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EMPLOYMENT, WAGES, COST OF LIVING, AND TRADE DISPUTES IN JANUARY.

EMPLOYMENT AND UNEMPLOYMENT.

THE number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 12th January was 100,215, an increase of 7,872 as compared with 8th December. Of this total, 27,162 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 7,288; this was an increase of 2,862 as compared with 8th December. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 8,951, a decrease of 572 as compared with 8th December.

The increases in the numbers of men and boys registered as wholly unemployed or temporarily stopped were mainly due to severe weather conditions, which restricted outdoor employment on the day when the count of the unemployed took place.

The corresponding figures for women and girls on the registers at 12th January were 70,647 wholly unemployed, 7,448 temporarily stopped, and 299 unemployed casual workers. Of those wholly unemployed 2,474 had been classified by interviewing panels as unsuitable for normal full-time employment, and 2,325 had been classified as unable for good cause to transfer to another area. As compared with 8th December, the numbers wholly unemployed showed a decrease of 2,234, those temporarily stopped a decrease of 1,387, and unemployed casual workers a decrease of 47.

There were temporary increases in the numbers of boys and girls recorded as unemployed, largely due to the registration of school leavers at the end of December.

The number of applicants for unemployment benefit or allowances on the registers at 12th January was 137,611, as compared with 129,791 at 8th December, and 582,573 at 13th January, 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 in January resulted in an aggregate increase estimated at about £40,000 in the weekly full-time wages of about 640,000 workpeople and in a decrease estimated at about £1,000 in those of 90,000 workpeople. These figures, however, are exclusive of agricultural workers, whose rates of wages were raised, in January, in all districts of Scotland.

In agriculture, the statutory minimum rate for ordinary male workers was raised from 48s. to 60s. a week in all districts in Scotland, and there were also increases in the rates for special classes of male workers, youths and boys and women and girls. In coal mining there were increases in some districts and slight decreases in some others, 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 the iron and steel industry, the flat-rate additions to wages were increased, under cost-of-living sliding-scale arrangements, by 0·8d. a shift for men and 0·4d. a shift for youths and boys. In cotton spinning and manufacturing, wages were increased, on account of the rise in the cost of living, by about 2 per cent. on current rates. Hosiery workers in the Midlands received an increase in bonus of $\frac{1}{2}$ d. or 1d. in the shilling on basic rates. In textile bleaching, dyeing, finishing, etc., the operation of cost-of-living sliding scales resulted in increases of about one-half of 1 per cent. in Yorkshire and of 4d. a week for men and 2d. a week for women in Lancashire and Cheshire. For men in the electrical contracting industry in England and Wales and Northern Ireland, the cost-of-living (war) addition was increased from 18s. 4d. to 18s. 9d. a week.

Other industries in which wage rates were increased included iron mining and quarrying in certain districts, tinplate manufacture, cement manufacture, hosiery dyeing and finishing, the woollen and worsted industry in the West of England, the flax and hemp trade in Great Britain, brush and broom making, paper box manufacture, and baking in Scotland.

Further particulars relating to changes in rates of wages in January are given on pages 38 to 42.

COST OF LIVING.

At 31st January, the official cost-of-living index figure was 100 per cent. above the level of July, 1914, showing no change as compared with 1st January. The index figure of food prices also remained unchanged, at 63 per cent. above the level of July, 1914.

Further particulars with regard to retail prices at 31st January are given on page 43.

TRADE DISPUTES.

The number of trade disputes involving stoppages of work, reported to the Department as beginning in January, was 57. In addition, 5 disputes which began before January were still in progress at the beginning of that month. The approximate number of workpeople involved in these 62 disputes (including workpeople thrown out of work at the establishments where the disputes occurred) was 17,000, and the aggregate duration of the disputes in January was about 59,000 working days.

EMPLOYMENT OF WOMEN (CONTROL OF ENGAGEMENT) ORDER.

THE Minister of Labour and National Service has made the Employment of Women (Control of Engagement) Order, 1942,* the object of which is to ensure that women in specified age groups who become available for work, either because they are leaving their existing work or are able to enter into work, are placed where they are most needed in the national interest. The principal features of the Order, which was made on 22nd January and took effect on 16th February, 1942, are reviewed below.

Restriction on Engagement.—Subject to certain exceptions, women in the age-groups 20–30 inclusive (*i.e.*, those who have reached 20 but not 31 years of age) are prohibited by the Order from obtaining employment otherwise than through a local office of the Ministry of Labour and National Service or an employment agency approved by the Minister, unless the employment itself is specifically excluded from the Order. Those seeking to change their jobs or to enter into employment must, in general, make application at a Local Office, where they will be dealt with, according to age, under the Registration for Employment Order or the National Service Act. If they are aliens, they will be dealt with under the legislation relating to the employment of aliens.

Employers are prohibited from engaging or seeking to engage women to whom the Order applies, except through a local office or approved employment agency. Employers, therefore, may not advertise for women covered by the Order in any way whatsoever, even by the exhibition of notices or the circulation of letters. Moreover, it is the responsibility of the employer to assure himself that any woman whom he engages directly is under 20 or over 31 years of age, or is otherwise outside the scope of the Order.

Exceptions.—A woman between 20 and 31 is excepted from the Order if she (a) has living with her a child of hers under the age of 14 (including a step-child, adopted child and an illegitimate child), or (b) is registered as a blind person under the Blind Persons Acts, 1920–1938.

Certain employments are also excepted. These are: (i) employment in agriculture, horticulture or forestry or, in the case of members of the Women's Land Army only, in timber production, (ii) employment as a professional nurse for the sick, as a probationer for such employment, or as a Nursing Auxiliary in the Civil Nursing Reserve, (iii) employment as a certified midwife or pupil midwife, (iv) employment as a teacher at a University or at a recognised school (as defined by the Order), or at a school specially approved for the purposes of the Order, (v) whole-time employment in any of the Women's Services specified in the Schedule to the Order, and (vi) employment without remuneration (free food or lodging being deemed to be remuneration).

In addition, the Order does not apply in cases where a woman is transferred from one employment to another in Civil Defence or is recalled to duty after being conditionally released by a Civil Defence Authority.

In the case of the building, civil engineering, electrical installation and general engineering industries the engagement of workers except through local offices of the Ministry of Labour and National Service is already prohibited by the Undertakings (Restriction on Engagement) Order, 1941,† which remains in force. This Order does not apply, however, to persons employed in these industries as managers, salesmen, clerks or domestic workers and, accordingly, such persons are subject to the present Order. Restrictions on the engagement of workers which are also imposed by the Essential Work (Coal Mining Industry) (No. 3) Order, 1941,‡ and the Essential Work (Shipbuilding and Ship-repairing) Order, 1942,§ are unaffected by the new Order.

Re-engagement.—In cases of the re-engagement of a woman by her former employer, the Order does not apply if the re-engagement occurs (a) after an absence of not more than fourteen days, or (b) after a period of illness or of stoppage of work due to a trade dispute, provided that it was the illness or the stoppage of work which occasioned the suspension of the employment.

Special Arrangements.—Experience with the administration of the Registration for Employment Order has shown that women with certain special qualifications can conveniently be allowed to obtain suitable employment of national importance either through an agency or by direct application. Accordingly, provision is made in the present Order whereby the Minister of Labour and National Service may approve employment agencies for the purposes of the Order and issue permits to individual women enabling them to make their own arrangements to find work of a kind specified in the permit.

An approved employment agency will be enabled, subject to the Minister's directions, to place in employment women who are within the scope of the Order. The agencies to be approved will, in general, be limited to those whose main activity is the placing of workers with certain professional or technical qualifications. Agencies or other bodies of this character who wish to be approved under these arrangements should make application in writing to the Secretary, Ministry of Labour and National Service, 15 Portman Square, London, W.1.

Permits will be issued to individual women to whom the Order applies if, where they make an application for employment

* Statutory Rules and Orders, 1942, No. 100; H.M. Stationery Office, price 1d. net (2d. post free). The text of the Order is given on pages 52 and 53.
† See the issue of this GAZETTE for January, 1942, pages 8 and 27.
‡ See the issue of this GAZETTE for January, 1942, pages 6 and 26.
§ See pages 49–52 of this issue.
¶ See the issue of this GAZETTE for March, 1941, pages 51 and 73.

at a local office of the Ministry of Labour, the local office decides that the employment which the national interest requires that they should follow can most suitably be obtained by individual effort. The permits will specify both the type of employment and the period for which they are valid and will enable the holders to obtain such employment without reference to the local office.

Permits will also be issued to women suffering from any disability which handicaps them from obtaining normal employment.

ESSENTIAL WORK (SHIPBUILDING AND SHIP-REPAIRING) ORDER.

THE Minister of Labour and National Service has made a new Essential Work (Shipbuilding and Ship-repairing) Order,* which is to supersede the earlier Order,† made in March, 1941, as from 25th February, 1942. The new Order is substantially the same as the old one, but incorporates a number of amendments, including those which have already been made to the Essential Work (General Provisions) Order, 1941.‡ The more important of the amendments are reviewed below.

Under the previous Order a time worker absent through sickness or owing to a holiday for part of a week, or a piece worker for part of a day, forfeited his right to the guaranteed payment for that week or day, as the case might be. This anomaly has been removed by providing that a worker absent owing to sickness or a recognised holiday during part of the prescribed period shall be guaranteed a proportionate payment for the remainder of the period. Provision has also been made to permit an employer who has power under the contract of service to suspend any worker without pay for disciplinary reasons, to exercise that power so as to suspend a worker for a period not exceeding 3 days, subject to the right of the worker to appeal against any such suspension. An employer will now be relieved, in certain circumstances, of the obligation to pay a guaranteed minimum wage to any worker for whom there is not work because other workers in the undertaking are taking part in an illegal strike. A worker, moreover, who successfully appeals to the local Appeal Board against dismissal for serious misconduct and is reinstated, may claim payment of arrears of the guaranteed minimum wage, a right which was denied to him under the previous Order.

Important changes have been made for dealing with absenteeism, lateness and indiscipline in the shipyards, with the active co-operation of the Yard Committees. These Committees are composed of the representatives of the managements and of the workers in the shipyards and the arrangements made under the new Order are directed towards giving these Committees greater responsibility in helping to combat absenteeism and indiscipline and towards tuning up the administrative machine, so as to accelerate the procedure whereby the National Service Officer is empowered to issue directions under the Emergency Powers (Defence) Regulations.

CONTROL AND ORGANISATION OF DOCK LABOUR.

DOCK LABOUR SCHEMES IN THE BRISTOL AND SOUTH WALES AREAS.

Dock Labour Schemes for the ports of Bristol and Avonmouth, Port Talbot, Llanelli, Barry and Newport (Mon.) have been submitted to the Minister of Labour and National Service by the National Dock Labour Corporation Limited,§ and after having been approved by him under the Essential Work (Dock Labour) Order, 1941,|| are now in operation.

The Scheme for Bristol and Avonmouth came into operation on 29th December, 1941, that for Port Talbot and Llanelli on 9th February, and that for Barry and Newport on 16th February, 1942. As from these dates the provisions of the Essential Work (Dock Labour) Order and the terms of employment agreed by the National Joint Council for Dock Labour on 16th July, 1941, became operative as regards the workers in port transport undertakings at these ports. These provisions and terms of employment include the following:

A dock worker, unless he is subject to the special arrangements for light work (*see below*), is required to attend at each of eleven turns of four hours each from Monday morning to Saturday morning inclusive. For each of those turns at which a man reports as available for work and does not secure engagement, he is paid 'Attendance Money' at the rate of 5s. per turn. Saturday afternoon, Sunday and overtime do not fall within the guarantee period, but must be worked as required. When he is working, the worker is employed by the port transport employer to whom he engages himself, and when he is not employed by a port transport employer or is not engaged on such work as he may be required by the manager to perform, he is in the "Reserve Pool" and, accordingly, in the employment of the Corporation. In each year the worker is entitled to one week's holiday with pay.

Special arrangements provide for the employment on light work of aged men and others who are not physically capable of performing a full week's work. Such workers are conditioned to a modified form of "guarantee pay."

* Statutory Rules and Orders, 1942, No. 266; H.M. Stationery Office, price 3d. (4d. post free). The text of the Order is given on pages 49–52.
† See the issue of this GAZETTE for March, 1941, pages 71–73.
‡ See the issue of this GAZETTE for August, 1941, pages 155 and 170.
§ See the issue of this GAZETTE for October, 1941, page 194.
|| See the issues of this GAZETTE for August, 1941, page 155, and October, 1941, page 208.

ESSENTIAL WORK (COTTON MANUFACTURING INDUSTRY) ORDER.

FOR the purposes of the scheduling under the Essential Work (General Provisions) Orders, 1941,* of specified undertakings in the cotton manufacturing industry, those provisions of the Orders which relate to the "normal wage" payable by way of guarantee in respect of under-employment, unemployment, etc., to workers in scheduled undertakings have been modified in their application to the undertakings concerned by the Essential Work (Cotton Manufacturing Industry) Order, 1942,† which was made by the Minister of Labour and National Service on 2nd January and took effect on that date.

The Order provides that where an undertaking in the cotton manufacturing industry, as defined in the Order, is scheduled under the Essential Work (General Provisions) Orders, the "normal wage" to be paid to the "specified" workers (*i.e.*, those workers employed in the undertaking to whom the certificate declaring the undertaking to be a scheduled undertaking applies) shall be a wage calculated in accordance with the terms of the Agreement, dated 18th November, 1941, concluded between the Cotton Spinners' and Manufacturers' Association and the Northern Counties Textile Trades Federation (*see below*).

At present the Order is being applied only to undertakings within the areas covered by the above-mentioned Agreement, but provision is made in the Order whereby undertakings in the cotton manufacturing industry which are covered by some other agreement may be scheduled under the Orders, if the agreement to which they are subject contains provisions relating to the calculation, ascertainment and payment of a normal wage, and is approved by the Minister of Labour and National Service for the purposes of the Order. In such cases the "normal wage" payable to the specified persons is to be a wage which is calculated in accordance with the particular agreement.

The method of calculating the "normal wage," as laid down by the above-mentioned Agreement, consists, in the case of weavers paid by a piece price list, of ascertaining an hourly rate per loom for each weaver on the basis of the average of the individual weaver's gross normal weekly wage over the last four full weeks (eight weeks in the case of velvet and fustian weavers). The hourly rate thus ascertained is payable in respect of every stopped loom (other than looms stopped for gaiting up) out of the weaver's full complement. For other workers paid by piece rates, a standard hourly rate is to be calculated for each worker, based on the individual's gross normal weekly wages averaged over the last four weeks. Workers paid a weekly time-rate of wages are to receive as a minimum for each week the normal wage for a normal week at the time rate applicable to them.

TRAINING FOR WAR WORK.

CONCENTRATION OF GOVERNMENT TRAINING CENTRES.

CERTAIN changes of policy have recently been made with regard to the provision of training for war-work at Government Training Centres, and particulars of these changes, so far as they affect the duration of the period of training and the payments made to workers undergoing training were given on page 8 of last month's issue of this GAZETTE. The revised policy also provides for the concentration of Government Training Centres, and the arrangements made for this purpose are reviewed below.

In accordance with the policy followed since the middle of 1940, the aim of which was to secure a large expansion of the Government Training Scheme, the number of Government Training Centres rapidly increased, so that early in 1941 thirty-nine such Centres were in being. After experience of the working of the expanded Scheme, it has now, however, been decided to effect a concentration of effort by the closure of fifteen Government Training Centres, including the Centres at Luton, North Tyne, Oakdale, Spennymoor, Bristol (Southmead), Salford, Watford (Hempstead Road), South Tyne, and seven other Centres yet to be determined.

The closure of these fifteen Centres will naturally reduce the training facilities available. With the remaining twenty-four Centres, however, it has been possible to achieve a better balance of training trades, and it is considered that the facilities available in these Centres will prove adequate for future needs. The sacrifice of places mainly concerns bench trades, particularly fitting. The capacity for training in machine operating will not be reduced, as the machine tools in the seven Centres having machine shops which are to be closed will be transferred to other Centres.

As already stated in the relevant article, referred to above, in last month's issue of this GAZETTE, it has been decided to offer initially at Government Training Centres a course of from 4 to 8 weeks and, in appropriate cases, to give the trainee an opportunity of taking a longer course, normally lasting 16 weeks, which will offer prospects of more responsible and interesting work in industry after training. The object of these new arrangements is to relate the training given in Government Training Centres as closely as possible to the requirements of industry. On the one hand, it is hoped to avoid overtraining when a short

* See the issues of this GAZETTE for March (pages 50 and 69–71) and August, 1941 (pages 155 and 170–171).
† Statutory Rules and Orders, 1942, No. 90; H.M. Stationery Office, price 1d. net (2d. post free). The text of the Order is given on page 52.

course of a few weeks is all that is necessary and, on the other hand, it is hoped to ensure that those trainees who are retained for the longer course become fully capable of performing work requiring considerable skill and that they are placed in employment which makes full use of their capabilities and the training they have received.

Trainees entering industry after completion of the short course will be familiar with factory routine and the workshop atmosphere, and will have been instructed in such essential matters as "safety first." They will also have received an elementary training in the use of tools, the actual curriculum for which will be flexible, in order to adapt the training as closely as possible to local needs.

Trainees retained for the longer course will be strictly selected in proportions which will depend on (a) the capabilities of those entering training and (b) the requirements of industry served by a particular Centre. The length of the training required will vary between districts, and the Regional Offices of the Ministry of Labour and National Service will advise Centre Managers, of the proportions of short and long course trainees required in the area.

MAN-POWER, LABOUR AND WAR PRODUCTION.

FUNCTIONS OF THE MINISTER OF LABOUR AND NATIONAL SERVICE.

A STATEMENT,* recently presented by the Prime Minister to Parliament, on the Office of the Minister of Production, declared that the functions hitherto performed by the Production Executive† in regard to man-power and labour are, in future, to be discharged, under the general authority of the War Cabinet, by the Minister of Labour and National Service. These functions include the allocation of man-power resources to the Armed Forces and Civil Defence, to war production, and to civil industry, as well as general labour questions in the field of production.

As part of his function of dealing with demands for and allocating man-power, the Minister of Labour and National Service has the duty of bringing to notice any direction in which he thinks that greater economy in the use of man-power could be effected; and for this purpose his officers are to have such facilities as they require for obtaining information about the utilisation of labour.

SAFETY IN MINES.

REPORT OF THE SAFETY IN MINES RESEARCH BOARD FOR 1940.

THE Safety in Mines Research Board have recently published in their Nineteenth Annual Report,‡ covering the year 1940, a review of the activities of the Board during that year in directing the work of research of the Mines Department into the causes of mining dangers and the means for preventing such dangers. The Report also includes a report of matters dealt with by the Health Advisory Committee.

On the subject of safety researches, the Board state that their researches have necessarily been hampered by the War, but that, nevertheless, progress has been made in various directions. A general review of this progress is given in the Report, together with more detailed accounts of research work carried out in connection with coal dust explosions, firedamp explosions, electrical researches, mining explosives, safety lamps, mine-lighting, falls of ground, haulage, and wire ropes. The Report also emphasises the need for the more general use of protective equipment.

In the section of the Report dealing with the work carried out by the Health Advisory Committee, particulars are given of investigations of the Committee into (a) protection against dust and (b) silicosis.

An account of "Safety Instruction" activities mentions that this work had to be still further restricted during the year, on account of staff difficulties and other unavoidable conditions. Demonstrations at the Buxton Research Station were abandoned, but exhibitions were held in the coalfields. Other activities consisted in the giving of lectures and the supply on loan to mining teachers and others of films and lantern slides.

RÉGISTRATION FOR EMPLOYMENT ORDER.

WOMEN, whether married or single, in the 1906 and 1905 age classes are required to register under the Registration for Employment Order, 1941, on 7th and 21st March, 1942.

REGISTRATION OF BOYS AND GIRLS ORDER.

Boys born between 1st February, 1925, and 28th February, 1926, are required to register on 28th February, 1942, under the Registration of Boys and Girls Order, 1942, unless they are exempted, under the provisions of that Order;§ from liability to register.

* Cmd. 6337. H.M. Stationery Office, price 1d. net (2d. post free).
† See the issue of this GAZETTE for July, 1941, page 134.
‡ Nineteenth Annual Report of the Safety in Mines Research Board, 1940. H.M. Stationery Office, price 1s. net (1s. 2d. post free).
§ See the issue of the GAZETTE for January, 1942, page 7.

AGRICULTURAL WAGES IN SCOTLAND.

THE Scottish Agricultural Wages Board issued Orders on 9th January, 1942, which provided for the raising of the minimum rates of wages fixed under the provisions of the Agricultural Wages (Regulation) (Scotland) Acts, 1937 and 1940.

In accordance with these Orders, the statutory minimum wage rate for ordinary male agricultural workers (20 years of age and over) in all districts in Scotland became 60s. a week as from 19th January, 1942, the previous rate having been 48s. a week. The minimum rates for men employed on special classes of work, e.g., as grieves, shepherds, stockmen, ploughmen or tractor-men, have also been increased and now range from 62s. to 70s. a week.

In the case of women (18 years of age and over), employed on ordinary agricultural work, the new minimum rates range from 41s. 6d. to 43s. 6d. a week, involving increases of between 6s. 6d. and 9s. 6d. a week. For those employed in tending stock, poultry, etc., the revised minimum rates range from 45s. to 50s. a week. The minimum rates for youths, boys and girls and for workers employed by the day or hour or on part-time work have also been raised, by various amounts, in each district.

The hours of work in respect of which the minimum rates of wages are payable remain unchanged; but the minimum rates of pay for overtime working have been increased. The revised overtime rate for men is 1s. 5½d. an hour and for women 1s. 2½d. an hour in all districts, except for work on Saturday afternoons and Sundays for which the rate is 1s. 9½d. and 1s. 5d. an hour, respectively. Annual holiday payments have been raised in proportion to the increase in minimum wage rates.

All the Orders embody revisions in the values of certain of the benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash, and assign limits to the amounts of the items of food and fuel to be supplied as such payment. The value at which milk can be reckoned has been raised by 5½d. or 6d. a gallon and that of coal by amounts ranging from 2s. to 13s. a ton, according to district. On the other hand, the value of meal has been reduced by sums ranging from 5s. to 15s. a boll (10 stone), and that of potatoes by various amounts from 6d. to 1s. 3d. a cwt. in most districts. The value of housing has not been varied; but the value of board, or of board and lodgings, has been advanced, the increase in the case of men ranging in different districts from 6d. to 3s. a week.

CONDITIONS OF EMPLOYMENT IN RETAIL FURNISHING AND ALLIED TRADES.

THE Joint Industrial Council which was recently set up for the Retail Furnishing and Allied Trades in England and Wales* has arrived at an agreement on minimum rates of remuneration and conditions of employment, which became effective on 2nd February, 1942. The trades covered by the agreement are furniture and furnishings, ironmongery and turnery, china and glass, hardware, electrical goods, cycle and accessories, sports goods, radio, and oils, paint and wallpaper. A summary of the provisions of the agreement is given below:—

WAGES.

For wages purposes the country is divided into three grades, viz.: (a) London, comprising the City of London and the Metropolitan Police District; (b) Provincial "A", including all towns with a population of 10,000 or more and a number of towns where, although the population is less than 10,000, the Joint Industrial Council is of opinion that "A" rates should be paid; and (c) Provincial "B", including all places other than those defined in (a) and (b). The minimum rates of weekly earnings agreed upon, inclusive of all forms of commission and bonuses, are as follows:—

Branch managers and manageresses.—The rates vary with the amount of weekly trade done as ascertained periodically. Where the weekly trade is under £60 the rates are:—London, 70s. a week for men and 58s. for women; Provincial "A", 67s. and 55s.; Provincial "B", 65s. and 53s. Where the weekly trade is more than £60, higher rates of minimum weekly earnings are provided for, rising on a progressive scale up to a weekly trade of £350.

Retail shop assistants, central warehouse staff, van salesmen, cashiers and clerks.—London: males—21s. 6d. a week at 16 years of age, increasing to 65s. at 25 years; 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.

All other male employees (including porters but 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. Provision is made for special rates of pay for late entrants and for sub-normal workers, and for remuneration to be reduced by fixed amounts when dinner, tea, or board and lodging are provided.

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

CONDITIONS OF EMPLOYMENT.

The weekly rates of remuneration are for a working week of 48 hours (exclusive of mealtimes), subject to a daily allowance of not more than twenty minutes free from overtime payment, solely for the purpose of clearing up and of clearing the shop of customers.

Overtime is to be paid for at the rate of time and a quarter, except for all time worked on Sundays, Good Friday, Easter Monday, Whit Monday, August Bank Holiday, Christmas Day, Boxing Day, and any other nationally proclaimed holiday (or such days as may be substituted for them by local custom) when double rates shall be paid. Overtime is not payable to branch managers or branch manageresses.

In addition to the bank and public holidays, annual holidays of six working days with full pay are to be granted, providing the employee has completed six months' continuous service by 1st August in any year, and twelve working days' annual holiday with full pay, providing the employee has completed twelve months' continuous service by that date. Where, however, it has been the general custom in any district to grant less than twelve days' holiday, the custom is to be allowed to continue during war-time. Where holidays cannot be granted under war conditions payment in lieu is to be made.

Sick leave up to twelve days in any one year on full pay is to be granted upon the completion of three months' continuous service and subject to the production, if required, of a medical certificate.

The scales of remuneration and conditions of employment set out in the agreement are stated to be minima, and do not prevent the payment of higher rates or the operation of better conditions, and nothing in the agreement is to be taken to prejudice any higher rates or better conditions already in operation.

The agreement provides arrangements for the consideration of claims for special relief by employers who consider that, owing to special economic, financial, or trading difficulties, they are unable to operate the agreement in whole or in part.

HOURS OF EMPLOYMENT OF WOMEN AND YOUNG PERSONS IN FACTORIES.

THE Hours of Day Work in Factories (Women and Young Persons) Order, 1942, made by the Minister of Labour and National Service on 23rd January, under Regulation 59 of the Defence (General) Regulations, 1939,* provides that factories to which the Order is applicable may be exempted from the provisions of the Factories Act, 1937, relating to the hours of employment and holidays of women and young persons, if the occupier holds the permission of the District Inspector of Factories to avail himself of the provisions of the Order. Where such permission has been given, the hours worked by women and young persons may be extended within limits specified in a schedule to the Order (the text of which is given on page 54).

By a General Emergency Order of 23rd December, 1941, provision had previously been made for exempting potteries from the provisions of the Factories Act, 1937, as to hours of employment and holidays, subject to certain limitations and to the written permission of the District Inspector of Factories. On 28th January 1942, the Minister of Labour and National Service made the Flour Mills (Hours, Safety and Welfare) Order, 1942,† which makes provision for the employment of women and young persons aged 16 years or over in flour mills in accordance with any one of four separate schemes governing hours of work, subject to certain conditions and to the written permission of the District Inspector of Factories, notwithstanding the provisions of the Factories Act, 1937. This latter Order also contains clauses making certain provisions for the safety and welfare of the workers concerned, in the flour mills to which the Order is applied. The texts of these Orders are given on pages 53 and 54.

INCOME TAX QUIZ FOR WAGE EARNERS.

A BOOKLET with the above title has been issued for the Board of Inland Revenue, explaining in simple terms how income tax is calculated for weekly wage earners who have their tax worked out each half-year, and how the tax is deducted from wages. The booklet sets out the various allowances for which deductions are made in calculating the tax to be paid, and gives examples showing in detail how the amounts payable are reckoned in different cases. The system of post-war credits, under which part of the income tax deducted will be placed, after the war, in a Post Office Savings Bank account or a Trustee Savings Bank account in the name of the wage earner concerned, is also explained.

All the new wage-earning tax payers in factories and industrial undertakings, and their employers, should read this booklet. Copies are obtainable, price 2d. each (3d. including postage) or 2s. 6d. for 25 copies (3s. including postage), from H.M. Stationery Office at any of the addresses shown on the front cover of this GAZETTE.

* See the issue of this GAZETTE for December, 1941, page 248.
† Statutory Rules and Orders, 1942, No. 232; H.M. Stationery Office, price 2d. net (3d. post free).

INTERNATIONAL LABOUR CONFERENCE, NEW YORK.

A CONFERENCE of the International Labour Organisation was held in New York, U.S.A., from 27th October to 6th November, 1941. A Report on the proceedings of the Conference, made to the Minister of Labour and National Service by the Delegates of H.M. Government, has been published as a Command Paper.*

Miss Frances Perkins, the United States Secretary of Labour, was elected President of the Conference, and Mr. Jan Stanczyk (Poland), Sir John Forbes Watson (British Empire) and Mr. José Domenech (Argentine Republic), Vice-Presidents.

The Conference was attended by representatives of thirty-five countries, the majority of which had tripartite delegations, representing the workers, employers and Governments of the countries concerned. The Dominions and Allied Governments were strongly represented. Thirteen South and Central American countries sent representatives, and delegations from China, Egypt, France, Iran and Thailand were present. The Conference was addressed by Mr. Henri Hauck, representative of General de Gaulle, and Mr. Kauffmann, the Danish representative in Washington. Two Free French workers' representatives attended and took part in the deliberations of the Workers' Group.

The delegates representing the United Kingdom were Mr. Ralph Assheton, M.P., Parliamentary Secretary to the Ministry of Labour and National Service, Sir Frederick W. Leggett, C.B., of the Ministry of Labour and National Service, Sir John Forbes Watson, Director of the National Confederation of Employers' Organisations, and Mr. Joseph Hallsworth, Industrial General Secretary of the National Union of Distributive and Allied Workers and Member of the Trades Union Congress General Council. The Right Hon. Clement Attlee, M.P., Lord Privy Seal, attended as representative of H.M. Government, and addressed the Conference.

The Agenda of the Conference included:

(1) The Report of the Acting Director (Mr. E. J. Phelan) on "The International Labour Organisation and Reconstruction";

(2) Methods of collaboration between public authorities, workers' organisations and employers' organisations.

The second subject was considered by the whole Conference sitting as a Committee, of which Mr. Ralph Assheton, M.P., British Government Delegate, was elected Chairman.

The principal resolution of the Conference, which was adopted unanimously, gave expression to the general feeling among the delegations that the scope of the International Labour Organisation should be extended to include economic questions as well as questions affecting conditions of labour. The resolution begins by affirming that the victory of the free peoples in the war against totalitarian aggression is an indispensable condition of the attainment of the ideals of the International Labour Office. The operative part of the resolution requests the Governing Body of the International Labour Office to draw the attention of Member States to the desirability of associating the International Labour Office with the planning and application of measures of reconstruction, and to ask that the International Labour Organisation shall be represented in any peace or reconstruction conference following the war. Further, it invites the Governing Body to set up a small tripartite committee to study and prepare measures of reconstruction and emergency measures to deal with unemployment. This Committee is to be empowered to enlist the assistance of experts and to co-operate with various governmental and private bodies dealing with reconstruction problems. It also asks Governments to set up, if they have not already done so, representative bodies for the study of the social and economic needs of the post-war world and to arrange for these bodies to consult with the International Labour Organisation.

The Conference adopted thirteen other resolutions, some of a general and some of a specific character. Of the general resolutions, one formally endorsed paragraphs 4, 5 and 6 of the Atlantic Charter, and asked that full use should be made of the experience of the International Labour Organisation in giving effect to them. Another, submitted by the Workers' delegates, emphatically affirmed the necessity for giving full aid to countries which were the victims of aggression.

Two important resolutions of a specific character related to the textile and shipping industries.

The first of these requested the Director of the International Labour Office to begin immediately the preparation of a definite scheme for the establishment under the aegis of the International Labour Organisation of a World Textile Office, based on the tripartite principle, to be responsible for the international organisation of economic and social measures to secure prosperity and social justice in the textile industry; and authorised the Director to initiate consultations with all parties concerned to the fullest extent which circumstances permitted with a view to such a scheme being put into effect with a minimum of delay after the termination of hostilities.

The second, after referring to the many sacrifices made and the great devotion to duty shown by seafarers, and to the international character of shipping, which would become even more pronounced after the war than before, declared that a speedy and satisfactory regulation of the economic and social position of seamen was therefore imperative for the future development of the shipping industry, and authorised the Director of the International Labour Office to consult all interested organisations, institutions and individuals in order that at the end of

* Cmd. 6331; H.M. Stationery Office, price 4d. net. (5d. post free).

the war plans would be available for the immediate regulation of economic and social conditions in the mercantile marine; and to consult the Joint Maritime Commission of the International Labour Organisation regarding the desirability of the inclusion therein of Government representatives.

The resolutions unanimously adopted by the Conference on methods of collaboration endorsed the great value of collaboration between Governments, employers and workers not only during the war but also after the war, and requested the Governing Body of the International Labour Office to take steps to ensure the fullest use of the resources of the Organisation, and to exchange between Governments and organisations of employers and workers all information concerning both war-time and permanent machinery of collaboration so as to facilitate its widest developments and to aid interested countries to make use, in their machinery for emergency industrial and economic organisation, of the most suitable methods of collaboration in the field under consideration. It was also affirmed that the principle of collaboration requires that, in law and in fact, the right of industrial organisations to represent workers and employers should be recognised by the state, and that the workers' and employers' organisations should recognise each other's right to represent workers and employers respectively. Reference was made to the differences existing between the circumstances in different countries and the fact that positive results can best be assured by development along the lines of national experience, always provided that collaboration is based on the principles enunciated above. Owing to lack of sufficient time for the more detailed discussion of methods of collaboration, it was decided to place the subject on the agenda for further discussion at the next Conference.

In the course of the Conference, a joint declaration agreed upon by the Government, Employers' and Workers' Delegates of the Central European and Balkan countries represented at the Conference, viz., Czecho-Slovakia, Greece, Poland and Yugo-Slavia, was made by Mr. Masaryk, the Government Delegate of Czecho-Slovakia. This declaration protested against the barbarous practices of the authorities occupying the countries represented by the framers of the declaration, and finished with the hope that the end of the war would save 100 million inhabitants of Central Europe and the Balkans from their present state of wretchedness by assuring them the possibility of stable employment; the masses of the peasant population and their social and economic standards deserved special attention, because peace and security in those regions depended upon them; and the part to be played by the Central European and Balkan countries in the reconstruction of a new Europe was conceived by the framers of the declaration in a spirit of frank and friendly collaboration.

The closing Session of the Conference was held in the White House on 6th November, 1941, when the delegates and their advisers were introduced to the President of the United States by Miss Frances Perkins, and the President delivered an important address of general application on present and post-war problems. Mr. Roosevelt said that, if permanent remedies were to be found, the fullest co-operation between all nations in the economic field would be required. He concluded by affirming that, in the planning of such international action, the International Labour Organisation, with its representation of labour and management, its technical knowledge and experience, would be an invaluable instrument for peace. The Organisation would have an essential part to play in building up a stable international system of social justice for all peoples everywhere. As part of this organisation, the people of the United States were determined to respond fully to the opportunity and challenge of this historic responsibility.

FOOD CONTROL.

MAXIMUM RETAIL PRICES OF FOOD.

ORDERS made by the Minister of Food, applying to dried peas, beans and lentils from 12th January and to dried fruits from 26th January, specify uniform maximum retail prices, instead of maximum retail prices varying according to wholesale prices and certain other items, such as transport costs. For oatmeal, oat flakes and oat flour, an Order which came into force on 12th January specifies inclusive maximum retail prices instead of scheduling maximum prices to which certain additions might be made. Revised maximum prices for canned fruits and canned vegetables were included in Orders which came into force on 19th January.

FOOD RATIONING.

The domestic rations of sugar and fats were reduced from 12th January, the quantities per head per week from that date being 8 oz. of sugar, 6 oz. of butter and margarine (of which not more than 2 oz. may be taken as butter) and 2 oz. of cooking fats.

"Points" rationing was extended from 26th January to include rice, sago, tapioca, dried peas, beans and lentils, and dried fruits, the number of "points" per person for the four weeks beginning on 9th February being raised from 16 to 20.

The fact that goods made of raw materials in short supply owing to war conditions are advertised in this GAZETTE should not be taken as an indication that they are necessarily available for export.

EMPLOYMENT IN JANUARY.
GENERAL SUMMARY.

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 12th January was 100,215, an increase of 7,872 as compared with 8th December. Of this total, 27,162 had been classified 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 7,288, an increase of 2,862 as compared with 8th December. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 8,951, a decrease of 572 as compared with 8th December.

The increases in the numbers of men and boys registered as wholly unemployed or temporarily stopped were mainly due to severe weather conditions, which restricted outdoor employment on the day when the count of the unemployed took place. The corresponding figures for women and girls on the registers at 12th January were 70,647 wholly unemployed, 7,448 temporarily stopped, and 299 unemployed casual workers. Of those wholly unemployed 2,474 had been classified by interviewing panels as unsuitable for normal full-time employment, and 2,325 had been classified as unable for good cause to transfer to another area. As compared with 8th December, the numbers wholly unemployed showed a decrease of 2,234, those temporarily stopped a decrease of 1,387, and unemployed casual workers a decrease of 47.

There were temporary increases in the numbers of boys and girls recorded as unemployed, largely due to the registration of school leavers at the end of December.

The number of applicants for unemployment benefit or allowances on the registers at 12th January was 137,611, as compared with 129,791 at 8th December, and 582,573 at 13th January, 1941.

The numbers registered as unemployed at 12th January are analysed below:—

	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
Great Britain.			
Men	87,943	7,214	8,946
Boys	12,272	74	5
Women	56,101	7,047	299
Girls	14,546	401	—
Total	170,862	14,736	9,250
Increase (+) or Decrease (—) as compared with:			
8th December, 1941	+ 5,638	+ 1,475	— 619
13th January, 1941	— 350,526	— 137,645	— 12,587
Great Britain and Northern Ireland.			
Men	98,846	7,957	9,976
Boys	13,066	104	5
Women	67,847	10,172	343
Girls	15,799	615	—
Total	195,558	18,848	10,324
Increase (+) or Decrease (—) as compared with:			
8th December, 1941	+ 6,538	+ 2,343	— 669
13th January, 1941	— 384,970	— 141,093	— 13,537

UNEMPLOYMENT SUMMARY BY DISTRICTS.

The numbers of unemployed persons on the registers at 12th January in each administrative region are shown below:—

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Wholly Unemployed.					
London and South-Eastern	18,825	2,622	12,213	2,674	36,334
Eastern	3,399	469	6,549	664	11,081
Southern	2,398	446	1,730	519	5,093
South-Western	3,326	559	2,346	648	6,879
Midlands	1,739	359	1,000	343	3,441
North-Midlands	2,570	292	3,934	532	7,328
North-Eastern	6,342	591	2,913	907	10,753
North-Western	11,761	1,634	7,351	1,277	22,023
Northern	9,533	1,908	4,111	3,090	18,642
Scotland	16,051	2,019	10,888	2,141	31,099
Wales	11,999	1,373	3,066	1,751	18,189
Great Britain	87,943	12,272	56,101	14,546	170,862
Northern Ireland	10,903	794	11,746	1,253	24,696
Great Britain and Northern Ireland	98,846	13,066	67,847	15,799	195,558
Temporarily Stopped.					
London and South-Eastern	939	7	1,000	9	1,955
Eastern	452	5	321	9	787
Southern	124	—	87	1	212
South-Western	141	2	201	11	355
Midlands	269	3	142	—	414
North-Midlands	588	4	592	22	1,206
North-Eastern	1,219	13	1,584	93	2,909
North-Western	1,459	9	1,377	54	2,899
Northern	912	15	493	69	1,489
Scotland	637	11	1,123	89	1,860
Wales	474	5	127	44	650
Great Britain	7,214	74	7,047	401	14,736
Northern Ireland	743	30	3,125	214	4,112
Great Britain and Northern Ireland	7,957	104	10,172	615	18,848

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Unemployed Casual Workers.					
London and South-Eastern	3,608	1	101	—	3,710
Eastern	463	—	3	—	466
Southern	110	—	4	—	114
South-Western	395	—	3	—	398
Midlands	2	—	13	—	15
North-Midlands	482	—	78	—	560
North-Eastern	320	—	—	—	320
North-Western	222	—	1	—	223
Northern	1,452	2	16	—	1,470
Scotland	866	2	80	—	948
Wales	1,026	—	—	—	1,026
Great Britain	8,946	5	299	—	9,250
Northern Ireland	1,030	—	44	—	1,074
Great Britain and Northern Ireland	9,976	5	343	—	10,324

The increases (+) or decreases (—) between 8th December, 1941, and 12th January, 1942, in the numbers of persons on the registers in the various administrative regions were as shown below:—

Region.	Wholly Unemployed.		Temporarily Stopped.		Unemployed Casual Workers.	
	Males.	Females.	Males.	Females.	Males.	Females.
London and South-Eastern	+ 3,473	— 442	+ 797	— 27	— 477	— 19
Eastern	+ 783	+ 2,348	+ 429	+ 114	— 197	— 9
Southern	+ 479	— 481	+ 109	— 63	— 59	+ 4
South-Western	+ 351	— 476	+ 89	— 5	— 435	—
Midlands	+ 266	— 149	+ 124	— 27	—	+ 13
North-Midlands	+ 78	+ 1,149	+ 327	+ 149	+ 184	+ 66
North-Eastern	+ 264	— 632	+ 41	+ 407	+ 136	—
North-Western	— 59	— 1,874	+ 183	— 1,129	+ 3	— 2
Northern	+ 1,157	+ 150	+ 469	—	+ 451	— 41
Scotland	+ 497	— 1,208	+ 255	— 37	— 117	— 59
Wales	+ 583	— 619	+ 39	—	— 61	—
Northern Ireland	+ 1,706	— 806	+ 23	+ 845	— 56	+ 6

A further analysis of the numbers unemployed at 12th January 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 37.

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 January, 1941:—

Date.	Great Britain.					G. Britain & N. Ireland.
	Men 18 years and over.	Boys 14-17 y.ars.	Women 18 years and over.	Girls 14-17 years.	Total.	
1941.						
13 January	236,957	22,005	222,142	40,284	521,388	580,528
10 February	200,160	17,386	197,293	34,136	448,975	502,399
17 March	159,638	13,022	165,319	26,329	364,308	404,538
21 April	159,895	17,344	133,056	28,477	318,772	359,122
12 May	127,733	14,251	122,002	26,326	290,312	334,887
16 June	110,428	11,134	102,181	19,913	243,656	278,238
14 July	102,010	11,652	88,852	17,063	219,577	252,002
11 August	98,737	17,390	82,208	21,436	219,771	247,294
15 September	87,638	12,410	78,854	17,692	196,594	220,597
13 October	85,598	11,436	72,789	16,027	185,850	210,645
17 November	86,173	9,162	64,093	12,556	171,984	194,810
8 December	84,235	8,108	62,058	10,823	165,224	189,020
1942.						
12 January	87,943	12,272	56,101	14,546	170,862	195,558
Temporarily Stopped.						
1941.						
13 January	89,699	2,360	56,936	3,386	152,381	159,941
10 February	67,711	1,706	42,588	2,230	114,235	120,429
17 March	40,856	820	31,786	2,229	75,691	80,819
21 April	40,992	803	31,809	1,769	75,373	80,711
12 May	27,261	523	36,016	1,944	65,744	70,643
16 June	17,656	390	28,268	1,419	47,733	51,419
14 July	20,340	522	23,854	1,311	46,027	50,998
11 August	15,131	435	21,255	1,129	37,950	42,447
15 September	7,828	96	15,465	584	23,973	28,106
13 October	6,544	76	13,288	544	20,452	24,098
17 November	5,838	76	9,352	746	16,012	19,371
8 December	4,356	70	7,957	878	13,261	16,505
1942.						
12 January	7,214	74	7,047	401	14,736	18,848
Unemployed Casual Workers.						
1941.						
13 January	20,606	68	1,149	14	21,837	23,861
10 February	16,515	70	1,035	19	17,639	19,657
17 March	16,938	62	916	3	17,919	19,327
21 April	15,479	36	846	5	16,366	17,655
12 May	12,028	27	873	4	12,932	14,338
16 June	9,786	17	742	5	10,550	11,888
14 July	10,926	19	670	1	11,676	12,899
11 August	11,958	24	585	1	12,568	13,679
15 September	9,495	16	537	6	10,054	11,107
13 October	9,412	8	476	1	9,897	11,031
17 November	10,773	11	319	3	11,106	12,245
8 December	9,506	17	346	—	9,869	10,993
1942.						
12 January	8,946	5	299	—	9,250	10,324

UNEMPLOYMENT AMONG BOYS AND GIRLS.

On page 36 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 12th January, 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:—

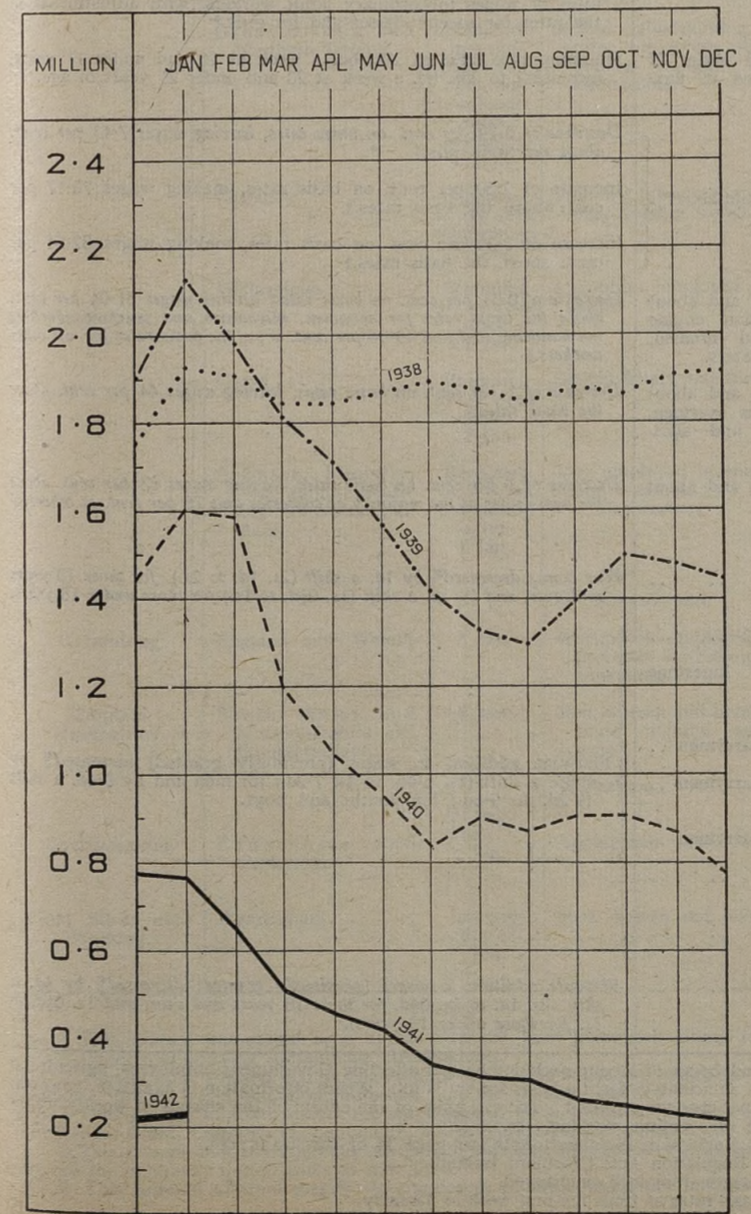
Region.	Boys.			Girls.		
	Aged 14 and 15.	Aged 16 and 17.	Total.	Aged 14 and 15.	Aged 16 and 17.	Total.
London and South-Eastern	1,363	1,267	2,630	1,539	1,144	2,683
Eastern	252	222	474	352	321	673
Southern	308	138	446	352	168	520
South-Western	375	186	561	394	265	659
Midlands	219	143	362	220	123	343
North-Midlands	164	132	296	263	291	554
North-Eastern	393	211	604	595	405	1,000
North-Western	1,078	565	1,643	811	520	1,331
Northern	1,391	534	1,925	1,951	1,208	3,159
Scotland	987	1,045	2,032	1,047	1,183	2,230
Wales	770	608	1,378	912	883	1,795
Great Britain	7,300	5,051	12,351	8,436	6,511	14,947
Northern Ireland	109	715	824	165	1,302	1,467
Gt. Britain and N. Ireland	7,409	5,766	13,175	8,601	7,813	16,414

The total number of insured juveniles, under 18 years of age, recorded as unemployed in Great Britain and Northern Ireland at 12th January, 1942 (including those, not on the register, whose unemployment books were in the two months' file), was 24,688 of whom 11,399 were boys and 13,289 were girls. Of these, 4,296 boys and 5,051 girls were under 16 years of age.

In the week ended 21st January, 1942, the number of juveniles, under 18 years of age, who attended authorised courses of instruction was 303 including 106 boys and 197 girls. Of this total, 61 were in the North-Eastern Region, 38 in the Northern Region, and 204 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 12TH JANUARY, 1942.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR IN JANUARY.

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 January resulted in an aggregate increase estimated at about £40,000 in the weekly full-time wages of about 640,000 workpeople, and in a decrease estimated at about £1,000 in those of 90,000 workpeople. These figures do not include agricultural workers,* whose statutory minimum rates were raised in all districts in Scotland.

Apart from agriculture, the principal industries in which changes occurred included coal mining in certain districts, iron mining, the iron and steel industry, cotton spinning and weaving, hosiery manufacture, textile bleaching, dyeing and finishing, paper box making and electrical contracting.

In coal mining there were increases in South Derbyshire and Leicestershire, and slight decreases in Derbyshire (except South Derbyshire), Cannock Chase, North Staffordshire and Warwickshire, 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 the iron and steel industry (including pig iron manufacture, iron puddling, and steel melting and rolling), the flat-rate additions to wages were increased, under cost-of-living sliding-scale arrangements, by 0.8d. a shift for men and 0.4d. a shift for youths and boys. In cotton spinning and manufacturing, wage rates were increased, under cost-of-living sliding scales, by approximately 2 per cent. on current rates. In hosiery manufacture in the Midland Counties, the bonus of 9d. or 10d. in the shilling on basic wages was raised to 9½d. or 11d. in the shilling. In textile bleaching, dyeing, finishing, etc., the operation of cost-of-living sliding-scale arrangements resulted in increases of about one-half of 1 per cent. on current rates in Yorkshire and of 4d. a week for men and 2d. a week for women in Lancashire and Scotland, with smaller increases for juvenile workers. In paper box making, Trade Board rates were raised in Great Britain and Northern Ireland, the increases in Great Britain ranging from

2s. to 8s. a week in time rates for men, with increases of 1s. 6d. or 3s. a week for youths and boys and of 2s. or 4s. a week for women and girls. In electrical contracting in England and Wales and Northern Ireland, the cost-of-living (war) addition was increased, under a sliding-scale arrangement, from 18s. 4d. to 18s. 9d. a week.

Other industries in which wage rates were increased included tinsplate manufacture, cement manufacture, gold, silver, etc., working at Birmingham, hosiery dyeing and finishing, the woollen and worsted industry in the West of England, the flax and hemp trade in Great Britain, brush and broom making, and baking in Scotland.

In addition to the classes of workpeople covered by the statistics* given above, agricultural workers in all districts in Scotland received substantial increases in their rates of wages. For ordinary male workers, the minimum rate fixed under the Agricultural Wages Regulation (Scotland) Acts was raised from 48s. to 60s. a week in all districts, and there were also increases of varying amounts in the rates of wages for special classes of male workers, youths and boys, and women and girls (see page 34 of this GAZETTE).

Of the estimated total increase of £40,000 a week, about £600 was due to the operation of sliding-scales based on fluctuations in the proceeds of the coal mining industry; £21,500 was due to arrangements made by joint standing bodies (including £8,600 under cost-of-living sliding scales arranged by such bodies); £16,300 was due to the operation of other sliding scales based on the cost of living; and the remaining £1,600 was the result of direct negotiations between the employers and workpeople or their representatives. The whole of the estimated decrease of £1,000 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.

Hours of Labour.

No important changes were reported during January.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Agriculture	Scotland	19 Jan.	Men, youths and boys	Increase of 12s. a week in minimum rate (48s. to 60s.) for ordinary labourers, 20 years and over, with adjustments in the rates for special classes and for workers under 20 years.†
	Northern Ireland	12 Jan.	Women and girls	Increases of 6s. 6d. to 9s. 6d. a week in different districts in the minimum rates of wages for ordinary adult workers, with adjustments in the rates for special classes and for girls.†
Coal Mining	Derbyshire (except South Derbyshire).	1 Jan.	Female workers, 16 and under 21 years of age, employed in flax-scutch mills.	Decrease of 0.19 per cent. on basis rates, leaving wages 7.43 per cent. above the basis rates.§
	South Derbyshire		Workpeople employed in and about coal mines.	Increase of 2.50 per cent. on basis rates, making wages 70.17 per cent. above the basis rates.§
	Leicestershire	Increase of 3.33 per cent. on basis rates, making wages 82.54 per cent. above the basis rates.§		
	Cannock Chase	1 Jan.	Workpeople employed in and about coal mines, other than engine winders, deputies and firemen, examiners and shotlighters.	Decrease of 0.51 per cent. on basis rates, leaving wages 51.04 per cent. above the basis rates for shopmen, mechanics and surface workers not handling coal and 49.04 per cent. above the basis rates for all other workers.§
	North Staffordshire	1 Jan.	Workpeople employed in and about coal mines, other than overmen, underground firemen and shotlighters.	Decrease of 1 per cent. on basis rates, leaving wages 44 per cent. above the basis rates.§
	Warwickshire	1 Jan.	Workpeople employed in and about coal mines.	Decrease of 1 per cent. on basis rates, leaving wages 83 per cent. above the basis rates at the majority of collieries and 78 per cent. at others.¶
	Other Mining and Quarrying.	Cumberland	26 Jan.	Iron ore miners	War bonus decreased* by 1d. a shift (2s. 1d. to 2s.) for those 18 years and over, and by ½d. a shift (1s. 0½d. to 1s.) for those under 18 years.
Cleveland		5 Jan.	Ironstone miners	
Leicestershire and adjoining parts of Lincolnshire.		1st pay day in Jan.	Ironstone miners and limestone quarrymen.	
North Lincolnshire		4 Jan.	Ironstone miners and quarrymen	Flat-rate addition to wages (previously granted) increased* by 0.8d. a shift (1s. 6.4d. to 1s. 7.2d.) for men and by 0.4d. a shift (9.2d. to 9.6d.) for youths and boys.
Northamptonshire (including Corby).		4 Jan.	Ironstone miners and quarrymen	
Banbury and District		4 Jan.	Ironstone miners and quarrymen	
South and West Durham.		5 Jan.	Limestone quarrymen	
Northamptonshire (including Corby).		4 Jan.	Limestone quarrymen	
West Cumberland	26 Jan.	Limestone quarrymen	Flat-rate addition to wages (previously granted) decreased* by ½d. a shift (2s. 1d. to 2s. 0½d. for those 18 years and over, and 1s. 0½d. to 1s. for those under 18 years).	

* 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 change on weekly wages are based on normal conditions of employment and do not take into account the effect of overtime working, etc.

† These increases took effect under Orders issued under the Agricultural Wages Regulation (Scotland) Acts (see page 34 of this GAZETTE).

‡ This change took effect under an Order issued under the Agricultural Wages Regulation Acts (Northern Ireland).

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

¶ At these collieries, wages were advanced from 78 to 83 per cent. above the basis rates as from the first week in January.

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

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Cement Manufacture.	Great Britain and Northern Ireland.	1 Jan.	Men, youths, boys and women (except those whose wages are regulated by movements in other industries).	Flat-rate war bonus increased by 4d. a day for men and by 2d. a day for youths, boys and women who, during the day, work the full number of hours required of them.*
	Cleveland and Durham, West Cumberland and North Lincs., North Lincs., North Staffs., South Staffs., Bilston, Northants. (including Corby), and South Wales and Monmouthshire.	4 Jan.	Workpeople employed at blast-furnaces (except those whose wages are regulated by movements in other industries).	Flat-rate addition to wages (previously granted) increased† by 0.8d. a shift (1s. 6.4d. to 1s. 7.2d.) for men and by 0.4d. a shift (9.2d. to 9.6d.) for youths and boys.
	Nottinghamshire and Leicestershire.	1st pay day in Jan.	Workpeople (excluding those engaged on maintenance work) employed at blast-furnaces.	
	West of Scotland	Pay period commencing nearest 1 Jan.	Workpeople (excluding those engaged on maintenance work) employed at certain blast-furnaces.	Flat-rate addition to wages (previously granted) increased† by 0.8d. a shift (1s. 4.8d. to 1s. 5.6d.) for men and by 0.4d. a shift (8.4d. to 8.8d.) for youths and boys.
	Great Britain‡	5 Jan.	Workpeople employed at steel sheet rolling mills.	Flat-rate addition to wages (previously granted) increased† by 0.8d. a shift (1s. 5.6d. to 1s. 6.4d.) for men and by 0.4d. a shift (8.8d. to 9.2d.) for youths and boys.
Iron and Steel Manufacture.	North-East Coast Area	4 Jan.	Workpeople employed at iron-puddling furnaces and rolling mills.	
	Great Britain§	4 Jan.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, lademen, furnace helpers, gas producermen, semi-skilled workers, labourers, etc.).	
	North-East Coast Area	4 Jan.	Men employed at steel rolling mills.	
	Barrow-in-Furness	4 Jan.	Rail millmen, merchant millmen, enginemmen, crane-men, etc.	Flat-rate addition to wages (previously granted) increased† by 0.8d. a shift (1s. 6.4d. to 1s. 7.2d.) for men and by 0.4d. a shift (9.2d. to 9.6d.) for youths and boys.
	Workington	4 Jan.	Steel millmen and labourers (dual workers).	
	Scunthorpe	4 Jan.	Steel millmen, wagon builders and repairers.	
	Bilston	4 Jan.	Steel millmen, maintenance men, etc.	
	West of Scotland	4 Jan.	Millmen, gas producermen, enginemmen, crane-men, firemen, and mill labourers, semi-skilled workers and general labourers employed at steel rolling mills.	
	South-West Wales	4 Jan.	Workpeople (excluding those engaged on maintenance work) employed in Siemens steel manufacture.	Flat-rate addition to wages (previously granted) increased† by 0.8d. a shift (1s. 5.6d. to 1s. 6.4d.) for men and by 0.4d. a shift (8.8d. to 9.2d.) for youths and boys.
	Great Britain and Northern Ireland.	Commencement of pay week occurring in calendar week beginning 12 Jan.	Skilled timeworking maintenance men, inspectors, setters-up, markers-off and maintenance electricians.	Minimum rates fixed (for a working week of 47 hours) of not less than 8s. a week above the inclusive district time rates of the skilled fitter.¶
Engineering	Coventry	Beginning of pay week commencing 18 Jan.	Foundry labourers and labourers in drop forging works.	Minimum basic rate adopted of 35s. 6d. a week, plus a bonus of 35s. 6d. for timeworkers.
	Basingstoke	Beginning of pay week after 11 Jan.	Labourers employed in engineering works	Increase of 1s. 9d. a week in basic rate. Rate after change: 29s., plus a bonus of 35s. 6d. for timeworkers.
	Chard	Beginning of pay week after 12 Jan.	Skilled fitters and turners	Increase of 1s. 6d. a week in basic rate. Rate after change: 45s., plus a bonus of 35s. 6d. for timeworkers.
	Swansea, Llanelly, Port Talbot, Neath, and Mid-Glamorgan-shire.	Beginning of 1st full pay period after 1 Jan.	Men employed in engineering works and foundries: Dayworkers	Increase of 1d. an hour for a 47-hour week for fully qualified craftsmen, and of ½d. an hour for a 47-hour week for all other workers over 18 years of age. Hourly rates after change: skilled men, 2s. 1d., labourers, 1s. 6½d.
	Pieceworkers			Bonus increased by 2s. (10s. 6d. to 12s. 6d.) for a 47-hour week.
Galvanising	England and Wales¶	5 Jan.	Workpeople employed in galvanising processes (excluding the process of annealing).	Flat-rate addition to wages (previously granted) increased† by 0.8d. a shift (1s. 5.6d. to 1s. 6.4d.) for men and by 0.4d. a shift (8.8d. to 9.2d.) for youths and boys.
	Tinplate Manufacture.	South Wales and Gloucestershire.	4 Jan.	Men, women and juveniles (excluding those engaged on maintenance work).	Cost-of-living war bonus increased† by 0.8d. a shift (1s. 7.2d. to 1s. 8d.) for men and by 0.4d. a shift (9.6d. to 10d.) for women and juveniles.
Shuttle-making	Lancashire and Yorkshire.	1st pay day in Jan.	Journeyman	Increase of 2 per cent. on basis rates. Minimum day work rate after change, 1s. an hour, plus 90 per cent. (1s. 10.8d.).
			Apprentices	Increase of 2 per cent. on basis rates, making wages 90 per cent. above the basis piece rates and 72.5 per cent. above the basis time rates.
Gold, Silver, etc., Working.	Birmingham	1st pay day in Jan.	Men, women and juveniles	Increase of 1s. a week for men, of 8d. for women and of 4d. for juveniles.

* This increase was agreed upon by the National Joint Industrial Council for the Cement Manufacturing Industry.

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

‡ This increase 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 increase 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.

¶ This change does not apply to men whose earnings, on account of the receipt of lieu rates, compensatory or other bonuses or merit rates commonly applied, exceed the minimum weekly rates as now fixed.

‡ This increase affected mainly the employees of firms which are members of the Galvanising Conciliation Board.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Cotton Industry	Lancashire, Cheshire, Yorkshire and Derbyshire.	1st pay day in Jan.	Workpeople employed in the cotton spinning industry.	Increase* of 5 per cent. (136 to 141 per cent.) on standard piece price lists, equivalent to an increase of 2.119 per cent. on current wages, and increase of 2.119 per cent. on current wages in the case of workers for whom there are no standard price lists.
			Workpeople employed in the cotton weaving industry.	Increase* of 2½ per cent. (32½ to 35 per cent.) on the rates operative in September, 1939.
Woolen and Worsted Industry.	West of England	Pay week commencing 12 Jan.	Men, women and juveniles	Increase of 1s. 6d. a week for men, of 1s. for women, and of 2½ per cent. for all juvenile workers. Minimum weekly rates after change for timeworkers include: men, 21 years and over—class A occupations, 67s. 6d., B, 64s. 6d., C, 60s. 6d., D, 58s. 6d.; women, 18 years and over—class A occupations, 36s. 9d., B, 35s. 3d., C, 33s. 9d.
Flax and Hemp Industry	Great Britain	16 Jan.	Men, youths and boys	Increase of 1s. 3d. to 6s. 11d. a week, according to occupation and age, in general minimum time rates, of 6s. 4d. a week in the piecework basis time rate for hosepipe weavers and 6½d. to 9½d. a piece in general minimum piece rates for canvas weavers.†
			Women and girls	Increase of 1s. 3d. to 3s. 7d. a week, according to occupation and age, in general minimum time rates and of 3s. 7d. a week in the piecework basis time rate.†
Lace Dyeing and Finishing.	Nottingham and district.	1st pay day in Jan.	Workpeople employed in lace and net dressing and curtain finishing.	Increase* 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. 7d., dollymen, 1s. 8d.
Hosiery Manufacture.	Midland Counties (various districts)‡	1st pay day in Jan.	Men, women and juveniles	Bonus of 10d. in the 1s. increased* to 11d. on basic wages up to and including 60s. for male and 36s. for female workers. On basic wages over these amounts, the bonus is increased from 9d. to 9½d. for that portion in excess of 60s. for male and 36s. for female workers.
	Dumfries	1st pay day in Jan.	Men, women and juveniles	Increase* of ¼d. in the shilling on rates adopted in Nov., 1919, leaving a net deduction of ¼d. in the shilling from these rates. Minimum rates after change, including war bonus: timeworkers—men, 57s. 8d., women, 33s. 2d.; pieceworkers—men, 61s. 6d., women, 37s.
Hosiery Dyeing and Finishing.	Midland Counties§	1st pay day in Jan.	Timeworkers (except auxiliary workers and menders paid on the Nottingham List).	Increase* of 1d. an hour for male dry and wet workers, 21 years and over, of ¼d. for those 18 to 20 years and for trimmers, and of ¼d. for those under 18 and for women and girls. Rates after change for men: trimmers, 1s. 10½d., dry and wet workers, 1s. 6½d. and 1s. 7d., respectively.
			Female auxiliary workers and menders paid on the Nottingham List.	Increase* of ¼d. an hour. Rates after change, at 21 years and over: menders, 1s. 0½d., auxiliary workers, 11d.
Textile Bleaching, Dyeing, Finishing, etc.	Yorkshire (majority of firms) and certain firms in Lancashire.¶	1st pay day in Feb.¶	Workpeople employed in dyeing and finishing.	Cost-of-living wage increased* from 99 to 100 per cent. on basic rates for men on timework, from 79½ to 80 per cent. for men and women on piecework (except pressers), from 59½ to 60 per cent. for hand pressers, by 1d. to 4d. a week, varying according to age, for youths and boys and by 1d. or 2d. a week for girls under 18. Minimum weekly rate after change for timeworkers** : adult male process workers, 32s. plus 100 per cent. plus 2s. 6d. special payment; women (18 years and over), 20s. plus 100 per cent. plus 1s. 6d. special payment.
	Lancashire, Cheshire and Derbyshire (majority of firms) and certain firms in Yorkshire; also Scotland.††	1st pay day in Feb.¶	Workpeople employed in bleaching, dyeing, calico printing and finishing (except waste bleachers, machine calico printers, engravers, mechanics, firemen, etc.).	Cost-of-living wage increased* from 31s. 8d. to 32s. a week for men on timework, from 30s. 8d. to 31s. for men on piecework, from 18s. 10d. to 19s. for women, 18 years and over in Lancashire, Cheshire and Derbyshire; and 21 years and over in Scotland; by 1d. to 3d. a week, varying according to age, for youths and boys and by 1d. or 2d. a week for girls. Minimum weekly rates after change for timeworkers** : Lancashire, etc.—men, 21 years and over, 30s. plus 32s. plus 2s. 6d. special payment; women, 18 years and over, 20s. plus 19s. plus 1s. 6d. special payment. Scotland—men, 21 years and over, 27s. plus 32s. plus 2s. 6d. special payment; women, 21 years and over, 17s. plus 19s. plus 1s. 6d. special payment.
Textile Making-up and Packing.	Lancashire, Cheshire and Derbyshire (majority of firms) and certain firms in Yorkshire.	1st pay day in Feb.¶	Firemen, engine fitters, oilers and greasers and assistant firemen employed in bleaching, dyeing, etc., works.	Increase* of 4d. a week. Minimum rate after change for firemen, 70s. plus 2s. 6d. special payment.
	Middleton	1st pay day in Feb.¶	Workpeople employed in bleaching, dyeing, printing and finishing.	Cost-of-living wage increased* from 99 to 100 per cent. for male dyers, from 31s. 8d. to 32s. a week for male polishers, from 18s. 10d. to 19s. for female polishers and by proportional amounts for juveniles. Minimum weekly rates after change for timeworkers** : men—dyers, 32s. plus 100 per cent., polishers, 30s. plus 32s. plus 2s. 6d. special payment in each case; women polishers, 23s. 6d. plus 19s. plus 1s. 6d. special payment.
Fustian Cutting, Dyeing and Finishing.	Lancashire, Cheshire, Derbyshire and Scotland.	1st pay day in Feb.¶	Engravers, etc., employed in calico print works.	Cost-of-living wage increased* from 39s. 8d. to 40s. a week for engravers and from 31s. 8d. to 32s. for turners, polishers and varnishers.
			Engravers employed in engraving works.	Cost-of-living wage increased* from 39s. 8d. to 40s. a week for men and from 22s. 3d. to 22s. 5d. for women.
Textile Making-up and Packing.	Hebden Bridge	1st pay day in Feb.¶	Workpeople paid at time rates	Cost-of-living wage increased* from 31s. 8d. to 32s. a week for men, from 18s. 10d. to 19s. for women (18 years and over) and by proportional amounts for juveniles. Minimum weekly rates after change** : men, 34s. plus 32s.; women, 30s. plus 19s.
			Workpeople paid at piece rates	Cost-of-living wage increased* from 89 to 90 per cent. for netherwood cutters, from 82 to 82½ per cent. for hand cutters, from 69 to 70 per cent. for menders and from 77 to 77½ per cent. for other pieceworkers.
Textile Making-up and Packing.	Manchester	1st pay day in Jan.	Men, women and juveniles	War wage increased* by 10d. a week (18s. 4d. to 19s. 2d.) for men, by 6d. (11s. to 11s. 6d.) for women, 18 years and over, and by proportional amounts for juvenile workers.

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

† 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.

‡ 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).

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

†† In respect of the preceding pay period.

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

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

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Elastic Web Manufacture.	Leicester	Week ending 9 Jan.	Women and girls	Special war bonus of 1d. added to every shilling earned.
		30 Jan.	Do.	Decreases* of 4d. to 1s. 2d. a week, according to age. Minimum weekly rates after change: 13s. 5d. at 14 to 15 years, increasing to 38s. at 20 years and over, plus special war bonus of 1d. for every 1s. earned.
Waterproof Garment Manufacture	Manchester and Salford.	2 Jan.	Men, women and juveniles	Increase* in bonus of 2½ per cent. on rates in operation at 3rd September, 1939, making bonus 32½ per cent., except for pieceworkers employed on haidmade Government coat capes for whom the bonus is 25 per cent.
	Scotland	19 Jan.	Men, women and juveniles	Statutory minimum rates of wages increased by 3s. 6d. a week as the result of a revision of the cost-of-living sliding scale.†
Baking	Edinburgh and Leith.	19 Jan.	Men, women and juveniles	War bonus increased by 3s. 6d. a week (8s. 6d. to 12s.) as the result of a revision of the cost-of-living sliding scale. Rates after change (including war bonus), 87s. to 92s. 6d. according to time of start.‡
			Men	Increase of 5s. a week in basic rates, and of 1s. a week in war bonus. Rates after change include: labourers, 66s., ale loaders, 69s., shunters, 77s., cellarmen, 71s., stationary enginemen, 78s. (48 hours), boiler firemen, 75s. 6d. (48 hours), plus a war bonus of 6s. a week in each case.
Brewing	Burton-on-Trent	Pay day in week ending 3 Jan.	Youths	New scale of rates of wages adopted of 17s. 6d. at 14 years of age, rising to 63s. at 20 years and war bonus previously granted withdrawn, resulting in net increases of 1s. 7d. to 5s. 7d. a week, according to age.
			Women and girls in bottling stores.	New scale of rates of wages adopted of 17s. 6d. at 14 years, rising to 46s. at 21 years, and war bonus previously granted withdrawn, resulting in net increases of 1s. 7d. to 4s. 4d. a week, according to age.
Perambulator and Invalid Carriage Manufacture.	Great Britain	1 Jan.	Men and women (21 years of age and over).	Rates of wages fixed at three-quarters of the standard rates and of the war bonus paid to men on similar work.
			Male porters and labourers (18 and under 21 years).	Increase* of ¼d. or 1½d. an hour, according to occupation (except for women employed on certain operations, for whom there was no change).§
Paper Box Making.	Great Britain	5 Jan.	Other youths, boys, women and girls (under 21 years of age).	Increase* 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).§
			Men	Increase of 2s. to 8s. a week in general minimum time rates and of 6s. a week in piecework basis time rates.¶
Building	Northern Ireland	26 Jan.	Youths and boys	Increase of 1s. 6d. or 3s. a week in general minimum time rates and of 6s. a week in piecework basis time rates.¶
			Women and girls	Increase of 4s. a week in general minimum time rates for women, 18½ years and over, and of 2s. a week for girls under 18, the rate for those 18 and under 18½ years of age remaining unchanged; and increase of 4s. a week in piecework basis time rates.¶
Electrical Contracting.	England and Wales and Northern Ireland.	2nd pay day in Jan.	Men, youths and boys	Increase of 1s. to 2s. 6d. a week in general minimum time rates, of ¼d. an hour in piecework basis time rates and of 10 per cent. (10 to 20 per cent.) or 2s. in the £ (2s. to 4s.) in minimum piece rates.¶
			Women and girls	Rates adopted, subject to variation on a cost-of-living sliding scale (in accordance with National Agreements for the Building Industry). Rates after change, for craftsmen and labourers respectively: Belfast and Bangor, 1s. 11½d., 1s. 5d.; Aldergrove, 1s. 11½d., 1s. 2½d.; Ballymena, 1s. 9½d., 1s. 1½d.; Dromore, 1s. 10d., 1s. 1½d.; Larne, 1s. 10½d., 1s. 4d.; Lisburn and Newtownards, 1s. 11½d., 1s. 4d.; Londonderry, 1s. 10½d., 1s. 3d.; Lurgan, 1s. 11½d., 1s. 3d.; Newry, 1s. 11½d., 1s. 2d. In other districts, rates for craftsmen range from 1s. 6d. to 1s. 11½d., and those for labourers from 1s. 0½d. to 1s. 4d. These rates are paid for a working week of 44 hours in Aldergrove, Belfast, Bangor, Newtownards, Dromore and Lisburn and 47 hours elsewhere.¶
National Government Services.	Great Britain	Beginning of 1st full pay period following 10 Dec., 1941	Journeyman electricians and assistants employed by electrical contractors.	Cost-of-living (war) addition increased* from 18s. 4d. to 18s. 9d. a week (where less than 3 days are worked, the payment to be 3s. 2d. for 1 day, 6s. 3d. for 2 days and 9s. 5d. for 3 days).
			Various classes of workers employed in H.M. Dockyards and other Admiralty Establishments (excluding tradesmen and others whose wages are regulated by those paid in their own industries):—	Bonus increased to 35s. 6d. a week.
National Government Services.	Great Britain	Beginning of 1st full pay period following 10 Dec., 1941	Men in receipt of standard bonus of 30s. 6d. a week in Establishments outside London Area.	Bonus increased from 32s. 1d. to 36s. 9d. in London Area and from 30s. 11d. to 35s. 7d. elsewhere.
			Yard craft men	Bonus increased from 32s. 6d. to 37s. 6d. a week.
National Government Services.	Great Britain	Beginning of 1st full pay period following 10 Dec., 1941	Skilled men in London Area	Bonus increased from 31s. 6d. to 36s. 6d. a week.
			Semi-skilled and unskilled men in London Area.	Increase of 1s. 3d. to 3s. a week, according to year of apprenticeship.
National Government Services.	Great Britain	Beginning of 1st full pay period following 10 Dec., 1941	Apprentices	Increase of 1s. to 2s. 6d. a week, according to age.
			Youths and boys	Bonus increased by 5s. a week, making bonus 36s. 6d. or 37s. 6d. in London Area and 35s. 6d. elsewhere.
National Government Services.	Great Britain	Beginning of 1st full pay period following 10 Dec., 1941	Men and youths employed in War Department Establishments who are paid on an engineering trade basis:—	Bonus increased by 1s. to 3s. a week, according to age.
			Men	Bonus increased by 5s. a week, making bonus 36s. 6d. or 37s. 6d. in London and 35s. 6d. elsewhere.
National Government Services.	Great Britain	Beginning of 1st full pay period following 10 Dec., 1941	Youths	Bonus increased by 5s. a week, making bonus 36s. 6d. or 37s. 6d. in London and 35s. 6d. elsewhere.
			Workpeople employed in Air Ministry Establishments who are paid on an engineering trade basis:—	Bonus increased by 1s. to 3s. a week, according to age.
National Government Services.	Great Britain	Beginning of 1st full pay period following 10 Dec., 1941	Men	Bonus increased by 5s. a week, making bonus 36s. 6d. or 37s. 6d. in London and 35s. 6d. elsewhere.
			Apprentices and trade lads	Increase of 1s. to 3s. a week, according to age.

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

† This increase took effect under an Order issued under the Trade Boards Acts. Details of the revised cost-of-living sliding scale are contained in the Confirming Order of the Minister of Labour, obtainable from H.M. Stationery Office.

‡ This increase was agreed upon between representatives of the Edinburgh and Leith Master Bakers and the Scottish Union of Bakers, Confectioners and Bakery Workers.

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

¶ These rates of wages were fixed by an Agreement of the Building Industry Joint Advisory Council for Northern Ireland. Owing to the fact that, in the majority of towns, rates of wages had not previously been standardised by collective agreements, it is not possible to state the amount of change involved in the adoption of the new rates; but it is known that, in the case of Belfast, Bangor, Omagh, and Londonderry, the new rates were the same as those previously in operation under local agreements.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Railway Service.	Belfast and County Down Railway.	1 Jan.	All conciliation and clerical grades.	War bonus increased by 2s. 6d. a week (5s. to 7s. 6d.) for adults, and by 1s. 3d. (3s. 9d. to 5s.) for juniors.
			Male workers, 21 years and over, with 3 years' experience in certain operations and those of all ages who have served 5 years' apprenticeship in one or more of these operations.	Increase* of ¼d. an hour (1s. 4½d. to 1s. 5½d.) in the general minimum time rate and of ¼d. (1s. 6½d. to 1s. 7d.) in the piecework basis time rate.†
Brush and Broom Manufacture.	Great Britain	1 Jan.	Other male workers, except indentured apprentices.	Increase* of ¼d. an hour for those under 15, 16 to 17½, and 18 years and over.†
			Female pan hands	Increase* of ¼d. or ½d. an hour in general minimum time rates and of ¼d. or ½d. in piecework basis time rates.†
			Female workers (other than pan hands).	Increase* of ¼d. an hour for those under 15, 16 to 17½, and 18 years and over.†
			Male and female pieceworkers on certain operations.	Increase* of 2½ per cent. in the minimum piece rates.†
Northern Ireland	1 Jan.	Apprentices	Increases* proportional to the above.†	
		Men, youths and boys	Increase* of ¼d. to 1d. an hour in general minimum time rates and of ¼d. an hour in piecework basis time rate.†	
Skip and Basket Making.	London	5 Jan.	Women and girls	Increase* of ¼d. or ½d. an hour in general minimum time rates and of ¼d. an hour in piecework basis time rate.†
			Basket makers employed on Government work.	Bonus of 67½ per cent. on revised Government price list of 1919 increased* to 75 per cent.
Coal Distribution.	Sheffield and district.	Pay day in week ending 3 Jan.	Basket makers	Bonus of 67½ per cent. on 1916 list increased* to 75 per cent. Rate after change for timeworkers, 1s. an hour, plus 75 per cent.
			Timeworkers and pieceworkers	Increase* of 1 per cent. on list prices, making wages 128½ per cent. above the list.
Boiler and Pipe Covering.	London	1 Jan.	Drivers, yardmen, etc., employed by coal merchants.	Minimum weekly rates of wages adopted as follows:—Drivers of mechanical vehicles up to 30 cwt., 43s. 6d. at under 19 years of age, increasing to 68s. at 21; over 30 cwt. and up to 3 tons, 74s.; over 3 tons and up to 6 tons, 78s.; over 6 tons, 80s. 6d.; one horse drivers, 61s. 6d.; two horse drivers, 66s. 6d.; yardmen, fillers and carriers-od., 32s. 6d. at 16 years, increasing to 60s. at 21.
			Men, youths and boys	Increase of 1½d. an hour on basic rate for skilled workers and of 7½ per cent. for mates, improvers and shop hands. Rate after change for skilled workers: 1s. 8½d. an hour plus 8s. a week war bonus.
Coffin Furniture Manufacture and Undertaking.	Great Britain	1 Jan.	Men, youths and boys employed in coffin furniture manufacture:—Dressers, stampers, polishers, planishers (including wheelers).	Increase* of 3s. 11d. a week in general minimum time rate.†
			Other timeworkers	Increase* 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.†
Cinematographic Film Production.	London	1st pay day in Jan.	Pieceworkers	Piecework basis time rate fixed at 12½ per cent. above the appropriate general minimum time rate.†
			Workpeople employed by undertakers.	War bonus increased by 2s. 7d. to 5s. 1d. a week, according to basic wage. Weekly rates after change: polishers and finishers, 67s. 7d.; plate chasers, 78s.; chauffeurs and coachmen, 84s. 6d.; coffin makers, 90s. 1d.
Cinematographic Film Production.	London and district.	1st pay day in Jan.	Men, women and juvenile workers in film studios.	Bonus increased* by 4d. a week (15s. to 15s. 4d. for those paid weekly and 16s. to 16s. 4d. for those paid hourly) for workpeople, 21 years and over, and by 2d. (7s. 6d. to 7s. 8d. for those paid weekly and 8s. to 8s. 2d. for those paid hourly) for workpeople under 21.
			Laboratory workers employed in film processing and printing in the film production industry.	Cost-of-living bonus increased* by 2d. a week (10s. 3d. to 10s. 5d.) for those 21 years and over and by 1d. (5s. 1½d. to 5s. 2½d.) for those under 21.

* Under cost-of-living sliding-scale arrangements.
† These increases took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.

CHANGES IN RATES OF WAGES IN FEBRUARY.

INCREASES in rates of wages have been arranged to take effect in February affecting, amongst others, workpeople in the following industries:—heavy chemical manufacture (undertakings affiliated to the Chemical Trade Joint Industrial Council), fertiliser manufacture, silk dyeing and finishing at Macclesfield, machine calico printing, boot and shoe manufacture, building, civil engineering construction, furniture manufacture at Manchester and other centres in which the wages of furniture workers follow the course of wages in the building industry, and electricity supply.

In the coal mining industry, increases of various amounts in the percentage additions to basis rates were applied, at the beginning of February, in some districts and decreases in others, as a result of the operation of sliding scales based on fluctuations in the proceeds of the industry.

As a result of the operation of sliding-scale arrangements based on variations in the cost of living, decreases in wage rates are due to take effect during February in iron mining in certain districts, the iron and steel industry, hosiery manufacture and hosiery dyeing and finishing, and some other industries of less importance. Reductions, also under cost-of-living sliding scales, in the rates of wages fixed under the Trade Boards Acts, have been announced in the perambulator, etc., manufacturing industry, the brush and broom trade and the coffin furniture manufacturing trade.

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

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 31st January, 1942.*

Increase since July, 1914..	Food 63%	All Items 100%
Change since 1st January, 1942:—		
Index Points	Nil	Nil
Per cent.	Nil	Nil

ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 31st January, 1942, showed no appreciable change as compared with 1st January, 1942, 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 31st January 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 1st January, and about 94 per cent. higher than at 1st September, 1939. The average increase during January was about one-half of 1 per cent. for men's suits and overcoats, about 1 per cent. for woollen materials, underclothing and hosiery, between one-half and one per cent. for cotton materials and hosiery, and about one-half of 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 31st January the average rise over the level of July, 1914, was about 300 to 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 31st January 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 31st January was approximately the same as at 1st 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 between 2 and 3 per cent., in the prices of domestic ironmongery, brushes and pottery during January, but the remaining items showed little change. In the group as a whole, the average level at 31st January was about one-half of 1 per cent. higher than at 1st 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 31st January, 1942, is, approximately 100 per cent. over the level of July, 1914, the same figure as at 1st 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 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	65	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	57
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	38	39	41	41	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	55	56	60
1938 ..	59	57	56	54	56	55	59	56	56	55	56	56
1939 ..	55	55	53	53	53	53	56	55	55	55	56	59
1940 ..	74	77	79	78	80	81	87	85	87	89	92	95
1941 ..	96	97	97	98	100	100	99	99	99	99	100	101
1942 ..	100	100										

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.

FOOD.

DURING January there was no appreciable change in the average level of retail prices of any of the articles of food included within the scope of these statistics.

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

Article.	Average Price (per lb. unless otherwise indicated—to the nearest ¼d.) at—			Percentage Increase or Decrease (—) at 31st Jan., 1942, compared with	
	31st Jan., 1942.	1st Jan., 1942.	1st Sept., 1939.	1st Jan., 1942.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs	1 3½	1 3½	1 2½	..	11
Thin Flank	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen—					
Ribs	1 1½	1 0½	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	..	42
Fish .. .. .	..	..	..	..	..
Flour per 7 lb.	1 3½	1 3½	1 1½	..	15
Bread per 4 lb.	0 8	0 8	0 8½	..	—3
Tea	2 6	2 6	2 4	..	7
Sugar (granulated)	0 3	0 3	0 3	..	—1
Milk per quart	0 9	0 9	0 6½	..	33
Butter—					
Fresh	1 7	1 7	1 4½	..	15
Salt .. .. .	..	..	0 10	..	24
Cheese	1 1	1 1	..	..	30
Margarine—					
Special	0 9	0 9	0 6½	..	12
Standard	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, 1st January, 1942, and 31st January, 1942, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Jan., 1942.	31st Jan., 1942.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs	44	59	59
Thin Flank	15	46	46
Beef, Chilled or Frozen—			
Ribs	32	77	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	84	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	156
Butter—			
Fresh	13	30	30
Salt	7	34	34
Cheese	16	51	51
Margarine	—8	3	3
Eggs (fresh)	58	100	100
Potatoes	33	70	71
All above articles (Weighted Average)	38	63	63

On the basis of the figures in the foregoing Table the average level of retail prices of food at 31st January, 1942, was approximately the same as at 1st January, about 18 per cent. higher than at the beginning of September, 1939, and about 63 per cent. higher than in July, 1914.

* As 1st February was a Sunday, the statistics relate to 31st January, in accordance with the usual practice.

† The increase in average price, as compared with 1st January, was slight, but sufficient to alter the average to the nearest ¼d.

‡ 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 1st January and 31st January, 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 1st January and 31st January, 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.

TRADE DISPUTES IN JANUARY.*

Number, Magnitude, and Duration.—The number of disputes involving stoppages of work, reported to the Department as beginning in January in Great Britain and Northern Ireland, was 57, as compared with 76 in the previous month and 64 in January, 1941. In these 57 new disputes about 16,100 workpeople were directly involved, and 700 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 300 workpeople were involved, either directly or indirectly, in 5 disputes which began before January, and were still in progress at the beginning of that month. The number of new and old disputes was thus 62, involving about 17,100 workpeople, and resulting in a loss, during January, estimated at 59,000 working days.

Causes.—Of the 57 disputes beginning in January, 7, directly involving 400 workpeople, arose out of demands for advances in wages, 8, directly involving 2,500 workpeople, out of proposed reductions in wages, and 14, directly involving 8,000 workpeople, on other wage questions; 2, directly involving 200 workpeople, on questions as to working hours; 10, directly involving 3,400 workpeople, on questions respecting the employment of particular classes or persons; 15, directly involving 1,100 workpeople, on other questions respecting working arrangements. One stoppage of work, directly involving 500 workpeople, was in support of workers involved in another dispute.

Results.—Final settlements of disputes which terminated during January have been effected in the case of 54 disputes,

directly involving 13,300 workpeople. Of these disputes, 11, directly involving 1,800 workpeople, were settled in favour of the workpeople; 28, directly involving 8,100 workpeople, were settled in favour of the employers; and 15, directly involving 3,400 workpeople, resulted in a compromise. In the case of 6 other disputes, directly involving 1,300 workpeople, work was resumed pending negotiations.

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

Industry Group.	Number of Disputes in progress in Month.			Number of Workpeople involved in all Disputes in progress in Month.	Aggregate Duration in Working Days of all Disputes in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Mining and Quarrying	1	29	30	10,500	49,000
Metal, Engineering and Shipbuilding	3	14	17	3,500	3,000
Building, Public Works Contracting, etc.	1	5	6	2,800	6,000
Other . . . . .	..	9	9	300	1,000
Total, January, 1942	5	57	62	17,100	59,000
Total, December, 1941	3	76	79	22,400	37,000
Total, January, 1941	10	64	74	13,300	24,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING JANUARY.

Occupations and Locality.	Approximate Number of Workpeople Involved.		Date when Dispute		Cause or Object.	Result.
	Directly.	Indirectly.†	Began.	Ended.		
COAL MINING:— Colliery workpeople—Castleford, Yorks. (one colliery).	1,274	..	1 Jan.	3 Jan.	Demand by certain colliers for payment of "extras" that were not provided for in existing price lists.	Settlement effected by payment of "appeasement money."
Colliery workpeople—near Glasgow (three collieries).	1,172	..	6-8 Jan.	8 Jan.	Objection to employers' decision to make the weekly pay period end on Mondays instead of Tuesdays, with a view to enabling clerical staff to cope with extra work.	Weekly pay period to continue to end on Tuesdays.
Colliery workpeople—Kent (one colliery).	1,600	..	9 Jan.	28 Jan.	Workpeople's dissatisfaction with payment for work on a new coal face; workpeople demanding payment at the county minimum wage rate and employers alleging that reduced earnings were due to restriction of output.	Agreement reached providing for <i>ex-gratia</i> payment to supplement earnings in two weeks preceding the stoppage, the workpeople undertaking not to restrict output; also providing for procedure in the event of future disputes regarding output.
Colliery workpeople—Lanarkshire (one colliery).	750	..	12 Jan.	13 Jan.	Refusal to work with two men who, at employer's request, had worked after their usual stopping time on the previous Saturday in order to secure roof.	Work resumed on advice of trade union official.
Colliery workpeople—Normanton, Yorks. (one colliery).	1,000	..	21 and 23 Jan.	2 Feb.‡	} Reduction in rate 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.‡		
ENGINEERING:— Engineering operatives—Belfast (one firm).	1,250	..	7 Jan.§	13 Jan.§	Against dismissal of a shop steward.	Amicable settlement effected.
Fitters, machine operators and inspectors—Lancashire (one firm).	1,000	..	22 Jan.||	23 Jan.||	Workpeople's objection to the dismissal of a shop steward who had made certain allegations against the management.	Work resumed, dismissed shop steward intimating his intention of appealing against his dismissal.
PUBLIC WORKS CONTRACTING:— Labourers—Co. Londonderry.	250	..	1 Jan.	5 Jan.	Workpeople's dissatisfaction with rates of wages.	Work resumed pending negotiations.
Workpeople employed in civil engineering—South Wales (four firms).	2,320	..	20 Jan.¶	22 Jan.¶	For immediate implementation of decisions of Regional Disputes Commission on issues arising out of the Uniformity Agreement, involving repayment of deductions made from workpeople's wages in respect of time lost through late arrival of transport vehicles.	Work resumed on advice of trade union official; matters in dispute subsequently dealt with through constitutional machinery.

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

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

‡ Work was resumed on the night shift.

§ The stoppage began at 12.30 p.m. on 7th January; the majority of the strikers resumed work the same day.

|| The stoppage began at 4 p.m. on 22nd January, and most of the strikers resumed work during the afternoon of 23rd January.

¶ The stoppage began on the afternoon of 20th January and work was resumed during the morning of 22nd January.

EMPLOYMENT OVERSEAS.

ÉIRE.

THE number of persons on the live registers of the Employment Exchanges rose from 96,486 at 27th December, 1941, to 103,882 at 31st January, 1942. At 25th January, 1941, the corresponding figure was 106,529.

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 October, 1941, showed little change as compared 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 October, 1941, was 135.1, as compared with 135.3 (revised figure) for September, 1941, and 113.8 for October, 1940.

CANADA.

According to returns received by the Dominion Bureau of Statistics from 12,775 firms, the number of workpeople employed at 1st November, 1941, was 1,676,193, as compared with 1,658,248 at 1st October. If the average number of workpeople employed by the reporting firms in the year 1926 be taken as 100, the index of employment was 167.6 at 1st November, 1941, 165.8 at 1st October, 1941, and 139.2 at 1st November, 1940.

UNION OF SOUTH AFRICA.

According to information published in the official *Monthly Bulletin of Statistics* for November, 1941, returns received by the Office of Census and Statistics from selected industrial undertakings employing approximately 803,000 workpeople in September, 1941, show that employment continued to increase 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 September, 1941, was 189.7, as compared with 188.7 for August, 1941, and 179.1 for September, 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 September, 1941, the official cost-of-living index figure for Cairo was 3.3 per cent. above the figure for August, 1941, and 48.4 per cent. above that for August, 1939. For food, fuel and light combined the corresponding percentage increases were 3.2 and 46.4.

ÉIRE.

In mid-November, 1941, the official cost-of-living index figure showed an increase of 3.9 per cent. as compared with the figure for mid-August, 1941, and of 37.0 per cent. as compared with that for mid-August, 1939. For food alone, the corresponding percentage increases were 5.5 and 34.2.

SWEDEN.

At 1st October, 1941, the quarterly official cost-of-living index figure showed an increase of 0.8 per cent. as compared with the figure for 1st July, 1941, and of 31.3 per cent. as compared with that for 1st July, 1939.

SWITZERLAND.

At the end of October, 1941, the official cost-of-living index figure was 2.0 per cent. above the figure for September, 1941, and 32.4 per cent. over that for August, 1939. For food alone, the corresponding percentage increases were 2.0 and 41.2.

UNITED STATES OF AMERICA.

In the middle of November, 1941, the official cost-of-living index figure was 0.7 per cent. above the figure for October, 1941, and 11.8 per cent. above that for June, 1939. For food alone, the official index figure for the middle of November, 1941, showed a rise of 1.3 per cent., as compared with the figure for the previous month, and of 21.0 per cent. as compared with that for August, 1939.

CANADA.

At the beginning of December, 1941, the official cost-of-living index figure showed a decline of 0.4 per cent. as compared with the figure for 1st November, 1941, and an increase of 14.9 per cent. as compared with that for 1st September, 1939. For food alone, the official index figure for 1st December, 1941, was 1.3 per cent. below that for 1st November, 1941, and 24.5 per cent. above that for 1st September, 1939.

NEW ZEALAND.

In October, 1941, the official cost-of-living index figure showed no change as compared with that for September, 1941, and an increase of 8.5 per cent. over the figure for August, 1939. For food alone, the official index figure for October, 1941, was 0.2 per cent. below the figure for September, 1941, but 5.0 per cent. above that for August, 1939.

UNION OF SOUTH AFRICA.

The official cost-of-living index figure for October, 1941, showed an increase of 0.5 per cent. over the figure for the previous month, and of 10.4 per cent. over the figure for August, 1939. For food alone, the corresponding percentage increases were 1.2 and 14.6, respectively.

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 January† was 246, as compared with 327‡ in the previous month and with 273§ in January, 1941. Details for separate industries are given below:—

MINES AND QUARRIES.	FACTORIES—continued.
Under Coal Mines Acts:—	Paper, Printing, etc. 1
Underground 65	Rubber 1
Surface 4	Gas Works 5
Metalliferous Mines 1	Electrical Stations 3
Quarries 4	Other Industries 6
TOTAL :	
MINES AND QUARRIES 74	WORKS AND PLACES UNDER ss. 105, 107, 108, FACTORIES ACT, 1937.
	Docks, Wharves, Quays and Ships 10
FACTORIES.	Building Operations 19
Clay, Stone, Cement, Pottery and Glass 5	Works of Engineering Construction 5
Chemicals, Oils, Soap, etc. 11	Warehouses 4
Metal Extracting and Refining 3	TOTAL, FACTORIES ACT 139
Metal Conversion and Rolling Mills and Tube Making) 13	
Engineering, Locomotive Building, Boilermaking, etc. 22	RAILWAY SERVICE.
Railway and Tramway Carriages, Motor and other Vehicles and Aircraft Manufacture 9	Brakemen, Goods Guards 3
Shipbuilding 11	Engine Drivers, Motor-men 2
Other Metal Trades 2	Firemen 3
Cotton	Guards (Passenger) 1
Wool, Worsted, Shoddy 2	Labourers 1
Other Textile Manufacture 1	Mechanics 5
Textile Printing, Bleaching and Dyeing	Permanent Way Men 10
Tanning, Currying, etc. 3	Porters 3
Food and Drink 3	Shunters 3
General Woodwork and Furniture 3	Other Grades 3
	Contractors' Servants
	TOTAL, RAILWAY SERVICE 33
	Total (excluding Seamen) 246

INDUSTRIAL DISEASES.

THE total number of cases§ of poisoning, epitheliomatous and chrome ulceration in Great Britain and Northern Ireland reported during January, under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926, was 47. No cases of anthrax were reported. One death¶ from lead poisoning (Painting of Buildings) was reported during the month. Details of cases for separate occupations are given below:—

I. Cases.	I. Cases—continued.
LEAD POISONING.	ANTHRAX.
Among Operatives engaged in:	Nil.
Smelting of Metals	EPITHELIOMATOUS ULCERATION (SKIN CANCER).
Plumbing and Soldering 2	Pitch 8
Shipbreaking	Tar 3
Printing	Paraffin
Other Contact with Molten Lead 1	Oil 2
White and Red Lead Works	TOTAL 13
Pottery	CHROME ULCERATION.
Vitreous Enamelling	Manufacture of Bichromates 5
Electric Accumulator Works	Dyeing and Finishing
Paint and Colour Works	Chrome Tanning
Coach and Car Painting	Chromium Plating
Shipbuilding	Other Industries 3
Paint used in Other Industries	TOTAL 8
Other Industries	Total Cases 47
Painting of Buildings 1	
TOTAL 4	II. Deaths.
OTHER POISONING.	LEAD POISONING.
Aniline 22	Painting of Buildings 1

* 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 31st January, 1942, in comparison with the 5 weeks ended 3rd January, 1941, and the 5 weeks ended 1st February, 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.

LEGAL CASES AFFECTING LABOUR.

WORKMEN'S COMPENSATION—REFUSAL BY WORKMAN TO CONSENT TO AMPUTATION OF FOOT—REASONABLENESS OF REFUSAL.

COURT OF APPEAL: Before the Master of the Rolls, Lord Justice MacKinnon, and Lord Justice Goddard.

The Court allowed this appeal by James Hayes, of Benwell, Newcastle-on-Tyne, from the decision of Judge Richardson, given at Newcastle-on-Tyne County Court. The Judge had varied the amount of compensation payable to Hayes under the Workmen's Compensation Acts from 30s. to 20s. a week on the ground that he had unreasonably refused to undergo an operation for the amputation of his foot following an accident which he sustained while in the employment of Messrs. Redpath, Brown & Co.

During the arguments, Lord Justice Goddard said that even if the workman consented to the amputation of the foot, there was no obligation on the employers to provide him with an artificial one.

Counsel for the employers undertook that Hayes should be provided with an artificial foot to be maintained and renewed as long as necessary.

Judgment.—The Master of the Rolls, giving judgment, said that the case possessed some novel features. So far as counsel had been able to discover, it was the first case which had come up to that Court for consideration in which a workman was alleged to have been guilty of unreasonable conduct in refusing to submit to the operation of having his foot amputated. Had the operation been performed he would have had to be supplied for the rest of his life with an artificial limb.

The accident took place on 5th January, 1938, when one of the workman's feet was so badly crushed that a large part of the bone had to be removed, and at the date of the hearing of the County Court proceedings in October, 1941, he was still suffering considerable pain. He could walk two miles slowly with a stick. He could stand and did not have to use crutches. On 3rd February, 1939, he was examined by an eminent surgeon, who expressed the opinion that the foot should have been removed. The surgeon saw the workman again in May, and said that it would be wise to have the foot amputated. The workman declined to have that done.

On 10th July, 1941, the employers requested an arbitration under the Workmen's Compensation Acts for the review and termination of the weekly contributions being made to the workman on the ground of his refusal to undergo a surgical operation of a reasonable nature. On 23rd September, 1941, the workman consulted another eminent surgeon, whose opinion was that, unless the condition of the foot deteriorated further, it would be a high-handed thing to have it amputated, and he did not advise that it should be done for the present.

The question was not whether the operation proposed was a reasonable one or likely to be successful, but whether the workman was unreasonable in refusing to undergo it. It was important to remember that the operation, if performed, would deprive him of a foot which, at any rate at present, was of some use to him. Whether or not it might be unreasonable for a workman to refuse to undergo the operation, having been advised to have it, and where effective provision had been made to supply him with an artificial limb, was another question. But he (the Master of the Rolls) could not understand how it could possibly be said that a man who, having been invited to have his foot removed, but with no security for obtaining the necessary limb, refused, could be said to be acting unreasonably.

It could not be too clearly stated that, in cases where the provision of an artificial limb was necessary, that matter must be most strictly attended to. It was one which the Judge should have taken into account, and he should have held on the facts that the employers had not discharged the burden placed on them of showing that the workman's refusal to undergo the operation was unreasonable. It appeared to him (the Master of the Rolls) that there was no evidence on which the Judge could have held that the man had acted unreasonably. It was impossible to say that, where two eminent surgeons gave diametrically opposite advice with regard to a major operation, the attitude of a workman was unreasonable if he accepted the view of one surgeon rather than that of the other. The appeal must be allowed.

Lord Justice MacKinnon and Lord Justice Goddard concurred.

Redpath, Brown and Co. Ltd. v. Hayes. Court of Appeal, 11th February, 1942.

TRADE UNIONS—IMPOSITION OF CONDITIONS ON EMPLOYEES—QUESTION OF REPRESENTATION ON DISCIPLINARY BOARD—TRADE DISPUTES AND TRADE UNIONS ACT, 1927, S.6.

HOUSE OF LORDS: Before Lord Maugham, Lord Russell of Killowen, Lord Macmillan, Lord Wright, and Lord Porter.

The House allowed this appeal by the London Passenger Transport Board from a decision of the Court of Appeal allowing an appeal by Archibald Moscrop, a motor-omnibus driver employed by the board, against a decision of Mr. Justice Morton in favour of the board in an action in which Moscrop complained that the board had refused to allow him to be represented in a disciplinary appeal by an official of his trade union.

The facts of the case, as stated by Mr. Justice Morton, were: Moscrop was a member of the Transport and General Workers' Union when in 1937 a strike of omnibus drivers occurred. One of the terms of the settlement of the strike was that the board agreed with the Transport Union that, on an appeal by an

employee of the board on a disciplinary matter to a superintendent or to the special board constituted to hear appeals, the employee might be accompanied or represented by an official of the union. But the union would not allow their official to appear for anyone who was not a member of the union. Moscrop ceased to be a member of the union before December, 1937.

In 1938 the National Passenger Workers' Union was formed, and Moscrop became a member. On February 6, 1939, he was reported by an inspector of the Board for failing to pick up a woman passenger at the point at which she desired to be picked up; his view was that he was entirely justified in going beyond the point before stopping, as stopping there would have been dangerous. Moscrop was cautioned by the depot superintendent, which amounted to a decision against him. He gave notice of appeal to the divisional superintendent but his appeal was dismissed. He abandoned his appeal to the disciplinary board on account of a refusal of the Board to allow him to be represented by an official of his union (the National Union) and brought an action challenging the refusal.

By section 6 (1) of the Trade Disputes and Trade Unions Act, 1927:—

It shall not be lawful for any . . . public authority to . . . impose any condition upon persons employed by the authority whereby employees who are or who are not members of a trade union are liable to be placed directly or indirectly under any disability or disadvantage as compared with other employees.

Mr. Justice Morton held that there had been no imposition of a condition within the meaning of section 6 (1), and that all that the board had done was to contract with the members of their platform staff that they should have the privilege, on appeals, of being accompanied by an official of the Transport Union.

The Court of Appeal, while agreeing with Mr. Justice Morton that no such condition as that alleged had been imposed, granted a declaration that the clause in question implied on its true construction that no employee, unless a member of the Transport Union, should be entitled to be represented at the hearing of an appeal by any person, and that the condition was accordingly void under section 6.

The Board appealed to the House of Lords.

Judgment.—Lord Maugham, in the course of his opinion, said that it appeared from the statement of Counsel for Moscrop that the Court of Appeal had misunderstood his contention in so far as they thought that it was being contended on behalf of Moscrop for any right to attend the appeals in question with an official of his union or with any other person. Throughout, he (counsel) said, Moscrop was contending only for equality as compared with members of the Transport Union; and was seeking to obtain it by a declaration that the term as to representation on the appeals was void. His real claim was now manifest; he was seeking no right for himself of any kind. He now asked merely to have a paragraph contained in clause 3 of the schedule to the agreement of June 15, 1937, declared void.

That paragraph stated:—"Drivers and conductors appearing before a divisional superintendent or on appeal may be accompanied by an official of the union," meaning the Transport Union. Accepting that view of the action three questions had been argued:—First, had the appellants (the board) "imposed a condition upon" their employees whereby employees not members of the Transport Union were "liable to be placed under any disability or disadvantage" in relation to representation on appeals "as compared with other employees"? Secondly, did section 6 (1) on its true construction extend to cases of discrimination between competing trade unions, that was, did the words "a trade union" (in the second branch of the subsection) include "a particular union" so that a condition placing one trade union at a disadvantage as compared with another was prohibited? Or did the subsection prohibit only such a discrimination as between unionists and non-unionists? Thirdly, was the action in any view of the construction of section 6 maintainable by Moscrop, that was, could he bring it except in the name of the Attorney-General; alternatively could he properly ask for the declaration which he ultimately obtained except in a representative capacity and with the parties substantially interested as defendants?

Section 6 was by no means easy to construe. It dealt only with local or other public authorities, and prohibited them from doing certain things. There was no prohibition on any trade union. Subsection (1) was in two branches relating to different things. The second, the material one, related only to the imposing of a condition of a prescribed kind on persons employed by the authority. The word "condition" here meant "a term of the contract." The prohibition in subsection (1) was directed to the authority and to no one else. It was they who might not "impose" a term on their employees; the latter, or their trade union on their behalf, if strong enough, might impose conditions on the authority. It was therefore not legitimate to read the section as if it ran:—"No condition whereby employees of a local or other public authority who are or are not members of a trade union are liable, etc., shall be made a condition of the employment or continuance in employment of any persons by the authority."

It was strongly contended on behalf of Moscrop that there was an implied condition that no employee unless he were a member of the Transport Union should be entitled to be represented on the appeals in question by any person. That implication in fact formed part of the declaration made by the

Court of Appeal. In his (Lord Maugham's) opinion, neither that condition nor a condition (now no longer alleged) whereby Moscrop was denied the right of representation on the specified appeals, could be implied from the material clause. The reason why the board were entitled to refuse to allow Moscrop to be represented by the general secretary of his union was simply that the board at common law had a discretion in the matter. With all respect to the Court of Appeal, clause 3 of the schedule did not justify the implication, because the suggested clause would leave the rights of persons not members of the Transport Union exactly where they were apart from the implication. So far from such an implication being necessary here, it would be entirely without effect.

In the absence of any such negative implied term, where was the condition imposed whereby the employees who were members of the National Union or non-unionists were placed directly or indirectly at some disability or disadvantage as compared with members of the Transport Union? No such condition or term could be found in the case. A privilege had been given to the members of the Transport Union which did not involve the imposition of a condition contrary to the prohibition in section 6 (1). If under a contract rights were conferred on one class of employees and lesser rights on another, it might well be possible to bring the case within section 6. In the present case there was not sufficient ground for such a conclusion.

As he had reached that result on the first point, he need not decide the second question, which was one of very great difficulty. He would only say that he was not at present convinced that the second branch of section 6 (1) was limited to attempted discrimination between unionists and non-unionists.

The hard point concerned the proper administration of justice, and was therefore one on which that House should express its opinion whether the suit was rightly brought. He could not call to mind any action for a declaration in which (as here) the plaintiff claimed no right for himself, but sought to deprive others of a right which did not interfere with his liberty or his private rights. Still less could he think that there was any precedent for such an action in the absence of the persons who were interested in opposing the declaration. Assuming, however, for this purpose that there had been a breach of the prohibition in section 6 (1), and that the clause in the third schedule was therefore void, and that no employees had any contractual right of representation on the appeals, what special interest had Moscrop to enable him to bring this action? They were not here concerned with anything but his civil right, if any under the section. It was plain that there had been no interference with any private right of his, nor had he suffered special damage peculiar to himself from the alleged breach of the general prohibition as to certain acts directed to local or public authorities contained in section 6. He therefore could not sue without joining the Attorney-General.

The appeal must be allowed, with costs.

The other noble and learned lords delivered concurring opinions.

Moscrop v London Passenger Transport Board. House of Lords, 15th January, 1942.

INDUSTRIAL COURTS ACT, 1919,
AND CONCILIATION ACT, 1896.SINGLE ARBITRATORS AND AD HOC BOARDS
OF ARBITRATION.

SHIPREPAIRING: BRISTOL.—A difference between the Boilermakers, Iron and Steel Shipbuilders Society and the Bristol Channel Ship Repairing Association with regard to the payment of riveters and holders-up working the pneumatic hammer when working on lieu rates was referred to a Single Arbitrator, Sir Charles Doughty, K.C., who issued his Award on 1st January, 1942.

QUARRYING: DURHAM.—Mr. A. N. Shimmin was appointed under the Industrial Courts Act, 1919, to act as Arbitrator to determine a difference between the National Union of General and Municipal Workers and the Steeley Limestone and Basic Co. Ltd., concerning the base rate of excavator operators and men breaking and drilling stone to the required size for filling. In his Award dated 8th January, the Arbitrator determined the rate per shift to be paid to the men concerned, with a production bonus on all tonnage output, and ruled that the existing addition to the base rate and the cost of living bonus shall be maintained. The Award is to operate from the pay day in the week beginning 15th September, 1941, as agreed by the parties.

RUBBER INDUSTRY: LONDON.—A claim by the millmen employed by the Firestone Tyre and Rubber Co. Ltd., for an increase in wages was, by agreement, referred to arbitration for settlement. Mr. V. R. Aronson was appointed under the Industrial Courts Act, 1919, to act as Arbitrator. In his Award dated 10th January, Mr. Aronson found that the claim had not been established.

CHOCOLATE MANUFACTURE: BOURNEVILLE.—Mr. George Ryder was appointed under the Industrial Courts Act, 1919, to act as Arbitrator to determine a dispute that existed between the Transport and General Workers' Union and Cadbury Brothers Ltd., concerning the operatives in a certain department of the Company who claimed that the basic piece rate should yield a certain share value. Mr. Ryder issued his Award on 26th January fixing the piece rate to produce an increased share value to operate from the first full pay period in January, 1942.

ENGINEERING: LONDON.—A dispute between Durion Ltd. and its employees, represented by a Works Committee, was referred to arbitration for settlement. Mr. V. R. Aronson was appointed under the Industrial Courts Act, 1919, to act as Arbitrator to decide whether the time-keeping arrangements employed by the firm should be strictly enforced according to the new set of Works Rules which came into operation on 1st January, 1942. Mr. Aronson in his Award dated 28th January, found the rule to be fair and reasonable, but decided it should be operated in a modified form until the end of April in order to avoid any real grievance and enable the employees time to get used to it. As from 1st May, 1942, the firm are to be at liberty to enforce the published rule.

SLAUGHTERING: SCOTLAND.—Mr. John Stewart was appointed under the Industrial Courts Act, 1919, to act as Arbitrator to determine a difference between the National Union of Distributive and Allied Workers and the South of Scotland Abattoirs Ltd., of Glasgow, regarding the question of fair head rates to be paid for slaughtering between certain hours. The Arbitrator issued his Award on 31st January, 1942.

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

RATES OF WAGES AND CONDITIONS OF EMPLOYMENT OF EMPLOYEES OF AN OLDHAM RETAIL GROCERY AND PROVISION FIRM.

Parties: Brown's Stores, Oldham, and certain Workers employed by the firm.

Claim: (Made on behalf of the workers by the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks.) That the firm should operate the minimum rates of wages and conditions of employment laid down in the decisions of the Retail Food Trades Joint Industrial Council.

Award: The Tribunal found in favour of the claim 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. 171; dated 2nd January, 1942.

WAGES OF ERECTORS AND ERECTORS' HELPERS EMPLOYED IN CERTAIN JOBS ON A POWER STATION CONTRACT.

Parties: Mitchell Engineering Limited and certain Employees of the firm.

Claim: (Made on behalf of the employees by the Constructional Engineering Union, London Area Office.) For payment of the rates laid down in the National Agreement between the Constructional Engineering Union and the Engineering and Allied Employers' National Federation.

Award: Without prejudice to the general question of the applicability of the wages and working conditions laid down in the agreement referred to in the claim or to any negotiations between organisations in the trade in regard to the demarcation questions involved, the Tribunal found that, in the particular circumstances of this case, the claim had not been established and they awarded accordingly.

Award No. 172; dated 6th January, 1942.

CLAIM FOR HOLIDAYS WITH PAY FOR EMPLOYEES OF (1) ONE ABERDEEN FIRM, (2) THREE OTHER ABERDEEN FIRMS.

Parties: (1) Harrott and Company Limited, (2) Messrs. Gordon and Company and the Glen Glove and Hosiery Company (Amalgamated), Kilgour and Walker Limited, and The Aberdeen Glove and Hosiery Company, and certain Employees of the respective Companies.

Claim: (Made on behalf of the employees by the National Union of Dyers, Bleachers and Textile Workers.) For payment of six days holiday in the summer.

Award: The Tribunal approve the principle of holidays with pay, but they considered that the provision of holidays with pay in this trade was a matter which should be settled on a national basis for the whole of Great Britain and not in relation to a few individual firms. Accordingly, the Tribunal did not see fit to make any award on these particular claims.

Awards Nos. 173 and 174; dated 13th January, 1942.

WAGES OF EMPLOYEES OF A YORKSHIRE COKING COMPANY.

Parties: The Barnsley District Coking Company Limited and certain Employees of the Company.

Claim: (Made on behalf of the employees by the National Union of Cokemen and Bye-Product Workers, Midland Area District.) For the payment, over and above shift rates, of an attendance bonus as applied in the coal mining industry.

Award: The Tribunal found against the claim. But they awarded that the rates per shift provided in Award No. 132 relating to the same parties should be subject, in addition to the conditions specified therein, to the condition that no such rate for any class of worker should be less than the rate, including attendance bonus, which was being paid to such class as at the time of hearing of the dispute to which Award No. 132 relates, viz., 23rd September, 1941.

Date of Operation: As from the beginning of the first full pay period following 27th September, 1941.

Award No. 175; dated 26th January, 1942.

RATES OF REMUNERATION FOR CERTAIN BASKET MAKING WORK IN NOTTINGHAM.

Parties: Morris Wilkinson and Company (Nottingham) Limited and certain Employees of the Company.

Claim: (Made on behalf of the employees by the National Amalgamated Furnishing Trades Association.) For the observance by the firm, as respects the making of certain baskets, of conditions not less favourable than those reached by the machinery of collective bargaining in the basket making trade.

Award: The Tribunal awarded that as respects work of the kind specified in the agreement between the Employers' Federation of Cane and Willow Workers' Associations of Great Britain and Ireland (Incorporated) and the British Amalgamated Union of Journeymen Basket, Skip and Hamper Makers' Federation, dated 27th August, 1941, the Company should pay piece rates and observe conditions of employment not less favourable than the piece rates and conditions laid down in such agreement, subject to adjustment from time to time as required in the percentage bonus addition specified therein, in accordance with the agreement between the same parties for such adjustment on the basis of changes in the cost-of-living index figure.

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

Award No. 176; dated 26th January, 1942.

REMUNERATION OF CLERICAL EMPLOYEES IN THE ENGINEERING TRADE IN (1) THE LEEDS DISTRICT, (2) THE PRESTON DISTRICT.

Parties: (1) The Members of the Engineering and Allied Employers' Leeds and District Association, (2) The Members of the Preston District Engineering Employers' Association, and certain Employees of the members of the respective Associations.

Claim: (Made on behalf of the employees by the Clerical and Administrative Workers' Union.) For the observance of certain rates of remuneration and conditions of employment for clerical employees.

Award: The Tribunal awarded that the members of (1) the Engineering and Allied Employers' Leeds and District Association, (2) the Preston District Engineering Employers' Association should apply to those persons on whose behalf the claim was made who were of the categories which, if they were employed in the Manchester district, would come within the scope of the agreement between the Manchester District Engineering Employers' Association and the Clerical and Administrative Workers' Union dated 24th July, 1941, the same terms as those specified in such agreement subject to the following modifications and condition: (1) that the date of application of such terms shall be the beginning of the first full pay period following the date of the award; (2) that, in lieu of the war allowances specified in the above-mentioned agreement, the war allowances shall be as follows: *Male Clerks*, 3s. at 15 years of age, 3s. 6d. at 16; 4s. 6d. at 17, 5s. 6d. at 18, 7s. at 19, 8s. 6d. at 20, and 13s. 6d. at 21. *Female Clerks*, 3s. at 15 years of age, 3s. 6d. at 16, 4s. 6d. at 17, 5s. 6d. at 18, 6s. 6d. at 19, 7s. 6d. at 20, and 9s. 6d. at 21; (3) that in no case shall the existing remuneration of any employee in excess of the remuneration provided under the terms of the award be reduced.

Awards Nos. 177 and 179; dated 28th January, 1942.

REMUNERATION OF CLERICAL EMPLOYEES EMPLOYED AT (1) AN ESTABLISHMENT OF VICKERS-ARMSTRONGS LIMITED, (2) AN ESTABLISHMENT OF THE ENGLISH ELECTRIC COMPANY LIMITED.

Parties: (1) Messrs. Vickers-Armstrongs Limited, (2) The English Electric Company Limited, and certain Employees of the respective Companies.

Claim: (Made on behalf of the employees by the Clerical and Administrative Workers' Union.) For the observance of certain rates of remuneration and conditions of employment for clerical employees.

Award: The Tribunal were of opinion in each case that on the facts adduced this was a claim which should not have been brought against an individual firm. The Tribunal found against the claim in each case and they awarded accordingly.

Awards Nos. 178 and 180; dated 28th January, 1942.

TERMS AND CONDITIONS OF SERVICE OF PLUMBER APPRENTICES IN SCOTLAND.

Parties: The members of the Associations comprising the Scottish Federation of Plumbers' and Domestic Engineers (Employers) Associations and certain Workers employed by such members.

Claim: (Made on behalf of the workers by the Plumbers', Glaziers' and Domestic Engineers' Union, No. 4 Division, Scotland.) For an improvement in the terms and conditions of service of plumber apprentices.

Award: The Tribunal observed that the Federation on 24th October, 1941, granted a scale of consolidated war bonus of amounts of 5s., 6s., 7s. 6d., 9s., 10s. 6d. and 12s. 6d. per week in the respective years of apprenticeship and that as from 1st January, 1942, such bonuses were made subject to an increase or reduction of 1s. per week in respect of every 3d. per hour increase or reduction in the journeymen's rates. The Tribunal found against the claim but awarded that war bonus payments should be continued on the above-mentioned basis.

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

Award No. 181; dated 29th January, 1942.

PAYMENT OF OVERTIME TO EMPLOYEES OF A MIDLAND FIRM OF HOSIERY MANUFACTURERS.

Parties: Messrs. W. Moore and Osborne Limited and certain Employees of the Company.

Claim: (Made on behalf of the employees by the National Hosiery Federation.) That the Company shall observe the terms of the Overtime Agreement of the Hosiery Joint Industrial Council.

Award: The Tribunal awarded that the Company should observe the terms of the Overtime Agreement mentioned in the claim.

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

Award No. 182; dated 30th January, 1942.

QUESTION OF MAKING UP TIME LOST THROUGH CERTIFICATED SICKNESS BY AN APPRENTICE IRON MOULDER IN SCOTLAND.

Parties: A. F. Craig and Company Limited and an apprentice iron moulder employed by the Company.

Claim: (Made on behalf of the worker by the National Union of Foundry Workers.) That time lost by an apprentice through certificated sickness should not require to be made up and for payment of the journeyman's rate from a specified date.

Award: The Tribunal found that the claim had not been established and they awarded accordingly.

Award No. 183; dated 30th January, 1942.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

WAGES OF STOREMEN IN THE CEMENT TRADE IN BELFAST.

Parties: The Belfast Members of the Belfast and North of Ireland Cement Importers' Association and certain Employees of the Belfast member Firms.

Claim: For an increase of 10s. per week in the wages of storemen, to operate as from 18th October, 1941.

Award: The Tribunal awarded that the present rate of wages of storemen in the Cement Trade in Belfast should be increased by 5s. 6d. per week.

Date of Operation: As from the beginning of the first full pay period following 15th December, 1941.

Award No. 87; dated 9th January, 1942.

REMUNERATION OF CERTAIN EMPLOYEES OF MESSRS. ANDERSON AND McAULEY LTD., DONEGALL PLACE AND CASTLE STREET, BELFAST.

Parties: Messrs. Anderson & McAuley Ltd. and certain Employees of the Firm.

Claim: For certain specified weekly wage rates for junior and senior male assistants; junior and senior female assistants, and female first assistants; male clerks and senior male clerks; female clerks, senior female clerks and charge clerks; male porters and packers; female cleaners; cafe waitresses and still room staff; kitchen staff.

Award: The Tribunal awarded as follows:—*Junior Male and Junior Female Assistants and Junior Male and Junior Female Clerks:* (i) That the weekly rates of remuneration of the above classes of employees shall be the weekly rates of remuneration for the Provinces, as agreed upon by the National Joint Industrial Council for the Retail Drapery, Outfitting and Footwear Trades in England and Wales, which came into operation on 3rd November, 1941. (ii) That the weekly rates of remuneration for the Provinces as agreed upon by the National Joint Industrial Council in respect of the above classes of employees shall be regarded by the firm as minimum weekly rates of remuneration. (iii) That where the amount of remuneration calculated weekly and the amount of commission calculated weekly, taken together, are less than the appropriate weekly rate of remuneration for the Provinces, as agreed upon by the National Joint Industrial Council, the difference shall be made up by the firm. (iv) That where the amount of remuneration calculated weekly and the amount of commission calculated weekly taken together are more than the appropriate weekly rate of remuneration for the Provinces as agreed upon by the National Joint Industrial Council, the employee concerned shall be entitled to receive the higher amount.

Male Porters and Packers: (i) That the weekly rates of remuneration of the above classes of employees shall be the weekly rates of remuneration for the Provinces for "other male employees," as agreed upon by the National Joint Industrial Council for the Retail Drapery, Outfitting and Footwear Trades in England and Wales, which came into operation on 3rd November, 1941. (ii) That the weekly rates of remuneration for the Provinces as agreed upon by the National Joint Industrial Council in respect of the above classes of employees shall be regarded by the firm as minimum weekly rates of remuneration. *Female Cleaners:* That the weekly rates of wages shall be 16s. at 16 years of age, 17s. at 17, 22s. 6d. at 18, 25s. at 19, 27s. 6d. at 20, 30s. at 21, and 35s. at 22 years and over. *Cafe—Waitresses and Still Room Staff:* That the weekly rates of wages shall be 20s. at under 18 years of age, 22s. 6d. at 18, 25s. at 19, 27s. 6d. at 20, 30s. at 21, and 35s. at 22 years and over. Where meals are supplied, the firm shall be entitled to deduct from the above rates of wages a sum not exceeding 10s. per week in respect of breakfast, dinner and tea. *Kitchen Staff:* That the weekly rates of wages shall be 20s. at under 18 years of age, 22s. 6d. at 18, 25s. at 19,

BAKING TRADE BOARD (SCOTLAND).

Order B.K.S.(5) dated 7th January, 1942, confirming a variation of minimum rates of wages and specifying 19th January, 1942, as the date from which such rates became effective

PAPER BOX TRADE BOARD (NORTHERN IRELAND).

Order N.I.B.(25) dated 15th January, 1942, confirming the variation of general minimum time rates and general overtime rates for male and female workers, and the piecework basis time rates and general minimum piece rates for female workers, and specifying 26th January, 1942, as the date from which these rates became effective.

EMERGENCY POWERS (DEFENCE).
ESSENTIAL WORK (SHIPBUILDING AND SHIP-REPAIRING) ORDER.

The Essential Work (Shipbuilding and Ship-Repairing) Order, 1942*, dated 10th February, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

Whereas it appears to the Minister of Labour and National Service (hereinafter referred to as "the Minister") that undertakings that are engaged in shipbuilding and ship-repairing are engaged in essential work;

Now therefore the Minister, by virtue of the powers conferred on him by Regulations 58A and 98 of the Defence (General) Regulations, 1939, hereby makes the following Order:—

1.—(1) This Order may be cited as the Essential Work (Shipbuilding and Ship-repairing) Order, 1942, and shall come into force on the 25th day of February, 1942.

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

"District Consultative Committee" means the Committee set up in the district of each District Shipyard Controller representing persons carrying on undertakings engaged in shipbuilding and ship-repairing in that district and persons employed in such undertakings respectively for the purpose of advising the Controller on matters concerning shipbuilding and ship-repairing;

"District Shipyard Controller" means the Flag Officer or Naval Officer appointed by the Admiralty to be in charge of the district for which he is appointed;

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

"local office" means an employment exchange or other office appointed by the Minister as a local office for the purposes of this Order;

"scheduled undertaking" means an undertaking that has been entered in the Schedule of Undertakings under this Order;

"trade dispute" means any dispute or difference between employers and workmen, or between workmen and workmen connected with the employment or non-employment, or the terms of the employment or with the conditions of labour of any person;

"Yard Committee" means a committee established at a ship-yard and recognised—

(a) by the principal employer at the ship-yard as representing him; and

(b) by the trade unions concerned as representing the workers employed by the principal employer at the ship-yard; so, however, that where any matter is referred to the Yard Committee which affects a sub-contractor or any person employed by a sub-contractor at the ship-yard there shall be co-opted to the Yard Committee constituted as aforesaid to be members thereof, one member representing the sub-contractor and one member representing the workers employed by him. For the purposes of this definition "principal employer" means the person carrying on the undertaking which is primarily responsible for the due completion of all the ship-building and ship-repairing operations performed at the ship-yard, "sub-contractor" means a person carrying on an undertaking which is responsible for the performance of one or more only of those operations, "ship-yard" means any yard or dry dock (including the precincts thereof) in which ships or vessels are constructed, reconstructed, repaired, refitted, finished or broken up, and "ships" and "vessels" have the same meaning as in the Merchant Shipping Act, 1894.

(3) The Essential Work (Shipbuilding and Ship-repairing) Order, 1941,† is hereby revoked:

* Statutory Rules and Orders, 1942, No. 266; H.M. Stationery Office, price 3d net (4d. post free).

† Statutory Rules and Orders, 1941, No. 300. See the issue of this GAZETTE for March, 1941, pages 71-73.

27s. 6d. at 20, 30s. at 21, and 35s. at 22 years and over, and for the assistant cook, 45s. per week. Where meals are supplied the firm shall be entitled to deduct from the above rates of wages a sum not exceeding 10s. per week in respect of breakfast, dinner and tea.

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

Date of Operation: With effect as from the beginning of the first full pay period following 1st December, 1941.

Award No. 88; dated 9th January, 1942.

WAGES OF STOKERS AND DAY WORKERS IN THE GAS DEPARTMENT OF A NORTHERN IRELAND LOCAL AUTHORITY.

Parties: The Borough Council of Coleraine, and certain Employees of the Borough Council.

Claim: For an increase of 5s. per week on the current rates of wages of stokers and day workers employed in the Gas Department of the Coleraine Borough Council.

Award: The Tribunal awarded an increase of 1s. 6d. per week on the current rates of wages of stokers and day workers employed in the Gas Department of the Borough Council. The Tribunal also expressed the opinion that the Borough Council should give favourable consideration to the advisability of applying, in the future, in so far as wages are concerned, the agreements arrived at from time to time by the National Joint Industrial Council for the Gas Industry.

Date of Operation: As from the beginning of the first full pay period following 1st December, 1941.

Award No. 89; dated 21st January, 1942.

WAGES OF SECCOTINE WORKERS EMPLOYED IN A NORTHERN IRELAND FIRM.

Parties: Messrs. McCaw, Stevenson & Orr Ltd., and certain Employees of the Firm.

Claim: For increases in the rates of wages of persons employed in the seccotine department of the firm as follows:—(a) male workers, 10s. per week, (b) women and youths over 18 years' 7s. 6d. per week, and (c) juniors, 5s. per week.

By permission of the Tribunal the claim of the workers was amended to read as follows: "That the terms of Award No. 19 made by the National Arbitration Tribunal (Northern Ireland) on 7th January, 1941, should be applied by Messrs. McCaw, Stevenson & Orr Ltd., to persons employed by them in their seccotine department."

Award: The Tribunal awarded that the time rate should be increased by 3s. 3d. per week for men, 1s. 9d. per week for women and 1s. 3d. per week for juveniles, and that the piece rates for men, women and juveniles should be increased correspondingly.

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

Award No. 90; dated 22nd January, 1942.

TRADE BOARDS ACTS.

A.—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 Gordon Hotel, Leicester Street, Southport, Lancashire, in the case of Boards in Great Britain, or at Stormont, Belfast, in the case of Boards in Northern Ireland:—

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

Proposal O.(25) dated 8th January, 1942, to vary minimum rates of wages for male and female workers.

ROPE, TWINE AND NET TRADE BOARD (GREAT BRITAIN).

Proposal R.(69) dated 9th January, 1942, to vary minimum rates of wages for male and female workers.

COTTON WASTE RECLAMATION TRADE BOARD (GREAT BRITAIN).

Proposal C.W.(32) dated 15th January, 1942, to vary minimum rates of wages for male and female workers.

TIN BOX TRADE BOARD (GREAT BRITAIN).

Proposal X.(19) dated 16th January, 1942, to vary minimum rates of wages for male and female workers.

BOOT AND SHOE REPAIRING TRADE BOARD (NORTHERN IRELAND).

Proposal N.I.B.S.(N.38), dated 6th January, 1942, to fix, to vary and to cancel certain minimum rates of wages.

B.—CONFIRMING ORDERS.

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

FLAX AND HEMP TRADE BOARD (GREAT BRITAIN).

Order F.H.(46) dated 5th January, 1942, confirming a variation of minimum rates of wages and specifying 16th January, 1942 as the date from which such rates became effective.

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

- (a) nothing in this revocation shall affect any entry, report or arrangement made, notice, permission, refusal, directions or approval given, certificate given or served, schedule or register kept or thing done under that Order and every such entry, report, arrangement, notice, permission, refusal, directions, approval, certificate, schedule or register 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 that Order or to any provision of that Order shall be construed as referring to this Order and to the corresponding provisions of this Order.

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

- (a) an undertaking is engaged in shipbuilding or ship-repairing; and
- (b) it is expedient for securing the defence of the realm or the efficient prosecution of the war or for maintaining supplies and 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) [This paragraph is identical with the corresponding paragraph of the Essential Work (Shipbuilding and Ship-repairing) Order, 1941.*]

(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. [This Article is identical with the corresponding Article of the Essential Work (Shipbuilding and Ship-repairing) Order, 1941.*]

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 the 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 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 cal-

culated 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;

Sundays and all time worked on Sundays and any remuneration paid in respect thereof shall be excluded;

for the purpose of calculating the sum payable under this sub-paragraph any overtime actually worked on any week-day on or during any prescribed period shall be treated as if it had been paid for at the ordinary time rate;

- (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

- (b) where the Board is not unanimous, the national service officer is of opinion that the suspension was not justified;

the specified person shall not by reason only of the suspension be disentitled to the payment of the sum set out in the said sub-paragraph paragraph (d);

- (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-paragraphs (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-paragraphs (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 except in the case of dismissal for serious misconduct.

(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 Article 6 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 person,

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 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) Where the District Shipyard Controller, for the purpose of securing the best use of all available labour, approves the formation of a group of persons carrying on scheduled undertakings in the district for which the Controller is appointed, the Controller may enter the names of the undertakings in a register as respects specified persons and may from time to time alter the register by adding the names of other scheduled undertakings in the district as respects specified persons or by striking out the name of any undertaking already on the register, and he shall notify the persons carrying on the undertakings accordingly.

(2) Notwithstanding the provisions of sub-paragraphs (a), (b) and (c) of paragraph (1) of Article 4 of this Order, whilst the name of any undertaking remains on the register the person carrying on that undertaking may discontinue the employment in that undertaking of any specified person so as to allow him to go immediately into another undertaking so registered without the permission of a national service officer or the giving of any notice, so, however, that the person carrying on the undertaking shall give notice of the above matter to a national service officer immediately on the happening thereof.

(3) Where a person carrying on an undertaking discontinues the employment of any specified person under the provisions of the preceding paragraph, he shall nevertheless remain liable to comply with the provisions of sub-paragraph (d) of paragraph (1) of Article 4 during the unexpired portion (if any) of any prescribed period.

6.—(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 four 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) [This paragraph is identical with the corresponding paragraph of the Essential Work (Shipbuilding and Ship-repairing) Order, 1941.*]

(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—

- (i) under any permission so cancelled as aforesaid; or

- (ii) on the ground of serious misconduct if the Board is of opinion that the dismissal was not justified on that ground.

(4) [This paragraph is identical with the corresponding paragraph of the Essential Work (Shipbuilding and Ship-repairing) Order, 1941.*]

(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.

7.—(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); or
- (d) persistently behaves at his work in such a manner as to impede the effective production of the work carried on in the undertaking;

the person carrying on the undertaking or the Yard Committee may report in writing such matters to a national service officer giving such particulars as the officer may require.

(2) Save as hereinafter provided the national service officer shall notify the person who is the subject of the report and shall give to that person an opportunity of making, within four days of the sending or giving of the notification to him, such representations either orally or in writing as he may desire, and the national service officer, if he is satisfied of the truth of the matters so reported and that that person is capable of performing his work, may give directions under Regulation 58A of the Defence (General) Regulations, 1939, to that person to perform his work; so, however, that where the report has been made by the Yard Committee the national service officer, if he is satisfied that the person who is the subject of the report is capable of performing his work, may give directions under the said Regulation to that person to perform his work without giving any previous notification to him under the foregoing provisions of this paragraph. 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 four days of the date of the giving of the directions or within such further period as a 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 and, where the matter was reported by the Yard Committee, to that Committee.

(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.

8.—(1) [This paragraph is identical with the corresponding paragraph of the Essential Work (Shipbuilding and Ship-repairing) Order, 1941.*]

(2) If there is no Yard Committee or if the Yard Committee is unable to agree on such matters or if the District Shipyard Controller thinks fit, the matters shall forthwith be submitted to the District Consultative Committee for its advice.

9.—(1) Subject to the provisions of Articles 4, 5 and 10 and of this Article—

- (a) a person carrying on an undertaking engaged in shipbuilding or ship-repairing shall not seek to engage or engage any person for work in that undertaking, except by notifying to a Local Office particulars of the vacancy to be filled and by engaging for that vacancy a person submitted to him by a local office, or by obtaining from a national service officer his permission in writing to engage that person; and

- (b) a person shall not engage for work with a person carrying on an undertaking engaged in shipbuilding or ship-repairing, except by registering himself for work at a local office and by obtaining his employment by means of being submitted to such person by a local office, or by obtaining from a national service officer his permission in writing so to do.

(2) [This paragraph is identical with the corresponding paragraph of the Essential Work (Shipbuilding and Ship-repairing) Order, 1941.*]

(3) This Article shall not apply to persons who are employed as managers, salesmen or clerks (other than costing clerks, progress clerks and draughtsmen) or in domestic service

* Statutory Rules and Orders, 1941, No. 300; see the issue of this GAZETTE for March, 1941, pages 71-73.

* Statutory Rules and Orders, 1941, No. 300, see the issue of this GAZETTE for March, 1941, pages 71-73.

10. [This Article is identical with the corresponding Article of the Essential Work (Shipbuilding and Ship-repairing) Order 1941.*]

11. 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.

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

Articles 2(2), 5, 8, 9, 10 and 11 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 6 (in so far as it relates to such permission), and Article 7; provided that for the purposes of the said Articles 6 and 7 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.

13. Nothing in this Order shall affect the power conferred on 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 10th day of February, 1942.

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

ESSENTIAL WORK (COTTON MANUFACTURING INDUSTRY) ORDER.

The Essential Work (Cotton Manufacturing Industry) Order, 1942,† dated January 2, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

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

1.—(1) This Order may be cited as the Essential Work (Cotton Manufacturing Industry) Order, 1942, and shall come into force on the date hereof.

(2) The following expressions have the meanings hereby assigned to them—

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

"undertaking engaged in the cotton manufacturing industry" means an undertaking that is wholly or mainly engaged in the production on looms of fabrics, being fabrics the textile content of which comprises not less than 85 per cent. by weight of cotton fibre (including waste from whatever process arising) or of rayon or of a mixture of such fibre and rayon, including the preparation of warp and weft for looms, the examination and bundling of such fabrics as aforesaid and operations incidental to the said production, preparation, examination and bundling; and for the purposes of this definition the expression "rayon" means staple rayon fibre not exceeding 3 inches in length or continuous filament rayon thread (including waste from whatever process arising).

2.—(1) Where, under the provisions of the principal Order, the Minister enters the name of an undertaking in the Schedule of Undertakings kept under that Order as respects specified persons and the undertaking is an undertaking engaged in the

cotton manufacturing industry, then, and in the case of that undertaking and the specified persons to whom the agreement to which this Article applies is appropriate, there shall be substituted for the definition of "normal wage" in sub-paragraph (d) of paragraph (1) of Article 4 of the principal Order the following definition—

"normal wage" means a wage calculated in accordance with the provisions of Clauses 1 (a), (b) and (c), 2, 3, 4 and 5 of the agreement to which this Article applies or in accordance with the provisions of that agreement as modified with the approval of the Minister."

(2) The agreement to which this Article applies is an agreement dated 18th November, 1941*, and made between John H. Grey, Thomas Ashurst and Geo. R. Fielding on behalf of the Cotton Spinners' and Manufacturers' Association, and Jeremiah Proctor and Luke Bates on behalf of the Northern Counties Textile Trades Federation.

3.—(1) Where the Minister approves, for the purposes of this Order, an agreement (not being the agreement referred to in Article 2 hereof) made between an association of employers carrying on undertakings engaged in the cotton manufacturing industry and a trade union of which persons employed in such undertakings are members and which contains provisions relating to the calculation, ascertainment and payment of a normal wage, the Minister may enter the name of any undertaking carried on by a person who is a member of such association in the Schedule of Undertakings kept by him under the principal Order.

(2) Where the Minister makes any entry under paragraph (1) of this Article, then, in the case of that undertaking and the specified persons employed therein to whom the agreement is appropriate, the normal wage shall, for the purpose of sub-paragraph (d) of paragraph (1) of Article 4 of the principal Order, be a wage calculated, ascertained and payable in accordance with the agreement so approved as aforesaid or any modification of that agreement approved by the Minister.

Signed by order of the Minister of Labour and National Service this 2nd day of January, 1942.

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

ESSENTIAL WORK (IRON AND STEEL INDUSTRY) ORDER.

The Essential Work (Iron and Steel Industry) Order, 1942,† dated January 22, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

The above Order provides for the amendment of the Appendix to the Essential Work (Iron and Steel Industry) Order, 1941,‡ so as to add a further agreement to those already scheduled in the Appendix (as amended by the Essential Work (Iron and Steel Industry) (No. 2) Order, 1941§), for the purpose of ascertaining the appropriate agreed wage of specified persons in scheduled undertakings in the Iron and Steel Industry.

The Order also provides for certain amendments of the text of the principal Order for the purpose of its construction in relation to the added agreement.

ESSENTIAL WORK (RECALL TO CIVIL DEFENCE) ORDER.

The Essential Work (Recall to Civil Defence) Order, 1942,¶ dated January 15, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

The Order provides that, if it becomes necessary to recall to full-time Civil Defence duties workers who have been temporarily released to take up other work of national importance, such recall will not be affected by the fact that the workers concerned may be employed in an undertaking scheduled under one of the Essential Work Orders specified. Workers so employed will not, on recall to Civil Defence duties, be required to obtain the permission of the National Service Officer to leave, or to give notice of termination of employment prescribed by the Orders.

EMPLOYMENT OF WOMEN (CONTROL OF ENGAGEMENT) ORDER.

The Employment of Women (Control of Engagement) Order, 1942,¶ dated January 22, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

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

1.—This Order may be cited as the Employment of Women (Control of Engagement) Order, 1942, and shall come into force on the 16th day of February, 1942.

2.—Subject to the provisions of Article 3 of this Order—

(1) no person shall seek to engage or engage any female person for employment otherwise than by notifying to a local office or approved employment agency particulars of the vacancy to be filled and by engaging for that vacancy a female person submitted to him by the local office or approved employment agency

* See page 23 for particulars of this agreement.
† Statutory Rules and Orders, 1942, No. 131; H.M. Stationery Office, price 1d. net (2d. post free).

‡ See the issue of this GAZETTE for August, 1941, pages 156 and 171-2.

§ See the issue of this GAZETTE for October, 1941, page 209.

¶ Statutory Rules and Orders, 1942, No. 132; H.M. Stationery Office, price 1d. net (2d. post free).

‡ Statutory Rules and Orders, 1942, No. 100; H.M. Stationery Office, price 1d. net (2d. post free).

as the case may be unless she is a person who either—

- (a) has not attained the age of twenty years; or
(b) has attained the age of thirty-one years; and
(2) a female person seeking employment shall obtain her employment by making application to a local office or approved employment agency and by means of a submission to an employer by the local office or approved employment agency as the case may be and not otherwise unless she is a person who either—
(a) has not attained the age of twenty years; or
(b) has attained the age of thirty-one years.

3.—The foregoing provisions of this Order shall not apply—

- (a) to any of the following employments, that is to say:—
(i) employment in agriculture; or
(ii) employment in timber production, not being employment in agriculture, if the person to be engaged or seeking employment is a member of the Women's Land Army; or
(iii) employment as a female professional nurse for the sick or as a female probationer undergoing training for employment as such a nurse or employment as a Nursing Auxiliary in the Civil Nursing Reserve; or
(iv) employment as a certified midwife or as a person undergoing training to qualify as a certified midwife; or
(v) employment as a teacher at a university or recognised school or at a school approved for the purposes of this Order by the Board of Education or, in Scotland, by the Secretary of State; or
(vi) whole-time employment in any of the women's services specified in the First Schedule to this Order; or
(vii) employment without remuneration; or
(viii) employment to which any of the provisions of the Orders specified in the Second Schedule hereto apply; or

(b) to the engagement or employment of any female person in any of the following circumstances, that is to say:—

- (i) if she has living with her a child of hers under the age of fourteen years; or
(ii) if she is certified by a local authority, as defined by the Blind Persons Acts, 1920 and 1938, to be registered as a blind person under arrangements made by the authority under those Acts; or
(iii) if she is required to transfer or return to any employment to which Regulation 29B of the Defence (General) Regulations, 1939, applies by virtue of an Order made under that Regulation by the appropriate authority; or
(iv) if the employment is specified or described in a permit, issued by or on behalf of the Minister and for the time being in force, as being employment in respect of which the holder of the permit is exempted from the provisions of this Order; or

(c) to the re-engagement of any female person by an employer if the re-engagement of that person occurs

- (i) within a period of not more than fourteen consecutive days immediately following the day on which she was last employed by that employer or immediately following the end of a period of sickness if her engagement with that employer was terminated by reason of such sickness; or
(ii) on her resumption of work on the termination of any stoppage of work due to a trade dispute where she ceased to be employed owing to such a stoppage of work.

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

"agriculture" includes forestry and horticulture;

"approved employment agency" means any establishment or organisation which affords facilities for placing persons in employment and which is carried on by any person in accordance with arrangements approved by the Minister (whether before or after the date of this Order) and in accordance with such directions, if any, as may be given by the Minister with respect to the operation of the arrangements;

"child" includes a step-child and an illegitimate child, and, if the adoption took place before 18th December, 1941, an adopted child (whether adopted under the Adoption of Children Act, 1926, the Adoption of Children (Scotland) Act, 1930, or otherwise);

"local office" means an Employment Exchange or other office appointed by the Minister as a local office for the purposes of this Order; and

"recognised school" means a school or college recognised by the Board of Education, the Home Office, or the Ministry of Health for the purpose of payment of grant or recognised as efficient by the Board of Education or, in Scotland, a school or Central Institution inspected under the directions of the Secretary of State.

(2) For the purposes of this Order the time at which a female person attains a relevant age shall be deemed to be, according

to the law in force elsewhere than Scotland as well as according to the law in force in Scotland, the commencement of the relevant anniversary of the date of her birth.

5.—Nothing in this Order shall prejudice or affect the operation of any of the Orders specified in the Second Schedule hereto. Signed by Order of the Minister of Labour and National Service this 22nd day of January, 1942.

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

FIRST SCHEDULE.

[This Schedule lists the following Women's Services as being those referred to in Article 3 (a) (vi) of the Order:—

Queen Alexandra's Royal Naval Nursing Service or any reserve thereof; Women's Royal Naval Service; Women medical practitioners serving in the Royal Navy or any naval reserve; Queen Alexandra's Imperial Military Nursing Service or any reserve thereof; Territorial Army Nursing Service or any reserve thereof; Auxiliary Territorial Service; Women employed with the Royal Army Medical Corps or The Army Dental Corps with relative rank as officers; Princess Mary's Royal Air Force Nursing Service or any reserve thereof; Women's Auxiliary Air Force; Women employed with the Medical Branch or the Dental Branch of the Royal Air Force with relative rank as officers; Voluntary Aid Detachments.]

SECOND SCHEDULE.

Orders referred to in Articles 3 (a) (viii) and 5 of the Order. The Essential Work (Coal Mining Industry) (No. 3) Order, 1941. The Essential Work (Shipbuilding and Ship-repairing) Order, 1941. The Undertakings (Restriction on Engagement) Order, 1941.

FACTORIES ACT, 1937: HOURS OF EMPLOYMENT.

General Emergency Order of December 23, 1941, for Potteries.

In pursuance of the powers conferred on him by Regulation 59 of the Defence (General) Regulations, 1939, and of all other powers enabling him in that behalf, the Minister of Labour and National Service (hereinafter referred to as "the Minister") hereby exempts from the provisions of the said Act (including Regulations and Orders made thereunder) as to hours of employment and holidays, to the extent and subject to the conditions hereinafter specified, factories in which is carried on the manufacture or decoration of pottery or any process incidental thereto, including factories in which lithographic transfers, frits or glazes are made for use in the manufacture or decoration of pottery.

Provided that the occupier of a factory shall not be entitled to avail himself of this Order or any part thereof unless he has obtained from the Inspector of Factories for the District and holds permission in writing so to do, which permission may be restricted to particular processes or work and to particular classes of persons as specified by the Inspector and may be granted for a limited period and may be revoked at any time by the Inspector if he is not satisfied that the conditions laid down in the Order are being complied with or if so directed by the Minister.

For the purposes of this Order the expression "pottery" has the same meaning as in the Regulations made by the Secretary of State on the 2nd January, 1913, for the Manufacture and Decoration of Pottery.*

1. The total hours worked by women and young persons employed in pursuance of this Order, exclusive of intervals allowed for meals and rest, shall not exceed in any week such number of hours being neither less than 48 nor greater than 53 as may be specified in writing by the Inspector of Factories for the District for the purposes of this condition, and shall not exceed 10 hours on any weekday other than Saturday or 5½ hours on Saturday.

2. The period of employment of such women and young persons shall not exceed 12 hours on any weekday other than Saturday or 5½ hours on Saturday and shall neither commence earlier than 7 a.m. nor end later than 7 p.m. on Saturday, 1 p.m.

3. No such woman or young person shall be employed continuously for a spell of more than 4½ hours without an interval of at least half-an-hour for a meal or rest, so, however, that a spell may be increased to 5 hours where an interval of not less than 10 minutes is allowed in the course of the spell, and a spell commencing in the morning may be increased to 5½ hours where an interval of not less than 15 minutes is allowed in the course of the spell and arrangements are made for refreshments to be available for the workers as soon as the interval commences.

4. No such woman or young person shall be employed on Sunday or outside the period of employment on any other day about the business of the factory or in any other business carried on by the occupier.

5. The occupier shall keep affixed in the factory in such a position or positions as to be conveniently read by the workers concerned a Notice or Notices specifying the period of employment for each day of the week and the intervals for meals and rest to be allowed for the workers or for each set of workers as the case may be and no woman or young person shall be employed otherwise than in accordance with the Notice.

6. Nothing in this Order shall affect the operation of Regulations 1 to 24 inclusive and Regulations 26 to 36 inclusive of the Regulations of the 2nd January, 1913, for the Manufacture and

* Statutory Rules and Orders, 1913, No. 2.

Decoration of Pottery or the operation of the Pottery (Silicosis) Regulations, 1932.*

Signed by Order of the Minister of Labour and National Service this 23rd day of December, 1941.

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

The Hours of Day Work in Factories (Women and Young Persons) Order, 1942, dated 23rd January, 1942, made by the Minister of Labour and National Service under Regulation 59 of the Defence (General) Regulations, 1939.

Whereas the Minister of Labour and National Service (hereinafter referred to as "the Minister") is satisfied that it is expedient in the interests of the efficient prosecution of the war to make this Order:

Now, therefore, the Minister by virtue of the powers conferred on him by Regulation 59 of the Defence (General) Regulations, 1939, hereby makes the following Order:—

1.—(1) This Order may be cited as the Hours of Day Work in Factories (Women and Young Persons) Order, 1942, and shall come into force on the date hereof.

(2) The expression "District Inspector" means the Inspector of Factories for the district in which any particular factory is situate.

2.—(1) The class of premises to which this Order applies are premises—

(a) which are factories as defined in section 151 of the Factories Act, 1937; and

(b) the occupier of which holds the permission of the District Inspector that he is entitled to avail himself of the provisions of this Order.

(2) The premises to which this Order applies are hereby exempted from the provisions of the Factories Act, 1937, with respect to the hours of employment and holidays of women and young persons to the extent and subject to the conditions hereafter specified.

(3) Such permission as aforesaid may be restricted to particular processes or work and to particular classes of persons as specified by the District Inspector and may be granted for a limited period and may be revoked at any time by the Inspector if he is not satisfied that the conditions laid down in the Order are being complied with, or if so directed by the Minister.

3.—(1) Subject to the provisions of this Order women and young persons may be employed in accordance with a scheme conforming with the conditions specified in the Schedule to this Order, and the provisions of the Factories Act, 1937, as to hours of employment and holidays shall not apply as respects women and young persons employed in pursuance of this Article.

(2) Different schemes may be adopted and different intervals for meals fixed for different sets of workers if the occupier of the premises keeps lists available for inspection showing the names of the women and young persons in each set or makes other arrangements to the satisfaction of the District Inspector sufficient to enable the different sets of workers to be identified.

Signed by order of the Minister of Labour and National Service this 23rd day of January, 1942.

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

SCHEDULE.

(1) In the case of women and young persons aged 16 or over:—

(a) The total hours worked in any week, exclusive of intervals for meals and rest, may exceed 48 but shall not exceed such number of hours, being not greater than 55, as may be specified in writing by the District Inspector for the purposes of this condition, and shall not exceed 10½ hours on any week-day other than Saturday or, on Saturday, 5 hours or such greater number of hours not exceeding 8 as may be specially sanctioned by the District Inspector.

(b) The period of employment shall not exceed 12 hours on any day and subject to paragraph (3) of this Schedule shall neither begin earlier than 7 a.m. nor end later than 9 p.m. or, on Saturday, 1 p.m.:

Provided that, if specially sanctioned by the District Inspector, the period of employment on Saturday may end at an hour later than 1 p.m. but not later than 5 p.m.

(2) In the case of young persons under 16 years of age, if specially sanctioned by the District Inspector:—

(a) The total hours worked, exclusive of intervals for meals and rest, may be not more than 48 in any week but shall not exceed 9 on any week-day other than Saturday or 5 hours on Saturday:

Provided that in the case of a factory conducted on the system of employing such young persons on not more than 5 days in the week the total hours worked may on any week-day other than Saturday be not more than 10.

(b) The period of employment on any day may be not more than 11 hours but subject to paragraph (3) of this Schedule shall neither begin earlier than 7 a.m. nor end later than 6 p.m. or, on Saturday, 1 p.m.:

Provided that in the case of a factory conducted on the system of employing such young persons on not more than 5 days in the week the period of employment may on one day in the week be not more than 11½ hours.

(3) In the case of a factory where any Regulation or Order under Section 83 of the Factories Act, 1937 (permitting employment before 7 a.m.) is in force, the period of employment may begin earlier than 7 a.m. but not earlier than the hour specified in such Regulation or Order.

* Statutory Rules and Orders, 1932, No. 393.

(4) A woman or young person shall not be employed continuously for a spell of more than 4½ hours without an interval of at least half an hour for a meal or rest, so, however, that where an interval of not less than 10 minutes is allowed in the course of a spell, the spell may be increased to 5 hours; and in any case in which the hours worked (exclusive of the fixed intervals) on a day exceed 10, fixed intervals between the beginning and termination of work shall amount to at least 1½ hours.

(5) No woman or young person shall be employed on Sunday or outside the period of employment on any other day, about the business of the factory or in any other business carried on by the occupier.

(6) The occupier shall keep affixed in the factory, in such a position or positions as to be conveniently read by the workers concerned, a notice or notices specifying for each day of the week the period of employment and the intervals for meals and rest to be allowed for the workers or for each set of workers as the case may be and no woman or young person shall be employed otherwise than in accordance with the notice.

The Flour Mills (Hours, Safety and Welfare) Order, 1942,* dated January 28, 1942, made by the Minister of Labour and National Service under Regulations 59 and 60 of the Defence (General) Regulations, 1939.

By virtue of the powers conferred upon him by Regulations 59 and 60 of the Defence (General) Regulations, 1939, the Minister of Labour and National Service (hereinafter referred to as "the Minister") hereby makes the following Order.

1. This Order may be cited as the Flour Mills (Hours, Safety and Welfare) Order, 1942.

2. In this Order the expression "Chief Inspector" has the same meaning as in the Factories Act, 1937(†), and the expression "District Inspector" means the inspector appointed under that Act who is in charge of the district in which the factory is situate.

3. This Order shall apply to all factories within the meaning of Section 151 of the Factories Act, 1937, in which the manufacture of flour is carried on:

Provided that the occupier of a factory to which this Order applies shall not be entitled to avail himself of Article 4 of this Order unless he has obtained from the District Inspector, and holds, permission in writing so to do, which permission may be restricted to employment under one or more of the Schemes hereinafter mentioned and to particular processes or work and to particular classes of persons as specified by the Inspector and may be granted for a limited period and may be revoked at any time by the Inspector if he is not satisfied that the conditions laid down in the Order are being complied with, or if so directed by the Minister.

4. Subject to the provisions of this Order, women and young persons aged 16 years or over may be employed in accordance with one of the Schemes specified in the Schedule to this Order, and the provisions of the Factories Act, 1937, as to hours of employment and holidays shall not apply as respects women and young persons employed in pursuance of this Article. Different schemes may be adopted and different intervals for meals fixed for different sets of workers if the occupier of the factory keeps lists available for inspection showing the names of the women and young persons in each set, or makes other arrangements to the satisfaction of the District Inspector to enable the different sets to be identified:

Provided that on a special occasion to meet an exceptional emergency women or young persons may, if and to the extent expressly authorised by the District Inspector, be employed on specified work for a seventh turn or on a seventh day in a week.

5. Where the occupier of a factory avails himself of Article 4 of this Order he shall keep affixed in the factory, in such a position or positions as to be conveniently read by the workers concerned, a notice or notices specifying the hours of work and intervals for meals and rest to be allowed for the workers, or for each set of workers as the case may be, on each day or night.

6. The occupier shall provide and maintain in good condition, for the use of persons employed in the factory, adequate and suitable accommodation for taking meals at or near the factory, with sufficient tables and seats and adequate means of warming food and boiling water, and where so directed on behalf of the Minister by the Chief Inspector shall make reasonably practicable arrangements, to the satisfaction of the Chief Inspector, for the supply to the said accommodation of hot meals for purchase by the workers.

7. Factories to which this Order applies are hereby exempted from (i) the provision in Section 15 of the Factories Act, 1937, which restricts the application of that Section to certain operations carried out by male persons who have attained the age of 18, and

(ii) the provisions of the Operations at Unfenced Machinery Regulations, 1938,† restricting appointments as machinery attendants or the carrying out of certain operations to male persons who have attained the age of 18,

in so far as such restrictions relate to the sex of the said persons, subject however to the following conditions namely that, except in relation to any part of machinery which is only being moved by hand or by a barring engine or by an inching or similar device, a woman shall not

(a) lubricate the bearings of transmission shafting in motion, or

(b) replace belts on driving pulleys in motion, or

* Statutory Rules and Orders, 1942, No. 202; H.M. Stationery Office, price 2d. net (3d. post free).

† Edw. 8 & 1 Geo. 6, c. 67.

‡ Statutory Rules and Orders, 1938 (No. 641).

(c) assist in the mounting of belts more than 5 inches in width, or

(d) carry out any other operation to which Regulation 5 of the said Regulations applies unless she is wearing a suitable head covering to prevent her hair from coming into contact with moving machinery.

8. A woman shall not be employed (i) to lift or carry by herself any sack or bag containing more than 65 lbs. of flour or other material or (ii) to lift or carry in conjunction with one or more other persons a sack or bag containing more than 140 lbs. of flour or other material.

Signed by order of the Minister of Labour and National Service this 28th day of January, 1942.

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

SCHEDULE.

[In the Schedule particulars are set out of four Schemes embodying the conditions respecting the duration of work, the hours between which work may be performed, rest intervals, etc., which must be satisfied in cases where work is performed according to systems of (i) three shifts under which the hours of each shift may not exceed an average of eight a day over a period normally limited to four weeks (Scheme A); (ii) two day-shifts, under which the hours of each shift may not exceed an average of eight a day over a period normally limited to four weeks (Scheme B); (iii) two (day and night) shifts, under which the total hours worked by each shift may not exceed an average of 55 per week over a period normally limited to four weeks (Scheme C); (iv) extended day work, under which the total hours worked may not exceed 55 in any week (Scheme D)].

DEFENCE (ARMED FORCES) REGULATIONS. Order in Council amending Regulation 5, and adding Regulation 12 and a Schedule to, the Defence (Armed Forces) Regulations, 1939.*

The above Order in Council, made by His Majesty on 22nd January, 1942, provides, *inter alia*, for the addition to the Defence (Armed Forces) Regulations, 1939, of a Schedule containing provisions which are to have effect as if they were substituted for Part I of the Schedule to the National Service (Armed Forces) Act, 1939. The new provisions embody amendments of the earlier provisions so as to increase the numbers of members, other than the chairman, to be appointed to the Local Tribunals and the divisions of the Appellate Tribunal, established under the Act, by providing for the inclusion of two women members, at least one of whom is to be summoned, as far as practicable, when the case of any woman is to be heard.

DEFENCE (GENERAL) REGULATIONS, 1939.

Amendment Orders.

Two Orders in Council,† made by his Majesty on 18th December, 1941, and 22nd January, 1942, in pursuance of the Emergency Powers (Defence) Act, 1939 and 1940, effect certain amendments of, and additions to, specified Regulations contained in the Defence (General) Regulations, 1939. Particulars of the more important changes made by the Orders, so far as these changes affect the functions and powers of the Minister of Labour and National Service under the Regulations, are given below.

Regulation 29BA.—By this new Regulation the Minister of Labour and National Service or any National Service Officer is empowered to direct any person in Great Britain (1) to become a special constable for a specified police district or, as the case may be, to join the women's auxiliary police corps; or (2) to join (a) the Royal Observer Corps, (b) the National Fire Service, (c) the Civil Defence Reserve, or (d) to enter the service of a specified local or harbour authority for employment in any capacity to which Regulation 29B of the Defence (General) Regulations applies, *i.e.*, specified police and civil defence duties. The Minister of Labour and National Service is required to make provision by order for enabling persons to whom such directions are given to apply for the withdrawal or modification of the directions and for the reference of such applications to tribunals, and for the withdrawal or modification of such directions in the light of the recommendation of such tribunals.

Regulation 58A.—This Regulation, which relates to the control of employment, is amended so as to provide that any direction given under this Regulation is to continue in force until it is varied or withdrawn. For continued failure, after a conviction, to comply with a direction the worker is liable to a fine up to five pounds for each day on which the failure continues, and it is an offence for an employer (other than the employer to whom the worker was directed) knowingly to employ a worker to whom a direction has been given without the written permission of a National Service Officer, if the two employments are incompatible.

By a further amendment, the Ministry of Labour and National Service is empowered, when making provision by order for securing sufficient labour in undertakings engaged in essential work, to provide by any such Order that persons employed in such undertakings shall be prohibited from "refusing to work reasonable overtime or to work at the times when they are required to work or to obey lawful orders in relation to their work, or impeding the work of the undertaking."

Regulation 58AD.—This new Regulation provides that "with

* Statutory Rules and Orders, 1942, No. 93; H.M. Stationery Office, price 1d. net (2d. post free).

† Statutory Rules and Orders, 1941, No. 2052, and 1942, No. 92; H.M. Stationery Office, price 3d. net (4d. post free) and 2d. net (3d. post free), respectively.

a view to affording boys and girls the fullest opportunity of preparing themselves to take part in national service, the Minister of Labour and National Service may by order provide for requiring all or any persons who have attained the age of sixteen years but who have not attained the age of eighteen years to register such particulars about themselves as may be prescribed by or under the Order." The Regulation does not extend to Northern Ireland.

Regulation 80B.—The Minister of Labour and National Service or a National Service Officer is empowered by this new Regulation to require persons to submit to examination by a registered medical practitioner or to be interviewed by a selected person for the purpose of determining whether any, and, if so, what direction ought to be given under any of the Regulations.

DEFENCE (HOME GUARD) REGULATIONS, 1942.

An Order in Council* amending the Defence (Local Defence Volunteers) Regulations, 1940, which was made by His Majesty on 22nd January, 1942, in pursuance of the Emergency Powers (Defence) Acts, 1939 and 1940, changes the title of the "Local Defence Volunteers" to that of "Home Guard" and, *inter alia*, provides that the Minister of Labour and National Service may direct any male person in Great Britain, being a British subject, to enrol in the Home Guard and to present himself, for that purpose, at a specified time and place. No such direction is, however, to be given to any person who is specifically exempted by the National Service (Armed Forces) Act, 1939 (as amended) from the liability to be called up for service under that Act or to any person who is registered under that Act in the register of conscientious objectors.

The power is also given for provision to be made by Order for appeal, on grounds to be prescribed, to an independent tribunal and for consideration of medical fitness and objection to direction on conscientious grounds by the machinery set up under the National Service (Armed Forces) Act, 1939.

LABOUR RETURNS: BUILDING AND CIVIL ENGINEERING.

UNDER the Building and Civil Engineering Labour (Returns) (No. 1) Order, 1942,† made on 9th January, by the Minister of Works and Buildings, every person registered under Defence Regulation 56AB as a building and/or civil engineering contractor, and employing building and/or civil engineering labour (whether before, at or after the date of the Order) on specified work, consisting of the construction, maintenance, repair, alteration, etc., of buildings and other fixed works of construction, was required to furnish the Minister of Works and Buildings by 27th January with a return, in a form that was to be specified, of the numbers of workers so employed who were on the Pay Roll on the Pay Day in the week beginning 19th January, 1942.

UNEMPLOYMENT INSURANCE.

The Unemployment Insurance (Employment under Public or Local Authorities and Temporary Police Employment) (Exclusion) (Amendment) Regulations, 1942,† dated January 20, 1942, made by the Minister of Labour and National Service under the Unemployment Insurance Act, 1935 (25 and 26 Geo. 5 c.8).

The above Amendment Regulations, which took effect on 20th January, 1942, amend the Second Schedule to the Unemployment Insurance (Employment under Public or Local Authorities and Temporary Police Employment) (Exclusion) Regulations, 1936, by adding 'employment in England or Wales as educational organiser in contributory service within the meaning of the Teachers (Superannuation) Act, 1925,' to the employments which are specified in that Schedule and, accordingly are excluded from the scope of the Unemployment Insurance Act, 1935.

SUPERANNUATION SCHEMES (WAR SERVICE) ACT, 1940. CERTIFICATE BY THE MINISTER OF LABOUR AND NATIONAL SERVICE.

Employment in Building or Civil Engineering.
The Minister of Labour and National Service hereby certifies the employments specified in the Schedule to this Certificate to be such as in his opinion may properly be treated for the purposes of the Superannuation Schemes (War Service) Act, 1940, in the same manner as service in the forces of the Crown.

Signed by order of the Minister of Labour and National Service this 7th day of January, 1942.

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

SCHEDULE.

[The employment to which the Certificate relates is specified in the Schedule as 'employment in a building or a civil engineering contracting undertaking,' and for the purposes of the Certificate building and civil engineering contracting undertakings are defined in the terms of the definition of such undertakings which is contained in Article 1 (2) of the Essential Work (Building and Civil Engineering) (No. 2) Order 1941, the text of which was given on page 22 of the January issue of this GAZETTE.]

* Statutory Rules and Orders, 1942, No. 91; H.M. Stationery Office, price 2d. net (3d. post free).

† Statutory Rules and Orders, 1942, No. 20; H.M. Stationery Office, price 1d. net (2d. post free).

‡ Statutory Rules and Orders, 1942, No. 26; H.M. Stationery Office, price 1d. net (2d. post free).

FACTORY ACTS.

FACTORIES: NOTIFICATION OF DISEASES.

The Factories (Notification of Diseases) Regulation, 1942,* dated January 26, 1942, made by the Minister of Labour and National Service, extending the provisions of section 66 of the Factories Act, 1937 (1 Edw. 8. & 1 Geo. 6. c. 67) to Toxic Anaemia.

By virtue of the Defence (Functions of Ministers) Regulations, 1941,† and sub-section (4) of section 66 of the Factories Act, 1937, the Minister of Labour and National Service hereby makes this regulation applying the provisions of the said section to toxic anaemia.

This regulation may be cited as the Factories (Notification of Diseases) Regulation, 1942, and shall come into operation on the 1st March, 1942.

Signed by order of the Minister of Labour and National Service this 26th day of January, 1942.

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

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.

CIRCUMSTANCES permitting, 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 27th and 28th May, 1942, at six centres, viz.: Glasgow, Newcastle-on-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 15th July, 1942.

The written part of the examination for certificates of qualification as surveyors of mines will be held at the same centres on 28th May, and the oral and practical examinations, to be attended only by those candidates who qualify in the written test, in July.

Intending candidates should apply after 15th March, 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 11th April.

Letters should be addressed to the Secretary, Board for Mining Examinations, Mines Department, Block "C", Temporary Office Buildings, Heyhouses Lane, Lytham St. Annes, Lancashire.

* Statutory Rules and Orders, 1942, No. 196; H.M. Stationery Office, price 1d. net. (2d. post free).

† See the issue of this GAZETTE for January, 1942, page 28.

EMPLOYMENT OF ALIENS.

ALIENS (EMPLOYMENT) ORDER, 1942.

The above Order,* which was made by the Secretary of State for Home Affairs on 9th January, provides that exemption from the existing restrictions as to employment imposed on certain aliens to whom leave to land in the United Kingdom was granted before 3rd September, 1939, may be granted in writing by or on behalf of the Secretary of State. Any exemption so granted may be for a specified period and subject to conditions, and may be cancelled or varied by or on behalf of the Secretary of State.

OFFICIAL PUBLICATIONS RECEIVED.

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

FACTORY ACCIDENTS.—*How Factory Accidents Happen. Descriptions of certain industrial accidents notified to H.M. Inspector of Factories.* Vol. XXV. November, 1941. Ministry of Labour and National Service. [S.O. publication; price 6d.]

HOURS OF WORK, LOST TIME AND LABOUR WASTAGE.—*Industrial Health Research Board emergency report No. 2.* [S.O. publication; price 6d.]

INTERNATIONAL LABOUR CONFERENCE, NEW YORK, OCTOBER-NOVEMBER, 1941.—*Report of Government Delegates to the Minister of Labour and National Service.* [Cmd. 6331; price 4d.]

SAFETY IN MINES RESEARCH BOARD.—*Nineteenth annual report, 1940, including a report of matters dealt with by the Health Advisory Committee.* [S.O. publication; price 1s.]

UNEMPLOYMENT ASSISTANCE AND SUPPLEMENTARY PENSIONS.—*Report by the Assistance Board on the Administration of the Determination of Needs Act, 1941, up to 31st December, 1941.* [Cmd. 6338; price 2d.]

UNEMPLOYMENT INSURANCE.—*Selected decisions given by the Umpire on claims for benefit during the months of September and October, 1941.* U.I. Code 8B. Pamphlet No. 3/1941. Ministry of Labour and National Service. [S.O. publication; price 2d.]

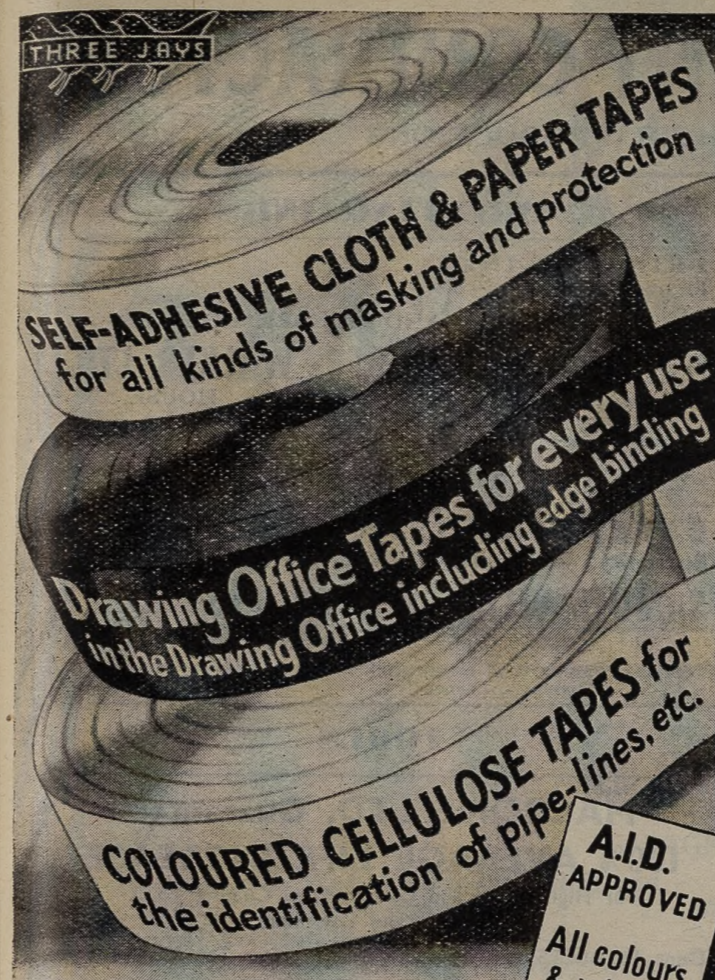
* Statutory Rules and Orders, 1942, No. 46; H.M. Stationery Office, price 1d. (2d. post free).

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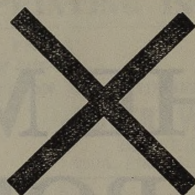
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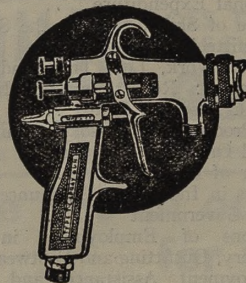
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