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SPECIAL ARTICLES, REVIEWS, ETC.

ESSENTIAL WORK (DOCK LABOUR) ORDER, 1945.

The Minister of Labour and National Service has made an Order* under the above title containing provisions relating to the reinstatement in employment in the port transport industry of certain dock workers who have been on war service and have rights of reinstatement under the Reinstatement in Civil Employment Act, 1944.

By the above-mentioned Act provision is made so that in cases where employers, in taking persons into their employment, are restricted to or have to give preference to persons in a specified Pool or Register, the body that controls or operates that Pool or Register is deemed to be the former employer for the purposes of the Act. At ports where Dock Labour Schemes under the National Dock Labour Corporation are in operation, only port transport workers in the Corporation's Pool may be engaged. Accordingly, all port transport workers with reinstatement rights at such ports, including men who, prior to the beginning of their war service, were regularly employed by one employer, would have to look to the Corporation for reinstatement. By the new Order provision is now made so that at Dock Scheme Ports concerned a port transport employer may reinstate by direct engagement (*i.e.*, not through the Pool) a former employee who has terminated his war service, provided that (1) the worker was last employed by the employer in question within a period of four weeks immediately preceding the beginning of his war service under a contract which required at least one week's notice of termination; and (2) the employment for which the worker is re-engaged by the former employer is in a similar occupation and under a similar contract. Provision is also made by the Order for the registration as port transport workers of persons reinstated in accordance with the foregoing arrangements.

The new Order was made on 4th January and came into force on 22nd January, 1945.

* S.R.&O. 1945, No. 29. H.M. Stationery Office; price 1d. net (2d. post free).

SAFETY, HEALTH AND WELFARE IN BUILDING.

PRELIMINARY DRAFT OF NEW CODE OF REGULATIONS.

The Ministry of Labour and National Service have issued a preliminary draft* of a new code of Building (Safety, Health and Welfare) Regulations under the Factories Act, 1937.

In a prefatory statement it is explained that the revision and consolidation of the existing Building Regulations of 1926 and 1931, with an extension of their scope, was contemplated before the war and that three things in particular have to be taken into account, *viz.*, (i) developments in methods of building construction since 1926 and accident experience since that date; (ii) the International Labour Convention and Recommendations of 1937 relating to safety in the building industry, in the framing of which representatives from this country took a prominent part, and (iii) the greatly extended scope of the Factory Acts effected by the Act of 1937.†

Work on the preparation of these Regulations has hitherto been postponed owing to war conditions, but the Minister of Labour and National Service has directed that the matter should now be taken up with a view to having the revised Regulations in force during the forthcoming period of extensive reconstruction. The preliminary draft is published for study and consideration by persons affected and it is proposed that, when two or three months have been allowed for this, there should be conferences with the Ministry to consider and discuss points raised before the Regulations, revised in the light of such discussions, are formally issued in draft under the statutory procedure which has to be followed before they can be finally made.

* *Revision of Building Regulations: Preliminary Draft of New Code in Relation to Safety, Health and Welfare.* H.M. Stationery Office; price 6d. net (7d. post free).

† See the issues of this GAZETTE for February, 1937 (page 49) and September 1937 (page 337).

SUPPLY OF LABOUR FOR THE WHOLESALE CLOTHING AND FOOTWEAR INDUSTRIES.

RETURN OF SKILLED OPERATIVES FROM MUNITIONS WORK.

Arrangements for the manning-up of the wholesale clothing and boot and shoe manufacturing industries represent a new phase in the distribution of labour to meet war demands. These were among the civilian industries whose production was concentrated, under a Board of Trade Scheme, into the minimum number of firms necessary to maintain the required output, and whose labour force was rigorously combed to provide personnel for the Forces and the munitions industries. The decision to stop withdrawals and start supplying labour was taken, not on any considerations of post-war trade, but on the grounds that the increasing demands of the Services could not otherwise be met without attacking production which is considered to be essential to the wellbeing of the civilian population.

This stage was first reached in the boot and shoe manufacturing industry, from which withdrawals have been suspended (except of men born in 1910 or later who are required for the Forces) since May, 1944. All skilled men and women who become available are placed in the industry and skilled workers wanted for approved vacancies are given priority release from munitions firms when they become redundant.

Similar arrangements have existed since October, 1944, in the wholesale clothing industry, i.e., tailoring (including proofed wear), dressmaking, infants' wear, underwear, industrial overalls (including nurses' requirements) and shirts. Not only is this industry very much larger, but it is one on which the load of Service demands has during the past six months increased much more heavily. The firms on which both the Board of Trade and the Supply Departments mainly rely for essential production are those holding a nucleus certificate within the concentration scheme and these have an Approved Labour Force, fixed at a percentage of their labour force at 29th June, 1942. The approved labour forces of nucleus tailoring firms have been considerably increased to give this section of the industry the full benefit of the general labour supply arrangements described above—which incidentally include the removal of restrictions on the recruitment of juveniles. No nucleus tailoring firm is now prohibited from employing at least 75 per cent. of its labour force at June, 1942. Increases have also been made in the approved labour forces of nucleus firms in the infants' wear section of the industry, in response to public demand for more of this type of production.

To secure any immediate increase in production both industries need skilled labour; and indeed unskilled labour at this stage of the war is, in general, no more easily obtainable. Since, so far, war demands have not permitted any general release of workers from the munitions industries, the decision was taken that certain skilled clothing and boot and shoe workers would have to be extracted from their present employment in the munitions and other industries and returned to their former occupation, if Service requirements for clothing and footwear were to be met in due proportion to their munitions requirements.

A new procedure was therefore put into operation in December, whereby the Ministry of Labour undertook to interview nominated workers and find out if they were willing to return to their former occupation. Tailoring and infants' wear firms and manufacturers of footwear (other than rubber footwear) having approved vacancies were asked to submit to the Ministry lists of skilled ex-operatives whose whereabouts they knew. (In the clothing industry a worker with approximately two years previous experience was recognised as skilled). The only exceptions were men born in 1910 or later, unless known to be in Medical Grade III or IV and any workers (there are not likely to be large numbers) who might be found in a short list of vital occupations such as nursing and coalmining. The Ministry of Labour are now interviewing the nominated workers and, if they are found willing to return, endeavouring to arrange their transfer. The extraction scheme rests on the willingness of the worker to give up one essential type of work for another, though where workers become redundant in munitions factories, directions to return to a clothing or boot and shoe job may, where necessary, be issued. If the worker is willing to return but the present employer objects to his release, the matter is referred to the District Man Power Board for a decision in the light of any representations from the appropriate Government Department.

In the boot and shoe industry nominations have been submitted through the Local Advisory Panels to the Ministry of Labour representing in each area of the industry the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives. The Panels also advise the Ministry on the maintenance of balanced labour forces in footwear firms. In the wholesale clothing industry the scheme was prepared in consultation with the Wholesale Clothing Manufacturers Federation and the National Union of Tailors and Garment Workers.

The scheme applies only to direct factory workers in industrial employment. It does not affect ex-operatives now serving in the Forces.

COMMITTEE ON TRAINING FOR BUSINESS ADMINISTRATION.

A serious problem for many young men and women at present in the Forces is whether there will be opportunities of careers in commerce, or on the executive and administrative side of industry, and what are the prospects of advancement to higher salaried posts. In most cases they will have had little or no previous business experience and they will be considerably older than the normal age for beginning a business career. At the same time, by reason of their war service, they may well have developed qualities which should be of great value in such employment.

The Minister of Labour and National Service is anxious to help these ex-Service men and women to make good the loss of opportunities of training and experience in consequence of their years of war service. In order that the question may be examined, particularly with reference to the need for courses of training in the theory and practice of business administration and salesmanship he has set up a Committee of representative business men, under the Chairmanship of Sir Frank Newson-Smith, with the following terms of reference:—

- (1) To consider how far the absorption into industry and commerce of young men and women released from war service who desire to begin or resume a business career would be facilitated by the provision of training in business administration and salesmanship.
- (2) To make recommendations about suitable courses of training.
- (3) To advise upon the best method of securing the general recognition of such courses as basic training for men and women who wish to take up administrative or executive posts and whose training has been either prevented or interrupted by their war service.

The Secretary of the Committee is Miss B. M. Grainger of the Appointments Department, Ministry of Labour and National Service, York House, Kingsway, London, W.C.

REINSTATEMENT IN CIVIL EMPLOYMENT.

In the first five months of the operation of the Reinstatement in Civil Employment Act*—from 1st August, 1944, to 31st December, 1944—Reinstatement Committees dealt with claims by 62 persons that their rights under the Act were denied to them. Some thousands of men and women were discharged from the Forces during this period.

In 42 cases the Committees decided that default had been made by the former employer under the Act. In 30 of these cases the former employer was ordered to make work available to the applicant; in 4 cases the former employer was ordered to pay the applicant a sum by way of compensation for loss suffered or likely to be suffered by reason of the default; and in 8 cases the former employer was ordered to make work available and also to pay the applicant compensation.

In the remaining 20 cases the Committees made no order against the employer concerned.

Up to 31st December, 1944, the Umpire or Deputy Umpire appointed under the Act had decided 4 cases where appeal had been brought from decisions of Reinstatement Committees. One appeal made by an organisation of employers on behalf of an employer was allowed to the extent that the compensation ordered to be paid to the applicant was reduced. Another appeal by an employer was dismissed, but compensation was awarded instead of reinstatement as ordered by the Committee. One appeal by an applicant was allowed and the former employer was ordered to pay him a sum by way of compensation. Another appeal by an applicant was dismissed on the ground that he had no rights under the Act. A number of other appeals are outstanding.

NATIONAL SERVICE ACTS, 1939-42.

FURTHER REGISTRATION OF MEN.

Young men born between 1st April, 1927, and 30th June, 1927, both dates inclusive, are required to register under the National Service Acts, 1939 to 1942, on 3rd March, 1945, unless they are exempt from the operation of the Acts. As in the case of other recent registrations, the men concerned are to be given an opportunity of expressing an option for coal mining as an alternative to service in the Armed Forces of the Crown.

REGISTRATION OF BOYS AND GIRLS.

Further registrations of young persons subject to the Registration of Boys and Girls Order, 1941, took place on 27th January and 24th February, 1945. Subject to the exemptions specified in the Order, the obligation to register on these dates applied to all British boys and girls resident in England and Wales or Scotland, who were born between 26th November, 1928, and 27th January, 1929, both dates inclusive, in the case of the registration on 27th January, and to those born between 28th January, 1929, and 24th February, 1929, both dates inclusive, in the case of the registration on 24th February.

* See the issues of this GAZETTE for January, April and August, 1944.

INTERNATIONAL LABOUR ORGANISATION.

94TH SESSION OF THE GOVERNING BODY.

The 94th Session of the Governing Body of the International Labour Office was held in London from 25th to 31st January, 1945, under the Chairmanship of Mr. Carter Goodrich (United States Government representative). At the opening sitting the Rt. Hon. Ernest Bevin, M.P., Minister of Labour and National Service, welcomed the Governing Body on behalf of the Government and people of this country. Dealing with the place of the International Labour Organisation among the new international organisations, the Minister recalled his statement in the House of Commons last July that the British Government desired to put the International Labour Organisation as high in the scale of world organisations as possible. It seemed to him important, both in its own interest and in the interest of the new world organisation, that it should not be completely independent of that organisation but should be a definite part of the organisation in its constructive work for peace. It was vitally important that the position and place in history of the International Labour Organisation should be recognised, because the very fundamentals of peace depended on really giving effect to Article 5 of the Atlantic Charter.

Constitutional Questions.—The Governing Body discussed fully the report of its Committee on Constitutional Questions and (1) welcomed the progress made in the Dumbarton Oaks conversations towards laying the foundations of a system of world security and expressed its earnest hope for the success of these efforts, upon which the peace and the hope of social and economic advancement throughout the world depend; and (2) affirmed the desire of the International Labour Organisation for association with the general international organisation now contemplated on terms which would permit the International Labour Organisation, with its tripartite character, to make its best contribution to the general effort of the organisation of international machinery for the better ordering of a peaceful and prosperous world while retaining for the International Labour Organisation the authority essential for the discharge of its responsibilities under its Constitution and the Declaration of Philadelphia.

Relations with other International Organisations.—The Governing Body approved a report submitted by the Acting Director of the I.L.O., Mr. E. J. Phelan, showing the good progress made since its last meeting in Philadelphia in the relations between the Organisation and other international bodies.

Employment Policy.—The Governing Body also approved a report of its Employment Committee in which the Committee proposed that in order to be able to carry out its work of making recommendations to the Governing Body on employment policy, it would need a note from the Office containing statistical information and information on economic trends and on national and international measures, plans and studies to achieve and maintain a high level of employment. The Committee also stated that it believed the problem of the employment of disabled workers to be of very great importance and urgency and recommended that the International Labour Office should prepare reports on this question and on the physical and industrial rehabilitation of, and supply of artificial limbs to, disabled workers and service personnel irrespective of the cause and nature of disablement.

Report of the Joint Maritime Commission.—The report of the Joint Maritime Commission which met in London from 8th-12th January was adopted by the Governing Body which thus decided that a Preparatory Technical Maritime Conference should be held in October, 1945, to consider, with a view to the formulation of international minimum standards, the following subjects: (a) wages; (b) hours of work on board ship; (c) accommodation on board ship; (d) food and catering; and (e) recognition of seafarers' organisations. The subjects of (f) social insurance; (g) continuous employment, and (h) entry, training and promotion would be dealt with if sufficient progress had been made in their preliminary consideration by special committees of the Joint Maritime Commission. The Governing Body further agreed to convene a maritime session of the Conference to meet early in 1946 to take final decisions on formal international agreements. The Governing Body also approved the suggestion that an international handbook containing technical details should be published by the I.L.O. on appropriate types of accommodation on board ship.

International Industrial Committees.—A full discussion took place on a proposal of the British Government that International Industrial Committees should be set up in the principal industries of international importance. The Governing Body decided to set up international industrial committees, which should be world-wide in their scope, in the following industries:—inland transport; coal mining; iron and steel; metal trades (other than iron and steel); textiles; building, public works and civil engineering; and petroleum.

By twenty-one votes to eight, the Governing Body agreed that the industrial committees should be tripartite in character but that this does not negate the right of each committee to

appoint bipartite sub-committees or to arrange for parts of the meetings to be bipartite in character.

The names of the members of the Committees are to be communicated to the Office by the Governments of the countries which have been invited to participate. The employers' and workers' representatives are to be representative of the principal national organisations of employers and workers having a substantial membership engaged in the industry.

Relations between the I.L.O. and Italy.—The Governing Body considered an application received from the Italian Government for the readmission of Italy to membership in the International Labour Organisation and (1) approved the proposal of the Acting Director to appoint as soon as possible a representative in Rome to facilitate the supply of information to the Italian Government and to Italian organisations of employers and workers; and (2) decided to place the question of the readmission of Italy on the agenda of the 95th Session for examination with a view to the preparation of a report for the next ordinary session of the Conference.

Next Session of the Conference.—The Governing Body accepted the invitation of the French Government to the International Labour Conference to hold its next Session in Paris or nearby. It decided that the Conference should meet in the autumn before the meeting of the Preparatory Technical Maritime Conference to be held in October, 1945. The following subjects were placed on the agenda of the Conference:—Minimum Standards of Social Policy in Dependent Territories (Supplementary Provisions); Welfare of Children and Young Workers; Constitutional Questions; I.L.O. Report on Employment; Application of International Labour Conventions.

Governing Body and Committees.—The Governing Body accepted the invitation of the Canadian Government to hold its next Session in Quebec at the beginning of June, 1945.

The Governing Body decided to set up a committee to advise the Office on standards of social policy in dependent territories and approved the names of members of various other committees.

ASSISTED TRAVEL FACILITIES FOR TRANSFERRED WORKERS.

The Minister of Labour and National Service has decided, in consultation with the Minister of War Transport, that the scheme, first announced in May, 1942,* for the provision of cheap travel warrants twice during the year to enable transferred workers to visit their homes may be continued. In future, however, such warrants will be provided at any time during the year instead of only during the months April to September inclusive, as hitherto, but no warrants will be issued for travel at the Easter, Whitsun, August and Christmas holiday periods.

The scheme will continue to apply, during periods of authorised absence from work, to workers who have been transferred to war work by the Minister of Labour and National Service on or after 1st June, 1940, and for whom no similar provision is available under any industrial agreement or practice. It does not apply to workers whose dependants are living in the area in which they are employed. Workers who are eligible will receive warrants which they can exchange at the railway booking office for return tickets on payment of 7s. 6d. They are urged to travel in mid-week if at all possible, so as to avoid the week-end congestion on the railways, and to obtain their tickets in good time, as no preference can be given to them over other passengers.

Application forms may be obtained from any Local Office of the Ministry of Labour and National Service and should be returned duly completed and certified by the employer at least seven days before the date of the proposed journey.

WORKMEN'S COMPENSATION.

REPORT OF ROYAL COMMISSION.

A Report† by the Royal Commission which was appointed in December, 1938, to enquire into and report upon the operation and effects of the system of workmen's compensation for injuries due to employment, has recently been published as a Command Paper.

After briefly reviewing the work of the Commission until its proceedings were suspended owing to war conditions in July, 1940, the Report refers to the recent publication by the Government of their proposals for replacing the existing system of Workmen's Compensation by a new Scheme of Industrial Injury Insurance, and to the appointment of a Committee, under the chairmanship of Sir Walter Monkton, K.C.V.O., K.C., to consider certain questions relative to "alternative remedies", the major problem of principle still remaining over. In these circumstances, the Commission suggest that their continued existence seems to be no longer necessary and that any further report by them would serve no useful purpose.

* See the issue of this GAZETTE for May, 1942, page 105.
† Royal Commission on Workmen's Compensation: Report. Cmd. 6588. H.M. Stationery Office; price 2d. net (3d. post free).

Average Hourly Earnings in July, 1944, and Percentage Increases as compared with October, 1938.

Table with 5 columns: Industry Group, Men (21 years and over), Youths and Boys (under 21 years), Women (18 years and over), Girls (under 18 years), All Workers. It includes sub-tables for average hourly earnings and percentage increases since October 1938.

For all industries combined, the percentage increases in the average hourly earnings of men, youths and women were less than the percentage increases in average weekly earnings shown in the Table in the second column on page 22, the average number of hours worked in the week having been greater in July, 1944, than in October, 1938.

AVERAGE EARNINGS AND WORKING HOURS IN JULY, 1944, COMPARED WITH JANUARY, 1944, AND JULY, 1943.

As compared with the average earnings in the last pay-week of January, 1944, particulars of which were published in the issue of this GAZETTE for August, 1944, the average weekly earnings for all industries combined in the first pay-week of July, 1944, showed only small increases, of 8d. for men, 6d. for youths and boys, 6d. for women and 8d. for girls.

higher in July than in January, although there were slight reductions, in most cases, in the average number of hours worked. On the other hand, the average weekly earnings of workpeople employed in some sections of the engineering and metal industries were slightly lower in July than in January, as a result of reductions in the average hours worked.

As compared with the average earnings in the corresponding week of July, 1943, the average weekly earnings in the first pay-week of July, 1944, showed increases of 3s. 1d. (about 2½ per cent.) for men, 2s. 1d. (over 3 per cent.) for women, and 1s. 1d. (over 3 per cent.) for girls, but only 2d. for youths and boys.

AVERAGE EARNINGS IN OCTOBER, 1938, AND IN THE YEARS 1940-1944.

The following Table shows the average weekly earnings, in the industries covered by these enquiries, in October, 1938, and at the various dates for which information is available between July, 1940, and July, 1944, computed on the basis of the total numbers of workpeople employed in the different industries at the dates specified.

Table with 5 columns: Date, Men (21 years and over), Youths and Boys, Women (18 years and over), Girls, All Workers. It shows average weekly earnings and percentage increases since October 1938.

The percentage increases in average earnings since October, 1938, shown in the foregoing Tables, represent the combined effect of a number of factors, including (a) increases in rates of wages, (b) fuller employment, with longer working hours and more extended working of night-shifts, (c) extensions of systems of payment by results, and increased output by the workers affected, and (d) changes in the proportions of men, boys, women and girls employed in different industries and occupations.

As regards the first of these factors it is estimated, from such information as is available to the Department, that in the industries covered by these enquiries the average level of rates of wages for a full ordinary week's work, exclusive of overtime was about 35 or 36 per cent. higher in July, 1944, than in October, 1938.

As regards working hours, the following Table shows the average hours worked by the wage-earners whose average earnings have been given above, in the last week of October, 1938, and in the three weeks of July, 1943, January, 1944, and July, 1944, which were covered by the enquiries into average earnings; particulars of working hours have not been collected for other dates during the war period.

Average Weekly Hours Worked.

Table with 5 columns: Date, Men (21 years and over), Youths and Boys, Women (18 years and over), Girls, All Workers. Shows average weekly hours worked.

* For list of industries covered, see pages 26 and 27. † See footnote ‡ in the second column on page 22. ‡ This figure applies only to industries covered by the enquiry into average earnings in July, 1944. If industries not covered by the enquiry (e.g., agriculture, coal mining, railway service, and merchant shipping) were included, the figure would be raised to about 44 per cent.

Owing to payments for overtime, night shifts, and week-end work at rates above the normal rates, these increases in weekly working hours since October, 1938, have resulted in more than proportionate increases in weekly earnings. The following Table shows the average hourly earnings at each of the dates for which particulars of working hours have been collected, and the percentage increases in July, 1943, January, 1944, and July, 1944, as compared with October, 1938.

Table with 5 columns: Date, Men, Youths and Boys, Women, Girls, All Workers. Shows average hourly earnings and percentage increases since October 1938.

The marked extensions of piecework and other forms of payment by results, to which reference has been made above, combined with increased production by workpeople employed on such systems of payment, have contributed towards the increases in average hourly earnings shown in this Table, equally with the increases in weekly earnings. Where production has been increased in this way, the extra charges arising from the higher earnings have, of course, been spread over the larger output.

The average levels of weekly and hourly earnings have also been affected by the changes which have occurred during the war in the numbers of workpeople employed in different industries. On the one hand, the transference of workers from industries and occupations in which wages were relatively low to others with a higher level of earnings has tended to raise the general level of average earnings of men, youths, women and girls, respectively. On the other hand, the percentage increases in the average earnings of "all workers," as shown in the foregoing Tables, are affected by the fact that the proportions of men represented in the figures have fallen, while those of women have risen, during the war period.

INDUSTRIES NOT COVERED BY THE ENQUIRY.

The principal employments not covered by the enquiry were agriculture, coal mining, railway service, the shipping service, port transport (dock labour), the distributive trades, the catering trades, the entertainment industries, commerce and banking, and domestic service. As regards manual wage-earners employed in coal mining and railway service, and dock labourers in the port transport industry, some particulars are given below.

Coal Mining.

In the coal mining industry, information collected by the Ministry of Fuel and Power shows that for all classes of workpeople combined, including juveniles, the average earnings per man-shift worked (exclusive of the value of allowances in kind) were approximately 22s. 3d. in the three months ended September, 1944, as compared with 11s. 4d. in the corresponding period of 1939, the increase between the two dates being equivalent to approximately 96 per cent.

Railway Service.

Returns are obtained annually by the Ministry of War Transport from all railway companies in Great Britain and from the London Passenger Transport Board, giving particulars for one week in March of the numbers of wage-earners receiving wages for the full week, together with the equivalent number of full-time workers in cases where the employees are paid for less than the complete week, and the aggregate wages (including bonuses, etc.) paid in the week.

* See footnote ‡ in the second column on page 22. † Provisional figure.

salaried employees, (b) workpeople who were receiving full or partial board or lodging in addition to cash wages and (c) women and girls employed on a part-time basis as crossing keepers, waiting-room and lavatory attendants, office cleaners, etc. As regards the three departments for which separate figures are given, the "conciliation staff" consist mainly of workpeople employed in connection with the manipulation of traffic; the "shop and artisan staff" mainly comprise the workpeople employed on construction and repair work; and the "other staff" include those employed in ancillary businesses (e.g., canal, dock and quay staff, marine staff, motor omnibus, etc., staff, hotel, dining-car and refreshment room staff), and at electrical generating stations, police staffs, etc.

Table with 4 columns: Department, Average Earnings of Wage-Earners in one week (March 1944, March 1943, March 1939), Average Percentage Increase in March, 1944, compared with March, 1939. It is divided into Men, Youths and Boys, Women, and Girls.

The average earnings shown above include war bonus, etc., piece-work payments and tonnage bonus, payments for overtime, Sunday duty and night duty, and all other payments for work performed, but exclude travelling and out-of-pocket expenses, and meal and lodging allowances. In calculating the averages, the total amount of wages paid at each date has been divided by the number of staff receiving wages for the full week combined with the equivalent number of full-time workers where employees were paid for less than the complete week.

It will be seen that the average earnings in March, 1944, showed increases, as compared with the corresponding averages for March, 1939, of 66 per cent. for men and 40 per cent. for youths and boys. In March, 1944, however, the average age of the youths and boys covered by the returns must have been lower than in March, 1939, owing (a) to the effects of recruitment for the Forces, and (b) to the fact that considerable numbers of male juniors in the higher age groups were employed in adult positions and were accordingly included in the returns as men.

Dock Labour.

The figures relating to dock, harbour, canal, etc., service, given on pages 27, 29 and 31, cover only the wage-earners in the regular employment of the authorities and firms concerned, excluding dock labourers on daily or half-daily engagements. At nearly all ports throughout Great Britain schemes are now in operation establishing reserve pools of labour from which employers may engage port transport workers by the day or half-day. Statistics compiled by the National Dock Labour Corporation and, as regards certain ports, the Ministry of War Transport (by whom these schemes are controlled) show that in the last week of June, 1944, the earnings of all classes of dock labourers, covered by these schemes and on the pay-rolls during that week, averaged 172s. 2d., inclusive of wages, attendance money and guarantee payments, and payments for annual holidays. The average earnings during June were exceptionally high, owing to pressure of work arising from war operations; in the three months April-June, 1944, the average earnings were 161s. 0d. a week. Comparable figures are not available for any pre-war date, but in the corresponding three months of 1943 the average weekly earnings were 141s. 4d.

* The number employed was insufficient to provide a satisfactory basis for general averages.

a steamer. *Award:* The Tribunal awarded that the existing rates of wages of motor drivers, carters and coal yardmen employed by members of the Importers' and Exporters' Association, Coleraine (coal section), should be increased by 5s. per week, with effect from the beginning of the first full pay period following the date of the award. The Tribunal found against the remaining part of the claim relating to increased overtime rates and awarded accordingly.

Award No. 408 (19th January).—Parties: MacDonald Bros., Cosgrave St., Belfast; Gregg & Patterson, 63-65, Pilot St., Belfast; A. W. Hamilton & Co., Prince's Dock, Belfast; David Scott & Son, Ltd., 126-128, Corporation St., Belfast; and certain employees of the several firms. *Claim:* That the rate of wages for staggers be increased to 2s. 6d. per hour. *Award:* The Tribunal awarded that the existing rate of wages for staggers should be increased to 2s. 3d. per hour, and that the award should have effect as from the beginning of the first full pay period following the date thereof.

Award No. 411 (24th January).—Parties: Harland and Wolff, Ltd., Belfast; and certain employees of the firm. *Claim:* That plumbers' helpers and sheetmetal workers' helpers should receive 75 per cent. of the bonus rates paid to craftsmen. *Award:* The Tribunal found that the claim had not been established and awarded accordingly.

TRADE BOARDS ACTS. NOTICES OF PROPOSAL.

During January, 1945, proposals to vary minimum rates of wages in the trades concerned were issued as shown below:—

Rope, Twine and Net Trade Board (Great Britain).—Proposal R. (80), dated 2nd January, 1945.

Rubber Manufacturing Trade Board (Great Britain).—Proposal R.U. (15), dated 5th January, 1945.

Rubber Reclamation Trade Board (Great Britain).—Proposal R.R. (15), dated 12th January, 1945.

Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Trade Board (Northern Ireland).—Proposal N.I.H.G. (N. 81), dated 18th January, 1945.

Further information concerning any of the proposals listed above may be obtained by persons engaged in the respective trades from the Secretary of the Board concerned at Ebury Bridge House, Ebury Bridge Road, London, S.W.1., for Boards in Great Britain, or at Tyrone House, Ormeau Avenue, Belfast, for Boards in Northern Ireland.

CONFIRMING ORDERS.

During January, 1945, Orders* confirming variations of minimum rates of wages in the trades concerned were made as follows:—

Boot and Floor Polish Trade Board (Great Britain).—Order B.P. (23), dated 12th January, 1945; effective from 24th January, 1945.

Laundry Trade Board (Northern Ireland).—Order N.I.L. (24), dated 16th January, 1945; effective from 22nd January, 1945.

BOARD FOR MINING EXAMINATIONS.

EXAMINATIONS FOR CERTIFICATES OF COMPETENCY AS MANAGERS AND UNDER-MANAGERS OF MINES AND FOR CERTIFICATES OF QUALIFICATION AS SURVEYORS OF MINES.

The written parts of the examinations for first and second class certificates of competency as managers and under-managers of mines will be held on 23rd and 24th May, 1945, at six centres, viz., Glasgow, Newcastle-upon-Tyne, Doncaster, Wigan, Cardiff and Stoke-on-Trent. The oral parts of the examinations, to be attended only by those candidates who qualify in the written tests, will be held at the same centres on 25th July, 1945.

The written part of the examination for certificates of qualification as surveyors of mines will be held at the same centres on 24th May, 1945, and the oral and practical examination, to be attended only by those candidates who qualify in the written test, in July, 1945.

Intending candidates should apply after 26th February for the necessary forms, stating whether they have previously attended any of the Board's examinations. The completed applications should be returned to the Secretary as soon as possible, and must in any case be received not later than 28th March, 1945. Letters should be addressed to the Secretary, Board for Mining Examinations, Ministry of Fuel and Power, 7, Millbank, London, S.W.1.

STATUTORY RULES AND ORDERS.

The undermentioned Orders relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have recently been published in the series of *Statutory Rules and Orders*. The price of each Order* is 1d. net (2d. post free).

The Essential Work (Dock Labour) Order, 1945 (S. R. & O. 1945, No. 29), dated January 4, 1945, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See page 19.

The Building and Civil Engineering Labour (Returns) (No. 1) Order, 1945 (S. R. & O. 1945, No. 36).—This Order made by the Minister of Works on 16th January, 1945, in the exercise of powers conferred by Regulation 56AB of the Defence (General) Regulations, 1939 (which relates to the control of building and civil engineering undertakings), provides that every person employing labour in building and civil engineering activities as defined in the Regulation, shall from time to time, within ten days after being requested so to do, make to the Minister of Works a return as respects persons employed by him in any of those activities on the date specified in the request. The return must be in such form and must contain all such particulars and information as are specified in the request.

The Coal Mining (Training and Medical Examination) Order, 1945 (S. R. & O. 1945, No. 52).—This Order, made on 17th January, 1945, by the Minister of Fuel and Power under Regulation 58AE of the Defence (General) Regulations, 1939, amends the provision relating to the Minister's power to vary the requirements as to training imposed by the Coal Mining (Training and Medical Examination) Order, 1944, a summary of which was given on page 22 of the issue of this GAZETTE for February, 1944.

Order in Council amending the Defence (Agriculture and Fisheries) Regulations, 1939 (S. R. & O. 1945, No. 74).—All the substantive functions of the Herring Industry Board, except that of making loans for the construction of boats have hitherto been suspended (see the issue of this GAZETTE for August, 1944, page 123). By the present Order, made on 24th January, 1945, these functions are now revived, with the exception of those which provide for licensing the use of boats, first sales, processing and export and for the payment of licence fees and of a levy in respect of the sale or other disposal of herring. With certain exceptions, the exercise by the Board of their functions is to be subject to the consent of the Ministers exercising control in relation to the herring industry under the Defence (General) Regulations, 1939. The functions of the Herring Industry Advisory Council, which were previously suspended, are also revived by the Order.

OFFICIAL PUBLICATIONS RECEIVED.*

[NOTE.—The prices shown are net: those in brackets include postage.]

INDUSTRIAL HEALTH.—*Health Research in Industry*. Medical Research Council. Industrial Health Research Board. Price 6d. (7d.).

MIDWIVES' SALARIES.—*Midwives' Salaries Committee: Further Recommendations and Points of Interpretation*. Midwives S.C. Notes No. 1. Ministry of Health. Price 1d. (2d.).

NATIONAL SERVICE.—*Selected Decisions given by the Umpire during December, 1944, in respect of Applications for Postponement of Liability to be called up for Service under the National Service Acts, 1939-1942*. N.S. Code 2. Pamphlet No. 9/44. Ministry of Labour and National Service. Price 2d. (3d.).

NURSES' SALARIES.—(i) *Nurses' Salaries Committee: Further Recommendations and Points of Interpretation*. Nurses S.C. Notes No. 5. (ii) *Mental Nurses Sub-Committee: Further Recommendations*. Mental Nurses S.C. Notes No. 1. Ministry of Health. Price 1d. each (2d.).

REINSTATEMENT IN CIVIL EMPLOYMENT.—*Selected Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944*. R.E. Code 1. Pamphlets Nos. 4, 5, 6 and 7. Ministry of Labour and National Service. Price 1d. each (2d.).—See page 39 for a synopsis of the Decision set out in Pamphlet No. 5.

SAFETY, HEALTH AND WELFARE.—*Factories Act, 1937: Revision of Building Regulations. Preliminary Draft of New Code in Relation to Safety, Health and Welfare*. Ministry of Labour and National Service. Price 6d. (7d.).—See page 19.

WORKMEN'S COMPENSATION.—(i) *Royal Commission on Workmen's Compensation: Report*. Cmd. 6588. Price 2d. (3d.).—See page 21. (ii) *Workmen's Compensation. Departmental Committee on Alternative Remedies (Contributory Negligence): Interim Report*. Cmd. 6580. Home Office. Price 2d. (3d.).

* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from H.M. Stationery Office at the addresses below.

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