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SPECIAL ARTICLES, REVIEWS, ETC.

TRAINING FOR DOMESTIC WORK IN HOSPITALS, ETC.

Domestic workers are urgently required in all types of institutions for the care of the sick, the aged, the infirm and young children. Many women and girls aged over 16, with no experience of domestic work, would probably be glad to volunteer for these urgent jobs if they could obtain some training. Accordingly, in order to meet their special requirements and as part of a wider plan for raising the status of the domestic worker generally, the Ministry of Labour and National Service have arranged short courses of free training in domestic work for hospitals and similar institutions. This training is calculated to give the women and girls concerned the necessary groundwork, after which they can gain experience and knowledge to do a really efficient job in the hospital or institution in which they are to work. There is a wide variety of jobs open to these workers, and training for house-maids, ward-maids, dining-room maids and kitchen maids is now available in certain areas.

Conditions of Service and Rates of Pay.—Negotiated agreements concerning wages and conditions of employment are in force in Local Authority hospitals and institutions in various parts of the country. For hospitals and institutions which are not covered by any such agreement, the Hetherington Committee have recommended rates of pay and conditions of service which are being widely adopted. The recommendations of the Committee for workers under 18 and for those over 18 employed as ward-maids, dining-room maids, house-maids and kitchen-maids, are as follows:—

	Resident (per annum)	Non-Resident (per week)
Workers aged 16 and under 17 years	£35	£1 17 6
Workers aged 17 and under 18 years	£45	£2 0 0
Workers aged 18 and over	£60	£2 10 0

There is provision for increases in pay after one and two years' experience and for posts of greater responsibility; provision is also made for overtime payment, holidays with pay and sickness benefit. The Factory and Welfare Advisory Board include the welfare of domestic workers in institutions within their scope, just as they include that of industrial workers, and every effort is being made to ensure proper provision for leisure for workers in these institutions.

There are also opportunities of promotion to work carrying greater responsibility and higher pay, and new training schemes are providing opportunities of building up a career. The prospects for domestic workers are good; there is an urgent job to be done now, and there will be jobs to do after the war.

Training Wages and Allowances.—Training is provided free. During the course, girls aged 16 and 17 receive allowances of 20s. and 21s. a week, respectively. At the age of 18 and over, wages are payable at the following weekly rates:—aged 18, 42s. 6d.; aged 19, 45s.; aged 20, 47s. 6d.; aged 21 and over, 50s. If training is given away from the home area an additional allowance of 24s. 6d. a week is made to a woman trainee who continues to maintain her former home. Other trainees who leave home to enter training receive a settling-in grant.

Trainees under 18 years of age receive a free midday meal or a payment of 5s. a week in lieu. Their daily travelling expenses are also paid in certain circumstances.

Duration of Training.—The training is for four weeks. For kitchen-maids the whole of the four weeks is spent in the training school, but for ward-maids, house-maids and dining-room maids the first two weeks and the last are spent in the training school and the third week in a hospital.

Most women and girls of 16 years and over will be eligible for the course of training. Application should be made to any Employment Exchange, where full information about the training scheme can be obtained.

There are also training courses for large scale cooking in institutions and canteens, particulars of which can be obtained from any Employment Exchange.

MAINTENANCE OF EMPLOYMENT AFTER THE WAR.

STATEMENT OF POLICY BY H.M. GOVERNMENT.

Duri-

White Paper* setting out the post-war employment policy of the Government has been presented to Parliament by the Minister of Reconstruction. In a Foreword the White Paper states that "The Government accept as one of their primary aims and responsibilities the maintenance of a high and stable level of employment after the war." The problems involved and the lines of policy which are proposed are summarised below.

I. THE INTERNATIONAL AND INDUSTRIAL BACKGROUND.

The level of employment and the standard of living which can be maintained in this country do not depend only upon conditions at home. A large proportion of our foodstuffs and raw materials must be imported and must be paid for by the export of goods and services. Because of the loss of foreign investments during two world wars a great expansion, over the pre-war level, will be necessary in our exports. It is, therefore, an essential part of the Government's employment policy to co-operate actively with other nations for the re-establishment of general economic stability after the war and for the progressive expansion of trade. While the Government will spare no effort to create conditions favourable to the expansion of our export trade, the White Paper points out that it is with industry that the responsibility and initiative must rest for making the most of their opportunities to recover export markets and to find fresh outlets for their products. Our export industries must be resilient and flexible. In the period immediately after the war their claims for raw materials, labour and factory space freed from war purposes must have a high priority.

Though there will be special reasons for giving this measure of early priority to the export trades, the need for increased efficiency in industry is in no way limited to those trades. To maintain and improve our standard of living there must be steady progress in the efficiency of our industry as a whole. As part of their general reconstruction plans, the Government state, they have been considering what help they can give to this end, and they refer to the measures recently announced by the Chancellor of the Exchequer for the adaptation of taxation so as to foster the development of industrial research and to facilitate the modernisation of industrial plant, machinery and buildings. In addition to securing general conditions favourable to a high level of employment throughout industry as a whole, special measures may be taken from time to time which are directed to the circumstances of particular industries.

II. THE TRANSITION FROM WAR TO PEACE.

At the present time, the White Paper states, we have about 23 million men and women in the Armed Forces and in gainful employment—an increase of 4½ millions over 1939. There has been an enormous transfer of man-power to the Armed Forces, Civil Defence and the munitions industries, and, within industry, a very large change-over from civilian production and services to more direct war needs, with the result that about 80 per cent. of employment in the manufacturing industries is now on Government account. During the transition from war to peace these movements will be reversed. There will be both a reduction in the total man-power employed and a substantial movement from the Forces and war work to civilian production and services. The numbers involved in this change-over may be in the region of 7 millions. There will be a vast transformation in the demand for the products of labour and large numbers of workers will have to change their present occupations and their place of employment. Peace-time production, however, like war production, will necessarily take some time to get fully into its stride. There will be inherent in the situation the threefold danger that patches of unemployment may develop where the industrial system fails to adapt itself quickly enough to peace-time production, that demand may outrun supply and create an inflationary rise in prices, and that civilian production, when it is resumed, may concentrate on the wrong things from the point of view of national needs.

With regard to the first element of danger, the Government are making preparations to reduce to a minimum unemployment resulting from the change from war to peace by (a) assisting firms to prepare to change over their capacity to peace-time production as quickly as possible; (b) finding out in advance where the skilled labour which will gradually become available for civilian work will be most urgently required; (c) arranging, so far as war conditions permit, that labour and raw materials will be forthcoming for urgent civilian work and ensuring that the war-time machinery of allocation will be adaptable to the special conditions of the transition period; (d) arranging, so far as possible, that curtailments of munitions production shall take place in areas where the capacity and labour can be used for civilian products of high priority; (e) arranging that the disposal of surplus Government stocks shall not prejudice the re-establishment and development of normal trade channels for producing and distributing similar goods; and (f) regulating the disposal of Government factories in such a way as to help towards the early restoration of employment. Plans on these lines are already being worked out by the Government, and discussions have been held with many of the industries concerned.

The second danger will come with the relaxation of the discipline and strain of war, if there should be a scramble to

* *Employment Policy*. Cmd. 6527. H.M. Stationery Office; price 6d. net (8d. post free).

buy while there is still a shortage of goods. To meet this situation the Government emphasise the need for a firm determination to keep stability in the general level of prices and for continued public support for a policy involving (a) the continuance for some time of rationing and a measure of price control; (b) the maintenance of a stable general level of internal costs, and, subject to the co-operation of all sections of the public, the continuance of the Government's present policy of providing subsidies to prevent temporary and considerable rises in the cost of living; (c) continued encouragement of the habit of saving; and (d) control of the use of capital to the extent necessary to regulate the flow and direction of investment. The Government are determined to avoid dear money for urgent reconstruction needs.

In order to overcome the third danger, the Government consider that certain broad priorities must be established and enforced for a time by means of the issue of licences, the allocation of raw materials and some measure of control over the labour and staff required for industry. These will be necessary because expansion of the export trade is of paramount importance, because production for the home market must be directed in the first place towards the necessities of civilian life; and because production of the capital goods needed to re-start and re-equip industry at the highest pitch of efficiency must be rapidly expanded.

After the transition period the maintenance of an adequate level of expenditure on goods and services will call for a policy deliberately directed to that end.

III. THE BALANCED DISTRIBUTION OF INDUSTRY AND LABOUR.

Apart from temporary unemployment due to the seasonal and other irregularities in particular trades, patches of longer-term unemployment develop in particular industries and areas when, for various reasons, the demand for the products of these industries is insufficient to provide work for the whole of their labour force. Unemployment of this type occurred between the wars, the industries affected being mainly export trades—such as cotton and coal—and some of the heavy industries. Distress in the areas concerned was enhanced by their lack of a proper industrial balance. The first measure to be adopted must be to promote the prosperity of the basic industries on which these unbalanced areas primarily depend, e.g., coal, steel, and shipbuilding, and to help them to reach the highest possible pitch of efficiency, and secure overseas markets. Secondly, these industries, and the areas which are largely dependent on them, will share in the benefits which will follow from the Government's policy for maintaining domestic expenditure at a high level (see below). The Government propose to attack the problems of local unemployment by influencing the location of new enterprises so as to introduce new industries into areas which are particularly vulnerable to unemployment, by removing obstacles to the transfer of workers from one area to another, and from one occupation to another, and by providing training facilities to fit workers from declining industries for jobs in expanding industries.

Distribution of Industry.—In areas unduly dependent on industries which are specially vulnerable to unemployment, Government policy will be directed towards securing a balanced industrial development. With the introduction of the new policy, the Government state, the need for the Special Areas legislation will disappear. The measures to be adopted include (a) the exercise by the Government of control over the location of new factories by requiring notification of proposals for new factories, so as to steer them into areas where they are required, and to prevent further industrial development in areas where this would be a serious disadvantage; (b) the retention in these areas, where practicable, of munitions factories; (c) the giving of priority to development areas in the grant of licences for the building and extension of factories; (d) the erection of factory premises for smaller firms; (e) due regard to the needs of the areas in the placing of Government orders; and (f) the provision of adequate financial facilities. Action will also be taken, where necessary, to secure the development and modernisation, in these areas, of basic services such as communications, power and general public services, housing, etc.

The responsibility for formulating and administering the policy for the distribution of industry outlined above will involve action by a number of different Departments. The main responsibility will rest with the Board of Trade, the Ministry of Labour and National Service, the Ministry of Town and Country Planning, and the Scottish Office. Standing arrangements will be made for supervising and controlling, under the Cabinet and as part of the central Government machinery, the development and execution of the policy as a whole. There will also be a regional organisation, which will bring together the representatives of the Departments concerned in the local application of these measures. The Board of Trade will serve as the channel for the expression of Government policy on the distribution of industry and will be responsible for all general questions of industrial policy.

Distribution of Labour.—In an expanding economy, the White Paper states, workers must be ready and able to move freely between one occupation and another. During the first year or so after the war the problems of labour mobility will centre

mainly in the resettlement of members of the Armed Forces released from service and war workers released from war work. The Government have already announced their training schemes for resettling ex-Service men and women and released war workers.* As this resettlement draws to a close, the Government propose to continue training schemes on similar lines as a permanent measure, so far as this is needed to assist necessary transfers from one industry or occupation to another.

In the case of jobs calling for no great amount of skill and requiring only a few weeks' instruction, the Government consider that employers should arrange to give the instruction in the course of employment. For jobs calling for greater skill and requiring a more extended period of specialised instruction, the training should also be carried out as far as possible by employers, and employers who provide courses of instruction approved by the appropriate Department will receive Government grants. To meet the need for training which can better be given in a separate school or institution than in employers' workshops, the facilities for institutional training which are provided in the Government Training Centres, Technical Colleges, etc., will be developed and extended. It will be a fundamental principle that when re-training is required it shall be provided as soon as it is clear to the Ministry of Labour and National Service that the worker is not likely to be able to resume his former employment within a reasonable time. The allowances granted to trainees will be completely divorced from payment of unemployment benefit and will be fixed on a higher scale than unemployment benefit, subject to the principle that they should not be so high as to provide a higher income than the general run of wages likely to be received by trainees in their first subsequent employment.

The Government point out that, if retraining schemes are to be a success, there must be the fullest co-operation between employers and the Trade Unions. They express their belief that, with the creation of conditions designed to produce full employment and stability, all parties in industry will agree that existing rules and practices devised to safeguard the security of employment of existing workers and their wage standards and to maintain a proper standard of skill may safely be modified to allow the ready admission of trainees, provided that proper steps are taken to train them to a standard which will justify the payment of recognised rates of wages. Care will also be taken to ensure that the number of trainees does not exceed the number capable of being absorbed in the particular trade.

Steps will be taken to remove some of the difficulties, such as absence of houses to rent, standing in the way of the transference of workers. Special arrangements will also be made for the training and employment of juveniles.

IV. GENERAL CONDITIONS OF A HIGH AND STABLE LEVEL OF EMPLOYMENT.

After the transition period, there will remain for treatment the long-term problems connected with the maintenance of an adequate and steady volume of employment.

On the basis of the unemployment rates for the period 1858-1938 (shown graphically in an Appendix) the White Paper points out that throughout this period there was a fairly regular cycle of unemployment. On account of the special and continuing problems of the export trades, unemployment after the war of 1914-1918 was higher than in the period before 1914. In order to eliminate this instability in our economic system, three essential conditions must be satisfied, *viz.*, (a) total expenditure on goods and services must be prevented from falling to a level where general unemployment appears; (b) the level of prices and wages must be kept reasonably stable; (c) there must be a sufficient mobility of workers between occupations and localities.

The Maintenance of Total Expenditure.—After tracing the processes by which a decline in expenditure produces secondary reactions which themselves aggravate the source of the trouble and may eventually lead to a major depression, the White Paper concludes that the first step in a policy of maintaining general employment must be to prevent total expenditure from falling away. The Government are prepared to accept in future the responsibility for taking action at the earliest possible stage to arrest a threatened slump. Total expenditure is made up of (i) private consumption expenditure, e.g., on food, clothing, rent, amusements, etc.; (ii) public expenditure on current services, e.g., education, medical services, national defence, etc.; (iii) private investment expenditure, *i.e.*, private capital expenditure on buildings, machinery and other durable equipment and on additions to goods in stock; (iv) public investment expenditure, *i.e.*, capital expenditure on buildings, machinery, roads and other durable equipment by the central Government, local authorities or public utilities; and (v) the foreign balance, *i.e.*, the difference between exports and imports. In the majority of the highly industrialised communities, expenditure on private investment is the most potent cause of instability in total expenditure, and consequently in employment. But this country, because of the relative importance of its export trade, which before the war provided employment for about one and three-quarter million persons, is also particularly subject to fluctuations in employment arising from fluctuations in international trade. The guiding principles of the Government's policy in maintaining total employment will accordingly be as follows:—(i) To avoid an unfavourable foreign balance, we must export much more than we did before the war. (ii) Everything

* See the issues of this GAZETTE for April, 1943 (page 50), May, 1943 (page 63) and April, 1944 (page 57).

possible must be done to limit dangerous swings in expenditure on private investment. (iii) Public investment, both in timing and in volume, must be carefully planned to offset unavoidable fluctuations in private investment. (iv) We must be ready to check and reverse the decline in expenditure on consumers' goods which normally follows as a secondary reaction to a falling-off in private investment.

The methods which the Government propose to adopt to maintain total expenditure are described in Chapter V (see below).

The Stability of Prices and Wages.—Emphasising the vital importance of keeping wages and prices reasonably stable, the Government state that it will be essential for the successful operation of such a policy that employers and workers should exercise moderation in wages matters, so that increased expenditure provided at the onset of a depression may go to increase the volume of employment. This does not mean, the White Paper states, that every wage rate must remain fixed at a particular level. Adjustment of wages and conditions may be necessary, e.g., on account of changes in the form, method or volume of production, or for the removal of anomalies. On the other hand, an undue increase in prices owing, for instance, to the action of a ring of manufacturers in raising prices, might result in increased profits without any increase in employment. The Government, for their part, are prepared to do what they can to stabilise prices, but corresponding efforts will be necessary on the part of employers and organised labour. Workers must ensure that trade practices and customs do not constitute a serious impediment to an expansionist economy; and employers must aim at larger output rather than higher prices. The Government also intend to seek powers to obtain information of the extent and effect of restrictive agreements and of the activities of combines, and to take appropriate action to check practices that work to the detriment of the country as a whole.

The Mobility of Labour.—Even with employment at its highest level there will still be unemployment due to temporary causes. If such unemployment is to be reduced to a minimum every individual must exercise to the full his own initiative in adapting himself to changing circumstances. The Government will also seek to prevent mobility being impeded by arrangements of a type sometimes made before the war whereby workers were employed part-time and claimed unemployment benefit for the rest of the week. Assistance will be given by the Government through the measures described in Chapter III (see above) for bringing the men to the work and the work to the men.

V. METHODS FOR MAINTAINING TOTAL EXPENDITURE.

Capital Expenditure.—The White Paper refers to the need (explained in II above) to maintain a policy of cheap money for some time after the end of the war. Thereafter the Government intend to keep in view the possibility of influencing capital expenditure by the variation of interest rates through the operation of a concerted and effective monetary policy designed to promote stable employment. In addition they propose to encourage privately-owned enterprises to plan their own capital expenditure in conformity with a general stabilisation policy.

The Government consider, however, that public investment can be used more directly as an instrument of employment policy. By far the greater part of public capital expenditure is within the province of local authorities and public utility undertakings and, in the past, capital expenditure by those authorities, following the same trend as private capital expenditure, has fallen in times of slump and risen in times of boom, and has tended therefore to accentuate the peaks and depressions of the trade cycle. Government policy will in future be directed to correcting this movement. Further, it is desirable that public expenditure should expand when private investment is declining and should contract in times of boom. The Government propose that local authorities shall submit annually to the appropriate Department their programme of capital expenditure for the next five years, and that these programmes shall be assembled by an appropriate co-ordinating body under Ministers and be adjusted in the light of the latest information on the prospective employment situation. The machinery envisaged will enable the Government to set each year a target for the whole volume of public works in the succeeding year. The Government will also take steps to reduce the time-lag that ordinarily intervenes between a decision to undertake public capital expenditure and the actual start of the work. Forward planning may also be necessary in the industries which supply the primary needs of public investment.

Consumption Expenditure.—If further means are necessary for preventing changes in capital expenditure leading to the progressive degeneration of the state of trade, arrangements will be made for influencing the community's expenditure on consumption. For this purpose the Government favour the adoption, when settled conditions return, of a scheme for varying, in sympathy with the state of employment, the weekly contribution to be paid by employers and employed under the proposed new system of social insurance. The standard rate of contribution would be assessed on the basis of a forecast of the average level of unemployment, in such a way as to keep the social insurance fund in balance over a number of years, but the rate of contribution actually levied would exceed the standard rate at times when unemployment fell below the estimated average level and would be less than the standard rate at times when unemployment exceeded this average. The effect of the scheme would be to help to maintain purchasing power and reduce substantially the variations in total expenditure and employ-

ment. By way of illustration, a scheme of the kind in question is set out in an Appendix to the Paper. If experience should show that the variation of social insurance contribution was of value in keeping employment steady at a high level, but that another instrument for operating upon the volume of consumption was also desirable, the question might be considered whether in prosperous times rather more taxation should be raised than was necessary for the Budget requirements of the year and that the excess should be treated as a credit repayable in bad times.

Central Finance.—None of the main proposals in the White Paper involves deliberate planning for a deficit in the National Budget in years of sub-normal trade activity. So far, however, as the policies proposed affect the balancing of the Budget in a particular year, they do not contemplate any departure from the principle that the Budget must be balanced over a longer period. In the case of local authorities, if the additional capital expenditure which they may be asked to undertake, for reasons of employment policy, would involve an intolerable burden on local rates, the Government would contemplate giving further financial assistance to them.

VI. THE POLICY IN PRACTICE.

The Government recognise that the proposals outlined are innovations and will be subject to improvement in the light of experience. They intend to establish on a permanent basis a small central staff qualified to measure and analyse economic trends and submit appreciations of them to the Ministers concerned. The responsibilities of this central staff will be very heavy, particularly during the crucial early years of the scheme; for many of the decisions required to carry out the Government's employment policy will depend on quick and accurate diagnosis. The success of the policy will depend on the skill which is shown in putting general ideas into day-to-day practice, and it will, therefore, be vital for them to obtain, more fully and more quickly than they have in the past, exact quantitative information about current economic movements. The principal classes of statistics (in addition to those available before the war) which, the Government state, must be obtained for the efficient operation of an employment policy are (a) statistics of employment and unemployment, including quarterly or monthly statements of present and prospective employment in the main industries and areas in the country, based on returns from employers; (b) regular information relating to savings, projected capital expenditure by public authorities and, as far as possible, by private industry; (c) an annual census of production showing the structure of the main groups of industries in the preceding year, including, *inter alia*, details of the quantity and value of output, stocks, and work in progress; (d) monthly figures of production, consumption and stocks, and, if possible, figures of orders on hand, based on sample returns obtained periodically throughout the year from large firms, trade associations, and public institutions; (e) annual and quarterly estimates of foreign capital movements and balance of foreign payments.

The Government also propose to develop the annual White Paper on National Income and Expenditure by providing a much more complete analysis than has hitherto been possible of the constituent parts of the country's total expenditure. In particular, direct estimates will be made of the various types of capital expenditure and the various sources of savings. This central analysis of our financial position, the Government state, will be subject to continuous review and adjustment throughout the year, and will serve as a basis for determining what measures are required to maintain employment and secure a rising standard of living. It will be essential, therefore, that at every stage there should also be parallel studies of the man-power position. These will be undertaken by the Ministry of Labour and National Service, and will indicate the probable supply of labour over the coming period, the prospective changes in employment in the different industries, and the effects upon employment of Government projects designed to modify the volume of investment or expenditure. The correlation of these complementary budgets—for total expenditure and for man-power—will thus play a vital part in the formulation of Government policy for the maintenance of employment.

In conclusion, the Government state that the aim of securing for the nation the most effective use of both its man-power and its material resources can be achieved only if the whole productive power of the nation is employed efficiently. They therefore seek to achieve both work for all and a progressive increase in the economic efficiency of the nation as joint elements in a growing national power to produce, to earn, and to enjoy the fruits of increased well-being.

FOOD CONTROL.

MAXIMUM RETAIL PRICES.

During May, Maximum Price Orders were made by the Minister of Food, as a result of which the maximum retail prices of soft fruit were to be substantially the same as in 1943, while those of cherries were to be 3d. per lb. cheaper than last year. In consequence of frost damage to fruit crops, amending Orders have since been made by the Minister, authorising higher maximum prices for some kinds of soft fruit and for cherries.

As a result of other Orders made by the Minister of Food, the maximum retail price of oranges has been reduced from 8½d. to 7½d. per lb., the maximum retail price of large green onions has been reduced, and maximum prices have been prescribed for carrots of the 1944 crop up to September.

INTERNATIONAL LABOUR CONFERENCE: TWENTY-SIXTH SESSION.

The 26th Session of the International Labour Conference was held in Philadelphia on 20th April to 12th May, 1944. Forty-one States Members of the International Labour Organisation were represented and, in addition, three non-Member States sent representatives. The aggregate membership of the Conference (Delegates, Advisers and Secretaries) was 359.

The Delegates appointed to represent His Majesty's Government were Mr. George Tomlinson, M.P., Joint Parliamentary Secretary, Ministry of Labour and National Service, and Sir Frederick Leggett, C.B., Deputy Secretary, Ministry of Labour and National Service, together with Mr. T. I. K. Lloyd, C.M.G., Assistant Under Secretary of State, Colonial Office, and Mr. G. Myrddin Evans, Under Secretary, Ministry of Labour and National Service, as Substitute Delegates. The Delegates appointed to represent respectively the British Employers and the British Workers were Sir John Forbes Watson, Director of the British Employers' Confederation, and Mr. Joseph Hallsworth, General Secretary, National Union of Distributive and Allied Workers. In addition, seven Advisers were appointed to the Government Delegates and six Advisers each to the Employers' and Workers' Delegates.

A list of the items on the Agenda was given in the issue of this GAZETTE for April, 1944 (page 59). The Conference was opened by the Chairman of the Governing Body of the International Labour Office, Mr. Carter Goodrich. Miss Frances Perkins, Secretary of Labour of the United States, welcomed the Delegates in the name of the Government of the United States, and read a message from the President. A message from the Secretary of State, Mr. Cordell Hull, was also read to the Conference.

The Conference elected as President of the Conference Mr. Walter Nash, New Zealand Minister at Washington. The following were elected Vice Presidents of the Conference: Mr. Bustos Lagos (Chilean Government Delegate), Sir John Forbes Watson (British Employers' Delegate), and Mr. Robert J. Watt (United States Workers' Delegate). Mr. George Tomlinson, M.P., was elected Chairman of the Government Group at the Conference.

Declaration concerning the Aims and Purposes of the I.L.O.

In a Declaration concerning the Aims and Purposes of the International Labour Organisation, adopted unanimously, the Conference (1) reaffirms the fundamental principles on which the Organisation is based; (2) declares that it is a responsibility of the International Labour Organisation to examine and consider all international economic and financial policies and measures in the light of the fundamental social objective defined in the Declaration and that, in discharging the tasks entrusted to it, the Organisation, having considered all relevant economic and financial factors, may include in its decisions and recommendations any provisions which it considers appropriate; (3) recognises the solemn obligation of the International Labour Organisation to further among the nations of the world programmes which will achieve a series of aims enumerated in the Declaration; (4) pledges the full co-operation of the International Labour Organisation with such international bodies as may be entrusted with a share of the responsibility for securing the fuller and broader utilisation of the world's productive resources and for the promotion of the health, education and wellbeing of all peoples; and (5) affirms that the principles set forth in the Declaration are fully applicable to all peoples everywhere and that, while the manner of their application must be determined with due regard to the stage of social and economic development reached by each people, their progressive application to peoples who are still dependent, as well as to those who have already achieved self-government, is a matter of concern to the whole civilised world.

The Organisation of Employment in the Transition from War to Peace.

The Conference adopted a Recommendation concerning employment organisation in the transition from war to peace. In this Recommendation the Conference recommends the Members of the Organisation to apply general principles formulated in the Recommendation, and in applying these general principles to take into account, in accordance with national conditions, suggested methods of application, and to communicate information to the International Labour Office, as requested by the Governing Body, concerning the measures taken to give effect to these principles. The general principles formulated in the Recommendation relate to:—The advance collection of information regarding workers seeking or likely to be seeking employment and regarding prospective employment opportunities, demobilisation of the Armed Forces, industrial demobilisation and reconversion programme, applications for work and for workers, vocational guidance, training and re-training programmes, geographical mobility, employment of young persons, employment of women, employment of disabled workers, and regularisation of employment in particular industries. With regard to each of these principles, the Recommendation suggests a series of methods of application.

The Conference also adopted a Recommendation concerning the Employment Service in which it recommends general principles on the responsibilities, functions and methods of operation of National Employment Services.

The Conference also adopted a Recommendation concerning the national planning of public works, in which it recommends general principles on the preparation of a long-term development programme to be accelerated or slowed down in accordance with the employment situation in different parts of the country.

The Delegates of H.M. Government voted for all these Recommendations.

Minimum Standards of Social Policy in Dependent Territories.

The Conference adopted a Recommendation concerning minimum standards of social policy in dependent territories. In this Recommendation the Conference recommends that (1) each member of the International Labour Organisation should take or continue to take such steps as are within its competence to promote the wellbeing and development of the peoples of dependent territories through the effective application of the general principles set forth in Part I of the Annex to the Recommendation, and that (2) each member of the Organisation which is responsible for any dependent territory should take all steps within its competence to secure the effective application in each such territory of the minimum standards set forth in Part II of the Annex, and in particular should bring the Recommendation before the authority or authorities competent to make effective in each such territory the minimum standards set forth in Part II of the Annex. Paragraphs 3 and 4 of the Recommendation relate to the communication to the Director of the International Labour Office of information on action taken on the Recommendation and urge that the standards set forth in Part II of the Annex should be regarded as minimum standards. Part I of the Annex consists of four articles embodying general guiding principles relating to social policy in dependent territories. Part II of the Annex consists of 41 articles embodying minimum standards of social policy relating to slavery, opium, forced or compulsory labour, recruiting of workers, special types of contract of employment, penal sanctions, employment of children and young persons, employment of women, remuneration, health, housing and social security, prohibition of colour and religious bars and other discriminatory practices, inspection, industrial organisation and co-operative organisations, together with two articles relating to definitions and scope. The Delegates of H.M. Government voted for this Recommendation.

Social Security.

The Conference adopted a Recommendation concerning Income Security in which it (a) recommends the Members of the Organisation to apply progressively the general guiding principles, formulated in the Recommendation, as rapidly as national conditions allow, in developing their income security schemes with a view to the implementation of the fifth principle of the Atlantic Charter, and to report to the International Labour Office from time to time as requested by the Governing Body concerning the measures taken to give effect to the said general guiding principles, and (b) calls the attention of the Members of the Organisation to the suggestions for the application of these general guiding principles submitted to the Conference and contained in the Annex to the Recommendation. The guiding principles consist of 30 articles covering the field of social insurance and social assistance under the following heads: general; social insurance (contingencies covered, persons covered, benefit rates and contribution conditions, distribution of cost, and administration); and social assistance (maintenance of children, maintenance of needy invalids, aged persons and widows, and general assistance). The Annex contains a large number of detailed suggestions for the application of these guiding principles.

In the plenary session of the Conference, the principal Delegate of H.M. Government emphasised that all the Social Insurance Conventions adopted by the International Labour Conference had been ratified by the British Government and that Great Britain continued to be in the forefront of progress in regard to social security. He proposed that the first report of the Committee on Social Security embodying the text of the proposed Recommendation should be sent to Governments for their observations and that the whole subject should be placed on the Agenda of the next Conference with a view to the adoption of a draft Convention. In making this proposal the delegates of H.M. Government urged that the adoption by the Conference of this procedure would lead to more effective action than the immediate adoption of a Recommendation. The Conference did not adopt this proposal, and proceeded to a vote on the Recommendation. The Delegates of H.M. Government abstained from voting.

The Conference also adopted a Recommendation concerning medical care in which it recommends the Members of the Organisation to apply the principles formulated in the Recommendation, as rapidly as national conditions allow, in developing their medical care services with a view to the implementation of the fifth principle of the Atlantic Charter and to report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect to these principles. The principles relate to:—general; persons covered; the provision of medical care and its co-ordination with general health services; the quality of service; the financing of medical care service; and the supervision and administration of medical care service. In the vote on this Recommendation the Delegates of H.M. Government abstained from voting.

The Conference also adopted a Recommendation concerning income security and medical care for persons discharged from the Armed Forces and assimilated services and from war employment. This Recommendation provides for the social

security of the persons concerned under three heads: mustering out grant, unemployment insurance and assistance, and pension and sickness insurance. The Delegates of H.M. Government voted for this Recommendation.

Future Policy, Programme and Status of the International Labour Organisation.

The Conference adopted four Resolutions on this Item in addition to the Declaration concerning the Aims and Purposes of the International Labour Organisation. The most important of these Resolutions are those concerning the Constitution and constitutional practice of the International Labour Organisation and its relationship with other international bodies, in which the Conference requests the Governing Body to appoint a Committee as soon as possible to consider the constitutional development of the Organisation with reference in particular to certain matters specified in the Resolution, and a Resolution on Industrial Committees in which the Conference expresses the opinion that the International Labour Office should proceed forthwith with the setting up of Industrial Sections and invites the Governing Body to elaborate regulations governing the activities of Industrial Committees.

Recommendations to the United Nations for Present and Post-war Social Policy.

The Conference adopted a Resolution on social provisions in the Peace Settlement in which an important point is that certain principles formulated in the Resolution, including those affirmed in the Declaration of the Aims and Purposes of the International Labour Organisation, are appropriate for inclusion in a general or special Treaty or agreement between nations desirous of giving early effect to the principles of the Atlantic Charter and Article VII of the Mutual Aid Agreement. The Conference also adopted a Resolution concerning measures to be adopted in Axis territories occupied by the Forces of the United Nations for the protection of transferred foreign workers and of foreign workers' and employers' organisations and two Resolutions on economic policy for the attainment of social objectives.

Other Resolutions.

Several Resolutions on other matters were adopted by the Conference, including one confirming the re-admission of Costa Rica to the Organisation.

Application of Conventions.

The Conference adopted the Report of the Committee on the application of Conventions noting that in spite of difficulties imposed by the war the action of Governments in continuing to render Annual Reports on the application of Conventions ratified by them had been gratifying.

Discussion on the Director's Report.

The Acting Director (Mr. E. J. Phelan) replying to points made in the discussion on the Director's Report, spoke of the place of the International Labour Organisation in the new world organisation progressively taking shape. The International Labour Organisation had the special characteristic of its tripartite composition and it was important that in whatever new arrangements might be made its special character and functions should be respected and that it should at all events be given no less important a place than had been given to it in relation to the League of Nations.

SAFETY AND WELFARE OF WORKERS.

SCALING, SCURFING AND CLEANING OF BOILERS, AND CLEANING OF OIL-FUEL TANKS, BILGES, ETC., IN SHIPS.

An Agreement has been made between the Factory Department of the Ministry of Labour and National Service and the employers' associations and trade unions representing firms and their employees engaged in the scaling, scurfing or cleaning of boilers (including combustion chambers and smoke boxes) and the cleaning of oil-fuel tanks and bilges on board ships which have been in service, regarding the precautions to be observed with a view to securing the safety and welfare of the persons employed on such work. This kind of work is generally done on ships afloat in a wet dock or harbour, and is subject to the provisions of Section 106 of the Factories Act, 1937, but it is also sometimes done concurrently with repair work in shipyards and dry docks which are, in law, factories, and the Agreement accordingly extends to ships in such premises as well as to those afloat in wet docks and harbours.

One of the principal subjects discussed in the course of the negotiations which led to the Agreement was the question of the employment of young persons in arduous and dirty work of this kind, and the Agreement includes a clause providing that no person under the age of 18 years shall be employed on any of the work referred to above. In addition, however, the Agreement contains a series of Rules designed to ensure safe working conditions for the persons employed. These include provision for safe means of access to the ships; adequate lighting; soundness and security of staging; the prevention of explosions in oil-fuel tanks; and the prevention of danger from the admission of steam or hot water into boilers when men are at work inside, or from movement of the ship from its moorings. Other clauses in the Agreement stipulate that suitable protective clothing shall be provided, together with accommodation for clothing put off during working hours and, where necessary, facilities for meals and for washing.

The Agreement came into operation on 15th May.

ADJUSTMENT OF WAGES BY SLIDING-SCALE ARRANGEMENTS.

(A).—COST-OF-LIVING SLIDING SCALES.

In a number of industries (a list of which is given below) collective agreements between organisations of employers and workpeople are in operation providing for the automatic adjustment of wage rates, on a pre-arranged basis, in accordance with the changes in the average level of working-class cost of living, as indicated by the official index figures which are regularly published in the monthly issues of this GAZETTE.

This method of regulating wages was first introduced in certain industries towards the end of the last war, and was gradually extended to a number of other industries and services until the total number of workpeople covered by such arrangements had risen, by the year 1922, to about 3 million. In some industries and services these arrangements were subsequently suspended or abandoned, and by 1939 the number of workpeople covered had fallen to about 1½ million. During the war, however, there has been a further extension of such agreements to some other important industries, including coal mining, pig-iron manufacture, iron and steel manufacture, cotton spinning and weaving, pottery manufacture and the tobacco industry; and although in a few industries and services (e.g., railway service, electrical cable manufacture, and the non-trading services of some local authorities) sliding scales which were in operation at the beginning of the war have since been suspended or abandoned, the total number of employees whose wage rates are now subject to periodical adjustment under arrangements of this kind is estimated to be about 2½ million.

It should be observed that increases in wage rates during the war, in the industries in which these arrangements are in operation, have not as a rule been restricted to those taking effect under the cost-of-living sliding-scale agreements, the great majority of the 2½ million workers concerned having received additional increases in wage rates, or war bonuses, either by direct agreement between the employers' and workers' organisations or by arbitrators' awards. In many of the industries substantial increases in wage rates have been granted in the form of special bonuses, advances in basic rates, etc., quite distinct from those accruing under the operation of the sliding scales. In some other industries the terms of the sliding-scale agreements have been altered so as to provide for an immediate increase in the cost-of-living wage, additional to the amount warranted by movements in the cost-of-living index figure. In the wool textile industry in Yorkshire and in pottery manufacture wages are being paid, by mutual agreement, at a point in the scale higher than that corresponding with the present index figure. Most of the additional increases referred to have taken effect during the period, since 1941, in which the official cost-of-living index figure has remained almost stationary.

The industries and services in which cost-of-living sliding-scale arrangements are known to be in operation at the present time are specified below:—

Mining and Quarrying—

- Coal Mining (Great Britain)
- Coke and By-Products Manufacture (Principal districts)
- Iron Mining (Principal districts in England)
- Shale Mining and Oil Works (Scotland)
- Fireclay Mining (Yorkshire)
- Limestone Quarrying (West Cumberland, South and West Durham, Northamptonshire and Portland)
- Granite Quarrying (Cornwall)
- Slag and Tarmacadam Works (Scunthorpe and district)

Pottery, Glass, etc., Industries—

- Pottery Manufacture (England and Scotland)
- Flint Glass Making and Cutting (Stourbridge and other districts)
- Pressed Glass Manufacture (Gateshead and Sunderland)
- Glass Bottle Manufacture (Yorkshire and London)
- Plate and Sheet Glass Manufacture (St. Helens and Doncaster)
- Plate Glass Manufacture (London)

Iron and Steel and Other Metal Industries—

- Pig Iron Manufacture (Principal districts in Great Britain)
- Iron Puddling, Steel Smelting, Rolling and Forging (Principal districts in Great Britain)
- Tinplate and Sheet Manufacture (South Wales and Mon.)
- Iron and Steel Wire Manufacture (Great Britain)
- Wireworking and Woven Wire Manufacture (Scotland)
- Wire-Rope Manufacture (Great Britain)
- Chain and Anchor Making (Cradley Heath, etc.)
- Chain Making (Great Britain)*
- Metallic Bedstead Making (Midlands)
- Military Musical Instrument Making (London and St. Albans)
- File Making (South Staffordshire)
- Typefoundry (London)
- Metal Pen Making (Birmingham)
- Lock, Latch and Key Making (England)
- Bobbin Making (England and Wales)
- Shuttle-making (Lancashire and Yorkshire)
- Card Clothing Manufacture (Lancashire and Yorkshire)

* In these cases the sliding-scale arrangements are embodied in Orders issued under the Trade Boards Acts, providing for the minimum rates of wages to be varied in accordance with changes in the official cost-of-living index figures. In the case of the baking trade in Scotland there are also a number of local agreements providing for changes in the agreed rates of wages according to movements in the cost-of-living figure; in most cases these scales are very similar to the scale contained in the Trade Board Order.

- Needle, Fishhook and Fishing Tackle Making (Redditch)
- Tube Manufacture (Landore and Newport, Mon.)

Textile Industries—

- Cotton Spinning and Manufacturing (Lancashire, Cheshire, Yorkshire and Derbyshire)
- Wool Textile Industry (Yorkshire, Leicester and Scotland)
- Carpet Manufacture (Great Britain)
- Hosiery Manufacture (England and Scotland)
- Silk Manufacture (Leek and Macclesfield)
- Lace Manufacture—Plain Net Section (Notts., Derby and West of England)
- Lace Curtain Manufacture (Notts. and Scotland)
- Pressed Felt Manufacture (Rossendale Valley)
- Mechanical Cloth Manufacture (Bury)
- Elastic Web Manufacture (Leicester, Loughborough, etc.)
- Asbestos Manufacture (Great Britain)
- Bleaching, Dyeing, Printing and Finishing (Yorkshire, Lancashire, Cheshire, Derbyshire and Scotland)
- Fustian Cutting, Dyeing and Finishing (Hebden Bridge)
- Machine Calico Printing (United Kingdom)
- Engraving in Calico Printing Works and Engraving Works (Lancashire, Scotland, etc.)
- Hosiery Bleaching, Dyeing and Finishing (Midlands)
- Silk Dyeing and Finishing (Macclesfield)
- Lace Bleaching and Dyeing (Nottingham)
- Textile Making-up and Packing (Manchester)
- Made-up Textiles (Great Britain)*

Clothing Industries—

- Boot and Shoe Manufacture (Great Britain)
- Industries ancillary to boot and shoe manufacture† (Great Britain)
- Shoe and Slipper Making (Rossendale Valley)
- Felt Hat Manufacture (Denton district and Atherstone)
- Waterproof Garment Manufacture (Manchester)

Food, Drink and Tobacco Industries—

- Baking (Scotland)*
- Baking (Manchester, Liverpool, Warrington)
- Brewing (Edinburgh and Falkirk)
- Malting (Newark and district)
- Tobacco Manufacture (Great Britain)*

Woodworking—

- Furniture Manufacture (Great Britain)‡
- Furniture Manufacture (Northern Ireland)
- Coopering (Great Britain)
- Packing Case Making (London and Nottingham)
- Cabinet Case Making (Sheffield)
- Perambulator and Invalid Carriage Manufacture (Great Britain)*
- Last and Upper Pattern Manufacture (Great Britain)
- Plywood Manufacture (London)
- Ladder, Trolley, Steps, Truck, etc., Making (London)

Building and Allied Industries—

- Building (United Kingdom)
- Civil Engineering Construction (Great Britain)
- Electrical Contracting (England, Wales and Northern Ireland)
- Asphalting (England and Wales—Various districts)
- Other Industries and Services—
- Coal Tipping and Teeming (Great Britain)
- Horse Transport (Lancashire—certain areas)
- Electricity Supply—Technical Engineering Departments (Great Britain)
- Waterworks Undertakings (South Wales and Monmouthshire)
- Local Authorities' Non-Trading Services, Manual Workers (Glamorganshire and Monmouthshire)
- Brush and Broom Making (United Kingdom)*
- Basket Making (North-Eastern Counties, Lancashire and Cheshire, Midlands, London; and Government work)
- Hair, Bass and Fibre Working (Great Britain)*
- Coffin Furniture Making (Great Britain)*
- Jewel Case Making (London)
- Cinematograph Film Production (Great Britain)
- Cemeteries, Privately Owned (London area)
- Wallpaper Manufacture (England)
- Retail Grocery Distribution (Scotland)
- Retail Radio Trade (Scotland)

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- Jewel Case Making (London)
- Cinematograph Film Production (Great Britain)
- Cemeteries, Privately Owned (London area)
- Wallpaper Manufacture (England)
- Retail Grocery Distribution (Scotland)
- Retail Radio Trade (Scotland)

PRINCIPAL AGREEMENTS.

Coal Mining.—One element in the wage rates in this industry consists of a "flat-rate war addition" related to the cost-of-living index number. This was introduced by an agreement concluded on 20th March, 1940, between the Mining Association of Great Britain and the Mineworkers' Federation of Great Britain. The agreement provides for the payment of uniform flat-rate additions per shift, which are subject to review at quarterly intervals on the basis of changes in the cost-of-living index figure. The amount of the addition payable to adult workers for the quarters beginning with January, April, July and October in each year is ascertained by multiplying by 0.7d. the number of points by which the index number for the preceding 1st December, 1st March, 1st June and 1st September, respectively, exceeds 55 (the index figure for 1st September, 1939). No alteration in the

* See note * in previous column.
† These industries include stiffener, toe puff, cut sole, built heel and wood heel manufacture, and wood heel processing.
‡ In this case separate scales are in operation under Orders issued under the Trade Boards Acts and under an agreement made by the British Furniture Trade Joint Industrial Council.

addition is, however, to take place unless and until the index number shows a variation of 5 points or more from the number upon which the last preceding alteration was based. The amount of the flat-rate addition for workers other than adults is fixed at one-half that for adults, the definition of an adult being determined in each district by the local custom. The addition is payable in respect of ordinary shifts worked, subject to a maximum payment for six shifts worked in any one week.

The present cost-of-living addition for adults is 2s. 8d. a shift,* corresponding with an index figure of 100. Under the terms of the agreement no change will take place until the figure for any of the months of March, June, September or December rises to 105 or falls to 95.

Heavy Steel Industry (Steel Melting, Rolling, Forging, etc.)—An agreement made on 7th March, 1940, between the Iron and Steel Trades Employers' Association and the Iron and Steel Trades Confederation, suspended the operation of the selling-price sliding-scale by which wages had been regulated for many years, and substituted, as a war measure, a cost-of-living sliding scale. A flat-rate cost-of-living addition of 0.8d. a shift for men and 0.4d. for youths and boys under 21 years was to be paid for each point by which the cost-of-living index number exceeded 77 (the index figure for 1st February, 1940). The amount of the addition is determined each month according to the cost-of-living figure published in that month, and the amount so determined operates on the first Sunday of the following month. The addition is payable in full for all shifts worked and *pro rata* for working periods of less than a shift; in respect of week-end or overtime work, the addition carries the recognised rate of payment for such work. The agreement was revised on 23rd October, 1942, in favour of the workpeople, by the substitution of 62 for 77 as the basic index number, and of 0.6d. a shift for 0.4d. a shift for each point of variation in the index number for youths aged 18 and under 21 years.

The amounts of the cost-of-living additions at present paid are 2s. 6.4d. a shift for men, 1s. 10.8d. for youths and 1s. 3.2d. for boys under 18 years, corresponding with a cost-of-living figure of 100.* As indicated above, a change in the addition to wages operates for each point by which the index figure is varied.

Cotton Industry.—In the spinning section of this industry an agreement made on 4th March, 1940, between the Federation of Master Cotton Spinners' Associations on the one side and the Amalgamated Association of Operative Cotton Spinners and Twiners and the Amalgamated Association of Card, Blowing and Ring Room Operatives on the other, provides that a cost-of-living figure of 65 points shall be taken as corresponding with wages at 78 per cent. above standard rates (this having been, in general, the prevailing percentage at the outbreak of the war). For every increase or decrease of four points in the cost-of-living figure, the standard rates of wages fixed in the various piece price lists are advanced or reduced in accordance with the following scale:—

When cost-of-living index is at	Percentage Gradations in "Standard" for cost-of-living	Cumulative Percentage to be added to "Standard"
65	—	—
69	4½	4½
73	4	8½
77	5	13½
81	4	17½
85	5	22½
89	4	26½
93	5	31½
97	4	35½
101	5	40½
105	4	44½

Wage rates are reviewed at quarterly intervals on the basis of the index figures for 1st March, 1st June, 1st September and 1st December, and any adjustments become operative on the first pay-day of the month following these dates. The last change in wages that operated under the scale was made in January, 1942, when the "cumulative percentage" to be added to standard rates, under the above scale, was raised to 40½† to correspond with the cost-of-living figure of 101.

In the manufacturing section of the industry, an agreement made on 16th January, 1940, between the Cotton Spinners, and Manufacturers' Association and the Northern Counties Textile Trades Federation, provides that the rates of wages obtaining in September, 1939, shall be taken to be the basic wages corresponding with a cost-of-living figure of 65 points, and that for each full four points variation in the cost-of-living figure these basic wages shall be increased or decreased by 2½ per cent. Reviews of wage rates take place at quarterly intervals in the same manner as in the spinning section. The present percentage addition to the pre-war wage is 35, consisting of 22½ per cent. taking effect under the sliding scale and 12½ per cent. agreed upon in October, 1939, before the sliding scale was introduced.* No further change in wages rates in the cotton spinning and manufacturing industries becomes due until the figure rises to 105 or falls to 97 in one of the specified months.

Boot and Shoe Manufacture.—A sliding scale for regulating the rates of wages of boot and shoe operatives in accordance with

* The amounts specified are not the total increase in rates of wages in the industry since the outbreak of the war, other increases having also been granted.
† The total addition to standard rates is 141, consisting of 78 in force prior to the war, 22½ granted in October, 1939, before the sliding-scale was introduced, and 40½ granted under the sliding-scale. Further additions to wages, now amounting to 9s. a week for adults and 5s. for juveniles, have been granted during the war, apart from the sliding-scale increases.

variations in the official cost-of-living index number has been incorporated in the successive national agreements for the industry since 1922.

The current scale, which came into operation at the beginning of 1944, fixes six different scales of minimum weekly day-wage rates, and six different amounts of percentage additions to basic piece rates, to be applicable respectively when the cost-of-living index figure is (a) over 50 but not over 60; (b) over 60 but not over 70; (c) over 70 but not over 80; (d) over 80 but not over 90; (e) over 90 but not over 100; (f) over 100 but not over 110. The differences between the weekly rates corresponding with successive groups of index figures are 3s. in the case of men 21 years and over, 2s. in the case of women 20 years and over, 1s., 2s. or 3s. for younger male workers, and 1s. or 2s. for younger female workers. The addition to basic piece rates progresses (usually by steps of 4½ per cent.) from 6½ per cent. when the index figure is over 50 but not over 60 to 27½ per cent. when it is over 100 but not over 110. Changes in the rates payable rendered necessary by alterations in the cost-of-living figures are based upon the index figure published in any monthly issue of the "Ministry of Labour Gazette," and have effect on the first pay-day of the second month succeeding the date of such issue. Should the cost-of-living figure approach 110, both sides are to meet to consider what increase should be applied in respect of cost-of-living figures above that level.

Although the current agreement is in a similar form to that in operation before the war, the day-wage rates and the percentage addition to piece-rates corresponding with a specified group of index figures are higher than they were in the pre-war agreements. Moreover, the scale which was in force before the outbreak of war restricted the operation of the scale to annual reviews, based on the index figure published in September of each year. The scale of wage rates now in operation is subject to adjustment when the index figure rises to 101 or falls to 90.

Building Industry.—Since 1921 wage rates in the building industry have been regulated to a large extent by cost-of-living sliding scales. Under the national agreement for England and Wales in force at the outbreak of war, specified standard hourly rates of wages of craftsmen in London and in nine grades of districts were taken to correspond with an index figure of 65. Variations of ½d. an hour in these rates were made in respect of each complete 6½ points difference between this datum figure and the average monthly cost-of-living figure for the period January to December. The variations were decided upon at the "statutory" meeting of the National Joint Council held in January each year, and took effect on 1st February following. The standard rates for labourers were maintained at 75 per cent. of the craftsmen's rates.

The above method of determining variations in the standard rates was modified by an "emergency wage agreement" concluded on 22nd November, 1939, which, while keeping the former agreement and its sliding scale intact, made temporary and emergency war-time adjustments. Under these new arrangements, as later revised on 9th February, 1943, wages rates are reviewed three times a year, in January, May and September, on the basis of the average of the index numbers of the antecedent twelve months, any necessary adjustments in standard rates becoming operative on the first day of the month following the month of review. A standard rate of 1s. 9d.* an hour for craftsmen in Grade A towns corresponds with an average index figure of 65, and wage rates for both craftsmen and labourers in all grades of towns are adjusted by ½d. an hour for variations of 6½ points from this figure as follows:—

Range of Average Index Figures.

Grade A Standard	Rate per Hour.
A. Scale for 65 points minus.	
65 and down to but not including 58½	1s. 9d.
58½ " " " " " " 52 ..	1s. 8½d.
52 " " " " " " 45½	1s. 8d.
45½ " " " " " " 39 ..	1s. 7½d.
(and so on, at 6½ points intervals, for each ½d. per hour change).	
B. Scale for 65 points plus.	
More than 65 and up to but not including 71½	1s. 9½d.
71½ " " " " " " 78	1s. 10d.
78 " " " " " " 84½	1s. 10½d.
84½ " " " " " " 91	1s. 11d.
91 " " " " " " 97½	1s. 11½d.
97½ " " " " " " 104	2s. 0d.
(and so on, at 6½ points intervals, for each ½d. per hour change).	

The present level of wage rates becomes due for alteration when the average of the cost-of-living index figures over a period of twelve months rises to 104 or falls below 97½.

A somewhat similar agreement has been adopted by the Scottish National Joint Council.

OTHER AGREEMENTS.

From the foregoing examples it will be seen that the provisions of the different agreements vary as regards (a) the extent of fluctuation in the cost-of-living which involves a change in wages, (b) the amount and the form of the wage change thus made, and (c) the period which elapses between one change in wages and the next, or the time when wages changes are due to come up for consideration.

As regards the first of these factors, the numbers of points of movement in the cost-of-living index figure that constitute a "step" in the sliding scale vary in different agreements from

* This rate includes an increase additional to the amount warranted by the rise in the cost-of-living index figure. The standard rates for labourers and for other grades of towns are related to that for craftsmen in grade A towns.

1 to 15, the most common numbers being 1, 3, 4, 5, 6, and 10. In many cases the index figure must move a certain number of points away from a certain standard or datum figure before wages can change. In other schemes a change in wages occurs when the index figure passes from one group into another group. In many schemes the range of index numbers over which the sliding scale operates is limited, no provision being made for changes in wages should the index number drop below the datum figure (e.g., below the figure of 55 specified in the coal mining agreement). Instances in which an upper limit is placed upon the operation of the scale are much less frequent, and may be exemplified by the scales applicable to the furniture manufacturing industry which do not provide for future increases in wage rates after the index figure has passed 105 points. In some scales, it may be noted, the upper limit has been extended when the index figure has approached a point which was not in contemplation when the scale was first introduced.

As regards the second factor, the amount of the change in wage rates naturally varies in accordance with the size of the points factor. With very few exceptions (e.g., cotton spinning, with alternate movements of 4 or 5 per cent. on basic wages for every 4 points, and fire clay mining in Yorkshire, with movements of 3½d. a shift for each 5 points up to 95 and of 3d. a shift beyond 95 points) the amount of change in wage rates corresponding with a specified variation in the index figure is uniform at all points in the scale. In form, the wage change often consists of a flat-rate amount (per hour, per shift or per week) generally uniform for all occupational classes and differing only as between men, women and juveniles. Less frequently it consists of a percentage addition, likewise uniform for all classes of workers as well as for men, women and juveniles, but necessarily involving considerable differences in the resulting amounts of money payments made to different individuals. Under the terms of some scales the cost-of-living addition is given in the form of a flat rate to the timeworkers and of a percentage to the pieceworkers in the same industry. In comparatively few scales does the wages factor, whether in the form of a flat rate or a percentage, differentiate between workers in separate occupations or at different levels of remuneration, but in the case of hosiery trade operatives, timeworkers in the wool textile industry in Yorkshire and electrical power engineers, the cost-of-living payments are proportionately less for the more highly paid workers than for other workers. Also, under some scales the percentage additions to pieceworkers' rates are somewhat smaller than those to timeworkers' rates.

As regards the third factor, the schemes fall into two main groups, viz., (a) those in which changes in wage rates occur whenever the index figure has moved the necessary number of points, and (b) those in which changes in wages occur only at specified intervals, should a change be warranted by a movement in the index figure. In the case of schemes falling under (a) the cost-of-living figure for any month is liable to give rise to an immediate wages change. In the case of schemes falling under (b) the changes in wages as a rule operate quarterly, but occasionally every two, four or six months, and are based either on the figures for particular months, e.g., March, June, September and December, or on the average of the figures for the preceding two, three, four, six or twelve months. The agreements usually fix the day or the pay-week when the revised wage rate shall come into operation. Generally, the date of change is the first day or first pay period in the month following the month to which the critical cost-of-living figure relates, e.g., in the first pay week in January when the critical figure is that for 1st December. In a few cases the change in wages is deferred until early in the second following month.

It will be seen from the above paragraphs that a given change in the cost-of-living index figure does not have an immediate, or the same, effect on wage rates in all the industries in which the agreements operate. It may be sufficient to warrant a change in wages in some cases and insufficient in others. In some cases it may result in a rise or fall in wage rates very soon after the change, while in others the index figure may have to remain at its new level for a period before a variation in wages operates.

TRADE BOARD ORDERS.

In some of the trades for which minimum rates of wages have been fixed by Orders made under the Trade Boards Acts, the Orders provide that the minimum rates so fixed shall be varied, from time to time, in accordance with changes in the official cost-of-living index figures. The trades concerned are furniture manufacture, tobacco manufacture, baking in Scotland, chain making, the made-up textile trade, perambulator and invalid carriage manufacture, brush and broom manufacture, the hair, bass and fibre trade, and coffin-furniture making (male workers only). In the furniture manufacturing trade, additions to the minimum rates of wages of 1½d. an hour for men, 1¼d. an hour for women and ¾d. an hour for juveniles are made when the cost-of-living figure is 79 and not over 84, and further additions are made when the index figure for February, May, August or November rises into the following groups: 85 to 90, 91 to 96, and 97 to 104. When the figure is 105 and over the total additions amount to 3½d., 2½d. and 1½d. an hour, respectively. In the tobacco trade a "war emergency payment" of 5½d. a week for men and 3½d. a week for females and juveniles is paid, in addition to minimum rates, in respect of each point above 65 and not above 114. In the baking trade in Scotland the minimum rates of wages are increased by 1s., 1s. 3d., 1s. 6d. or 2s. a week, according to the amount of the minimum rate, for each 5 points rise in the cost-of-living figure from 55 up to 150.

(B).—SELLING-PRICE, ETC., SLIDING SCALES.

Before the war there were in operation in some industries collective agreements providing for the periodical adjustment of wages to correspond with variations in the selling-prices of certain commodities. With very few exceptions, these agreements have since been suspended and replaced, in most cases, by cost-of-living sliding-scale agreements. The agreements were almost entirely confined to the iron and steel industry, or to closely allied industries such as coke and by-products manufacture, iron mining, limestone quarrying and tinplate manufacture. The commodities, the prices of which were used for this purpose, consisted in most cases of the actual output of the industry, as, for example, pig iron, the price of which governed the wages of blastfurnacemen in some districts. In some cases, however, they were articles manufactured from the output of the workers concerned as, for instance, steel plates, the price of which regulated the wages of workpeople engaged in the production of steel.

The agreements usually provided that certain basis or standard rates of wages should be taken as corresponding to a specified selling-price, and for each variation of a certain amount in the price above or below this price, a percentage was added to or deducted from the basis or standard rates. Thus, in the case of the manufacture of pig iron in the Cleveland area, the agreement provided for the periodical variation of rates of wages in correspondence with changes in the assumed selling-price of pig iron. This price was based on the quarterly realised selling-price per ton of plates as certified by a named firm of accountants, one half of such price being assumed for the purpose of the agreement as being the average selling-price of iron. The standard rates of wages were related to a selling-price of 50s. a ton, and for each variation of 3d. a ton in the selling-price above or below this amount, ¼ per cent. was added to or deducted from the standard rates. The ascertainment took place at intervals of three months and the consequent wage changes operated early in the second month following the end of the quarter to which the price related.

These sliding scales continued to operate during the earlier months of the war, but between March and June, 1940, the operation of nearly all of the scales was suspended for the duration of the war, the existing percentage additions to basis rates being increased in most cases and stabilised at the increased figure. At the same time provision was made for the payment of a flat-rate advance per shift, which was to fluctuate according to changes in the cost-of-living index figure (see the particulars given on page 95 relating to the heavy steel industry).

At the present time only two scales, so far as is known, continue to operate. These relate to coke and by-products manufacture in Durham and in South Wales and Monmouthshire.

Coke and by-products manufacture (Durham).—Collective agreements providing for the variation of wage rates in accordance with the selling-price of coke have been in operation, with some interruption, since August, 1924. The current agreement provides that when the average realised price of coke at the ovens is at or under 18s. a ton an addition of 30 per cent. should be payable on the agreed basis shift rates. For every increase of 4d. a ton in the price up to 24s., the percentage addition is increased by ¼ per cent., and for every increase of 6d. a ton thereafter by 1 per cent. The price is ascertained by accountants representing both sides, who obtain returns from the employers showing the realised value at the ovens of all by-product coke sold, i.e., blastfurnace, foundry, export, coarse and riddled breeze, but excluding ballast and coke sent to makers' own works or those of companies affiliated to them. Since April, 1941, the selling-price sliding scale has operated in conjunction with a cost-of-living sliding scale. Under the latter, a percentage addition of 63 on basis rates is taken to represent a cost-of-living index figure of 90 points, and 3½ per cent. is added to the percentage of 63 for each complete 5 points increase in the index figure above 90. When the percentage addition to basis rates warranted by the operation of the selling-price sliding scale exceeds the percentage warranted by the cost-of-living scale, the former percentage is paid. At 1st June, 1944, the addition under the selling-price sliding scale was 90 per cent. as compared with 70 per cent. under the cost-of-living scale.

Coke and by-products manufacture (South Wales and Monmouthshire).—In this district a selling-price sliding scale has been in operation since December, 1935. When the average net selling-price of coke is 16s. and under 16s. 4d. a ton an addition of 28 per cent. is paid on standard basis rates of wages, and this percentage is increased by one point for each increase of 4d. in the price up to a maximum percentage of 75 per cent. In addition, a cost-of-living allowance at the rate of 0.7d. a shift for each point by which the cost-of-living index figure exceeds 55 is also payable.

ARRANGEMENTS IN THE COAL MINING INDUSTRY.

From 1921 to April, 1944, there were agreements in operation in the coal mining industry providing for the periodical adjustment of wage rates in correspondence with variations in the proceeds of the industry in each district, as ascertained from returns made by the owners and checked by independent auditors appointed by each side. The amount to be distributed as wages was determined by deducting from the ascertained total proceeds in the district the costs of production other than wages and by allocating to wages a fixed percentage (usually 85 or 87) of the remainder. In each district a minimum percentage addition

to basic rates was fixed, and if the net proceeds available for distribution were insufficient to provide such a minimum the deficit was to be made up by the owners but to be recoverable, to an extent defined in the agreements, out of future surpluses.

During the war period the fluctuations in wage rates under these arrangements have been comparatively slight, and the foregoing method of regulating wages has now been suspended, a national agreement* arrived at on 20th April, 1944, providing that the ascertainment agreements should be suspended for the duration of the agreement (four years) and that such percentage additions as were then operative thereunder should be merged in the day-wages and piece-rates payable.

NATIONAL SERVICE ACTS.

DEFERMENT OF CALLING-UP OF APPRENTICES.

In view of the urgent need for young men for the Forces, the conditions under which deferment of calling-up under the National Service Acts may be granted to apprentices have recently been revised.

Under the procedure hitherto in force, the calling-up of apprentices in occupations for which the age of reservation was 25 or under on 1st December, 1941, could be deferred until the completion of the apprenticeship, or until the apprentice attained the age of twenty years, whichever was the earlier. Under the revised conditions, deferment of calling-up may be granted to an apprentice only if the apprentice can show (i) that the apprenticeship is in an occupation in which there is no age restriction on the grant of deferment to men aged twenty or over, or is in one of a limited number of building and civil engineering occupations; (ii) that the apprentice entered into his apprenticeship before his seventeenth birthday (subject to exceptions as regards student engineering apprentices in training for a professional grade, and also to certain exceptions in cases of extended attendance at school as a preliminary to apprenticeship); and (iii) that the apprenticeship is an effective one under which the apprentice is gaining the full experience of his trade that is to be expected by an apprentice under the conditions normally obtaining.

If the foregoing conditions are satisfied the apprentice may be granted deferment for a period of twelve months, subject to review at the end of that period. Renewal of deferment will then be conditional on a report of satisfactory progress, showing that the apprentice is gaining full experience of his trade. For this purpose the District Man Power Board will ask for a report from the employer and from any educational establishment which the apprentice may be attending for full-time day study over a period, or for part-time day or evening study, as a condition of apprenticeship. If progress has been satisfactory, deferment may be renewed until the date on which the apprenticeship is due to end or until the apprentice attains his twentieth birthday, whichever is the earlier.

ORDER AND PROCLAMATION: ISLE OF MAN.

By the National Service (Isle of Man) Order,† signed by His Majesty the King on 4th May, 1944, the provisions of the National Service Act, 1942,‡ with certain specified exceptions, modifications and adaptations, were extended to the Isle of Man. On the same date approval was given by Order in Council§ to a Proclamation directing that men born or domiciled in the Isle of Man who have attained the age of 18 years since 22nd October, 1942, the date of the last Proclamation affecting the Isle of Man,|| shall be liable to be called up under the National Service Acts. The Proclamation also has continuing effect, so that such men automatically become liable as they attain the age of 18 years. It does not raise the age of liability, i.e., men born or domiciled in the Isle of Man cease to be liable on attaining the age of 41 years.

Men born or domiciled in the Isle of Man who have come to the mainland are liable for service under the National Service Acts, if they have been resident there during any continuous period of three months ending on or after 20th January, 1944, provided that their age group is covered by a Proclamation.

HOLIDAYS WITH PAY IN AGRICULTURE.

The Agricultural Wages Board for England and Wales have issued Orders effective from 18th June, 1944, under the Agricultural Wages (Regulation) Acts, the Holidays with Pay Act and the Defence (Agriculture and Fisheries) Regulations, varying the directions with regard to holidays with pay and the provisions as to overtime on the weekly half-holiday for workers employed in agriculture. The new Orders have the effect of increasing, in most counties, the number of days holiday for which payment is made, and of making the duration of the paid holidays per annum uniform in all areas.

The Orders provide that whole time agricultural workers employed on time work are to be allowed holidays with pay at the rate of one day for each two consecutive months of regular employment completed on or after 1st November, 1943, or, in the counties of Hereford and Worcester, on or after 1st January, 1944, or, in the counties of Northumberland and

* See the issue of this GAZETTE for May, 1944, page 75.
† S. R. & O. 1944, No. 535. H.M. Stationery Office; price 1d. net (2d. post free).
‡ See the issue of this GAZETTE for January, 1943, page 6.
§ S. R. & O. 1944, No. 536. H.M. Stationery Office; price 1d. net (2d. post free).
|| See the issue of this GAZETTE for November, 1942, page 188.

Durham, on or after 13th May, 1944. Workers who are required to work seven days a week in 30 or more weeks during a twelve-month period are to be allowed, in addition, a holiday on a Sunday. The total number of paid holidays is thus to be six days (or six days plus one Sunday in the case of seven-day workers) in each twelve-months period of regular full-time employment, apart from the four public holidays referred to below.

The holidays to which the workers become entitled, under these Orders, within the specified period of twelve months are to be given during that period, but not (except with the consent of the worker) before 1st April or, in Herefordshire and Worcestershire, after 31st October, or, in Northumberland and Durham between 11th November and 31st March. They are not to be taken on Sundays (except as regards the additional day allowed for those working a seven-day week) or on any of four specified public holidays, referred to below. Where a worker is entitled to three or more days of paid holiday, three of these days are to be consecutive. The minimum rates of pay for holidays on week-days remain as before, apart from slight adjustments in a few counties. A special rate of payment is fixed for those entitled to a Sunday holiday.

The Orders also provide that, on four specified public holidays (varying in different districts), any employment shall be treated as overtime employment, and that the number of hours in respect of which the statutory minimum weekly wage is applicable during the weeks in which those days fall shall be correspondingly less than in a normal week. The effect of this is that in each of those four weeks the worker either receives the day's holiday on full pay without having to make up the time, or, if he is required to work on the public holiday, he is entitled to overtime payment for all employment on that day.

Under the Orders previously in force, the total number of paid holidays, inclusive of public holidays, varied in different districts, in most cases from 8 to 10 days.

Provision is also made that any employment after 1 p.m. (12 noon or 12-30 p.m. in some cases) on Saturday afternoon, or other agreed weekly half-holiday, shall be paid for at overtime rates. Previously, overtime rates in some areas were payable after a specified number of hours.

WAGES OF AGRICULTURAL WORKERS IN SCOTLAND.

The Scottish Agricultural Wages Board have recently issued Orders under Regulation 25 of the Defence (Agriculture and Fisheries) Regulations* providing for the raising of the minimum rates of wages fixed for agricultural workers in Scotland under the provisions of the Agricultural Wages (Regulation) (Scotland) Acts, 1937 and 1940. The new rates became operative on 29th May in the counties of Zetland, Orkney, Caithness, Sutherland, Angus, Fife and Kinross and in parts of the county of Perth, and on 15th May elsewhere in Scotland. Under these Orders the statutory minimum wage rate for male agricultural workers, 20 years of age and over, has been raised in all districts from 60s. to 65s. a week. For men employed on special classes of work, e.g., as grieves, shepherds, stockmen, ploughmen or tractor-men, the minimum rates have been increased by 6s. a week and now range from 68s. to 76s. a week.

For women, 18 years and over, employed on ordinary work, the minimum rates have been raised by 3s. 6d., 4s. 6d. or 5s. 6d. a week, in different districts, to a uniform rate of 47s. a week in all districts, while a uniform minimum rate of 53s. a week has been fixed for stockwomen, horsewomen, tractorwomen, poultry women and dairy maids. For milkers the minimum rate is 6s. 9d. a week for the daily milking of one cow and 1s. 4d. a week for each additional cow. The minimum rates for youths, boys and girls and for workers employed by the day or hour or on part-time work have also been raised in most cases.

The hours of work in respect of which the minimum rates of wages are payable remain unchanged; but the minimum rates of pay for overtime working have been increased in most cases. The new overtime rates are 1s. 7½d. an hour for men and 1s. 4d. an hour for women, 18 years and over in all districts, except for work on Saturday afternoons and Sundays, for which the rates are 1s. 11½d. an hour for men and 1s. 7½d. Annual holiday payments have been raised in proportion to the increases in the minimum rates of wages. Revisions have also been made in the values of certain of the benefits or advantages, including board and lodging, which may be reckoned as payment of wages in lieu of payment in cash.

WAGE CONTROL IN CANADA.

The revised system of war-time wage control introduced in Canada by the Order dated 9th December, 1943,† has been amended by an Order in Council issued on 13th March, 1944. Wage increases authorised under the provisions of the original Order will continue to be restricted to the removal of "gross inequalities and injustices" but the requirement that increases so granted shall entail no rise in prices will no longer apply. In addition, if deemed fair and reasonable, wage increases may now be authorised in those cases where the amount of any cost-of-living bonus and wage increases awarded since August, 1939, is below the full standard cost-of-living bonus granted under the regulations formerly in force.

* See the issue of this GAZETTE for April, 1944, page 60.
† See the issue of this GAZETTE for March, 1944, page 50.

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

Rates of Wages.

The principal groups of workpeople affected by changes in rates of wages during May were men and boys, and women employed on men's work, in the engineering and allied industries, employees of tramway, trolley-bus and omnibus undertakings, and agricultural workers in Scotland.

In the engineering industry the war bonuses paid to men, aged 21 years and over, were increased by 4s. a week, with corresponding increases (varying according to age) for youths and boys, under an Award of the National Arbitration Tribunal; and consequential increases were granted to women engaged on men's work. Similar increases were also granted to workpeople engaged in a number of allied industries. Men employed by tram, trolley-bus and motor omnibus undertakings were granted an increase of 5s. a week in their war wage, with proportional increases for women replacing men and increases of smaller amounts for younger workers. For agricultural workers in Scotland, the minimum rate fixed under the Agricultural Wages Regulation Acts for ordinary male workers was raised from 60s. to 65s. a week in all districts, and the minimum rates for men employed on special classes of work (shepherds, stockmen, ploughmen, etc.) were increased by 6s. a week. There were also increases of varying amounts in the minimum rates for youths and boys, women and girls (see article on page 97 of this GAZETTE).

Other industries and services in which rates of wages were increased during May included vehicle building (carriages, carts etc.), cement manufacture, soap, candle and edible fat manufacture, paint, colour and varnish manufacture, retail bespoke tailoring in England and Wales, and local authority services in London. In the vehicle building industry, wages were advanced by 1d. an hour for adults and by smaller amounts

for juveniles. In the cement industry there were increases in war bonus of 8d. a day for men and 4d. a day for youths, boys and women. The introduction of revised scales of basic rates and war allowances in the soap, candle and edible fat industry involved increases, at different establishments, of 2s., 4s. or 6s. a week for men and 2s. or 4s. a week for women, with smaller increases for younger workers. Adult workers in the paint, colour and varnish industry were granted an increase of 4s. a week, with increases of varying amounts for juveniles. For workpeople employed in retail bespoke tailoring in England and Wales, the addition to the rates operating at September, 1939, was raised from 22½ to 37½ per cent. The war-wage addition for men employed as manual workers in the non-trading services of local authorities in the Administrative County of London was increased by 4s. a week and there were smaller increases for women and juvenile workers.

In the industries (excluding agriculture) for which statistics are available,* the changes in rates of wages reported to have come into operation in the United Kingdom during May resulted in an aggregate increase estimated at about 400,000 in the weekly full-time wages of nearly 2½ million workpeople. Of the estimated total increase of 400,000 a week, about 150,000 took effect under arbitration awards; 250,000 was the result of arrangements made by joint standing bodies of employers and workers; and most of the remainder was the result of direct negotiations between employers and workpeople or their representatives.

Hours of Labour.

No important changes in hours of labour were reported during May.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING MAY.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Agriculture	Scotland	15 May†	Men in specified classes (mainly those whose work involves care of animals).	Increase of 6s. a week. Minimum rates after change: 68s. to 76s. a week, according to occupation and area.‡
	do.	do.	Other men	Increase of 5s. a week. Minimum rate after change 65s. a week.‡
	do.	do.	Women	Increases of various amounts, ranging from 3s. to 8s. a week, in minimum wages as the result of the adoption of uniform rates of 53s. a week for women attending upon stock and 47s. for others.‡
	do.	do.	Boys and girls	New scales of weekly minimum rates adopted, according to age, resulting in increases of varying amounts in most cases.‡
Coke Manufacture	Durham	1 May	Cokemen and by-product workers	Increase of 3 per cent. on basis rates making wages 88 per cent. above the basis rates.§
Cement Manufacture.	United Kingdom	Beginning of 1st full pay week in May.	Men, youths, boys and women, except those whose wages are regulated by movements in other industries.	Further flat-rate war bonus granted of 8d. a day to men and of 4d. a day to youths, boys and women who, during the day, work the full number of hours required of them.
Stoneware Manufacture.	Great Britain	1st pay day in Dec., 1943||	Workpeople paid at time rates:— Kiln firemen, boiler firemen, continuous kiln personnel and other shift workers.	Minimum basic wage, for employment on shift work, to be calculated at such rate per hour or shift as shall, together with any special payment for week-end work, secure earnings of not less than 74s. 8d. for a week of 56 hours, plus war bonus of 2s. 6d. a day.||
			Skilled and semi-skilled workers	Minimum basic rate of 1s. 6½d. an hour adopted for skilled men (adult male operatives who have served their apprenticeship) plus war bonus of 2s. 6d. a day, the minimum basic rates for semi-skilled workers to be fixed locally.¶
			Other men, youths and boys	Standard minimum basic rates adopted of 3d. an hour at 14 years rising by half-yearly increments to 1s. 1d. at 21, plus war bonus of 2s. 6d. a day for men 21 years and over and 1s. 8d. for youths and boys.||
			Women and girls	Standard minimum basic rates adopted of 3d. an hour at 14 years rising by half-yearly increments to 7½d. at 20 and over, plus war bonus of 2s. 1d. a day for women 21 and over and 1s. 8d. for girls.||
Soap, Candle and Edible Fat Manufacture.	Great Britain	1st pay day in May.	Workpeople paid at piece rates	Piecework prices to be such as will enable a worker of average ability to earn a minimum of 25 per cent. above earnings at the appropriate basic day-work rate. In addition, war bonus granted of 2s. 6d. a day for men, 2s. 1d. for women and 1s. 8d. for younger workers.||
			Men, women, youths, boys and girls	Revised scales of basic rates and war allowances introduced, involving increases in inclusive rates of 2s., 4s. or 6s. a week, according to grading of firm, for men and 2s. or 4s. for women 18 years and over with increases of 1s. to 4s. for youths and boys in firms in lower gradings and of 1s. to 3s. for girls in most cases. Rates after change: men 66s. a week in some firms, 64s. in others, plus 16s. war allowance in all cases; youths and boys 15s. plus 9s. at 14 years rising to 51s. plus 14s. at 20; women and girls 14s. plus 9s. at 14 rising to 36s. plus 14s. at 18 and over.
			Men, youths and boys	Increases of 1d. an hour for workers 18 years and over, of ½d. for those 16 and under 18 and of ¼d. for those under 16. Minimum rates after change, for workers who entered the industry on and after 1st June, 1932: 8½d. an hour at 14 years rising to 1s. 9d. at 21 and over.
			Women and girls	Increase of 1d. an hour for workers 17 years and over, of ½d. for those 16 and under 17 and of ¼d. for those under 16. Minimum rates after change, for workers who entered the industry on and after 1st June, 1932: 7½d. an hour at 14 years rising to 1s. 0½d. at 21 and over.

* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting Government employees, agricultural workers, shop assistants and clerks, for which classes the information available is not sufficient to form a basis for statistics. Where information is available, however, details of changes in the wages and hours of these classes are shown in the list of principal changes recorded. The estimates of the effects of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect either of short time or of overtime.

† The increased rates came into operation on this date in eight out of the eleven areas into which the country is divided for the purpose of regulation of statutory minimum rates. In the remaining three areas the increased rates came into operation on 29th May.

‡ These increases took effect under Orders issued under the Agricultural Wages Regulation (Scotland) Acts (see article on page 97 of this GAZETTE).

§ This increase took effect under an arrangement whereby wage rates fluctuate in accordance with a sliding scale based upon the selling price of coke. Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.

|| These rates are laid down in an agreement of the National Joint Wages Board for the General Stoneware Industry signed on 17th May and made retrospective to the date shown above. Where, at the date of the agreement, higher basic rates were in operation, these rates are to be maintained. The rates are for a normal working week of not more than 56 hours for kiln firemen, etc., 44 hours for boys and girls under 16, and 48 hours for all other operatives. The war bonus is not to be paid in respect of any days on which the operative is absent from work or on which, without reasonable cause, a full day's work is not performed. The total minimum wage for men is not to be less than 70s. for a full 48-hour week, any deficiency to be made up by increasing the war bonus to 3s. a day, raising the basic rate to 1s. 1½d. an hour or paying a good time-keeping bonus of 3s. a week, at the option of the employer.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Paint, Colour and Varnish Manufacture.	Great Britain	1st pay day in week beginning 1st May.	Men, youths and boys	Increase of 4s. a week in minimum rate for men and of 1s. to 4s. 2d. according to age, for youths and boys. Rates after change: men 70s. minimum rate plus 7s. 6d. war bonus, youths and boys 18s. 1d. plus 1s. 11d. at 14 years rising to 59s. 4d. plus 6s. 2d. at under 21.*
			Women 21 years and over wholly employed in place of men.	Increase of 3s. a week in minimum rates. Rates after change: 50s. 8d. minimum rate plus 4s. 4d. war bonus during first 6 months' service, and 57s. 8d. plus 4s. 4d. thereafter.*
			Other women and girls	Increase of 4s. a week in minimum rate for women 21 years and over and of 1s. 10d. to 4s. 3d., according to age, for girls. Rates after change: 17s. 7d. minimum rate plus 1s. 11d. war bonus at 14 years rising to 43s. 8d. plus 4s. 4d. at 21 and over.*
Steel Industry	Sheffield	Beginning of 1st full pay period after 11 May.	Workpeople employed in steel melting and steel manipulating departments on the Sheffield shift system and in receipt of the shift war bonus:— Men	War bonus increased by 8d. a shift. Total war bonus after change: men remunerated on plain time basis 4s. 2d. a shift, tonnage and part-tonnage workers 3s. 2d.
			Youths and boys	War bonus increased by 6d. a shift for youths 18 and under 21 years and by 4d. for those under 18. Total war bonus after change: at 18 and under 21 years 2s. 3d. a shift, under 18 years 1s. 6d.
			Female dilutees whose rates of wages are related to those of men.	Increase in national bonus dependent on probationary period reached and bonus of men replaced.
Engineering and Allied Industries.	United Kingdom	do.	Building trade operatives employed in steel works, etc.	Increase of 4s. a week in all-in rates. Rates after change: craftsmen 100s. 6d., bricklayers', masons', slaters' and plasterers' labourers 81s. 6d., scaffolders 81s. 6d., navvies 78s. 6d.
			Workpeople employed in the engineering and allied industries, except those whose rates of wages are regulated by wage movements in other industries, e.g., building, electrical contracting:— Men, apprentices, youths and boys.	Increase of 4s. a week in national bonus for men, with corresponding increases for apprentices, youths and boys.† National bonus after change: men—timeworkers 25s. 6d. a week, workers on systems of payment by results 17s. 6d., apprentices, youths and boys 17½ per cent. of men's national bonus at 14 years rising to 62½ per cent. at 20 and under 21 years.
			Female dilutees whose rates of wages are related to those of men.	Increase in national bonus dependent on probationary period reached and relationship to rates of men replaced.
Shipbuilding and Ship-repairing.	do.	do.	Workpeople employed in federated shipyards, whose wages have hitherto been regulated by movements in the engineering industry:— Fitters, turners, etc., apprentices, youths and boys.	Increase in bonus as in the engineering and allied industries (see above).
			Female dilutees whose rates of wages are related to those of men.	Increase in national bonus for women 21 years and over on completion of probationary period, dependent on relationship to rates of men displaced.
			Fitters, turners and brass finishers	Increase of 1d. an hour. Rate after change: 2s. 3½d. plus 1d. an hour for all hours worked.
Ship-repairing	Thames district§	do.	Moulders, firemen and trimmers	Increase of 4s. a week. Rates after change: moulders 96s. 6d., firemen 93s., trimmers 86s. 6d.
			Apprentices, youths and boys in engineering trades.	Increase of 1s. 1½d. to 2s. 6d. a week, according to age or year of apprenticeship.
Engineering and Shipbuilding.	Portsmouth (certain firms)||	do.	Women working with engineering trades.	Increase of 4s. a week for women 21 years and over who have completed eight months' training, and who did not participate in the last increase for workers in shipbuilding and ship-repairing trades.
			Mechanics and labourers whose wages have hitherto been regulated by movements in the engineering industry.	Increase in bonus as in the engineering and allied industries (see above).
Railway Workshops.	Great Central Section of the L. & N.E. Railway.	do.	Railway shompen, apprentices, youths and boys whose wages have hitherto been regulated by movements in the engineering industry.	Increase in bonus as in the engineering and allied industries (see above).
			Workpeople, other than labourers,¶ employed as plain timeworkers on outside steelwork erection.	Increase of 1d. an hour. Rates after change include: sheeters—London Area, within a radius of 16 miles from Charing Cross, 2s. 3½d., elsewhere 2s. 1½d., riveters and crane drivers 2s. 2½d., 2s. 1½d., erectors, riveters' holders-up and sheeters' holders-up 2s. 1½d., 2s. 0½d., erectors' helpers 2s. 0½d., 1s. 1½d., rivet heaters (adults) 1s. 1½d., 1s. 10½d., burners—new work 2s. 2½d., 2s. 1½d. demolition or scrap work 2s. 1½d., 2s. 0½d.
Edge Tool Manufacture.	Sheffield	Pay period beginning on or after 16 May.	Men, youths and boys employed in light edge tool manufacture.	Increase of 4s. a week in bonus for men and of 9d. to 3s. 6d., according to age, for youths and boys. Bonus after change: plain datal workers: men—24s. 6d., youths and boys—11s. 9d. at 14 years rising to 30s. 6d. at 20.
			Men, youths and boys employed in heavy edge tool manufacture.	Increase of 4s. a week in bonus for men and of 9d. to 3s. 6d., according to age, for youths and boys. Bonus after change: plain datal workers: men—24s. 6d., youths and boys—11s. 9d. at 14 years rising to 30s. 6d. at 20.
Engineers' Small Tools Manufacture.	do.	do.	Men, youths and boys	Increase of 4s. a week in bonus for men and of 9d. to 3s. 6d. according to age, for youths and boys. Bonus after change: men—datal workers 24s. 6d., pieceworkers 18s. 6d.; youths and boys—datal workers 11s. 9d. at 14 years rising to 30s. 6d. at 20, pieceworkers 10s. 3d. at 14 years rising to 25s. 6d. at 20.
			Men, youths and boys	Increase of 4s. a week in bonus for men and of 9d. to 3s. 6d. according to age, for youths and boys. Bonus after change: men—datal workers 24s. 6d., pieceworkers 18s. 6d.; youths and boys—datal workers 11s. 9d. at 14 years rising to 30s. 6d. at 20, pieceworkers 10s. 3d. at 14 years rising to 25s. 6d. at 20.
Machine Knife, etc., Manufacture.	do.	do.	Men, youths and boys	Increase of 4s. a week in bonus for men and of 9d. to 3s. 6d. according to age, for youths and boys. Bonus after change: men—datal workers 24s. 6d., pieceworkers 18s. 6d.; youths and boys—datal workers 11s. 9d. at 14 years rising to 30s. 6d. at 20, pieceworkers 10s. 3d. at 14 years rising to 25s. 6d. at 20.
			Men, youths and boys	Increase of 4s. a week in bonus for men and of 9d. to 3s. 6d. according to age, for youths and boys. Bonus after change: men—datal workers 24s. 6d., pieceworkers 18s. 6d.; youths and boys—datal workers 11s. 9d. at 14 years rising to 30s. 6d. at 20, pieceworkers 10s. 3d. at 14 years rising to 25s. 6d. at 20.
Saw Manufacture	do.	do.	Men, youths and boys	Increase of 4s. a week in bonus for men and of 9d. to 3s. 6d. according to age, for youths and boys. Bonus after change: men—datal workers 24s. 6d., pieceworkers 18s. 6d.; youths and boys—datal workers 11s. 9d. at 14 years rising to 30s. 6d. at 20, pieceworkers 10s. 3d. at 14 years rising to 25s. 6d. at 20.
			Men, youths and boys	Increase of 4s. a week in bonus for men and of 9d. to 3s. 6d. according to age, for youths and boys. Bonus after change: men—datal workers 24s. 6d., pieceworkers 18s. 6d.; youths and boys—datal workers 11s. 9d. at 14 years rising to 30s. 6d. at 20, pieceworkers 10s. 3d. at 14 years rising to 25s. 6d. at 20.
Scythe, Sickle and Hook Manufacture and Grinding.	do.	do.	Men, youths and boys	Increase of 4s. a week in bonus for men and of 9d. to 3s. 6d. according to age, for youths and boys. Bonus after change: men—datal workers 24s. 6d., pieceworkers 18s. 6d.; youths and boys—datal workers 11s. 9d. at 14 years rising to 30s. 6d. at 20, pieceworkers 10s. 3d. at 14 years rising to 25s. 6d. at 20.
			Men, youths and boys	Increase of 4s. a week in bonus for men and of 9d. to 3s. 6d. according to age, for youths and boys. Bonus after change: men—datal workers 24s. 6d., pieceworkers 18s. 6d.; youths and boys—datal workers 11s. 9d. at 14 years rising to 30s. 6d. at 20, pieceworkers 10s. 3d. at 14 years rising to 25s. 6d. at 20.
File Manufacture and Grinding.	do.	do.	Men, women and girls employed in file manufacture.	Bonus increased by 6 per cent. on piecework earnings, making total bonus on piecework earnings 91 per cent.
			Men, youths and boys	Increase of 4s. a week in bonus for men and of 9d. to 3s. 6d. according to age, for youths and boys. Bonus after change: men—datal workers 24s. 6d., pieceworkers 18s. 6d.; youths and boys—datal workers 11s. 9d. at 14 years rising to 30s. 6d. at 20, pieceworkers 10s. 3d. at 14 years rising to 25s. 6d. at 20.
do.	do.	do.	File grinders (men)	Increase of 4s. a week for plain time or datal workers and of 5 per cent. on list prices for pieceworkers. Bonus after change: plain time or datal workers 13½ per cent. on datal rates plus 10s. for a full week, pieceworkers 18½ per cent. on list prices.
			File grinders (men)	Increase of 4s. a week for plain time or datal workers and of 5 per cent. on list prices for pieceworkers. Bonus after change: plain time or datal workers 13½ per cent. on datal rates plus 10s. for a full week, pieceworkers 18½ per cent. on list prices.

* Payments for overtime, shift work and night work are based upon minimum rates only, and not upon minimum rates plus war bonus.

† Workpeople in the allied industries include those employed in non-ferrous metal manufacture and rolling, drop forging, and the hollow-ware, spring, tube and wire trades. In addition, the increases applied to workpeople employed by federated firms in railway carriage and wagon building, constructional engineering, sheet metal working, gas meter making, scale, beam and weighing machine making, and the manufacture of plastic material and finished articles.

‡ These increases were the result of an award of the National Arbitration Tribunal.

§ These increases affected workpeople whose wages follow changes in the engineering industry, employed by members of the River Thames Dry Dock Proprietors' and Ship-repairers' Association.

|| These increases affected workpeople employed by members of the Portsmouth and District Engineering and Shipbuilding Employers' Association.

¶ Movements of the rates of wages of general labourers are governed by movements in the rates of outside general labourers in each district.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Brass Working	Rotherham, Sheffield, Doncaster, Halifax and Dewsbury districts.	Beginning of 1st full pay period after 11 May.	Men, apprentices, youths and boys	War bonus increased by 4s. a week for men, with corresponding increases for apprentices, youths and boys. Bonus after change: dayworkers—men 25s. 6d. a week, apprentices, youths and boys 17½ per cent. of men's bonus at 14 years rising to 62½ per cent. at 20 and under 21; pieceworkers 17s. 6d. for 47 hours.
	do.	do.	Female dilutees whose rates of wages are related to those of men.	Increase in national bonus dependent on probationary period reached and relationship to rates of men replaced.
	Birmingham and district.	do.	Men and youths employed in brass founding	Increase of 4s. a week in bonus for men, and of 2s. for youths 18 and under 21 years. Minimum time rates, after change, for a 47-hour week: men—founders 34s., 41s., 46s., according to grade, polishers 43s., 48s., plus bonus of 44s. 6d. in each case; youths—18 years 18s., 19 years 23s., 20 years 28s., plus bonus of 22s. 3d. in each case. Bonus, after change, for men employed on piecework 38s. 6d. a week.
Nut, Bolt, etc., Manufacture.	Birmingham, Darlaston and district.	do.	Workpeople employed in machine nut, bolt, etc., manufacture.	Increase in bonus as in the engineering and allied industries (see page 99).
	Scotland	do.	Men, youths and boys employed in machine rivet, nut and bolt manufacture.	Increase of 4s. a week for workers 18 years and over, and of 2s. for those under 18.
Hand Forged Nut and Bolt Making.	South Staffordshire	do.	Men	Bonus increased by 4s. a week.
Screw Manufacture	Birmingham and district.	do.	Men, apprentices, youths, boys and female dilutees whose rates of wages are related to those of men.	Increase in bonus as in the engineering and allied industries (see page 99).
Galvanising	Midlands	21 Apr.	Workpeople employed on odd work galvanising.	Basic time rates adopted, for a minimum working week of 47 hours, of 62s., 60s. 6d., 55s. 6d., for first, second and third class dippers or potmen respectively, of 53s. 6d. for picklers and viewers or examiners, and of 50s. for labourers, plus bonus of 22s. a week in each case. Piecework prices to be such as to enable a worker of average ability to earn at least 27½ per cent. above the basic time rates, excluding timeworkers' bonus, plus pieceworkers' bonus.*
	do.	Beginning of 1st full pay period after 11 May.	do.	Bonus increased by 4s. a week. Bonus after change: timeworkers 26s., pieceworkers 18s.
Wool-comb, Hackle and Gill Making.	Bradford, Leeds, Halifax, Keighley and district.	Pay day in week ending 27 May.	Circle and faller finishers, repairers and drillers, pinsetters in mills, etc.	Increase of 2d. an hour. Rates after change include: circle finishers, repairers and drillers 2s. 3d., faller finishers, repairers and drillers 2s. 1d., pinsetters in mills 2s. 1½d.
Keg and Drum Manufacture.	Great Britain	3 May	Workpeople paid at time rates	Increase of 1½d. an hour in general minimum time rates for men, of ½d. for women 21 years and over, of ¼d. to 1½d., according to age, for youths and boys and of ¼d. or ½d. for girls.†
	do.	do.	Workpeople paid at piece rates	Increase of 1½d. an hour in piecework basis time rates for men, of ¼d. for women 21 years and over, of ½d. to 1½d. for youths and boys and of ¼d. to ½d. for girls, excluding girls 16 and under 17 for whom there was no change.‡
Silk Dyeing and Finishing.	Macclesfield district	Pay day in week ending 13 May.	Men, youths, boys, women and girls	Cost-of-living wage increased from 99 to 100 per cent. on basis rates. Minimum rates after change for adults: men 64s., plus 7s. 6d. a week of 48 hours (special payment); women (18 years and over) 40s., plus 4s. 6d. a week of 48 hours (special payment).
Textile Finishing	North-Western Area	Beginning of 1st full pay week in May.	Engineers and mechanics	Increase of 4s. a week (95s. 6d. to 99s. 6d.) for men, with corresponding increases for apprentices.
Jute Manufacture	Dundee	Pay week beginning 17 May.	Skilled mechanics, apprentices, semi-skilled and unskilled workers employed in mechanical departments.	Increase of 4s. a week of 48 hours for men and of 1s. 3d. to 2s. 9d. according to year of apprenticeship, for apprentices. Rates after change for skilled men: coppersmiths and brassmoulders 108s. 3½d., tinsmiths 103s. 2½d., blacksmiths 102s. 2½d., joiners and pattern makers 101s. 2½d. (plus 1s. a week tool money), fitters and turners 100s. 1½d., inclusive of maintenance allowance of 6s. a week in all cases.
Tailoring	England and Wales	19 May	Workpeople employed in retail bespoke tailoring.	Further increase of 15 per cent. (22½ to 37½), on rates operating at September, 1939.
Flour Milling	Great Britain	3 Apr.‡	Men, women, youths, boys and girls, except road transport workers, mechanics, electricians and workpeople whose wages are regulated by movements in other industries.	War supplements increased by 4s. a week for men and for women in the sackhouse, by 3s. for women engaged in packing small bags, other women 20 and over, and youths 18 and under 21, by 2s. for women 18 and under 20, and by 1s. for youths, boys and girls under 18. Rates after change include: men—1st roller men 82s. to 98s., according to location of mill and area of roller contact, general labourers 70s. to 82s., according to location of mill; women 20 years and over—truckers and mill cleaners on day work 48s. 6d. to 58s., mill cleaners on shift work 50s. 6d. to 60s., sackhouse workers 49s. to 57s., packers of small bags 45s. to 49s., according to location of mill in each case; all rates are inclusive of the appropriate war supplements.
	do.	1st full pay period following 12 May.	Mechanics	Increase of 4s. a week. Rates after change: 97s., 95s., 93s., according to location of mill.
Millsawing and Packing Case Making.	England (various districts).	1st full pay period in May.	Labourers 21 years and over, employed in handling timber after its initial piling in the sawmill yard (import mills).	Increase of 1d. an hour in universal and district minimum rates. Minimum rates after change: universal minimum rate 1s. 6½d.; district basic rates—Humber district, London district, Tyne and Wear 1s. 9d., Barrow-in-Furness, Coventry and district, Gloucester and district, Hartlepool and Tees, Leicester and district, Nottingham and district, Plymouth and Southampton, West Riding of Yorkshire 1s. 7½d., East Anglia and South Coast—specified towns 1s. 7d., rest of area 1s. 6½d., Cumberland, Hampshire (except Southampton) and Dorset 1s. 6½d.‡
	Liverpool	1 May	Woodcutting machinists and sawyers employed in sawmills (male operatives other than apprentices).	Increase of 1d. an hour (2s. 1d. to 2s. 2d.).
	do.	do.	Male and female operatives employed in packing case making.	Increase of 1½d. an hour. Rates after change: male operatives 2s. female operatives 1s. 3d.
	Scotland (excluding Aberdeen).	1st pay period in May.	Woodcutting machinists and sawyers, boxmakers and millworkers employed in packing case shops.	Increase of ½d. an hour (1s. 11½d. to 2s.) for journeymen and of proportionate amounts for apprentices.
Coopering	Great Britain and Belfast.	1st pay day following 1 May	Timeworkers, pieceworkers and apprentices.	Emergency bonus increased by 1d. an hour (1d. to 2d.) for timeworkers and pieceworkers, for all hours worked including overtime, and by ½d. (½d. to 1d.) for apprentices.

* The agreement provides that, in the case of workpeople who are in receipt of higher rates than those specified in the agreement, the differential is to be maintained in the case of a general increase.

† These increases took effect under an Order issued under the Trade Boards Acts. Details are contained in the confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

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

§ These increases were agreed upon on 1st June, and made retrospective to the date shown.

¶ These rates were agreed upon by the Sawmilling and Woodworking Section of the Timber Trade Federation and the trade unions concerned, and do not apply to workpeople who are employed by firms normally engaged in the production and conversion of home-grown timber.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Vehicle Building (Carrriages, Carts, etc.)	United Kingdom	1st pay week beginning on or after 23 May.	Men, women 21 years and over fully qualified to carry out men's work without additional supervision or assistance, apprentices and other youths and boys.	War bonus increased by 1d. an hour (5½d. to 6½d.) for adults and by proportional amounts for apprentices and other youths and boys.
	do.	do.	Other women and girls	War bonus increased by 1d. an hour for women 21 years and over and by ½d. for younger workers. Bonus after change: at 16 and under 18 years 2½d., at 18 and under 21 3½d., at 21 and over 5d.
Paper Bag Manufacture.	Great Britain	22 May	Women and girls who enter or who have entered the trade for the first time.	Increase of varying amounts, at most ages, as a result of the replacement of scales of general minimum time rates for learners from 14 to 18 years of age and over by scales of general minimum time rates for workers entering the trade for the first time at under 17 years or at 17 and over, as follows: Workers entering the trade for the first time at under 16 years 15s. 6d. a week at 14 rising by half-yearly increments to 36s. 6d. at 17½ and under 18, those entering at 16 and under 17 years 20s. to 35s., workers in both classes on attaining 18 years to receive the current adult rate for women of 41s. 3d.; workers entering the trade for the first time at 17 years and over 29s. during 1st six months, 35s. during 2nd six months, 41s. 3d. thereafter.*
Building	Belfast	1st full pay after 5 May.	Labourers	Increase of ½d. an hour (1s. 6½d. to 1s. 7d.)†
Road Passenger Transport.	London (including Outer London Country Omnibus Zone).	Beginning of 1st full pay period after 18 May.	Tramway, trolley-bus and motor omnibus workers employed by the London Passenger Transport Board, other than those whose wages are regulated by movements in other industries:— Men, women 18 years and over employed to replace men, and youths and boys.	War wage increased by 5s. a week (19s. 6d. to 24s. 6d.) for men, by 2s. 6d. (14s. 8d. to 17s. 2d.) for youths 18 and under 21 years, by 2s. 6d. (9s. 3d. to 11s. 9d.) for boys and by proportional amounts for women employed to replace men.‡ The increases are calculated on an hourly basis.
	do.	do.	Other women and girls	War wage increased by 5s. 11d. a week (14s. 7d. to 20s. 6d.) for women 21 years and over, by 2s. 6d. (11s. 1d. to 13s. 7d.) for those 18 and under 21, and by 2s. 6d. (7s. to 9s. 6d.) for girls. The increases are calculated on an hourly basis.
	Great Britain (excluding Metropolitan Area) and Belfast.	do.	Workpeople employed by municipal tramway, trolley-bus and omnibus undertakings, other than those whose wages are regulated by movements in other industries.	War wage increased by 5s. a week (19s. 6d. to 24s. 6d.) for men, by 3s. (11s. 10d. to 14s. 10d.) for youths 18 and under 21, by 2s. 9d. (8s. 6d. to 11s. 3d.) for boys 16 and under 18, by 2s. 3d. (7s. 6d. to 9s. 9d.) for boys under 16, and by proportional amounts for women employed to replace men.‡ The increases are calculated on an hourly basis.
	England and Wales (excluding Metropolitan Area).	do.	Drivers, conductors, cleaners, greasers, maintenance and/or repair workers (other than certain skilled craftsmen) employed by various company-owned omnibus undertakings.	War wage increased by 1½d. an hour (4½d. to 6½d.) for male and female workers 21 years and over, by ½d. (3½d. to 4½d.) for those 19 and under 21, by ½d. (2½d. to 3½d.) for those 17 and under 19, and by ¼d. (1½d. to 1½d.) for those 14 and under 17.
Horse Cartage.	Lancashire and Cheshire (except Merseyside and Chester) and the Buxton and High Peak District of Derbyshire.	Pay day in week commencing 22 May.	Men, youths, boys and women	Increase of 2s. 6d. a week for men 18 years and over and for women, and of 2s. for youths and boys. Minimum rates after change: men 18 years and over—one-horse drivers 78s. 6d., two-horse drivers 83s. 6d.; women 73s.; youths—age 17 and under 18, 70s. 6d., 16 years and under 17, 63s.
Local Authority Services.	Administrative County of London.	1st full pay period in the year 1944.‡	Manual workers employed in non-trading services of local authorities, except those whose wages are regulated by movements in other industries.	Increase of 4s. a week (15s. 6d. to 19s. 6d.) in war wage addition for men, of 3s. for women 21 years and over, of 2s. 6d. for workers 18 and under 21, and of 1s. 6d. for those under 18. Rates after change for labourers or equivalent classes of workpeople, 63s. and 66s., according to class of work, plus war wage addition of 19s. 6d. in each case.‡
Retail Meat Distribution.	England and Wales	1st pay day in week beginning 1 May.	Men, youths, boys, women and girls in pork butchers' shops employed solely in salesmanship.	Increase of 4s. a week for men, youths and boys and of 3s. for women and girls in the minimum rates of remuneration fixed by the Joint Industrial Council for the Retail Meat Trade.
	do.	do.	Women and girls in general butchers' shops:— Employed as assistants and cashiers.	Increase of 1s. to 5s. a week for workers 16 and under 20 years in the minimum rates of remuneration fixed by the Joint Industrial Council for the Retail Meat Trade.
	do.	do.	Mainly engaged in cutting and in acting as general butchers' assistants.	Minimum rates of remuneration fixed at 2s., 2s. 6d. and 4s. a week above the corresponding rates of ordinary female assistants in general butchers' shops, for workers 16 and under 18 years, 18 and under 21 and over, respectively, resulting in increases varying from 2s. 6d. to 7s. a week.
Coal Distribution	Yorkshire—Heavy Woollen district.¶	1st pay day following 1 May.	Horse drivers and drivers of mechanically propelled vehicles employed by coal merchants.	Increase of 1s. 6d. a week in minimum rates for horse drivers. Rates after change: one-horse drivers 75s., two-horse drivers 80s. Revised scale of minimum rates adopted for drivers of mechanically propelled vehicles ranging from 75s. a week on vehicles with a carrying capacity up to and including 30 cwt. to 86s. on vehicle with a carrying capacity exceeding 6 tons up to and including 12 tons gross laden weight.**
Navy, Army and Air Force Institutes.	Great Britain	Week commencing 7 May.	Manual workers employed in warehouses, bakeries, grocery establishments, meat factories and bacon stoves.	Increase of 4s. a week for men, youths and boys and of 3s. for women and girls. Rates after change, inclusive of war additions: males—Grade A localities 25s. at 14 years rising to 84s. at 21 and over, B 23s. 6d. to 80s.; females—Grade A 19s. at 14 years rising to 51s. at 21 and over, B 18s. to 48s.††

* These changes took effect under an Order issued under the Trade Boards Acts. Details of the minimum rates are contained in the confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

† This increase was the result of an award of the National Arbitration Tribunal (Northern Ireland). The award also granted a tool allowance at the rate of 1s. a week for joiners and plasterers and a "dirty money" allowance at the rate of 1d. an hour for plasterers whilst engaged on work other than new work.

‡ The increase of 5s. a week is to be applied to women employed to replace men in the proportions laid down in Industrial Court Award No. 1755, dated 19th April, 1940, viz., women, 21 years and over, not less than 90 per cent. of the full increase during the first 6 months of service and the full increase thereafter; women under 21, not less than 90 per cent. of the full increase; women who, during service, attain the age of 21 and have served for not less than 6 months to receive the full increase.

§ These increases affected local authorities affiliated to the District Council for the Administrative County of London (Joint Industrial Council for Local Authorities' Non-Trading Services, Manual Workers). Of the increase of 4s. a week for men, 2s. was the result of an award of the National Arbitration Tribunal dated 6th May, and the remaining 2s. of the increase and the increases for women and juveniles were agreed upon by the District Council on 26th May, all the increases being made retrospective to the date shown.

¶ Except in shops in the Boroughs or County Boroughs of Bexhill, Deal, Dover, Eastbourne, Folkestone, Hastings, Hythe, Lydd, Margate, New Romney, Ramsgate and Southend-on-Sea and the Urban Districts of Broadstairs and St. Peters, Felixstowe and Seaford.

** The following towns are covered by the agreement: Batley, Birstall, Cleeveheaton, Dewsbury, Gomersal, Heckmondwike, Liversedge, Mirfield and Ossett.

†† Additional increases of 1s. 6d. to 4s. a week, according to age, for male workers and of 1s. to 3s. for female workers took effect in Darlington, Derby, Dundee, Lancashire, Merthyr, Preston, Stoke (including Hanley) and York, as a result of the transference of these localities from Grade B to Grade A.

OUTPUT BONUS IN THE COAL MINING INDUSTRY.

Under the scheme providing for the payment of a bonus to workers in the coal mining industry for output in excess of a specified tonnage (see the issue of this GAZETTE for November, 1942, page 191), bonuses became payable, in respect of the four weeks ended 15th April, of 1s. 9d. a shift for adult workers in Leicestershire and 9d. a shift in South Derbyshire. These bonuses are payable for a period of four weeks, the first payment being made on the pay-day in the week ended 13th May.

TRADE DISPUTES IN MAY.

Number and Magnitude.—The number of disputes involving stoppages of work, reported to the Department* as beginning in May, was 150. In addition, 5 stoppages which began before May were still in progress at the beginning of that month. The approximate number of workpeople involved in these 155 stoppages, including workpeople thrown out of work at the establishments where the disputes occurred, is estimated at about 28,000. Some workpeople are counted more than once in this total, owing to more than one stoppage having occurred at certain collieries. After allowance for duplication in the figures on this account, the *net* number of separate individuals involved, directly or indirectly, in the above 155 disputes was nearly 20,000. The aggregate number of working days lost at the establishments concerned, during May, is estimated at 45,000.

In the 150 stoppages which began during May, about 21,000 workpeople were directly involved and over 6,000 were indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In the 5 stoppages which began before May, and were still in progress at the beginning of that month, the total number of workpeople involved during May, either directly or indirectly, was about 1,000.

Of all the stoppages of work through industrial disputes known to have been in progress at some time in May, the coal mining industry accounted for 105, involving nearly 23,000 workpeople and resulting in an aggregate loss of over 34,000 working days.

In the following Table an analysis is given, by groups of industries, of all disputes involving stoppages of work in the United Kingdom during May* :—

Industry Group.	Number of Stoppages in progress in Month.			Aggregate number of Working Days lost in all Stoppages in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.	
Coal Mining	3	102	105	22,900
Metal, Engineering and Shipbuilding	1	28	29	3,300
Textile		4	4	500
Food, Drink and Tobacco		2	2	400
Other Industries	1	14	15	600
Total, May, 1944	5	150	155	27,700
Total, April, 1944	36	152	188	239,200
Total, May, 1943	10	162	172	66,400

Duration.—Of 141 stoppages of work, owing to disputes, which came to an end during May, 78, directly involving 9,100

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING MAY.

Occupations† and Locality.	Approximate Number of Workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.‡	Began.	Ended.		
COAL MINING:— Brushers and other colliery workpeople—Shotts, Lanarkshire (one colliery).	1,000		5 May	6 May	In sympathy with two brushers who had had their wages reduced for alleged unsatisfactory work.	Work resumed on conditions in operation prior to the stoppage.
Colliery workpeople—Shotts, Lanarkshire (one colliery).	520		13 May	16 May	Dispute arising out of dissatisfaction with the interpretation of the minimum wage award of the National Reference Tribunal for the Coal Mining Industry.	Work resumed on conditions in operation prior to the stoppage.
Colliery workpeople—Shotts, Lanarkshire (certain collieries).	1,960		16 May	16 May	In sympathy with the workpeople involved in the above dispute.	Work resumed. The strippers and drawers affected were put on a ton rate.
Colliery workpeople—Shotts, Lanarkshire (one colliery).	1,000		18 May	18 May	In sympathy with a number of strippers and drawers who had been reprimanded for adopting an alleged "ca'canny" policy.	
ENGINEERING:— Foundry workers—Dagenham Essex. (one firm).	329	500	3 May§	3 May	Against the dismissal of an employee for alleged industrial misconduct.	Work resumed pending negotiations which resulted in the dismissal being upheld.
Engineering operatives—near Birmingham (one firm).	420		25 May	26 May	Dissatisfaction of a number of female operatives with piece-work rates which had been agreed between employers and workpeople's trade union.	Work resumed pending negotiations which resulted in certain concessions being made.
COTTON SPINNING:— Draw frame and flyer frame operatives and other workpeople employed in cotton spinning.—Shaw, Lancs. (one firm).	60	240	4 May	15 May	Workpeople's refusal to revert to payment on a piece-work basis, following a period during which their earnings had been supplemented, by means of allowances, to correspond with a standard production, irrespective of actual output.	Work resumed. Subsequently it was agreed to continue to pay wages on old system for a further period of four weeks from 22nd May, after which allowances would only be paid in respect of actual stoppages of work.
FOOD, ETC.:— Bakers—Dundee	380		1 May	6 May	Workpeople's demand for a later starting time in the morning.	Work resumed on conditions in operation prior to the stoppage.

* Stoppages involving less than 10 workpeople, and those which lasted less than one day, have, as usual, been omitted from the statistics, except when the aggregate number of working days lost exceeded 100. The figures given for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.
† Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage, and are counted more than once in the totals. The *net* number of individuals involved in coal mining stoppages in the period under review in 1944 was approximately 330,000 and in 1943, 60,000. For all industries combined the corresponding *net* totals were approximately 470,000 and 150,000, respectively.
‡ The occupations printed in italics are those of workpeople indirectly involved, i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes.
§ The stoppage began on the night shift of 2nd-3rd May.

workpeople, lasted not more than one day; 38, directly involving 5,700 workpeople, lasted two days; 12, directly involving 2,400 workpeople, lasted three days; 7, directly involving 1,300 workpeople, lasted four days; and 6, directly involving 600 workpeople, lasted over four days.

Causes.—Of the 150 disputes, leading to stoppages of work beginning in May, 36, directly involving 3,500 workpeople, arose out of demands for advances in wages, 3, directly involving 200 workpeople, out of proposed reductions in wages, and 46, directly involving 6,700 workpeople, on other wage questions; 9, directly involving 1,400 workpeople, on questions as to working hours; 10, directly involving 1,700 workpeople, on questions respecting the employment of particular classes or persons; and 45, directly involving 5,500 workpeople, on other questions respecting working arrangements. One stoppage, directly involving 2,000 workpeople, was in support of workpeople involved in another dispute.

TOTALS FOR THE FIRST FIVE MONTHS OF 1944 AND 1943.*

The following Table gives an analysis, by groups of industries, of all stoppages of work through industrial disputes in the first five months of 1944 and in the corresponding months of 1943 :—

Industry Group.	January to May, 1944.			January to May, 1943.		
	Number of Stoppages beginning in period.	Number of Workpeople involved in all Stoppages in progress.	Aggregate number of Working Days lost in all Stoppages in progress.	Number of Stoppages beginning in period.	Number of Workpeople involved in all Stoppages in progress.	Aggregate number of Working Days lost in all Stoppages in progress.
Coal Mining	608	432,800†	2,157,000	304	81,400†	191,000
Other Mining and Quarrying	11	2,300	10,000	6	1,200	2,000
Brick, Pottery, Glass, Chemical, etc.	10	600	1,000	16	600	2,000
Engineering	131	76,600	322,000	129	42,900	89,000
Shipbuilding	98	28,000	283,000	66	11,500	40,000
Other Metal	70	7,700	34,000	60	9,700	32,000
Textile	17	2,400	7,000	17	1,900	3,000
Clothing	16	1,600	2,000	7	500	1,000
Food, Drink and Tobacco	5	600	3,000	6	4,700	10,000
Building, etc.	31	3,200	5,000	27	4,700	11,000
Transport	36	17,300	38,000	31	25,700	83,000
Other Industries	33	5,000	11,000	18	1,600	4,000
Total	1,066	578,100†	2,873,000	687	186,400†	468,000

The figures given in the above Table exclude particulars of stoppages of work through disputes of a non-industrial character, such as the strike of some 17,000 apprentices at the end of March and the beginning of April, 1944, in support of a demand for the exemption of apprentices from liability for compulsory recruitment for work in the coal mining industry.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st June, 1944.

Increase since July, 1914	Food	68%	All Items	100%
Change since 1st May, 1944	Index Points	nil	nil	
	Per cent.	nil	nil	

ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 1st June was about the same as at 1st May, being about 1 per cent. above the level of 1st September, 1939, and about 64 per cent. above that of July, 1914.

As regards *clothing*, there was very little change in the average level of prices generally at 1st June as compared with a month earlier. For men's suits and overcoats there was a rise of between one-half and one per cent. in the average level of prices; for the remaining groups of items included in the figures, viz., woollen materials, woollen underclothing and hosiery, cotton materials and cotton hosiery, and boots and shoes, there was very little change in the average level of prices between 1st May and 1st June. 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 1st June the average level of prices was about 65 per cent. higher than at 1st September, 1939, and about 245 per cent. above the level of July, 1914.

In the fuel and light group, the average level of prices of coal and of gas at 1st June showed little change as compared with a month earlier. Prices of coal averaged about 38 per cent. higher than at 1st September, 1939, and about 167 per cent. above the level of July, 1914; prices of gas averaged about 31 per cent. higher than at 1st September, 1939, and about 102 per cent. higher than in July, 1914. There was no appreciable change during the month in the prices of lamp oil, candles or matches. In the fuel and light group as a whole the average level of prices at 1st June showed little change as compared with 1st May, being about 39 per cent. higher than at 1st September, 1939, and about 153 per cent. higher than in July, 1914.

As regards *other items** included in these statistics, there were relatively few changes in prices during May. In the group as a whole the average level of prices at 1st June was about the same as at 1st May, about 63 per cent. higher than at 1st September, 1939, and about 191 per cent. above the level of July, 1914.

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 1st June, 1944, is approximately 100 per cent. over the level of July, 1914, the same figure as at 1st May, 1944, as compared with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, *no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.*

The rise of 45 points since the beginning of September, 1939, is equivalent to about 29 per cent. Of these 45 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately three-fourths 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	73	71	69	70	71	72	76	80	81
1925 ..	80	79	79	75	73	72	73	73	74	76	76	77
1926 ..	75	73	72	68	67	68	70	70	72	74	79	79
1927 ..	75	72	71	65	64	63	66	64	65	67	69	69
1928 ..	68	66	64	64	64	65	65	65	65	66	67	68
1929 ..	67	65	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	55
1931 ..	53	52	50	47	47	45	47	45	45	46	46	48
1932 ..	47	47	46	44	43	42	43	43	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	56	56	56
1939 ..	55	55	53	53	53	53	56	55	55	55	55	55
1940 ..	74	77	79	78	80	81	87	85	87	89	92	95
1941 ..	96	97	97	98	100	100	99	99	99	100	100	101
1942 ..	100	100	100	99	100	99	100	101	100	100	100	100
1943 ..	99	99	99	98	99	98	99	98	99	98	99	99
1944 ..	99	100	100	100	100	100	..	..	..	..	..	..

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st May, 1944, and 1st June, 1944, respectively, as compared with July, 1914 :—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st May, 1944.	1st June, 1944.
Beef, British—			
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 ..	35	102	—
Bacon* ..	116	173	174
Fish ..	26	63	63
Flour ..	42	55	55
Bread ..	52	85	85
Tea ..	46	94	94
Sugar (granulated) ..	92	154	154
Milk ..			
Fresh ..	13	37	37
Salt ..	7	41	41
Cheese ..	16	51	51
Margarine ..	—8	3	3
Eggs (fresh) ..	58	60	60
Potatoes ..	33	41	41
All above articles (Weighted Average on July, 1914, basis)	38	68	68

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st June, 1944, of the articles of food specified was about 68 per cent. higher than in July, 1914, about 22 per cent. higher than at the beginning of September, 1939, and approximately the same as at 1st May, 1944.

* The description of bacon specified for quotation is streaky, but where this kind was seldom being sold the returns relate to another kind, locally representative.
† 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 1st June and 1st May, 1944, 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.

A detailed account of the method of compilation of these statistics, "The Cost of Living Index Number: Method of Compilation," is obtainable, price 3d. net, from H.M. Stationery Office, at the addresses shown on page 106 of this GAZETTE.
* Soap, soda, domestic ironmongery, brushes, pottery, tobacco and cigarettes fares and newspapers.

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 May† was 202, as compared with 156‡ in the previous month and with 202‡ in May, 1943. Details for separate industries are given below:—

MINES AND QUARRIES.		Factories—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	.. . . .
Underground	64	Rubber Trades	.. . . . 1
Surface	2	Gas Works	.. . . . 1
Metaliferous Mines	2	Electrical Stations	.. . . . 1
Quarries	6	Other Industries	.. . . . 2
TOTAL,		WORKS AND PLACES UNDER	
MINES AND QUARRIES	74	SS. 105, 107, 108, FACTORIES	
		Act, 1937.	
		Docks, Wharves, Quays	
		and Ships	.. . . . 11
		Building Operations	.. . . . 6
		Works of Engineering	
		Construction	.. . . . 1
		Warehouses	.. . . . 1
		TOTAL, FACTORIES ACT	97
		RAILWAY SERVICE.	
		Brakemen, Goods Guards	.. . . .
		Engine Drivers, Motor-	
		men	.. . . . 3
		Firemen	.. . . . 1
		Guards (Passenger)	.. . . . 2
		Labourers	.. . . . 5
		Mechanics	.. . . . 5
		Permanent Way Men	.. . . . 8
		Porters	.. . . . 1
		Shunters	.. . . . 4
		Other Grades	.. . . . 6
		Contractors' Servants	.. . . . 1
		TOTAL, RAILWAY SERVICE	31
		Total (excluding Seamen)	202

INDUSTRIAL DISEASES.

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

I. Cases.		I. Cases—continued.	
LEAD POISONING.		EPITHELIOMATOUS ULCERATION	
		(SKIN CANCER).	
Among Operatives engaged in:		Pitch	.. . . . 11
Smelting of Metals	.. . . .	Tar	.. . . . 8
Shipbuilding	.. . . .	Paraffin	.. . . . 2
Other Contact with		Oil	.. . . . 2
Molten Lead	.. . . .	TOTAL	21
White and Red Lead	.. . . .	CHROME ULCERATION.	
Works	.. . . .	Manufacture of Bichromates	.. . . . 1
Vitreous Enamelling	.. . . .	Dyeing and Finishing	.. . . . 1
Electric Accumulator	.. . . .	Chrome Tanning	.. . . . 3
Works	.. . . .	Chromium Plating	.. . . . 8
Paint and Colour Works	.. . . .	Other Industries	.. . . . 8
Shipbuilding	.. . . .	TOTAL	12
Other Industries	.. . . .	Total Cases	40
Painting of Buildings	.. . . . 1		
TOTAL	1		
		II. Deaths.	
OTHER POISONING.		OTHER POISONING.	
Phosphorus	.. . . . 1	Toxic Anaemia	.. . . . 1
Aniline	.. . . . 3		
Chronic Benzene	.. . . .	EPITHELIOMATOUS ULCERATION	
Toxic Jaundice	.. . . . 3	(SKIN CANCER).	
Toxic Anaemia	.. . . . 3	Oil	.. . . . 1
TOTAL	6	Total, Deaths	2

* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished and the figures cover the 5 weeks ended 3rd June, 1944, in comparison with the 4 weeks ended 29th April, 1944, and the 4 weeks ended 29th May, 1943.

‡ Revised figure.

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

EMPLOYMENT OVERSEAS.

UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in February, 1944, is estimated by the United States Department of Labour to have been approximately 37,047,000. This was 0.6 per cent. lower than the figure for January, 1944, and 2.4 per cent. lower than that for February, 1943, but 24.5 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in February, 1944, is estimated to have been 0.6 per cent. lower than in January, 1944, and 0.4 per cent. lower than in February, 1943, but 65.7 per cent. above the average for the year 1939.

Estimates made by the United States Bureau of the Census show that the total number of unemployed persons in the United States of America in February, 1944, was approximately 900,000, compared with 1,100,000 in January, 1944, and 1,500,000 in February, 1943.

AUSTRALIA.

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in November, 1943, was 0.4 per cent. lower than in October, 1943, but 0.9 per cent. higher than in November, 1942.

CANADA.

According to returns received by the Dominion Bureau of Statistics from over 14,000 employers, the total number of workpeople in employment at 1st March, in industries other than agriculture and private domestic service, was 0.7 per cent. lower than at 1st February, 1943, but 0.3 per cent. higher than at 1st March, 1943, and 81.9 per cent. above the average number for the year 1926. The number of persons employed in manufacturing industries at 1st March was 0.4 per cent. lower than the figure for the previous month, but 1.4 per cent. higher than that for a year earlier.

ÉIRE.

The number of persons on the live register of Employment Exchanges at 27th May, 1944, was 60,471, compared with 63,274 at 29th April, 1944, and 70,686 at 29th May, 1943.

RETAIL PRICES OVERSEAS.

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

UNITED STATES OF AMERICA.

At mid-February, 1944, the official cost-of-living index figure showed a decline of 0.3 per cent. below that for the previous month, but a rise of 25.5 per cent. over the figure for mid-August, 1939. For food alone the index figure for mid-February, 1944, was 1.2 per cent. below the level of the previous month but 43.9 per cent. above that of mid-August, 1939.

CANADA.

At 1st April, 1944, the official cost-of-living index figure showed a slight rise to 119.1, as compared with 119.0 at 1st March and 118.9 at 1st February. The level of the index figure at 1st April, 1944, was 18.2 per cent. above that of 1st September, 1939. For food alone the index figure was 131.5 at 1st April, 131.1 at 1st March and 130.9 at 1st February, 1944. Compared with the figure for 1st September, 1939, that for 1st April, 1944, showed an increase of 32.3 per cent.

SOUTHERN RHODESIA.

In March, 1944, the official cost-of-living index figure (unadjusted for seasonal movements) showed a rise of 0.2 per cent. over the figure for February, 1944, which was 0.2 per cent. above the level of the previous month. For food alone the index figure in March, 1944, was 1.4 per cent. higher than that for February, 1944, which was 1.0 per cent. above the figure for the previous month. Compared with the figure for August, 1939, the all items index figure for March, 1944, showed a rise of 23.0 per cent.; and the corresponding increase in the index figure for food alone was 26.2 per cent.

INDIA.

In February, 1944, the official cost-of-living index figure for the working classes in Bombay showed a decline of 3.4 per cent. below the figure for the previous month, but a rise of 119.0 per cent. over the figure for mid-July to mid-August, 1939. For food alone the index figure for February, 1944, was 4.2 per cent. lower than that for the previous month, but 122.3 per cent. higher than the figure for mid-July to mid-August, 1939.

ÉIRE.

In mid-May, 1944, the official cost-of-living index figure was 1.4 per cent. lower than the figure for mid-February, 1944, and 68.8 per cent. above that for mid-August, 1939.

ICELAND.

At 1st April, 1944, the official index figure of the cost-of-living in Reykjavik was 266 as compared with 265 at 1st March and 263 at 1st February, 1944. For food alone, the index figures were 330 at 1st April and 331 at both 1st March and 1st February,

1944. Between 1st September, 1939, and 1st April, 1944, the index figure for all items showed a rise of 163.4 per cent., the rise in the case of the index figure for food alone being 226.7 per cent.

PORTUGAL.

In February, 1944, the official weighted index figure of the cost of food, fuel and light and certain household articles in Lisbon showed an increase of 0.1 per cent. over the figure for January, 1944, which was 2.1 per cent. higher than the figure for the previous month. As compared with the figure for August, 1939, that for February, 1944, showed a rise of 68.2 per cent., the corresponding increase in the case of the figure for January being 67.9 per cent.

The figure for 15th February, 1944, in the separate official series of (unweighted) index figures relating to the whole of Portugal, was 0.2 per cent. higher than that for 15th January, which was 1.8 per cent. lower than the figure for the previous month. As compared with the figure for 15th August, 1939, that for 15th February, 1944, showed an increase of 64.6 per cent., the corresponding percentage increase in the case of the figure for 15th January being 64.2.

LEGAL CASES AFFECTING LABOUR.

WORKMEN'S CLAIM AGAINST EMPLOYER FOR PERSONAL INJURIES—DEFENCE THAT THE WORKMAN VOLUNTARILY ACCEPTED THE RISKS OF HIS EMPLOYMENT.

A 59-year-old carter employed by the Rowley Regis Corporation sued the corporation for damages for personal injuries alleging that they had failed in their duty as employers to provide him with a horse safe and suitable for the work which he had to perform. The plaintiff's duty was to drive a cart in the wake of road sweepers so that he might collect and take away the sweepings. On the day in question the plaintiff was told by the foreman to take out a horse which was known to make attempts to run away. The plaintiff told the foreman that he did not like the idea of taking out the horse but the foreman replied: "The boss says you are to take him to the park." Without further protest the plaintiff obeyed the order and whilst he was out the horse ran away and the plaintiff was thrown to the ground and injured.

In their defence the corporation pleaded that they had not been negligent and that the plaintiff voluntarily incurred the risk of the alleged injury. At the trial which took place before Mr. Justice Singleton at Birmingham Assizes, the corporation did not persist in the defence that they had not been negligent but they relied on the maxim "Volenti non fit injuria" contending that the plaintiff was not entitled to recover because he had voluntarily accepted the risks of his employment. Mr. Justice Singleton gave judgment in favour of the corporation and dismissed the action. The plaintiff now appealed to the Court of Appeal.

The Court of Appeal (Lord Justices Scott, Goddard and du Parcq) allowed the plaintiff's appeal and ordered a new trial of the action limited to the question of damages. Lord Justice Goddard in the course of his judgment said that at the trial it was clear beyond question that the defendants not only did not dispute but insisted on the bad character of the horse. The plaintiff proved that it had bolted on at least two previous occasions and that another carter of long service with the defendants had refused to take him out again; that the plaintiff himself had protested against being required to take him out on the road; and that after the first day the plaintiff reported to the foreman that he had not found him very safe. So far from challenging any of this evidence, the defendants' counsel had sought to show in cross examination that the horse's disposition was notorious; that he was regarded as a devil and had bolted on two occasions before the accident in question. The issue fought, said the learned Lord Justice, was not whether the horse was one with which it was safe to work, but that the plaintiff had voluntarily incurred the risk of working with such an animal. The defendants called no evidence, finding, his Lordship supposed, that they could not blacken the horse's character more than the plaintiff's witnesses had done.

Lord Justice Goddard said that the maxim "Volenti non fit injuria" was one which in the case of master and servant was to be applied with extreme caution. Indeed, he would say that it could hardly ever be applicable where the act to which the plaintiff was said to be "volens" arose out of his ordinary duty, unless the work for which the plaintiff was engaged was one in which danger was necessarily involved. Thus a man in an explosives factory must take the risk of an explosion occurring in spite of the observance and provision of all statutory regulations and safeguards. A horsebreaker must take the risk of being thrown or injured by a restive or unbroken horse; it was an ordinary risk of his employment. But the man whose occupation was not one of a nature inherently dangerous, but who was asked or required to undertake a risky operation, was in a different position. To rely on this doctrine the master must show that the workman undertook that the risk should be on him. It was not enough that whether under protest or not he obeyed an order or complied with a request which he might have declined as one which he was not bound either to obey or to comply with. It must be shown that he agreed that what risk there was should lie on him. The learned Lord Justice said that he did not mean that it must necessarily be shown that the workman contracted to take a risk, as that would involve consideration, though a simple case of showing

that a workman did undertake a risk on himself would be that he was paid extra for so doing, and in some occupations "danger money" was often paid.—*Bowater v. Rowley Regis Corporation*. Court of Appeal, 27th March, 1944.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS. NATIONAL ARBITRATION TRIBUNAL AWARDS.

During May, 1944, the National Arbitration Tribunal issued twenty-six awards* Nos. 548 to 573. Four of these awards are summarised below; the other awards related to cases affecting individual employers.

Award No. 552 (6th May).—*Parties:* Local Authorities represented by the Employers' Side of the District Council for the Administrative County of London (Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers)) and members of the Trade Unions constituting the Trade Union Side of the afore-mentioned District Council employed by them. *Claim:* (a) That the war-wage of 15s. 6d. should be increased to 17s. 6d. as from the second full pay week in May, 1943; and (b) for a further increase of 2s. in the war-wage to 19s. 6d. to be operative on the pay day in the week beginning 3rd January, 1944. *Award:* The Tribunal awarded as regards the claim specified in clause (a) that the war-wage of 15s. 6d. be increased to 17s. 6d. with effect as from the beginning of the first full pay period in the year 1944. As regards clause (b) of the claim, the Tribunal, for reasons which they indicated, made no award, but they intimated that when the decision of the Arbitration Court of the National Joint Industrial Council on the difference between the parties which had been referred to that Council was available, it would be open to either party, if they so desired, to bring the matter again before the Tribunal under the same reference.

Award No. 555 (11th May).—*Parties:* Members of Associations federated with the Engineering and Allied Employers' National Federation and members of Trade Unions represented by the National Engineering Joint Trades Movement employed by them. *Claim:* For an increase of 10s. per week on the base rates to both time and piece workers. *Award:* The Tribunal awarded that the existing national bonus be increased in the case of all adult male workers by 4s. per week, and in the case of all non-adult male workers by proportions of this amount determined in accordance with the practice in the industry.

Award No. 562 (19th May).—*Parties:* Members of the Monmouthshire and South Wales Coal Owners' Association and members of the South Wales and Monmouthshire Colliery Winding Enginemen's Association and Provident Trade Union employed by them. *Claim:* For certain specified rates of wages and other conditions of employment for colliery winding enginemen. *Award:* Particulars of the Tribunal's findings are set out in full in the award.

Award No. 573 (26th May).—*Parties:* Members of Associations federated with the Engineering and Allied Employers' National Federation and members of the National Union of Scalemakers employed by them. *Claim:* For the application to service adjusters engaged on repairs or contracts of the full 6s. per week advance for time-workers provided under Award No. 326. *Award:* The Tribunal found that the *pro tanto* provision of clause (3) (b) of paragraph 4 of Award No. 326 does not apply to the increase in grade rates provided by an agreement between the parties dated 6th November, 1941, and they awarded that the workers on whose behalf the claim was made are entitled to the full 6s. advance for time-workers provided under the terms of that Award.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During May, 1944, the National Arbitration Tribunal (Northern Ireland) issued eleven awards, Nos. 320-330. One of these awards is summarised below; the other awards related to cases affecting individual employers.

Award No. 327 (10th May).—*Parties:* The members of the Belfast Builders' Association and certain employees of the member firms. *Claim:* For certain changes in rates of wages and other working conditions as follows: (1) a guaranteed week of 44 hours; (2) an increase of 2d. per hour to craftsmen and of 75 per cent. of the craftsmen's rate to labourers; (3) extra wages for joiners, slaters, plasterers and bricklayers; (4) plus rates to certain classes of labourers and semi-skilled workers; (5) travelling allowance beyond the six-mile radius, and all men recruited from Belfast to receive Belfast rates, plus 2s. 6d. per day; (6) where more than 30 men are employed, employers to make provision for a hot meal to be served at mid-day; and (7) that proper sanitary arrangements be provided on all jobs. *Award:* (1) The present rate of wages for labourers to be raised to 1s. 7d. per hour by the addition of 3d. per hour to the present basic rate; (2) joiners to receive tool money allowance at the rate of 1s. per week; (3) plasterers to receive (a) a tool money allowance at the rate of 1s. per week, and (b) a "dirty money" allowance at the rate of 1d. per hour whilst engaged on work other than new work. The Tribunal found that the remaining parts of the claim as set out above had not been established in so far as they seek to amend the terms and conditions of employment embodied in the working rules agreed between the Belfast Builders' Association and the Belfast Branches of the various Unions of Building Trades Operatives, and they awarded accordingly.

* See footnote on page 106.

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

INDUSTRIAL COURT AWARDS.

During May, 1944, the Industrial Court issued seven awards, Nos. 1962 to 1968. Four of these are summarised below; the other awards related to individual undertakings.

Award No. 1963 (11th May).—Parties: Trade Union Side and Official Side of the Shipbuilding Trade Joint Council for Government Departments. *Claim:* That skilled labourers employed in the war-time Admiralty industrial establishments on certain duties shall be paid special leads over and above the unskilled labourers' rate. *Award:* The Court awarded in favour of the claim.

Award No. 1964 (11th May).—Parties: Trade Union Side and Official Side of the Shipbuilding Trade Joint Council for Government Departments. *Claim:* That the improved range of rates authorised in A.F.O. 1660/41 for fitters in H.M. Dockyards and other Admiralty establishments should be extended to boiler-makers and shipwrights employed in those establishments. *Award:* The Court awarded in favour of the claim.

Award No. 1967 (26th May).—Parties: National Union of Railwaymen and London and North Eastern Railway Company. *Claim:* That a special allowance should be paid to the staff of the Civil Engineer's Department when employed in removing glass from the Cambridge Locomotive Shed roof. *Award:* The Court awarded an allowance of 1d. per hour in respect of the work referred to in the claim.

Award No. 1968 (26th May).—Parties: National Union of Railwaymen and London and North Eastern Railway Company. *Claim:* For payment of a dirty and dangerous work allowance for work performed on the roof of Liverpool Street Station in connection with the removal of glass. *Award:* The Court decided that the claim had not been substantiated.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During May, 1944, ten awards, two of which related to disputes reported under the Conditions of Employment and National Arbitration Orders, 1940-1942, were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. Two of the awards are summarised below; the other eight awards related to individual undertakings.

Parties: Transport and General Workers' Union and the Amalgamated Society of Operative Lace Makers and Auxiliary Workers on the one hand, and the British Plain Net Manufacturers' Association on the other hand. *Claim:* Whether the basis of calculation of wages for the purpose of the Essential Work Order in the Plain Net (Lace Manufacturing) Industry is to be based on one or two machines. *Award:* The Arbitrator in his award, dated 9th May, detailed the method by which the calculation of wages is to be made for this purpose.

Parties: Scottish Union of Bakers, Confectioners and Bakery Workers (Glasgow Branch) and the United Co-operative Baking Society. *Claim:* (a) That the proposals by the Society for shift working in bread production would result in a worsening of conditions, contrary to the terms of an existing agreement, and (b) that the suggestion as to shifts in the cake and flour confectionery production departments as formulated by the Society "will operate harshly" and should therefore be referred to arbitration. *Award:* The Arbitrator in his award dated 26th May, 1944, determined in favour of the Society's proposals.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

During May, 1944, proposals to vary minimum rates of wages for all classes of male and female workers in the trades concerned were issued as shown below:—

Aerated Waters Trade Board (England and Wales).—Proposal A (24), dated 2nd May, 1944.

Sugar Confectionery and Food Preserving Trade Board (Great Britain).—Proposal F (34), dated 12th May, 1944.

Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Trade Board (Northern Ireland).—Proposal N.I.H.H.G. (N. 79), dated 3rd May, 1944.

Sugar Confectionery and Food Preserving Trade Board (Northern Ireland).—Proposal N.I.F. (N. 18), dated 4th May, 1944.

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

* 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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CONFIRMING ORDERS.

During May, 1944, Orders* confirming variations of minimum rates of wages in the trades concerned were made as follows:—

Paper Bag Trade Board (Great Britain).—Order P (35), dated 11th May, 1944, and effective from 22nd May, 1944, relating to female workers 14 to 18 years of age.

Baking Trade Board (England and Wales).—Order BK. (E. & W.) 8, dated 22nd May, 1944, and effective from 9th June, 1944, relating to certain classes of male and female workers in certain specified districts.

STATUTORY RULES AND ORDERS.

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

The National Service (Isle of Man) Order, 1944 (S.R. & O. 1944, No. 535).—See page 97.

Order in Council approving Proclamation directing that certain Male British Subjects shall become liable to be called up for Service in the Armed Forces of the Crown (S.R. & O. 1944, No. 536).—See page 97.

The Agricultural Gangmasters (Registration and Control) Order, 1944, dated May 30th, 1944, made by the Minister of Agriculture and Fisheries under Regulation 55 of the Defence (General) Regulations, 1939. (S.R. & O. 1944, No. 635).—This Order enables War Agricultural Executive Committees to control, in certain respects, the operations of agricultural gangmasters and is similar to Orders which have been made for controlling the operations of agricultural contractors. The Order requires gangmasters to register with War Agricultural Executive Committees and to give the Committees particulars of their gangs and operations; and it permits Committees to give directions as to the districts in which gangmasters may operate, the kind of work which they shall do and the persons for whom they shall work. Executive Committees may also, subject to the approval of the Minister, fix the charges that gangmasters may make.

FACTORIES ACT (NORTHERN IRELAND).

FACTORIES (NOTIFICATION OF DISEASES) REGULATIONS (NORTHERN IRELAND), 1944.

Regulations under the above title were made on 27th April, 1944, by the Ministry of Labour for Northern Ireland, under sub-section (4) of Section 70 of the Factories Act (Northern Ireland), 1938, applying the provisions of that Section to toxic anæmia.

Copies of the Regulations—S.R. & O. of Northern Ireland, 1944, No. 39—may be obtained through any bookseller or direct from H.M. Stationery Office, 80, Chichester Street, Belfast.

OFFICIAL PUBLICATIONS RECEIVED.

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

COLONIAL DEVELOPMENT AND WELFARE.—*Return of Schemes made under the Colonial Development and Welfare Act, 1940, by the Secretary of State for the Colonies with the concurrence of the Treasury in the period from April 1st, 1943, to March 31st, 1944.* Cmd. 6532. Price 3d. (4d).

EMPLOYMENT.—*Employment Policy.* Cmd. 6527. Ministry of Reconstruction. Price 6d. (8d.). See page 90 of this GAZETTE.

JUVENILE EMPLOYMENT.—*The Young Worker: The Juvenile Employment Service.* Juvenile Employment Service Pamphlet No. 1. Ministry of Labour and National Service. Price 2d. (3d.).

NATIONAL INCOME AND EXPENDITURE.—*An Analysis of the Sources of War Finance and Estimates of the National Income and Expenditure in the years 1938 to 1943.* Cmd. 6520. Price 6d. (8d.).

PAYMENT BY RESULTS.—(i) *Trade Operations for which Bonus Rates have been fixed.* Memorandum on Essential Work (Building and Civil Engineering) Order, 1942. 3rd Edition. (ii) *Notes for Guidance on the Application of the System.* Ministry of Works. Price 6d. (7d.) and 1d. (2d.) respectively.

PRODUCTION MACHINERY.—*British Joint Production Machinery.* Studies and Reports, Series A (Industrial Relations), No. 43. International Labour Office, Montreal, 1944. Price 5s.