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ESSENTIAL WORK ORDERS.

NOTICE OF WITHDRAWAL OF THE SANITARY EARTHENWARE INDUSTRY.

The Ministry of Labour and National Service have informed organisations representing employers and workers concerned that the sanitary earthenware industry will be withdrawn from the scope of the Essential Work Orders at the end of three months, *i.e.*, on or about 15th November.

Notices will be issued to the individual undertakings which are to be de-scheduled, giving them at least a month's notice. Until individual de-scheduling takes effect the provisions of the Essential Work Orders remain in force for all employers and workers in scheduled undertakings.

NATIONAL JUVENILE EMPLOYMENT COUNCIL.

APPOINTMENT OF CHAIRMAN.

The Minister of Labour and National Service has appointed the Rt. Hon. Lord Morrison to be Chairman of the National Juvenile Employment Council, which he is setting up in accordance with the recommendation in the Report of the Committee on the Juvenile Employment Service.* The duties and powers of the Council will be to consider all matters affecting the organisation, procedure and development of the Juvenile Employment Service, and from time to time to make such recommendations and reports to the Minister as they think fit in order to promote the efficiency of the Service.

* See the issue of this GAZETTE for December, 1945 (page 220).

TIME RATES OF WAGES AND HOURS OF LABOUR.

A Report entitled "Time Rates of Wages and Hours of Labour at 1st August, 1946" has been compiled by the Ministry of Labour and National Service.

The Report contains a series of tables showing for the various industries the time rates of wages fixed by voluntary agreements made between organisations of employers and workpeople or by Joint Industrial Councils or similar bodies and by Statutory Orders under the Wages Councils Act, the Road Haulage Wages Act, the Agricultural Wages Regulation Acts and the Catering Wages Act.

The extent to which rates of wages have been determined for different occupations within each industry varies considerably. In some industries, the agreements or Orders fix only a general minimum rate for men and women, respectively. In others, rates are specified for a variety of occupations and in many cases for adults and for juveniles of different ages. It has not been found practicable to publish information of all the rates, but the Report contains those for men and women—most of all the important industries and occupations for which minimum or standard time rates of wages have been fixed.

In addition to the time rates, particulars are also given of the normal working hours, and, where available, of the basic rates for pieceworkers and the additional rates payable to shift workers.

Particulars as to changes in rates of wages and hours of labour which are regularly published in this GAZETTE will enable a considerable amount of the information contained in the tables to be kept up to date from month to month.

The Report is obtainable from H.M. Stationery Office, or through any bookseller, price 2s. net (2s. 2d. post free).

HOURS OF LABOUR AND OVERTIME RATES OF WAGES IN THE PRINCIPAL INDUSTRIES IN GREAT BRITAIN.

In most of the important industries the normal weekly hours of labour and the rates of wages for hours worked as overtime are determined by collective agreements between organisations of employers and workpeople or by Statutory Orders under the Wages Councils Act, the Road Haulage Wages Act and the Agricultural Wages Regulation Acts. In view of the numerous enquiries which are received on this subject it has been thought desirable to make available a summary of the information as at 1st September, 1946. This is given in the Table on pages 242-4.

NORMAL HOURS OF LABOUR.

In the industries and services in which conditions of employment are regulated by collective agreements between organisations of employers and workpeople, one of the provisions of such agreements usually relates to the normal working hours. In the great majority of cases the agreements determine the normal weekly hours, exclusive of mealtimes, beyond which overtime rates of wages are payable, but in some cases the normal hours per shift or per day are fixed. The collective agreements do not, as a rule, impose a limitation on the number of hours that may be worked,* but in a small number of cases restrictions are placed on the duration of overtime working. The normal hours of labour beyond which overtime rates are payable are also determined by the various Orders under the Wages Councils Act, the Road Haulage Wages Act and the Agricultural Wages Regulation Acts. The provisions with regard to normal hours contained in the collective agreements and the statutory orders referred to are summarised in the following paragraphs.

Length of the Working Week.—The main provision of the collective agreements on the subject of hours of labour relates to the number of hours that constitute a full working week. The agreements show considerable uniformity on this subject. In the majority of industries and services the normal weekly hours are 47 or 48 but there are numerous exceptions ranging down to 44 hours or less, and a few relatively unimportant cases of hours in excess of 48. Although the hours in most cases are fixed without qualification, there are instances in which a degree of flexibility is permitted or implied. For example, the agreement for cocoa and chocolate manufacture provides that trade unions shall be at liberty to arrange with individual employers for a working week not exceeding 47 hours but not less than 44 hours. In some of the principal outdoor industries, the hours are of necessity limited to some extent by the duration of daylight. Thus in the building industry there are provisions for shorter hours during the winter period than in the summer and in some cases for still shorter hours in midwinter in cases where artificial light cannot be provided. In some industries, e.g., coopering, an agreement fixes a "maximum" normal week with the implication that a shorter week may be adopted.

Generally speaking, the hours of labour fixed by a particular agreement apply uniformly to all workers covered by the agreement irrespective of age,† sex or occupation, but occasionally the hours of subsidiary occupations are different from those of the general body of the workpeople, as in the case of transport workers in the flour milling industry and enginemen and stokers in pottery manufacture.

In some industries, however, in which a proportion of the workpeople are employed on shift work, provision is made with regard to the hours of such workers as well as those of workers not employed on shifts. The principal industries in which shift working is regulated by agreements include mining, pig iron and iron and steel manufacture, tin plate, engineering, electrical cable, rayon yarn production, paper making, chemicals, cement, coke and by-products, flour milling, seed crushing, cocoa, chocolate, sugar confectionery and food preserving, furniture manufacture, rubber manufacture, the generation of electricity and gas works. In some cases, the agreements fix the length of the shift (usually 8 hours) and also the normal weekly hours (usually 48). Others do not specify how many hours or how many shifts a week a shift worker should work. In other cases, the agreements define the weekly number of hours of the shift worker without fixing the length or number of the shifts.

Allocation of Weekly Hours.—The collective agreements do not, in the majority of cases, specify the normal hours per day or the number of days to be worked in a week. The arrangements for distribution of the agreed normal weekly hours over the days of the week are usually left to individual employers. Even in cases where overtime rates are payable by agreement for excess hours on each day of the week, the agreements do not, as a rule, define the length of the normal day. In some industries, however, the agreements specify or suggest the times of starting and finishing work on each day. In a few cases in which the times of starting and finishing work are not specified, reference is made to the time of finishing work on Saturday. In other industries the agreements specify the number of hours per day beyond which overtime rates are payable, as well as the weekly number of hours.

The normal weekly hours of labour determined by collective agreements are usually exclusive of the time spent on meals. In a number of agreements the time and duration of mealtimes are fixed. In others, the agreements do not go beyond specifying

whether there shall be one or two breaks for meals during the day. For example, it has been agreed that a one-break system shall operate in the engineering industry and a two-break system in civil engineering construction. Many agreements, however, either contain no reference to the duration of mealtimes or delegate the arrangements to individual localities or establishments. In the case of shift workers the agreed hours usually include intervals for meals, which may be taken at defined periods or at a time convenient to the workers concerned.

The minimum time allowed to elapse between two spells of work is sometimes specified. Thus in the railway service on all regular duties a period of 12 hours rest is generally insisted upon between turns of duty at the home station and, in other cases, a minimum of 9 hours; exceptions are made, however, in the event of emergencies, in certain cases where the turn of duty preceding the rest period does not exceed 7 hours, and in some cases when changing over duty at week-ends.

In some of the transport trades, such as tramway, omnibus and railway service, the question of "spread-over" of hours arises, when the day's work is split up into two or more spells of work (apart from necessary stoppage for meals). The term denotes the length of the period between the first booking on for duty and the last booking off during which the normal hours are to be worked. In these services, the agreements exercise some control over the extent of the spread-over, the form of control consisting mainly in fixing a maximum period over which the hours are allowed to be spread or requiring special allowances to be paid where the spread-over extends beyond a certain length of time. Thus in the railway service in which the normal hours of work are 8 per day, it has been agreed that men may be rostered up to 9 hours a day in cases where economy will accrue, any time worked over 8 hours being paid for at overtime rates. Spread-over working up to twelve hours a day may be put into operation in the case of all grades, except drivers, firemen, guards and signalmen, subject to review through the negotiating machinery in respect of any station where it is contended that such a spread-over is unreasonable. Again, a national agreement relating to municipal tram, trolleybus and motor omnibus services provides that spread-over duties shall be reduced to the lowest possible minimum both with regard to their number and length, but any man working a spread-over duty of 10 hours or more shall be paid a minimum of 8 hours pay and an added rate of 15 minutes for each of the first two hours and 30 minutes for each succeeding hour by which the spread-over exceeds 10 hours.

Hours of Nightworkers.—In a few industries the normal weekly hours of labour fixed for nightworkers are less than those fixed for day workers. This is the case in the general printing industry in which the weekly hours on nightwork are 42½ to 44 for different classes of workpeople as compared with 45 on day work, and in newspaper printing in London (42½ or 44 on day work and 38½ on night work). On the other hand the agreements in some other industries (e.g., engineering, shipbuilding, electrical contracting in England and Wales and the wool textile industry) provide that the weekly hours on night work shall be the same as those on day work. In most of the agreements which deal with this subject the full week of nightworkers is stated to consist of 5 nights, and in a few agreements the number of hours per night is specified, e.g., 9 hours 36 minutes in the wool textile industry in Yorkshire. Definitions of a "nightworker" are to be found in some agreements. Thus a national agreement for the engineering industry states that "night shift is where men, other than day shift men, work throughout the night for not less than three consecutive nights."

OVERTIME RATES OF WAGES.

In most of the industries in which the normal working hours are determined by collective agreements, provision is also made with regard to the rates of remuneration for work done outside the normal hours, and in many cases with regard to the conditions under which such work is to be done. In some instances the agreements limit the amount of overtime that may be worked or make stipulations as to breaks for refreshment or rest. Rates of payment for overtime are also fixed by the Orders under the Wages Councils Act, the Road Haulage Wages Act and the Agricultural Wages Regulation Acts.

The main provisions of collective agreements and statutory orders with regard to overtime working are summarised below.

Payment for Overtime.—The rate of payment for overtime usually takes the form of a specified fractional addition to the rate of pay for work done in the normal hours. The rates most frequently fixed are "time and a quarter" (i.e., 25 per cent. above the ordinary rate), "time and a half" (50 per cent. above the ordinary rate), and "double time" (twice the ordinary rate). In most cases the rate progresses according to the duration of the overtime worked. Thus, overtime pay often begins at the rate of time and a quarter and after two hours' work rises to time and a half, and may, in some cases, further rise to double time after four hours' work. Less frequently the rate does not vary with the duration of the overtime or does not rise until work is prolonged after midnight. In place of a fraction, the overtime rate sometimes takes the form of specified rates of time-wages higher than the ordinary rates, but examples of such rates are not frequent. Overtime performed on Saturday afternoon frequently entitles the workpeople to a higher rate than that paid for overtime worked on other week-days. For instance, all overtime worked on Saturday afternoon is paid for at a rate of time and a half in many industries in which some of the overtime on other days is paid for at time and a quarter. For

Sunday work, when performed by operatives who are not normally required to work during the week-end, the agreed rate is, with a few exceptions, double time. It may be observed that in certain of the continuous process trades in which week-end work forms part of the normal week for workers in rotation, payment for such work is usually at an enhanced rate, e.g., time and a half. For all work performed on public holidays, both national and local, the rate is generally either time and a half or double time, the latter rate being very frequent in the case of Christmas Day.

The enhanced rates of wages for overtime may be payable for time worked in excess of the normal hours on each day, or in respect of time worked beyond the normal weekly hours. Where overtime payment is on a daily basis, the worker becomes entitled to the higher rate of pay as soon as the normal daily hours of labour have been performed, irrespective of the aggregate number of hours worked in the week in which the overtime occurs. Where the payment is on a weekly basis, the worker is not entitled to the enhanced rate until after the full number of hours constituting the normal week have been completed. The majority of agreements fall into the former class, but there are a number of important agreements (including, *inter alia*, those relating to hosiery manufacture, leather tanning and currying, boot and shoe manufacture, flour milling, vehicle building in Scotland, the retail distributive trades, and the non-trading services of Local Authorities in many areas), which are in the latter class. Orders made in respect of various industries under the Wages Council Act specify the normal number of weekly hours in respect of which the minimum rates are payable and beyond which overtime rates have to be paid, and most of the Councils have also declared the daily hours beyond which the overtime rates apply. Since the total of the normal daily hours (usually 4 to 5 on the weekly short day and 9 on other weekdays) exceeds the normal weekly hours, overtime rates may be payable in respect of excess hours worked during the week, even though the time worked on any day may not have exceeded the declared normal daily hours. In the case of some agreements it is not specifically stated whether the overtime rates apply to work performed outside the normal day or the normal week. The payment of overtime rates on either basis is, in many cases, subject to a number of qualifications, the nature of which is described below.

In many agreements provision is made that time lost for various reasons shall be made up before the overtime rate becomes payable. Thus, the national engineering agreement states that a full day is to be worked before overtime is reckoned except for time lost through sickness certified to the satisfaction of the employer, lying-off on account of working all the previous night, absence with leave, or enforced idleness. Where works are on short time "no overtime shall be paid for work done between the full-time starting hour and the full-time stopping hour, but work beyond these limits shall be paid for as overtime provided the full shortened day has been worked." Similar provisions are made in the agreements for shipbuilding, railway workshops, cement manufacture, paint, varnish and lacquer manufacture, electrical contracting and electrical cable manufacture. A national building trade agreement states that "overtime shall not count until the full time for the day has been made; this provision not to apply unless the loss of time is through the workman's own fault." A similar provision that time lost through no fault of the workman need not be made up is found in a number of other agreements. Thus in the national boot and shoe agreement the requirement that the operative must have worked the full period of a normal week is relaxed when an interruption has occurred for which the employer is responsible or time has been lost through sickness certified to the satisfaction of the employer, but overtime worked to make up loss of time due to breakdowns, fire or flood or to holidays given at the request of the operative must be paid for at normal and not at overtime rates. In some other agreements, e.g., that for the textile bleaching, dyeing and finishing trade in Yorkshire the time lost by a mechanical breakdown is allowed to be deducted from the normal weekly hours beyond which overtime rates are payable. In a number of industries in which overtime is on a weekly basis it is nevertheless agreed that time worked during the week-end shall be paid for at enhanced rates irrespective of the number of hours worked by the operative during the ordinary week-days.

Some agreements make special provision to meet the case when an interval elapses between the close of the working day and the commencement of overtime working. National agreements for the engineering industry, for example, stipulate that when a man is called back to work after having ceased work and gone home the overtime payment should commence from the hour of re-starting work but should be at the rate payable as though the work had been continuous. In agreements in the printing trade a common provision is that when overtime is not continuous from the time of stopping work an additional hour's overtime, designated "call money," shall be paid over and above the hours actually worked. Other agreements require that workers recalled should have a minimum number of hours paid for (in some cases even though no work is found to be necessary); a few agreements fix overtime rates, when overtime is not continuous, which are higher than the normal overtime rate. Overtime worked before the normal hours sometimes entitles an operative to a higher rate of pay than for work performed after the normal hours. The great majority of agreements, however, do not distinguish between these two periods of overtime.

Other matters connected with the question of overtime pay-

ment which are dealt with in some of the agreements, include payments for working through mealtimes; notice required from the employer before instituting a period of overtime; interval for rest and refreshment during a prolonged spell of overtime work; the grant of an allowance towards the expenses of mealtimes taken during overtime; the payment or non-payment, according to circumstances, of overtime to a shift worker continuing to work after the termination of his proper shift as a substitute for another workman who has failed to turn up; and the calculation of the payment due in respect of fractions of hours.

In some agreements special provision is made in regard to the overtime rates for piece-workers. These provisions may be classified into three types:—

(1) In a few cases the additional payment in respect of overtime work is expressed as a fraction of the ordinary piece rates, or the earnings thereon. This is the case with boot and shoe operatives, for whom the agreement provides that overtime worked on weekdays (except Saturday, for which day a higher rate has been agreed) is paid for at the rate of 25 per cent. over the piece-work rates. In the shipbuilding industry the overtime allowance for piece-workers consists of a stated proportion of the average hourly piece-work earnings based upon the hours worked in the pay week in which the overtime occurs, inclusive of the overtime hours.

(2) In some other cases the ordinary piece-work rates are paid for work done in overtime, but the workpeople receive in addition to their piece-work earnings a supplementary flat-rate payment for each hour of overtime. For example, in the wool textile industry in Yorkshire the additional overtime payments for men on piece-work are 3½d. an hour for the first two hours and 7½d. an hour thereafter, the corresponding payments for females and male workers under 21 years of age being 2½d. and 5d. an hour. Other trades in which this method has been established by agreement include pottery manufacture and hosiery manufacture.

(3) The third method of payment, which is by far the most general, consists in a payment additional to piece-work earnings, which is a fraction of the ordinary time rate to which the workers would be considered as entitled if not working by the piece. Thus, in the national agreement for the engineering industry it is stated that "the recognised overtime allowances calculated on day work time rates shall be paid in addition to earnings under any system of payment by results." Similarly, in the paper-making industry it is agreed that piece-workers working overtime shall in addition to their piece-work earnings be paid the same extra payment over the ordinary time rates as is received by time-workers of the same grade for such work. The same system operates in other important industries, including chemical manufacture, railway workshops, and printing.

In various other industries, in which a considerable amount of piece-work is performed, the agreements that fix the overtime rates make no specific reference to piece-workers.

Restrictions on Overtime Work.—The collective agreements in some industries contain provisions imposing restrictions on the amount of overtime that may be worked. These industries include building, engineering, shipbuilding, electrical contracting and printing, as well as a number of smaller industries or sections of industries in particular localities. The type of restriction imposed may be exemplified by the national agreement for the engineering industry, which, after enunciating the general principle that systematic overtime is deprecated as a method of production, provides that when overtime is necessary "no union workman shall be required to work more than 30 hours' overtime in any four weeks after full shop hours have been worked, allowances being made for time lost through sickness, absence with leave or enforced idleness", but that in cases of breakdowns, repairs, replacements and alterations (whether for the employers or their customers) and in certain other emergencies, overtime is not to be restricted.

There are similar provisions in the agreements for the shipbuilding and electrical contracting industries. In other agreements the nature of the provisions varies somewhat. Overtime is usually restricted to a certain number of hours per day, per week or per month. In the building industry it is restricted to "cases of urgency", but no definite limit is placed on the number of hours that may be worked except that involved in the provision that overtime shall not be continued for more than four days consecutively, unless by consent of a local joint committee of employers and workpeople. Occasionally the restriction takes the form of defining the maximum length of a single spell of work as in the national shipbuilding agreement which stipulates that, with certain exceptions, overtime is not to involve more than 24 hours' continuous work including mealtimes. For warehousemen, cutters, packers and porters in general printing offices in London, overtime is allowed to be worked on one night of the week only.

As regards the decision to work overtime, an agreement in the engineering industry provides that the right to decide when overtime working is necessary should reside with the employers, the workpeople or their representatives being entitled to bring forward any cases of overtime they desire to have discussed. Cases requiring reference of questions of overtime to a joint body of employers and workpeople or to Trade Union officials are contained in agreements relating to the building trade, quarrying in Cornwall, lace curtains, and printing in Scotland.

In some other agreements, e.g., for electrical cable making and vehicle building, while no definite prohibition or limitation is placed upon overtime working a clause is included to the effect that overtime is to be deprecated or discouraged.

* The hours of women and young persons in factories and other employments and of underground workers in coal mining are limited by certain Acts of Parliament.
† In many industries the hours of juveniles under 16 years of age are restricted by the Factories Act to 44 per week, irrespective of the hours fixed by agreements.

NORMAL FULL-TIME HOURS OF LABOUR, AND RATES OF PAY FOR OVERTIME (SO FAR AS KNOWN TO THE DEPARTMENT) IN CERTAIN INDUSTRIES IN GREAT BRITAIN, AS AGREED UPON BETWEEN ORGANISATIONS OF EMPLOYERS AND WORKPEOPLE, OR EMBODIED IN ARBITRATORS' AWARDS OR IN STATUTORY ORDERS.

Note.—Except in the case of shift workers the hours shown are exclusive of mealtimes.

Industry, Occupation, etc.	Normal Full-time Hours of Labour (per week unless otherwise specified).	Overtime Rates on Weekdays (except Saturday). (1½ = Time-and-a-quarter; 2 = Double time, etc.)	Industry, Occupation, etc.	Normal Full-time Hours of Labour (per week unless otherwise specified).	Overtime Rates on Weekdays (except Saturday). (1½ = Time-and-a-quarter; 2 = Double time, etc.)
AGRICULTURE (a).—			METAL, ENGINEERING AND SHIPBUILDING—continued		
England and Wales—			Steel smelting and steel rolling (principal districts):		
Men (ordinary workers)	48	2s. 1d. an hour.	Shift workers	47½ (average)	—
Women	Usually 48	1s. 7d. an hour.	Melting shops	45 (average)	—
Scotland—			Rolling mills	47 (usually)	—
Men (unspecified occupations) (b)	48 (last Sunday in Jan. to last Sunday in Oct.)	1s. 7½d. an hour.	Day workers	47	—
Women do. (1)	Usually 44 (remainder of year)	1s. 4d. an hour.	Engineering:		
MINING AND QUARRYING:—			Day workers	47	Additions of one-third of day-work time rate (one-half after 2 hours).
Coal mining:			Night workers	47	—
Underground workers	7½ per shift (c)	1½ (d)	Payment by result workers	47	—
Surface workers	Usually 44 to 49	1½; 1½ after 2 hours.	Shipbuilding and shiprepairing:		
Freestone quarrying	48 (47 in Scotland)	1½; 1½ after 2 hours.	Timeworkers (day)	47	1½.
Freestone quarrying (England and Wales)	48 (44 in Newcastle, Northumberland, Durham)	1½; 1½ after 2 hours.	Timeworkers (night)	47	1½ (d).
Chalk quarrying	48	1½; 1½ after 2 hours.	Pieceworkers (day)	47	1½ (d).
Sand, ballast and gravel production	50 (summer)	1½; 1½ after 2 hours.	Pieceworkers (night)	47	1½ (d).
Products manufacture:	46 (winter)	1½; 1½ after 2 hours.	Railway workshops:		
Timeworkers	47 or 48 in different districts	1; 1½ after 1 hour; 1½ after 3 hours.	Day workers	47	1½; 1½ after 2 hours (f).
Pieceworkers	—	—	Night workers	47	1½ (f) (calculated on day rate).
BRICK, POTTERY, GLASS, CHEMICALS, ETC.—			Light castings manufacture: England	47	1½; 1½ after 2 hours; 2 after midnight.
Building bricks, etc.:			Scotland	47	1½; 1½ after 2 hours; 2 after midnight.
Northern, North Eastern and North Western Counties of England, Midlands, Gloucestershire and Wales:			Electrical cable making: Day-shift workers	47	1½; 1½ after 2 hours.
Kiln firemen and boilerfiremen	56	1½ (e)	Night-shift workers	47½ (9½ a night)	1½; 1½ after 2 hours (calculated on day time rate).
Other workers	48	1½; 1½ after 2 hours.	Three-shift workers (men): Morning shift	8 a shift	1½; 1½ after 2 hours.
Eastern, South Eastern and certain districts of South Western England:			Afternoon shift and night shift	8 a shift	1½; 1½ after 2 hours (calculated on day time rate).
Kilnfiremen and boilerfiremen	56 or 63	1½ (e)	Two-shift workers (women)	8 a shift	1½; 1½ after 2 hours (calculated on day time rate).
Other workers	48	1½; 1½ after 2 hours.	Gold, silver and allied trades: Sheffield and Birmingham	47	1½; 1½ after mid-night.
Stock brick manufacture:	48	1½; 1½ after 2 hours.	London	47 (maximum)	1½; 1½ after 2 hours.
Fletton brick manufacture:	48	1½; 1½ after 2 hours.	Brass founding and brassware (Birmingham and Midlands)	47	1½; 1½ after 2 hours.
Kilnfiremen and boilerfiremen	56	1½; 1½ after 2 hours.	Motor vehicle retail and repairing trade	47	1½; 1½ after 2 hours.
Other workers	48	1½; 1½ after 2 hours.	Heating and domestic engineering (England and Wales): Day workers	44	1½; 1½ after 2 hours; 2 after 4 hours.
Sand lime brick manufacture:	48	1½; 1½ after 2 hours.	Night workers	44	1½; 1½ after 2 hours (calculated on night shift rate).
Refractory goods manufacture:			Wire rope manufacture	47	1½; 1½ after 2 hours.
England and Wales:			Hollow-ware manufacture (h)	47	1½; 1½ after 2 hours.
Kilnfiremen, kilnfiremen and boilerfiremen	56	1½; 1½ after 2 hours.	Tin box manufacture (h)	48	1½; 1½ after 2 hours.
Other workers	48	1½; 1½ after 2 hours.	Stamped or pressed metal wares (h)	48	do.
Scotland:			Cutlery manufacture (h)	48	1½; 1½ after 10 hours in week.
48 (except for 7-day workers)			Jewellery (including lapidaries)	45	1½.
Pottery:			TEXTILE INDUSTRIES:—		
Stokers and enginemen	48	Additional 4½d. an hour (men) and 2½d. (women).	Cotton spinning & manufacturing:		
Other workers	47	—	Clothlookers and warehousemen	48	1½; 1½ after 7½ hours in week.
Glass container manufacture:			Twisters and drawers	48	1½; 1½ after 2 hours.
Day workers	47 or 48	1½; 1½ after 2 hours.	Tape sizers	48	1½; 1½ after 2 hours.
Shift workers	48 (maximum)	1½; 1½ after 2 hours.	Enginemen, firemen, greasers, etc.	48	1½; 1½ after 2 hours.
Glass processing	44	1½; 1½ after 2 hours; 2 after 4 hours.	Others (cardroom workers, spinners, weavers, etc.)	48	—
Heavy Chemical Manufacture:			Wool textile (West Riding):		
Firms affiliated to Joint Industrial Council—			Timeworkers	48 (i)	1½; 1½ after 2 hours.
Shift workers	48	1½; 1½ after 2 hours.	Pieceworkers (men)	48 (i)	Additional 2½d. an hour; 5d. after 2 hours.
Day workers	47	1½ (f) (g)	Pieceworkers (women and juveniles)	48 (i)	Additional 2½d. an hour; 5d. after 2 hours.
Imperial Chemical Industries Ltd.:			Hosiery manufacture (Midlands, etc.)	48	Additional 6d. an hour (males) and 4d. (females) (t).
Shift workers	48	1½ (f)	Jute manufacture (h)	48	1½.
Day workers	47	1½ (f)	Flax and hemp (h)	48	1½; 1½ after 2 hours.
Drug and fine chemical manufacture	48 (other than shift workers)	1½; 1½ after 2 hours (other than pieceworkers).	Tape and light web manufacture	48	1½ (f).
Paint, varnish and lacquer m'f're	47	1½; 1½ after 2 hours.	Silk spinning and weaving	48	1½; 1½ after 2 hours (f).
Soap, candle and edible fat m'f're	44 or 48 (at different firms)	1½; 1½ after 2 hours.	Rayon yarn production:		
METAL, ENGINEERING AND SHIPBUILDING:—			Day workers	47	1½; 1½ after 2 hours.
Pig iron manufacture:			Shift workers	48	—
Shift workers	48 (8 per shift)	—	Elastic web manufacture:		
Day workers	47 (usually)	—	Day shift	48	1½; 1½ after 2 hours.
			Night shift	48	1½; 1½ after 2 hours.
			Surgical dressings manufacture	45	1½.
			Rope, twine and net manufacture (h)	48	1½; 1½ after 2 hours.
			Textile bleaching, dyeing and finishing (Yorks, Lancs., Cheshire, Derbyshire and Scotland)	48	1½; 1½ after 2 hours (i).
			Hosiery dyeing and finishing (Midlands):		
			Timeworkers	48	1½.
			Pieceworkers	48	Additional 5d. an hour (men), 3d. (women), 2d. (girls), 3d. (boys).

(a) In this case the conditions are as specified in Orders made under the Agricultural Wages Regulation Acts.
 (b) For workers in specified occupations (e.g., cattlemen or stockmen, stockwomen, poultrywomen, dairymaids, horsemen, horsewomen, tractorwomen and tractorwomen) the hours in respect of which the minimum weekly rates are fixed range from 48 to 61.
 (c) The hours stated for the "shift" cover the period between the times at which the last man in the shift leaves the surface and the first man returns to the surface. The maximum hours permissible under the Coal Mines Regulation Acts on this basis are 7½ per shift. In many districts shorter shifts are worked on Saturdays.
 (d) Calculated on piece-work earnings in the case of pieceworkers.
 (e) This rate is not payable where the extra time worked is due to the absence of the operative due to take over, until the absent operative has remained off duty for seven consecutive shifts.
 (f) For pieceworkers the agreement provides that the stated fractions of the time rate shall be paid in addition to piece-work earnings.
 (g) In these cases the agreements provide that the first two hours worked by a shift worker continuing at work in the absence of his relief shall be paid for at plain time rates only.
 (h) In this case the conditions are as specified in Wages Regulation Orders.
 (i) It has been agreed that the weekly hours shall be reduced to 45 as from November, 1946.
 (t) To operate as from beginning of first full pay period after 10th September.

NORMAL HOURS OF LABOUR AND OVERTIME RATES—continued.

Industry, Occupation, etc.	Normal Full-time Hours of Labour (per week unless otherwise specified).	Overtime Rates on Weekdays (except Saturday). (1½ = Time-and-a-quarter; 2 = Double time, etc.)	Industry, Occupation, etc.	Normal Full-time Hours of Labour (per week unless otherwise specified).	Overtime Rates on Weekdays (except Saturday). (1½ = Time-and-a-quarter; 2 = Double time, etc.)
CLOTHING INDUSTRIES:—			FOOD, DRINK AND TOBACCO:—		
Boot and shoe manufacture:			continued		
Timeworkers	45	1½.	Brewing:		
Pieceworkers	45	25 per cent. above piecework rates.	Burton-on-Trent	47	1; 1½ after 1 hour in week (k).
Boot and shoe repairing (h)	48	1½; 1½ after 2 hours.	London	48	1½; 1½ after 2 hours.
Ready-made and wholesale bespoke tailoring (h)	44	1½; 1½ after 2 hours; 2 after 4 hours.	Edinburgh and Falkirk	47	1½.
Retail bespoke tailoring (h)	48	1½; 1½ after 2 hours.	Tobacco manufacture (h)	48	1½; 1½ after 2 hours.
Wholesale mantle and costume (h)	44	1½; 1½ after 2 hours; 2 after 4 hours.	PAPER, PRINTING, ETC.:—		
Dressmaking and women's light clothing (h):			Paper making and paper coating:		
England and Wales	48	1½; 1½ after 2 hours.	Day workers	46 (average over 2 weeks)	1½ (f)
Scotland	46	1½; 1½ after 2 hours; 2 after 4 hours.	Shift workers (2 shifts)	44 (average over 3 weeks)	1½ (f)
Shirtmaking (h)	44	1½; 1½ after 2 hours; 2 after 4 hours.	Shift workers (3 shifts)	44	1½; 1½ after 2 hours.
Hat, cap and millinery (h):			Wallpaper manufacture	—	—
England and Wales	48	1½; 1½ after 2 hours.	General printing, bookbinding etc.:		
Scotland	48	1½; 1½ after 2 hours.	England and Wales (except London)	45 (day)	1½; 1½ after 2 hours;
Wholesale cloth hat and cap	46	1; 1½ after ½ hour; 1½ after 2½ hours.	London	42½-44 (night)	1½; 1½ after 2 hours;
Other	46	1½; 1½ after 2 hours.	Scotland	42 (night)	1½.
Laundrying (h):			45 (day)	1½ (l)	—
Transport workers	45	1½; 1½ after 8 hours in week.	Newspaper printing:		
Male and females workers (other than transport workers)	45	1½; 1½ after 5 hours in week; or 1½ after 10 hours in day.	London	42½-44 (day) (m) (n)	1½.
WOODWORKING:—			Provinces	44 (day) (m)	1½; 1½ after 2 hours;
Millsawing:			41½ (night)	45	1½; 1½ after 2 hours;
England and Wales	47	1½; 1½ after 2 hours; 2 after 4 hours.	Paper bag making (h)	45	1½; 1½ after 2 hours.
Scotland	47	1½.	Paper box making (h)	45	1½; 1½ after 2 hours.
Home grown timber trade (England and Wales):			BUILDING AND ALLIED INDUSTRIES:—		
Sawmill workers, forest workers and hauliers	47	1½; 1½ after 2 hours in day or 10 hours in week.	Building (England and Wales)	44 or 46½ (o)	1½; 1½ after 2 hours; 2 after 4 hours.
Drivers and mates	48	1½; 1½ after 8 hours in week.	Building (Scotland)	44	1½; 2 after 10-30 p.m.
Home grown timber trade (Scotland):			Civil engineering construction	49½ (summer)	1½; 1½ after 2 hours;
Forest workers and sawmill workers	48	1½; 1½ after 8 hours in week.	44½ (winter)	44½ (winter)	2 after 4 hours.
Drivers	48	1½; 1½ after 8 hours in week.	Electrical contracting (England and Wales):		
Furniture manufacture	44	1½; 1½ after 2 hours; 2 after 4 hours.	Day workers	47	1½; 2 after mid-night (p).
Vehicle building (carriage, carts, etc.):			Night workers	47	1½ (on day rates).
England and Wales	47	1½; 1½ after 2 hours.	Electrical contracting (Scotland):		
Scotland	47	1½.	Day workers	47	—
Coopering	47 (maximum)	1½; 1½ after 2 hours; 2 after 4 hours.	Night workers	45	1½.
Piano/forte manufacture	44	1½; 1½ after 2 hours; 2 after 4 hours.	TRANSPORT:—		
Wood box, packing case and wooden container manufacture: England and Wales:			Railway service (main lines—traffic section)	48	1½ (1½ between 10 p.m. and 6 a.m.).
Day shift	47	1½; 1½ after 2 hours.	Tramway and omnibus services (London):		
Night shift	8½ per night	1½.	Drivers and conductors	48	1½; 1½ after 2 hours.
Scotland	47	1½.	Garage inside staff	47 (day), 48 (night)	1½; 1½ after 2 hours.
FOOD, DRINK AND TOBACCO:—			48 (running shift)	—	—
Flour milling:			Tramway and omnibus services (municipal undertakings in England and Wales):		
Millworkers:			Drivers and conductors	48 (average)	1½; 1½ after 2 hours.
Day workers	44	1½; 1½ after 5 hours in week.	Depot and garage staff	47 or 48 (day)	1½; 1½ after 2 hours.
Shift workers	42 (average of 2 or 3 weeks)	1½; 1½ after 5 hours in week.	48 (night)	—	—
Mechanics and electricians	44	1½; 1½ after 2 hours.	Omnibus services (company owned vehicles)	48	1½.
Transport workers	48	1½; 1½ after 5 hours in week.	Road haulage (goods) (q):		
Bread, etc., baking:			Regular workers (employed by week or longer period)	48	1½; 1½ after 8 hours in week.
England and Wales (h):			Other workers	8½ a day (5½ on Sat.)	1½.
Delivery workers employed part-time in bakehouse	48	1; 1½ after 6 hours in week.	Dock labour	44 (4 per half day)	1½ (1½ if mealtimes paid for).
Others	48	1½; 1½ after 6 hours in week.	PUBLIC UTILITY SERVICES:—		
Scotland	47 (maximum)	1½.	Gas supply:		
Biscuit manufacture	48 (45 from 1st October, 1946)	1½; 1½ after 2 hours.	Shift workers	48 (8 per shift)	1½; 1½ after 2 hours (g).
Cocoa and chocolate m'f're, and sugar confectionery and food preserving:			Day workers	47	1½; 1½ after 2 hours.
Agreements of Interim Industrial Reconstruction Committee	47 (day); 44 (shift)	1½; 1½ after 2 hours (i).	Electricity supply:		
Wages Regulation Order	48	1½; 1½ after 2 hours.	London, Yorks. and E. Coast (g)	48 (shift)	1½.
Bacon curing	46	1½; 1½ after 1 hour.	Home Counties (g)	48 (shift) 47 (day)	1½; 2 after midnight.
Beet sugar manufacture:			West of England and South Coast (g)	48 (shift) 47 (day)	1½; 1½ after 2 hours;
Day workers	48 (j)	1½; 2 after midnight.	Devon and Cornwall (g)	48 (shift)	1½; 1½ after 2 hours;
Shift workers	48	1½.	47 (day)	47 (day)	1½; 1½ after 2 hours;
Seed crushing, compound food and provender manufacture:			East Midlands (g)	48 (shift), 47 (day)	1½; 1½ after 2 hours.
Day workers and workers on single shift, production	44	—	West Midlands (g)	48 (shift)	1½.
3 shift systems	42 (average over 3 weeks)	1½ (g)	N.E. Coast	48 (shift), 47 (day)	1½.
2 shift system	43 (average over 2 weeks)	—	North Western (g)	48 (shift)	1½; 1½ after 2 hours;

(f) For pieceworkers the agreement provides that the stated fractions of the time rate shall be paid in addition to piece-work earnings.
 (g) In these cases the agreements provide that the first two hours (in some areas in the electricity supply industry the first hour) worked by a shift worker continuing at work in the absence of his relief shall be paid for at plain time rates only.
 (h) In this case the conditions are as specified in Wages Regulation Orders.
 (i) 47 hours outside "campaign" period.
 (j) Time and a quarter is paid for all overtime if three hours or more are worked in the week.
 (k) Plus 3d. an hour for each consecutive hour worked after the first three hours overtime in any day, and where the overtime worked is nine hours continuous, the succeeding day's work shall be paid for at 3d. per hour extra.
 (l) Plus 3d. an hour for each consecutive hour worked after the first three hours overtime in any day, and where the overtime worked is nine hours continuous, the succeeding day's work shall be paid for at 3d. per hour extra.
 (m) Average of eleven-day or eleven-night fortnight.
 (n) Stereotypers 33 hours on night work on daily papers and 44 on day work, 36 hours on Sunday papers.
 (o) 46½ hours in summer and 44 in winter in some districts; and 44 all the year round in other districts.
 (p) Time and a third for all overtime on battery charging.
 (q) In this industry the conditions are as specified in the Order issued under the Road Haulage Wages Act.
 (b), (g), (h), (i), (l)—See footnote in previous column.
 (m) Average of eleven-day or eleven-night fortnight.
 (n) Stereotypers 33 hours on night work on daily papers and 44 on day work, 36 hours on Sunday papers.
 (o) 46½ hours in summer and 44 in winter in some districts; and 44 all the year round in other districts.
 (p) Time and a third for all overtime on battery charging.
 (q) In this industry the conditions are as specified in the Order issued under the Road Haulage Wages Act.

NORMAL HOURS OF LABOUR AND OVERTIME RATES—continued.

Industry, Occupation, etc.	Normal Full-time Hours of Labour (per week unless otherwise specified)	Overtime Rates on Weekdays (except Saturday). (1½ = Time-and-a-quarter; 1¾ = Time-and-a-half; 2 = Double time, etc.)
PUBLIC UTILITY SERVICES (contd.)—		
Local Authorities (non-trading) services:		
Northern	44 or 47	1½; 1¾ after 3 hours in week.
Lancashire and Cheshire: Paviers, masons and roadmen	47 (summer) 44 (winter)	1½; 1¾ after 2 hours; 2 after 4 hours.
Other workers (g) .. .	48 (shift) 47 (day)	1½; 1¾ after 2 hours.
W. Mids. (g), S. Mids., West Riding, Middlesex, London.	48 (shift) 47 (day)	1½; 1¾ after 3 hours in week.
East Midlands, S. Western and Southern Home Counties	48 (shift) 47 (day)	1½; 1¾ after 3 hours in week.
Eastern	48 (shift) 47 (day)	1½; 1¾ after 3 hours.
Western	48 (shift) 47 (day)	1½; 1¾ after 2 hours.
North Wales	47 or not more than 48.	1½; 1¾ after 2 hours.
Monmouthshire	47	1½; 1¾ after 3 hours.
Glamorganshire	47	1½; 1¾ after 3 hours.
Scotland	48 (average)	1½; 1¾ after 2 hours in week.
County Council Roadmen (England and Wales)	47; or average of 47 over summer and winter	1½ or 1¾; 1¾ after 2 hours.
DISTRIBUTIVE TRADES:—		
Retail food trades (England and Wales)	48	1½ (r).
Retail grocery and provision trade (Scotland)	48	1½ (r).
Retail drapery, outfitting and footwear trades	48	1½ (r).
Retail furnishing and allied trades (England and Wales)	48	1½ (r).
Retail meat trade (England and Wales)	48	1½ (r).
Retail bookelling, newsagency, stationery, tobacco and confectionery trades (England and Wales)	48	1½ (r).
Retail pharmacy (England and Wales)	48	1½.
Retail co-operative societies (other than office staff) (s):		
London	48	1½ (r).
Northern Counties	44	1½; 1¾ after 4 hours in week (r).
North Eastern Area:		
Transport workers	48	1½.
Other workers	48	1½; 1¾ after 2 hours in week (r).
North Western Area	48	1½; 1¾ after 2 hours in week (r).
Midlands and Mid-Wales	48	1½ (r).
South Wales and Mon.	48	1½; 1¾ after 4 hours in week (r).
Scotland	48	1½ (r).
Wholesale grocery and provision trade (England and Wales)	48	1½; 1¾ after 2 hours in day; or 1¾; 1¾ after 5 hours in week.
Milk distribution (h):		
England and Wales:		
Shop assistants and clerks	48	1½; 1¾ after 6 hours in week.
Others (7 day workers)	48	1½; 1¾ after 1 hour.
Others (6 day workers)	48	1½; 1¾ after 6 hours in week; or 1¾ after 10 hours work in a day.
Scotland	48	1; 1½ after 4 hours in week; 1¾ after 12 hours in week.
Cold storage	48	1½; 1¾ after 2 hours.
Coal distribution (s):		
Manchester	48	1½; 1¾ after 8 hours in week.
Southampton	50 (summer)	1½; 1¾ after 8 hours in week.
Leicestershire and Rutland	46 (winter)	1½; 1¾ after 8 hours in week.
MISCELLANEOUS:—		
Leather tanning and currying:		
Timeworkers	48	1½; 1¾ after 2 hours.
Pieceworkers	48	1½; 1¾ (f).
Made-up leather goods:		
Timeworkers	48	1½; 1¾ after 2 hours (or after 10 hours in week).
Pieceworkers	48	1½; 1¾ after 10 hours in week (f).
Rubber Manufacture:		
Wages Regulation Order	48	1½; 1¾ after 2 hours.
Joint Industrial Council Agreement:		
Day workers	48	1½; 1¾ after 2 hours.
Shift workers	40 or 48 (8 per shift)	1½; 1¾ after 2 hours.
Industrial and Staff Canteens (u)	47	1½; 1¾ after 2 hours.
General waste reclamation (h)	48	1½; 1¾ after 2 hours.
Ophthalmic Optical Industry	46	1½; 1¾ after 2 hours.
Cinema theatres	48	1½.

(f) For pieceworkers the agreement provides that the stated fractions of the time rate shall be paid in addition to piece-work earnings.

(g) In these cases the agreements provide that the first two hours worked by a shift worker continuing at work in the absence of his relief shall be paid for at plain time rates only.

(h) In this case the conditions are as specified in Wages Regulation Orders.

(i) Time worked up to a specified extent for the purpose of clearing up and clearing the shop of customers is not subject to the overtime payment.

(j) In this case there is a large number of local or district agreements. The entries in the Table relate to a few typical agreements.

(k) In this case the conditions are as specified in an Order made under the Catering Wages Act.

RECENT COLLECTIVE AGREEMENTS.

WAGES AND WORKING CONDITIONS IN CINEMA THEATRES.

A national agreement between the Cinematograph Exhibitors' Association of Great Britain and Ireland and the National Association of Theatrical and Kine Employees came into operation on 2nd September, 1946, and is to remain in operation for a minimum period of two years. The agreement relates to workers, other than managerial grades, employed in cinema theatres, and consists of four sections dealing respectively with conciliation machinery, working conditions, special provisions for projectionists and probationer projectionists, and wages. In an introductory section it is stated that the trade union is not opposed to the opening of cinemas on Sundays, but that no employee is to be obliged to work on Sundays or Good Fridays if he or she has a *bona fide* conscientious objection to working on those days.

A joint Area Conciliation Board is to be established in the area of each branch of the Cinematograph Exhibitors' Association to deal with disputes regarding the observance or interpretation of this Agreement or with other differences. If the Board fails to reach agreement, reference is to be made to a National Joint Appeal Board with an independent Chairman. The decision of the National Joint Appeal Board will be final and binding. Failing agreement by the members of the Board the independent Chairman is to give a ruling decision.

The normal working week in cinema theatres is not to exceed 48 working hours, including time worked on Sundays, but shorter hours are prescribed for women cleaners, part-time workers, and for female workers other than usherette-cleaners in non-continuous cinemas. One clear day off is to be given to each employee in lieu of each Sunday worked on a Sunday performance. In addition to the standard rate, extra remuneration equal to the normal hourly rate is to be paid for time worked on Sunday performances. Overtime rates are fixed at double time rates for night work between half an hour after the termination of the performance and 8 a.m., and at time-and-a-half for other overtime work. Holidays with pay are to be granted on the basis of one day for every two months' service with the same employer; while, commencing from 1st January, 1947, where practicable and from 1st January, 1948, without qualification, workers with three years' continuous service will be entitled to a fortnight's holiday with pay. In England and Wales, national and Bank holidays, excepting Christmas Day, are normal days of employment, but for work on Good Fridays double time rates are to be paid; in Scotland double time rates are payable for work on the Spring, Autumn and New Year's Day holidays. During certificated periods of absence arising from sickness or accidents, workers with three months' continuous service are to receive full pay, less National Health Insurance benefit or workmen's compensation, for one week, and half pay for a further week in any calendar year; after six months' service, two weeks' full pay less National Health Insurance benefit or workmen's compensation, and thereafter pay at the discretion of the management.

In the section relating to wages it is provided that the basic rates and war bonuses specified in various current agreements between branches of the employers' association and the trade union are to be consolidated, and new standard rates created by increasing (a) by 15 per cent. all wages up to and including £2 10s. a week, and (b) by 10 per cent. all wages over £2 10s. with a minimum standard rate under (b) of £2 17s. 6d. Where employers are paying more than the consolidated rate, any excess is to be set off against any increase from the consolidated to the standard rate. It is further provided that schedules are to be prepared showing the classification of cinemas and the new standard rates for classes of workers in each branch.

Other matters dealt with in the agreement include the method of classifying cinemas, the employment of junior male attendants, meal breaks and time off, staff rooms, and lunch money for workers in attendance at children's morning matinees.

WAGES AND WORKING CONDITIONS IN THE CARPET INDUSTRY.

An agreement relating to rates of wages, hours of labour, holidays with pay, etc., was reached on 28th August by the National Joint Committee for the Carpet Industry. The agreement provides that the standard working week shall not exceed 45 hours, exclusive of breaks, it being left to individual firms and the local trade unions to determine on which days of the week the hours shall be worked. The wage rates specified in the agreement are applicable to the standard working week. The following are the minimum rates of weekly wages, inclusive of the "lieu bonus" referred to below:—

Ages.	Males.	Females.
18	57s.	47s.
18½	61s. 6d.	—
19	66s.	51s.
19½	70s. 6d.	—
20	75s.	56s.
20½	79s. 6d.	—
21	84s.	—

Rates of wages are also fixed for workers under 18 years of age. Any time-worker over 18 years of age who has not been put on to a piece-work job after three months' employment in the factory will be given a lieu bonus allowance of 6s. a week. Time rates are also fixed for male Jacquard weavers (2s. to 2s. 4d. an hour, according to width of loom), male weavers other than Jacquard (2s. an hour), male piece-workers other than weavers (1s. 10½d. an hour) and female piece-weavers (1s. 3d. an hour).

As regards Jacquard weavers, tapestry loom weavers, female spool Axminster setters, female spool Axminster weavers, female Chenille setters, female Chenille weft weavers, pickers and passers, and other female piece-workers, the agreement provides that piece-work, or any other systems of payment by results, shall be so devised that workers of average ability shall be able to earn in a standard working week certain specified amounts. In most cases the amounts vary according to the width of the loom. For Jacquard weavers the amounts range according to width of loom from £6 to £8, and for tapestry weavers from £5 8s. 9d. to £6 17s. 6d. for men and £3 12s. 6d. to £3 14s. 2d. for women. For women Axminster setters the range is from £3 12s. 6d. to £3 15s., for Axminster weavers from £3 10s. to £4 7s. 6d. and for Chenille weft weavers from £3 10s. to £3 12s. 6d. Where male labour is employed in occupations for which no rate for males is specified, the rate is to be the rate specified for females plus 50 per cent. Hourly rates are also fixed for male and female pieceworkers put on time-work. All the wage rates specified in the agreement include the application of a cost-of-living bonus of 100 per cent. If there should be any change in the system of computation of the cost-of-living index the application of the bonus will be reconsidered.

As regards overtime, the agreement provides for the continuation of the existing rates, which are as follows:—

Female piece-workers	5d. per hour.
Male piece-workers	9d. per hour.
Male and female time-workers	Time-and-a-quarter for the first two hours in each day and time-and-a-half in excess of two hours.

It is provided that overtime up to eight hours a week may be worked with the consent of the workers concerned in the department. Overtime exceeding eight hours a week must be arranged in consultation with the local trade unions concerned. There must be one week's rest from overtime in four. Time-workers on shift work receive time-and-one-fifth while pieceworkers receive their piece-work earnings plus one-fifth of the time rate. Shift working consists of five shifts each of eight hours, including one half-hour meal time.

There will be paid for holidays 4 per cent. of the individual's gross earnings over the year, a record of the accrued credit being kept in respect of each employee. A worker entering employment during the year will be entitled to credit as from the time of entry. A worker ceasing to be employed will be entitled to the amount standing to his credit up to the time of cessation, except that holiday pay may be withheld from any employee who has been justly discharged for any reason other than lack of work.

Other provisions in the agreement are that a juvenile employed on adult male or female work and paid by results shall be paid the established adult piece-work rates for the job. Where earnings or conditions of employment were better previous to the adoption of the agreement they shall not be reduced or otherwise prejudicially affected by anything contained in the agreement, except by negotiation between the firm and the local trade unions concerned. The agreement came into operation on 2nd September.

COAL DISTRIBUTION.

ESTABLISHMENT OF NATIONAL JOINT INDUSTRIAL COUNCIL.

A National Joint Industrial Council has been established for the distributive coal trade representing, on the employers' side, the Coal Merchants' Federation of Great Britain and the Co-operative Union Ltd., and, on the workers' side, the following trade unions:—the Transport and General Workers' Union, the United Road Transport Workers' Association, the National Union of General and Municipal Workers, the National Union of Distributive and Allied Workers, the Liverpool and District Carters' and Motormen's Union, and the Scottish Horse and Motormen's Association.

The following officers have been appointed:—Chairman, Mr. H. A. Christian (Coal Merchants' Federation); Vice-Chairman, Mr. J. E. Corrin (Transport and General Workers' Union); Joint Secretaries, Mr. James W. Stewart (Coal Merchants' Federation) and Mr. F. Cousins (Transport and General Workers' Union).

Steps will now be taken to establish Councils, similarly composed, for each of the thirteen Regions into which Great Britain has been divided for this purpose.

CATERING INDUSTRY.

WAGES REGULATION PROPOSALS FOR LICENSED NON-RESIDENTIAL ESTABLISHMENTS.

The Licensed Non-Residential Establishment Wages Board,* under the Chairmanship of Lord Terrington, C.B.E., have now reached a decision to give notice of their intention to submit to the Minister of Labour and National Service wages regulation proposals for minimum remuneration and holidays with pay affecting workers employed in licensed non-residential establishments. A Notice setting out the detailed proposals will shortly be sent to all employers in the trade known to the Wages Board and a period of 21 days allowed within which written representations may be made to the Board regarding the proposals.

* See the issues of this Gazette for December, 1945 (page 222), and June, 1946 (page 146).

The provisions set out in the Notice are proposals only and a further meeting of the Board will be held to consider the representations received and the question of submitting the proposals, either without amendment or with such amendment as the Board think fit, having regard to the representations, to the Minister of Labour and National Service with a view to his making an Order giving legal effect to the proposals as submitted.

CATERING WAGES COMMISSION.

THIRD ANNUAL REPORT (1945-1946).

The Catering Wages Commission have presented to the Minister of Labour and National Service their Third Annual Report, for the year ended 6th July, 1946. The Report (which has recently been published*) reviews the activities of the Commission during the year, in which their attention has been mainly devoted to general matters concerning the catering industry. Among the matters with which the Commission have dealt, and on which they have issued separate Reports, have been the staggering of holidays, the development of the catering, holiday and tourist services, and training for the catering industry.† The Annual Report recapitulates the substance of these Reports and refers to the progress made in giving effect to the recommendations embodied therein. The Report also refers to the Commission's intention to initiate inquiries during the forthcoming months into employment agencies serving the catering industry (see last month's issue of this GAZETTE, page 215).

COTTON INDUSTRY.

RECRUITMENT AND TRAINING.

The Cotton Board‡ have recently issued a report on the work of their Recruitment and Training Department during the past three years.

The Report states that a great deal of the work of the Department has been concerned with getting such amenities and services established in the mills as fall within their scope. This excluded all questions of wages, hours and other matters which are rightly the province of the trade unions and the employers' associations, but it left them free to deal with such important improvements as systematic training for juveniles and new adult entrants, employee and welfare services of various kinds, the appointment of labour and welfare officers, better working conditions over a fairly wide field, and, more recently, training within industry, and to collaborate with the Ministry of Labour and National Service in regard to the special Government Training Centre for Cotton Spinning at Oldham.§ In addition, several conferences have been organised, a wide range of publications has been produced, refresher courses for managers and overlookers have been organised, three technical exhibitions for employers and executives have been held, and a substantial revival of technical training has been secured.

Recruitment.—Organised campaigns have been held in all the principal spinning towns. With the co-operation of the Education Authorities in these towns, visits have been organised for schoolchildren and their teachers to exhibitions, cotton mills and film shows. In Bolton, Oldham and Rochdale, selected mills were opened and run for public inspection on Saturday afternoons during the campaigns. On the welfare side, the Report states that the majority of firms have realised the need for making working conditions more attractive and have taken steps accordingly. The most urgent need is for better conditions in the workrooms, especially in regard to machinery re-spacing, modern lighting, dust extraction, etc.; but, although some re-spacing and re-lighting have been done, licensing difficulties have of necessity concentrated most of the improvements upon lavatory and washing facilities, cloakrooms or their equivalent, first-aid and rest rooms and the painting of interior walls. The results of a census of these improvements in spinning, doubling and weaving mills show that £5 million have been spent on them during the past five years, and that a further £2½ million expenditure is planned for them. Much of this work has followed exhibitions for employers organised by the Board in Manchester, especially those on lighting and colour and employee services. In addition, members of the staff of the Board have given direct help with the planning and installation of amenities in many mills.

Training.—Over eighty firms, mainly in weaving, have established juvenile training schools on their mill premises where training can be given on systematic lines in separate rooms away from the noise and distractions of the work rooms. Recruitment of juveniles into these firms is, in general, better than the average. An Adult Labour Training Committee have collaborated with the Ministry of Labour and National Service in the formation of training schemes for inexperienced adult entrants to spinning, doubling and weaving. At the same time agreement has been reached with the Government on grants and allowances to be given to mills and trainees where schemes of training were approved.¶ A large number of individual firms are also training

* H.C. 175. H.M. Stationery Office; price 2d. net (3d. post free).

† Articles summarising these Reports have appeared in the issues of this GAZETTE for November, 1945 (page 197), January, 1946 (page 12), and February, 1946 (page 45).

‡ The Cotton Board is a body set up under the Cotton Industry Act, 1940, consisting of persons (appointed by the Board of Trade) with special knowledge of the industry and its workpeople.

§ See the issue of this GAZETTE for October, 1945 (page 175).

¶ See the issue of this GAZETTE for June, 1946 (page 144).

new adult labour on their own account, some with Government grants and allowances. Between 2nd February, 1945, and 24th July, 1946, 6,194 inexperienced men and women were placed in the industry by the Local Offices of the Ministry of Labour and National Service, and no doubt a considerable number of inexperienced adults have entered the mills direct since the relaxation of labour controls and are not, therefore, included in these figures.

As part of the scheme for Training Within Industry, three members of the staff of the Board have taken seventy groups, comprising 700 managers, overlookers and operatives, over the Job Instruction Course in a total of seventy mills. This work continues on an expanding scale. As regards technical training, the number of enrolments for cotton textiles in Technical Colleges has risen from 786 in June, 1943, to 4,145 in the most recent session.

Employment.—The Report states that, taking Lancashire as a whole, although there is still reluctance to enter the cotton industry and dissatisfaction with conditions in the less progressive mills, it is felt that the antipathy to cotton is not nearly so marked to-day as it was originally. This is largely due to six years' regular employment, substantially improved wage rates, the introduction of welfare amenities and employees' services and more sympathetic personnel management. The Reports of the Evershed Commission and the Working Party,* and a seeming desire in many quarters to bring the industry into line with modern requirements, have had a salutary effect on the public mind, and, although the winding up of the munitions programme is the main cause of rising employment in the industry, these other factors have assisted. With a view to reducing wastage among married women, the Board have urged the need for crèches for workers' children where conditions are appropriate.

The lessened antipathy to cotton is likely to have most influence on juvenile recruitment. There is, indeed, evidence to suggest that parents and teachers are beginning to take a new view of the cotton industry, and it is a fact that juvenile recruitment has recently been rising. The proportion of the total number of school-leavers in the North-Western Region who entered cotton was about 9½ per cent. in the latter part of 1944, rather over 12 per cent. in 1945, and 20 per cent. in the first half of 1946. Sufficient time has not yet elapsed to indicate the general trend, but it will be seen that the proportion entering cotton is at present increasing. It remains to be seen whether these higher figures will be maintained.

VOCATIONAL TRAINING SCHEME.

HAIRDRESSING TRADE.

A scheme of training for the hairdressing trade has been agreed by the Ministry of Labour and National Service in consultation with the National Joint Industrial Council for the Hairdressing Trade. The arrangements fall within the framework of the Government's Vocational Training Scheme and include both disabled and able-bodied men and women.

Nature of training course.—Training is provided in ladies' hairdressing, gentlemen's hairdressing or combined ladies' and gentlemen's hairdressing. Normally, only men are accepted for the Gentlemen's Hairdressing and Combined Ladies' and Gentlemen's Hairdressing Courses, but the Ladies' Hairdressing Course is open to both sexes. All trainees are required to attend at a Government Training Centre or Technical College for an initial period of training to a syllabus approved by the trade. The period of training for gentlemen's hairdressing is 26 weeks and for ladies' or combined ladies' and gentlemen's hairdressing the period is 39 weeks. The basic training will be followed by a period of 3 months' continued training with an approved employer to obtain practical experience.

Selection of trainees.—The arrangements provide that applicants for training should be of good address, smart and clean in appearance, intelligent and capable of standing for long periods. They should also have good sight and hearing and be free from chest complaints. Loss of fingers and arm disabilities generally would debar, and left-handed applicants would not be suitable.

Regional Advisory Committees.—Regional Advisory Committees representative of both sides of the industry will be established and will maintain close contact with the classes. The Committees will also advise on applicants of doubtful suitability for training and on the suitability of employers to give continued training.

Numbers to be trained.—The industry has agreed that during the first year of the training scheme up to 600 persons may be trained in Gentlemen's or Combined Ladies' and Gentlemen's Courses, and up to 400 in the Ladies' Hairdressing Courses. These numbers will be reviewed at intervals by the trade in consultation with the Ministry.

Financial arrangements during training.—During the period of training in the Government Training Centre or Technical College, the trainee receives the standard allowances from the Ministry.† From the commencement of the period of continued training with an employer, the trainee is paid wages not less than the full National Joint Industrial Council rates and, in consideration of the additional costs incurred during training, the employer receives a training fee from the Ministry.

Employment after training.—The arrangements made with the trade provide that after training an employer will retain the trainee in his employment at wages not less than the National Joint Industrial Council rates for a period of at least 12 months.

* See the issues of this GAZETTE for December, 1945 (page 220), May, 1946 (page 117), and June, 1946 (page 148).
† See the issue of this GAZETTE for May, 1946 (page 121).

FURTHER EDUCATION AND TRAINING SCHEME.

ANALYSIS OF AWARDS MADE.

In previous issues of this GAZETTE details have been given of the Government's Further Education and Training Scheme* which was instituted to provide assistance to suitably qualified persons who have served in H.M. Forces or in work of national importance, and whose training for a business or professional career has thereby been prevented or has suffered interruption. The numbers of awards made under this Scheme up to the end of July, 1946, are analysed below.

Six Government Departments are concerned with the administration of the Scheme, viz., the Ministry of Labour and National Service, the Ministry of Education, the Ministry of Agriculture and Fisheries, the Scottish Education Department, the Department of Agriculture for Scotland, and the Ministry of Education for Northern Ireland. Each of these Departments may make awards under the Scheme, and their activities are co-ordinated through a Joint Committee of Award-Making Departments.

Up to 31st July, the number of awards actually made was 18,027, while the total number of cases in which a decision had been taken to make an award was over 25,000. The great majority of the awards (about 84 per cent. of the total) were made by the Ministry of Labour and National Service and the Ministry of Education. The numbers of awards made by the various Departments are given in the following Table:—

Department.	Number of Awards.
Ministry of Labour and National Service	5,551
Ministry of Education	9,612
Ministry of Agriculture and Fisheries	278
Scottish Education Department	2,321
Department of Agriculture for Scotland	121
Ministry of Education for Northern Ireland	144

The awards made were in respect of a wide variety of professional careers. Over 28 per cent. of all the awards made up to the end of July were for the teaching profession (including handicraft work and physical training). A large number of awards were also made in respect of accountancy, the legal professions, and courses in preparation for the Civil Service or Local Government Service. The various professions for which awards were made, and the numbers of awards for each profession are set out in the Table below.

Profession, etc.	Number of Awards.
Accountancy	1,699
Agriculture (including Forestry)	316
Architecture	902
Auctioneering, Estate Agency and Surveying	769
The Arts (including Music, Painting, Sculpture, the Ballet and Dramatic Art)	416
Dentistry	206
Courses in preparation for the Civil Service or Local Government Service	1,235
Engineering (including Civil Engineering)	936
Ministers of Religion	1,103
Social Services	253
Industry (various)	472
Commerce	530
Legal Professions	1,578
Medicine	774
Medical Auxiliaries (including Radiography, Chiropody, Massage and Occupational Therapy)	394
Pharmacy	159
Teaching (including Handicraft and Physical Training)	5,112
University Degrees (not included above)	849
Veterinary Surgery	102
Other cases	220
Total	18,027

DISABLED PERSONS (EMPLOYMENT) ACT.

NUMBER OF PERSONS REGISTERED.

The number of persons registered under the Disabled Persons (Employment) Act, 1944, at 19th August, 1946, was as shown in the Table below. The figures are analysed to show the origin of the disablement. Separate details are given in respect of ex-Service and non-ex-Service personnel.

	Origin of Disablement.					Total.
	During Service.	Other War Casualties.	Industrial Accidents and Diseases.	Other Accidents and Diseases.	Disablement from Birth or Childhood.	
Ex-Service (1914-1918)						
Men	106,540	20	265	281	—	107,106
Women	16	—	—	2	—	18
Other Ex-Service						
Men	196,908	1,361	23,837	48,963	—	271,069
Women	1,836	30	51	474	—	2,391
Juveniles	26	—	3	4	—	33
Non-Ex-Service						
Men	—	3,311	70,000	99,949	35,462	208,722
Women	—	704	2,776	17,174	13,791	34,445
Juveniles	—	58	225	1,592	2,979	4,854
Total	305,326	5,484	97,157	168,439	52,232	628,638

* Articles have been published in the issues for April, 1943 (page 50), May, 1943 (page 63), June, 1945 (page 93), and May, 1946 (page 117).

In the following Table the numbers of persons on the register as at 19th August, 1946, are analysed according to the nature of their disablement. The classification used in connection with the register has been recommended by the Medical Research Council. For the purpose of these statistics certain separate items, e.g., various types of amputations have been amalgamated:

Nature of Disablement.	Ex-Service (1914-1918).	Other Ex-Service.	Non-Ex-Service.	Total.
Amputations	17,958	14,285	22,880	55,123
Arthritis and rheumatism	1,201	12,995	8,454	22,650
Congenital malformations	99	464	7,785	8,348
Diseases of digestive system	1,447	30,594	12,639	44,680
Diseases of heart, etc.	4,480	13,760	11,939	30,179
Diseases of the lungs*	5,156	25,416	18,848	49,420
Ear defects	3,420	10,911	15,640	29,971
Eye defects	5,593	12,838	24,207	42,638
Injuries of head, face, neck, thorax, abdomen, pelvis and trunk	13,664	18,051	10,661	42,376
Injuries and diseases* of lower limb	20,259	40,835	39,305	100,399
Injuries and diseases* of upper limb	21,666	25,426	22,330	69,422
Injuries and diseases* of spine	942	7,176	9,263	17,381
Nervous and mental disorders	4,826	28,381	15,605	48,812
Tuberculosis	2,403	13,079	12,357	27,839
Other diseases and disabilities	4,010	19,282	16,108	39,400
Total	107,124	273,493	248,021	628,638

The number of disabled persons on the register who were unemployed at 19th August, 1946, is shown in the Table below.

	Suitable for Ordinary Employment.			Requiring Employment under special conditions.			Grand Total.
	Ex-Service.	Non-Ex-Service.	Total.	Ex-Service.	Non-Ex-Service.	Total.	
Males	30,406	20,710	51,116	5,799	6,320	12,119	63,235
Females	178	1,826	2,004	43	611	654	2,658
Total	30,584	22,536	53,120	5,842	6,931	12,773	65,893

WORK OF APPOINTMENTS DEPARTMENT.

MONTHLY STATISTICS.

The particulars given below, which relate to the work of the Appointments Department of the Ministry of Labour and National Service, are in continuation of those published in previous issues of this GAZETTE.

Technical and Scientific Register.

The Technical and Scientific Register, which is situated at York House, Kingsway, London, W.C.2, operates on a national basis. It is assisted in its work by six Advisory Committees for architecture and public utilities, chemistry, civil engineering, electrical engineering, mechanical engineering, and scientific research. The Register is not only a placing agency, but it also provides an advisory service, with the object of helping and advising (a) those who are unemployed and seeking a job; (b) those who, although they have a job, desire for one reason or another a change of employment; and (c) those who, through disablement or for other reasons, can no longer follow their previous employment with prospects of success.

A register of vacancies, notified by employers, is maintained, from which persons enrolled on the Register are supplied with full particulars of posts for which, by their qualifications and experience, they appear to be suitable. A wide range of overseas vacancies is also available. The services of the Register are available to physicists, mathematicians, chemists (other than pharmacists), metallurgists, biological scientists, civil, mechanical and electrical engineers, architects, surveyors, town planners, estate agents and valuers; the qualification for registration is, in general, possession of a University degree or membership of the appropriate recognised professional institution.

The total number of unemployed registrants at 12th August, 1946, was 1,479, of whom 616 were ex-Service men and women. The numbers of vacancies notified and filled between 16th July and 12th August, 1946 (4 weeks), are shown below:—

Vacancies outstanding at 16th July	4,362
Vacancies notified during the period	656
Vacancies filled	303†
Vacancies cancelled or withdrawn	560
Vacancies outstanding at 12th August	4,155

Appointments Register.

The Appointments Register is concerned with the placing of persons having professional, administrative, managerial or executive experience or qualifications and those having technical qualifications not appropriate to the Technical and Scientific Register. The registers are maintained at the London Appointments Office and at Regional Appointments Offices in the towns shown in the Table below.

The total number of persons on the Registers of the Appointments Offices at 12th August, 1946, was 42,393, consisting of 39,205 men and 3,188 women. Of these, 24,728 men and 648 women were ex-Service personnel. The numbers on the Registers

* Except tuberculosis.
† Including 124 vacancies filled by ex-Servicemen.

included 20,606 men and 1,700 women who were in employment, while 18,599 men and 1,488 women had registered as unemployed at some date in the preceding two months and were not known to be in employment at 12th August. Of those in employment, 12,620 men and 278 women were ex-Service personnel. The numbers of ex-Service personnel included in the numbers unemployed were 12,108 men and 370 women. The following Table shows the total figures of registrations at each of the Offices:—

Appointments Office.	In Employment.		Unemployed.	
	Men.	Women.	Men.	Women.
London	5,614	519	7,339	596
Cambridge	950	45	895	34
Reading	675	60	509	64
Winchester	727	29	848	32
Bristol	1,563	83	1,031	84
Birmingham	1,918	220	1,648	128
Nottingham	1,024	65	692	45
Leeds	1,202	88	805	82
Liverpool	1,471	85	854	47
Manchester	2,061	139	1,362	98
Newcastle	951	68	469	49
Edinburgh	849	98	846	74
Glasgow	997	139	743	101
Cardiff	604	62	558	54
Total*	20,606	1,700	18,599	1,488

During the period 16th July to 12th August, 1946, there were new registrations by 7,410 men and 1,029 women and during the same period the registrations of 6,676 men and 860 women lapsed or were passed to the Local Offices of the Ministry.

The following Table shows the number of vacancies (other than for nurses and midwives) notified and the number filled between 16th July and 12th August, 1946:—

	Men.†	Women.
Vacancies outstanding on 16th July, 1946	4,595	1,372
Notified during the period	2,305	532
Cancelled or withdrawn during the period	1,160	320
Vacancies filled during the period	1,074	223
Vacancies unfilled at 12th August, 1946	4,666	1,361

INTERNATIONAL LABOUR ORGANISATION.

TWENTY-NINTH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE.

The 29th Session of the International Labour Conference opened in Montreal on 19th September, and, in accordance with Article 3 of the Constitution, the Minister of Labour and National Service appointed representatives of His Majesty's Government of Great Britain and Northern Ireland, together with advisers, to attend the Conference. The Government Delegates are Mr. G. Myrddin-Evans, C.B., Deputy-Secretary, Ministry of Labour and National Service, and Chairman of the Governing Body of the International Labour Office; and Sir Arthur Dawe, K.C.M.G., O.B.E., Deputy Under-Secretary of State, Colonial Office. Mr. C. G. Dennys, M.C., Under-Secretary, Ministry of Labour and National Service, is Substitute Government Delegate and Adviser. Sir John Forbes Watson, Director of the British Employers' Confederation and member of the Governing Body of the International Labour Office, is the Delegate representing employers, and Sir Joseph Hallsworth, member of the General Council of the Trades Union Congress, General Secretary of the National Union of Distributive and Allied Workers, and member of the Governing Body of the International Labour Office, is the Delegate representing the workers.

The Agenda of the Conference is as follows:—

- I. Director's Report.
- II. Constitutional questions.
- III. Protection of children and young workers:
 - (a) Medical examination for fitness for employment (young workers) (second discussion).
 - (b) Restriction of night work of children and young persons (non-industrial occupations) (second discussion).
- IV. Minimum standards of social policy in dependent territories (provisions suitable for a Convention) (first discussion).
- V. Reports on the application of Conventions (Article 22 of the Constitution).

INSTRUMENT FOR AMENDMENT OF CONSTITUTION.

In a Command Paper‡ presented to Parliament by the Minister of Labour and National Service, the text, in English and French, of the Instrument for the Amendment of the Constitution of the International Labour Organisation, which was adopted by the 27th Session of the International Labour Conference in Paris on 5th November, 1945, is reproduced. The ratification of this Instrument by His Majesty's Government in the United Kingdom was deposited on 26th June, 1946.

* Excluding 898 registered for overseas employment only and also registrations of nurses and midwives.

† This column includes vacancies for which employers are willing to accept either men or women.

‡ The number of vacancies filled included 655 filled by ex-Service men and 72 filled by ex-Service women.

§ Cmd. 6880. H.M. Stationery Office; price 2d. net (3d. post free).
¶ See the issues of this GAZETTE for January and March, 1946 (pages 10 and 72).

THE WAR AND WOMEN'S EMPLOYMENT.

STUDY BY INTERNATIONAL LABOUR OFFICE.

The International Labour Office have recently published a Study* of the experience of the United Kingdom and the United States as regards the employment of women during the war.

A historical background to the Study is provided in the introductory chapters by a brief account of the position as regards the employment of female labour in both countries during the war of 1914-1918 and the period between the wars.

In its general conclusions, the Study draws attention to similarities and differences in the war-time experience of the United Kingdom and the United States in the utilisation of female labour.

The Study also refers to similarities in the war-time experience of the two countries in connection with the type of work on which women were utilised for the first time.

Among the differences in the war experiences of the two countries in regard to female labour, the Study considers that the foremost was the greater use made of women in the United Kingdom both in the Forces and in posts in war industries.

The Study concludes with a consideration of the post-war outlook for women's employment. The probable effects of war-time experience on the future status of women are examined.

* The War and Women's Employment. The Experience of the United Kingdom and the United States. Studies and Reports, New Series No. 1. Published in the United Kingdom for the International Labour Office by P. S. King and Staples Ltd., Orchard House, 14, Great Smith Street, London, S.W.1. (Price 6s.).

BOOT AND SHOE INDUSTRY.

REPORT OF WORKING PARTY.

The Working Party for the boot and shoe manufacturing industry, set up in October, 1945, by the President of the Board of Trade and consisting of representatives of employers' and workers' organisations and of independent members, have recently issued their Report.*

The Working Party recommend that a common services organisation, to be called the Shoe Manufacturing Services Board, should be established to implement matters referred to in the Report and other matters which may arise from time to time.

The Working Party consider that all boot and shoe factories should conform to the standards of the Factories Act, 1937, and they advocate prompt legal action in respect of factories which fail to reach these standards.

A number of the Working Party's recommendations are concerned with questions of labour supply. It is proposed that the industry, through Local Recruitment and Training Committees, should apply the recommendations as to recruitment contained in the Report of the Committee on the Juvenile Employment Service†, and should co-operate with the Ministry of Labour and National Service and the Ministry of Education in this matter.

The training and education of workers, both before and after entry into the industry, have received detailed consideration by the Working Party, and the Report includes a series of recommendations on this subject. It is suggested that secondary schools in all shoemaking centres should, as part of the general education for citizenship, foster creative and craft ability and use leather more widely in craft training.

The Working Party recommend that the National Institution of the Boot and Shoe Industry, which, it is suggested, should be the central body for the consideration of all schemes of recruitment and training for the industry, should give immediate attention to the proposals recently put forward by the Ministry of Labour and National Service on this subject.

* Working Party Reports. Boots and Shoes. H.M. Stationery Office; price 3s. 6d. net (3s. 9d. post free). † See the issue of this GAZETTE for December, 1945 (page 220).

Committees, to agree upon standards of employment, methods of recruitment, training, etc., and to secure their adoption by firms; (b) co-operation between employers and the Juvenile Employment Service in the engagement of young workers (who would, however, all be chosen and engaged by the employers); and (c) the provision of training facilities in factories and in technical schools and colleges.

Other recommendations contained in the Report relate to the training of foremen and managers, lecture courses, trade examinations, courses in shoe design, and the improvement of fitting technique for retail shop sales staff.

INDUSTRIAL OPPORTUNITIES IN THE DEVELOPMENT AREAS.

A series of articles on industrial opportunities in the Development Areas, which appeared in The Board of Trade Journal in January and February, has now been reprinted in booklet form. The articles deal with the Development Areas as centres of peace-time industry, the place of Trading Estates in changing industrial structure, the turn-over to new industries in South Wales, factory schemes for the North-East Coast, Scotland's capital asset of skill in engineering, and opportunities for new light industries in West Cumberland. The booklet includes details of Factory Building Schemes approved up to 1st January, 1946, in the various Areas.

ASSISTANCE BOARD. REPORT FOR THE YEAR 1945.

The Report of the Assistance Board for the year ended 31st December, 1945, has recently been published by H.M. Stationery Office as a Command Paper.

With regard to unemployment assistance, the Report points out that the cessation of hostilities during the year was not followed by any large increase in applications for assistance. In January, 1945, the number of applicants receiving assistance was about 17,000, and by the middle of the year it had risen to no more than 20,000; in the next few months there was a rather more rapid increase in applications and by the end of the year about 30,000 persons were receiving allowances.

The Report reviews briefly the administration during the war of the scheme for the prevention and relief of war-time distress (known as the P.R.D. Scheme) under which the Assistance Board paid allowances, if needed, to (1) persons evacuated under Government schemes, and (2) persons who had lost their employment or were otherwise deprived of their means of livelihood as a direct consequence of the war.

The Assistance Board are responsible for paying supplementary pensions to old age pensioners who require them. The Report shows that the number of supplementary pensions paid rose from approximately 1,390,000 at the end of January, 1945, to 1,470,000 at the end of December. The total expenditure on these pensions during the year amounted to nearly £60 million.

Industrial Opportunities in the Development Areas. H.M. Stationery Office; price 6s. net (7s. post free). Cmd. 6383. H.M. Stationery Office; price 9d. net (10d. post free).

In addition, the Assistance Board performed various war-time duties on behalf of other Government Departments, and this work is reviewed in some detail in the Report. This work was mainly concerned with enquiries made on behalf of the Service Departments and the Ministry of Pensions into the circumstances of persons applying for Service Dependents Allowances and War Service Grants, with the payment for the Ministry of Pensions of War Injury Allowances to civilians and members of Civil Defence organisations, and with arrangements on behalf of the Board of Trade for making advances of compensation in respect of war damage to private chattels.

Reference is also made in the Report to the work done on the replacement of lost clothing coupons, and the issue of permits to buy utility furniture; the latter function was, however, transferred to the Board of Trade in June, 1945.

FOOD CONTROL. MAXIMUM RETAIL PRICES.

The Minister of Food has recently made Orders prescribing increases in the maximum retail prices of biscuits and of certain of the higher priced varieties of home produced jam and marmalade. The maximum retail prices of tomatoes have also been raised, in consequence of increased cost of production and of the effect of the inclement weather upon the home-grown outdoor crop. As a result of other Orders, increased maximum retail prices have been prescribed for table poultry, in the case of domestic fowls, ducks and geese, substantially increased prices are scheduled for the period up to 1st November, maximum prices at a lower level operating thereafter.

RATIONING.

By an Order of the Minister of Food which came into operation on 18th August, household milk powder was included in the points rationing scheme. The Minister of Food has also announced that an additional 1 lb. of sugar for domestic preserving will be allowed during the 4-week ration period beginning 15th September.

WEEKLY EARNINGS IN EIRE.

Preliminary summaries of the results of the Census of Industrial Production in Eire for 1944 have been published in recent issues of the Irish Trade Journal and Statistical Bulletin, the official organ of the Department of Industry and Commerce. The June, 1946, issue of this publication contains particulars of the average weekly earnings of male and female wage earners, 18 years of age and over, in the industries and services covered by the 1944 Census, together with comparable averages for 1938. The figures for the more important industries and services which are reproduced in the Table below are in respect of a week in October in each of the years. The numbers of wage earners in all the industries and services in 1944 were 93,250 male and 31,799 female workers.

Table with 3 columns: Industry, 1944, 1938, and Average Weekly Earnings. Rows include Mining and Quarries, Bricks, Pottery, etc., Metal Trades, Woollen and Worsted, Linen, Cotton, etc., Hosiery, Tanneries and Leather, Clothing, Men's and Boys', Women's and Girls', Boot and Shoe, Laundry, Dyeing, etc., Grain Milling, Bread, Biscuits, etc., Cereals and Butter, Sugar, Confectionery, Printing, Publishing, etc., Building and Construction, Railways and Tramways, Gas Works, Electricity, Local Authorities and Government Depts., Miscellaneous, and All Industries and Services.

* Including some industries and services not shown in the Table.

The average weekly earnings of male workers in all industries and services increased by 5 per cent. between October, 1943, and October, 1944, and by 23.5 per cent. between October, 1938, and October, 1944, the corresponding increases for female workers being 8 per cent. and 27 per cent. respectively.*

It is pointed out that the figures for average weekly earnings cannot be regarded as a reliable indication of the level of wage rates or even of the trend of wage rates from year to year. The figures relate to one week only in each year and may be affected to a considerable extent by changes in the numbers in the different wage categories and by the incidence of overtime or short time in the selected week.

EARNINGS OF FACTORY WORKERS IN BRITISH INDIA.

The issue for May, 1946, of the *Indian Labour Gazette*, the Journal of the Department of Labour of the Government of India, contains particulars of the average annual earnings of factory workers in British India in 1944, based on returns furnished under the Payment of Wages Act in respect of workers in perennial (i.e., non-seasonal) factories whose earnings do not exceed 200 rupees a month. The average daily number of workers in industries subject to the Act during 1944 was nearly two million, more than half of whom were employed in the textile industries. The earnings taken into account in the returns include cost-of-living and other allowances paid in cash, but not the value of payments in kind, such as foodstuffs at cheap prices, housing accommodation, etc.

The following Table shows the average daily numbers employed and the average annual earnings (in rupees) of factory workers in the various industry groups in British India covered by the Payment of Wages Act, together with comparable figures for earnings in 1943 and 1939:—

Industry Group.	Average Daily Number Employed during 1944.	Average Annual Earnings.		
		1944.	1943.	1939.
	000s.	Rs.	Rs.	Rs.
Textiles	1,016	633.6	571.5	293.5
Engineering .. .	265	589.8	529.0	263.5
Minerals and Metals .. .	95	573.5	502.1	457.2
Chemicals and Dyes .. .	86	484.6	398.0	244.8
Paper and Printing .. .	63	474.1	414.0	332.7
Wood, Stone and Glass .. .	88	368.4	303.1	194.2
Skins and Hides .. .	34	532.1	411.0	285.8
Ordnance Factories .. .	169	546.8	527.4	361.9
Mints .. .	8	695.2	574.4	397.4
Miscellaneous .. .	59	513.8	392.0	281.2
All Groups .. .	1,883	586.5	525.0	287.5

Average earnings in all industry groups were 586.5 rupees a year in 1944, an increase of approximately 12 per cent. compared with 1943 and of 104 per cent. compared with 1939.†

EMPLOYMENT AND WORKING CONDITIONS IN FRANCE.

EMPLOYMENT AND HOURS OF WORK.

The French Ministry of Labour now conduct a quarterly enquiry into employment in manufacturing and certain non-manufacturing industries. The results of the enquiries for January and April, 1946, compared with corresponding statistics for April, 1939, and March, 1936 (based on the Census of Population, 1936), are published in the June, 1946, issue of the *Bulletin Mensuel d'Informations Economiques*, and provide a general indication of the progress of reconstruction in French industry.

The statistics relate to numbers employed, both wage-earners and salary-earners, but exclude employers and the self-employed. The current enquiries are addressed only to establishments employing more than ten persons; but estimates have been made for smaller establishments. The enquiries do not cover agriculture, forests, fisheries, mining or public services, and the figures for personal service are not complete; domestic servants are not included.

The main results of the enquiry are summarised in the Table below. Between January and April, 1946, nearly every industry increased its labour force, the total increase in the industries covered being 3½ per cent. (4 per cent. in manufacturing and construction). By April, 1946, most industries had come close to the level of employment reached in April, 1939, and some, notably construction and wood, had surpassed the immediate pre-war level. In several important industries, however, employment was still 20 per cent. or more below the pre-war level; this group includes paper and cardboard, textiles, apparel, transport (excluding the State railways), and commerce (including distribution). In total, employment in the industries covered by the statistics was 93 per cent. of the figure for April, 1939 (94 per cent. for manufacturing and construction).

* The official index figures of the cost of food, clothing, rent, fuel and light, and sundries in Eire indicate that the increase in the cost of living was about ½ per cent. between the fourth quarter of 1943 and the fourth quarter of 1944, and about 68½ per cent. between the corresponding quarters of 1938 and 1944.
† According to the official index figures of the cost of food, fuel and light, clothing, rent, and miscellaneous items in Bombay, the cost of living in that city rose by approximately 138 per cent. between August, 1939, and August, 1944.

The proportion of women employed was only slightly greater in January, 1946, than in March, 1936 (32.0 per cent. against 30.2 per cent.). It is pointed out that although a certain number of women may have left industry between the end of the war and the beginning of 1946, as a result of the return of prisoners-of-war and deported workers, yet, contrary to experience in Great Britain, the war did not bring about any great expansion in the employment of women. The slight increase in the proportion of women was due rather to the diminution of the general level of employment than to any increase in the actual number of women employed; in fact, the number of women employed in January, 1946 (1,886,000 in the industries covered), was about the same as in 1936. In the wood and metal working industries, however, the increase in both the number and the proportion of women was substantial.

An index of activity is calculated from the statistics of numbers employed and hours worked. The results are summarised in the last column of the Table, and show that the total activity in April, 1946, had approximately reached the level of April, 1939; in January, 1946, the index of activity calculated in this way stood at 94 per cent. of the level of April, 1939. Thus, during the first quarter of 1946, the shortage of numbers, as compared with the immediate pre-war position, was approximately compensated by the increase of hours worked.

Industry Group.	Total No. Employed in		Index of Employment (April, 1946 = 100).	Average No. of Hours Worked per Week.		Index of Activity* (April, 1946 = 100).
	April, 1939.	April, 1946.		April, 1939.	April, 1946.	
Food and Drink .. .	000's. 368.6	000's. 325.0	88.1	39.3	42.8	95.9
Chemicals .. .	230.0	219.0	95.4	40.8	43.8	102.5
Rubber .. .	50.5	51.5	102.0	39.9	43.7	111.8
Paper and Card-board .. .	84.1	66.5	79.0	39.9	42.4	84.0
Printing, Publishing and Bookbinding .. .	121.8	112.0	91.9	39.9	42.6	98.1
Textiles .. .	637.5	495.0	77.6	40.3	41.4	79.7
Apparel—Made-up Textiles, etc. .. .	366.0	295.0	80.5	39.8	40.8	87.1
Feathers, Hair and Straw .. .	9.8	9.0	88.2	—	—	—
Leather, Fur and Skins .. .	142.7	130.0	90.6	40.0	41.2	93.3
Wood .. .	278.0	306.0	109.9	39.9	44.6	122.9
Metal Manufacture .. .	178.0	158.0	89.1	41.4	46.0	99.0
Metal Working (including Engineering, etc.) .. .	1112.8	1080.0	97.9	41.7	44.4	104.3
Fine Metals .. .	18.3	17.0	97.8	—	—	—
Cement, Concrete, Glass and Pottery .. .	139.5	136.0	97.5	39.7	44.7	109.8
Stone Dressing .. .	17.9	18.0	100.1	—	—	—
Construction and Civil Engineering .. .	481.5	545.0	114.4	40.9	46.4	129.8
Total, Manufacturing and Construction .. .	4237.0	3963.0	93.8	40.8	43.5	100.0
Storage and Packing .. .	16.5	12.0	70.5	—	—	—
Transport (excl. State Railways) .. .	143.5	112.5	78.4	40.2	45.7	89.1
Commerce (inc. Distribution) .. .	1057.0	810.0	76.5	40.9	42.4	79.3
Entertainment and Sport .. .	26.0	27.0	104.3	—	—	—
Banking and Insurance .. .	223.0	237.0	106.4	40.6	42.5	111.4
Liberal Professions† .. .	440.0	467.0	106.1	—	—	—
Personal Services† .. .	92.0	96.5	105.0	—	—	—
Total, all above Industries and Services .. .	6235.0	5725.0	93.1	40.8	43.5	99.2

GENERAL WAGE INCREASE.

For the general body of workers in France, provision was made by a Decree of 29th July, 1946, for increases in pay with effect from 1st July, 1946. Certain classes of workers, e.g., railwaymen, miners, merchant seamen, workers in gas and electricity undertakings and agricultural workers, were not covered by the Decree, for the reason that other provision was to be or had already been made by separate regulations. The present increases are the outcome of a demand for a general wage increase of 25 per cent. put forward towards the end of May, 1946, by the central organisations of trade unions. The Government's offer of a 15 per cent. increase was rejected by the workers, and, after the National Wages Advisory Committee‡ had failed to reach agreement, the Government accepted a proposal that a National Economic Conference should be convened to examine the whole problem of wages, prices, production, etc. After considering the recommendations of the Conference, the Government issued the present Decree, which grants increases amounting to approximately 18 per cent. of the total wage bill, as compared with 20.9 per cent. recommended by the Conference.

After the outbreak of war in 1939, the system of free collective bargaining on wages questions in France was suspended, and at the time of the Liberation a system of direct official regulation of wages was in process of application, the broad principles of which have continued to be applied since. In accordance with these principles, the wage rates of all workers are, in general,

* Index of employment multiplied by index of average hours worked.

† Certain categories only.

‡ The National Wages Advisory Committee was set up in December, 1944, to advise the Government in matters affecting wages. It comprises representatives of the principal organisations of workers and employers, together with representatives of interested Government Departments, and is under the Chairmanship of the Minister of Labour and Social Security.

related to the rate fixed as a minimum by the Government for a labourer in Paris, the relationship with other occupations and localities being determined by means of fixed co-efficients based on the varying degrees of skill and by fixed percentage differentials based on the relative levels of the cost of living in the several localities in which the undertakings are situated. Before the issue of the Decree of 29th July, 1946, the hourly minimum rate fixed for the general labourer in Paris was 20 francs. The wage rates resulting from the application of the foregoing procedure are minimum hourly rates, which may be exceeded in the case of the individual workers, subject, however, to the limitation, in the majority of industries, that the average rate of all the workers in the individual skill category in the undertaking may not be higher than the hourly minimum rate for that category by more than 15 per cent. The hourly minimum rates increased by this percentage serve as the standards for the fixing of rates based on output.

The Decree of 29th July, 1946, raises the hourly minimum rate of the general labourer, corresponding to the co-efficient 100, from 20 to 25 francs, i.e., an increase of 25 per cent. Owing, however, to the operation of special provisions affecting individual categories of workers, the increase is not uniform for all classes of workers. As stated above, the overall increase in the wage bill is 18 per cent., the relative increase in the case of workers in the higher skill categories being appreciably lower than that of workers in the lowest categories. As regards women's wages, the principle of equal pay for equal work has been established by the omission from the Decree of the earlier provisions whereby women were to be paid at rates 10 per cent. below those of men. Special provision has been made by an Act dated 3rd August, 1946, for the pay and pensions of State employees to be increased by 25 per cent., as from 1st July, 1946.

Recommendations made by the National Economic Conference with regard to the grant of increased family allowances and abatements of income tax charges were also adopted by the Government, and legislative provision has accordingly been made for family allowances to be increased by 50 per cent., calculated on the basis of the new wage rates, and for the limit of income below which the wage earner is not liable to income tax to be raised from 40,000 to 60,000 francs, with effect as from 1st January, 1947. Provision has also been made for certain income tax rebates in respect of the six months ending 31st December, 1946.

WORKING CONDITIONS IN NATIONALISED GAS AND ELECTRICITY UNDERTAKINGS.

Conditions of employment for workers in nationalised gas and electricity undertakings in France have recently been laid down in Regulations signed by the President of the Provisional Government of the Republic and other members of the French Government. Some of the provisions of these Regulations are indicated below.

National and Local Staff Committees.—A National Committee is to be set up to regulate questions of recruitment, promotions, discipline, etc., with Local Staff Committees for branches and regions. The National Committee is to consist of nine members representing the management and nine members nominated by the most representative national trade unions and appointed by the Minister concerned. The functions of the members of the National Committee, who will hold office for four years, are to draw up rules for the recruitment of labour, promotion and disciplinary action for all grades of staff, and also to study problems concerning apprenticeship, training, etc. The Local Staff Committees are each to consist of a Chairman, four persons chosen by the directors and five members of the staff nominated by the trade unions and appointed by the National Committee. The Local Staff Committees carry out the directions of the National Committee with regard to the recruitment of workers in the lower grades, advise and make recommendations with regard to promotions, and deal with matters of discipline.

Recruitment, Promotion, Disciplinary Measures, etc.—Members of the staff must be of French nationality and between 18 and 40 years of age at the time of engagement, in the case of the lower grades, and between 18 and 45 years in the case of the higher grades. Workers are placed on the permanent staff after twelve months' probation, on the recommendation of the Local Staff Committee. One month's notice of resignation must be given by lower grade workers and three months' notice by those in the higher grades.

Promotions in the lower grades are made by the official in charge, on the advice of the Local Staff Committee; workers in these grades may make application for promotion to the Manager, who will submit the application to the Committee for consideration. As regards the promotion of workers in the higher grades, proposals made by the Director and applications received from members of the staff are referred to the National Committee who draw up waiting lists for promotion. These waiting lists are at once to be notified to the staff.

Disciplinary punishments range from warning to dismissal without pension. Simple warnings and reprimands, not exceeding three in number, may be given by superior officers, without reference to the appropriate Committee; all other punishments must first be considered by the appropriate Committee.

Scales of Payment and Allowances.—For the purposes of payment and promotion the staff is divided into twenty grades, ranging from labourer or unskilled workman to manager. To each grade a co-efficient is assigned, rising from 100 for Grade 1 to 900 for Grade 20. The rate of pay in Grade 1 (i.e., for an adult labourer or unskilled worker) has been fixed at 4,400 francs a

month, and the rates in other grades are calculated from this rate by means of the appropriate co-efficients. The remuneration of certain of the higher grade staff is, however, to be fixed by the Board of Directors, without reference to the scale.

Provision is made for six increments for workers in all grades, so that, for instance, the co-efficient for Grade 1 rises from 100 to 160 and that for Grade 20 from 900 to 1,440. The increments are normally payable after three years' service but can be awarded after one year for good work. Women are to receive the same rates of wages as men for the same work. The pay of juvenile workers between the ages of 14 and 18 years is fixed at from 70 to 85 per cent. of the basic adult rate. A local living allowance is paid which varies, according to district, from 7½ to 25 per cent. of the wages.

Workers are entitled annually to a bonus equal to the amount of wages due for the month of December. Half of this bonus may be drawn in advance at the annual holiday period. In addition to the statutory family allowances, an allowance equal to two months' wages is paid on marriage, and allowances equal to one, one-and-a-half or two months' wages on the birth of children. If a worker or pensioner dies, the relatives may, on demand, be granted a sum equal to two months' wages. Provision is made for the payment of wages, wholly or in part, to workers called up for military service. In the case of a worker who dies during military training or as a result of war service, his wife or children continue to receive his full wages for two years or until a military pension is awarded.

Overtime Payments and Holidays with Pay.—Payment for overtime work during the day is 50 per cent. above the normal rate of pay on week-days and 75 per cent. above on Sundays and national holidays. Rates for overtime during the night (i.e., between 8 p.m. and 6 a.m.) are 100 per cent. above the normal rate during the week and 125 per cent. above on Sundays and national holidays.

Payment, at the normal rate, is allowed on eleven days of national holiday. In addition, workers in Grades 1 to 10 are allowed holidays with pay of 18 working days during the first year of service and 26 working days after the first year, when placed on the permanent staff. Employees in Grades 11 to 20 are allowed one month's paid holiday a year. The holiday period is from 1st May to 31st October. Special leave with pay is allowed for family reasons, and special leave without pay, but without loss of promotion or pension rights, is allowed for political or trade union activities.

CONTROL OF WAGES AND PRICES IN THE UNITED STATES.

New legislation relating to price control in the United States was signed by the President on 25th July, 1946. Thus, official control over prices has been revived after a period of over three weeks, during which prices rose sharply as a result of the lapse on 30th June, 1946, of the earlier price control legislation.* After signing the new Bill, the President declared in a message to Congress that he had done so reluctantly because it did not fulfil his hopes "for a Bill under which the Government could with full confidence assure the people that prices would remain generally stable in these last few critical months of the transition to a free economy."

Under the new Act, the life of the Office of Price Administration has been extended until 30th June, 1947, and all its orders and regulations relating to prices and rents that were in force at 30th June, 1946, are automatically renewed, with certain exceptions, including those fixing price ceilings for meat, poultry, eggs, dairy products and other specified commodities. These commodities are to remain free from price control, except in so far as, after 20th August, 1946, re-control is ordered by a Price Decontrol Board, to be set up under the Act. The Act expressly stipulates that the general control of prices and the use of subsidy powers shall be terminated as rapidly as possible, and in no event later than 30th June, 1947. Accordingly, the Decontrol Board is vested with wide powers to promote this end; but in appropriate cases the Board may also restore price ceilings. Within 60 days after the date of the Act, the Office of Price Administration is required to raise many price ceilings, and, in fixing the ceilings, the Office is to take as a basis the prices prevailing in 1940 plus cost increases that have occurred since that year. Control over the prices of farm products is transferred by the Act from the Office of Price Administration to the Secretary of Agriculture; thus authority for price control is now vested in three bodies, viz., the Office of Price Administration, the Secretary of Agriculture and the Decontrol Board, which may over-rule the other two authorities in certain matters.

Petitions for price revisions must be initiated by the existing Industry Advisory Committees, established by the Office of Price Administration in most industries, and must be supported by comprehensive information concerning costs. After the receipt of the information, the Office must decide upon the petition within 30-60 days, and, if the Office fails to act within this time, the industry may take its petition to an emergency court of appeal set up by the Act.

Since the present Act, although primarily concerned with price control, extends the basic legislation providing for economic stabilisation, it automatically restores the system of control over wages and salaries established under that legislation.

* See the issue of this GAZETTE for June, 1946 (page 150), and earlier issues.

EMPLOYMENT IN INDUSTRY IN GREAT BRITAIN.

ANALYSIS FOR MID-1939, MID-1945, AND JUNE AND JULY, 1946.

The Table below shows, in respect of those industries for which comparable figures are available, the changes in the level of employment between mid-1939, mid-1945, and June and July, 1946. The figures include only persons insured under the Unemployment Insurance Acts, together with women in part-time employment, two of whom have been counted as a unit. They are thus different in scope from those given on pages 253 and 254 of this issue, which include estimates of the number of uninsured full-time employees, and of employers and workers on own account. Satisfactory estimates of the changes in the numbers within these uninsured classes in each industry cannot, at present, be made at monthly intervals. The figures given below for mid-1939 and mid-1945 are based on the count of insured persons in each industry at those dates, coupled with information as to the employment of part-time

women workers at mid-1945 derived from the returns rendered by employers under the Undertakings (Records and Information) and Inspection of Premises Order, 1943. The information as to changes, since mid-1945, in the level of employment in each industry, except coal mining, building and civil engineering, is also derived from these returns. Certain industries and services which are not covered by the returns (or are only partially covered), or in which uninsured persons form a large proportion of the labour force, are omitted from the figures. These are agriculture, mining and quarrying (other than coal mining), National and Local Government Service, railways, shipping, fishing, dock and harbour service, and professional services. Insured persons registered as unemployed and demobilised men and women taking paid leave are not included.

Table with columns for Industry, Mid-1939, Mid-1945, June 1946, July 1946, and sub-columns for Males (14 and under 65) and Females (14 and under 60). Includes sections for Group I (Metal and Chemical Industries), Group II (Basic Industries), and Group III (Other Manufacturing Industries).

* Excluding agriculture, mining and quarrying (other than coal), National and Local Government Service, railways, shipping, dock and harbour service.

Table showing employment in industry by sex and age group (Males 14 and under 65, Females 14 and under 60) for various industries from mid-1939 to July 1946. Includes a 'Total' row at the bottom.

* The change in the furniture industry between June and July, 1946, was partly due to reclassification of firms which had been gradually changing over from war work to furniture manufacture. † Excluding professional and other personal services.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN.

1. GENERAL MAN-POWER POSITION. The broad changes in the man-power position between mid-1939 and July, 1946, are shown in the Table below. The figures relate to males aged 14 and under 65 and females aged 14 and under 60 years.

Table showing man-power position with columns for Total Working Population, Ex-H.M. Forces who have not yet taken up employment, Insured persons registered as unemployed, and H.M. Forces and Police and in industry.

2. TOTAL WORKING POPULATION. The total working population is estimated to have decreased in July, 1946, by 113,000 (men 50,000, women 63,000). The total reduction since June, 1945, is 1,454,000 (men 330,000 and women 1,124,000). The total working population at the end of July, 1946, was, however, greater than at mid-1939 by 365,000 (men 140,000 less, and women 505,000 greater).

3. H.M. FORCES AND AUXILIARY SERVICES, NATIONAL FIRE SERVICE AND POLICE, AND NUMBER ENGAGED IN CIVILIAN EMPLOYMENTS.

The total numbers in the Forces and Auxiliary Services, National Fire Service and Police and engaged in civilian employment decreased by 61,000 during July (men 13,000 and women 48,000). At the end of July, it was 2,395,000 less than at the end of June, 1945 (men 1,198,000, and women 1,197,000), but 551,000 greater than at mid-1939 (men 90,000 less, women 641,000 greater).

The decrease during July in the case of men is accounted for by (a) the fall of 50,000 in the working population; partly offset by (b) a decrease of 7,000 in the number of insured men

registered as unemployed and (c) a decrease of 30,000 in the number of demobilised men taking paid leave. Between mid-1945 and July, 1946, the number of demobilised men taking paid leave is accounted for by (a) the drop of 63,000 in the working population; partly offset by (b) a decrease of 10,000 in the number registered as unemployed and (c) a decrease of 5,000 in the number of demobilised women taking paid leave.

4. FORCES AND AUXILIARY SERVICES. The numbers in the Forces and Auxiliary Services included in item 4 of the Table in paragraph 1 are as follows:

Table showing numbers in Forces and Auxiliary Services for Men and Women from mid-1939 to July 1946.

In the thirteen months from mid-1945 to the end of July, 1946, there has been a decrease of 3,217,000 (men 2,900,000 and women 317,000).

5. CIVIL DEFENCE, NATIONAL FIRE SERVICE AND POLICE. The numbers in these Services included in item 4 of the Table in paragraph 1 are as follows:

Table showing numbers in Civil Defence, National Fire Service and Police from mid-1939 to July 1946.

There was thus, by mid-1945, a reduction of 196,000 from the figure of 323,000 at mid-1943. Since mid-1945, there has been a further reduction of 39,000 (men 28,000, women 11,000).

6. INDUSTRY. The numbers employed in industry, included in item 4 of the Table in paragraph 1 are as follows:

Table showing numbers employed in industry from mid-1939 to July 1946.

Between mid-1939 and mid-1945 recruitment for the Forces, partly offset by substantial new intake from the non-industrial sections of the population, reduced the numbers in industry

by over 1,700,000. The retirement of large numbers of men and women added during the war, partly offset by the return of men and women from the Forces, led to a further reduction of 239,000 by the end of 1945. In the first seven months of 1946, however, the intake from demobilisation has exceeded net losses from other causes and the numbers in industry increased by 1,100,000. Between mid-1945 and the end of July, 1946, there was thus a net increase of 861,000 (men increased by 1,730,000, women decreased by 869,000). The numbers in industry at the end of July, 1946, were about 850,000 below the numbers at mid-1939. This difference consisted of a decrease of 1,367,000 men, partly offset by an increase of 517,000 in the number of women.

7. MANUFACTURE OF EQUIPMENT AND SUPPLIES FOR THE FORCES.

The estimated numbers employed on this work were as follows:—

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	Dec., 1945.	June, 1946.	July, 1946.
Metal and Chemical Industries ..	1,070	4,310	3,132	1,299	489	462
Other Manufactures ..	200	870	755	491	228	187
Total ..	1,270	5,180	3,887	1,790	717	649

Between mid-1939 and mid-1943, the numbers employed on the manufacture of equipment and supplies for the Forces increased by 3,910,000. By mid-1945 there had been a decrease of 1,293,000. There was a further decrease of 3,238,000 between mid-1945 and the end of July, 1946, and at the latter date the numbers employed were 621,000 less than the numbers employed at mid-1939. There is to be a further reduction of 149,000 by the end of the year.

8. HOME CIVILIAN INDUSTRIES AND SERVICES AND MANUFACTURE FOR EXPORT.

The numbers employed in industry, other than those employed on the manufacture of equipment and supplies for the Forces, that is, the aggregate numbers employed on work for home civilian needs and for export in the manufacturing industries, together with the numbers in the basic industries, and in building and civil engineering, the distributive trades and other civilian services are as follows:—

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	Dec., 1945.	June, 1946.	July, 1946.
16,650	11,941	12,322	14,180	16,257	16,421	

Between mid-1939 and mid-1943 the numbers employed in this sector were reduced by about 4,710,000, or 28 per cent. There was an increase of 380,000 between mid-1943 and mid-1945. There was a further increase of 4,099,000 between mid-1945 and the end of July, 1946, and at the latter date the number employed in this sector was only about 230,000 less than the number at mid-1939 (or about 500,000 below the normal pre-war level).

9. MANUFACTURE FOR HOME MARKET AND EXPORT.

The figures for this sector are shown in the following Table:—

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	Dec., 1945.	June, 1946.	July, 1946.
Home Market:—						
Metals and Chemicals*	1,586	833	1,014	1,768	2,270	2,286
Other Manufactures†	3,094	1,579	1,610	1,916	2,345	2,394
Total, Home Market	4,680	2,412	2,624	3,684	4,615	4,680
Export:—						
Metals and Chemicals*	450	90	200	560	845	855
Other Manufactures†	540	167	217	337	481	499
Total, Export	990	257	417	897	1,326	1,354
Total, Home Market and Export	5,670	2,669	3,041	4,581	5,941	6,034

Between mid-1939 and mid-1943, the numbers employed on manufactures for home market and export were reduced by just over 3 million, or 53 per cent. Between mid-1943 and mid-1945, there was an increase of 372,000. Between mid-1945 and the end of July, 1946, there was a further increase of 2,993,000 and the total at the latter date was 364,000 above the number at mid-1939.

The numbers employed on manufacture for export increased in the thirteen months mid-1945 to the end of July, 1946, by 937,000 and at the end of July exceeded the mid-1939 figure by 364,000 (metals and chemicals +405,000, other manufactures -41,000).

Employment on manufacture for the home market increased by 2,056,000 in the same period; at the end of July the total was exactly the same as at mid-1939. There was a decrease of 700,000 in manufactures such as textiles, clothing, leather, wood, paper, etc., offset by a corresponding increase in the metal and chemical industries.

10. NON-MANUFACTURING INDUSTRIES AND SERVICES.

The figures for this group, which includes the basic industries and services (agriculture, fishing, mining, utilities, transport, National and Local Government), building and civil engineering, the distributive trades, and other services (commerce and

* Metal manufacture, merchant shipbuilding and ship repairing, engineering, aircraft, motors and other vehicles, metal goods, chemicals and explosives.

† Food, drink and tobacco, textiles, clothing, footwear, leather and leather goods, wood, paper, building materials, pottery, glass and other manufactures.

finance, personal and professional services, entertainment, catering, laundries and cleaning), are given in the following Table:—

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	Dec., 1945.	June, 1946.	July, 1946.
Basic Industries and Services ..	4,683	5,027	5,111	5,112	5,295	5,299
Building and Civil Engineering ..	1,310	726	722	895	1,170	1,200
Distributive Trades ..	2,387	2,009	1,958	2,050	2,210	2,234
Other Services ..	2,100	1,510	1,490	1,542	1,641	1,654
Total ..	10,980	9,272	9,281	9,599	10,316	10,387

In the basic industries and services taken as a whole there was a continuous net increase from mid-1939 and the numbers employed are now 616,000 greater than at mid-1939. In building and civil engineering there was a decrease of 588,000 between mid-1939 and mid-1945. In the thirteen months to the end of July, 1946, there was an increase of 478,000, the total at that date being 110,000 less than at mid-1939. In the distributive trades, the reduction between mid-1939 and mid-1945 amounted to 929,000. Between mid-1945 and the end of July, 1946, there was an increase of only 276,000, leaving the total in these trades 653,000 less than at mid-1939. In the "Other Services" Group there was a reduction between mid-1939 and mid-1945 of 610,000. Of this 164,000 had been recovered by the end of July, 1946, leaving a deficiency as compared with mid-1939 of 446,000.

11. COMPARISON—JULY, 1946, WITH MID-1939.

The numbers employed at the end of July, 1946, in certain important sectors of industry, expressed as percentages of the numbers so employed at mid-1939, are as follows:—

Manufacture of equipment and supplies for the Forces ..	51 per cent.
Manufacture for Home Market ..	100 " "
Manufacture for Export ..	137 " "
Basic Industries ..	113 " "
Building and Civil Engineering ..	92 " "
Distributive Trades ..	78 " "
Other Services ..	79 " "

12. SUMMARY.

The following Table shows the totals in the main categories at mid-1939, mid-1945, June, 1946, and July, 1946:—

	(Thousands)			
	Mid-1939.	Mid-1945.	June, 1946.	July, 1946.
Manufacture for Home Market ..	4,680	2,624	4,615	4,680
Manufacture for Export ..	990	417	1,326	1,354
Total ..	5,670	3,041	5,941	6,034
Basic Industries and Services ..	4,683	5,111	5,295	5,299
Building and Civil Engineering ..	1,310	722	1,170	1,200
Distributive Trades ..	2,387	1,958	2,210	2,234
Other Services ..	2,100	1,490	1,641	1,654
Total, Home Civilian Market and Export ..	16,650	12,322	16,257	16,421
Manufacture of Equipment and Supplies for the Forces ..	1,270	3,887	717	649
Total in Industry ..	17,920	16,209	16,974	17,070
Civil Defence, N.F.S. and Police ..	80	127	88	88
Armed Forces and Auxiliary Services ..	480	5,090	2,030	1,873
Total in Forces, N.F.S., Police and in Industry ..	18,480	21,426	19,092	19,031
Ex-H.M. Forces who have not yet taken up Employment ..	—	40	760	725
Insured Persons registered as Unemployed ..	1,270	103	376	359
Total Working Population (excluding Indoor Private Domestic Service) ..	19,750	21,569	20,228	20,115

The Table below shows the changes in the main categories—increases (+) or decreases (—):—

	Mid-1939 to Mid-1945.		Mid-1945 to July, 1946.		Change during July, 1946.
	Number.	Per cent.	Number.	Per cent.	
Manufacture for Home Market ..	(Thous.) -2,066	(Thous.) +2,056	+78	+65	
Manufacture for Export ..	-573	+937	+225	+28	
Total ..	-2,629	+2,993	+98	+93	
Basic Industries and Services ..	+428	+188	+34	+4	
Building and Civil Engineering ..	-588	+478	+66	+30	
Distributive Trades ..	-929	+276	+14	+24	
Other Services ..	-610	+164	+11	+13	
Total, Home Civilian Market and Export ..	-4,328	+4,099	+33	+164	
Manufacture of Equipment and Supplies for the Forces ..	+2,617	-3,238	-83	-68	
Total in Industry ..	-1,711	+861	+54	+96	
Civil Defence, N.F.S. and Police ..	+47	-39	-31	-	
Armed Forces and Auxiliary Services ..	+4,610	-3,217	-63	-157	
Total in Forces, N.F.S., Police and in Industry ..	+2,946	-2,395	-11	-61	
Ex-H.M. Forces who have not yet taken up Employment ..	+40	+685	-	-35	
Insured Persons registered as Unemployed ..	-1,167	+256	+248	-17	
Total Working Population (excluding Indoor Private Domestic Service) ..	+1,819	-1,454	-7	-113	

13. UNEMPLOYMENT.

The numbers of insured persons registered as unemployed* in Great Britain at 15th July and 12th August, 1946, were as follows:—

	Total.				
	Men 18 and under 65 years.	Boys 14-17 years.	Women 18 and under 60 years.	Girls 14-17 years.	Total.
15th July ..	255,436	8,319	90,719	4,860	359,334
12th August ..	261,803	9,176	87,441	5,301	363,721

In addition there were on the registers at 12th August 18,720† uninsured persons, including 12,478 boys and girls under 16 who had not yet entered industry.

The numbers of insured unemployed at 12th August are analysed below:—

	Wholly Unemployed (including Casuals).				Temporarily Stopped.	Total.
	Unem- ployed for not more than 2 weeks.	Unem- ployed for more than 2 weeks but not more than 8 weeks.	Unem- ployed for more than 8 weeks.	Total.		
Men, 18-64 ..	42,338	65,443	151,223	259,004	2,799	261,803
Boys, 14-17 ..	4,440	2,257	9,105	17,802	71	9,176
Women, 18-59 ..	18,603	21,233	45,771	85,607	1,834	87,441
Girls, 14-17 ..	2,839	1,236	1,166	5,241	60	5,301
Total ..	68,220	90,320	200,417	358,957	4,764	363,721

The total of 363,721 includes 45,581 married women, some of whom probably are retiring from industrial employment, and ex-Service personnel numbering 34,652 who had had no employment since leaving the Forces.

The changes between 15th July and 12th August, 1946, in each administrative Region‡ are given in the Table below:—

Region.†		Wholly Unemployed (including Casuals).				Temporarily Stopped.	Total.
		Unem- ployed for not more than 2 weeks.	Unem- ployed for more than 2 weeks but not more than 8 weeks.	Unem- ployed for more than 8 weeks.	Total.		
London and South-Eastern	15th July	13,364	9,212	12,132	34,708	46	34,754
	12th Aug.	13,919	10,294	11,831	36,044	89	36,133
Eastern	15th July	1,969	1,977	2,966	6,912	35	6,947
	12th Aug.	2,477	2,246	3,066	7,789	219	8,008
Southern	15th July	1,975	1,800	3,105	6,880	13	6,893
	12th Aug.	1,994	1,953	2,766	6,713	13	6,726
South-Western	15th July	2,044	2,662	4,492	9,198	16	9,214
	12th Aug.	2,304	2,688	4,454	9,446	26	9,472
Midland	15th July	2,812	3,330	9,713	15,855	595	16,450
	12th Aug.	3,044	3,730	9,254	16,028	141	16,169
North-Midland	15th July	1,961	2,458	3,189	7,608	383	7,991
	12th Aug.	2,024	2,704	3,296	8,024	695	8,719
East and West Ridings	15th July	4,422	5,250	9,926	19,598	365	19,963
	12th Aug.	4,293	6,506	9,914	20,713	328	21,041
North-Western	15th July	11,729	17,074	36,801	65,604	497	66,101
	12th Aug.	11,239	17,798	36,109	65,146	571	65,717
Northern	15th July	7,891	11,628	30,958	50,477	246	50,723
	12th Aug.	7,317	12,261	30,277	49,855	365	50,220
Scotland	15th July	11,279	20,404	40,898	72,581	1,338	73,919
	12th Aug.	13,430	19,148	42,145	74,723	1,376	76,099
Wales	15th July	5,007	9,433	46,001	60,441	635	61,076
	12th Aug.	5,071	9,680	44,433	59,184	941	60,125
Great Britain (including Special Schemes)	15th July	65,437	86,445	203,283	355,165	4,169	359,334
	12th Aug.	68,220	90,320	200,417	358,957	4,764	363,721

* The figures exclude insured persons on the registers classified as unsuitable for ordinary employment. † At 12th August these numbered 23,472 men and 599 women. ‡ This figure excludes 1,319 uninsured persons on the registers who had been classified as unsuitable for ordinary employment. § See footnote † in next column.

The following Table gives the numbers unemployed and the approximate percentage rates of unemployment at 12th August among insured males and females in each Region:—

Region.	Number of insured persons registered as unemployed at 12th August, 1946.			Number registered as unemployed expressed as percentage of the estimated total number of insured persons.		
	Males.	Females.	Total.	Males.	Females.	Total.
London and South-Eastern	30,081	6,052	36,133	14	1	1
Eastern ..	6,559	1,449	8,008	1	1	1
Southern ..	5,140	1,586	6,726	1	1	1
South-Western ..	7,239	2,233	9,472	1	1	1
Midland ..	13,073	3,096	16,169	1	1	1
North-Midland ..	7,476	1,243	8,719	1	1	1
East and West Ridings ..	16,548	4,493	21,041	1	1	1
North-Western ..	52,368	13,349	65,717	3	2	3
Northern ..	33,510	16,710	50,220	4	7	5
Scotland ..	56,343	19,756	76,099	5	4	4
Wales ..	41,579	18,546	60,125	7	11	8
Great Britain (excluding Special Schemes)	269,916	88,513	358,429	2	2	2

REGIONAL ANALYSIS OF THE NUMBERS UNEMPLOYED AT 12th AUGUST, 1946, IN THE UNITED KINGDOM.

The total number of insured persons registered as unemployed* in the United Kingdom at 12th August, 1946, was 394,647, including 297,389 men and boys and 97,258 women and girls. In addition, there were on the registers in the United Kingdom at 12th August, 19,166† uninsured persons, including 12,564 boys and girls under 16 who had not yet entered industry.

The numbers of insured unemployed persons on the registers in each Region‡ are analysed below.

Region.†	Wholly Unemployed (including Casuals).					Temporarily Stopped.	Total.
	Men 18 and under 65 years.	Boys 14-17 years.	Women 18 and under 60 years.	Girls 14-17 years.	Total.		
London and South-Eastern	28,372	1,647	5,246				

NUMBERS ON THE REGISTERS IN THE PRINCIPAL TOWNS, 12th AUGUST, 1946.

The Table below shows the total numbers of unemployed* insured persons on the registers of all Employment Exchanges and Juvenile Employment Bureaux in each Administrative Region† on 12th August, 1946, and the numbers of insured persons on the registers of the Exchanges and Bureaux situated in some of the principal towns in each Region, together with the increase or decrease compared with 15th July, 1946.

Table showing numbers of insured persons on registers in principal towns across various regions like London and South-Eastern, Eastern, Southern, South-Western, North-Midland, East and West Ridings, North-Western, and Manchester.

* The figures are exclusive of persons classified as unsuitable for ordinary employment. † The figures for 1942 and later years are exclusive of men and women classified as unsuitable for ordinary employment.

COMPOSITION OF UNEMPLOYMENT STATISTICS FOR AUGUST, 1946.

Table showing composition of unemployment statistics for August 1946, categorized by sex and age groups (Men 18 and over, Women 18 and over, Juveniles under 18).

COMPOSITION OF UNEMPLOYMENT STATISTICS FOR AUGUST, 1946.

The Table below gives an analysis of the numbers of persons registered as unemployed* in Great Britain at 12th August.

Table showing composition of unemployment statistics for August 1946, categorized by industry (Agriculture, Fishing, Mining, etc.) and sex/age groups.

NUMBERS OF INSURED PERSONS REGISTERED AS UNEMPLOYED: 1939 to 1946.

The Table below shows the average number of insured persons registered as unemployed in each of the years 1939 to 1945, and the numbers registered as unemployed each month in 1946.

Table showing numbers of insured persons registered as unemployed from 1939 to 1946, broken down by month and sex/age groups.

* See footnote * in previous column. † See footnote † in second column on page 255. ‡ From July, 1940, the figures exclude men in attendance at Government Training Centres. § The figures for 1942 and later years are exclusive of men and women classified as unsuitable for ordinary employment.

UNEMPLOYMENT AMONG INSURED PERSONS AT 12th AUGUST: INDUSTRIAL ANALYSIS.

The statistics given below show, industry by industry, the numbers of persons aged 14 and over, insured under the Unemployment Insurance Acts, who were registered as unemployed at 12th August, 1946, distinguishing those wholly unemployed (i.e., out of a situation) from those temporarily stopped (i.e., suspended from work on the understanding that they were shortly to return to their former employment). The numbers include unemployed insured persons on the registers of Local Offices of the Ministry of Labour and National Service and of Juvenile Employment Bureaux, and claimants for benefit under the Special Schemes for banking and insurance.

service of the Crown. Some persons employed in agricultural occupations are also outside the scope of the agricultural scheme, including sons, daughters, and other near relatives of the employer, persons not working under a contract of service, and persons engaged in such casual harvesting work as hop-picking, or gathering flowers, fruit, peas or potatoes (unless they normally undertake other insurable work). Persons not domiciled in the United Kingdom (e.g., migratory labourers from Éire) are not insurable in respect of employment in agriculture, and are accordingly not included in the figures. Part-time workers employed for not more than 30 hours a week, who entered employment during the war, are in most cases not insurable against unemployment, and are not, therefore, included. Insured persons on the registers in Great Britain who have been classified as unsuitable for ordinary employment are also excluded from the figures.

The Unemployment Insurance Acts provide, subject to certain exceptions, for the compulsory insurance against unemployment of substantially all employed males under 65 years of age and females under 60 years of age. The principal classes of excepted employments are indoor private domestic service, employment otherwise than by way of manual labour at a rate of remuneration exceeding in value £20 a year, employment as female professional nurse, and, subject to certain qualifications, employment in the teaching profession and in the police forces. Employment under public or local authorities, railway and public utility companies may, in certain circumstances, also be excepted. The Unemployment Insurance Acts do not apply to persons serving in an established capacity in the permanent

An unemployment book, on which is recorded the industry in which he is employed, is issued to every insured person, and this book must be lodged at an Employment Exchange whenever the insured person makes a claim for unemployment benefit or for an unemployment allowance, or registers as unemployed without claiming benefit or an allowance. The files of "lodged" books at the Employment Exchanges thus furnish for each industrial group a record of the unemployment of insured persons.

Large table showing unemployment among insured persons at 12th August, categorized by industry (Agriculture, Fishing, Mining, etc.) and sex/age groups, with sub-totals for Great Britain and the United Kingdom.

* Excluding private gardeners, grooms, gamekeepers, park gardeners, sports ground keepers, etc., who are insured under the Agricultural Scheme, but including workers in certain other employments, e.g., clerks, lorry drivers, etc., who are insured under the General Scheme.

UNEMPLOYMENT AMONG INSURED PERSONS AT 12th AUGUST, 1946 :

INDUSTRIAL ANALYSIS—continued.

INDUSTRY.	Great Britain.						United Kingdom.		
	Wholly Unemployed (including Casuals).			Temporarily Stopped.			Total.		
	Males aged 14 and under 65.	Females aged 14 and under 60.	Total.	Males aged 14 and under 65.	Females aged 14 and under 60.	Total.	Males aged 14 and under 65.	Females aged 14 and under 60.	Total.
Textiles:—									
Cotton Preparing, Spinning, etc.	736	339	1,075	4	3	7	740	342	1,082
Cotton Manufacturing (Weaving, etc.)	502	264	766	6	12	18	508	270	778
<i>Total, Cotton</i>	1,238	603	1,841	10	9	19	1,248	612	1,860
Woolen and Worsted	609	170	779	59	11	70	668	181	849
Silk Spinning and Manufacture and Rayon, Nylon, etc. Weaving, etc. Rayon, Nylon, etc. Yarn Manufacture	120	79	199	2	—	2	122	79	201
Linen	182	91	273	1	—	1	183	91	274
Jute	84	103	187	—	—	—	84	103	187
Hemp, Rope, Cord, Twine, etc.	352	129	481	—	—	—	352	129	481
Hosiery	150	254	404	—	5	5	150	259	409
Lace	178	204	382	381	22	403	559	228	787
Carpets	26	19	45	49	—	49	75	19	94
Other Textiles	52	41	93	2	21	23	54	62	116
Textile Bleaching, Printing, Dyeing, etc.	394	349	743	1	12	13	395	361	756
<i>Total, Textiles</i>	858	122	980	168	16	184	1,026	138	1,164
Leather, Leather Goods and Fur:—									
Tanning, Currying and Dressing, etc.	502	136	638	4	—	4	506	136	642
Leather Goods	135	97	232	1	2	3	136	99	235
<i>Total, Leather</i>	637	233	870	5	2	7	642	235	877
Clothing:—									
Tailoring	857	939	1,796	3	22	25	860	961	1,821
Dress Making and Millinery	80	212	292	1	8	9	81	220	301
Hats and Caps (including Straw Plait)	63	38	101	5	9	14	68	47	115
Shirts, Collars, Underclothing, etc.	79	291	370	—	72	72	79	363	442
Other Dress Industries	61	54	115	1	1	2	62	55	117
Boots, Shoes, Slippers and Clogs	787	187	974	87	34	121	874	221	1,095
<i>Total, Clothing</i>	1,927	1,721	3,648	97	146	243	2,024	1,867	3,891
Food, Drink and Tobacco:—									
Bread, Biscuits, Cakes, etc.	1,989	1,188	3,177	79	215	294	2,068	1,408	3,476
Grain Milling	373	224	597	2	12	14	375	236	611
Cocoa, Chocolate and Sugar Confectionery	444	269	713	3	1	4	447	270	717
Other Food Industries	1,526	1,123	2,649	4	23	27	1,530	1,146	2,676
Drink Industries	1,791	620	2,411	6	12	18	1,797	632	2,429
Tobacco, Cigars, Cigarettes and Snuff	409	409	818	—	—	—	409	409	818
<i>Total, Food, Drink, etc.</i>	6,532	3,625	10,157	94	263	357	6,626	3,888	10,514
Woodworking, etc.:—									
Sawmilling and Machined Woodwork	1,406	416	1,822	33	11	44	1,439	427	1,866
Wood Boxes and Packing Cases	399	259	658	—	2	2	399	261	660
Furniture Making, Upholstering, etc.	1,128	297	1,425	100	52	152	1,228	349	1,577
Other Woodworking	348	108	456	5	40	45	353	148	501
<i>Total, Woodworking, etc.</i>	3,281	1,080	4,361	138	105	243	3,419	1,135	4,554
Building and Civil Engineering Construction:—									
Building	18,088	192	18,280	89	5	94	18,177	197	18,374
Civil Engineering Construction	10,945	95	11,040	55	—	55	11,000	95	11,095
<i>Total, Building, etc.</i>	29,033	287	29,320	144	5	149	29,177	292	29,469
Paper, Printing, etc.:—									
Paper and Paper Board	550	348	898	2	—	2	552	349	901
Cardboard Boxes, Paper Bags and Stationery	285	235	520	—	13	13	285	248	533
Wall Paper Making	17	6	23	—	—	—	17	6	23
Stationery and Typewriting Requisites (not paper)	26	30	56	—	—	—	26	30	56
Printing, Publishing and Book-binding	2,078	380	2,458	24	2	26	2,102	382	2,484
<i>Total, Paper, Printing, etc.</i>	2,956	999	3,955	26	16	42	2,982	1,015	3,997
Other Manufacturing Industries:—									
Rubber	889	281	1,170	—	1	1	889	282	1,171
Oilcloth, Linoleum, etc.	222	78	300	—	—	—	222	78	300
Brushes and Brooms	133	57	190	—	27	27	133	84	217
Scientific and Photographic Instruments and Apparatus	527	207	734	—	—	—	527	207	734
Musical Instruments	61	8	69	—	—	—	61	8	69
Toys, Games and Sports Requisites	162	108	270	—	1	1	162	109	271
Other Manufactures	1,233	412	1,645	8	21	29	1,241	433	1,674
<i>Total, Other Manufacturing</i>	3,227	1,151	4,378	8	50	58	3,235	1,201	4,436
Gas, Water and Electricity Supply Transport and Communication:—									
Railway Service	2,912	3,101	6,013	5	12	17	2,917	3,113	6,030
Tramway and Omnibus Service	1,610	2,117	3,727	3	3	6	1,613	2,120	3,733
Other Road Passenger Transport	661	55	716	3	—	3	664	55	719
Goods Transport by Road	4,555	86	4,641	12	—	12	4,567	86	4,653
Shipping Service	3,469	45	3,514	6	1	7	3,475	46	3,521
Dock, Harbour, Canal, etc. Service:—									
Port Transport (Docks, Wharves, etc.)	5,507	53	5,560	25	—	25	5,532	53	5,585
Harbour, River and Canal Service	658	39	697	4	—	4	662	39	701
<i>Total, Docks, Harbours, etc.</i>	6,165	92	6,257	29	—	29	6,194	92	6,286
Other Transport, Communication, etc.	960	49	1,009	5	3	8	965	52	1,017
<i>Total, Transport, etc.</i>	20,332	5,545	25,877	67	19	86	20,399	5,564	25,963
Distributive Trades Commerce, Banking, Insurance and Finance*	16,105	10,640	26,745	130	119	249	16,235	10,759	26,994
Miscellaneous Services:—									
National Government Service (exc. National Fire Service)	14,455	5,666	20,121	41	7	48	14,496	5,673	20,169
National Fire Service	625	152	777	3	—	3	628	152	780
Local Government Service	8,200	2,849	11,049	95	450	545	8,295	3,299	11,594
Professional Services	1,396	1,226	2,622	6	17	23	1,402	1,243	2,645
Entertainments, Sports, etc.	2,627	930	3,557	5	11	16	2,632	941	3,573
Hotel, Boarding House, Restaurant, Club, Catering, etc. Service	4,540	5,927	10,467	14	117	131	4,554	6,044	10,598
Laundry Service	582	970	1,552	2	1	3	584	971	1,555
Job Dyeing, Dry Cleaning, etc.	165	164	329	—	1	1	165	165	330
Other Personal Services†	723	54	777	8	—	8	731	54	785
Other Services	2,315	42	2,357	3	6	9	2,318	48	2,366
<i>Total, Miscellaneous</i>	35,628	18,390	54,018	177	610	787	35,805	19,000	54,805
Ex-Service Personnel not Classified by Industry	41,145	3,968	45,113	120	14	134	41,265	3,982	45,247
GRAND TOTAL*†‡	268,109	90,848	358,957	2,970	1,894	4,764	270,979	92,742	363,721

* Persons insured under the Special Schemes for the banking and insurance industries are included in these figures.
† Including private gardeners, grooms, gamekeepers, sports ground keepers, chauffeurs, etc.
‡ The totals include 2,930 male and 129 female unemployed casual workers in Great Britain and 4,390 males and 138 females in the United Kingdom.

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

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 the United Kingdom during August resulted in an aggregate increase estimated at approximately £86,000 in the weekly full-time wages of about 470,000 workpeople.

The principal groups of workpeople affected by increases in wages which were reported in August were those employed in the gas industry, the iron and steel industry, tobacco manufacture, the textile bleaching, dyeing and finishing industry, agriculture in Northern Ireland, milk distribution in England and Wales, leather goods manufacture, bacon curing, the hosiery trade in Scotland, excluding the Hawick district, coopering, and the non-trading services of local authorities in Lancashire, Cheshire, Cumberland and Westmorland. Among other industries and services in which increases in wage rates were reported were process engraving, the manufacture of sports and games requisites, fellmongering, perambulator and invalid carriage manufacture, retail bespoke tailoring in Scotland and Northern Ireland, hair, bass and fibre manufacture, keg and drum manufacture, and certain omnibus undertakings in Scotland.

In the gas industry the total war advances of male workers 18 years and over were increased by 2d. an hour in the case of day workers and by 1s. 4d. a shift in the case of shift workers, with corresponding advances for workpeople on piece rates; these increases had retrospective effect to the pay day in the week commencing 22nd April, 1946. In the iron and steel and tobacco manufacturing industries, and in the textile bleaching, dyeing and finishing industry, there were small increases due to a rise in the cost-of-living bonus payable under sliding-scale arrangements. For male workers employed in agriculture in Northern Ireland there were increases of 9s. 9d., 10s., or 10s. 3d. a week, according to district, in the statutory minimum rates for men, and varying increases for youths and boys. For men employed in milk distribution in England and Wales there were increases in the statutory minimum time rates of 7s. or 8s. 6d. a week, according to area; women employed as roundswomen or clerks received increases of 5s. or 6s., and other women 5s. to 12s. 6d., according to occupation and area. In the leather goods manufacturing industry there were increases of 2½d. an hour for men and women. In the bacon curing industry there were advances of 3d. an hour in the minimum rates for men and of 1½d. for women, resulting in increases in the weekly rates, following a reduction in normal working hours from 48 to 46 a week, of 7s. 9d., 7s. 11½d., or 8s. 2d. for different grades of men and of 3s. 7d. for women. In the hosiery and knitwear trade in Scotland, excluding the Hawick district, there were increases of 6s. 10½d.

a week for men and of 5s. 1½d. for women 18 years and over. In the coopering industry the national minimum time rates for men were increased by 1d. an hour and current piece-work rates by approximately 3 per cent. In the non-trading services of local authorities in Lancashire, Cheshire, Cumberland and Westmorland there were increases of 4s. 1d. a week for men and 3s. for women employed on general services, of 1d. an hour for men on roadwork, and of ¾d. for women paid at hourly rates.

Of the total increase of £86,000, about £48,500 was the result of arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; about £14,000 resulted from the issue of statutory orders; about £11,000 resulted from the operation of cost-of-living sliding scales; about £11,500 was the result of direct negotiations between employers and workpeople or their representatives; and about £1,000 resulted from arbitration awards.

SUMMARY OF CHANGES REPORTED IN JANUARY-AUGUST, 1946.

The following Table shows the number of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the eight months of 1946, and the net aggregate amounts of such increases:—

Industry Group.	Approximate Number of Workpeople affected by Net Increases.	Estimated Net Amount of Increase in Weekly Wages.
Agriculture	681,000	£ 316,100
Mining and Quarrying	68,500	30,800
Brick, Pottery, Glass, Chemical, etc.	226,000	99,000
Metal, Engineering and Shipbuilding	2,267,500	634,000
Textile	242,500	42,800
Clothing	484,000	164,600
Food, Drink and Tobacco	267,500	71,500
Woodworking, Furniture, etc.	171,000	67,500
Paper, Printing, etc.	197,500	80,700
Building, Public Works Contracting, etc.	853,500	475,000
Gas, Water and Electricity Supply	186,000	52,100
Transport	362,000	136,000
Public Administration Services	158,500	47,900
Other	471,500	131,000
Total	6,697,000	2,349,000

In the corresponding months of 1945, there were net increases of £1,422,500 in the weekly full-time wages of 5,825,000 workpeople, and a net decrease of £45 for 400 workpeople.

Hours of Labour.

In the bacon curing industry the normal weekly hours were reduced from 48 to 46.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING AUGUST.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Agriculture	Northern Ireland	19 Aug.	Male workers 16 years of age and over, other than workers employed at or in flax scutch mills.	Increases of 9s. 9d., 10s. or 10s. 3d. a week in minimum time rates for workers 21 and over and of 6s. to 9s. 3d., according to age and district, for workers 16 and under 21. Minimum time rates after change: 66s. to 73s. a week, according to district, for workers 21 and over and 43s. to 67s. for workers under 21.†
Mining and Quarrying.	North Lincolnshire.	4 Aug.	Ironstone miners and quarrymen.	Flat-rate addition to wages, previously granted,

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING AUGUST continued

Table with columns: Industry, District, Date from which change took effect, Classes of Workpeople, Particulars of Change. Includes entries for Retail Respoke, Bacon Curing, Tobacco, Printing, Railway, Gas, Omnibus Services, Local Authorities, etc.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING AUGUST continued

Table with columns: Industry, District, Date from which change took effect, Classes of Workpeople, Particulars of Change. Includes entries for Retail Respoke, Bacon Curing, Tobacco, Printing, Railway, Gas, Omnibus Services, Local Authorities, etc.

1310. These increases took effect under an Order issued under the Wages Councils Act, 1946, No. 1388(S/55), obtainable from H.M. Stationery Office.

* This increase took effect under an Order issued under the Wages Councils Act, 1946, No. 1388(S/55), obtainable from H.M. Stationery Office.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Fellmongering	England and Wales.	Pay day in week commencing 5 Aug.	Men, youths, boys, women and girls.	Increases of 2d. an hour in basic rates for men, of 1d. for youths 18 and under 21 and for females 18 and over, and of 1d. for workers under 18. Rates after change: skilled male workers 2s. 0d. an hour, semi-skilled 1s. 11d., unskilled 1s. 10d.; youths and boys 11d. at 16 years rising to 1s. 6d. at 20; females 1s. 2d. at 18 years, 1s. 3d. at 19, 1s. 4d. at 20.
	Scotland	Pay day in week commencing 5 Aug.	Men, youths, boys, women and girls.	Increase of 2d. an hour in minimum time rates for skilled and process workers and of proportional amounts for youths and females. Rates after change: male workers—skilled 2s. 1d. an hour, process workers 1s. 11d., youths 11d. at 16, 1s. 1d. at 17, 1s. 3d. at 18; females 1s. 2d. at 18, 1s. 4d. at 19, 1s. 5d. at 20 (new entrants—1s. 2d., 1s. 3d., 1s. 4d. during 1st eight weeks).
Hair, Bass and Fibre Processing.	Great Britain	2 Aug.	Men, youths, boys, women and girls.	Increases of 3d. or 3d. an hour, according to occupation, in general minimum time rates for men, of 2d. for women 18 years or over, and of proportional amounts for juveniles; increases of 3d. an hour in piecework basis time rates for male workers and of 2d. for female workers.
Milk Distribution, etc.	England and Wales	26 Aug.	Men, youths, boys, women and girls.	Increases of 7s. or 8s. 6d. a week, according to area, in general minimum time rates for male workers 21 years or over, of 5s. or 6s., according to area, for female workers 21 or over employed as roundswomen or clerks, of 5s. to 12s. 6d., according to occupation and area, for other female workers 21 or over, and of proportional amounts for juveniles.
Sports and Games Equipment Manufacture.	Great Britain	1st pay day after 5 Aug.	Men, women, trainees and apprentices.	Increase of 3d. an hour in minimum time rates for men and women and minimum rates adopted for trainees and apprentices. Rates after change: men—wood and kindred woodworkers—general bench woodworkers, woodworking machinists and hand wood turners 2s. 6d. an hour, golf head makers, grinders, blacksmiths, hockey makers and cricket makers 2s. 5d., golf shafters and tennis gluers 2s. 3d., grippers, wood head paperers, head finishers and tennis knobbers 2s. 1d., unskilled labour 1s. 11d.; leather—skilled 2s. 3d., semi-skilled 2s. 1d., unskilled 1s. 11d.; women 19 years and over 1s. 5d. to 2s. an hour, according to qualifications and occupation; trainees 1st 3 months 4d. an hour less than the appropriate adult rate, 2nd 3 months 3d. less, 3rd 3 months 2d. less, 4th 3 months 1d. less; apprentices 25 per cent. of the appropriate craftsmen's hourly rate at 15 years and under 15½, rising, according to age, to 90 per cent. at 20½ and under 21.
Canteens	London district	16 Dec., 1945.	Workpeople employed in bus, train, trolleybus and railway canteens.	Composite rates adopted, consisting of the minimum rates fixed by the Industrial and Staff Canteen Undertakings' Wages Board and of agreed additional amounts varying according to occupation, from 4s. to 16s. a week. Composite rates for a normal working week of 47 hours: males—kitchen porters 21 years and over 84s., chargehands 90s., cooks 102s., head cooks 118s., stewards grade A 118s., B 126s., C 134s.; females—canteen attendants 18 years and over, 1st year 62s. a week, thereafter 66s., cooks 76s., stewardesses below grade A 82s., grade A 88s., B 96s., C 104s. (these rates are inclusive of the agreed additional weekly amounts). Bonus increased by 1s. a week (24s. to 25s.) at 21 years and over and by 8d. (16s. to 16s. 8d.) at under 21.
Cinematograph Film Production.	Great Britain	1st pay day in Aug.	Laboratory workers; cine-technicians whose normal salaries do not exceed £17 10s. a week; and certain workers** employed in film laboratories.	do.
	United Kingdom	do.	Technical workers, including learners employed in producing newsreels.	do.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING AUGUST, 1946.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Bacon Curing	Great Britain	Pay day following 12 Aug.	Men, youths, boys, women and girls.	Normal weekly hours reduced from 48 to 46.††

* These rates are to remain in operation for a minimum period of 12 months.
 † These increases took effect under an Order issued under the Wages Councils Act. Details of the minimum rates are contained in the Schedule to the Order (S.R. and O. 1946, No. 1149), obtainable from H.M. Stationery Office.
 ‡ These increases took effect under an Order issued under the Wages Councils Act. Details of the minimum rates are contained in the Schedule to the Order (S.R. and O. 1946, No. 1371) obtainable from H.M. Stationery Office.
 § This increase was agreed to by the Sports Goods Manufacturing Industry Joint Industrial Council, which further agreed that the revised rates should remain unchanged until 1st July, 1947.
 ¶ Agreed to on 16th August, 1946, and made retrospective to the date shown.
 ** Under cost-of-living sliding-scale arrangements.
 †† Include boiler attendants, stores foremen, storemen, transport mechanics, transport drivers, charge hand cleaners, cleaners, commissionaires, doormen and gatemen, charge hand painters, painters' mates, carpenters, carpenters' mates and general labourers.
 †† See also under "Changes in Rates of Wages."

PERCENTAGE INCREASES IN RATES OF WAGES SINCE SEPTEMBER, 1939.

An estimate is made at the end of each month of the percentage increase in the weekly rates of wages of workpeople in the principal industries and services, including agriculture. These estimates relate to full-time rates of wages in industries, occupations and localities in which changes in the general levels of wage rates are regulated by collective agreements between organisations of employers and workpeople, arbitration awards or statutory orders. They are based on the recognised rates of wages contained in such agreements, orders, etc., and do not take account of changes in the rates of wages actually paid by employers to their workpeople, as to which comprehensive information is not available. They do not include the effects on the general level of wages of the changes which have occurred since 1939 in the proportions of workpeople employed in different industries, in the proportions of men, boys, women and girls employed, or in the proportions of workers employed on time-work and piece-work respectively. Moreover, they relate only to the recognised rates for a full week and do not reflect changes in the hours actually worked at different dates, or changes in piece-work earnings due to such factors as the introduction of new machinery, extra exertion on the part of the workers, etc. The percentage increases since September, 1939, have varied considerably in different industries, and in combining these percentages into the general averages shown in the following Table account has been taken of the approxi-

mate total pre-war wages bill in the various industries.			
Date.	Estimated Percentage Increase in Weekly Wage Rates since September, 1939.	Date.	Estimated Percentage Increase in Weekly Wage Rates since September, 1939.
1939 December	4	1944 March	40
1940 March	8	June	43
June	12-13	September	44-45
September	14	December	45-46
December	16	1945 March	47-48
1941 March	19-20	June	49
June	22	September	51-52
September	23	December	53
December	26-27	1946 January	57
1942 March	28	February	57-58
June	31	March	58
September	31-32	April	59-60
December	32-33	May	60-61
1943 March	34-35	June	61
June	36	July	63-64
September	36-37	August	63-64
December	38-39		

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 31st August, 1946. *

Rise since July, 1914	68%	Food	103%
Fall since 1st August, 1946.	Index Points 3	All Items	2
	Per cent. 2½		1½

FOOD.

During August there were seasonal reductions in the prices of potatoes, and at 31st August the average retail price was nearly 2½d. per 7 lb. lower than at 1st August. There was little change during the month in the retail prices of other items of food.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 31st August, 1946, with the corresponding prices at 1st August, 1946, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ½d., at—			Percentage Increase or Decrease (—) at 31st August, 1946, compared with—	
	31st August, 1946.	1st August, 1946.	1st Sept., 1939.	1st August, 1946.	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 1	1 1	0 9½	..	35
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	..	16
Breast	0 4	0 4	0 4	..	..
Bacon†	1 10½	1 10½	1 3	..	50
Fish .. .. .	..	..	..	..	16
Flour per 6 lb.	1 3	1 3	0 11½	..	31
Bread per 3½ lb.	0 9	0 9	0 7½	..	25
Tea	2 10	2 10	2 3	..	21
Sugar (granulated) ..	0 4	0 4	0 3	..	32
Milk per quart	0 9	0 9	0 6½	..	32
Butter—					
Fresh	1 6	1 6	1 4½	..	9
Salt .. .. .	..	..	1 3½	..	18
Cheese	1 1	1 1	0 10	..	30
Margarine—					
Special	0 9	0 9	0 6½	..	12
Standard	0 5	0 5	..	..	..
Eggs (fresh) || .. each	0 2	0 2	..	..	1
Potatoes per 7 lb.	0 1½	0 1½	0 6½	..	26

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st August, 1946, and 31st August, 1946, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st August, 1946.	31st August, 1946.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs	44	59	59
Thin Flank	15	46	46
Beef, Chilled or Frozen			
Ribs	32	79	79
Thin Flank	1	24	24
Mutton, British—			
Legs	48	67	67
Breast	14	24	24
Mutton, Frozen—			
Legs	51	75	75
Breast	—3	—8	—3
Bacon†	35	102	102
Fish	116	151	151
Flour	26	65	65
Bread	42	78	78
Tea	52	85	85
Sugar (granulated) ..	46	93	93
Milk	92	154	154
Butter—			
Fresh	13	23	23
Salt	7	27	27
Cheese	16	51	51
Margarine	—8	3	3
Eggs (fresh)	58	60	60
Potatoes	33	83	35
All above articles (Weighted Average on July, 1914, basis)	38	71	68

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 31st August, 1946, of the articles of food specified was about 68 per cent. higher than in July, 1914, and about 22 per cent. higher than at the beginning of September, 1939.

* As 1st September was a Sunday, the statistics relate to 31st August, in accordance with the usual practice.
 † A fall of 3 points on a total of 171 for "food" (the figure for July, 1914, being 100) is equivalent to a fall of rather less than 2 per cent. Similarly, a fall of 2 points on a total of 205 for "all items" is equivalent to about 1 per cent.
 ‡ The description of bacon specified for quotation is streaky, but where this kind is seldom being sold the returns relate to another kind, locally representative.
 § This figure is an average calculated from the prices of various brands of margarine on sale at 1st September, 1939.
 ¶ Of the two prices shown for eggs at 31st August and 1st August, 1946, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 31st August was about the same as at 1st August, being nearly 4 per cent. above the level of 1st September, 1939, and about 68 per cent. above that of July, 1914. A substantial part of the increase since 1914 is accounted for by increases in rates.

As regards clothing, the average level of prices of men's suits and overcoats at 31st August was slightly higher than a month earlier, but on the other hand there were reductions in the average prices of some kinds of clothing materials. 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 exact comparisons over a period of many years, but the available information (based on returns from representative retailers in a large number of towns) indicates that at 31st August the average level of prices was about 67 per cent. higher than at 1st September, 1939, and about 245 to 250 per cent. above the level of July, 1914.

In the fuel and light group, the average levels of retail prices of coal and of gas at 31st August showed little change as compared with those at 1st August. Prices of coal averaged about 56 per cent. higher than at 1st September, 1939, and about 203 per cent. above the level of July, 1914; prices of gas averaged about 38 per cent. higher than at 1st September, 1939, and about 114 per cent. higher than in July, 1914. There were no appreciable changes during the month in the prices of lamp oil, candles, or matches. For the fuel and light group as a whole the index figure at 31st August was about 53 per cent. higher than at 1st September, 1939, and about 178 per cent. higher than in July, 1914.

As regards other items* included in these statistics, there were relatively few changes in prices during August. In the group as a whole the average level of prices at 31st August was about the same as a month earlier, about 65 per cent. higher than at 1st September, 1939, and about 196 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 August, 1946, is approximately 103 per cent. over the level of July, 1914, as compared with 105 per cent. at 1st August, 1946, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no account being taken of any changes in the standard of living or of any readjustments in consumption since that date.

The rise of 48 points since the beginning of September, 1939, is equivalent to about 31 per cent. Of these 48 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches, and rather more than one-half of a point is due to increases resulting from the Purchase Tax.

SUMMARY TABLE: ALL ITEMS.

Average Percentage Increase at the beginning of each month as compared with July, 1914.

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	75	73	72	70	73	74	76	76	77
1925 ..	80	79	79	75	73	72	70	72	74	74	79	79
1926 ..	75	73	72	68	67	68	70	70	72	74	79	79
1927 ..	75	72	71	65	64	63	66	64	65	67	69	69
1928 ..	68	66	64	64	64	65	65	65	65	66	67	68
1929 ..	67	65	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	55
1931 ..	53	52	50	47	47	45	47	45	45	45	46	48
1932 ..	47	47	46	44	43	42	43	41	41	41	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	58	60	60
1938 ..	59	57	56	54	56	55	59	56	56	55	56	56
1939 ..	55	55	53	53	53	53	56	55	55	55	56	57
1940 ..	74	77	79	78	80	81	87	85	87	89	92	95
1941 ..	96	97	97	98	100	100	100	101	100	100	100	101
1942 ..	100	100	100	99	100	99	100	101	100	100	100	101
1943 ..	99	99	99	98	99	98	100	99	98	99	99	99
1944 ..	99	100	100	100	100	100	101	102	102	101	101	101
1945 ..	102	102	102	102	103	104	107	105	103	108	103	103
1946 ..	103	103	103	103	104	103	105	103	103			

CHANGES IN THE RATE OF LIVING TRADE DISPUTES IN AUGUST 1946

Number and Magnitude.—The number of disputes involving stoppages of work reported to the Department as beginning in August, was 145. In addition, 23 stoppages which began before August were still in progress at the beginning of that month.

Table with 5 columns: Industry Group, Started before beginning of month, Started in month, Total, Aggregate Number of Workers Involved in all Stoppages in progress in month.

Total, July, 1946: 13, 169, 182, 47,300, 164,000. Total, August, 1946: 23, 145, 168, 42,700, 167,600.

In the 145 stoppages which began during August, nearly 25,000 workers were directly involved, and about 12,000 indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes).

Duration.—Of 154 stoppages of work, owing to disputes, which ended during August, 54 directly involving 5,100 workers lasted not more than one day, 38 directly involving 11,100 workers, lasted two days, 17 directly involving 3,000 workers, lasted three days, 18 directly involving 2,100 workers, lasted four to six days; and 27, directly involving 7,600 workers, lasted over six days.

Causes.—Of the 145 disputes leading to stoppages of work which began in August, 19, directly involving 4,300 workers, arose out of demands for advances in wages, and 46 directly involving 5,200 workers, on other wage questions, 22 directly involving 200 workers, on questions as to working hours, 29, directly involving 6,800 workers, on questions respecting the employment of particular classes or persons; 43, directly involving 3,600 workers, on other questions respecting working arrangements; and 6, directly involving 4,900 workers, on questions of trade union principle.

TOTALS FOR THE FIRST EIGHT MONTHS OF 1946, AND 1945.—The following Table gives an analysis, by groups of industries, of all stoppages of work* through industrial disputes in the first eight months of 1946 and in the corresponding months of 1945.

Table with 6 columns: Industry Group, January to August, 1946, January to August, 1945. Sub-columns include Number of Stoppages beginning, Number of Workers involved, Aggregate Number of Workers Working, Days lost beginning, Number of Stoppages in progress, Number of Workers in progress, Aggregate Number of Workers Working, Days lost in progress.

The following Table shows the average percentage changes in the number of stoppages and workers involved during August, 1946, as compared with July, 1946.

Table with 4 columns: Occupation and Locality, Number of Workers Involved, Date when Stoppage Began, Date when Stoppage Ended. Includes cases like Coal Mining, Iron and Steel, Engineering, etc.

SUMMARY TABLE: ALL ITEMS. Table with 4 columns: Industry Group, July, 1946, August, 1946, % Change. Includes Engineering, Vehicle Building, Food, Gas Manufacture, Finance, etc.

* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. In addition, stoppages involving less than 10 workers, and those which lasted less than one day, are also excluded, unless the aggregate number of working days lost exceeded 100.

FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople, other than seamen,* whose deaths from accidents in the course of their employment occurred or were reported in the United Kingdom in August† was 134, as compared with 130‡ in the previous month and 110§ in August, 1945. Details for separate industries are given below:—

Table with 2 columns: MINES AND QUARRIES, FACTORIES. Lists industries like Under Coal Mines Acts, Surface, Metalliferous Mines, etc., with counts for August 1946 and August 1945.

EMPLOYMENT OVERSEAS.

AUSTRALIA.

Returns received by the Commonwealth Bureau of Census and Statistics, covering 56 per cent. of the total membership of trade unions, and relating to between 20 and 25 per cent. of all wage and salary earners, showed that the percentage of members of the reporting trade unions who were out of work for three days or more during a specified week in the March quarter, 1946, was 1.4, compared with 1.2 in the preceding quarter, and 1.1 in the first quarter of 1945.

CANADA.

According to returns received by the Dominion Bureau of Statistics from nearly 15,900 employers in industries other than agriculture and private domestic service, the total number of workpeople in employment at 1st June, 1946, in the establishments covered by the returns was 0.4 per cent. higher than at 1st May, 1946, but 3.1 per cent. lower than at 1st June, 1945.

NEW ZEALAND.

According to statistics compiled by the New Zealand National Employment Service, the total number of male workers who were disengaged and registered for employment at 30th June, 1946, was 567 or 1.2 per 1,000 of the estimated total labour force, compared with 486 or 1.0 per 1,000 at 31st May.

UNION OF SOUTH AFRICA.

According to the general index of employment compiled by the Office of Census and Statistics, the number of workpeople employed in manufacturing industries, transportation and mining (other than alluvial gold diggings) in April, 1946, was 0.3 per cent. higher than in March, 1946, and 2.5 per cent. higher than in April, 1945.

ÉIRE.

The number of unemployed persons on the live register of Employment Exchanges at 31st August, 1946, was 44,226, compared with 44,158 at 27th July, 1946, and with 43,064 at 25th August, 1945.

INDUSTRIAL DISEASES.

The Table below shows the number of cases§ and deaths¶ in the United Kingdom reported during August under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926:—

Table with 2 columns: I. Cases, I. Cases—continued. Lists diseases like Lead Poisoning, Anthrax, Epitheliomatous Ulceration, etc., with counts for August 1946 and August 1945.

BELGIUM.

The average daily number of persons recorded as unemployed in Belgium during April, 1946, was 67,053, compared with 95,054 during March, and 131,530 during April, 1945.

DENMARK.

At the end of July, 1946, returns received by the Danish Statistical Department from approved unemployment funds showed that 6,803 or 1.2 per cent. of a total membership of about 581,000 had been unemployed for seven days or more, compared with 1.6 per cent. (revised figure) at the end of the previous month and 5.9 per cent. at the end of July, 1945.

SWEDEN.

According to statistics compiled by the Swedish Social Board on the basis of returns from representative establishments the number of manual workers employed in industrial and commercial undertakings in June, 1946, was slightly higher than in May. The index number (based on the figure for September, 1939, taken as 100) was 102 in July, 1946, compared with 101 in June.

SWITZERLAND.

At the end of June, 1946, applications for employment were registered at Employment Exchanges by 2,083 persons, as compared with 2,261 at the end of May, and 4,415 at the end of June, 1945; these figures include employed persons who were seeking other employment.

* 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 August, 1946, in comparison with the 5 weeks ended 3rd August, 1946, and the 5 weeks ended 1st September, 1945. ‡ 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 they have been included as cases in the same or previous returns.

UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in June, 1946, is estimated by the United States Department of Labor to have been approximately 37,762,000. This was 1.0 per cent. higher than the figure for May, 1946, and 0.5 per cent. higher than that for June, 1945; it was 24.4 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in June, 1946, is estimated to have been 1.0 per cent. higher than in May, 1946, but 11.8 per cent. lower than in June, 1945; it was 38.4 per cent. above the average for the year 1939.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America at the middle of June, 1946, was approximately 2,560,000, compared with 2,310,000 at the middle of May, 1946.

RETAIL PRICES OVERSEAS.

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

CANADA.

At the beginning of July, 1946, the official index figure, covering the cost of food, fuel and light, clothing, rent, home furnishings and services, and miscellaneous items, based on the average of prices in 1935-1939 taken as 100, was 125.1, an increase of 1.2 per cent. compared with the beginning of June and of 24.3 points or 24.1 per cent. compared with the beginning of September, 1939. For food alone, the index figure at the beginning of July was 144.2, an increase of 1.5 per cent. compared with the beginning of June and of 44.8 points or 45.1 per cent. compared with September, 1939.

NEW ZEALAND.

At 15th June, 1946, the official war-time price index, covering the cost of food, fuel and light, rent, clothing, footwear and household drapery, and miscellaneous items (adjusted for normal seasonal movements), was 0.2 per cent. below the figure for 15th March and 0.7 per cent. above the level of 15th December, 1942 (the base date for the war-time index).

UNION OF SOUTH AFRICA.

During the first half of May, 1946, the official index figure, covering the cost of food, fuel, light, rent, and sundries (including clothing) in nine urban areas, based on the average of prices in 1938 taken as 1,000, was 1,347, a decrease of 2 points or 0.1 per cent. compared with the previous month and an increase of 354 points or 35.6 per cent. compared with the beginning of August, 1939. For food alone, the index figure during the first half of May was 1,465, a decrease of 5 points or 0.3 per cent. compared with the previous month and an increase of 488 points or 49.9 per cent. compared with August, 1939.

SOUTHERN RHODESIA.

In June, 1946, the official index figure, covering the cost of food, fuel and light, clothing, rent and rates, and sundries, showed an increase of 0.5 per cent. compared with the previous month and of 31.6 per cent. compared with August, 1939. For food alone, the index figure in June was 1.4 per cent. above the figure for the previous month and 33.9 per cent. above that for August, 1939.

INDIA.

In June, 1946, the official index figure for the working classes in Bombay City, covering the cost of food, fuel and light, clothing, rent, and miscellaneous items, based on the average of prices in July, 1933-June, 1934, taken as 100, was 259, an increase of 10 points or 4.0 per cent. over the previous month and of 154 points or 146.7 per cent. over August, 1939, compared with increases of 144 points or 137.1 per cent. in May and 143 points or 136.2 per cent. in April. For food alone, the index figure in June was 318, an increase of 19 points or 6.4 per cent. over the previous month and of 206 points or 183.9 per cent. over August, 1939, compared with increases of 187 points or 166.9 per cent. in May and 185 points or 165.2 per cent. in April.

CEYLON.

In April, 1946, the official index figure (revised series), covering the cost of food, fuel and light, rent, clothing, and miscellaneous items of working class consumption in Colombo Town, was 22 per cent. above the figure for the base period, November, 1942. For food alone, the corresponding increase in April was 10 per cent. Linked with the earlier series of index figures, the all-items figure for April, 1946, showed a rise of 123 per cent. over the level of the base period, November, 1938, to April, 1939.

JAMAICA.

In June, 1946, the official index figure, covering the cost of food, fuel and cleaning, rent, clothing, and miscellaneous items for working class persons and peasantry in Kingston, showed an increase of 1.8 per cent. compared with the previous month and of about 63½ per cent. compared with August, 1939, the corresponding increase in May being nearly 60½ per cent. For food alone, the index figure for June was 4.2 per cent. above that for the previous month and about 55½ per cent. above the figure for August, 1939, compared with an increase of 49½ per cent. in May.

PALESTINE.

In May, 1946, according to the combined series of official index figures based on the prices of food, housing, fuel and light clothing and footwear, and miscellaneous items in Arab and Jewish markets in Jerusalem, Tel Aviv and Haifa, the cost of living was 161 per cent. above the pre-war level, compared with 166 per cent. in April.

NETHERLANDS.

In June, 1946, the official index figure, covering the cost of food, clothing, footwear, cleaning, household goods, and miscellaneous items in working class families, was 3.6 per cent. above the figure for the previous month and 81.9 per cent. above the average for the base period, 1938-1939. For food alone, the index figure in June showed an increase of 6.6 per cent. over the previous month and of 100.0 per cent. over 1938-1939.

SWEDEN.

At mid-June, 1946, the official index figure, covering the cost of food, rent, fuel and light, clothing, and other items, including direct taxation, based on the average of prices in 1935 taken as 100, was 156, compared with 154 at mid-March, and showed an increase of nearly 40 per cent. over the figure at 1st July, 1939. If direct taxation is excluded, the figure was 151 at mid-June, compared with 150 at mid-March, and the increase over 1st July, 1939, was about 44½ per cent. For food alone, the index figure was 161 at mid-June, compared with 157 at mid-March, and about 41 per cent. above the level of 1st July, 1939.

FINLAND.

In May, 1946, the official index figure, covering the cost of food, fuel and light, rent, clothing, taxation, and other items, showed an increase of 0.7 per cent. over the previous month and of 337 per cent. over the average for August, 1938-July, 1939, compared with an increase of 334 per cent. in April. For food alone, the index figure in May was 0.6 per cent. above the figure for the previous month and 373 per cent. above that for August, 1938-July, 1939, compared with an increase of 370 per cent. in April.

ICELAND.

At 1st July, 1946, the official index figure, covering the cost of food, fuel and light, clothing, rent, and miscellaneous items in Reykjavik, was 0.3 per cent. above the figure at 1st June and 190.1 per cent. above that at 1st September, 1939. For food alone, the index figure at 1st July was 1.1 per cent. above the figure at the beginning of the previous month and 257.4 per cent. above that at 1st September, 1939.

PORTUGAL.

In May, 1946, the official index figure, covering the cost of food, fuel and lighting, and certain other household articles in Lisbon, based on the average of prices in the twelve months ended 30th June, 1939, taken as 100, was 197.5, a decrease of 23.6 points or 10.6 per cent. compared with the previous month and an increase of 98.8 points or 100.1 per cent. compared with August, 1939. For food alone, the index figure in May was 205.0, a decrease of 27.8 points or 11.9 per cent. compared with the previous month and an increase of 106.6 points or 108.3 per cent. compared with August, 1939.

SWITZERLAND.

At the end of June, 1946, the official index figure, covering the cost of food, fuel and light, soap, rent, and clothing, based on the average of prices in June, 1914, taken as 100, was 207.3, an increase of 0.4 per cent. compared with the previous month and of 70.1 points or about 51 per cent. compared with the end of August, 1939. For food alone, the index figure was 209.5 at the end of June, an increase of 0.6 per cent. compared with the previous month and of 78.3 points or nearly 60 per cent. compared with the end of August, 1939.

UNITED STATES OF AMERICA.

At mid-June, 1946, the official consumers' price index for wage-earners and lower-salaried workers in large cities, covering the cost of food, clothing, fuel, electricity and ice, rent, house furnishings, and miscellaneous items, based on the average of prices in 1935-1939 taken as 100, was 133.3, an increase of 1.2 per cent. compared with the previous month and of 34.7 points or 35.2 per cent. compared with mid-August, 1939. For food alone, the index figure at mid-June was 145.6, an increase of 2.1 per cent. compared with the previous month and of 52.1 points or 55.7 per cent. compared with mid-August, 1939.

LEGAL CASES AFFECTING LABOUR.

WORKMEN'S COMPENSATION ACTS—ALTERNATIVE REMEDIES—DAMAGES AT COMMON LAW OR COMPENSATION UNDER THE WORKMEN'S COMPENSATION ACT, 1925.

The plaintiff sued his employers, the Defendant Company, for negligence and breach of statutory duty before Mr. Justice Oliver who found that: (a) the plaintiff had received weekly payments from defendants; (b) plaintiff knew the payments were for workmen's compensation; and (c) plaintiff was unaware of his rights at common law and that the acceptance of the weekly payments prejudiced his rights thereunder.

The Workmen's Compensation Act, 1925, Section 29(1), provides that a workman may elect to take proceedings inde-

pendently or to claim compensation under the Act and that the employer shall not be liable to pay compensation independently and also under the Act.

The case of *Young v. Bristol Aeroplane Co. Ltd.* had been heard in the Court of Appeal, but an appeal to the House of Lords was pending. Mr. Justice Oliver decided that the plaintiff's claim failed, and thereupon the plaintiff appealed to the Court of Appeal, but, before his case was heard by that Court, the House of Lords gave their judgment in the *Young v. Bristol Aeroplane Co. Ltd.* case. By a majority decision, the House of Lords held that the workman *Young* lost his rights when he accepted payments of compensation knowing that he had an option.

The Court of Appeal (Lord Justices Scott, Somervell and Cohen) allowed the appeal. Lord Justice Somervell, in the course of his judgment, said that the majority decision of the Law Lords in *Young v. Bristol Aeroplane Co. Ltd.* had laid down a principle. The acceptance by a workman of payments known to him to be compensation under the Workmen's Compensation Act, 1925, did not bar his claim at common law if he was ignorant of the option conferred on him by Section 29(1) of that Act.—*Leathley v. John Fowler and Co. Ltd.* Court of Appeal, 25th June, 1946.

WORKMEN'S COMPENSATION ACTS—WHETHER EMPLOYMENT WAS OF A NATURE TO CAUSE AN INDUSTRIAL DISEASE—BURDEN OF PROOF.

A medical referee certified under the Workmen's Compensation Act, 1925, that the respondent was suffering from dermatitis. The workman alleged that his disease arose from the nature of his employment with the appellant company and claimed compensation. Within the twelve months preceding disablement he had been employed in helping paper grinders.

The County Court Judge inspected the employers' premises and found as a fact that the industrial disease was not related to the employment by them but that the work was a possible cause of his disease, although there was nothing in the nature of the employment to cause the disease. He felt bound to award compensation because of the medical evidence and the possibility that the employment might have caused the disease. The employers appealed.

The Court of Appeal (Lord Justices Scott and Tucker and Mr. Justice Vaisey) allowed the appeal. They held that the medical referee's certificate was either conclusive or not and could not have any effect on the burden of proof. If the evidence showed that the employment was not of a nature to cause the particular disease, the claim for compensation must fail, but, if the workman proved that the employment was of that nature, he was not required to prove that the disease in fact resulted from the employment. The County Court Judge was wrong in considering that the possibility that the disease resulted from the workman's employment was enough to discharge the onus resting upon the workman.—*Hopwood v. Textile Paper Tube Co. Ltd.* Court of Appeal, 5th March, 1946.

UNEMPLOYMENT INSURANCE.
DECISIONS GIVEN BY THE UMPIRE.

The Umpire is a judicial authority independent of the Ministry of National Insurance, appointed by the Crown (see Section 40 of the Unemployment Insurance Act, 1935), for the purpose of determining disputed claims to benefit. His decisions* are final.

Appeals to the Umpire may be made by the Insurance Officer or by an Association of which the claimant is a member, or, with the leave of the Chairman of the Court of Referees, by the claimant himself. The claimant may also appeal if the decision of the Court was not unanimous.

Recent decisions by the Umpire in cases of general interest are set out below.

Case No. 466/46 (9th August, 1946).

SECTION 35(6) OF UNEMPLOYMENT INSURANCE ACT, 1935: CLAIMANT DISCHARGED AND ENTITLED TO "HOLIDAY CREDIT": TAKES, NOT A "CREDIT NOTE," BUT CASH: HELD THAT CASH PAYMENT MADE OR CREDIT NOTE GIVEN FOR "HOLIDAY MONEY" IN RESPECT OF FUTURE BUT CERTAIN HOLIDAY IS NOT A PAYMENT WHICH THE CLAIMANT CONTINUES TO RECEIVE FOLLOWING TERMINATION OF EMPLOYMENT.

An agreement dated 12th August, 1937, between the Engineering and Allied Employers National Federation and the Engineering Joint Trades Movement governing wages and working conditions in the engineering industry which is discussed in Umpire's Decision 2354/38 applies to claimant.

Claimant was finally discharged from his employment on 15th January, 1946, and was then entitled to a "holiday credit" of £2 3s. 11d., which was approximately the equivalent of four days' wages. He did not, however, take a "credit note" in respect of this sum, but cash; and his claim for benefit made on 16th January was disallowed by the Insurance Officer for four days on the ground that he continued to receive wages (Section 35 (6) of the Unemployment Insurance Act, 1935) in respect of the four days following the termination of his employment. The Court of Referees upheld the Insurance Officer's decision and the applicant appealed.

The Court of Referees appear to have disallowed the claim because the payment was not "specifically appropriated" or allocated to any future holiday, and in their view it was in accordance with the principle of prior Umpire's Decisions that the payments should be regarded as wages which the claimant

* Selected decisions of the Umpire are published (i) in pamphlets—U.I. Code 8B; (ii) in annual volumes. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown at the foot of page 270.

continued to receive for the days immediately following the termination of his employment; the limitation of disallowance to four days being on the principle enunciated in Umpire's Decisions 111/38* and 4587/38.†

Since those decisions were given and in the light of facts, knowledge and experience of holidays with pay schemes which are now in operation in the main fields of industry, the principle of "specific appropriation" has been substantially modified by the principle of Umpire's Decision 216/45‡ (reported) and in unreported decisions.

The declared and manifest purpose of the Scheme in the case with which the Umpire was dealing and of schemes relating to other claims before him was that the holiday payments are paid and intended for the purpose of use and expenditure during a holiday to take place in a "holiday year" or "summer holiday season" specified in the scheme. Such "year" or "season" is during the summer months; its actual incidence is sometimes known and ascertained long before it takes place, but not always. The holiday may be "staggered" for groups or individuals within the "summer holiday season". It may take place during a recognised "fair" or "wakes week" when, in a particular district, factories, workshops and other business premises close down and the holiday is observed generally throughout the district. In cases where, as not infrequently happens, a worker changes from one employer to another after short intervals of employment during the year, his actual holiday period will depend on when the holiday is observed at the place where he is working at the time. All, however, have this in common—that the holiday payments are for the purpose of the holiday to be taken during a specified "holiday season" and the holiday payment is allocated or appropriated to a certain future holiday and is not paid or used or intended for a holiday in mid-winter.

The Umpire co-ordinates the decision now under review with that given in an unreported case in which it is said: "Holidays with Pay Schemes have become general, the declared and manifest object being to provide for a continuous period of holiday with pay during the 'holiday season' in each year." He added that no difficulty arises when a worker to whom such a scheme applies continues in the same employment; nor has any difficulty yet arisen, where, as in the general practice when workers change from one employer to another in the same industry, the usual practice of taking a "credit note" instead of cash is followed when employment with a particular employer terminates before the holiday period arrives; and it is difficult to distinguish in principle the case of a worker who takes a credit note in respect of a future holiday and that of a worker who at the instance or insistence of the employer takes instead a cash payment and sets it aside for the same holiday and for the same purpose in otherwise similar circumstances.

Another unreported decision dealt with a case in which the time of the future holiday had not been fixed. "Apart from the difficulty of ascertaining a 'definitely fixed' holiday in this case it is not distinguishable from that to which Umpire's Decision 216/45 relates. The fact is, however, that in both the cited cases a holiday of specified duration within a 'holiday season' is certain, the exact incidence of which, in the case of a man in a particular industry who does not remain with one employer in one place, depends on the arrangement as to the period of recognised holiday in the later place of employment. The purpose of the Holiday Pay Scheme (when a scheme is in existence) is that a worker shall have a continuous period of 'summer holiday' with pay, and it may be assumed, in the absence of evidence to the contrary, that when a payment of holiday money is made to the worker instead of being held by the employer, that it is held by the worker for the same purpose, namely, for the holiday for which provision is made by the scheme."

In the opinion of the Umpire, where such a Holiday Scheme is in operation for the purpose of enabling the workers to whom it applies to have a holiday with pay during the "summer holiday season" in accordance with the scheme, it should not be held that a cash payment made or credit note given for "holiday money" in respect of that future but certain holiday is a payment which the claimant continues to receive following the termination of the employment; and that it should, in accordance with the fact, be regarded as paid or received for that future holiday period irrespective of whether the actual incidence of that holiday is or is not (as in many cases it cannot be) ascertained.

The Umpire accordingly stated that in so far as the early decisions referred to above were inconsistent with the principle of the present decision they would no longer be followed.

Case No. 521/46 (29th August, 1946).

SECTIONS 5(3) AND 31(1) OF THE UNEMPLOYMENT INSURANCE ACT, 1935: CLAIMANT A BLIND PERSON IN RECEIPT OF A PENSION UNDER THE OLD AGE PENSIONS ACT, 1908-1924 AS EXTENDED BY SECTION 1 OF THE BLIND PERSONS ACT, 1920: WHILE IN RECEIPT OF PENSION CLAIMANT IS "NOT INSURED" UNDER THE UNEMPLOYMENT INSURANCE ACT, 1935, AS AMENDED.

The claimant, a single woman, is a blind person 53 years of age and has, on and since the date of claim, been "in receipt of a pension under the Old Age Pensions Acts, 1908 to 1924, as extended by Section 1 of the Blind Persons Act, 1920" (Section 5 (3) (c) Unemployment Insurance Act, 1935). Although the enactments so specified in Section 5 (3) (c) of the Unemployment Insurance Act, 1935, were repealed by the "consolidating"

* U.I. Code 8B—Pamphlet 1/1938 (page 3).
† U.I. Code 8B—Pamphlet 11/1938 (page 81).
‡ U.I. Code 8B—Pamphlet 2/1945 (page 4).

Old Age Pensions Act, 1936, the relevant provisions of the repealed enactments are preserved and embodied in the Consolidating Act of 1936 and the position is that the claimant while in receipt of the pension is "not insured" under the Unemployment Insurance Act, 1935 (as amended).

Only a person who is an "insured contributor" is entitled to unemployment insurance benefit (Section 31 (1) of Unemployment Insurance Act, 1935); an "insured contributor," as defined in Section 113 (1) (g) of the Act "means a person insured under this Act."

For many years prior to the date on which she received the pension the claimant was insurably employed, paid unemployment insurance contributions and was an "insured contributor"; but having regard to the provisions of Section 5 (3) (c) of the Unemployment Insurance Act, 1935, she ceased to be "insured under the Act" and to be an "insured contributor" on receipt of the pension.

It is stated that the pension was granted on her application and is supplemented by a "domiciliary grant" by the local authority under statutory powers; and the appeal was brought largely on the point made to the Court of Referees "that the claimant could have remained within scope, had she refrained from her application for the pension, i.e., that a claim to benefit under the Unemployment Insurance Act could have succeeded only by forfeiture of her rights under another statute."

In making his decision the *Umpire* points out that the question is not one of "forfeiture"; but having made her election the claimant is not, while in receipt of the pension, entitled to unemployment insurance benefit on the footing that she continues to be "insured under the Act" (Section 5 (3) Unemployment Insurance Act, 1935).

Reference had been made to *Umpire's* Decision 9297/30 (reported at page 119 of the 1930 volume of printed decisions) in which the matter in issue was whether a man could count for "continuity" purposes the day on which he attained the age of 65 years. While accepting the dictum contained in that decision that "a person who has once become an insured contributor is not removed from that category by his right to benefit being temporarily suspended or finally determined," the *Umpire* is unable, having regard to the express provisions of the Unemployment Insurance Act, 1935, as cited above, to hold that the present claimant continued to be an "insured contributor" while in receipt of the pension.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During August, 1946, the National Arbitration Tribunal issued six awards,* Nos. 865-870. One of the awards is summarised below; the others related to individual employers.

Award No. 867 (20th August).—*Parties*: Members of the Aberdeen Steam Fishing Vessels Owners' Association Ltd., and members of the Transport and General Workers' Union in their employment. *Claim*: For the variation of certain of the provisions contained in an agreement dated 21st July, 1944, between the parties, and for implementation of certain other provisions of the said agreement. *Award*: The Tribunal awarded that the workers concerned should observe the terms of clause 9 of the agreement of 21st July, 1944, relating to the selection and weighing of fish. They found against the claim that there should be reversion to the normal pre-war working period, and that overtime should be paid after termination, and not before commencement of work. With regard to the remaining items in the claim the Tribunal made no award.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

Since the last issue of this GAZETTE was prepared, the National Arbitration Tribunal (Northern Ireland) issued nine awards, Nos. 538-546. Four of these awards are summarised below.

Award No. 538 (29th July).—*Parties*: The member firms of the Newry Divisional Committee of the Northern Ireland Coal Importers' Association, and certain employees of the member firms. *Claim*: For an increase of 11s. 6d. a week for all lorry drivers, helpers and yardmen. *Award*: The Tribunal awarded (i) that the existing weekly rates of wages of lorry drivers and yardmen be increased by 5s.; and (ii) that the existing weekly rates of wages of helpers be increased by 10s.

Award No. 541 (3rd August).—*Parties*: Irish Banks operating in Northern Ireland, and members of the Irish Bank Officials' Association in the employment of the said Banks. *Claim*: For increases in the rates of remuneration payable to permanent bank officials, for improvements in the pension scales for female permanent officials, and for an alteration in the procedure for settling disputes. *Award*: The Tribunal awarded certain increases in the remuneration of permanent officials and certain improvements in the pension scales for female permanent officials. They also laid down certain changes in the procedure for settling disputes.

Award No. 544 (9th August).—*Parties*: Messrs. Cowan & Co., Messrs. John Harkness & Co., Messrs. Inglis & Co., Messrs. Melville & Co., Messrs. Wordie & Co. (Ulster) Ltd., Messrs. John Fisher, Mr. Thos. McKillen, Mr. S. R. Thompson, Mr. S. Watson, the Ulster Veterinary Infirmary, and Mr. J. McKeown.

* See footnote on page 270.

all of Belfast; and certain employees of the said firms. *Claim*: For a substantial increase in wages to be added to the rate at present in operation. *Award*: The Tribunal found that the claim had not been established, and awarded accordingly.

Award No. 545 (29th August).—*Parties*: The member firms of the City of Derry Master Butchers' and Meat Traders' Association, and certain employees of the member firms. *Claim*: That the wages of journeymen be increased by 12s. 6d. a week and that the wages of apprentices be increased by 13½ per cent., which is equivalent to 2s. 9½d. in the £, with effect from the first pay day in June, i.e., 2nd June, 1946. *Award*: The Tribunal awarded that the present minimum rates of wages for the above-mentioned journeymen butchers be increased by 3s. 6d. a week.

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

INDUSTRIAL COURT AWARDS.

During August, 1946, the Industrial Court issued *Award No. 2061*, which is summarised below.

Award No. 2061 (27th August).—*Parties*: Shipbuilding Trade Joint Council for Government Departments—Trade Union Side and Official Side. *Claim*: That all stokers employed in H.M. Dockyards be paid on the following basis for hours of attendance when working shifts:—

	Hours Worked per Week.	Calculated for payment as—
First shift	47	47
Second shift	37½	50
Third shift	37½	50

For each hour in excess of the shift hours arranged

1½

Award: The Court awarded against the claim.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During August, 1946, three awards, one of which related to a dispute reported under the Conditions of Employment and National Arbitration Orders, 1940-1944, were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. All the awards related to individual undertakings.

COURT OF INQUIRY.

The Minister of Labour and National Service has appointed Sir John Forster, K.C., to be a Court of Inquiry under the Industrial Courts Act, 1919, with the following terms of reference:—

"In the light of the stoppages of work that have occurred in recent months in the handling and distribution of meat and provisions at Smithfield Market, to inquire whether there are any causes of industrial unrest amongst the workers concerned likely to affect the future smooth and efficient running of the Market, and to report."

CIVIL SERVICE ARBITRATION TRIBUNAL.

During August, 1946, the Civil Service Arbitration Tribunal issued one award, No. 89, relating to a claim that promotes from the Officer to the Surveyor Grade, Custom and Excise Department, from the 1939 and 1940 Surveyorship examinations, whose promotion had been delayed until 1944 and 1945 should receive, from the date of their appointment to the latter Grade, a commencing salary of the minimum of the Surveyors' scale plus three increments. The Tribunal found against the claim.

WAGES COUNCILS ACT, 1945.

NOTICES OF PROPOSALS.

During August, 1946, notices of intention to submit to the Minister of Labour and National Service wages regulation proposals were issued by the following Wages Councils:—*Flax and Hemp Wages Council (Great Britain)*.—Proposal F. H. (55), dated 9th August, 1946; for fixing revised general minimum time rates, piece work basis time rates, general minimum piece rates and overtime rates.

Cutlery Wages Council (Great Britain).—Proposal C. T. (38), dated 13th August, 1946; for fixing revised general minimum time rates, piece work basis time rates and overtime rates.

Pin, Hook and Eye and Snap Fastener Wages Council (Great Britain).—(1) Proposal O. (33), dated 16th August, 1946; for fixing revised general minimum time rates, piece work basis time rates, guaranteed weekly remuneration and overtime rates for workers other than home workers. (2) Proposal O. (34), dated 16th August, 1946; for requiring certain customary holidays to be allowed to workers (other than home workers), and for fixing payment for such holidays.

Brush and Broom Wages Council (Great Britain).—Proposal M. (58), dated 20th August, 1946; for fixing revised general minimum time rates, piece work basis time rates and overtime rates.

Cotton Waste Reclamation Wages Council (Great Britain).—(1) Proposal C. W. (38), dated 20th August, 1946; for fixing revised general minimum time rates and overtime rates. (2) Proposal C. W. (39), dated 20th August, 1946; for requiring certain customary holidays to be allowed to workers, and for fixing payment for such holidays.

Paper Box Wages Council (Great Britain).—(1) Proposal B. (35), dated 27th August, 1946; for fixing revised general minimum time rates, piece work basis time rates and overtime rates. (2) Proposal B. (36), dated 27th August, 1946; for requiring certain customary holidays to be allowed to workers, and for fixing payment for such holidays.

Hollow-ware Wages Council (Great Britain).—(1) Proposal H. (45), dated 30th August, 1946; for fixing revised general minimum time rates, piece work basis time rates and overtime rates. (2) Proposal H. (46), dated 30th August, 1946; for requiring certain customary holidays to be allowed to workers, and for fixing payment for such holidays.

Further information concerning any of the proposals listed above may be obtained by persons engaged in the respective trades from the Secretary of the Council at Queen Anne's Chambers, Broadway, London, S.W.1.

WAGES REGULATION ORDERS.

During August, 1946, the Minister of Labour and National Service made the following Wages Regulation Orders* giving effect to the proposals made to him by the Wages Councils concerned:—

The Keg and Drum Wages Council (Great Britain) Wages Regulation Order, 1946; S. R. & O. 1946, No. 1310 (K.D. (33)), dated 7th August and effective from 16th August, 1946.—This Order prescribes increased general minimum time rates, piecework basis time rates and overtime rates.—See page 260.

The Keg and Drum Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1946; S. R. & O. 1946, No. 1311 (K.D. (34)), dated 7th August and effective from 16th August, 1946.—This Order provides that certain customary holidays shall be allowed to workers, and fixes payment for all such holidays.

The Milk Distributive Wages Council (England and Wales) Wages Regulation Order, 1946; S. R. & O. 1946, No. 1371 (M.D. (48)), dated 14th August and effective from 26th August, 1946.—This Order prescribes increased general minimum time rates and overtime rates.—See page 262.

The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order, 1946; S. R. & O. 1946, No. 1388/S. 55 (R.B.S. (26)), dated 16th August and effective from 30th August, 1946.—This Order prescribes increased general minimum time rates, piece work basis time rates and general minimum piece rates.—See page 261.

The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation (Holidays) Order, 1946; S. R. & O. 1946, No. 1389/S. 56 (R.B.S. (27)), dated 16th August and effective from 30th August, 1946.—This Order provides that certain customary holidays shall be allowed to workers other than outworkers, and fixes payment for all such holidays.

The Jute Wages Council (Great Britain) Wages Regulation Order, 1946; S. R. & O. 1946, No. 1405 (J. (75)), dated 22nd August and effective from 6th September, 1946.—This Order prescribes increased general minimum time rates, guaranteed time rates, piece work basis time rates, general minimum piece rates and overtime rates.

The Boot and Floor Polish Wages Council (Great Britain) Wages Regulation Order, 1946; S. R. & O. 1946, No. 1438 (B.P. (27)), dated 23rd August and effective from 9th September, 1946.—This Order prescribes increased general minimum time rates, piece work basis time rates and overtime rates.

The Paper Bag Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1946; S. R. & O. 1946, No. 1439 (P. (40)), dated 29th August and effective from 9th September, 1946.—This Order provides that certain customary holidays shall be allowed to workers, and fixes payment for all such holidays.

The Milk Distributive Wages Council (Scotland) Wages Regulation Order, 1946; S. R. & O. 1946, No. 1454/S. 57 (M.D.S. (43)), dated 30th August and effective from 13th September, 1946.—This Order prescribes increased general minimum time rates and overtime rates.

The Sugar Confectionery and Food Preserving Wages Council (Great Britain) Wages Regulation Order, 1946; S. R. & O. 1946, No. 1461 (F. (41)), dated 31st August and effective from 13th September, 1946.—This Order prescribes increased general minimum time rates, piece work basis time rates and overtime rates.

WAGES COUNCILS ACT (NORTHERN IRELAND), 1945.

NOTICES OF PROPOSAL.

During August, 1946, notices of intention to submit to the Ministry of Labour and National Insurance wages regulation proposals were issued by the following Wages Councils:—

Brush and Broom Wages Council (Northern Ireland).—Proposal N.I.B.B. (N. 50), dated 1st August, 1946; relating to statutory minimum remuneration for male and female workers.

Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland).—Proposal N.I.T.R.W. (N. 29), dated 16th August, 1946; relating to customary holidays.

* See footnote on page 270.

General Waste Materials Reclamation Wages Council (Northern Ireland).—Proposal N.I.W.R. (N. 21), dated 30th August, 1946; relating to statutory minimum remuneration for male and female workers.

Further information concerning the above proposals may be obtained by persons engaged in the respective trades from the Secretary of the Council at Tyrone House, Ormeau Avenue, Belfast.

WAGES REGULATION ORDERS.

During August, 1946, the Ministry of Labour and National Insurance made the following Wages Regulation Orders giving effect to the proposals made by the Wages Councils concerned:—

Wholesale Mantle and Costume Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1946 (N.I.W.M. (23)), dated 12th August, and effective from 19th August, 1946.—This Order relates to customary and annual holidays and holiday remuneration.

Baking Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1946 (N.I.Bk. (40)), dated 20th August, and effective from 26th August, 1946.—This Order relates to customary and annual holidays and holiday remuneration.

AGRICULTURAL WAGES REGULATION ACTS.

ORDERS RELATING TO WAGES AND HOURS.

Order No. 1643 of the Agricultural Wages Board cancels as from 11th August, 1946, the special minimum rates and conditions for male workers aged 14 years and over employed wholly or mainly as waggons and for male workers of 21 years and over employed wholly or mainly as stockmen or shepherds, in the Kesteven and Lindsey Divisions of Lincolnshire.

An Order (No. 12) was made on 6th August, 1946, by the Agricultural Wages Board for Northern Ireland, with effect on 19th August, 1946, raising the statutory minimum and overtime rates of wages and holiday remuneration for male workers employed in agriculture for time work in Northern Ireland (except workers employed at or in flax scutch mills).—See page 259.

OFFICIAL PUBLICATIONS RECEIVED.*

(Note.—Except in the case of publications of the International Labour Office, the prices shown are net; those in brackets include postage.)

ASSISTANCE BOARD.—*Report of the Assistance Board for the year ended 31st December, 1945*. Cmd. 6883. Ministry of National Insurance. Price 9d. (10d.).—See page 249.

BOOT AND SHOE INDUSTRY.—*Working Party Reports*. Board of Trade. Price 3s. 6d. (3s. 9d.).—See page 248.

CATERING WAGES COMMISSION.—*Third Annual Report, 1945-1946*. H.C. 175, Session 1945-46. Price 2d. (3d.).—See page 245.

DEVELOPMENT AREAS.—*Industrial Opportunities in the Development Areas*. Reprinted from the Board of Trade Journal. Price 6d. (8d.).—See page 249.

EQUAL PAY.—*Appendices to Minutes of Evidence taken before the Royal Commission on Equal Pay*. Appendices XI to XIX. Price 2s. 6d. (2s. 8d.).

FARM SURVEY.—*National Farm Survey of England and Wales*. A Summary Report. Ministry of Agriculture and Fisheries. Price 2s. (2s. 3d.).

INTERNATIONAL LABOUR ORGANISATION.—*Instrument for the Amendment of the Constitution of the International Labour Organisation*. Treaty Series No. 20 (1946). Cmd. 6880. Price 2d. (3d.).—See page 247.

NATIONAL SERVICE.—*Selected Decisions given by the Umpire during June, 1946, in respect of Applications for Postponement of Liability to be called up for Service under the National Service Acts, 1939-1942*. N.S. Code 2. Pamphlet No. 3/46. Ministry of Labour and National Service. Price 2d. (3d.).

NURSES' SALARIES.—*Nurses' Salaries Committee Revised Recommendations regarding certain grades of Nurses*. Nurses' S.C. Notes No. 13. Ministry of Health. Price 2d. (3d.).

REINSTATEMENT IN CIVIL EMPLOYMENT.—*Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944*. R.E. Code 1. Pamphlets Nos. 44 and 45. Ministry of Labour and National Service. Price 1d. each (2d.).

RENT CONTROL.—*Rent Control in England and Wales*. A summary of the main provisions relating to rent control. Ministry of Health. Price 3d. (4d.).

UNEMPLOYMENT INSURANCE.—*Selected Decisions given by the Umpire on Claims for Benefit during the six months ended 30th June, 1946*. U.I. Code 8E. Pamphlet No. 1/1946. Ministry of National Insurance. Price 2d. (3d.).

WAGES AND WORKING HOURS.—*Time Rates of Wages and Hours of Labour, 1st August, 1946*. Ministry of Labour and National Service. Price 2s. (2s. 2d.).—See page 239.

WOMEN'S EMPLOYMENT.—*The War and Women's Employment: The Experience of the United Kingdom and the United States*. International Labour Office. Published in the United Kingdom for the International Labour Office by P. S. King and Staples Ltd., London. Price 6s.—See page 248.

* See footnote on page 270.

STATUTORY RULES AND ORDERS.

Since last month's issue of this GAZETTE was prepared, the undermentioned Orders* relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have been published in the series of *Statutory Rules and Orders*. The price of each Order, unless otherwise indicated, is 1d. net (2d. post free).

The Keg and Drum Wages Council (Great Britain) Wages Regulation Order, 1946 (S.R. & O. 1946, No. 1310; price 2d. net (3d. post free)), dated August 7, 1946; *The Keg and Drum Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1946* (S.R. & O. 1946, No. 1311; price 2d. net (3d. post free)), dated August 7, 1946; *The Milk Distributive Wages Council (England and Wales) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 1371; price 2d. net (3d. post free)), dated August 14, 1946; *The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 1388/S.55; price 3d. net (4d. post free)), dated August 16, 1946; *The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation (Holidays) Order, 1946* (S.R. & O. 1946, No. 1389/S.56), dated August 16, 1946; *The Jute Wages Council (Great Britain) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 1405; price 4d. net (5d. post free)), dated August 22, 1946; *The Boot and Floor Polish Wages Council (Great Britain) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 1438; price 2d. net (3d. post free)), dated August 23, 1946; *The Paper Bag Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1946* (S.R. & O. 1946, No. 1439; price 2d. net (3d. post free)), dated August 29, 1946; *The Milk Distributive Wages Council (Scotland) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 1454/S.57; price 2d. net (3d. post free)), dated August 30, 1946; and *The Sugar Confectionery and Food Preserving Wages Council (Great Britain) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 1461; price 2d. net (3d. post free)), dated August 31, 1946.—These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 269.

The Unemployment Insurance (Banking Industry Special Scheme) (Amendment) Order, 1946 (S.R. & O. 1946, No. 1392), dated August 15, 1946, made by the Minister of National Insurance under the Unemployment Insurance Act, 1935.—This Order amends the Banking Industry Special Scheme so as to

restore the provisions for the refund of contributions paid in error, which were suspended at the outbreak of war. It also provides that an increase of unemployment benefit shall not be payable under the Scheme in respect of any dependent child, if for the same period an award of a family allowance under the Family Allowances Act, 1945, has been made for such a child.

The Unemployment Insurance (Insurance Industry Special Scheme) (Amendment) (No. 2) Order, 1946 (S.R. & O. 1946, No. 1393), dated August 15, 1946, made by the Minister of National Insurance under the Unemployment Insurance Act, 1935.—This Order amends the Insurance Industry Special Scheme so that an increase of unemployment benefit shall not be payable in respect of any dependent child, if for the same period an award of a family allowance under the Family Allowances Act, 1945, has been made for such a child.

The National Insurance (Non-Contributory Old Age Pensions) Regulations, 1946 (S.R. & O. 1946, No. 1400), dated August 15, 1946, made by the Treasury under the National Insurance Act, 1946.—The purpose of these Regulations is to raise as from 4th October, 1946, the rates of non-contributory old age pensions payable under the Old Age Pensions Act, 1936, subject to conditions as to means, residence, and nationality, to persons aged 70 and over and to blind persons aged 40 and over.—See last month's issue of this GAZETTE (page 214).

The Factories (Fruit and Vegetable Preserving—Hours of Women and Young Persons) Regulations (Northern Ireland), 1946 (S.R. & O. of Northern Ireland 1946, No. 124; price 2d. net (3d. post free)), dated 15th August, 1946, made by the Ministry of Labour and National Insurance for Northern Ireland under the Factories Act (Northern Ireland), 1938.—Section 98 of this Act provides, *inter alia*, that, subject to such conditions as may be prescribed, the provisions of the Act concerning the hours of employment, etc., of women and young persons shall not apply to the employment of women and young persons aged 16 and over in processes connected with the preserving or canning of fruit or vegetables during the months of June, July, August and September, where such processes require to be carried out without delay in order to prevent goods from being spoiled. The present Regulations prescribe the conditions under which the occupier of a factory may avail himself of the provisions of Section 98; they came into force on 2nd September.

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

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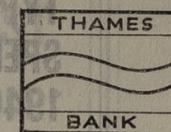
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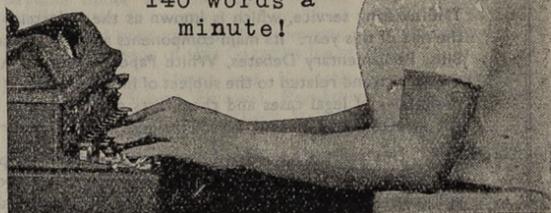
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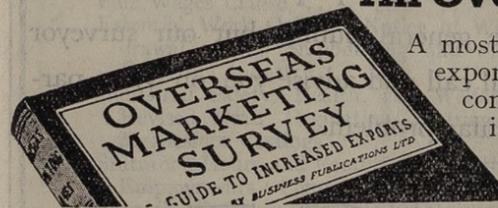
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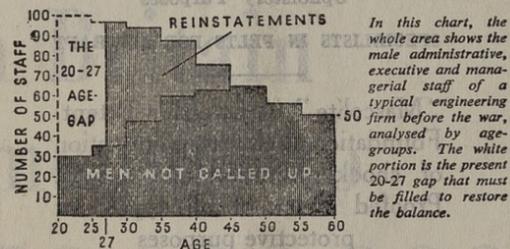
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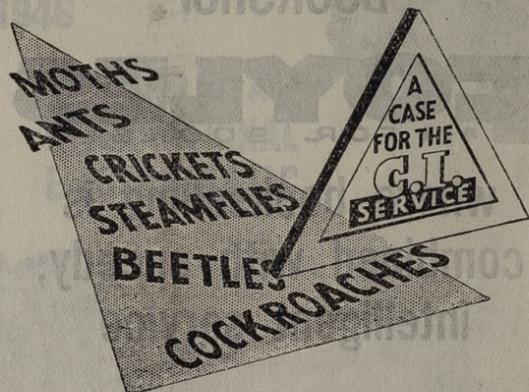
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INDUSTRIAL INFORMATION SERVICE 1947

The Industrial Law Advisory Service Scheme, which was brought into operation on the 1st January, 1946, has gained the approval of many leading commercial and industrial firms, trade associations and public authorities. This service has now been re-designed, and from the 1st January, 1947, an entirely new service will be introduced. Many improvements have been effected in the method of presentation of this new service as a result of experience gained in the current year, and an Industrial Relations Section has been added.

AN OUTLINE OF THE NEW SERVICE

- [1] The service will, in future, be known as the Industrial Information Service.
- [2] Reports will consist of (i) An Industrial Law Section, consisting of full summaries and annotations of all documents (see paragraph 5), Law Reports, and Industrial Courts reports. This section covers the whole field of industrial law, including National Insurance, Workmen's Compensation, Factory Law, Reinstatement in Civil Employment, the Disabled Persons (Employment) Act, 1944, the Wages Councils Act, 1945, and the Law of Master and Servant in general. Reports of Royal Commissions and debates in the Houses of Parliament are reported and analysed. (ii) An Industrial Relations Section, consisting of items monitored from the British and American Press (including the monthly and quarterly publications) and other items of current information on e.g. new business techniques, bonus schemes, co-operation in industry, etc., with references and commentary. This section will be contributed by a well-known firm of industrial relations consultants. (iii) Parliamentary intelligence. (iv) Miscellaneous intelligence. (v) The cumulative index (see paragraph 8).
- [3] The consultative service will be extended to cover the additional material supplied.

DETAILS OF REPORTS

- [4] Reports, issued bi-weekly, will be printed on sheets 9×7½ inches, punched with four holes for filing in No. 1 four-post binding case (lettered and coloured red for immediate recognition).
- [5] Documents will be supplied mounted for filing in No. 2 four-post binding case (lettered and coloured green). "Documents" consist of Acts of Parliament, Statutory Rules and Orders, White Papers, National Arbitration Tribunal Awards, decisions under the Reinstatement in Civil Employment Act, Wages Councils regulations, factory forms, welfare pamphlets, etc., relevant to the service and issued during the currency of the subscription, which are despatched as and when published.
- [6] Documents and reports will be mailed together, bi-weekly, enclosed in a loose folder which may be used as a temporary cover for circulation.
- [7] All documents will be distinctively stamped and will bear a serial number for reference purposes.
- [8] A **cumulative index** to all material will be issued with each report, i.e. each fortnightly index will replace the previous index, which may then be destroyed. The index will cover all material supplied in the reports, and all documents.
- [9] No. 3 four-post binding case (lettered and coloured blue) will contain the selected and annotated Law Reports (reproduced in full by permission of the Incorporated Council of Law Reporting) and grouped annotations of documents. Material for inclusion in this volume will be supplied at bi-monthly intervals.

SUBSCRIPTIONS

- [10] The subscription rate will be £10-10-0 per annum. All subscriptions for 1947 will commence on the 1st January and expire on the 31st December. Registrations received in 1947 will be back-dated.
- [11] Special modifications will be introduced at the request of individual subscribers, and two supplementary services—a **Commercial Service** and an **Overseas Service** will be available. Terms for such special services will be quoted on application.
- [12] Additional sets of reports will be supplied at a further charge of £4-4-0 annually per set, for the convenience of large organizations in which the circulation of a single copy would be impracticable. The additional reports can be despatched to different individuals or addresses on the instructions of the subscriber.

IT IS REQUESTED THAT SUBSCRIPTIONS FOR THE YEAR 1947 SHOULD BE REGISTERED AS SOON AS POSSIBLE.

REGISTRATION PRIOR TO THE 1st JANUARY ENSURES THE FULLEST BENEFIT FROM THE SERVICE.

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