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SPECIAL ARTICLES, REVIEWS, ETC.

THE MAN-POWER POSITION : GOVERNMENT PROPOSALS.

STATEMENT BY THE MINISTER OF LABOUR AND NATIONAL SERVICE.

In a statement in the House of Commons on 29th July, Mr. Ernest Bevin (the Minister of Labour and National Service) said that the Government had recently reviewed the man-power position in relation to the requirements of industry and the Services. Developments in the war situation necessarily reflect themselves in the Government's man-power policy, and he wished to inform the House of a number of steps which they have decided must be taken at once to meet present and prospective needs.

Great though the expansion of the aircraft industry had been already, still more must be added to its labour force. This could only be done by the further recruitment of women, who would therefore not be available for the Women's Auxiliary Services, the Women's Land Army and other services. The Women's Auxiliary Services are nearly up to establishment. Recruitment to these Services must be reduced to a minimum. For the time being no more volunteers would be accepted save for a few special posts—this would apply as from 30th July—and no further age classes of women would be made subject to conscription under the National Service Acts. Existing vacancies in the Women's Services would be filled by women in the present conscribed age classes, namely, the 1918 to 1923 age classes, who had already expressed an option for these Services, and by women of other classes who had already volunteered. As the numbers available were likely to exceed the number of existing vacancies, the Government propose to ask those women who are not required for the Services for the time being to go into aircraft factories. The Minister said that it was a matter of regret that these Services would no longer be open to recruitment for the time being, but in existing circumstances this was unavoidable. The Government were confident that women, even where they had expressed an option for one of their Services, would be ready and anxious to help in every way they could to

provide the aircraft needed to forward the magnificent work of the Royal Air Force and the Fleet Air Arm.

In addition to the measures to which he had referred, it had been decided to extend the age of registration of women for employment up to age 50 inclusive. The second half of the 1924 age class of women would be registering early in August* and the registration of the 1895 and subsequent age classes would follow. Changes of programme in respect of other forms of production would also help to build up the labour force of the aircraft industry. Preliminary consideration too had been given to the possibility of utilising in the aircraft industry the services of increased numbers of juveniles aged 16 and 17. This was part of the more general consideration of the employment of juveniles of these ages to which he would refer later in another connection. The man-power position in a number of other industries and services besides the aircraft industry called for adjustment in order that our resources might be used to the best advantage. The construction of further airfields to accommodate the ever-increasing armada of our American Allies was of paramount importance, and the fullest use would have to be made for this purpose by the building and civil engineering industries of the labour which had been left in these industries. Special arrangements had recently been made with the co-operation of these industries to speed up this work and the Government were grateful for the very fine job that was being done.

As regards coal mining, Mr. Bevin stated that the country could not afford to risk falling short of coal supplies either for our requirements at home or for those which would arise as a result of our operations overseas. To refuse these demands would mean prolonging the war, with all its suffering and waste. This must not happen. Since 1940 our man-power, including mining labour, had been used where in prevailing circumstances it could be best employed. The Minister of Fuel and Power, however, had warned the House only a month ago that the time was approaching when new demands would mean that the man-power of the mining industry must be reinforced. The war situation had already altered since then, and it was clear that

* See page 111.

demands next year would be of such a nature that they could not be met with the man-power now available to the industry. At the beginning of July the labour force in the coalmining industry stood at 706,000. The net wastage was 20,000 a year; and the average man-power for the year up to next April, unless matters were changed, would not exceed 700,000. An average labour force at this level would not be sufficient to meet probable requirements. Numbers must be substantially increased, and the Government must make plans for an additional inflow into the industry to raise the total labour force and to make good wastage. These newcomers were wanted quickly in order that they might be trained.

Mr. Bevin stated that he had put this position to the Miners' Delegates at their Annual Conference at Blackpool recently and had pointed out that little, if anything, could be expected from a further withdrawal of ex-miners from the Forces or from other industries. The withdrawal last year had been substantial; indeed it had exceeded anticipations and had enabled the Minister of Fuel and Power to continue longer than he had expected without an accretion of man-power. He (Mr. Bevin) had indicated that it might be necessary to put entry into the mines on the same footing as service in the Forces and that it might even be necessary to go down as far as boys of 16 years of age. At present the inflow of boys was mainly from the mining villages, but this was definitely inadequate, and if directions had to be given they could not be confined to this class of boys. These were not plans on which a final Government decision had been given at the time; the only such decision was that the man-power situation must be dealt with by some effective method. He had put the matter before the Delegates for their consideration and the Minister of Fuel and Power and he had since discussed it with a deputation from the Mine-workers' Federation. One thing which he intended to do immediately was to remove the age limit from the option to enter the mines which is given to men called up for the Forces; at present this was limited to men under 25. If a sufficient number did not exercise this option his first line of approach would be to direct men between 18 and 25, who would otherwise be called up for the Forces, to enter mining instead. Volunteers would also be accepted from among any suitable men who were not engaged on high priority work. But if these measures proved to be inadequate, he would have no choice but to reduce the age for directions below 18. His existing powers under Regulation 58A enabled him to do this if it should be necessary. He recognised that the issue of directions to youths of 18 and under would place on the Government a special responsibility for providing further training if they needed to change their occupation after the war; he intended to meet this by arranging that the post-war opportunities for training should be open to them, as they would be to members of the Forces; and this would be so whether they were directed to coalmining or to aircraft production, as might also be necessary.

Another matter which, Mr. Bevin said, was causing him serious concern was the shortage of domestic help in hospitals and institutions of that kind. An essential basis for any scheme to recruit additional workers must be the existence of a proper minimum standard of wages and conditions. He hoped that there would be a steady extension of agreements between employers and workers in this field, as in others, but this must take time, and owing to the urgency of the matter he had appointed a Committee to undertake an immediate enquiry and advise him as to minimum wages and conditions. The members of the Committee were: Sir Hector Hetherington, Principal of Glasgow University, Chairman; Mr. G. L. Darbyshire, Vice-President of the London Midland & Scottish Railway Company, and Miss Dorothy Elliott, of the National Union of General and Municipal Workers. When the report of this Committee was available he hoped to be in a position to announce the further steps to be taken.

In addition to the measures which he had indicated, the Minister said that there were a number of minor but very important readjustments that were necessary, such as the return to the sea of certain sea-going engineers at present employed ashore and the recall of certain skilled men from the shipyards to locomotive building in view of the ever-increasing part which transport plays in our war effort.

All these measures were necessary to keep pace with the changing needs of the war. He had no doubt that they would be accepted by the House and the country in the spirit in which they had previously accepted the Government's earlier measures for mobilising and applying to the full the man-power of the nation.

EMERGENCY POWERS (ISLE OF MAN DEFENCE) ACT, 1943.

The above Act, to which the Royal Assent was given on 5th August, 1943, makes provision for requiring persons in the Isle of Man to undertake national service in the United Kingdom in civil defence, in industry or otherwise. This obligation may not, however, be imposed on persons who were ordinarily resident in the Isle of Man on 24th August, 1939, except with the approval of the local Legislature (Tynwald).

The object of the Act is to ensure that no persons shall escape their obligations by transferring their place of residence from this country to the Isle of Man.

CONTROL OF EMPLOYMENT (NOTICE OF TERMINATION OF EMPLOYMENT) ORDER, 1943.

The Minister of Labour and National Service has made the Control of Employment (Notice of Termination of Employment) Order, 1943, which came into force on 20th August. The Order requires employers generally to notify a Local Office of the Ministry of Labour and National Service immediately in writing in cases where notice to terminate the employment of any worker is given or received, or where any employment is terminated without notice. The Order covers men aged 18-64 (inclusive) and women aged 18-59 (inclusive), i.e., ages easily definable by Unemployment and Health Insurance contributions, and applies to paid and unpaid work, full time or part time, so long as the work is for not less than 20 hours a week.

The purpose of the Order is to obtain the same prompt information about all workers who are leaving their jobs as is now available to the Ministry about workers under the Essential Work Orders, so that steps can be taken to ensure that they take up fresh work to the best advantage in the national interest. As the Essential Work Orders cover over 8,000,000 workers, over a very wide range of industry no further obligation is placed on employers by the new Order.

The exceptions to the Order (which are set out in a Schedule to the Order) in the main cover those classes of workers about whom the Ministry already gets the necessary information in other ways, e.g., through the operation of the Essential Work Order under which the permission of the National Service Officer must be obtained for ordinary discharges or leaving (except for part-time workers) or through other administrative arrangements, as in the case of port transport workers and merchant seamen, which enable the information to be conveniently obtained. Persons called up to the armed forces or transferred to other employment by direct action of the Ministry of Labour are included among the exceptions, and other exceptions are ministers of religion, doctors, dentists, short season workers in agriculture and persons whose employment was not intended to last and does not, in fact, last for more than a week.

The Order does not prevent workers from finding fresh work for themselves by any means they wish, if they are already free to do so, i.e., if they do not come within the scope of the various Orders restricting the engagement of workpeople. But if, on enquiry, workers are found to have obtained work which is of lesser importance to the war effort, they may be required to transfer to other work, in the same way as at present, when changes of employment come to light under the Essential Work Orders or through special checks applied to persons who have registered.

Franks forms for notifying terminations of employment can be obtained on demand from any Local Office of the Ministry of Labour and National Service. The information required to be given is as follows:—name; unemployment book number (if any); occupation of the worker; date employment terminated or is due to terminate; and, if known, the worker's address, National Registration number, age or approximate age; and the circumstances in which the employment ended. If an employer has notified a Local Office of an intended termination and the worker does not, in fact, leave, a further notice in writing should be sent to the Local Office. Employers are also required to notify the Local Office immediately in cases where notice of termination was given or received before the date on which the Order came into force but had not become effective at that date. An employer who does not use the specially provided form may, as an exception to the general rule requiring prepayment of postage, send the notice free of postage to the nearest Local Office of the Ministry of Labour.

Copies of the Order (S.R. & O. 1943, No. 1173) may be purchased from H.M. Stationery Office, price 1d., or through any bookseller.

INDUSTRIAL REGISTRATION.

INTERNATIONAL LABOUR FORCE: FURTHER REGISTRATIONS OF FOREIGN NATIONALS.

The Minister of Labour and National Service has made six Orders* providing for the registration, for the purpose of the regulation of their engagement for employment, of persons in Great Britain who are nationals of Greece, Yugoslavia, Denmark, Bulgaria, Finland, Hungary, Roumania, Siam or Thailand, and Japan. The Orders are in the same general terms as the earlier Orders† making similar provision as regards other foreign nationals in Great Britain, and in each case they apply, with specified exceptions, to men aged from sixteen to sixty-five years and women aged from sixteen to fifty years.

The registration, in accordance with the Orders, of Greek, Yugoslav and Danish nationals, took place in the period from 9th to 13th August inclusive. The registration of the other nationals concerned, viz., Bulgarians, Finns, Hungarians, Roumanians Siamese or Thai, and Japanese, is to be effected during the period from 6th to 10th September, inclusive.

* S. R. & O. 1943, Nos. 1048 (Danese); 1049 (Greeks); 1052 (Yugoslavs). H.M. Stationery Office, price 1d. each net. The numbers of the three remaining Orders were not available when this GAZETTE went to press.

† See the issues of this GAZETTE for June, 1941, page 132 and August, 1941, page 172.

Persons of the nationalities concerned who attain the age of sixteen after the specified dates of registration or who thereafter enter the country or cease to be covered by the exemption clauses are required to register within ten days after becoming subject to any of the Orders.

In the case of Greek and Yugoslav nationals the Orders were made after agreement between the respective Allied Governments concerned and His Majesty's Government in Great Britain.

REGISTRATION OF BRITISH PROTECTED PERSONS.

Under a further Order,* similar to those mentioned above relating to foreign nationals, British protected persons in Great Britain who belong to specified territories for which the Secretaries of State for the Colonies, Dominion Affairs, India, and Foreign Affairs are responsible were required to register in the period from 23rd to 27th August, inclusive. The obligation to register applied, with specified exceptions, to men aged from sixteen to sixty-five years and women aged from sixteen to fifty years.

REGISTRATION FOR EMPLOYMENT ORDER.

FURTHER REGISTRATIONS OF WOMEN.

Further registrations of women under the Registration for Employment Order, 1941,† took place on 7th and 21st August, 1943. Subject to certain exemptions specified in the Order, the women required to register were those, whether married or single, or with or without children, who were born between 1st July, 1924, and 31st December, 1924, both dates inclusive, in the case of the registration on 7th August, and those who were born between 1st January, 1925, and 30th June, 1925, both dates inclusive, in the case of the registration on 21st August.

ESSENTIAL WORK (DOCK LABOUR) ORDER, 1943.

The Minister of Labour and National Service has made the Essential Work (Dock Labour) Order, 1943,‡ embodying certain important amendments to the original Essential Work (Dock Labour) Order§ made in 1941.

The original Order has been in force for nearly two years, and Dock Labour Schemes approved under that Order have been in operation for varying periods in all the principal ports except those covered by the Ministry of War Transport schemes on Merseyside and the Clyde. Experience gained in the operation of these Schemes has naturally shown the desirability of certain changes both in the provisions of the original Order and in the Schemes themselves. Accordingly, the Minister has recently been in consultation with the National Joint Council for Dock Labour and the National Dock Labour Corporation, with a view to making such amendments as seemed necessary. The changes now made by the new Order may be briefly summarised as follows.

Scope and Approval of a Dock Labour Scheme.—Under the old Order the scope of a Dock Labour Scheme in each port was settled by the definition of port transport work as hitherto contained in the Registration Scheme approved by the Minister under the Dock Labour (Compulsory Registration) Order, 1940.¶ This definition was, in all cases, formulated by the Local Registration Committee and submitted direct to the Minister. Under the new Order the definition will be set out in the Dock Labour Scheme itself. Before the Minister approves the Scheme and definition, he is required to take such steps as appear to him to be necessary to ascertain and to take into consideration the views of any persons or organisations of persons likely to be affected by the Scheme, and he may, if he thinks fit, appoint an impartial person to hold an enquiry into the provisions of the Scheme.

Registration Committees.—Under the old Order the maintenance of registers of port transport employers and port transport workers remained the responsibility of the Registration Committee, although the size of the workers' register has been determined by the National Dock Labour Corporation. Under the new Order the maintenance of both employers' and workers' registers will become the responsibility of the National Dock Labour Corporation; but it will be open to the Corporation to maintain the existing Registration Committees as part of their organisation in any port in which this is generally desired.

Discipline.—The new Order contains a clause under which non-compliance with lawful and reasonable orders, absenteeism and persistent lateness, become offences under the Order itself.

* S. R. & O. 1943, No. 1046. H.M. Stationery Office, price 2d. net.

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

‡ S.R. & O. 1943, No. 1114. H.M. Stationery Office, price 2d. net (3d. post free).

§ See the issues of this GAZETTE for August, 1941, pages 155-156, and October, 1941, pages 194 and 208.

¶ See the issue of this GAZETTE for July, 1940, pages 185 and 206.

Breaches of the Scheme by employers are also now dealt with in the Order itself.

Non-Port Transport Workers.—Hitherto it has been an offence to employ any man other than a port transport worker on port transport work. Experience has shown that this provision may, in certain cases, prove wasteful of man power and, accordingly, provision is now made for the employment, in certain cases and subject to proper safeguards, of men other than port transport workers, on port transport work. The cases it is intended to cover are those in which (i) certain undertakings whose main business is not that of port transport work desire occasionally to employ their regular weekly workers on port transport work, and (ii) a purely temporary shortage of dock labour in a port cannot readily be met by a transfer of men from other ports, either because such men are not at that moment available, or because, by the time they had arrived, the emergency would have passed. In these latter cases the new Order gives the Minister power to authorise the National Dock Labour Corporation to utilise temporarily the services of any other suitable men who may be available.

Ministry of War Transport Schemes.—Provision is now made so that the schemes administered by the Ministry of War Transport in the Merseyside and Clydeside ports can become approved Dock Labour Schemes for the purposes of the Order.

The new Order came into force on 9th August, 1943.

TRAINING WITHIN INDUSTRY.

ASSISTANCE TO EMPLOYERS IN DEVELOPING TRAINING PLANS.

In view of the steadily growing stringency in the supply of labour available for the munitions industries, it is necessary for industry to pay the closest attention to the efficient utilisation of labour. On account of inadequate training new entrants in factories may occasion excessive labour turnover, injuries to workers, damage to plant, a high production of scrap and low production per head. Accordingly, employers are urged to make special efforts to improve the arrangements for training in their factories. For their assistance in setting up and developing such arrangements the Ministry of Labour and National Service, which has trained over a quarter of a million men and women at Government Training Centres for the engineering industry alone, has made available special facilities which are outlined in a leaflet (P.L.125/1943), copies of which may be obtained from the Regional and Local Offices of the Ministry.

The facilities specified in the leaflet include the supply to employers of a manual (P.L. 128/1943) dealing with methods of training new entrants to industry, the provision of opportunities for selected managerial representatives to visit a Government Training Centre or other suitable establishment in order to study methods of training on the spot, and the arrangement of visits to factories by members of the technical staff of the Ministry of Labour and National Service in so far as they can be made available, for the purpose of giving advice and assistance in the planning and setting up of training arrangements. In certain districts it is also possible sometimes for women demonstrators from Government Training Centres to visit firms for the purpose of demonstrating the degree of skill to which women can attain, or to overcome hesitation on the part of female workers to undertake certain kinds of work.

Employers are invited to avail themselves of the foregoing facilities and for this purpose they should get in touch with their appropriate District Man Power Office or Employment Exchange.

LECTURES ON PRODUCTION PLANNING.

The Ministry of Labour and National Service, in conjunction with the Board of Education and the Scottish Education Department, is organising part-time courses of lectures in Production Planning at various Technical Colleges throughout the country. The lectures will cover the following subjects:—workshop organisation and lay-out of plant; the operation lay-out; materials; control of quality; motion and time study; final operation lay-out; and workshop economy.

The courses will normally be of twenty hours' duration and will usually be given in evening meetings of two hours each. They are intended for men and women engaged on planning work in firms or with experience of such work, and for others with comparable experience who are capable of benefiting from the instruction given. No fees will be charged but no allowances or expenses will be paid by the Ministry to persons taking the courses.

The Ministry of Labour and National Service, the Ministry of Production and the three Supply Departments hope that employers will support these courses by sending the names of suitable employees to the local Employment Exchange and also that employees with appropriate qualifications will come forward on their own account.

EDUCATIONAL RECONSTRUCTION.

PROPOSALS FOR RAISING THE SCHOOL-LEAVING AGE AND FOR CONTINUED PART-TIME EDUCATION.

Among the principal features of the Government's proposals for recasting the national education service are provisions for the raising of the school-leaving age, for a system of compulsory part-time education during working hours for young persons up to the age of 18 years, and for improved facilities for technical education and vocational training.

The School-Leaving Age.

Under the present system, compulsory education in this country begins at the age of 5 years and ends at the age of 14 years. Under the Education Acts of 1936 the school-leaving age was to have been raised to 15 years as from 1st September, 1939, subject to exemptions for beneficial employment, but owing to the war the operation of this provision of the Acts was suspended by the Education (Emergency) Acts of 1939. The new proposals, as described in a White Paper* recently presented to Parliament by the President of the Board of Education, provide that as soon as possible after the war the period of compulsory school attendance shall be extended to 15 years, without the arrangements for exemptions made in the 1936 Acts, and shall be further extended to 16 years at a later date, as soon as circumstances permit.

Compulsory Part-Time Education.

The White Paper states that from the point of view of the country's manufacturing industry, agriculture and commerce, the training afforded by a system of part-time education in conjunction with employment is long overdue. The initial and natural advantages that gave this country its place of pre-eminence in world manufacture and world markets have long been fading. In the future, therefore, it will be more and more necessary to rely on the capacity, adaptability and quality of our industrial and commercial personnel, and to give fuller attention to the all-important question of the training of young workers.

Accordingly, it is proposed that all young persons aged 15 and under 18 years shall be required, after the war, to attend an appropriate institution for part-time education, unless they are in full-time attendance at school or are otherwise under suitable instruction. For this purpose, the principles of the Education Act of 1918 relating to day continuation schools are to be adapted to meet the requirements of the post-war world. The term "day continuation school" will be abandoned and the institutions required for the purpose will be referred to generally as young people's colleges. A number of firms already have schools in connection with their factories for the training, both general and vocational, of their young employees. These schools are in some cases conducted and financed entirely by the firms concerned, and in others with financial assistance from public funds. In some instances schools are provided in works but are conducted and maintained by the Local Education Authority. Provision will be made under which the requirement to attend an appropriate centre may be discharged at such works schools, subject to their satisfying the Board of Education, and the Local Education Authority, as to the content and quality of the training provided and to their being open to inspection.

It is proposed that the hours of attendance at young people's colleges shall be taken from the hours of employment as regulated by existing law, or by any subsequent industrial legislation. At first, at any rate, attendance would be limited to a day a week or its equivalent. This is clearly a minimum, and it is held by some that the first introduction to employment might well be on a half-time basis. The new service can, however, be established only by stages and developed gradually, and provision within the limits now contemplated will present a sufficiently considerable task. The full age range will be built up gradually, children of 15 attending in the first year of operation, those of 15 and 16 in the second year, and the full range 15-18 being attained in the third year following the Appointed Day for bringing the relevant sections into force.

In rural areas weekly attendance might often be impracticable, and it is proposed that in such areas provision may be made for comparatively short but continuous residential courses in the "dead" season. Centres so provided would be available at other times for use as camp schools, and as holiday camps and centres for children and young persons from the towns. For young persons serving at sea special arrangements will be made, and the shipping industry has already been giving consideration to this matter.

Technical Education and Vocational Training.

It is proposed to place on Education Authorities the duty of providing adequate facilities for technical, commercial and art education, both full-time and part-time, and the Authorities will be required to submit schemes for approval by the Board of Education. In this connection the White Paper states that the provision of facilities for vocational training will not, by itself, be enough. The vocational training that has come into being within the system of public education has in the main depended on the enterprise and tenacity of individual students

* *Educational Reconstruction*. Cmd. 6458. H.M. Stationery Office, price 6d. net (7d. post free).

anxious to equip themselves more fully to advance in life. The country cannot afford, however, to rest content with a system under which the technical education of its potential skilled workers, industrial leaders, or commercial executives is left so largely to the initiative of the young employees themselves. A much closer collaboration between industry and commerce and the education service is essential if the country is to develop a national system and to secure a personnel with a training and knowledge adequate to the needs of the future. Under modern conditions of production it becomes increasingly difficult to secure the full education necessary for the skilled tradesman, and that background of knowledge which will enable him to keep pace with the march of science and invention. What is wanted, if the full value is to be obtained from the developments envisaged, is that industry and commerce should review their arrangements for training, and should co-operate in associating the technical colleges and art schools more fully with the industrial and commercial life of the country. A number of industries are already addressing themselves to these questions, and consultations have been initiated with various industries by the Ministry of Labour and National Service and the Board of Education with a view to working out more ordered systems of training and apprenticeship, adapted to the conditions of to-day and suited to the very differing requirements of different branches of industry. In this way it is hoped to build up in each major industry a system which will be accepted and applied, not by individual firms here and there, but on a national basis throughout the industry.

YOUTH REGISTRATION.

FURTHER REGISTRATIONS OF BOYS AND GIRLS AGED 16.

New arrangements for the registration under the Registration of Boys and Girls Order, 1941,* of young people aged 16 are announced in a Circular issued to Local Education Authorities by the Board of Education. In future registration will take place at monthly instead of six-monthly intervals and will be combined with the issue of adult Identity Cards.

All young people who had reached the age of 16 since 13th March, were required to register under the new arrangements on August 28th. There will be no registration in September but registration will take place on the last Saturday of each month subsequently, starting on October 30th. (Special arrangements will be announced for December when the last Saturday falls on Christmas Day).

A number of advantages are expected from the new arrangements. Registration for training and service will be associated with the attainment of adult status, and this is likely to give greater significance in the minds of young persons both to registration and to the follow-up action taken by Local Authorities. It will be a great convenience to working boys and girls to have to make one attendance instead of two for registration and new Identity Cards, and it will also be easier for young people to be absorbed into Youth Organisations, both civilian and pre-Service, if they attend for registration in small batches monthly, instead of in much larger groups half-yearly.

Attention is drawn in the Circular to the recommendation in the recent White Paper on Youth Registration† that young people should not be encouraged to participate in activities outside their ordinary employment to an extent that would be detrimental to their proper rest and sleep. A Government enquiry into the question of double employment is being undertaken and the Local Education Authorities are to take special note of all cases where boys and girls are employed by more than one employer. This information will be sent to the Ministry of Labour and National Service for consideration in connection with the enquiry.

YOUTH SERVICE.

YOUTH TRAINING CAMPS.

The Inter-Services Cadet Committee, on behalf of the Admiralty, the War Office and the Air Ministry, and also the Board of Education, after consultation with the Ministry of Production, have jointly issued a notice drawing the attention of employers to arrangements that have been made by the Sea Cadet Corps, the Army Cadet Force, the Air Training Corps and other Youth Organisations, such as the Brigades, Scouts, Guides, Girls' Training Corps and Clubs, etc., for a number of youth training camps to be held throughout Great Britain during July, August and September.

For many pre-Service units and youth organisations the annual camp affords opportunities, which often do not exist in the densely populated areas where many cadet units and other youth organisations are situated, for full scope to be given to cadet training or other specialised forms of youth training.

Most of the camps will last about a week. Young people who attend camp often do so during their week's statutory holiday with pay; but in any case, employers of young people are asked to do all in their power to facilitate their attendance at the camps.

* See the issue of this GAZETTE for January, 1942, page 7.
† See the issue of this GAZETTE for June, 1943, page 79.

SALARIES AND CONDITIONS OF SERVICE OF MIDWIVES.

A Committee was appointed by the Minister of Health in May, 1942, to draw up agreed scales of salaries and emoluments for State Certified midwives in England and Wales. The Report of this Committee, which has recently been published,* contains proposals relating to midwives employed in hospitals and maternity homes, to those in the domiciliary service and to non-medical supervisors and pupil midwives.

Salaries and Emoluments.—The Report proposes standard salary scales, and also assesses the total annual value at which the emoluments provided for resident midwives (*viz.*, board, lodging, personal laundry and the use and laundering of uniform) are to be taken into account for superannuation purposes. For staff midwives† employed in hospitals and maternity homes, the standard annual salary proposed by the Committee is £100 rising by annual increments of £5 to £150, the total annual value of emoluments being assessed at £90. As regards domiciliary midwives who are provided with full emoluments in hospitals, maternity homes or hostels, the standard salary proposed for district midwives† is £120 a year rising by annual increments of £10 to £190, the total emoluments being valued at £100, and that for village nurse midwives is £110 rising by £10 increments to £170, with £90 as emoluments. In the case of domiciliary midwives† who are not resident in hospitals, maternity homes or hostels, the annual salaries, inclusive of emoluments, recommended are £250 rising by annual increments of £10 to £350 for district midwives and £210 rising by £10 increments to £270 for village nurse midwives. The salaries proposed for non-resident domiciliary midwives are to be £25 a year higher for those working within the Administrative County of London and £15 a year higher for those working within the remainder of the Metropolitan Police District. Domiciliary midwives who practise from houses or rooms provided by the employing authority are to be subject to an annual charge of £26 for unfurnished accommodation, £52 for furnished accommodation or £78 for board, lodging, laundry and attendance; these midwives will not receive the extra allowances referred to in the previous sentence. The Report also contains detailed recommendations as to standard salary scales and values of emoluments for staff midwives and district midwives who are also general State Registered nurses and for midwifery staff in more senior posts and for pupil midwives.

Hours of Duty and Other Conditions of Service.—The Committee recommend that a working fortnight of 96 hours day or night duty should be adopted, as soon as circumstances permit, for institutional midwives, other than those in supervisory positions, and for pupil midwives, and that at least one complete day off duty should be allowed in each week. In the case of domiciliary midwives it is recognised that rigid limits cannot be applied to the working day, but the Committee recommend the adoption of arrangements by which the midwife would be given, in three weeks out of four, at least two consecutive nights and the intervening day off duty a week (*i.e.*, be on duty or on call for 132 hours a week) and, in the fourth week, a long week-end of 60 hours consecutive free time. It is proposed that all grades of midwives, other than pupil midwives, should have 28 days annual leave with pay. Scales of sick pay are also recommended. The question of superannuation and interchangeability of pension rights has been referred to a Sub-Committee representative of the Midwives and Nurses Salaries Committees (see this GAZETTE for March, 1943, page 37).

The Minister of Health has approved the recommendations of the Committee as to salaries, emoluments and conditions of service and commended them to local authorities and voluntary hospitals for adoption as from 1st April, 1943.

LABOUR FOR HOP PICKING.

An adequate force of hop pickers is again needed this year and all experienced pickers who are able to go hop picking are asked by the Ministry of Agriculture and Fisheries and the Ministry of Labour and National Service to get in touch with the farmers or hiring agents for whom they have picked in the past.

A number of persons who have formerly helped with hop picking are now employed by firms who are scheduled under the Essential Work (General Provisions) Order. Such persons must obtain leave of absence from their employer or the permission of the National Service Officer of the Ministry of Labour and National Service to terminate their employment before arranging to go hop picking. They will be committing a serious offence if they absent themselves from work without reasonable excuse or leave without permission. Employers are urged to facilitate as far as possible leave of absence for employees who are known to be experienced hop pickers and who apply for such leave.

All hop pickers must take with them their gas masks, identity cards, ration books (and any pages deposited with their tradesmen), some cooking utensils and some rations.

* *Report of Midwives Salaries Committee. Salaries and Emoluments of Institutional and Domiciliary Midwives, Non-medical Supervisors of Midwives and of Pupil Midwives*, July, 1943. Cmd. 6460. H.M. Stationery Office, price 6d. net (7d. post free).

† Other than those who are also State Registered nurses, for whom higher rates are fixed.

Owing to the need for economy in petrol, rubber and manpower, the use of road vehicles, other than those of public services where available, for transporting hop-pickers by road from the London area cannot be allowed this year. Pickers should make early arrangements with the hop-growers to ensure that they obtain vouchers for travel by rail, and so facilitate the provision of the requisite number of special trains.

FOOD CONTROL.

MAXIMUM RETAIL PRICES.

As from 18th July, under an Order made by the Minister of Food, the retail prices of imported veal have been controlled, the prescribed maximum prices being the same as those already applying to home-killed veal. Two further Orders recently made by the Minister reduced, by ¼d. per lb., the maximum prices hitherto prescribed for new potatoes during the period 20th July to 9th August, and scheduled maximum retail prices for potatoes, varying according to grade and district, for the periods 10th August to 5th September, and 6th September to 5th October. The retail prices of home-grown apples in Great Britain were controlled, as from 1st August, by a new Order, under which the maximum prices and the periods during which they are to operate differ from those prescribed in the corresponding Orders of 1942.

Other recent Orders made by the Minister of Food consolidated the existing Orders relating to the maximum prices of imported and home-produced canned fish, and prescribed maximum prices for leeks which, except as regards Northern Ireland, are the same as those prescribed in the previous Order made in 1941.

WAR-TIME PRICE AND WAGE POLICY IN SWEDEN.

The Swedish Government has recently extended and intensified the price control policy adopted at the outbreak of war, which, up to the autumn of 1942, was mainly directed to restricting all price increases not due to higher production costs. This policy, through its effect on the official cost-of-living index figure, has directly influenced wages in Sweden which are adjusted annually by collective bargaining to war-time variations in the index. Price control legislation adopted at the beginning of the war empowered the Government, in certain conditions, to fix prices, and provided for the establishment of a Price Control Board to supervise price developments. Rents were outside the scope of this control until early in 1942, when an Act came into force freezing rents, as a general rule, at the level of 1st January, 1942.

During the latter half of 1942, on account of the growing danger of inflation due to the increased disparity between purchasing power and the supply of goods available, the Swedish Government decided to review the whole situation, and in September, 1942, called a conference of economic experts, including representatives of employers' and workers' organisations, to consider measures for combating inflation. In addition, in order to pave the way for further action and to check price movements that might jeopardise both the deliberations of this conference and the negotiations then pending between employers and workers for the conclusion of a new national collective wage agreement for 1943, an Order was issued freezing the prices of services and of all home-produced and imported goods, with certain specified exceptions, at the level of 31st October, 1942.

The outcome of the conference of experts was the submission of an anti-inflation programme, which was accepted in principle by the Government. This programme emphasised the necessity for preventing further increases in income, whether derived from wages, salaries, profits, dividends, etc., unless the increases were due to increased production costs, and also for a stop on the cost-of-living bonus, the confinement of price increases to very exceptional cases, and the rigorous control of labour. A further recommendation was that the basis on which the cost of living index is calculated should be investigated, and that neither new taxation nor tax increases, direct or indirect, should be allowed to affect the index.

Negotiations between the Swedish Employers' Federation and the National Federation of Trade Unions resulted in a national collective agreement, concluded on 19th December, 1942, laying down the basic principles for the adjustment of wages to war-time price increases during 1943. Under this agreement, the war supplement payable during 1942, amounting to 20·7 per cent. of basic wage rates for 1938, is to remain unchanged unless the cost-of-living index figure (base: July, 1914=100) rises from 239, the figure at the date of the agreement, to 249, when a further supplement of 5 per cent. will be payable. Should the index reach 257, the agreement may be terminated and new negotiations instituted. As in the case of the earlier war-time national agreements, the two associations have agreed to ensure the incorporation of these basic principles in all individual agreements concluded between affiliated organisations. The success of this policy of wage stabilisation depends, therefore, on the efficiency of the price control measures. It is officially reported that between October, 1942, and March, 1943, the cost of living in Sweden showed little change.

EMPLOYMENT IN JULY.

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 19th July (exclusive of 19,349 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 48,521; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 742; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 973. As compared with 12th April, the latest date for which comparable statistics are available, the numbers wholly unemployed showed a decrease of 2,695, those temporarily suspended from work showed a decrease of 11, and unemployed casual workers showed a decrease of 896.

The corresponding figures for women and girls at 19th July were 22,608 wholly unemployed (exclusive of those, numbering 604, who had been classified by interviewing panels as unsuitable for normal full-time employment), 376 temporarily stopped, and 38 unemployed casual workers. Of the 22,608 wholly unemployed, 613 had been classified as unable for good cause to transfer to another area. As compared with 12th April, the numbers wholly unemployed showed a decrease of 2,945, those temporarily stopped showed a decrease of 183, and unemployed casual workers showed a decrease of 103.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for 19th July was 47,201, as compared with 55,679 at 12th April, and 70,342 at 13th July, 1942.

The numbers registered as unemployed* at 19th July, 1943, are analysed below:—

Men	Great Britain.		
	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
Total	39,735	726	971
Boys	8,786	16	2
Women	14,662	367	38
Girls	7,946	9	—
Total	71,129	1,118	1,011

Great Britain and Northern Ireland.			
Men	Great Britain and Northern Ireland.		
	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
Total	49,897	1,047	2,396
Boys	9,525	20	2
Women	17,742	1,400	56
Girls	8,399	68	—
Total	85,563	2,535	2,454

Decrease (—) as compared with:	Great Britain and Northern Ireland.		
	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
12th April, 1943	— 5,640	— 194	— 999
13th July, 1942	— 30,307	— 2,146	— 1,294

Increase (+) or Decrease (—) as compared with:	Great Britain and Northern Ireland.		
	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
12th April, 1943	— 7,211	+ 314	— 758
13th July, 1942	— 30,257	— 2,699	— 1,020

The numbers of unemployed persons* on the registers at 19th July, 1943, in each administrative region are shown below:—

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
London and South-Eastern	7,066	1,508	3,638	1,241	13,453
Eastern	1,284	230	590	199	2,303
Southern	896	248	321	314	1,779
South-Western	1,165	171	430	179	1,945
Midlands	1,335	357	307	327	2,326
North-Midlands	1,069	221	221	198	1,709
North-Eastern	2,589	662	753	648	4,652
North-Western	5,156	1,499	1,965	1,240	9,860
Northern	3,731	902	1,648	1,106	7,387
Scotland	8,992	2,255	3,491	1,521	16,259
Wales	6,452	733	1,298	973	9,456
Great Britain	39,735	8,786	14,662	7,946	71,129
Northern Ireland	10,162	739	3,080	453	14,434
Great Britain and Northern Ireland	49,897	9,525	17,742	8,399	85,563

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
London and South-Eastern	323	—	84	—	407
Eastern	25	—	4	—	29
Southern	12	—	8	—	20
South-Western	62	1	8	—	71
Midlands	35	—	10	—	45
North-Midlands	15	—	5	—	21
North-Eastern	311	—	5	—	317
North-Western	223	—	85	—	310
Northern	221	—	54	—	276
Scotland	285	13	127	—	433
Wales	185	—	15	—	200
Great Britain	1,697	18	405	9	2,129
Northern Ireland	1,746	4	1,051	59	2,860
Great Britain and Northern Ireland	3,443	22	1,456	68	4,989

* The figures are exclusive of 19,349 men classified as unsuitable for ordinary industrial employment and 604 women as unsuitable for normal full-time employment.

The increases (+) or decreases (—) between 12th April and 19th July in the numbers on the registers in the various administrative regions were as shown below:—

Region.	Wholly Unemployed.		Temporarily Stopped and Unemployed Casual Workers	
	Males.	Females.	Males.	Females.
London and South-Eastern	— 1,787	— 549	— 137	— 58
Eastern	— 97	— 421	— 14	— 76
Southern	+ 48	— 170	— 5	— 11
South-Western	+ 46	— 72	— 29	— 11
Midlands	+ 289	+ 125	— 10	— 7
North-Midlands	+ 326	+ 99	— 96	— 36
North-Eastern	+ 70	+ 132	+ 31	— 74
North-Western	+ 28	+ 610	— 104	+ 66
Northern	— 655	— 323	— 135	— 52
Scotland	+ 121	— 1,179	— 31	— 26
Wales	— 926	— 999	— 377	— 12
Northern Ireland	— 1,199	— 372	+ 368	+ 381

The following Table shows the numbers of unemployed persons* on the registers at each date since July, 1942, for which figures are available:—

Date.	Great Britain.					G. Britain & N. Ireland.
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.	
Wholly Unemployed.						
13 July	55,953	10,163	26,767	8,553	101,436	115,820
17 August	55,693	15,615	23,793	12,433	107,534	122,850
14 September	51,546	12,157	23,996	10,963	98,662	113,523
12 October	50,661	10,108	25,273	9,975	96,017	110,712
16 November	50,803	8,348	23,488	8,023	90,662	106,412
14 December	46,078	7,128	22,337	6,400	81,943	99,392
1943.						
18 January	48,055	10,279	25,935	9,439	93,708	112,671
12 April	44,102	7,114	18,872	6,681	76,769	92,774
19 July	39,735	8,786	14,662	7,946	71,129	85,563
Temporarily Stopped and Unemployed Casual Workers.						
13 July	3,883	25	1,555	106	5,569	8,708
17 August	4,285	29	1,880	97	6,291	9,344
14 September	4,115	14	1,278	39	5,446	8,604
12 October	4,097	6	926	34	5,063	8,090
16 November	3,935	16	799	30	4,780	7,835
14 December	3,842	5	976	58	4,881	7,882
1943.						
18 January	3,366	9	1,784	150	5,309	8,340
12 April	2,614	8	641	59	3,322	5,433
19 July	1,697	18	405	9	2,129	4,989

COMPOSITION OF UNEMPLOYMENT STATISTICS: GREAT BRITAIN.

ANALYSIS FOR 19TH JULY, 1943.

Insured on Register:—	Men 18 years and over.	Boys 18 years.	Women 18 years and over.	Girls 18 years.	Total
1. Claimants to Benefit and applicants for Unemployment Allowances†	35,152	1,091	8,996	574	45,813
2. Non-claimants‡	16,320	—	351	—	16,671
Total	51,472	1,091	9,347	574	62,484
Others on Register:—					
3. Applicants for Unemployment Allowances†	783	—	594	—	1,388
4. Persons not applying for Allowances‡	1,952	3,798	2,448	3,955	12,153
Total	3,735	3,798	3,042	3,955	14,530
Total on Register†	41,432	8,804	15,067	7,955	73,258
Total	19,349	—	604	—	19,953
Insured Unemployed:—					
5. Number on Register†	38,697	5,003	12,025	3,992	59,717
6. Two months file**	18,077	—	411	—	18,488
7. Special Schemes—Claimants to Benefit	11,223	2,424	16,627	2,793	33,067
Total†	67,997	7,427	29,063	6,785	101,272

* The figures exclude men classified by interviewing panels as unsuitable for ordinary industrial employment and women classified as unsuitable for normal full-time employment.

† The Minister of Labour and National Service announced in the House of Commons on 4th February, 1943, that statistics of unemployment would in future be compiled and published only at quarterly intervals (see the issue of this GAZETTE for February, page 22).

‡ The figures on line (a) exclude men classified as unsuitable for ordinary industrial employment and women classified as unsuitable for normal full-time employment; the figures on line (b) show the numbers of men and women in these categories.

** Including a small number of women who had ceased to be insurable under the Unemployment Insurance Acts on reaching the age of 60, but were still applying for unemployment benefit under Section 3 (4) of the Old Age and Widows' Pensions Act, 1940.

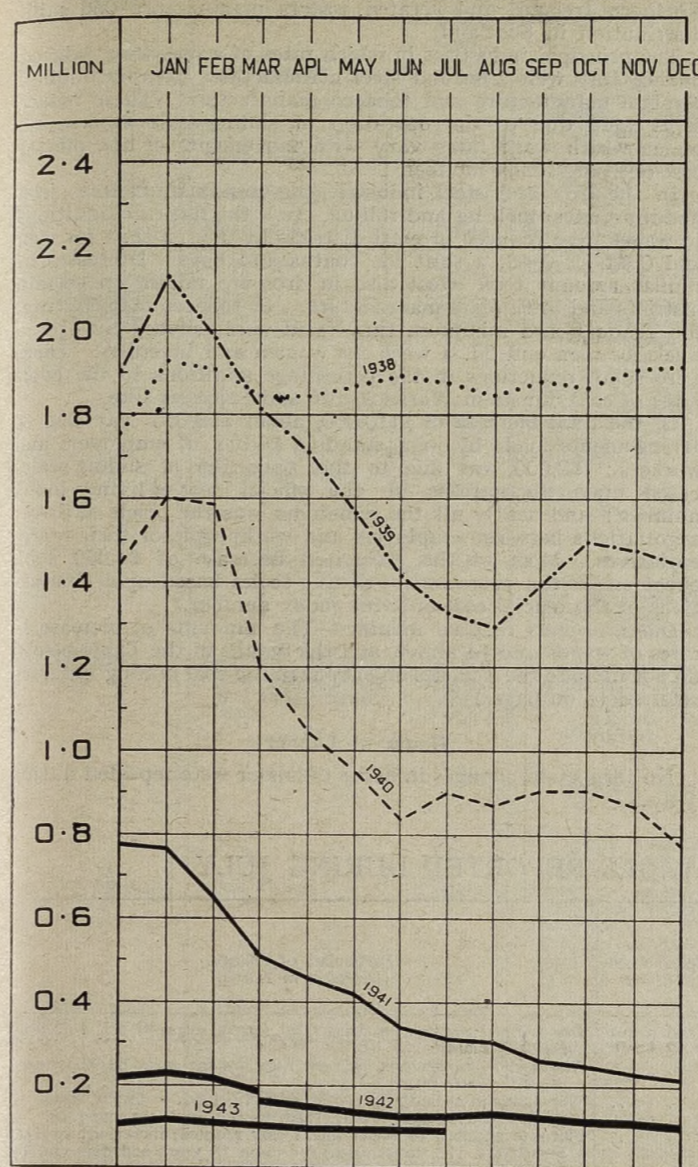
†† Including 3,261 boys aged 14 and 15.

‡‡ Including 2,964 girls aged 14 and 15.

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

UNEMPLOYMENT CHART.

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



EMPLOYMENT OVERSEAS.

AUSTRALIA.

Returns received by the Commonwealth Bureau of Census and Statistics covering 54 per cent. of the total membership of trade unions and relating to between 20 and 25 per cent. of all wage and salary earners showed that the percentage of members of the reporting trade unions who were out of work for three days or more during the specified week in the March quarter, 1943, was 1.2, as compared with 1.3 in the preceding quarter and 1.8 in the first quarter of 1942.

CANADA.

According to returns received by the Dominion Bureau of Statistics from over 13,500 employers, the total number of workpeople in employment at 1st April, in industries other than agriculture and private domestic service, was 0.5 per cent. lower than at 1st March, 1943, but 9.3 per cent. higher than at 1st April, 1942, and 80.6 per cent. above the average number for the year 1926. Employment in manufacturing industries at 1st April, 1943, showed increases of 0.4 per cent. and 12.5 per cent., respectively, compared with a month and a year earlier. Returns rendered by trade unions with a total membership of nearly 412,000 showed that the percentage rate of unemployment among their members at the beginning of April, 1943, was 1.3, compared with 1.5 at the beginning of March, and 4.5 at the beginning of April, 1942.

ÉIRE.

The number of persons on the live registers of Employment Exchanges on 31st July was 49,582, compared with 49,901 at 26th June, 1943, and 55,785 at 1st August, 1942.

SWEDEN.

Preliminary information received by the Swedish Social Board from trade unions with a total membership of about 750,000, showed that 5.8 per cent. of their members were unemployed at the end of April, 1943, as compared with 6.4 per cent. at the end of March, 1943, and 8.1 per cent. at the end of April, 1942.

* From March, 1942, persons classified as unsuitable for ordinary employment have been excluded from the statistics relating to the numbers unemployed. The effect of the change is shown by the two points, on the chart, for that month. See also footnote † on page 114 regarding unemployment statistics for 1943.

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 Great Britain and Northern Ireland in July† was 174, as compared with 200‡ in the previous month and with 216§ in July, 1942. Details for separate industries are given below:—

MINES AND QUARRIES.	FACTORIES—continued.
Under Coal Mines Acts:	Paper, Printing, etc.
Underground	Rubber Trades
Surface	Gas Works
Metalliferous Mines	Electrical Stations
Quarries	Other Industries
TOTAL, MINES AND QUARRIES	50
FACTORIES.	
Clay, Stone, Cement, Pottery and Glass	Docks, Wharves, Quays and Ships
Chemicals, Oils, Soap, etc.	Building Operations
Metal Extracting and Refining	Works of Engineering Construction
Metal Conversion and Founding (including Rolling Mills and Tube Making)	Warehouses
Engineering, Locomotive Building, Boiler-making, etc.	TOTAL, FACTORIES ACT
13	99
RAILWAY SERVICE.	
Railway and Tramway Carriages, Motor and other Vehicles and Aircraft Manufacture	Brakesmen, Goods Guards
Shipbuilding	Engine Drivers, Motor-men
Other Metal Trades	Firemen
Cotton	Guards (Passenger)
Wool, Worsted, Shoddy	Labourers
Other Textile Manufacture	Mechanics
Textile Printing, Bleaching and Dyeing	Permanent Way Men
Tanning, Currying, etc.	Porters
Food and Drink	Shunters
General Woodwork and Furniture	Other Grades
3	Contractors' Servants
	TOTAL, RAILWAY SERVICE
	25
	TOTAL (excluding Seamen)
	174

INDUSTRIAL DISEASES.

The Table below shows the number of cases§ and deaths¶ in Great Britain and Northern Ireland reported during July 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
Smelting of Metals	Tar
Plumbing and Soldering	Paraffin
Shipbreaking	Oil
Printing	TOTAL
Other Contact with Molten Lead	16
White and Red Lead Works	CHROME ULCERATION.
Pottery	Manufacture of Bichromates
Vitreous Encamelling	Dyeing and Finishing
Electric Accumulator Works	Chrome Tanning
Shipbuilding	Chromium Plating
Other Industries	Other Industries
Painting of Buildings	TOTAL
1	19
TOTAL	TOTAL, Cases
1	47
OTHER POISONING.	
Aniline	OTHER POISONING.
Toxic Anæmia	Toxic Anæmia
1	1
TOTAL	EPITHELIOMATOUS ULCERATION (SKIN CANCER).
10	Oil
	TOTAL, Deaths
	3

* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 31st July, 1943, in comparison with the 5 weeks ended 3rd July, 1943, and the 5 weeks ended 1st August, 1942.

‡ Revised figure.

§ Cases include all

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

Rates of Wages.

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in Great Britain and Northern Ireland during July resulted in an aggregate increase estimated at about £110,000 in the weekly full-time wages of over 650,000 workpeople, and in a decrease estimated at about £4,000 in those of 225,000 workpeople.

The industries and services in which rates of wages were increased during July included road passenger transport, railway workshops, the light castings industry, textile bleaching, dyeing and finishing, vehicle building, gas supply, and wholesale and retail distribution.

Men employed on trams, trolley-buses and motor omnibuses by the London Passenger Transport Board and municipal and private undertakings were granted an increase of 4s. 6d. a week or 1½d. an hour, with proportional increases for women replacing men and increases of smaller amounts for younger workers. For workshop staff employed by main-line railway companies there were increases of 4s. 6d. a week for men and women and smaller increases for juniors. In the light castings industry, the timeworkers' bonus was increased by 6s. a week for men and by various amounts for youths, boys and female workers, and there were increases on piece rates of 2½ per cent. on munitions work and 7½ per cent. on other work. In textile bleaching, dyeing and finishing, the operation of sliding-scale agreements, under which rates of wages vary with movements in the official cost-of-living index number, resulted in increases of about 1 per cent in Yorkshire, and 7d. or 8d. a week for men and 5d. a week for women in Lancashire and Scotland. The war bonus in the vehicle building industry was increased by 1d. an hour for men and by proportional amounts for youths and boys. Men employed by gas supply undertakings were granted an increase of 1d. an hour or 8d. a shift. The existing war advances for employees of wholesale and retail co-operative societies were increased by 2s., 3s. or 4s. a week, according to age. Other industries in which increases were reported were engineering in South Wales, pin, hook and eye, etc., manu-

facture, a number of tool making trades in Sheffield, perambulator and invalid carriage manufacture, the baking trade in Northern Ireland, and aerated waters manufacture and milk distribution in Scotland.

The principal industries in which rates of wages were reduced during July were iron and steel manufacture, iron-ore mining, tinplate manufacture and tobacco manufacture. These reductions were due to the operation of sliding-scale agreements under which wage rates vary with movements of the official cost-of-living index number.

In the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.), the flat-rate additions to wages were reduced in most districts by 0·8d. a shift for men and 0·6d. or 0·4d. a shift for youths and boys. Decreases of similar amount took effect also in iron-ore mining in certain districts and in tinplate manufacture. In tobacco manufacture, the Trade Board minimum time rates were reduced by 4½d. a week for men and 3d. a week for women and juveniles. There were small reductions in the percentage additions to the basis rates of coal miners in Warwickshire and Leicestershire.

Of the total increase of £110,000, about £55,000 was due to arrangements made by joint standing bodies of employers and workers; £2,000 was due to the operation of sliding scales based upon fluctuations in the official cost-of-living index number; and nearly all the remainder was the result of direct negotiations between employers and workpeople or their representatives. Most of the estimated decrease of £4,000 took effect under the operation of sliding scales based upon fluctuations in the official cost-of-living index number.

Output Bonus in Coal Mining.—The amounts of increase in rates of wages quoted above, and the details in the Table below, do not include the bonuses on output in the coal mining industry referred to on page 119.

Hours of Labour.

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

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JULY.

Table with 5 columns: Industry, District, Date from which Change took effect, Classes of Workpeople, and Particulars of Change. Rows include Coal Mining (Warwickshire, Leicestershire, Cumberland, West Cumberland, Furness district, South and West Durham), Other Mining and Quarrying (Cleveland, Notts., Leicestershire, Northamptonshire, Banbury, North Lincolnshire, Corby, Scunthorpe), Iron and Steel Manufacture (Cleveland and Durham, West Cumberland and North Lincs., North Staffs., South Staffs., Bilston, Northants., and South Wales and Mon., Nottinghamshire and Leicestershire, West of Scotland, North-East Coast Area, Great Britain**).

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

† Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged. ‡ Under cost-of-living sliding-scale arrangements. § The flat-rate additions are supplemented by 1s., 9d. and 6d. a shift, for men, youths and boys respectively. || Wages continued to be supplemented by incentive bonuses of ½d. to 2½d. an hour, according to output. ¶ Women aged 21 years and over may not receive less than 4s. 8d. a shift, plus additions of 53·7, 62·5, 66·5 or 67·5 per cent., according to district, and a flat-rate addition of 2s. 4·8d. ** This decrease affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire, and the Glasgow district.

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

Table with 5 columns: Industry, District, Date from which Change took effect, Classes of Workpeople, and Particulars of Change. Rows include Iron and Steel Manufacture (cont'd.) (Great Britain*, North-East Coast Area, Barrow-in-Furness, Workington, Scunthorpe, Bilston, West of Scotland), South-West Wales, Engineering (Great Britain, Swansea, Llanelly, Port Talbot, Neath and Mid-Glamorgan-shire), Chain Making (Great Britain), Galvanising (England and Wales**), Tinplate Manufacture (South Wales, Monmouthshire, and Gloucestershire), Shuttle Making (Lancashire and Yorkshire, Great Britain), Pin, Hook and Eye and Snap Fastener Manufacture, Stamped and Pressed Metal Wares Manufacture (Great Britain), Light Castings (England and Scotland), File Manufacture (Sheffield).

* These decreases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), the Midlands, South Wales and the West of Scotland.

† Under cost-of-living sliding-scale arrangements. ‡ These increases were agreed upon in July and were made retrospective to the dates shown. § These increases were agreed upon on 9th July by the Welsh Engineers' and Founders' Conciliation Board and made retrospective to the date shown. || In addition, a war bonus of 1d. an hour at 18 years and over and of ½d. at under 18 was granted to male workers, while on time or shift work, who had no opportunity of increasing their wages by piecework, or who were not already receiving any lieu, production or output bonuses or equivalent addition to earnings on the basic time rate. ¶ These changes took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour and National Service, obtainable from H.M. Stationery Office. ** This decrease affected mainly the employees of firms which are members of the Galvanising Conciliation Board.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Scythe, Sickle and Hook, and Saw Manufacture.	Sheffield	1st full pay period beginning on or after 8 July.	Adult male datal workers	Bonus of 34s. 6d. a week adjusted by the transference thereof of 20s. a week to basic rates and by the addition thereto of 6s. a week* making the bonus 20s. 6d.
			Adult male pieceworkers	Bonus of 34s. 6d. a week adjusted by the transference thereof of 20s. a week to basic rates making the bonus 14s. 6d. Piecework prices to be such as will enable a worker of average ability to earn at least 27½ per cent. over the increased basic time rates, excluding bonus.
Machine Knife Manufacture.	Sheffield	1st full pay period beginning on or after 8 July.	Adult male datal workers	Bonus adjusted by the transference thereof of 20s. a week to basic rates and by the addition thereto of 6s. a week.* Bonus after change for machine knife makers 20s. 6d.
			Adult male pieceworkers	Bonus adjusted by the transference thereof of 20s. a week to basic rates. Piece work prices to be such as will enable a worker of average ability to earn at least 27½ per cent. over the increased basic time rates, excluding bonus.
Lace Making	Nottingham and district.	3 July	Twisthands and auxiliary workers employed on levers machines.	Further increases of 7½ per cent. (7½ to 15 per cent.) on standard minimum rates for twisthands making hair nets, of 10 per cent. (15 to 25 per cent.) for those making other goods and of 15 per cent. (25 to 40 per cent.) for auxiliary workers.
	Long Eaton and Derby district.	1st pay day in July.	Do.	
	Yorkshire (majority of firms) and certain firms in Lancashire.†	1st pay day in Aug.‡	Workpeople employed in dyeing and finishing.	Cost-of-living wage increased§ from 98 to 100 per cent. on basic rates for men and women (18 years and over) on timework, from 78½ to 80 for men and women (18 years and over) on piecework (except pressers), from 58½ to 60 for hand pressers, by 2d. to 8d. a week, according to age, for youths and boys and by 2d. or 4d. for girls. Minimum weekly rates§ after change for adult timeworkers: male process workers 32s., plus 100 per cent., plus 7s. 6d. special payment; women 20s., plus 100 per cent., plus 4s. 6d. special payment.
Textile Bleaching, Dyeing, Finishing, etc.	Yorkshire¶	1st pay day in Aug.‡	Mechanics employed in dye works	Increases of 8d. a week. Rate after change 85s. 2d., plus 7s. 6d. special payment.
	Lancashire, Cheshire and Derbyshire (majority of firms) and certain firms in Yorkshire,**	1st pay day in Aug.‡	Workpeople employed in bleaching, dyeing, calico printing and finishing (except waste bleachers, machine calico printers, engravers, mechanics, firemen, etc.)	Cost-of-living wage increased§ from 31s. 4d. to 32s. a week for men on timework, from 30s. 5d. to 31s. for men on piecework, from 18s. 7d. to 19s. for women 18 years and over in Lancashire, Cheshire and Derbyshire and 21 years and over in Scotland; by 2d. to 6d. a week, according to age, for youths and boys and by 2d. or 4d. for girls. Minimum weekly rates§ after change for adult timeworkers: Lancashire, etc.—men 30s., plus 32s., plus 7s. 6d. special payment; women 20s., plus 19s., plus 4s. 6d. special payment; Scotland—men 27s., plus 32s., plus 7s. 6d. special payment; women 17s., plus 19s., plus 4s. 6d. special payment.
	Lancashire, Cheshire and Derbyshire (majority of firms) and certain firms in Yorkshire,**	1st pay day in Aug.‡	Firemen, engine tenters, oilers and greasers and assistant firemen.	Cost-of-living wage increased§ from 36s. 9d. to 37s. 6d. a week. Minimum rate after change for firemen 37s. 6d., plus 37s. 6d., plus 2s. 6d. special payment.
Fustian Cuttings, Dyeing and Finishing.	Middleton	1st pay day in Aug.‡	Workpeople employed in bleaching, dyeing, printing and finishing.	Cost-of-living wage increased§ from 98 to 100 per cent. for male dyers, from 31s. 4d. to 32s. a week for male polishers, from 18s. 7d. to 19s. for female polishers and by proportional amounts for juveniles. Minimum weekly rates§ after change for adult timeworkers: men—dyers 32s., plus 100 per cent., polishers 30s., plus 32s., plus 7s. 6d. special payment in each case; women polishers 23s. 6d., plus 19s., plus 4s. 6d. special payment.
	Lancashire, Cheshire, Derbyshire and Scotland.	1st pay day in Aug.‡	Engravers, etc., employed in calico print works.	Cost-of-living wage increased§ from 39s. 5d. to 40s. a week for engravers and from 31s. 4d. to 32s. for turners, polishers and varnishers, special payment of 7s. 6d. a week remaining unchanged.
	Engravers employed in engraving works.	Cost-of-living wage increased§ from 39s. 5d. to 40s. a week for men and from 22s. 1d. to 22s. 5d. for women, special payments of 7s. 6d. a week for men and 3s. for women remaining unchanged.		
Textile Making-up and Packing.	Manchester	1st pay day in July.	Workpeople paid at time rates	Cost-of-living wage increased§ from 18s. 7d. to 19s. for women 18 years and over and by proportional amounts for juveniles. Minimum weekly rates§ after change for adult workers: men 34s., plus 32s., plus 6s. special payment; women 30s., plus 19s., plus 4s. special payment.
			Workpeople paid at piece rates	Cost-of-living wage increased§ from 88 to 90 per cent. for netherwood cutters, from 81 to 82½ for hand cutters, from 69 to 70 for menders and from 76 to 77½ for other pieceworkers.
Baking	Northern Ireland	9 July	Men, women and juveniles	Increases of 2s. to 5s. 9d. a week, according to occupation, in basic rates for men (other than bakers and makers-up), of 2s. 7d. to 3s. 6d., according to occupation, for women 18 years and over, of 2s. for youths and boys (warehousemen juniors) and of 1s. for girls. War wage decreased by 5d. a week (18s. 4d. to 17s. 11d.) for men, by 3d. (11s. to 10s. 9d.) for women 18 years and over and by proportional amounts for juveniles. Rates after changes include: men—packers and makers-up 66s. 6d., competent grey and print lookers 68s., assistant lookers and markers-off 60s., plaiters, etc., and general warehousemen 57s., porters 54s., plus 17s. 11d. war wage in each case; women—markers-off 38s. 6d., cutters and machine creasers 35s. 6d., stitchers, etc., and general workers 33s. 6d., plus 10s. 9d. war wage in each case.
	Belfast district and Londonderry.	9 July	Male and female workers employed in home bakeries.††	Increases of 2s. 3d. to 5s. a week, according to age, occupation or area, in general minimum time rates for male workers and of 2s. 3d. to 3s. 6d. for female workers. Rates after change for bakers: men, Belfast district 73s., Londonderry 66s., other areas 62s. 3d.; women 43s. 6d., 39s. 3d., 37s. 3d.††
	Male and female workers (except transport workers) employed in baking establishments other than home bakeries.††	Additions to general minimum time rates granted of 2s. 6d. to 5s. a week, according to age or occupation, for male and female workers in Belfast district and of 2s. 6d. to 4s. 9d. at Londonderry. Rates after change (inclusive of additions) for bakers: men, Belfast district 92s., Londonderry 87s. 6d.; women 55s. 6d., 52s. 9d. (The additions to general minimum time rates are not to be counted in calculating overtime).††		
Aerated Waters Manufacture.	Scotland	9 July	Men, women and juveniles	Increases of ½d. an hour in general minimum time rates for men 19 years and over and women 18 years and over and of ¼d. for youths, boys and girls. Rates after change include: men 21 years and over 1s. 4d., women 20 years and over 9½d. (Orkney and Shetland Islands—1d. an hour less)††
Tobacco, etc., Manufacture.	Great Britain	1 July	Men, women and juveniles	Additions on a time basis to minimum rates of both time and pieceworkers reduced by 4½d. a week for men and by 3d. for women and juveniles. (The additions are not to be counted in calculating overtime).††
Vehicle Building.	Great Britain and Northern Ireland.	1st pay week beginning on or after 19 July.	Men (and 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 (4½d. to 5½d.) for adults and by proportional amounts for younger workers.

* Adult male datal workers in receipt of lieu rates, compensatory rates, output bonuses, etc., are to be granted (a) no increase in bonus if the amount so received is equal to or more than 6s. a normal working week, or (b) an increase equal to the difference between 6s. and the amount received as lieu rates, compensatory rates, output bonuses, etc., if this amount is less than 6s. a normal working week.

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

‡ In respect of preceding pay period.

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

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

** This change applied to workers employed by firms which are members of the Bradford Dyers' Association Ltd.

*** This change applied mainly to workers employed by firms which are members of the Federation of Calico Printers, the Employers' Federation of Dyers and Finishers, the Employers' Federation of Bleachers, the Employers' Federation of Cotton Yarn Bleachers, Dyers and Siziers (certain firms), and, except in the case of firemen, engine tenters, etc., the Scottish Federation of Dyers and Bleachers (Piece Goods).

†† Home bakeries are bakeries (other than those producing 1 lb. or 2 lb. batch loaves or pan loaves exceeding 1 lb. in weight) in which the number of workers engaged in occupations within the scope of the Trade Board does not exceed six.

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

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Perambulator and Invalid Carriage Manufacture.	Great Britain	30 July	Men in certain occupations and women, youths, boys and girls in all occupations.	Increases of ¼d. to 2d. an hour, according to occupation, in general minimum time rates for men, of 1d. to 2½d. for women (21 years and over), of 1½d. for youths (18 and under 21 years) employed as porters or labourers, and of 5s. a week (48 hours) for other youths and boys, and girls under 21. Piecework basic time rates remain 10 per cent. above the appropriate general minimum time rates.*
			Journymen electricians and assistants, youths and boys.	Cost-of-living (war) addition reduced† by 5d. a week for men and by proportional amounts for youths and boys.
Electrical Contracting.	England and Wales and Northern Ireland.	2nd pay day in July. 3rd pay day in July.	Do.	Cost-of-living (war) addition increased† by 5d. a week for men and by proportional amounts for youths and boys. Addition after change for men 18s. 4d. a week (where less than 3 full days are worked, the payment to be 3s. 1d. for work on 1 day, 6s. 1d. on 2 days and 9s. 2d. on 3 days).
			Do.	Cost-of-living (war) addition increased† by 5d. a week for men and by proportional amounts for youths and boys. Addition after change for men 18s. 4d. a week (where less than 3 full days are worked, the payment to be 3s. 1d. for work on 1 day, 6s. 1d. on 2 days and 9s. 2d. on 3 days).
Monumental Masonry.	Aberdeen	1 July	Cutters, turners, polishers, etc., employed in granite yards.	Increase of ¼d. an hour. Rates after change include: granite cutters, scabblers and toolsmiths 1s. 11½d., granite polishers 1s. 10½d.
	Edinburgh	1 July	Monumental masons and polishers.	Increase of ¼d. an hour. Rates after change include: monumental masons 2s. 0½d., polishers 1s. 11½d.
	Glasgow	1 July	Monumental masons and sculptors.	Increase of ¼d. an hour. Rates after change include: cutters, turners and scabblers 2s. 0½d., polishers, bedsetters and sawmen 1s. 11½d.
Gas Supply	Great Britain and Northern Ireland.	5 Apr.‡	Day, shift and pieceworkers (except those whose wages are determined by special arrangements or by movements in other industries).	Increase of 1d. an hour (15s. 6d. to 19s. 5d. a week of six shifts), in total war advance for day workers, of 8d. a shift (15s. 9d. to 19s. 9d. a week) for shift workers, and of proportional amounts for pieceworkers (male workers 18 years and over) with increases varying in amount according to area for younger male workers and for female workers.
			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, youths and boys.
Road Passenger Transport.	London (including Outer London Country Omnibus Zone).	1st full pay period in July.	Other women and girls.	War wage increased by 3s. 4d. a week (11s. 3d. to 14s. 7d.) for women 21 years and over, by 2s. (8s. 1d. to 11s. 1d.) for those 18 and under 21, and by 1s. 3d. (5s. 9d. to 7s.) for girls. The increases are calculated upon an hourly basis.
			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 4s. 6d. a week (15s. to 19s. 6d.) for men, by 2s. 9d. (9s. 1d. to 11s. 10d.) for youths 18 and under 21, by 2s. (6s. 6d. to 8s. 6d.) for boys 16 and under 18, by 1s. 9d. (5s. 9d. to 7s. 6d.) for boys under 16, and by proportional amounts for women employed to replace men.† The increases are calculated upon an hourly basis.
Skip and Basket Making.	Various towns in Great Britain (excluding Metropolitan Area) and Belfast.	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 (3½d. to 4½d.) for male and female workers 21 years and over, by ¾d. (2½d. to 3½d.) for those 19 and under 21, by ¼d. (1½d. to 2½d.) for those 17 and under 19, and by ¼d. (1d. to 1½d.) for those 14 and under 17.
			Uniformed and running shed staff employed by various company-owned omnibus undertakings, other than those whose wages are regulated by movements in other industries.	War wage increased by 4s. 6d. a week, calculated upon an hourly basis.
			Workpeople employed in the passenger section of the Northern Ireland Road Transport Board, other than those whose wages are regulated by movements in other industries.	War wage increased by 4s. 6d. a week (15s. to 19s. 6d.), calculated upon an hourly basis.
Distribution	Northern Ireland (excluding Belfast).	5 July	Skip and basket makers	Decrease† of 1 per cent. on list prices leaving wages 138 per cent. above the list.
			Workpeople employed in milk distribution—	Increase of 5s. 9d. a week (78s. to 83s. 9d.) in general minimum time rates.†
			Male clerks and male and female workers employed in collection or delivery work by horse or mechanically driven vehicle, in garaging, in horse or motor keeping, in cleaning vehicles or in stable work.	Increases of 1s. 6d. to 5s. a week, according to age, in general minimum time rates for male clerks, and of 1s. 6d. to 4s. 6d. for other workers. Rates after change: 20s. 9d. at under 15 years rising to 69s. 9d. for male clerks at 22 and over, and to 66s. 9d. for other workers at 21 and over.†
Cinematograph Film Production.	Great Britain	Week ending 3 July.	All other male workers and roundswomen (not working with horse or mechanically driven vehicles).	Increases of 1s. 6d. to 4s. 6d. a week, according to age, in general minimum time rates. Rates after change, 20s. 9d. at under 15 years rising to 65s. 3d. at 21 and over.†
			Female clerks, shop assistants and other female workers.	Increases of 1s. 6d. to 4s. a week, according to age, in general minimum time rates. Rates after change: female clerks 19s. 9d. at under 15 years rising to 47s. 6d. at 21 and over, female shop assistants 17s. 9d. to 43s., other female workers 19s. 3d. to 42s.†
General distributive, clerical, etc., workers employed by wholesale and retail co-operative societies.	Great Britain	1st pay day in July.	Men, women and juvenile workers in film studios (all employees paid by the hour and employees paid by the week whose normal salaries do not exceed £17 10s. a week). Cine-technicians, whose normal salaries do not exceed £17 10s. a week, employed in film studios.	War advance increased by 4s. a week at 21 years and over, by 3s. at 18 and under 21, and by 2s. at under 18. Total war advance after increase: males, 21 years and over 18s., 18 and under 21, 12s., under 18, 8s.; females 17s., 11s. 6d., 8s.**
				Bonus decreased† by 6d. a week (23s. to 22s. 6d. for those paid hourly and 22s. to 21s. 6d. for those paid weekly) at 21 years and over and by 4d. (15s. 4d. to 15s. for those paid hourly and 14s. 8d. to 14s. 4d. for those paid weekly) at under 21.

* These increases resulted from a modification of the cost-of-living sliding scale operative in the industry under an Order issued under the Trade Boards Acts, and the rates after change correspond with an official cost-of-living index figure of 97 and less than 105. 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.

‡ By agreement between the employers' association and trade union concerned, the reduction of 5d. a week in the cost-of-living (war) addition operative from the 2nd pay day in July, was suspended as and from the 3rd pay day in July, until further notice by the employers' association or 1st pay day in October, 1943, whichever is the earlier.

§ The increases in the case of male workers (18 years and over) were the result of a decision, dated 14th July, of the National Joint Industrial Council for the Gas Industry, and were made retrospective to the date shown.

¶ The increase of 4s. 6d. a week was applied to women employed to replace men in the proportions laid down in Industrial Court Award No. 1755, dated 19th April, 1940, i.e., women, 21 years and over, not less than 90 per cent. of the full increase during the first six months of service and the full increase thereafter; women under 21, not less than 90 per cent. of the full increase.

** These increases 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.

*** The increases for employees of retail co-operative societies in England and Wales were awarded by the Independent Chairman of the National Conciliation Board for the Co-operative Service.

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 beginning with the pay-day in the week ended 7th August, of 1s. 6d. a shift for adult workers in Leicestershire, 6d. a shift in South Derbyshire and 3d. a shift in North Derbyshire.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 31st July, 1943.*

	Food		All Items
	Index Points	Per cent.	
Increase since July, 1914 ..	67%	99%	
Change since 1st July, 1943	-1	-2	

FOOD.

Following a reduction of 1d. per quart in the maximum permitted price over most of England and Wales, the average price of milk in the United Kingdom at 31st July was about three-farthings a quart lower than at the beginning of the month. On the other hand, there was an increase in the average price of potatoes, during July, owing to the replacement of old potatoes by the new crop.

For the articles of food included within the scope of these statistics, the following Table compares the average retail prices in the United Kingdom at 31st July, 1943, with the corresponding prices at 1st July, 1943, and 1st September, 1939.

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ¼d., at—			Percentage Increase or Decrease (—) at 31st July, 1943, compared with	
	31st July, 1943.	1st July, 1943.	1st Sept., 1939.	1st July, 1943.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs	1 3½	1 3½	1 2½	..	11
Thin Flank ..	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen					
Ribs	1 1	1 1	0 9½	..	35
Thin Flank ..	0 6	0 6	0 4½	..	23
Mutton, British—					
Legs	1 5½	1 5½	1 3½	..	13
Breast	0 8½	0 8	0 7½	..	8
Mutton, Frozen—					
Legs	1 0	1 0	0 10½	..	16
Breast	0 4	0 4	0 4	..	..
Bacon†	1 10½	1 10½	1 3	..	26
Fish	1 5	1 5	1 1½	..	28
Bread per 7 lb.	0 9	0 9	0 8½	..	9
Tea per 4 lb.	2 10	2 10	2 4	..	21
Sugar (granulated) ..	0 3	0 3	0 3	..	..
Milk per quart	0 8½	0 9	0 6½	..	-8
Butter—					
Fresh	1 8	1 8	1 4½	..	21
Salt	1 1	1 1	0 10	..	30
Cheese	0 9	0 9	0 6½	..	12
Margarine§					
Special	0 9	0 9	0 5	..	44
Standard	0 2	0 2	0 1½	..	1
Eggs (fresh)|| each	1 8	1 8	0 6½	..	9
Potatoes per 7 lb.	0 10½	0 9½	..	..	..

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st July, 1943, and 31st July, 1943, respectively, as compared with July, 1914 :—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st July, 1943.	31st July, 1943.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs	44	59	59
Thin Flank ..	15	46	46
Beef, Chilled or Frozen			
Ribs	32	79	79
Thin Flank ..	1	24	24
Mutton, British—			
Legs	48	67	67
Breast	14	24	24
Mutton, Frozen—			
Legs	51	75	75
Breast	-3	-9	-9
Bacon†	35	102	102
Fish	116	173	173
Flour	26	61	61
Bread	42	56	56
Tea	52	85	85
Sugar (granulated) ..	46	45	45
Milk	92	154	133
Butter—			
Fresh	13	37	37
Salt	7	41	41
Cheese	16	51	51
Margarine§			
Special	-8	3	3
Standard	58	60	60
Eggs (fresh)|| each	33	95	113
Potatoes			
All above articles (Weighted Average on July, 1914, basis)	38	68	67

On the basis of the figures given in the foregoing Tables the average level of retail food prices at 31st July, 1943, was rather more than one-half of 1 per cent. lower than at 1st July, 1943, about 21 per cent. higher than at the beginning of September, 1939, and about 67 per cent. higher than in July, 1914.

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

† A fall of 1 point on a total for "Food" of 168 (the figure for July, 1914, being 100) is equivalent to rather more than one-half of 1 per cent. Similarly, a fall of 1 point on a total of 200 for "all items" is equivalent to one-half of 1 per cent.

‡ The description of bacon specified for quotation is streaky, but where this kind was seldom being sold the returns relate to another kind, locally representative.

§ On 31st July and 1st July, 1943, two brands of margarine, "special" and "standard," were on sale at 9d. and 5d. per lb., respectively. The figures for 1st September, 1939, and July, 1914, are averages calculated from the prices of various brands on sale at those dates.

|| Of the two prices shown for eggs at 31st July and 1st July, 1943, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 31st July was about the same as at 1st July, 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 a further slight increase in the proportion of utility cloth and apparel on sale, at prices below those of non-utility goods of corresponding quality, as a result of which the average level of clothing prices generally at 31st July was less than one-half of 1 per cent. below the level of a month earlier. The average decrease in prices during the month was about 1 per cent. for cotton materials and cotton hosiery; as regards men's suits and overcoats, woollen materials, woollen underclothing and hosiery, and boots and shoes, there was very little change in the average level of prices during the month. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make exact comparisons over a period of many years, but the available information (based on returns from representative retailers in a large number of towns) indicates that at 31st July the average level of prices was about 66 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 levels of prices of coal and of gas at 31st July were about the same as at 1st July. Prices of coal averaged about 30 per cent. higher than at 1st September, 1939, and about 153 per cent. above the level of July, 1914; prices of gas averaged about 30 per cent. higher than at 1st September, 1939, and about 100 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 31st July was about the same as at 1st July, about 34 per cent. higher than at 1st September, 1939, and about 144 per cent. higher than in July, 1914.

As regards other items* included in these statistics, there were relatively few changes in prices during July. In the group as a whole the average level of prices at 31st July was about the same as at 1st July, about 60 per cent. higher than at 1st September, 1939, and about 186 per cent. above the level of July, 1914.

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 31st July, 1943, is approximately 99 per cent. over the level of July, 1914, as compared with 100 per cent. at 1st July, 1943, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no 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 44 points since the beginning of September, 1939, is equivalent to about 28 per cent. Of these 44 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 1½ points are due to increases resulting from the Purchase Tax.

SUMMARY TABLE : ALL ITEMS.

Average Percentage Increases 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	65	67	67
1929 ..	67	65	66	62	61	60	61	63	64	65	67	68
1930 ..	66	64	61	57	55	54	55	57	57	56	57	57
1931 ..	53	52	50	47	47	45	47	45	45	45	46	48
1932 ..	47	47	46	44	43	42	43	41	41	43	43	43
1933 ..	42	41	39	37	36	36	38	39	41	41	43	43
1934 ..	42	41	40	39	37	38	41	42	43	43	44	44
1935 ..	43	42	41	39	39	40	43	43	45	47	47	47
1936 ..	47	47	46	44	44	44	46	46	47	48	51	51
1937 ..	51	51	51	51	56	55	55	55	56	55	56	56
1938 ..	57	57	56	54	53	53	56	55	55	65	69	73
1939 ..	55	55	53	53	53	53	56	55	55	65	69	73
1940 ..	74	77	79	78	80	81	87	85	87	89	92	95
1941 ..	96	97	97	98	100	100	99	99	99	100	101	101
1942 ..	100	100	100	99	100	100	101	100	100	100	100	100
1943 ..	99	99	99	98	99	98	100	99	..	..	..	..

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 124 of this GAZETTE.

* Soap, soda, domestic ironmongery, brushes, pottery, tobacco and cigarettes, fares and newspapers.

TRADE DISPUTES IN JULY.*

Number and Magnitude.—The number of disputes involving stoppages of work, reported to the Department† as beginning in Great Britain and Northern Ireland during July, was 103, as compared with 144 in the previous month and 75 in July, 1942. In these 103 new disputes about 27,700 workpeople were directly involved, and 3,700 workpeople indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, though not themselves parties to the disputes). In addition, about 2,900 workpeople were involved, either directly or indirectly, in 14 disputes which began before July and were still in progress at the beginning of that month. The number of disputes in progress in July was thus 117, involving about 34,300 workpeople; the aggregate number of working days lost in these disputes during July is estimated at 97,000.

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

Industry Group.	Number of Disputes in progress in Month.			Number of Workpeople involved in all Disputes in progress in Month.	Aggregate Duration in Working Days, of all Disputes in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Mining and Quarrying	3	34	37	15,400	32,000
Metal, Engineering and Shipbuilding ..	7	43	50	10,200	35,000
Textile .. .. .	..	3	3	1,600	7,000
Food, Drink and Tobacco .. .. .	..	1	1	2,700	15,000
Building, etc. ..	..	8	8	2,000	2,000
Transport	4	6	10	2,000	5,000
Other Industries ..	..	8	8	400	1,000
Total, July, 1943†	14	103	117	34,300	97,000
Total, June, 1943†	14	144	158	41,800	115,000
Total, July, 1942†	5	75	80	18,800	42,000

Duration.—Of 108 stoppages which ended in July, 41, directly involving 10,800 workpeople, lasted not more than one day; 31, directly involving 4,300 workpeople, lasted two days; 9, directly involving 1,800 workpeople, lasted three days; 13, directly involving 4,700 workpeople, lasted four to six days, and 9, directly involving 2,100 workpeople, lasted over six days.

Causes.—Of the 103 disputes beginning in July, 19, directly involving 3,700 workpeople, arose out of demands for advances in wages, 6, directly involving 2,700 workpeople, out of proposed

reductions in wages, and 35, directly involving 7,800 workpeople, on other wage questions; 2, directly involving 700 workpeople, on questions as to working hours; 12, directly involving 4,200 workpeople, on questions respecting the employment of particular classes or persons; 26, directly involving 5,000 workpeople, on other questions respecting working arrangements; and 1, directly involving 2,700 workpeople, on a question of trade union principle. Two stoppages, directly involving 900 workpeople, were in support of workpeople involved in other disputes.

TOTALS FOR THE FIRST SEVEN MONTHS OF 1943 AND 1942†

Industry Group.	January to July, 1943.			January to July, 1942.		
	Number of Disputes beginning in period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.	Number of Disputes beginning in period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.
Fishing	3	1,700	14,000	..	..	..
Coal Mining .. .	401	116,100	291,000	353	211,400	733,000
Other Mining and Quarrying .. .	..	..	..	..	..	..
Brick, Pottery, Glass, Chemical, etc.	10	1,400	2,000	17	2,500	13,000
Engineering .. .	23	800	3,000	14	900	3,000
Shipbuilding .. .	172	54,700	131,000	80	26,700	43,000
Other Metal .. .	91	14,500	49,000	43	7,200	21,000
Textile	81	12,900	42,000	68	10,100	32,000
Clothing	22	4,000	11,000	18	1,900	4,000
Food, Drink and Tobacco .. .	10	600	1,000	7	4,400	17,000
Building, etc. ..	8	7,500	25,000	7	1,000	3,000
Transport	44	8,800	15,000	40	8,800	19,000
Other Industries ..	42	28,800	93,000	18	5,200	17,000
Total	27	2,400	4,000	22	4,700	9,000
Total	934	254,200	681,000	687	284,800	914,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING JULY.

Occupations§ and Locality.	Approximate Number of Workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly§	Began.	Ended.		
COAL MINING :— Colliery workpeople—Craghead, Co. Durham (one colliery).	1,028	..	5 July	10		

RETAIL PRICES OVERSEAS.

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

UNITED STATES OF AMERICA.

At the middle of March, 1943, the official cost-of-living index figure showed a rise of 1.5 per cent. over the figure for February, 1943, and of 24.5 per cent. over the figure for August, 1939. For food alone the index figure at the middle of March, 1943, was 2.8 per cent. higher than the figure for the previous month.

AUSTRALIA.

In the first quarter of 1943, the official cost-of-living index figure for the six capital cities was 0.1 per cent. higher than the figure for the previous quarter and 22.5 per cent. above that for the second quarter of 1939. In March, 1943, the official index figure of the cost of food in thirty towns showed an increase of 0.8 per cent. above the figure for December, 1942 and a rise of 14.7 per cent. over that for August, 1939.

CANADA.

At 1st May, 1943, the official cost-of-living index figure showed a rise of 0.4 per cent. over the figure for the previous month and of 17.2 per cent. over that for 1st September, 1939. For food alone the index figure at 1st May was 0.9 per cent. higher than the figure for the previous month and 30.8 per cent. above that for 1st September, 1939.

NEW ZEALAND.

At 15th March, 1943, the new official wartime price index* (adjusted for normal seasonal movements) showed an increase of 1.1 per cent. over the figure for 15th December, 1942.

SOUTHERN RHODESIA.

In May, 1943, the revised† official cost-of-living index figure (unadjusted for seasonal movements) was 0.4 per cent. higher than the corresponding figure for the previous month and 19.2 per cent. above the level of August, 1939. For food alone the index figure for May, 1943, was 0.9 per cent. below the amended figure for April, 1943, but 22.5 per cent. above the level of August, 1939. The amended figure for April, 1943, was 0.4 per cent. above the figure for the previous month and 23.6 per cent. higher than that for August, 1939.

INDIA.

In March, 1943, the official cost-of-living index figure for the working-classes in Bombay was 1.5 per cent. higher than the figure for the previous month and 98.1 per cent. above that for August, 1939. For food alone the index figure was 0.9 per cent. higher than the previous month and 100.9 per cent. above that for August, 1939.

NIGERIA (LAGOS).

At 1st April, 1943, the official cost-of-living index figure for the working classes in Lagos was 3.4 per cent. above the level of 1st October, 1942, and 58.8 per cent. higher than at 1st September, 1939.

ICELAND.

At 1st June, 1943, the official index figure of the cost-of-living in Reykjavik was 1.2 per cent. below the figure for the previous month, but 143.6 per cent. above that for 1st September, 1939. For food alone the index figure at 1st June showed a decline of 3.1 per cent. below the figure for 1st May, 1943, but a rise of 205.0 per cent. above that for 1st September, 1939.

SPAIN.

In February and in January, 1943, the official index figures of the cost-of-living of middle-class families in 50 principal towns were in each case 0.4 per cent. below the figures for the respective next preceding months; but they were 64.5 and 65.1 per cent., respectively, higher than the figure for August 1939. For food alone the figures for February and January, 1943, were respectively 0.6 and 0.9 per cent. below the figures for the next preceding months but 81.8 and 82.9 per cent. above the figure for August, 1939.

PORTUGAL.

In March and February, 1943, the official weighted index figures of the cost of food, fuel and light and certain other household articles in Lisbon showed increases of 0.6 and 0.9 per cent. respectively over the figures for the next preceding months, and of 51.7 and 50.8 per cent. over the figure for August, 1939. The figures for 15th March and 15th February, 1943, in the separate official series of (unweighted) index figures relating to the whole of Portugal showed increases of 1.4 and 0.5 per cent. respectively over the figures for the next preceding months and of 62.6 and 60.4 per cent. over the figures for 15th August, 1939.

* This is a new series of quarterly index figures, based on prices at 15th December, 1942. The list of items included in the previous index has been revised, and alterations have been made in the "weights" allotted to some of the items. Adjustments are also made to allow for the normal seasonal movements in the prices of certain commodities. Publication of the old retail price index based on average prices in 1926-30=1000 has been discontinued, and the new index does not enable comparisons to be made with any period prior to 15th December, 1942.

† See footnote * in the first column of page 106 of last month's issue of this GAZETTE.

LEGAL CASES AFFECTING LABOUR.

QUESTION WHETHER AN ATTENDANT AT A MENTAL HOSPITAL WAS ENTITLED TO PAYMENT OF OVERTIME FOR "STANDING BY."

This was an appeal to the Court of Appeal by a male nurse at a London County Council Mental Hospital, against a judgment of a County Court Judge deciding that he was not entitled to payment of overtime in respect of "stand by" periods.

The appellant was permitted to be non-resident, but he might be required to sleep in for stated periods to be fixed by the Mental Hospital Committee. He was entitled to overtime for hours worked in excess of 96 a fortnight. His contract of service was subject to standing orders, regulations and rules in force from time to time.

In September, 1940, the Committee passed a resolution declaring in effect a continuous state of emergency, as a result of which the appellant was called upon to "stand by" at regular intervals in rotation with other employees for a period from 9 p.m. to midnight, these hours being outside his ordinary working period. A payment of 1s. per night was made to each member of the nursing staff so required to "stand by," and if there was an emergency the time the staff were on duty during such emergency was included in the hours of duty paid for. The appellant could do what he liked during the three hours, subject to his being on the premises, and only in the event of an emergency would he have to do nursing duties.

The Court of Appeal (Scott, MacKinnon and du Parc J.J.) upheld the decision of the County Court Judge and dismissed the appeal. Lord Justice Scott in the course of his judgment expressed the view that liberty was reserved to the Committee of the Council to make minor alterations in regard to the methods of carrying out duty; and that liberty was applicable to the order for a proportion of the non-resident people to sleep in and also to the order that those who were called upon to come in during the three hours from 9 p.m. till 12 p.m. in rotation should do it as part of their ordinary duty and not be entitled to extra remuneration for overtime for doing so.—*Farmer v. London County Council*. Court of Appeal, 4th May, 1943.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During July, 1943, the National Arbitration Tribunal issued twenty-nine awards* Nos. 385 to 413. Three of these awards are summarised below and some particulars are also given concerning claims which were determined by awards Nos. 386-393. The other eighteen awards relate to cases affecting individual employers.

Award No. 385 (1st July).—*Parties*: Members of the File Manufacturers' Association and members of the Sheffield Amalgamated Union of File Trades employed by them. *Claim*: For an increase of 10 per cent. in the bonus for male piece-workers with an equivalent increase for male datal workers. *Award*: On the footing that an offer made by the Association in April last in response to the Union's claim was still open, the Tribunal found against the claim.

Awards Nos. 386-393 (12th July).—These awards relate to claims for certain specified rates of wages for certain classes of workers, which were made by members of the Tobacco Workers' Union employed by the British-American Tobacco Co. Ltd., Carreras Ltd., John Sinclair Ltd., Ardath Tobacco Co. Ltd., R. & J. Hill Ltd., Messrs. Richard Lloyd and Sons, Cope Bros. & Co. Ltd., and Godfrey Phillips Ltd. Details of the claims and of the decisions of the Tribunal are shown in full in the awards.

Award No. 399 (16th July).—*Parties*: Members of the Liverpool, Birkenhead and Wirral Districts Building and Allied Trades Employers' Association and members of Unions affiliated to the National Federation of Building Trades Operatives employed by them. *Claim*: That the terms of the existing joint agreements regulating wages of building trades operatives in the Liverpool, Birkenhead and Wirral Districts require the application to those districts of the provisions of the advance in wages awarded by the National Joint Council for the Building Industry to operate as from 2nd April, 1943. *Award*: The tribunal found that as a matter of interpretation, the advance in wages provided by the National Joint Council for the Building Industry to operate as from 2nd April, 1943, was not an advance which is applicable to the industry in the Liverpool, Birkenhead and Wirral districts under the terms of the existing agreements regulating wages in those Districts; and they awarded in accordance with this finding. The award was without prejudice to the question whether or not there should be a variation of the rates in the Liverpool, Birkenhead and Wirral Districts on grounds other than the provisions of the existing agreements.

Award No. 406 (26th July).—*Parties*: Members of Associations federated with the Federation of Master Cotton Spinners' Associations Ltd., and members of the Amalgamated Asso-

* See footnote * on page 124.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

During July, 1943, proposals to vary minimum rates of wages for all classes of male and female workers in the trades concerned were issued as shown below.

Sugar Confectionery and Food Preserving Trade Board (Great Britain).—Proposal F. (32), dated 2nd July, 1943.

General Waste Materials Reclamation Trade Board (Northern Ireland).—Proposal N.I.W.R. (N.19), dated 23rd July, 1943.

The following proposal affecting a particular class of workers was also issued:—

Retail Bespoke Tailoring Trade Board (Northern Ireland).—Proposal N.I.T.R.B. (N.47), dated 13th July, 1943, to fix additional general minimum piece-rates and to vary general overtime rates for certain male workers employed in certain areas.

Further information concerning the proposals listed above may be obtained by persons engaged in the respective trades from the Secretary of the Board concerned at Sunnyside Mansions Hotel, Knowsley Road, Southport, Lancashire, for the Board in Great Britain, or at 31, Eglantine Avenue, Belfast, for the Boards in Northern Ireland.

CONFIRMING ORDERS.

During July, 1943, Orders* confirming variations of minimum rates of wages for all classes of male and female workers in the trades concerned were made as follows:—

Stamped or Pressed Metal Wares Trade Board (Great Britain).—Order O. (56), dated 16th July, 1943; effective from 28th July, 1943.

Perambulator and Invalid Carriage Trade Board (Great Britain).—Order I. (38), dated 20th July, 1943; effective from 30th July, 1943.

The following Order was also made:—*Baking Trade Board (Northern Ireland).*—Order N.I. Bk. (22) and (23), dated 1st July, 1943, confirming the variation of general minimum time-rates and general overtime rates for certain classes of male and female workers employed in Home Bakeries and in establishments other than Home Bakeries in Areas A and B; effective as from 9th July, 1943.

ELECTRICITY (SUPPLY) ACTS, 1882-1936.

REPRESENTATIVES OF WORKERS ON JOINT AUTHORITY (LONDON AND HOME COUNTIES DISTRICT).

The Minister of Labour and National Service hereby gives notice that as soon as may be after the 16th day of September, 1943, he will designate to the London and Home Counties Joint Electricity Authority, in accordance with Section 2 (10) of Part I of the First Annex to the Schedule to the London and Home Counties Electricity District Order, 1925, the employees' organisations having members in the employment of authorised undertakers in the district, in order that the organisations so designated may choose two representatives of persons employed in connection with the supply of electricity in the District to be members of the Joint Authority.

Any employees' organisation which is desirous of being considered by the Minister for designation under the said Section 2 (10) should make application in writing to the Minister not later than the 13th day of September, 1943, on the form provided for the purpose, of which copies may be obtained from the Secretary, Ministry of Labour and National Service, 8 St. James's Square, London, S.W.1.

OFFICIAL PUBLICATIONS RECEIVED*

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

CIVIL DEFENCE.—*The Defence (Fire Guard) Regulations, 1943, and the Orders made thereunder: Explanatory Memorandum.* Ministry of Home Security and Scottish Home Department. (Price 6d.)

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 1st November, 1942, to 31st March, 1943.* Cmd. 6457. (Price 1d.)

MIDWIVES SALARIES.—*Salaries and Emoluments of Institutional and Domiciliary Midwives, Non-Medical Supervisors of Midwives and of Pupil Midwives.* Committee Report, 3rd July, 1943. Cmd. 6460. Ministry of Health. (Price 6d.)—See the article on page 113 of this GAZETTE.

NATIONAL SERVICE.—*Selected Decisions given by the Umpire during April and May, 1943, in respect of Applications for Postponement of Liability to be called up for Service under the National Service Acts, 1939-1942.* N.S. Code 2. Pamphlet No. 3/1943. Ministry of Labour and National Service. (Price 2d.)

SUPPLEMENTARY PENSIONS.—*Old Age and Widows' Pensions Act, 1940, and the Pensions and Determination of Needs Act, 1943. Memorandum on the Draft Supplementary Pensions (Determination of Needs and Assessment of Needs) (Amendment) Regulations, dated 29th July, 1943, made by the Minister of Health and the Secretary of State for Scotland.* Cmd. 6464. (Price 1d.)

* See footnote * on page 124.

ciation of Card, Blowing and Ring Room Operatives and of the Amalgamated Association of Operative Cotton Spinners and Twiners employed by them. *Claim*: That the disbursement to the workers of the payments due under the current holidays-with-pay agreement should be made at the four recognised holiday periods in each year. (During the course of the hearing the representatives of the workers intimated that they desired, with the consent of the Tribunal, to modify the terms of their claim so as to provide for disbursement of the holiday pay only three times a year, viz: at Easter, Whitsuntide and the Annual Holiday, respectively.) *Award*: The Tribunal noted the difficulties which, in the view of the Employers' Federation, would attach during war-time to paying out the holiday money more often than twice a year and the undertaking by the Federation to review the question after the war. On the footing of this undertaking and without prejudice to further negotiations between the parties at any time, the Tribunal found against the claim.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During July, 1943, the National Arbitration Tribunal (Northern Ireland) issued 14 awards, Nos. 220-233. Two of these awards which are of special interest are summarised below.

Award No. 231 (20th July).—*Parties*: Messrs. Harland & Wolf, Ltd., Belfast, and certain of their employees. *Claim*: For a production bonus for helpers employed in the copper-smiths' department. *Award*: The Tribunal found that the claim had not been established and awarded accordingly.

Award No. 233 (23rd July).—*Parties*: Messrs. Short & Harland, Ltd., Belfast, and certain of their employees. *Claim*: For the introduction of a piece work system into the heat treatment departments of Messrs. Short & Harland, Ltd., whereby the district rate is guaranteed and that piece work prices would be such as will enable a workman of average ability to earn at least 25 per cent. over time rates, excluding national bonus. *Award*: The Tribunal found that the claim had not been established and awarded accordingly. They recommended that a conference should be held between the parties to discuss the question of the payment of an output or other bonus.

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

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During July, 1943, eight awards, five of which related to disputes reported under the Conditions of Employment and National Arbitration Orders, 1940-1942, were issued by Single Arbitrators and Boards of Arbitration appointed under the Industrial Courts Act, 1919. Three of the awards are summarised below; the other five awards related only to individual undertakings.

Parties: National Union of General & Municipal Workers and the Willenhall & District Ironfounders and Manufacturers' Association. *Claim*: That casters when not provided with unskilled assistants (sand riddlers) should receive an additional allowance. *Award*: The Board of Arbitration awarded an allowance to the workpeople concerned, with appropriate overtime rates for hours worked beyond the normal working week.

Parties: National Union of General & Municipal Workers; National Society of Brass and Metal Mechanics; Transport & General Workers' Union and the Amalgamated Moulders and Kindred Industries Trade Union on the one hand, and the Walsall Malleable Ironfounders' Association on the other hand. *Claim*: For overtime premium rates to be paid to all employees, male and female, on piecework and day work. *Award*: The Board of Arbitration awarded that overtime and Sunday rates shall be paid to all employees except those paid an upstanding wage and those paid an inclusive wage to cover Saturday and Sunday duties.

Parties: Transport & General Workers' Union; The National Union of Elastic Web Weavers, Braid Hands and Small Wares Fabric Workers on the one hand, and The British Federation of Elastic Web Manufacturers on the other hand. *Claim*: Revision of rates and conditions for workers in the elastic web industry. *Award*: The Arbitrator in his award dated 23rd July, 1943, detailed the minimum rates payable to the workers concerned.

In addition an Independent Chairman, with powers to act as Arbitrator and issue an award, was appointed under the Conciliation Act, 1896, to preside over a meeting of the two Sides of the National Joint Industrial Council for the Home Grown Timber Trade. During the course of the meeting a satisfactory agreement was reached and therefore no award was required.

STATUTORY RULES AND ORDERS.

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

Order in Council continuing in force the Emergency Powers (Defence) Act, 1939, as amended by Subsequent Enactments. (S.R. & O. 1943, No. 1036).—This Order, made on 22nd July, 1943, provides for the continuance in force of the Emergency Powers (Defence) Act, 1939 (as amended) for the further period of one year beginning with 24th August, 1943.

The Fire Guard (Local Authority Services) Order, 1943 (S.R. & O. 1943, No. 1043. 6d. net (7d. post free)): *The Fire Guard (Business and Government Premises) Order, 1943* (S.R. & O. 1943, No. 1044. 1s. net (1s. 1d. post free)): *The Fire Guard (Medical and Hardship Exemptions) Order, 1943* (S.R. & O. 1943, No. 1045. 2d. net (3d. post free)).—These Orders, made by the Minister of Home Security on 28th July, 1943, lay down revised regulations for the fire guard system. Among the principal changes effected by the new Orders, which consolidate and revoke the earlier Orders, is the extension of the age limit for compulsory fire guard duties under all the Orders to 63 years in the case of men. The general scope of the new system and the differences between it and the earlier system are set out in an *Explanatory Memorandum** issued by the Ministry of Home Security and the Scottish Home Department.

The International Labour Force (Registration of Danish Nationals) Order, 1943 (S.R. & O. 1943, No. 1048): *The International Labour Force (Registration of Greek Nationals) Order, 1943* (S.R. & O. 1943, No. 1049): *The International Labour Force (Registration of Yugoslav Nationals) Order, 1943* (S.R. & O. 1943, No. 1052).—The foregoing Orders were made by the Minister of Labour and National Service on 17th July, 1943. A summary of the Orders is given on page 110.

The Registration of British Protected Persons Order, 1943, dated July 17, 1943, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939 (S.R. & O. 1943, No. 1046. 2d. net (3d. post free)). See page 111.

The Factories (Luminising) (Health and Safety Provisions) (Amendment) Order, 1943, dated July 14th, 1943, made by the Minister of Labour and National Service under Regulation 60 of the Defence (General) Regulations, 1939 (S.R. & O. 1943, No. 1053).—This Order amends the Factories (Luminising) (Health and Safety Provisions) Order, 1942, particulars of which were given on page 101 of the April, 1942, issue of this GAZETTE, so as to provide that no person shall be employed on luminising work for more than twelve months continuously.

This provision is to have effect as from 2nd January, 1944. A further amendment, effective as from the operative date of the Order, *viz.*, 29th August, 1943, requires that the medical examination of persons employed on luminising work shall be carried out at monthly instead of quarterly intervals.

The Essential Work and Directed Persons (National Service Officers) Order, 1943, dated July 28, 1943, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939 (S.R. & O. 1943, No. 1075).—This Order provides for the amendment of specified Essential Work Orders and the Control of Employment (Directed Persons) Order, 1943, so as to make it clear that any National Service Officer may deal with a case that arises under the Orders at any stage of that case. The Order also makes express provision so that if, under the Orders referred to above, a National Service Officer directs an employer to reinstate in his employment a worker who has been dismissed and that direction has not been complied with, further directions to the same effect may be given.

The Essential Work (Dock Labour) Order, 1943, dated July 30, 1943, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939 (S.R. & O. 1943, No. 1114. 2d. net (3d. post free)).—See summary on page 111.

The Control of Employment (Notice of Termination of Employment) Order, 1943, dated August 10, 1943, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939 (S.R. & O. 1943, No. 1173).—See summary on page 110.

The Unemployment Assistance (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1943, made by the Minister of Labour and National Service on 11th August, 1943, with effect as from 30th August, 1943 (S.R. & O. 1943, No. 1186); and

The Supplementary Pensions (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1943, made by the Minister of Health and the Secretary of State for Scotland on 13th August, 1943, with effect as from the first appropriate pensions pay-day after 30th August, 1943 (S.R. & O. 1943, No. 1193).—These and the foregoing Regulations, made in the terms of Draft Regulations which were approved by resolution of each House of Parliament on 4th August, give effect to the provisions of the Pensions and Determination of Needs Act, 1943, particulars of which were given in the issues of this GAZETTE for May, 1943, page 65, and July, 1943, page 98. The provisions and effect of the Regulations relating to Supplementary Pensions (including the special provisions for the assessment of the needs of the new class of widows now eligible for supplementary pensions) are explained in a Memorandum by the Minister of Health and the Secretary of State for Scotland recently published as a Command Paper (Cmd. 6464).*

* 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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