes, embodying the new

On the basis of these proposals, and in full consultation with the representatives of the industry, there has been prepared an Essential Work (Dock Labour) Order\* and a model port scheme, which would meet the requirements of the Minister of Labour and National Service under the Order. The provisions of the Order and the new terms of employment agreed by the National Joint Council do not apply in a port unless and until a scheme for that port has been approved by the Minister and is in operation. The principal features of the arrangements are as follows:—

National Administration.—The National Joint Council is forming a Company to be known as the National Dock Labour Corporation Limited, whose duty it will be to promote, finance, and administer port schemes. The Corporation will also be responsible for the transfer of dockers from one port to another. The Board of Directors of the Corporation will include a Chairman, appointed by the Minister after consultation with the National Joint Council, a Finance Member appointed by the Minister, and three representatives of employers and three representatives of workers appointed by the National Joint

Local Administration.—There will be a Local Board and a Port Labour Manager appointed by the Corporation. The Local Boards will be responsible to the Corporation for matters of local policy and general administration, and will co-operate with the Regional Port Directors and Port Emergency Committees in providing the labour required for the quick turn-round of ships. The Port Registration Committees will continue to register port transport workers and employers, and will have certain new functions under the Schemes, but they will no longer control the arrangements for engaging labour. The Local Joint Committees will continue to be responsible for industrial negotiations.

Terms of Employment.—Though the Order will apply to permanent men, their employment will not be affected by the new arrangements. Other dockers selected for inclusion in the scheme will now always be in employment. While employed in port transport work or other work for which the scheme provides, the docker will be paid the appropriate rate for the job. Piece rates are to be introduced as widely as possible. As soon as his job finishes the docker will come automatically into the employment of the Corporation and, so long as he fulfils the conditions, he will be paid 5s. for each of the eleven half-days (normally Monday to Saturday noon, inclusive) on which he reports as required, but is not allocated to work. Special provision will be made for aged and light-work men, who cannot be expected to do a full week's manual work. It is a condition of the docker's employment under the scheme that he shall not only report regularly as required, but be prepared to take any suitable work offered, including any work necessary for the clearance of the port area, and travel to other ports as may be necessary.

Failure to carry out the conditions involves loss of any payments otherwise due from the Corporation for the week in which the failure occurs, and may be followed by disciplinary action including, in extreme cases, exclusion from the scheme. Appeal Panels will be appointed within the industry to decide appeals arising from disciplinary action taken by the management. All wages due, whether from employers for whom men have worked, or from the Corporation, will be paid weekly by the Manager, who will also stamp the men's insurance cards. Regular workers will be eligible for an annual week's holiday, for which they will be paid by the Corporation 80s. or 75s., according to the

Termination of Employment.—Except in cases of dismissal for serious misconduct, seven days' notice must be given before a docker can leave or be discharged from the scheme. If objection is raised, and also where an appeal is made against dismissal for serious misconduct, the case is to be referred to the Appeal Panel whose decision, if unanimous, is final, and may be supported by a direction of the National Service Officer. If the Panel is not unanimous, the case is to be referred to the National

Duties of Employers.—Only registered employers will be entitled to engage in port transport work, and they will be or men allocated to them by the Manager. They must give due notice of their labour requirements, keep records, and pay to the Manager each week the wages earned by men allocated to them together with the prescribed contributions to the National Management Fund. An employer who fails to comply with the requirements of a scheme may be removed from the register, subject to an appeal to the Minister.

Finance.—The cost of all schemes will be met from a National Management Fund maintained by the Corporation. Employers under approved schemes will be required to make a contribution to the Fund which will not, under present arrangements, exceed

<sup>\*</sup> Cmd. 6294. H.M. Stationery Office; price 1d. net (2d. post free).

<sup>†</sup> This Bill has since passed through both Houses of Parliament and received the Royal Assent: a summary of the new Act is given in the next column.

<sup>\*</sup> H.M. Stationery Office; price 4d. net (5d. post free).
† See the December, 1939, issue of this GAZETTE, page 410.

<sup>\*</sup> The text of the Order will be reproduced in next month's issue of this GAZETTE

25 per cent, of their gross wages bill. The Fund will be underwritten by the Exchequer which will, in addition, make a contribution in respect of certain administrative expenses of the

Corporation.

Ports to which the Order will apply.—The preparation of schemes covering the Port of London and the principal ports on the Bristol Channel, Firth of Forth, Humber, Tees, Tyne, and Wear will commence immediately the Corporation has been formed and the Order made. The Order will not be applied to the Merseyside and Clydeside ports (where the Minister of War Transport is now the employer of all dock workers) without further consideration.

#### ESSENTIAL WORK (GENERAL PROVISIONS) ORDER, 1941.

APPLICATION TO THE CHEMICAL INDUSTRY AND THE IRON AND STEEL INDUSTRY.

THE Minister of Labour and National Service has decided. after consultation with the Ministry of Supply and with representatives of the employers and workers concerned, to apply the provisions of the Essential Work (General Provisions) Order, 1941 (as amended),\* to undertakings in specified branches of the chemical industry and the iron and steel industry.† The production of some parts of these industries has to be increased and the most economical use must be made both of man-power and the most economical use must be made both of man-power and plant. Accordingly, arrangements have been laid down whereby a special Labour Supply Organisation for each of the industries concerned is (i) to secure, in co-operation with the Ministry of Supply (Chemical Control and Iron and Steel Control, respectively) the best use of labour in the industry (including the amplement of women wherever possible): (ii) to facilitate the employment of women wherever possible); (ii) to facilitate and arrange, through the normal machinery of the Ministry of Labour and National Service, the transfer of workers from one operation to another, or between one undertaking and another, or both; and (iii) to arrange for obtaining such additional labour

or both; and (iii) to arrange for obtaining such additional labour from outside the industry as may be necessary.

The undertakings or separate branches of undertakings which are to be subject to the respective Labour Supply Organisations and, accordingly, are to observe a prescribed procedure for the control of their labour supply, will be, in the case of the chemical industry, those which are scheduled under the Order by the Ministry of Labour and National Service on the recommendation of the Chemical Control, and in the case of the iron and steel industry, those which are already under the Iron and Steel industry, those which are already under the Iron and Steel control. The undertakings to be covered by the scheme in control. The undertakings to be covered by the scheme in the chemical industry are those concerned with heavy chemicals the chemical industry are those concerned with heavy chemicals, (including acids, alkalies, salt, and other heavy chemicals, including inorganic pigments); fine chemicals (including medicinal, laboratory and photographic chemicals and rare earths); industrial acohols, acetone, and their derivative s; fertilizers; explosives; dyestuffs and their intermediates (including organic pigments); coal tar distillation products; plastics, resins and plasticisers; gelatines, glues and sizes; and chemicals and extracts for tanning. In the iron and steel industry the undertakings to be covered are those concerned with iron the undertakings to be covered are those concerned with iron ore mining and quarrying; blast furnaces; iron puddling; steel smelting; iron and steel rolling; iron and steel forging; drop forging; iron founding; steel founding; iron and steel tube, pipe and fittings making; iron and steel wire and wire products making; manufacture of steel sheets and tinplate; manufacture of puts belts rivets expect sheets and tinplate; manufacture of nuts, bolts, rivets, screws and nails; production of ferro alloys; coke ovens attached to iron and steel works; manufacture of carbon electrodes; scrap collection and distribution (including this brokens)

bution (including ship-breaking).

The Labour Supply Organisations are to be based on the normal machinery of the Ministry of Labour and National Service, supplemented by Local Labour Supply Committees which are to be appointed, one for each industry, in each of the civil regional areas, except that in the case of the chemical industry one Committee acts for both the London and Southern Regions. The Committees, which are to be centrally co-ordinated, are to comprise an officer of the Ministry of Labour and National Service as chairman; not more than the statement of the Ministry of Labour and National Service as chairman; not more than three representatives each of employers and workers, nominated by the Ministry of Supply after consultation with the organisations of employers and workers concerned; a representative of the Area Organisation of the Ministry of Supply; and a Secretary.

#### PROVINCIAL ORGANISATION OF THE MINISTRY OF LABOUR AND NATIONAL SERVICE.

In order to bring the provincial organisation of the Ministry of Labour and National Service more into conformity with the Regional organisation for Government Departments, it has been decided that the Divisions of the Ministry shall in future be known as Regions and the Divisional Controllers as Regional Controllers. The statistics quoted in the present issue of this GAZETTE for the various Regions are comparable with those given in previous issues relating to the Divisions which covered the same geographical areas same geographical areas

and 170 of this issue.

† The text of an Order modifying the Essential Work (General Provisions) Order in its application to the iron and steel industry is given on page 171 of this issue.

#### REGISTRATION FOR EMPLOYMENT ORDER, 1941.

August, 1941

REGISTRATIONS OF MEN AND WOMEN.

THE Minister of Labour and National Service has decided to over the period from August to December. By the announcement of this programme, which, however, is subject to alteration according as circumstances may require, men and women affected by it will have the advantage of as long notice as possible of the plans for their registration, and this will also be of convenience to employers.

The programme covers, with the exceptions provided for in the Order, men born in 1897, 1896 and 1895, and women born in the years 1916 to 1910. Men born in 1897 were registered on 16th August and those born in 1896 and 1895 are to register on 13th September and 11th October respectively. Women born in 1916 were registered on 2nd August, and those born in earlier years are to register as follows: 1915, 30th August; 1914, 27th September; 1913, 25th October; 1912, 8th November; 1911, 22nd November; and 1910, 6th December.

Men over military age are urgently required to take the places of men who are being called up under the National Service Acts and to meet the demands of expanding industry, especially for engineering, aircraft and other vital munitions factories. Many of these jobs are semi-skilled and suitable men will be given the requisite training at a Government Training Centre. Large unsatisfied demands also exist for men capable of performing heavy unskilled labouring jobs. A total of nearly 600,000 have been registered under the previous registrations of the 1898, 1899 and 1900 classes. Of these about 100,000 have so far been selected for interview and in the great majority of cases have already been interviewed. About 40,000 have been found to be already engaged on work of national importance or for various reasons not to be available for transfer to more urgent work of national importance. At 12th July, 13,490 had already been placed on the National Work Register or transferred to other work

These results, although reflecting the willingness of the men approached to play their part, are wholly inadequate when judged in relation to the total demand. The state of the man power requirements has been reached where the country can no longer afford that men should be doing jobs that can be done by women, nor can their services be spared for work which is not essential to the war effort or to the civil life and well-being of the

The number of women registered in the 1920 to 1916 classes totalled nearly 1,517,000; of these women it is estimated that approximately 650,000 not clearly already engaged on work of urgent national importance will be called for interview.

Selection interviews for women began towards the middle of May and were at the rate of approximately 25,000 per week. As more experience has been gained, the rate has increased so that during the fortnight ended 28th June, the latest period for which statistics are available, over 83,000 selection inter-

Out of a total of 267,000 women interviewed up to 12th July, over 67,000 have been placed on the National Work Register, or have already been transferred to other work. These figures indicate that, on the whole, between one quarter and one-third of the women interviewed are found available for transfer. The proportion varies, however, according to the category being interviewed, a higher proportion being found available for transfer from amongst women in industries which are being concentrated or in which contraction is known to be taking place than from amongst those women who have no occupation but are engaged in household duties. In order to expedite the process of transfer, arrangements are being considered by which notices to attend for interview will be issued on a more selective basis. No departure is contemplated, however, from the policy of interviewing women not in full-time paid employment before those in full-time paid employment.

Out of the total number of women so far interviewed, less than 2 per cent. have disagreed with the judgment of the interviewer that they should transfer to more urgent work. This ready acceptance by the women of the responsibility for undertaking war work of the kind indicated to them has, however, acceptanced some difficulty with employers who have represented occasioned some difficulty with employers who have represented that their interests and requirements have not been sufficiently taken into account under the procedure hitherto followed.

The force of these representations has been recognised and, after consultation with representatives of the British Employers' Confederation and of the Trades Union Congress, a new procedure applying both to men and women is being put into operation as soon as practicable. In future, a notification of the impending as soon as practicable. In future, a notification of the impending selection interview of his employees will be sent to an employer in sufficient time to allow him to make observations in regard to any or all of the employees concerned, if he so desires. The nature of any observations by the employer will be communicated to the person concerned when being interviewed. Where a number of employees are involved, the employees will be free to select for of employees are involved, the employer will be free to ask for a discussion with the Local Office of the Ministry of Labour

and National Service, so that any question of a timetable of and National Service, so that any question of a timetable of interviews or programme of withdrawals can be gone into. To facilitate the new procedure, men and women will be interviewed at the Local Office nearest the employer's premises and that Local Office will be responsible for conducting the negotiations

The chief need is for women who are free to go wherever their services are required. It is the policy of the Minister to regard women in the younger age groups as having a special obligation to go into the women's auxiliary services or into vital war jobs which involve going away from their homes, leaving their places of employment to be filled by older women, or those who for good reasons are not mobile.

The task of transferring young women to vital war employment or to the Services will be further facilitated if a reserve can be built up of older women who are prepared to come forward to offer their services. Even if a woman is available only part-time she may find that her part-time services can be utilised. It is hoped that older women will realise that by filling obs vacated by young women they will be directly contributing the War effort, even though the job may not be a war job.

#### SCHEDULE OF RESERVED OCCUPATIONS.

POSITION OF MEN IN OCCUPATIONS WITH ALTERNATIVE AGES OF RESERVATION.

THE Schedule of Reserved Occupations and Protected Work\* published in April, 1941, introduced the new principle that men in certain occupations are reserved at a lower age if employed in a protected establishment and at a higher age if employed in any other establishment, and it was indicated in paragraph 24 of the Explanatory Memorandum, published with the Schedule, that men in occupations with alternative ages of reservation who are doing work which is unprotected may be called up for service at any time after the middle of July, 1941

In an announcement made on 12th August, relating to occupa tions which have been given alternative ages of reservation at Stage B in the Schedule, the Ministry of Labour and National Service stated that the following decisions had been taken to apply until further notice to men in respect of whom notification (as set out below) of employment upon protected work is received at the Regional Office of the Ministry of Labour and National Service before the issue of enlistment notices:—

- (1) Men in occupations with alternative ages of reservation employed at protected establishments on 9th August, 1941, will be reserved at the lower age of reservation. provided that notification of the employment was received at the Regional Office of the Ministry of Labour and National Service before 18th August. In most cases this would already have been done by the completion and despatch of the Form N.S.171 to the Regional Office of
- (2) Men in occupations with alternative ages of reservation employed at an establishment which is admitted to the Register of Protected Establishments after 9th August will be reserved at the lower age of reservation, provided that they were employed at the establishment on the date of its admission to the Register and that notification (on Form N.S.171) of such employment is received at the Regional Office of the Ministry of Labour and National Service within 10 days of that date.
- (3) Men in occupations with alternative ages of reservation who are reserved in accordance with (1) and (2) above will, upon transfer from one protected establishment to another, continue to be reserved at the lower age if the interval between the engagements does not exceed 14 days and if notification (upon Form N.S. 171) of their new engagement is received at the Regional Office of the Ministry of Labour and National Service within 10 days of the date of such engagement.
- (4) Men in occupations with alternative ages of reservation who are not reserved at the lower age in accordance with (1), (2), or (3) above, and men who enter employment on unprotected work, will be reserved at the higher age of reservation. Any such man whose age at registration under the National Service Acts falls between the lower and the higher age of reservation for his occupation will be regarded as available for calling up for service, as and when required, although he may have obtained protected work after 9th August or after the date of the admission of the establishment at which he is employed to the Register of Protected Establishments.

For the present, it is open to employers, whether their establishments are protected or unprotected, to make application for the deferment of the calling-up of indispensable men employed on work of urgent public importance who, in accordance with the foregoing, are available for calling up. Information regarding applications for deferment may be obtained at any Local Office of the Ministry of Labour and National Service.

#### LABOUR IN FILLING FACTORIES.

REPORT BY THE SELECT COMMITTEE ON NATIONAL EXPENDITURE.

VISITS to two filling factories were recently made by the Sub-Committee on Supply Services of the Select Committee on National Expenditure. The report of the Sub-Committee on these visits was adopted without modification and published

as the Seventeenth Report\* from the Select Committee.

The Sub-Committee state that at the filling factories in question they found several labour problems which, although they are common to all types of factory, are accentuated by the special conditions in which this particular work has to be done. By reason of the nature of some of the work, the factories

have to be built in a comparatively rural area, covering a large acreage, with small separated buildings.

Dealing firstly with the problem of absenteeism, the Sub-Committee state that this is causing considerable dislocation of work and that filling factories suffer more in this way than ordinary engineering works, because many of the operations take place in small shops where much of the work is done by take place in small shops where much of the work is done by hand and the absence, for any reason, of individual workers is obviously more seriously felt than in larger shops where work is carried on almost exclusively by mechanical means. During the winter months up to the middle of March, 1941, the two-shift system was worked and absenteeism during this carried regard between 15 and 20 per cent. On the adoption of period varied between 15 and 20 per cent. On the adoption of the three-shift system it fell at once to 10 per cent., but was tending to rise again to about 12 per cent. Female absenteeism was shown to be between 60 per cent. and 90 per cent. higher than male absenteeism. In every case the morning shift was the worst and among the days of the week Saturday afternoon and Sunday morning are clearly the times at which people absent themselves more than at any other time, the figure of absenteeism on the Saturday afternoon in a given week having risen to 26 per cent. for females and 16.8 per cent. for males and on the Sunday morning to 22 per cent. and 18.4 per cent. respectively. By way of contrast to the foregoing figures a neighbouring engineering factory, where the same employees are working as in peace time and live in the immediate neighbourhood, shows only 0.75 per cent. of absenteeism over a given period

of four weeks.

Having regard to the necessary conditions of site and construction, it does not follow, the Sub-Committee state, that the bulk of the absenteeism is culpable. The high figures revealed at the factories visited appear largely to be the product of factors peculiar to the circumstances—factors which, to a great extent, can and should be eliminated by administrative action.

Careful enquiries made by the Sub-Committee showed that the causes of the high figures seemed to be: (i) the difficulties of transport over the long distances which workers have to travel; (ii) the absence of adequate accommodation near the factories; (iii) the conditions of work in the factories, particularly the canteen arrangements; and (iv) the seven-day week. In the view of the Sub-Committee these avoidable causes should be dealt with at once, and then any residue of culpable absenteeism could be remedied by appropriate action.

The Sub-Committee then proceed to consider other problems

found to exist, affecting transport, accommodation, canteens and hours of work, and after putting forward their detailed observations on these matters they set out in a summary the following statement of their views:—

(1) Absenteeism in filling factories is due to causes which should be cured largely by administrative action, after which the residue of culpable absentees could be dealt with.

(2) The provision of adequate transport facilities for the workers should be regarded as a primary duty of the Ministry of Supply, either by special arrangements with the railway and omnibus companies or otherwise.

(3) The provision of an adequate transport facilities for the Ministry of Supply, either by special arrangements with the railway and omnibus companies or otherwise.

and omnibus companies or otherwise.

(3) The provision of an adequate number of hostels, as near as possible to the factories, should be speeded up as a matter of urgency, and the scale of charges should be reconsidered on the lines of rent for a room and payment for meals taken.

(4) The canteens should be the subject of special and urgent consideration, especially the problem of cooking arrangements, the provision of adequate equipment and the prices charged. The supply of food should be given reasonable priority and the Ministry of Food should be approached on this question.

(5) Sunday work should be abolished, except for maintenance of plant or in real emergencies. Some adjustment of time rates

(b) Sunday work should be abolished, except for maintenance of plant or in real emergencies. Some adjustment of time rates is probably a necessary corollary to this step.

(6) Increase in production can be achieved by the removal of causes of legitimate grievances and by increasing incentive. Piece work should be introduced where appropriate.

(7) The conditions of work should be improved so as to reduce industrial fatigue.

reduce industrial fatigue.

(8) The appointment of men of first class ability to manage

Royal Ordnance Factories is of the highest importance, but the Ministry is handicapped by the scale of salaries laid down by the Treasury. This scale should be urgently reviewed.

With regard to the recommendation contained in (4) above

concerning canteens, the Sub-Committee declare that canteen arrangements are made difficult by the size and character of the factories. Nevertheless, it is urgently necessary that the authorities on the spot should solve the problems connected therewith at the earliest possible moment and thereby remove sources of grievance which undoubtedly exist.

<sup>\*</sup> See the March issue of this GAZETTE, pages 50 and 69-71, and also pages 155 and 170 of this issue.

<sup>\*</sup> See the March issue of this GAZETTE, pages 51 and 73.

<sup>\*</sup> See the issues of this GAZETTE for April (page 78) and June (page 116).

<sup>\*</sup> Seventeenth Report from the Select Committee on National Expenditure, Session 1940-1941, H.C. 102; H.M. Stationery Office, price 1d. net (2d. post free).

# TRAINING FOR THE ENGINEERING INDUSTRY.

HIGHER GRADE COURSES.

ARRANGEMENTS for providing Higher Grade Courses at Government Training Centres, Technical Colleges and in industrial establishments where the equipment and instructors are available are now to be developed to the fullest possible extent, and have been brought to the notice of employers in the engineering industry in a recently published leaflet.\*

Training experienced workpeople to a higher level of skill than that which they already possess, e.g., the training of employers' operatives as setters (autos, capstans, millers, etc.) toolroom workers and other skilled grades engaged on production work, is regarded as one of the most valuable forms of training which the Department can undertake in order to assist employers, and the present arrangements enable employers to secure such training for their skilled operatives free of charge at courses which will normally last a few weeks.

The instruction is given by competent craftsmen with up-to-date experience of industry and with the ability and experience to impart their knowledge. The operatives remain on the employer's pay-roll during training and return to their employers afterwards. In appropriate cases the Ministry of Labour and National Service is prepared to provide some financial assistance to meet the expenses which the employer may incur owing to the man's absence. Trainees from Government Training Centres will be submitted if necessary, to take the places of men undergoing training.

In certain circumstances allowances for travelling and lodging will be payable to employees taking an upgrading course.

# COURSES OF LECTURES ON FOREMANSHIP.

The Ministry of Labour and National Service, in conjunction with the Board of Education and the Scottish Education Department, is organising courses of lectures in foremanship at Technical Colleges in a considerable number of industrial areas. The establishment of a course in any particular locality will be dependent upon sufficient local demand, and employers and workpeople interested in the scheme should get in touch with their local Employment Exchange. The lectures will cover the following subjects:—General Principles of Foremanship and Supervision; Principles of Production and Planning; Elements of Labour Management; Costing and Remuneration. The courses will be open to suitably qualified women on the same terms as men.

The courses will be normally of 72 hours' duration, and will usually be given in evening meetings of two hours each, held twice a week. Accordingly, no allowances or expenses will be paid by the Ministry to students; no fees will, however, be charged for the course.

It is appreciated that it is impossible to produce a foreman simply by a course of lectures; both personality and considerable technical experience are required, and the intention of the courses is to give the wider background which will be useful to men already possessing these qualifications. On this account only existing foremen and other applicants with the necessary experience will be accepted, and only these should apply for admission to the courses. Employers, however, are invited to put forward other persons of the same type whom they consider will benefit from taking the course.

An examination will be held at the conclusion of each course. A written statement will be given by the Technical College, to those who pass it, to the effect that they have attended the course and passed the examination successfully.

#### TRAINING OF LORRY DRIVERS.

THE Ministry of Labour and National Service has started a scheme for the training of drivers, particularly women, for light commercial lorries up to three tons unladen weight. The intention is to fill the gaps caused by the calling-up for military service of existing male drivers of such vehicles, and also to release the male drivers for heavy lorry work, where their physical strength will be more effectively employed.

Training is to be given by motor driving schools and road haulage operators, to whom appropriate fees are to be paid. Recruitment, through the local Employment Exchange, is open to persons over 17 who satisfy the physical standards for holding a driving licence, and who are not already reserved from military service. Trainees are paid during training, and on its conclusion there is a driving test imposed on behalf of the Ministry of War Transport.

#### INTERNATIONAL LABOUR FORCE.

REGISTRATION OF AUSTRIANS, GERMANS AND ITALIANS.

THE text of an Order made by the Minister of Labour and National Service on 11th July, providing for the registration of certain classes of Austrians, Germans, and Italians in Great Britain is given on page 172.

Registration took place during the period 11th to 22nd August.

\* Leaflet P.L. 92/1941; obtainable from any Employment Exchange.

# NATIONAL SERVICE ACTS, 1939 TO 1941.

NUMBER REGISTERED IN JULY.

The number of men, liable to be called up for service under the National Service Acts, 1939 to 1941, who registered on 12th July\* was 120,699.

#### FURTHER REGISTRATION.

A FURTHER registration of men liable to be called up for service under the National Service Acts is to be effected on 6th September. The men concerned are those born between 1st July, 1922, and 31st December, 1922, both dates inclusive.

#### NATIONAL HEALTH INSURANCE, CONTRIBUTORY PENSIONS AND WORKMEN'S COMPENSATION ACT, 1941.

THE National Health Insurance, Contributory Pensions and Workmen's Compensation Act, 1941, received the Royal Assent on 7th August, 1941.

Under Part I of the Act provision is made for the weekly rates of sickness and disablement benefits under the National Health Insurance Acts to be increased for both men and women by three shillings a week, with effect as from the beginning of the next benefit year on 5th January, 1942. As from the same date the joint weekly Health Insurance contribution is to be increased by twopence a week, the increase being shared equally by the employer and the worker, and the Exchequer is to assume additional liability in the respect that the usual proportionate payment is to be made of the cost of the increased benefits. Provision is also made, with effect from 5th January, 1942, for the extension from £250 to £420 of the annual remuneration limit for the compulsory Health and Pensions Insurance of non-manual workers, and as a corollary the remuneration limit which determines the exclusion from medical benefit of voluntary contributors is correspondingly raised.

A further important provision enables Regulations to be made adapting the Health and Pensions Insurance schemes to war-time conditions, so that unforeseen contingencies may be dealt with as they arise. It is stipulated, however, that any such Regulations must be laid before Parliament, and no such Regulations may alter the statutory rates of benefit, pension or contribution or alter the statutory proportion of the funds required for the cost of benefits and the expenses of their administration which is to be derived from the contributions of insured persons or their employers

insured persons or their employers.

Part II of the Act provides for the extension of the scope of the Workmen's Compensation Act so as to cover non-manual workers earning up to £420 a year, as compared with the present limit of £350 a year. This change is to operate as from 1st January, 1942.

#### FOOD CONTROL.

MAXIMUM RETAIL PRICES OF FOOD.

The maximum retail prices of potatoes of the 1941 crop, which were to have been reduced on 21st July, were retained unaltered at 2½d. per 1b. until 28th July, when the 1941 crop control Order came into force. The maximum retail prices under this Order vary according to district, variety classification (grade A or B) and quantity bought. In Great Britain during the period 28th July to 17th August the maximum retail prices range from 4½d. to 5½d. per 3½ lb. for an amount less than 7 lb., from 8½d. to 10½d. per 7 lb. for an amount less than 14 lb., and from 1s. 5d. to 1s. 9d. per 14 lb. for an amount less than 1 cwt.; rates per cwt. are also prescribed. In Northern Ireland the maxima are lower. The Order does not apply in certain parts of Scotland. Maximum retail prices of potatoes are also fixed for the period 18th to 31st August and for September, the prices for these two later periods being, in many cases, lower than those for the period 28th July to 17th August.

Maximum prices have also been fixed for green (or salad) onions from 21st July, for imported canned meats from 24th and 28th July, for threshed home-grown peas of the 1941 crop from 28th July, for "cooking eggs," from 28th July (these eggs at a maximum retail price of 1½d. each being on sale outside the general egg scheme), and for plums (including damsons and greengages) from 11th August.

The prices of shredded suet, cocoa powder and drinking chocolate have been removed from the control of the Orders to which they were formerly subject; the sale of shredded beef suet is now governed by agreement between the Ministry of Food and manufacturers, and control of the prices of cocoa powder and drinking chocolate is being exercised by the Cocoa and Chocolate (War Time) Association, on lines laid down by and subject to the approval of the Ministry of Food.

#### FOOD RATIONING.

The ordinary domestic ration of cheese is to be increased from 2 oz. to 3 oz. per week from 25th August. The special ration of 8 oz. per week for underground miners, agricultural workers and vegetarians is to remain unchanged. An extra allowance of 8 oz. per week is being provided, during the period of harvest, for workers engaged in harvesting.

\* See the June issue of this GAZETTE, page 116.

#### EMPLOYMENT IN JULY.

August, 1941.

GENERAL SUMMARY.

THE number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 14th July was 113,662, a decrease of 7,900 as compared with 16th June. Of this total, 33,048 had been classified by interviewing panels\* as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 20,862, an increase of 2,816 as compared with 16th June. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 11,005, an increase of 1,202 as compared with 16th June.

The corresponding figures for women and girls on the registers at 14th July were 105,915 wholly unemployed (of whom 3,814 had been classified by interviewing panels as unsuitable for normal full-time employment, and 4,658 had been classified as unable for good cause to transfer to another area although employment was not likely to be available locally), 25,165 temporarily stopped, and 671 unemployed casual workers. As compared with 16th June, the numbers wholly unemployed showed a decrease of 16,179, those temporarily stopped a decrease of 4,522, and unemployed casual workers a decrease of 76.

The number of applicants for unemployment benefit or allowances on the registers at 14th July was 207,311, as compared with 225,759 at 16th June, and 653,949 at 15th July, 1940.

The numbers registered as unemployed at 14th July are

analysed below.	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
PRINCI	KAL RAI	Great Britain.	
Men	11,652 88,852	20,340 522 23,854 1,311	10,986 19 670 1
Total	219,577	46,027	11,676
Increase (+) or Decrease (—) as compared with:— 16th June, 1941 15th July, 1940	- 24,079 - 416,955	— 1,706 — 107,215 ain and Northern	+ 1,126 - 25,816
Men	12,674 106,608	21,232 595 27,634 1,537	12,204 19 674 1
Total	. 252,002	50,998	12,898
Increase (+) or Decrease (—) a compared with:— 16th June, 1941 15th July, 1940	_ 26,236	- 421 - 111,661	+ 1,010 26,461

#### UNEMPLOYMENT SUMMARY BY DISTRICTS.

The following Table shows the numbers of unemployed persons on the registers at 14th July in each administrative region†:—

Region†.	Men Boys 18 years 14-17 and over. years.		Women 18 years and over.	Girls 14-17 years.	Total.
TAR TENER	1 (2) (3)	Whol	ly Unemplo	oyed.	tervolopositi resvenicement
condon and South-Eastern Eastern Eastern Southern South-Western Midlands North-Midlands North-Eastern North-Western North-Western Southand Wales	15,621 3,646 2,329 4,016 2,534 3,095 8,209 16,200 12,052 18,872 15,436	2,129 349 346 499 320 220 430 1,663 1,392 2,744 1,560	17,184 4,953 3,522 5,234 2,111 3,102 6,135 17,709 5,891 17,402 5,609	2,442 800 633 903 324 466 929 1,620 3,225 3,146 2,575	37,376 9,748 6,830 10,652 5,289 6,883 15,703 37,192 22,560 42,164 25,180
Great Britain	102,010	11,652	88,852	17,063	219,577
Northern Ireland	11,839	1,022	17,756	1,808	32,425
Great Britain and Northern Ireland	113,849	12,674	106,608	18,871	252,002
Charles by the	DO FICE	Temp	orarily Sto	opped.	Thionis de
London and South- Eastern	316 70 30 236 451 643 3,429 4,074 669 2,097 8,325	2 1 7 5 8 21 59 12 106 301	1,638 532 206 358 1,054 1,564 4,885 8,044 872 3,846 855	41 67 13 15 15 114 102 198 113 306 327	1,997 670 249 616 1,525 2,329 8,437 12,375 1,666 6,355 9,808
Great Britain	20,340	522	23,854	1,311	46,027
Northern Ireland	892	73	3,780	226	4,971
Great Britain and Northern Ireland	21,232	595	27,634	1,537	50,998

\* See page 213 of the August, 1940, issue of this GAZETTE, and page 12 of the January, 1941, issue.

† See note on page 156 relating to the provincial organisation of the Ministry of Labour and National Service.

Women 18 years and over. Girls 14-17 years. Boys 14-17 years. Total. Region\*. Unemployed Casual Workers. London and South-Eastern ..... 3,455 708 158 1,146 10 325 546 661 2,059 1,135 1,473 3,172 697 153 1,140 10 265 545 540 2,000 994 1,470 Eastern
Eastern
South-Western
Midlands
North Midlands
North-Eastern
North-Western
Northern
Scotland
Wales 60 112 53 140 Wales 11,676 670 Great Britain 10,986 19 1,218 -1,222 Northern Ireland Great Britain and Northern Ireland 674 12,898

The increases (+) or decreases(—) between 16th June, 1941, and 14th July, 1941, in the numbers of persons on the registers in the various administrative regions were as shown below:—

Region.*		Wholly Unemployed.		prarily ped.	Unemployed Casual Workers.		
	Males.	Females.	Males.	Females.	Males.	Females.	
London & South-Eastern	+ 200 - 731 - 455 - 420 - 513 - 583 - 644 - 1,579 + 200 - 2,831 - 1,399	- 1,424 - 458 - 1,147 - 1,156 + 310 - 1,991 - 1,987 - 2,357	- 56 - 27 - 8 + 106 - 157 + 183 - 353 - 946 - 348 + 267 + 4,155 + 83	- 669 + 67 + 14 - 48 - 395 - 222 - 1,949 - 1,884 - 15 + 148 + 431 + 1,202	+ 780 + 397 - 4 + 531 - 12 + 26 - 813 - 74 + 290 - 88 + 169 - 110	- 31 - 10 - 9 + 3 - 2 + 35 - 1 - 43 - 19 + 1 - 6	

#### UNEMPLOYMENT DURING THE PAST 12 MONTHS.

The following Table shows the numbers of persons (insured and uninsured) on the registers of Employment Exchanges at one date in each month since July, 1940:—

	Date.	13-214 8	Gr	eat Britain		MAL.	G. Britain & N. Ireland.
	Data.	Men 18 years and over	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.	Total.
				Wholly Ur	employed.		
	1940. 15 July 12 August 16 September 14 October 11 November 9 December	 336,292 303,979 318,234 309,357 285,790 248,068	18,363 27,168 25,145 24,579 22,341 16,943	248,025 235,192 227,293 257,300 255,055 244,166	33,852 46,817 42,999 44,195 40,055 32,723	636,532 613,156 613,671 635,431 603,241 541,900	696,658 670,488 675,642 695,864 665,471 602,495
	1941. 13 January 10 February 17 March 21 April 12 May 16 June 14 July	 236,957 200,160 159,638 139,895 127,733 110,428 102,010	22,005 17,386 13,022 17,344 14,251 11,134 11,652	222,142 197,293 165,319 133,056 122,002 102,181 88,852	40,284 34,136 26,329 28,477 26,326 19,913 17,063	521,388 448,975 364,308 318,772 290,312 243,656 219,577	580,528 502,399 404,538 359,122 334,887 278,238 252,002
				Temporaril	y Stopped		
	1940. 15 July 12 August 16 September 14 October 11 November 9 December	 76,958 75,407 97,548 92,886 93,738 82,435	2,765 2,603 3,056 2,739 2,839 2,415	69,293 71,993 78,995 71,593 63,247 53,952	4,226 4,377 5,401 3,864 3,540 3,046	153,242 154,380 185,000 171,082 163,364 141,848	171,210
	1941. 13 January 10 February 17 March 21 April	 89,699 67,711 40,856 40,992 27,261 17,656 20,340	2,360 1,706 820 803 523 390 522	31,786 31,809 36,016	3,386 2,230 2,229 1,769 1,944 1,419 1,311	152,381 114,235 75,691 75,373 65,744 47,733 46,027	80,819 80,711 70,643 51,419
			Un	employed (	Casual Wo	rkers.	010
	1940. 15 July 12 August 16 September 14 October 11 November 9 December	 23,471	103 91 110 131 77 63	1,554 1,561 1,299 1,012	8 6 18 10 15 20	37,492 31,916 31,175 28,336 24,575 21,53	33,889 33,394 30,144 26,132
ne le	1941. 13 January 10 February 17 March 21 April 12 May 16 June 14 July	 16,515 16,938 15,479 12,028 9,786	36	1,035 916 846 7 873 7 742	19 3 5 3 4 5	17,63 17,91 16,36 12,93 10,55	9 19,657 9 19,327 6 17,655 14,338 11,88

\* See footnote † in previous column.

#### UNEMPLOYMENT AMONG BOYS AND GIRLS.

On page 159 details are given of the number of boys and girls under 18 years of age on the registers of Employment Exchanges and Juvenile Employment Bureaux at 14th July, 1941. The following Table shows the total numbers of juveniles (a) aged 14 and 15 years, and (b) aged 16 and 17 years, on the registers

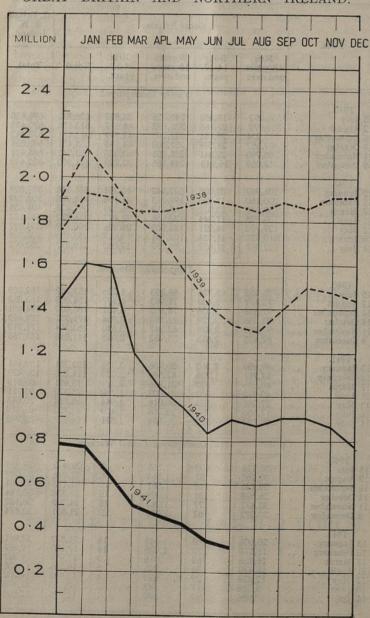
		Boys.		Girls.		
Region.*	Aged 14 and 15.	Aged 16 and 17.	Total.	Aged 14 and 15.	Aged 16 and 17.	Total.
London and South-Eastern  Eastern  Southern  South-Western  Midlands  North-Midlands  North-Eastern  North-Western  North-Western  Northern  Scotland  Wales	838 148 202 272 144 102 199 959 864 1,426 718	1,293 202 144 234 181 126 253 772 546 1,425 1,145	2,131 350 346 506 325 228 452 1,731 1,410 2,851 1,863	1,168 305 377 353 178 204 409 917 1,747 1,710 1,137	1,316 562 269 565 161 376 622 901 1,591 1,742 1,765	2,484 867 646 918 339 580 1,031 1,818 3,338 3,452 2,902
Great Britain	5,872	6,321	12,193	8,505	9,870	18,375
Northern Ireland	72	1,023	1,095	185	1,849	2,034
Gt. Britain and N. Ireland	5,944	7,344	13,288	8,690	11,719	20,409

The total number of insured juveniles, under 18 years of age, recorded as unemployed in Great Britain and Northern Ireland at 14th July, 1941, (including those, not on the register, whose unemployment books were in the two months' file) was 32,158, af whom 13,516 were boys and 18,642 were girls. Of these, 4,560 boys and 6,057 girls were under 16 years of age.

In the week ended 23rd July, 1941, the number of juveniles, under 18 years of age, who attended authorised courses of instruction was 716, including 268 boys and 448 girls. Of this total, 101 were in the North-Eastern Region, 91 in the Northern Region, and 484 in Wales.

#### UNEMPLOYMENT CHART.

NUMBERS OF UNEMPLOYED PERSONS ON THE REGISTERS OF EMPLOYMENT EXCHANGES IN GREAT BRITAIN AND NORTHERN IRELAND.



\* See note on page 156 relating to the Provincial Organisation of the Minisrty of Labour and National Service.

#### COMPOSITION OF UNEMPLOYMENT STATISTICS: GREAT BRITAIN.

ANALYSIS FOR 14TH JULY, 1941.

Sant stadt daine become	Men (18 years and over).	Boys (under 18 years).	Women (18 years and over).	Girls (under 18 years).	Total.
Insured on Register:— 1. Claimants to Benefit and applicants for Unemploy-	rash a	THOUGH O		mediate med from	principal
ment Allowances	113,366	3,468	75,247	5,713	197,794
(a) Aged 16 and over (b) Aged 14 and 15 Others on Register:—	8,159	2,009 2,882	13,395	2,304 3,574	25,867 6,456
3. Applicants for Unemment Allowances	4,143	43	3,871	166	8,223
4. Women aged 60-64 claiming Benefit* 5. Persons without applications:—			1,294		1,294
(a) Aged 16 and over (b) Aged 14 and 15	7,668	801 2,990	19,569	1,687 4,931	29,725 7,921
Total on Register	133,336	12,193	113,376	18,375	277,280
Insured Unemployed Aged 16 and over:— 6. Number on Register (items 1 and 2(a)) 7. Two months' file 8. Special Schemes—Claimants to Benefit	121,525 24,081 155	5,477 2,277	88,642 40,460 147	8,017 2,744	223,661 69,562 309
Total aged 16 and over	145,761	7,755	129,249	10,767	293,532
Aged 14 and 15:  9. Numbers on Register (Item 2 (b))	-	2,882 1,508	-	3,574 2,280	6,456 3,788
Total aged 14 and over	145,761	12,145	129,249	16,621	,303,776

#### UNEMPLOYMENT FUND.

The following Table shows, approximately, the income and expenditure of the Unemployment Fund† in Great Britain for the periods stated :-

And the second of the second	WALL STORY	Four weeks ended 26th July, 1941.	Four weeks ended 28th June, 1941.	Four weeks ended 27th July, 1940.
(1) General Account.  Contributions received from:— Employers	: ::	£ 1,987,000 1,987,000 1,987,000 96,000	£ 2,078,000 2,077,000 2,078,000	£ 1,776,000 1,775,000 1,777,000 215,000
Total Income		6,057,000	6,233,000	5,543,000
Benefit	ce‡	505,000 301,000 30,000	570,000 303,000 29,000	1,415,000 314,000 153,000 725,000
Total Expenditure .		836,000	902,000	2,607,000
Debt Outstanding‡		S - mild	2 - 199	39,354,000
(2) Agricultural Account Contributions received from:— Employers	: ::	60,000 60,000 60,000 7,000	56,000 55,000 55,000	80,000 79,000 78,000 17,000
Total Income		187,000	166,000	254,000
Benefit		4,000 23,000	8,000 21,000	11,000 30,000 33,000
Total Expenditure .		27,000	29,000	74,000

#### UNEMPLOYMENT ALLOWANCES.

For the period of four weeks ended 26th July, 1941, expenditure on unemployment allowances (excluding the cost of administration) amounted to approximately £325,000 compared with

£369,000 during the four weeks ended 28th June, 1941, and £948,000 during the four weeks ended 27th July, 1940.

Comparison of the figures for June and July, 1941, with those for the corresponding months of 1940, is affected by an increase in November, 1940, in the scale which forms the basis for the calculation of unemployment allowances (see the issues of this GAZETTE for October and November, 1940, pages 264 and 297)

\* These are women who had ceased to be insurable under the Unemployment Insurance Acts at 1st July, 1940, or on reaching the age of 60, but were still applying for Unemployment Benefit under Section 3 (4) of the Old Age and Widows' Pensions

Act, 1940.

† A detailed account of the Fund is presented to Parliament annually (see H.C. 20 of 1941 for the period ended 31st March, 1940).

‡ Statutory provision was made for the repayment (including interest) of the debt outstanding on 1st July, 1934 (amounting to £105,780,000) by half-yearly payments of £2,500,000 commencing on 30th September, 1934. Under the Unemployment Insurance Act, 1938, additional sums of £20,000,000, £3,000,000 and £37,000,000 were repaid on 31st March, 1938, 31st March, 1939, and 30th March, 1940, respectively. After each such repayment the half-yearly payment was reduced accordingly. The balance of the debt amounting to £38,587,000 which remained after the discharge of the half-yearly payment on 31st March, 1941, was repaid on that date.

### CHANGES IN RATES OF WAGES AND HOURS OF LABOUR IN JULY.

#### Rates of Wages.

August, 1941.

In the industries covered by the Department's statistics,\* the changes in rates of wages reported to have come into operation in Great Britain and Northern Ireland during July resulted in an aggregate increase estimated at about £111,500 in the weekly full-time wages of about 1,070,000 workpeople, and in a decrease estimated at about £100 in those of 5,000 work-

The majority of the workpeople affected by the increases were employed in the coal mining, brick, textile and transport industries, while the decreases affected mainly iron miners and quarrymen in Cumberland and Furness, and iron workers in the West of Scotland.

In the coal mining industry, there was a flat-rate increase under a cost-of-living sliding scale in all districts except Nottinghamshire, amounting to 4d. a shift for men and to 2d. a shift for youths and boys. In Nottinghamshire, the equivalent of this flat-rate advance was merged into an increase in the percentage addition to basis rates. In South Derbyshire, there was an increase in the percentage addition to basis rates in addition to the flat-rate advance. In Cannock Chase and Leicestershire, the percentage addition to basis rates was reduced slightly, but the decreases were more than counterbalanced by the general flat-rate increase.

In the brick and tile industry in England and Wales, the wage rates for men engaged in the manufacture of building bricks, etc., were advanced by 1d. an hour, with smaller increases for women and juvenile workers. Increases in wage rates were also granted in the refractory brick industry in Scotland.

In the textile industries, the majority of the workpeople whose wages were advanced were employed in bleaching, dyeing, finishing, etc., in which trades there were increases amounting to about one-half of 1 per cent. on current rates in Yorkshire, and to 4d. a week for men on timework and 3d. a week for men on piecework and for women in Lancashire and Scotland.

In the transport industry, the war bonuses of 7s. a week for men and 5s. 3d. for women employed by various companyowned motor omnibus undertakings in England and Wales (excluding the Metropolitan Area) were replaced by a war wage of 23d. an hour for both men and women.

Other industries in which wage increases were granted included roadstone quarrying, bobbin making, heating, ventilating and domestic engineering, and rubber manufacture.

Of the estimated total increase of £111,500 a week, about £500 was due to the operation of sliding scales based on fluctuations in the proceeds of the coal mining industry; £25,500 was due to arrangements made by joint standing bodies; £64,700 was due to the operation of sliding scales based on the cost of living; £16,100 was due to arbitration awards; and the remaining £4,700 was the result of direct negotiation between employers and workpeople or their representatives. The whole of the estimated decrease of £100 a week was due to the operation of sliding scales based on the cost of living.

The changes reported in the first seven months of 1941 are estimated to have resulted in a net increase of about £1,400,000 a week in the full-time wages of 7,100,000 workpeople.\* In the corresponding seven months of 1940, there was a net increase estimated at about £1,600,000 in the weekly full-time wages of 7,150,000 workpeople

#### Hours of Labour.

No important changes were reported during July.

#### PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JULY.

Industry.	District.	which Change took effect.	* Classes of Workpeople.	Particulars of Change (Decreases in Italics).
of a milk need and the state of	See See to Drive as do not consider to the see of the s		Women and girls (other than casual workers).	New scale of minimum weekly rates fixed, for a working week o 48 hours in winter and 52 hours in summer, of 16s. at 14 and unde 15 years, increasing to 36s. at 21 years and over, in lieu of hourly rates previously fixed.
Agriculture	Gloucestershire	27 July	Women and girls 19 years and over. —casual workers.	Increase of 1d. an hour (8d. to 9d.) for women, of ½d. for girls 20 and under 21 and of ½d. for girls 19 and under 20.‡
Signal Ashana	PARKET WITH MAKE		Boys and girls 12 to 14 years of age	Minimum rate fixed at 3d. an hour.;
	Middlesex	27 July	Boys and girls 12 to 14 years of age	Minimum rate fixed at 4½d. an hour.‡
and divers	Various districts in Great Britain§	1 July	Workpeople employed in and about coal mines.	Flat-rate war advance increased by 4d. a shift for men and by 2d. a shift for youths and boys.
Patter same	South Derbyshire	).	top ecasys of head following the first to th	Increase of 4.78 per cent. on basis rates, making wages 80.89 per cent. above the basis rates, and flat-rate war advance increased by 4d. a shift for men and by 2d. a shift for youths and boys.
	Nottinghamshire	> 1 July	Workpeople employed in and about	Increase of 4 per cent. on basis rates, making wages 108 per cent above the basis rates, the flat-rate advance, previously paid remaining unchanged.
Coal Mining	Leicestershire		coal mines.	Decrease of 0.14 per cent. on basis rates, leaving wages 76.20 per cent. above the basis rates, but flat-rate war advance increased by 4d. a shift for men and by 2d. a shift for youths and boys, resulting in a net increase in wages.
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Cannock Chase	1 July	Workpeople employed in and about coal mines, other than engine winders, deputies and firemen, examiners and shotlighters.	Decrease of 1.47 per cent. on basis rates, leaving wages 55.81 per cent. above the basis rates for shopmen, mechanics and surface workers not handling coal and 53.81 per cent. above the basis rates for all other workers; but flat-rate war advance increased by 4d. a shift for men and by 2d. a shift for youths and boys, resulting in a net increase in wages.
Town a new and	of the all over the an		Engine winders, deputies and fire- men, examiners and shotlighters employed in coal mines.	Flat-rate war advance increased   by 4d. a shift for men and by 2d a shift for youths and boys.
THE TENS NOW A	Durham	1 July	Cokemen and by-product workers	Increase   of 3.5 per cent. on basis rates, making wages 70 per cent above the basis rates.
Coke, etc., Manufacture.	Cumberland	)		The same of the sa
and the same of th	South Yorkshire West Yorkshire	1 July	Cokemen and by-product workers	Flat-rate war advance increased by 4d. a shift for men and by 2d a shift for youths and boys.
	Cumberland	28 July	Iron ore miners	War bonus reduced by \( \frac{1}{2}d \), a shift (2s. to 1s. 11\( \frac{1}{2}d \), for those 18 years and over, and 1s. to 11\( \frac{1}{2}d \), for those under 18 years).
Other Mining and	Furness and district	27 July	Iron ore miners	War bonus reduced by 2d. a shift (2s. 1d. to 1s. 11d.) for those 18 years and over, and by 1d. a shift (1s. 0½d. to 11½d.) for those under 18 years.
Quarrying.	West Cumberland	28 July	Limestone quarrymen	Flat-rate addition to wages (previously granted) reduced by 1d. a shift (2s. 0\frac{1}{4}d. to 1s. 11\frac{1}{4}d.) for those 18 years and over, the flat-rate addition for those under 18 years remaining unchanged at 1s. a shift.
THE PARTY OF	Great Britain**	1 July	Roadstone quarry workers	War bonus increased by ½d. an hour (3d. to 3½d.).

details of changes in the wages and hours of these classes are shown in the list of principal changes recorded. The estimates of the effects of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect of overtime working, etc.

† The workpeople whose rates of wages were reduced in July had received increases of greater amount during the earlier months of 1941.

† These changes took effect under Orders issued under the Agricultural Wages (Regulation) Acts.

§ Northumberland, Durham, Cumberland, South Yorkshire, West Yorkshire, Lancashire and Cheshire, Derbyshire (except South Derbyshire), North Staffordshire, Monmouthshire, North Wales and Scotland.

| Under cost-of-living cliding each state of the changes took effect under Orders issued under the Agricultural Wages (Regulation) Acts.

| Under cost-of-fiving cliding each state of the changes on weekly wages of the effects of the changes on weekly wages of the effects of the changes on weekly wages are based on normal conditions of the changes are shown in the list of principal changes recorded. The estimates of the effects of the changes on weekly wages of the effect of the changes on weekly wages are based on normal conditions of the effect of the changes recorded. The estimates of the effects of the changes on weekly wages are based on normal conditions of the effect of the changes recorded. The estimates of the effects of the changes on weekly wages are based on normal conditions of the effect of overtime working, etc.

Monmouthshire, North Wales and Scotland.

| Under cost-of-living sliding-scale arrangements.
| Adult day-wage workers whose basis wages, plus the percentage addition, amount to less than 8s. 9d. a shift are paid, as previously, a subsistence allowance sufficient to bring their wages up to that amount, subject to a maximum allowance of 6d. a shift.

\*\* The districts affected are those affiliated to the National Joint Industrial Council for the Roadstone Quarrying Industry, and include North-East England, North Lancashire and South Westmorland, Clitheroe District, Derbyshire and District, North Wales, Leicestershire and District, Warwickshire, West Midlands, South-East and South-West of England, South Wales and various districts in Scotland.

#### PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JULY-continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change (Decreases in Italics)
Carlo de San Wales	England and Wales	7 July	Workpeople employed in the making of building bricks (other than glazed bricks), roofing and flooring tiles (unglazed), terra cotta (un- glazed), chimney pots and finials.	Increase of 1d. an hour for men, of \(\frac{1}{4}\)d. for women and youths, and of \(\frac{1}{2}\)d. for boys and girls, for both timeworkers and pieceworkers. Rates after change include: 'shotfirers, Is. 6\(\frac{1}{4}\)d.; getters, Is. 6d; fillers, Is. 5\(\frac{1}{2}\)d.; panmen, millfeeders and clay mixers, Is. 4d.; wheelers (only), Is. 6\(\frac{1}{2}\)d.; wheelers and setters, Is. 5\(\frac{1}{4}\)d.; setters (only), Is. 6\(\frac{1}{2}\)d.; wheelers and drawers, Is. 5\(\frac{1}{4}\)d.; kiln firemen and boiler firemen, 11s. 11d. a shift of 8 hours; labourers, Is. 4d; women 18 years and over, 3\(\frac{1}{2}\)s. a week.*
Brickmaking {	Scotland	1st full pay day	Workpeople employed in the refractory section of the brickmaking trade:—  Men, youths and boys	Further war addition granted of 4s. a week to men, of 3s. a week to youths 18 to 20 years, of 2s. a week to boys 16 and 17 years, and of 1s. a week to boys 14 and 15 years of age. Rate after change, at 21 years and over, 64s., including 15s. war addition.†
to the out of the	comment continue for a garage car have a Engage comment grain	after 19 July	Women and girls	Further war addition granted of 2s. 6d. a week to women 18 years and over, and of 2s. a week to girls 16 and 17 years of age. Rate after change, at 18 years and over, 32s. 6d. to 38s. 6d., including 9s. war addition.
Iron and Steel	South Wales and Mon- mouthshire (certain firms).‡	1 July	Workpeople (excluding those engaged on maintenance work) employed in melting shops and iron and steel rolling mills.	Cost-of-living bonus increased by 1s. 6d. a week (14s. to 15s. 6d.) for men and by 1s. a week (7s. to 8s.) for youths and boys. Minimum rate after change for labourers, 65s. 6d. a week (50s. plus 15s. 6d. cost-of-living bonus).
Manufacture.	West of Scotland	28 July	Workpeople employed at iron puddling forges and mills and sheet mills.	Flat-rate addition to wages (previously granted) reduced by 0.8d. a shift (1s. 6.4d. to 1s. 5.6d.) for men and by 0.4d. a shift (9.2d. to 8.8d.) for youths and boys.
SOURCE HOUSE	Nottingham Area	Beginning of 1st pay week after 14 July	Labourers	Increase of 1s. 6d. a week on basic rate. Rate after change, 30s. plus a bonus of 30s. 6d. for timeworkers.
Engineering	Loughborough district	Pay day in week begin- ning 28 July	Labourers	Increase of 1s. 6d. a week on basic rate. Rate after change, 30s. plus a bonus of 30s. 6d. for timeworkers.
	Ipswich, Norwich and Colchester.	Beginning of 1st pay period after	Fitters, turners and all other classes of skilled workers.	Increase of 1s. a week on basic rates. Rate after change for fitters and turners, 45s. plus a bonus of 30s. 6d. for timeworkers.
	THE PROPERTY OF THE PROPERTY O	28 July	Shuttlemakers	Increase§ of 3 per cent. on basis rates. Minimum day work rate after change for journeymen: 1s. an hour plus 88 per cent. (ls. 10.56d.).
Shuttlemaking	Lancashire and York- shire.	day in July.	Shuttlemakers' apprentices	Increase§ of 3 per cent. on basis rates, making wages 88 per cent. above the basis piece rates and 70.5 per cent. above the basis time
Bobbin Making	England and Wales	1st pay day in July	Men and women	rates. Increase§ of 1s. a week for men and of 6d. for women. Rates after change, higher-skilled men, 72s. 6d. a week; lesser-skilled, 64s.; labourers, 54s.; women, 30s.
Wire Manufacture.	Glasgow	1 July	Wire workers	Increase§ of 2s. (16s. to 18s.) in cost-of-living bonus, for a 47-hour week, for both timeworkers and pieceworkers.
Farriery	Newcastle, Sunderland, North Shields and South Shields.	1 July	Farriers	Increase of 1d. an hour. Rates after change: firemen, 1s. 9½d.; doormen, 1s. 9d.
AL Milandaria.	Glasgow, Paisley and Greenock.	1 July	Farriers	Increase§ of ½d. an hour. Rates after change: firemen, 1s. 9d.; drivers, 1s. 8½d.
Heating,	See patter count to A sole plantate fant, per c prijering pr. De by ber	199 85	Skilled craftsmen	Increase of ½d. an hour. Rates after change: London—within 12 miles radius of Charing Cross, 2s. 1d.; area between 12 and 15 miles radii from Charing Cross, 2s. 0½d.; cities with over 500,000 population, 1s. 11½d.; all other districts, 1s. 11½d.
Ventilating and Domestic Engineering.	England and Wales	1 July	Adult mates and assistants	Incréase of ½d. an hour. Rates after change: London district—within 15 miles radius of Charing Cross, 1s. 7½d.; all other districts, 1s. 5½d.
the series of the control of the series of t	A STATE OF S		Apprentices Heating, ventilating and domestic	Increase of \( \frac{1}{2}d \), an hour.  Increase of \( \frac{1}{2}d \), an hour (1s. 11\( \frac{1}{2}d \), to 1s. 11\( \frac{3}{2}d \).
	Scotland	1 July	engineers (pipe fitters).  Workpeople employed in the dyeing	Cost-of-living wage increaseds from 98 to 99 per cent. on basic rates
The State of the s	Yorkshire (majority of firms) and certain firms in Lancashire.	1st pay day in Aug.¶	and finishing trades.	for men on timework, from 78½ to 79½ per cent. for men and women on piecework (except pressers), from 58½ to 59½ per cent. for hand pressers, by 1d. to 4d. a week, varying according to age, for you he and boys, and by 1d. or 2d. for girls under 18. Minimum weekly rates after change for timeworkers,** adult male process workers 32s., plus 99 per cent., plus 2s. 6d. special payment; women (18 years and over), 20s., plus 99 per cent., plus 1s. 6d. special payment.
Textile Bleaching, Dyeing, Finishing, etc.	Lancashire, Cheshire and Derbyshire (majority of firms), and certain firms in Yorkshire; also Scotland.††	1st pay day in Aug.¶	Workpeople employed in the bleaching, dyeing, calico printing, and finishing trades (except waste bleachers, machine calico printers, engravers, mechanics, firemen, etc.).	Cost-of-living wage increased§ from 31s. 4d. to 31s. 8d. a week for men on timework, from 30s. 5d. to 30s. 8d. for men on piecework, from 18s. 7d. to 18s. 10d. for women, 18 years and over in Lancashire, Cheshire and Derbyshire and 21 years and over in Scotland, by 1d. to 3d. a week, varying according to age, for youths and boys and by 1d. or 2d. for girls. Minimum weekly rates after change for timeworkers**: Lancashire, etc.—men 21 years and over, 30s., plus 31s. 8d., plus 2s. 6d. special payment; women 18 years and over, 20s., plus 18s. 10d., plus 1s. 6d. special payment: Scotland—men 21 years and over, 27s., plus 31s. 8d., plus 2s. 6d. special payment; women 21 years and over, 17s., plus 18s. 10d., plus 1s. 6d. special payment.
Company of the compan	Lancashire, Cheshire and Derbyshire (majority of firms), and certain firms in Yorkshire.	1st pay day in Aug.¶	Firemen, engine tenters, oilers and greasers and assistant firemen employed in bleaching, dyeing, etc., works.	Increase§ of 4d. a week. Minimum rate after change for firemen, 69s. 8d., plus 2s. 6d. special payment.
Manager and Angeles and Angele	Middleton	1st pay day in Aug.¶	Workpeople employed in the bleaching, dyeing, printing and finishing trades.	Cost-of-living wage increased§ from 98 to 99 per cent. for male dyers, from 31s. 4d. to 31s. 8d. for male polishers, from 18s. 7d. to 18s. 10d. for female polishers, and by proportional amounts for juveniles. Minimum weekly rates after change for timeworkers**: mendyers, 32s., plus 99 per cent.; polishers, 30s., plus 31s. 8d., plus 2s. 6d. special payment in each case; women polishers, 23s. 6d. plus 18s. 10d., plus 1s. 6d. special payment.

\* This increase was agreed upon by the National Joint Industrial Council for the Clay Industries.
† This increase applied to employees of firms affiliated to the Scottish Employers' Council for the Clay Industries.
† This increase applied to employees of firms which are members of the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.

§ Under cost-of-living sliding-scale arrangements.

| This increase applied to workers employed by firms which are members of the Yorkshire Master Dyers' Committee. The Bradford Dyers' Association Ltd., and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms). Except in a few cases in the Bradford Area, the change did not apply in the dyeing and finishing departments of those woollen and worsted manufacturers who do their own dyeing and finishing.

¶ In respect of the preceding pay period.

\*\* Temporary payments, ranging up to 3s. a week for men, and up to 1s. for women are made, in addition, to certain classes of timeworkers engaged in productive process work for which a system of collective piecework has not yet been introduced.

†† This increase applied to workers employed by firms which are members of the Federation of Calico Printers, the Employers' Federation of Dyers and Finishers, the Employers' Federation of Bleachers, the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms), and the Scottish Federation of Dyers and Bleachers (Piece Goods).

#### PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JULY-continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
extile Bleaching, Dyeing, Finishing, etc.	Lancashire, Cheshire,		Engravers, etc., employed in calico print works.	Cost-of-living wage increased† from 39s. 5d. to 39s. 8d. a week for engravers, and from 31s. 4d. to 31s. 8d. for turners, polishers, are varnishers.
—contd.	Scotland.	Aug.*	Engravers employed in engraving works.	Cost-of-living wage increased from 39s. 5d. to 39s. 8d. a week formen, and from 22s. 1d. to 22s. 3d. for women.
Fustian Cutting, Dyeing and	Hebden Bridge	1st pay day in	Timeworkers	Cost-of-living wage increased† from 31s. 4d. to 31s. 8d. for me from 18s. 7d. to 18s. 10d. for women (18 years and over), and the proportional amounts for juveniles. Minimum weekly rates after changet: men, 34s., plus 31s. 8d.; women, 30s., plus 18s. 10d.
Finishing.	of at the board as the bear	Aug.*	Pieceworkers	Cost-of-living wage increased from 88 to 89 per cent. for netherwood cutters, from 81 to 82 per cent. for hand cutters, and from 7 to 77 per cent. for other pieceworkers, except menders.
Textile Making-up and Packing.	Manchester	1st pay day in July	All workpeople.	War wage increased† by 1s. 3d. a week (17s. 6d. to 18s. 9d.) for me by 9d. (10s. 6d. to 11s. 3d.) for women, and by proportional amoun for juveniles.
Coir Mat and Matting Manufacture.	Great Britain	Pay day in week ending 26 July	All workpeople.	Increase of 1½d. an hour for men, of 1d. for women, and of propotional amounts for juveniles. Rates after change include: tim workers, 3½d. at under 14 years, increasing to 1s. 2d. and 8½ for men and women, respectively, at 21 years and over; piece workers, men, 1s. 3½d., women, 9d.
	Great Britain	25 July {	Men and boys	Increase of 1½d. an hour in the general minimum time rates for tho 22 years and over, of ½d., ¾d., or 1d. for those under 22, and 1½d. an hour in piecework basis time rates.§
Ready-made and Wholesale			Women and girls	Increase of 1d. an hour in the general minimum time rates for the other than learners, of ½d. or ¾d. for learners, and of 1d. an hou in piecework basis time rates.§
Bespoke Tailoring.	Northern Ireland	28 July .	Men and boys	Increase of 1½d. an hour in the general minimum time rates for tho 22 years and over, of ½d., ½d., or 1d. for those under 22, and 0 1½d. an hour in piecework basis time rates.§
20001000200		}	Women and girls,	Increase of 1d. an hour in the general minimum time rates for the other than learners, of 2s. or 3s. a week for learners, and of 1s an hour in piecework basis time rates.§
Corset Making	Great Britain	4 July	Men and boys	Increase of 1½d. an hour in the general minimum time rates for tho 22 years and over, of ½d., ¾d., or 1d. for those under 22, and 1½d. an hour in piecework basis time rates.§
tritary and	topolitique palent		Women and girls	Increase of 1d. an hour in the general minimum time rates for tho other than learners, of ½d. or ¾d. for learners, and of 1d. an hou in piecework basis time rates.§
Laundering	Great Britain	21 July	Transport workers (men and boys)	Scale of general minimum time rates fixed under the Trade Board Acts as follows:—drivers, 21 years of age and over, 64s.; drive under 21, 41s. to 54s., according to length of service; vanguard 17s. at under 15 years, rising to 38s. at 18 and over.§
	Various districts in England.	21 July	Workpeople employed in laundries by co-operative societies.	War bonus increased by 3s. a week (7s. to 10s.) for men, by 2s. (4 to 6s.) for youths, by 2s. (5s. to 7s.) for women, by 1s. 6d. (3s. 6 to 5s.) for girls 18 to 21 years, and by 1s. (2s. 6d. to 3s. 6d.) for boand girls under 18 years.
Brewing	Sheffield	1st pay day after 7 July	Brewery workers	Increase of 5s. a week for men and of 3s. for youths, 16 to 21 year and women and girls. Rates after change include: motor lor drivers and drivers of two-horse vehicles, 75s.; other men, 73s women 20 years and over, 41s.
Millsawing {	North-East Coast	21 July	Woodcutting machinists and sawyers employed in sawmills.	Increase of \( \frac{1}{2}d \), an hour. Minimum rates after change: Berwick 1s. 11d.; other towns, 1s. 11\( \frac{1}{2}d \).
	Certain towns in Scotland.¶	1 July	Labourers employed in sawmills	Increase of \$\frac{1}{4}\text{d}\text{. an hour. Rates after change: Glasgow and district 1s. \$4\frac{1}{2}\text{d}\text{.}; Leith, 1s. \$5\frac{1}{2}\text{d}\text{.}; other towns, 1s. \$5\text{d}\text{.}
Furniture Manufacture.	Sunderland** (certain firms)	Pay day in week ending 25 July	Craftsmen	War bonus increased by ½d. an hour. Rate after change for craft men, 1s. 10d. plus ½d. an hour "tool money" for woodworkers
Building	Isle of Man	1st full pay week in July	Building trade operatives	Increase of ½d. an hour. Rates after change for Eastern and oth districts respectively: craftsmen, 1s. 9d., 1s. 7½d.; labourer 1s. 4½d., 1s. 3½d.
Electrical Contracting.	Scotland	1st full pay week after 18 July	Apprentices	Adoption of schedule of rates of 15s. in 1st year of apprenticesh rising to 40s. in 5th year, for a week of 47 hours.
899.8	Aberdeen .:	28 July	Cutters, turners, polishers, etc., employed in granite yards.	Increase of ½d. an hour. Rates after change include: granite cutter scabblers and toolsmiths, 1s. 9d.; granite polishers, 1s. 8d.
Monumental {	Edinburgh and district	28 July	Monumental masons and polishers	Increase of ½d. an hour. Rates after change: monumental mason 1s. 10d.; polishers, 1s. 9d.
Masonry.	Glasgow	28 July	Monumental masons and sculptors	Increase of ½d. an hour. Rates after change: cutters, turners at scabblers, 1s. 10d.; polishers, bed setters and sawmen, 1s. 9d.
Road Passenger Transport.	Various Undertakings in England and Wales (excluding Metropolitan Area).††	1st full pay week after 5 Apr.‡‡	Employees of company-owned motor omnibus undertakings, other than those whose wages are regulated by movements in other industries.	War wage granted of 2½d. an hour to all employees 21 years are over, of 1½d. to those 19 and 20 years, of 1½d. to those 17 and 20 years, and of ½d. to those 14 to 16 years, in lieu of war bon previously granted of 7s. a week to men, of 5s. 3d. to women, 3s. 6d. to youths and girls 19 and 20 years, of 2s. 7½d. to boys are girls 17 and 18 years and of 1s. 9d. to boys and girls 14 to 16 years.
ocal Authorities	Belfast	1st full pay period	Manual workers except those whose wages are regulated by movements	War bonus increased by 2s. 6d. a week for men and by 1s. 3d. f women and juveniles. Minimum rate after change for labourer

\* In respect of the preceding pay period.

† Under cost-of-living sliding-scale arrangements.

‡ Temporary payments, ranging up to 3s. a week for men and up to 1s. for women, are made, in addition, to certain classes of timeworkers engaged in productive process work for which a system of collective piecework has not yet been introduced.

§ These changes took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office. In the case of the Ready-made and Wholesale Bespoke Tailoring Trade (Great Britain), increases equivalent in sum to the amounts stated above had already been granted in September, 1940, under an Award of the National Arbitration Tribunal, and in January, 1941, under an Agreement between the employers' association and the trade union. In the case of the Corset-making Trade, increases of equivalent amounts were granted in March 1941, under an agreement between the employers' association and the trade union.

∥ Including Grimsby, Hull, York, Stockton, Middlesbrough, Hartlepool, Sunderland, Seaham Harbour, Gateshead, Newcastle-on-Tyne, Jarrow, North and South Shields, Blyth and Berwick-on-Tweed.

\*\* This increase applied to employees of firms which are members of the Sunderland and District Furniture Manufacturers' Association.

† The Undertakings affected are mainly those affiliated to the National Council for the Omnibus Industry (excluding Municipal Undertakings and the London Passenger Transport Board).

‡‡ This increase was the result of an Award of the Tribunal of Arbitration set up under the Constitution of the National Council for the Omnibus Industry dated 10th July, 1941, with retrospective effect to the date shown.

§§ This increase was the result of an Award of the National Arbitration Tribunal (Northern Ireland) (see page 169).

¶ Including Aberdeen, Dundee, Falkirk, Glasgow, Grangemouth, Leith and Tayport.

#### PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JULY-continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Retail Food Distribution	England and Wales	Pay day in week com- mencing 21 July	Workpeople employed in retail food distribution, excluding butchery and bakery shops (branch shop managers and manageresses, shop assistants, van salesmen, cashiers, clerks, central warehouse staff, and other employees in retail shops except craftsmen, production staff and transport workers).	Scales of general minimum weekly rates of wages adopted. Minimum rates after change, inclusive of all forms of commissions and bonuses, for shop assistants, van salesmen, cashiers, clerks and central warehouse staff: London—males, 21s. 6d. at 16 years, increasing to 65s. at 25; females, 19s. 6d. at 16 years, increasing to 43s. at 24. Provincial "A"—males, 18s. 6d. at 16 years, increasing to 62s. at 25; females, 16s. 6d. at 16 years, increasing to 40s. at 24. Provincial "B"—males, 16s. 6d. at 16 years, increasing to 60s. at 25; females, 14s. 6d. at 16 years, increasing to 38s. at 24.*
Toy Manufacture	Great Britain	25 July	All workpeople	Increase of 4s. a week in the general minimum time rates for those 21 years and over, of 3s. for those 18 years and under 21, of 2s. for those 16 years and under 18, and of 1s. for those under 16.†
Rubber -Manufacture.	Great Britain	4 July	All workpeople	I ncrease of 1d. an hour in the general minimum time rates for men, of \$\frac{3}{4}\text{d}\text{, for women, of \$\frac{3}{6}\text{d}\text{, for youths, of \$\frac{1}{2}\text{d}\text{, for boys, and of \$\frac{3}{6}\text{d}\text{. or \$\frac{1}{2}\text{d}\text{. at under 16 years, increasing to 1s. 3d. at 21 and over; females, \$4\frac{3}{6}\text{d}\text{. at under 16 years, increasing to 9d. at 21 and over.}\dagger\delta
	veriles. Europe 18 for we would be to the world be to words defend to the words defend to the words.	4 July	Workpeople employed in rubber proofing (except spreaders and calender men).	Increase of ½d. an hour.
Rubber Proofing	Manchester and District.	11 July	Ditto	Increase of 1d. an hour. Rates after change: dry mixers, 1s. 61d.; wet mixers and cold store men, 1s. 6d.; general labourers, 1s. 5d.
Entertainments	Northern Area (certain towns).‡	21 July	Workpeople employed in cinema theatres.	War bonus increased by 5 per cent. (from $7\frac{1}{2}$ to $12\frac{1}{2}$ per cent.) on minimum weekly rates of wages.

<sup>\*</sup> This change took effect as the result of a Decision of the Retail Food Trades Joint Industrial Council, and applied to workpeople engaged in the retail grocery and provisions, cooked meats and other cooked foods (excluding fried fish), fresh, cured, dried, and smoked fish, game, poultry and rabbits, fruit, vegetables and flowers, and excisable liquor (off-licence) trades in England and Wales. The rates quoted are minima and do not supersede agreements providing for the payment of higher rates or the operation of better conditions of employment (e.g. Co-operative Societies). Provincial "A" includes all places with more than 5,000 inhabitants (excluding the Metropolitan Police District) and Provincial "B" includes all other places.

† These increases took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.

‡ Including Newcastle-on-Tyne, Gateshead, North Shields, South Shields, Sunderland, West Hartlepool, Durham, Stockton-on-Tees, Middlesbrough, and Darlington

#### FATAL INDUSTRIAL ACCIDENTS.

THE number of workpeople, other than seamen\*, in Great Britain and Northern Ireland, whose deaths from accidents in the course of their employment occurred or were reported in July† was 275, as compared with 251‡ in the previous month and with 220t in July, 1940.

and with 2201 in July, 1940		12 - 21 - 20 - 20 - 21
MINES AND QUARRIES	1	FACTORIES—continued.
Under Coal Mines Acts:		Paper, Printing, etc 2
Underground 1	09	Rubber 1
Surface	11	Gas Works 3
Metalliferous Mines		Electrical Stations 6
Quarries ··	5	Other Industries 5
TOTAL: MINES AND QUARRIES 1		Works and Places under ss. 105, 107, 108, Factories Act. 1937.
FACTORIES.		
Clay, Stone, Cement, Pot-	10 112	Docks, Wharves, Quays
tery and Glass		and Ships 9 Building Operations 39
Chemicals, Oils, Soap, etc.	10	0 1
Metal Extracting and Refining	3	Works of Engineering Construction 2
Metal Conversion and		Warehouses
Founding (including Rolling Mills and Tube Making)	14	TOTAL, FACTORIES ACT 135
Engineering, Locomotive	17	a profession in a control with control
Building, Boilermaking,		RAILWAY SERVICE.
etc	14	Brakesmen, Goods Guards 1
Railway and Tramway Carriages, Motor, and	estell.	Engine Drivers, Motormen 1
other Vehicles and Air- craft Manufacture	5	Firemen
	6	Guards (Passenger)
Shipbuilding Other Metal Trades	3	Labourers 1
		Mechanics 2
Cotton	4	Permanent Way Men 5
Wool, Worsted, Shoddy Other Textile Manufac-		Porters 2
Other Textile Manufacture		Shunters 1
Textile Printing, Bleach-		Other Grades 2
ing and Dyeing	2	Contractors' Servants
Tanning, Currying, etc	1	TOTAL, RAILWAY SERVICE 15
Food and Drink	5	and the second s
General Woodwork and Furniture	4	Total (excluding Seamen) 275

\* Statistics of fatal accidents to seamen are not available.
† For mines and quarries, weekly returns are furnished, and the figures cover the 5 weeks ended 2nd August, 1941, in comparison with the 4 weeks ended 28th June, 1941, and the 5 weeks ended 3rd August, 1940.

THE Table below shows the number of cases\* and deaths\* in Great Britain and Northern Ireland reported during July, under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926:-

INDUSTRIAL DISEASES.

I. Cases.	I.—Cases—continued.
LEAD POISONING.†	Epitheliomatous Ulceration
Among Operatives en-	(SKIN CANCER).
gaged in:	Pitch 10
Smelting of Metals	Tar 4
Plumbing and Soldering	Oil 6
Shipbreaking	The second secon
Printing	TOTAL 20
Other Contact with Molten Lead	CHROME ULCERATION.
White and Red Lead	Manufacture of Bichro-
Works	
Pottery	mates 5
Vitreous Enamelling	Dyeing and Finishing 1
Electric Accumulator	Chrome Tanning
Works 4	Chromium Plating 2
Paint and Colour Works	Other Industries 2
Coach and Car Painting	TOTAL 10
Shipbuilding 1	IOTAL IO
Paint used in Other	Total, Cases 55
Industries	Total, Cases 00
Industries	-
Other Industries	II.—Deaths.
Other Industries Painting of Buildings	-
Other Industries	II.—Deaths.
Other Industries Painting of Buildings	II.—Deaths.  LEAD POISONING.
Other Industries Painting of Buildings  TOTAL 5	II.—Deaths.  LEAD POISONING.  Pottery
Other Industries Painting of Buildings	II.—Deaths.  LEAD POISONING.  Pottery
Other Industries Painting of Buildings	II.—Deaths.  LEAD POISONING.  Pottery
Other Industries Painting of Buildings  TOTAL 5  OTHER POISONING.  Aniline	II.—Deaths.  LEAD POISONING.  Pottery
Other Industries Painting of Buildings	II.—Deaths.  LEAD POISONING.  Pottery
Other Industries Painting of Buildings	II.—Deaths.  LEAD POISONING.  Pottery
Other Industries Painting of Buildings  TOTAL 5  OTHER POISONING.  Aniline 14  Toxic Jaundice 3  TOTAL 17  ANTHRAX.	II.—Deaths.  LEAD POISONING.  Pottery
Other Industries Painting of Buildings  TOTAL5  OTHER POISONING.  Aniline14 Toxic Jaundice3  TOTAL17  ANTHRAX.  Wool1 Handling of Horsehair Handling and Sorting of	II.—Deaths.  LEAD POISONING.  Pottery
Other Industries Painting of Buildings	II.—Deaths.  Lead Poisoning.  Pottery
Other Industries Painting of Buildings  TOTAL5  OTHER POISONING.  Aniline14 Toxic Jaundice3  TOTAL17  ANTHRAX.  Wool1 Handling of Horsehair Handling and Sorting of	II.—Deaths.  LEAD POISONING.  Pottery
Other Industries Painting of Buildings	II.—Deaths.  Lead Poisoning.  Pottery

\* Cases include all attacks reported during the month, and not previously reported, so far as is known, during the preceding 12 months. Deaths include all fatal cases reported during the month, whether included (as cases) in previous returns or not.

† In addition to the cases included in the Table one case of lead poisoning was reported among plumbers not employed in factories.

#### CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st August, 1941.

		Food	All Items
Increase since July, 1914	m 4,000	67%	99%
Change since 1st July, 1941	home b	nil.	nil.
CHARLES PLANT OF THE PARTY OF T			

FOOD.

AT 1st August the average level of retail prices of the articles of food included within the scope of these statistics was practically the same as at 1st July. The prices of potatoes showed a slight reduction, on the whole, the average for new potatoes at 1st August (by which date the old crop was exhausted) being lower, by about 4d. per 7 lb., than the combined average for old and new potatoes at 1st July. On the other hand, there were increases in the price of milk in some towns.

The following Table compares the average retail prices in

the United Kingdom at 1st August, 1941, with the corresponding prices at 1st July, 1941, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated—to the nearest \ddletd.) at—						Percentage Inc. or Dec. (—) at 1st August, 1941, compared with		
complaintent	A	st ug. 41.	Ju	st ly, 41.	Se	st ept., 939.	1st July, 1941.	1st Sept., 1939.	
Beef, British— Ribs Thin Flank Beef, Chilled or Frozen	s. 1 0	d. 31 91*	s. 1 0	d. 3 <del>1</del> 91	s. 1 0	d. 21 71	Per cent.	Per cent. 11 27	
Ribs Thin Flank Mutton, British—	1 0	01	1 0	0 <del>1</del> 6	0	9 <del>1</del> 4‡	- m	34 22	
Legs Breast Mutton, Frozen—	1 0	5 <del>1</del> 8	1 0	5 <del>1</del> 8	1 0	3½ 7½	. =	13 8	
Legs	1 0 1	0 4 8 <del>1</del>	1 0 1	0 4 8 <del>1</del>	0 0 1	101	三	15.	
Fish per 7 lb. Bread per 4 lb.	1 0	11 81	1 0	11 81	1 0	11 81		56	
Sugar (granulated) Milk per quart	2 0 0	6 4‡ 8‡	200	6 41 81	0 2 0 0	4 3 61	=	3 7 32 30	
Butter— Fresh Salt	} 1	7	ST U	7	{ 1 1	41 31	}10-21	{ 15 24	
Cheese§	0	1 9	0	1 9	0	10		30	
Standard Eggs (fresh)¶ each	{ 000	5 2½ 2½	0000	9 5 2 2 1	} 0	61 2		12 26	
Potatoes per 7 lb.	0	91	0	93	0	61	-3	46	

The following Table shows the average percentage increases or decreases in prices at 1st September, 1939, 1st July, 1941, and 1st August, 1941, respectively, as compared with July, 1914:-

Article.		Average Percentage Increase or Decrease (—) since July, 1914, at—						
to the language		1st Sept., 1939.	1st July, 1941.	1st August, 1941.				
Beef, British-		Per cent.	Per cent.	Per cent.				
Ribs Thin Flank	income in	44	59 46	59				
Beef, Chilled or Frozen-		32	77	77				
Thin Flank Mutton, British—	Mary A	1 -	24	23				
Legs Breast Mutton, Frozen—		48 14	66 24	67 24				
Legs Breast		51	74	74				
Bacon†	Mare at 197	-3 35 116	— <b>3</b> 83 237	<b>-3</b> 83 237				
Flour Bread	bed the	26 42	25 46	25 25 46				
Tea Sugar (granulated)	Mesos s	52	63 93t	63 93t				
Milk Butter—	A 400 A	92	147	149				
Fresh	i all	13 7	30 33	30 34				
Margarine Eggs (fresh)		16	50	50				
Potatoes	.: ::	58 33	100	100 95				
All above articles (V	Weighted	38	67	67				

On the basis of the figures in the foregoing Table, the average level of retail prices of food at 1st August was approximately the same as at 1st July, and about 21 per cent. higher than at the beginning of September, 1939.

\* The increase in price, as compared with 1st July, was slight, but sufficient to alter the average to the nearest \{\frac{1}{2}d.}\]

† The description of bacon specified for quotation is streaky, but where this kind was seldom being sold the returns relate to another kind, locally representative.

† The average rise of 1d. per lb. in the price of sugar since 1st September, 1939, is due to increased duty.

§ Mostly Canadian or New Zealand cheese, but in some districts the returns relate to another kind, locally representative.

| On 1st July and 1st August, 1941, two brands of margarine, "special" and "standard," were on sale at 9d. and 5 per lb. respectively. The figures for 1st September, 1939, and July, 1914, are averages calculated from the prices of various brands on sale at those dates.

| Of the two prices shown for eggs at 1st July and 1st August, 1941, 2\frac{1}{2}d. was for large eggs (in Ministry of Food category I) and 2\frac{1}{2}d. for small eggs (in category II). The figure for 1st September, 1939, is an average of the varying prices charged at that date.

#### ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 1st August showed no appreciable change as compared with 1st July, being about 1 per cent. above the level at 1st September, 1939, and about 64 per cent. above that in July, 1914.

As regards clothing, information collected from representative retailers in a number of the principal towns indicates that at 1st August the retail prices of clothing of the kinds generally bought by working-class families averaged between 1 and 2 per cent. higher than at 1st July, and about 83 per cent. higher than at 1st September, 1939. The average increase during July was about 1 per cent. for men's suits and overcoats, between 1 and 2 per cent: for woollen materials, underclothing and hosiery and for cotton materials and hosiery, and about 1 per cent. for boots and shoes. These increases were partly the result of the operation of the Purchase Tax. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make an exact comparison over a long period of years, but on the basis of such information as is available it is estimated that at 1st August the average rise over

the level of July, 1914, was about 280 per cent.

In the *fuel and light* group the average level of the prices of coal and of gas was about the same at 1st August as a month earlier. Prices of coal averaged about 21 per cent. higher than at 1st September, 1939, and about 135 per cent. above the level of July, 1914. The prices of gas were about 23 per cent. higher than at 1st September, 1939, and about 89 per cent. higher than in July, 1914. There were increases in the prices of lamp oil and candles during July, averaging about 3 per cent. and 5 per cent. respectively. Matches showed little change in price during the month. In the fuel and light group as a whole, the average level of prices at 1st August was about the same as at 1st July, about 25 per cent. higher than at 1st September, 1939, and about 128

per cent. higher than in July, 1914.
As regards other items\* included in these statistics, there were increases in the prices of domestic ironmongery, brushes and pottery, averaging between 3 and 4 per cent., but for the remaining items changes in prices during July were relatively slight. In the group as a whole, the average level at 1st August was about 1 per cent. higher than at 1st July, about 28 per cent. higher than at 1st September, 1939, and about 129 per cent. above the level of July, 1914.

#### ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 1st August, 1941, is approximately 99 per cent. over the level of July, 1914, the same figure as a month earlier, as compared with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.

The rise of 44 points since the beginning of September, 1939, is equivalent to about 28 per cent. Of these 44 points, about 23 points are due to the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately 5½ points are due to increases resulting from the Purchase Tax.

#### SUMMARY TABLE: ALL ITEMS.

Average percentage increase, as compared with July, 1914, at the beginning of each month since January, 1920.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920 1921 1922 1923 1924 1925 1926 1927 1928 1929 1930 1931 1931 1933 1933 1934 1935 1938 1939 1939 1940 1941	125 165 92 78 77 80 75 68 67 66 53 47 42 42 43 47 51 59 55 74 96	130 151 888 77 79 73 72 66 65 64 52 47 41 41 42 47 51 57 57 77 97	130 141 86 78 79 72 71 64 66 61 50 46 39 40 41 46 51 56 53 79 97	132 133 82 74 73 75 68 65 64 62 57 47 39 39 44 51 54 53 78 98	141 128 81 70 71 73 67 64 64 61 55 47 43 36 37 39 44 52 56 53 80 100	150 119 80 69 69 72 68 63 65 54 45 23 36 38 40 44 52 55 53 100	152 119 84 69 70 73 70 66 65 61 55 47 43 38 41 43 46 55 59 56 87 99	155 122 81 71 73 70 64 65 63 57 45 41 39 42 43 46 55 56 55 56 55 85	161 120 79 73 72 74 72 65 65 65 64 57 45 41 43 43 47 55 56 55 87	164 110 78 75 76 76 74 67 66 65 56 43 43 45 48 55 65 89	176 103 80 75 80 76 79 69 67 67 57 46 43 44 47 51 60 56 69 92	169 99 80 77 81 77 79 69 68 67 55 48 43 444 47 75 11 60 56 73 95

A detailed account of the method of compilation of these statistics, 'The Cost of Living Index Number: Method of Compilation," is obtainable, price 3d. net, from H.M. Stationery Office at any of the addresses shown on the cover of this GAZETTE.

\* Soap, soda, domestic ironmongery, brushes, pottery, tobacco and cigarettes,

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#### TRADE DISPUTES IN JULY.\*

involving stoppages of work, reported to the Department as beginning in July in Great Britain and Northern Ireland, was 60, as compared with 82 in the previous month and 40 in July, 1940. In these 60 new disputes about 14,200 workpeople were directly involved, and 800 workpeople indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, though not themselves parties to the disputes). In addition, about 1,500 workpeople were involved, either directly or indirectly, in 5 disputes which began before July, and were still in progress at the beginning of that month. The number of new and old disputes was thus 65, involving about 16,500 workpeople, and resulting in a loss, during July, estimated at 25,000 working days.

In the following Table an analysis is given, by groups of industries, of all disputes in progress in July :-

	Number	of Dispu	Number of Work- people in-	Aggregate Duration in Working	
Industry Group.	Started before begin- ning of Month.	Started in Month.	Total.	volved in all Disputes in progress in Month.	Days of all Dis- putes in progress in Month.
Mining and Quarrying.	-	18	18	6,400	8,000
Metal, Engineering and Shipbuilding Other	3 2	16 26	19 28	3,400 6,700	7,000 10,000
Total, July, 1941	5	60	65	16,500	25,000
Total, June, 1941	12	82	94	28,200	89,000
Total, July, 1940	2	40	42	11,700	33,000

Causes.—Of the 60 disputes beginning in July, 12, directly involving 500 workpeople, arose out of demands for advances in wages, 3, directly involving 400 workpeople, out of proposed reductions in wages, and [25, directly involving 8,300 workpeople, on other wage questions; 1, directly involving 600 workpeople,

Number, Magnitude and Duration.—The number of disputes | on questions as to working hours; 9, directly involving 1,100 workpeople, on questions respecting the employment of particular classes or persons; and 10, directly involving 3,300 workpeople, on other questions respecting working arrangements.

> Results.—Final settlements of disputes which terminated during July have been effected in the case of 45 disputes, directly involving 10,100 workpeople. Of these disputes, 5, directly involving 3,500 workpeople, were settled in favour of the workpeople; 31, directly involving 3,800 workpeople, were settled in favour of the employers; and 9, directly involving 2,800 workpeople, resulted in a compromise. In the case of 15 other disputes, directly involving 2,800 workpeople, work was resumed pending negotiations.

Totals for January-July, 1941 and 1940.†

40 Aug 10 10 10 10 10 10 10 10 10 10 10 10 10	January	to July,	1941.	January to July, 1940.			
Industry Group.	No. of Dis- putes beginning in period.	of Work- people involved	Aggregate Duration in Working Days of all Disputes in progress.	No. of Dis- putes beginning in period.	Number of Work- people involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.	
Coal Mining	282	98,800†	224,000	198	132,000†	357,000	
Other Mining and Quarrying Brick, Pottery, Glass, Chemical, etc	6	400	1,000	4	200	1,000	
	22	1,600	5,000	18	1,200	4,000	
Engineering and Shipbuilding Other Metal Textile Clothing	135 69 20 14	60,500 20,100 2,900 2,900	316,000 110,000 5,000 11,000	68 50 38 15	17,300 6,500 7,900 4,600	69,000 25,000 73,000 14,000	
Food, Drink, and Tobacco Building, etc Transport Other	8 36 35 30	600 6,300 7,300 4,200	1,000 15,000 19,000 15,000	9 48 28 41	4,700 16,800 5,200 11,700	12,000 64,000 13,000 43,000	
Total	657	205,600†	722,000	517	208,100†	675,000	

#### PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING JULY.

Occupations and Locality.	Appro Number people In	oximate of Work- ivolved.	Date whe	n Dispute	Cause or Object.	Result.
ar assume and a sure left and a point	Directly.	In- directly.‡	Began.	Ended.		The first of the same
COAL MINING:— Colliery workpeople—Nottinghamshire (two collieries).	1,638	Server date	16 July	16 July	Objection to employers' decision to pay out holiday savings on 6th August, workpeople contending that payment should be made before August Bank Holiday, in accordance with previous practice.	Workpeople's demand conceded.
STEEL MANUFACTURE:— Workpeople employed at steel works —Ayrshire (one firm).	309	72	9 July	10 July	Against dismissal of an employee who refused to work a "bye turn" during the progress of an embargo on overtime.	Embargo on overtime and on "bye turns" withdrawn.
Engineering:— Workpeople employed in airscrew	357	althrogram	16 July	17 July	Workpeople's objection to introduction of individual time bonus scheme.	Work resumed pending negotiations which proved abortive (see below)
manufacture—Lancashire (one firm).	234	To Kare to	23 July	24 July	Workpeople's dissatisfaction with result of negotiations following a previous dispute respecting pro- posed new individual time bonus scheme.	Work resumed pending further negotiations.
Shipbuilding:— Workpeople employed in ship- repairing—Yorkshire (one firm).	185	236	1 July	1 July	Workpeople's objection to the wording of a notice posted by employers regarding the holding of meetings on firm's premises.	Work resumed after trade union official had pointed out that work people had misunderstood notice in question.
TEXTILE:— Workpeople employed in stocking manufacture—Middlesex (one firm).	1,600	A Maria	22 July	23 July	For one week's holiday with pay	Work resumed; one week's holiday with pay subsequently granted to workpeople with 12 months' service and pro rata paid holidays to those with less service.
Workpeople employed in cotton doubling—Cheshire (one firm).	332		29 and 30 July§	30 July	Workpeople's allegation that they were unable to keep pace with machinery which had been speeded	Employers agreed to halve the proposed speed increase.
Public Works Contracting:— Labourers—Ayrshire (one firm).	556		14 July	15 July	up. For a guaranteed week of 47 hours and other concessions to compensate for loss of earnings arising from the cancellation of Sunday working.	Work resumed; adjustments to be made in the normal overtime arrangements.
Transport:— Omnibus drivers, conductors, and cleaners—Yorkshire (one firm).	389	84	5 July	5 July	Against dismissal of two cleaners for refusing to obey an order.	Amicable settlement effected.
Dock labourers—Glasgow	2,000		31 July	1 Aug.	Objection to the introduction of a new system of allocation of labour under which men must report at specified Control Points; trade unionists claiming that they should retain the right to seek work at any place in the port.	Work resumed; operation of new arrangements suspended pending negotiations.

<sup>\*</sup> Disputes involving less than 10 workpeople, and those which lasted less than one day, have, as usual, been omitted from the statistics, except when the aggregate duration (i.e., number of workpeople multiplied by number of working days, allowing for workpeople replaced, etc.), exceeded 100 days.

† In making up these totals the figures have been amended in accordance with the most recent information. Workpeople involved in more than one dispute are counted more than once in the totals; the amount of such duplication, however, is slight, except in coal mining, in which the met number of workpeople involved was approximately 63,000 in 1941, and 93,000 in 1940. For all industries combined the met totals were approximately 165,000 in 1941, and 169,000 in 1940.

‡ i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes.

§ About 70 workpeople ceased work at mid-day on 29th July.

#### EMPLOYMENT OVERSEAS.

#### DENMARK.

At the end of April, 1941, 18.4 per cent. of the aggregate membership (approximately 519,000) of approved unemployment funds were unemployed, as compared with 26.8 per cent. at the end of March, 1941. At the end of April, 1940, the corresponding percentage was 26.0, but owing to subsequent changes in the method of compiling the data, this percentage is not strictly comparable with the foregoing figures.

The number of persons on the live registers of the Employment Exchanges fell from 56,061 at 28th June, 1941, to 53,630 at 26th July. The figures for both these dates are affected by the entry into force, on 5th March, 1941, of an Order issued under the Unemployment Assistance Act, 1933, the effect of which is to restrict, during the period from 5th March, 1941, to 28th October, the eligibility for unemployment assistance of certain classes of persons living in rural areas. At 27th July, 1940, when three Orders, similar in character, but of more restricted scope, were in force, the total number of persons on the live registers

#### UNITED STATES.

According to returns received by the Bureau of Labour Statistics from employers, covering over 55 per cent. of the aggregate number of wage-earners in manufacturing industries, the number of workpeople employed at the middle of April, 1941, was the highest so far recorded. If the average monthly index of employment in the establishments covered for the three years 1923–25 be taken as 100, the corresponding figure for April 1941, was 122.3 as compared with 110.0 for Merch for April, 1941, was 122.3, as compared with 119.9 for March 1941, and 103.2 for April, 1940.

Information supplied by the Social Security Board shows that the number of applications for employment registered at Public Employment Offices at the end of May, 1941, was 5,155,923, an increase of 0.8 per cent. over the figure for the end of the previous month, but a decline of 10.3 per cent. below that for the end of

According to the estimates of the American Federation of Labour published in the American Federationist for July, 1941, the total number of unemployed persons in the United States in May, 1941, was approximately 6,149,000, as compared with 6,848,000 in April, 1941, and 9,712,000 in May, 1940. Estimates of the National Industrial Conference Board published in The Conference Board Management Record for June, 1941, give the total number of unemployed persons in April, 1941, as 5,412,000, as compared with 6,117,000 in March, 1941, and 8,938,000 in April, 1940.

Both the foregoing estimates and the official statistics of applications for employment include a large number of persons provided with employment on the various established systems of Federal works projects.

#### CANADA.

According to returns received by the Dominion Bureau of Statistics from 12,600 firms, the number of workpeople employed at 1st April, 1941, was 1,405,425, as compared with 1,344,138 at 1st March. If the average number of workpeople employed by the reporting firms in the year 1926 be taken as 100, the corresponding index of employment was 141.3, the highest on record, at 1st April, 1941, 135.3 at 1st March, 1941, and 111.9 at 1st April, 1940. The Bureau points out, however, that the unusually large increase in employment at 1st April, 1941, may be partly due to changes in the method of reporting the data.

At the end of April, 1941, 5.5 per cent. of the aggregate

membership (approximately 284,000) of trade unions making returns were unemployed, as compared with 6.6 per cent. at the end of the previous month, and 9.6 per cent. at the end of April, 1940.

#### RETAIL PRICES OVERSEAS.

In the following paragraphs a summary is given of the latest information contained in official publications received since last month's issue of this GAZETTE was prepared, relating to changes in retail prices and the cost of living in oversea countries.

#### FINLAND.

In March, 1941, the official cost-of-living index figure was one per cent. above the figure for February, 1941, and 39.3 per cent. above that for July, 1939. For food alone, the index figure for March, 1941, was 1.8 per cent. above that for February, 1941, and 43.3 per cent. above that for August, 1939.

#### GERMANY.

In February, 1941, the official cost-of-living index figure showed an increase of 0.3 per cent. as compared with the figure for January, 1941, and of 3.6 per cent. as compared with that for August, 1939. For food alone, the corresponding percentage increases were 0.2 and 2.0, respectively.

#### AUSTRALIA.

In April, 1941, the official index figure relating to the cost of food in 30 towns showed an increase of 0.1 per cent. as compared with the figure for the preceding month, and of 3.2 per cent. as compared with that for August, 1939.

#### NEW ZEALAND

In April, 1941, the official cost-of-living index figure was 0.4 per cent. above the level of the figure for March, 1941, and 6.6 per cent. above that for August, 1939. For food alone, the corresponding percentage increases were 1.0 and 3.0, respectively.

# INDUSTRIAL COURTS ACT, 1919, AND CONCILIATION ACT, 1896.

#### INDUSTRIAL COURT AWARDS.

ELECTRICIANS: EARLS COURT.—The Electrical Trades Union claimed that an Agreement with Earls Court Ltd., covering hours of labour, rates of pay, etc., of November, 1938, should continue to be recognised and operated. The Court found that the Receiver and Manager of Earls Court Ltd., who had meanwhile been appointed in a debenture holders' action in the Chancery Division in the High Court of Justice, is not a party to the Agreement and is not bound to recognize its to the Agreement and is not bound to recognise its terms. The Court also found that the Agreement is still subsisting and would be operative as between the Union and Earls Court Ltd., when the appointment of the Receiver and Manager is terminated.—Award No. 1812; dated 8th July, 1941.

WOODWORKERS: NORTH RIDING COUNTY COUNCIL.—The National Union of Public Employees asked the Court to determine the rate to be paid to woodworkers at the Council's Central Depot, Northallerton. In their Award No. 1802 the Court stated they were not satisfied that the men concerned should be regarded as employed in the building trade and adjourned the proceedings in order that the matter should be further considered by the parties in the light of the payments made by highway authorities in other areas. The parties were unable to reach a settlement and in a subsequent award, the Court awarded an increase of  $\frac{1}{2}$ d. an hour on the existing rate of 1s.  $7\frac{1}{2}$ d.—Award No. 1813; dated 17th July, 1941.

SCOTTISH IRON AND STEEL TRADES.—The National Union of General & Municipal Workers (Scottish District Office) claimed that an output bonus should be paid to all labourers including platelayers, employed at the works of members of the Iron and Steel Trade Employers' Association in Scotland. Parties were heard on 2nd April, and the Court awarded that the matter should be further considered by the parties in the light of the provisions of clause III of an Agreement of 20th July, 1929. The parties were unable to reach a decision and in a further award the Court awarded that all labourers, including platelayers, shall be placed on an output bonus as part of their basis wage; that the adjustment of datal rates provided for in clause III of the Agreement of July, 1929, shall be by way of a reduction of \( \frac{2}{3} \text{d.} \) an hour; and the amount of bonus to be paid to labourers shall be 60 per cent. of the bonus payable to brick-layers at each works.—Award No. 1814; dated 21st July, 1941. ELECTRICIANS: ODHAMS (WATFORD) LIMITED.—The Electrical Trades Union referred to the Industrial Court the question of the payment due under an Agreement between the parties to workers on night-shift during a week in which a public holiday intervened. During the course of the hearing it appeared that the parties were likely to come to an agreement. The Court accordingly adjourned the case for further consideration by the parties and were subsequently informed that the parties had reached agreement.—Award No. 1815; dated 22nd July, 1941.

RAILWAY SHOPMEN: SOUTHERN RAILWAY.—The National Union of Railwaymen claimed that certain fitters grade II, employed at Eastleigh carriage works should be regraded as fitters grade I, under the Court's Award No. 728 relating to railway shopmen generally. The Company pointed out that the men should have been graded in the first instance as carriage fitters grade I, but, as such, the rate paid to them would have been the same as that in fact paid to them as fitters grade II. The Court decided against the claim, and further awarded that the men should be regraded as carriage fitters grade I.—Award No. 1816; dated 24th July, 1941.

PORTERS: COVENT GARDEN MARKET.—The employees' side of the Joint Conciliation Board for Covent Garden Market claimed that the porters of Messrs. Monro should have their method of working changed from the method under clause A of an Agreement of May, 1939, to the method under clause B of the same Agreement. Under clause A the firm's porters do both carrying in and carrying out; under clause B they do not carry in but carry out. The Court awarded that whilst the present method of working is in no way at variance with the Agreement the evidence showed that a large and increasing proportion of firms are working in accordance with the method claimed and awarded that the method of working under clause B should apply.—Award No. 1817; dated 25th July, 1941.

#### SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

Shippepairing: Grimsby.—A dispute was reported under the Conditions of Employment and National Arbitration Order. 1940, by the Ship Constructors' and Shipwrights' Association, Grimsby Branch, concerning the meaning and intention of an overtime clause of a Memorandum of Agreement made between the Association and the Grimsby Ship Repairers' Association. The matter, not having been otherwise disposed of, the parties agreed to the dispute being referred for settlement to a Single Arbitrator. Sir Charles Doughty, K.C., was appointed under the powers conferred on the Minister by the Order and by the Industrial Courts Act, 1919, to act as Arbitrator, and he issued his Award on 1st July.

CHEMICALS: BARNSLEY.-Mr. A. N. Shimmin was appointed under the Industrial Courts Act, 1919, to act as Arbitrator in the matter of a claim by the National Union of Enginemen Firemen, Mechanics and Electrical Workers regarding the wages,

overtime rates and working conditions of all grades of workpeople employed by the Old Silkstone Chemical Works Limited. In his Award dated 8th July, the Arbitrator found that the claim of the Union, had not been established, and awarded that the terms of an offer made by the Company during earlier negotia tions with the Union should be applied.

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Brass and Metal Mechanics: Halifax.—A dispute regarding the piece-rate system for night work at Hattersley (Ormskirk) Limited, Halifax, was reported under the Conditions of Employment and National Arbitration Order, 1940, by the National Union of Brass and Metal Mechanics, and not having been otherwise disposed of, the parties agreed to the dispute referred for settlement to a Single Arbitrator. Mr. A. N. Sh was appointed under the powers conferred on the Minister by the Order and by the Industrial Courts Act, 1919, to act as Arbitrator, and he issued his Award on 28th July, authorising the continuance of the system of payment at present in operation.

#### COURTS OF INQUIRY.

I .- DISPUTE BETWEEN TRENT GUNS AND CARTRIDGES LIMITED. GRIMSBY, AND THE NATIONAL UNION OF GENERAL AND MUNICIPAL WORKERS.

THE Minister of Labour and National Service appointed a Court of Inquiry consisting of Sir Charles Doughty, K.C. (Chairman), Gerald Lant, Esq., and J. W. Bowen, Esq., C.B.E., J.P., to inquire into the causes and circumstances of a dispute between Trent Guns and Cartridges Limited and the National Union of General and Municipal Workers.

The Report\* of the Court showed that, in consequence of complaints concerning wages and conditions of employment made to the Union by individual workers of the undertaking concerned, all the female workers were organised and shop stewards were appointed. Subsequently the Union submitted an application for a meeting to discuss wages and working conditions, but the firm declined to meet the Union and dismissed one of the shop stewards. Intervention by the Minister of Labour failed to secure a meeting between the parties to discuss the matter. On 27th March last a second member of the Union was dismissed from the service of the firm and the workers declined to resume work unless the dismissed worker was reinstated. As a result about 77 workers left the firm's employment and again the Ministry of Labour was unable to bring about any joint negotiation on the

In its conclusions the Court found that the immediate cause of the dispute was the dismissal of the Union member on 27th March, and that so long as the firm refused to recognise the Union it was difficult to see how the girls could have shown their sympathy with the dismissed worker without some form of demonstration such as had occurred. The fundamental cause of the dispute was the stubborn refusal of the Managing Director to have any dealings with any Trade Unions, and the active to have any dealings with any Trade Unions, and the active steps which he took to prevent, if possible, his workpeople joining the National Union of General and Municipal Workers. The Court strongly regretted the attitude of the Managing Director. The Union did, in fact acquire a membership of the overwhelming majority of the workers and the attitude of the Managing Director was bound to lead to a trade dispute with great possibili ties of a stoppage of work, just as actually did happen in fact. The almost universal practice and well tried method of recognising and negotiating with the Trade Union or Unions fairly representing the workers should be adopted in these Works, and unless it were adopted the Court feared other troubles would

The Court appreciated that the Managing Director was quite sincere in his belief that he was entitled to refuse to have any dealings with a Trade Union, and he claimed that if he liked he was entitled to run his works on non-union lines. The Report added that in peace time, if he chose to try to exercise this right and a trade dispute occurred in consequence, the national interest might not be gravely involved. In war time, however strongly individuals might desire to run their works in their own way, it was their duty to their country to fall into line with the vast majority of other good employers and to assist the Government in the accepted methods of conciliation.

II.—Partial Stoppage of Work at Vickers Armstrong
Limited, Barrow-in-Furness.

The rejection by a majority of the workers of the reintroduction of day and night shift working at this establishment led to a partial stoppage of work. In view of the national importance of the undertaking, the Minister of Labour and National Service set up a Court of Inquiry consisting of Sir Charles Doughty K.C. (Chairman), Lieutenant-Colonel E. Briggs, D.S.O., and K.C. (Chairman), Lieutenant-Colonel E. Briggs, D.S.O., and A. M. Wall, Esq., J.P., into the circumstances in which the reintroduction of day and night shift working had been rejected

by the workpeople.

In the course of the hearing the Court was able to bring about

an agreement between the two sides as follows:—

(1) The Amalgamated Engineering Union and the firm agree to hold a Conference in accordance with established agreements upon the question of the resumption of day and night working in the next week, that is, between June 23rd and June 29th.

(2) Pending agreement upon this question being reached, in order to use to the full all hours of daylight, the Union agree to do their best to procure a full resumption of work next Monday morning upon the double day shift system with the following modifications: The first shift shall start at 6 a.m. and end at 3

p.m.; the second shift shall start at 3 p.m. and end at midnight.

The Court adopted the agreement as part of its report, and in the circumstances the report has not been published.

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#### CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDER.

#### NATIONAL ARBITRATION TRIBUNAL AWARDS.

WAGES OF LIGHTING STAFF AND LIFT AND ESCALATOR STAFF

OF THE LONDON PASSENGER TRANSPORT BOARD. ties: The London Passenger Transport Board and Employees of the Board.

Claim: (Made on behalf of the employees by the Electrical

Trades Union). For an advance in wages to the lighting staff and lift and escalator staff.

and lift and escalator staff.

Award: The Tribunal awarded that the special bonus payments at present made to the lighting staff and the lift and escalator staff be increased to the following amounts for a week of 47 hours:—Lighting staff: Skilled, 11s.; Semi-skilled, 9s.; Unskilled, 7s. 6d. [Lift and Escalator Staff: Skilled,, 14s. 6d.; Semi-skilled, 11s.; Unskilled, 9s. 3d. The award is without prejudice to the increase of 4s. per week in the war advance. prejudice to the increase of 4s. per week in the war advance which, it was reported to the Tribunal, has been offered by the Board as from 24th February, 1941, but is in abeyance pending agreement as to the date of operation.

Date of Operation: As from the beginning of the first full pay period following the date of the award.

Award No. 94; dated 2nd July, 1941.

WAGES OF LIGHTING STAFF AND LIFT AND ESCALATOR STAFF OF THE LONDON PASSENGER TRANSPORT BOARD.

Parties: The London Passenger Transport Board and Employees of the Board.

Claim: (Made on behalf of the employees by the National

Union of Railwaymen). For an advance in wages to the lighting staff and the lift and escalator staff.

Award and Date of Operation: As in Award No. 94, above.

Award No. 95; dated 2nd July, 1941.

WAGES OF WORKERS EMPLOYED BY A SCOTTISH FOUNDRY COMPANY IN THE STORE FOR MINISTRY OF SUPPLY MATERIAL. Parties: Callander Abbots Foundry Companies Limited and

Employees of the Company.

Claim: (Made on behalf of the employees by the National Union of General and Municipal Workers.) For a rate of 1s. 4½d. per hour for workers employed by the Company in the store

for Ministry of Supply material.

Award: The Tribunal awarded that the rate to be paid to the workers concerned should be 1s. 3½d. per hour.

Date of Operation: As from the beginning of the first full pay period following the date of the award.

Award No. 96; dated 5th July, 1941.

WAGES OF WORKPEOPLE EMPLOYED BY A FIRM OF BISCUIT MANUFACTURERS IN ASHBY-DE-LA-ZOUCH.

Parties: John Ferguson Limited and Employees of the

(Made on behalf of the employees by the Transport and General Workers' Union). For an increase in wages.

Award: The Tribunal awarded increases of wages as follows

Male workers of 24 years of age or over, 2s. per week. Female workers: aged 19 and under 20 years, 1s.; aged 20 and under 21 years, 2s.; aged 21 years or over, 3s.

Date of Operation: As from the beginning of the first full pay period following the date of the award. Award No. 97; dated 10th July, 1941.

WAGES OF COACHMAKING REPAIR STAFF EMPLOYED BY A YORKSHIRE MOTOR SERVICES COMPANY

Parties: East Yorkshire Motor Services Limited and Employees of the Company.

Claim: (Made on behalf of the employees by the National Union of Vehicle Builders). For payment of wages to the coach-making repair staff in accordance with the national joint agreements for the Vehicle Building Industry.

Award: The Tribunal awarded that the Company should observe, as respects their coachmaking repair staff who are members of the National Union of Vehicle Builders, the rates of wages and conditions for all classes of workers except labourers which are provided by the joint agreements for the time being in operation between the United Kingdom Joint Wages Board of Employers for the Vehicle Building Industry and the National Vehicle Builders and the Amalgamated Society of Wood-Cutting Machinists of Great Britain and Ireland. Provided that such rates and conditions should be subject to any modification in detail which may be agreed to from time to time between the Company and the Union.

Date of Operation: As from the beginning of the first full pay period following the date of the award.

Award No. 98; dated 17th July, 1941.

RATES OF WAGES OF APPRENTICE ELECTRICIANS IN THE ELECTRICAL CONTRACTING INDUSTRY IN SCOTLAND.

Parties: Employees of the respective Firms and (i) Allan

Arthur and Ure; (ii) Robert M. Russell Limited; and (iii) W. Muir Goodfellow and Company Limited.

Claim: (Made on behalf of the employees by the Electrical

Trades Union). For rates of wages of apprentice electricians. Award: The Tribunal awarded in each case rates of wages per week of 47 hours for apprentice electricians as follows: 1st year, 15s.; 2nd year, 20s. 6d.; 3rd year, 26s.; 4th year,

Date of Operation: As from the beginning of the first full pay period following the date of the awards.

Awards Nos. 99, 100 and 101; dated 18th July, 1941.

WAGES OF WORKERS EMPLOYED BY A SAWMILLING AND BOX MAKING COMPANY IN ABERDEEN

Parties: Aberdeen Mutual Sawmilling and Box Making Company Limited and Employees of the Company.

Claim: (Made on behalf of the employees by the Amalgamated Society of Wood-Cutting Machinists). For an increase in wages to sawyers and wood-cutting machinists.

Award: The Tribunal found against the claim and they

awarded accordingly. Award No. 102; dated 18th July, 1941.

ADJUSTMENTS IN MINIMUM SALARY SCALES FOR FEMALE CLERICAL STAFF AND IN COST-OF-LIVING BONUSES FOR MALE AND FEMALE CLERICAL STAFF OF A SCOTTISH HEALTH
ASSURANCE APPROVED SOCIETY.

Parties: The Scottish Legal Health Assurance Approved Society and Employees of the Society.

Claim: (Made on behalf of the employees by the National Union of Clerks and Administrative Workers (Scottish Area Council) (now the Clerical and Administrative Workers' Union)). For adjustments in the salary scales of female clerical staff and for increased cost-of-living bonuses for male and female clerical

Award: The Tribunal awarded as follows:—(1) that in the case of any member of the female clerical staff whose weekly salary as on her 20th birthday is less than 27s. 6d., the salary should be raised to 27s. 6d. as from such birthday; and thereafter the annual increments provided under the scale should be payable as on each succeeding birthday instead of on the payable as on each succeeding birthday instead of on the continuous provided under the scale should be payable as on each succeeding birthday instead of on the anniversaries of the date of entry into service; (2) that in the case of female clerical staff of Grade 3 an increment, over and above the increments provided by the scale, should be given of 2s. per week on completion of 20 years' service with the Society and of a further 2s. per week on completion of 21 years' service with the Society; (3) that revised cost-of-living bonuses be paid to all members of the clerical staff as follows: Male and Female employees under 18 years of age, 3s. per week; Male and Female employees of 18 and under 21 years of age, 5s. per week; Male employees of 18 and under 21 years of age, 5s. per week; Male employees of 21 years of age or over, 8s. 6d. per week; Female employees of 21 years of age or over, 6s. per week.

Date of Operation: As from the beginning of the first full pay period following the date of the award.

Award No. 103; dated 21st July, 1941 WAGES AND CONDITIONS OF EMPLOYMENT OF EMPLOYEES OF A YORKSHIRE FERTILIZER MANUFACTURING COMPANY.

Parties: George H. Anderton Limited and Employees of

Claim: (Made on behalf of the employees by the Chemical Workers' Union). For the observance by the Company of certain wages and conditions of employment.

Award: Having regard to the fact that the Company were observing the wages and conditions of employment laid down by the Fertilizer Group Joint Industrial Council and had intimated their intention of continuing to do so, the Tribunal made no award on the claim.

Award No. 104; dated 25th July, 1941. REMUNERATION OF AGENTS OF THE CO-OPERATIVE INSURANCE SOCIETY LIMITED.

Parties: Co-operative Insurance Society Limited and Agents

of the Society.

Claim: (Made on behalf of the agents by the National Union of Distributive and Allied Workers). For the payment of a

war bonus to full-time agents.

Award: The Tribunal found against the claim and they awarded accordingly.

Award No. 105; dated 28th July, 1941. REMUNERATION OF LINOLEUM WORKERS IN KIRKCALDY.

Parties: (i) Barry, Ostlere and Shepherd Limited and (ii) Michael Nairn and Company Limited and Employees of the respective Companies.

Claim: (Made on behalf of the employees by the National Union of General and Municipal Workers (Scottish District)). For an increase of wages.

Award: The Tribunal found against the claims and they

awarded accordingly.

Awards Nos. 106 and 107; dated 29th July, 1941.

PAYMENT OF ENGINEERS ON SHIP REPAIRING WORK IN A "PRODUCTION" ESTABLISHMENT IN HULL.

Parties: Amos and Smith Limited and Employees of the

Claim: (Made on behalf of the employees by the Amalgamated Engineering Union). For the payment of ship repairing rates in the Company's "production" establishment.

Award: The Tribunal found against the claim and they

awarded accordingly.

Award No. 108; dated 30th July, 1941.

RATES OF REMUNERATION FOR JIG AND EXPERIMENTAL WORK IN COVENTRY ENGINEERING ESTABLISHMENTS.

Parties: The National Union of Vehicle Builders and the Coventry and District Engineering Employers' Association.

Claim: For the payment to members of the Union employed on jig and experimental work of the rate applicable to toolroom

Award: The Tribunal found against the claim and they awarded accordingly.

Award No. 109; dated 30th July, 1941

#### NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

WAGES OF PAINTERS: LURGAN, PORTADOWN AND ARMAGH.

Parties: The National Society of Painters and Messrs. R. Douglas, A. Murray, McIntyre, W. Maguire & Sons, and Lavery and McCann, of Lurgan; A. Adair, Mooney, T. Brownlee, F. McGurgan, W. J. Magee and J. Lamb, of Portadown; and A. H. Maxwell, J. Webster and Largey, of Armagh.

Claim of Trade Union: That the rate of wages for painters observed in the Building Trades in Lurgan, Portadown and Armagh respectively, should be observed by the Moster Painters

Armagh respectively should be observed by the Master Painters

Award: The Tribunal awarded that (a) the rate of wages for painters in Lurgan, Portadown and Armagh should be 1s. 8d. per hour, and (b) in future the rates of wages for painters in Lurgan, Portadown and Armagh should be regulated in accordance with the Building Trade (Northern Ireland) War Emergency

Agreement.

Date of Operation: As from the beginning of the first full pay period following the date of the award.

Award No. 52; dated 4th July, 1941.

WAGES OF LOCAL AUTHORITY EMPLOYEES.

Parties: The National Union of General and Municipal Workers and the Belfast Corporation.

Claim of Trade Union: That (1) the present bonus of 10s. per week paid to male adult workers be converted into war wages and increased by 6s. per week, and (2) the bonus of 5s. per week paid to female workers, boys and juveniles, be con-

verted into war wages and increased by 3s. per week.

Award: The Tribunal awarded as follows: (a) An increase of 2s. 6d. per week to adult male workers and an increase of 1s. 3d. per week to female and juvenile workers. The differential of 2s. 6d. per week which this award establishes between the labourers in the non-trading departments and the labourers in the electricity department shall be maintained in future. (b) The total war bonus of workers in the non-trading departments shall be taken into account when calculating pay for overtime and holiday work. (c) Rates of wages in the non-trading departments shall in future be regulated in accordance with the rates payable to labourers in the electricity department, subject to the differential awarded at (a) above.

Date of Operation: As from the beginning of the first full pay period following the date of the award.

Award No. 53; dated .11th July. 1941

WAGES OF WORKERS IN THE BACON CURING INDUSTRY.

Parties: Employees of various firms and the Londonderry

Employers' Federation Ltd. (Pork Section).

Claim: (Made on behalf of the employees by the National Claim: (Made on behalf of the employees by the National Union of General and Municipal Workers and Amalgamated Transport and General Workers' Union). For "an increase of

Transport and General Workers' Union). For "an increase of 10s. per week on present rates of wages of men 21 years of age and over and 6s. per week to those under 21."

Award: The Tribunal awarded increases on current rates of wages of 2s. per week for employees of 21 years of age and over and 1s. per week for employees under 21 years of age.

Date of Operation: As from the beginning of the first full pay period following the date of the award.

Award No. 54; dated 24th July, 1941

#### TRADE BOARDS ACTS AND HOLIDAYS WITH PAY ACT.

#### A-NOTICES OF PROPOSAL

Proposals to vary minimum rates of wages have been issued by the Trade Boards shown below. Further information may be obtained by persons engaged in the respective trades on application to the Secretary of the Trade Board concerned at the Gordon Hotel, Leicester Street, Southport, Lancashire:—

MILK DISTRIBUTIVE TRADE BOARD (ENGLAND AND WALES)

Proposal M.D. (31), dated 8th July, 1941, to vary minimum rates of wages for male and female workers 18 years of age or

FURNITURE MANUFACTURING TRADE BOARD (GREAT BRITAIN) Proposal F.M. (11), dated 21st July, 1941, to vary minimum rates of wages by means of a "cost of living" scheme.

BAKING TRADE BOARD (ENGLAND AND WALES).

Proposal B.K. (10), dated 28th July, 1941, to vary minimum rates of wages for male and female workers.

<sup>\*</sup> Summaries of two cases, referred under Article 2 of the Order, and decided under the Industrial Courts Act, 1919, are printed among awards by Single Arbitrators and ad hoc Boards of Arbitration.

TOY MANUFACTURING TRADE BOARD (GREAT BRITAIN) Proposal Y. (28), dated 29th July, 1941, to vary minimum rates of wages for certain classes of male workers.

#### B-CONFIRMING ORDERS.

In pursuance of the powers conferred by the Trade Boards cts, the Minister of Labour and National Service in Great Britain and the Ministry of Labour in Northern Ireland have made Orders confirming minimum rates of wages as varied by the Trade Boards indicated below. Copies of the Orders may be purchased from H.M. Stationery Office, either directly or through any bookseller :-

LAUNDRY TRADE BOARD (GREAT BRITAIN).

Order W. (37) and (38), dated 11th July, 1941, confirming the fixing of minimum rates of wages and the direction for holidays with pay for male transport workers.

READY-MADE AND WHOLESALE BESPOKE TAILORING TRADE BOARD (GREAT BRITAIN).

Order R.M. (37), dated 16th July, 1941, confirming a varia tion of minimum rates of wages and specifying 25th July, 1941, as the date from which such rates became effective.

TOY MANUFACTURING TRADE BOARD (GREAT BRITAIN).

Order Y. (27), dated 16th July, 1941, confirming a variation of minimum rates of wages and specifying 25th July, 1941, as the date from which such rates became effective.

READY-MADE AND WHOLESALE BESPOKE TAILORING TRADE BOARD (NORTHERN IRELAND).

Order N.I.T.R.W. (20), dated 18th July, 1941, confirming the variation of general minimum time rates, piecework basis time rates and general overtime rates for male and female workers, and specifying 28th July, 1941, as the date from which these rates became effective.

#### NATIONAL SERVICE ACTS, 1939-1941.

#### NATIONAL SERVICE (POSTPONEMENT CERTIFICATES) (AMENDMENT) REGULATIONS, 1941.

THESE Amendment Regulations,\* made by the Minister of Labour and National Service and dated 30th June, 1941, amend the National Service (Armed Forces) (Postponement Certificates) Regulations, 1939 and 1940,† and provide as follows:—
"Regulation 2 of the Principal Regulations (which specifies

the principles to be applied and the circumstances to which regard is or is not to be had in granting or renewing postponement certificates) shall have effect as if, in paragraph (3) thereof, the words 'Individual circumstances and' and 'on individual

circumstances or' were omitted.
"Regulation 3 of the principal Regulations (which prescribes

"Regulation 3 of the principal Regulations (which prescribes the period for which postponement certificates may be granted or renewed) shall have effect as if—

(a) at the end of paragraph (2) thereof there were inserted the words 'or, in any case in which there has been an appeal to the Umpire, a period of six months calculated as aforesaid or a period commencing on the date on which the applicant applied to the Minister for the renewal of the certificate and ending on a date not later than one month after the date of the decision of the Umpire in that case whichever period is the greater'.

case whichever period is the greater';
(b) in paragraph (3) thereof for the words 'and accordingly there were substituted the words 'unless it is renewed on some other ground and accordingly (save as afore-

(c) at the end of paragraph (3) thereof there were inserted

(4) no certificate renewed on the ground of business responsibilities and interests but granted on some other ground shall be allowed to remain in force for longer than twelve months calculated from the beginning of the period for which it was first renewed on the ground of business responsibilities and interests

#### MISCELLANEOUS REGULATIONS.

The National Service (Miscellaneous) (Amendment) (No. 2) Regulations, 1941, dated July 24, 1941, made by the Minister of Labour and National Service under the National Service

Acts, 1939 to 1941.†
Whereas the Minister of Labour made the National Service (Armed Forces) (Miscellaneous) Regulations, 1939§) hereinafter referred to as "the principal Regulations") and those Regulations have been amended and it is desirable further to amend those

Now, therefore, the Minister of Labour and National Service Now, therefore, the Minister of Labour and National Service (hereinafter referred to as "the Minister") by virtue of the powers conferred on him by the National Service Acts, 1939 to 1941, the provisions of the Minister of National Service Order, 1939 \$\|^\*\\$ Statutory Rules and Orders, 1941, No. 1048, H.M. Stationery Office, price 1d. net (2d. post free).

† See the issues of this GAZETTE for November, 1939, page 404, and April, 1940, page 195

page 125.

‡ Statutory Rules and Orders, 1941, No. 1172, H.M. Stationery Office, price 1d. net. (2d. post free).

§ See the issues of this GAZETTE for October, 1939, pages 378-9; April, 1940, page 125, and August, 1940, page 238.

¶ See the issue of this GAZETTE for October, 1939, page 380.

and of all other powers in that behalf hereby makes the following

Regulations:—
1.—(1) These Regulations may be cited as the National Service (Miscellaneous) (Amendment) (No. 2) Regulations, 1941, and shall come into force on the date hereof and shall be included amongst the Regulations that may be cited together as the National Service (Miscellaneous) Regulations, 1939 to 1941.

(2) The Interpretation Act, 1889, applies to the interpretation of these Regulations as it applies to the interpretation of an Act

2. An appeal to the Appellate Tribunal by a conditionally registered conscientious objector who is aggrieved by an order of a local tribunal made under section 5 of the National Service Act, 1941, or by its failure to make an order or report to the Minister or an appeal by the Minister in any such case shall be made within twenty-one days of the date on which the matter was determined by the local tribunal or within such further period as the Minister may in any particular case for special reasons allow; notice of any such appeal shall be in the form set out in the Schedule hereto and shall be given to the Minister or the applicant as the case may be.

Signed by order of the Minister of Labour and National

Service this 24th day of July, 1941.

T. W. PHILLIPS,
Secretary of the Ministry of Labour and National Service.

#### SCHEDULE.

[The Schedule reproduces the form to be used for notices of appeal as provided for in Section 2 of the Order. The form is in three parts. Parts I and III are to be completed at the Regional Office of the Ministry of Labour and National Service, and provide for the giving of particulars regarding the local tribunal concerned in the case, the case number, the name and address of the appellant, the date and nature of the determination of the local tribunal and the date of receipt at the Regional Office of the completed form. Part II, which is to be completed and signed by the appellant, contains the formal notice of appeal, and provides for a statement of the grounds of appeal.]

#### EMERGENCY POWERS (DEFENCE). ESSENTIAL WORK (GENERAL PROVISIONS).

The Essential Work (General Provisions) (Amendment) Order, 1941,\* dated July 18, 1941, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

THE Minister of Labour and National Service (hereinafter referred to as "the Minister") by virtue of the powers conferred on him by Regulations 58A and 98 of the Defence (General) Regulations, 1939, hereby makes the following Order:—

1.—(1) This Order may be cited as the Essential Work (General Provisions) (Amendment) Order, 1941, and shall come into force on the date hereof and this Order and the Essential Work (General Provisions) Order, 1941, may be cited together as the

(Seneral Provisions) Orders, 1941, may be cheef to gether as the Essential Work (General Provisions) Orders, 1941.

(2) In this Order the expression "principal Order" means the Essential Work (General Provisions) Order, 1941.

2. Where the Minister enters the name of an undertaking in

the Schedule of Undertakings under the principal Order, he may make such entry as respects any persons employed in the undertaking or any class or description of such persons and accordingly the following amendments shall be made in the principal Order,

In paragraph (1), after the words "kept by him" there shall be inserted the words "as respects any persons employed in the undertaking or any class or description of such persons (hereinafter in this Order referred to as "specified persons")"; and at the end of the said paragraph there shall

persons); and at the end of the said paragraph there shall be inserted the words "in respect of the specified persons."

In paragraph (2), after the word "which" where that word first occurs, there shall be inserted the word "specified."

In paragraph (3), after the words "Schedule of Undertakings" there shall be inserted the words "in respect of the

specified persons.'

Article 4.

In sub-paragraph (a) of paragraph (1), for the words person employed therein' there shall be substituted the words "specified person."

In sub-paragraph (b) of paragraph (1), for the words "a person employed in the undertaking" there shall be substituted the words "a specified person."

In sub-paragraph (c) of paragraph (1), for the words "person employed in the undertaking" and "person so employed" there shall be substituted the words "specified recover."

person."
In sub-paragraph (d) of paragraph (1), for the words "person employed in the undertaking" there shall be substituted the words "specified person," and after the words "specified person" there shall be inserted the words "(except as otherwise provided in this Order)."

In sub-paragraph (a) of paragraph (1), after the word any" there shall be inserted the word "specified."

In sub-paragraph (b) of paragraph (1), for the words "a

\* Statutory Rules and Orders, 1941, No. 1051. H.M. Stationery Office, price 1d. net (2d. post free).

person" there shall be substituted the words "a specified

August, 1941.

In paragraph (3), for the words "any person" in both places where those words occur there shall be substituted the words "any specified person."

In paragraph (1) for the words "persons employed in that undertaking" and "persons employed in the aforesaid undertaking" there shall be substituted the words "specified

persons."

3. Article 2 of the principal Order shall have effect as if in paragraph (3) (which deals with the proof of entries in the Schedule of Undertakings) for the words "has been" there were substituted the words "was on any particular date."

4. In paragraph (3) of Article 3 of the principal Order (which refers to the entry of an undertaking in the Schedule and the service of certificates) for the words "three months" in both places where those words occur there shall be substituted the

places where those words occur there shall be substituted the words "six months."

5. The following sub-paragraphs shall be inserted at the end of sub-paragraph (d) of paragraph (1) of Article 4 of the principal Order (which contains provisions as to employment in scheduled

"(e) where during any prescribed period a specified person who is paid on a time rate basis is absent from work owing to sickness, and if required submits satisfactory evidence thereof, the prescribed period and the normal working hours in relation thereto shall as regards that person be treated for the purposes of sub-paragraph (d) of paragraph (1) of this Article as reduced by the extent of such absence and the normal working hours attributable thereto;

(f) if a specified person is in accordance with the conditions of his service suspended without pay from his work for a period not exceeding three consecutive days for reasons of a disciplinary character, then if he is paid otherwise than on a time rate basis the provisions of sub-paragraph (d) of paragraph (1) of this Article shall not apply to him, and if he is paid on a time rate basis those provisions shall apply as though the prescribed period as regards that person and the normal working hours were reduced by the days in the course of which he was so expected and the second course of which he was so expected and the second course of which he was so expected and the second course of which he was so expected and the second course of which he was so expected and the second course of which he was so expected and the second course of which he was so expected and the second course of which he was so expected and the second course of which he was so expected and the second course of the seco working hours were reduced by the days in the course of which he was so suspended and the normal working hours attributable to those days: Provided that if—

(i) within three days of the beginning of the period of suspension the specified person requests a national service officer to refer the questions of the appropriant to a Local American

tion of the suspension to a Local Appeal Board; and

(ii) (a) the Board, after considering any representations that may be made by or on behalf of that person or the person carrying on the undertaking is unanimously of the opinion that the suspension was not

justified; or
(b) where the Board is not unanimous, the

(b) where the Board is not unanimous, the national service officer is of opinion that the suspension was not justified; the specified person shall not by reason of the suspension be disentitled to the payment of the sum set out in the said sub-paragraph (d)".

The following paragraph shall be inserted at the end of itself of the principal Order:

Article 5 of the principal Order:

"(5) Notwithstanding the provisions of paragraph (4) of this Article a Local Appeal Board, consisting of the chairman and one other member shall be deemed to be properly

man and one other member shall be deemed to be properly constituted for all the purposes of this Order, if—

(a) the chairman so thinks fit; and

(b) the person who has requested the national service officer to submit the matter to a Local Appeal Board consents or has consented; and

(c) the other person concerned in the submission, if the is present also consents."

he is present, also consents."

7. For paragraph (1) of Article 6 of the principal Order (which deals with absenteeism) there shall be substituted the following

paragraphs:—

'6.—(1) If any specified person—

(a) absents himself from work without reasonable

(b) is persistently late in presenting himself for work:

(c) fails to comply with any lawful and reasonable orders given to him (including any orders as to the working of day or night work, and of a reasonable amount of overtime);

the person carrying on the undertaking may report such matters to a national service officer giving such particulars as the officer may require.

as the officer may require.

(2) The national service officer shall furnish a copy of such particulars to the person who is the subject of such report and if, after such further investigation as he may think necessary, he is satisfied of the truth of the matters so reported and that that person is capable of performing his work, he may give directions under Regulation 58A of the Defence (General) Regulations, 1939, to that person to perform his work and any such directions may contain provisions as to the method or manner of work and the times at which and during which that person shall present himself for and remain at work as the national service officer thinks fit."

Paragraphs (2) and (3) of the said Article 6 shall be renumbered

In paragraph (4) so renumbered of the said Article 6, at the end there shall be inserted the words "or may withdraw any directions so given.

8. Nothing in this Order shall affect the validity of any entry made, or any certificate given, or anything done under the principal Order before the coming into operation of this Order.

Signed by order of the Minister of Labour and National Service this 18th day of July, 1941.

T. W. PHILLIPS,

Secretary of the Ministry of Labour and National Service.

#### ESSENTIAL WORK (IRON AND STEEL INDUSTRY) ORDER.

The Essential Work (Iron and Steel Industry) Order, 1941,\*
dated August 5, 1941, made by the Minister of Labour and
National Service under Regulation 58A of the Defence

Rational Service under Regulation 58A of the Defence (General) Regulations, 1939.

The Minister of Labour and National Service (hereinafter referred to as "the Minister") by virtue of the powers conferred on him by Regulation 58A of the Defence (General) Regulations,

1939, hereby makes the following Order:—
1.—(1) This Order may be cited as the Essential Work (Iron and Steel Industry) Order, 1941, and shall come into force on

the date hereof.

(2) The following expressions have the meanings hereby

assigned to them:—

"principal Order" means the Essential Work (General Provisions) Order, 1941,† as amended by the Essential Work (General Provisions) (Amendment) Order, 1941.‡

"undertaking engaged in the iron and steel industry" means an undertaking wholly or mainly engaged in any of the means an undertaking wholly or mainly engaged in any of the following works, manufactures, processes or operations, that is to say—(a) iron ore mining and quarrying; (b) blast furnaces; (c) iron puddling; (d) steel smelting; (e) iron and steel rolling; (f) iron and steel forging; (g) steel drop forging (h) iron founding; (i) steel founding; (j) iron and steel tubes, pipes and fittings manufacture; (h) iron and steel wire and wire products manufacture; (l) the manufacture of steel sheets and tinplate; (m) the manufacture of nuts, bolts, rivets, screws and nails from iron or steel; (n) production of ferro-alloys; (o) coke ovens carried on in connection with iron and steel works; (p) collection, sorting, adapting, and distribution of scrap iron or scrap steel, including shipbreaking; (q) the manufacture of carbon electrodes.

2. Where under the provisions of the principal Order, the Minister enters the name of an undertaking in the Schedule of Undertakings kept under that Order as respects specified persons

Undertakings kept under that Order as respects specified persons and the undertaking is an undertaking engaged in the iron and steel industry, then and in that case as respects specified persons to whom one of the agreements set out in the Appendix to this

Order is appropriate—

(a) there shall be substituted for sub-paragraph (d) of paragraph (1) of Article 4 of the principal Order the following

5-paragraph:—
'(d) without prejudice to any terms and conditions of employment more favourable to persons employed in the undertaking that may be provided for by the Conditions of Employment and National Arbitration Order, 1940,§ or by that Order, as amended by any subsequent Order, the person carrying on the undertaking shall pay to every specified person to whom subsequent Order, the person carrying on the undertaking shall pay to every specified person to whom one of the agreements set out in the Appendix is appropriate (except as otherwise provided in this Order) who is during his normal working hours—

(i) capable of and available for work; and

(ii) willing to perform services outside his usual occupation which in the circumstances he can reasonably be asked to perform during any period when work is not available for him in his usual occupation in the undertaking:

occupation in the undertaking:
a sum that is not less than his appropriate agreed

wage.
For the purposes of this sub-paragraph the expression-

'his appropriate agreed wage' means a wage calculated and payable in accordance with the provisions of and subject to the conditions contained in that one of the agreements set out in the Appendix (or any amendment thereof for the time being in force approved by the Minister) which is appropriate to the particular person concerned, having regard to the work carried on in the undertaking in which he is employed and to his normal occupation in that undertaking; and 'his normal working hours' means the normal working hours provided for in the appropriate agreement; ";

for in the appropriate agreement; ";

(b) in sub-paragraphs (e) and (f) of paragraph (1) of the said Article 4 references to a prescribed period shall be construed as references to a week and references to a person paid on a time rate basis shall be construed as including strued as references to a week and references to a person paid on a time rate basis shall be construed as including references to an hourly rated worker or straight datal worker and the reference in the said sub-paragraph (f) to

\* Statutory Rules and Orders, 1941, No. 1167; H.M. Stationery Office, price 1dnet (2d. post free).

† See the March issue of this GAZETTE, pages 69-71.

‡ See page 170 of this issue.

§ See the August, 1940, issue of this GAZETTE, pages 235 and 236.

ADVERTISEMENTS.

a person paid otherwise than on a time rate basis shall be construed as including a reference to a datal plus tonnage bonus worker or a straight tonnage worker;

(c) the Appendix to this Order shall be inserted as an Appendix to the principal Order; and

(d) references to the Appendix shall be construed as references to the Appendix as amended by any subsequent Order, and references to an agreement set out in the Appendix shall be construed as references to that agreement as amended by any agreement that is approved by the Minister.

Signed by order of the Minister of Labour and National Service this 5th day of August, 1941.

T. W. PHILLIPS,

Secretary of the Ministry of Labour and National Service.

#### APPENDIX.

[In the Appendix particulars are given of the 'dates of and parties to eight agreements (referred to in Section 2 of the Order) concluded at dates ranging from 10th June to 14th July, 1941, between employers' and workers' organisations in the iron and steel industry.]

#### INTERNATIONAL LABOUR FORCE ORDER.

REGISTRATION OF AUSTRIANS, GERMANS AND ITALIANS.

The International Labour Force (Registration of Austrians, Germans and Italians) Order, 1941,\* dated July 11, 1941, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

Whereas it is expedient, with a view to enabling the best use to be made of the services of the large body of Austrians, Germans and Italians in Great Britain who are well disposed to the Allied cause, that provision should be made for regulating the engagement of such persons in Great Britain by employers and that for that purpose Austrians, Germans and Italians of the classes or descriptions hereinafter specified should be required to register particulars about themselves in manner hereinafter appearing;

Now, therefore, the Minister of Labour and National Service (hereinafter referred to as "the Minister") by virtue of the powers conferred on him by Regulation 58A of the Defence (General) Regulations, 1939, hereby makes the following Order:—

1.—(1) This Order may be cited as the International Labour Force (Registration of Austrians, Germans and Italians) Order, 1941, and shall come into force on the date hereof.

(2) In this Order the expression "local office" means an Employment Exchange or other office appointed by the Minister for the purposes of this Order.

2.—(1) Subject as hereinafter provided, every person to whom this Order applies shall attend at a local office and register particulars about himself in the form set out in the Schedule hereto or in some other form approved by the Minister substantially to the like effect—

(a) in the case of persons who are within Great Britain at the date on which this Order comes into force, on such day or within such period as the Minister may by public notice or otherwise direct;

(b) in the case of persons not within Great Britain at the date on which this Order comes into force, within ten days of the day on which they enter Great Britain, or within such further period as the Minister may in any particular case for special reasons allow; and

(c) in the case of persons who at the date on which this Order comes into force are not, but who subsequently become, persons to whom this Order applies, within ten days of the day on which they become persons to whom the Order applies.

whom the Order applies.

(2) If the Minister by public notice or otherwise so requires, any person who has registered particulars about himself in accordance with the foregoing provisions of this Article, shall from time to time furnish such further particulars about himself at such times, in such manner and at such places as the Minister may require

(3) Any person who proves to the satisfaction of the Minister that it is not reasonably practicable for him to attend at a local office for the purpose of registering or furnishing particulars about himself in accordance with any of the foregoing requirements of this Article may register or furnish such particulars by sending them by post to such local office, in such form and within such period as the Minister may direct

such period as the Minister may direct.

3. This Order applies to every person of either sex who—

(i) is an Austrian, a German or an Italian or is described as an Austrian, a German or an Italian in his registration certificate issued under Article 6 or Article 6A of the Aliens Order, 1920; or

\* Statutory Rules and Orders, 1941, No. 1020; H.M. Stationery Office, price 1d. net (2d. post free).

(ii) has been a national of Austria, Germany or Italy and has not since become a national of any other country; and who, in the case of a male, has attained the age of sixteen years but has not attained the age of sixty-five years or, in the case of a female, has attained the age of sixteen years but has not attained the age of fifty years, except that the Order does not apply to—

(a) persons serving in His Majesty's armed forces (otherwise than as members of the Home Guard) or in the Allied or other foreign forces serving in association

with His Majesty's armed forces:
(b) female persons whilst actually rendering full-time service with His Majesty's armed forces or with the Allied or other foreign forces serving in association

with His Majesty's armed forces;
(c) prisoners of war;

(d) persons in internment.
4. Every person carrying on an undertaking in which persons

4. Every person carrying on an undertaking in which persons who are registered or required to register in accordance with the provisions of this Order are employed shall—

(a) keep such records concerning those persons as the Minister may from time to time by notice direct;
(b) produce such records to such persons as may be designated by or on behalf of the Minister and furnish such

nated by or on behalf of the Minister and furnish such information relating to such persons as may be set out in any notice or direction; and

(c) permit any person so designated as aforesaid to enter and inspect with a view to securing compliance with this Order any premises used for or in connection with the undertaking.

with the undertaking.
Signed by order of the Minister of Labour and National
Service this eleventh day of July, 1941.

T. W. PHILLIPS,

Secretary of the Ministry of Labour and National Service.

SCHEDULE.

[The Schedule to the Order reproduces the form on which persons to whom the Order applies are required to furnish particulars about themselves. The principal particulars required relate to the name, address, and nationality of the person concerned, his date and place of birth, marital status, police registration certificate and national registration identity card numbers, present and previous occupation, main language, and any other language qualifications.]

#### OFFICIAL PUBLICATIONS RECEIVED.

[Note.—The prices are net, and do not include postage.]

LABOUR AND NATIONAL DEFENCE.—(i) The Labour Situation in Great Britain. A survey, May-October, 1940. Studies and Reports, Series B (Economic Conditions) No. 34. (ii) Labour Supply and National Defence. Studies and Reports, Series C (Employment and Unemployment) No. 23. [Published in London for the International Labour Office by P. S. King & Son Ltd.; price 1s. and 4s. respectively.]

NATIONAL SERVICE (ARMED FORCES).—Selected decisions given by the Umpire in respect of applications for postponement of liability to be called up for service in the Armed Forces of the Crown during the month of May, 1941. N.S. Code 2. Pamphlet No. 3/1941. Ministry of Labour and National Service. [S.O. publication; price 2d.]

PRICE STABILISATION.—Statement by His Majesty's Government on Price Stabilisation and Industrial Policy. July, 1941. [Cmd. 6294; price 1d.]

SAFETY IN MINES RESEARCH BOARD.—Eighteenth annual report, 1939, including a report of matters dealt with by the Health Advisory Committee [S.O. publication: price 1s.]

Advisory Committee. [S.O. publication; price 1s.]

TRADE DISPUTE.—Industrial Courts Act, 1919. Report by a Court of Inquiry into a dispute between Trent Sons & Cartridges, Ltd. and the National Union of General and Municipal Workers. Ministry of Labour and National Service, [Cmd. 6300; price 2d.]

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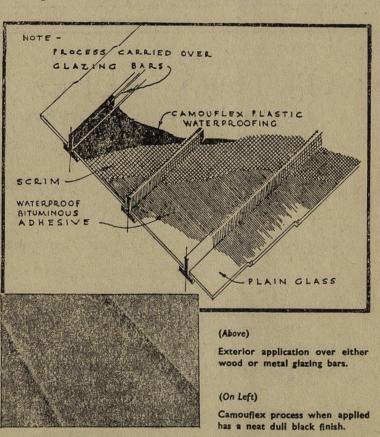
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