

# THE MINISTRY OF LABOUR GAZETTE

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

### EMPLOYMENT AND UNEMPLOYMENT.

THE number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 16th February was 99,928, showing a decrease of 287 as compared with 12th January. Of this total, 26,508 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 10,664; this was an increase of 3,376 as compared with 12th January. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 8,663, showing a decrease of 288 as compared with 12th January. The increase in the number of men and boys temporarily suspended from work was mainly due to severe weather conditions which restricted outdoor employment on the day when the count of the numbers unemployed was taken.

The corresponding figures for women and girls on the registers at 16th February were 62,247 wholly unemployed, 6,603 temporarily stopped, and 312 unemployed casual workers. Of those wholly unemployed, 2,065 had been classified by interviewing panels as unsuitable for normal full-time employment, and 1,997 had been classified as unable for good cause to transfer to another area. As compared with 12th January, the numbers wholly unemployed showed a decrease of 8,400, those temporarily stopped a decrease of 845, and unemployed casual workers an increase of 13.

The total numbers of men and boys on the registers increased between 12th January and 16th February in most regions, the largest increases occurring in the Eastern, London and South-Eastern, and North-Eastern Regions; there was a decrease in the North-Western Region. Among women and girls the numbers on the registers were lower in almost every region, the reduction being greatest in the North-Western, London and South-Eastern and North-Eastern Regions and in Scotland.

The number of applicants for unemployment benefit or allowances on the registers at 16th February was 140,433, as compared with 137,611 at 12th January, and 470,002 at 10th February, 1941.

### 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 during February resulted in an aggregate increase estimated at about £120,000 in the weekly full-time wages of about 1,150,000 workpeople, and in a decrease estimated at £13,000 in those of about 280,000 workpeople.\*

In coal mining there were increases in some districts and decreases in some others, due in each case to the

\* Of the 280,000 workpeople whose rates of wages were reduced in February, about 220,000 had received increases of the same amount in January.

operation of sliding-scale agreements under which wage rates fluctuate in correspondence with the ascertained proceeds of the industry. In the iron and steel industry, the flat-rate additions to wages were reduced, under cost-of-living sliding-scale arrangements, by 0·8d. a shift for men and 0·4d. a shift for youths and boys. Workpeople employed by a number of firms engaged in heavy chemical manufacture received increases of 1½d. an hour for men and 1d. an hour for women and younger workers. The cost-of-living bonus of hosiery workers in the Midlands was reduced by ½d. or 1d., according to amount of earnings, on each shilling earned. In boot and shoe manufacture, wages were increased by 3s. and 2s. a week for men and women, respectively, on time work and by approximately 3½ per cent. for pieceworkers. In the building industry in England, Wales and Northern Ireland and in the civil engineering construction industry in Great Britain, craftsmen and labourers received an increase of ½d. an hour. In electricity supply undertakings, the war bonus for men was increased by ¾d. an hour.

In other industries and services there were increases in rates of wages in furniture manufacture in some centres, in municipal tramway, trolleybus and motor omnibus services in a number of towns, and in the cinema industry; and there were decreases, under the operation of cost-of-living sliding scales, in iron mining, hosiery dyeing and finishing, perambulator and invalid carriage manufacture, and brush and broom making.

The changes reported in the first two months of 1942, in the industries for which statistics are compiled, are estimated to have resulted in a net increase of about £150,000 a week in the wage rates of over 1,500,000 workpeople, and in a net decrease of about £2,200 in those of 80,000 workpeople. In the corresponding two months of 1941, approximately 5,100,000 workpeople in these industries received a net increase of about £670,000 a week, and 6,000 workpeople a net decrease of £300.

Further particulars relating to changes in rates of wages in February are given on pages 66 to 71.

### COST OF LIVING.

At 28th February the official cost-of-living index figure was 100 per cent. above the level of July, 1914, showing no change as compared with 31st January. For food alone, the index figure at 28th February was 62 per cent. above the level of July, 1914, as compared with 63 per cent. at 31st January.

Further particulars with regard to retail prices at 28th February are given on page 72.

### TRADE DISPUTES.

The number of trade disputes involving stoppages of work, reported to the Department as beginning in February, was 55. In addition, 2 disputes which began before February were still in progress at the beginning of that month. The approximate number of workpeople involved in these 57 disputes (including workpeople thrown out of work at the establishments where the disputes occurred) was 15,000, and the aggregate duration of the disputes in February was about 28,000 working days.

## ESSENTIAL WORK (GENERAL PROVISIONS) ORDER, 1942.

THE Minister of Labour and National Service has made a new Essential Work (General Provisions) Order,\* which is to supersede, as from 9th March, 1942, the earlier Order dated 5th March, 1941,† as subsequently amended by an Order of 18th July, 1941.‡ The new Order consolidates the provisions of the two preceding Orders and incorporates a number of new provisions and amendments, the more important of which are reviewed below.

Under the new Order, an employer is now authorised to give a worker not less than four days' notice (exclusive of a Sunday) suspending the guaranteed wage if no work is available for the worker because other workers in the undertaking are taking part in an illegal strike, within the meaning of the Conditions of Employment and National Arbitration Order, 1940. In any case where this right has been exercised by the employer, he must, as soon as he can provide work for the worker, give him a further notice specifying the day on which the work will be available.

During the period of suspension of the guaranteed wage, the worker is free, subject to the giving of such notice as may be provided for in his contract of service, to leave his employment without obtaining the permission of the National Service Officer and without giving the week's notice prescribed by the Order. If the worker, without having thus left his employment, fails without reasonable excuse to present himself for work on the day on which work is available, his employment is deemed to have terminated on the preceding day. On the other hand, if he does resume work on the day specified, his rights to the guaranteed wage are resumed.

A further new provision lays down that the dismissal of a worker for serious misconduct shall, in the first instance, be provisional only, and that if the National Service Officer, after appeal by the worker to a Local Appeal Board, directs the reinstatement of the worker, the dismissal is to be treated as ineffective, and the worker is to be entitled to payment of the guaranteed wage in respect of the period from the date of discharge until reinstatement.

The original period of fourteen days within which appeals under the Order, other than appeals against disciplinary suspension, must be made is reduced to seven days; but this period may be extended by the National Service Officer for good cause in any particular case. Appeals against disciplinary suspension must be made within three days, as hitherto.

## REGISTRATION FOR EMPLOYMENT ORDER.

### FURTHER REGISTRATIONS OF WOMEN.

FURTHER registrations of women under the Registration for Employment Order, 1941,§ are to be effected in accordance with the following programme:—

Women born in 1922 and 1923 are required to register on 11th April and 27th June, respectively, and those born in the years 1904, 1903, 1902 and 1901 are to register on 2nd May, 16th May, 30th May and 13th June, respectively.

The obligation to register applies to all female British subjects, whether married or single, in the age groups concerned, unless they belong to certain classes specifically exempted under the Order.

### WITHDRAWAL OF WOMEN AGED 26-30 FROM RETAIL DISTRIBUTION.

IN order to meet the increasingly urgent demands for women for the Women's Auxiliary Services and for other vital war work, the Minister of Labour and National Service has decided that all women aged 26-30 inclusive at the date of their registration shall be withdrawn from businesses wholly or mainly engaged in retail distribution, other than those in the food and coal trades. This decision was taken by the Minister in agreement with the Central Advisory Panel for England and Wales (representing both employers and workers in the retail trades concerned), which was set up, at the time of the decision to withdraw from retail distribution women aged 20-25 years,|| to advise the Minister on questions arising out of the withdrawal of labour from those trades.

The withdrawal of the women is to be effected through the machinery of the Registration for Employment Order. Employers will be consulted beforehand in respect of each worker, and Local Offices of the Ministry of Labour and National Service will have discretion to regulate withdrawals to a timetable agreed with particular employers where an appreciable number of women are involved and undue dislocation might otherwise result.

Where a woman has special qualifications as a shorthand typist or an accounting machine operator which are already being properly used in the national effort, or where her employer can show that she is occupying a pivotal position, the woman will not be withdrawn until a reasonably satisfactory substitute can be found to replace her. All cases in which the Local Office of the Ministry of Labour and National Service is unable to

\* Statutory Rules and Orders, 1942, No. 371; H.M. Stationery Office, price 2d. net (3d. post free). The text of the Order is given on pages 77-80.

† See the issue of this GAZETTE for March, 1941, pages 50 and 69.

‡ See the issue of this GAZETTE for August, 1941, pages 155 and 170.

§ See the issue of this GAZETTE for March, 1941, pages 51 and 73.

|| See the issue of this GAZETTE for October, 1941, page 196.

accept the employer's claim that a woman occupies a pivotal position will be referred to the sub-committees of the Local Employment Committees which have been specially set up for such purposes.

Women in the age groups concerned, whether they are employees or are running their own businesses, will have an opportunity, under the general procedure for consideration of personal hardship, of appearing before a Women's Panel of the Local Employment Committee.

### REGISTRATION OF CIVIL DEFENCE PERSONNEL.

The registration of the industrial particulars of all whole-time civil defence personnel (excluding ex-regular firemen) and of auxiliary police is to be carried out, for the purpose of ascertaining to what extent the men and women concerned, if released from these duties, could give more effective service to the war effort in other employment. The registration is to take place either at the local offices of the Ministry of Labour and National Service or at premises used by the civil defence services. Registration will take place between 23rd and 28th March, inclusive.

## NATIONAL SERVICE ACTS.

### ROYAL PROCLAMATION.

By a Royal Proclamation, signed by His Majesty the King on 5th March, 1942, the operation of the National Service Acts was extended to (i) men who, at the date of the Proclamation, had reached the age of 18 and had not reached the age of 46, and (ii) women who had reached the age of 20 and had not reached the age of 31. The main effect of the new Proclamation is to extend the liability for service under the Acts to men in the age groups from 41 to 45 inclusive; previously the higher age-limit was 41. The Proclamation also extends the liability to men born between 27th November, 1923, and 5th March, 1924, who are not covered by previous Proclamations. The age limits for women are the same as those contained in the previous Proclamation made on 18th December, 1941; the effect of the present Proclamation is, however, to extend the liability to women born between 18th December, 1921, and 5th March, 1922, who are not covered by the previous Proclamation.

It is necessary to extend the field for the recruitment of doctors and dentists, additional numbers of whom are required in the Armed Forces; and the new Proclamation is to be followed by an extension to doctors and dentists between 41 and 46 of the arrangements that already exist for the recruitment of those below the age of 41. These arrangements provide for the review of each individual case by the Central Medical War Committee or the Dental War Committee, and their local committees, regard being had to the needs both of the Forces and of the civilian population.

Apart from doctors and dentists, recruitment of men for the Forces under the National Service Acts will continue, for the present, to be confined to the age classes already registered for military service, *i.e.*, men born on or since 1st July, 1900. Men born earlier than 1st July, 1900, will not be called up until further notice; as at present, however, they will be considered, where necessary, for transfer to urgent civilian work.

### RECRUITMENT OF MEN FOR THE NATIONAL FIRE SERVICE.

HITHERTO the men recruited under the National Service Acts for whole-time duty in the National Fire Service have been those who either expressed a preference for Civil Defence duties or had already served as part-time members of the Fire Service. In some districts, the number of men of this kind is not sufficient to fill the vacancies and other men under the age of 41 must, therefore, be enrolled as far as may be necessary. For this purpose, the Ministry of Labour and National Service and the Home Office have decided that married men will be chosen rather than single men, and that priority will be given to married men in the higher age-groups living in the districts where the vacancies occur.

The fire-fighting organisation requires its due proportion of younger men and, therefore, such men who were over 25 when they registered and become available for calling up, will still be given an opportunity to express preference for the National Fire Service at the time of their medical examination. There is room, however, for a limited number of older married men, who will have the advantage of being in a relatively immobile Service.

## REGISTRATION OF BOYS AND GIRLS ORDER.

### REGISTRATION OF GIRLS AGED 16 AND 17.

GIRLS born between 29th March, 1924, and 28th March, 1925, both dates inclusive, are required to register on 28th March, 1942, under the Registration of Boys and Girls Order, 1941,\* unless they are exempted, under the provisions of that Order, from the liability to register. Similarly, girls born between 29th March, 1925, and 25th April, 1926, both dates inclusive, are required to register on 25th April, 1942.

After registration the girls will be interviewed on a voluntary basis by Local Education Authorities, with a view to encouraging those who have not associated themselves with some youth organisation or some form of training to do so.

\* See the issue of this GAZETTE for January, 1942, pages 7 and 28

## MOBILISATION OF LABOUR IN THE EVENT OF INVASION.

### NEW DEFENCE REGULATION.

As part of the plans for meeting enemy action in the event of invasion a new Defence Regulation (Regulation 84AA\* of the Defence (General) Regulations) has been made, with a view to securing that labour will be immediately available when required for the purpose of doing work needed in connection with operations for meeting enemy action on land. The Regulation empowers a Regional Commissioner, after consultation with or as a result of representations made by a competent military authority, to declare a Civil Defence region or any part of a region to be an Operational Area, if it is necessary to use the labour in it for the purpose of work, either in that area or an adjacent area, in connection with operations for meeting actual or immediately apprehended enemy action on land in the United Kingdom.

When an area has been thus declared to be an Operational Area, the Minister of Labour and National Service is empowered to direct any persons in that area to perform specified services or to report for work to a representative of the Naval, Military or Air Forces, of a Government Department or local or public authority, or of a public utility undertaking. The only work which people may be required to perform under the Regulation is work which appears to a competent military authority to be needed in connection with operations for meeting enemy action on land. No person may be required under the Regulation to perform combatant duties. Services rendered are to be paid for at a rate not lower than that generally paid for comparable services in the district; and any person who sustains an injury whilst performing work to which he has been directed will be safeguarded in the matter of compensation either under the Workmen's Compensation Act or under the Personal Injuries (Civilians) Scheme.

The powers of the Minister to give directions will be exercised on his behalf by duly authorised officers, to be called Operational Area Defence Officers. All National Service Officers automatically become Operational Area Defence Officers, and other such Officers may also be appointed. The directions given by these Officers need not be in writing but may be given in the most convenient way, according to the prevailing circumstances. Only very limited classes of persons are excepted under the Regulation (*viz.*, members of the Armed Forces of the Crown, the Police Forces, whole-time members of Civil Defence Forces and Services, including the National Fire Service, members of the Royal Observer Corps or of the Women's Auxiliary Services), and in the circumstances existing, should invasion take place, it may be necessary to call upon the services of people who, in other circumstances, would be left to pursue their ordinary occupations. Administrative arrangements will, however, be made with a view to leaving undisturbed persons whose services, even in the emergency conditions which may exist, are required for other essential purposes.

The penalty on conviction on indictment for an offence against the Regulation will be penal servitude for a term not exceeding ten years or a fine not exceeding £500, or both. Operational Area Defence Officers are given power to arrest without warrant any person in whose case there is reasonable ground for suspecting that he has committed an offence against the Regulation.

## RESTORATION OF PRE-WAR TRADE PRACTICES ACT, 1942.

THE Restoration of Pre-War Trade Practices Bill, a notice of which appeared on page 8 of the January issue of this GAZETTE, received Royal Assent on 26th February, 1942. In the course of its passage through Parliament, a few minor amendments were made, the most important being one which extended the scope of the Bill to include certain trade practices which were departed from after 30th April, 1939, but before the outbreak of war, with a view to accelerating the production of munitions of war. The Act will begin to take effect on a date to be appointed after the war by the Minister of Labour and National Service.

## FOOD CONTROL.

### MAXIMUM RETAIL PRICES OF FOOD.

AN Order made by the Minister of Food specifies new maximum prices for certain varieties of cereal breakfast foods, from 16th February. New maximum prices for U.S.A. chopped lunch tongues and revised maximum prices for U.S.A. luncheon meat, sliced, were introduced by an Order which came into force on 2nd March. Orders revising the maximum prices of home-grown tomatoes and of oranges came into force on 1st March and on 10th March respectively.

### FOOD RATIONING.

Points rationing was extended, from 23rd February, to include canned fruit (excluding rhubarb), canned tomatoes, canned peas and canned beans (dried) in brine.

\* The text of the Regulation is given on page 80.

## LABOUR IN THE COAL-MINING INDUSTRY.

### REPORT BY THE SELECT COMMITTEE ON NATIONAL EXPENDITURE.

THE Select Committee on National Expenditure have recently published the results of their investigations into coal production.\* The principal features of the Report, in so far as they concern labour in the coal-mining industry, are reviewed below.

The Committee open their report by referring to the unemployment and short-time working in the coal-mining industry which resulted in the middle of 1940 from the loss of the export trade to France and Italy, and show that, in consequence, many of the younger and more active men—mostly coal face workers—and men on the mechanical, electrical and maintenance staff left the industry. The Undertakings (Restriction on Engagement) Order,† made in June, 1940, failed to check this movement, the dangers of which were impressed on the Government by both sides of the industry. By the spring of 1941, when it was clear that a campaign for increased production would have to be planned without further delay, over 70,000 miners were either in the armed forces or in other industries to which Essential Work Orders had since been applied. When the Essential Work (Coal-mining Industry) Order, was applied to the industry in May, 1941, it came too late. On 23rd June, 1941, after it had been made clear by the Government that experienced miners could not be released from the Army, an appeal was made by the Minister of Labour and National Service for the voluntary return of 50,000 ex-miners from general industry. This appeal met with a negligible response, and on 17th-18th July compulsory registration of all men who had left the industry since 1st January, 1935, was therefore effected. As the result of the measures taken, the net increase up to 22nd December, 1941, in the number of men employed was about 17,000.

Up to October, 1941, the Report continues, the increase in the weekly output was not proportionate to the number of men re-absorbed into the industry, in spite of the added incentives of a guaranteed weekly minimum wage, an unconditional attendance bonus, a cost of living wage agreement and extremely active propaganda; there were, however, signs of improvement towards the end of the year. In considering the reasons for the small increase in production the Committee first of all express satisfaction at the good relations established between the representatives of employers and workers in many areas. There was growing co-operation in the work of the Pit Production Committees; the Committee recommend, however, that they should confine their attention strictly to matters affecting production problems, as laid down in the Essential Work Order, and that questions of wages and working conditions should be dealt with by the normal machinery and preferably out of working hours. The problems confronting the Pit Production Committees were sufficiently varied and there was primarily a need to counteract the unpleasant memory of the policy followed immediately after the fall of France. Other factors mentioned by the Committee as having influenced production were the effects of enemy action in some areas, the deterioration of the quality of the labour force owing to the increased employment of older men and the reluctance of youths to accept work underground, and a continued, though diminishing, lack of sustaining food. The latest figures available to the Committee showed that absenteeism was still increasing, although in considering this fact allowance should be made for the increase in the average number of shifts worked per week. Absenteeism, which was recognised on both sides of the industry as having an important effect on production, was highest on Mondays, Fridays and Saturdays. A minority, consisting mostly of younger men, was not doing its best and was exercising an unsettling effect on the more industrious workers. There was resentment towards income tax payments, and the fact that the wives and daughters of the miners in some cases were earning more than the miners themselves was not conducive to harmony. Urgent attention should continue to be paid to the provision of nourishing meals through the establishment of canteens at all pits, and the questions of transport and the provision of travelling expenses should be examined. As regards the machinery established by the Essential Work Order for dealing with absenteeism, this had been shown to be too cumbersome.‡

The industry was still short by several thousand men of the man-power requirements that had been put forward, and as the War Cabinet was not prepared to release men from the forces and the extra labour needed would, therefore, have to be recruited from other industries, the Committee recommend that there should be a rigorous examination of cases where appeals for the retention of ex-miners in other industries have been successful, and that colliery managements should be asked by the Ministry of Labour and National Service to submit to the local Employment Exchanges lists of men whom they need back.

The Committee also recommend that a plan should be prepared for the temporary release of men from the Army this spring, to help in building up stocks for the winter of 1942-43, and that any application of an Essential Work Order to the coal distributive trade should be extended to cover as many small dealers as possible.

\* Third Report from the Select Committee on National Expenditure, Session 1941-1942. H.C. 54; H.M. Stationery Office, price 2d. net (3d. post free).

† See the issue of this GAZETTE for June, 1940, page 156.

‡ Amendments of the machinery were recently effected by the Essential Work (Coalmining Industry) No. 3 Order. See the issue of this GAZETTE for January, 1942, pages 6 and 26.

## THE USE OF SKILLED MEN IN THE SERVICES.

### COMMITTEE'S SECOND REPORT.

A SECOND Report\* by the Committee on Skilled Men in the Services has recently been published, together with a Memorandum by the War Office. The Committee, under the chairmanship of Sir W. H. Beveridge, K.C.B., was appointed by the Minister of Labour and National Service on 9th June, 1941, "to examine, in consultation with the three Service Departments, the use now made in the Royal Navy, the Army and the Royal Air Force of skilled men and to advise in the light of the operational and maintenance commitments of the three Services (a) whether the skilled man-power already at the disposal of the Services is being used with due economy and effect; (b) whether the Service arrangements for training skilled men are such as to meet to the greatest practicable extent the Service requirements for skilled men; (c) whether the demands of the Services for skilled men as recruits to Service trades during the period ending 31st March, 1942, should in any respect be modified."

In order to enable the Minister to deal without delay with current demands for skilled men in the Services, the Committee submitted to him at the end of July, 1941, an Interim Report† which declared that, in the light of the conclusions reached by the Committee, a further substantial withdrawal of skilled men from the engineering and allied trades to the Services was required, and should be met by a corresponding extension of dilution in civilian industry. The Second Report deals with the extent to which demands for skilled men in engineering and allied occupations could be met within each Service by the transference of men whose skill was inadequately used in their present positions.

From lists of skilled men serving in the Forces which, at the invitation of the Committee, were supplied by certain employers and trade unions, the Committee selected and interviewed at their headquarters 169 sailors, soldiers and airmen, and classified them under six heads, according to the degree to which their skill was or was not being used in their present positions. Of the 169 men interviewed at headquarters, 81 were classified as cases in which there was definite failure to use in their present Service positions industrial qualifications possessed by the men for which there was an urgent unsatisfied demand elsewhere, either in the Services or outside. In the case of the Army, the interviews at headquarters were supplemented by interviews at stations, and out of a total of 187 men interviewed 71 were classified as cases in which there was definite failure to use industrial qualifications urgently needed either in the Services or outside.

The Committee's enquiries revealed that there were few misfits in the Royal Navy, and that the Navy possessed good arrangements in respect of trade testing, search for talent, technical training, review of establishments, interim use of engineers, and self-scrutiny. Their observations lead them to the conclusion that the Navy's future requirements for engineers should be met as to 10 per cent. from within the Navy itself.

After indicating various factors which have made the adjustment of supply to demand and the full use of skilled men harder for the Army than for either of the other Services, or for civilian industry, and also reviewing the measures taken in the Army to bring about the full use of skilled men, the Committee state that their investigation has shown, as regards the Army, a continuing failure, surprising by its extent, to use men of engineering skill according to their skill. The general conclusion reached by the Committee is that this unused reservoir of engineering skill may be presumed to be large enough and varied enough to meet all the requirements of the Army that have been submitted to the Committee for men of engineering skill, except a limited number of armament artificers, and that until that presumption has been tested and disproved there is no case for withdrawing men from industry to meet those requirements.

The Committee's investigations are stated to be less complete in regard to the Air Force than in regard to other Services, and, accordingly, no estimate can yet be made by the Committee of the stock of unused or incompletely used skill in the Air Force. However, there are sufficient misfits to call for expansion of the measures which the Air Force has been taking already to deal with such cases.

In conclusion, the Committee indicate that they were guided in their proposals by two main principles, viz., that the machines of war must be maintained continuously in action under all conditions, and that 'engineers are for those who can use them.' The right use of man-power in general is the responsibility of the Ministry of Labour and National Service, and the machinery of registration and initial selection for military service as administered by the Ministry should be examined and improved where the need is shown. There should be no niggardliness or delay in releasing from the Forces men with specialised skill for which there is little demand in the Forces, but a large demand outside the Forces for the purposes of armaments production, and also other men who for medical reasons can never be full soldiers or airmen, but who might be full producers in industry. On the other hand, the Committee state that their fuller investigations leave unchanged the main conclusion of their Interim Report that an increase in the skilled personnel of the Services is inevitable, and that more engineers must be drawn from civilian industry for the Services. The introduction of sub-

stitutes in industry depends upon the availability of a supply of substitutes. For some purposes, those substitutes can be women; but for other purposes they must be men. The limits of dilution in some of our industries are being reached, and the programme of munitions expansion is being hampered in some places less by a shortage of skilled men than by a shortage of semi-skilled and unskilled men capable of heavy physical tasks beyond the power of women. There is needed a scrutiny of the use of all man-power in the Services, not of skilled men only.

The Committee's observations as regards the Army are the subject of a Memorandum by the War Office which is associated and published with the Report. In this Memorandum, the War Office examine the verdict returned by the Committee on the question whether the Army makes full use of its skilled men, and suggest that the Committee have failed to give due weight to the operational and maintenance commitments of an Army organised as an efficient fighting machine. Nevertheless, the usefulness of the work of the Committee in pointing to weak places in the Army system of using its skilled men is acknowledged by the War Office, who state that the Committee's recommendations and suggestions are in all cases being followed up and implemented as rapidly as possible, having regard to overriding considerations of military efficiency.

At the request of the Service Departments, the Committee are continuing to collect from employers and trade unions particulars of men skilled in engineering and allied occupations now serving in the Forces, with particulars of their civilian work and qualifications. The Army Council has established new machinery for examining, in consultation with the Committee, the lists of men received and discovering those who could be used to more advantage.

## HOURS OF WORK, LOST TIME AND LABOUR WASTAGE.

### REPORT BY THE INDUSTRIAL HEALTH RESEARCH BOARD.

A REPORT entitled "Hours of Work, Lost Time and Labour Wastage"\* has recently been published, as their second emergency report, by the Industrial Health Research Board, formerly the Industrial Fatigue Research Board.

In a Preface to the Report the Board refer to their first emergency Report,† published in 1940, giving a summary of the general conclusions reached as the result of research into industrial health and fatigue carried out during the last war and the years between the two wars, and state that "although the primary need during the present war so far has been for the practical application of knowledge of industrial physiology and psychology already gained, further research under the prevailing conditions of industrial work was clearly desirable. This second report accordingly gives the results of an investigation made in a number of munition factories during the period from the outbreak of war until the end of June, 1941. It deals further with the question of hours of work, and with some of the hindrances to maximum output, including lost time, labour wastage and, for a few factories, the differential diagnoses of sickness absence."

Facilities for the Board's investigations were, it is stated, at first restricted to a few Government factories, but later others controlled by the Ministry of Supply were included. During the last few months additional facilities were provided, so that the investigation was extended to cover 50 factories, representing approximately 200,000 workers. The enquiry was, however, severely handicapped throughout by the lack of unsuitability of the records kept in the factories.

The general conclusions reached by the Board as the result of their investigations are as follows:—

The results of this inquiry show that the time lost by factory workers through sickness, injury and absence without permission, when undisturbed by extraneous factors, varied with the weekly hours of work. It was usually low when the hours of work were less than 60 per week, but increased as the hours increased up to 75. The findings suggest that, over an extended period, the weekly hours of work should generally not exceed 60 to 65 for men and 55 to 60 for women.

In all the groups, the workers were stimulated to an increased output after the collapse of France, and although it was physiologically impossible to maintain the maximum level reached, output in nearly every case has since remained above the previous level. The beneficial effects of a reduction in excessive hours of work, together with the inauguration of staggered holidays, were reflected in an increase in the rate of working afterwards.

Labour wastage varied considerably from one factory to another. Some of the conditions leading to a high rate were the employment of women unaccustomed to factory work, or married women whose domestic responsibilities prevented satisfactory adjustment to factory life; difficulties of shopping and getting suitable meals, and the problem of transport, were important in this connection. For reasons such as these, women on the whole, lost more time than men.

The Report concludes by saying that when it is remembered that many workers lived far from the factories, and had to face air-raids when travelling to and from work, that some had lost their homes and had to sleep in improvised shelters, and that often they had to wait outside in the cold and rain because of inadequate transport arrangements, the time-keeping of the factory personnel studied deserves high praise.

\* H.M. Stationery Office, price 6d. net (7d. post free).  
† See the issue of this GAZETTE for May, 1940, page 132.

## JOINT PRODUCTION ADVISORY COMMITTEES.

### ROYAL ORDNANCE FACTORIES.

THE Director General of Ordnance Factories recently decided to establish in all ordnance factories, Joint Production Consultative and Advisory Committees representing the whole of the factories (management and workpeople). The constitution of these Committees, as agreed upon at a meeting of the Ministry of Supply Industrial Council on 26th February, 1942, is as follows:—

#### I. NAME.—

1. The name of the Committee shall be "The Joint Production Consultative and Advisory Committee" (referred to as "The Committee").

#### II. OBJECT.—

2. The object is to establish in each Royal Ordnance Factory a consultative and advisory Committee for the regular exchange of views between the Management and the Workers on matters relating to the improvement of production, to increase efficiency for this purpose and to make recommendations thereon.

#### III. FUNCTIONS.—

3. The functions of the Committee shall be to consult and advise on matters relating to production and increased efficiency for this purpose, in order that maximum output may be obtained from the Factory. Illustrative of the questions to be considered and discussed are (a) maximum utilisation of existing machinery; (b) upkeep of fixtures, jigs, tools and gauges; (c) improvement in methods of production (d) efficient use of the maximum number of productive hours; (e) elimination of defective work and waste; (f) efficient use of material supplies, and (g) efficient use of safety precautions and devices.

#### IV. LIMITATION OF FUNCTIONS.—

4. The Committee shall not discuss matters which are trade questions such as wages, and like subjects, or which are covered by agreements with trade unions or are normally dealt with by the approved machinery of negotiation and discussion through shop stewards, staff associations or Whitley Committees.

#### V. MANAGEMENT REPRESENTATIVES.—

5. Apart from and in addition to the Superintendent of the Establishment who shall be *ex officio* Chairman of the Committee, the representatives of the management shall not exceed ten, and shall be nominated by the Superintendent.

#### VI. WORKERS' REPRESENTATIVES.—

6. *Number*.—Representatives of the workers not exceeding ten in number shall be elected by ballot conducted by the Trade Unions concerned, covering as far as possible, the various Shops, Departments, or Sections of the Factory, including local Inspectors.

#### 7. Eligibility.—

- (a) For membership of the Committee: All organised workers, male and female, who have served for a period of not less than twelve months at the Royal Ordnance Factory concerned at the date on which the election by ballot takes place shall be eligible for election.

- (b) To vote in the elections: All workers, male and female, employed at the Royal Ordnance Factory concerned at the date on which the election by ballot takes place shall be eligible to vote in the election.

8. *Elections*.—The first election will take place during March, 1942.

9. *Annual Elections*.—Subsequent elections will be held annually during the first week of March and September or as near those times as is convenient.

10. *Term of Office*.—Workers' representatives shall hold office for one year (except that one-half of the original members may continue in office until September, 1943), subject to the continued approval of the Trade Unions concerned, and shall be eligible for re-election.

11. *Filling Vacancies*.—In the event of a worker-representative on the Committee ceasing to be employed in the establishment or being transferred to another Shop or Department or retiring or ceasing to be a member of his Trade Union, a successor shall be elected by ballot conducted by the Trade Unions concerned, and hold office for the remainder of the current term of the Committee.

12. *Power to Co-opt*.—Either side of the Committee shall have the right to co-opt persons in a consultative capacity, having a particular knowledge of a matter under discussion. Such co-opted persons shall be present for the period only during which the particular question is before the Committee.

#### VII. NUMBER ON EACH SIDE OF THE COMMITTEE.—

13. Apart from and in addition to the Superintendent of the Establishment, who shall be *ex officio* Chairman of the Committee, the number on each side of the Committee shall be equal.

#### VIII. OFFICERS.—

14. *Chairman*.—The Chairman of the Committee shall be the Superintendent of the Establishment. In the event of the Superintendent on any occasion being unable to act as Chairman, he shall nominate his Deputy for this purpose.

15. *Secretariat*.—The Management and the Workers' sides of the Committee shall each appoint a Secretary from its respective members of the Committee. Such Secretaries shall act as joint Secretaries to the Committee.

#### IX. MEETINGS OF MANAGEMENT SIDE OF THE COMMITTEE.—

16. In order to expedite procedure the Management side of the Committee, together with its Secretary, shall meet weekly or as may be required, to discuss and consider the items or subjects which they wish to be put on the agenda for discussion and consideration by the Committee. The Secretary of the Management side of the Committee shall, within twenty-four hours thereafter, provide the Secretary of the Workers' side of the Committee with a list of such items or subjects.

#### X. MEETINGS OF THE WORKERS' SIDE OF THE COMMITTEE.—

17. The Workers' side of the Committee, together with its Secretary, shall meet weekly or as may be required to discuss and consider the items or subjects which they wish to be put on the agenda for discussion and consideration by the Committee. The Secretary of the Workers' side of the Committee shall, within twenty-four hours thereafter, provide the Secretary of the Management side of the Committee with a list of such items or subjects.

#### XI. MEETINGS OF THE COMMITTEE.—

18. Regular meetings of the Committee shall be held fortnightly or as may be required. Meetings of the Committee ordinarily shall be held during working hours by arrangement with the Management.

19. *Accommodation for Meetings*.—Accommodation for holding meetings of the Committee will be provided by the Management.

20. *Payment for Attendance*.—The Members of the Workers' side of the Committee shall be paid at the rate of their normal earnings for their period of attendance at meetings of the Committee (The Joint Production Consultative and Advisory Committee).

#### XII. SPECIAL MEETINGS.—

21. In cases of urgency or emergency, special meetings of the Committee may be held on request by either side of the Committee through the respective Secretaries. Twenty-four hours notice of such request shall be given and the subject of the meeting shall appear on the notice convening it.

#### XIII. AGENDA FOR MEETINGS OF THE COMMITTEE.—

22. The Agenda shall be prepared by the Joint Secretaries and shall be issued by the Secretaries to each Member of the Committee at least four days before the Meeting except in the case of special meetings dealt with under Article XII hereof.

#### XIV. MINUTES.—

23. The Joint Secretaries of the Committee shall prepare and issue to the members of the Committee minutes of its proceedings.

#### XV. SUB-COMMITTEES.—

24. The Committee shall have power to appoint joint Sub-Committees to deal with any particular question. The joint Secretaries of the Committee shall function in connection with the work of any such Sub-Committee and prepare a report or minutes of the proceedings of such Sub-Committee for submission to the Committee.

#### XVI. PROVISIONAL COMMITTEES.—

25. In the case of any new Royal Ordnance Factory it shall be competent within the framework of this Constitution provisionally to establish at such Factory a Joint Production Consultative and Advisory Committee. Provided that in so doing the qualification in paragraph 7 hereof regarding service for a period of not less than twelve months at the Factory concerned shall not apply to such provisional Committee.

#### XVII. DURATION.—

26. This Agreement shall continue in force until twelve months after such date as His Majesty may by Order in Council declare to be the date on which the emergency that was the occasion of the passing of the Emergency Powers (Defence) Act, 1939, has come to an end. Prior to the expiry of the said period the Ministry and the Trade Unions concerned shall review the Agreement and decide as to its continuance or otherwise.

\* Cmd. 6339. H.M. Stationery Office, price 1s. 3d. net (1s. 5d. post free).  
† Cmd. 6307. H.M. Stationery Office, price 2d. net (3d. post free). See the issue of this GAZETTE for September, 1941, page 174.

## TRANSFER OF DOCK WORKERS.

An agreement dated 26th February, 1942, signed on behalf of the Minister of Labour and National Service, the Minister of War Transport, the National Dock Labour Corporation Ltd., and the National Joint Council for Dock Labour contains provisions as to payments to be made to dock workers transferred from one port to another. This agreement, which came into operation as from 9th March, amends certain conditions which were previously in force under the terms of an agreement of 6th October, 1939.\* The following is a summary of the new conditions:—

A dock worker who is covered by a Dock Labour Scheme approved under the Essential Work (Dock Labour) Order, 1941,† and who is transferred for work in accordance with the scheme, is entitled (subject to attendance at each of the eleven normal calls and the acceptance of work for which he is suitable) to attendance money at the rate of 5s. for each of the eleven half-days during the week on which he attends the call but is not allocated to employment or engaged for work.

A dock worker covered by one of the Schemes administered by the Ministry of War Transport‡ who is transferred for work in another port not so covered is guaranteed a minimum of eleven turns in each week. If the number worked falls short of eleven, the difference in the number of turns is (subject to attendance at each of the eleven normal calls and the acceptance of work for which he is suitable) to be credited to him at 7s. 6d. a turn.

A dock worker who is not at present covered by either of the types of Scheme referred to above, and who is transferred from one port to another, is entitled to attendance money at the rate of 5s. for each of the eleven half-days during each week of transfer on which he attends the call and is not allocated to employment, provided he attends at each of the eleven normal calls and accepts work for which he is suitable.

Any worker who is transferred is entitled to such attendance money or guarantee payment in respect of time spent directly or indirectly in travel as he would have been entitled to had he attended the normal calls which, in consequence of his transfer, he unavoidably missed.

In all other respects, a dock worker is subject to the agreed rates of pay and conditions in the port of transfer. A travelling allowance of 5s. is paid in advance to each dock worker in respect of journeys both to and from the port of transfer, if outside daily travelling distance.

Provision is also made with regard to dock workers who fall sick or are injured while in the port of transfer.

## HOLIDAYS IN INDUSTRY.

## PRONOUNCEMENT BY H.M. GOVERNMENT.

GENERAL indications have recently been given by the Government regarding the holiday arrangements that should be made in industry in the current year, subject always to the emergencies of the war situation, and to the urgency of particular requirements for output. In present circumstances, the Government state, it is more than ever necessary that the maximum output of munitions should be maintained. There must be no relaxation of effort, but in order that the national effort may be continued at the fullest stretch, it is essential that moderate and well-planned holiday breaks should be allowed.

The customary annual holiday, so far as it does not exceed one week, should, in general, be taken; and for most workers there should be a one-day break on Easter Monday, Whit-Monday and the August Bank Holiday (corresponding holidays being fixed in Scotland in accordance with local arrangements), with two days at Christmas or New Year. As last year, there should be no cessation of work on Good Friday.§

It is expected that workers given these holidays will be regular in their attendance at work at other times, and will not extend the holiday period or absent themselves from work without leave or reasonable excuse.

So as to maintain the smooth flow of production and avoid undue pressure on transport services at particular periods, it is most important that the annual holidays should be carefully planned and, in general, spread over the period between the beginning of April and the autumn. In coal mining and, possibly, in other industries, it may be desirable that the annual holiday should be taken later in the year. Travel by transport services should be reduced to the minimum, and it is hoped that, as last year, recreational and other attractions near home will be organised, wherever possible.

Managements of industrial and other undertakings are urged to begin immediately the planning of holiday arrangements, in consultation with their workpeople's representatives and with associations or groups of employers in the same or allied industries or localities. They should consider the extent to which holidays can be "staggered" as between individuals or establishments, and what will be the best opportunities for over-hauling plant.

Payment for holidays, or payment for work done on days which would ordinarily be holidays, should be governed by the provisions of existing legislation or of agreements concluded between employers and workers relating to this matter.

\* See the issues of this GAZETTE for October, 1939, page 360, and July, 1940, page 185.

† See the issue of this GAZETTE for February, 1942, page 32.

‡ See the issues of this GAZETTE for March, 1941, page 52, and April, 1941, page 78.

§ Particulars of the relevant Order are given on page 80.

## CONDITIONS OF EMPLOYMENT IN RETAIL DRAPERY, OUTFITTING AND FOOTWEAR TRADES.

IN the issue of this GAZETTE for October, 1941, an account was given of an agreement on minimum rates of remuneration and conditions of employment arrived at by the Joint Industrial Council for the Retail Drapery, Outfitting and Footwear Trades in England and Wales.

The agreement did not fix rates of wages for towns with a population of less than 10,000 nor for branch managers and manageresses.

A supplement to the agreement has now been agreed upon, which fixes rates of wages applicable to all towns with a population of less than 10,000, other than certain specified towns to which the scale of wages already fixed for towns with a population of 10,000 or over is to apply. The new scale of wages is 2s. a week lower throughout than the scale fixed for the larger towns.

For branch managers and manageresses, the new scales of wages distinguish between (a) London *i.e.*, City of London and Metropolitan Police District, (b) Provinces "A" *i.e.*, towns with a population of 10,000 or over, and (c) Provinces "B" *i.e.*, all places other than those included in (a) or (b), and also between branches where the total number of employees (including the manager or manageress) is 3 or more or less than 3. The minimum rates for managers range from 70s. a week in branches with less than 3 employees in Provinces "B" to 80s. a week in branches with 3 or more employees in London. The rates of wages of manageresses are in all cases 12s. a week below the rates for managers. It is also provided that overtime shall not be payable to branch managers or manageresses.

## UNEMPLOYMENT ASSISTANCE AND SUPPLEMENTARY PENSIONS.

## REPORT ON THE WORKING OF THE DETERMINATION OF NEEDS ACT, 1941.\*

THE Assistance Board have recently published a Report on the first six months' working of the Determination of Needs Act, 1941, and the new Regulations† made thereunder. The Act abolished the old system of assessing Unemployment allowances and supplementary pensions on the basis of household needs and resources and substituted for it a test of personal need based on the circumstances in which the applicant is living.

The new arrangements affected mainly applicants living as members of households including non-dependants, and the review of cases of this kind on the Register in June, 1941, when the new provisions took effect, resulted in 70 per cent. of them (or 182,490 in all) receiving an increase. About one-tenth of the increases amounted to 5s. or more, one-third to between 2s. 7d. and 5s., and the remainder to 2s. 6d. or less. Of the applicants for unemployment assistance and prevention and relief of distress allowances who fell within this category 66 per cent. received increases, of which about one-third exceeded 5s., one-quarter were between 2s. 7d. and 5s., and the remainder were 2s. 6d. or less. A further 11,000 applicants for such allowances received an increase under a modification of certain other provisions of the old Regulations. In all, the number of applicants for these allowances who benefited exceeded 26,500.

The provision under which applicants are not regarded as in need of an allowance to pay for board and lodging if they are living in the household of a father, mother, son or daughter whose income exceeds £6 a week operated only in 28 unemployment assistance cases and in 309 supplementary pension cases. A total of 254 supplementary pension cases were dealt with under the special provision relating to pensioners who are not required to pay for their board and lodging.

A special examination made by the Board of unsuccessful applications for supplementary pensions originally made in August, 1940, when the supplementary pensions scheme was first launched, resulted in some 51,000 supplementary pensions being granted to pensioners who, in spite of the publicity given to the new scheme in the press and over the wireless, had not, for one reason or another, re-applied.

The provision, designed to encourage saving during the war, whereby the first £375 of "war savings" are excluded from the operation of the means test, has not, as yet, affected any large number of cases, though its effect is considerable where the pensioner has been able to save since the outbreak of war. Its full effect will not be felt for some time.

The total number of supplementary pensions in payment increased during the six months covered by the Report from 991,000 to 1,108,000. As two pensioners, man and wife, living together are treated as one case, these figures cover some 1,240,000 and 1,380,000 pensioners respectively. The average payment increased from 9s. in April, 1941, to 9s. 6d. in August. This average, however, is calculated on the total number of supplementary pensions in payment, and in fact only about one-third of the total number of pensioners were living in circumstances such as to afford them the possibility of benefiting from the Act. The average payment covers a range of payments varying from 1s. to 30s. or more.

\* Cmd. 6338. H.M. Stationery Office, price 2d. net (3d. post free).

† See the issues of this GAZETTE for April, 1941, page 76, and May 1941, page 110.

## UNEMPLOYMENT FUND ACCOUNTS, 1940-1941.

THE audited accounts of the Unemployment Fund for the year ended 31st March, 1941, together with the report of the Comptroller and Auditor-General thereon have been published.\* The General Account and the Agricultural Account are shown separately; the latter shows the amounts attributable to the insurance of persons employed in agriculture, while the General Account includes all other receipts and payments of the Fund.

**General Account.**—The receipts during 1940-41 amounted to £70,047,347, of which £69,712,222 represented contributions from employers and employed persons and the Exchequer. There was an increase in the contribution income of £3,573,298 as compared with the previous year; higher rates of contribution became effective from 5th August, 1940, under the Unemployment Insurance Act, 1940, which also brought into insurance, as from 2nd September, 1940, non-manual workers with a rate of remuneration exceeding £250 but not exceeding £420 a year. The total expenditure during the year (excluding the amount applied to the discharge of the debt) was £26,405,241, as compared with £46,345,472 in the previous year. The average number of persons registered as unemployed again showed a reduction, which led to a further substantial fall in the expenditure on benefit, and payments amounted to only £19,802,089, as compared with £36,644,912 in the previous year, although benefit rates were increased from 1st August, 1940, by the 1940 Act. The cost of administration chargeable to this account also decreased from £5,335,385 to £4,255,811.

The balance at 1st April, 1940, was £24,155,841, and income for the year exceeded expenditure by £43,642,106. In their review of the position as at 31st December, 1940, the Unemployment Insurance Statutory Committee recommended, under Section 3 of the Unemployment Insurance Act, 1938, that a sum of £38,587,008 should be applied to the complete discharge of the outstanding amount of the funded debt. After this recommendation had been carried out there remained on 31st March, 1941, a balance in hand of £29,210,939.

**Agricultural Account.**—The receipts for the year 1940-41, amounted to £1,433,356, of which £1,394,752 represented contributions by employers, employed persons and the Exchequer. Contribution income was £95,315 less than in the year before, but benefit payments amounted to only £451,080 as compared with £870,829 in the previous year, notwithstanding an increase in the rates of benefit as from 1st August, 1940, under the 1940 Act. Accordingly, the balance rose from £3,253,770 at 1st April, 1940, to £4,058,114 at 31st March, 1941.

**Investments.**—The total balance in the Fund (General and Agricultural Accounts combined) at 31st March, 1941, was £33,269,053. Investments held by the National Debt Commissioners totalled £33,230,403. The amounts (at 31st March, 1941) in the various securities were as follows: 2½ per cent. Conversion Stock, 1944-49, £6,775,300; 2 per cent. Conversion Stock, 1943-45, £10,115,157; 2½ per cent. National War Bonds, 1946-48, £15,342,000; and Treasury Bills, £997,946.

## UNEMPLOYMENT IN NORTHERN IRELAND.

## COMMITTEE OF INQUIRY.

THE Select Committee of the House of Commons of Northern Ireland, appointed on 1st July, 1941, to inquire into unemployment in Northern Ireland,† have issued their Final Report.‡

The Committee observed that the unemployment situation in Northern Ireland had improved during the sittings of the Committee. The scarcity of materials, except for war purposes, had increased the difficulty of finding work for persons not engaged in war industries; but the demand for war workers was constantly increasing, and in some branches all available unemployed workers had been absorbed. The Committee therefore devoted their attention to post-war problems.

The Committee mentioned the increasing importance of Town Planning, and recommended that planning schemes should be submitted now for important areas in Northern Ireland, especially for those which had been damaged by enemy action. The Committee emphasized the importance of taking steps at once for the preparation of schemes to operate immediately on the cessation of hostilities, in order to provide employment for persons discharged from the Services and war industries. A Northern Ireland Central Authority, composed of experts and responsible only to Parliament through a Minister of the Crown, should be set up to co-ordinate the schemes and ensure that they were carried out; this Authority should work in close co-operation with the corresponding authority in Great Britain.

The Committee also recommended that the question of dispersal of industries should be considered now, and that the Authority mentioned above should be responsible for the co-ordination of such schemes as were thought desirable; transport facilities should be so arranged that factories situated at a distance from a commercial centre would not be at a disadvantage, so far as charges for carriage were concerned.

The Committee considered that the war-time control of industry generally and of agriculture should be continued after the war, to prevent undue price fluctuations and ensure a fair margin of profit and the payment of fair wages.

\* H.C. 35 of 1941-42. H.M. Stationery Office, price 2d. net.

† See page 137 of the issue of this GAZETTE for July, 1941.

‡ Final Report from the Select Committee on Unemployment in Northern Ireland. H.C. 552 (Northern Ireland). H.M. Stationery Office, price 3s. 6d. net.

## WAR-TIME WAGES POLICY IN CANADA.

THE war-time wages policy of the Dominion Government of Canada, as announced by the Prime Minister in the latter part of 1941, is directed towards the stabilisation of basic wages, while setting an upper limit to the prices of goods and services. In furtherance of this policy a revised system of control over wages and salaries was instituted by the War-time Wages and Cost of Living Order, dated 24th October, 1941, the scope of which was later extended by an amending Order dated 5th December, 1941, and the War-time Salaries Order, dated 27th November, 1941. Particulars of the arrangements instituted by the Orders are given below.

Prior to the promulgation of the above Orders, an attempt to stabilise wages had been made by means of an Order in Council, dated 16th December, 1940 (subsequently amended in certain respects), which provided, in effect, that (a) except in certain special circumstances, the highest wage rates established between 1926 and 16th December, 1940, were to be regarded as fair and reasonable, and might be restored, if necessary, and maintained, but not increased; (b) these wage rates could be supplemented by a separate cost of living bonus, in order to safeguard the workers against increases in the cost of the basic necessities of life. The system of wages control established by this Order was not entirely successful, and it was, accordingly, superseded as from 15th November, 1941, by the arrangements laid down in the subsequent Orders mentioned above.

The War-time Wages and Cost of Living Bonus Order (as amended) establishes machinery for the control of wages in the form of a National War Labour Board, with subordinate Regional War Labour Boards. On all the Boards employers and workers are represented in equal numbers. The National Board is responsible, subject to the Dominion Minister of Labour, for the administration of the Order and of the Fair Wages and Hours of Labour Act, 1935, and it may make by-laws, which, however, require the Minister's approval.

The Order applies to all industrial and commercial employers, but does not apply to the Dominion, Provincial or municipal authorities, to undertakings engaged in agriculture, fishing, hunting, etc., to private domestic service, or to hospitals, etc. Without the written permission of the National Board, no employer to whom the Order applies may increase or decrease the basic scale of wage rates paid by him at the effective date of the Order (15th November, 1941). If the National Board finds that any employer's basic scale of wage rates is low as compared with the rates generally prevailing for the same or substantially similar occupations in the locality, it may prescribe such increased wage rates as it considers fair and reasonable. Similarly, where wage rates are high as compared with the rates for similar occupations in the locality, the Board may order that the cost of living bonus payable under the Order (see below) shall be deferred for such period or adjusted to such amount as it finds fair and reasonable.

The Order contains detailed instructions for the calculation of a cost of living bonus to be paid by employers to their employees, other than those occupying positions above the rank of foreman or comparable ranks. The increase or decrease in the amount of the bonus is to be determined and announced at intervals of three months by the National War Labour Board. In general, for every increase of one point in the official cost of living index since August, 1939 (the index number for that date being taken as equal to 100), the amount of the bonus is to be 25 cents a week for all adult male workers, and for all other workers employed at basic wage rates of 25 dollars or more a week, and it is to be equal to one per cent. of their basic weekly wage rates for male workers under twenty-one years of age and for female workers employed at basic wage rates of less than 25 dollars a week. Every decrease of one point entails reductions of the same amounts.

Any employer may apply to the National Board for exemption from the payment, in whole or in part, of the cost of living bonus; and, on good grounds, the Board may so order.

With certain necessary modifications of detail, the arrangements outlined above as regards persons occupying positions not above the rank of foreman or comparable ranks were extended to persons in managerial and executive positions by the War-time Salaries Order. The Order does not, however, require, as in the case of wage-earners, the payment of a cost of living bonus, but merely permits the payment of such a bonus to the employees concerned whose annual salary is less than 3,000 dollars. The amount of the bonus that may be paid is limited to the amount payable to wage-earners.

## INCOME TAX QUIZ.

A BOOKLET explaining in simple terms how income tax is calculated for weekly wage earners and how the tax is deducted from wages.

Obtainable from H.M. Stationery Office at any of the addresses shown on the front cover of this GAZETTE.

Price 2d. (3d. including postage) or 2s. 6d. for 25 copies (3s. including postage).

EMPLOYMENT IN FEBRUARY.

GENERAL SUMMARY.

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 16th February was 99,928, showing a decrease of 287 as compared with 12th January. Of this total, 26,508 had been classified as unsuitable for ordinary industrial employment.

The increase in the number of men and boys temporarily suspended from work was mainly due to severe weather conditions which restricted outdoor employment on the day when the count of the numbers unemployed was taken.

The corresponding figures for women and girls on the registers at 16th February were 62,247 wholly unemployed, 6,603 temporarily stopped, and 312 unemployed casual workers. Of those wholly unemployed 2,065 had been classified by interviewing panels as unsuitable for normal full-time employment, and 1,997 had been classified as unable for good cause to transfer to another area.

The numbers registered as unemployed at 16th February are analysed below:—

Table showing employment statistics for Great Britain, categorized by gender (Men, Boys, Women, Girls) and status (Wholly Unemployed, Temporarily Stopped, Unemployed Casual Workers).

Table showing percentage increase (+) or decrease (-) as compared with 12th January, 1942 and 10th February, 1941.

Table showing employment statistics for Great Britain and Northern Ireland, categorized by gender and status.

UNEMPLOYMENT SUMMARY BY DISTRICTS.

The numbers of unemployed persons on the registers at 16th February in each administrative region are shown below:—

Large table showing unemployment statistics by district (Region) for Wholly Unemployed, Temporarily Stopped, and Unemployed Casual Workers, broken down by gender.

Table showing Unemployed Casual Workers by Region, categorized by gender and age group.

The increases (+) or decreases (-) between 12th January, 1942, and 16th February, 1942, in the numbers of persons on the registers in the various administrative regions were as shown below:—

Table showing changes in employment status (Wholly Unemployed, Temporarily Stopped, Unemployed Casual Workers) by region from January to February 1942.

A further analysis of the numbers unemployed at 16th February in Great Britain, showing separate figures for persons insured against unemployment, together with the numbers applying for benefit or unemployment allowances is given on page 65.

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 February, 1941:—

Large table showing monthly unemployment statistics from February 1941 to February 1942, categorized by region and status.

UNEMPLOYMENT AMONG BOYS AND GIRLS.

On page 64 details are given of the numbers of boys and girls under 18 years of age on the registers of Employment Exchanges and Juvenile Employment Bureaux at 16th February, 1942. 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 at that date:—

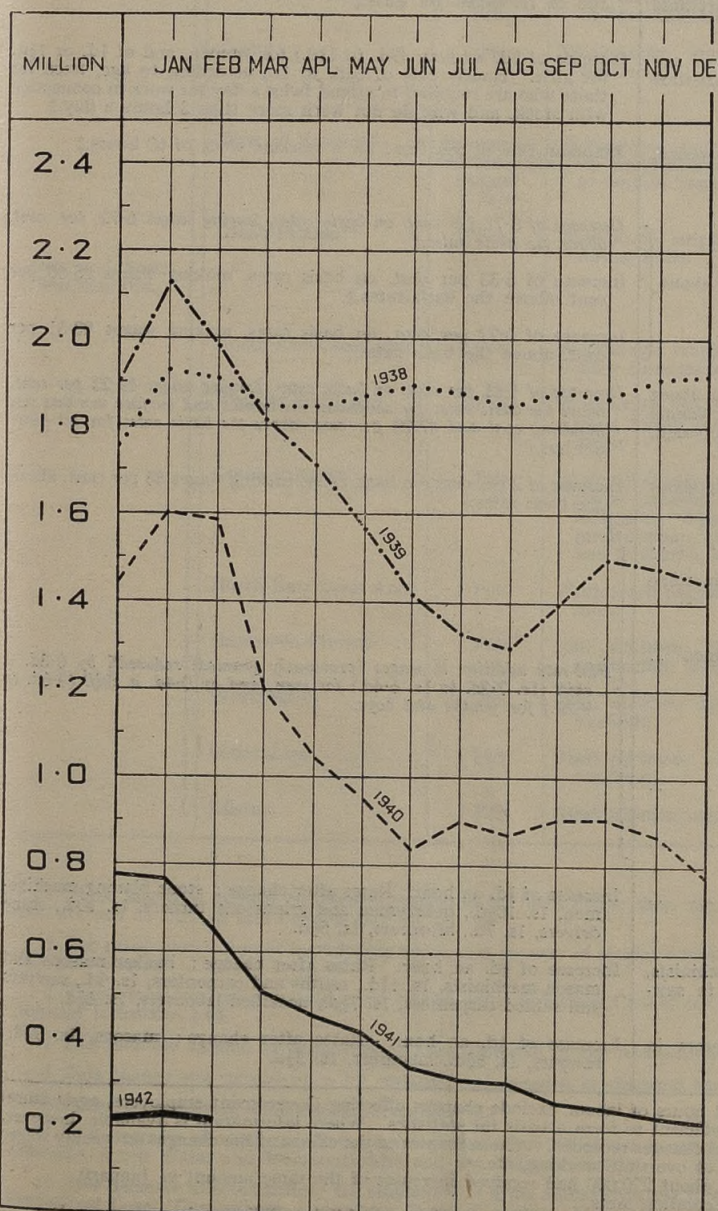
Table showing unemployment statistics for Boys and Girls, categorized by region and age group.

The total number of insured juveniles, under 18 years of age, recorded as unemployed in Great Britain and Northern Ireland at 16th February, 1942 (including those, not on the register, whose unemployment books were in the two months' file), was 25,813, of whom 12,675 were boys and 13,138 were girls. Of these, 4,777 boys and 5,109 girls were under 16 years of age.

In the week ended 25th February 1942, the number of juveniles, under 18 years of age, who attended authorised courses of instruction was 237, including 116 boys and 121 girls. Of this total, 31 were in the North-Eastern Region, and 206 in Wales.

UNEMPLOYMENT CHART.

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



COMPOSITION OF UNEMPLOYMENT STATISTICS: GREAT BRITAIN.

ANALYSIS FOR 16TH FEBRUARY, 1942.

Table showing the composition of unemployment statistics, categorized by insurance status and benefit type.

UNEMPLOYMENT FUND.

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

Table showing income and expenditure of the Unemployment Fund for four periods: 28th Feb 1942, 31st Jan 1942, and 22nd Feb 1941.

UNEMPLOYMENT ALLOWANCES.

For the period of four weeks ended 28th February, 1942, expenditure on unemployment allowances (excluding the cost of administration) amounted to approximately £217,000, compared with £270,000 during the five weeks ended 31st January, 1942, and £677,000 during the four weeks ended 22nd February, 1941.

Comparison of the figures for January and February, 1942, with those for the corresponding months of 1941, is affected by the operation of the Determination of Needs Act, 1941 (see the issue of this GAZETTE for April, 1941, page 76).

\* These are women who had ceased to be insurable under the Unemployment Insurance Acts 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.

† The two months' file of lodged books consists of books of persons who had registered as unemployed at some date within the previous two months and were not known to have found work, but were not maintaining registration for employment.

‡ A detailed account of the Fund is presented to Parliament annually (see H.C.35 of 1942 for the period ended 31st March, 1941, reviewed on page 63 of this issue).

§ This figure does not take into account a repayment of £158,000 made to the Fund in respect of the Cost of Administration charged in previous periods.

|| The debt which stood at £105,780,000 at 1st July, 1934, had been completely discharged at 31st March, 1941, by the principal repaid (£7,193,000) in the statutory half-yearly instalments and special repayments under the Unemployment Insurance Act, 1938 (£98,587,000).

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

## Rates of Wages.

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 February resulted in an aggregate increase estimated at about £120,000 in the weekly full-time wages of about 1,150,000 workpeople, and in a decrease estimated at £13,000 in those of about 280,000 workpeople.†

The principal industries in which wages were increased included coal mining in certain districts, heavy chemical manufacture, boot and shoe manufacture, building and civil engineering construction, and electricity supply. Those in which wages were reduced included coal mining in two districts, iron mining, the iron and steel industry, and hosiery manufacture.

In coal mining there were increases in South Derbyshire, Leicestershire, and Warwickshire, and decreases in Derbyshire (except South Derbyshire) and Cannock Chase, due in each case to the operation of sliding-scale agreements under which wage rates fluctuate in correspondence with the ascertained proceeds of the industry. In iron mining and in the iron and steel industry (including pig iron manufacture, iron puddling, and steel melting and rolling), the flat-rate additions to wages were reduced, under cost-of-living sliding-scale arrangements, by 0.8d. a shift for men and 0.4d. a shift for youths and boys. Workpeople employed by a number of firms in the manufacture of heavy chemicals and of chemical fertilisers received increases of 1½d. an hour for men and of 1d. an hour for women, youths, boys and girls. In hosiery manufacture in the Midland Counties, the bonus of 9½d. or 11d. in the shilling on basic wages was reduced, under the operation of a cost-of-living sliding scale, to 9d. or 10d. in the shilling. In boot and shoe manufacture, wages were advanced by 3s. and 2s. a week for men and women, respectively, on time work and by approximately 3½ per cent. for pieceworkers. Craftsmen and labourers in the building industry in England, Wales and Northern Ireland and in the civil engineering construction industry in Great Britain, received an

increase of ½d. an hour. In electricity supply undertakings, the war bonus was increased by ½d. an hour.

Other industries and services in which wage rates were increased included furniture manufacture, packing case making and millsawing in certain localities, municipal tramway, trolleybus and motor omnibus services in a number of towns, and the cinema industry; and those in which wage rates were reduced included tinplate manufacture, hosiery dyeing and finishing in the Midland Counties, perambulator and invalid carriage manufacture, and brush and broom making.

Of the estimated total increase of £120,000 a week, about £1,000 was due to the operation of sliding scales based on fluctuations in the proceeds of the coal mining industry; £96,000 was due to arrangements made by joint standing bodies (including £7,000 under cost-of-living sliding scales arranged by such bodies); £12,000 was due to the operation of other sliding scales based on the cost of living; and the remainder was the result of direct negotiation between the employers and workpeople or their representatives. The whole of the estimated decrease of £13,000 was due to the operation of sliding scales based on fluctuations in the proceeds of the coal mining industry or in the cost of living.

The changes reported in the first two months of 1942, in the industries covered by the statistics, are estimated to have resulted in a net increase of about £150,000 a week in the full-time wages of over 1,500,000 workpeople, and in a net decrease of about £2,200 in those of 80,000 workpeople. In the corresponding two months of 1941 there was a net increase estimated at about £670,000 in the weekly full-time wages of 5,100,000 workpeople, and a net decrease of £300 in those of 6,000 workpeople in these industries.

## Hours of Labour.

In the match manufacturing industry, the normal working week was increased from 44 to 47 hours. No other important changes in hours of labour were reported during February.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Agriculture	Staffordshire . . . . .	15 Feb.	Youths and boys (14 to 20 years of age). Women and girls (14 years of age and over).	Increase of 1s. 3d. a week at 20 years (4s. to 5s. 3d.) and of 4s. to 10s. for those under 20 years of age.‡ Increase of 2d. an hour (8d. to 10d.) for women, 18 years and over, and of ½d. to 1d. for girls.‡
	Berkshire . . . . .	15 Feb.	Women and girls (14 years of age and over), other than part-time workers.	Increase of 4s. a week (3s. to 4s.) for women, 18 years and over, and of 1s. to 4s. for girls.‡
Coal Mining	Denbigh and Flint . . . . .	22 Feb.	Team-men, cattlemen, cowmen, shepherds and bailiffs.	Minimum rate of 68s. fixed for a working week of 60 hours.‡
	Derbyshire (except South Derbyshire).	1 Feb.	Workpeople employed in and about coal mines.	<i>Decrease of 0.71 per cent. on basis rates, leaving wages 6.72 per cent. above the basis rates.§</i>
	South Derbyshire . . . . .		Increase of 5.33 per cent. on basis rates, making wages 75.50 per cent. above the basis rates.§	
	Leicestershire . . . . .		Workpeople employed in and about coal mines.	Increase of 0.77 per cent. on basis rates, making wages 83.31 per cent. above the basis rates.§
	Cannock Chase . . . . .	1 Feb.	Workpeople employed in and about coal mines, other than engine winders, deputies and firemen, examiners and shotfitters.	<i>Decrease of 1.81 per cent. on basis rates, leaving wages 49.23 per cent. above the basis rates for shopmen, mechanics and surface workers not handling coal and 47.23 per cent. above the basis rates for all other workers.§</i>
	Warwickshire . . . . .	1 Feb.	Workpeople employed in and about coal mines.	Increase of 2 per cent. on basis rates, making wages 85 per cent. above the basis rates.§
	Cleveland . . . . .	2 Feb.	Ironstone miners . . . . .	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men, and by 0.4d. a shift (9.6d. to 9.2d.) for youths and boys.
Leicestershire and adjoining parts of Lincolnshire.	1st pay day in Feb.	Ironstone miners and limestone quarrymen.		
Other Mining and Quarrying.	North Lincolnshire, Northamptonshire (including Corby), and Banbury and District.	1 Feb.	Ironstone miners and quarrymen . . . . .	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men, and by 0.4d. a shift (9.6d. to 9.2d.) for youths and boys.
	South and West Durham.	2 Feb.	Limestone quarrymen . . . . .	
	Northamptonshire (including Corby).	1 Feb.	Limestone quarrymen . . . . .	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men, and by 0.4d. a shift (9.6d. to 9.2d.) for youths and boys.
	Northumberland and Durham.	1 Feb.	Freestone quarrymen . . . . .	
	Portland . . . . .	1 Feb.	Banker masons, mason machinists, labourers, etc., employed in saw-mills and stone yards.	Increase of ½d. an hour. Rates after change: stone planing machine-men, 1s. 10d., quarrymen and grindstone turners, 1s. 10d., crane drivers, 1s. 7d., labourers, 1s. 5½d.
Box, Corsham and Chippenham (Wilts).	1 Feb.	Masons, sawyers and labourers in stone yards.	Increase of ½d. an hour. Rates after change: masons, 1s. 9½d., sawyers, 1s. 6½d., labourers, 1s. 5½d.	

\* The particulars of numbers affected and amount of change in the weekly wages and hours of labour exclude changes affecting Government employees, agricultural workers, shop assistants and clerks, for which classes the information available is not sufficient to form a basis for statistics. Where information is available, however, 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.

† Of the 280,000 workpeople whose rates of wages were reduced in February, about 220,000 had received increases of the same amount in January.

‡ These changes took effect under Orders issued under the Agricultural Wages Regulation Acts.

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

¶ Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Chemical Manufacture.	Great Britain (certain firms).*	26 Jan.	Workpeople employed in the heavy chemical and allied industries.	War addition increased from 9s. to 13s. a week for men, 18 years and over, from 7s. to 9s. for women, 18 years and over, and from 4s. 6d. to 6s. 6d. for workers under 18.
		9 Feb.	Building trade craftsmen, coopers, shipwrights, wheelwrights and wagon repairers (Grade I skilled).	Increase of 1d. an hour. Rates after change†: Chemical plumbers, 1s. 10d., other building trade craftsmen, coopers, shipwrights, wheelwrights and wagon repairers (Grade I skilled), 1s. 9d., plus 13s. a week war addition in each case.
		9 Feb.	Engineering craftsmen . . . . .	Increase of ½d. an hour. Minimum rates after change include‡: fitters, turners, electricians, 1s. 9½d., patternmakers, boiler-makers, 1s. 10½d., strikers, 1s. 6½d., plus 13s. a week war addition in each case.
		9 Feb.	Female general workers . . . . .	Increase of ½d. an hour at 18 years and over, and of ¼d. an hour at 17 years; the hourly rate for those under 17 remaining unchanged. Minimum rate after change at 21 years and over, 9½d. an hour, plus 9s. a week war addition.
	England and Wales (certain firms).‡	1st pay day in Feb.	Men, women, youths, boys and girls employed in the manufacture of heavy chemicals (except those whose wages are regulated by movements in other industries).	Increase of 1½d. an hour for men and of 1d. for women (on women's work), youths, boys and girls. New hourly rates adopted for women on men's work, of 11½d., 10½d. and 10d., according to class of works, for the first month of employment, and of 1s. 1½d., 1s. 0½d., and 1s. thereafter. Rates after change include: Shiftworkers—on 3-shift system, 1s. 8½d., on two 8-hour shift system, 1s. 7½d., night workers (on continuous nightwork), 1s. 8½d., day labourers, 1s. 6½d., women, 21 years and over (on women's work), 10½d.
England and Wales (certain firms).§	1 Feb.	Building trade operatives employed in chemical works.	Increase of ½d. an hour.	
Chemical Fertilizer Manufacture.	Great Britain (certain firms).	1 Feb.	Chemical plumbers (leadburners) employed on contracting work (excluding those engaged on homogeneous lead lining).	Increase of ½d. an hour (2s. 3d. to 2s. 3½d.).
	Great Britain (certain firms).‡	1st pay day in Feb.	Men, women, youths, boys and girls.	Increase of 1½d. an hour for men and of 1d. for women (on women's work), youths, boys and girls. New hourly rates adopted for women on men's work, of 11½d., 10½d. and 10d., according to class of works, for the first month of employment, and of 1s. 1½d., 1s. 0½d., and 1s. thereafter. Rates after change, according to class of works, include: Adult day labourers, 1s. 6½d., 1s. 5½d., 1s. 4½d.; shiftworkers—3-shift system, 1s. 8½d., 1s. 7½d., 1s. 6½d., 2-shift system, 1s. 7½d., 1s. 6½d., 1s. 5½d.; women, 21 years and over (on women's work), 10½d., 10½d., and 10d., for classes A, B, and C respectively in each case.
Iron and Steel Manufacture.	Cleveland and Durham, West Cumberland and North Lancs., North Lincs., North Staffs., South Staffs., Bilston, Northants. (excluding Corby), and South Wales and Monmouthshire.	1 Feb.	Workpeople employed at blast-furnaces (except those whose wages are regulated by movements in other industries).	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men and by 0.4d. a shift (9.6d. to 9.2d.) for youths and boys.
	Nottinghamshire and Leicestershire.	1st pay day in Feb.	Workpeople (excluding those engaged on maintenance work) employed at blastfurnaces.	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men, by 0.4d. a shift (9.6d. to 9.2d.) for youths and boys, and by 0.4d., 0.6d. or 0.8d. a shift, according to age, occupation and experience, for women, 18 years and over.
	Corby . . . . .	1 Feb.	Workpeople employed at blast-furnaces.	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men, by 0.4d. a shift (9.6d. to 9.2d.) for youths and boys, and by amounts varying from 0.4d. to 0.8d. a shift, according to age, occupation and experience, for women, 18 years and over.
	West of Scotland . . . . .	Pay period commencing nearest 1 Feb.	Workpeople (excluding those engaged on maintenance work) employed at certain blastfurnaces.	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 5.6d. to 1s. 4.8d.) for men and by 0.4d. a shift (8.8d. to 8.4d.) for youths and boys.
	Great Britain** . . . . .	2 Feb.	Workpeople employed at steel sheet rolling mills.	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 6.4d. to 1s. 5.6d.) for men, by 0.4d. a shift (9.2d. to 8.8d.) for youths and boys, and by amounts varying from 0.4d. to 0.8d. a shift, according to age, occupation and experience, for women, 18 years and over.
	North-East Coast Area . . . . .	1 Feb.	Workpeople employed at iron puddling furnaces and rolling mills.	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men and by 0.4d. a shift (9.6d. to 9.2d.) for youths and boys.
	West of Scotland . . . . .	2 Feb.	Workpeople employed at iron puddling forges and mills and sheet mills.	
	Great Britain†† . . . . .	1 Feb.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, lademen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.).	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men, by 0.4d. a shift (9.6d. to 9.2d.) for youths and boys, and by 0.4d., 0.6d. or 0.8d. a shift, according to age, occupation and experience, for women, 18 years and over.
	North-East Coast Area . . . . .	1 Feb.	Workpeople employed at steel rolling mills.	
	Barrow-in-Furness . . . . .	1 Feb.	Rail millmen, merchant millmen, engine-men, crane-men, etc.	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men, by 0.4d. a shift (9.6d. to 9.2d.) for youths and boys, and by 0.4d., 0.6d. or 0.8d. a shift, according to age, occupation and experience, for women, 18 years and over.
Workington . . . . .	1 Feb.	Steel millmen and labourers (dual workers).		
Scunthorpe . . . . .	1 Feb.	Steel millmen, wagon builders and repairers.	Flat-rate addition to wages (previously granted) reduced¶ by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men, by 0.4d. a shift (9.6d. to 9.2d.) for youths and boys, and by 0.4d., 0.6d. or 0.8d. a shift, according to age, occupation and experience, for women, 18 years and over.	
Bilston . . . . .	1 Feb.	Steel millmen, maintenance men, etc.		

\* These increases applied to workers employed by firms (other than the metal group) which are constituent firms of Imperial Chemical Industries Ltd., including lime workers at Buxton and Colwyn Bay.

† The rates quoted do not include any sums paid by way of service bonus. In addition, the rates quoted are subject to augmentation under the Company's discretionary scheme.

‡ These increases were agreed upon by the Joint Industrial Council for the industry and did not apply to workpeople employed by constituent firms of Imperial Chemical Industries Ltd.

§ This increase applied to employees of firms affiliated to the Association of Chemical Employers.

|| This change was agreed upon by certain firms engaged in chemical engineering contracting and by the Plumbers', Glaziers' and Domestic Engineers' Union.

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

\*\* This decrease affected mainly the employees of firms which are members of the Sheet Trade Board, the principal districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.

†† This decrease affected mainly the employees of firms affiliated to the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire, Lincolnshire, the Midlands, South Wales and the West of Scotland.

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Iron and Steel Manufacture (continued).	West of Scotland ..	1 Feb.	Millmen, gas producermen, engine-men, crane-men, firemen and mill labourers, semi-skilled workers and general labourers employed at steel rolling mills.	Flat-rate addition to wages (previously granted) reduced* by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men, by 0.4d. a shift (9.6d. to 9.2d.) for youths and boys and by 0.4d., 0.6d. or 0.8d. a shift, according to age, occupation and experience, for women, 18 years and over.
	South-West Wales ..	1 Feb.	Workpeople (excluding those engaged on maintenance work) employed in Siemens steel manufacture.	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.
Galvanising	England and Wales† ..	2 Feb.	Workpeople employed in galvanising processes (excluding the process of annealing).	Flat-rate addition to wages (previously granted) reduced* by 0.8d. a shift (1s. 6.4d. to 1s. 5.6d.) for men, by 0.4d. a shift (9.2d. to 8.8d.) for youths and boys, and by amounts varying from 0.4d. to 0.8d. a shift, according to age, occupation and experience, for women, 18 years and over.
Tinplate Manufacture.	South Wales and Monmouthshire and Gloucestershire.	1 Feb.	Men, women and juveniles (excluding those engaged on maintenance work).	Cost-of-living war bonus reduced* by 0.8d. a shift (1s. 8d. to 1s. 7.2d.) for men and by 0.4d. a shift (10d. to 9.6d.) for women and juveniles.
Surgical Instrument Manufacture.	England and Wales (except Sheffield).	1st pay day after 2 Feb.	Workpeople employed in surgical instrument manufacture (except surgical appliance and orthopaedic instrument makers):— Men .. .. . Youths and boys .. .. .	Minimum hourly day work rate increased by 2d. (1s. 6d. to 1s. 8d.); war bonus increased by 5s. a week (10s. to 15s.). New scale adopted of 5d. an hour at 16 years of age, rising to 1s. 8d. at 23 years. War bonus increased by 2s. 6d. a week (5s. to 7s. 6d.) for those 16 and 17 years, and by 5s. a week (10s. to 15s.) for those 18 to 23 years.
Surgical and Dental Instrument Manufacture.	Sheffield .. ..	1st pay day after 16 Feb.	Timeworkers and pieceworkers ..	Increase of 5 per cent.
Pin, Hook and Eye and Snap Fastener Manufacture.	Great Britain .. ..	23 Feb.	Men, women, youths, boys and girls (other than homeworkers):— Men .. .. .	Increase of 1½d. an hour in general minimum time rates.†
			Youths and boys .. .. .	Increases of from ½d. to 1d. an hour in general minimum time rates.†
			Women and girls .. .. .	Increases of 1½d. an hour in general minimum time rates for women, 21 years and over, and ½d. to 1½d. for girls, and of 1½d. in piecework basis time rates.†
Frost Cog Manufacture.	Lye, Stourbridge and Old Hill.	14 Feb.	Men .. .. .	Increase of 5 per cent., making wages 5 per cent. above the total of list prices plus the 45 per cent. increase previously granted.
Gold, Silver, etc., Working.	London .. .. .	1 Feb.	Timeworkers and pieceworkers ..	Increase of 7½ per cent.
Tube Manufacture	West of Scotland ..	Pay week commencing 2 Feb.	Men, youths and boys (other than fitters, turners, bricklayers, etc.).	Increase of 3s. a week for men, of 1s. 6d. for youths and of 1s. for boys.
Iron and Brass Finishing.	Clyde Area§ .. ..	1st full pay period after 14 Feb.	Iron and brass dressers .. ..	Minimum basic time rate adopted of 10½d. an hour. Minimum time rate after change, 10½d. an hour, plus a bonus of 35s. 6d. a week.¶
Lace Dyeing and Finishing.	Nottingham and district.	1st pay day in Feb.	Workpeople employed in lace and net dressing and curtain finishing.	Decrease* of 1d. an hour for adult male bleachers and dyers and of proportional amounts for juvenile workers. Rates after change for men, 21 years and over: bleachers and dyers, 1s. 6d., dollymen, 1s. 7d.
Silk Dyeing and Finishing.	Macclesfield .. ..	Pay day in week ending 14 Feb.	Men, women and juveniles .. ..	Cost-of-living wage increased* from 99 to 100 per cent. on basis rates. Minimum weekly rates after change: men, 21 years and over, 64s., plus 2s. 6d. for 48 hours (special payment); women, 18 years and over, 40s., plus 1s. 6d. for 48 hours (special payment).
Hosiery Manufacture.	Midland Counties (various districts),¶	1st pay day in Feb.	Men, women and juveniles .. ..	Bonus of 11d. in the shilling reduced* to 10d. on basic weekly wages up to and including 60s. for male and 36s. for female workers. On basic wages over these amounts, the bonus was reduced from 9½d. to 9d. for that portion in excess of 60s. for male and 36s. for female workers.
	Dumfries .. ..	1st pay day in Feb.	Men, women and juveniles .. ..	Decrease* of ½d. in the shilling on rates adopted in Nov., 1919, making a net deduction of 1d. in the shilling from these rates. Minimum rates after change, including war bonus: timeworkers—men, 55s. 4d., women, 31s. 10d.; pieceworkers—men, 59s., women, 35s. 6d.
Hosiery Dyeing and Finishing.	Midland Counties **	1st pay day in Feb.	Timeworkers (except auxiliary workers and menders paid on the Nottingham List).	Decrease* of 1d. an hour for male dry and wet workers, 21 years and over, of ½d. for those 18 to 20 years and for trimmers, and of ½d. for those under 18 and for women and girls. Rates after change for men: trimmers, 1s. 9½d., dry and wet workers, 1s. 5½d. and 1s. 6d. respectively.
			Female auxiliary workers and menders paid on the Nottingham List.	Decrease* of ½d. an hour. Rates after change, at 21 years and over: menders, 1s., auxiliary workers, 10½d.
			Piece or incentive workers .. ..	Decrease* of 5 per cent. on piece rates for dyers and auxiliary workers and of 7½ per cent. for trimmers and female workers.
Textile Bleaching, Dyeing and Finishing.	Lancashire, Cheshire and Derbyshire.	1st pay day in Feb.	Horse drivers .. .. .	Increase* of 1s. a week. Rates after change: one-horse drivers, 65s., teamsmen, 70s.
Boot and Shoe Manufacture.	Great Britain .. ..	1st pay day in Feb.	Male timeworkers .. .. .	Increase* of 3s. a week for those 21 years and over, and of 1s. to 2s. 6d. for youths and boys, according to age. Minimum weekly rates after change: 19s. at 15 years, increasing each year to 29s. 6d. at 17 years, and then each half year to 73s. at 22 years and over.
			Female timeworkers .. .. .	Increase* of 2s. a week for those 19½ years and over, and of 1s. to 1s. 9d., according to age, for those under 19½ years. Minimum weekly rates after change: 19s. at 15 years, increasing each year to 28s. 3d. at 17 years, and then each half year to 48s. at 20 years and over.
			Pieceworkers .. .. .	Increase* on basic statement prices of 4½ per cent., making an addition of 23½ per cent. in all.

\* Under cost-of-living sliding-scale arrangements.

† This decrease affected mainly the employees of firms which are members of the Galvanising Conciliation Board.

‡ This increase took effect under an Order issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Order of the Minister of Labour, obtainable from H.M. Stationery Office.

§ The districts concerned include Denny, Dumfries, Falkirk, Glasgow, Greenock and Port Glasgow, Johnstone, Motherwell and Paisley.

¶ This change was the result of an Award of the National Arbitration Tribunal (see page 76 of this GAZETTE).

\*\* Including Leicester, Loughborough, Nottingham, Mansfield, Sutton-in-Ashfield, Ilkeston, Derby, Hinckley and Coventry districts.

\*\*\* Including Leicester, Loughborough, Hinckley and district, Nuneaton and Nottingham and district (including Derby).

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Millsawing	England and Wales ..	1st pay day in Feb.	Women and girls, 17 years of age and over, employed in home-grown timber trade:— Forest workers .. .. .	Minimum weekly rates adopted of 30s. at 17 years of age, 37s. 6d. at 18, and 48s. at 19 years and over. Women employed on tractors and road haulage vehicles to be paid the full men's rate.†
			Sawmill workers (under 19 years of age)	Minimum weekly rates adopted, varying according to class of mill. Rates after change, for A, B, and C class mills respectively, 31s. 6d., 29s. 3d., 27s. at 17 years, 38s. 3d., 36s., 33s. 9d. at 18 years of age.†
			Labourers (19 years of age and over).	Minimum hourly rates adopted of 1s. 1d., 1s., 1s. for A, B, and C class mills respectively.†
			Women on machines.	Minimum hourly rates adopted, varying according to class of mill. Rates after change, for A, B, and C class mills respectively, 1s. 1d., 1s., 1s. during first 3 months employment, 1s. 2d., 1s. 1d., 1s. 0½d. after first 3 months, 1s. 3½d., 1s. 2½d., 1s. 1½d. after second 3 months and 1s. 5½d., 1s. 4d., 1s. 2½d. after third 3 months.†
	Western and Southern Counties.	Beginning of 1st full pay day after 24 Feb.	Skilled sawyers employed in the home-grown timber trade.	Minimum rates adopted, varying according to class of mill. Rates after change, for A, B, and C class mills respectively, 1s. 9d., 1s. 7d. and 1s. 6d.†
	Liverpool .. ..	1 Feb.	Woodcutting machinists and sawyers employed in sawmills and packing case shops.	Increase of ½d. an hour (2s. 0½d. to 2s. 1d.).
	Manchester and district.	1 Feb.	Woodcutting machinists employed in steam joinery and sawmill shops.	Increase of ½d. an hour (1s. 10½d. to 1s. 11d.).
	Preston .. ..	1 Feb.	Woodcutting machinists employed in sawmill and building trade shops.	Increase of ½d. an hour (1s. 10½d. to 1s. 11d.).
	Scotland .. ..	1st pay day in Feb.	Woodcutting machinists and sawyers employed in sawmills.	Increase of ½d. an hour (1s. 10d. to 1s. 10½d.) for men and of proportional amounts for apprentices.
	Belfast and district ..	1st pay day after 9 Feb.	Woodcutting machinists and sawyers employed in sawmills.	War bonus increased by 4s. a week (7s. 6d. to 11s. 6d.) for those earning 30s. a week or over, and by 2s. a week (3s. 9d. to 5s. 9d.) for those earning less than 30s. a week. Rate after change: 1s. 6½d. an hour, plus war bonus of 11s. 6d. or 5s. 9d. a week according to earnings.
Packing Case Making.	Liverpool .. ..	1 Feb.	Packing case makers .. ..	Increase of ½d. an hour (1s. 10d. to 1s. 10½d.).
	Manchester, Salford and Bolton and district.	1 Feb.	Woodcutting machinists and sawyers employed in packing case shops.	Increase of ½d. an hour (1s. 10½d. to 1s. 11d.).
	Scotland (excluding Aberdeen).	Week ending 12, 13 or 14 Feb.	Woodcutting machinists and sawyers employed in packing case shops.	Increase of ½d. an hour for journeymen (1s. 10d. to 1s. 10½d.) and of proportional amounts for apprentices.
Furniture Manufacture.	Various towns in England.‡	1 Feb.	Journemen, etc., employed in furniture manufacture.	Increase of ½d. an hour. Rates after change for journeymen: Peterborough, 1s. 10½d.; Ipswich, spindle hands, 1s. 11½d., other classes, 1s. 10½d.; Sheffield, carpet fitters, 1s. 9d., other classes, 1s. 11d.; other districts, 1s. 11d.
	Manchester and district.¶	1 Feb.	Workpeople employed in furniture manufacture, mattress making and glass working.	Increase of ½d. an hour for men, of ½d. for women polishers and upholstresses and of proportional amounts for apprentices and improvers. Rates after change: craftsmen, 1s. 11d., labourers, 1s. 6½d., women polishers and upholstresses, 1s. 1½d., glass workers—bevelers, silverers and cutters, 1s. 11d., brilliant cutters, 2s., fitters and siders, 1s. 9d., packers, 1s. 8d.
Vehicle Building.	Great Britain and Northern Ireland.	Beginning of 1st pay week commencing on or after 9 Feb.	Women and girls (16 years of age and over).	War bonus increased by 1s. a week (4s. to 5s.) at 16 and 17 years, by 1s. 6d. (6s. to 7s. 6d.) at 18, 19 and 20 years and by 4s. (6s. to 10s.) at 21 years and over.
Perambulator and Invalid Carriage Manufacture.	Great Britain .. ..	1 Feb.	Men and women (21 years of age and over).	Decrease* of ½d. or 1½d. an hour, according to occupation (except for women employed on certain operations, for whom there was no change).¶
			Male porters and labourers (18 and under 21 years).	Decrease* of ½d. to ¾d. an hour, according to age.¶
Building	London district (within a 15-mile radius of Charing Cross)	1 Feb.	Other youths, boys, women and girls (under 21 years of age).	Decreases* of 2s. to 2s. 6d. a week for youths and boys and of 1s. or 1s. 3d. a week for women and girls (except for girls under 15 years, for whom there was no change).¶
			Bricklayers, stone and marble masons, marble polishers, carpenters and joiners, machinists, slaters and tilers, plasterers, plumbers, painters, french polishers and labourers.	Increase* of ½d. an hour, with additional increase of ½d. an hour for painters. Rates after change: within a 12-mile radius of Charing Cross—masons (fixers), 2s. 1½d., bricklayers, masons (banker hands), carpenters and joiners, woodcutting machinists, slaters and tilers, plasterers and plumbers, 2s. 0½d., painters and french polishers, 2s., marble polishers, 1s. 10½d., labourers, 1s. 7½d.; 12 to 15 miles from Charing Cross—½d. an hour less for craftsmen, and ½d. less for labourers.
	London .. ..	1 Feb.	Derrick, crane, etc., drivers, signalmen, fitters, etc.	Increase* of ½d. an hour. Rates after change, within a 12-mile radius of Charing Cross, include—derrick drivers, 1s. 11½d. plus height money, boiler attendants and crane signalmen, 1s. 7½d., fitters and blacksmiths, 1s. 11d., rope runners, 1s. 8½d.; 12 to 15 miles from Charing Cross—½d. an hour less.
	London .. ..	1 Feb.	Glaziers .. .. .	Increase of ½d. an hour for journeymen and of proportional amounts for apprentices. Rate after change for journeymen, 2s. 0½d.

\* Under cost-of-living sliding-scale arrangements.

† These rates were agreed upon by the National Joint Industrial Council for the Home-grown Timber Trade.

‡ This change was the result of an Award of the National Arbitration Tribunal, (see page 76 of this GAZETTE).

§ The towns include Barrow-in-Furness, Chester, Derby, Fenton, Hanley, Ipswich, Lancaster, Leicester, Newcastle-under-Lyme, Peterborough, Rochdale, St. Helens, Sheffield, Southport, Stoke-on-Trent and Warrington.

¶ Including Altrincham, Ashton-under-Lyne, Bolton, Bury, Eccles, Flixton, Glossop, Heywood, Irlam, Oldham, Radcliffe, Sale, Salford, Stockport, Stretford, Swinton, Urmston and Wigan.

\*\* These decreases took effect under an Order issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Order of the Minister of Labour, obtainable from H.M. Stationery Office.

\*\*\* The differential margin for painters of 1d. an hour below the craftsmen's rate is reduced to ½d. As from 1st February, 1943, the ½d. differential margin is to be removed.

†† A tool allowance of 2d. a day is paid to all carpenters and joiners.

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)	
Building (continued).	Various other districts in England and Wales (excluding Liverpool, Birkenhead and Wirral districts). †	1 Feb.	Building trade operatives .. .	Increase* of ¼d. an hour. Rates after change for craftsmen† and labourers respectively: Grade A towns, 1s. 11d., 1s. 6½d.; A1, 1s. 10½d., 1s. 5½d.; A2, 1s. 10d., 1s. 5½d.; A3, 1s. 9½d., 1s. 5d.; B, 1s. 9d., 1s. 4½d.; B1, 1s. 8½d., 1s. 4½d.; B2, 1s. 8d., 1s. 4d.; B3, 1s. 7½d., 1s. 3½d.; C, 1s. 7d., 1s. 3½d.	
	Liverpool, Birkenhead and Wirral districts.	1 Feb.	Building trade operatives .. .	Increase of ¼d. an hour. Rates after change include: masons (fixers), 2s. 1½d., plus 2s. a week "tool money," bricklayers, masons (banker hands), tilers, carpenters and joiners, and plumbers, 2s. 1d., plus 2s. a week "tool money," plasterers, 2s. 1½d., woodcutting machinists, sawyers, slaters, painters, street paviors, 2s. 1d., craftsmen's labourers, 1s. 7½d., navvies and general labourers, 1s. 6½d.	
	England and Wales .. .	1 Feb.	Women employed on men's work in the building industry.	Increase* of ¼d. an hour. Rates after change: craft processes, 1s. 6½d., other than craft processes, 1s. 3d.	
	England and Wales (except London).	1 Feb.	Road transport workers employed in the building industry.	Increase of 2s. a week. Rates after change: Grade 1, 2 and 3 areas respectively, motor drivers, 68s. to 85s. 6d., 63s. 6d. to 80s. 6d., 58s. 6d. to 75s. 6d., according to tonnage; mates and statutory attendants, 18 years and over, 71s. 6d., 66s. 6d., 61s. 6d.	
	London .. .	1 Feb.	Road transport workers employed in the building industry.	Increase of 2s. a week. Rates after change: motor drivers, 71s. 6d. to 90s. 6d., according to tonnage, tractor (steam and I.C.) and steam wagon drivers, 89s. 6d., mates and statutory attendants, 18 years and over, 76s. 6d.; drivers of mechanical vehicles with trailers, 6d. a day more; carmen—one horse, 73s. 6d., two horse, 77s. 6d., assistant horsekeepers and stablemen, 73s. 6d.	
	Northern Ireland .. .	1 Feb.	Craftsmen (excluding plumbers and painters) and labourers employed in the building industry.	Increase* of ¼d. an hour. Rates after change at Belfast: craftsmen, 2s., labourers, 1s. 5½d.	
	Belfast and district .. .	1 Feb.	Plumbers and painters .. .	Increase of ¼d. an hour. Rates after change: plumbers, 2s. 1d., painters, 2s.	
	Great Britain † .. .	1st full pay week in Feb.	Men employed by civil engineering contractors.	Increase* of ¼d. an hour. Rates after change for navvies and labourers: London Area Super Grade, 1s. 7½d., Class 1 districts, 1s. 6d., 1A, 1s. 5½d., 2, 1s. 5d., 2A, 1s. 4½d., 3, 1s. 4d., 3A, 1s. 3½d., 4, 1s. 3d., 4A, 1s. 2½d., 5, 1s. 2d.	
	Civil Engineering.	England and Wales .. .	1st full pay week in Feb.	Watchmen employed by civil engineering contractors.	Increase of 6d. a shift. Rates after change: day or night—London Area Super Grade, 9s. 6d., Classes 1 and 1A districts, 9s., 2 and 2A, 8s. 6d., 3 and below, 8s.
		Scotland .. .	1st full pay week in Feb.	Watchmen employed by civil engineering contractors.	Increase of 6d. a shift. Rates after change: day or night—Classes 1, 1A, 2 and 2A districts, 8s. 6d., 3 and below, 8s.
Asphalt Manufacture.	England and Wales .. .	1 Feb.	Asphalt workers .. .	Increase of ¼d. an hour. Rates after change include: London—spreaders, 2s. 1½d., potmen, 1s. 9½d.; provinces—spreaders, 2s., potmen, 1s. 8½d.	
	London .. .	1 Feb.	Workpeople employed in the manufacture of mastic asphalt.	Increase of ¼d. an hour. Minimum rates after change: crane drivers, 1s. 9d., charge hands on machines, 1s. 8d., labourers, 1s. 7d., night gangs, 1s. 8½d.	
Electricity Supply.	Various districts in Great Britain and Northern Ireland. §	1st full pay period after 1 Feb.	Manual workers employed by electricity supply undertakings except those whose wages are regulated by movements in other industries.	War bonus increased by ¼d. an hour (2½d. to 3½d.) for men and for women doing men's work (after 6 months' probation), with proportional increases for other women and for youths, boys and girls.	
Road Passenger Transport.	Various towns in Great Britain (excluding Metropolitan Area) and Northern Ireland.	1st full pay period after 1 Feb.	Employees of municipal tramway, trolley bus and motor omnibus undertakings, other than those whose wages are regulated by movements in other industries.	War wage addition increased by 4s. a week for men and by 2s. a week for youths and boys. War wage addition after change: 21 years of age and over, 15s., 18 to 21, 9s. 1d., 16 to 18, 6s. 6d., under 16, 5s. 9d.	
Road Transport (Goods).	Lancashire and Cheshire (except Chester and Merseyside) and the Buxton and High Peak districts of Derbyshire.	1st pay day in Feb.	Horse carters .. .	Increase* of 1s. a week. Rates after change (inclusive of war addition of 3s.): one horse drivers and stablemen, 65s., two horse drivers, 70s.	
Local Authorities (Non-trading Services).	Belfast .. .	1st full pay period after 1 Feb.	Manual workers employed by the Corporation.	War bonus increased by 3s. a week (14s. to 17s.). Rate after change for labourers, 50s. plus 17s. war bonus.	
	Londonderry .. .	1st full pay period after 1 Feb.	Manual workers employed by the Corporation.	War bonus increased by 3s. a week. Rate after change (inclusive of bonus), labourers, 59s., surfacemen, 61s.	
Brush and Broom Manufacture.	Great Britain .. .	1 Feb.	Adult workers and certain classes of juvenile workers.	Decrease* of ¼d. or ½d. an hour in general minimum time rates and of ¼d. an hour in piecework basis time rate. ¶	
	Northern Ireland .. .	1 Feb.	Men, youths and boys .. . Women and girls .. .	Decrease* of ¼d. to 1d. an hour in general minimum time rates and of ¼d. an hour in piecework basis time rate. ¶ Decrease* of ¼d. or ½d. an hour in general minimum time rates and of ¼d. an hour in piecework basis time rate. ¶	
Skip and Basket Making.	London .. .	2 Feb.	Basket makers .. .	Bonus of 75 per cent. on 1916 list decreased* to 67½ per cent. Rate after change for timeworkers, 1s. an hour, plus 67½ per cent.	
	Lancashire and Cheshire.	1 Feb.	Skip and basket makers .. .	Decrease* of 1 per cent. on list prices, leaving wages 127½ per cent. above the list.	
Retail Distribution.	England and Wales .. .	2 Feb.	Workpeople (16 years of age and over) employed in the retail furniture and furnishings, ironmongery and turnery, china and glass, hardware, electrical goods, cycle and accessories, sports goods, radio, oils, paints and wallpaper trades.	Scales of general minimum weekly rates of wages adopted, for a working week of 48 hours. Minimum rates after change include:—Retail shop assistants, central warehouse staff, van salesmen, cashiers and clerks: 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. Other male employees (excluding craftsmen, mechanics, productive staff and transport workers): London—20s. 6d. at 16 years, increasing to 60s. at 24; Provincial A: 17s. 6d. at 16 years, increasing to 57s. at 24; Provincial B: 15s. 6d. at 16 years, increasing to 55s. at 24.**	

\* Under cost-of-living sliding-scale arrangements.

† For wage purposes, the majority of localities have been assigned to the various grades; but the localities so graded are too numerous to be quoted in the space available. Generally speaking, the largest towns have been allocated to the highest paid grades, while small country towns and rural areas are allocated to the lowest paid. Remaining localities have been allocated to the intermediate grades. ‡ A tool allowance of 2d. a day is paid to all carpenters and joiners.

§ The undertakings affected are those which follow the wages agreements of the National Joint Industrial Council for the Electricity Supply Industry.

¶ The increase of 4s. a week applied also to women (18 years and over) employed to replace men in the proportions laid down in Industrial Court Award No. 1755, dated 19th April, 1940, viz., women, 21 years and over, not less than 90 per cent. of the full increase during the first six months of service and the full increase thereafter; women under 21, not less than 90 per cent. of the full increase.

\*\* These decreases 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.

\*\*\* These rates took effect as the result of an Agreement made by the Retail Furnishing and Allied Trades National Joint Industrial Council. 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. (See page 34 of this GAZETTE for February, 1942).

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Coffin Furniture Manufacture.	Great Britain .. .	1 Feb.	Men, youths and boys employed in coffin furniture manufacture:—Dressers, stampers, polishers and planishers (including wheelers). Other timeworkers .. .	Decrease* of 3s. 11d. a week in general minimum time rates. † Decrease* of 2s. a week in general minimum time rates for those 17 years and over and of 1s. 6d. for those 15 and under 17 years. ‡ Piecework basis time rate fixed at 12½ per cent. above the appropriate general minimum time rate. ‡
	Great Britain .. .	9 Feb.	Workpeople employed in cinema theatres.	War bonus increased from 12½ to 20 per cent. in respect of minimum rates of wages of 60s. a week and over, and from 15 to 25 per cent. in respect of wages under 60s.
Entertainments	London .. .	1st pay day in Feb.	Men, women and juvenile workers in film studios.	Bonus decreased* by 4d. a week (15s. 4d. to 15s. for those paid weekly and 16s. 4d. to 16s. for those paid hourly) for workpeople 21 years and over, and by 2d. (7s. 8d. to 7s. 6d. for those paid weekly and 8s. 2d. to 8s. for those paid hourly) for workpeople under 21.
	London and district .. .	1st pay day in Feb.	Laboratory workers employed in film processing and printing in the film production industry.	Cost-of-living bonus decreased* by 2d. a week (10s. 5d. to 10s. 3d.) for those 21 years and over and by 1d. (5s. 2½d. to 5s. 1½d.) for those under 21.
Catering	Belfast and district .. .	1st full pay period after 13 Feb.	Vintners' apprentices, assistants and charge hands.	Increases of 5s. a week for apprentices, of 5s. and 10s. for assistants, and of 7s. 6d. for charge hands. Rates after change, apprentices 17s. 6d. up to end of first six months, increasing to 40s. to end of third year; assistants, 55s., increasing to 67s. 6d. after completing six years' service; charge hands, 72s. 6d. to 92s. 6d., according to number of assistants and permitted apprentices. ‡
Slaughtering	South Scotland .. .	Beginning of pay week after 8 Feb.	Slaughtermen .. .	Headage rates increased as follows:—Edinburgh and Paisley—cattle, from 4s. 7d. to 4s. 11d., sheep, 11d. to 1s., pigs, 3s. to 3s. 4d.; Meriklands—cattle, 5s. 1d. to 5s. 5d., sheep, 11d. to 1s. 1d., pigs, 3s. 4d. to 3s. 7d.; all other areas—cattle, 4s. to 4s. 6d., sheep, 9d. to 11d., pigs, 3s. to 3s. 4d. Increase of 5s. a week for porters and foremen porters.

## PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING FEBRUARY.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Match Manufacture.	Great Britain and Northern Ireland.	6 Feb.	Workpeople employed in match manufacture.	Normal working week increased by 3 hours (44 to 47). §

\* Under cost-of-living sliding-scale arrangements.

† These decreases 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.

‡ These increases were the result of an Award of the National Arbitration Tribunal (Northern Ireland), (see page 76 of this GAZETTE).

§ This change was agreed upon by the Joint Industrial Council for the Match Manufacturing Industry.

## CHANGES IN RATES OF WAGES IN MARCH.

INCREASES in rates of wages have been arranged to take effect in March affecting, amongst others, workpeople in the following industries and services:—heating, ventilating and domestic engineering, metallic bedstead manufacture, the woollen and worsted industry in Scotland, the London wholesale provision trade, and road passenger services in the London area.

The war wages of a considerable number of lower-paid men in the railway service in Great Britain are to be increased in accordance with a decision of the Railway Staff National Tribunal made on 9th March, 1942.

Increases in the minimum rates fixed under the Trade Boards Acts are to take effect in the tin box, keg and drum, and cotton waste reclamation industries in Great Britain, and in rope, twine and net manufacture and baking establishments (other than home bakeries) in Northern Ireland.

In the coal mining industry, decreases of various amounts in the percentage additions to basis rates were applied at the beginning of March, in some districts, as a result of the operation of sliding scales based on fluctuations in the proceeds of the industry. In South Wales and Monmouthshire, increases in the wages of some classes of workers are to take place under the terms of a new district agreement. In boot and shoe manufacture, a wage reduction is due to take effect under a cost-of-living sliding scale.

Further particulars of these changes will be published in the April issue of this GAZETTE.



## CHANGES IN RETAIL PRICES AND COST OF LIVING.

## Summary of Index Figures for 28th February, 1942.\*

	Food	All Items
Increase since July, 1914..	62%	100%
Change since 31st January, 1942:—		
Index Points .. .. .	-1	Nil
Per cent. .. .. .	†	Nil

## FOOD.

DURING February the price of milk was reduced in a number of districts, mainly in Scotland, but there was no appreciable change in the average level of retail prices of the remaining articles of food included within the scope of these statistics.

The following Table compares the average retail prices in the United Kingdom at 28th February, 1942, with the corresponding prices at 31st January, 1942, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated— to the nearest ¼d.) at—			Percentage Increase or Decrease (—) at 28th Feb., 1942, compared with	
	28th Feb., 1942.	31st Jan., 1942.	1st Sept., 1939.	31st Jan., 1942. Per cent.	1st Sept., 1939. Per cent.
Beef, British—					
Ribs .. .. .	1 3½	1 3½	1 2½	..	11
Thin Flank .. .. .	0 9½	0 9½	0 7½	..	26
Beef, Chilled or Frozen					
Ribs .. .. .	1 1	1 1	0 9½	..	34
Thin Flank .. .. .	0 6	0 6	0 4½	..	23
Mutton, British—					
Legs .. .. .	1 5½	1 5½	1 3½	..	13
Breast .. .. .	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs .. .. .	1 0	1 0	0 10½	..	15
Breast .. .. .	0 4	0 4	0 4	..	..
Bacon† .. .. .	1 8½	1 8½	1 3	..	36
Fish .. .. .					
Flour .. per 7 lb.	1 3½	1 3½	1 1½	..	15
Bread .. per 4 lb.	0 8	0 8	0 8½	..	-9
Tea .. .. .	2 6	2 6	2 4	..	7
Sugar (granulated) .. .. .	0 3	0 3	0 3	..	-7
Milk .. per quart	0 8½	0 9	0 6½	..	32
Butter—					
Fresh .. .. .	1 7	1 7	1 4½	..	15
Salt .. .. .	1 1	1 1	1 3½	..	24
Cheese .. .. .	1 1	1 1	0 10	..	30
Margarines—					
Special .. .. .	0 9	0 9	0 6½	..	12
Standard .. .. .	0 5	0 5	0 5	..	..
Eggs (fresh)‡ .. each	0 2½	0 2½	0 2	..	26
Potatoes .. per 7 lb.	0 8½	0 8½	0 6½	..	28

The following Table shows the average percentage increases or decreases in prices at 1st September, 1939, 31st January, 1942, and 28th February, 1942, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	31st Jan., 1942.	28th Feb., 1942.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs .. .. .	44	59	46
Thin Flank .. .. .	15	46	46
Beef, Chilled or Frozen—			
Ribs .. .. .	32	78	78
Thin Flank .. .. .	1	24	24
Mutton, British—			
Legs .. .. .	48	67	67
Breast .. .. .	14	24	24
Mutton, Frozen—			
Legs .. .. .	51	74	74
Breast .. .. .	-3	-3	-3
Bacon† .. .. .	35	83	83
Fish .. .. .	116	206	206
Flour .. .. .	26	45	45
Bread .. .. .	42	38	38
Tea .. .. .	52	63	63
Sugar (granulated) .. .. .	46	45	45
Milk .. .. .	92	156	153
Butter—			
Fresh .. .. .	13	30	30
Salt .. .. .	7	34	34
Cheese .. .. .	16	51	51
Margarines—			
Special .. .. .	-8	3	3
Standard .. .. .	58	100	100
Eggs (fresh)‡ .. .. .	33	71	71
Potatoes .. .. .			
All above articles (Weighted Average) .. .. .	38	63	62

On the basis of the figures in the foregoing Table the average level of retail prices of food at 28th February, 1942, was less than 1 per cent. lower than at 31st January, about 17 per cent. higher than at the beginning of September, 1939, and about 62 per cent. higher than in July, 1914.

\* As 1st March was a Sunday, the statistics relate to 28th February, in accordance with the usual practice.

† A fall of 1 point on a total of 163 for food (the figure for July, 1914 being 100) is equivalent to less than 1 per cent.

‡ 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.

§ On 31st January and 28th February, 1942, two brands of margarine, "special" and "standard," were on sale at 9d. and 5d. 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 31st January and 28th February, 1942, 2½d. was for large eggs (in Ministry of Food category I) and 2½d. for small eggs (in category II). The figures for 1st September, 1939, and July, 1914, are averages of the various prices charged at those dates.

## ITEMS OTHER THAN FOOD.

The average level of working-class *rents* (including rates) at 28th February showed no appreciable change as compared with 31st January, being about 1 per cent. above the level of 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 28th February the retail prices of clothing of the kinds generally bought by working-class families averaged between one-half and one per cent. higher than at 31st January, and about 95 per cent. higher than at 1st September, 1939. The average increase during February was about 1 per cent. for men's suits and overcoats, less than one-half of 1 per cent. for woollen materials, under-clothing and hosiery, about 2 per cent. for cotton materials and hosiery, and about 1 per cent. for boots and shoes. 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 such information as is available indicates that at 28th February the average rise over the level of July, 1914, was about 305 per cent.

In the *fuel and light* group, the average level of the prices of coal and of gas was about the same at 28th February as a month earlier. Prices of coal averaged between 21 and 22 per cent. higher than at 1st September, 1939, and about 136 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 90 per cent. higher than in July, 1914. The prices of candles, lamp oil and matches showed little change during the month. In the fuel and light group as a whole, the average level of prices at 28th February was approximately the same as at 31st January, over 26 per cent. higher than at 1st September, 1939, and about 130 per cent. higher than in July, 1914.

As regards *other items*\* included in these statistics, there were increases, averaging about 2 per cent., in the prices of domestic ironmongery, brushes and pottery during February, but the remaining items showed little change. In the group as a whole, the average level at 28th February was approximately the same as at 31st January, about 31 per cent. higher than at 1st September, 1939, and about 134 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 28th February, 1942, is approximately **100 per cent. over the level of July, 1914**, the same figure as at 31st January, 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 percentage 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 45 points since the beginning of September, 1939, is equivalent to about 29 per cent. Of these 45 points, about 2½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately 6 points are due to increases resulting from the Purchase Tax.

## SUMMARY TABLE: ALL ITEMS.

The following Table shows the average percentage increase, as compared with July, 1914, for all the items included in the statistics, at the beginning of each month since January, 1920.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920 ..	125	130	130	132	141	150	152	155	161	164	176	169
1921 ..	165	151	141	133	128	119	119	122	120	110	103	99
1922 ..	92	88	86	82	81	80	84	81	79	78	80	80
1923 ..	78	77	76	74	70	69	69	71	73	75	75	77
1924 ..	77	79	78	73	71	69	70	71	72	76	80	81
1925 ..	80	79	79	75	73	72	73	73	74	76	76	77
1926 ..	75	73	72	68	67	68	70	70	72	74	79	79
1927 ..	75	72	71	65	64	63	66	64	65	67	69	69
1928 ..	68	66	64	64	64	65	65	65	65	66	67	68
1929 ..	67	65	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	55
1931 ..	53	52	50	47	47	45	47	45	45	45	46	48
1932 ..	47	47	46	44	43	42	43	41	41	43	43	43
1933 ..	42	41	39	37	36	36	39	41	41	43	43	43
1934 ..	42	41	40	39	37	38	41	42	43	43	44	44
1935 ..	43	42	41	39	39	40	43	43	43	45	47	47
1936 ..	47	47	46	44	44	44	46	46	47	48	51	51
1937 ..	51	51	51	51	52	52	55	55	55	58	60	60
1938 ..	59	57	56	54	56	55	59	56	56	55	56	56
1939 ..	55	55	53	53	53	53	56	55	55	65	69	73
1940 ..	74	77	79	78	80	81	87	85	87	89	92	95
1941 ..	96	97	97	98	100	100	99	99	99	100	101	101
1942 ..	100	100	100	100	100	100	100	100	100	100	100	101

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, fares and newspapers.

## TRADE DISPUTES IN FEBRUARY.\*

*Number, Magnitude, and Duration.*—The number of disputes involving stoppages of work, reported to the Department as beginning in February in Great Britain and Northern Ireland, was 55, as compared with 57 in the previous month and 60 in February, 1941. In these 55 new disputes about 11,500 workpeople were directly involved, and 1,600 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 1,800 workpeople were involved, either directly or indirectly, in 2 disputes which began before February, and were still in progress at the beginning of that month. The number of new and old disputes was thus 57, involving about 14,900 workpeople, and resulting in a loss, during February, estimated at 28,000 working days.

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

Industry Group.	Number of Disputes in progress in Month.			Number of Work- people involved in all Dis- putes in progress in Month.	Aggregate Duration in Working Days of all Dis- putes in progress in Month.
	Started before begin- ning of Month.	Started in Month.	Total.		
Mining and Quarrying ..	2	24	26	8,300	18,000
Metal, Engineering and Shipbuilding .. .. .		16	16	3,400	4,000
Food, etc. .. .. .		3	3	800	2,000
Transport .. .. .		4	4	1,500	3,000
Other .. .. .		8	8	900	1,000
Total, February, 1942 ..	2	55	57	14,900	28,000
Total, January, 1942 ..	5	57	62	17,100	59,000
Total, February, 1941 ..	8	60	68	13,100	23,000

*Causes.*—Of the 55 disputes beginning in February, 7, directly involving 1,200 workpeople, arose out of demands for advances

in wages, 2, directly involving 100 workpeople, out of proposed reductions in wages, and 20, directly involving 3,300 workpeople, on other wage questions; 2, directly involving 600 workpeople, on questions as to working hours; 11, directly involving 2,600 workpeople, on questions respecting the employment of particular classes or persons; and 13, directly involving 3,700 workpeople, on other questions respecting working arrangements.

*Results.*—Final settlements of disputes which terminated during February have been effected in the case of 43 disputes, directly involving 9,200 workpeople. Of these disputes, 6, directly involving 3,300 workpeople, were settled in favour of the workpeople; 28, directly involving 5,500 workpeople, were settled in favour of the employers; and 9, directly involving 400 workpeople, resulted in a compromise. In the case of 11 other disputes, directly involving 3,400 workpeople, work was resumed pending negotiations.

## TOTALS FOR THE FIRST TWO MONTHS OF 1942 AND 1941.

Industry Group.	January and February, 1942.			January and February, 1941.		
	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.	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.
Mining and Quarrying .. .. .	53	16,900	67,000	46	14,600	26,000
Engineering .. .. .	13	5,600	5,000	22	4,300	7,000
Shipbuilding .. .. .	6	400	1,000	11	2,500	4,000
Other Metal .. .. .	11	1,000	2,000	15	600	2,000
Food, etc. .. .. .	4	800	2,000	..	..	..
Building, etc. .. .. .	11	3,100	6,000	5	600	1,000
Transport .. .. .	6	1,500	3,000	5	1,300	2,000
Other .. .. .	8	900	1,000	20	1,800	5,000
Total .. .. .	112	30,200	87,000	124	25,700	47,000

## PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING FEBRUARY.

Occupations and Locality.	Approximate Number of Work- people Involved.		Date when Dispute		Cause or Object.	Result.
	Directly.	In- directly.†	Began.	Ended.		
<b>COAL MINING:—</b>						
Colliery workpeople—Normanton, Yorks. (one colliery).	1,000	..	21 and 23 Jan.	2 Feb.‡	Against a reduction in rates of wages.	Settlement reached providing for payment of wages in operation prior to stoppage, pending negotiations for a new price list.
Colliery workpeople—Wakefield, Yorks. (one colliery).	800	..	27 and 28 Jan.	2 Feb.‡		
Colliery workpeople—Shotts, Lanarkshire (one colliery).	152	850	10 Feb.§	10 Feb.	Against the suspension of a machine-man who had left the pit early without completing his work.	Work resumed.
Colliery workpeople—Neath, Glam. (one colliery).	850	..	16 Feb.	19 Feb.‖	Against proposed introduction of a new piece-work price list in a certain section.	Work resumed pending negotiations.
<b>ENGINEERING:—</b>						
Workpeople employed in electrical engineering—Merthyr Tydfil, Glam. (one firm).	700	..	20 Feb.	20 Feb.	For the immediate reinstatement of a shop steward who had been dismissed for alleged absenteeism.	Work resumed unconditionally.
<b>MISCELLANEOUS METAL:—</b>						
Workpeople employed in aluminium alloy sheet and strip rolling— Birmingham (one firm).	337	..	27 Feb.¶	28 Feb.	Workpeople's dissatisfaction with recent deductions from bonus payments to a number of employees owing to absenteeism and bad timekeeping.	Work resumed; a joint committee representing management and workpeople set up to consider methods of dealing with lost time and bad workmanship, and deductions made to be reviewed.
<b>FOOD INDUSTRY:—</b>						
Workpeople employed in jam and preserves manufacture—Middle- ton, Lancs. (one firm).	720	..	5 Feb.	7 Feb.	Arising out of the refusal of certain jam porters to accept, for a trial period, new working arrangements under which they were required to deal with an increased output.	Workpeople agreed to give the new conditions a trial.
<b>TRANSPORT:—</b>						
Workpeople employed at railway goods depot—London.	1,367	49	20 Feb.	21 Feb.	Against the retention, in their existing	

## EMPLOYMENT OVERSEAS.

## ÉIRE.

THE number of persons on the live registers of the Employment Exchanges declined from 103,882 at 31st January, 1942, to 96,836 at 28th February. At 22nd February, 1941, the corresponding figure was 106,145.

## UNITED STATES OF AMERICA.

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 November, 1941, declined slightly in comparison with the figure for the preceding month. 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 November, 1941, was 134.5, as compared with 135.3 (revised figure) for October, 1941, and 114.7 for November, 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 November, 1941, was 4,234,521, as compared with 4,228,769 at the end of October, 1941, and 4,568,415 at the end of November, 1940. These figures include a large number of persons assigned to employment on the various established systems of Federal works projects.

## AUSTRALIA.

Information supplied by the Commonwealth Bureau of Census and Statistics, Canberra, indicates that there was a further decline in unemployment during the third quarter of 1941. The percentage of members of trade unions who were out of work for three days or more during a specified week in that quarter was 3.2, as compared with corresponding percentages of 3.6 in the preceding quarter, and 7.4 in the third quarter of 1940.

## CANADA.

At the end of October, 1941, 3.1 per cent. of the aggregate membership (approximately 323,000) of trade unions making returns were unemployed, as compared with 2.7 per cent. at the end of September, 1941, and 5.0 per cent. at the end of October, 1940.

## UNION OF SOUTH AFRICA.

According to information published in the official *Monthly Bulletin of Statistics* for December, 1941, returns received by the Office of Census and Statistics from selected industrial undertakings employing approximately 805,000 workpeople in October, 1941, show that employment continued to expand during that month. If the average number of workpeople employed in the reporting firms in July, 1925, be taken as 100, the index of employment for October, 1941, was 190.3, as compared with 189.7 for September, 1941, and 178.9 for October, 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.

## EGYPT.

In October, 1941, the official cost-of-living index figure for Cairo was one per cent. above the figure for September, 1941, and 50.0 per cent. above that for August, 1939. For food, fuel and light combined, the corresponding percentage increases were 4.3 and 52.7.

## AUSTRALIA.

In the third quarter of 1941, the official cost-of-living index figure for the six capital cities showed an increase of 0.9 per cent. as compared with the figure for the previous quarter, and of 10.0 per cent. as compared with that for the second quarter of 1939. In September, 1941, the official index figure relating to the cost of food in 30 towns was 1.7 per cent. above the figure for August, 1941, and 3.7 per cent. above that for August, 1939.

## INDIA.

In December, 1941, the official cost-of-living index figure for the working classes in Bombay City showed a rise of 2.4 per cent. as compared with the figure for November, 1941, and of 22.9 per cent. as compared with that for August, 1939. For food alone, the corresponding percentage increases were 2.1 and 28.6.

## NEW ZEALAND.

In November, 1941, the official cost-of-living index figure was 1.2 per cent. above the figure for October, 1941, and 9.8 per cent. above that for August, 1939. For food alone, the corresponding percentage increases were 2.6 and 7.7.

## UNION OF SOUTH AFRICA.

The official cost-of-living index figure for November, 1941, showed an increase of 0.8 per cent. over the figure for the previous month, and of 11.3 per cent. over the figure for August, 1939. For food alone, the corresponding percentage increases were 1.8 and 16.7.

## 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 February† was 218, as compared with 240‡ in the previous month and with 272‡ in February, 1941. Details for separate industries are given below:—

MINES AND QUARRIES.		FACORIES—continued.	
Under Coal Mines Acts:—		Paper, Printing, etc. . . . .	2
Underground . . . . .	78	Rubber . . . . .	1
Surface . . . . .	6	Gas Works . . . . .	1
Metalliferous Mines . . . . .	4	Electrical Stations . . . . .	2
Quarries . . . . .	4	Other Industries . . . . .	—
TOTAL :—		WORKS AND PLACES UNDER	
MINES AND QUARRIES. . . . .	88	SS. 105, 107, 108, FACTORIES	
FACORIES.		ACT, 1937.	
Clay, Stone, Cement, Pot-		Docks, Wharves, Quays	
tery and Glass . . . . .	4	and Ships . . . . .	5
Chemicals, Oils, Soap, etc.	6	Building Operations . . . . .	9
Metal Extracting and		Works of Engineering	
Refining . . . . .	1	Construction . . . . .	3
Metal Conversion and		Warehouses . . . . .	1
Founding (including		TOTAL, FACTORIES ACT . . . . .	98
Rolling Mills and Tube		RAILWAY SERVICE.	
Making) . . . . .	20	Brakemen, Goods Guards	
Engineering, Locomotive		Engine Drivers, Motor-	
Building, Boilermaking,		men . . . . .	4
etc. . . . .	16	Firemen . . . . .	2
Railway and Tramway		Guards (Passenger) . . . . .	—
Carriages, Motor and		Labourers . . . . .	—
other Vehicles and Air-		Mechanics . . . . .	4
craft Manufacture . . . . .	4	Permanent Way Men . . . . .	4
Shipbuilding . . . . .	11	Porters . . . . .	4
Other Metal Trades . . . . .	3	Shunters . . . . .	4
Cotton . . . . .	—	Other Grades . . . . .	3
Wool, Worsted, Shoddy . . . . .	1	Contractors' Servants . . . . .	1
Other Textile Manu-		TOTAL, RAILWAY SERVICE . . . . .	31
facture . . . . .	—	Construction or Repair of	
Textile Printing, Bleach-		Railway . . . . .	1
ing and Dyeing . . . . .	2	TOTAL (excluding Seamen) . . . . .	218
Tanning, Currying, etc. . . . .	3		
Food and Drink . . . . .	1		
General Woodwork and			
Furniture . . . . .	3		

## INDUSTRIAL DISEASES.

THE Table below shows the number of *cases*§ and *deaths*¶ in Great Britain and Northern Ireland reported during February, under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926. Details for separate industries are given below:—

I. Cases.		I. Cases—continued.	
LEAD POISONING.		EPITHELIOMATOUS ULCERATION	
Among Operatives		(SKIN CANCER)   . . . . .	7
engaged in:		CHROME ULCERATION.	
Smelting of Metals . . . . .	—	Manufacture of Bichro-	
Plumbing and Soldering		mates . . . . .	—
Shipbreaking . . . . .	1	Dyeing and Finishing . . . . .	—
Printing . . . . .	—	Chrome Tanning . . . . .	—
Other Contact with		Chromium Plating . . . . .	1
Molten Lead . . . . .	—	Other Industries . . . . .	1
White and Red Lead		TOTAL . . . . .	2
Works . . . . .	1	TOTAL CASES . . . . .	39
Pottery . . . . .	—	II. Deaths.	
Vitreous Enamelling . . . . .	—	LEAD POISONING.	
Electric Accumulator		"Other" Industries . . . . .	1
Works . . . . .	3	OTHER POISONING.	
Paint and Colour Works . . . . .	—	Chronic Benzene . . . . .	1
Coach and Car Painting		Toxic Jaundice . . . . .	2
Shipbuilding . . . . .	—	TOTAL . . . . .	3
Paint used in Other		ANTHRAX.	
Industries . . . . .	—	Handling and Sorting of	
Other Industries . . . . .	1	Hides and Skins . . . . .	2
Painting of Buildings . . . . .	1	TOTAL . . . . .	4
TOTAL . . . . .	7		
OTHER POISONING ¶ . . . . .	21		
ANTHRAX.			
Handling and Sorting of			
Hides and Skins . . . . .	2		

\* Statistics of fatal accidents to seamen are not available.  
 † For mines and quarries weekly returns are furnished and the figures cover the 4 weeks ended 28th February, 1942, in comparison with the 4 weeks ended 31st January, 1942, and the 4 weeks ended 1st March, 1941.  
 ‡ Revised figure.  
 § 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 or not included (as cases) in the same or previous returns.  
 ¶ Mercurial, 1; Arsenical, 1; Aniline, 12; Chronic Benzene, 1; Toxic Jaundice, 6.  
 || Pitch, 3; Tar, 2; Paraffin, Nil; Oil, 2.

## LEGAL CASES AFFECTING LABOUR.

## Safety of Workers in Factories—Failure to fence transmission machinery—Factories Act, 1937, sections 13 (1) and 130—Summary Jurisdiction (Scotland) Act, Section 19 (3).

HIGH COURT OF JUSTICIARY: Before the Lord Justice Clerk, Lord Mackay and Lord Wark.

The Factories Act, 1937, provides in section 13 (1) that "Every part of the transmission machinery shall be securely fenced unless it is in such a position or of such construction as to be as safe to every person employed or working on the premises as it would be if securely fenced." Section 130 (1) of the Act further provides that "In the event of any contravention in or in connection with or in relation to a factory of the provisions of this Act . . . the occupier . . . of the factory shall, subject as hereinafter in this Act provided, be guilty of an offence."

Speedwell Wire Co. Ltd., Wire Drawers, were tried in the Sheriff Court at Airdrie, upon a complaint under the Summary Jurisdiction Act (Scotland), 1908, at the instance of Alexander Chalmers (H.M. Inspector of Factories), which set forth that the accused, being the occupiers of a factory within the meaning of the Factories Act, 1937, had contravened section 13 (1) of that Act in respect that a certain part of the transmission machinery in the factory, namely, the main shaft on the die polishing bench, driving the die polishing chucks, was not securely fenced. The complaint contained two alternative charges, the first being that in consequence of the contravention a workman employed by the accused had suffered bodily injury and died. The second charge was confined to the failure to fence securely.

After evidence had been led the Sheriff-substitute found the charge "not proven," holding that there was not sufficient evidence adduced by the prosecutor to prove that the transmission machinery was not so situated or so constructed as to be as safe as if it were securely fenced. At the request of the prosecutor he stated a case on appeal to the High Court of Justiciary.

The questions of law included:—  
 "(1) Was I right in holding that to obtain a conviction the appellant required to prove that the transmission machinery was not so situated or so constructed as to be as safe to every person employed or working in the premises as it would be if securely fenced."

The case was heard, when the question was debated whether it was necessary for a conviction under section 13 (1) of the Factories Act that the prosecutor should not only allege and prove disconformity with the requirement of the first branch of subsection 1, but also negative the second branch (introduced by the word "unless"); or whether the onus was upon the accused to bring himself within the ambit of the second branch of the subsection.

The Court (The Lord Justice Clerk, Lord Mackay and Lord Wark) answered the question of law in the negative; holding (1) that the first branch of subsection (1) of section 13 had imposed a universal duty to fence transmission machinery; (2) that the second branch fell to be read as introducing an exception to this universal duty; (3) that the second branch of subsection (1), being an "exception, exemption or . . . qualification" which accompanied in the same section the description of the offence did not, in terms of section 19 (3) of the Summary Jurisdiction (Scotland) Act, 1908, require to be specified or negated in the complaint or disproved by the prosecution, the onus being on the accused to prove, if they could, that they fell within the exception.

The case was remitted to the Sheriff-substitute to convict on the first alternative charge in the complaint.

*Alexander Chalmers (H.M. Inspector of Factories) v. Speedwell Wire Co. Ltd.* High Court of Justiciary, 19th December, 1941.

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

## INDUSTRIAL COURT AWARDS.

PRINTING AND KINDRED TRADES.—The Trade Union Side of the Miscellaneous Trades Joint Council for Government Industrial Establishments claimed that the employees handling printed matter and stationery at the Air Ministry Forms Depot, Kensington, should receive the rates of pay and be subject to the conditions of employment agreed between the Master Printers' Association on the one side, and the Printing and Kindred Trades Federation and National Union of Printing, Bookbinding and Paper Workers on the other. Evidence was given as to the type of work performed, the rates of wages paid and the conditions of employment at the Depot in question and in Depots of other Government Departments. The Court awarded against the claim.—*Award No. 1852*; dated 26th February, 1942.

## SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

WOODWORKING: SHEFFIELD.—A dispute was reported under the Conditions of Employment and National Arbitration Order, 1940, by the Amalgamated Society of Woodcutting Machinists concerning the wages and conditions of employment of woodworkers in the employ of the Sheffield Wood Turning Co. The

matter, not having been otherwise disposed of, the parties agreed to the dispute being referred for settlement to a Single Arbitrator. Mr. A. N. Shimmin was appointed under the powers conferred on the Minister by the Order, and by the Industrial Courts Act, 1919, to act as Arbitrator, sitting with Mr. James Lyons and Mr. Harold L. Cooper as Assessors for the Society and the Company respectively. The Arbitrator issued his Award on 12th February.

PASSENGER TRANSPORT: BRADFORD.—Mr. A. N. Shimmin was appointed under the Industrial Courts Act, 1919, to act as Arbitrator to determine a difference between the Amalgamated Engineering Union and the Bradford Corporation Passenger Transport Dept., regarding the validity of the claim for travelling time to be paid to men employed in the depots and workshops of the Corporation. In his Award dated 28th February, the Arbitrator determined that the existing rule as to payment for travelling time should continue to be maintained according to the terms of the notice dated 13th July, 1932, on Working Out Allowances posted at the Thornbury depot.

## CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS, 1940 AND 1941.\* NATIONAL ARBITRATION TRIBUNAL AWARDS.

## WAGES AND CONDITIONS OF EMPLOYMENT OF CRANE DRIVERS EMPLOYED IN A CERTAIN SHIPYARD.

Parties: Cammell Laird & Co. Ltd., and certain Employees of the Company.

Claim: (Made on behalf of the employees by the National Union of Enginemen, Firemen, Mechanics and Electrical Workers). For increases in wages and alterations in certain working conditions applicable to crane drivers.

Award: The Tribunal awarded that the Company should observe the following provisions:—(i) crane men exclusively employed on repair work who are called out after the agreed ceasing time to be paid a minimum of three hours pay at the new work rate; (ii) crane men exclusively employed on repair work who are required to stand by at the completion of a job and are sent home after midnight to be paid the new work overtime rate until 7 a.m. next morning.

The Tribunal found that the other parts of the claim had not been established and they awarded accordingly.

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

*Award No. 184*; dated 9th February, 1942.

## PIECE WORK PRICE FOR A PARTICULAR JOB CARRIED OUT BY A FIRM OF VEHICLE BUILDERS.

Parties: Messrs. Carbodies and certain of their Employees.

Claim: (Made on behalf of the employees by the National Union of Vehicle Builders). For the fixing of a piece work price for a particular job.

Award: The Tribunal noted that work on the particular job had been completed and that a rate of £18 10s. was paid as between 6th December, 1941, and the date of completion of the work. Having regard to the fact that this piece rate was agreed between the firm and the men's representatives in works conference in December, 1941, the Tribunal made no award for any variation of this piece rate retrospectively. This decision was without prejudice to the question of what is a proper piece rate either for the modified type of article now being made or for the original type of article, should further work on such type be undertaken.

*Award No. 185*; dated 10th February, 1942.

## RATES OF SALARY AND CONDITIONS OF SERVICE OF THE TECHNICAL ENGINEERING STAFF OF THE GRAMPAN ELECTRICITY SUPPLY COMPANY.

Parties: The Grampian Electricity Supply Co. and certain Employees of the Company.

Claim: (Made on behalf of the employees by the Electrical Power Engineers' Association). For rates of wages and conditions of service in accordance with the terms of joint agreements in the industry.

Award: The Tribunal were not satisfied from the evidence adduced that the terms and conditions at present prevailing were less favourable than the terms and conditions provided by the joint agreements in the industry. They found against the claim and they awarded accordingly.

*Award No. 186*; dated 13th February, 1942.

## TERMS AND CONDITIONS OF EMPLOYMENT OF THE EMPLOYEES OF TWO FIRMS OF PAPERMAKERS IN THE MIDLANDS.

Parties: (1) Messrs. Smith, Stone and Knight Ltd.; (2) Kings Norton Paper Mills Ltd., and certain Employees of the respective Companies.

Claim: (Made on behalf of the employees by the National Union of Printing, Bookbinding and Paper Workers (Paper-makers' Section)). For the observance of terms and conditions not less favourable than those laid down in the national agreements in the trade.

Award: For reasons set out in detail in the award, the Tribunal found, in each case, that the claimants had not established that

\* A summary of a case referred under Article 2 of the Order, and decided under the Industrial Courts Act, 1919, is printed among Awards by Single Arbitrators and *ad hoc* Boards of Arbitration. (See foot of previous column).

the terms and conditions observed by the Company were less favourable than the terms and conditions prescribed in the national agreements. They made no award on the claim.

*Awards Nos. 187 and 188; dated 13th February, 1942.*

#### RATES OF WAGES FOR WOMEN WORKERS EMPLOYED ON CERTAIN LEATHER GLAZING WORK IN LEEDS.

*Parties:* S. Gibson & Sons Ltd., and certain Employees of the Company

*Claim:* (Made on behalf of the employees by the Amalgamated Society of Leather Workers and Kindred Trades). For payment of the rates applicable to women employed on a skilled man's job.

*Award:* The Tribunal found that the women workers concerned did not fulfil all the conditions entitling them to be paid the agreed rates for women employed on a skilled man's job and they awarded accordingly.

*Award No. 189; dated 13th February, 1942.*

#### MINIMUM BASIC WAGE RATE FOR IRON AND BRASS DRESSERS IN CERTAIN DISTRICTS IN SCOTLAND.

*Parties:* The Members of the North-West Engineering Trade Employers' Association and certain Workers employed by such Members.

*Claim:* (Made on behalf of the workers by the Associated Iron, Steel and Brass Dressers of Scotland). For a standard rate of 11½d. per hour plus the usual war allowance, with corresponding increases for pieceworkers.

*Award:* The Tribunal awarded that the minimum basic time rate for iron and brass dressers should be 10¼d. per hour, such rate to be applied to pieceworkers and workers otherwise remunerated on a system of payment by results, in the manner customary in the trade. This basic rate is subject to the payment of the national bonus as operative from time to time in the engineering trade, and the award is not to operate to reduce existing rates in excess of the rates specified.

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

*Award No. 190; dated 14th February, 1942.*

#### MINIMUM BASIC WAGE RATE FOR STEEL DRESSERS IN SCOTLAND.

*Parties:* The Members of the Scottish Steel Founders' Association and certain Workers employed by such Members.

*Claim:* (Made on behalf of the workers by the Associated Iron, Steel and Brass Dressers of Scotland). For a standard rate of 1s. per hour, plus the usual war allowance, with corresponding increases for pieceworkers.

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

*Award No. 191; dated 14th February, 1942.*

#### PAYMENT FOR OVERTIME IN THE FILM PRODUCING INDUSTRY.

*Parties:* All Members of the British Film Producers' Association and certain Workers employed by them, being members of the Association of Cine-Technicians.

*Claim:* (Made on behalf of the employers by the British Film Producers' Association). For a variation in the existing arrangements governing the payment of overtime.

*Award:* The Tribunal awarded that in the case of employees whose basic rate of salary exclusive of war bonus does not exceed £10 per week, an employee should be entitled to payment for overtime after 47 hours had been worked in any week but the employer should not be obliged to pay for overtime until 47 hours had been worked in any week; that in the case of employees whose basic rate of salary exclusive of war bonus exceeds £10 but does not exceed £15 per week, the employee should be entitled to payment for overtime after 54 hours had been worked in any week but the employer should not be obliged to pay for overtime until 54 hours had been worked in any week; and that the employer should not be obliged to pay for overtime to any employee whose basic rate of salary exclusive of war bonus exceeds £15 per week.

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

*Award No. 192; dated 16th February, 1942.*

#### WAGE RATES AND CONDITIONS OF EMPLOYMENT IN THE HOME-GROWN TIMBER TRADE IN THE WESTERN AND SOUTHERN COUNTIES.

*Parties:* The Members of the Western and Southern Counties Home-Grown Timber Merchants' Association and certain Workers employed by them.

*Claim:* (Made on behalf of the workers by the Amalgamated Society of Woodcutting Machinists, the Transport and General Workers' Union, the National Union of General and Municipal Workers and the National Union of Distributive and Allied Workers). For the observance of the wage rates and conditions of employment prescribed by the agreement of the National Joint Industrial Council for the Home-Grown Timber Trade.

*Award:* The Tribunal awarded that, as respects forest workers, hauliers and sawmill workers who are members of the claimant Unions, the members of the Western and Southern Counties Home-Grown Timber Merchants' Association should observe the terms and conditions of the National Joint Industrial Council agreement, subject to the conditions that (i) in all classes of mills the minimum rates for skilled sawyers should be 1d. per hour less than the rates specified for such workers in

the agreement; (ii) this award should not operate to reduce existing rates in excess of the minimum rates provided by the award or to affect to a worker's detriment conditions of employment more favourable than the conditions specified in the agreement.

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

*Award No. 193; dated 24th February, 1942.*

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

##### RATE OF WAGES OF JOINERS IN A NORTHERN IRELAND ENGINEERING FIRM.

*Parties:* Messrs. James Mackie & Sons Ltd., and certain Employees of the Firm.

*Claim:* "That all work, other than that which is purely in connection with engineering and foundry work production, either inside or outside the premises of Messrs. Mackie Ltd., be paid for at the building trade rate of wages."

*Award:* The Tribunal awarded that joiners in the employment of the firm should be paid (i) the engineering rate of wages whilst engaged on work that is purely in connection with engineering and foundry production; (ii) the appropriate building trade rate of wages whilst engaged on new building; (iii) the appropriate building trade rate of wages whilst engaged on reconstruction work; (iv) the engineering rate of wages whilst engaged on maintenance and general repair work consisting of moving foremen's offices, repairing partitions, benches, cupboards, doors, window-frames, flooring, trestles, roofs, odd jobs for offices and works (including stores) and other odd jobs.

*Date of Operation:* With effect as from the beginning of the first full pay period following 1st January, 1942.

*Award No. 91; dated 6th February, 1942.*

##### RATES OF WAGES OF APPRENTICES, ASSISTANTS AND CHARGE HANDS IN THE EMPLOYMENT OF THE BELFAST AND DISTRICT MEMBERS OF THE BELFAST AND ULSTER LICENSED VINTNERS' ASSOCIATION.

*Parties:* The Belfast and District Members of the Belfast and Ulster Licensed Vintners' Association and certain Employees of the Member Firms.

*Claim:* That (i) apprentices be paid weekly amounts of 17s. 6d. in the first six months, 22s. 6d. in the second six months, 27s. 6d. in the third six months, 35s. in the fourth six months, and 45s. wages in the third year; (ii) assistants be paid weekly wages of £3 5s. in the first year after apprenticeship, £3 10s. in the second year after apprenticeship, and £3 12s. 6d. after completing five years; (iii) the rate for charge hands be increased to £4, £4 5s., £4 10s. and £5 per week; (iv) a *pro rata* increase be granted for all employees in receipt of higher rates of wages than those shown above; (v) a scheme of registration for apprentices be introduced; (vi) registered apprentices only be employed.

*Award:* The Tribunal awarded that the weekly rates of wages of apprentices, assistants and charge hands in the employment of the Belfast and District Members of the Belfast and Ulster Licensed Vintners' Association should be as follows: *Apprentices:* 17s. 6d. to end of first six months, £1 2s. 6d. to end of second six months, £1 7s. 6d. to end of third six months, £1 12s. 6d. to end of fourth six months, and £2 to end of third year. *Assistants:* £2 15s., £3, and £3 5s. respectively during the first, second and third years after apprenticeship, and £3 7s. 6d. after completing six years' service. *Charge Hands:* men in sole charge of house and stock, and an apprentice, £3 12s. 6d.; with not more than two assistants and an apprentice, £3 17s. 6d.; with more than two but not more than four assistants and apprentices, £4 2s. 6d.; with more than four assistants and permitted apprentices, £4 12s. 6d.

The Tribunal were of opinion that the time was not opportune for the introduction of any scheme of registration in respect of apprentices, and they accordingly did not see fit to make any award on this particular claim.

The above Award should be on the basis that nothing therein should operate to reduce existing rates of remuneration.

*Date of Operation:* With effect as from the beginning of the first full pay period following the date of the award.

*Award No. 92; dated 13th February, 1942.*

##### RATES OF WAGES OF CERTAIN PERSONS IN THE EMPLOYMENT OF MESSRS. MORTON & SIMPSON LTD., BALLYMENA.

*Parties:* Messrs. Morton & Simpson Ltd., and certain Employees of the Firm.

*Claim:* That the weekly rate of wages be increased to £1 15s. for S. Leith, £2 10s. for D. Weir, S. Coulter and T. McCaulay, £2 15s. for S. Kennedy, R. Russell and R. Henry, £3 for J. McCreight and M. Weir, and £3 5s. for A. Workman and S. Workman, and that all pork store workers should finish at 12 noon on Saturdays.

*Award:* The Tribunal awarded that (i) the rate of wages of each of the several employees of the firm specified in the above claim should be increased by 3s. per week and (ii) the normal working week for pork store workers should be 49 hours and that the stopping hour on Saturdays should be 12 noon.

*Date of Operation:* With effect as from the beginning of the first full pay period following the date of the award.

*Award No. 93; dated 19th February, 1942.*

#### RATES OF WAGES OF LOCKKEEPERS IN THE EMPLOYMENT OF THE LAGAN NAVIGATION COMPANY.

*Parties:* Lagan Navigation Co., and certain Employees of the Firm.

*Claim:* That the wages of lockkeepers be increased to the appropriate rate of wages of agricultural workers for the wages district in which they are employed.

*Award:* The Tribunal awarded that (i) the weekly wages of all lockkeepers in the employment of the Company who, at the date of this award were receiving less than 35s. per week should be increased to 35s. per week, and (ii) the weekly wages of all lockkeepers in the employment of the Company who, at the date of this award, were receiving more than 35s. per week should be increased by 2s. 6d. per week.

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

*Award No. 94; dated 26th February, 1942.*

#### RATES OF WAGES AND CONDITIONS OF EMPLOYMENT OF PERSONS EMPLOYED IN A NORTHERN IRELAND MENTAL HOSPITAL.

*Parties:* Committee of Management, Armagh County Mental Hospital, and certain Employees of the Committee.

*Claim:* That as regards Hospital Attendants, (i) the hours be reduced to 60 per week, (ii) an allowance be given in lieu of rations for approximately 74 days per year, accounted for as days off, (iii) deputy charge attendants, both male and female, be granted an increase over the present rate given to attendants for responsibility for this position, (iv) the position of charge attendants be reviewed, (v) the rate of wages of the following be increased to that paid to the painter and plumber, and that they be put on the superannuation staff:—bricklayer, joiners (2), assistant engineer, tailor, bootmaker, stoker, and the other man at main building (known as handyman), (vi) the lorryman's rate be also increased to the above-mentioned rate.

*Award:* The Tribunal awarded that as regards (a) *Male and Female Attendants*, (i) the number of hours of duty shall continue unchanged, (ii) a cash allowance of £7 10s. per annum be paid in lieu of rations in respect of days off duty, (iii) the scale of salary for Charge Male Attendants be £80 2s. 6d. per annum, rising to £95 2s. 6d. per annum by 5 annual increments of £3 each, (iv) the scale of salary for the Head Nurse and Hospital Nurse be £81 13s. 6d. per annum, rising to £90 13s. 6d. per annum by 3 annual increments of £3 each, (v) the scale of salary for Charge Nurses be £64 2s. per annum, rising to £79 2s. per annum by 5 annual increments of £3 each; (b) *Tradesmen and Others*, (i) the wages of the joiner be increased to the same as those paid to the painter, (ii) the wages of the assistant engineer be increased to the same as those paid to the plumber, (iii) the wages of the tailor be increased by 5s. per week, (iv) the wages of the handyman be increased by 2s. 6d. per week, (v) the current rate of wages of the lorryman be increased to £2 10s. per week of 50 hours; any work done in excess of 50 hours in any one week to be paid for as overtime at the rate of time and a quarter.

The Tribunal were of opinion that the Committee of Management should give serious consideration to the advisability of appointing Deputy Charge Attendants (male and female) with appropriate cash allowances.

The Tribunal also stipulated that the above award should be on the basis that nothing therein should operate to reduce existing rates of remuneration.

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

*Award No. 95; dated 27th February, 1942.*

#### TRADE BOARDS ACTS. NOTICES OF PROPOSAL.

PROPOSALS to vary minimum rates of wages have been issued as shown below. Further information may be obtained by persons engaged in the respective trades on application to the Secretary of the Board concerned at the Sunnyside Mansions Hotel, Knowsley Road, Southport, Lancashire, in the case of Boards in Great Britain, or at Stormont, Belfast, in the case of Boards in Northern Ireland:—

SUGAR CONFECTIONERY AND FOOD PRESERVING TRADE BOARD (GREAT BRITAIN).

Proposal F. (28), dated 4th February, 1942, to vary minimum rates of wages for male and female workers.

BAKING TRADE BOARD (ENGLAND AND WALES).

Proposal BK. (13), dated 9th February, 1942, to vary minimum rates of wages for certain classes of male and female workers.

BOOT AND FLOOR POLISH TRADE BOARD (GREAT BRITAIN).

Proposal B.P. (16), dated 17th February, 1942, to vary minimum rates of wages for male and female workers.

MILK DISTRIBUTIVE TRADE BOARD (ENGLAND AND WALES).

Proposal M.D. (33), dated 17th February, 1942, to vary minimum rates of wages for male and female workers.

ROPE, TWINE AND NET TRADE BOARD (NORTHERN IRELAND).

Proposal N.I.R. (N.37), dated 2nd February, 1942, to vary minimum rates of wages for male and female workers.

BAKING TRADE BOARD (NORTHERN IRELAND).

Proposal N.I. Bk. (N.9), dated 3rd February, 1942, to vary

minimum rates of wages for certain male and female workers in establishments other than Home Bakeries.

#### CONFIRMING ORDERS.

In pursuance of the powers conferred by the Trade Boards Acts, the Minister of Labour and National Service in Great Britain has 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:—

BAKING TRADE BOARD (ENGLAND AND WALES).

Order B.K. (E. & W.) 3, dated 6th February, 1942, confirming a variation of minimum rates of wages for a certain class of female workers and the re-grading of certain areas in Wales and Monmouth district and specifying 13th February, 1942, as the date from which such rates became effective.

PIN, HOOK AND EYE AND SNAP FASTENER TRADE BOARD (GREAT BRITAIN).

Order O. (26), dated 11th February, 1942, confirming a variation of minimum rates of wages and specifying 23rd February, 1942, as the date from which such rates became effective.

BAKING TRADE BOARD (SCOTLAND).

Order B.K.S. (7), dated 23rd February, 1942, confirming a variation of minimum rates of wages for apprentices and specifying 6th March, 1942, as the date from which such rates became effective.

COTTON WASTE RECLAMATION TRADE BOARD (GREAT BRITAIN).

Order C.W. (33), dated 25th February, 1942, confirming a variation of minimum rates of wages and specifying 11th March, 1942, as the date from which such rates became effective.

KEG AND DRUM TRADE BOARD (GREAT BRITAIN).

Order K.D. (20), dated 25th February, 1942, confirming a variation of minimum rates of wages and specifying 11th March, 1942, as the date from which such rates became effective.

TIN BOX TRADE BOARD (GREAT BRITAIN).

Order X. (20), dated 27th February, 1942, confirming a variation of minimum rates of wages and specifying 11th March, 1942, as the date from which such rates became effective.

#### EMERGENCY POWERS (DEFENCE). HOME GUARD.

The Home Guard (Tribunals) Order, 1942,\* dated February 24, 1942, made by the Minister of Labour and National Service under Regulation 3 of the Defence (Home Guard) Regulations, 1940.

The above Order, which took effect on 24th February, 1942, makes provision whereby any person to whom a direction is given under Regulation 3 of the Defence (Home Guard) Regulations, 1940,† may, within four days of the giving of the direction, apply in writing to the National Service Officer for the withdrawal or modification of the direction, on the ground that it would be an exceptional hardship if the applicant were required to enrol in the Home Guard. The National Service Officer must forthwith refer the application to a Local Appeal Board constituted in accordance with the provisions of the Essential Work (General Provisions) Orders, 1941.‡

Any question which may arise as to the medical fitness of an applicant for service in the Home Guard is to be determined by reference to the medical grade in which the applicant has been placed by a medical board constituted under the National Service (Armed Forces) Act, 1939.

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

The Essential Work (General Provisions) Order, 1942,§ dated March 2, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General Provisions) 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 Provisions) Regulations, 1939, hereby makes the following Order.

1.—(1) This Order may be cited as the Essential Work (General Provisions) Order, 1942, and shall come into force on the 9th day of March, 1942.

(2) In this Order the following expressions have the meanings hereby assigned to them:—

"essential work" means work appearing to the Minister to be essential for the defence of the realm or the efficient prosecution of the war or to be essential to the life of the community;

"holiday" means a day recognised as such in a particular scheduled undertaking either generally or as regards any

\* Statutory Rules and Orders, 1942, No. 370. H.M. Stationery Office, price 1d. net (2d. post free).

† See the issue of this GAZETTE for February, 1942, page 55.

‡ These Orders have now been superseded by the Essential Work (General Provisions) Order, 1942. See this and succeeding pages.

§ Statutory Rules and Orders, 1942, No. 371; H.M. Stationery Office, price 2d. net (3d. post free).

persons or class or description of persons, and in that case the day shall only be treated as a holiday for those persons or class or description of persons;

“scheduled undertaking” means an undertaking that has been entered in the Schedule of Undertakings under this Order.

(3) The Essential Work (General Provisions) Orders, 1941,\* are hereby revoked:

Provided that, without prejudice to the provisions of section 38 of the Interpretation Act, 1889—

- (a) nothing in this revocation shall affect any entry or report made, notice, permission, refusal or directions given, certificate given or served, schedule kept or thing done under those Orders and every such entry, report, notice, permission, refusal, directions, certificate or schedule shall, if in force at the coming into operation of this Order continue in force and have effect as if made, given, served or kept under this Order; and
- (b) any document referring to those Orders or to either of them or to any provision therein shall be construed as referring to this Order and to the corresponding provision of this Order.

2.—(1) Subject to the provisions of this Order, if the Minister is satisfied that:—

- (a) an undertaking is engaged in essential work; and
- (b) it is expedient for securing the defence of the realm or the efficient prosecution of the war or for maintaining supplies or services essential to the life of the community so to do; he may enter the name of the undertaking in a Schedule of Undertakings to be kept by him 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 shall serve upon the person carrying on the undertaking a certificate that the undertaking is a scheduled undertaking in respect of the specified persons.

(2) It shall be the duty of any person upon whom such a certificate is served to post up and keep posted up copies of the said certificate in a conspicuous place in any premises in which specified persons are employed which are used for or in connection with the undertaking.

(3) For the purpose of the prosecution of any person for an offence against Regulation 58A of the Defence (General) Regulations, 1939, for a contravention of or failure to comply with any of the provisions of this Order, a certificate by the Minister that an undertaking was on any particular date or during any particular period a scheduled undertaking in respect of the specified persons shall be sufficient evidence of that fact unless the contrary is proved.

3.—(1) Before entering the name of an undertaking in the Schedule of Undertakings the Minister shall, after consultation with such Government Departments as appear to him to be concerned, take such steps as are reasonably practicable to satisfy himself:—

- (a) that the terms and conditions of employment of persons employed in the undertaking are not less favourable than the recognised terms and conditions as provided for by the Conditions of Employment and National Arbitration Order, 1940,† or by that Order as amended by any subsequent Order;
- (b) that satisfactory provision for the welfare of persons employed in the undertaking exists or is being made; and
- (c) that where in his opinion provision should be made in the undertaking for the training of workers, adequate provision exists or is being made for such training.

(2) Notwithstanding the foregoing provisions of this Article, the Minister may in any case make a provisional entry of the name of an undertaking in the Schedule of Undertakings, and in that case he shall serve upon the person carrying on the undertaking a provisional certificate and such a certificate shall have effect as a certificate for all the purposes of this Order.

(3) A provisional certificate shall not remain in force for a longer period than six months from the date thereof, or for such further periods not exceeding six months at any one time as the Minister may, on consideration of the circumstances of the case, direct.

(4) Any certificate or provisional certificate may be cancelled by the Minister at any time.

4.—(1) Subject as hereafter in this Order provided, where a person carries on a scheduled undertaking the following provisions shall apply:—

- (a) the person carrying on the undertaking shall not terminate (except for serious misconduct) the employment in the undertaking of any specified person or without terminating such employment cause him to give his services in some other undertaking (except in case of emergency for a period not exceeding fourteen days), except with the permission in writing of a national service officer;
- (b) a specified person shall not leave his employment except with such permission as aforesaid;
- (c) not less than one week's notice of the termination of the employment of a specified person shall be given by that person or by the person carrying on the undertaking as the case may be, so, however, that this provision shall not apply where the specified person is dismissed for serious misconduct;
- (d) without prejudice to any terms and conditions of employment more favourable to persons employed in the

\* Statutory Rules and Orders, 1941, Nos. 302 and 1051.

† Statutory Rules and Orders, 1940, No. 1305.

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 in respect of every prescribed period pay to every specified person (except as otherwise provided in this Order) a sum which is not less than the normal wage for the prescribed period if that person is during the normal working hours—

- (i) capable of and available for work; and
- (ii) willing to perform any 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.

For the purpose of this sub-paragraph—

“prescribed period” means, in relation to a person paid on a time rate basis, a week, and in relation to a person paid otherwise than on a time rate basis, a day, and “week” means the pay week of the undertaking;

“normal working hours” means, in relation to a day or a week, the number of hours exclusive of overtime ordinarily worked in the undertaking on that day or in that week by the grade or class of persons to which the person concerned belongs;

“normal wage” means a wage calculated as follows, that is to say, either—

- (i) by reference to the time rate applicable to the person concerned and to the normal working hours on or during the prescribed period as the case may be; or
- (ii) where for any reason the wage cannot be calculated in the manner provided for by sub-paragraph (i) hereof, by reference to the time rate applicable to the members of the same grade or class as the person concerned who are employed in the same undertaking and in the same district as that person and to the normal working hours on or during the prescribed period of such persons, or, if there is no person so employed, to members of the same grade or class in the same class of employment in the same district;

(e) where during any prescribed period a specified person 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 this paragraph 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 this paragraph shall not apply to him during the period of suspension, 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 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 in writing a national service officer to submit the question 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 was justified as to a part only of the period thereof; or

(b) where the Board is not unanimous, the national service officer is of opinion that the suspension was not justified or was justified as to a part only of the period thereof;

the specified person shall not by reason only of the suspension be disentitled to the payment of the sum set out in the said sub-paragraph (d) and where part only of the period of suspension was so justified as aforesaid, that part shall be treated as the period of suspension;

(g) where any holiday occurs on any day or during any week, the normal working hours of that day or that week shall be treated as reduced by the extent of the holiday and the normal working hours attributable to that holiday;

(h) (i) where a person carrying on a scheduled undertaking is unable to provide work for a specified person by reason of the fact that other persons employed in the undertaking are taking part in an illegal strike, he may give to the specified person not less than four days' notice, exclusive of a Sunday, of his intention to discontinue payment of the sum provided for by sub-paragraph (d) of this paragraph (hereinafter referred to as “a notice suspending the guaranteed wage”), and where such a notice has been given the person carrying on the undertaking shall, as soon as he is in a position to provide work for the specified person, give to that person a further notice specifying the day on which such work will be available (hereinafter referred to as “a notice that work is available”);

(ii) where a notice suspending the guaranteed wage has been given in accordance with the foregoing provisions of this sub-paragraph the following provisions shall have effect, that is to say—

(a) the person carrying on the undertaking shall not be liable to make any payment to the specified person under the said sub-paragraph (d) in respect of any day which occurs during the period beginning with the day after the expiration of the notice suspending the guaranteed wage and ending with the day immediately preceding the day specified in the notice that work is available (which period is hereinafter referred to as “the authorised suspense period”);

(b) the expression “prescribed period” which occurs in the said sub-paragraph (d) shall be construed as not including any day which occurs during the authorised suspense period;

(c) on giving such notice as may be provided for in the contract with his employer the specified person may, on the expiration of that notice leave his employment at any time during the authorised suspense period without obtaining the permission or giving the notice required by sub-paragraph (b) and (c) of this paragraph; and

(d) if a specified person who does not leave his employment during the authorised suspense period fails without reasonable excuse to present himself for work on the day specified in the notice that work is available, his employment shall be deemed to have terminated on the day immediately preceding that day;

(iii) in this sub-paragraph the expression “illegal strike” means a strike in connection with a trade dispute which is unlawful by reason of the provisions of Article 4 of the Conditions of Employment and National Arbitration Order, 1940.

(2) An application to a national service officer for the permission under sub-paragraph (a) and (b) of paragraph (1) of this Article shall be in writing and shall state the grounds upon which the application is based.

(3) A national service officer shall, so far as is practicable, either grant or refuse his permission within seven days of the receipt of the application by him, and where he grants any permission he shall communicate the permission in writing to the person carrying on the undertaking and to the person by or in respect of whom the application was made.

(4) Notwithstanding any permission of a national service officer given under the provisions of this Order, the terms of any contract in so far as they relate to the giving by either party of notice to terminate the contract or the length of such notice shall remain in force, so, however, that where any such contract provides for the giving of less than one week's notice to terminate the employment, not less than one week's notice shall be given as provided for by sub-paragraph (c) of paragraph (1) of this Article.

(5) The dismissal of a specified person for serious misconduct shall, in the first instance, be provisional only and if—

(a) within the period allowed by paragraph (1) of the next succeeding Article he requires the national service officer to submit the matter to a Local Appeal Board; and

(b) the national service officer directs the reinstatement of the specified person under paragraph (3) of that Article,

the dismissal shall be treated as having been ineffective and sub-paragraph (d) of paragraph (1) of this Article shall have effect accordingly in respect of any period elapsing after the dismissal until the reinstatement takes place; but if the specified person fails to require the matter to be submitted as aforesaid within the time so limited or the national service officer notifies him and the person carrying on the undertaking that he does not intend to direct his reinstatement, the dismissal shall be treated as having been always operative.

5.—(1) If—

(a) the person carrying on an undertaking or any specified person by or in respect of whom an application to a national service officer has been made, is aggrieved by reason of the fact that the national service officer has given or refused the permission asked for; or

(b) a specified person has been dismissed from his employment on the ground that he has been guilty of serious misconduct;

he may within seven days of the giving or refusal of such permission, or of such dismissal (as the case may be) or within such further period as a national service officer may for good cause in any particular case allow, request in writing the national service officer to submit the matter to a Local Appeal Board to be constituted by the Minister.

(2) The national service officer shall, on being so requested, forthwith submit the matter to the Board and the Board shall make such recommendation to the national service officer as it thinks fit, so far as is practicable within seven days of the matter being submitted to it.

(3) The national service officer, after considering any such recommendation as aforesaid, may cancel any permission already given, or grant or refuse to grant any permission, or direct any specified person who has left his employment to return to it, or direct the reinstatement of any specified person who has been dismissed—

- (a) under any permission so cancelled as aforesaid; or
- (b) on the ground of serious misconduct if the Board is of

opinion that the dismissal was not justified on that ground.

(4) Local Appeal Boards shall sit for such districts as the Minister may determine and shall consist of one member chosen to represent employers, one member chosen to represent workers and a chairman appointed by the Minister. Panels of persons chosen to represent employers and workers respectively shall be constituted by the Minister for the purposes of this Order for such districts as the Minister thinks fit and the members of a Local Appeal Board chosen to represent employers and workers shall be selected from the panels in such manner as the Minister may determine.

(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 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 he is present, also consents.

6.—(1) If any specified person—

(a) absents himself from work without reasonable excuse; or

(b) is persistently late in presenting himself for work; or

(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 in writing such matters to a national service officer giving such particulars as the officer may require.

(2) The national service officer shall communicate the 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. 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.

(3) If any person to whom the national service officer has given such directions so requests in writing within seven days of the date of the giving of the directions or within such further period as the national service officer may for good cause in any particular case allow, the national service officer shall submit the matter to a Local Appeal Board for its report and recommendation. The Board shall make such recommendation to the national service officer as it thinks fit so far as is practicable within seven days of the matter being submitted to it and shall also send a copy thereof to the person who is the subject of the report and to the person carrying on the undertaking.

(4) The national service officer shall take into consideration any recommendation made by the Board and may give such directions to the person concerned with regard to the matters aforesaid as he thinks fit or may withdraw any directions given.

7. Any person carrying on a scheduled undertaking shall—

- (a) keep such records relating to the undertaking as the Minister may from time to time by notice direct;
- (b) produce to such person as may be designated by or on behalf of the Minister such records relating to the undertaking and furnish such information relating thereto 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.

8.—(1) The provisions of this Order shall apply in respect of an undertaking which is carried on by the Crown subject as follows:—

Article 2 (2) and Article 7 shall not apply.

Article 3 shall apply as though for sub-paragraph (a) of paragraph (1) of that Article there were substituted the following paragraph:—

“(a) that arrangements as regards the terms and conditions of employment, the termination of employment and appeals in the case of dismissal or suspension of specified persons have been made which are substantially equivalent to the provisions of this Order so far as they relate to persons carrying on scheduled undertakings.”

The following Articles shall apply to specified persons, namely:—

Article 4 (in so far as it prohibits such persons from leaving their employment without the permission of a national service officer and in so far as it requires not less than one week's notice of the termination of the employment to be given by such persons), Article 5 (in so far as it relates to such permission), and Article 6; provided that for the purposes of the said Articles 5 and 6 the Local Appeal Board shall, if the Minister and the Government Department concerned so agree, be a Committee of a Joint Industrial Council or similar body having functions in respect of that Department, and consisting of an equal number of members of the Council or other body representing the Department and the persons employed in the undertaking respectively, together with an independent chairman.

(2) Nothing in this Order shall apply to a person who is a member of the armed forces of the Crown other than the Home Guard or to a woman of any of the classes specified in the

Schedule to the National Service (No. 2) Act, 1941, not being a woman whose enrolment or other undertaking to serve was for part-time service only or for service without remuneration.

9. If the Minister by order so directs, this Order shall apply to any particular class of undertaking and to the persons employed therein, subject to any adaptations or modifications that may be specified in the Order.

10. Nothing in this Order shall affect the power conferred upon the Minister or a national service officer under paragraphs (1), (1A) and (2) of Regulation 58A of the Defence (General) Regulations, 1939, to give directions to persons to perform such services as they may be directed to perform.

Signed by order of the Minister of Labour and National Service this second day of March, 1942.

T. W. PHILLIPS.

Secretary of the Ministry of Labour and National Service.

### ORDER AMENDING THE DEFENCE (GENERAL) REGULATIONS, 1939.

#### Billeting of Essential Workers, and Obligation to do Work in the Event of Invasion.

An Order in Council\* made by His Majesty on 5th March, 1942, effects certain amendments of, and additions to, the Emergency Powers (Defence) Regulations, 1939. The Order provides, *inter alia*, for the insertion in these Regulations of two new Regulations, the first of which (Regulation 22A) gives the Minister of Health (or, in Scotland, the Secretary of State) power to secure accommodation required in specified areas for billeting essential workers, and the second (Regulation 84AA) empowers the Minister of Labour and National Service to impose the obligation to do work needed for meeting enemy action on land in the United Kingdom. The text of this latter Regulation is given below:—

84AA.—(1) If a Regional Commissioner, after consultation with, or as a result of representations made by, a competent military authority, is satisfied that it is necessary to render the services of persons in a civil defence region, or in any part of such a region, available for the doing of work which may be needed in that region or any adjacent civil defence region in connection with operations for meeting actual or immediately apprehended enemy action on land in the United Kingdom, he may by order declare that region or that part thereof, as the case may be, to be an operational area.

(2) For the purpose of securing the doing of any work appearing to a competent military authority to be needed as aforesaid, any person for the time being in an operational area, other than a member of the armed forces of the Crown or a person excepted from this paragraph by paragraph (8) of this Regulation, may be put under obligation, by a direction issued or given by or on behalf of the Minister of Labour and National Service, to perform any such services (other than combatant duties) as may be required of him by the direction.

(3) Such a direction may either specify the services that a person is to perform, or may require him to perform such services as may be specified by a representative named or described thereby of the naval, military or air forces, of a government department or local or public authority, or of a public utility undertaking, and for that purpose to present himself to, and ascertain the requirements of, that representative as provided by the direction.

(4) A person performing services pursuant to an obligation imposed upon him by such a direction shall be entitled to remuneration therefor at a rate not lower than that generally paid for comparable services in the district in which the services are performed.

(5) An obligation imposed upon a person by such a direction shall be performed by him in priority to any other obligation (including a statutory obligation) which he would otherwise have been liable to perform.

(6) The powers of the Minister of Labour and National Service under this Regulation may, in accordance with his instructions, be exercised on his behalf by any person duly authorised by him, or by any National Service Officer.

A person authorised as aforesaid, and, in relation to the exercise of functions under this Regulation, a National Service Officer, shall be called an "Operational Area Defence Officer."

(7) An obligation imposed upon a person by a direction under this Regulation shall, except so far as the contrary intention appears therefrom, continue in force until the direction is varied by a subsequent such direction, or is withdrawn by an Operational Area Defence Officer.

(8) The persons who, in addition to members of the armed forces of the Crown, are excepted from paragraph (2) of this Regulation are—

(a) constables, members of the police auxiliary messenger service and members of the women's auxiliary police corps;

(b) persons in the whole-time employment of a local authority or a harbour authority in a capacity to which Regulation twenty-nine B of these Regulations applies, or in whole-time employment in or with a civil defence force within the meaning of the National Service Act, 1941;

\* Statutory Rules and Orders, 1942, No. 381; H.M. Stationery Office, price 2d. net. (3d. post free).

(c) members of the Royal Observer Corps;

(d) women of any of the classes specified in the Schedule to the National Service (No. 2) Act, 1941, not being women whose enrolment or other undertaking to serve was for part-time service only or for service without remuneration.

(9) Any person convicted of an offence against this Regulation shall, if convicted on indictment, be liable to penal servitude for any term not exceeding ten years, or to a fine not exceeding five hundred pounds, or to both such penal servitude and such fine.

(10) Without prejudice to any power of arrest vested in any other person by virtue of these Regulations or otherwise, an Operational Area Defence Officer may arrest without warrant any person whom he has reasonable ground for suspecting to have committed an offence against this Regulation.

(11) In paragraphs (1) and (2) respectively of this Regulation the expression "competent military authority" means a military officer holding such rank or appointment as may be designated for the purposes of that paragraph by the Army Council.

(12) This Regulation shall, in its application to Northern Ireland, have effect subject to the following modifications:—

(a) for the reference to a Regional Commissioner there shall be substituted a reference to the Ministry of Public Security for Northern Ireland, for the words "a civil defence region," "such a region," and "that region" (in both places where those words occur), there shall be substituted the words "Northern Ireland," and the words "or any adjacent civil defence region" shall be omitted;

(b) for references to the Minister of Labour and National Service there shall be substituted a reference to the Ministry of Labour for Northern Ireland, and the reference to a government department shall include a reference to a department of the Government of Northern Ireland;

(c) for the reference to constables there shall be substituted a reference to members of the Royal Ulster Constabulary and to special constables."

#### HOLIDAYS: GOOD FRIDAY AND ST. PATRICK'S DAY.

THE DEFENCE (Good Friday and St. Patrick's Day) Regulations, 1942, contained in an Order in Council\* made by His Majesty on 5th March, 1942, provide that Section 8 of the Customs Consolidation Act, 1876, and Section 78 of the Factories Act, 1937, shall have effect as if the 3rd April, 1942, were no Good Friday, and that for certain purposes under the Bills of Exchange Act, 1882, that day shall be deemed to be a business day. The foregoing does not apply to Scotland. The Regulations also provide that in Northern Ireland the 17th March, 1942, shall not be a Bank Holiday or a Public Holiday under certain enactments, but shall be deemed to be a Bank Holiday for the purposes of certain financial transactions and the Shops Act, 1912, and the provisions of enactments, instruments or agreements as to the payment of wages for work done on a Bank Holiday.

#### UNEMPLOYMENT INSURANCE STATUTORY COMMITTEE.

##### NOTICE OF MATTERS REFERRED FOR CONSIDERATION AND ADVICE.

THE UNEMPLOYMENT INSURANCE STATUTORY COMMITTEE gives notice that, in accordance with Section 57 (1) of the Unemployment Insurance Act, 1935, the Minister of Labour and National Service has referred to them for consideration and advice the following matters:—

(1) The operation of the Agricultural Scheme of Unemployment Insurance with special reference to its relation to the General Scheme and to any relevant changes in the industrial and agricultural situation since the passing of the Unemployment Insurance (Agriculture) Act, 1936.

(2) The question whether the General Account and the Agricultural Account of the Unemployment Fund should be amalgamated.

Any representations in regard to these matters should be made in writing to the Secretary of the Committee at Kenworthy's Hydro, Southport, Lancs., by Saturday, 28th March, 1942.

\* Statutory Rules and Orders, 1942, No. 383; H.M. Stationery Office, price 1d. net. (2d. post free).

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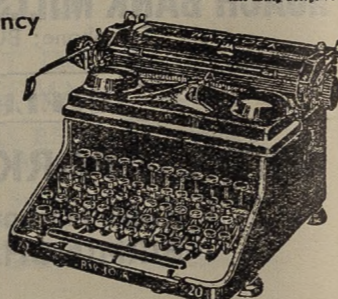
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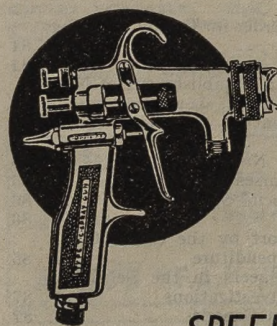
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