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SPECIAL ARTICLES, REVIEWS, ETC.

REINSTATEMENT IN CIVIL EMPLOYMENT.

Particulars are given below of Orders and Regulations which have recently been made by the Minister of Labour and National Service in relation to the provisions of the Reinstatement in Civil Employment Act, 1944, the principal features of which were reviewed in the issues of this GAZETTE for January and April, 1944.

REINSTATEMENT IN CIVIL EMPLOYMENT ACT, 1944 (COMMENCEMENT) ORDER, 1944.

By this Order,* which was made on 28th July, 1944, the Minister of Labour and National Service appointed 1st August, 1944, as the date on which the Reinstatement in Civil Employment Act should come into operation.

The persons to whom the Act applies are those who, after 25th May, 1939, entered upon a period of whole-time service in the armed forces of the Crown, or in the equivalent Women's Services, and those who entered upon a period of whole-time service in a Civil Defence Force in consequence of an enrolment notice issued under the National Service Acts. For all such persons with war service ending on or after 1st August, 1944, the Act supersedes the existing law with regard to reinstatement in civil employment, and their rights under the Act now put into operation arise when the individual's war service ends. In the case, however, of persons covered by the Act whose war service ended between 1st February, 1944, and 31st July, 1944, both dates inclusive, the rights arise on 1st August, 1944.

The Service authorities are communicating with the men and women concerned whose discharge took place on or after 1st February, and they, as well as those who leave in future, will receive a leaflet explaining how to claim reinstatement rights. Applications to employers for reinstatement should be made in writing, normally on or before the fifth Monday after the end of war service. The rights are held in suspense during any period while a person is undertaking civilian work for

which he was specially released from the Forces or which he is doing by direction or written request of the Ministry.

REINSTATEMENT IN CIVIL EMPLOYMENT (PROCEDURE) REGULATIONS, 1944.

These Regulations,* which were made on 28th July, 1944, with effect as from 1st August, 1944, lay down provisions respecting matters of procedure with regard to applications for reinstatement under the Reinstatement in Civil Employment Act.

The Act provides that applications for reinstatement may be lodged at a Local Office of the Ministry of Labour and National Service, and these Regulations prescribe the form in which such applications and notifications of availability for employment should be made.

In the case of disputes concerning reinstatement, the Regulations lay down the procedure to be followed in making application to a Reinstatement Committee, as provided in the Act, and specify the time limits within which such application should be made. They also set out the main lines of procedure to be followed by the Committees in considering applications for reinstatement.

With regard to appeals against the decisions of Reinstatement Committees, the Regulations prescribe how and when appeals should be made to the Umpire (for whose appointment provision is made in the Act) and determine the main lines of procedure to be followed by the Umpire in hearing appeals.

REINSTATEMENT IN CIVIL EMPLOYMENT (EXEMPTION FROM RESTRICTION) ORDER, 1944.

The above Order,† made on 1st August, 1944, is designed to remove certain impediments to the smooth working of the Reinstatement in Civil Employment Act, 1944, which might arise from the Essential Work Orders or other war-time measures governing the engagement and dismissal of workers.

While, on the one hand, the Reinstatement in Civil Employment Act requires the employer to take back into his employment

* S.R. & O. 1944, No. 879. H.M. Stationery Office, price 1d. net (2d. post free).

* S.R. & O. 1944, No. 880. H.M. Stationery Office, price 2d. net (3d. post free).

† S.R. & O. 1944, No. 902. H.M. Stationery Office, price 1d. net (2d. post free).

any of his ex-employees with rights under the Act, the right of the employer to engage workers is subject, on the other hand, to restriction under the Undertakings (Restriction on Engagement) Order, 1941, the Employment of Women (Control of Engagement) Orders, 1943, and the Essential Work Orders for agriculture (Scotland), coal mining, and shipbuilding and ship-repairing. Accordingly, in order not to hamper the fulfilment of the obligation imposed by the Act, the present Order provides that the restrictions on engagement imposed by the above-mentioned Orders shall not apply to re-employment under the Act.

Further, the Reinstatement in Civil Employment Act places on the former employer an obligation to retain his ex-employee in his employment for a prescribed period and any question as to default in the discharge of this obligation is dealt with by a Reinstatement Committee and, on appeal, by an Umpire. Under the Essential Work Orders there are special provisions respecting discharge and dismissal, and as regards these the new Order provides that they shall not apply in reinstatement cases under the Act until after the expiry of the term of re-employment prescribed by the Act.

The Order took effect on 1st August, 1944.

TRAINING AND WORK FOR THE DISABLED.

By an Order in Council* signed on 10th August, 1944, certain sections of the Disabled Persons (Employment) Act,† passed last March, were brought into operation on 15th August, 1944.

The main purposes of the Act are (1) to promote and facilitate the rehabilitation and training for employment of persons handicapped by injury, disease or congenital deformity, and (2) to enable such disabled persons to obtain employment or undertake work on their own account.

The sections brought into operation by the Order in Council are those relating to: (i) the definition of the term "disabled person"; (ii) the provision of vocational training and rehabilitation courses; (iii) the provision of special facilities for the employment of registered disabled persons who are so severely disabled as to be unable to work under ordinary conditions (so far as this section can operate before the register of disabled persons is set up); (iv) preference, where necessary, in allocation to training or industrial rehabilitation courses to be given to men who have served at any time in H.M. Forces or the Merchant Navy, and to women who have served at any time in certain of the Women's Services; (v) the establishment of a National Advisory Council; and (vi) the appointment of officers, issue of regulations and application to Northern Ireland.

The Disabled Persons (Non-British Subjects) Regulations, 1944,‡ have also been made, with effect from 15th August, 1944, making non-British subjects who fulfil certain conditions eligible for courses of training or rehabilitation.

The remaining sections, which will come into operation at a later date, are those dealing with the registration of disabled persons; the obligation on certain employers to employ a quota of disabled persons; and the appropriation of vacancies in designated classes of employment to persons registered as disabled.

At the present time, the need for putting into operation the new machinery for registration and obligatory employment is not urgent, as there is little or no difficulty for the moment in finding employment for any disabled person who is capable of working. But much preparatory work is necessary to bring the Act ultimately into full operation, and this is being done.

ESSENTIAL WORK ORDERS.

ESSENTIAL WORK (GENERAL PROVISIONS) ORDER, 1944.

By the above Order,§ made by the Minister of Labour and National Service on 13th July, 1944, the Essential Work (General Provisions) (No. 2) Order, 1942,|| has been amended in certain respects.

The principal amendment affects the provisions relating to persons dismissed from employment on the ground of serious misconduct. The Order of 1942 prescribes that the National Service Officer can direct the reinstatement of a worker who has been dismissed for serious misconduct if the Local Appeal Board is of opinion that the dismissal was not justified, and that in any such case where a reinstatement direction is given the guaranteed wage provisions shall apply to the period between dismissal and reinstatement, the dismissal shall be treated as ineffective, and any sums earned in other employment in the whole of that period shall be deducted from the total amount of the guaranteed wage for that period. Under these provisions the application of the guaranteed wage provisions to the worker concerned hitherto depended on whether reinstatement was directed or not, and if, for practical reasons, reinstatement was not directed, even though the Appeal Board had found that the dismissal was not justified, the worker was unable to claim the guaranteed wage under the Order for the period concerned.

* The Disabled Persons (Employment) Act, 1944 (Commencement) Order, 1944 S.R. & O. 1944, No. 936. H.M. Stationery Office, price 1d. net (2d. post free).
† See the issues of this GAZETTE for December, 1943 (pages 163-4) and March, 1944 (page 47).

‡ S.R. & O. 1944, No. 965. H.M. Stationery Office, price 1d. net (2d. post free).
§ S.R. & O. 1944, No. 815. H.M. Stationery Office, price 1d. net (2d. post free).
|| See the issue of this GAZETTE for August, 1942, page 146.

The new Order corrects this anomaly by amending the relevant provisions of the earlier Order so as (i) to enable a National Service Officer to give notice to both parties of the opinion of the Board without giving a reinstatement direction, (ii) to enable the guaranteed wage provisions to be applied to the period between the dismissal and the giving of the notice, (iii) to provide that the dismissal is ineffective up to the date of the notice, but that then the employment is properly at an end, and (iv) to provide that the deduction from the guaranteed wage of wages earned in other employment shall be calculated in respect of each prescribed period falling within the period between the dismissal and reinstatement or dismissal and notice, instead of lumping the two totals and deducting the one from the other.

A further amendment effected by the new Order consists in the substitution in the earlier Order of more explicit provisions so as to make it clear that members of the armed forces and women belonging to certain classes (including members of the women's auxiliary services), when working in a scheduled undertaking, will not come under the Order, if, when so working, they are at the same time in receipt of pay as such members or as belonging to such classes.

The new Order came into force on 24th July, 1944.

ESSENTIAL WORK (EVACUATION) ORDER, 1944.

In order to assist the Government's evacuation arrangements, the Minister of Labour and National Service made the above Order* on 2nd August, 1944, modifying in certain respects the provisions of the Essential Work Orders and the Control of Employment (Directed Persons) Order in their application to persons evacuated under Government arrangements.

Normally, persons who are in employment scheduled under the Essential Work Orders must obtain the permission of a National Service Officer before leaving their employment, and must give their employers at least seven days' notice of leaving. Under the new Order such persons, if they are evacuated under the official Government arrangements from the places where they live at present to other places, will not have to obtain the permission of the National Service Officer to leave their present employment, nor will they have to give their employers the notice of leaving required by the Essential Work Orders. Similarly, persons who have been directed to unscheduled employment by directions given by a National Service Officer under Regulation 58A of the Defence (General) Regulations will be able to leave their employment without having to apply to the National Service Officer for the withdrawal of the direction, if they are being evacuated to other places under the official Government arrangements.

The Government's arrangements for evacuation apply at present mainly to women with young children, and it is principally to these that the new Order relates if, as is frequently the case, they are employed in scheduled employment. As regards other classes of persons, the national interest still makes it imperative that workers engaged on essential work should, in general, remain in their jobs, and the Minister of Labour and National Service is confident that they will continue to carry on with their usual determination.

The new Order, which came into force on 7th August, 1944, does not apply in cases where persons transfer themselves under private arrangements without official assistance and not under or in accordance with the Government plans.

UNEMPLOYMENT INSURANCE.

EMERGENCY POWERS (AMENDMENT) REGULATIONS, 1944.

On 17th July, 1944, the Minister of Labour and National Service made the Unemployment Insurance (Emergency Powers) (Amendment) Regulations, 1944.† The aim of these Regulations is to safeguard the unemployment insurance rights of certain persons who are engaged in this country either by British organisations or by United Nations Relief and Rehabilitation Administration (U.N.R.R.A.) for employment abroad on relief and rehabilitation work where the work performed would be insurable if done in this country. The Regulations accordingly amend Regulation 23 of the principal Regulations (which relates to the insurance of persons employed abroad in war occupations) in such a way as to bring employment abroad in relief and rehabilitation work by British organisations or U.N.R.R.A. within the scope of the provisions governing insurance of persons employed abroad.

NATIONAL SERVICE ACTS, 1939-1942.

FURTHER REGISTRATION OF MEN.

Young men born between 1st October, 1926, and 31st December, 1926, both dates inclusive, are required to register under the National Service Acts, 1939 to 1942, on 2nd September, 1944, unless they are exempt from the operation of the Acts. As in the case of other recent registrations, the men concerned are to be given an opportunity of expressing an option for coal mining as an alternative to service in the Armed Forces of the Crown.

* S.R. & O. 1944, No. 911. H.M. Stationery Office; price 1d. net (2d. post free).
† S.R. & O. 1944, No. 799. H.M. Stationery Office; price 1d. net (2d. post free).

INDUSTRIAL HEALTH.

FIRST REPORT OF COMMITTEE ON DUST IN STEEL FOUNDRIES.

The First Report* has recently been published of a Committee appointed by the Chief Inspector of Factories to consider methods of preventing the production or the inhalation of dust and the possibility of reducing the use of materials containing free silica in steel foundries. The Committee was set up early in 1943 as a result of the serious increase in the number of cases of silicosis among certain foundry workers which has accompanied the war-time expansion in the production of steel castings. The Committee was composed of representatives of both sides of the industry and of the Factory Department of the Ministry of Labour and National Service, with the Deputy Chief Inspector of Factories as chairman.

The Committee surveyed the various "dusty" processes involved and make recommendations concerning several of them in their present Report. They point out, however, that some of the problems considered raise difficult technical issues and that further investigations are necessary before they can report on them.

The Report describes the chief dust-producing processes in steel foundry work. These are the operations connected with the removal of moulds and cores and the subsequent cleaning and dressing of the castings, and include "blasting" with an abrading agent to remove adherent sand, scale, etc., and to give a finish to the surface. Medical opinion, the Report states, is definite that the chief risk to the worker is silicosis and that this disease is caused by the inhalation of very small particles of silica in the free or uncombined state. The most dangerous particles are those of a size so minute as to be invisible to the naked eye. Consequently, air in which there is little or no visible dust may still be highly dangerous to breathe.

As a method of attacking the trouble at its source, the Committee make various recommendations for the reduction of the use of siliceous materials. These include the prohibition of the use of "parting" powders containing free silica, and the use of sand or other siliceous materials in "blasting" operations. It is also recommended that no material containing free silica should be used as a constituent of steel moulding compositions or of mould paints, as soon as sufficient quantities of alternative non-siliceous materials are available. The Report deals fully with the risks arising at "blasting" operations and detailed recommendations are made as to precautionary measures which should be adopted, including effective ventilation, frequent examination of the plant with a view to good maintenance and prevention of the escape of dust, and the use of protective helmets, gauntlets and overalls.

With regard to the employment of persons under 18, it is recommended that no such person should be employed in "blasting" or the cleaning of apparatus used for blasting, or on maintenance or repair work at such apparatus, and also that no person under 18 should be employed within 20 feet of any apparatus used for "blasting" if the abrasive is propelled by a blast of compressed air or steam.

In presenting the Report to the Minister of Labour and National Service, the Chief Inspector of Factories recommends that it should be made available to the industry, in order that the steps recommended can be adopted at once.

NURSES IN MENTAL HOSPITALS AND INSTITUTIONS.

SALARIES AND CONDITIONS OF SERVICE IN ENGLAND AND WALES.

The Nurses Salaries Committee, set up by the Minister of Health in November, 1941, have presented to him a Report† of a Sub-Committee appointed in association with them in July, 1943, to draw up agreed scales of salaries and emoluments for nurses in mental hospitals and mental deficiency institutions in England and Wales. The Report contains recommendations as to standard national scales of salaries for each of a number of categories of male and female nurses, together with the cash value to be placed, for superannuation purposes, on emoluments, *i.e.*, in the case of resident nurses, board, residence, personal laundry and the use and laundering of uniform. For female staff nurses the recommended salary scales begin at £120 a year and rise by annual increments of £5 to £160 a year, the annual value of emoluments provided for resident nurses being assessed for superannuation purposes at £90. For male staff nurses, the recommended salary is 95s. a week in the case of non-resident and 62s. 6d. a week in that of resident staff, rising by annual increments of 5s. in each case to 110s. and 77s. 6d. a week, respectively. The value of emoluments for resident male staff nurses is fixed at 34s. 6d. a week, those for non-resident nurses being limited to the use and laundering of uniform and valued at 2s. a week. Staff nurses who are general State Registered nurses in addition to being qualified mental nurses are to receive additional payments at the rate of £10 a year for female staff, and 4s. a year for male staff.

* *Dust in Steel Foundries. First Report of a Committee appointed to consider methods of preventing the production or the inhalation of dust and the possibility of reducing the use of materials containing free silica in steel foundries.* H.M. Stationery Office, price 6d. net (7d. post free).
† *Nurses Salaries Committee, Report of the Mental Nurses Sub-Committee.* Cmd. 6542. H.M. Stationery Office, price 9d. net (11d. post free).

The Sub-Committee deprecate the working of hours in excess of 96 a fortnight; but, recognising that it may not always be possible to observe this limit under present conditions, they recommend that nurses in grades up to and including those of ward sister and charge nurse who are required to work hours in excess of 108 in a fortnight shall be remunerated for such excess hours at ordinary rates according to scale, *i.e.*, at the rate of 1/48th of the appropriate total weekly value of salary and emoluments for each excess hour worked. The Report also embodies recommendations on the limitation of night duty, the granting of weekly rest days and of annual leave with pay and the provision of sick pay.

The Sub-Committee recommend that their proposals as to conditions of service shall be brought into operation on 1st October, 1944, and that the scales of salaries and emoluments shall have retrospective effect, in accordance with the method recommended by the Committee, from 1st April, 1943, or the date of appointment, whichever is later. The proposals of the Sub-Committee have been endorsed by the Nurses Salaries Committee and commended by the Minister of Health for adoption by the authorities concerned. The Minister has announced that he is prepared to assist the authorities in giving effect to the proposals by undertaking to pay from 1st April, 1943, a grant equivalent to half the additional expenditure incurred.

THE EDUCATION ACT.

The Education Act, 1944, which received the Royal Assent on 3rd August, contains *inter alia* a number of provisions affecting the employment of juveniles, including arrangements for raising 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. An account of these provisions was given on page 4 of the issue of this GAZETTE for January, 1944, which may be read as a summary of the corresponding provisions of the Act subject to the amendments noted below.

Under the Act the style and title of the competent Minister is changed from "President of the Board of Education," as proposed in the Bill, to "Minister of Education," and the centres of compulsory part-time education described in the Bill as "young people's colleges" are to be designated "county colleges." In the Bill, it was proposed that the date on which it would become the duty of the local education authorities to secure the provision of the necessary facilities for part-time education would be fixed by Order in Council, but no time limit was fixed within which the Order should be made; the Act lays it down that the date shall be fixed not later than three years after the school leaving age is raised to 15 years.

SCHOOL LEAVING AGE: POSTPONEMENT ORDER.

In view of the impossibility of securing the necessary teachers and school accommodation by 1st April, 1945, the Minister has made an Order* under Sub-section (3) of Section 108 of the Act retaining the school-leaving age at 14. It is not possible at present to say how long the Order will remain in force but it may be taken that it will not cease to have effect earlier than 1st April, 1946.

THE HERRING INDUSTRY ACT, 1944.

This Act, which received the Royal Assent on 3rd August, extends and amends the Herring Industry Acts, 1935 and 1938, and is designed to assist the rehabilitation of the herring fishing industry. Its provisions are based largely on the recommendations contained in the Report of the Committee on the Herring Industry, some particulars of which were given in the issue of this GAZETTE for March, 1944 (page 49).

Under the new Act provision is made for financial assistance to the industry; and the Herring Industry Board, whose powers were largely suspended on the outbreak of war, but which has been reconstituted, is given new powers. Grants may be made by the Ministers concerned, on the recommendation of the Herring Industry Board, up to one-third of the total cost, towards the provision of boats, gear and nets, where these cannot be provided without such help, and the Board are empowered to draw up schemes (subject to the approval of Parliament) for (i) the purchase of boats and gear for charter or hire to suitable applicants; (ii) the refrigeration and processing of part of the herring catch, so as to provide a supply of herrings all the year round; (iii) the regulation of conditions and standards for the refrigeration of herring; and (iv) the levying of contributions on the first sales of herrings, to provide a pool which can be used to eliminate as far as possible any undue difference in earnings. The Board may also make loans to help fishermen to provision, recondition and equip boats or to purchase boats and equipment.

The period during which financial assistance under the Act is to be available to the Board and to the fishermen is limited to five years from the date of the passing of the Act. As however, it may be some time before it is practicable for all the Board's powers to be brought into operation and as the length of the interim period cannot be foreseen, provision is made for the extension by Ministerial Order of the five-year period for a further period not exceeding three years if it has not been possible for the Board and the fishermen to take advantage of the financial assistance to the extent anticipated.

* *Compulsory School Age (Postponement) Order, 1944.* S.R. & O. 1944, No. 979. H.M. Stationery Office; price 1d. net (2d. post free).

AVERAGE EARNINGS AND WORKING HOURS IN THE PRINCIPAL INDUSTRIES AT JANUARY, 1944.

In January, 1944, a further enquiry was made by the Ministry of Labour and National Service in order to obtain particulars of the average weekly earnings and working hours of wage-earners employed in manufacturing industries generally, and in a number of the principal non-manufacturing industries, in the United Kingdom. Statistics summarising the results of previous enquiries which have been made from time to time during the war have been published in earlier issues of this GAZETTE,* together with some comparative figures for October, 1938.

In the enquiry of January, 1944, forms were sent to all employers who had supplied information in response to a previous enquiry made in July, 1943, asking for particulars of the number of wage-earners at work in the last pay-week of January, 1944, of the aggregate earnings of those wage-earners in that week, and of the total number of man-hours worked in the week, classified under the following headings: men, 21 years and over; youths and boys under 21 years; women, 18 years and over; and girls under 18 years. As in the case of the earlier enquiries, referred to above, the figures given were to include all wage-earners other than office staffs, shop assistants, and outworkers working at home on materials supplied by the employer; managers, commercial travellers, clerks and typists, and salaried persons generally were to be excluded. In cases where the works were stopped, for the whole or part of the specified pay-week, as the result of a general or local holiday, breakdown, fire, strike or lock-out, or enemy action, the employers were asked to substitute particulars for the nearest week of an ordinary character. The wages shown were to be the total earnings, inclusive of bonuses, before any deductions in respect of income tax or of the workers' contributions to statutory insurance schemes (health and pensions, unemployment, etc.). The employers were asked to give separate particulars of the numbers and earnings of any men or women employed as part-time workers for not more than 30 hours a week, who had entered their employment since July, 1941, and of the number of hours worked by such workers.

The total number of establishments to which forms were sent (exclusive of those which were found to be no longer in operation in January, 1944, or to be employing no wage-earners within the scope of the enquiry) was about 54,400, of which approximately 53,800 furnished returns suitable for tabulation. The total number of wage-earners (including part-time workers) covered by returns showing the numbers employed and wages earned in the week was over 6 million, and particulars of the aggregate man-hours worked in the week were obtained in respect of nearly all of these workpeople. The average earnings of these workers in the last pay-week in January, 1944, are shown, industry by industry, in the Tables on pages 129 and 130, together with the corresponding average earnings in the last pay-week of October, 1938, the latest pre-war date for which similar information is available. The average hours actually worked in each industry in the last pay-week of January, 1944, and the average hourly earnings in that week, are shown on pages 131 and 132, and a further Table on pages 133 and 134 shows the average percentage increases in weekly and hourly earnings in January, 1944, as compared with those in October, 1938: particulars of the average hours worked in October, 1938, were published on pages 32 and 33 of the issue of this GAZETTE for February, 1944.

WEEKLY EARNINGS IN JANUARY, 1944, AND PERCENTAGE INCREASES SINCE OCTOBER, 1938.

The average earnings, in the last pay-week of January, 1944, of the 6 million workpeople covered by the returns received were as shown below:—

Men (21 years and over)†	124s. 2d.
Youths and boys (under 21 years)	46s. 11d.
Women, 18 years and over:	
Excluding part-time workers‡	64s. 6d.
Part-time workers†	29s. 8d.
Counting two part-time workers‡ as representing one full-timer	64s. 2d.
Girls, under 18 years	34s. 3d.

These figures, however, relate only to the wage-earners employed in the establishments from which returns were received, and the average earnings shown are affected by the fact that different industries, with varying levels of wages, were not represented in equal proportions in the returns. For example, returns were obtained from a much higher proportion of employers in the engineering industry than in the building industry, and the engineering industry has therefore an unduly heavy weight, in comparison with the building industry, in the calculations from which the foregoing averages are derived. In order to eliminate the effects of such disparities, general

* See the issues for November and December, 1940; March, 1941; November and December, 1941; June and December, 1942; June, 1943; and February, 1944.

† Men employed as part-time workers (for not more than 30 hours a week), who had entered the employment of the firms concerned since July, 1941, have been excluded from the statistics given in this article and in the Tables on pages 129 to 134, the numbers shown in the returns having been insignificant. The earnings of the small number returned averaged 36s. 1d. in the last pay-week of January, 1944, and the hours worked averaged 18.1.

‡ The part-time workers referred to are those who were employed for not more than 30 hours a week, and had entered the employment of the firms concerned since July, 1941.

averages for all industries combined, and for each of 16 broad groups of industries, have been calculated* on the basis of the estimated total numbers of wage-earners employed in the individual industries in January, 1944. These averages are shown in the following Table, together with the percentage increases as compared with similar averages relating to October, 1938, calculated by weighting the average earnings in each industry by the total numbers employed at that date. In computing the averages for January, 1944, the earnings of women employed as part-time workers have been included on the basis of two part-time workers taken as representing one full-time worker; small numbers of men employed as part-time workers have been excluded.†

Average Weekly Earnings in January, 1944, and percentage increases as compared with October, 1938, calculated on the basis of the total numbers employed in each industry.

Industry Group.	Average Earnings in the last pay-week of January, 1944.				
	Men (21 years and over)†	Youths and Boys (under 21 years)	Women (18 years and over)‡	Girls (under 18 years)	All Workers.§
	s. d.	s. d.	s. d.	s. d.	s. d.
Iron, stone, etc., mining and quarrying	96 0	51 1	£	£	90 1
Treatment of non-metallic ferrous mine and quarry products	109 7	51 7	59 2	34 8	98 5
Brick, pottery and glass	106 0	46 1	49 11	30 3	79 3
Chemical, paint, oil, etc.	120 2	43 8	65 3	31 6	93 0
Metal, engineering and shipbuilding	141 10	50 8	71 8	39 2	111 2
Textiles	97 8	41 9	53 8	35 8	64 11
Leather, fur, etc.	103 6	41 4	51 11	31 1	76 8
Clothing	101 2	40 4	50 10	30 10	56 0
Food, drink and tobacco	104 0	40 11	53 1	31 7	74 8
Woodworking	102 6	37 7	57 10	34 0	79 5
Paper, printing, stationery, etc.	119 2	34 5	53 4	28 11	84 2
Building, contracting, etc.	101 6	42 4	60 4	£	93 7
Miscellaneous manufacturing industries	126 1	48 5	62 1	36 3	87 5
Transport, storage, etc. (excluding railways)	108 3	46 2	74 8	£	98 8
Public utility services	90 5	36 10	48 0	28 1	81 6
Government industrial establishments	134 6	50 5	84 0	40 4	111 1
All the above	123 8	46 10	63 9	34 3	95 7
	Average Percentage Increases since October, 1938.				
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
Iron, stone, etc., mining and quarrying	60	69	£	£	59
Treatment of non-metallic ferrous mine and quarry products	65	66	99	93	61
Brick, pottery and glass	68	67	79	104	66
Chemical, paint, oil, etc.	73	48	100	73	69
Metal, engineering and shipbuilding	89	94	115	97	86
Textiles	71	74	69	81	72
Leather, fur, etc.	62	63	49	78	64
Clothing	57	63	55	76	60
Food, drink and tobacco	59	46	61	66	59
Woodworking	55	61	72	95	53
Paper, printing, stationery, etc.	41	40	56	69	46
Building, contracting, etc.	54	65	£	£	53
Miscellaneous manufacturing industries	83	82	96	97	88
Transport, storage, etc. (excluding railways)	55	70	114	£	51
Public utility services	43	34	73	31	37
Government industrial establishments	79	55	88	£	58
All the above	79	80	96	85	79

When the general averages for January, 1944, shown in this Table, are compared with those given in the previous column, it will be seen that the effect of re-calculating the average earnings on the basis of the total numbers employed in each industry (instead of the numbers employed by those firms who supplied returns) is to lower the average shown for men by 6d., and that for women by 5d., but to leave the average for boys and girls practically unaltered. In calculating the average earnings of women and "all workers" at January, 1944, women who were employed as part-time workers have, as stated above, been included on the basis of two part-time workers taken as representing one full-timer. The inclusion of these women

* The averages for "all workers" have been calculated by applying the total numbers employed in each industry to the average earnings of all the workers covered by the returns received for that industry; those for men by applying the total number of men employed to the average earnings of the men covered by the returns received; and similarly for youths and boys, women and girls.

† See footnote † in previous column.

‡ In the calculation of the averages for women, and of those for "all workers," women employed as part-time workers in January, 1944 (see footnote † in previous column) have been included on the basis of two part-timers taken as representing one full-timer.

§ The numbers returned were insufficient to provide a satisfactory basis for general averages.

however, has little effect on the average earnings shown, for if such part-time workers had been excluded from the statistics the general average of 63s. 9d. for women in all industries combined would have been altered by only 3d. (to 64s.). Moreover, among the sixteen groups of industries for which separate figures are given in the Table, the exclusion of the women part-time workers would not in the great majority of cases have altered the average earnings shown for women by more than 2d., the principal exception being the chemical, paint, oil, etc., group, in which the exclusion of these women would raise the average by 9d. (to 66s.).

It should be observed that the figures shown in the above Table, and in the detailed Tables on pages 129 and 130, are general averages covering all classes of manual wage-earners, including unskilled workers and general labourers as well as operatives in skilled occupations, and that they represent the actual earnings in the weeks specified, inclusive of payments for overtime, night-work, etc., and of amounts earned on piecework or other methods of payment by results. In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers and in the opportunities for extra earnings from overtime, night-work and increased output by pieceworkers, the differences in average earnings shown in the Tables should not be taken as evidence of disparities in the rates of wages prevailing in different industries for comparable classes of workpeople employed under similar conditions.

From the figures given in the above Table, together with those on pages 133 and 134, it will be seen that the percentage increases in average weekly earnings between October, 1938, and January, 1944, varied widely in different industries. In the industries for which particulars are given on pages 133 and 134, for example, the average percentage increases in weekly earnings shown for men ranged from less than 50 per cent. in some industries to over 90 per cent. in others, while those for women ranged from less than 50 per cent. to over 120 per cent. The general averages for all industries combined showed increases of 79 per cent. for men, 80 per cent. for youths and boys, 96 per cent. for women, 85 per cent. for girls, and 79 per cent. for all workers combined. The fact that the average percentage rise in the earnings of women is greater than that shown for men is partly due to the marked increase which has taken place in the numbers of women engaged on work formerly undertaken by men. In most of the principal industries in which such increases have occurred, the employers' and workers' organisations have agreed that where women are employed on work previously done by men they shall be paid either the full rates for men (usually after a qualifying period, or subject to ability to perform the man's work without extra supervision or assistance), or specified proportions of those rates, yielding wages higher than those generally paid for work not regarded as men's work. If separate figures were available as to the earnings of women engaged on work corresponding with that represented in the figures relating to average earnings in October, 1938, the percentage increases shown for such women would be considerably lower, in many industries, than those given in the above Table and in the detailed Table on pages 133 and 134.

It should be noted that the percentages of increase in the earnings of all classes of workers combined, as shown in the last column of the foregoing Table, are affected by the changes which have taken place since 1938 in the relative proportions of men, boys, women and girls employed in each of the various groups of industries, the proportions of men, boys and girls having declined while those of women have increased. Similarly, the percentage increases shown for all the industries taken together include the effects of transference to the munitions industries, in which earnings are relatively high, of large numbers of workers formerly employed in industries with a lower average level of earnings.

WEEKLY EARNINGS IN JANUARY, 1944, COMPARED WITH JULY, 1943, AND JANUARY, 1943.

As compared with the average earnings in the first pay-week of July, 1943, particulars of which were published in the issue of this GAZETTE for February, 1944, the general averages of weekly earnings in the last pay-week of January, 1944, for all industries combined, showed increases of 2s. 5d. (about 2 per cent.) for men, 1s. 7d. (2½ per cent.) for women, and 5d. (rather more than 1 per cent.) for girls, but a decrease of 4d. (less than 1 per cent.) for youths and boys. As compared with the earnings in the last pay-week in January, 1943, particulars of which were published in the June, 1943, issue of this GAZETTE, the general averages for January, 1944, showed increases of 9s. 11d. (nearly 9 per cent.) for men, 1s. 9d. (4 per cent.) for youths and boys, 5s. 3d. (9 per cent.) for women, and 2s. 2d. (7 per cent.) for girls.

WEEKLY HOURS WORKED IN JANUARY, 1944, COMPARED WITH JULY, 1943, AND OCTOBER, 1938.

The average hours worked in each industry in the last pay-week of January, 1944, by the workpeople covered by the returns received, are set out in the Table on pages 131 and 132. The following Table shows the corresponding averages for each of the 16 main groups of industries and for all these industries taken together, calculated by combining the averages for the individual industries on the basis of the estimated total numbers of wage-earners employed in those industries in January, 1944.*

* See footnote * in the second column on page 126.

The figures given relate to the total number of hours actually worked in the week, including all overtime and excluding all time lost from any cause. Recognised intervals for meals, etc., are also excluded. In the calculation of the averages, only those workpeople who were at work during part or the whole of the pay-week are included, those who were absent during the whole of the pay-week having been excluded from the returns.

Average Hours worked in the last pay-week of January, 1944, calculated on the basis of the total numbers employed in each industry.

Industry Group.	Men (21 years and over)*	Youths and Boys (under 21 years)	Women (18 years and over)†	Girls (under 18 years)	All Workers.‡
	Hours.	Hours.	Hours.	Hours.	Hours.
Iron, stone, etc., mining and quarrying	46.8	45.5	‡	‡	46.6
Treatment of non-metallic ferrous mine and quarry products	51.4	46.7	44.0	45.5	50.2
Brick, pottery and glass	50.2	45.8	44.2	44.4	47.7
Chemical, paint, oil, etc.	53.4	45.8	44.3	43.9	49.4
Metal, engineering and shipbuilding	53.3	47.7	46.3	45.2	50.7
Textiles	50.9	47.1	45.6	45.6	47.3
Leather, fur, etc.	49.6	45.6	43.9	44.2	47.2
Clothing	47.0	45.4	43.2	44.0	44.2
Food, drink and tobacco	51.9	46.0	44.7	44.0	47.7
Woodworking	49.1	45.5	43.6	43.7	47.1
Paper, printing, stationery, etc.	48.6	45.7	44.4	44.4	46.7
Building, contracting, etc.	49.4	46.3	42.9	‡	48.9
Miscellaneous manufacturing industries	52.4	46.9	45.1	44.2	48.4
Transport, storage, etc. (excluding railways)	51.9	48.5	45.6	‡	50.6
Public utility services	49.6	46.4	40.2	42.5	48.1
Government industrial establishments	54.6	48.3	45.9	43.4	51.0
All the above	52.0	47.1	45.2	44.6	49.2

From the detailed figures in the Table on pages 131 and 132 it will be seen that there was considerable variation in the average hours worked in different industries and among different sex and age groups. In the great majority of industries the average hours worked by men in the last pay-week of January, 1944, ranged between 47 and 54, those worked by youths and boys mostly ranged between 45 and 49, while those worked by women and girls were mostly between 43 and 46. For all the industries taken together the hours worked in the last week of January averaged approximately 52 for men, 47 for youths and boys, 45½ for women, 44½ for girls, and 49½ for all workers combined, showing reductions, as compared with the average hours worked in the first week of July, 1943, of nearly 1 hour in the case of men and boys, nearly ½ hour for women, about ¼ hour for girls, and about ¼ hour for all workers combined. These reductions were no doubt largely due to seasonal influences; in the building and contracting industries especially, in which the reductions were greater on average than in any other group, they reflect the differences in working time resulting from the shorter hours of daylight in winter.

As compared with the last week of October, 1938 (the latest pre-war date for which corresponding figures are available),§ the average hours worked in the last week of January, 1944, showed increases of over 4½ hours in the case of men, nearly 1 hour for youths and boys, and nearly 1½ hours for women, but no appreciable change for girls. The changes between 1938 and 1944 in the working hours of boys and girls were to some extent affected by the operation of the Factories Act, 1937, which reduced the maximum weekly hours of juveniles employed in factories, subject to certain qualifications, from 48 to 44 as from July, 1939. For all workers combined, the average time worked in the last week of January, 1944, (49½ hours) showed an increase of nearly 2½ hours as compared with October 1938, but this comparison is affected to a slight extent by the changes which took place between the two dates in the proportions of men, boys, women and girls employed. If the proportions in the different sex and age groups, and in the different industries, had been the same in 1944 as in 1938, the average hours shown for January, 1944, would have been about 48½.

HOURLY EARNINGS IN JANUARY, 1944, AND PERCENTAGE INCREASES SINCE OCTOBER, 1938.

The following Table shows for each group of industries covered by the enquiry, and for all these industries combined, the average hourly earnings in the last pay-week of January, 1944, computed from the foregoing figures of average weekly earnings and working hours, and the average percentage increases as compared with the average hourly earnings in the last pay-week of October, 1938:—

* See footnote † in the first column on page 126.

† See footnote † in the second column on page 126. The hours worked by women employed as part-time workers in the last week of January, 1944, averaged nearly 23½.

‡ The numbers returned were insufficient to provide a satisfactory basis for general averages.

§ Particulars of the average hours worked in October, 1938, and July were given on pages 27, 32 and 33 of the issue of this GAZETTE for February, 1944.

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

Table with columns: Industry Group, Men (21 years and over), Youths (18 years and under 21 years), Women (18 years and over)*, Girls (under 18 years), All Workers.*. Sub-tables show Average Hourly Earnings and Average Percentage Increases since October, 1938.

The hourly earnings in the last week of January, 1944, averaged 2s. 4½d. for men, nearly 1s. for youths and boys (under 21 years), nearly 1s. 5d. for women, and nearly 9½d. for girls (under 18 years), showing increases of 64 per cent., 76 per cent., 89 per cent., and 85 per cent., respectively, over the average earnings in the last week of October, 1938.

As compared with the average hourly earnings in the last pay-week of January, 1943, the general averages for the last pay-week of January, 1944, for all industries combined, showed increases of about 1d. an hour for men, ¾d. an hour for women, and ¾d. for girls, but little change for youths and boys.

EARNINGS IN THE COAL MINING INDUSTRY AND IN RAILWAY SERVICE.

In the coal mining industry, which was not covered by the enquiry, information collected by the Ministry of Fuel and Power shows that for all classes of workpeople combined, including juveniles, the average earnings per man-shift worked (exclusive of the value of allowances in kind) were approximately 20s. 3½d. in the three months ended March, 1944, as compared with 11s. 5½d. in the corresponding period of 1939, the increase between the two dates being equivalent to about 77 per cent.

In the railway service, which was also excluded from the scope of the enquiry, statistics showing the average earnings of the wage-earners employed in one week of March, 1944, are being compiled by the Ministry of War Transport, and will be published in a future issue of this GAZETTE when they become available.

See footnote † in the second column on page 126. See footnote ‡ in the second column on page 126. See second paragraph following the Table in the previous column.

March, 1943, March, 1942, and March, 1939, were given on page 29 of the issue of this GAZETTE for February, 1944.

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

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

Table with columns: Date, Men (21 years and over), Youths and Boys, Women (18 years and over)†, Girls, All Workers.†. Sub-tables show Average Weekly Earnings and Percentage Increase since October, 1938.

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

As regards the first of these factors, it is estimated, from such information as is available to the Department, that in the industries covered by these enquiries the average level of rates of wages for a full ordinary week's work, exclusive of overtime was about 32 per cent. higher in January, 1944, than in October, 1938. The difference between this figure and the average increase of 79 per cent. shown by the returns of actual weekly earnings represents the net effects of the other factors referred to above.

As regards working hours, the particulars given on page 127 show that the average number of hours actually worked by the wage-earners employed in the industries covered by these enquiries was nearly 6 per cent. greater in the last pay-week of January, 1944, than in the last pay-week of October, 1938. Consequently there have been increases in earnings more than proportionate to the additional working hours, owing partly to payments for overtime, night shifts, and week-end work at rates above the normal rates, and partly to increased production by workpeople employed at piecework rates or on other systems of payment by results.

The changes which have occurred during the war in the numbers employed in the different industries have tended to raise the general level of average earnings of men, boys, women and girls, respectively, through the transference of workers from industries and occupations in which wages were relatively low to others with a higher level of earnings. On the other hand, the percentage increases in the average earnings of 'all workers,' as shown in the foregoing Tables, are affected by the fact that the proportions of men represented in the figures have been falling, while those of women have been rising, throughout the war period. If the average earnings in each industry, both at October, 1938, and at January, 1944, are combined by the use of 'weights' corresponding with the estimated numbers employed in the various industries at October, 1938, the figures so obtained for January, 1944, show increases of approximately 65 per cent. for men, 72 per cent. for youths and boys, 70½ per cent. for women, 78½ per cent. for girls, and between 66 and 67 per cent. for all workers combined. The result of this calculation is to eliminate the effects, on the general averages, of the changes which have taken place in the proportions of workpeople employed in the different industries covered by the enquiry (and in the proportions of men, boys, women and girls employed in each of these industries), but not the changes in the proportions employed in different occupations within each industry.

* For list of industries covered, see pages 129 and 130. † See footnote ‡ in the second column on page 126. ‡ This figure applies only to industries covered by the enquiry into average earnings in January, 1944. If industries not covered by the enquiry (e.g., agriculture, coal mining, railway service, and merchant shipping) were included, the figure would be raised to about 40 per cent. § See footnote † in the second column on page 126.

TABLE I.—AVERAGE EARNINGS IN ONE WEEK OF OCTOBER, 1938, AND JANUARY, 1944.

Main table showing Average Earnings* of the wage-earners covered by the returns received. Columns: Industry, Last pay-week of October, 1938, Last pay-week of January, 1944. Sub-columns: Men (21 & over), Youths and boys, Women (18 & over), Girls, All workers, Excluding part-time workers, Counting two part-timers as one full-timer, Girls, All workers.†

* Where no figure is given, the number of workers covered by the returns received was too small to provide a satisfactory basis for the calculation of a general average for the industry. † The part-time workers referred to are those who were employed for not more than 30 hours a week and had entered the employment of the firms concerned since July, 1941. ‡ In calculating the averages given in this column, women employed as part-time workers (see footnote † above) have been included on the basis of two part-time workers taken as representing one full-time worker. § The figures given for the engineering, etc., industry are based partly on returns from firms who are members of the Engineering and Allied Employers' National Federation, and partly on returns from non-federated firms. The average earnings shown by the federated firms were considerably higher than those shown by the non-federated firms; for example, the average weekly earning of 'all workers' in January, 1944, (including men, boys, women and girls and counting two part-time women workers as representing one full-time worker) were 118s. 10d. for the federated firms, as compared with 104s. 1d. for the non-federated firms. || In the railway carriage, wagon, etc., industry, comparison of the figures for January, 1944, with those for earlier dates is affected by the fact that the workpeople employed by one large undertaking, formerly employed in this industry, were mainly employed on other work in January, 1944, and have accordingly been excluded from the statistics relating to the railway carriage, etc., industry at that date. ** The average earnings in the cotton industry in October, 1938, were adversely affected by trade depression. *** Many of the principal firms in the linen industry in Northern Ireland did not supply information for October, 1938, and enquiries were sent to these firms in January, 1944, in addition to those who had furnished returns. Consequently the number of returns received in January, 1944, was much greater than in October, 1938. While the average earnings shown for October, 1938, and January, 1944, are based on all returns received, the percentages of increase since October, 1938, shown in Table III on page 133, have been calculated from the data supplied by firms who furnished returns for both dates. †† The number of workpeople now employed in the fur industry is much smaller than in 1938, and some firms whose operatives were earning high wages in October, 1938, were employing few or no workpeople in January, 1944.

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

Table with columns: Industry, District, Date from which Change took effect, Classes of Workpeople, Particulars of Change. Rows include Iron and Steel Manufacture, Road Vehicle Repairing, Chain and Anchor Manufacture, Tin Plate Manufacture, Woolcombing, Textile Bleaching, etc.

* These increases resulted from an alteration in the cost-of-living sliding-scale arrangements. † Under cost-of-living sliding-scale arrangements. ‡ These increases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Association...

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

Table with columns: Industry, District, Date from which Change took effect, Classes of Workpeople, Particulars of Change. Rows include Textile Bleaching, Dyeing, Finishing, etc., Shirtmaking, Glove Manufacture, Baking, Bacon Curing, Papermaking and Board Mills, Electrical Contracting, Waterworks Undertakings, Railway Service, Warehousing, Retail Grocery and Provision Trade, Milk Distribution, Entertainments.

* These changes applied to workers employed by firms which are members of the Federation of Calico Printers, the Employers' Federation of Dyers and Finishers, the Employers' Federation of Bleachers and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms). † See note ¶¶ on page 136. ‡ The previous agreement provided that the cost-of-living wage of male workers 18 and under 21 years should be calculated on an assumed basis rate of 24s. 6d.

TRADE DISPUTES IN JULY.

Number and Magnitude.—The number of disputes involving stoppages of work, reported to the Department* as beginning in July, was 67. In addition, 2 stoppages which began before July were still in progress at the beginning of that month.

In the 67 stoppages which began during July about 14,000 workpeople were directly involved and 5,000 were indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes).

Of all the stoppages of work through industrial disputes known to have been in progress at some time in July, the coal mining industry accounted for 37, involving nearly 15,000 workpeople and resulting in an aggregate loss of 46,000 working days.

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

Table with 5 columns: Industry Group, Started before beginning of Month, Started in Month, Total, Number of Stoppages in progress in Month, Number of Workpeople involved in all Stoppages in progress in Month, Aggregate Number of Working Days lost in all Stoppages in progress in Month. Rows include Coal Mining, Metal, Engineering and Shipbuilding, Other Industries, and totals for July 1944, June 1944, and July 1943.

Duration.—Of 60 stoppages of work, owing to disputes, which came to an end during July, 17, directly involving 2,600 workpeople, lasted not more than one day; 24, directly involving 3,800 workpeople, lasted two days; 13, directly involving 3,000 workpeople, lasted three days; 3, directly involving 800 workpeople, lasted four to six days; and 3, directly involving 2,500 workpeople, lasted over six days.

Causes.—Of the 67 disputes, leading to stoppages of work beginning in July, 15, directly involving 5,200 workpeople, arose out of demands for advances in wages, and 28, directly involving 5,400 workpeople, on other wage questions; 3, directly involving 500 workpeople, on questions as to working hours; 4, directly involving 900 workpeople, on questions respecting the employment of particular classes or persons; and 17, directly involving 2,000 workpeople, on other questions respecting working arrangements.

TOTALS FOR JANUARY-JULY, 1944 AND 1943.* The following Table gives an analysis, by groups of industries, of all stoppages of work through industrial disputes in the first seven months of 1944 and in the corresponding months of 1943:—

Table with 7 columns: Industry Group, January to July, 1944, January to July, 1943. Columns include Number of Stoppages beginning in period, Number of Workpeople involved in all Stoppages in progress, Aggregate Number of Working Days lost in all Stoppages in progress, and corresponding figures for 1943.

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING JULY.

Table with 5 columns: Occupations and Locality, Approximate Number of workpeople involved, Date when Stoppage (Began, Ended), Cause or Object, Result. Rows include Coal Mining (Stokers, brakemen, etc.), Colliery workpeople—South Shields, Hewers, fillers, stonemen, mechanics and enginemen—South Shields, Shipbuilding (Electric welders, etc.), Bolt and Rivet Manufacture, Wire Rope Manufacture.

* Stoppages of work of a non-industrial character are excluded from the statistics. In addition, stoppages involving less than 10 workpeople, and those which lasted less than one day, are also omitted from the statistics, except when the aggregate number of working days lost exceeded 100.

† The occupations printed in italics are those of workpeople indirectly involved, i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes.

‡ At all except one of the collieries affected, workpeople other than stokers, brakemen, firemen, etc., were only indirectly affected, but at one colliery about 600 such other workpeople struck in sympathy with the stokers, etc.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st August, 1944.

Summary of Index Figures for 1st August, 1944. Table with 3 columns: Increase since July, 1914, Change since 1st July, 1944, Index Points, Per cent., Food, All Items.

FOOD.

At 1st August the average price of potatoes was slightly higher than at 1st July, the rise in the average price being due 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 prices at 1st August, 1944, with the corresponding prices at 1st July, 1944, and 1st September, 1939:—

Table comparing average prices of food articles at 1st August, 1944, 1st July, 1944, and 1st September, 1939. Columns include Article, Average Price (per lb. unless otherwise indicated) to the nearest 1/4d., and Percentage Increase or Decrease (—) at 1st August, 1944, compared with 1st July, 1944, and 1st Sept., 1939.

ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 1st August 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, the changes in retail prices during July were relatively small. There was a slight rise (equivalent to less than one-half of 1 per cent.) in the average level of prices of men's suits and overcoats. For the remaining groups of items included in the figures, viz., woollen materials, woollen under-clothing and hosiery, cotton materials and cotton hosiery, and boots and shoes, there was no marked change in the average level of prices between 1st July and 1st August.

In the fuel and light group, the average level of retail prices of coal at 1st August was about 6 per cent. above the level of 1st July, as a result of a general increase of 4s. per ton and 2d. to 3d. per cwt., which took effect on 1st August.

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 1st August was about the same as at 1st July, about 63 per cent. higher than at 1st September, 1939, and about 191 per cent. above the level of July, 1914.

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 1st August, 1944, is approximately 102 per cent. over the level of July, 1914, as compared with 101 per cent. at 1st July, 1944, and with 55 per cent. at 1st September, 1939.

The rise of 47 points since the beginning of September, 1939, is equivalent to slightly over 30 per cent. Of these 47 points, about 4 1/2 points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately three-fourths of a point is due to increases resulting from the Purchase Tax.

SUMMARY TABLE : ALL ITEMS.

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

Summary Table: All Items. Table with 12 columns: Year, Jan, Feb, Mar, Apr, May, June, July, Aug, Sept, Oct, Nov, Dec. Rows show percentage increases from 1920 to 1944.

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

Table showing average percentage changes in prices at 1st Sept. 1939, 1st July 1944, and 1st August 1944 compared with July 1914. Columns include Article, Average Percentage Increase or Decrease (—) since July, 1914, at 1st Sept., 1939, 1st July, 1944, and 1st August, 1944.

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st August, 1944, of the articles of food specified was about 70 per cent. higher than in July, 1914, and about 23 per cent. higher than at the beginning of September, 1939.

* A rise of 1 point on a total of 169 for "food" (the figure for July, 1914, being 100) is equivalent to rather more than one-half of 1 per cent. Similarly a rise of 1 point on a total of 201 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.

‡ This figure is an average calculated from the prices of various brands of margarine on sale at 1st September, 1939.

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

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During July, 1944, the National Arbitration Tribunal (Northern Ireland) issued eleven awards, Nos. 339-349. Two of these awards are summarised below; the others relate to cases affecting individual undertakings.

Award No. 339 (3rd July).—Parties: Messrs. J. Alfred McAuley & Co.; F. J. Lavery & Co., F.A.I.; T. A. Fisher, F.A.I.; W. B. McKee & Sons; and Nelson Russell, F.A.I., all of Belfast, on the one hand, and certain employees of the several firms. *Claim:* For introduction of certain specified revisions in existing wage rates and other conditions. *Award:* (1) That the employees should be remunerated in accordance with certain specified scales of minimum weekly rates of wages, with the addition of war bonus, the working week to be one of 40 hours; and (2) that additions to the scale rates should be made in the cases of persons passing certain specified examinations.

Award No. 349 (17th July).—Parties: The Belfast, Bangor, Lisburn, Newtownards and Downpatrick members of the Northern Ireland Master Butchers' Association; and certain employees of the member firms. *Claim:* For the observance of certain specified provisions in regard to annual holidays and public or statutory holidays with pay. *Award:* That, subject to certain conditions, the employees covered by the claim should be granted six consecutive working days in each year as holidays with full pay, and that four specified public holidays should be observed as additional paid holidays.

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

INDUSTRIAL COURT AWARDS.

During July the Industrial Court issued four awards, Nos. 1972 to 1975. Three of these awards are summarised below; the fourth related to the interpretation of an earlier award.

Award No. 1972 (17th July).—Parties: National Union of Public Employees and Sunderland Corporation. *Claim:* For a plus payment of 2d. an hour to be paid to refuse freighter drivers when towing trailers. *Award:* The Court awarded that the claim had not been established.

Award No. 1974 (24th July).—Parties: National Amalgamated Union of Shop Assistants, Warehousemen and Clerks, and Scottish Federation of Grocers and Provision Merchants' Associations and the National Association of Multiple Grocers (Scottish Section). *Claim:* For an increase in the basic wage rates of 6s. per week to all employees 18 years of age and over and 4s. a week to those under 18 years of age. *Award:* The Court awarded an increase of 6s. a week to all male workers of 20 years of age and over, 4s. 4d. a week to female workers of 20 years and over, and 2s. 8d. a week to those under 20 years of age.

Award No. 1975 (27th July).—Parties: Shipbuilding Trade Joint Council for Government Departments, Trade Union Side and Official Side. *Claim:* That certain classified rates be substituted for those at present prescribed for coppermiths and founders in H.M. Dockyards. *Award:* The Court awarded that the claim had not been established.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During July, 1944, four awards, one of which related to a dispute under the Conditions of Employment and National Arbitration Orders, 1940-1942, were issued by Single Arbitrators and a Board of Arbitration appointed under the Industrial Courts Act, 1919. Three of the awards are summarised below; the fourth related only to an individual undertaking.

Parties: The Scottish Union of Bakers, Confectioners and Bakery Workers on the one hand, and the Ayrshire District Co-operative Wages Board and the Scottish Association of Master Bakers on the other hand. *Claim:* For an increase in the basic rate and cost-of-living bonus. *Award:* The Arbitrator in his award granted the full increases claimed by the Union.

Parties: The Scottish Union of Bakers, Confectioners and Bakery Workers on the one hand, and the Falkirk and District Co-operative Societies Wages Board and the Master Bakers' Association on the other hand. *Claim:* That the working agreement for 1943-44 should be amended as regards the wages, hours, holidays and cost-of-living bonus of journeymen bakers, apprentices and women and girls. *Award:* The Arbitrator in his award detailed the amendments to certain of the clauses of the agreement and declared that they should apply to the year 1944-45.

Parties: The North East Coast Iron and Steel Trades Allied Craftsmen's Committee and the Iron and Steel Trades Employers' Association. *Claim:* For an increase in wages to certain grades of workers and a general increase for all workers covered by the Memorandum of Agreement of July, 1941. *Award:* The

Board of Arbitration in their award granted an increase in the cost-of-living bonus, which had previously been declined by the workers lest the general wage claim under discussion might be prejudiced by its acceptance.

TRADE BOARDS ACTS. NOTICES OF PROPOSAL.

During July, 1944, proposals to vary minimum rates of wages have been issued as shown below:—

Button Manufacturing Trade Board (Great Britain).—Proposal V.(36), dated 28th July, 1944.

Hollow-ware Trade Board (Great Britain).—Proposal H.(41), dated 25th July, 1944.

Milk Distributive Trade Board (England and Wales).—Proposal M.D.S.(38), dated 11th July, 1944.

Stamped or Pressed Metal Wares Trade Board (Great Britain).—Proposal Q.(57), dated 14th July, 1944.

Baking Trade Board (Northern Ireland).—Proposal N.I.Bk.(N.27), dated 3rd July, 1944.

Dressmaking and Women's Light Clothing Trade Board (Northern Ireland).—Proposal N.I.W.D.(N.42) and N.I.W.D.(N.43), both dated 11th July, 1944.

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

CONFIRMING ORDERS.

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

Milk Distributive Trade Board (Scotland).—Order M.D.S.(39), dated 18th July, 1944; effective from 31st July, 1944.

Aerated Waters Trade Board (Scotland).—Order A.S.(22), dated 29th July, 1944; effective from 9th August, 1944.

STATUTORY RULES AND ORDERS.

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

The Unemployment Insurance (Emergency Powers) (Amendment) Regulations, 1944 (S.R. & O. 1944, No. 799).—See summary on page 122.

The Essential Work (General Provisions) Order, 1944 (S.R. & O. 1944, No. 815).—See summary on page 122.

The Essential Work (Evacuation) Order, 1944 (S.R. & O. 1944, No. 911).—See summary on page 122.

The Reinstatement in Civil Employment Act, 1944 (Commencement) Order, 1944 (S.R. & O. 1944, No. 879).—See summary on page 121.

The Reinstatement in Civil Employment (Procedure) Regulations, 1944 (S.R. & O. 1944, No. 880. 2d. net (3d. post free)).—See summary on page 121.

The Reinstatement in Civil Employment (Exemption from Restriction) Order, 1944 (S.R. & O. 1944, No. 902).—See summary on page 121.

The Disabled Persons (Employment) Act, 1944 (Commencement) Order, 1944 (S.R. & O. 1944, No. 936).—See summary on page 122.

The Disabled Persons (Non-British Subjects) Regulations, 1944 (S.R. & O. 1944, No. 965).—See page 122.

The Compulsory School Age (Postponement) Order, 1944 (S.R. & O. 1944, No. 979).—See page 123.

OFFICIAL PUBLICATIONS RECEIVED.*

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

INDUSTRIAL HEALTH.—*Dust in Steel Foundries. First Report of a Committee appointed to consider methods of preventing the production or the inhalation of Dust and the possibility of reducing the use of materials containing Free Silica in Steel Foundries.* Ministry of Labour and National Service. Price 6d. (7d.).—See page 123 of this GAZETTE.

NATIONAL EXPENDITURE. *Regional Organisation of the Ministry of Production. Seventh Report from the Select Committee on National Expenditure. Session 1943-44. H.C. 97. Price 2d. (3d.).*

NATIONAL SERVICE.—*Selected Decisions given by the Umpire during June, 1944, in respect of Applications for Postponement of Liability to be called up for Service under the National Service Acts, 1939-1942. N.S. Code 2. Pamphlet No. 4/44. Ministry of Labour and National Service. Price 2d. (3d.).*

NURSES' SALARIES.—*Report of the Mental Nurses Sub-Committee of the Nurses' Salaries Committee. Cmd. 6542. Ministry of Health. Price 9d. (11d.).—See summary on page 123 of this GAZETTE.*

*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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