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## EMPLOYMENT, WAGES, COST OF LIVING, AND TRADE DISPUTES IN DECEMBER.

### EMPLOYMENT AND UNEMPLOYMENT.

THE number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 8th December was 92,343, a decrease of 2,992 as compared with 17th November. Of this total, 27,578 had been classified by interviewing panels as unsuitable for ordinary industrial employment.

Those registered as on short time, or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment, numbered 4,426; this was a decrease of 1,488 as compared with 17th November. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 9,523, a decrease of 1,261 as compared with 17th November.

The corresponding figures for women and girls on the registers at 8th December were 72,881 wholly unemployed, 8,835 temporarily stopped, and 346 unemployed casual workers. Of those wholly unemployed 2,812 had been classified by interviewing panels as unsuitable for normal full-time employment, and 2,873 had been classified as unable for good cause to transfer to another area. As compared with 17th November, the numbers wholly unemployed showed a decrease of 3,768, those temporarily stopped a decrease of 1,263, and unemployed casual workers an increase of 24.

The number of applicants for unemployment benefit or allowances on the registers at 8th December was 129,791, as compared with 138,229 at 17th November, and 586,081 at 9th December, 1940.

### WAGES

There were substantial increases, during December, in the rates of wages of large numbers of workpeople in some of the principal industries, notably men and boys employed in the engineering, shipbuilding and various allied industries and agricultural workers throughout England and Wales.

In the engineering, shipbuilding and ship-repairing industries, the wages of men were increased by 5s. a week, under awards of the National Arbitration Tribunal, and increases of smaller amount were subsequently granted to youths and boys. Similar increases were also granted in a number of other metal working industries and in the vehicle building industry. In agriculture, the statutory minimum rates of wages for ordinary adult male labourers were raised to 60s. a week in all districts of England and Wales, involving increases varying in different districts from 2s. to 12s. a week, and the rates of wages of men other than ordinary labourers, of youths and boys, and of women and girls in most areas of England and Wales were also increased.

In other industries there were slight increases in the percentage additions to the basis rates of coal miners in Derbyshire, Nottinghamshire, Leicestershire, North Staffordshire and Warwickshire, and a decrease in the Cannock Chase district, due to the operation of sliding-scale agreements under which wage rates fluctuate

in correspondence with the ascertained proceeds of the industry. In ironstone mining and quarrying in certain districts, in the iron and steel industry, and in tinplate manufacture, the flat-rate additions to wages were increased, under cost-of-living sliding scales, by 0 8d. a shift for men and 0 4d. a shift for youths and boys. In the jute industry, the minimum rates fixed under the Trade Boards Acts for timeworkers were raised by 2s. 6d. a week and piecework earnings were increased by the same amount. There were also increases in the Trade Board minimum rates for bakers and confectioners in Scotland and Northern Ireland and for tobacco workers in Great Britain.

In the industries for which statistics are regularly compiled by the Department, the changes in rates of wages reported to have come into operation in December resulted in an aggregate increase estimated at about £400,000 in the weekly full-time wages of about 2,100,000 workpeople and in a decrease estimated at about £300 in those of 18,500 workpeople.\* These figures, however, are exclusive of agricultural workers, large numbers of whom (as stated above) received substantial increases in December.

Details of the changes in rates of wages reported in December are given on pages 11 to 15, and an article summarising the principal changes which took place in 1941 is given on pages 2 to 4.

### COST OF LIVING.

At 1st January the official cost-of-living index figure was 100 per cent. above the level of July, 1914, as compared with 101 per cent. at 1st December. For food prices alone the index figure was 63 per cent. above the level of July, 1914, as compared with 65 per cent. at 1st December, the decline being due to the reduction of 1d. per lb. in the price of sugar which took effect on 29th December. Among items other than food the only noteworthy change was a slight rise in the average level of prices of clothing and clothing materials.

Further particulars of the changes in retail prices are given on page 16, and a review of the movements of the index figure during 1941 appears on pages 4 and 5.

### TRADE DISPUTES.

The number of trade disputes involving stoppages of work, reported to the Department as beginning in December, was 76. In addition, 3 disputes which began before December were still in progress at the beginning of that month. The approximate number of workpeople involved in these 79 disputes (including workpeople thrown out of work at the establishments where the disputes occurred) was 22,000, and the aggregate duration of the disputes in December was about 37,000 working days.

The total number of workpeople involved in all disputes in progress during 1941 was about 360,000, and the aggregate duration of these disputes was about 1,075,000 days. This latter total is among the lowest recorded in the whole period of nearly 50 years for which statistics are available. Fuller particulars are given on page 5.

\* The workpeople whose rates of wages were reduced in December had received increases of greater amount during the earlier months of 1941.

## EMPLOYMENT, WAGES, HOURS OF LABOUR, COST OF LIVING AND TRADE DISPUTES IN 1941.

### EMPLOYMENT.

THE reduction in unemployment which was in progress during the greater part of the year 1940 continued without interruption throughout 1941. The total number of persons on the registers of Employment Exchanges in Great Britain and Northern Ireland (including persons who were only temporarily suspended from work and unemployed casual workers, as well as those wholly unemployed) fell from approximately 774,900 at 9th December, 1940, to 216,500 at 8th December, 1941.

The following Table shows the numbers on the registers at one date in each month during this period, distinguishing between (a) persons registered as wholly unemployed, or out of a situation, (b) persons registered as on short-time, or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment, and (c) unemployed casual workers, who normally seek a livelihood by means of jobs of short duration:—

Date.	Numbers on the Registers of Employment Exchanges in Great Britain and Northern Ireland.				Total.
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	
	Wholly Unemployed.				
1940.					
9 December ..	278,591	19,020	269,258	35,626	602,495
1941.					
13 January ..	267,623	23,903	246,215	42,787	580,528
10 February ..	226,373	19,125	220,523	36,378	502,399
17 March ..	176,627	14,213	185,640	28,058	404,538
21 April ..	153,110	18,626	156,321	31,065	359,122
12 May ..	143,934	15,691	146,372	28,890	334,887
16 June ..	123,557	12,265	120,636	21,780	278,238
14 July ..	113,849	12,674	106,608	18,871	252,002
11 August ..	108,091	18,427	97,746	23,030	247,294
15 September ..	94,257	13,091	93,950	19,299	220,597
13 October ..	92,490	12,059	88,495	17,601	210,645
17 November ..	93,818	9,775	77,190	14,027	194,810
8 December ..	93,549	8,785	74,613	12,073	189,020
	Temporarily Stopped.				
1940.					
9 December ..	84,124	2,481	58,753	3,395	148,753
1941.					
13 January ..	91,557	2,425	62,144	3,815	159,941
10 February ..	69,443	1,765	46,723	2,498	120,429
17 March ..	42,338	864	35,213	2,404	80,819
21 April ..	42,387	851	35,475	1,998	80,711
12 May ..	28,658	612	39,251	2,122	70,643
16 June ..	18,490	438	30,945	1,546	51,419
14 July ..	21,232	595	27,634	1,537	50,998
11 August ..	15,963	471	24,719	1,294	42,447
15 September ..	8,647	132	18,591	736	28,106
13 October ..	7,270	104	16,037	687	24,098
17 November ..	6,537	98	11,898	838	19,371
8 December ..	5,066	110	10,356	973	16,505
	Unemployed Casual Workers.				
1940.					
9 December ..	22,488	63	1,108	20	23,679
1941.					
13 January ..	22,599	68	1,180	14	23,861
10 February ..	18,431	71	1,136	19	19,657
17 March ..	18,299	63	962	3	19,327
21 April ..	16,755	36	859	5	17,655
12 May ..	13,423	27	884	4	14,338
16 June ..	11,114	17	752	5	11,888
14 July ..	12,204	19	674	12,898	13,679
11 August ..	13,065	24	589	6	13,679
15 September ..	10,548	16	514	1	11,031
13 October ..	10,508	8	364	3	12,245
17 November ..	11,867	11	384	—	12,245
8 December ..	10,592	17	384	—	10,993

In each of the groups distinguished in the Table the numbers showed a large reduction during the year, and the total numbers on the registers in December, 1941, were the lowest recorded at any date since December, 1918.

Among the men registered as wholly unemployed at 8th December last, 27,578 had been classified by interviewing panels as unsuitable for ordinary industrial employment. The number of wholly unemployed women included 2,812 who had been classified as unsuitable for normal full-time employment, and 2,873 who had been classified as unable for good cause to transfer to another area.

The first Table in the next column shows the numbers on the registers of Employment Exchanges in each administrative Region at 9th December, 1940, and 8th December, 1941, distinguishing (a) persons wholly unemployed, and (b) persons temporarily suspended from their employment and unemployed casual workers. From the figures given it will be seen that in every Region the numbers of persons registered as wholly unemployed were much lower in December, 1941, than in December, 1940, the greatest proportionate reductions being in the Midlands Region, where the total fell by about 84 per cent., and in the Eastern Region and the North-Midlands Region, where the reduction was slightly less than 80 per cent. The decrease was somewhat more marked in the Southern part of England (the London and South-Eastern, Eastern, Southern, South-Western, Midlands and North Midlands Regions) than in the rest of the United Kingdom; there was a reduction of about 76 per cent. in the numbers wholly unemployed in the former area, compared with about 63 per cent. in the latter. There were also heavy reductions, in every Region, in the numbers of persons temporarily suspended from their employment or registered as unemployed casual workers.

Region.*	Numbers Wholly Unemployed.		Numbers Temporarily Stopped and Unemployed Casual Workers.	
	9th December, 1940.	8th December, 1941.	9th December, 1940.	8th December, 1941.
London and South-Eastern ..	113,807	33,303	15,524	5,391
Eastern ..	38,869	7,950	2,813	916
Southern ..	22,895	5,095	1,323	335
South-Western ..	31,237	7,004	4,874	1,104
Midlands ..	20,911	3,324	17,793	319
North-Midlands ..	29,352	6,101	14,063	1,040
North-Eastern ..	32,920	11,121	21,591	2,545
North-Western ..	64,052	23,956	20,348	4,067
Northern ..	53,074	17,335	21,767	2,080
Scotland ..	77,055	31,810	14,026	2,766
Wales ..	57,728	18,225	29,256	2,467
Great Britain ..	541,900	165,224	163,379	23,130
Northern Ireland ..	60,595	23,796	9,048	4,368
Great Britain and Northern Ireland ..	602,495	189,020	172,427	27,498

The following Table shows, for each year from 1926 to 1941, the average numbers of (a) persons wholly unemployed, (b) persons temporarily stopped, and (c) unemployed casual workers on the registers of Employment Exchanges in Great Britain and Northern Ireland:—

Year.	Average Numbers on the Registers of Employment Exchanges in Great Britain and Northern Ireland.		
	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
1926†	911,963	448,534	78,256
1927	769,982	2,708	68,144
1928	869,573	309,359	75,972
1929	900,553	268,595	79,440
1930	1,347,840	527,720	98,941
1931	1,994,471	587,719	115,678
1932	2,136,052	574,315	102,675
1933	2,037,517	456,743	94,098
1934	1,763,911	369,002	88,150
1935	1,706,783	312,757	86,581
1936	1,491,051	251,568	79,081
1937	1,284,123	205,369	67,509
1938	1,433,248	380,484	67,625
1939	1,308,212	220,990	60,599
1940	829,458	165,962	39,252
1941	314,507	62,124	14,890

In each category the average for the year 1941 is much below the corresponding figure for any year in the whole period (since 1925) for which comparable statistics on this basis are available.

### RATES OF WAGES.

The increase in rates of wages which had followed the rise in the cost of living in 1940 continued during 1941.

In the industries for which statistics of changes in rates of wages are regularly compiled by the Department, the changes reported during 1941 are estimated to have resulted in an aggregate increase of over £2 million in the weekly full-time rates of wages of about 8 million workpeople, compared with a net increase estimated at nearly £2½ million in the weekly full-time wages of over 8 million workpeople in these industries during 1940. There were wide variations in the amounts of increase granted in different industries; but it is estimated that the average level of full-time weekly rates of wages, in all the industries (including agriculture) for which information is available, was about 9 per cent. higher at the end of 1941 than at the end of 1940, and about 26 or 27 per cent. higher than at the beginning of the war. These figures relate to rates of wages and take no account of the marked increases in average earnings which have resulted from the operation of other factors such as fuller employment, overtime working, and the extension of systems of payments by results.

### PRINCIPAL INCREASES IN 1941.

Rates of wages were increased, in 1941, in nearly all the industries for which information is available. In the following paragraphs particulars are given of the increases granted in some of the principal industries and services.

**Mining.**—In the coal mining industry, the general flat-rate advances resulting from the operation of the cost-of-living sliding scale introduced in 1940 were increased during 1941 by 10d. a shift for men and 5d. a shift for youths and boys. || As

\* The figures relate to the Regions as constituted on and after 8th December, 1941.

† The figures for 1926 are exclusive of persons who were disqualified for benefit under the Unemployment Insurance Acts on account of the general coal mining stoppage during the latter part of the year.

‡ The statistics are exclusive of changes affecting agricultural workers, Government employees, domestic servants, shop assistants and clerks (see, however, paragraphs respecting agricultural workers, etc., in the second column on page 3). They relate to rates of wages for a full week, and do not take account of variations in actual earnings resulting from other factors, such as changes in the state of employment or in weekly working hours. The changes reported are mainly those arranged by organisations of employers and workers. Changes arranged by individual employers and affecting unorganised groups of workpeople are in most cases not reported to the Department.

§ Some particulars of the increases in average earnings between October, 1938, July, 1940, and July, 1941, were given in the Issues of this GAZETTE for November and December, 1941.

|| In Nottinghamshire, the flat-rate increase was merged into an increase in the percentage addition to basis rates.

from the beginning of June, an attendance bonus of 1s. a shift for men and of 6d. a shift for youths and boys was also granted. Originally, the receipt of this bonus in any week was made subject to the worker being capable of and available for work throughout his normal hours during that week, but it was subsequently agreed that the conditions as to full attendance attached to the payment of the bonus should be dispensed with. There was thus a total increase, during 1941, of 1s. 10d. a shift for men and 11d. a shift for youths and boys. In addition to these flat-rate advances, the operation of sliding scales under which the percentage additions to basis rates of wages in each district are adjusted periodically in accordance with fluctuations in the proceeds of the industry resulted in small increases in wage rates in Yorkshire, Nottinghamshire, Derbyshire and Leicestershire. On the other hand, in Cannock Chase, North Staffordshire, Warwickshire and Somerset, the percentage additions to basis rates were reduced under similar sliding scales, but in North Staffordshire and Somerset these reductions were insignificant, and in Cannock Chase and Warwickshire, where they were greater, they were much more than counter-balanced by the general flat-rate advances referred to above. In the other districts there were no changes in the percentage additions to basis rates.

**Chemical, Brick, Pottery, etc., Industries.**—In the heavy chemical industry, the wages of workpeople employed by a large group of associated firms were increased by 4s. a week for men and youths and 3s. a week for women 18 years of age and over, and by 2s. a week for younger workers. Men engaged in the manufacture of building bricks received an increase of 1d. or 2d. an hour, and women and juvenile workers an increase of ½d. or ¼d. an hour. In the pottery industry there were increases, under a cost-of-living sliding scale, of 4d., 3d., and 2d. a day for men, women and young workers, respectively. Wage rates were also increased in the fine chemical and drug industries, the paint, colour and varnish industry, and in the soap and candle industry.

**Metal, Engineering, and Shipbuilding Industries.**—In the iron and steel industry, the cost-of-living sliding scales introduced in the previous year continued to operate, the flat-rate additions to wages being increased in most sections of the industry and in most districts by 6½d. a shift for men and by 3½d. a shift for youths and boys. Similar increases were granted in the tinplate industry. In the engineering industry, rates of wages were increased by 8s. 6d. a week for men and by 8s. for women of 21 years and over; there were also increases in the rates of wages of youths, boys and girls. There was an advance of 8s. 6d. a week for men engaged in shipbuilding and ship-repairing, with proportionate increases for other workers. Other industries in which rates of wages were increased included light castings manufacture, heating and domestic engineering, constructional engineering, electrical cable manufacture, and the manufacture of brass and allied metal wares.

**Textiles.**—In the cotton industry, increases resulting from the operation of cost-of-living sliding scales amounted to over 5½ per cent. on current rates of wages in the preparing and spinning section and to 6 per cent. in the manufacturing section, the total increase since the outbreak of war being about 32½ per cent. in both sections. In the textile bleaching, dyeing and finishing industry, there were increases amounting to about 5½ per cent. for time workers and to about 4½ per cent. for pieceworkers in Yorkshire, and to 3s. 2d. a week for men on time work, 3s. 1d. for men on piece work, and 1s. 11d. a week for women in Lancashire and Scotland, with proportionate increases for younger workers in all districts. In the linen industry in Northern Ireland, increases were granted of 7½ per cent. on pre-war rates in the flax spinning section and of 5 per cent. on pre-war rates in the weaving section, raising the total percentage increases over pre-war rates to 22½ per cent. and 20 per cent., respectively. Increases were also granted in the jute, hemp, rope, twine and net industries, and in the manufacture of linen and cotton handkerchief and household goods and linen piece goods.

**Clothing Industries.**—Workpeople employed in ready-made and wholesale bespoke tailoring and in shirt making in Great Britain received increases of 1d. an hour for men and ½d. an hour for women, by agreement between the respective employers' and workers' organisations, the corresponding minimum rates fixed under the Trade Boards Acts being subsequently raised to the level of the rates thus increased. In retail bespoke tailoring, Trade Board minimum time-work and piece-work rates were advanced by 5 per cent. in England and Wales and by 2½ per cent. in Scotland and Northern Ireland. Other branches of the clothing industry in which Trade Board minimum rates were raised were the wholesale mantle and costume, dressmaking and women's light clothing, corset making, hat, cap and millinery, boot and shoe repairing, and laundry trades, the increases for time workers ranging in Great Britain from ½d. to 1½d. an hour for men and from ¼d. to 1d. an hour for women.

**Food, Drink and Tobacco Industries.**—Wages were advanced in most branches of the food industries. In flour milling, the war supplement was increased by 4s. a week for men and 2s. a week for women. In the baking industry, the minimum rates fixed under the Trade Boards Acts were raised by 1½d. an hour for men in England and Wales and by 1s. 6d. or 2s. a week for men in Scotland; the rates for women and young workers were also increased. Other increases in the wage rates of bakers took effect in some districts under the provisions of voluntary agree-

ments. There were also increases in rates of wages in the seed-crushing, compound and provender industry, sugar confectionery manufacture and food preserving, aerated water manufacture, and the brewing industry in some districts. For tobacco workers, the Trade Board minimum rates were raised, in accordance with a cost-of-living sliding scale, by 3s. a week in the case of men and 2s. a week in the case of women and juvenile workers.

**Woodworking, etc.**—The minimum rates of wages fixed under the Trade Boards Acts for the furniture manufacturing industry were raised by 2d. an hour for men and 1d. an hour for women and younger workers. In accordance with recommendations of the Joint Industrial Council for the same industry, the war bonuses of timeworkers in a number of districts were increased by 1d. an hour for men and ½d. an hour for women, and piece-work rates were increased by 5 per cent. on pre-war basis rates. In the vehicle building industry, the war bonus for men was increased from 1½d. an hour to 13s. 6d. for a week of 47 hours.

**Paper, Printing, etc.**—In paper making, other than in hand-made paper mills and board mills, war bonuses were increased by 1½d. an hour for men, 1d. an hour for youths and women and ½d. an hour for younger workers. Men engaged on full-time in the production of London morning, evening and Sunday newspapers were granted an advance of 7s. 6d. a week. Workers employed on other newspaper printing and on general and jobbing printing and bookbinding received increases of 5s. a week in the case of men and of women employed on men's work, 3s. 6d. a week in the case of other women, and 2s. a week in the case of juveniles.

**Building and Contracting.**—The rates of wages of men in the building industry were increased by 1d. an hour in England and Wales and by 1½d. an hour in Scotland. Civil engineering workers received advances amounting to 1d. an hour.

**Gas, Electricity and Water.**—Gas workers were granted a general increase of 1½d. an hour or 1s. a shift, and electricity supply workers received an addition of 1d. an hour in war bonus. There were also increases for waterworks employees varying in different districts.

**Transport.**—In the transport group of industries, railwaymen, including shop and artisan staffs, received an increase of 4s. a week, with increases of smaller amount for women and young workers. In the road motor haulage industry, the statutory minimum rates for drivers, attendants and mates were raised by 4s. a week. Men, and women in receipt of men's rates of wages, employed on tramways and trolley and motor omnibuses in the London area and in municipal undertakings outside that area, received an increase in war wage of 4s. a week, and workers employed on company-owned motor omnibuses in various undertakings in the Provinces were granted a war wage of 2½d. an hour in place of the previous bonuses of 7s. a week for men and 5s. 3d. a week for women. Officers and men of the merchant navy were allowed a "differential payment," whilst actually on articles, of £2 a month or 1s. 4d. a day, as a temporary measure to bring the remuneration of British crews more into line with that of crews of allied merchant navies.

**Other Industries and Services.**—Other branches of industry in which wage rates were advanced by various amounts were rubber manufacture, leather tanning and leather goods manufacture, and waste materials reclamation. Increases were also received by manual workers in the non-trading departments of local authorities in most areas, by workpeople employed in milk distribution and by cinema employees in many districts.

**Agricultural Workers, Government Employees, etc.**—As pointed out above, certain classes of workpeople (e.g., agricultural workers, Government employees, and shop assistants) are excluded from the Department's statistics as to the numbers of workpeople affected by changes in rates of wages. Some particulars of the changes in the rates of wages of these classes of workers are, however, given below. For men employed in agriculture, the statutory minimum rate of wages at the beginning of 1941 was 48s. a week in England and Wales, except in a few districts where it was 50s. a week. In a number of districts, increases ranging up to 8s. a week were made in the minimum rates at various dates in 1941; and in December the statutory minimum rate for men in all districts of England and Wales was raised to 60s. a week, with corresponding increases in the minimum rates for women and young workers, and in the special rates for workers in charge of animals, where such special rates have been fixed. In all districts in Scotland, the minimum rate for men employed in agriculture remained at 48s. a week during 1941, but a decision to increase this rate to 60s. took effect on 19th January, 1942.

Government industrial workers employed in H.M. Dockyards and other establishments were granted wage increases, usually of 8s. 6d. a week. In the case of non-industrial Government employees, the bonuses operating at the end of 1940 (for those whose remuneration was at the rate of 95s. a week or less in London and 91s. or 87s. a week or less, according to locality, in the Provinces) ranged from 1s. 6d. a week for juveniles to 5s. a week for adults in receipt of more than 50s. a week. These were replaced, during 1941, by bonuses of 10s. a week for men and 7s. 6d. a week for women with salaries of £250 or less per annum, and of 5s. a week for men and 4s. a week for women with annual salaries between £250 and £350 (men) or £300 (women), and of 3s. a week for juveniles under 18 years and 5s. a week for those 18 but under 21 years.

As regards shop assistants, comprehensive information is not available, but it is known that employees of retail co-operative societies received general increases of 3s. a week for men and 2s. a week for women. During the year, Joint Industrial Councils were formed for most sections of the retail distributive trades, and two of the most important of these, viz., those for (a) the retail food trades and (b) retail drapery, outfitting and footwear, in England and Wales, reached agreement as to the minimum rates of remuneration payable in their respective sections. These agreements resulted in increases in the wage rates of a large number of individuals. Minimum rates of wages were also adopted by agreement in the retail grocery trade in Scotland.

#### INDUSTRIES IN WHICH THERE WAS NO GENERAL CHANGE IN 1941.

Among the more important groups of workpeople whose rates of wages were at the same level at the beginning as at the end of 1941 were dock labourers, wool textile operatives in Yorkshire, hosiery workers, boot and shoe makers, glove makers, paper box and paper bag makers, and heavy chemical workers employed by some firms. In some of these cases, however, increases have been arranged to take effect early in 1942.

#### CHANGES IN ACTUAL EARNINGS.

The particulars given above relate only to increases in rates of wages for a full normal week, and do not take account of increases in actual earnings resulting from fuller employment, longer working hours, the extension of night-shift working and of systems of payment by results, and the transference of workpeople from relatively low-paid to higher-paid occupations and industries. Statistics showing the changes in average weekly earnings in a large number of industries between October, 1938, July, 1940, and July, 1941, were published in last month's issue of this GAZETTE.

#### CHANGES IN RATES OF WAGES IN THE YEARS 1926-1941.

The following Table shows the approximate numbers of workpeople, in the industries and services for which detailed statistics are available,\* whose rates of wages were increased or reduced (so far as reported) in each of the years 1926 to 1941, and the net amount of increase or decrease in their weekly rates of wages:—

Year.	Approximate Number of separate Individuals† reported as affected by		Estimated Net Weekly Amount of Change in Rates of Wages.		Estimated Net Weekly Increase (+) or Decrease (—) in Rates of Wages of the Workpeople affected.
	Net Increases.	Net Decreases.	Increases.	Decreases.	
1926 ..	420,000	740,000	£ 133,000	£ 83,700	+ 49,300
1927 ..	282,000	1,855,000	30,700	388,500	— 357,800
1928 ..	217,000	1,615,000	21,800	163,800	— 142,000
1929 ..	142,000	917,000	12,900	91,700	— 78,800
1930 ..	768,000	1,100,000	59,500	116,100	— 56,600
1931 ..	47,000	3,010,000	5,150	406,300	— 401,150
1932 ..	33,500	1,949,000	2,600	251,800	— 249,200
1933 ..	179,500	894,000	17,250	82,500	— 65,250
1934 ..	1,344,000	85,500	95,500	4,000	+ 91,500
1935 ..	2,366,500	49,600	198,900	6,800	+ 192,100
1936 ..	4,062,400	800	493,075	175	+ 492,900
1937 ..	5,161,200	4,400	788,250	1,350	+ 786,900
1938 ..	2,381,500	322,200	262,100	18,800	+ 243,300
1939 ..	5,655,000	65,800	939,900	8,500	+ 931,400
1940 ..	8,040,000	—	2,213,000	—	+ 2,213,000
1941† ..	8,036,000	—	2,080,000	—	+ 2,080,000

In view of the limitations to which attention has been drawn above,\* and especially of the fact that certain large groups of workpeople (notably agricultural workers) are not covered by the statistics, the figures given in the Table should not be regarded as affording more than a general indication of the movement in rates of wages in any year in comparison with that in other years, and special significance should not be attached to small differences in the amount of change as between one year and another. It will be seen, however, that the numbers of workpeople affected by increases in rates of wages in the industries covered by the statistics, and the net amount of increase in weekly rates of wages, were much greater in 1940 and 1941 than in any previous year in the period covered by the Table.

#### HOURS OF LABOUR.

The changes in normal weekly working hours (excluding overtime) reported in 1941 mostly affected agricultural workers in a few districts in England and Wales. For such workers in Derbyshire and Herefordshire there were decreases, under Orders issued under the Agricultural Wages Regulation Acts, in the weekly number of hours beyond which overtime rates became payable, while in Denbigh and Flint, Merioneth and Montgomery, and Anglesey and Caernarvon there were increases. In industries other than agriculture no important changes were reported.

\* See footnote † in the second column on page 2.

† In addition to the workpeople for whom figures are given in this Table, there were considerable numbers in most years (other than 1940 and 1941) whose wages during the year were increased or reduced by equal amounts.

‡ The figures given for 1941 are preliminary and subject to revision.

The following Table shows the number of workpeople, in the industries for which statistics are compiled\*, whose hours were reported as changed in each of the years 1926 to 1941, and the aggregate net amount of the change. The figures do not include changes in the hours of agricultural workers, referred to above.

Year.	Approximate Number of Workpeople whose Hours of Labour were		Aggregate Net Increase (+) or Decrease (—) in Weekly Hours.
	Increased.	Reduced.	
1926 ..	934,200	340	+ 3,984,650
1927 ..	18,700	1,700	+ 59,000
1928 ..	1,400	2,000	+ 200
1929 ..	4,050	1,050	+ 8,750
1930 ..	13,175	349,225	— 873,500
1931 ..	294,000	111,000	+ 142,000
1932 ..	6,000	3,750	+ 7,000
1933 ..	2,500	12,500	— 36,000
1934 ..	520	5,000	— 11,500
1935 ..	2,450	43,700	— 153,850
1936 ..	600	160,600	— 804,500
1937 ..	1,500	390,650	— 960,000
1938 ..	1,950	166,650	— 371,100
1939 ..	—	380,000	— 1,380,000
1940 ..	1,200	144,800	— 604,800
1941† ..	1,500	150	+ 1,500

The comparatively large numbers affected in the years 1926, 1930 and 1931 consisted mainly of coal miners. In 1937 the workpeople affected were mainly printers, coal miners and flour millers, in 1938 mainly boot and shoe operatives, and in 1939 and 1940 mainly juvenile workers under 16 years of age employed in a large number of industries.

#### COST OF LIVING.

At the beginning of 1941, the cost-of-living index figure stood at 96 per cent. above the level of July, 1914, as compared with 55 per cent. at 1st September, 1939. During the first four months of 1941 there was a further rise, the figure for 1st May being 100 per cent. above the level of July, 1914. In his Budget statement on 7th April, however, the Chancellor of the Exchequer announced that the Government proposed not only to continue their existing policy of checking any excessive rise in prices, e.g., by centralised purchasing of imported foodstuffs, by control of distributors' margins and selling prices, and by subsidising the cost of certain articles of food, but also to provide for important extensions of the principle of subsidising essential goods and services with a view to stabilising the cost of living, apart from minor seasonal changes. The results of the action taken, in pursuance of this policy, to restrict further increases in retail prices are reflected in the subsequent course of the index figure, which in the second half of 1941 fluctuated between 99 per cent. and 101 per cent. above the level of July, 1914. At 1st January, 1942, the figure stood at the same level as at 1st May, 1941, viz., 100 per cent. above the level of July, 1914, showing a rise of approximately 29 per cent.‡ since the outbreak of the war.

The following Table shows, for 1st September, 1939, and for each month in 1941, the index figures for each of the five main groups of items included within the scope of the statistics:—

#### Average Percentage Increases in Retail Prices, Rents, etc., over the level of July, 1914.

Date	Food	Rent (including Rates)	Clothing	Fuel and Light	Other Items included	All Items included
1939.						
1st September ..	38	62	108	82	79	55
1941.						
1st January ..	72	64	230	123	122	96
1st February ..	71	64	240-245	125	123	97
1st March ..	69	64	250	125	124	97
1st April ..	70	64	255-260	125	126	98
1st May ..	71	64	265	126	126	100
31st May ..	70	64	270	126	127	100
1st July ..	67	64	275	128	127	99
1st August ..	67	64	280	128	129	99
1st September ..	66	64	280-285	128	130	99
1st October ..	65	64	285-290.	129	131	99
1st November ..	65	64	295	129	131	100
1st December ..	65	64	295-300	130	132	101
1942.						
1st January ..	63	64	300	130	133	100

Of the rise of 45 points between 1st September, 1939, and 1st January, 1942, the increases in the taxes on sugar, tobacco and cigarettes, and matches account for about 2½ points; and about 6 points are due to increases in prices resulting from the Purchase Tax, which first came into operation in October, 1940.

Food.—At 1st January, 1941, the index figure relating to the average level of retail prices of the articles of food included within the scope of these statistics was 72 per cent. above the level of July, 1914, as compared with 38 per cent. at 1st September, 1939. After falling to 69 per cent. at 1st March, the figure rose to 71 at 1st May. After that date, the measures taken by the Government to widen the control of prices and to extend the policy of stabilising or reducing food prices by means of subsidies resulted in a further fall to 65 per cent. at 1st

\* The statistics are exclusive of changes affecting agricultural labourers, Government employees, domestic servants, shop assistants and clerks.

† The figures for 1941 are preliminary and subject to revision.

‡ A rise of 45 points on a total of 155 points at 1st September, 1939, the figure for July, 1914, being taken as 100, is equivalent to approximately 29 per cent.

October and to 63 per cent. at 1st January, 1942. There was thus a fall of 9 points in the index figure during 1941, equivalent to a reduction of about 5 per cent. on the average level of food prices at the beginning of that year.

The following Table shows the average retail prices at 1st January, 1942, in comparison with those a year earlier and at the outbreak of the war:—

Article.	Average Price (per lb. unless otherwise indicated—to the nearest ½d.) at—			Average Percentage Increase or Decrease (—) at 1st Jan., 1942 as compared with	
	1st Sept., 1939	1st Jan., 1941	1st Jan., 1942	1st Sept., 1939	1st Jan., 1941
	s. d.	s. d.	s. d.	Per cent.	Per cent.
Beef, British—					
Ribs .. ..	1 2½	1 3½	1 3½	11	..
Thin Flank ..	0 7½	0 9½	0 9½	27	1
Beef, Chilled or Frozen—					
Ribs .. ..	0 9½	1 0½	1 0½	34	..
Thin Flank ..	0 4½	0 6	0 6	22	..
Mutton, British—					
Legs .. ..	1 3½	1 5½	1 5½	13	1
Breast .. ..	0 7½	0 8	0 8	8	1
Mutton, Frozen—					
Legs .. ..	0 10½	1 0	1 0	15	..
Breast .. ..	0 4	0 4	0 4	..	..
Bacon* .. ..	1 3	1 6½	1 8½	36	10
Fish .. ..	1 11	1 11	1 11	42	—19
Flour .. per 7 lbs.	0 8½	0 8½	0 8	15	15
Bread .. per 4 lbs.	2 4	2 6	2 6	—3	—6
Tea .. ..	0 3	0 4	0 3	—1	—25
Sugar (granulated) ..	0 6½	0 9	0 9	33	..
Milk .. per quart					
Butter—					
Fresh .. ..	1 4½	1 7	1 7	15	..
Salt .. ..	1 3½	1 1	1 1	24	..
Cheese .. ..	0 10	0 9	0 9	30	..
Margarine† .. ..	0 6½	0 5	0 5	12	..
Eggs (fresh)‡ .. each	0 2	0 3½	0 2½	26	—32
Potatoes .. per 7 lbs.	0 6½	0 8½	0 8½	28	—3

As regards the individual articles of food included in the above Table, the prices of beef, mutton, butter, margarine, cheese and tea were practically stationary during 1941, the prices of all these commodities having been controlled throughout the year by Orders or by other arrangements made by the Ministry of Food. There was a general increase, averaging nearly 2d. per lb., in the prices of bacon during March, following increases in the maximum prices permitted under Orders made by the Ministry of Food. During the first half of 1941 the prices of many varieties of fish continued to advance, but at the end of June they were substantially reduced by the extension of price control to varieties hitherto uncontrolled, and there were further reductions towards the end of September resulting from a revised schedule of maximum prices. Prices of flour and bread were practically stationary until October, when alterations were made by the Ministry of Food in the bread subsidy arrangements and maximum retail prices were prescribed for flour and for bread, resulting in a rise in the average price of flour but a fall in the average price of bread. The prices of sugar remained generally unchanged throughout the year until December, when they were reduced by 1d. per lb., following a corresponding reduction in the permitted maximum prices. There was some variation, largely seasonal, in the prices of milk and of potatoes during 1941. Prices of eggs were reduced in January and February, and at the end of June there were further substantial reductions as a result of revisions in the maximum prices fixed by the Ministry of Food. With the introduction, during 1941, of maximum retail prices for bread and flour, and for additional kinds of fish, the prices of all the articles of food included in these statistics had by the end of the year been brought under control by the Ministry of Food.

Rents.—The rents of working-class dwellings throughout 1941 remained subject to the control of the Rent Restrictions Acts, and the average level of such rents (including local rates) remained practically stationary throughout 1941, being about 64 per cent. higher than in July, 1914, and about 1 per cent. above the average level of September, 1939. The rise of 1 per cent. since that date is wholly due to increases in local rates in some districts.

Clothing.—There were considerable increases in the prices of working-class clothing and clothing materials during 1941. The returns collected by the Department indicated that the average increase during the year was about 17 per cent. for men's suits and overcoats, about 23 per cent. for woollen materials, under-clothing and hosiery, about 24 per cent. for cotton materials and hosiery, and about 16 per cent. for boots and shoes. For the clothing group as a whole the average increase during the year was about 20 per cent. These increases were partly due to the operation of the Purchase Tax.

Fuel and Light.—The average level of prices of coal and of gas rose slightly during 1941, and at the end of the year the prices of coal averaged about 3 per cent. higher, and the prices of gas about 2 per cent. higher, than at the beginning. Prices of candles showed a marked increase during the latter half of 1941 and at the end of the year were approximately 24 per cent. higher than a year earlier. During the year there were also increases in the prices of lamp oil, averaging about 8 per cent. Prices of matches showed little movement.

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

† On 1st January, 1941, and 1st January, 1942, two brands of margarine, "special" and "standard", were on sale at 9d. and 5d. per lb., respectively. The figure for 1st September, 1939, is an average calculated from the prices of various brands on sale at that date.

‡ Of the two prices shown for eggs at 1st January, 1942, 2½d. was for large eggs (in Ministry of Food category I) and 2½d. for small eggs (in category II). The figures for 1st September, 1939, and 1st January, 1941, are averages of the various prices charged at those dates.

Miscellaneous Other Items.—Among the items included within this group, the chief increases in prices during 1941 were in respect of domestic ironmongery, brushware and pottery, and were partly the result of the operation of the Purchase Tax; at the end of 1941 the average level of prices of these items was about 27 per cent. higher than a year earlier. Prices of soda advanced, on an average, by about 8 per cent. during the year. Changes in the prices of soap, tobacco, cigarettes and newspapers, and in fares, were relatively insignificant.

Comparison with previous years.—The following Table compares the averages of the percentage increases recorded for the beginning of each of the twelve months of 1941 with the corresponding averages for each of the previous fifteen years:—

Year.	Average Percentage Increase over the level of July, 1914.					
	Food.	Rent (including Rates).	Clothing.	Fuel and Light.	Other Items included.	All Items included.
1926 ..	64	49	121	105	80	72
1927 ..	60	51	114	83	80	67½
1928 ..	57	51	119	69	80	66
1929 ..	54	52½	118	71	80	64
1930 ..	45	53	111	72½	77½	58
1931 ..	31	54	96	74	75	47½
1932 ..	26	54	89	72	73	44
1933 ..	20	56	84	70	72½	41
1934 ..	22	56	86	70	72½	41
1935 ..	25	57	87	70	70	43
1936 ..	30	59	89	74	70	47
1937 ..	39	59	102	78	74	54
1938 ..	40½	60	109	81	75	56
1939 ..	41	62	114	84	79	58
1940 ..	64	63	185	110	108	84
1941 ..	68	64	269	127	127	99

The foregoing figures are designed to indicate the average percentage increase in the cost of maintaining unchanged the standard of living prevailing among working-class households 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.

#### TRADE DISPUTES.\*

The number of disputes involving stoppages of work, reported to the Department as having begun in 1941 in Great Britain and Northern Ireland, was 1,241, as compared with 922 in the previous year. The great majority of the stoppages affected only individual establishments and were of short duration.

The number of workpeople directly involved (i.e., on strike or locked out) in the disputes beginning in 1941 was about 296,000, while about 62,000 were indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In addition nearly 2,000 workpeople were involved, either directly or indirectly, in 10 disputes which began in 1940 and extended into 1941. The total number of workpeople involved, either directly or indirectly, in all disputes which were in progress in 1941 was thus about 360,000,† as compared with 299,000† in 1940.

At the establishments where disputes were reported, the aggregate time lost in 1941 on account of disputes in progress during the year is estimated at about 1,075,000 working days. This total, though higher than that for 1940, when the corresponding figure was 940,000 working days, was lower than that for any other year since 1934.

The following Table classifies the disputes by industry:—

Industry Group.	1941.			1940.		
	Number of Disputes beginning in 1941.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration of Working Days of all Disputes in progress.	Number of Disputes beginning in 1940.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration of Working Days of all Disputes in progress.
Fishing and Agriculture .. ..	5	1,100	3,000	5	4,400	28,000
Coal Mining .. ..	463	153,000†	334,000	381	189,800†	505,000
Other Mining and Quarrying .. ..	12	800	3,000	5	400	3,000
Brick, Pottery, Glass, Chemical, etc. ..	35	4,800	10,000	23	1,400	5,000
Engineering .. ..	179	9				

Of the total numbers of workpeople shown above as involved in all disputes which were in progress in the two years, approximately 62,000 in 1941 and 74,000 in 1940 were only indirectly involved (i.e., thrown out of work at the establishments affected, but not themselves parties to the disputes).

**Principal Disputes in 1941.**—There were no disputes of outstanding importance during 1941, the great majority of the stoppages involving only small numbers of workpeople. Among the principal disputes, the most important were those in which over 25,000 apprentices in the engineering and shipbuilding industries in certain districts of Scotland, and at Belfast, Barrow and Manchester and district, stopped work at different dates and for varying periods between the end of February and the first week in April in support of claims for increases in rates of wages, about 220,000 working days being lost in this series of disputes. About 8,000 clerical and other workers in the Welsh tinplate industry were affected by a stoppage, in which 67,000 days were lost at the end of March and in the first week of April, arising out of the suspension of a clerk for alleged breach of discipline and a claim for recognition of the trade union. In November there was a short stoppage of some 12,500 engineering operatives at Glasgow, arising on a question as to the qualifications of a charge hand.

**Summary for 1931-41.**—In the following Table the figures for 1941 are compared with those for each of the previous ten years:—

Year.	Number of Disputes beginning in Year.	Number of Workpeople involved in Disputes beginning in Year.*			Approximate Aggregate Duration in Working Days of all Disputes in progress during Year.
		Directly.	Indirectly.	Total.	
1931 ..	420	424,000	66,000	490,000	6,980,000
1932 ..	389	337,000	42,000	379,000	6,490,000
1933 ..	357	114,000	22,000	136,000	1,070,000
1934 ..	471	109,000	25,000	134,000	960,000
1935 ..	553	230,000	41,000	271,000	1,960,000
1936 ..	818	241,000	75,000	316,000	1,830,000
1937 ..	1,129	388,000	209,000	597,000	3,410,000
1938 ..	875	211,000	63,000	274,000	1,330,000
1939 ..	940	246,000	91,000	337,000	1,360,000
1940 ..	922	225,000	74,000	299,000	940,000
1941 ..	1,241	296,000	62,000	358,000	1,080,000

The aggregate number of working days lost in disputes resulting in stoppages of work in 1941 was considerably lower than in any year, with the exception of 1933, 1934 and 1940, during the whole period (of nearly fifty years) for which statistics are available. During the last war, the numbers of workpeople involved in such disputes ranged from 276,000 in 1916 to over 1,100,000 in 1918, and the aggregate number of working days lost ranged from 2,450,000 in 1916 to nearly 5,900,000 in 1918.

## ESSENTIAL WORK (COALMINING INDUSTRY) ORDERS.

By the Essential Work (Coalmining Industry) (Amendment) Order, dated 9th December, 1941, the provisions of the Essential Work (Coalmining Industry) Order, 1941,† were amended in certain respects, and the texts of the two Orders have now been consolidated, with certain further amendments, in the Essential Work (Coalmining Industry) (No. 3) Order,‡ which was made by the Minister of Labour and National Service on 18th December. As from this date, the new Order revokes and supersedes the earlier Orders.

Under the amended provisions of the new Order the period within which appeals may be made against decisions of the National Service Officers on questions arising under the Order is reduced from fourteen to four days. Provision is also made whereby cases of absenteeism or indiscipline may now be reported to National Service Officers not only by the employer, as heretofore, but also by the Pit Production Committees. A further important amendment determines how periods of absence from work on account of sickness are to be treated for the purposes of the payment of the guaranteed wage.

The text of the new Order, so far as it departs from that of the original Order (as already printed on pages 112 to 114 of the issue of this GAZETTE for May, 1941), is given on page 26.

## PROVINCIAL ORGANISATION OF THE MINISTRY OF LABOUR AND NATIONAL SERVICE.

A list of the Administrative Regions of the Ministry of Labour and National Service, with the addresses of the Regional Controllers' Offices, and of the Offices of the District Man Power Boards, is given on page 29.

\* For the purpose of these totals workpeople are counted in the total for each year as many times as they were involved in a dispute during that year. The resulting duplication is mainly confined to the coal mining industry. The more considerable duplications in the totals for all industries have been as follows:—1931, 57,000; 1932, 70,000; 1935, 59,000; 1936, 66,000; 1937, 181,000; 1938, 66,000; 1939, 90,000; 1940, 87,000; 1941, 92,000.

† See the issue of this GAZETTE for May, 1941, pages 95 and 112.

‡ Statutory Rules and Orders, 1941, No. 2096; H.M. Stationery Office, price 2d. net (3d. post free). The text of the Order is given on page 26.

## NATIONAL SERVICE FOR WOMEN.

### CALLING-UP OF WOMEN UNDER THE NATIONAL SERVICE (No. 2) ACT, 1941.

**Royal Proclamation.**—The National Service (No. 2) Act, 1941, (the provisions of which were summarised on page 232 of the issue of this GAZETTE for December, 1941), extended the National Service Acts to women, except those in certain specified classes; and a Royal Proclamation made on 18th December imposed the liability to be called up for national service on women who, by 18th December, had reached the age of 20 but not 31. The Royal Proclamation does not apply to women in certain classes that are exempt under the statute, the main classes being as follows:—(1) married women (exclusive of widows), not living apart from their husbands under a decree or order of any Court; (2) any woman who has living with her a child of hers under the age of 14, including a step-child, an illegitimate child, or a child adopted before 18th December, 1941; (3) (i) members of Queen Alexandra's Royal Naval Nursing Service or any reserve thereof, (ii) members of the Women's Royal Naval Service, (iii) women medical practitioners serving in the Royal Navy or any naval reserve, (iv) members of Queen Alexandra's Imperial Military Nursing Service or any reserve thereof, (v) members of the Territorial Army Nursing Service or any reserve thereof, (vi) members of the Auxiliary Territorial Service, (vii) women employed with the Royal Army Medical Corps or the Army Dental Corps with relative rank as officers, (viii) members of Princess Mary's Royal Air Force Nursing Service or any reserve thereof, (ix) members of the Women's Auxiliary Air Force, and (x) women employed with the Medical Branch or the Dental Branch of the Royal Air Force with relative rank as officers.

**Order of Calling-up.**—The calling-up of women is to be effected by age-classes, beginning with the 1921 and 1920 classes. Women in the 1921 class were registered on 10th January, and as from that date women in the 1921 and 1920 classes are no longer to be accepted as volunteers in the Women's Auxiliary Services.

The 1921 class were required to register under the Registration for Employment Order, and not under the National Service Acts, for the reason that it is desired to obtain a register of married women (who are exempt under the National Service Acts), for the purpose of their transference to employment. The women in this age class, however, who are liable to be called up under the National Service Acts will be dealt with under those Acts, as described below. When an age class is to be called up under the National Service Acts the register already compiled under the Registration for Employment Order will be used, and thus a second registration will generally be avoided.

**Reservation.**—Women engaged in vital war work or services will not be called up. A list of such work and services has been drawn up and includes munitions work (including canteen work), transport services (including maintenance and repair), agriculture (including the Women's Land Army), cotton, timber production, Civil Defence Forces and Services, hospital and nursing services (including domestic staffs in hospitals), school teaching, Navy, Army and Air Force Institutes, and doctors, dentists and veterinary surgeons. Clerical and other ancillary work in the foregoing employments will not be included.

**Deferment.**—Women who are not reserved may have their calling-up deferred if they are engaged on work of importance to the war effort and it is in the national interest that they should not be moved from their present work. Applications for deferment will be decided by the District Man Power Boards.

**Arrangements for Exceptional Hardship and Conscientious Objectors.**—Women whose immediate calling up would cause exceptional hardship have a statutory right to apply for a certificate of postponement. These certificates last for a period not exceeding six months but are renewable. Any application that cannot be automatically allowed will be referred for decision to the local Military Service (Hardship) Committee. There are certain rights of appeal from the determination of a Hardship Committee to the Umpire who is the final authority.

Women have the same statutory right as men to plead conscientious objection, and any such cases will be referred, as in the case of men, to the local Tribunal for conscientious objectors and, if necessary, to the Appellate Tribunal.

There will be women representatives on the Committees and Tribunals.

**Option for Civilian Duties.**—Women who are liable to be called up will be given an opportunity of opting for specified Civil Defence duties or for specified jobs in industry. The Civil Defence duties will include duties in the National Fire Service and the Ambulance Service. The choice, so far as industry is concerned, will for the present be limited to a short list on the following lines: *First priority*—Royal Ordnance filling factories; *Second priority*—munitions work in engineering and aircraft factories; agriculture (including the Women's Land Army); domestic workers in hospitals and certain similar institutions; Government and Emergency Training Centres.

The foregoing priorities will be observed subject to the proper utilisation in the national interest of special qualifications. Women who opt for Civil Defence duties or for industry must be prepared, like women who enter the Women's Auxiliary Services, to serve away from home.

Women who express an option for the Women's Auxiliary Services or who do not wish to express an option at all will be considered for those Services and, for this purpose, will be summoned to medical examination and interview, in the same

way as are the men who are called up under the National Service Acts. They will be allocated to whichever of the Auxiliary Services is most in need of recruits. Women will not be employed on duties involving the use of lethal weapons, unless they volunteer for such duties.

### INDUSTRIAL REGISTRATION OF WOMEN.

Women belonging to the age groups that are being called up who are themselves exempt (e.g., married women) and women in all the age groups above those which are being called up at a given time will be dealt with under the present Registration for Employment procedure. Thus, while women in the 1921 and 1920 age classes are being called up under the National Service Acts, married women and women in the older age classes will, as at present, continue to be interviewed and transferred to vital war work, unless they volunteer and can be accepted in the Women's Services. In order to increase the number of women who can be transferred to important war work and service, it is necessary to proceed with the registrations of the older women as soon as possible as indicated below.

## REGISTRATION FOR EMPLOYMENT ORDER, 1941.

### REGISTRATIONS OF WOMEN.

Women born in the years 1908 and 1907 are required to register under the Registration for Employment Order on 7th and 21st February, respectively. Women in the 1906 and 1905 age classes will be required to register on 7th and 21st March, 1942.

## REGISTRATION OF BOYS AND GIRLS.

By the Registration of Boys and Girls Order, 1941,\* which was made by the Minister of Labour and National Service on 22nd December, under powers conferred on him by the Defence (General) Regulations, 1939, provision has been made whereby, if the Minister from time to time by public notice or otherwise so requires, every British subject, with certain exceptions, who is in Great Britain and has attained the age of 16 but has not attained the age of 18 years must register specified particulars about himself. The Order does not apply to persons within the specified ages who are (i) Dominions subjects not ordinarily resident in Great Britain, (ii) members of any of the Armed Forces of the Crown, (iii) undergoing training as cadets at the Royal Military Academy, the Royal Military College or the Royal Air Force College, (iv) lunatics, mentally defectives or blind persons, or (v) whole-time Civil Defence workers. The first group to register in accordance with the Order will be those boys born between 1st February, 1924, and 31st January, 1925, inclusive, unless they are exempted by the Order, and such persons are required to register certain prescribed particulars about themselves on 31st January at a Local Office of the Ministry of Labour and National Service or a Juvenile Employment Bureau of a Local Education Authority that is undertaking the work of registration.

It is not intended to register girls until all the boys have been dealt with.

In accordance with arrangements concluded between the Ministry of Labour and National Service and the Board of Education and the Scottish Education Department, particulars of each boy and girl who is registered under the Order will be sent, after registration, to the Local Education Authority, which will arrange to interview all those who are not already undergoing training or who are not members of a youth organisation. By this means the authorities will, for the first time, obtain a complete and accurate picture of the activities of young people in the 16-18 age group, which should be of the greatest value in determining future policy.

Boys and girls who are still undergoing full-time education will not be interviewed, but they will be asked at the school to undertake some form of national service. Young people now working under considerable strain in industry, and others who may be fully occupied after working hours with continued education or domestic work, will not be expected to undertake any additional duties.

At the interviews, which will be informal and friendly, boys and girls will be given an opportunity to join an appropriate body to equip themselves for the responsibilities of citizenship. They will be subject to no compulsion, but will be free to volunteer or enrol for any type of organisation or training they prefer. In the present war emergency, however, boys will be encouraged to take up some form of pre-service training, such as the Home Guard, or the Sea, Army or Air Cadets. This does not imply any underrating of the various voluntary organisations whose activities are valuable in promoting self-discipline, co-operation and resource.

The age for recruitment for the Home Guard will be reduced in certain areas to 16 for the discharge of particular duties which can appropriately be assigned to boys of that age. The A.T.C., which already has 160,000 boys of 16-18, needs a steady

\* Statutory Rules and Orders, 1941, No. 2146; H.M. Stationery Office, price 1d. net (2d. post free). The text of the Order is given on page 28.

flow of entrants to maintain its strength, and boys of 17 will be welcomed. Sea Cadets recruit boys between 14-17, and youths entered under the Admiralty "Y" Scheme can join the Sea Cadets at 17.

Younger boys of 15 will be accepted also for the A.T.C., though they will not be full members until they are 16, and both Sea and Army Cadets accept boys of 14 to 16. Boys of these ages are also to be encouraged to continue their education as a preparation for further technical training when they enter the Services.

## CONTROL OF BUILDING AND CIVIL ENGINEERING LABOUR.

In order to ensure that all labour in the building and civil engineering industries which is released from a contract shall be available at once to the Employment Exchanges, so that it can be placed forthwith where it is needed most, two new Orders, of which one is a re-enactment in an amended form of an existing Order, have been made by the Minister of Labour and National Service, after consultation with the Central Council for Works and Buildings and the Joint Advisory Panel to the Ministry of Works and Buildings of the building and civil engineering industries. Particulars of these Orders are given below. In addition, the movement of labour in building and civil engineering undertakings, together with other undertakings, is subjected to further control by the Undertakings (Restriction on Engagement) Order, 1941, of which a separate account is given on page 8.

Leaflets (E.D.L. 76 and 77) describing the purpose and operation of the Orders may be obtained from any Employment Exchange.

### ESSENTIAL WORK (BUILDING AND CIVIL ENGINEERING) (NO. 2) ORDER, 1941.\*

The above Order was made on 18th December, 1941, and as from that date revoked the original Essential Work (Building and Civil Engineering) Order, 1941, of which an account and the full text were given in the issue of this GAZETTE for June, 1941 (pages 116 and 129).

In the new Order the definition of the building and civil engineering contracting industries is replaced by a definition of building and civil engineering contracting undertakings. The definition is now exactly the same as that in Defence Regulation 56AB, which defines the scope of the registration of builders and civil engineering contractors by the Minister of Works and Buildings. The revised definition makes it clear by express provision that a branch, department or part of a local authority or of a public utility undertaking (e.g., a local authority building department or a public utility building maintenance department) is within the scope of the Order.

The new Order revises the definition of a "site," as a result of which a "site" may now cover a group of named sites in any particular area. In any such group, if scheduled, labour will be interchangeable, without the permission of the National Service Officer, between the individual sites.

The lending of a man from one undertaking to another, for a period not exceeding fourteen days, without the permission of a National Service Officer, is now restricted to occasions when the man's services are lent for work urgently required to be done as a result of enemy action.

The conditions under which minimum rates of wages are guaranteed in respect of absences are extended to include causes beyond the control of the employees, and also holidays.

A number of other alterations are made by the new Order, which is reproduced in full on pages 22 to 25 of this issue.

### BUILDING AND CIVIL ENGINEERING (RESTRICTION ON TRANSFER) ORDER, 1941.†

The above Order, which was made on 18th December, 1941, and took effect on 12th January, 1942, is designed to ensure that employers of building and civil engineering labour do not collect and transfer from one job to another a labour force to which they have no special title, thereby denuding certain districts of local labour and depriving many efficient but less fortunate contractors of the chance of securing the labour necessary to complete important Government work which they may have in hand. Accordingly, the Order prescribes that, except with the permission of a National Service Officer, no building or civil engineering employer, as defined in the Order, may transfer an employee from one site to another.

The Order applies to all classes of builders and civil engineering contractors, but provision is made in the Order for (i) the exemption of certain classes of employers in respect of certain classes of workpeople; (ii) the exemption of employers in certain classes of circumstances; and (iii) the granting by the National Service Officer of a general permission to an employer to transfer employees at will between two or more sites, without reference on every occasion to the National Service Officer. The classes of employers who are exempted will be made known from time to time; they will include firms who normally work by moving men about at short intervals from one job to another, e.g., steel erectors, flooring contractors, heating and ventilating engineers, and other classes of specialist contractor. Any undertaking not covered by the list which

\* Statutory Rules and Orders, 1941, No. 2067; H.M. Stationery Office, price 4d. net (5d. post free). The text of the Order is given on pages 22 to 25.

† Statutory Rules and Orders, 1941, No. 2068; H.M. Stationery Office, price 1d. net (2d. post free). The text of the Order is given on page 25.

feels that on similar grounds it should be exempted, may apply in writing to a National Service Officer.

If a contractor desires to transfer workers other than those in respect of whom he is exempted, he must apply to the National Service Officer, who will be guided in granting or refusing permission by considerations of the priority of work and the most efficient use of manpower. The Order will, however, be administered so as to avoid, as far as possible, the dispersal of the foremen and the key men on a contractor's staff, without whom he cannot carry on efficiently.

As far as possible, a local builder who works interchangeably on a number of small contracts within a district will be protected by a standing permission from the National Service Officer to transfer certain of his men at will within a defined area.

The termination of a spell of employment must be notified to the Employment Exchange without delay, both by the employer and by the man, subject to certain exemptions.

The Order is reproduced in full on page 25 of this issue.

## UNDERTAKINGS (RESTRICTION ON ENGAGEMENT) ORDER.

The Undertakings (Restriction on Engagement) Order, 1941,\* which was made by the Minister of Labour and National Service on 18th December, re-enacts in a consolidated text and amends in certain respects the provisions of the Undertakings (Restriction of Engagement) Order, 1940, and the Electrical Installation (Restriction on Engagement) Order, 1941, of which particulars and the texts were given in the issues of this GAZETTE for June, 1940, and April, 1941.

The Order applies to undertakings engaged in building, civil engineering, contracting, electrical installation and general engineering. In respect of such undertakings it continues practically unchanged the provisions of the superseded Orders, except that, in the case of building and civil engineering undertakings it is now no longer possible for an employer to re-engage a former employee except through the Employment Exchange. If, however, a worker is stood off for temporary reasons, such as weather conditions, he may be taken on again at the same site without going through the Employment Exchange. The suspension of employment for such temporary reasons does not constitute termination of the employment, and return to work does not technically involve re-engagement.

## GOVERNMENT TRAINING SCHEMES.

### REVISED ARRANGEMENTS.

REVISED arrangements with regard to the length of the period of training for war work of workers in Government Training Centres and the payments made to the workers during training have recently been made by the Ministry of Labour and National Service. Particulars of these arrangements are given in a leaflet (PL. 89/90 (Supplement)), copies of which may be obtained free of charge from any Regional or Local Office of the Ministry.

Under present circumstances, it is essential that a considerable proportion of trainees should be placed in industry within 8 weeks after entering training. It has therefore been decided to offer initially at Government Training Centres a course of from 4 to 8 weeks, and in appropriate cases to give the trainee an opportunity of taking a longer course, which will normally be 16 weeks, with the prospect of more responsible and interesting work in industry after training.

The rates of wages, increments and allowances hitherto paid to trainees (see the issue of this GAZETTE for July, 1941, page 135) have been revised in certain respects. The weekly minimum rates of wages have been increased in all cases, as follows:—Men, aged 21 and over, from 60s. 6d. to 65s. 6d.; aged 20, from 39s. 6d. to 42s. 6d.; aged 19, from 34s. 6d. to 37s.; Women, aged 21 and over, from 38s. to 43s.; aged 20, from 36s. 6d. to 41s.; aged 19, from 35s. to 39s. Increments, which are payable to trainees who qualify for the longer course, have been reduced in number from three to two, and are now normally payable (subject to proficiency tests) at the end of the eighth and twelfth week of training or, in the case of draughtsmen, eight and twelve weeks after they enter the drawing office. For men aged 21 and over the weekly rates of increment remain unchanged at 5s. in each case, but for those aged 20 and 19, respectively, they have been reduced from 5s. to 3s. and 2s. 6d. For women aged 21 and over, and 20 years, the rates remain unchanged at 3s. in each case; for women aged 19, however, they have been reduced from 3s. to 2s. 6d.

For young trainees under 19 years of age whose homes are within daily travelling distance from the Training Centre the basic rates of the allowances payable have been increased as follows:—Males, aged 18, from 23s. to 25s.; aged 16 and under 18, from 17s. to 19s.; Females, aged 18, from 21s. to 24s.; aged 16 and under 18, from 15s. to 17s.

The pocket money allowances payable, in addition to the usual lodging allowances, to young trainees living away from home have been increased from 7s. to 9s. for boys aged 18, from 6s. to 8s. for boys aged 16 and 17 years, and from 6s. to 9s. for girls aged 18.

The increments on allowances which are payable to young persons remain unchanged at the uniform rate of 2s. The number of increments is limited to two.

\* Statutory Rules and Orders, 1941, No. 2069; H.M. Stationery Office, price 1d. net (2d. post free). The text of this Order is given on pages 27 to 28.

## RESTORATION OF PRE-WAR TRADE PRACTICES BILL.

A Bill to make provision for the post-war restoration of trade practices departed from during the war was introduced in the House of Commons by the Minister of Labour and National Service on 17th December.

The Bill lays down that where a trade practice obtaining immediately before the war has been departed from in an undertaking during the war the employer shall, within two months of a date to be appointed by order, restore or permit the restoration of the practice and maintain it for eighteen months. If restoration was effected before the appointed date it shall be continued for eighteen months from that date. If an undertaking or branch of an undertaking began to be carried on during the war, the employer is placed under a similar obligation to introduce and maintain such trade practices as obtained immediately before the war in undertakings or branches of undertakings carried on in circumstances most nearly analogous.

The Bill provides that an agreement to modify or waive the obligation to restore a trade practice (or for the reference of the question of modification or waiver to arbitration) may be made as respects any undertaking or branch between the employer or an organisation of employers and a trade union whose custom it was before the war to maintain the trade practice in that undertaking or branch or any others carried on in analogous circumstances. If such an agreement has been made the employer is deemed to have discharged his obligation so long as he complies with the terms of the agreement (or arbitration award).

If any question arises whether an obligation is imposed on an employer or whether he has discharged his obligation, the Bill provides that the question may be reported to the Minister by any employers' organisation or trade union which in the opinion of the Minister habitually takes part in the settlement of wages and working conditions in the trade or industry in question. If suitable agreed machinery for settling the question already exists the Minister must refer the question to that machinery. If it does not exist the Minister must take such other steps as appear to him expedient for settling it. If a question is not settled by these means or if a settlement is unlikely within a reasonable time the Minister must refer it for compulsory arbitration.

The remaining provisions of the Bill deal with the setting up of Arbitration Tribunals and the definition of their powers and duties, legal proceedings in respect of default in complying with an award of a Tribunal, the position of undertakings carried on by the Crown and Local Authorities and the application of the Bill to Scotland and Northern Ireland.

## HOW FACTORY ACCIDENTS HAPPEN.

An illustrated booklet\* under this title has been issued on behalf of the Factory Department of the Ministry of Labour and National Service. One object of the issue of this booklet (which is the first to be published since the discontinuance after September, 1939, of the quarterly series under the same title) is to give additional help to the safety officers and Safety Committees of firms which have adopted the accident-prevention scheme sponsored by the Department in conjunction with the Royal Society for the Prevention of Accidents.†

In a foreword to the pamphlet it is stated that the volume "aims, in particular, at illustrating the types of accidents which are most common in war time; it is hoped that these particulars may go some way towards the prevention of these accidents."

## FOOD CONTROL.

### MAXIMUM RETAIL PRICES OF FOOD.

Under the Sugar (Maximum Prices) Order, 1941, made by the Minister of Food, the maximum retail prices of all varieties of sugar for domestic consumption were reduced from 29th December by one penny per lb. The maximum price of granulated sugar is now 3d. per lb., of cubes 3½d. Slightly higher prices may be charged in the remoter parts of Scotland and in the Scilly Isles.

Other recent Orders by the Minister of Food introduced maximum prices of goat meat and of horseflesh for human consumption from 24th November; of salted cod, haddock, ling, saithe or tusk, from 1st December for smoked salted and from 9th January for dry salted; of home-produced preserved eggs (on such sales as are permitted) from 4th December; and of saccharin tablets from 1st January. Other Orders revised the maximum prices of imported canned salmon, pilchards and herrings, and introduced maximum prices of other imported canned fish from 17th November; revised the maximum prices of home-grown tomatoes from 24th November; and revised the maximum prices of milk powder, introducing also the maximum retail price of 9d. per tin for skim spray milk powder, from 24th November. As regards retail prices of milk, an amending Order has been made, the purpose of which is to permit adjustments in authorised prices in order to remove recognised inequalities in the retail prices in certain districts.

\* How Factory Accidents Happen; H.M. Stationery Office, price 6d. net (7d. post free).

† See the November, 1940, issue of this GAZETTE, page 284.

## EMPLOYMENT IN DECEMBER.

### GENERAL SUMMARY.

THE number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 8th December, was 92,343, a decrease of 2,992 as compared with 17th November. Of this total, 27,578 had been classified by interviewing panels\* as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 4,426, a decrease of 1,488 as compared with 17th November. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 9,523, a decrease of 1,261 as compared with 17th November.

The corresponding figures for women and girls on the registers at 8th December were 72,881 wholly unemployed, 8,835 temporarily stopped, and 346 unemployed casual workers. Of those wholly unemployed 2,812 had been classified by interviewing panels as unsuitable for normal full-time employment, and 2,873 had been classified as unable for good cause to transfer to another area. As compared with 17th November, the numbers wholly unemployed showed a decrease of 3,768, those temporarily stopped a decrease of 1,263, and unemployed casual workers an increase of 24.

The number of applicants for unemployment benefit or allowances on the registers at 8th December was 129,791, as compared with 138,229 at 17th November, and 586,081 at 9th December, 1940.

The numbers registered as unemployed at 8th December are analysed below:—

	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
Great Britain.			
Men .. .. .	84,235	4,356	9,506
Boys .. .. .	8,108	70	17
Women .. .. .	62,058	7,957	346
Girls .. .. .	10,823	878	—
Total .. .. .	165,224	13,261	9,869
Decrease (—) as compared with 17th November, 1941 .. .. .			
	—6,760	—2,751	—1,237
9th December, 1940 .. .. .			
	—376,676	—128,587	—11,662
Great Britain and Northern Ireland.			
Men .. .. .	93,549	5,066	10,592
Boys .. .. .	8,785	110	17
Women .. .. .	74,613	10,356	384
Girls .. .. .	12,073	973	—
Total .. .. .	189,020	16,505	10,993
Decrease (—) as compared with 17th November, 1941 .. .. .			
	—5,790	—2,866	—1,252
9th December, 1940 .. .. .			
	—413,475	—132,248	—12,681

### UNEMPLOYMENT SUMMARY BY DISTRICTS.

THE following Table shows the numbers of unemployed persons on the registers at 8th December in each administrative region:—

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Wholly Unemployed.					
London and South-Eastern .. .. .	16,138	1,836	13,473	1,856	33,303
Eastern .. .. .	2,815	270	4,385	480	7,950
Southern .. .. .	2,071	294	2,328	402	5,095
South-Western .. .. .	3,188	346	3,001	469	7,004
Midlands .. .. .	1,609	223	1,272	220	3,324
North-Midlands† .. .. .	2,571	213	2,993	334	6,101
North-Eastern .. .. .	6,350	319	3,774	678	11,121
North-Western† .. .. .	12,463	991	9,622	880	23,956
Northern .. .. .	9,343	941	4,944	2,107	17,335
Scotland .. .. .	15,975	1,598	12,406	1,831	31,810
Wales .. .. .	11,712	1,077	3,870	1,566	18,225
Great Britain .. .. .	84,235	8,108	62,058	10,823	165,224
Northern Ireland .. .. .	9,314	677	12,555	1,250	23,796
Great Britain and Northern Ireland .. .. .	93,549	8,785	74,613	12,073	189,020
Temporarily Stopped.					
London and South-Eastern .. .. .	149	—	1,027	9	1,185
Eastern .. .. .	27	1	195	21	244
Southern .. .. .	15	—	135	16	167
South-Western .. .. .	53	1	212	5	271
Midlands .. .. .	148	—	169	—	317
North-Midlands† .. .. .	260	5	437	28	730
North-Eastern .. .. .	1,188	3	1,232	38	2,461
North-Western† .. .. .	1,275	10	2,437	123	3,845
Northern .. .. .	455	3	505	57	1,020
Scotland .. .. .	382	11	1,168	81	1,642
Wales .. .. .	404	36	440	500	1,380
Great Britain .. .. .	4,356	70	7,957	878	13,261
Northern Ireland .. .. .	710	40	2,399	95	3,244
Great Britain and Northern Ireland .. .. .	5,066	110	10,356	973	16,505

\* See page 213 of the August, 1940, issue of this GAZETTE, and page 12 of the January, 1941, issue.

† The figures relate to the Regions as now constituted, i.e., after the change in boundaries at 8th December, 1941 (see page 29 of this issue of the GAZETTE.) As a result of the change, the total number on the registers at 8th December, 1941, including wholly unemployed, temporarily stopped and unemployed casual workers was raised in the North-Midlands Region and reduced in the North-Western Region by 364 (184 men, 12 boys, 156 women and 12 girls).

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Unemployed Casual Workers.					
London and South-Eastern .. .. .	4,084	2	120	—	4,206
Eastern .. .. .	660	—	12	—	672
Southern .. .. .	169	—	—	—	169
South-Western .. .. .	830	—	3	—	833
Midlands .. .. .	2	—	—	—	2
North-Midlands* .. .. .	298	—	12	—	310
North-Eastern .. .. .	184	—	—	—	184
North-Western* .. .. .	208	11	3	—	222
Northern .. .. .	1,003	—	57	—	1,060
Scotland .. .. .	981	4	139	—	1,124
Wales .. .. .	1,087	—	—	—	1,087
Great Britain .. .. .	9,506	17	346	—	9,869
Northern Ireland .. .. .	1,086	—	38	—	1,124
Great Britain and Northern Ireland .. .. .	10,592	17	384	—	10,993

The increases (+) or decreases (—) between 17th November, 1941, and 8th December, 1941, in the numbers of persons on the registers in the various administrative regions were as shown below:—

Region.	Wholly Unemployed.		Temporarily Stopped.		Unemployed Casual Workers.	
	Males.	Females.	Males.	Females.	Males.	Females.
London and South-Eastern .. .. .	— 292	— 1,322	— 7	— 93	+ 328	— 1
Eastern .. .. .	— 144	+ 835	— 32	— 133	+ 1	— 9
Southern .. .. .	+ 94	— 91	+ 3	+ 27	+ 103	— 9
South-Western .. .. .	+ 27	— 177	+ 187	+ 1	+ 112	— 2
Midlands .. .. .	— 152	— 135	— 20	— 20	—	—
North-Midlands* .. .. .	+ 79	+ 494	— 291	— 67	+ 2	+ 3
North-Eastern .. .. .	— 332	+ 316	— 291	— 346	+ 830	— 1
North-Western* .. .. .	— 186	— 2,097	— 526	— 346	+ 10	— 1
Northern .. .. .	— 1,006	— 227	— 63	— 160	+ 358	+ 35
Scotland .. .. .	— 516	— 792	— 297	— 271	+ 109	+ 10
Wales .. .. .	— 563	— 572	— 59	+ 227	— 520	—
Northern Ireland .. .. .	+ 1,733	— 763	+ 29	— 144	— 8	— 7

A further analysis of the numbers unemployed at 8th December in Great Britain, giving separate figures for persons insured against unemployment, together with the numbers applying for benefit or unemployment allowances is shown on page 10.

UNEMPLOYMENT DURING THE PAST 12 MONTHS. THE following Table shows the numbers of persons (insured and uninsured) on the registers of Employment Exchanges at one date in each month since December, 1940:—

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.						
1940						
9 December .. .. .	248,068	16,943	244,166	32,723	541,900	602,495
1941						
13 January .. .. .	236,957	22,005	222,142	40,284	521,388	580,528
10 February .. .. .	200,160	17,386	197,293	34,136	448,975	502,399
17 March .. .. .	159,638	13,022	165,319	26,329	364,308	404,538
21 April .. .. .	139,895	17,344	133,056	28,477	318,772	359,122
12 May .. .. .	127,733	14,251	122,002	26,326	290,312	334,887
16 June .. .. .	110,428	11,134	102,181	19,913	243,656	278,238
14 July .. .. .	102,010	11,652	88,852	17,063	219,577	252,002
11 August .. .. .	98,737	17,390	82,208	21,436	219,771	247,294
15 September .. .. .	87,638	12,410	78,854	17,692	196,594	220,597
13 October .. .. .	85,598	11,436	72,789	16,027	185,850	210,645
17 November .. .. .	86,173	9,162	64,093	12,556	171,984	194,810
8 December .. .. .	84,235	8,108	62,058	10,823	165,224	189,020
Temporarily Stopped.						
1940						
9 December .. .. .	82,435	2,415	53,952	3,046	141,848	148,753
1941						
13 January .. .. .	89,699	2,360	56,936	3,386	152,381	159,941
10 February .. .. .	67,711	1,706	42,588	2,230	114,235	120,429
17 March .. .. .	40,856	820	31,786	2,229	75,691	80,819
21 April .. .. .	40,992	803	31,809	1,769	75,373	80,711
12 May .. .. .	27,261	523	36,016	1,944	65,744	70,643
16 June .. .. .	17,656	390	28,268	1,419	47,733	51,419
14 July .. .. .	20,340	522	23,854	1,311		

## UNEMPLOYMENT AMONG BOYS AND GIRLS.

On page 9 details are given of the numbers of boys and girls under 18 years of age on the registers of Employment Exchanges and Juvenile Employment Bureaux at 8th December, 1941. The following Table shows the total numbers of juveniles, (a) aged 14 and 15 years, and (b) aged 16 and 17 years, on the registers at that date:—

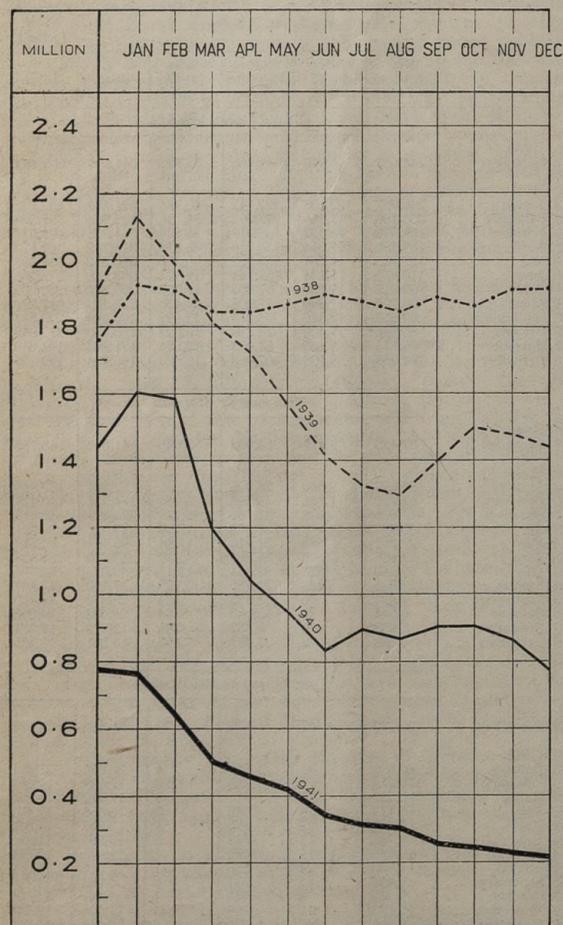
Region.	Boys			Girls		
	Aged 14 and 15.	Aged 16 and 17.	Total.	Aged 14 and 15.	Aged 16 and 17.	Total.
London and South-Eastern ..	709	1,129	1,838	850	1,015	1,865
Eastern ..	90	181	271	189	312	501
Southern ..	162	132	294	226	192	418
South-Western ..	144	203	347	202	272	474
Midlands ..	81	142	223	98	122	220
North-Midlands ..	92	126	218	155	207	362
North-Eastern ..	144	178	322	339	377	716
North-Western*	496	516	1,012	450	553	1,003
Northern ..	554	390	944	1,075	1,089	2,164
Scotland ..	667	946	1,613	768	1,144	1,912
Wales ..	494	619	1,113	673	1,393	2,066
Great Britain	3,633	4,562	8,195	5,025	6,676	11,701
Northern Ireland	106	611	717	171	1,174	1,345
Gt. Britain and N. Ireland ..	3,739	5,173	8,912	5,196	7,850	13,046

The total number of insured juveniles, under 18 years of age, recorded as unemployed in Great Britain and Northern Ireland at 8th December, 1941 (including those, not on the register, whose unemployment books were in the two months' file) was 22,866 of whom 10,048 were boys and 12,818 were girls. Of these, 3,624 boys and 4,459 girls were under 16 years of age.

In the week ended 17th December, 1941, the number of juveniles, under 18 years of age, who attended authorised courses of instruction was 265, including 98 boys and 167 girls. Of this total, 35 were in the North-Eastern Region, 30 in the Northern Region, 12 in Scotland, and 188 in Wales.

## UNEMPLOYMENT CHART.

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



\* See footnote (†) in first column on page 9.

## COMPOSITION OF UNEMPLOYMENT STATISTICS: GREAT BRITAIN.

ANALYSIS FOR 8TH DECEMBER, 1941.

	Men 18 years and over.	Boys under 18 years	Women 18 years and over.	Girls under 18 years	Total.
Insured on Register:—					
1. Claimants to benefit and applicants for Unemployment Allowances ..	80,406	2,089	37,240	3,223	122,958
2. Non-claimants:—					
(a) Aged 16 and over ..	7,290	1,861	11,552	2,163	22,866
(b) Aged 14 and 15 ..	—	2,449	—	2,758	5,207
Others on Register:—					
3. Applicants for Unemployment Allowances ..	3,640	17	2,408	61	6,126
4. Women, aged 60-64, claiming Benefit* ..	—	—	707	—	707
5. Persons without applications:—					
(a) Aged 16 and over ..	6,761	595	18,454	1,229	27,039
(b) Aged 14 and 15 ..	—	1,184	—	2,267	3,451
Total on Register ..	98,097	8,195	70,361	11,701	188,354
Insured Unemployed:—					
Aged 16 and over:					
6. Number on Register (Items 1 and 2(a)) ..	87,696	3,950	48,792	5,386	145,824
7. Two months' file† ..	16,629	1,819	28,762	1,848	49,078
8. Special Schemes—Claimants to Benefit ..	126	3	132	4	265
Total aged 16 and over ..	104,451	5,772	77,706	7,238	195,167
Aged 14 and 15:					
9. Numbers on Register (Item 2(b)) ..	—	2,449	—	2,758	5,207
10. Two months' file† ..	—	1,074	—	1,528	2,602
Total aged 14 and over ..	104,451	9,295	77,706	11,524	202,976

## UNEMPLOYMENT FUND.

THE following Table shows, approximately, the income and expenditure of the Unemployment Fund† in Great Britain for the periods stated:—

	Four weeks ended 27th Dec., 1941.	Five weeks ended 29th Nov., 1941.	Four weeks ended 28th Dec., 1940.
(1) General Account	£	£	£
Contributions received from:—			
Employers ..	1,984,000	2,451,000	1,873,000
Employed persons ..	1,983,000	2,451,000	1,873,000
Exchequer ..	1,976,000	2,455,000	1,875,000
Miscellaneous Receipts ..	—	8,000	2,000
Total Income ..	5,943,000	7,365,000	5,623,000
Benefit ..	308,000	425,000	1,587,000
Cost of Administration ..	237,000	307,000	550,000
Accrued Charge for Debt Service¶ ..	—	—	153,000
Miscellaneous Payments ..	36,000	35,000	29,000
Total Expenditure ..	581,000	767,000	2,319,000
Debt Outstanding¶ ..	—	—	38,974,000
(2) Agricultural Account.			
Contributions received from:—			
Employers ..	31,000	31,000	25,000
Employed persons ..	31,000	30,000	24,000
Exchequer ..	31,000	30,000	25,000
Miscellaneous Receipts ..	—	—	—
Total Income ..	93,000	91,000	74,000
Benefit ..	10,000	3,000	51,000
Cost of Administration ..	11,000	12,000	9,000
Miscellaneous Payments ..	—	1,000	—
Total Expenditure ..	21,000	16,000	60,000

## UNEMPLOYMENT ALLOWANCES.

FOR the period of four weeks ended 27th December, 1941, expenditure on unemployment allowances (excluding the cost of administration) amounted to approximately £230,000, compared with £310,000 during the five weeks ended 29th November, 1941, and £786,000 during the four weeks ended 28th December, 1940.

Comparison of the figures for November and December, 1941, with those for the corresponding months of 1940 is affected by the operation of the Determination of Needs Act, 1941 (see the issue of this GAZETTE for April, 1941, page 76).

\* These are women who had ceased to be insurable under the Unemployment Insurance Acts at 1st July, 1940, or on reaching the age of 61, but were still applying for unemployment benefit under Section 3(4) of the Old Age and Widows' Pensions Act, 1940.

† The two months' file of lodged books consists of books of persons who had 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.

‡ A detailed account of the Fund is presented to Parliament annually (see H.C.20 of 1941 for the period ended 31st March, 1940).

§ This figure does not take account of a repayment of £631,000 made to the Fund in respect of Cost of Administration charged in previous periods.

¶ Includes adjustment.

‡ The debt which stood at £105,780,000 at 1st July, 1934, had been completely discharged at 31st March, 1941, by the principal repaid (£7,193,000) in the statutory half-yearly instalments and special repayments under the Unemployment Insurance Act, 1938 (£98,587,000).

## CHANGES IN RATES OF WAGES AND HOURS OF LABOUR IN DECEMBER.

## 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 December resulted in an aggregate increase estimated at about £404,000 in the weekly full-time wages of about 2,100,000 workpeople, and in a decrease estimated at about £300 in those of 18,500 workpeople.† These figures do not include agricultural workers,\* whose minimum rates were raised in all areas of England and Wales.

The principal industries in which wage rates were increased included coal and ironstone mining in certain districts, the iron and steel industry, tinplate manufacture, engineering, shipbuilding and ship-repairing, vehicle building, the jute industry, tobacco, etc., manufacture, bakeries in Scotland and Northern Ireland and agriculture in England and Wales. The decreases were confined to coal mining in one district.

In coal mining there were small increases in Derbyshire, Nottinghamshire, Leicestershire, North Staffordshire and Warwickshire, and a decrease in the Cannock Chase district, due in each case to the operation of sliding-scale agreements under which wage rates fluctuate in correspondence with the ascertained proceeds of the industry. In ironstone mining and quarrying in certain districts, the iron and steel industry (including pig iron manufacture, iron puddling and steel melting and rolling) and tinplate manufacture, the flat-rate additions to wages were increased, under cost-of-living sliding-scale arrangements, by 0.8d. a shift for men and 0.4d. a shift for youths and boys. Men employed in engineering and certain allied branches of industry and in shipbuilding and ship-repairing received an advance of 5s. a week under awards of the National Arbitration Tribunal, increases graded according to age being subsequently granted to apprentices, youths and boys. In the vehicle building industry, the war bonus for men was advanced by 5s. a week, with smaller increases for younger workers. In the jute industry, the minimum rates fixed under the Trade Boards Acts for timeworkers were raised by 2s. 6d. a week and piecework earnings were increased by the same amount. The Trade Board minimum rates for bakers and confectioners (men) were raised by 9d. or 1s. a week in Scotland and by from 2s. 6d. to 3s. a week in Northern Ireland, with smaller increases for

women and young workers. In tobacco, etc., manufacture there were increases in Trade Board minimum time rates of 4½d. a week for men and 3d. a week for women and juveniles, with corresponding increases for pieceworkers. Other important classes of workers whose wage rates were increased were workpeople employed on outside steelwork erection and those employed in the linen and cotton handkerchief, etc., industry in Northern Ireland.

In addition to the classes of workpeople covered by the statistics\* given above, agricultural\* workers in all districts in England and Wales received increases in their rates of wages. For ordinary male labourers, the minimum rates fixed under the Agricultural Wages Regulation Acts were raised to 60s. a week (see this GAZETTE for December, 1941, page 235) involving increases varying in different districts from 2s. to 12s. a week. There were also increases in the rates of wages for special classes of male workers, youths and boys, and in those of women and girls in nearly all areas of England and Wales.

Of the estimated total increase of £404,000 a week, about £3,500 was due to the operation of sliding-scales based on fluctuations in the proceeds of the coal mining industry; £5,300 was due to arrangements made by joint standing bodies (including £800 under cost-of-living sliding scales arranged by such bodies); £3,200 was due to the operation of other sliding scales based on the cost of living; £344,000 was due to arbitration awards; and the remaining £48,000 was the result of direct negotiations between the employers and workpeople or their representatives. The whole of the estimated decrease of £300 was due to the operation of a sliding scale based on fluctuations in the proceeds of the coal mining industry.

## Hours of Labour.

For agricultural workers, the weekly number of hours beyond which overtime becomes payable was increased in a few districts and decreased in others.

## Changes in Wages and Hours in 1941.

A special article dealing with these changes appears on pages 2 to 4 of this issue of the GAZETTE.

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING DECEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Agriculture	England and Wales ..	28 Dec.	Men, youths and boys (14 years of age and over).	Increases ranging from 2s. to 12s. a week in different districts in the minimum rates of wages of ordinary adult workers, making the rate 60s. a week in each district, with adjustments in the rates for special classes of workers and for workers under 21 years of age.‡§
			Women and girls (14 years of age and over).	Increases ranging from ¼d. an hour to 8s. a week in different districts in the minimum rates of wages for women (except in Berkshire and Staffordshire where there was no change), with adjustments in the rates for girls.‡§
	Merioneth and Montgomery.	7 Dec.	Men, youths and boys (14 years of age and over).	Increase of 4s. a week (48s. to 52s.) in minimum rate for men, and of 1s. 6d. to 3s. 6d. for youths and boys.‡
	Northern Ireland ..	8 Dec.	Men, youths and boys (16 years of age and over), other than workers employed in scutching of flax or tow.	Increase of 7s. 6d. a week in minimum rates. Minimum rates after change, at 21 years and over, 41s. to 47s. 9d. according to district.¶
	Durham ..	1 Dec.	Underground workers under 21 years of age.	Increase of 6d. a day on basis rates.
Coal Mining	Derbyshire (except South Derbyshire) ..	1 Dec.	Workpeople employed in and about coal mines.	Increase of 0.79 per cent. on basis rates, making wages 7.62 per cent. above the basis rates.**
	South Derbyshire ..			Increase of 0.06 per cent. on basis rates, making wages 67.67 per cent. above the basis rates.**
	Nottinghamshire ..	1 Dec.	Workpeople employed in and about coal mines.	Increase of 2 per cent. on basis rates making wages 110 per cent. above the basis rates.**
	Leicestershire ..			Increase of 0.59 per cent. on basis rates, making wages 79.21 per cent. above the basis rates.**
	Cannock Chase ..	1 Dec.	Workpeople employed in and about coal mines, other than engine winders, deputies and firemen, examiners and shotlighters.	Decrease of 0.89 per cent. on basis rates, leaving wages 51.55 per cent. above the basis rates for shopmen, mechanics and surface workers not handling coal and 49.55 per cent. above the basis rates for all other workers.**
	North Staffordshire ..	1 Dec.	Workpeople employed in and about coal mines, other than overmen, underground firemen and shot-firers.	Increase of 1 per cent. on basis rates, making wages 45 per cent. above the basis rates.**
Warwickshire ..	1 Dec.	Workpeople employed in and about coal mines.	Increase of 2 per cent. on basis rates, making wages 84 per cent. above the basis rates at the majority of collieries and 79 per cent. at others.**	

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

† The workpeople whose rates of wages were reduced in December had received increases of greater amount during the earlier months of 1941.

‡ These changes took effect under Orders issued under the Agricultural Wages Regulation Acts, following upon the introduction by the Agricultural Wages Board of a national minimum wage of not less than 60s. a week for ordinary adult male agricultural workers in England and Wales (see this GAZETTE for December, 1941, page 235).

§ See also under Changes in Hours of Labour.

|| This increase took effect under an Order issued under the Agricultural Wages Regulation Acts, prior to the introduction of the national minimum rate of not less than 60s. a week for ordinary adult male agricultural workers in England and Wales.

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

\*\* Fiat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING DECEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.	
Other Mining and Quarrying.	Cumberland .. ..	29 Dec.	Iron-ore miners .. . . .	War bonus increased* by 1d. a shift (2s. to 2s. 1d.) for those 18 years and over, and by ½d. a shift (1s. to 1s. 0½d.) for those under 18 years.	
	Cleveland .. . . .	1 Dec.	Ironstone miners .. . . .		
	Leicestershire and adjoining parts of of Lincolnshire.	1st pay day in Dec.	Ironstone miners and limestone quarrymen.		
	North Lincolnshire ..	7 Dec.	Ironstone miners and quarrymen ..		
	Banbury and district.	7 Dec.	Ironstone miners and quarrymen ..	Flat-rate addition to wages (previously granted) increased* by 0·8d. a shift (1s. 5·6d. to 1s. 6·4d.) for men and by 0·4d. a shift (8·8d. to 9·2d.) for youths and boys.	
	Northamptonshire (including Corby).	7 Dec.	Ironstone miners and quarrymen ..		
	South and West Durham.	1 Dec.	Limestone quarrymen .. . . .		
Brick Making	England and Wales ..	1st pay day in Dec.	Panmen, millfeeders and claymixers employed in the making of building bricks (other than glazed bricks), roofing and flooring tiles (unglazed), terra cotta (unglazed), chimney pots and finials.	Increase of 1d. an hour (1s. 4d. to 1s. 5d.).	
	Great Britain .. . . .	Pay day in week commencing 15 Dec.	Workpeople employed in the manufacture and wholesale distribution of chemicals, drugs, proprietary medicines and essences.	Increase of 3s. a week for men and women, 21 years and over, of 2s. for those 18 to 20 and of 1s. 6d. for those 14 to 17 years of age. Minimum weekly rates after change: Men, 21 and over—Class I occupations, 7s., Class II, 71s., Class III, 6s.; Women, 21 years and over—Class I, 47s. 6d., Class II, 41s. 6d.	
Chemical, etc., Manufacture.	Cleveland and Durham, West Cumberland and North Lancs., North Lincs., North Staffs., South Staffs., Bilston, Northants. (including Corby), and South Wales and Monmouthshire.	7 Dec.	Workpeople employed at blast-furnaces (except those whose wages are regulated by movements in other industries).	Flat-rate addition to wages (previously granted) increased* by 0·8d. a shift (1s. 5·6d. to 1s. 6·4d.) for men and by 0·4d. a shift (8·8d. to 9·2d.) for youths and boys.	
	Nottinghamshire and Leicestershire.	1st pay in Dec.	Workpeople (excluding those engaged on maintenance work) employed at blast-furnaces.		
	West of Scotland ..	Pay period commencing nearest 1 Dec.	Workpeople (excluding those engaged on maintenance work) employed at certain blast-furnaces.	Flat-rate addition to wages (previously granted) increased* by 0·8d. a shift (1s. 4d. to 1s. 4·8d.) for men and by 0·4d. a shift (8d. to 8·4d.) for youths and boys.	
	Great Britain† .. . .	1 Dec.	Workpeople employed in steel sheet rolling mills.	Flat-rate addition to wages (previously granted) increased* by 0·8d. a shift (1s. 4·8d. to 1s. 5·6d.) for men and by 0·4d. a shift (8·4d. to 8·8d.) for youths and boys.	
	North-East Coast Area	7 Dec.	Workpeople employed at iron puddling furnaces and rolling mills.	Flat-rate addition to wages (previously granted) increased* by 0·8d. a shift (1s. 5·6d. to 1s. 6·4d.) for men and by 0·4d. a shift (8·8d. to 9·2d.) for youths and boys.	
	Iron and Steel Manufacture.	West of Scotland	1 Dec.	Workpeople employed at iron puddling forges and mills and sheet mills.	Flat-rate addition to wages (previously granted) increased* by 0·8d. a shift (1s. 5·6d. to 1s. 6·4d.) for men and by 0·4d. a shift (8·8d. to 9·2d.) for youths and boys.
		Great Britain† .. . .	29 Dec.	Ditto .. . . .	Flat-rate addition to wages (previously granted) increased* by 0·8d. a shift (1s. 6·4d. to 1s. 7·2d.) for men and by 0·4d. a shift (9·2d. to 9·6d.) for youths and boys.
	Engineering	North-East Coast Area	7 Dec.	Men employed in steel rolling mills ..	
		Barrow-in-Furness ..	7 Dec.	Rail millmen, merchant millmen, enginemmen, cranimen, etc.	
		Workington .. . . .	7 Dec.	Steel millmen and labourers (dual workers).	Flat-rate addition to wages (previously granted) increased* by 0·8d. a shift (1s. 5·6d. to 1s. 6·4d.) for men and by 0·4d. a shift (8·8d. to 9·2d.) for youths and boys.
Scunthorpe .. . . .		7 Dec.	Steel millmen, wagon builders and repairers.		
Bilston .. . . .		7 Dec.	Steel millmen, maintenance men, etc.		
West of Scotland ..		7 Dec.	Millmen, gas producermen, enginemmen, cranimen, firemen, and mill labourers, semi-skilled workers and general labourers employed in steel rolling mills.		
South-West Wales ..		7 Dec.	Workpeople (excluding those engaged on maintenance work) employed in Siemens steel manufacture.	Flat-rate addition to wages (previously granted) increased* by 0·8d. a shift (1s. 4·8d. to 1s. 5·6d.) for men and by 0·4d. a shift (8·4d. to 8·8d.) for youths and boys.	
Engineering		Great Britain and Northern Ireland.	Beginning of 1st full pay period after 10 Dec.	Workpeople employed in the engineering and allied industries (except those whose wages are regulated by wage movements in other industries, e.g., building, electrical contracting):— Men .. . . . Apprentices, youths and boys..	Bonus increased by 5s. a week. Increases of 1s. 3d. a week for those 16 years of age, 1s. 6d. for those 17, 2s. 1½d. for those 18, 2s. 6d. for those 19, and 3s. for those 20.

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

† This increase affected mainly the employees of firms which are members of the Sheet Trade Board, the principal districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.

‡ This increase affected mainly the employees of firms affiliated to the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire, Lincolnshire, the Midlands, South Wales and the West of Scotland.

§ Workpeople in the allied industries include those employed by federated firms in railway carriage and wagon building, constructional engineering, sheet metal working, gas meter making, scale, beam and weighing machine making in various districts in Great Britain, and in the drop forging and stamping, cycle, ammunition, axle and spring, cast-iron hollow-ware, nail, tank, spring, tube and wire rope, etc., trades in the Birmingham and Wolverhampton districts.

|| This increase was the result of an Award of the National Arbitration Tribunal (see page 19).

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING DECEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Engineering, Shipbuilding and Ship-repairing.	Cambridge .. . . .	Beginning of pay period starting in week commencing 15 Dec.	Labourers and semi-skilled workers employed in engineering.	Increase of 1s. a week (28s. to 29s.) in basic rate for labourers and of 1s. for semi-skilled workers whose present basic rates do not exceed 40s.
	Bury St. Edmunds, Maldon, Sudbury, Stowmarket, King's Lynn and East Dereham.	Beginning of pay period starting in week commencing 8 Dec.	Labourers and semi-skilled workers employed in engineering.	Minimum basic rate adopted of 28s. a week for labourers, involving increases of various amounts, with corresponding increases for semi-skilled workers subject to a maximum basic rate (after increase) of 40s. a week. Piecework prices to be adjusted only where necessary to enable workers of average ability under ordinary conditions to earn at least 25 per cent. above the increased basic rates (excluding war bonus).
	All federated ship-building and ship-repairing centres in Great Britain and Northern Ireland.	Beginning of 1st full pay period after 10 Dec.	Workpeople employed in the ship-building and ship-repairing industry (except those whose wages are regulated by movements in other industries):— Men .. . . . Apprentices .. . . . Youths and boys .. . . .	Bonus increased by 5s. a week for both timeworkers and pieceworkers.* National uniform rates after change (inclusive of bonus) for principal classes of timeworkers engaged on new work: skilled men, 83s. 6d a week, unskilled men, 64s. 6d. The rates in the West of England and in Aberdeen are 1s. a week less. Increases of 10d. a week in 1st year of apprenticeship, 1s. 3d. in 2nd year, 1s. 8d. in 3rd year, 2s. 1d. in 4th year, and 2s. 6d. in 5th year. Increases of 10d. a week for those 15 and 16 years of age, 1s. 3d. for those 17, 1s. 8d. for those 18, 2s. 1d. for those 19, and 2s. 6d. for those aged 20.
Great Britain and Northern Ireland.	Portsmouth † .. . .	Beginning of 1st full pay period after 10 Dec.	Fitters, turners, etc., employed in federated ship-yards:— Men .. . . . Apprentices, youths and boys ..	Bonus increased by 5s. a week. Increases of from 1s. 3d. to 3s. a week.
			Mechanics and labourers employed in the shipbuilding, engineering, etc., industries.	Bonus increased by 5s. a week for men and by 1s. 3d. to 3s. a week for apprentices, youths and boys. Rates after change for adults: mechanics, 83s. 6d. a week, labourers, 63s. 6d.
Railway Workshops.	Great Central section of the L. and N. E. Railway.	Beginning of 1st full pay period after 10 Dec.	Railway shopmen whose wages are regulated by wage movements in the engineering industry.	War bonus increased by 5s. a week for men, with proportional increases for apprentices, youths and boys.
	Great Britain .. . . .	Beginning of 1st full pay period after 10 Dec.	Workpeople employed on outside steelwork erection.	Increase of 1½d. an hour. Hourly rates after change include: London Area (within a radius of 16 miles from Charing Cross)—erectors, 1s. 11½d., erectors' helpers, 1s. 9½d., riveters, 2s. 0½d., riveters' holders-up, 1s. 11½d., sheeters, 2s. 1½d., sheeters' holders-up, 1s. 11½d., rivet heaters (adults), 1s. 9½d.; Outside London Area—erectors, 1s. 10½d., erectors' helpers, 1s. 8½d., riveters, 1s. 11½d., riveters' holders-up, 1s. 10½d., sheeters, 1s. 11½d., sheeters' holders-up, 1s. 10½d., rivet heaters (adults), 1s. 8½d.
Constructional Engineering.	Tees-side (certain non-federated firms).	Beginning of 1st full pay period after 10 Dec.	Men, apprentices, youths and boys employed in engineering, boiler-making, bridge-building, etc., shops:— Men .. . . . Apprentices, youths and boys ..	Bonus increased by 5s. a week. Increases of from 1s. 3d. to 3s. a week.
	England and Wales ‡ ..	1 Dec.	Workpeople employed in galvanising processes (excluding the process of annealing).	Flat-rate addition to wages (previously granted) increased   by 0·8d. a shift (1s. 4·8d. to 1s. 5·6d.) for men and by 0·4d. a shift (8·4d. to 8·8d.) for youths and boys.
Brass Manufacture.	Rotherham, Sheffield, Doncaster, Halifax, and Dewsbury districts.	Beginning of 1st full pay period after 10 Dec.	Men, youths and boys .. . . .	Increase of 5s. a week for those 21 years of age and over, and of 1s. 3d. to 3s. a week for those 16 to 20 years. Day-work rates after change, inclusive of bonus: moulders, 84s. 6d., patternmakers, 83s. 6d., finishers (qualified), buffers and polishers, 80s. 6d., machine moulders and core makers (qualified), 78s. 6d., furnacemen, finishers (not qualified) and turret and capstan workers (setting up), 76s. 6d., turret and capstan workers (not setting up), shapers, millers, etc., 74s. 6d., core makers (not qualified), fitters and dressers, 72s. 6d.
	Atherton and district.	Beginning of 1st full pay period after 10 Dec.	Men, youths and boys .. . . .	Increase of 5s. a week for men and of 1s. 3d. to 3s. a week for apprentices, youths and boys, 16 years and over.
Rivet, Nut, and Bolt Manufacture.	Scotland .. . . .	Beginning of 1st full pay period after 10 Dec.	Workpeople employed in machine rivet, nut and bolt manufacture.	Increase of 5s. a week for men, of 2s. 6d. to 3s. 4d. for youths, of 3s. to 5s. for women, 18 years and over, of 1s. 8d. to 2s. for boys, 16 and under 18 years, and of 1s. a week for boys under 16 years.
	Accrington, Bury and Rochdale.	Beginning of 1st full pay period after 10 Dec.	Spring makers and grinders (men, youths and boys).	Increase of 5s. a week (76s. 6d. to 81s. 6d.) for men, and of 1s. 3d. to 3s. a week for apprentices, youths and boys, 16 years and over.
Spring Manufacture.	Sheffield .. . . .	Beginning of 1st full pay period after 10 Dec.	Smiths and strikers employed on day-work in laminated spring manufacture.	Increase of 5s. a week. Rates after change: smiths, 84s. 6d., strikers, 70s. 6d.
	Sheffield .. . . .	Beginning of 1st full pay period after 10 Dec.	Laminated spring fitters and vice-men, smiths and strikers employed on piecework.	Increase of 5s. a week. Rates after change: piece price lists of September, 1922, plus 22½ per cent., plus 13s. 6d. a week.
File Manufacture	Sheffield .. . . .	Beginning of 1st full pay period after 27 Dec.	Datal workers .. . . .	Increase in bonus of 5s. (29s. 6d. to 34s. 6d.) a week of 47 hours for men, 21 years and over, and of 3s. 6d. (17s. to 20s. 6d.) a week of 47 hours for women, 18 years and over.
	Sheffield .. . . .	25 Dec.	Pieceworkers (except grinders) ..	Increase in bonus of 6½ per cent. (7½ per cent. to 13½ per cent.) on piecework price lists for men, 21 years and over, and for girls, under 18 years, and of 6½ per cent. (15 per cent. to 21½ per cent.) on piecework price lists for women, 18 years and over.
			Grinders .. . . .	Increase in bonus of 6½ per cent. (7½ per cent. to 13½ per cent.) on piecework price lists.

\* This increase was the result of an Award of the National Arbitration Tribunal (see page 19).

† This increase affected workpeople employed by members of the Portsmouth and District Engineering and Shipbuilding Employers' Association.

‡ Rivet heaters (adults), if employed to assist in rigging of scaffolding or work usually carried out by an erector, receive the erector's rate while so employed.

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

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

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING DECEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Edge Tool Manufacture.	Sheffield	Beginning of 1st full pay period after 28 Dec.	Men employed in light edge tool manufacture.	Increase of 5s. a week.
			Men employed in heavy edge tool manufacture.	Increase of 5s. a week.
Machine Knife, etc., Manufacture.	Sheffield	Beginning of 1st full pay period after 28 Dec.	Men	Increase of 5s. a week.
Saw Manufacture	Sheffield	Beginning of 1st full pay period after 28 Dec.	Saw makers, grinders, etc.	Increase in bonus of 5s. a week (29s. 6d. to 34s. 6d.) for men.
Tube Manufacture	Sheffield and Chesterfield.	Beginning of 1st full pay period after 10 Dec.	Men, apprentices, youths and boys	Increase of 5s. a week for men and of 1s. 3d. to 3s. a week for apprentices, youths and boys, 16 years and over.
Tinplate Manufacture.	South Wales and Monmouthshire and Gloucestershire.	7 Dec.	Men, women and juveniles (excluding those engaged on maintenance work).	Cost-of-living war bonus increased* by 0.8d. a shift (1s. 6.4d. to 1s. 7.2d.) for men and by 0.4d. a shift (9.2d. to 9.6d.) for women and juveniles.
Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Manufacture.	Northern Ireland	8 Dec.	Men, youths and boys	Increase of ¼d. to ½d. an hour in general minimum time rates and of ¼d. in piecework basis time rates.†
			Women and girls	Increase of ¼d. to ½d. an hour in general minimum time rates and of ¼d. in piecework basis time rate; also the 15 per cent. previously paid on general minimum piece rates increased to 22 per cent.†
Jute Manufacture	Great Britain	29 Dec.	Men, youths and boys, women and girls.	Increase of 2s. 6d. a week for timeworkers and pieceworkers of all ages and both sexes.‡
Woolen and Worsted.	Rossendale Valley district (certain firms).	31 Dec.	Workpeople employed in the manufacture of pressed felt.	Increase* of 6d. a week. Minimum rate after change for men paid at time rates, 68s. 11d.
Lace Making (Plain Net Section).	Nottingham and district and West of England.	1st pay day in Dec.	Men, youths and boys, women and girls.	Cost-of-living bonus of 5 per cent. granted.
Elastic Web Manufacture.	Leicester	22 Dec.	Male workers	Bonus on earnings increased* from 20s. to 21s. in the £.
			Women and girls	Increase* of 4d. to 1s. 2d. a week. Minimum weekly rates after change, 13s. 9d. at 14 to 15 years, increasing to 39s. 1d. at 20 years and over.
Laundering	Northern Ireland	8 Dec.	Men, youths and boys	Increase of 2½d. an hour (1s. 0¼d. to 1s. 3d.) in the general minimum time rate for men, and of 1½d. for youths and boys.†
			Women and girls	Increase of 1d. an hour in the general minimum time rates for women, 19 years and over, of ½d. for those 16 and under 19 years and of ¼d. for those under 16 years, and increase of 1d. an hour in the piecework basis time rate.†
Baking	Scotland	1 Dec.	Bakers and confectioners	Increase* in Trade Board minimum rates of 9d. or 1s. a week for men and of 6d. or 9d. for women, youths and boys. General minimum rates after change include—men—foremen, 80s. 6d. to 96s., journey-men bakers, 68s. 6d. to 76s.; women—forewomen, 42s. 6d. to 56s. 6d., confectioners, table workers, etc., 40s. 6d. to 48s. 6d., according to area.†
	Northern Ireland	8 Dec.	Bakers and confectioners (other than those employed in home bakeries):— Men, youths and boys (except transport workers).	Increase in Trade Board minimum rates of 2s. 6d. to 3s. a week for men and of 9d. to 1s. 6d. for youths and boys. General minimum rates after change for bakers, 70s. 6d. to 83s., according to area.†
			Transport workers	Increase in Trade Board minimum rates of 3s. 6d. a week for men, and of 1s. or 1s. 6d. a week for youths and boys in Area A (Belfast and district), the rates for other areas remaining unchanged.†
			Women and girls	Increase in Trade Board minimum rates of 1s. 3d. or 1s. 6d. a week for women and of 9d. to 1s. 6d. for girls. General minimum rates after change for bakers, 41s. 3d. to 49s. 6d., according to area.†
Tobacco Manufacture.	Great Britain	1 Dec.	Workpeople employed in tobacco, cigarette, etc., manufacture.	Increase* of ¼d. a week in the minimum time rates for men and of 3d. for women and juveniles, with corresponding increases for pieceworkers.†
Vehicle Building	Great Britain and Northern Ireland.	Beginning of 1st pay period on or after 11 Dec.	Men	War bonus increased by 5s. a week (8s. 6d. to 13s. 6d.).§
			Apprentices, youths and boys	War bonus increased by 1s. to 3s. a week according to age.§
Monumental Masonry.	Aberdeen	1 Dec.	Cutters, turners, polishers, etc., employed in granite yards.	Increase of ¼d. an hour. Rates after change include: granite cutters, scabblers and toolsmiths, 1s. 9¼d., granite polishers, 1s. 8¼d.
	Edinburgh and district.	1 Dec.	Monumental masons and polishers	Increase of ¼d. an hour. Rates after change: monumental masons, 1s. 10¼d.; polishers, 1s. 9¼d.
	Glasgow	1 Dec.	Monumental masons and sculptors	Increase of ¼d. an hour. Rates after change: cutters, turners and scabblers, 1s. 10¼d.; polishers, bedsetters and sawmen, 1s. 9¼d.

\* Under cost-of-living sliding-scale arrangements.  
† These increases took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.  
‡ For timeworkers, this increase took effect under an Order issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Order of the Minister of Labour, obtainable from H.M. Stationery Office. For pieceworkers, the increase was the result of an agreement between the employers' association and the trade unions concerned.  
§ This increase took effect under an agreement between the United Kingdom Joint Wages Board of Employers for the Vehicle Building Industry, the Scottish National Vehicle Builders' Association, the National Union of Vehicle Builders and the Amalgamated Society of Woodcutting Machinists.

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING DECEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.*
Leather	Belfast	1st full pay period after 12 Dec.	Hide and skin workers	Increase of 5s. a week (69s. to 74s.).*
Skip and Basket Making.	Lancashire and Cheshire.	1 Dec.	Timeworkers and pieceworkers	Increase of 1 per cent. on list prices, making wages 127½ per cent. above the lists.
			Men, youths and boys	Increase of 1½d. an hour in general minimum time rates for those 22 years and over, and of ¼d. to 1½d. for those under 22, and of 1½d. in piecework basis time rate.†
General Waste Materials Reclamation.	Northern Ireland	15 Dec.	Women and girls	Increase of 1d. an hour in general minimum time rates for those 20 years and over, and of ½d. or 1d. for those under 20, and of 1d. in piecework basis time rate.†
			Journeyman butchers	War bonus of 3s. 6d. a week granted to journeymen who are not receiving wages in excess of the basic wage of 73s. a week.*
Distribution	Belfast, Lisburn, Bangor and Newtownards.	1st full pay period after 12 Dec.	Drivers of "C" licence vehicles employed in the corn trade.	Increase of 4s. a week.
	Great Britain	Pay day in week beginning 10 Nov.‡	Laboratory workers employed in film processing and printing in the film production industry.	Cost-of-living bonus increased† by 3d. a week (10s. to 10s. 3d.) for those 21 years and over and by 1½d. (5s. to 5s. 1½d.) for those under 21.
Entertainments	London and district	1st pay day in Dec.	Workpeople employed in film studios.	Bonus increased† by 4d. a week (14s. 8d. to 15s. for those paid weekly and 15s. 8d. to 16s. for those paid hourly) for workpeople 21 years and over and by 2d. (7s. 4d. to 7s. 6d. for those paid weekly and 7s. 10d. to 8s. for those paid hourly) for workpeople under 21.
	London	1st pay day in Dec.		

## PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING DECEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Agriculture	Derbyshire	28 Dec.	Men, youths and boys (14 years of age and over).	Weekly number of hours beyond which overtime rates become payable fixed at 50 in summer and 48 in winter in lieu of 54 hours throughout the year previously fixed.¶
	Herefordshire	28 Dec.	Bailiffs, waggons, stockmen and shepherds.	Weekly number of hours beyond which overtime rates become payable fixed at 58 hours in lieu of 60 hours previously fixed.¶
	Denbigh and Flint	28 Dec.	Men, youths and boys (14 years of age and over).	Weekly number of hours beyond which overtime rates become payable fixed at 54 in summer and 52 in winter in lieu of 52 in summer and 50 in winter (in the case of special classes 58 hours throughout the year) previously fixed.¶
	Merioneth and Montgomery.	28 Dec.	Men, youths and boys (14 years of age and over).	Weekly number of hours beyond which overtime rates become payable fixed at 54 in summer and 52 in winter in lieu of 52 in summer and 50 in winter previously fixed.¶
	Anglesey and Caernarvon.	28 Dec.	Men, youths and boys (14 years of age and over).	Weekly number of hours beyond which overtime rates become payable fixed at 54 in summer and 51 in winter in lieu of 50 in summer and 48 in winter (in the case of special classes 58 hours throughout the year) previously fixed.¶

\* These increases were the results of Awards of the National Arbitration Tribunal (Northern Ireland) (see pages 20 and 22).  
† Under cost-of-living sliding-scale arrangements.  
‡ 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, obtainable from H.M. Stationery Office.  
§ This increase was the result of an Award of the National Arbitration Tribunal dated 26th December, 1941, with retrospective effect to the date shown (see page 20).  
¶ These changes took effect under Orders issued under the Agricultural Wages Regulation Acts.  
‡ See also under Changes in Rates of Wages.

## CHANGES IN RATES OF WAGES IN JANUARY.

INCREASES in rates of wages have been arranged to take effect in January affecting, amongst others, workpeople in the following industries:—iron ore mining in certain districts, cement manufacture, the iron and steel industry, tinplate manufacture, cotton spinning and weaving, hosiery manufacture and hosiery bleaching and dyeing in the Midlands, electrical contracting in England and Wales, and skip and basket making in certain centres. The minimum rates fixed under the Trade Boards Acts have been raised for workpeople in the flax and hemp trade, paper box making, perambulator and invalid carriage making, the brush and broom trade and the baking industry in Scotland.

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

In agriculture, the minimum rate fixed under the Agricultural Wages Regulation (Scotland) Acts for ordinary adult male workers in Scotland has been raised to 60s. a week.

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

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st January, 1942.

Increase since July, 1914..	63%	Food	100%
Change since 1st December, 1941:—		All Items	
Index Points .. .. .	—2		—1
Per cent. .. .. .	—1*		—½*

FOOD.

The average price of sugar was reduced by 1d. per lb. as from 29th December, following the issue of a revised schedule of maximum retail prices by the Ministry of Food. Apart from this, the only appreciable change, between 1st December and 1st January, in the prices of the articles of food included within the scope of these statistics, was a slight increase in the average price of potatoes.

The following Table compares the average retail prices in the United Kingdom at 1st January, 1942, with the corresponding prices at 1st December, 1941, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated— to the nearest ½d.) at—			Percentage Increase or Decrease (—) at 1st Jan., 1942, compared with	
	1st Jan., 1942.	1st Dec., 1941.	1st Sept., 1939.	1st Dec., 1941.	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 0½	1 0½	0 9½	..	34
Thin Flank ..	0 6	0 6	0 4½	..	22
Mutton, British—					
Legs .. .. .	1 5½	1 5½	1 3½	..	13
Breast .. .. .	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs .. .. .	1 0	1 0	0 10½	..	15
Breast .. .. .	0 4	0 4	0 4	..	..
Bacon† .. .. .	1 8½	1 8½	1 3	..	36
Fish .. .. .	..	..	..	..	42
Flour .. .. . per 7 lb.	1 3½	1 3½	1 1½	..	15
Bread .. .. . per 4 lb.	0 8	0 8	0 8½	..	—3
Tea .. .. .	2 6	2 6	2 4	..	—7
Sugar (granulated) ..	0 3	0 4	0 3	—25	—1
Milk .. .. . per quart	0 9	0 9	0 6½	..	33
Butter—					
Fresh .. .. .	1 7	1 7	1 4½	..	15
Salt .. .. .	1 1	1 1	0 10	..	24
Cheese .. .. .	..	..	..	..	30
Margarine†—					
Special .. .. .	0 9	0 9	0 6½	..	12
Standard .. .. .	0 5	0 5	..	..	26
Eggs (fresh)§ .. each	0 2½	0 2½	0 2	..	..
Potatoes .. .. . per 7 lb.	0 8½	0 8½	0 6½	1	28

The following Table shows the average percentage increases or decreases in prices at 1st September, 1939, 1st December, 1941, and 1st January, 1942, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Dec., 1941.	1st Jan., 1942.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs .. .. .	44	59	59
Thin Flank ..	15	46	46
Beef, Chilled or Frozen			
Ribs .. .. .	32	77	77
Thin Flank ..	1	24	24
Mutton, British—			
Legs .. .. .	48	67	67
Breast .. .. .	14	23	24
Mutton, Frozen—			
Legs .. .. .	51	74	74
Breast .. .. .	—3	—3	—3
Bacon† .. .. .	35	84	84
Fish .. .. .	116	206	206
Flour .. .. .	26	45	45
Bread .. .. .	42	38	38
Tea .. .. .	52	63	63
Sugar (granulated) ..	93	45	45
Milk .. .. .	46	156	156
Butter—			
Fresh .. .. .	13	30	30
Salt .. .. .	7	34	34
Cheese .. .. .	16	50	51
Margarine .. .. .	—8	3	3
Eggs (fresh) .. .. .	58	100	100
Potatoes .. .. .	33	69	70
All above articles (Weighted Average)	38	65	63

On the basis of the figures in the foregoing Table the average level of retail prices of food at 1st January, 1942, was rather more than one per cent. lower than a month earlier, about 18 per cent. higher than at the beginning of September, 1939, and approximately 63 per cent. higher than in July, 1914.

\* A fall of 2 points on a total of 165 for food (the figure for July, 1914, being 100) is equivalent to rather more than 1 per cent. Similarly, a fall of 1 point on a total of 201 for "all items" is equivalent to one-half of one 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 1st December, 1941 and 1st January, 1942, two brands of margarine, "special" and "standard," were on sale at 9½ and 5½d. per lb., respectively. The figures for 1st September, 1939, and July, 1914, are averages calculated from the prices of various brands on sale at those dates.  
§ Of the two prices shown for eggs at 1st December, 1941 and 1st January, 1942, 2½d. was for large eggs (in Ministry of Food category I) and 2½d. for small eggs (in category II). The figures for 1st September, 1939, and July, 1914, are averages of the various prices charged at those dates.

ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 1st January, 1942, showed no appreciable change as compared with 1st December, 1941, being about 1 per cent. above the level of 1st September, 1939, and about 64 per cent. above that in July, 1914.

As regards clothing, information collected from representative retailers in a number of the principal towns indicates that at 1st January the retail prices of clothing of the kinds generally bought by working-class families averaged about 1 per cent. higher than at 1st December, and about 93 per cent. higher than at 1st September, 1939. The average increase during December was less than 1 per cent. for men's suits and overcoats, between 1 and 2 per cent. for woollen materials, underclothing and hosiery, less than 1 per cent. for cotton materials and hosiery, and about 1 per cent. for boots and shoes. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make an exact comparison over a long period of years, but on the basis of such information as is available it is estimated that at 1st January the average rise over the level of July, 1914, was about 300 per cent.

In the fuel and light group, the average level of the prices of coal and of gas was about the same at 1st January as a month earlier. Prices of coal averaged between 21 and 22 per cent. higher than at 1st September, 1939, and about 136 per cent. above the level of July, 1914. The prices of gas were about 23 per cent. higher than at 1st September, 1939, and about 90 per cent. higher than in July, 1914. There were increases in the prices of candles during December, averaging about 2 per cent., but lamp oil and matches showed little change in price during the month. In the fuel and light group as a whole, the average level of prices at 1st January was approximately the same as at 1st December, over 26 per cent. higher than at 1st September, 1939, and about 130 per cent. higher than in July, 1914.

As regards other items\* included in these statistics, there were increases, averaging about 1 per cent., in the prices of domestic ironmongery, brushes and pottery during December; for the remaining items changes in prices were relatively unimportant. In the group as a whole, the average level at 1st January was less than 1 per cent. higher than at 1st December, about 30 per cent. higher than at 1st September, 1939, and about 133 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 January, 1942, is, approximately 100 per cent. over the level of July, 1914, as compared with 101 per cent. a month earlier, 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 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 standards in consumption and expenditure since the outbreak of the war.

The rise of 45 points since the beginning of September, 1939, is equivalent to about 29 per cent. Of these 45 points, about 2½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately 6 points are due to increases resulting from the Purchase Tax.

SUMMARY TABLE: ALL ITEMS.

The following Table shows the average percentage increase, as compared with July, 1914, for all the items included in the statistics, at the beginning of each month since January, 1920.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920 ..	125	130	130	132	141	150	152	155	161	164	176	169
1921 ..	165	151	141	133	128	119	119	122	120	110	103	99
1922 ..	92	88	86	82	81	80	84	81	79	78	80	80
1923 ..	78	77	76	74	70	69	69	71	73	75	75	77
1924 ..	77	79	78	73	71	69	70	71	72	76	76	77
1925 ..	80	79	79	75	73	72	73	73	74	76	76	79
1926 ..	75	73	72	68	67	68	70	72	74	76	69	69
1927 ..	75	72	71	65	64	64	65	65	65	66	67	68
1928 ..	68	66	64	64	64	65	65	65	65	66	67	67
1929 ..	67	65	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	55
1931 ..	53	52	50	47	47	45	47	45	45	45	46	48
1932 ..	47	47	46	44	43	42	43	41	41	41	43	43
1933 ..	42	41	39	37	36	36	38	39	41	41	43	44
1934 ..	42	41	40	39	37	36	38	39	41	41	43	44
1935 ..	43	42	41	39	39	40	43	43	43	43	44	47
1936 ..	47	47	46	44	44	44	46	46	46	47	48	51
1937 ..	51	51	51	51	52	52	55	55	55	58	60	60
1938 ..	59	57	56	54	56	55	59	56	56	55	56	56
1939 ..	55	55	53	53	53	53	56	55	55	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	99	100	101
1942 ..	100											

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

TRADE DISPUTES IN DECEMBER.\*

Number, Magnitude, and Duration.—The number of disputes involving stoppages of work, reported to the Department as beginning in December in Great Britain and Northern Ireland, was 76, as compared with 111 in the previous month and 61 in December, 1940. In these 76 new disputes about 17,800 workpeople were directly involved, and 4,300 workpeople indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, though not themselves parties to the disputes). In addition, about 300 workpeople were involved, either directly or indirectly, in 3 disputes which began before December, and were still in progress at the beginning of that month. The number of new and old disputes was thus 79, involving about 22,400 workpeople, and resulting in a loss, during December, estimated at 37,000 working days.

Causes.—Of the 76 disputes beginning in December, 15, directly involving 1,700 workpeople, arose out of demands for advances in wages, 4, directly involving 1,500 workpeople, out of proposed reductions in wages, and 26, directly involving 3,200 workpeople, on other wage questions; 5, directly involving 1,100 workpeople, on questions as to working hours; 10, directly involving 3,000 workpeople, on questions respecting the employment of particular classes or persons; 14, directly involving 1,100 workpeople, on other questions respecting working arrangements; and 2, directly involving 1,200 workpeople, on questions of trade union principle.

Results.—Final settlements of disputes which terminated during December have been effected in the case of 68 disputes, directly involving 14,500 workpeople. Of these disputes, 12, directly involving 3,100 workpeople, were settled in favour of the workpeople; 40, directly involving 5,600 workpeople, were settled in favour of the employers; and 16, directly involving 5,800 workpeople, resulted in a compromise. In the case of 8 other disputes, directly involving 3,500 workpeople, work was resumed pending negotiations.

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

Industry Group.	Number of Disputes in progress in Month.			Number of Workpeople involved in all Disputes in progress in Month.	Aggregate Duration in Working Days of all Disputes in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Mining and Quarrying..	1	33	34	11,700	20,000
Metal, Engineering and Shipbuilding .. .. .	2	28	30	6,900	12,000
Clothing .. .. .	..	2	2	2,100	2,000
Other .. .. .	..	13	13	1,700	3,000
Total, December, 1941..	3	76	79	22,400	37,000
Total, November, 1941..	13	III	124	46,300	72,000
Total, December, 1940 ..	8	61	69	16,500	50,000

Principal Disputes in December.—Particulars of the principal disputes involving stoppages of work during the month of December are set out in tabular form below.

STATISTICS FOR 1941.

The total number of disputes involving stoppages of work reported as having begun in 1941 was 1,241. The total number of workpeople involved in all disputes in progress during the year (including disputes which began in 1940 and extended into 1941) was about 360,000. The aggregate duration in 1941 of all disputes in progress during the year was about 1,075,000 working days.

A summary of the statistics of disputes in 1941, with comparative statistics for 1940, and, in less detail, for earlier years, is given in the annual review on page 5 of this issue.

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING DECEMBER.

Occupations† and Locality.	Approximate Number of Workpeople Involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	In-directly.†	Began.	Ended.		
COAL MINING:— Colliery workpeople—Lanarkshire (one colliery).	850	..	1 Dec.	3 Dec.	Dissatisfaction of a stripper with an allowance paid for certain work.	Work resumed on advice of trade union official; payment subsequently made to workman in question.
Colliers and other colliery workpeople—Kent (one colliery).	540	980	8 Dec.	10 Dec.	In sympathy with a number of colliers whose allowances had been reduced owing to altered conditions of working, and who had subsequently been ordered out of the pit by the management on account of their alleged unsatisfactory production.	Work resumed and question of allowances referred to arbitration.
Colliery workpeople—Glasgow (one colliery).	800	..	15 Dec.	16 Dec.	Dispute arising out of proposed discontinuance of payment of extra wages to brushers and panshifters for certain work, and other grievances.	Work resumed pending negotiations.
STEEL SHEET MANUFACTURE:— Workpeople employed in steel sheet manufacture — Llanelly (one firm).	350	..	29 Dec.‡	29 Dec.	For reinstatement of two crane drivers who had been dismissed for violation of works regulations in regard to clocking on and off.	Work resumed on advice of trade union official.
ENGINEERING:— Engineering operatives, etc.—Lancashire (one works).	2,000	..	3 Dec.§	3 Dec.	Dissatisfaction with rates fixed by a newly-appointed rate fixer, and demand for his dismissal, together with that of a foreman.	Rate fixer removed from the department affected.
Engineering operatives—Yorkshire (one works).	740	110	2 Dec.§	5 Dec.	Against dismissal of one shop steward and suspension of another, workpeople alleging victimisation.	Settlement effected providing for reinstatement of the shop stewards and investigation of other points raised.
Engineering operatives—Yorkshire (one works).	1,200	290	6 Dec.	8 Dec.	Dissatisfaction of piece-workers with the operation of a clause in a recent national agreement governing the wages of women in the engineering industry.	Work resumed unconditionally.
CLOTHING:— Clothing workers — Bolton (one works).	2,000	..	16 Dec.¶	17 Dec.	Workpeople's dissatisfaction with progress of negotiations respecting bonus rate for certain work.	Work resumed on the understanding that negotiations between the firm and the workpeople's trade union would be commenced forthwith; bonus rate subsequently adjusted.
PUBLIC WORKS CONTRACTING:— Concrete and general labourers—Oxfordshire (one firm).	420	..	4 Dec.	5 Dec.	Demand for Sunday work to compensate for loss of earnings resulting from the introduction of winter working hours.	Work resumed pending consideration of claim.
RETAIL DISTRIBUTION:— Shop assistants, roundsmen and branch managers employed by co-operative society—Bath.	475	..	23 Dec.	23 Dec.	Against reduction in bonus of junior staff and employers' refusal to negotiate with representatives of branch managers on a claim for a wage advance of 10s. per week.	Bonus of junior staff restored; employers agreed to negotiate on claim by branch managers.

\* Disputes involving less than 10 workpeople, and those which lasted less than one day, have, as usual, been omitted from the statistics, except when the aggregate duration (i.e., number of workpeople multiplied by number of working days, allowing for workpeople replaced, etc.), exceeded 100 days.  
† The occupations printed in italics are those of workpeople indirectly involved, i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes.  
‡ The stoppage began at about 2 p.m.  
§ The stoppage began with the night shift.  
¶ Work was resumed at 1 p.m.  
|| The stoppage began at 5 p.m.

## EMPLOYMENT OVERSEAS.

## IRE.

THE number of persons on the live registers of the Employment Exchanges fell from 98,019 at 29th November to 96,486 at 27th December, 1941. At 28th December, 1940, the corresponding figure was 96,386.

## UNITED STATES OF AMERICA.

Information supplied by the Social Security Board shows that the number of applications for employment registered at Public Employment Offices at the end of October, 1941, was 4,232,400, as compared with 4,355,860 at the end of September, 1941, and 4,618,504 at the end of October, 1940.

## CANADA.

According to returns received by the Dominion Bureau of Statistics from 12,720 firms, the number of workpeople employed at 1st October, 1941, was 1,657,326, as compared with 1,627,645 at 1st September. If the average number of workpeople employed by the reporting firms in the year 1926 be taken as 100, the index of employment was 165.8 at 1st October, 1941, 162.7 at 1st September, 1941, and 136.2 at 1st October, 1940.

At the end of September, 1941, 2.7 per cent. of the aggregate membership (approximately 312,300) of trade unions making returns were unemployed, as compared with 2.4 per cent. at the end of August, 1941, and 4.4 per cent. at the end of September, 1940.

## UNION OF SOUTH AFRICA.

According to information published in the official *Monthly Bulletin of Statistics* for October, 1941, returns received by the Office of Census and Statistics from selected industrial undertakings employing approximately 801,000 workpeople in August, 1941, show that there was an increase in employment during that month. If the average number of workpeople employed by the reporting firms in July, 1925, be taken as 100, the index of employment for August, 1941, was 188.7, as compared with 187.7 for July, 1941, and 178.5 for August, 1940.

## RETAIL PRICES OVERSEAS.

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

## PORTUGAL.

At 15th August, 1941, the official index figure relating to the cost of food, fuel and light, showed an increase of 2.1 per cent. as compared with the figure for 15th July, 1941, and of 20.6 per cent. as compared with that for 15th August, 1939.

## SWITZERLAND.

At the end of July, 1941, the official cost-of-living index figure was 1.3 per cent. above that for the end of June, 1941, and 29.1 per cent. above the figure for the end of August, 1939. For food alone, the corresponding percentage increases were 0.9 and 36.6, respectively.

## UNITED STATES OF AMERICA.

In the middle of October, 1941, the official cost-of-living index figure showed a rise of 1.2 per cent. over the figure for the middle of September, 1941, and of 11.0 per cent. over the figure for June, 1939. For food alone, the official index figure for the middle of October, 1941, was 0.7 per cent. above the figure for September, 1941, and 19.4 per cent. above that for August, 1939.

## AUSTRALIA.

In August, 1941, the official index figure relating to the cost of food in 30 towns was 2.0 per cent. above the figure for August, 1939.

## CANADA.

At the beginning of November, 1941, the official cost-of-living index figure showed an increase of 0.7 per cent. above that for the beginning of October, 1941, and of 15.4 per cent. above that for the beginning of September, 1939. For food alone, the corresponding percentage increases were 1.8 and 26.2.

## INDIA.

In October, 1941, the official cost-of-living index figure for the working classes in Bombay City showed a decline of 3.1 per cent. as compared with the figure for September, 1941, but an increase of 19.0 per cent. as compared with that for August, 1939. For food alone, the official index figure for October, 1941, was 4.1 per cent. below the figure for September, 1941, but 25.0 per cent. above that for August, 1939.

## NEW ZEALAND.

In September, 1941, the official cost-of-living index figure was 0.7 per cent. above the figure for August, 1941, and 8.5 per cent. above that for August, 1939. For food alone, the corresponding percentage increases were 2.0 and 5.2, respectively.

## UNION OF SOUTH AFRICA.

The official cost-of-living index figure for September, 1941, showed an increase of 0.2 per cent. over the figure for August, 1941, and of 9.9 per cent. over the figure for August, 1939. For food alone, the official index figure for September, 1941, was 0.4 per cent. below the figure for August, 1941, but 13.3 per cent. above that for August, 1939.

## FATAL INDUSTRIAL ACCIDENTS.

THE number of workpeople, other than seamen\*, in Great Britain and Northern Ireland, whose deaths from accidents in the course of their employment occurred or were reported in December† was 331, as compared with 222‡ in the previous month and with 243‡ in December, 1940. The increase in the number of deaths was accounted for by 57 deaths due to a colliery explosion and 48 deaths resulting from fire.

MINES AND QUARRIES.		FACTORIES—continued.	
Under Coal Mines Acts :—		Paper, Printing, etc. . . . .	5
Underground . . . . .	110§	Rubber . . . . .	5
Surface . . . . .	4	Gas Works . . . . .	6
Metalliferous Mines . . . . .	2	Electrical Stations . . . . .	6
Quarries . . . . .	6	Other Industries . . . . .	49
TOTAL :		WORKS AND PLACES UNDER	
MINES AND QUARRIES	122	ss. 105, 107, 108, FACTORIES	
		ACT, 1937.	
		Docks, Wharves, Quays	
		and Ships . . . . .	9
		Building Operations . . . . .	18
		Works of Engineering	
		Construction . . . . .	2
		Warehouses . . . . .	4
		TOTAL, FACTORIES ACT	179
		RAILWAY SERVICE.	
		Brakesmen, Goods Guards	1
		Engine Drivers, Motor-	
		men . . . . .	3
		Firemen . . . . .	2
		Guards (Passenger) . . . . .	1
		Labourers . . . . .	1
		Mechanics . . . . .	9
		Permanent Way Men . . . . .	5
		Porters . . . . .	4
		Shunters . . . . .	1
		Other Grades . . . . .	2
		Contractors' Servants . . . . .	—
		TOTAL, RAILWAY SERVICE	29
		Construction or Repair of	
		Railway . . . . .	1
		TOTAL (excluding Seamen)	331

## INDUSTRIAL DISEASES.

THE Table below shows the number of cases¶ in Great Britain and Northern Ireland reported during December, under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926. No deaths were reported during the month.

I. Cases.		I. Cases—continued.	
LEAD POISONING.		OTHER POISONING.	
Among Operatives engaged in :		Aniline . . . . .	15
Smelting of Metals . . . . .	—	Toxic Jaundice . . . . .	4
Plumbing and Soldering . . . . .	—	TOTAL . . . . .	19
Shipbreaking . . . . .	—	EPITHELIOMATOUS ULCERATION	
Printing . . . . .	—	(SKIN CANCER).	
Other Contact with		Pitch . . . . .	5
Molten Lead . . . . .	1	Tar . . . . .	2
White and Red Lead		Paraffin . . . . .	1
Works . . . . .	—	Oil . . . . .	—
Pottery . . . . .	1	TOTAL . . . . .	8
Vitreous Enamelling . . . . .	—	CHROME ULCERATION.	
Electric Accumulator		Manufacture of Bichro-	
Works . . . . .	—	mates . . . . .	1
Paint and Colour Works . . . . .	—	Dyeing and Finishing . . . . .	—
Coach and Car Painting . . . . .	—	Chrome Tanning . . . . .	—
Shipbuilding . . . . .	—	Chromium Plating . . . . .	—
Paint used in Other		Other Industries . . . . .	2
Industries . . . . .	1	TOTAL . . . . .	3
Other Industries . . . . .	—	TOTAL, Cases . . . . .	35
Painting of Buildings . . . . .	2		
TOTAL . . . . .	5		

\* Statistics of fatal accidents to seamen are not available.  
 † For mines and quarries, weekly returns are furnished, and the figures cover the 5 weeks ended 3rd January, 1942, in comparison with the 4 weeks ended 29th November, 1941, and the 4 weeks ended 28th December, 1940.  
 ‡ Revised figure.  
 § Including 57 fatalities due to a colliery explosion.  
 ¶ Including 45 deaths resulting from fire.  
 || Cases include all attacks reported during the month, and not previously reported, so far as is known, during the preceding 12 months.

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

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

## INDUSTRIAL COURT AWARDS.

EMPLOYEES : PETROLEUM BOARD.—The Transport and General Workers' Union claimed that certain workers coming under the purview of the Joint Conciliation Committee, set up in 1940 by agreement between the Petroleum Board and the Transport and General Workers Union, are entitled under the terms of an agreement dated 18th November, 1940, to receive more than one week of annual holiday, or payment in lieu thereof. On behalf of the Petroleum Board it was stated that existing operating conditions do not permit of more than one week's holiday, and it was contended that the workpeople concerned were not entitled under the terms of the agreement to any extra holiday or payment in lieu thereof. The Court awarded that any workman who in the year 1938 received more than six days annual leave shall be entitled to an annual holiday of not less than that received by him in 1938, provided that, if circumstances do not permit the full holiday being granted, the worker concerned shall be given an additional day's pay for each day of the holiday so lost.—Award No. 1846; dated 3rd December, 1941.

NON-TRADING SERVICES : LEWES BOROUGH COUNCIL.—The National Union of Public Employees claimed on behalf of the manual employees in the non-trading services of the Lewes Borough Council that they be paid rates of pay fixed for Grade 3 in accordance with the terms of the decision of the Southern Home Counties (Kent, Surrey and Sussex) Joint Industrial Council for Local Authorities Non-Trading Services (Manual Workers). The claim was opposed by the Lewes Borough Council, on whose behalf it was contended that the Council were under no obligation to observe the recommendations of the Provincial Joint Industrial Council. The Court awarded that the minimum unskilled rate of pay of the workpeople concerned shall be, as from 1st April, 1941, 57s. a week, and as from the pay day for the first full working week in October, 1941, 60s. a week.—Award No. 1847; dated 9th December, 1941.

ENGINEERS : COUNTY BOROUGH OF WEST HAM.—The Amalgamated Engineering Union claimed (1) the retrospective application of the West Ham Council's decision conveyed in a letter to the Executive Council of the Amalgamated Engineering Union in June, 1941, (2) the resignation of "Fitters" in the employ of the Authority to "Maintenance Fitters." With regard to claim (1) the Court awarded that, as from the beginning of the first full pay period following 1st April, 1941, each of the workmen concerned shall be paid a war advance of 8s. 6d. a week on his base rate as paid in December, 1940. With regard to claim (2) the Court made no award.—Award No. 1848; dated 9th December, 1941.

COPPERSMITHS : ROYAL NAVAL TORPEDO FACTORY.—The Trade Union Side of the Shipbuilding Trade Joint Council for Government Departments claimed that the basic rate of pay of Coppersmiths employed at this Factory should be increased by 3s. a week. The Court were satisfied that in all the circumstances of the case no change should be made in the existing standard rate of pay of these men.—Award No. 1849; dated 15th December, 1941.

NON-TRADING SERVICES : LANARK TOWN COUNCIL.—The National Union of General and Municipal Workers claimed that the Lanark Town Council should grant a war advance of 3s. per week to all manual workers in non-trading departments, as recommended by the Joint Industrial Council for Local Authority Services in Scotland. The Court were satisfied that, having regard to the provisions of Article 5(1) of the Conditions of Employment and National Arbitration Order, 1940, the war advance of 3s. per week with proportionate increases to youths under 21 years of age payable as from 1st April, 1941, recommended by the Joint Industrial Council for Local Authority Services in Scotland, should be given effect to by the Lanark Town Council for all manual workers in their non-trading departments.—Award No. 1850; dated 19th December, 1941.

EMPLOYEES : ZINC ALLOY CO. (LONDON) LIMITED.—The Iron and Steel Trades Confederation asked the Industrial Court to determine what hourly rates of wages and output bonus should be paid to the workpeople concerned in the claim. The Court awarded as follows :—(a) Basic hourly rates of pay for a 47 hour week, chargehands 11½d.; checkers, hand blasters and rations 10½d.; fillers, emptiers, barrel blasters and acid men 9½d. (b) A bonus of £1 13s. 6d. for a 47 hour week, the equivalent of the present engineering national bonus for pieceworkers. (c) Any system of payment by results shall be so arranged as to enable a workman of average ability to earn at least 25 per cent. over the basic rates.—Award No. 1851; dated 23rd December, 1941.

SINGLE ARBITRATORS AND AD HOC BOARDS  
OF ARBITRATION.

ENGINEERING : MANCHESTER.—A dispute regarding an increase of wages for certain workmen employed by Massey-Harris Ltd., was reported under the Conditions of Employment and National Arbitration Order, 1940, by the men through their Works Committee, and not having been otherwise disposed of, the parties agreed to the dispute being referred for settlement to a Single Arbitrator. Mr. A. N. Shimmin was appointed under

the powers conferred on the Minister by the Order and by the Industrial Courts Act, 1919, to act as Arbitrator, and he issued his Award on 15th December, authorising the rate of wages for the men concerned to be increased.

AERO GROUND ENGINEERS.—A claim by the ground engineers employed by Air Service Training Ltd., for an increase in wages, having been reported to the Minister as a dispute under the Conditions of Employment and National Arbitration Order, 1940, and not having been otherwise disposed of, the parties agreed to the matter being referred to a Single Arbitrator. Mr. F. A. Wells was appointed under the powers conferred on the Minister by the Order and by the Industrial Courts Act, 1919. In his Award dated 18th December, 1941, the Arbitrator decided in favour of an increase in the wages of the men concerned.

TEXTILE WORKERS : BARNSTAPLE.—Mr. A. N. Shimmin was appointed under the Industrial Courts Act, 1919, to act as Arbitrator to determine a claim by the National Union of General and Municipal Workers that one of their members employed by Hampton and Sons, Ltd., had been wrongfully dismissed. Mr. Shimmin in his Award dated 22nd December, 1941, ruled that the action taken by the management was justified.

ALUMINIUM INDUSTRY : SOUTH WALES.—A difference between the Transport and General Workers' Union on the one hand, the South Wales Aluminium Company and the British Aluminium Company Limited on the other, was referred to a Single Arbitrator (Sir Charles Doughty, K.C.), sitting with Mr. Lincoln Evans and Mr. G. R. Daniel as Assessors for the Union and the Company respectively. The Awards embodying the unanimous conclusions of the Arbitrator and Assessors were issued on 24th December, 1941.

ARTIFICIAL SILK MANUFACTURE : FLINT.—Mr. A. N. Shimmin was appointed under the Industrial Courts Act, 1919, to act as Arbitrator to determine a difference between the Transport and General Workers' Union and Courtauld's Ltd., Flint, N. Wales, arising out of a claim by the Union that one of their members had been wrongfully dismissed for a breach of one of the Company's rules. Mr. Shimmin in his Award issued on 26th December, 1941, decided that the man concerned should be reinstated in his former position, and reimbursed for his loss of earnings, subject to a suspension of one week without pay.

CONDITIONS OF EMPLOYMENT AND  
NATIONAL ARBITRATION ORDERS,  
1940 AND 1941.\*  
NATIONAL ARBITRATION TRIBUNAL  
AWARDS.WAGE DIFFERENTIALS IN THE ABERDEEN SHIPBUILDING  
INDUSTRY.

Parties : The Members of the constituent Associations of the Shipbuilding Employers' Federation and certain Workers employed by such Members.

Claim : (Made on behalf of the workers by the Confederation of Shipbuilding and Engineering Unions.) For the removal of the district differential of 1s. per week in plain time rates and the 2½ per cent. in ruling percentage on the Clyde riveters, piecework price list, in operation at Aberdeen.

Award : The Tribunal found against the claim and they awarded accordingly.

Award No. 156; dated 10th December, 1941.

## WAGES IN THE SHIPBUILDING INDUSTRY.

Parties : The Members of the constituent Associations of the Shipbuilding Employers' Federation and certain Workers employed by such Members.

Claim : (Made on behalf of the workers by the Confederation of Shipbuilding and Engineering Unions.) For a substantial increase in wages.

Award : The Tribunal awarded a flat rate increase of 5s. per week to all adult male workers, such increase to be applied in the same manner as the existing bonus.

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

Award No. 157; dated 10th December, 1941.

## WAGES IN THE ENGINEERING INDUSTRY.

Parties : The Members of the Associations federated with the Engineering and Allied Employers' National Federation and certain Workers employed by such Members.

Claim : (Made on behalf of the workers by (1) the Engineering Joint Trades Movement, (2) the Amalgamated Engineering Union, and (3) the National Union of Foundry Workers.) For (1) a substantial increase in wages, (2) and (3) an advance of 4d. an hour on the present basic rates.

Award : The Tribunal awarded a flat-rate increase of 5s. per week to all adult male workers, such increase to be applied in the same manner as the existing national bonus.

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

Awards Nos. 158, 159 and 160; dated 10th December, 1941.

\* Summaries of two cases referred under Article 2 of the Order, and decided under the Industrial Courts Act, 1919, are printed among awards by Single Arbitrators and ad hoc Boards of Arbitration.

**HOLIDAYS WITH PAY FOR EMPLOYEES IN THE REPAIR AND MAINTENANCE ESTABLISHMENT OF A THAMES FIRM OF MASTER LIGHTERMEN AND BARGE OWNERS.**

*Parties:* The Confederation of Shipbuilding and Engineering Unions of the United Kingdom, London District Committee and the Tilbury Contracting and Dredging Company Limited.

*Question Raised:* Whether the Company are observing terms and conditions regarding holidays with pay which are not less favourable than the "recognised terms and conditions."

*Claim:* That the Company shall observe the terms of the agreement on holidays with pay between the Confederation and the River Thames Dry Dock Proprietors and Shiprepairers' Association.

*Award:* The Tribunal found that the Company were observing terms and conditions regarding holidays with pay which are not less favourable than the "recognised terms and conditions" in the industry in the district; and they awarded accordingly.

*Award No. 161;* dated 12th December, 1941.

**REMUNERATION OF THE CLERICAL EMPLOYEES OF THE SALVATION ARMY ASSURANCE SOCIETY LIMITED.**

*Parties:* The Salvation Army Assurance Society Limited and Employees of the Society.

*Claim:* (Made on behalf of the employees by the Guild of Insurance Officials). For improved salary scales for the Society's head office clerical employees.

*Award:* The Tribunal found against the claim and they awarded accordingly.

*Award No. 162;* dated 12th December, 1941.

**WAGES OF WORKPEOPLE IN ONE OF THE ESTABLISHMENTS OF THE DISTILLERS COMPANY LIMITED.**

*Parties:* The Distillers Company Limited and certain Employees of the Company.

*Claim:* (Made on behalf of the employees by the National Union of Distributive and Allied Workers, Liverpool Division). For an increase in the wage rate for men, the payment of a differential to charge-hands and the fixing of a scale of rates for juniors.

*Award:* The Tribunal awarded that the existing bonus of 4s. per week for adult men be increased to 7s. per week and that such increased bonus be taken into account in computing overtime. (It was intimated at the hearing that as the Company were prepared to concede the claim in respect of juniors, the Union did not propose to proceed with this part of the claim. It was also agreed between the parties that the claim in respect of a differential for charge-hands should be left to be settled between the parties.)

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

*Award No. 163;* dated 17th December, 1941.

**BASIC SALARY SCALES FOR CLERICAL WORKERS BETWEEN 22 AND 25 YEARS OF AGE EMPLOYED BY ROLLS-ROYCE LIMITED.**

*Parties:* Rolls-Royce Limited and Employees of the Company.

*Claim:* (Made on behalf of the employees by the National Union of Clerks and Administrative Workers (now incorporated in the Clerical and Administrative Workers' Union)). For increases in the minimum basic salary scales for clerical employees between 22 and 25 years of age.

*Award:* The Tribunal found against the claim and they awarded accordingly.

*Award No. 164;* dated 22nd December, 1941.

**OVERTIME RATES FOR CLERICAL EMPLOYEES OF (1) THE GRAMOPHONE COMPANY LIMITED, (2) THE DE HAVILLAND AIRCRAFT COMPANY LIMITED, and (3) SHORT BROTHERS LTD. (ROCHESTER AND BEDFORD) LIMITED.**

*Parties:* (1) The Gramophone Company Limited, (2) The De Havilland Aircraft Company Limited, and (3) Short Brothers Limited, and Employees of the respective Companies.

*Claim:* (Made on behalf of the employees by the National Union of Clerks and Administrative Workers (now incorporated in the Clerical and Administrative Workers' Union)). For increased rates of overtime for clerical employees.

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

*Awards Nos. 165, 166 and 167;* dated 22nd December, 1941.

**REMUNERATION OF THE FEMALE CLERICAL AND TYPING STAFF OF THE PRUDENTIAL ASSURANCE COMPANY LIMITED.**

*Parties:* The Prudential Assurance Company and certain Employees of the Company.

*Claim:* (Made on behalf of the employees by the Guild of Insurance Officials). For a "cost-of-living" bonus for women clerks and typists, permanent and temporary.

*Award:* The Tribunal found against the claim and awarded accordingly.

*Award No. 168;* dated 22nd December, 1941.

**THE BASE RATE FOR WORKERS EMPLOYED BY A LANCASHIRE AEROPLANE MANUFACTURING COMPANY IN CONNECTION WITH THE ERECTION OF JIGS.**

*Parties:* A. V. Roe and Company Limited and certain Employees of the Company.

*Claim:* (Made on behalf of the employees by the Amalgamated Engineering Union). For an increase in base rate.

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

*Award No. 169;* dated 22nd December, 1941.

**WAGES OF ROAD TRANSPORT WORKERS IN THE CORN TRADE.**

*Parties:* All Members of the National Association of Corn and Agricultural Merchants Limited, and certain Workers employed by them.

*Claim:* (Made on behalf of the Workers by the Transport and General Workers' Union). For an increase in wages for road transport workers.

*Award:* (It was intimated at the hearing that the parties had agreed that any award made by the Tribunal should take effect on and from the pay day in the week beginning 10th November, 1941). The Tribunal awarded an increase of 4s. per week in the rates for mechanical road haulage employees.

*Date of Operation:* As from the beginning of the pay period the pay-day for which falls in the week beginning 10th November, 1941.

*Award No. 170;* dated 26th December, 1941.

**NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.**

**RATES OF WAGES OF SEMI-SKILLED AND UNSKILLED LABOURERS AND MOTORMEN IN A LARNE SAW MILL.**

*Parties:* The Curran Saw Mills Ltd., Larne and certain Employees of the Firm.

*Claim:* For an increase of 2d. per hour in the rate of wages of all semi-skilled and unskilled labourers, and motormen in the employment of the firm.

*Award:* The Tribunal awarded an increase of 1d. per hour on the current rates of wages of all semi-skilled and unskilled labourers and motormen in the employment of the firm.

*Date of Operation:* As from 1st January, 1942.

*Award No. 77;* dated 2nd December 1941.

**WAGES OF WORKERS (MALE AND FEMALE) IN A NORTHERN IRELAND WOOLLEN FACTORY.**

*Parties:* Messrs. Henderson & Eadie Ltd., Lisbellaw, Co. Fermanagh, and Employees of the Firm.

*Claim:* That the rates of wages be 1s. 6d. per hour for adult male workers and 1s. an hour for adult female workers and that the rates for juveniles (boys and girls) under 18 years be proportionately increased.

*Award:* The Tribunal awarded that the hourly rates inclusive of wages and bonus for a 48 hour week, should be 10½d. and 5½d., respectively, for adult male workers and for adult female workers (excluding weavers), and that the present time and piece rates for weavers should remain unchanged. The proportions of the adult workers' rates payable to juveniles should, in the case of boys, be 25, 35, 45 and 60 per cent, respectively, of the adult male workers' rate according to whether the boys were aged (i) under 16 years (ii) 16 and under 18 years (iii) 18 and under 20 years and (iv) 20 and under 21 years, and, in the case of girls, 33½, 50 and 75 per cent., respectively, according to whether the girls were aged (i) under 16 years, (ii) 16 and under 19 years, (iii) 19 and under 21 years. Nothing in the Award should operate to reduce existing rates of wages.

*Date of Operation:* As from the beginning of the first full pay period following 1st January, 1942.

*Award No. 78,* dated 10th December, 1941.

**RATES OF WAGES FOR WORKERS EMPLOYED BY A NORTHERN IRELAND QUARRY OWNER.**

*Parties:* Mr. Charles Spence, Maralin, Lurgan, and Employees of the Firm.

*Claim:* For the observance of the rates of wages payable to men employed in quarries, in accordance with the terms of a letter, dated 8th August, 1941, from Mr. E. A. Anderson, Secretary, on behalf of the Northern Ireland Quarry Owners' Association, and addressed to Mr. J. Keating of the Amalgamated Transport and General Workers' Union.

*Award:* The Tribunal awarded (i) that Mr. Charles Spence should observe the rates of wages payable to men employed in quarries, in accordance with the terms of a letter, dated 8th August, 1941, from Mr. E. A. Anderson, Secretary, on behalf of the Northern Ireland Quarry Owners' Association, and addressed to Mr. J. Keating of the Amalgamated Transport and General Workers' Union; and (ii) that, in the application of this Award, the quarry situated at Megaberry, County Antrim, and worked by Mr. Charles Spence should be regarded as being in the Lisburn Area for the purpose of determining the rates of wages payable to persons employed by him, viz., sledgers 1s. 3½d. and labourers 1s. 3d. per hour, respectively, for a working week of 50 hours.

*Date of Operation:* As from the beginning of the first full pay period following 4th December, 1941.

*Award No. 79;* dated 11th December, 1941.

**WAGES OF WORKERS IN BELFAST HIDE MARKETS.**

*Parties:* The Belfast members of the Northern Ireland Hide Markets Association, and certain Employees of the member Firms.

*Claim:* For an increase of 10s. per week in the current rate of wages of hide and skin workers.

*Award:* The Tribunal awarded an increase of 5s. per week

on the current basic rate of wages of £3 9s. per week to all hide and skin workers in the employment of the Belfast members of the Northern Ireland Hide Markets Association.

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

*Award No. 80;* dated 12th December, 1941.

**WAGES OF JOURNEMEN BUTCHERS IN BELFAST, LISBURN, BANGOR, AND NEWTOWNARDS.**

*Parties:* The Belfast, Lisburn, Bangor and Newtownards members of the Northern Ireland Master Butchers' Association, and certain Employees of the member Firms.

*Claim:* For an increase in the wages of journeymen butchers, by way of a weekly war bonus amounting to 10s. per week on the basic wage of £3 13s. per week.

*Award:* The Tribunal awarded that a War Bonus of 3s. 6d. per week be paid to all journeymen butchers in Belfast, Lisburn, Bangor and Newtownards who are not receiving wages in excess of the basic wage of £3 13s. per week.

*Date of Operation:* As from 1st December, 1941.

*Award No. 81;* dated 15th December, 1941.

**WAGES OF JUNIOR ATTENDANTS IN THE EMPLOYMENT OF THE LONDONDERY CITY AND COUNTY MENTAL HOSPITAL.**

*Parties:* The Committee of Management of the Londonderry City and County Mental Hospital, and certain Employees of the Committee of Management.

*Claim:* (Made on behalf of the employees by the Amalgamated Transport and General Workers' Union). For (a) an increase of £6 10s. per annum in respect of the members of the staff who were not included in the last award made by the Arbitration Tribunal on 17th December, 1940,\* and (b) a reduction in the period of reaching the maximum from 10 years to 6 years of junior attendants who are members of the Amalgamated Transport and General Workers' Union.

*Award:* The Tribunal awarded (a) an increase of £6 10s. per annum in respect of the members of the staff who were not included in the award made by the National Arbitration Tribunal (Northern Ireland) on 17th December, 1940, and (b) that any member of the junior male staff who has passed the preliminary and final examinations in Mental Nursing and has completed six years' service shall be entitled to receive the maximum amount of salary (£90) in accordance with the scale of wages and allowances adopted by the Committee of Management in May, 1940.

*Date of Operation:* As from the beginning of the first full pay period following 4th November, 1941.

*Award No. 82;* dated 16th December, 1941.

**WAGES OF GAS BURNER WORKERS IN THE EMPLOYMENT OF THE BRITISH ALUMINIUM COMPANY, COUNTY ANTRIM.**

*Parties:* The British Aluminium Company Ltd., Co. Antrim, and certain Employees of the Firm.

*Claim:* (Made on behalf of the employees by the National Union of General and Municipal Workers). For the restoration of the shift rate for gas burner workers to 10s. 3d. per shift.

*Award:* The Tribunal awarded that the shift rate for gas burner workers should be restored to 10s. 3d. per shift; the shift rates for night and Sunday work should be increased correspondingly.

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

*Award No. 83;* dated 17th December, 1941.

**WAGES AND OVERTIME RATES OF STOKERS AND DAY WORKERS IN THE GAS DEPARTMENT AND OF DAY WORKERS IN THE SURVEYOR'S DEPARTMENT OF A NORTHERN IRELAND LOCAL AUTHORITY.**

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

*Claim:* (Made on behalf of the employees by the National Union of General and Municipal Workers). That (i) the present rates of remuneration paid to stokers in the Gas Department be increased by an additional 1s. per shift; (ii) the present rates of remuneration paid to day workers in the Gas and Surveyor's Departments be increased by 5s. per week; (iii) in future overtime in both of the said Departments be paid as follows:— "Time and quarter for the first four hours, time and half thereafter, time and half from 12 noon on Saturday until 12 midnight Saturday and double time for Sunday."

*Award:* The Tribunal awarded that (i) the present rates of wages paid to stokers in the Gas Department of the Council should be increased by 6d. per shift; (ii) the present rates of wages paid to day workers in the Gas and Surveyor's Departments of the Council should be increased by 2s. 6d. per week; (iii) time worked by day workers in the Gas and Surveyor's Departments of the Council (excluding shift workers) outside the normal working hours should be paid at overtime rates of wages as follows:— (a) time and quarter for the first four hours (Monday to Friday inclusive); (b) time and half thereafter (Monday to Friday inclusive); (c) time and half from 12 noon on Saturday until 12 midnight on Saturday; (d) double time for Sunday.

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

*Award No. 84;* dated 18th December, 1941.

**WAGES OF THE MALE AND FEMALE STAFF OF A NORTHERN IRELAND MENTAL HOSPITAL.**

*Parties:* Joint Committee of Management of the Tyrone and Fermanagh Mental Hospital, and certain employees of the Joint Committee of Management.

*Claim:* (Made on behalf of the employees by the Amalgamated Transport and General Workers' Union.) For an increase of 30s. per month in the wages of the male and female staff employed at the Tyrone and Fermanagh Mental Hospital.

*Award:* The Tribunal awarded an increase of £6 10s. per annum in the salaries of the male and female staff.

*Date of Operation:* As from the beginning of the first full pay period following 4th November, 1941.

*Award No. 85;* dated 19th December, 1941.

**RATES OF WAGES OF LABOURERS EMPLOYED BY A NORTHERN IRELAND QUARRY OWNER.**

*Parties:* Messrs. James McMullan and Company, Market Square, Ballyclare, and certain Workers of the Firm employed at Leapoughs, Dromore, Co. Down.

*Claim:* For an increase in the rate of wages of labourers to 1s. 4½d. per hour.

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

*Award No. 86;* dated 22nd December, 1941.

**TRADE BOARDS ACTS.**

**A.—NOTICES OF PROPOSAL.**

PROPOSALS to vary minimum rates of wages have been issued as shown below. Further information may be obtained by persons engaged in the respective trades on application to the Secretary of the Board concerned at the Gordon Hotel, Leicester Street, Southport, Lancashire, in the case of Boards in Great Britain, or at Stormont, Belfast, in the case of Boards in Northern Ireland:—

KEG AND DRUM TRADE BOARD (GREAT BRITAIN).

Proposal K.D.(19) dated 19th December, 1941, to vary minimum rates of wages for male and female workers.

PAPER BAG TRADE BOARD (GREAT BRITAIN).

Proposal P.(30) dated 23rd December, 1941, to vary minimum rates of wages for male and female workers.

PAPER BOX TRADE BOARD (NORTHERN IRELAND).

Proposal N.I.B. (N.24), dated 8th December, 1941, to vary minimum rates of wages for male and female workers.

**B.—CONFIRMING ORDERS.**

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

JUTE TRADE BOARD (GREAT BRITAIN).

Order J.(67) dated 18th December, 1941, confirming a variation of minimum rates of wages and specifying 29th December, 1941, as the date from which such rates became effective.

PAPER BOX TRADE BOARD (GREAT BRITAIN).

Order B.(30) dated 24th December, 1941, confirming a variation of minimum rates of wages and specifying 5th January, 1942, as the date from which such rates became effective.

LINEN AND COTTON HANDKERCHIEF AND HOUSEHOLD GOODS AND LINEN PIECE GOODS TRADE BOARD (NORTHERN IRELAND).

Order N.I.H.H.G. (74), dated 20th November, 1941, confirming the variation of general minimum time rates, piecework basis time rates and general overtime rates for male and female workers and the general minimum piece rates for female workers, and specifying 8th December, 1941, as the date from which these rates became effective.

BAKING TRADE BOARD (NORTHERN IRELAND).

Order N.I.B. (8), dated 26th November, 1941, confirming the variation of general minimum time rates and general overtime rates for certain classes of male and female workers, and specifying 8th December, 1941, as the date from which these rates became effective.

LAUNDRY TRADE BOARD (NORTHERN IRELAND).

Order N.I.L. (18), dated 1st December, 1941, confirming the variation of general minimum time rates and general overtime rates for male and female workers and the piecework basis time rate for female workers, and specifying 8th December, 1941, as the date from which these rates became effective.

GENERAL WASTE MATERIALS RECLAMATION TRADE BOARD (NORTHERN IRELAND).

Order N.I.W.R. (16), dated 10th December, 1941, confirming the variation of general minimum time rates, piecework basis time rates and general overtime rates for male and female workers, and specifying 15th December, 1941, as the date from which these rates became effective.

\* See the issue of this GAZETTE for January 1941 page 26.

## EMERGENCY POWERS (DEFENCE)

## ESSENTIAL WORK (BUILDING AND CIVIL ENGINEERING) (No. 2) ORDER.

The Essential Work (Building and Civil Engineering) (No. 2) Order, 1941,\* dated December 18, 1941, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

The Minister of Labour and National Service (hereinafter referred to as "the Minister"), by virtue of the powers conferred on him by Regulations 58A and 98 of the Defence (General) Regulations, 1939, hereby makes the following Order:—

## PART I.—GENERAL.

1.—(1) This Order may be cited as the Essential Work (Building and Civil Engineering) (No. 2) Order, 1941, and shall come into force on the date hereof.

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

"building undertaking" means an undertaking consisting wholly or mainly in the carrying on of any of the following activities, that is to say—

- the construction, alteration, repair, decoration or demolition of buildings;
- the carrying out, in conjunction with the carrying on of any such activities as are mentioned in paragraph (a), of any processes, operations or manufactures incidental to any of the said activities, and

"civil engineering contracting undertaking" means an undertaking consisting wholly or mainly in the carrying on of any of the following activities, that is to say—

- the construction, alteration, repair, or demolition of docks, harbours, bridges, roads, viaducts, aqueducts, canals, inland navigations, pipe-lines, plant foundations, cooling towers and ponds, cable trenches, cableducts, railways, aerodromes, sea defences, river works, piers, quays, wharves, reservoirs, filter beds, sewage works, sewers, tunnels, and gasholders, the erection of overhead line supports, and any works of a similar nature;
- the carrying out, in conjunction with the carrying on of any of the activities mentioned in paragraph (i), of any processes, operations or manufactures incidental to the carrying on of any of the said activities.

and the said expressions include any branch, department or other part of any organisation which is not itself either a building undertaking or a civil engineering contracting undertaking, if the branch, department or part is wholly or mainly devoted to the carrying on of any of the activities specified in paragraphs (a) and (b) or paragraphs (i) and (ii):

Provided that a branch, department, or part of an organisation shall not, except where the organisation is that of a local authority or is a public utility undertaking, be treated for the purposes of this Order as a building undertaking or a civil engineering contracting undertaking unless it is wholly or mainly devoted to the carrying on of any of the said activities for persons, other than the persons controlling the organisation of which it forms part, entering into contracts with it or with that organisation;

"holiday" means a day recognised as such in a particular scheduled undertaking either generally or as regards any persons or classes or description of persons, and in that case the day shall only be treated as a holiday for those persons or classes or description of persons;

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

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

"site" includes a number of sites in any particular area and the expression "particular site" shall be construed accordingly.

(3) The Essential Work (Building and Civil Engineering) Order, 1941,† is hereby revoked:

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

- nothing in this Order shall affect any entry, application or report made, notice, permission, directions or undertaking given, certificate given or served, schedule or register kept or anything done under that Order and any such entry, application, report, notice, permission, directions, undertaking, certificate, schedule or register shall, if in force at the coming into operation of this Order, continue in force and have effect as if made, given, served or kept under this Order; and
- any document referring to that Order or to any provision of that Order shall be construed as referring to this Order and to the corresponding provision of this Order.

(4) Nothing in this Order shall affect the power conferred upon the Minister and a national service officer under paragraphs (1), (1A) and (2) of Regulation 58A of the Defence (General) Regulations, 1939, to give directions to persons to perform such services as they may be directed to perform.

## PART II.—SCHEDULED UNDERTAKINGS.

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

(a) a building or civil engineering contracting undertaking is engaged in essential work; and

(b) it is expedient for securing the defence of the realm or the efficient prosecution of the war or for maintaining supplies and services essential to the life of the community so to do;

he may enter the name of the undertaking in a Schedule of Undertakings to be kept by him as respects any persons employed in the undertaking or any class or description of such persons (which persons are hereinafter in this part of this Order referred to as "specified persons"), and he shall serve upon the person carrying on the undertaking a certificate that the undertaking is a scheduled undertaking in respect of the specified persons.

(2) It shall be the duty of any person upon whom such a certificate is served, to post up and keep posted up, copies of the said certificate in a conspicuous place in any premises in which specified persons are employed which are used for or in connection with the undertaking.

(3) For the purpose of the prosecution of any person for an offence against Regulation 58A of the Defence (General) Regulations, 1939, for a contravention of or failure to comply with any of the provisions of this part of this Order, a certificate by the Minister that an undertaking was on any particular date or during any particular period a scheduled undertaking in respect of the specified persons shall be sufficient evidence of that fact unless the contrary is proved.

3.—(1) Before entering the name of an undertaking in the Schedule of Undertakings the Minister shall, after consultation with such Government Departments as appear to him to be concerned, take such steps as are reasonably practicable to satisfy himself:—

- that the terms and conditions of employment of persons employed in the undertaking are not less favourable than the recognised terms and conditions as provided for by the Conditions of Employment and National Arbitration Order, 1940,\* or by that Order as amended by any subsequent Order;
- that satisfactory provision for the welfare of persons employed in the undertaking exists or is being made;
- that where in his opinion provision should be made in the undertaking for the training of workers, adequate provision exists or is being made for such training; and
- that where practicable and desirable, arrangements have been or are being made in the undertaking either generally or as regards any specified class or description of workers for their remuneration to be calculated on a system of, or a system which includes, payment by results, or otherwise than on a plain time rate basis.

(2) Notwithstanding the foregoing provisions of this Article, the Minister may in any case make a provisional entry of the name of an undertaking in the Schedule of Undertakings, and in that case he shall serve upon the person carrying on the undertaking a provisional certificate and such a certificate shall have effect as a certificate for all the purposes of this Order.

(3) A provisional certificate shall not remain in force for a longer period than six months from the date thereof, or for such further periods not exceeding six months at any one time, as the Minister may, on consideration of the circumstances of the case, direct.

(4) Any certificate or provisional certificate may be cancelled by the Minister at any time.

4.—(1) Subject as hereinafter provided, where a person carries on a scheduled undertaking the following provisions shall apply:—

- the person carrying on the undertaking shall not terminate (except for serious misconduct) the employment in the undertaking of any specified person, or without terminating such employment cause him to give his services in some other undertaking (except in the case of work urgently required to be done as the result of enemy action, for a period not exceeding fourteen days), except with the permission in writing of a national service officer;
- a specified person shall not leave his employment in the undertaking except with such permission as aforesaid;
- not less than one week's notice of the termination of the employment in the undertaking of a specified person shall be given by that person or by the person carrying on the undertaking as the case may be, so, however, that this provision shall not apply where the specified person is dismissed for serious misconduct;
- without prejudice to any terms and conditions of employment more favourable to specified persons that may be provided for by the Conditions of Employment and National Arbitration Order, 1940, or by that Order as amended by any subsequent Order, the person carrying on the undertaking shall in respect of every prescribed period pay to every specified person a sum which is not less than the normal wage for the prescribed period if that person is during the normal working hours—
  - capable of and available for work; and
  - willing to perform any services outside his usual occupation which in the circumstances he can reasonably be asked to perform during any period when work is not available for him in his usual occupation in the undertaking.

For the purposes of this sub-paragraph—

"prescribed period" means in relation to a person paid on a time rate basis, a week, and in relation to a

person paid otherwise than on a time rate basis, a day;

"normal working hours" means in relation to a week forty-four hours, in relation to a day other than Saturday eight hours, and in relation to Saturday four hours;

"normal wage" means a wage calculated as follows, that is to say either—

- by reference to the time rate applicable to the person concerned and to the normal working hours on or during the prescribed period as the case may be; or
- where for any reason the wage cannot be calculated in the manner provided for by sub-paragraph (i) hereof, by reference to the time rate applicable to the members of the same grade or class as the person concerned who are employed in the same undertaking and in the same district as that person and to the normal working hours on or during the prescribed period of such persons, or, if there is no person so employed, to members of the same grade or class in the same class of employment in the same district;

all time worked in excess of the normal working hours shall be treated as if it had been paid for at the ordinary time rate; and

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

(e) where during any prescribed period a specified person is absent from work owing to sickness or any cause beyond his control and if required produces satisfactory evidence thereof, the prescribed period and the normal working hours in relation to that prescribed period shall, as regards that person, be treated as reduced by the extent of such absence and the normal working hours attributable thereto;

(f) where any holiday occurs on any day or during any week, the normal working hours of that day or that week shall be treated as reduced by the extent of the holiday and the normal working hours attributable to that holiday.

(2) An application to a national service officer for the permission under sub-paragraphs (a) and (b) of paragraph (1) of this Article shall be in writing and shall state the grounds upon which the application is based.

(3) A national service officer shall so far as is practicable either grant or refuse his permission within seven days of the receipt of the application by him, and where he grants any permission he shall communicate the permission in writing to the person carrying on the undertaking and to the specified person by or in respect of whom the application was made.

(4) Notwithstanding any permission of a national service officer given under the provisions of this part of this Order, the terms of any contract in so far as they relate to the giving by either party of notice to terminate the contract or the length of such notice shall remain in force, so, however, that where any such contract provides for the giving of less than one week's notice to terminate the employment in the undertaking, not less than one week's notice shall be given as provided for by sub-paragraph (c) of paragraph (1) of this Article.

5.—(1) If—

- the person carrying on the undertaking or any specified person by or in respect of whom an application to a national service officer has been made, is aggrieved by reason of the fact that the national service officer has given or refused the permission asked for; or
- a specified person has been dismissed from his employment in the undertaking on the ground that he has been guilty of serious misconduct;

he may within four days of the giving or refusal of such permission, or of such dismissal (as the case may be), or within such further period as a national service officer may for good cause in any particular case allow, request in writing the national service officer to submit the matter to a Local Appeal Board to be constituted by the Minister.

(2) The national service officer shall, on being so requested forthwith submit the matter to the Board and the Board shall make such recommendation to the national service officer as it thinks fit, so far as is practicable within seven days of the matter being submitted to it.

(3) The national service officer, after considering any such recommendation as aforesaid, may cancel any permission already given, or grant or refuse to grant any permission, or direct any specified person who has left his employment in the undertaking to return to it, or direct the reinstatement of any specified person who has been dismissed—

- under any permission so cancelled as aforesaid; or
- on the ground of serious misconduct if the Board is of opinion that the dismissal was not justified on that ground.

(4) Local Appeal Boards shall sit for such districts as the Minister may determine and shall consist of one member chosen to represent employers, one member chosen to represent workers, and a chairman appointed by the Minister. Panels of persons chosen to represent employers and workers respectively shall be constituted by the Minister for the purposes of this Order for such districts as the Minister thinks fit, and the members of a Local Appeal Board chosen to represent employers and workers shall be selected from the panels in such manner as the Minister may determine.

(5) Notwithstanding the provisions of paragraph (4) of this Article, a Local Appeal Board consisting of the chairman and one other member shall be deemed to be properly constituted for all the purposes of this Order, if—

- the chairman so thinks fit; and
- the person who has requested the national service officer to submit the matter to a Local Appeal Board consents or has consented; and
- the other person concerned in the submission if he is present, also consents.

6.—(1) If any specified person—

- absents himself from work without reasonable excuse; or
- is persistently late in presenting himself for work; or
- fails to comply with any lawful and reasonable orders given to him (including any orders as to the working of a reasonable amount of overtime); or
- persistently behaves at his work in such a manner as to impede the effective production of the work carried on in the undertaking;

the person carrying on the undertaking may report such matters to a national service officer giving such particulars as the officer may require.

(2) The national service officer shall furnish a copy of such particulars to the person who is the subject of such report and if, after such further investigation as he may think necessary, he is satisfied of the truth of the matters so reported and that that person is capable of performing his work, he may give directions under Regulation 58A of the Defence (General) Regulations, 1939, to that person to perform his work, and any such directions may contain provisions as to the method or manner of work and the times at which and during which that person shall present himself for and remain at work as the national service officer thinks fit.

(3) If any person to whom the national service officer has given such directions so requests within four days of the date of the giving of the directions or within such further period as a national service officer may for good cause in any particular case allow, the national service officer shall refer the matter to a Local Appeal Board for its report and recommendation and the Board shall make such recommendation to the national service officer as it thinks fit so far as is practicable within seven days of the matter being submitted to it and shall also send a copy thereof to the person who is the subject of the report and to the person carrying on the undertaking.

(4) The national service officer shall take into consideration any recommendation made by the Board and may give such directions to the person concerned with regard to the matters aforesaid as he thinks fit, or may withdraw any directions given.

## PART III.—SCHEDULED SITES.

7.—(1) If the Minister is satisfied that any works carried on by a building or civil engineering contracting undertaking at any particular site are essential works, he may enter such works and such site in a schedule to be kept by him, and such works and such site are hereinafter in this part of this Order referred to as "scheduled works" and "scheduled site", and he shall serve upon the person for whom the scheduled works are being carried out or upon the person mainly responsible for carrying them out or upon both such persons a notice that the works are scheduled works and that the site is a scheduled site.

(2) In addition to the above notice the Minister may give notice by public advertisement in the locality or otherwise in such manner as he thinks best calculated to bring the matter to the notice of all persons affected that the works are scheduled works and the site is a scheduled site.

(3) It shall be the duty of any person upon whom a notice is served under or in accordance with the provisions of paragraph (1) of this Article to post up and keep posted up copies of the said notice in a conspicuous place upon the scheduled site.

(4) Every entry in the schedule and every such notice as aforesaid shall specify—

- the persons carrying on undertakings engaged in scheduled works on the scheduled site or any class or description of such persons to whom this part of this Order is to apply; and
- the persons employed by persons so specified or any class or description of such persons to whom this part of this Order is to apply;

and accordingly this part of this Order shall, as from the date fixed by such notice, apply so far as concerns the scheduled works and the scheduled sites to all persons specified under sub-paragraphs (a) and (b).

(5) Before specifying any person or class or description of persons under sub-paragraph (a) of paragraph (4) of this Article, the Minister shall, after consultation with such Government Departments as appear to him to be concerned, take such steps as are reasonably practicable to satisfy himself that the provisions contained in paragraph (1) of Article 3 of this Order are fulfilled in the case of that person or class or description of persons as regards persons or any class or description of persons employed or to be employed in the scheduled works on the scheduled site.

(6) Notwithstanding the foregoing provisions of this Article the Minister may specify provisionally any person or class or description of persons under sub-paragraph (a) and (b) of paragraph (4) of this Article and shall make a provisional entry in the Schedule and give notice accordingly; Provided that such a provisional specification shall not remain in force for a longer period than six months from the date thereof or for such further

person paid otherwise than on a time rate basis, a day;

"normal working hours" means in relation to a week forty-four hours, in relation to a day other than Saturday eight hours, and in relation to Saturday four hours;

"normal wage" means a wage calculated as follows, that is to say either—

- by reference to the time rate applicable to the person concerned and to the normal working hours on or during the prescribed period as the case may be; or
- where for any reason the wage cannot be calculated in the manner provided for by sub-paragraph (i) hereof, by reference to the time rate applicable to the members of the same grade or class as the person concerned who are employed in the same undertaking and in the same district as that person and to the normal working hours on or during the prescribed period of such persons, or, if there is no person so employed, to members of the same grade or class in the same class of employment in the same district;

all time worked in excess of the normal working hours shall be treated as if it had been paid for at the ordinary time rate; and

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

(e) where during any prescribed period a specified person is absent from work owing to sickness or any cause beyond his control and if required produces satisfactory evidence thereof, the prescribed period and the normal working hours in relation to that prescribed period shall, as regards that person, be treated as reduced by the extent of such absence and the normal working hours attributable thereto;

(f) where any holiday occurs on any day or during any week, the normal working hours of that day or that week shall be treated as reduced by the extent of the holiday and the normal working hours attributable to that holiday.

(2) An application to a national service officer for the permission under sub-paragraphs (a) and (b) of paragraph (1) of this Article shall be in writing and shall state the grounds upon which the application is based.

(3) A national service officer shall so far as is practicable either grant or refuse his permission within seven days of the receipt of the application by him, and where he grants any permission he shall communicate the permission in writing to the person carrying on the undertaking and to the specified person by or in respect of whom the application was made.

(4) Notwithstanding any permission of a national service officer given under the provisions of this part of this Order, the terms of any contract in so far as they relate to the giving by either party of notice to terminate the contract or the length of such notice shall remain in force, so, however, that where any such contract provides for the giving of less than one week's notice to terminate the employment in the undertaking, not less than one week's notice shall be given as provided for by sub-paragraph (c) of paragraph (1) of this Article.

5.—(1) If—

- the person carrying on the undertaking or any specified person by or in respect of whom an application to a national service officer has been made, is aggrieved by reason of the fact that the national service officer has given or refused the permission asked for; or
- a specified person has been dismissed from his employment in the undertaking on the ground that he has been guilty of serious misconduct;

he may within four days of the giving or refusal of such permission, or of such dismissal (as the case may be), or within such further period as a national service officer may for good cause in any particular case allow, request in writing the national service officer to submit the matter to a Local Appeal Board to be constituted by the Minister.

(2) The national service officer shall, on being so requested forthwith submit the matter to the Board and the Board shall make such recommendation to the national service officer as it thinks fit, so far as is practicable within seven days of the matter being submitted to it.

(3) The national service officer, after considering any such recommendation as aforesaid, may cancel any permission already given, or grant or refuse to grant any permission, or direct any specified person who has left his employment in the undertaking to return to it, or direct the reinstatement of any specified person who has been dismissed—

- under any permission so cancelled as aforesaid; or
- on the ground of serious misconduct if the Board is of opinion that the dismissal was not justified on that ground.

(4) Local Appeal Boards shall sit for such districts as the Minister may determine and shall consist of one member chosen to represent employers, one member chosen to represent workers, and a chairman appointed by the Minister. Panels of persons chosen to represent employers and workers respectively shall be constituted by the Minister for the purposes of this Order for such districts as the Minister thinks fit, and the members of a Local Appeal Board chosen to represent employers and workers shall be selected from the panels in such manner as the Minister may determine.

(5) Notwithstanding the provisions of paragraph (4) of this Article, a Local Appeal Board consisting of the chairman and one other member shall be deemed to be properly constituted for all the purposes of this Order, if—

- the chairman so thinks fit; and
- the person who has requested the national service officer to submit the matter to a Local Appeal Board consents or has consented; and
- the other person concerned in the submission if he is present, also consents.

6.—(1) If any specified person—

- absents himself from work without reasonable excuse; or
- is persistently late in presenting himself for work; or
- fails to comply with any lawful and reasonable orders given to him (including any orders as to the working of a reasonable amount of overtime); or
- persistently behaves at his work in such a manner as to impede the effective production of the work carried on in the undertaking;

the person carrying on the undertaking may report such matters to a national service officer giving such particulars as the officer may require.

(2) The national service officer shall furnish a copy of such particulars to the person who is the subject of such report and if, after such further investigation as he may think necessary, he is satisfied of the truth of the matters so reported and that that person is capable of performing his work, he may give directions under Regulation 58A of the Defence (General) Regulations, 1939, to that person to perform his work, and any such directions may contain provisions as to the method or manner of work and the times at which and during which that person shall present himself for and remain at work as the national service officer thinks fit.

(3) If any person to whom the national service officer has given such directions so requests within four days of the date of the giving of the directions or within such further period as a national service officer may for good cause in any particular case allow, the national service officer shall refer the matter to a Local Appeal Board for its report and recommendation and the Board shall make such recommendation to the national service officer as it thinks fit so far as is practicable within seven days of the matter being submitted to it and shall also send a copy thereof to the person who is the subject of the report and to the person carrying on the undertaking.

(4) The national service officer shall take into consideration any recommendation made by the Board and may give such directions to the person concerned with regard to the matters aforesaid as he thinks fit, or may withdraw any directions given.

## PART III.—SCHEDULED SITES.

7.—(1) If the Minister is satisfied that any works carried on by a building or civil engineering contracting undertaking at any particular site are essential works, he may enter such works and such site in a schedule to be kept by him, and such works and such site are hereinafter in this part of this Order referred to as "scheduled works" and "scheduled site", and he shall serve upon the person for whom the scheduled works are being carried out or upon the person mainly responsible for carrying them out or upon both such persons a notice that the works are scheduled works and that the site is a scheduled site.

(2) In addition to the above notice the Minister may give notice by public advertisement in the locality or otherwise in such manner as he thinks best calculated to bring the matter to the notice of all persons affected that the works are scheduled works and the site is a scheduled site.

(3) It shall be the duty of any person upon whom a notice is served under or in accordance with the provisions of paragraph (1) of this Article to post up and keep posted up copies of the said notice in a conspicuous place upon the scheduled site.

(4) Every entry in the schedule and every such notice as aforesaid shall specify—

- the persons carrying on undertakings engaged in scheduled works on the scheduled site or any class or description of such persons to whom this part of this Order is to apply; and
- the persons employed by persons so specified or any class or description of such persons to whom this part of this Order is to apply;

and accordingly this part of this Order shall, as from the date fixed by such notice, apply so far as concerns the scheduled works and the scheduled sites to all persons specified under sub-paragraphs (a) and (b).

(5) Before specifying any person or class or description of persons under sub-paragraph (a) of paragraph (4) of this Article, the Minister shall, after consultation with such Government Departments as appear to him to be concerned, take such steps as are reasonably practicable to satisfy himself that the provisions contained in paragraph (1) of Article 3 of this Order are fulfilled in the case of that person or class or description of persons as regards persons or any class or description of persons employed or to be employed in the scheduled works on the scheduled site.

(6) Notwithstanding the foregoing provisions of this Article the Minister may specify provisionally any person or class or description of persons under sub-paragraph (a) and (b) of paragraph (4) of this Article and shall make a provisional entry in the Schedule and give notice accordingly; Provided that such a provisional specification shall not remain in force for a longer period than six months from the date thereof or for such further

\* Statutory Rules and Orders, 1941, No. 2067; H.M. Stationery Office, price 4d. net (5d. post free).

† Statutory Rules and Orders, 1941, No. 822.

\* Statutory Rules and Orders, 1940 No. 1305.

periods not exceeding six months at any one time as the Minister, on consideration of the circumstances of the case, thinks fit.

(7) The Minister may from time to time by notice given in accordance with the provisions of paragraph (1) or paragraph (2) of this Article, cancel, modify or amend any entry (including any provisional entry) in the Schedule and any notice: Provided that any such cancellation, modification or amendment shall not affect any right or liability acquired or incurred before the date of the cancellation, modification or amendment.

(8) For the purpose of any proceedings under this part of this Order or for an offence against Regulation 58A of the Defence (General) Regulations, 1939, for a contravention of or failure to comply with any of the provisions of this part of this Order, a certificate by the Minister that on any particular date or during any particular period any works were scheduled works or any site was a scheduled site or any person or class or description of persons was specified (whether provisionally or otherwise) under paragraph (4) of this Article shall be sufficient evidence of the fact unless the contrary is proved.

8. The provisions of Articles 4, 5 and 6 of this Order shall apply to scheduled works, to scheduled sites and to persons specified under paragraph (4) of Article 7 to whom this part of this Order applies as they apply to persons carrying on scheduled undertakings and to specified persons; and accordingly references in those Articles to a person who carries on a scheduled undertaking or to the person carrying on the undertaking shall be construed as references to a person specified under paragraph (4) (a) of Article 7 to whom this part of this Order applies, references to a specified person shall be construed as references to a person specified under paragraph (4) (b) of Article 7 to whom this part of this Order applies, and references to employment in the undertaking shall be construed as references to employment in the undertaking in the scheduled works on the scheduled site.

#### PART IV.—BUILDING VOLUNTEERS.

9.—(1) With a view to securing that enough workers are at all times available to meet the requirements of building or civil engineering contracting undertakings that are engaged in essential work, if any person whose normal employment is employment in such undertakings of such class or description as the Minister may from time to time by any public announcement specify, makes application to a local office and if the Minister on such application being made so requires, every such person shall—

(a) register such particulars about himself on such dates, at such times, in such manner and at such places as are so required; and

(b) at any time and from time to time furnish such further particulars about himself in such manner and at such places as the Minister may require.

(2) The Minister may, after considering all the circumstances of the case, including such particulars as aforesaid, enter the name of any such person in a Building Volunteer Register (hereafter in this Part of this Order referred to as "the Register") and any person so registered is hereafter in this Order referred to as "a registered person."

(3) Before entering the name of any person in the Register the Minister shall require such person to sign an undertaking that he is willing—

(a) to go to any place to which he is sent by the Minister of Works and Buildings to perform work in his usual occupation at the rate of remuneration usual to that work, or in emergency to perform work outside his usual occupation which he can reasonably be asked to perform; and

(b) to be employed as to terms of remuneration on a system of, or a system which includes, payment by results or otherwise than on a plain time rate basis.

10.—(1) The Minister shall issue to every registered person a certificate certifying that he is so registered and any such registration shall continue in force for a period of twelve months from the date upon which the certificate is issued, and thereafter shall continue in force until the expiration of three months' notice in writing given (whether during or after the expiration of the said twelve months) to the Minister by the person so registered that he desires his name to be removed from the Register.

(2) The Minister may at any time give seven days notice to a registered person of his intention to remove the name of that person from the Register and may, if he so thinks fit, after considering any representations that may be made within that time by or on behalf of that person, remove his name from the Register.

(3) Every certificate shall remain the property of the Minister, and it shall be the duty of the person to whom the certificate is issued to send to or hand in at a local office his certificate immediately on the expiration of the said three months or within three days of the receipt by him of notice from the Minister that his name has been removed from the Register.

(4) For the purpose of any proceedings under this part of this Order or for an offence against Regulation 58A of the Defence (General) Regulations, 1939, for a contravention of or failure to comply with the provisions of this part of this Order, a certificate by the Minister that on any particular date or during any particular period a person was a registered person shall be sufficient evidence of that fact unless the contrary is proved.

11. Where a registered person is employed by a person carrying on a building or civil engineering contracting undertaking that is engaged in essential work, the provisions of Articles 4, 5 and 6 of this Order shall apply to the person carrying on that

undertaking and to the registered person who is employed therein as they apply to persons carrying on scheduled undertakings and to specified persons: and accordingly references in those Articles to a person who carries on a scheduled undertaking or to the person carrying on the undertaking shall be construed as references to a person carrying on a building or civil engineering contracting undertaking that is engaged in essential work, references to a specified person shall be construed as references to a registered person, and references to employment in the undertaking shall be construed as references to employment in the building or civil engineering contracting undertaking that is engaged in essential work.

12. Every registered person shall, while he is so registered and so long as he is not otherwise employed, be deemed to be in the service of the Crown upon the following terms—

(a) he shall from time to time perform such duties, carry out such instructions and report at such places and at such times as may be required by the Minister of Works and Buildings; and

(b) his conditions of service as regards pay, allowances, leave and other matters shall be such as the Minister of Works and Buildings may, with the consent of the Treasury, from time to time determine.

#### PART V.—INFORMATION.

13. Any person carrying on a scheduled undertaking, any person specified under sub-paragraph (a) of paragraph (4) of Article 7, and any employer of a registered person shall—

(a) keep such records relating to the undertaking as the Minister may from time to time by notice direct;

(b) produce to such person as may be designated by or on behalf of the Minister such records relating to the undertaking and furnish such information relating thereto as may be set out in any notice or direction; and

(c) permit any person so designated as aforesaid to enter and inspect with a view to securing compliance with this Order any premises used for or in connection with the undertaking.

#### PART VI.—EMPLOYMENT BY THE CROWN.

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

Article 2 (2) shall not apply.

Article 3 shall apply as though for sub-paragraph (a) of paragraph (1) of that Article there were substituted the following sub-paragraph:—

"(a) that arrangements as regards the terms and conditions of employment, the termination of employment and appeals in the case of dismissal of persons employed in that undertaking have been made which are substantially equivalent to the provisions of this Order so far as they relate to persons carrying on scheduled undertakings."

The following Articles shall apply to specified persons employed in the aforesaid undertaking, namely:—

Article 4 (in so far as it prohibits such persons from leaving their employment without the permission of a national service officer and in so far as it requires not less than one week's notice of the termination of the employment to be given by such persons), Article 5 (in so far as it relates to such permission), and Article 6.

(2) The provisions of Part III of this Order shall apply in respect of scheduled works carried on by the Crown on a scheduled site as follows:—

Article 7(3) shall not apply.

Article 7(5) shall apply as though the reference to sub-paragraph (a) of paragraph (1) of Article 3 were a reference to the sub-paragraph substituted therefor by paragraph (1) of this Article.

The following Articles as applied by Article 8 shall apply to persons specified under sub-paragraph (b) of paragraph (4) of Article 7 who are employed by the Crown, namely, Article 4 (in so far as it prohibits such persons from leaving their employment in the scheduled works on the scheduled site without the permission of a national service officer and in so far as it requires not less than one week's notice of the termination of the employment to be given by such persons), Article 5 (in so far as it relates to such permission) and Article 6.

(3) The provisions of Part IV of this Order shall apply to registered persons who are employed in an undertaking which is carried on by the Crown as follows:—

In addition to the provisions contained in Article 12 the following Articles as applied by Article 11 shall apply to such persons, namely, Article 4 (in so far as it prohibits such persons from leaving their employment without the permission of a national service officer and in so far as it requires not less than one week's notice of the termination of the employment to be given by such persons), Article 5 (in so far as it relates to such permission), and Article 6.

(4) For the purposes of Articles 5 and 6 or of those Articles as applied by Articles 8 and 11, the Local Appeal Board shall, if the Minister and the Government Department concerned so agree, be a committee of a Joint Industrial Council or similar body having functions in respect of that Department, and consisting of an equal number of members of the Council or other body representing the Department and the persons employed in the undertaking respectively, together with an independent chairman.

(5) The provisions of Article 13 of this Order shall not apply to the Crown.

(6) Nothing in this Order shall apply to a person who is a member of the armed forces of the Crown other than the Home Guard or to a woman of any of the classes specified in the Schedule to the National Service (No. 2) Act, 1941,\* not being a woman whose enrolment or other undertaking to serve was for part time service only or for service without remuneration.

Signed by order of the Minister of Labour and National Service this eighteenth day of December, 1941.

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

### BUILDING AND CIVIL ENGINEERING (RESTRICTION ON TRANSFER) ORDER.

The Building and Civil Engineering (Restriction on Transfer) Order, 1941,† dated December 18, 1941, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

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

1.—(1) This Order may be cited as the Building and Civil Engineering (Restriction on Transfer) Order, 1941, and shall come into force on the 12th January, 1942.

(2) In this Order the following expressions have the meanings hereby assigned to them—

"building undertaking" means an undertaking consisting wholly or mainly in the carrying on of any of the following activities, that is to say—

(a) the construction, alteration, repair, decoration or demolition of buildings;

(b) the carrying out, in conjunction with the carrying on of any such activities as are mentioned in paragraph (a) of any processes, operations or manufactures incidental to any of the said activities, and

"civil engineering contracting undertaking" means an undertaking consisting wholly or mainly in the carrying on of any of the following activities, that is to say—

(i) the construction, alteration, repair, or demolition of docks, harbours, bridges, roads, viaducts, aqueducts, canals, inland navigations, pipelines, plant foundations, cooling towers and ponds, cable trenches, cableducts, railways, aerodromes, sea defences, river works, piers, quays, wharves, reservoirs, filter beds, sewage works, sewers, tunnels, and gas holders, the erection of overhead line supports, and any works of a similar nature;

(ii) the carrying out, in conjunction with the carrying on of any of the activities mentioned in paragraph (i) of any processes, operations or manufactures incidental to the carrying on of any of the said activities,

and the said expressions include any branch, department or other part of any organisation which is not itself either a building undertaking or a civil engineering contracting undertaking, if the branch, department or part is wholly or mainly devoted to the carrying on of any of the activities specified in paragraphs (a) and (b) or paragraphs (i) and (ii):

Provided that a branch, department, or part of an organisation shall not, except where the organisation is that of a local authority or is a public utility undertaking, be treated for the purposes of this Order as a building undertaking or a civil engineering contracting undertaking unless it is wholly or mainly devoted to the carrying on of any of the said activities for persons, other than the persons controlling the organisation of which it forms part, entering into contracts with it or with that organisation;

"building employer" means a person carrying on a building undertaking;

"civil engineering employer" means a person carrying on a civil engineering contracting undertaking;

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

2.—(1) Subject to the provisions of this Order, where a person is employed on a particular site by a building or civil engineering employer, the employer shall not transfer that person for employment by him elsewhere than on that site or cause him to give his services in some other undertaking elsewhere than on that site unless he receives permission to do so from a national service officer.

(2) An application for such permission shall be made in writing to a national service officer giving the following information—

(a) the name, unemployment book number and occupation of the person whom the employer desires to transfer or to cause to give his services as aforesaid;

(b) the site to which the person is to be transferred or the undertaking in which he is to be caused to give his services; and

(c) the date on which the person is to be transferred or to be caused to give his services;

Provided that—

(i) any such application shall be made so far as practicable not less than seven days before the date mentioned in sub-paragraph (c); and

\* 5 & 6 Geo. 6, c. 4.

† Statutory Rules and Orders, 1941, No. 2068; H.M. Stationery Office, price 1d. net (2d. post free).

(ii) the employer shall give such other information relating to the person concerned as the Minister may in any particular case require.

3.—(1) The Minister may from time to time issue directions exempting building or civil engineering employers generally or any particular employer or class or description of employer from the provisions of Article 2, and he may do so in respect of all persons employed by any such employer or class or description thereof, or of any person or any class or description of persons so employed.

(2) In any proceedings for a contravention of or failure to comply with the provisions of Article 2 it shall be a defence for the employer to prove that he and the person employed by him were exempted from the provisions therein contained.

4. A national service officer may, on application being made to him in writing, give to any building or civil engineering employer permission to employ any persons or persons of any class or description in his employment interchangeably on two or more sites.

5.—(1) Where the employment of a person by a building or civil engineering employer is terminated or notice is given for such termination (whether in either case by the employer or by that person), the employer shall give notice in writing to a national service officer stating the name, unemployment book number and occupation of the person concerned and such other information relating to that person as the Minister may in any particular case require.

(2) Every such notice shall be given immediately on the termination of the employment or immediately on the giving or receipt of any notice to terminate the employment, whichever occurs the earlier.

(3) Every person who leaves the employment of a building or civil engineering employer shall, not later than the day next following the day on which he left (unless he is prevented from doing so by circumstances beyond his control), report either—

(a) at the local office nearest to the place at which he was working; or

(b) at such other local office as he may notify to his employer before he leaves his employment, and in that case the employer shall forthwith notify the local office referred to in sub-paragraph (a) accordingly;

Provided that the Minister may in any particular case require any person to report at a place specified by the Minister and in that case the person shall report at that place.

(4) The Minister may, if he thinks fit, give directions that the provisions

(a) of paragraphs (1) and (2) of this Article shall not apply in the case of all employers or any particular employer or class or description of employer; and

(b) of paragraph (3) of this Article shall not apply in the case of all persons or any particular person or class or description of person.

6. Any directions issued or permission given under the provisions of this Order

(a) may be issued or given so as to have effect either generally or as to such area, for such purposes, in such circumstances or for such period as may be specified in the directions or permission; and

(b) may be cancelled or modified at any time, in the case of directions by the Minister and, in the case of a permission by any national service officer, but without prejudice to the issue or giving of any further directions or a further permission.

7. Nothing in this Order shall affect or be in derogation of the provisions of the Essential Work (Building and Civil Engineering) (No. 2) Order, 1941.\*

8. Every building or civil engineering employer shall—

(a) keep such records relating to the undertaking carried on by him as the Minister may from time to time by notice direct;

(b) produce to such person as may be designated by or on behalf of the Minister such records relating to the undertaking and furnish such information relating thereto as may be set out in any notice or direction; and

(c) permit any person so designated as aforesaid to enter and inspect with a view to securing compliance with this Order any premises used for or in connection with the undertaking.

Signed by order of the Minister of Labour and National Service this eighteenth day of December, 1941.

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

### ESSENTIAL WORK (COALMINING INDUSTRY) ORDERS.

The Essential Work (Coalmining Industry) (Amendment) Order, 1941,† dated December 9, 1941, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

The above Order, which came into force on 9th December, effected certain amendments of the Essential Work (Coalmining Industry) Order, 1941.‡ Both of these Orders, however, have since been superseded by the Essential Work (Coalmining Industry) (No. 3) Order, 1941, the text of which is given below.

\* Statutory Rules and Orders, 1941, No. 2067.

† Statutory Rules and Orders, 1941, No. 2003. H.M. Stationery Office, price 1d. net (2d. post free).

‡ Statutory Rules and Orders, 1941, No. 707.

**The Essential Work (Coalmining Industry) (No. 3) Order, 1941,\* dated December 18, 1941, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.**

Whereas it appears to the Minister of Labour and National Service (hereinafter referred to as "the Minister") that undertakings that are engaged in the coalmining industry are engaged in essential work:

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

1.—(1) This Order may be cited as the Essential Work (Coalmining Industry) (No. 3) Order, 1941, and shall come into force on the date hereof.

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

"coalmining industry" means the industry in which coalmines are worked or carried on;

"coalmine" includes every shaft in the course of being sunk and every level and inclined plane in the course of being driven, and all the shafts, levels, planes, works, tramways and sidings, both below ground and above ground, in and adjacent to and belonging to the coalmine, but does not include any part of such premises on which any manufacturing process is carried on other than a process ancillary to the getting, dressing or preparation for sale of coal;

"District Production Committee" means the Committee set up in each coalmining district representing persons carrying on undertakings in the coalmining industry in that district and persons employed in such undertakings for the purpose of dealing with all matters affecting coal production;

"holidays" means days recognised as such in accordance with any custom or agreement existing in the district in which a scheduled undertaking is carried on;

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

"Pit Production Committee" means the Committee set up in a scheduled undertaking representing the person carrying on that undertaking and persons employed therein for the purpose of dealing with all matters affecting coal production;

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

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

(3) The Essential Work (Coalmining Industry) Orders, 1941,† are hereby revoked:

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

(a) nothing in this revocation shall affect any entry or report made, schedule kept, certificate given or served, notice, permission or directions given or thing done under that Order, and every such entry, report, schedule, certificate, notice, permission or directions shall, if in force at the coming into operation of this Order, continue in force and have effect as if made, kept, given or served under this Order; and

(b) any document referring to the said Orders or either of them shall be construed as referring to this Order.

2. [Paragraphs (1) and (2) of this Article are identical with the corresponding paragraphs of the Essential Work (Coalmining Industry) Order, 1941.‡]

(3) For the purpose of the prosecution of any person for an offence against Regulation 58A of the Defence (General) Regulations, 1939, for a contravention of or failure to comply with any of the provisions of this Order, a certificate by the Minister that an undertaking was on any particular date or during any particular period a scheduled undertaking shall be sufficient evidence of that fact unless the contrary is proved.

3. [Paragraphs (1) and (2) of this Article are identical with the corresponding paragraphs of the Essential Work (Coalmining Industry) Order, 1941.‡]

(3) A provisional certificate shall not remain in force for a longer period than six months from the date thereof, or for such further periods not exceeding six months at any one time, as the Minister may, on consideration of the circumstances of the case, direct.

(4) Any certificate or provisional certificate may be cancelled by the Minister at any time.

4.—(1) Subject as hereinafter provided, where a person carries on a scheduled undertaking the following provisions shall apply:—

(a) the person carrying on the undertaking shall not terminate (except for serious misconduct) the employment in the undertaking of any person employed therein, or without terminating such employment cause him to give his services in some other undertaking (except in case of emergency for a period not exceeding fourteen days) except with the permission in writing of a national service officer;

(b) a person employed in the undertaking shall not leave his employment except with such permission as aforesaid,

but the permission under this sub-paragraph shall not be withheld if the national service officer is satisfied that the permission is required to allow that person to go immediately into another scheduled undertaking;

(c) not less than one week's notice of the termination of the employment of a person employed in the undertaking shall be given by that person or by the person carrying on the undertaking as the case may be, so, however, that this provision shall not apply where the person so employed is dismissed for serious misconduct.

(d) without prejudice to any terms and conditions of employment more favourable to persons employed in the undertaking that may be provided for by the Conditions of Employment and National Arbitration Order, 1940, or by that Order as amended by any subsequent Order, the person carrying on the undertaking shall in respect of every week pay to every person employed in the undertaking (except as otherwise provided in this Order) a sum which is not less than the guaranteed wage for that week if that person is during his normal working hours—

(i) capable of and available for work; and  
(ii) willing to perform any services outside his usual occupation which in the circumstances he can reasonably be asked to perform during any period when work is not available for him in his usual occupation in the undertaking.

For the purpose of this sub-paragraph—

"week" means the pay week of the undertaking;

"normal working hours" means in relation to a person in respect of any week the hours ordinarily worked in the undertaking during that week on the morning, afternoon or night shift as the case may be by the grade or class of persons to which the person concerned belongs;

"guaranteed wage" means:

(i) in the case of a pieceworker his piecework earnings for the shifts or parts of shifts on which he is engaged on piecework and wages at the day wage rate applicable to members of the same grade or class employed in the same undertaking as the pieceworker in respect of the number of hours (if any) by which the time during which work was available for him during the normal working hours of the week falls short of the normal working hours, so, however, that any period of less than one hour in any shift during which work was not available shall be disregarded;

(ii) in the case of a timeworker the wages applicable to such person in respect of normal working hours;

Provided that—

(a) the wages referred to in paragraphs (i) and (ii) above shall include any flat rate additions under a district wages agreement and the war wage addition payable to the person in question in respect of the normal working hours; and

(b) for the purposes of the qualification for and determination of the guaranteed wage all overtime and time worked on week-end shifts (except where it is customary for men to work their sixth shift during the week-end), and all remuneration paid in respect thereof, shall be excluded;

(c) where during any week a person is absent from work owing to sickness and, if required, produces satisfactory evidence thereof, that week and the normal working hours in relation to that week shall, as regards that person, be treated as reduced by the extent of the absence and the normal working hours attributable thereto;

(f) where any holiday occurs during any week, that week and the normal working hours in relation to that week shall be treated as reduced by the extent of the holidays and the normal working hours attributable to those holidays; and

(g) the provisions of sub-paragraph (d) relating to the payment of the guaranteed wage shall not apply in respect of any week to persons employed in a scheduled undertaking who are not working on any day during that week by reason of the fact that other persons employed in the undertaking are taking part in a strike in connection with a trade dispute, and the strike is unlawful by virtue of the provisions of Article 4 of the Conditions of Employment and National Arbitration Order, 1940.

(2) An application to a national service officer for the permission under sub-paragraphs (a) and (b) of paragraph (1) of this Article shall be in writing and shall state the grounds upon which the application is based.

(3) [These paragraphs are identical with the corresponding paragraphs of the Essential Work (Coalmining Industry) Order, 1941.\*]

5.—(1) If—

(a) the person carrying on an undertaking or any person by or in respect of whom an application to a national service officer has been made, is aggrieved by reason of the fact that the national service officer has given or refused the permission asked for; or

(b) a person has been dismissed from his employment on the ground that he has been guilty of serious misconduct;

\* See footnote † in first column.

**UNDERTAKINGS (RESTRICTION ON ENGAGEMENT) ORDER.**

**The Undertakings (Restriction on Engagement) Order, 1941,\* dated December 18, 1941, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.**

The Minister of Labour and National Service (hereinafter referred to as "the Minister") by virtue of the powers conferred on him by Regulations 58A and 98 of the Defence (General) Regulations, 1939, hereby makes the following Order:—

1.—(1) This Order may be cited as the Undertakings (Restriction on Engagement) Order, 1941, and shall come into force on the 12th January, 1942.

(2) The Undertakings (Restriction on Engagement) Order, 1940,† and the Electrical Installation (Restriction on Engagement) Order, 1941,‡ are hereby revoked, and any document referring to the said Orders or either of them shall be construed as referring to this Order.

2.—(1) Subject as hereafter provided—

(a) an employer carrying on an undertaking to which this Order applies shall not seek to engage or engage any worker for work in that undertaking except by notifying to a local office particulars of the vacancy to be filled and by engaging for that vacancy a worker submitted to him by a local office;

(b) a worker seeking to engage for work in any such undertaking shall register himself for work at a local office and obtain his employment by means of being submitted to an employer by a local office;

(c) an employer shall not seek to engage or engage any male worker whose normal employment is employment in agriculture or whose current unemployment book issued under the provisions of the Unemployment Insurance Acts, 1935 to 1940, bears the industry letters ZTF, ZTG, ZVN or ZVO except for work in agriculture unless the worker is a person who has been submitted to the employer by a local office as a person suitable for filling a vacancy previously notified by the employer to the local office.

(2) The provisions of paragraph (1) of this Article shall not apply to the re-engagement of any person by an employer if the re-engagement occurs—

(a) immediately following the end of a period of sickness if the engagement was terminated with that employer by reason of such sickness, and, in the case of an employer carrying on a building or civil engineering contracting undertaking, is for work on the site at which that person was working immediately before the engagement was terminated; or

(b) on his resumption of work on the termination of any stoppage of work due to a trade dispute where he ceased to be employed owing to such stoppage of work.

(3) The provisions of paragraph (1) of this Article shall not apply to the re-engagement of any person by an employer other than an employer carrying on a building or civil engineering contracting undertaking, if the re-engagement of that person occurs within a period of not more than fourteen consecutive days following the day on which he was last employed by that employer.

(4) The provisions of this Article shall not apply to persons who are employed as managers, salesmen or clerks (other than costing clerks, progress clerks and draughtsmen) or in domestic service.

3.—Where the engagement or re-engagement of workers by employers is effected in accordance with arrangements made, whether before or after the date of the coming into operation of this Order, between an employer or any organisation of employers and a trade union, being arrangements approved by the Minister and in accordance with such directions (if any) as may be given by the Minister with respect to the operation of the arrangements, the provisions of Article 2 of this Order shall not apply to the engagement or re-engagement.

4.—(1) The Minister may from time to time issue directions exempting persons carrying on any undertakings to which this Order applies and workers seeking to engage for work in any such undertakings from the provisions of paragraph (1) of Article 2 of this Order.

(2) Any such directions

(a) may apply to all persons carrying on any of the said undertakings or any particular person or class or description of person and to all persons to be employed in any such undertaking or any class or description of such persons, and may apply either generally or in any particular area and for such purposes, in such circumstances and for such periods as may be specified in the directions; and

(b) may be cancelled or modified at any time but without prejudice to the giving of further directions.

5.—The undertakings to which this Order applies are—building undertakings, civil engineering contracting undertakings, electrical installation undertakings, and general engineering undertakings.

6.—In this Order the following expressions have the meanings hereby respectively assigned to them, that is to say—

\* Statutory Rules and Orders, 1941, No. 2069; H.M. Stationery Office, price 1d. net (3s. post free).

† Statutory Rules and Orders, 1940, No. 877.

‡ Statutory Rules and Orders, 1941, No. 409.

he may within four days of the giving or refusal of such permission, or of such dismissal (as the case may be) request the national service officer to submit the matter to a Local Appeal Board to be constituted by the Minister.

(2) [These paragraphs are identical with the corresponding paragraphs of the Essential Work (Coalmining Industry) Order, 1941.\*]

(5) Notwithstanding the provisions of paragraph (4) of this Article a Local Appeal Board consisting of the chairman and one other member shall be deemed to be properly constituted for all the purposes of this Order, if—

(a) the chairman so thinks fit; and  
(b) the person who has requested the national service officer to submit the matter to a Local Appeal Board consents or has consented; and  
(c) the other person concerned in the submission, if he is present, also consents.

6.—(1) If any person who is employed in a scheduled undertaking—

(a) absents himself from work without reasonable excuse; or  
(b) is persistently late in presenting himself for work; or  
(c) fails to comply with any lawful and reasonable orders given to him; or  
(d) persistently behaves at his work in such a manner as to impede the effective production of the work carried on in the undertaking;

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

(2) The national service officer shall notify the person who is the subject of the report and shall give to that person an opportunity of making within four days of the sending or the giving of the notification to him such representations either orally or in writing as he may desire, and the national service officer, if he is satisfied of the truth of the matters so reported and that that person is capable of performing his work, may give directions under Regulation 58A of the Defence (General) Regulations, 1939, to that person to perform his work. Any such directions may contain provisions as to the method or manner of work and the times at which and during which that person shall present himself for and remain at work as the national service officer thinks fit.

(3) If any person to whom the national service officer has given such directions so requests within four days of the date of the giving of the directions, the national service officer shall refer the matter to a Local Appeal Board for its report and recommendation. The Board shall make such recommendation to the national service officer as it thinks fit so far as is practicable within seven days of the matter being submitted to it and shall also send a copy thereof to the person who is the subject of the report and to the person carrying on the undertaking and, where the matter was reported by the Pit Production Committee, to that Committee.

(4) The national service officer shall take into consideration any recommendation made by the Board and may give such directions to the person concerned with regard to the matters aforesaid as he thinks fit, or may withdraw any directions given.

7.—(1) If any question arises at any time as to the services which any person may reasonably be asked to perform outside his usual occupation—

(a) in circumstances where in order to obtain the most effective use of the combined effort of the workpeople engaged on any work it is important that those services should be performed; or  
(b) for a temporary purpose in circumstances of an emergency;

the national service officer shall refer such question to the Pit Production Committee for its advice.

(2) If there is no Pit Production Committee or if the Pit Production Committee is unable to agree on such matters or if the national service officer thinks fit, the matters shall forthwith be submitted to the District Production Committee for its advice.

8. [This Article contains two paragraphs, numbered (1) and (2) respectively, which are identical with the corresponding paragraphs of Article 8 of the Essential Work (Coalmining Industry) Order, 1941.\*]

9. Any person carrying on a scheduled undertaking shall—

(a) keep such records relating to the undertaking as the Minister may from time to time by notice direct;

(b) produce to such person as may be designated by or on behalf of the Minister such records relating to the undertaking and furnish such information relating thereto as may be set out in any notice or direction; and

(c) permit any person so designated as aforesaid to enter and inspect with a view to securing compliance with this Order any premises used for or in connection with the undertaking.

10. Nothing in this Order shall affect the power conferred on the Minister or a national service officer under paragraphs (1) (1A) and (2) of Regulation 58A of the Defence (General) Regulations, 1939, to give directions to persons to perform such services as they may be directed to perform.

Signed by order of the Minister of Labour and National Service this eighteenth day of December, 1941.

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

\* See footnote † in first column on previous page.

\* Statutory Rules and Orders, 1941, No. 2096; H.M. Stationery Office, price 2d. net (3s. post free).

† Statutory Rules and Orders, 1941, Nos. 707 and 2008 (see previous page).

‡ Statutory Rules and Orders, 1941, No. 707. See the issue of this GAZETTE for May, 1941, pages 112-114.

"agriculture" includes horticulture and forestry;  
"building undertaking" means an undertaking consisting wholly or mainly in the carrying on of any of the following activities, that is to say—

- (a) the construction, alteration, repair, decoration or demolition of buildings;
- (b) the carrying out, in conjunction with the carrying on of any such activities as are mentioned in paragraph (a) of any processes, operations or manufactures incidental to any of the said activities, and "civil engineering contracting undertaking" means an undertaking consisting wholly or mainly in the carrying on of any of the following activities, that is to say—

- (i) the construction, alteration, repair, or demolition of docks, harbours, bridges, roads, viaducts, aqueducts, canals, inland navigations, pipelines, plant foundations, cooling towers and ponds, cable trenches, cableducts, railways, aerodromes, sea defences, river works, piers, quays, wharves, reservoirs, filter beds, sewage works, sewers, tunnels, and gasholders, the erection of overhead line supports, and any works of a similar nature;
- (ii) the carrying out, in conjunction with the carrying on of any of the activities mentioned in paragraph (i) of any processes, operations or manufactures incidental to the carrying on of any of the said activities,

and the said expressions include any branch, department or other part of any organisation which is not itself either a building undertaking or a civil engineering contracting undertaking, if the branch, department or part is wholly or mainly devoted to the carrying on of any of the activities specified in paragraphs (a) and (b) or paragraphs (i) and (ii):

Provided that a branch, department, or part of an organisation shall not, except where the organisation is that of a local authority or is a public utility undertaking, be treated for the purposes of this Order as a building undertaking or a civil engineering contracting undertaking unless it is wholly or mainly devoted to the carrying on of any of the said activities for persons, other than the persons controlling the organisation of which it forms part, entering into contracts with it or with that organisation;

"electrical installation undertaking" means an undertaking which is wholly or mainly engaged in the installation, maintenance or repair of electrical equipment;

"electrical equipment" includes accumulators, batteries, bells, lamps, signs, sparking plugs, switches, telegraph, telephone and wireless instruments, wires and cables, dynamos, generators, motors, transformers and any other equipment of a similar nature;

"general engineering undertaking" means an undertaking which is wholly or mainly engaged in the manufacture, assembly or repair of goods or articles of iron, steel, or non-ferrous metals which involves the use of machine tools, foundry or forging plant but not including the construction of the hull of any ship or any ship repair work;

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

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

"undertaking" includes any branch or department of an undertaking.

Signed by order of the Minister of Labour and National Service this eighteenth day of December, 1941.

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

#### REGISTRATION OF BOYS AND GIRLS ORDER.

The Registration of Boys and Girls Order, 1941,\* dated December 22, 1941, made by the Minister of Labour and National Service under Regulation 58AD of the Defence (General) Regulations, 1939.

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

1.—(1) This Order may be cited as the Registration of Boys and Girls Order, 1941, and shall come into force on the date hereof.

(2) For the purpose of this Order the time at which a person attains the age of sixteen or eighteen shall be deemed to be, according to the law in force elsewhere than Scotland as well as according to the law in force in Scotland, the commencement of the sixteenth or eighteenth anniversary respectively of the date of his birth.

(3) References in this Order to any enactment shall, unless

\* Statutory Rules and Orders, 1941, No. 2146; H.M. Stationery Office, price 1d. net (2d. post free).

the context otherwise requires, be construed as references to that enactment as amended by or under any other enactment.

2. If the Minister from time to time by public notice or otherwise so requires every person to whom this Order applies or every such person to whom any such requirement relates shall:—

- (a) register particulars about himself in the form set out in the Schedule hereto, or in some other form approved by the Minister substantially to the like effect, on such dates, at such times, in such manner and at such places as may be specified in the requirement; and
- (b) furnish to the Minister such further particulars about himself (in addition to any particulars already registered by him) on such dates, at such times, in such manner and at such places as may be specified in the requirement.

3. This Order applies to every British subject who, at the date on which he is required to register as aforesaid, is in Great Britain and has attained the age of sixteen years but has not attained the age of eighteen years, except:—

- (a) persons belonging to any of the classes specified in paragraphs (a) to (h) of Sub-section (1) of Section 11 of the National Service (Armed Forces) Act, 1939;
- (b) persons who are whole time members of a Civil Defence force within the meaning of the National Service Act, 1941; and
- (c) persons belonging to any of the classes specified in the Schedule to the National Service (No. 2) Act, 1941, not being persons whose enrolment or other undertaking to serve was for part-time service only or for service without remuneration.

Signed by Order of the Minister of Labour and National Service this 22nd day of December, 1941.

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

#### SCHEDULE.

[The Schedule sets out the particulars to be furnished by the persons who are required to register. The principal particulars required relate to the name, National Registration identity number, address, sex, date of birth and occupation (if any) of the person concerned, the full-time educational courses or evening classes which he (or she) may be attending, and the youth organisation, if any, to which he (or she) belongs. In the case of boys, particulars are required of any Home Guard, Cadet or A.T.C. Unit to which they may belong.]

#### FACTORIES (EXAMINATION OF PLANT) (NORTHERN IRELAND) ORDER.

The Ministry of Labour for Northern Ireland made the Factories (Examination of Plant) (Northern Ireland) Order\* on 15th December, 1941, under Regulation 59 of the Defence (General) Regulations, 1939. The Order prescribes that the period within which the next examination of specified classes of hoisting and lowering plant or machinery, steam boilers and steam and air receivers is required to be made in accordance with the Factories Act (Northern Ireland), 1938, and the Docks Regulations (Northern Ireland), 1934, may be extended by from three to six months if certificates declaring that the extensions would be without danger have been furnished in the form set out in the Order by firms, companies or associations which undertake periodic examination of plant or machinery of the classes specified. Any such certificate must be signed by a competent person and be served on the occupier of the factory, and a duplicate must also be served on the Chief Inspector who may, if he thinks fit, annul any such certificate, by service of notice in writing.

Where the Chief Inspector serves notice in writing on a firm, company or association that there should be no postponement of the examination in a particular case, a certificate of the above nature may not thereafter be issued.

#### DEFENCE (FUNCTIONS OF MINISTERS) REGULATIONS, 1941.

By an Order in Council† made by His Majesty on 18th December, 1941, in pursuance of the Emergency Powers (Defence) Act, 1939 and 1940, certain provisions transferring functions from one Minister to another were removed from the Defence (General) Regulations and embodied with minor modifications in new Regulations entitled the Defence (Functions of Ministers) Regulations, 1941.

The provisions in question were contained in Regulations 53B, 58C and 67A of the Defence (General) Regulations. Regulation 58B transferred to the Minister of Labour and National Service on the 7th June, 1940, the functions of the Secretary of State under the Factories Act, 1937, and certain other enactments.

The change is of a formal character, and the transfer continues in force under the new Regulations.

\* Statutory Rules and Orders of Northern Ireland, 1941, No. 206; H.M. Stationery Office, price 2d. net (3d. post free).  
† Statutory Rules and Orders, 1941, No. 2057; H.M. Stationery Office, price 1d. net (2d. post free).

#### UNEMPLOYMENT INSURANCE.

The Unemployment Insurance (Emergency Powers) (Amendment) Regulations, 1941,\* dated December 24th, 1941, made by the Minister of Labour and National Service under the Unemployment Insurance (Emergency Powers) Act, 1939.

These Amendment Regulations provide that, as from 5th February, 1942, specified female insured contributors shall cease to be covered by the provision of the principal Regulations† whereby an increase of benefit is payable to certain insured contributors in respect of dependent children living with them without their proving that such children are wholly or mainly maintained by them. They also restore certain of the provisions of the Unemployment Insurance Act, 1935, which were suspended by the principal Regulations, with regard to the reference of Orders and Regulations by the Minister of Labour to the Unemployment Insurance Statutory Committee.

#### NATIONAL SERVICE ACTS, 1939-1941. NATIONAL SERVICE, ISLE OF MAN.

By an Order in Council, entitled "The National Service (Isle of Man) Order, 1941,"‡ made on 27th November, the provisions of the National Service Act, 1941 (see the April issue of this GAZETTE, page 77) have been extended to the Isle of Man, subject to certain modifications and adaptations contained in the Schedule to the Order.

#### NATIONAL SERVICE (MISCELLANEOUS) (AMENDMENT) (NO.) REGULATIONS, 1941.

The above Amendment Regulations,§ made by the Minister of Labour and National Service on 23rd December, 1941, amend the National Service (Armed Forces) (Miscellaneous) Regulations, 1939,|| so as to provide that "an application to the Appellate Tribunal by a person who has undergone or is undergoing a sentence of imprisonment imposed upon him for failing to comply with an Order made under Section 4 of the National Service Act, 1941, and who claims that the offence was committed by reason of his conscientiously objecting to performing military service or combatant duties shall be in writing in the form set out in the Schedule to these Regulations."

The form of application reproduced in the Schedule to the Regulations provides for the giving by the applicant of particulars of his name, of his sentence, and of a declaration that the offence was committed by reason of his conscientious objection to the performance of military or combatant duties.

#### NATIONAL SERVICE (POSTPONEMENT CERTIFICATES) (AMENDMENT) (NO. 2) REGULATIONS, 1941.

The above Amendment Regulations,¶ made by the Minister of Labour and National Service on 23rd December, 1941, amend the National Service (Armed Forces) (Postponement Certificates) Regulations, 1939 to 1941,\*\* so as to provide with effect as from 23rd December, 1941, as follows:—

"2 Regulation 3 of the principal Regulations (which prescribes the period for which postponement certificates may be granted or renewed) shall have effect as if for paragraphs (1) to (4) thereof (as amended) there were substituted the following paragraphs:—

"(1) Subject to the provisions of paragraph (3) hereof, the period for which a certificate may be granted shall in no case exceed a period of six months calculated from the date on which the applicant applied to the Minister for a certificate;

(2) subject to the provisions of paragraph (3) hereof, the period for which a certificate may be renewed shall in no case exceed a period of six months calculated from the end of the period for which it was granted or last renewed or from the date on which the applicant applied to the Minister for the renewal of the certificate whichever period last expires; and

(3) where in any case there has been an appeal to the Umpire, the period for which a certificate may be granted or renewed shall not in any case exceed a period of six months calculated as aforesaid or a period commencing on the date on which the applicant applied to the Minister for the grant or renewal of the certificate (as the case may be) and ending on a date not later than one month after the date of the decision of the Umpire in that case, whichever period last expires."

3. The National Service (Armed Forces) (Postponement Certificates) (Amendment) Regulations, 1940,†† and Regulation 3 of the National Service (Postponement Certificates) (Amendment) Regulations, 1941,‡‡ are hereby revoked but such revocation shall not affect any right, privilege, obligation or liability acquired, accrued or incurred under those Regulations nor anything done or to be done thereunder."

\* Statutory Rules and Orders, 1941, No. 2152; H.M. Stationery Office, price 1d. net (2d. post free).

† Statutory Rules and Orders, 1939, No. 1148. See the issue of this GAZETTE for October, 1939.

‡ Statutory Rules and Orders, 1941, No. 1898; H.M. Stationery Office, price 1d. net (2d. post free).

§ Statutory Rules and Orders, 1941, No. 2037; H.M. Stationery Office, price 1d. net (2d. post free).

|| Statutory Rules and Orders, 1939, No. 1120. See the issues of this GAZETTE for October, 1939, pages 378-9; April, 1940, page 125; August, 1940, page 238, and August, 1941, page 170.

¶ Statutory Rules and Orders, 1941, No. 2151; H.M. Stationery Office, price 1d. net (2d. post free).

\*\* See the issues of this GAZETTE for November, 1939, page 404; April, 1940, page 125, and August, 1941, page 170.

†† Statutory Rules and Orders, 1940, No. 503.

‡‡ Statutory Rules and Orders, 1941, No. 1048.

#### FACTORY ACTS.

##### FACTORY FORMS.

FROM time to time the Ministry of Labour and National Service issues Factory Forms regarding regulations and orders issued under the Factory Acts. The undermentioned Forms have been issued or reprinted since the previous list was published in the October issue of the MINISTRY OF LABOUR GAZETTE. The prices in brackets include postage.

No.	Title and Price.
43a.	Form prescribed for Notice of Accident or Dangerous Occurrence. September, 1941. Reprinted 1941, revised price (book of 150 forms) 2s. (2s. 6d.).
969.	Shipbuilding Regulations, 1931. Reprinted 1941, revised price 6d. (7d.).
2001.	Factories (Standards of Lighting) Regulations, 1941. Certificate of Exemption: Rope Walks, November, 1941. 1d. (2d.).

#### PROVINCIAL ORGANISATION OF THE MINISTRY OF LABOUR AND NATIONAL SERVICE.

##### ADMINISTRATIVE REGIONS.

As from 8th December, 1941, the High Peak Parliamentary Division of Derbyshire, which was formerly in the North-Western Region, was transferred to the North-Midlands Region.

A list of the Administrative Regions of the Ministry, showing the addresses of the Regional Controllers' Offices and the area now included in each Region is given below.

**London and South-Eastern Region:** Hanway House, Red Lion Square, London, W.C.1.

The County and City of London, and the Counties of Middlesex, Kent, Surrey and Sussex.

In the County of Essex the County Boroughs of East Ham and West Ham, the municipal boroughs of Barking, Chingford, Dagenham, Ilford, Leyton, Walthamstow and Wanstead, and Woodford, and the urban districts of Chigwell and Waltham Holy Cross.

In the County of Hertfordshire, the urban districts of Barnet, Bushey, Cheshunt, and East Barnet, and the rural districts of Barnet and Watford (Parish of Aldenham only).

**Eastern Region:** Sidaey Sussex College, Sidney Street, Cambridge.

Huntingdonshire, Cambridgeshire, Norfolk, Suffolk, Bedfordshire, Isle of Ely, Essex (less the portion in London Region and Hertfordshire (less the portion in London Region)).

**Southern Region:** Monksbarn, Cressingham Road, Reading, Berks.

Oxfordshire, Buckinghamshire, Berkshire, Dorsetshire, Hampshire, and the Isle of Wight.

**South-Western Region:** "Parklands", Tyndall's Park Road, Bristol, 8.

Gloucestershire, Wiltshire, Somersetshire, Devonshire and Cornwall.

**Midlands Region:** 281/289 Corporation Street, Birmingham, 4. Shropshire, Staffordshire, Warwickshire, Worcestershire and Herefordshire.

**North-Midlands Region:** Castle Mount, Cavendish Crescent North, The Park, Nottingham.

Derbyshire, Nottinghamshire, Lincolnshire (Holland, Kasteven and Lindsey), Leicestershire, Rutlandshire, Northamptonshire and the Soke of Peterborough.

**North-Eastern Region:** Coronet House, Queen Street, Leeds, 1. The West Riding and East Riding of Yorkshire and York County Borough.

**North-Western Region:** Sunlight House, Quay Street, Manchester, 3.

Cumberland, Westmorland, Lancashire and Cheshire.

**Northern Region:** 28, Great North Road, Newcastle-on-Tyne, 2. Northumberland, Durham and the North Riding of Yorkshire.

**Scotland Region:** 44 Drumsheugh Gardens, Edinburgh, 3.

All counties.

**Wales Region:** Dominions House, Queen Street, Cardiff. Wales and Monmouthshire.

##### DISTRICT MAN POWER OFFICES.

A LIST of the Offices of the District Man Power Boards set up, under the direction of Regional Controllers, to deal with man-power problems,\* including certain aspects of labour supply and of military recruitment, is given below.

**London and South-Eastern Region:** London No. 1 (Central and South-East):—Ebury Bridge House, Ebury Bridge Road, London, S.W.1. (Telephone, Sloane 9661). London No. 2 (North-East):—Fetter Lane Congregational Church Hall, Union Road, Leytonstone, London, E.11. (Telephone, Leytonstone 5292). Middlesex:—18/19 Stonebridge Park, Harlesden, London, N.W.10. (Telephone, Willesden 4805). Surrey:—55 Eden Street, Kingston-on-Thames, Surrey. (Telephone, Kingston 7451). Sussex:—74 The Drive, Hove, Sussex. (Telephone, Hove 5261). Kent:—33 Boyne Park, Tunbridge Wells, Kent. (Telephone, TunbridgeWells, 3360).

**Eastern Region:** Colchester:—The New Library, Shewell Road, Colchester. (Telephone, Colchester 4463-6). Luton:—146 Midland Road, Luton. (Telephone, Luton 3991-4). Norwich:—5 Queen Street, Norwich. (Telephone, Norwich 3891-4)

\* See last month's issue of this GAZETTE, page 232.

**Southern Region:** Reading:—39 Christchurch Road, Reading. (Telephone, Reading 81246-8). Southampton:—75 Northlands Road, Southampton. (Telephone, Bassett 68866-8).

**South-Western Region:** Bristol:—10 Priory Road, Bristol. (Telephone, Bristol 38481-5). Cheltenham:—“Gwernant”, Pittville Circus Road, Cheltenham. (Telephone, Cheltenham 53431-5). Plymouth:—“Burleigh”, Weston Park Road, Peverell, Plymouth. (Telephone, Plymouth 72385-8). Taunton:—21-25 Priory Avenue, Taunton. (Telephone, Taunton 3613-5).

**Midlands Region:** Birmingham:—105-111 New Street, Birmingham. (Telephone, Midland 6801). Coventry:—14 Manor Road, Coventry. (Telephone, Coventry 60022). Hanley:—Post Office Building, Cheapside, Hanley, Stoke-on-Trent. (Telephone, Stoke-on-Trent 29603). Worcester:—14 College Green, Worcester. (Telephone, Worcester 4472-4). Wolverhampton:—Temporarily housed in Employment Exchange, Railway Street, Wolverhampton. (Telephone, Wolverhampton 20871).

**North Midlands Region:** Derby:—185 Duffield Road, Derby. (Telephone, Derby 57606). Leicester:—96 London Road, Leicester. (Telephone, Leicester 2060). Lincoln:—Portland House, St. Mary's Street, Lincoln. (Telephone, Lincoln 8221). Nottingham:—19 Cavendish Crescent North, The Park, Nottingham. (Telephone, Nottingham 42364).

**North-Eastern Region:** Bradford:—Britannia House, Broadway, Leeds Road, Bradford. (Telephone, Bradford 12137-9). Hull:—Waterloo Chambers, Alfred Gelder Street, Hull. (Telephone, Central 15096-8). Leeds:—(Temporary premises) Trevelyan Chambers, Boar Lane, Leeds, 1. (Telephone, Leeds 31496-7). Sheffield:—William Deacon's Bank Chambers, Church Street, Sheffield. (Telephone, Sheffield 26731-3).

**North-Western Region:** Bolton:—Knowsley House, Knowsley Street, Bolton. (Telephone, Bolton 5580). Carlisle:—Warwick Hotel, Warwick Road, Carlisle. (Telephone, Carlisle 2273). Liverpool:—North House, North John Street, Liverpool. (Telephone, Advance 4471). Manchester:—42 King Street West, Manchester, 3. (Telephone, Blackfriars 5144). Preston:—38 Birstow Street, Preston. (Telephone, Preston 2008). Stockport:—Battersby Institute, Dialstone Lane, Stockport. (Telephone, Great Moor 3804).

**Northern Region:** Newcastle-on-Tyne:—16-17 Eldon Square, Newcastle-on-Tyne. (Telephone, Newcastle-on-Tyne 22663-8). Middlesbrough:—26 Southfield Road, Middlesbrough. (Telephone, Middlesbrough 43471-4).

**Scotland Region:** Aberdeen:—62 Queen's Road, Aberdeen. (Telephone, Aberdeen 3634-6). Dundee:—59-61 Meadowside, Dundee. (Telephone, Dundee 6127-9). Edinburgh:—37-39

Manor Place, Edinburgh, 3. (Telephone, Edinburgh 34311-3). Glasgow:—22 Park Circus, Glasgow, C.3. (Telephone, Douglas 6451-8). Kilmarnock:—Portland Street, Kilmarnock. (Telephone, Kilmarnock 1631-3).

**Wales Region:** Cardiff:—2/4 Park Grove, Cardiff. (Telephone, Cardiff 9137). Swansea:—4/5 Heathfield, Swansea. (Telephone, Swansea 2041). Wrexham:—Chester Street, Wrexham. (Telephone, Wrexham 3069).

### BOARD FOR MINING EXAMINATIONS.

**Examinations for Certificates of Competency as Managers and Under Managers of Mines and for Certificates of Qualification as Surveyors of Mines.**

The Board for Mining Examinations gives notice that arrangements are being planned to hold, if possible, two series of examinations during 1942 for managers, under managers and surveyors' certificates.

It is intended that the written tests should be held towards the end of May and November, respectively, and the oral and practical tests as soon as possible afterwards.

If the necessary accommodation and facilities remain available, the examinations would be held at six centres, viz., Glasgow, Newcastle-on-Tyne, Doncaster, Wigan, Cardiff and Stoke-on-Trent.

Every endeavour will be made to give effect to this enlarged programme of examinations for the year, but it will be understood that its execution is dependent on circumstances and the course of the war, and that no guarantee can be given.

A definite announcement as to the examinations projected for May, 1942, will be made shortly.

### NOTICE.

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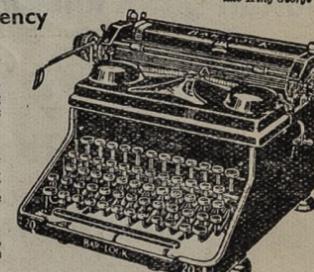
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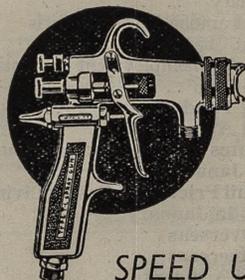
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