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SUMMARY OF PRINCIPAL STATISTICS.

EMPLOYMENT.

The following is a summary of the employment statistics for Great Britain for May, 1947, and for mid-1939, mid-1945, March, 1947, and April, 1947 :—

	Mid-1939.	Mid-1945.	March, 1947.	April, 1947.	May, 1947.
(Thousands)					
Numbers employed in Industry:—					
Manufacture for Export ..	990	410	1,468	1,484	1,489
Other Manufactures:—					
Metal and Chemical Industries:—					
Equipment, etc. for the Forces ..	1,070	3,132	340		
Manufacture for Home Market ..	1,586	1,014	2,496	2,857	2,857
Other Industries:—					
Equipment, etc., for the Forces ..	200	698	100		
Manufacture for Home Market ..	2,969	1,566	2,570	2,693	2,691
Basic Industries and Services ..	4,683	5,191	5,583	5,599	5,612
Building and Civil Engineering ..	1,310	722	1,210	1,280	1,290
Distributive Trades ..	2,887	1,958	2,297	2,312	2,318
Other Services ..	2,225	1,598	1,979	2,024	2,041
Total ..	17,920	16,289	18,043	18,249	18,298
Civil Defence, N.F.S. and Police ..	80	127	91	90	90
Armed Forces and Auxiliary Services ..	480	5,090	1,401	1,371	1,327
Ex-H.M. Forces who have not yet taken up Employment ..	—	40	105	115	145
Insured persons registered as Unemployed ..	1,270	103	560	385	310
Total Working Population (excluding Indoor Private Domestic Service)	19,750	21,649	20,200	20,210	20,170

The total number employed in industry in May, 1947, included 12,702,000 males and 5,596,000 females. Compared with mid-1939, the number of males showed a decrease of 381,000 and the number of females an increase of 759,000.

The above figures are analysed in greater detail on pages 229 and 230.

UNEMPLOYMENT.

The numbers of insured persons registered as unemployed in Great Britain at 16th June, 1947, are given below, together with the corresponding figures for May and for mid-1939.

	Mid-1939.	12th May, 1947.	16th June, 1947.	Increase (+) or Decrease (—) at June compared with May.
Men (18 and under 65) ..	992,000	239,383	196,928	— 42,455
Boys (14 to 17) ..	20,000	7,041	5,292	— 1,749
Women (18 and under 60) ..	239,000	80,107	66,320	— 13,787
Girls (14 to 17) ..	19,000	5,012	3,796	— 1,216

The numbers unemployed at 16th June, 1947, represented 2 per cent. of the estimated total number of insured persons, the corresponding percentages for males and females being 2 and 1½ respectively.

Of the total of 272,336 persons unemployed, 261,137 were wholly unemployed and 11,199 were temporarily stopped. Of the former, 56,186 had been out of work for not more than two weeks, 56,609 for more than two but not more than eight weeks, and 148,342 for more than eight weeks.

The figures for June, 1947, are analysed in greater detail on pages 232 to 235, on which statistics are given for each of the Regions and for a number of the larger towns and also for the separate industries.

WAGES AND HOURS OF LABOUR.

In the industries covered by the Department's statistics, the changes in rates of wages reported to have come into operation in June resulted in an aggregate increase estimated at £10,300 in the weekly full-time wages of about 39,000 workpeople. In addition, a number of workpeople had their hourly rates increased so as to give approximately the same weekly wages as before for a shorter working week.

The principal groups of workpeople affected by increases in wage rates were employed in the cement manufacturing industry, by land drainage authorities in England and Wales, in the electrical contracting industry in certain districts of England and Wales, in bobbin making, and as skilled maintenance men in company-owned omnibus undertakings.

It is estimated that the weekly wage rates at the end of June, 1947, were about 66-67 per cent. higher than in September, 1939, the same as at the end of May, 1947.

The number of workpeople whose hours were reduced in June was about 260,000, the average reduction being about 3¼ hours a week. The principal reductions affected workpeople employed in company-owned omnibus undertakings and by the London Passenger Transport Board, in road vehicle repairing, in a section of the heavy chemical and chemical fertiliser industry, and in hollow-ware manufacture.

Full particulars of the changes in rates of wages and hours of labour in June are given on pages 238 to 240.

TRADE DISPUTES.

The number of industrial disputes involving stoppages of work, reported to the Department as beginning in June, was 151. In addition, 18 stoppages which began before June were still in progress at the beginning of that month. The approximate number of workers involved, during June, in these 169 stoppages (including workers thrown out of work at the establishments where the stoppages occurred) was about 59,000 and the aggregate number of working days lost at the establishments concerned, during June, was about 210,000.

Further particulars of disputes involving stoppages of work during June are given on page 241.

COST OF LIVING.

At 17th June the official cost-of-living index figure was 103 per cent. above the level of July, 1914, showing no change as compared with 31st May. The index figure of food prices also remained unchanged at 61 per cent. above the level of July, 1914.

The rise in the index since the beginning of September, 1939, is equivalent to about 31 per cent. for all items, and about 17 per cent. for food.

Further details with regard to retail prices at 17th June are given on page 242.

RECENT COLLECTIVE AGREEMENTS.

ENGINEERING INDUSTRY: ARRANGEMENTS FOR SPREADING THE INDUSTRIAL ELECTRICAL LOAD.

The following is the text of a memorandum of agreement made on 30th June, 1947, between the Engineering and Allied Employers' National Federation and the Confederation of Ship-building and Engineering Unions regarding the arrangements to be made in the engineering industry for spreading the industrial electrical load during the fuel emergency:—

During the coming winter the capacity for producing electricity during the peak periods of the day will be considerably less than the demand. It is essential, however, that total production of goods should be maintained or increased. In order to prevent cuts or shedding of load it will be necessary to make arrangements to transfer some of the electrical load from the high peak periods to other periods in which there is surplus electrical capacity available.

The periods during which the electricity supply is not fully utilised are, in general, from 7 p.m. to 7 a.m. during the week and on Saturdays and Sundays. In addition certain periods of the day are not so heavily loaded as others and require to be taken into account in providing arrangements which will give the greatest flexibility in arranging working hours, e.g., by staggering hours between groups of works.

The arrangements regarding hours will require to be determined locally in consultation with both sides of industry to meet the varying local conditions regarding power supply, power consumption, etc., but the following general terms and conditions for the engineering industry have been agreed at national level so that Regional Boards will be in a position to consider the detailed problems in their own areas and go ahead with plans for the coming winter. It is essential that there should be "equality of sacrifice" between firms, districts and industries, according to their various circumstances, and it is on this assumption that this memorandum, relating to the engineering industry, has been drawn up.

In order to maintain production vital to the country's need, it is considered a fundamental principle that any arrangements made should provide for a working week not less than the normal one in the industry. There should be a margin available for overtime working beyond the normal hours in a day as may be found necessary to meet production demands.

It is, therefore, mutually agreed as follows:—

(1) The terms and conditions agreed herein are designed specially to meet the abnormal conditions which have arisen due to the fuel and electricity emergency. They are not intended as a permanent measure and may be subject to review at national level at the request of either party should there be an appreciable change in the conditions which have necessitated this Agreement.

(2) Steps to spread the electrical load may be taken by the adoption of certain alternatives or a combination of alternatives. It will be clearly necessary to introduce and to extend nightshifts especially in the case of heavy power users. Where the normal week of the industry cannot be achieved in 5 days it may be necessary to work Saturday morning. It may be necessary to segregate factories on a local or area basis into various groups working staggered hours so that the full industrial load will not occur during the dangerous peak periods. Flexibility to meet local conditions is considered essential.

(3) To provide the necessary flexibility the following working conditions will apply:—

Nightshift.

(a) Hours worked on nightshift shall be paid under existing nightshift conditions as provided in the National Agreement.

Saturday morning.

(b) It is agreed that Saturday mornings may be worked for the purpose of making up the full normal working week; such hours between 7 a.m. and 12.30 p.m. shall be treated as normal hours and be paid at normal time rates.

Dayshifts (Monday to Friday inclusive).

(c) Provided the hours worked per day do not exceed the normal range of normal hours which in total will give a 44-hour week (including Saturday morning if this is included in the arrangement) hours worked between 7 a.m. and 8 p.m. shall be treated as normal hours and paid at normal time rate.

(d) Hours worked before 7 a.m. and after 8 p.m. shall be paid under the terms of the National Overtime Agreement.

(4) Overtime.

Overtime shall be paid for hours worked before or after the normal starting and stopping times, arranged to meet the electricity position, in accordance with the principles laid down in the National Overtime Agreement, i.e., each recognised normal day stands by itself.

(5) In localities where continuous shift working is in operation and where week-end working may be required to spread the electrical load, special arrangements regarding terms and conditions for week-end work shall be arranged locally between the parties concerned.

(6) Any questions arising under this Agreement shall be dealt with in accordance with the normal Procedure for Avoiding Disputes.

ROAD PASSENGER TRANSPORT INDUSTRY: CONDITIONS OF SERVICE IN MUNICIPAL UNDERTAKINGS.

An agreement was made on 12th March by the National Joint Industrial Council for the Road Passenger Transport Industry revising the conditions of service of the operating and maintenance staffs of tramways, trolley buses and motor omnibuses. The Council is concerned with municipal undertakings only, and not with company-owned undertakings nor with the London Passenger Transport Board. The agreement reduced the normal working week from 48 (47 in some cases) to 44 hours, increased payment for ordinary Sunday duty from time-and-a-quarter to time-and-a-half, and granted holidays with pay on six public or local holidays in addition to the two weeks' holidays with pay to which workers were previously entitled.

The terms of the agreement operated from the commencement of the first full pay period in April, 1947, but in arriving at the reduction to 44 hours both sides of the National Council had regard to the serious shortage of labour, and agreed that:

(a) In order to maintain essential public services, and until such time as the supply of labour permits of the working week of 44 hours within six days being applied, it shall be obligatory, where necessary, for work to be performed up to 48 hours per week within six days, subject to the overtime provisions as set out in Clause 3 of the agreement.

(b) New schedules providing for the application of the 44-hour week within six days may be progressively introduced as the staff position permits.

On 21st May, 1947, the Council passed a resolution relating to the application of the agreement of 12th March, 1947, whereby an 88-hour 11-day fortnight could be worked, in certain circumstances, as an alternative to the 44-hour 6-day week.

The texts of the agreement of 12th March and the resolution of 21st May are as follows:—

CONDITIONS OF SERVICE AGREEMENT OF 12TH MARCH, 1947.

Clause 1.—Guarantee (Platform Staff).

(a) The platform staff shall be guaranteed payment for 44 hours each week, subject to the following conditions:—

(1) That the employee is capable of, and available for, work at the appointed time on each day.

(2) That the employers shall be at liberty to allot, to any employee for whom work cannot be found at his regular occupation, such other work as may be considered suitable by the Management, subject to such work being only of a temporary character.

(3) In the event of an employee being absent for part of a week for justifiable reason, he shall be guaranteed for the remainder of that week (subject to otherwise fulfilling his obligations) pay to the extent of his remaining scheduled daily duties (or where not on scheduled duties, to the proportionate guarantee for the days worked) and shall be entitled to overtime pay on the daily basis for time worked in excess of his scheduled duties on the days worked.

(b) (1) In the event of delay due to breakdown, fog, snow or other causes beyond the control of the Management, and provided extra mileage is not worked, the time in excess of the schedule shall be paid for at the ordinary rate for the day.

(2) In the event of a man being called out, he shall be paid a minimum of three hours for the first call, and a minimum of two hours for each subsequent call in the day.

(3) For the time standing-by, ordinary rates shall be paid. When standing-by time is not included within a schedule, it shall count for overtime or spread over, subject to local agreement, but not both.

Clause 2.—Hours of Work.

(a) The normal working week of 44 hours, including signing-on and signing-off time, shall be completed within six days. No schedule of daily duty shall carry less than seven-hours' pay at the rate prevailing on that day; where a duty exceeds eight-and-a-half hours, the time in excess of eight-and-a-half hours shall be subject to the provisions of Clause 3 (c).

(b) Duty schedules shall be posted in advance on which rest days shall be shown. Schedules may be varied by local agreement between the Management and the Trade Union.

Permanent Change.—For a permanent change in the duty schedules, not less than ten days' notice shall be given, provided that in the event of an important alteration where delay would be contrary to public policy and where the alteration has been contingent upon sanction by other authorities and thereby delayed, the new schedules shall be posted six clear days before the date of operation, except where otherwise agreed locally, but an intimation that such an alteration is contemplated shall be given as soon as practicable to the employees' representatives.

Special Occasions.—Not less than two days' notice shall be given of variations of any schedule to meet special occasions defined as unforeseen events occurring at short notice for which it is impossible to give longer notice.

(c) **Spillovers.**—Spillover duties shall be reduced to the lowest possible minimum, both with regard to their number and length, but any man working a spillover duty of 9½ hours or more shall be paid a minimum of a standard day (7½ hours) with additional time thus:—

Inclusive Spillover Time. Penalty.

h. m.		h. m.			
9	30	—	10	29	¼ hour
10	30	—	10	59	½ hour
11	00	—	11	29	¾ hour

and so on, rising by ¼ hour for each half-hourly step.

The foregoing provisions shall be regarded as minimum conditions, but in cases where more favourable conditions are in operation, these shall be continued. In the event of the drivers and conductors on an undertaking having decided by ballot or otherwise in favour of split duties, the foregoing provisions shall not be obligatory upon that undertaking.

(d) Depot and garage staffs may be employed by the Management as drivers or conductors for part of their working week, the conditions of such work to be the subject of local agreement.

Clause 3.—Overtime.

A rate of time-and-a-quarter for the first two hours, and time-and-a-half thereafter shall be paid for:—

(a) Time worked in excess of the daily or weekly duty schedule.

(b) Time in excess of 44 hours in any week.

(c) Time by which the scheduled duty on any day exceeds 8½ hours.

Clause 4.—Special Rates of Pay.

(a) In respect of Sundays, time-and-a-half rates shall be paid.

(b) The remuneration for drivers and conductors engaged on all-night services, shall, in the first instance, be the subject of local negotiations and, in the event of no agreement being reached, the question may be referred to the National Council.

(c) The remuneration for driving and conducting on other than normal schedule work between midnight and the recognised service starting time the following morning to be the subject of local negotiations, but in the event of no agreement being reached, the question may be referred to the National Council.

(d) In respect of the four National Holidays, viz.:—Easter Monday, Whitsun Monday, August Bank Holiday and Boxing Day, time-and-a-half rates shall be paid, except in districts where such holidays are not recognised, when ordinary rates shall be paid and four other holidays shall be substituted.

Note.—The rates of pay for National Festivals shall be dealt with as occasion arises, through the machinery of the National Council.

(e) Christmas Day (New Year's Day in Scotland) shall be worked when required and double ordinary week-day rates shall be paid for the time worked with a minimum of four hours' work. The working hours of the schedule on that day, and the allocation of the rota and schedule for that week, shall be the subject of local agreement. Christmas week to stand by itself.

(f) In the event of an employee working voluntarily at the request of the Management on his rest day, he shall be paid for the first two hours on that day at the rate of time-and-a-quarter, and for subsequent hours, time-and-a-half, both at the rate prevailing on that day; he shall also be entitled to a guarantee, at these rates, of a minimum of not less than four hours, and if work be performed, a guarantee of six hours, but rest day working shall not count for weekly overtime.

(g) Added rates of pay shall not be taken into calculation for the purpose of making up the guarantee.

Clause 5.—Day and Night Staff.

(a) The guaranteed working week of the depot and garage day staff shall be 44 hours, subject to the provisions of sub-clauses 1 (a) (1) and 1 (a) (2).

(b) The guaranteed working week of the depot and garage night staff shall be 44 hours, such hours to include a mealtime allowance of not less than 30 minutes each night, subject to the provisions of sub-clauses 1 (a) (1) and 1 (a) (2).

(c) Overtime worked by the night staff shall be paid for on the weekly basis at the rate of time-and-a-quarter for the first two hours, and time-and-a-half thereafter, based where applicable on the rate prevailing on the day.

(d) Overtime worked by the day staff shall be paid for on the weekly basis at the rate of time-and-a-quarter for the first two hours, and time-and-a-half thereafter, based where applicable on the rate prevailing on the day. Time worked between midnight Saturday and midnight Sunday shall be paid at double ordinary time, except in those cases where Sunday duty is part of the regular rota of work, when the normal Sunday rate shall apply.

(e) An added rate of 8s. 0d. per week shall be paid for permanent night work by the day and night staff over the corresponding weekly wage for day work.

Clause 6.—Holidays with Pay.**(a) Annual Holidays.**

(1) Employees shall be entitled to two weeks' holiday with pay after twelve months' continuous service.

(2) On ceasing to be employed after twelve months' continuous service, an employee shall be entitled to holidays with pay at the rate of one day per month, but the Management may withhold, or vary, this allowance in the case of an employee dismissed for misconduct.

(b) Public Holidays.

Employees shall be entitled to holidays with pay on six public or local holidays, but where the exigencies of the service do not permit of such holidays being arranged, then days off in lieu shall be substituted: where such substitution takes place, then, wherever possible, these days shall be aggregated and taken as one week's holiday of 44 hours with pay. An employee who

absents himself from duty on any of the locally agreed public or local holidays, without justifiable cause, shall not be entitled to the holiday in lieu of such public or local holiday.

(c) Holiday Provisions.

(1) The allocation of holidays provided for in sub-clause 6 (a) shall be the subject of local arrangement. In the allocation of holidays under sub-clause 6 (b), due regard shall be paid to public obligations of the undertaking: in the event of no agreement being reached on the allocation, the decision to rest with the Management.

(2) In calculating holidays for the purpose of payment, rest days shall not be included.

(3) No employee shall be entitled to forego his holiday in exchange for payment.

Clause 7.—Employees not Concerned.

Employees whose wages, overtime rates and conditions of service are regulated by those of other industries shall be excluded from the provisions of this agreement.

Clause 8.—Privileges, Emoluments, etc.

Privileges, emoluments or conditions of service enjoyed prior to the signing of this Agreement shall remain in operation subject to such modifications as may be the outcome of local agreement, provided that in the event of no local agreement being reached, the difference shall be referred to the National Council.

Clause 9.—Interpretation.

Any difference or question of interpretation arising under any portion of this Agreement shall be referred to the National Council.

Clause 10.—Term of Agreement.

The terms of this Agreement shall operate from the commencement of the first full pay period in April, 1947, and shall be terminable upon three months' notice from either side.

RESOLUTION OF 21ST MAY, 1947.

Contingent upon a joint application to the National Joint Industrial Council by the management of a municipal passenger transport undertaking and a trade union or trade unions represented on the Council, and approval by the Council, it shall be permissible under the Conditions of Service Agreement of 12th March, 1947, to operate, as an alternative to working the basic 44-hour, six-day week, an 88-hour, eleven-day fortnight by way of a 48-hour, six-day week alternating with a 40-hour, five-day week with the necessary consequential adjustments to certain clauses in the agreement as detailed below, viz.:—

1. Clause 1 (a), the opening phrase shall be substituted by the following:—

"The platform staff shall be guaranteed payment for 48 hours in the 48-hour, six-day week and for 40 hours in the 40-hour, five-day week, subject to the following conditions:—"

2. Clause 2 (a), shall be substituted by the following:—

"The normal working fortnight of 88 hours, including signing-on and signing-off time, shall be completed in eleven days by way of a week of 48 hours in six days alternating with one of 40 hours in five days."

"No schedule of daily duty in either week shall carry less than seven hours' pay at the rate prevailing on that day: where a duty exceeds nine hours, the time in excess of nine hours shall be subject to the provisions of Clause 3 (c)."

3. Clause 2 (c) shall be substituted by the following:—

"(c) **Spillovers.**—Spillover duties shall be reduced to the lowest possible minimum, both with regard to their number and length, but any man working a spillover duty of ten hours or more shall be paid for a minimum of a standard day (8 hours) with additional time thus:—

Inclusive Spillover.		Penalty.			
h. m.		h. m.			
10	00	—	10	59	¼ hour
11	00	—	11	29	½ hour
11	30	—	11	59	¾ hour

and so on, rising by ¼ hour for each half-hourly step.

The foregoing provisions shall be regarded as minimum conditions, but in cases where more favourable conditions are in operation, these shall be continued. In the event of the drivers and conductors on an undertaking having decided by ballot or otherwise in favour of split duties, the foregoing provisions shall not be obligatory upon that undertaking."

4. Clause 3 shall be substituted by the following:—

"A rate of time-and-a-quarter for the first two hours, and time-and-a-half thereafter shall be paid for:—

(a) Time worked in excess of the daily or weekly schedule;

(b) Time in excess of 48 hours in the 48-hour, six-day week and time in excess of 40 hours in the 40-hour, five-day week;

(c) Time by which the scheduled duty on any day in either week exceeds nine hours."

5. In Clause 6 there shall be inserted a new section to be numbered "(a)", and the existing sections "(a)", "(b)", and "(c)" shall be renamed "(b)", "(c)" and "(d)": the new section to be:—

(a) Basis of Holiday Pay.

In order that payments for holidays under this alternative arrangement of an 88-hour, eleven-day fortnight shall be the same as those which would apply under the 44-hour, six-day week, the basis of payments for holidays shall be the guaranteed week of 44 hours in six days, that is 7½ hours' pay per day of holiday or 132 hours' pay per annum, subject to the provisions of Clause 6 (d)."

ATTENDANCE MONEY AND GUARANTEED WEEKLY PAYMENT IN THE PORT TRANSPORT INDUSTRY.

The following are the terms of an agreement made on 3rd July, 1947, between the National Association of Port Employers and the Transport and General Workers' Union and associated unions in pursuance of the provisions of Clause 14 (1) of the Dock Workers (Regulation of Employment) Scheme, 1947,* relating to pay in respect of unemployment or under-employment:—

It is agreed as follows:—

Date of Operation.

1. This Agreement shall operate on and from the eleventh day of August, 1947.

Time Rate of Pay.

2. In each port to which the Scheme applies the minimum daily rate of wages on the half-daily basis for dock workers whose terms and conditions are regulated by the Agreements of the National Joint Council for the Port Transport Industry shall be as provided for the Greater Ports in the Agreement of 21st December, 1945.

Attendance Money.

3. Attendance money at the rate of 5s. per turn will be paid to dock workers to whom Clause 14 (1) of the Scheme applies, as follows:—

(i) A dock worker under 65 years of age who is grouped by the National Board as being capable of fulfilling all the conditions of the Scheme and reports for work for each of the normal eleven turns in the week, from Monday morning to Saturday morning inclusive, shall be paid attendance money in respect of each such turn for which he reports and is available for work but is not allocated to work.

(ii) A dock worker under 65 years of age who, for reasons appropriate in his particular case, is placed by the National Board in a group under which he is required to report for work for a number of turns less than eleven, shall be paid attendance money in respect of each such turn for which he reports and is available for work but is not allocated to work.

(iii) A dock worker who is 65 years and under 70 years of age shall be grouped by the National Board in one or other of two categories under which he is required to report either for the eleven normal turns in the week or for six nominated turns in the week: and shall be paid attendance money in respect of each such turn for which he reports and is available for work but is not allocated to work.

(iv) A dock worker of 70 years of age or over shall be required to attend six nominated turns only in the week and shall be paid attendance money in respect of each such turn for which he reports and is available for work but is not allocated to work.

(v) If in any pay week a dock worker is not available for work owing to any cause accepted by the Local Board as reasonable, Clauses (i), (ii), (iii) and (iv) above shall have effect as if for the week there were substituted the turns in that week when the dock worker was available for work and any attendance money payments shall be correspondingly reduced.

(vi) For the purpose of computing attendance money payable under paragraphs (i) to (v) above, the following provisions shall apply in relation to night work, shift work and six-day ports:—

(a) *Night Work.*—Any period of overtime working which by agreement, practice or custom debars a worker from seeking employment the following day or any work performed between the hours of 10 p.m. to 8 a.m. of six or more consecutive hours, whether so debaring or not, shall when worked count as two turns and the number of turns for which attendance money is payable shall be reduced accordingly.

(b) *Shift Work.*—Alternative definitions as may be necessary to meet local conditions and the question of equating shall be left to the localities, the intention being that each full shift period shall be the equivalent of two turns for the purpose of calculating attendance money.

(c) *Six-day Ports.*—The Saturday morning call shall, as elsewhere, count as one attendance in six-day ports where men are paid a full day's pay for a four-hours' engagement.

Guaranteed Weekly Payment.

4. A weekly payment will be guaranteed to dock workers to whom Clause 14 (1) of the Scheme applies, as follows:—

(i) A dock worker under 65 years of age to whom Clause 3 (i) above applies shall be guaranteed a weekly payment of £4 8s. 0d.

(ii) A dock worker under 65 years of age who, for reasons appropriate in his particular case, is placed by the National Board in a group under which he is required to report for work for a number of turns less than eleven, shall be guaranteed a weekly payment proportionate to the number of turns for which he is required to report, on the basis of one-eleventh of £4 8s. 0d. to each such turn.

(iii) A dock worker who is 65 years and under 70 years of age:—

(a) if required to report for work for eleven turns in the week, shall be guaranteed a weekly payment of £3 6s. 0d.;

(b) if required to report for work for six turns in the week, shall be guaranteed a weekly payment of £1 16s. 0d.

(iv) A dock worker who is 70 years of age or over shall not be entitled to any guaranteed weekly payment.

(v) If in any pay week a dock worker is not available for work owing to any cause accepted by the Local Board as reasonable, paragraphs (i), (ii) and (iii) above shall have effect as if for the week there were substituted the turns in that week when the dock worker was available for work, and the guarantee shall be reduced proportionately.

(vi) All earnings for work, whether piecework or timework, including overtime, performed between midnight Sunday (or the

commencement of the Sunday night shift) and normal finishing time on Saturday, together with any attendance money payable under Clause 3 hereof, and any payments made in respect of holidays, shall count against the guaranteed weekly payment.

Workers not regulated by the National Joint Council for the Port Transport Industry.

5. In any case where the rates of pay and conditions of work for a section of dock workers to whom the Scheme applies are regulated by a joint industrial body other than the National Joint Council for the Port Transport Industry, provision will be made in regard both to the attendance money payments and to the guaranteed weekly payments, so, however, that such provision shall not conflict with the generality of this Agreement, and that the guaranteed weekly payment shall not exceed £4 8s. 0d.: that the number of turns in respect of which attendance money may be paid shall not exceed eleven turns in any one week, and that the attendance money shall not exceed 5s. 0d. per turn.

Amendment and Notice.

6. Either party to the Agreement desiring to amend or to terminate the Agreement shall give one month's notice of their intention. In any event, the provisions of the Agreement regarding attendance money and guaranteed weekly payments to dock workers of 65 years of age and over shall be reviewed not later than 31st August, 1948.

DOUBLE DAY-SHIFT WORKING.

REPORT OF COMMITTEE.

The Report of the Committee on Double Day-Shift Working* has recently been published by H.M. Stationery Office. The Committee was set up in March, 1945, under the chairmanship of Professor J. L. Brierly, C.B.E., J.P., D.C.L., LL.M., and its terms of reference were to enquire into the economic need for, and the social consequences of, the double day-shift system in manufacturing industry, and the changes in the existing law that would be necessary to facilitate its wider adoption.

The Report explains that the double day-shift system (or two-shift system as it is sometimes called) is a system of working in which production continues over a very long working day by means of two shifts of workpeople, each of which works only a normal or even a relatively short number of hours each day.

Economic Need for the System.—After reviewing the history of double day-shift working, the Report deals with the economic need for the adoption of the system in industry under three heads: (a) to meet exceptional circumstances; (b) as a normal and permanent feature of industrial organisation; and (c) to meet temporary difficulties in the immediate post-war period.

Under the first head, the Report indicates the circumstances in which the double day-shift system may be found to be advantageous. The Committee, however, do not consider it necessary to deal with this aspect of the subject in detail, as it received very full consideration from the Departmental Committee on the Employment of Women and Young Persons on the Two Shift System, whose Report was issued in 1935.†

The Committee emphasise particularly the need for the system as a normal and permanent feature of industrial organisation. It was with this aspect of the subject that the evidence which the Committee received from the Board of Trade and representatives of various industries was largely concerned. The principal questions to which the Committee's attention was directed were the relation between capital charges and output and the probable future position of industry in this regard, and likely future developments affecting hours of work in industry.

As regards the first question, the Committee observe that the increased mechanisation of industry results, in many cases, in an increase in the capital charges which the manufacturer has to meet and raises the question of the output over which those charges can be spread. As the proportion of the capital cost of machinery and plant in the total cost of production increases, the manufacturer will wish to increase the output of his machinery by running it for longer hours. The general tendency—interrupted only by the war—has, however, for a number of years been towards a decrease in the hours of work of the individual worker. This tendency, the Committee think, will act as an additional reason why manufacturers will wish to adopt the double day-shift system, because only in this way will they be able to get out of their machines the output necessary to make them an economic proposition.

The Committee point out, further, that if the standard of living in this country is to be maintained and improved, the efficiency in particular of the export industries must be raised to the highest possible level. They mention that under a double day-shift system, plant and machinery wear out in a shorter time and full use is more likely to be made of them before they become out-of-date. This will obviously help to keep industrial equipment as up-to-date and efficient as possible.

As regards the need for the system in the immediate post-war period, the Committee mention that double day-shift working may help the country to make up leeway in the matter of accumulated demand for goods at a time when it may be impracticable in many cases to increase production quickly by installing new plant or building new factories.

Social Consequences of the System.—As regards the social consequences of the system, the Committee say that, if the considerations they have set out as to the economic need for the

* Cmd. 7147. H.M. Stationery Office: price 1s. net (1s. 1d. post free).
† The Report of this Committee was summarised in the issue of this GAZETTE for July, 1935 (page 250).

system are accepted, wider use of it may be argued as desirable on social grounds, in so far as this will be a factor influencing favourably (a) the standard of living which it will be possible to maintain in the country and (b) the leisure which workers in industry will be able to enjoy. On social grounds, it is a very strong argument in favour of an extension of the system in industry that such extension will make possible a more general reduction in working hours for the individual operative than would otherwise be practicable.

The Committee go on to refer to certain features of the system which might be thought in certain circumstances to have an unfavourable effect on health. These are—the early start, which might result in workers not having a substantial breakfast when working on the morning shift; the late finish, which might lead to a reduction of hours of sleep of those working on the afternoon shift; and the changeover from one shift to another which, since it might result in a change of habits as regards sleeping and eating in particular, might have adverse effects on the nervous and digestive systems. The Committee do not, however, find any positive evidence that these features of the double day-shift system have in fact a bad effect on the health of workpeople, and they point out certain compensating advantages, such as the shorter hours and additional free time at week-ends.

They are impressed, however, by the additional difficulties which the system may involve in certain circumstances for the housewife (although they mention that, if she herself goes out to work, the system may help her to solve some of her problems). Further, they emphasise that double day-shift working involves the risk that workers are to a considerable extent cut off from normal social life. They think it of great importance that efforts should be made to alter the circumstances which give rise to this difficulty, and, as regards education, that persons who wish to continue their studies should not be prevented from doing so by the fact that they are working on shifts.

Changes in the Law.—In the part of their Report which deals with the changes which they consider should be made in the existing law, the Committee make it clear that their recommendations are not intended to affect double day-shift working by male young persons in industries to which Section 81 of the Factories Act, 1937, applies, or shift arrangements for industries dealing with certain perishable commodities, for which there is special provision in the Factories Act. This part of the Report relates, in the main, to the provisions of the Employment of Women and Young Persons Act, 1936.

This Act provides that the Secretary of State (whose functions under the Act are now exercised by the Minister of Labour and National Service) may authorise the employment in a factory, or in any department of it, of women and young persons aged 16 or over on a system of shifts between the hours of 6 a.m. and 10 p.m. on weekdays (2 p.m. on Saturdays), the hours for each shift not in general exceeding eight per day. Under the present law, the granting of an authorisation is (except for new factories) conditional on the Minister being satisfied, following a secret ballot, that the majority of the workpeople concerned consent to the granting of the authorisation.

The Committee's main recommendations with regard to changes in the legal position are as follows:—

(a) that authorisation in respect of individual factories or departments should continue to be required before women and young persons are permitted to work on a double day-shift system;

(b) that double day-shift working by young persons under 18 should in general be prohibited, but that latitude in the matter should be allowed during a period not exceeding two years;

(c) that as a normal arrangement the hours of double day-shift working should fall between the hours of 7 a.m. and 11 p.m., instead of 6 a.m. and 10 p.m. as at present;

(d) that where a double day-shift system is worked, there should normally be no Saturday work, but provision should be made for a limited amount of overtime on Saturday mornings;

(e) that in all cases in which it is proposed to work a double day-shift system the workers concerned should be given a reasonably full account of the reasons for the institution of the system;

(f) that the ballot should be retained as a means of consulting workpeople concerned in cases where it is proposed to introduce double day-shift working by women and young persons, except (as at present) in the case of a new factory;

(g) that, where a ballot is required, a favourable majority of the workpeople actually voting should be required before an application for an authorisation for double day-shift working by women and young persons is granted (at present a vote in favour by a majority of the workers concerned, whether voting or not, is required);

(h) that special attention should be paid to the welfare and transport arrangements for shift workers.

Conclusion.—The Committee conclude by remarking that the facts adduced in the evidence presented to them prove, in their view, that the wider use of the double day-shift system is undoubtedly capable of making an important contribution to the economic well-being of the country, but that the evidence has convinced them that the system must necessarily involve some measure of segregation and dislocation of family life and other social and educational disadvantages for the workers, and they have sought throughout in making their recommendations to give due weight to each of these aspects of the system. Finally, they add that they think the wider adoption of the system which is desirable on economic grounds will depend on the one hand on the willingness of individual employers to examine closely the economic and other advantages which the system might secure

in particular cases, and on the other hand on the workers being convinced that its social inconveniences to themselves can and will be offset as far as possible by compensating benefits. At least as much, they say, will depend on these factors as upon changes in the existing law.

Reservations.—The Report is unanimous, subject to two Reservations, signed by three members of the Committee, one on the subject of the ballot, and the other on the subject of hours of work.

The former states that, in view of the weight of the evidence which the Committee has collected to the effect that the operation of the ballot as a preliminary to the granting of an authorisation is an unsatisfactory proceeding, the signatories of the Reservation believe that its retention will retard the wider adoption of double day-shift working. They suggest, as an alternative, that a changeover from day work to double day-shifts should be dealt with by the well-recognised practice of prior consultation at the works between the management and the representatives of the workpeople directly concerned. They think that the matter should normally be settled amicably on these lines, but suggest that, should an agreement not be reached, the issue should then be resolved through the normal negotiating machinery in the industry concerned. They suggest that, alternatively, the Ministry of Labour and National Service should consult the appropriate Government Department chiefly concerned from the production aspect as to whether a double day-shift system is necessary to meet the production requirements involved. They point out that their suggestion does not imply that workpeople should be directed to or in any way compelled to work in establishments where double day-shifts are authorised, but that it assumes, on the contrary, that workpeople would be free to engage or not in double day-shift working in such establishments, and that factory managements would have the onus of attracting people to work the system.

In the second Reservation, the signatories state that in their view the economic disadvantages which must follow the reduction of hours approved by the Committee would be serious, and would have far-reaching effects. The disadvantages which they have in mind are, in particular, (i) the decrease in production per man-week, (ii) the increased wages cost per hour, (iii) the inability to compete with goods produced in foreign countries working longer hours and at lower rates of pay, and (iv) the tendency to curtail re-equipment. The signatories refer to the recommendation in the Report that work should be permitted to a limited extent on Saturday morning, and they say that, in view of the recent movement in industry towards the introduction of a 45-hour five-day week for day workers, they anticipate that, if the Committee's recommendations were put into force, difficulties would be experienced with regard to Saturday working for shift workers. They therefore recommend that work on double day-shifts should be permitted between 6 a.m. and 11 p.m.

A summary of the evidence received is given as an appendix to the Report. Apart from official witnesses representing the Government Departments chiefly concerned, the main sources of evidence were certain employers' organisations, the Trades Union Congress General Council, and the Scottish Trades Union Congress General Council, and certain other bodies concerned with social and other aspects of the system.

STATEMENT BY MINISTER OF LABOUR.

In a written reply to a question in the House of Commons on 4th July, the Minister of Labour and National Service made the following statement in regard to the above Report:—

"The Government have given most earnest consideration to this Report. They agree with the view taken in the Report that, if we are to maintain and improve our standard of living without widespread increases in the working hours of individuals, there will have to be much more double day-shift working.

"The Government also agree with the Committee that the workers will not accept the system unless they are convinced that its social inconveniences to themselves can and will be offset as far as possible by compensating benefits. The more people there are working on the system in any area, the less the social disadvantages will tend to be; and the Government endorse the view of the Committee that every effort should be made to adjust social and educational services to meet the needs of double day-shift workers.

"At present, with certain special exceptions, shift working by workers other than adult males is prohibited by the Factory Acts unless it is specially authorised by the Minister of Labour and National Service for a particular factory. It is, therefore, necessary to consider how the Factory Acts could be modified so that they do not hamper industrial planning of production on a two-shift basis, or hinder the progressive recognition of shift working as a normal arrangement. The Government are not satisfied that it is necessary to retain in full the present legal obstacles to the adoption of the double day-shift system, provided of course that adequate power is retained to ensure that proper protection is afforded for the health and welfare of persons employed on the system. The Government accordingly propose to consult the National Joint Advisory Council on this matter and also on the question of the morning and evening time limits within which the system should be made legal. The latter point is important because the economic advantages of double day-shift working are derived, in the main, from the longer hours for which plant can be worked."

* See article on page 223 of this GAZETTE

AGRICULTURE IN ENGLAND AND WALES.

INCREASES IN RATES OF WAGES, COTTAGE RENTS, AND BOARD AND LODGING ALLOWANCES.

At their meeting on 2nd July, the Agricultural Wages Board resumed consideration of a motion by the workers' representatives for a substantial increase in the minimum rates of wages. On behalf of the appointed members the Chairman stated that they had hoped that the increase of the minimum wage about a year ago to 80s. a week, together with the earlier improvements in conditions, would have been regarded as a satisfactory and stable settlement, and that it would have made the position of the agricultural worker reasonably comparable with that of workers in other industries in the countryside. It was necessary, however, to consider the increases in wages and the reductions in working hours which had taken place in other industries during the last year, and to bear in mind that on this occasion, in view of the urgent necessity of producing the maximum amount of food, the agricultural workers were not claiming reduced hours or increased holidays. The appointed members were accordingly prepared to support an increase in the minimum wage for men from 80s. to 90s. a week, with corresponding adjustments for women and juveniles of both sexes. In the case of women aged 21 and over, the minimum wage would be increased from 60s. to 68s., except in a few areas, where the weekly minimum wage relates to a shorter working week than the standard 48 hours and the increase will be to 62s. only.

They had also in mind that at the last meeting the Board had been considering their new powers to deal on a national basis with the benefits and advantages, the deductions that may be made for cottages, and the allowances for board and lodging. The appointed members felt therefore that they were entitled to request that both sides should now agree to revision of cottage values and allowances for board and lodging, with a view to the introduction of some uniformity throughout the country. They considered that the standard rent of the provided cottage should be 6s. a week for a reasonably habitable house, with provision for appeal to a Wages Committee by the farmer or worker for an adjustment of value on the grounds that a particular cottage was above or below the standard. As regards the value of board and lodging allowances, they considered that it should be 30s. a week for male adults and 27s. for female adults, with consequential adjustments for younger workers.

After discussion, the appointed members moved that the minimum wages be increased as proposed, and that changes should be made as proposed in the value of cottages and in the board and lodging allowances. The motion was seconded by the workers' representatives and carried, the employers' representatives voting against it.

Before effect can be given to the proposed changes, the Board, in accordance with the statutory requirements, will give public notice of the proposals and allow 14 days for the lodging of any objections. The Board will meet on 19th August to consider the objections and the making of an Order putting the new rates and changes into operation.

CATERING WAGES ACT.

UNLICENSED PLACES OF REFRESHMENT: ORDERS. Wages Regulation Orders,* under the Catering Wages Act, 1943, were made on 1st July, 1947, by the Minister of Labour and National Service, fixing with effect from 11th August, 1947, the statutory minimum remuneration, the annual holidays and holiday remuneration of workers employed in unlicensed places of refreshment, which include cafés, tearooms, restaurants, coffee stalls, snack bars, and similar places.

Minimum remuneration for a week of 47 hours, or for each week in a 94-hour fortnight, exclusive of overtime, is fixed for male and female workers 21 years or over employed in the London area, i.e., the City of London and the Metropolitan Police District, as follows:—

Grade or Description of Worker.	Male.		Female.	
	s.	d.	s.	d.
Assistant Manager, Assistant Manageress ..	100	0	80	0
Assistant in Charge	95	0	75	0
Floor Supervisor	87	6	67	6
Cashier	82	6	62	6
Waiter, Waitress	82	6	62	6
Refreshment Bar, Buffet or Service Attendant	82	6	62	6
Chef	125	0	105	0
Head Cook	115	0	95	0
Cook	100	0	80	0
Assistant Cook	90	0	70	0
Service Cook	85	0	65	0
Any other worker except a manager, manageress, clerical, office, or transport worker or shop assistant	80	0	60	0

In "Provincial A" areas, i.e., areas in England and Wales administered by County Borough, Municipal Borough, and Urban District Councils which had a population of more than 10,000 in 1941, burghs in Scotland which had a population of more than 10,000 in 1943, and other areas in England and Wales and Scotland listed in a schedule to the Order, rates are 3s. a week lower than the London rates; in "Provincial B" areas, i.e., the remainder of Great Britain, the rates are 5s. a week lower than the London rates. For workers with less than three months'

* S.R. & O. 1947, Nos. 1375 and 1376. H.M. Stationery Office; price 4d. net and 3d. net, respectively (5d. and 4d. post free).

experience in the catering trade, the rates payable are 10 per cent. less than the appropriate minimum rates or the lowest specified occupational rate for the area, whichever is the greater. Rates are also fixed for managers and manageresses. For juvenile workers rates are fixed, according to age, at specified amounts lower than the adult rates, and for occasional workers, who undertake engagements on an hourly or day-to-day basis, the hourly rates payable are the specified adult rates divided by 47 and increased by 12½ per cent. The minimum rate of remuneration is payable where the worker is normally provided by the employer with such meals as are available during the time the worker is on duty, and where overalls or uniform, worn by the worker when at work, are laundered or cleaned at the expense of the employer. Where meals are not provided for workers, other than occasional workers, rates are to be increased by 8s. a week, and where overalls or uniform, if worn by the worker, are not laundered or cleaned at the employer's expense rates are to be increased by 1s. a week. The following benefits or advantages may be reckoned as payment of remuneration in lieu of payment of cash for workers other than occasional workers:—

(i) Where uniform, being a garment or garments distinctive to the employer's establishment, is provided by the employer and replaces the worker's clothing—an amount of 1s. per week; (ii) Where overalls are provided by the employer—6d. a week until the original cost to the employer of the said overalls is defrayed or until the balance thereof outstanding is less than 6d., whichever first occurs.

Other provisions of the Orders deal with (a) overtime rates for work performed in excess of specified weekly hours; (b) special time rates for work performed before 7 a.m. and after 7 p.m., for all work on Sunday and the weekly rest day, and in excess of 9½ hours on any day; (c) the requirement of payment of wages for six customary holidays each year and any day proclaimed as an additional Bank Holiday or general holiday to workers who are not required to work on such days; (d) a guaranteed weekly payment subject to certain specified conditions; (e) the rate of payment to workers who are required to work on a day of customary holiday; and (f) payment for an annual holiday of six days after 48 weeks' employment, rising by one day for each additional six months' employment to twelve days after four years' employment.

Report of Catering Wages Commission on the giving of tips.—The Orders give effect to proposals submitted to the Minister by the Unlicensed Place of Refreshment Wages Board. These proposals did not differentiate on account of tipping between the rates of wages proposed for different classes of worker. Before deciding to make Orders confirming the proposals the Minister sought the advice of the Catering Wages Commission on the problems affecting the remuneration of catering workers arising from the practice of giving tips to certain of these workers. In their Report* on the subject, which has now been published, the Commission expressed the view that tips should be disregarded by the Wages Boards in assessing statutory minimum rates of wages on the ground that it is in the interest both of the workers and of the public that tipping should cease to be relied upon as an essential part of a worker's living wage. They also expressed the view that as the amount received by way of tips fluctuates widely between different classes of worker, different establishments and different periods, it would be impracticable to make any general assessment of the cash value of tips.

WAGES AND HOURS IN THE RAILWAY SERVICE.

REPORT OF COURT OF INQUIRY.

The Report† has recently been published of a Court of Inquiry into applications by the trade unions representing the employees of the railway companies for improvements in wages and reductions in weekly hours of work. The trade unions concerned were the National Union of Railwaymen, the Associated Society of Locomotive Engineers and Firemen, the Railway Clerks' Association, and the unions parties to the Railway Shopmen's National Council. As stated in last month's issue of this GAZETTE (page 212), the Court of Inquiry was set up by the Minister of Labour and National Service under the Industrial Courts Act, 1919.

The main conclusions of the Report are set out in the following paragraphs.

The Court recommend that there should be a comprehensive examination of the grading of railway workers with a view to a more accurate assessment of the relative value of the different types of work performed, and to the rearrangement of inter-grade margins so that adequate incentive may be given for the acceptance of higher responsibility consequent on promotion. The Court felt that it had neither the expert knowledge nor the time necessary to conduct this comprehensive inquiry itself.

On a short-term basis and as an interim measure, the Court recommend that the basic rates or salaries of all adult workers covered by the various claims before them should be advanced by 7s. 6d. per week (or £19 10s. 0d. per annum in the case of salaried employees), with appropriate adjustments for juveniles, the increases to date from the beginning of the first full pay period following 30th June, 1947.

* Catering Wages Commission: Report of an Enquiry under Section 2 (1) of the Catering Wages Act into the Problems Affecting the Remuneration of Catering Workers which Result from the Practice of Giving Tips. H.M. Stationery Office; price 1d. net (2d. post free).

† Cmd. 7161. H.M. Stationery Office; price 6d. net (7d. post free).

They also recommend that as from the same date a 44-hour week should be introduced without loss of pay, and a 42-hour week without loss of pay for the clerical staffs (without prejudice to more favourable arrangements at present operating).

The claim that cleaners should not be subject to rural rates of pay is rejected by the Court; nor do they recommend that there should be any increase in the present rates for Sunday work or in the rates in respect of work on Saturday afternoons and evenings.

A number of questions of detail are left for settlement, either by means of the ordinary joint negotiating machinery of the industry or by means of the inquiry referred to above.

The Report makes it clear that the Court took the following matters into consideration:—

(a) The fact that there is at present before Parliament a measure for nationalising the railway service and co-ordinating the whole of the transport industry.

(b) The general economic position of the nation and the considerations set out in the recent Government White Papers.

(c) The reaction of any increase in labour costs on the financial position of the railways, and therefore on the future level of railway charges.

(d) The statements made in Industrial Court Decision No. 728 of 8th July, 1922—with which statements the Court are in agreement—that whilst the railway service should be regarded as a distinct industry, to which special conditions attach, there should not be imposed on the companies and the employees an obligation to adopt or follow the rates of wages agreed upon or recognised by employers or workers in other industries employing similar classes of labour; and that whilst the rates of pay within and without the railway service should be generally similar, they need not be absolutely identical, nor need they always move in unison.

(e) The fact that railways confer certain advantages over and above the wages paid, e.g., stability of employment, favourable opportunities of promotion and special privileges with regard to fares.

(f) The facts that, on the other hand, hours of work are irregular and often uncongenial, that there is a relatively high accident rate, and that much of the work itself is dirty; that amenities and welfare provisions are of a lower standard than in other industries; and that hardship may be involved, during the present housing shortage, because of the obligation on many of the workers to live away from their normal place of residence from time to time.

It is emphasised in the Report that the Court are aware of the tendency for wage increases in one important industry to have repercussions on the wage structure throughout the country, and the Court wish to make it clear that their recommendations have had regard to the special circumstances of the railway industry at the present time, and are not intended to serve as a basis for a general upward movement of wages as a whole. They also realise that the granting of flat-rate increases of wages tends still further to narrow the margins as between the lower and upper grades and classes, but they have reached the conclusion that in existing circumstances any deviation from flat-rate advances might prejudice subsequent re-classification, and they have felt bound to recommend flat-rate increases.

INDUSTRIAL HEALTH, SAFETY AND WELFARE.

POTTERY (HEALTH) SPECIAL REGULATIONS: REVISED DRAFT.

On 17th June, the Minister of Labour and National Service gave notice that he proposed to make Special Regulations under Section 60 of the Factories Act, 1937, relating to certain processes in the manufacture or decoration of pottery.

Draft Regulations on this subject were originally published in February, 1946, and a revised draft was issued in July, 1946.* The new Draft Regulations embody some minor drafting amendments which have been under consideration since the revised draft was published last year.

The Regulations now proposed would supplement the provisions of the existing Pottery Regulations. In particular they would prohibit the use of glazes other than "leadless" or "low solubility" glazes and would restrict the use of ground or powdered flint or quartz in factories where the manufacture or decoration of pottery is carried on.

Copies of the new Draft Regulations, which are entitled the Pottery (Health) Special Regulations (Revised Draft June, 1947), may be purchased direct from H.M. Stationery Office at any of the addresses shown on the front cover of this GAZETTE, or through any bookseller, price 1d. net (2d. post free). The time allowed for the submission of objections to the Draft Regulations expired on 11th July.

DRAFT POTTERY (HEALTH AND WELFARE) SPECIAL REGULATIONS.

A preliminary draft† of new Special Regulations relating to health and welfare in the pottery industry has recently been published by H.M. Stationery Office.

* See the issues of this GAZETTE for March, 1946 (page 65), and August, 1946 (page 217), respectively.

† Preliminary Draft of the Pottery (Health and Welfare) Special Regulations. H.M. Stationery Office; price 6d. net (7d. post free).

Recommendations on this subject were contained in the Report of the Dust-Tile Committee which was published in 1943 (see the issue of this GAZETTE for May, 1943, page 63), and recommendations were also made by the National Council of the Pottery Industry in 1945. In the light of these recommendations and of the results of other enquiries, the Minister of Labour and National Service has given consideration to the making of new Special Regulations under the Factories Act, 1937, and as stated above a preliminary draft of such Regulations has now been published.

These Regulations would supersede the Regulations made in 1913 for the Manufacture and Decoration of Pottery, and the Pottery (Silicosis) Regulations, 1932. They would be additional to the proposed Pottery (Health) Special Regulations (see above), and the draft has been prepared on the assumption that these Regulations will come into operation.

The draft of the proposed Regulations, which are entitled the Draft Pottery (Health and Welfare) Special Regulations, is intended for consideration by representative bodies concerned and others, and as a basis for consultation with the Ministry of Labour and National Service. It is contemplated that conferences for that purpose may be arranged in the autumn, when representatives from the industry will have had an opportunity of studying the draft.

INDUSTRY AND EMPLOYMENT IN SCOTLAND.

A White Paper* dealing with industry and employment in Scotland has been presented to Parliament by the Secretary of State for Scotland, and has been published by H.M. Stationery Office.

In an introductory statement, the White Paper points out that the general economic problems confronting Scotland in common with the rest of the United Kingdom were discussed in the Economic Survey for 1947. The purpose of the present Paper is to supplement that general survey by assembling and presenting in more detail the main facts concerning industry and employment in Scotland, which are not otherwise available in a convenient form. Current trends in industrial development and the part which Scotland plays in the economy of the United Kingdom are examined side by side with the problems which are especially applicable to Scotland. Measures have been taken since the end of the war to deal with these problems, and these are outlined, together with the difficulties which still remain.

The Paper is divided into five parts, and the subjects covered by each part are indicated below.

The first part of the Paper contains a general statement of the economic position of Scotland. A section dealing with employment refers briefly to the position before and during the war and to the changes since the end of the war, and it indicates the main features of the present unemployment situation. In further sections, the progress of Scotland's reconversion to a peace-time economy is briefly reviewed, and the action taken by the Government to promote a better distribution of industry is described. Other subjects covered by the first part of the Paper include town and country planning, the problems of the Highlands and Islands, and administrative machinery.

In the second part a description is given of the main industries and of the problems confronting them. The industries to which special attention is given include coal mining, iron and steel, shipbuilding and marine engineering, general engineering, textiles and clothing, food and drink, agriculture, forestry, fishing, and building and civil engineering.

Transport and communications and other basic services, such as housing, water, gas and electricity supply, are considered in the third part, and some account is given of the measures being taken to improve these services.

The fourth part outlines the position in Scotland in regard to technical education and industrial research. This part of the Paper also deals with general labour questions, such as industrial training, resettlement grants, the resettlement of disabled persons, and the Juvenile Employment Service.

The fifth part contains a summary of general conclusions, and refers to the economic problems with which Scotland is now confronted. In addition to the general shortage of basic materials and the consequent need to raise output which is common to the United Kingdom as a whole, Scotland is faced with the special problem of providing more industry and employment, especially in the Development Area. The Paper also indicates the measures being taken to man and develop the basic industries, and to provide a fuller diversification of Scottish industry and greater opportunities for employment.

A number of statistical Tables illustrating economic conditions in Scotland are appended to the Paper.

An outline of the White Paper referred to above has been published by H.M. Stationery Office under the title *Scots at Work*. Copies of this booklet may be purchased direct from H.M. Stationery Office at any of the addresses shown on the front cover of this GAZETTE or through any bookseller, price 6d. net (7d. post free).

* Industry and Employment in Scotland. Cmd. 7125. H.M. Stationery Office; price 2s. net (2s. 2d. post free).

to them, the Committee point out that no evidence had been put forward to indicate any reasonably definite prospect of an appreciable change in the immediate future; and, after weighing all aspects of the problem to the best of their ability, they reach the conclusion that the size of the labour force required for the Port of Glasgow is 2,900. This figure is based on the work at present done by dockers in the port, but excludes the regular port employees (approximately 200 in number).

RECRUITMENT AND TRAINING OF JUVENILES FOR INDUSTRY.

ORGANISATION AND DEVELOPMENT OF SCHEMES.

In December, 1945, the Joint Consultative Committee presented to the Minister of Labour and National Service a Report on the recruitment and training of juveniles for industry. This Report, which was accepted by the Minister, was summarised in the issue of this GAZETTE for February, 1946 (page 45).

The Report has been widely circulated among industrial and other organisations concerned. All major industries have been invited to consider the recommendations made and the Minister is anxious that each industry should take all practicable steps to implement them. Some industries have already done so, and a memorandum has been prepared by the Ministry to assist others to introduce schemes designed to improve their recruiting and training methods, for both the highly-skilled and the lesser-skilled occupations. The increasing shortage of young workers and the need for continuing the arrangements for a period of compulsory military service make it imperative that urgent attention should be given to the subject. While it is for each industry to determine the best ways for improving its system of recruiting and training, it is hoped that the most careful consideration will be given to the possibility of introducing a national scheme where such arrangements have not already been made. As an alternative, district schemes might be established.

The memorandum mentioned above includes suggestions, based on the Report of the Joint Consultative Committee, about the machinery and essential principles of a national scheme, and it also deals briefly with the application of national schemes in individual establishments. Reference is also made to the development of schemes by individual establishments where no national scheme exists.

Assistance in the preparation of national schemes can be obtained from officers of Government Departments concerned, *i.e.*, Ministry of Labour and National Service, Ministry of Education, Scottish Education Department, etc. Copies of the memorandum (R.T.J.4) may be obtained by those interested from the Central Juvenile Employment Executive, 15 Portman Square, London, W.1.

Articles relating to the establishment of national schemes for the engineering and boot and shoe manufacturing industries were published in last month's issue of this GAZETTE (pages 182 and 185, respectively). A further article dealing with the establishment of the British Film Production Joint Apprenticeship and Training Council appears below.

BRITISH FILM PRODUCTION JOINT APPRENTICESHIP AND TRAINING COUNCIL.

A Joint Apprenticeship and Training Council has been established for the British film production industry. The Council consists of representatives of the following bodies: the Association of Cine-Technicians; the Association of Specialised Film Producers; the British Film Producers Association; the Electrical Trades Union; the Federation of Documentary Film Units; the Film Laboratory Association; and the National Association of Theatrical and Kine Employees.

The first meeting of the Council was held on 12th June, when four committees were appointed to deal with the Council's business, the definition of the various apprenticeships and learner-ships, and the preparation of a training programme for each.

APPRENTICESHIP AND TRAINING FOR THE BUILDING INDUSTRY.

THIRD REPORT OF THE BUILDING APPRENTICESHIP AND TRAINING COUNCIL.

The Third Report of the Building Apprenticeship and Training Council* has recently been published by H.M. Stationery Office. The Council, which was set up in June, 1943, has the duty of observing and advising on all matters concerning the recruitment, education and training of young persons for craftsmanship and management in the building industry, and of encouraging the development of apprenticeship schemes on a comprehensive basis.

In introducing their Third Report, the Council state that, during the two years that have elapsed since the issue of their Second Report (see the issue of this GAZETTE for May, 1945, page 75), their recommendations have received continued attention, and they consider that the time has come to review the position of

* *Building Apprenticeship and Training Council: Third Report, December, 1946.* H.M. Stationery Office; price 1s. net (1s. 1d. post free).

apprenticeship and training in the building industry, to report progress and to make further recommendations. Some particulars of the matters covered by the Report are given in the following paragraphs.

Education for Building.—Under this heading reference is made to the full-time courses of two or three years' duration for those desirous of entering building occupations, and the Council point out that the annual intake into these courses rose from some 300 in 1942 to approximately 7,300 in 1946.

With regard to part-time courses, the Council note that certain national apprenticeship schemes have been amended to include a clause providing for the release by the employer of the apprentice up to the age of 18 years, and for his regular and compulsory attendance during normal working hours at an appropriate technical course for a period of one day a week or its equivalent. They point out that this change is already affecting the demand for part-time day classes in building subjects, and there were over 17,000 students attending such classes in the educational year 1945-46, compared with about 3,000 students before the war. The number of students in attendance at evening classes for building before the war was about 27,000. The present number is not known but the Council think that a far larger demand may be expected in the future, since some apprenticeship schemes now provide for the attendance of apprentices at approved evening classes.

Reference is made to the training for building crafts which is given at schools and institutions, and the Council recommend the steps to be taken so as to secure recognition of this training. Recommendations relating to training at Home Office Approved Schools were included in the Council's Second Report, and these are carried further in the present Report.

With regard to senior education for building, the Council point out that it is not sufficient to train men only for craftsmanship, and they wish to emphasise the importance of training for management in the industry by way of student apprenticeship. They point to the need for the development and extension of senior building courses at existing centres, and for the setting up of additional centres. They note that university degree courses in building science are now available at Victoria University, Manchester, and at the University College of South Wales and Monmouthshire. The Council consider that building offers an appropriate basis for a university course, and they have urged upon other universities the need for the establishment of such courses.

Recruitment of Apprentices.—In their Second Report the Council found it reasonable to assume that the building industry would require an annual recruitment of 25,000 apprentices. During the two years under review recruitment was at the rate of about 23,000 per annum. Having regard to wartime difficulties and dislocations the Council regard this as good, but they think that there is still room for improvement. They refer to a recommendation which is now being considered by the Minister of Works, to the effect that there should be some condition attached to public contracts requiring that the contractor should fulfil his obligation with regard to the employment of apprentices unless released from it by the industry.

Registration of Apprentices.—The Council maintain, with the co-operation of the Ministry of Labour and National Service, a record of all youths entering the building industry for the purpose of learning a craft, and they enter on their National Register of Approved Apprentices the names of those who are recommended to the Council by Joint Apprenticeship Committees of the industry as undergoing training in conditions that comply with the Council's minimum standards. The record was established on 30th September, 1944, and the registration of approved apprentices commenced on 1st November, 1945. It is the duty of Joint Apprenticeship Committees to see that the youths who are learning a craft have a written apprenticeship agreement, and that they are trained in accordance with that agreement. Every registered apprentice is eligible at the end of his training for the Council's Certificate of Completion of Apprenticeship.

Apprentices in the joinery manufacture and shopfitting industries may have the benefits of the Registration Scheme if and when those industries decide to adopt an apprenticeship scheme which meets the Council's requirements. Building trade apprentices employed in maintenance departments of different industries who obtain apprenticeship agreements which satisfy the Council's requirements will also be eligible for registration.

Welfare Fund.—The Council's Registration Scheme was approved by the Minister of Works on condition that a scheme should be submitted to him for approval under which the 10s. fee to be paid by, or on behalf of, an applicant for a certificate of Completion of Apprenticeship should be assigned to a Welfare Fund. Such a scheme was duly submitted to, and approved by, the Minister. The broad purpose of the Welfare Fund is to encourage the establishment and maintenance by education of a high standard of technical knowledge and craftsmanship in the building industry.

Interrupted Apprenticeships.—Schemes for the training of apprentices whose apprenticeships have been interrupted by war service have been approved by the Minister of Labour and National Service. The Report gives a list of the crafts to which these schemes apply.

Call-up to the Forces.—With regard to call-up to the Forces in 1947 and 1948, the Council recommend the Minister of Labour and National Service (1) to grant deferment of call-up to students taking full-time senior building courses in universities and technical schools and colleges for the period necessary to complete their courses of instruction, subject to evidence of satisfactory progress in their studies; and (2) to accept registration of the building craft

apprentice by the Council as a criterion of eligibility for deferment, but for the time being not as the sole test, in order to allow time for such registrations to be effected.

The General Apprenticeship Master Scheme.—This scheme was set out in detail in the Council's Second Report, and was the subject of an article in the issue of this GAZETTE for January, 1945 (page 6). The principle of the scheme is that groups of apprentices erect suitable buildings for Local Authorities under the guidance of craftsmen instructors employed by an Apprentice Master nominated by a Joint Apprenticeship Committee of the industry. The scheme has been successfully established, and altogether some 2,500 youths have received, or are receiving, intensive training under it.

It has been suggested, says the Report, that some means should be found of providing for the continuance of this scheme, which was originally established as an emergency measure. The Council have considered this suggestion very carefully, and they recommend that the scheme should be continued, subject to certain safeguards, with the understanding that it should be reviewed by the Council in two years' time.

The Masons Apprenticeship Master Scheme.—The Council draw attention to the very small number of apprentice masons in the industry, and they think it unlikely that the present number is more than 1,000. They point out that the general Apprenticeship Master Scheme has not so far been of much assistance to this craft, since the work undertaken has almost all been in brick. They have, therefore, recommended to the Ministry of Works that a separate and modified scheme, for the recruitment of apprentice masons, should be introduced. This scheme has been approved by the Minister of Works and may be applied under licence to any suitable building work for a private owner on which the principal craft to be employed for training purposes will be that of a mason. The Council recommend the scheme for the co-operation of the industry.

At the end of the Report there are a number of appendices on various aspects of building apprenticeship.

NATIONAL INSTITUTE OF HOUSEWORKERS.

PROVISION OF TRAINING IN DOMESTIC WORK.

One of the main objects of the National Institute of Houseworkers,* which was set up by the Government last year in accordance with the recommendations of the Report on the Post-War Organisation of Private Domestic Employment, is to raise the status of domestic work. For this purpose the Institute will award certificates of efficiency (diplomas), which will be given to those who after training reach the Institute's standard and to others who furnish satisfactory evidence of their proficiency in domestic work.

Training in domestic work will be arranged by the Institute, either in technical institutions or in training centres specifically set up for the purpose by the Institute, and there will be courses for both resident and non-resident trainees. For women and girls over 17, the courses in urban areas will be of six months' duration and will provide for practical and class training; at the conclusion of the course a trainee will be entitled to a diploma, if on examination she satisfies the Institute's requirements. For girls under 17, the courses will be of nine months' duration and they will be followed by practical experience in selected households for a period of 12 months or up to the age of 18 whichever is the shorter period (during this latter period the trainees will be known as pre-diploma workers); the diploma will be issued to qualified workers at the conclusion of the practical experience. There will also be at least one experimental training centre in a rural area; the syllabus for this centre will be on the lines of that of an urban area but with a rural bias. Training allowances will be payable by the Institute at the same rates and subject to the same conditions as under the Vocational Training Scheme. Workers who have been awarded diplomas will be known as associate members of the Institute.

WAGES AND CONDITIONS OF WORK.

The Institute have laid down minimum rates of wages and conditions of work to which employers of the Institute's associate members (and pre-diploma workers) will be expected to conform. These are set out below.

Rates of Wages.—The minimum weekly rates of wages, for non-resident and resident workers, are as follows:—

	Non-resident.			Resident.		
	£	s.	d.	£	s.	d.
Women aged 18 years and over with Diploma:						
With less than 6 months' experience	3	4	0	1	14	0
After 6 months' experience	3	7	6	1	17	6
After 12 months' experience	3	11	6	2	1	6
Women aged under 18 years:						
(a) With Diploma—						
Aged under 17½ years	2	13	6	1	11	0
Aged 17½ years and over	3	0	0	1	13	6
(b) Pre-Diploma Workers—						
First six months (or till aged 18)	1	18	0	1	0	6
Second six months (or till aged 18)	2	2	0	1	2	6

* The scope and functions of the Institute were briefly described in a statement made by the Minister of Labour and National Service in the House of Commons on 7th February, 1946. This statement was reproduced in the issue of this GAZETTE for February, 1946 (page 45).

For non-resident workers the charge for meals supplied will be agreed with the employer in individual cases.

Working Hours.—The normal working week for adult resident workers will be 48 hours and for non-resident workers 44 hours, or a spread-over of 96 hours or 88 hours per fortnight, respectively, may be agreed. Overtime will be paid at time-and-a-quarter for the first three hours and time-and-a-half thereafter. Resident workers under 18 will work 44 hours and non-resident 40, but no overtime will be worked.

Free Time.—Workers will have one day and a half per week free or by mutual agreement there may be three half-days a week, but work will be spread over a seven-day week to meet the need for essential Sunday work.

Holidays.—Workers will have a fortnight's holiday with pay per annum for the first five years after obtaining the diploma, and three weeks after five years. A week of this holiday will be due after six months' service. Resident workers will receive pay at the non-resident rate during holiday periods. In addition, workers will have the right to public holidays or will be given time off in lieu if they do not wish to take the holiday. If they agree to work at the employers' request, they will be entitled to an alternative day and be paid at the rate of time-and-a-half for hours in excess of four.

Accommodation for Resident Workers.—Resident workers should have, as a minimum, separate bed-sitting rooms which are adequately heated.

The Institute are preparing a leaflet (N.I.H.L.1), which sets out the principles underlying the scheme and gives particulars of allowances to persons in training and of standards of wages and conditions of work as laid down by the Institute. Copies of this leaflet will be available at Local Offices of the Ministry of Labour and National Service.

LEAFLETS ON EMPLOYMENT, TRAINING, ETC.

An article published in the issue of this GAZETTE for February, 1947 (page 46), gave some information about a number of leaflets prepared by the Ministry of Labour and National Service. The paragraphs below relate to further leaflets which have been issued (or reprinted) since the earlier article was published. Copies of these leaflets can be obtained from any Local Office of the Ministry.

Nursing.—A leaflet entitled "Your Chance" (N.R.L. 7) gives some information about State Registration for nurses and includes brief particulars of the necessary training and of the pay and conditions of service of student nurses; reference is also made to the State Enrolled Assistant Nurse. Fuller information regarding the work, training and pay of State Enrolled Assistant Nurses is given in leaflet N.R.L. 9.

Opportunities for paid part-time nursing and midwifery work in Greater London are dealt with in leaflet P.L. 237, which gives details of rates of pay, together with some information about conditions of service.

Coal Mining.—A revised edition of a pamphlet entitled "A Well-Paid Man's Job: There's a Future in Coal" (P.L. 201 rev.) has recently been prepared by the Ministry of Labour and National Service in collaboration with the Ministry of Fuel and Power and the National Coal Board. The original edition of this pamphlet, which gives a short account, with illustrations, of conditions, etc., in the coal mining industry, was the subject of an article in the issue of this GAZETTE for August, 1946 (page 211). The revised edition of the pamphlet has been prepared in connection with the campaign for attracting recruits to the industry.

Brief notes on conditions and opportunities in the coal mining industry are given in leaflet P.L. 259, which has been prepared for distribution to young men registering under the National Service Acts.

Technical and Scientific Register.—Leaflet P.L. 217 contains information about the scope and activities of the Technical and Scientific Register Branch of the Appointments Department, which is available for assisting persons possessing certain scientific and technical qualifications to find suitable employment.

SERVICE IN H.M. FORCES.

CALL-UP OF 1929 CLASS.

The Government's plans for calling men up during 1947 and 1948 for service in the Forces were outlined in the Command Paper entitled "Call-up to the Forces during 1947 and 1948" which was presented to Parliament in May, 1946. It was indicated in the paper that from 1st January, 1947, call-up for the Forces would be confined (subject to a few exceptions) to men born in or after 1929; and some information was given on the following points: (a) length of service in the Forces; (b) deferment of call-up on grounds of industrial need in the case of men employed in coal mining, agriculture, building and the production of certain building materials; (c) arrangements for the deferment of call-up in the case of apprentices and others in a similar position in order to enable them to complete their training; and (d) special arrangements in the case of candidates for the Higher School Certificate and those seeking admission to universities.

Full information about every man's occupation is obtained at registration. All men who state that they are apprentices or are otherwise undergoing training are given guidance as to the procedure for applying for deferment of call-up until after the

completion of their apprenticeship or training. Information is also given to students regarding the procedure for obtaining deferment for the purpose of taking the Higher School Certificate and similar examinations.

Men born in the first and second quarters of 1929 were registered under the National Service Acts on 7th December, 1946, and 1st March, 1947, respectively, and their position with regard to call-up for the Forces was determined in accordance with the policy indicated above. On 6th June, statistics were compiled to show the numbers of men from the two registrations whose call-up had, for various reasons, been deferred or suspended, and the information thus obtained is summarised below.

The total numbers whose call-up was deferred or suspended owing to the nature of their employment or their position as students were about 20,000 among those born in the first quarter of 1929 and about 21,000 among those born in the second quarter of that year. These figures were made up as follows:—

	1st Quarter, 1929 Class.	2nd Quarter, 1929 Class.
A. Deferred on grounds of Industrial Need:—		
Agricultural Workers	4,200	4,500
Coal miners	1,600	1,500
Builders and "Building Material" Workers (excluding Apprentices)	100	100
Total of above	5,900	6,100
B. Apprentices, etc.	9,600	10,000
C. Students granted deferment to 31st July, 1947 (to take Higher School Certificate, etc.)	3,200	3,600
D. University Students, Candidates for admission to Universities, Student Teachers, etc.	850	1,000

In view of the pressing need for man-power in agriculture and coal mining, it is unlikely that the "deferred" men in those industries will be called up for the Forces so long as they remain in their present employments. (Men who enter coal mining before an enlistment notice is issued to them have their call-up deferred equally with those who were already in the industry.) In the case of the building and building materials industries, each application for deferment is considered on its merits, and deferment is granted only for the time that the men are considered to be indispensable in their present employments.

Deferment under the provisions regarding apprenticeship is granted initially for a period of twelve months. Renewal of deferment will then be conditional on a report of satisfactory progress showing that the apprentice is gaining full experience of his trade. If progress is satisfactory, deferment may be renewed until the date on which the apprenticeship is due to end.

The statistics which were compiled on 6th June included an occupational analysis of the apprentices who had been granted deferment. The analysis shows that about one-half of the total were in engineering and metal-working occupations and more than one-quarter of the total in building occupations. The following Table shows the numbers in the principal occupations:—

	1st Quarter, 1929 Class.	2nd Quarter, 1929 Class.
Building Occupations:—		
Carpenters	1,233	1,223
Plumbers, Gas Fitters, etc.	570	613
Bricklayers	398	434
Painters and Decorators	336	391
Plasterers	72	93
Other Building Craftsmen	96	119
Engineering, Shipbuilding, etc. Occupations:—		
Motor Mechanics, etc.	1,034	1,121
Toolmakers, Precision Fitters, etc.	962	1,005
Electricians, Wiremen, etc.	584	618
Electrical Engineering Fitters, Erectors, etc.	570	594
Millwrights, Maintenance Fitters (not electrical)	222	238
Turners	136	210
Scientific Instrument Makers and Assemblers	167	142
Sheet Metal Workers, Tinsmiths	155	136
Vehicle Body Builders, etc.	143	177
Shipwrights	140	115
Patternmakers	119	122
Platers	110	104
Tool Setters, Metal Machinists, etc.	75	77
Iron and Steel Founders and Moulders	57	84
Welders, Burners, Cutters	61	59
Other Occupations:—		
Bakers	57	69
Printers	173	175
Draughtsmen	468	506

The men included in item C of the first Table above were given deferment in order to enable them to take the Higher School Certificate or similar examination. They will become available for call-up on the termination of their deferment on 31st July.

Item D includes men pursuing, or under consideration for, full-time courses at Universities, Teachers' Training Colleges and Technical Colleges, and also medical, dental, etc., and theological and missionary students. The position of students taking University degrees or higher technical courses is determined by Joint Recruiting Boards which have been established at all University Centres. Men in attendance at Teachers' Training Colleges are given deferment to enable them to complete their courses before call-up, provided they make satisfactory progress. Applications for the deferment of students in full-time attendance at technical classes (other than those whose cases are considered by Joint Recruiting Boards) are dealt with by National Service Deferment Boards. Of the 1,850 men included in item D, nearly 1,000 were students at Universities or men whose applications for admission to Universities were under consideration by Joint Recruiting Boards, 600 were student teachers, and about 200 had been given deferment by National Service Deferment Boards.

PROFESSIONAL AND SCIENTIFIC MAN-POWER.

INQUIRIES BY MINISTRY OF LABOUR AND NATIONAL SERVICE.

In reply to a question in the House of Commons on 26th June, the Parliamentary Secretary to the Ministry of Labour and National Service made a statement on the inquiries which were being undertaken into the future demand for and supply of professional and scientific man-power.

In his statement the Parliamentary Secretary referred to the inquiries which were being conducted by the Technical Personnel Committee under the chairmanship of Lord Hankey (see the article in the issue of this GAZETTE for March, 1947, page 83), and he said that the results would be published in due course. The Parliamentary Secretary also stated that, at the request of the Advisory Council on Scientific Policy recently appointed under the chairmanship of Sir Henry Tizard, by the Lord President of the Council, a survey was about to be made of the existing man-power in the country in the fields of science and professional engineering. This survey would be carried out by the Technical and Scientific Register Branch of the Ministry of Labour and National Service, with the assistance of the appropriate scientific bodies and professional institutions.

FATAL ACCIDENTS AT MINES AND QUARRIES IN 1946.

A "Provisional Statement of Number of Deaths by Accidents at Mines and Quarries in Great Britain, together with the Isle of Man, during 1946" has been issued by the Ministry of Fuel and Power.

The Statement shows that, in all, 588 persons were killed by accidents which occurred during 1946 at mines under the Coal Mines Act, 1911, and the Metalliferous Mines Regulation Act, 1872, and at quarries, in Great Britain and the Isle of Man. The corresponding figures for 1945 and 1944 were 575† and 676, respectively.

At mines under the Coal Mines Act (*i.e.*, mines of coal, stratified ironstone, shale and fireclay), the number of fatal accidents reported during 1946 was 541. This figure was the lowest on record and corresponded to a fatal accident rate provisionally estimated at about 0.30 per 100,000 man-shifts worked. Of the total of 541 fatal accidents reported at these mines, 276 were caused by falls of ground, 164 occurred in connection with haulage or transport, 27 were due to gases, coal dust or fires, and 74 to other causes. At mines under the Metalliferous Mines Regulation Act and at quarries, the loss of life in 1946 was greater than in 1945 though less than in 1944.

OVERSEAS SETTLEMENT.

MIGRATION TO NEW ZEALAND.

An article published in last month's issue of this GAZETTE (page 189) gave particulars of a scheme under which assisted passages to New Zealand would be granted to suitable British subjects by the New Zealand Government. Further details relating to the scheme, which opened on 5th July, are given below.

Applications will at present be considered only from single men and women who are between the ages of 20 and 35. Successful applicants will be required to engage in the occupation for which they volunteer, for a period of not less than two years. At the present time applications will be restricted to certain occupations. For males, the classes of workers are—printing tradesmen (compositors, letterpress machinists and bookbinders only); floor-moulders; boiler-makers; fitters and turners; boot and shoe operatives; inexperienced men for training in the coal mining industry; and unskilled workers for heavy industries generally. In the case of females, young women for nursing training in general and mental hospitals, domestic staff for general hospitals, clothing machinists and tailoresses for men's wear, and woollen mill and boot and shoe operatives will be eligible.

Application forms and further information are available at all Local Offices and Appointments Offices of the Ministry of Labour and National Service in Great Britain, at Local Offices of the Ministry of Labour and National Insurance for Northern Ireland, or at the Office of the High Commissioner for New Zealand, 415, Strand, London, W.C.2.

INTERNATIONAL LABOUR ORGANISATION.

101st SESSION OF THE GOVERNING BODY.

The 101st Session of the Governing Body of the International Labour Office was held in Geneva from 5th to 8th March, 1947. The Governing Body gave preliminary approval to the 1948 Budget of the International Labour Organisation to be submitted for final adoption at the 30th Session of the International Labour Conference in June-July, 1947. In connection with the proportions of the Budget to be borne by Member States, it was

* H.M. Stationery Office; price 2d. net (3d. post free).
† Revised figure.

announced during the Session that the United States Government were prepared to accept a considerable increase in their contribution, and that the French and Belgian Governments had agreed to increase their contributions to the immediate pre-war levels.

The Governing Body approved a draft agreement governing the relationship between the International Labour Organisation and the Food and Agricultural Organisation.

Approval was given to the calling of a regional meeting of representatives of Near and Middle East countries to be held in Cairo towards the end of 1947; the agenda for this meeting would include the conditions of life and work of agricultural workers and the protection of industrial and commercial workers.

It was decided that a Technical Tripartite Conference on Safety Provisions in Factories should be convened early in 1948, to consider a Draft Model Code of Safety Provisions for Factories, and to draw up the preliminary text of a proposed Convention on Safety Provisions for Factories for subsequent submission to the International Labour Conference.

The agenda for the 31st Session of the General Conference, to be held in 1948, was agreed; among the subjects to be included were employment service organisation (second discussion), vocational guidance and wages questions.

The Governing Body accepted invitations from the Governments concerned to send later in the year a Technical Mission from the International Labour Office to the Belgian Congo, Northern and Southern Rhodesia and the Union of South Africa, to study the question of migratory labour in these territories.

It was decided to set up a single Advisory Committee to deal with matters relating to salaried employees and professional workers, in place of the two Committees which had previously dealt with these matters separately. It was agreed to reconstitute the Correspondence Committee on Recreation; the agenda for the first meeting of this Committee was to include the question of facilities for the leisure time activities of young persons.

It was also agreed that a session of the Joint Maritime Commission should be held in the autumn of 1947, and of the Permanent Agricultural Committee in July-August, 1947. The agenda for each meeting was approved.

A general report was given to the meeting on the work of the seven Industrial Committees of the International Labour Organisation. It was decided that a detailed report on the past and future work of the next Session of the Governing Body, with a view to enabling the Governing Body to undertake a general review of the working of the Committees. The Governing Body also authorised appropriate action to be taken on the Resolutions adopted by the Textiles Committee and the Building, Civil Engineering and Public Works Committee at their first sessions. The agenda for the second sessions of the two Committees were provisionally approved. An invitation from the Egyptian Government for the second session of the Textiles Industrial Committee to be held in Cairo was accepted.

COAL MINES COMMITTEE: SECOND SESSION.

The Coal Mines Committee of the International Labour Organisation held its second session in Geneva from 24th April to 3rd May, 1947. The first session of the committee was held in London in December, 1945, and was reported in the issue of this GAZETTE for December, 1945 (page 225).

The United Kingdom representatives at the second session were: Mr. S. G. Holloway, Ministry of Labour and National Service, and Mr. L. G. Vedy, O.B.E., Ministry of Fuel and Power, for the Government; Mr. Ebby Edwards, a member of the National Coal Board, and Mr. Owen Francis, Assistant Secretary of the Board, for the employers; and Mr. A. L. Horner, General Secretary of the National Union of Mine Workers, and Mr. W. Lawther, President of the Union and a member of the General Council of the Trades Union Congress, for the workers. Technical advisers accompanied the representatives.

The twelve coal-producing countries on the Committee were invited to send representatives to the second session, *viz.*: the United Kingdom, the United States of America, Australia, Belgium, Canada, Czechoslovakia, France, India, the Netherlands, Poland, Turkey and the Union of South Africa. The workers' representatives from the United States were unable to attend; the Australian delegation included only Government and workers' members, and Czechoslovakia sent observers only. The other nine countries were represented by tripartite delegations. Representatives also attended from the United Nations and the European Coal Organisation, and the Miners' International Federation sent an observer. Mr. L. E. Troclet, Belgian Minister of Labour and Social Welfare, who had been chairman at the first session of the Committee, presided over the meeting.

A number of resolutions prepared by Sub-committees on Recruitment and Related Problems and on Apprenticeship and Vocational Training, and by the Steering Committee were adopted by the full Committee.

The resolutions dealt with apprenticeship schemes and the need for special apprenticeship centres in the coal mining industry; vocational training for adults; re-training for mine workers unable to pursue their former employment; the need for further study, by the International Labour Office, of the special problems of protection of children and young workers employed underground in coal mines; the regulation of recruitment in the coal mining industry, with reference to the special

conditions in the case of national man-power, foreign man-power, displaced persons and refugees, free German workers and prisoners-of-war; the priority needs of the devastated countries in recruiting; the employment of prisoners-of-war; the general problems of miners' housing; safety and health in coal mines; measures for safeguarding the economic balance of the coal mining industry, with a view to the protection of the social rights of mine workers; the application in economically under-developed countries of the principles in the Coal Mine Workers' Charter adopted at the Committee's first session; the collection of information on miners' invalidity and old-age insurance schemes and the position of immigrant workers; hours of work in the industry; and the determination of a social minimum for mine workers.

REGULATION OF WAGES IN FRANCE.

BONUSES FOR INCREASED PRODUCTION.

Bonuses for increased production or for higher average productivity may be granted in France under an Order dated 20th June, 1947, issued by the Minister of Labour and Social Security and other Ministers. The Order may be applied in any single undertaking, or group of undertakings, in industry or commerce, and the bonuses are to be distributed among all members of the staff, whatever their occupational classification, in accordance with conditions to be fixed by agreement between the employers and the workforce.

The Order dated 31st May, 1947, an account of which was published in last month's issue of this GAZETTE (page 191), provided for the institution in France of a system of production bonuses in all branches of industry and commerce in which the technical conditions of production were suitable for the application of such a system; and a Technical Commission was to be set up to determine the general rules governing the grant of production bonuses, and to make recommendations respecting the amount and the methods of application of a provisional bonus on account of the general production bonus. The new Order authorises the payment of a provisional bonus during the period in which the methods of calculation and the amount of the general bonuses are under consideration. The maximum rate of the provisional bonuses, which are to take effect as from 1st June, 1947, is fixed at 7 francs an hour for the most favoured branches of industry in the first zone of the Paris region, and for localities in respect of which the abatement laid down by the legislative provisions for the regulation of wages does not exceed 5 per cent., as compared with that zone. In other cases, the bonuses may not exceed 5½ francs an hour. Bonuses granted in undertakings since 1st April, 1947, and having the same object as that defined in the Order, are to count towards the amount of any bonuses granted under the terms of the Order.

In no case may the payment of production bonuses be taken into account for the determination of prices.

EMPLOYMENT AND WAGES IN NEW ZEALAND.

The New Zealand National Employment Service, which was set up in April, 1946, has issued a Half-yearly Survey of Employment relating to the six months ended October, 1946, and based upon information supplied by employers under the Employment (Information) Regulations, 1946. These Regulations require employers of two or more workers, and working proprietors employing one worker, in industries other than farming, seasonal work, fishing, trapping and waterfront work to furnish returns to the National Employment Service twice a year. The returns show the numbers of workers in full-time and part-time employment, and the numbers of working proprietors, on the mid-month pay-day of each of the six months covered by the enquiry. They also show the total remuneration paid at the same dates to workers in full-time employment, from which average weekly earnings are calculated. It is pointed out in the Survey that the averages so calculated are affected by the inclusion of higher-paid skilled workers or specialists in many industries, as well as by the numbers of juveniles employed.

The Survey shows that at 15th October, 1946, there were 397,209 workers in New Zealand employed full-time in the industries covered by the enquiry. Of this total, 247,727 were men, 33,220 were youths and boys under 21 years (including building trade apprentices), 79,642 were women and 36,620 were girls under 21 years. At the same date, there were in these industries 26,607 working proprietors and 10,624 part-time workers (*i.e.*, persons engaged to work for less than three-quarters of the ordinary working hours).

At the middle of October, vacancies for male workers numbered 14,745, or 5.2 per cent. of the total number of male workers employed; the shortage of male labour was spread in varying degrees over the whole field of employment. Vacancies for female workers numbered 14,060, or 12.1 per cent. of all females employed; the bulk of these vacancies were concentrated in a few industries, of which the textile, clothing and leather group was the most important and accounted for nearly half of all the vacancies notified. The shortage of female workers was thus much more acute than that of male workers, the supply of whom had been increased during the preceding six months by the demobilisation of about 12,000 men from the Armed Forces.

NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS.

The statistics given below show, industry by industry, the numbers of persons aged 14 and over, insured under the Unemployment Insurance Acts, who were registered as unemployed at 16th June, 1947, distinguishing those wholly unemployed (i.e., out of a situation) from those temporarily stopped (i.e., suspended from work on the understanding that they were shortly to return to their former employment). The numbers include unemployed insured persons on the registers of Local Offices of the Ministry of Labour and National Service and of Juvenile Employment Bureau, and claimants for benefit under the Special Schemes for banking and insurance.

The Unemployment Insurance Acts provide, subject to certain exceptions, for the compulsory insurance against unemployment of substantially all employed males under 65 years of age and females under 60 years of age. The principal classes of excepted employments are indoor private domestic service, employment otherwise than by way of manual labour at a rate of remuneration exceeding in value £420 a year, employment as female professional nurse, and, subject to certain qualifications, employment in the teaching profession and in the police forces; employment under public or local authorities, railway and public utility companies may, in certain circumstances, also be excepted. The Unemployment Insurance Acts do not apply to persons serving in an established capacity in the permanent

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

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

Table with columns for Industry, Great Britain (Wholly Unemployed, Temporarily Stopped, Total), and United Kingdom (Wholly Unemployed, Temporarily Stopped, Total). Rows include Agriculture, Fishing, Mining, Non-Metalliferous Mining, Cement, Glass, Chemicals, Metal, Engineering, Shipbuilding, and Other Metals.

* Excluding private gardeners, grooms, gamekeepers, park gardeners, sports ground keepers, etc., who are insured under the Agricultural Scheme but including workers in certain other employments, e.g., clerks, lorry drivers, etc., who are insured under the General Scheme.
† The figures for coal mining exclude all the unemployed at 16th June, who, although their unemployment books bear the coal mining classification, have been found to be medically unfit for employment in that industry. These men are, however, included in the "grand total" on the next page.

NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS—continued.

Table with columns for Industry, Great Britain (Wholly Unemployed, Temporarily Stopped, Total), and United Kingdom (Wholly Unemployed, Temporarily Stopped, Total). Rows include Textiles, Leather, Clothing, Food, Drink and Tobacco, Woodworking, Building and Civil Engineering, Paper, Printing, Other Manufacturing Industries, Gas, Water and Electricity Supply, Transport and Communication, Distributive Trades, Commerce, Banking, Insurance and Finance, and Miscellaneous Services.

* Persons insured under the Special Schemes for the banking and insurance industries are included in these figures.

† Including private gardeners, grooms, gamekeepers, park gardeners, sports ground keepers, chauffeurs, hairdressers, window cleaners, etc.

‡ These are ex-Service personnel who have not yet been classified to a particular industry, although they may have had some employment since release or discharge from the Forces.

§ The totals include 2,895 male and 149 female unemployed casual workers in Great Britain and 4,502 males and 153 females in the United Kingdom.

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

RATES OF WAGES.

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in the United Kingdom during June resulted in an aggregate increase estimated at approximately £10,300 in the weekly full-time wages of about 39,000 workpeople. In addition a number of workpeople had their hourly rates increased so as to give approximately the same weekly wages as before for a shorter working week.

The principal groups of workpeople affected by increases in rates of wages reported in June were employed in the cement manufacturing industry, by land drainage authorities in England and Wales, in the electrical contracting industry in certain districts in England and Wales, in bobbin making, and as skilled maintenance men in company-owned omnibus undertakings.

In the cement manufacturing industry the normal wage rates for all day, shift and pieceworkers were increased by one-eleventh, on the understanding that the existing normal working hours should be maintained at 48 hours for day and pieceworkers and 56 for 7-day continuous shift workers. For men employed by land drainage authorities in England and Wales there were increases of 1½d. an hour or 7s. a week. In the electrical contracting industry in England and Wales there was an increase of ½d. an hour for skilled electricians and men and women in receipt of skilled electricians' rates employed in the lowest-rated districts (Grade C), as a result of the upgrading of all Grade C districts to Grade B for wages purposes. For workpeople employed in bobbin making there were increases of 8s. a week for men and 7s. for women. In company-owned omnibus undertakings skilled maintenance men had an increase of 4s. 6d. a week.

Of the total increase of £10,300, about £8,200 was the result of arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; about £1,600 resulted from arbitration awards; about £300 was the result of direct negotiations between employers and workpeople or their organisations; and the remainder resulted from orders made under the Wages Councils Acts.

SUMMARY OF CHANGES REPORTED IN JANUARY-JUNE, 1947.

The following Table shows the number of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the first six months of 1947, and the net aggregate amount of such increases. No workpeople were reported as having sustained a net decrease in this period.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JUNE.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Mining and Quarrying.	Devon, Cornwall and Dorsetshire.	First full pay week after 31 May.	Men regularly and normally employed on shift work outside normal day work hours in the ball clay industry.	Additional payment of 2d. an hour granted.
Pre-cast Concrete Products Manufacture.	Scotland	2 June	Steel benders and fixers	"Plus rate" increased by 1d. an hour (2d. to 3d.).
	do.	16 June	Concrete finishers	"Plus rate" increased by 1d. an hour (3d. to 4d.).
			Workpeople engaged in oiling moulds, or in loading, unloading, stacking and stowing dry cement.	"Plus rate" of 1d. an hour granted.
Chemical, etc., Manufacture.	Great Britain (certain firms).†	1st pay week in June.	Workpeople employed in the manufacture of heavy chemicals and the chemical manufacturing side of the plastics industry.	New minimum hourly rates fixed following reduction of normal working week to 44 hours. Rates after change include: men 21 years and over—day labourers, London, within a 15 mile radius from Charing Cross 2s. 1½d. an hour, other districts 2s. 0½d., shift workers, 3-shift system 2s. 4½d., 2s. 3½d., 2-shift system 2s. 3½d., 2s. 2½d., night workers 2s. 4½d., 2s. 3½d.; women 21 years and over—on women's work 1s. 5½d., 1s. 4½d., on 2-shift work 1s. 6½d., 1s. 6d.; on men's work (1st month) 1s. 5½d., 1s. 4½d., thereafter 1s. 7½d., 1s. 6½d.‡
	Great Britain (certain firms).‡	do.	Workpeople employed in the manufacture of chemical fertilisers.	New minimum hourly rates fixed following reduction of normal working week to 44 hours. Rates after change include: men 21 years and over—day labourers, London within a 15 mile radius from Charing Cross, Grade A firms 2s. 1½d. an hour, other districts Grade A 2s. 0½d., Grade B 1s. 11½d., Grade C 1s. 11½d., shift workers, 3-shift system 2s. 4½d., 2s. 3½d., 2s. 1½d., 2-shift system 2s. 3½d., 2s. 2½d., 2s. 1½d.; women 21 and over 1s. 5½d., 1s. 4½d., 1s. 3½d., on 2-shift work 1s. 6½d., 1s. 6d., 1s. 5½d., 1s. 5d.§
	England and Wales (certain firms)	First full pay week in June.	Skilled engineers, electricians, boiler-makers, pipifitters, apprentices, youths and boys employed in the heavy chemical industry.	Increases of 2d. in the minimum hourly rate for men, and of proportional amounts for apprentices, youths and boys, following the reduction of the normal working week from 48 or 47 to 44 hours. Minimum rates after change for men: London (within a radius of 12 miles from Charing Cross), Bexley Heath, Crayford, Dartford, Enfield, Erith, Hayes, Romford, Thames Ditton and Waltham 2s. 9½d. an hour; South Wales district, the rate of the Welsh engineers and founders; elsewhere 2s. 8½d. Men engaged on a three-shift system or a two-shift system which includes night work 2½d. an hour extra; men engaged on a system of two day shifts 1½d. extra. Apprentices, youths and boys 17½ per cent. of the skilled man's rate at 14 years rising to 62½ per cent. at 20.
	England and Wales (certain firms)	First pay week in June.	Building craftsmen employed in chemical works.	Increase of 2d. an hour, following reduction of normal working week from 47 to 44 hours. Rates after change: London, within a radius of 12 miles from Charing Cross 2s. 9½d. an hour, between 12 and 15 miles from Charing Cross 2s. 9d., elsewhere 2s. 8d. The additional 1d. an hour paid to chemical leadburners to be continued.

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

† In addition to the numbers quoted, wages stand at the same level as at the beginning of the year in the case of 186,000 workpeople whose wages have been increased and reduced by equal amounts during the year.

‡ These changes were agreed by the Chemical and Allied Industries Joint Industrial Council; they do not apply to workpeople employed by constituent firms of Imperial Chemical Industries Ltd. The effect of the changes is to maintain approximately the same basic weekly time rates for a week of 44 hours as for a week of 48 or 47 hours. Piece rates are to be such as to yield not less than 27½ per cent. above the new time rates. See also under "Changes in Hours of Labour."

§ These rates apply in establishments which previously worked a 47-hour week. In establishments where the weekly hours of adult male dayworkers were previously 48 an additional 1d. an hour is to be paid to the workers affected. In the event of a future wage advance of 1d. or more an hour, this additional payment is to be merged. Corresponding additional payments are to be made under the same conditions to female and juvenile dayworkers, calculated to the nearest ½d. above.

|| This change does not apply to workpeople employed by constituent firms of Imperial Chemical Industries Ltd. See also under "Changes in Hours of Labour."

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Cement Manufacture.	Great Britain	First full pay week in June.	Men, youths, boys, women and girls.	Increase of one-eleventh (to the nearest tenth of 1d.) in normal wage rates, for all workers.*
Hollow-ware Manufacture.	Great Britain	30 June	Men, youths, boys, women and girls.	Supplemental time rates fixed varying from ¼d. to 1½d. an hour for males and from ½d. to 1d. for females, and piece work basis time rates increased by amounts varying from ¼d. to 1½d. for males (excluding learners under 17 years employed as fusers' helpers or dippers) and from ½d. to 1d. for females, following reduction in normal weekly hours from 47 to 44. General minimum time rates after change, including supplemental time rates: men, fusers' helpers in enamel ware section working in association with fusers, annealers, scalers 2s. 11½d. an hour, other workers except learners 1s. 11½d., learners 6½d. at under 15, rising to 1s. 7½d. at 20; women, other than learners 1s. 3½d., learners 7½d. at under 15, rising to 1s. 0½d. at 17. Piecework basis time rates after change include: adult males 2s. 1½d. an hour; adult females 1s. 4½d.†
Bobbin making	England and Wales	30 June	Men, apprentices, youths, boys, women and girls.	Increases of 8s. a week for men 21 years and over, of 7s. for women 18 years and over, and of varying amounts, according to age, for younger workers. Rates after change: higher skilled men 102s. a week, lesser skilled 93s. 6d., labourers 86s. 6d., women 66s., youths and boys 30s. at 14 years, rising to 75s. at 20, girls 30s. at 14, rising to 50s. at 17; apprentices 42s. at 16, rising to 78s. at 20.‡
Gold, Silver and Allied Trades.	Sheffield	2 June	Datal and pieceworkers	Existing rates increased by an hourly bonus equal to 3 times the hourly rate for datal workers, or 3 times the appropriate minimum datal rate for pieceworkers, divided by 44, following reduction in normal weekly hours from 47 to 44.§
Cotton Spinning and Weaving.	Lancashire, Cheshire, Yorkshire and Derbyshire.	Pay day in week commencing 26 May.	Skilled maintenance mechanics, skilled blacksmiths, turners, welders, electricians and apprentice maintenance workers employed on maintenance work.	New inclusive minimum rates fixed for a week of 45 hours, as follows: men 21 and over 120s. or 2s. 8d. an hour, apprentices 22 per cent. (26s. 5d. a week) of the skilled maintenance mechanic's wage at 14 years, rising to 62½ per cent. (75s.) at 20.
Harris Tweed Manufacture.	Outer Hebrides	Pay day in week commencing 2 June.	Men, youths, boys, women and girls.	New minimum rates fixed for a 45-hour week, resulting in increases of varying amounts. Rates after change: men 20 years and over, commencing wage 90s. a week or 2s. an hour, after six months 93s. 9d. or 2s. 1d. an hour, boiler house attendants 93s. 9d. or 2s. 1d., fettlers and chargehand teasers 7s. 6d. a week or 2d. an hour extra; youths and boys 33s. a week or 9d. an hour at 15 years, rising to 93s. 9d. or 2s. 1d. at 20; women 18 years and over, commencing wage 1s. a week or 1s. 1d. an hour, after six months 58s. or 1s. 3½d., after twelve months 66s. or 1s. 5½d.; female workers employed in dyehouse, millhouse, carding flat and teaserhouse on work formerly performed by men with additional assistance and/or supervision 10s. a week or 2½d. an hour extra; girls 33s. a week or 9d. an hour at 15, rising to 66s. or 1s. 5½d. at 18.¶
Boot and Shoe Repairing.	Great Britain	20 June	Male and female pieceworkers.	General minimum piece rates applicable to male or female workers employed on repairing or bespoke making increased by 5 per cent. (25 to 30 per cent.)
Baking	Northern Ireland	6 June	Workpeople employed in home bakeries:— Men, youths and boys	Increases in general minimum time rates of 18s. 3d., 16s. 6d. or 15s. 6d. a week, according to area, for bakers, of 4s. to 9s. 9d., according to year of apprenticeship and area, for apprentice bakers 21 years or over, of 3s. 6d. to 9s. 3d. for apprentice bakers under 21, of 13s. 6d. or 11s. 3d., according to area, for other workers 21 years or over, and of 4s. 9d. to 11s. 9d. according to age and area, for those under 21. General minimum time rates after change for bakers: Belfast district 91s. 3d., Londonderry 82s. 6d., other areas 77s. 9d.**
			Women and girls	Increases in general minimum time rates of 11s., 9s. 9d. or 9s. 3d., according to area, for bakers, of 3s. 9d. to 8s., according to year of apprenticeship and area, for learners 21 or over, of 3s. 6d. to 7s. 9d. for learners under 21, of 7s. 6d. to 9s., according to age and area, for workers during 1st year after completion of 5 years' learnership, of 8s. 6d. to 10s. 3d. during 2nd year, of 8s. 9d., 7s. 9d. or 7s. 6d., according to area, for other workers 21 years or over, and of 3s. to 6s. 3d., according to age and area, for those under 21. General minimum time rates after change for bakers: Belfast district 54s. 6d., Londonderry 49s., other areas 46s. 6d.**
Flour Milling	Great Britain	First full pay period following 28 June.	Mechanics	Increases of 7s. 6d., 6s., or 5s. a week, according to class of mill. Rates after change: Class A mills 115s. a week, Class B 111s. 6d., Class C 108s. 6d.
Electrical Contracting.	England and Wales (various localities)††	Third pay day in June.	Men and women 21 years and over, and youths.	Increases of ½d. an hour in basic rates for skilled electricians and men and women in receipt of skilled electricians' rates, and of ¼d. for youths, at certain ages, in Grades A and B districts, as a result of the upgrading of all Grade "C" districts to Grade "B" for wages purposes. Rates after change for skilled electricians and men and women over 21 years of age in receipt of skilled electricians' rate: Grade A, London (a radius of 12 miles from Charing Cross) 2s. an hour, Mersey district 1s. 10d.; Grade B (other areas in England and Wales and Northern Ireland) 1s. 9d., plus a temporary hourly addition of 9d. in each case.
Land Drainage	England and Wales	Beginning of first pay period on or after 2 June.	Workpeople employed by land drainage authorities.	Increase of 7s. a week or 1½d. an hour in minimum rates. Minimum rates, inclusive of war bonus, after change: London area 100s. a week, or 2s. 1d. an hour, urban areas 92s. or 1s. 11d., rural areas 90s. or 1s. 10½d.
Omnibus Service.	Great Britain	Beginning of first pay period following 6 June.	Skilled maintenance workers employed by company-owned omnibus undertakings.	Increase of 4s. 6d. a week in minimum rate. Minimum rate after change for a week of 44 hours: 109s. 6d.‡‡

* This increase was granted by the National Joint Industrial Council for the Cement Manufacturing Industry as the equivalent in pay of a reduction in the normal working week from 48 to 44 hours, which the Council found it impracticable to institute without reducing output per man year or employing additional labour which was not available. The increase was granted on the understanding that the workers would continue to work the number of hours required of them, the existing working week of 48 hours for day and pieceworkers and 56 hours for 7-day continuous shift workers being maintained. The increase is to be calculated on basic and differential wages rates, but not on shift-work allowances, and is not to be compounded for overtime.

† These increases took effect under an Order issued under the Wages Councils Act. The effect of these arrangements was to maintain approximately the same total rates of wages for a week of 44 hours as for a week of 47 hours. See also under "Changes in Hours of Labour," and page 249 of this GAZETTE.

‡ These rates are stabilised for a period of 12 months to 1st July, 1948, irrespective of any fluctuation in the cost-of-living figures that may be published by the Ministry of Labour and National Service during the year to 1st July, 1948.

§ See also under "Changes in Hours of Labour."

¶ This increase took effect under an Order issued under the Wages Councils Act. See page 249 of this GAZETTE.

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

†† These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 212 of the June issue of this GAZETTE.

‡‡ The localities affected were: Cornwall, Devonshire, Dorsetshire, Gloucestershire (that part not included in Grade B), Hampshire, Herefordshire, Isle of Sheppey, Isle of Man, Kent (that part not included in Grades A and B), Shropshire, Somersetshire (that part not included in Grade B), Surrey (that part not included in Grades A and B), Sussex, Isle of Wight, Wiltshire, Worcestershire (that part not included in Grade B), and Wales (that part not included in Grade B).

§§ This increase was the result of an award of an arbitration tribunal, set up under the constitution of the National Council for the Omnibus Industry. See also under "Changes in Hours of Labour."

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING JUNE.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Chemical, etc., Manufacture.	Great Britain (certain firms).*	1st pay week in June.	Workpeople employed in the manufacture of heavy chemicals and the chemical manufacturing side of the plastics industry.	Normal working week reduced from 47 to 44 hours for dayworkers, (to be worked over 5 or 5½ days), and from 48 to 44 for shiftworkers.*
	Great Britain (certain firms).*	1st pay week in June.	Workpeople employed in the manufacture of chemical fertilisers.	Normal working week reduced from 48 or 47 to 44 hours.*
	England and Wales (certain firms).†	1st full pay week in June.	Skilled engineers, electricians, boilermakers, pipefitters, apprentices, youths and boys, employed in the heavy chemical industry.	Normal working week reduced from 47 to 44 hours for dayworkers, and from 48 to 44 for shiftworkers.†
	England and Wales (certain firms).†	1st pay week in June.	Building craftsmen employed in chemical works.	Normal working week reduced from 47 to 44 hours.†
Road Vehicle Retail and Repairing Trade.	United Kingdom	2 June	Men, women and juveniles (excluding clerical workers, night watchmen, night attendants, salesmen, etc.).	Normal weekly working hours reduced from 47 to 44 (to be worked over 5½ days).‡
Hollow-ware Manufacture.	Great Britain	30 June	Men, youths, boys, women and girls.	Normal weekly hours beyond which overtime rates become payable reduced from 47 to 44.§
Gold, Silver and Allied Trades.	Sheffield	2 June	Datal and pieceworkers	Normal weekly working hours reduced from 47 to 44 (to be worked in 5 days with provision for 5½ days as necessary).
Harris Tweed Manufacture.	Outer Hebrides	Pay day in week commencing 2 June.	Men, youths, boys, women and girls.	Normal working week reduced from 48 to 45 hours (to be worked over 5 or 5½ days).
Boot and Shoe Repairing.	Northern Ireland	25 June	Men, youths, boys, women and girls.	Normal weekly hours beyond which overtime rates become payable reduced from 48 to 45.¶
Road Haulage (Goods).	Northern Ireland	Beginning of first full pay period following 9 June.	Horse carters employed in the freight section of the Northern Ireland Road Transport Board.	Normal working week reduced from 48 to 44 hours (to be worked over 5 or 5½ days).**
	Belfast	do.	Workpeople employed by cartage contractors.	do. do.
Tramway, Trolleybus and Omnibus Services.	Great Britain	Beginning of first pay period following 6 June.	Male and female workers (including skilled maintenance workers) employed by company-owned omnibus undertakings.	Normal working week reduced from 48 or 47 to 44 hours.††
	London (including Outer London County Omnibus Zone).	25 June	Tramway, trolley-bus and motor omnibus workers employed by the London Passenger Transport Board, other than those whose wages are regulated by movements in other industries.	Normal working week reduced from 48 or 47 to 44 hours.††

* These reductions were agreed by the Chemical and Allied Industries Joint Industrial Council; they do not apply to workpeople employed by constituent firms of Imperial Chemical Industries Ltd. See also under "Changes in Rates of Wages."

† These reductions do not apply to workpeople employed by constituent firms of Imperial Chemical Industries Ltd. See also under "Changes in Rates of Wages."

‡ Weekly rates of remuneration remained unchanged.

§ This reduction took effect under an Order issued under the Wages Councils Act. See also under "Changes in Rates of Wages," and page 249 of this GAZETTE.

|| See also under "Changes in Rates of Wages."

¶ This reduction took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 249 of this GAZETTE.

** These reductions were the result of awards of the National Arbitration Tribunal (Northern Ireland), which provide for existing weekly rates of wages to remain unchanged.

†† This reduction was the result of an award of an arbitration tribunal, set up under the constitution of the National Council for the Omnibus Industry; existing weekly rates of wages for workpeople (other than skilled maintenance workers) remained unchanged. See also under "Changes in Rates of Wages."

‡‡ These reductions were agreed to between the London Passenger Transport Board and the Transport and General Workers' Union; existing weekly rates of wages remained unchanged.

PERCENTAGE INCREASES IN RATES OF WAGES SINCE SEPTEMBER, 1939.

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

on the part of the workers, etc. The percentage increases since September, 1939, have varied considerably in different industries, and in combining these percentages into the general averages shown in the following Table account has been taken of the approximate total pre-war wages bill in the various industries.

Date.	Estimated Percentage Increase in Weekly Wage Rates since September, 1939.	Date.	Estimated Percentage Increase in Weekly Wage Rates since September, 1939.
1946 January	57	1946 October	64
February	57-58	November	65
March	58	December	65
April	59-60	1947 January	65
May	60-61	February	65-66
June	61	March	65-66
July	63-64	April	66
August	63-64	May	66-67
September	64	June	66-67

TRADE DISPUTES IN JUNE.

Number and Magnitude.—The number of industrial disputes involving stoppages of work* in the United Kingdom, reported to the Department as beginning in June, was 151. In addition, 18 stoppages which began before June were still in progress at the beginning of that month.—The approximate number of workers involved, during June, in these 169 stoppages, including workers thrown out of work at the establishments where the disputes occurred, is estimated at 59,000. The aggregate number of working days lost at the establishments concerned, during June, was about 210,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in June, the coal mining industry accounted for 100, involving over 34,000 workers, and resulting in an aggregate loss of over 91,000 working days.

The following Table gives an analysis, by groups of industries, of disputes involving stoppages of work in June:—

Industry Group.	Number of Stoppages in progress in Month.			Number of Workers involved in all Stoppages in progress in Month.	Aggregate Number of Working Days lost in all Stoppages in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Coal Mining	1	99	100	34,200	91,000
Metal, Engineering and Shipbuilding	9	24	33	6,900	28,000
Transport	1	8	9	15,300	80,000
Other Industries and Services	7	20	27	2,700	11,000
Total, June, 1947	18	151	169	59,100	210,000
Total, May, 1947	26	103	129	70,200	182,000
Total, June, 1946	23	196	219	51,900	224,000

In the 151 stoppages which began during June, 44,000 workers were directly involved, and over 13,000 indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In the 18 stoppages which began before June, and were still in progress at the beginning of that month, the total number of workers involved during June, either directly or indirectly, was nearly 2,000.

Duration.—Of 148 stoppages of work, owing to disputes, which ended during June, 56, directly involving 3,600 workers, lasted not more than one day; 31, directly involving 4,300 workers, lasted two days; 15, directly involving 4,000 workers, lasted three days; 30, directly involving 10,100 workers, lasted four to six days; and 16, directly involving 1,600 workers, lasted over six days.

Causes.—Of the 151 disputes leading to stoppages of work which began in June, 17, directly involving 1,000 workers, arose

out of demands for advances in wages, and 59, directly involving 8,600 workers, on other wage questions; 10, directly involving 5,500 workers, on questions as to working hours; 23, directly involving 6,000 workers, on questions respecting the employment of particular classes or persons; 38, directly involving 19,800 workers, on other questions respecting working arrangements; and one, directly involving 200 workers, on a question of trade union principle. Three stoppages, directly involving 2,900 workers, were in support of workers involved in other disputes.

TOTALS FOR THE FIRST SIX MONTHS OF 1947 AND 1946.

The following Table gives an analysis, by groups of industries, of all stoppages of work through industrial disputes in the United Kingdom in the first six months of 1947 and in the corresponding months of 1946:—

Industry Group.	January to June, 1947.			January to June, 1946.		
	Number of Stoppages beginning in period.	Number of Workers involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.	Number of Stoppages beginning in period.	Number of Workers involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.
Fishing	2	2,200	11,000	1	6,000	60,000
Coal Mining	615	146,200†	319,000	730	130,000†	264,000
Other Mining and Quarrying	8	500	2,000	6	500	1,000
Brick, Pottery, Glass, Chemical, etc.	15	1,400	7,000	14	1,200	5,000
Engineering	44	8,600	34,000	104	65,800	403,000
Shipbuilding	68	57,200	281,000	59	11,200	102,000
Iron and Steel and Other Metal	52	9,200	28,000	94	19,500	102,000
Textile	11	1,300	7,000	23	3,800	26,000
Clothing	7	700	7,000	18	10,800	93,000
Food, Drink and Tobacco	11	1,100	4,000	10	1,900	16,000
Woolworking, Furniture, etc.	9	700	3,000	10	700	3,000
Paper, Printing, etc.	4	1,000	7,000	4	2,900	3,000
Building, etc.	23	2,700	13,000	31	2,800	6,000
Gas, Water and Electricity Supply	3	400	1,000	7	2,200	7,000
Transport	57	85,300	459,000	47	23,000	52,000
Public Administration Services	7	3,200	51,000	4	1,200	8,000
Distribution, Commerce, etc.	13	13,600	58,000	8	3,700	8,000
All Other Industries	23	6,300	24,000	14	1,000	7,000
Total	972	341,600†	1,316,000	1,184	288,200†	1,166,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING JUNE.

Occupations and Locality.	Approximate Number of Workers involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.‡	Began.	Ended.		
COAL MINING:— Underground and surface workers—Fryston, Yorkshire (one colliery).	1,460		16 June	20 June	Non-payment of bonus to a number of colliers who had refused to do certain work and failed to complete a shift.	Work resumed on old conditions.
Colliery workers—Lancashire (certain collieries).	11,250		23 June	30 June §	Dissatisfaction with the interpretation, in the five-day week agreement, of the section dealing with the hours of work of surface workers.	Work resumed on old conditions.
ENGINEERING:— Assemblers, machinists and labourers employed at an engineering establishment—Oakengates, Shropshire, Wellington, Shropshire.	150		23 June	2 July	Demand for the removal of a certain foreman.	Work resumed to permit of negotiations.
	2,100		24 June	2 July	In sympathy with the workers involved in the above dispute.	
OTHER METAL INDUSTRIES:— Workers engaged in the manufacture of aluminium light alloys—Briton Ferry, Neath (one firm).	550	35	26 June	30 June	Against the suspension of a trade union official for industrial misconduct.	Work resumed on advice of trade union officials to permit of negotiations.
ROAD TRANSPORT:— Drivers, conductors and maintenance staffs employed by private omnibus companies—various districts in England and Wales.	13,500		19 June	13 July	Dissatisfaction with an award of an Arbitration Tribunal and demand for a national agreement providing parity of conditions for all workers engaged in provincial road passenger transport, both Company and Municipal.	Work resumed and a new claim regarding conditions of service to be referred to a Tribunal established in accordance with the provisions of the constitution of the National Joint Council for the Omnibus Industry.

* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. In addition, stoppages involving less than 10 workers, and those which lasted less than one day, are also excluded, unless the aggregate number of working days lost exceeds 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with most recent information.

† Some workers, chiefly in the coal mining industry, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1947 was approximately 115,000 and in the corresponding period in 1946 was approximately 90,000. For all industries combined the corresponding net totals were approximately 290,000 and 240,000, respectively.

‡ *i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes.

§ At nearly all of the collieries involved work was resumed on this date.

|| Only one company was involved on this date. Further stoppages occurred on 21st June and subsequently. In some cases work was resumed after a stoppage of one or two days.

RELEASES AND DISCHARGES FROM THE FORCES.

STATISTICS FOR MAY, 1947.

A statement has been issued by the Ministry of Labour and National Service showing the numbers of persons released and discharged from the Forces and Auxiliary and Nursing Services during May, 1947. In that month 67,860 releases and discharges were reported. The total number of men and women released and discharged in the period from 18th June, 1945, to the end of May, 1947, was 4,546,410.

Particulars are given below showing in detail the numbers of releases and discharges (a) reported during May, and (b) effected during the period from 18th June, 1945, to 31st May, 1947, together with (c) a comparison of the latter with the numbers laid down in the Government's programme.

Releases and Discharges from the Forces and Auxiliary and Nursing Services.

Service.	May, 1947.			Total.
	Class A.	Class B.	Other Releases and Discharges.	
Men.				
Royal Navy	3,660	70	1,260	4,990
Army	43,760	1,840	2,070	47,670
Royal Air Force	9,370	250	1,450	11,070
Total	56,790	2,160	4,780	63,730
Women.				
Royal Navy	220	—	30	250
Army	2,290	—	350	2,640
Royal Air Force	1,030	10	200	1,240
Total	3,540	10	580	4,130
Total, Men and Women.				
Royal Navy	3,880	70	1,290	5,240
Army	46,050	1,840	2,420	50,310
Royal Air Force	10,400	260	1,650	12,310
Total	60,330	2,170	5,360	67,860

18th June, 1945, to 31st May, 1947.

Service.	Men.			Total.
	Pro-gramme.	Releases and Discharges.	Excess (+) or Deficit (—) on Pro-gramme.	
Royal Navy	616,750	20,600	44,690	682,040*
Army	2,176,920	201,040	188,300	2,566,260
Royal Air Force	767,410	55,370	51,530	874,310
Total	3,561,080	277,010	284,520	4,122,610
Women.				
Royal Navy	70,640	300	5,550	76,490*
Army	177,820	2,860	19,770	200,450
Royal Air Force	130,670	960	15,230	146,860
Total	379,130	4,120	40,550	423,800
Total, Men and Women.				
Royal Navy	687,390	20,900	50,240	758,530*
Army	2,354,740	203,900	208,070	2,766,710
Royal Air Force	898,080	56,330	66,760	1,021,170
Total	3,940,210	281,130†	325,070	4,546,410

Comparison of the Numbers Released and Discharged with the Numbers in the Government Programme.

Service.	Men.			Women.		
	Pro-gramme.	Releases and Discharges.	Excess (+) or Deficit (—) on Pro-gramme.	Pro-gramme.	Releases and Discharges.	Excess (+) or Deficit (—) on Pro-gramme.
Royal Navy	672,000	682,040*	+10,040	75,450	76,490*	+1,040
Army	2,561,800	2,566,260	+ 4,460	204,210	200,450	-3,760
Royal Air Force	863,120	874,310	+11,190	146,930	146,860	- 70
Total	4,096,920	4,122,610	+25,690	426,590	423,800	-2,790

VOCATIONAL AND DISABLED TRAINING SCHEMES.

MONTHLY STATISTICS.

Statistics relating to the Vocational and Disabled Training Schemes during the period from the inception of the Vocational Training Scheme on 2nd July, 1945,† up to 5th May, 1947, were published in an article in last month's issue of this GAZETTE (page 210). Further statistics showing the progress of the Schemes during the four weeks ended 2nd June, 1947, are given below.

The total number of applicants admitted to training during the period under review was 2,992, and a total of 25,885 persons were in training at the end of the period. The latter figure includes

* These figures include an estimate of 1,800 men and 100 women whose release had been effected at 31st May, 1947, but not yet recorded at the Admiralty.

† Individual specialist releases numbered 17,649 men and 567 women.

‡ The figures published in last month's GAZETTE were erroneously described as covering the period from 30th June, 1945 (instead of 2nd July, 1945), to 5th May, 1947.

23,393 males and 2,492 females, and of the total 4,670 trainees were disabled persons. Over 4,300 trainees were placed in employment during the period. An analysis of these figures is given in the Table below.

Vocational and Disabled Training Schemes—Statistics for four weeks ended 2nd June, 1947.

	Males.	Females.	Total.
Applicants admitted to training during period:			
Able-bodied	2,099	261	2,360
Disabled	585	47	632
Total	2,684	308	2,992
Numbers of persons in training at end of period at:			
Government Training Centres—			
Able-bodied	16,153	167	16,320
Disabled	2,915	19	2,934
Technical and Commercial Colleges—			
Able-bodied	2,223	1,852	4,075
Disabled	601	217	818
Employers' Establishments—			
Able-bodied	653	167	820
Disabled	555	26	581
Residential (Disabled) Centres	293	44	337
Total	23,393	2,492	25,885
Trainees placed in employment during period:			
Able-bodied	3,655	228	3,883
Disabled	428	26	454
Total	4,083	254	4,337

During the period from 2nd July, 1945, up to 2nd June, 1947, the total number of trainees placed in employment was 37,209, of whom 34,620 were males and 2,589 were females.*

FURTHER EDUCATION AND TRAINING SCHEME.

MONTHLY STATISTICS.

The Further Education and Training Scheme was instituted in March, 1943, for the purpose of assisting men and women eligible under the Scheme to obtain the further education and training which their war service had interrupted or prevented. The figures given below, which show the progress made under the scheme up to the end of June, 1947, are in continuation of those published in previous issues of this GAZETTE (see, for example, page 210 of last month's issue).

Up to the end of June, 112,889 applications for financial assistance had been received under the Scheme. Awards had been made in 70,892 cases; in addition over 4,000 applicants had been informed that awards would be made in their case. The total number of awards made during June was 3,081.

The Table below gives particulars of the progress made under the Scheme (a) during June, 1947, and (b) during the period from the inception of the Scheme up to 30th June, 1947.

	June, 1947.	Cumulative totals up to end of June, 1947.
Number of applications for assistance made	4,425	112,889
Number of awards made by		
Ministry of Labour and National Service	1,183	23,850
Ministry of Education	1,595	37,171
Other award-making Departments	303	9,871
Total awards	3,081	70,892
Number of applications rejected	879	18,065
Persons transferring to other training schemes or withdrawing applications	711	9,736
Cases under consideration at end of period	—	14,196†

BUSINESS TRAINING SCHEME.

MONTHLY STATISTICS.

The Business Training Scheme was introduced early in 1946 for the training of men and women in business administration after their release from war service. The figures given below, which show the progress made under the scheme up to 21st June, 1947, are in continuation of those published in previous issues of this GAZETTE (see, for example, page 210 of last month's issue).

The number of persons who, at 21st June, 1947, had already completed a General Business Course was 4,765. Of this number, 3,119 had proceeded to Specialised Business Courses, while a further 554 were under submission to such Courses; this latter figure includes 123 persons who had completed a General Business Course within the previous four weeks. At 21st June, 957 persons had been allocated to, or were attending, a General Business Course.

Statistics relating to the progress of the Business Training Scheme (a) during the four weeks ended 21st June, 1947, and

* The figures given in last month's article have been revised. The amended figures for the period ended 5th May are: 30,537 males and 2,335 females.

† This figure includes over 4,000 applicants who had been informed by the Ministry of Education that awards would be made in their case.

(b) during the period from the inception of the Scheme to 21st June are given in the following Table:—

	Four weeks ended 21st June, 1947.	Cumulative totals up to 21st June, 1947.
Number who have completed a General Business Course	309	4,765
Number placed in Specialised Business Courses	343	3,119
Number placed in business training vacancies	10	151
Number in employment*	84	941

LEGAL CASES AFFECTING LABOUR.

FACTORIES ACT—WOODWORKING MACHINERY REGULATIONS, 1922—APPORTIONMENT OF DAMAGES WHERE CONTRIBUTORY NEGLIGENCE OCCURS.

The workman was employed to manipulate a circular saw in the operation of which he was highly skilled. There was a guard to the saw which did not comply with Regulation 10 of the Woodworking Machinery Regulations, 1922, in that it did not extend from the top of the riving knife to a point as low as practicable at the cutting edge of the saw. The workman preferred to work with the guard some 3½ inches up, although he could have had it lower, and it was his duty to adjust the guard.

In an accident the workman lost part of a finger, whereupon he claimed damages relying on Regulation 21 which requires the guards to be maintained in an efficient state. Regulation 23, however, provides that the worker shall use and maintain in proper adjustment the guards provided in accordance with the Regulations.

Mr. Justice Hilbery dismissed the action holding that it was caused entirely through the workman's negligence, but fixing the damages at £600 in case another Court should decide differently. The workman appealed contending that the breach of statutory duty by the employers freed him from any duty at common law to take care.

The Court of Appeal (Lords Justices Oaksey, Tucker and Cohen) allowed the appeal and held that the employers were in breach of their statutory duty and so had contributed to the accident. Had the accident not occurred after the passing of the Law Reform (Contributory Negligence) Act, 1945, the workman could not have recovered owing to his negligence. The case was therefore one in which the damages should be apportioned and borne equally between the two parties. *Cakebread v. Hopping Brothers (Whetstone) Ltd.* Court of Appeal, 6th February, 1947.

WORKMEN'S COMPENSATION ACTS—CHANGE IN RATES OF REMUNERATION OCCURRING AFTER DISABLEMENT.

The worker, who was paid by the piece, contracted dermatitis and became entitled to compensation. The cost-of-living National Award was increased, and the worker applied for compensation. Section 6(1) of the Workmen's Compensation Act, 1943, provides that whenever there is any change after the accident in the rates of remuneration in the class of employment in which the workman was injured compensation shall be based on the new rates. The cost-of-living National Award was increased, but the employers contended that the piecework rates which the worker had earned had been re-assessed on transfer to a new process and claimed to set off the resulting decrease against the increase in the cost of living. The County Court Judge found the decrease insufficiently proved and found in favour of the worker. The employers appealed.

The Court of Appeal (Lords Justices Oaksey, Morton and Bucknill) dismissed the appeal. They held that mere proof of reduced hourly earnings by workers of the class in question did not constitute sufficient proof of a reduction in piecework rates to show a change in the rate of remuneration as required by Section 6(1) of the Workmen's Compensation Act, 1943. A change in process did not render it impossible, although it might be difficult, to ascertain what change had taken place in the piecework rates. The worker was therefore entitled to compensation on the basis of the increased National Award. *Evans v. Morris Motors Ltd.* Court of Appeal, 13th February, 1947.

FACTORIES ACT—NEGLIGENCE—SAFE MEANS OF ACCESS TO PLACE OF WORK.

This was an appeal from the judgment of Cassels, J., given on 15th June, 1946.

The workman was employed as a fitter in a large shop belonging to the appellants, his work being concerned with cylinder heads for aeroplane engines. After the worker had finished his work on cylinder heads, he had to take them some way down the shop to an inspector, which necessitated the cylinder head being carried by the worker himself and another workman. On this occasion, when they reached the place where the cylinder head had to be put for inspection, there were already two cylinders there and the inspector directed the worker and his mate to put their block in another place. To do so the worker had to move backwards, and as a result he hit his foot against the blocks already deposited and fell over, badly injuring his hand and in consequence having to have a finger amputated. Cassels, J., gave judgment against the employers, who appealed.

* This category includes persons who returned to their former employment after completing a General Business Course.

The Court of Appeal (Lord Greene, M.R., Asquith, L. J., and Roxburgh, J.) dismissed the appeal and held that a workman was entitled to have a safe means of access to his work and his mate had to move on being directed by the inspector to deposit the cylinder head in a place different from the usual. There was no breach of the common law duty to provide a safe system of working.—*Hopwood v. Rolls Royce Ltd.* Court of Appeal, 27th and 28th February, 1947.

BREACH OF STATUTORY DUTY—ELECTRICITY REGULATIONS—NEGLIGENCE—LIABILITY OF EMPLOYERS AND SUPPLIERS OF ELECTRICITY.

This was an appeal from a decision of Wrottesley, J.

The workman was a maintenance electrician employed by the first defendant, a steel company, and was injured on 22nd October, 1944, by an explosion caused by the electricity supply system in the first defendant's works which received its power from the second defendant's power station. It was alleged that the plaintiff had been guilty of contributory negligence in that he did not turn certain switches which would have cut off the electricity and prevented the second of the two explosions. Each defendant was covered by statutory Regulations, and the plaintiff founded his case on the breach of the appropriate Regulations by the defendants. Wrottesley, J., found in favour of both defendants and held that the plaintiff had been guilty of contributory negligence. The plaintiff appealed.

The Court of Appeal (Morton, Tucker and Somervell, L.J.J.) held firstly that the plaintiff had not been guilty of contributory negligence, and secondly that the breach of statutory duty by the first defendant was the proximate cause of the accident and that the second defendant company were liable for their default under the Regulations to an employee of the consumer. Judgment was given for the plaintiff and damages were apportioned between the two defendants, one-third to be borne by the first-named defendant and two-thirds by the second-named defendant.—*Heard v. Brymbo Steel Company Ltd. and Another.* Court of Appeal, 31st March, 1947.

UNEMPLOYMENT INSURANCE.

DECISIONS GIVEN BY THE UMPIRE.

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

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

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

Case No. 320/47 (5th May, 1947).

SECTION 35 (6) OF UNEMPLOYMENT INSURANCE ACT 1935: CLAIMANT, UPON DISCHARGE, RECEIVED EQUIVALENT OF 12 DAYS' PAY IN RESPECT OF HOLIDAYS EARNED, BUT NOT TAKEN, DURING HER 13 MONTHS' EMPLOYMENT: CLAIMANT HELD TO HAVE CONTINUED TO RECEIVE WAGES AND NOT TO HAVE BEEN UNEMPLOYED DURING 12 DAYS IMMEDIATELY FOLLOWING TERMINATION OF EMPLOYMENT: CASE DISTINGUISHED FROM THAT IN WHICH U.D. 466/46 WAS GIVEN.

The claimant was employed as temporary clerk by the Canadian Treasury at Lancaster for about 13 months until she was discharged because of "redundancy" on 26th July, 1946. She was then paid the ordinary wages due to that date and in addition, soon afterwards, the equivalent of 12 days' pay in respect of holidays which she had earned but had not taken during her period of employment.

Under her contract of employment or the conditions of her service she was entitled to 1½ days of holiday for each month of service; the days of holiday to which she was entitled in respect of the whole period of employment being 13 x 1½ = 19½ days. She had taken at various times 5½ days only; she did not choose to take more prior to her discharge and had she continued in the employment she could have taken at any time or at odd times later in the year the twelve days of holiday due to her. There was in her case no specified holiday season or period during which holidays were to be taken; and while she could retain or "carry over" holidays in respect of a period of two years she was not entitled to forego the holidays and claim pay in lieu thereof, as in the case of the claimant to whom Umpire's Decision 1154/27† refers.

The Umpire ruled that the Court of Referees were right in deciding, on application of the principles enunciated in Umpire's Decisions 8820†, 995/26†, 6711/32†, 2354/38† and similar decisions, that the claimant continued to receive wages and could not be deemed to be unemployed during the 12 days immediately following the termination of her employment on 26th July, 1946.

Umpire's Decision 466/46† does not apply to this case. It refers to a claimant who, where a Holiday Scheme of the kind described therein was in operation, received payments or credit notes in respect of a continuous holiday of certain length

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

† See footnote * in first column on page 247.

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

The facts of the present case are obviously different and materially distinguishable and are not such as to bring it within the principles of *Umpire's Decisions 86/46 and 466/46.*

Case No. 355/47 (16th May, 1947).

CLAIMANT OFFERED TRAINING IN COAL MINING AFTER SHORT PERIOD OF EMPLOYMENT SUBSEQUENT TO DISCHARGE FROM H.M. FORCES: SITUATION SUITABLE AND CLAIMANT WITHOUT JUST CAUSE FOR REFUSING IT.

The claimant, who was 30, and unmarried, served six years in H.M. Forces and, after his discharge, was employed as goods porter from 22nd March to 21st May, 1946. He said that he left that employment of his own accord. He was registered for employment as a general labourer and, according to a statement submitted to the *Umpire*, he had been employed for three years as a shipyard labourer before his period of service in the Forces. It was stated that he had been away from that occupation for a considerable period, and he was now regarded as an unskilled worker.

On 27th November, 1946, he was offered training in coal mining at a rate of £4 10s. during the first six weeks and a minimum rate of £5 per week thereafter. Hostel accommodation was available for him close to the place of employment, which was near enough to his home to enable him to return home at weekends. He refused to consider the offer on the ground that he would not accept employment which involved going down coal mines or work which required him to leave home. He lived with his widowed mother, and a brother, aged 26, and a sister, aged 25, both of whom were employed. No evidence was offered of any domestic circumstances which made it necessary that he should live at home.

Before the Court of Referees, he said that he had been promised a training course as a plumber, and he was waiting for that course. The Court found that the situation was suitable for him and disallowed his claim.

In deciding claimant's appeal, the *Umpire* said that in *Decision 588/40** an earlier unreported decision given in that year was quoted as follows:

"The rules and principles which recognised the reasonableness of allowing an insured contributor to remain unemployed for a certain time before he could be expected to take employment away from home were introduced by the *Umpire*. But those rules and principles were introduced in peace-time, and they were framed in the light of conditions generally prevailing in time of peace, and when there was throughout the country more uniformity in the demand, or in the lack of demand, for labour. The rules and principles are not necessarily applicable and, in my view, should not operate in the same way in time of war, such as the present, when the demand for labour . . . is urgent in the national interests, and is more clamant in some districts than in others. In these circumstances it is not reasonable that a claimant, who is resident in a place where there is no immediate call for his services, should be allowed to invoke the rules and principles of peace-time decisions, and thereby draw support from the Unemployment Fund on the ground that he has not been long enough unemployed."

The *Umpire* added that conditions of war have ceased, but the conditions which now prevail are very far from the "conditions generally prevailing in time of peace." The demand for labour is still urgent in the national interests, and it is conspicuously urgent in the coal mining industry. Men discharged from the Forces have the benefit of a period of leave with pay, during which it is open to them, and they are expected, to make enquiries about suitable employment. It is not in the interest of the claimant himself that, after that period, he should remain for any considerable time unemployed when work is available for him in an occupation which must be considered suitable. In the *Umpire's* view the situation was suitable for the claimant, and he did not show just cause for refusing it.

Case No. 372/47 (27th May, 1947).

SECTION 31 (6) OF UNEMPLOYMENT INSURANCE ACT, 1935: APPLICATION OF REGULATION 2 OF NATIONAL INSURANCE (WAITING DAYS FOR UNEMPLOYMENT BENEFIT) REGULATIONS, 1947, TO "IDLE" OR REST DAY OUTSIDE LIMIT OF CLAIMANT'S NORMAL WORKING WEEK AND IN RESPECT OF WHICH HE RECEIVED NO WAGES OR REMUNERATION: RECKONING OF CONTINUOUS PERIOD OF UNEMPLOYMENT.

By the National Insurance (Waiting Days for Unemployment Benefit) Regulations, 1947,† made by the Minister of National Insurance, acting in conjunction with the Treasury, in exercise of the powers conferred by Section 69 of the National Insurance Act, 1946, "and of all other powers enabling him in this behalf," it is provided that for Subsection 6 of Section 31 of the Unemployment Insurance Act, 1935, there shall be substituted the following subsection:—

"(6) Benefit shall be payable in respect of each week of a continuous period of unemployment:

Provided that benefit shall not be payable in respect of any of the first three days of any such period, unless it is day not earlier than the tenth day of February, nineteen hundred and forty-seven, and unless, within the period of thirteen weeks beginning with the first of those three days or the tenth day of February, nineteen hundred and forty-seven, whichever is the later, an insured contributor has been unemployed for a further nine days in the same continuous period of unemployment."

In the case under review the first three days of the "continuous period of unemployment" were 13th, 14th and 15th February, 1947. During the 13 weeks beginning with the first of these three days claimant was unemployed for a further nine days in the same continuous period of unemployment if Monday, 3rd March, was, for continuity purposes, a day of unemployment.

The *Umpire* found no valid ground for holding that the principle enunciated and applied in *Umpire's Decision 2076/27** and followed in a long line of later decisions (including *Umpire's Decisions 18420/31** and 325/47) should not be applied here. Monday, 3rd March, was for claimant an "idle" or rest day outside the limit of his normal working week and in respect of which he received no wages or remuneration. It was a day in respect of which he was not entitled to benefit but which should be treated as a day of unemployment in estimating the number of days when he "has been unemployed . . . in the same continuous period of unemployment."

Case No. 378/47 (29th May, 1947).

SECTION 23 OF UNEMPLOYMENT INSURANCE ACT, 1935: CLAIMANT RECEIVED HALF-PAY THROUGHOUT SUSPENSION OF WORK DURING "FUEL CRISIS": CONTRACTUAL RELATIONSHIP OF EMPLOYER AND EMPLOYEE MAINTAINED: CLAIMANT NOT UNEMPLOYED.

The claimant, a member of the London Society of Compositors, was one of many insured contributors in the printing trade suspended from work because of the enforced stoppage or limitation of electrical and other power during the recent "fuel crisis." He claimed unemployment insurance benefit on the footing that he was unemployed and available for work during the period of his suspension.

He received from his employer half-pay throughout the period in accordance with the terms of a "recommendation" dated 21st January, 1947, contained in a Joint Statement issued by the British Federation of Master Printers, the Newspaper Society and the Printing and Kindred Trades Federation and entitled "Stoppages in Production arising from Short Supplies of Fuel and Power—Arrangements to Cover Emergencies."

This Joint Statement, after referring to the cuts in the supplies of electricity and gas which "had already occurred in many parts of the country" and to the "possibility of further interference with production, perhaps on a larger scale than hitherto," proceeds as follows:—

"It is felt to be desirable that the loss of production through enforced stoppages of this kind should be overcome so far as is possible through the co-operation of employers and employees, and that arrangements should be made to avoid upsetting the normal contract of service between employer and employee. It may be unavoidable in some circumstances that protective notice may have to be given by employers, but to reduce the number of cases where this may be necessary to the minimum it is suggested that arrangements in regard to payment of wages where suspension of work occurs should be made along the lines of the emergency agreement which applied during the war covering stoppages through Air Raid Warnings and Air Raid Damage."

Recommendations are then made in the Joint Statement relating (1) to short periods of suspension of less than a day and (2) to longer periods of "one day or over," such periods being regarded as analogous to suspension under war conditions caused by air raid warnings and air raid damage or destruction, respectively. It is the latter recommendation (2) only which is relevant to the facts in this case. It is as follows:—

- "(2) Suspension of work for periods of one day or over—owing to lack of fuel for generation of power or for heating, or owing to complete shutdown of essential services of gas and electricity.
- Employees to receive half-pay for the period of complete suspension of work, or
 - to receive full wages for half the normal period of his or her notice."

The position under existing agreement between employers and employees was that an employee on termination of his employment was entitled to 2 weeks' notice or 2 weeks' wages in lieu of notice; but in view of the difficulties created by the unexpected or abnormal cuts in power and of the doubts as to whether or to what extent, in the circumstances, the agreement was enforceable, the aforesaid recommendations were made, "to avoid upsetting the normal contract of service between employer and employee." In effect, the employer, in accordance with the recommendation, made an offer to the claimant in the terms thereof; the claimant accepted by choosing alternative (a)—"half-pay for the period of complete suspension of work." In doing so the contractual relationship of employer and employee was maintained; the claimant continued to receive wages in accordance with the contract and he was not, therefore, unemployed.

The *Umpire* decided that, in those circumstances, the Court of Referees were right in applying to the case the principle of *Umpire's Decision 1925**. In the present case such written evidence as existed indicated that half-wages were paid under an arrangement intended to continue the contractual relationship of employer and employee.

* See footnote * in first column on page 247.

It was suggested at the hearing of the appeal that half-wages is not a "substantial payment" or a "substantial proportion of wages"; but this suggestion could not be accepted in view of the finding in a number of decisions including *Decisions 772** and 2925/39 (not reported). *Umpire's Decision 438/41* (not reported) cited as authority for allowance does not apply.

In that case the claimant, given the option of continuance of his contract of service at half-wages during the period of suspension or of discharge on payment of one week's wages in lieu of two weeks' notice, chose the latter alternative. His employment had therefore terminated and it was held that this payment was not substantially equivalent to the remuneration which he would have received if the employment had not terminated (Section 35 (6) of Unemployment Insurance Act, 1935) until expiry of the two weeks' notice. In the present case the claimant's employment had not terminated for he chose the alternative of continuance at half-wages for the period of suspension.

Case No. 400/47. (31st May, 1947).

SECTION 22 OF UNEMPLOYMENT INSURANCE ACT, 1935: NATIONAL INSURANCE (EXTENSION OF UNEMPLOYMENT BENEFIT) REGULATIONS, 1946: APPLICANT FOR EXTENDED BENEFIT COULD NOT HAVE SATISFIED CONTRIBUTIONS (FIRST STATUTORY) CONDITION WITHIN PRESCRIBED PERIOD: HELD NOT TO BE A PERSON TO WHOM REGULATION 2 OF REGULATIONS APPLIES.

At the time of his claim in February, 1947, the claimant did not satisfy the First Statutory Condition for receipt of benefit as stated in Section 22 of the Unemployment Insurance Act, 1935, as amended. With the exception of employment on 17th July, 1944, in respect of which one contribution was paid, he had not been employed since the year 1943, and the condition as stated in Section 22 (1) with the qualifications set out in Section 22 (2) to (4) of the Act was not fulfilled.

As a benefit year does not begin unless and until (*inter alia*) the First Statutory Condition is satisfied, the claimant's position under the Act was, at the time in question, that he was not in a benefit year and could not satisfy or be treated as having satisfied the First Statutory Condition.

His contention was that he was entitled to benefit on application of the provisions of the National Insurance (Extension of Unemployment Benefit) Regulations, 1946.† The scope of the Regulations is indicated in Regulation 2 thereof, and by Regulation 3 and for the purposes thereof the First Statutory Condition (Section 22 (5)) is modified as indicated in Part 1 of the Schedule to the Regulations: "a person who under Regulation 3 of these Regulations is treated as being in a benefit year shall be deemed to have fulfilled the First Statutory Condition in respect of the period during which he is so treated and that sub-section [Sub-section (5) of Section 22 of the Act] shall apply accordingly."

Regulation 3 (1) of the Regulations provides that "for the purpose of enabling the provisions of Regulation 2 to be satisfied, but for no other purpose—(a) a person who is not in a benefit year on 10th February, 1947, may be treated as being in a benefit year on that date if he could have satisfied the First Statutory Condition on a day in the period from 1st January, 1946, to 9th February, 1947, had he on that day made a claim for benefit. . . ."

The claimant was not in a benefit year at the time in question and could not have satisfied the First Statutory Condition on any day from 1st January, 1946, to 9th February, 1947. He was not entitled to benefit because he failed to satisfy the First Statutory Condition and not "by reason only of having exhausted his right thereto." The *Umpire* accordingly decided that the Regulations did not apply in this case.

Case No. 411/47 (6th June, 1947).

SECTION 1 (2) (b) OF UNEMPLOYMENT INSURANCE ACT, 1944: CLAIMANT, SEPARATED FROM HER HUSBAND, RECEIVES FROM HIM THE SUM OF 3s. 6d. PER WEEK IN RESPECT OF EACH OF HER TWO CHILDREN RESIDING WITH HER: SHE UNSUCCESSFULLY APPLIED FOR MAINTENANCE FOR HERSELF ALSO: HELD TO PROVE THAT SHE "CAN OBTAIN NO FINANCIAL ASSISTANCE FROM" HER HUSBAND.

The claimant is separated from her husband and as a result of a Court Order she receives from him the sum of 3s. 6d. per week in respect of each of her two children who reside with her and are under her care. She unsuccessfully applied for maintenance for herself also.

The Court of Referees found that the claimant satisfies Section 1 (2) (b) of the Unemployment Insurance (Increase of Benefit) Act, 1944. The Insurance Officer appealed against this decision on the ground that although the payments made by the husband are for the children only, nevertheless these payments swell by this amount the family fund out of which the claimant has to maintain herself and her children; and thus they assist her financially.

The *Umpire* said, however, that Section 1 provides only for increasing the rate of benefit in respect of the insured contributors themselves, and places married women on a different footing from single women, because, he assumed, normally they have

support from their husbands, quite regardless of whether or not there are any children.

In the case, however, of a married woman separated from her husband, it is a question of fact, in the *Umpire's* view, whether she gets the kind of support above mentioned, but, if she does not get that support, then such a woman is put on the same footing as a single woman. In order to interpret the meaning of the words "can obtain no financial assistance from him" he had to look at the purpose of Section 1 of the Act, which is concerned with the appropriate rate of benefit for the woman herself; and looking at the whole Act he observed that by Sections 3 and 4 respectively provision is made for increase of benefit in respect of dependent children and dependent adults.

The *Umpire* added that to suggest that because the claimant, whose children live under her care, derives some benefit from a family fund which is increased by the husband's contribution towards the maintenance of the children, she can and does obtain financial assistance from him, does not take sufficient account of the purpose of the Act. Could it properly be said that if the claimant were living with a relative of her husband who contributes towards the maintenance of that relative, and thereby indirectly caused the claimant to derive some material benefit from the family fund because the claimant might share some of the food provided for that relative, that, in such circumstances, the claimant can obtain financial assistance from her husband? Such a proposition is much too wide, and disregards the purpose of the Act.

The claimant is the trustee, for her children, of her husband's contribution towards their maintenance, and the fact that out of these monies she purchases food and clothing for the children and does not keep separate accounts, does not preclude her from asserting that "she can obtain no financial assistance from him."

There was a further matter in the case under review which required to be considered. The eldest child is now over 16 years of age and therefore the husband's contribution towards that child's maintenance, which is being continued without regard to this fact, is a voluntary contribution and not now under a Court Order.

In the *Umpire's* view this was immaterial if the statutory authorities were satisfied that the contribution was for the child; and in the circumstances of the case he saw no reason for doubting that the contribution was for the child.

On the facts before him, the *Umpire* decided that the claimant had proved that she satisfied the conditions of Section 1 (2) (b) of the Act, and was entitled to benefit at the increased weekly rate of 22s.

Case No. 484/47 (27th June, 1947).

NATIONAL INSURANCE (EXTENSION OF UNEMPLOYMENT BENEFIT) REGULATIONS 1946: REGULATIONS CONSTRUED AND APPLIED TO THE PARTICULAR CASE OF A CLAIMANT WHO HAD BEEN CONTINUOUSLY EMPLOYED IN COAL MINING INDUSTRY FOR 30 YEARS TO 2ND FEBRUARY, 1943: WHO WAS THEREAFTER SICK AND INCAPABLE OF WORK UNTIL 3RD JULY, 1946: WHOSE CLAIM FOR BENEFIT IN JULY, 1946, WAS DISALLOWED AS HE COULD NOT THEN OR THEREAFTER SATISFY THE FIRST STATUTORY CONDITION: AND WHO HAD NEVER BEEN IN A BENEFIT YEAR.

This appeal from a decision of the Court of Referees in relation to an application for benefit under the National Insurance (Extension of Unemployment Benefit) Regulations, 1946,* was brought by the Chief Insurance Officer under Regulation 6 of the Regulations which is as follows:—

"The provisions of the Unemployment Insurance Acts and any regulations and orders made thereunder relating to the determination of claims by insurance officers and courts of referees and to appeals to the *Umpire* from courts of referees shall, subject to the necessary modifications, apply to any question arising under these regulations, including in particular the question whether a person is not entitled to benefit by reason only of having exhausted his right thereto, but excluding any other question arising under regulation 2 or 5."

The reference to the Court of Referees was in the following terms:—"Referred for decision whether the claim for benefit may be allowed as from and including 12th February, 1947, in respect of extension of Unemployment Benefit, and in particular whether applicant is a person to whom the National Insurance (Extension of Unemployment Benefit) Regulations, 1946, apply, on the ground that he is not a person who is not entitled to benefit only by reason of having exhausted his right thereto."

The findings of the Court of Referees on this reference were: "Apart from sickness, claimant could have been in benefit between 1st January, 1946, and 9th February, 1947, and under S.R. and O. 1946, No. 2152,* is deemed to have exhausted his benefit"; and their decision was: "claim for benefit allowed as from and including 13th February, 1947."

The application for benefit in this case appeared to be an application under Regulation 7 of the Regulations; for it was apparent that the claimant was not entitled to benefit unless, by virtue of the regulation, the Minister was authorised to pay it.

The claimant had been employed continuously in the coal mining industry for 30 years to 2nd February, 1943. He was sick and incapable of work from that time until 3rd July, 1946. His claim for benefit in July, 1946, was disallowed because he could not then or thereafter (apart from the Regulations) satisfy the First Statutory Condition, having due regard to the provisions of Section 22 (3) of the Unemployment Insurance Act, 1935.

Further (apart from the effect of the Regulations) he had never been in a benefit year and was not in the position of an insured contributor who had "exhausted his right to benefit" (*cf. Umpire's Decision 400/47, see above*).

* National Insurance (Extension of Unemployment Benefit) Regulations, 1946. See this GAZETTE for January, 1947 (page 12).

* See footnote * in first column on page 247.

† See the issue of this GAZETTE for March, 1947 (page 84).

* These decisions have been published as follows:

U.D. 772 in U.I. 440, page 244 (Volume I);
U.D. 1925 in U.I. 440, page 431 (Volume I);
U.D. 8820 in U.I. 440, page 13 (Volume III) (Pamphlet No. 50);
U.D. 995/26 in U.I. 440, page 88 (Volume V) (Pamphlet No. 5/1926);
U.D. 1154/27 in U.I. 440, page 70 (Volume VI) (Pamphlet No. 3/1927);
U.D. 2076/27 in U.I. 440, page 139 (Volume VI) (Pamphlet No. 7/1927);
U.D. 18420/31 in U.I. Code 8B, page 197 (Volume X) (Pamphlet No. 10/1931);
U.D. 6711/32 in U.I. Code 8B, page 65 (Volume XI) (Pamphlet No. 3/1932);
U.D. 2354/38 in U.I. Code 8B, page 41 (Pamphlet No. 6/1938);
U.D. 588/40 in U.I. Code 8B, page 28 (Pamphlet No. 6/1940); and
U.D. 466/46 in U.I. Code 8B, page 10 (Pamphlet No. 2/1946).

† See the issue of this GAZETTE for January, 1947 (page 12).

In those circumstances, on his application for benefit under the Regulations he could receive payment of benefit only if, by virtue of and in accordance with the Regulations, the Minister was authorised to pay it. By Regulation 2 thereof the Minister is authorised, "subject to the provisions of these Regulations" "in respect of any period of unemployment occurring on or after 10th February, 1947, but before the appointed day, to pay benefit to persons, on the recommendation of the local tribunal, for such number of days of unemployment as may be specified in the recommendation, being days for which they are not entitled to benefit by reason only of having exhausted their right thereto."

By definition in the Regulations, "unless the context otherwise requires" "local tribunal" means a court of referees constituted under the Unemployment Insurance Acts."

The Regulations confer no power of authority on the Court of Referees or the Umpire to allow benefit thereunder; such allowance being for the Minister in the circumstances stated in Regulation 2. In purporting to allow the claim for benefit in this case the Court of Referees acted outside their jurisdiction and were *ultra vires*.

It was, however, within their jurisdiction to determine the question whether the applicant was not entitled to benefit "by reason only of having exhausted his right thereto" and as relevant thereto, whether the claimant "may be treated as being in a benefit year" on 10th February, 1947, under Regulation 3 (1) (a) of the Regulations. The Court of Referees appear to have decided these two questions in favour of the applicant (although they failed to make any recommendation on which the Minister could pay benefit) and it is on those questions, as on other questions described in Regulation 6 (*supra*) that an appeal to the Umpire was authorised and was entertained. Had the Court of Referees made the "recommendation" mentioned in Regulation 2 the Minister would not be authorised to make the payment if it appeared that the recommendation was not in accordance with the Regulations.

On the questions raised in this appeal and which were within the jurisdiction of the Umpire and that of the Court of Referees, the Umpire ruled that the evidence justified a finding that the claimant "is not entitled to benefit by reason only of having exhausted his right thereto."

It was suggested that as he was never in a benefit year and did not receive unemployment insurance benefit he cannot be regarded as "having exhausted" his right thereto. He was treated as in a benefit year on 10th February, 1947, by virtue of Regulation 3 (1) (a); for he could have satisfied the First Statutory Condition "on a day in the period from 1st January, 1946, to 9th February, 1947, had he on that day made a claim for benefit."

Subparagraph (2) of Regulation 3 provides that:—"For the purpose of enabling the provisions of Regulation 2 to be satisfied but for no other purpose, a person who under the Unemployment Insurance Acts has not exhausted his benefit rights in a benefit year which has ended (whether before or after the date of these regulations), but who is treated as being in a benefit year under the foregoing provisions of this regulation, shall be deemed to have exhausted those rights, unless and until, apart from these regulations, he commences another benefit year in accordance with the provisions of the said Acts."

In effect, by virtue of the Regulations, the claimant was found by the Umpire to be in the position of one who, in addition to satisfying the other requirements of the Act for receipt of benefit is deemed to satisfy the First Statutory Condition and to be in a "benefit year" on and after 10th February, 1947, who has "benefit rights" not exercised, and therefore not exhausted; but who, for the purpose of obtaining the extension of benefit for which provision is made in Regulation 2—but for no other purpose—is "deemed to have exhausted those rights."

In the opinion of the Umpire the terms of Regulation 3 (2) justified a finding that the claimant should be deemed to have exhausted his right to benefit within the meaning of Regulation 2; and in respect of the questions raised on appeal and set out above he decided that the provisions of the Regulations were satisfied.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During June, 1947, the National Arbitration Tribunal issued eleven awards,* Nos. 960-970. Three of the awards are summarised below; the others related to individual employers.

Award No. 961 (6th June).—Parties: Members of the North of Scotland Shiprepairers Employers' Association, and members of the Amalgamated Engineering Union in their employment. **Claim:** That the employers should continue to observe the terms of an agreement with the Union which they had terminated with effect from 29th January, 1947, and that they should restore the reduction in wages as from the same date, when hours were reduced from 47 to 44 per week. **Award:** The Tribunal found against the claim as stated, but awarded that the employers should, as from 29th January, 1947, pay the workers covered by the claim at the rate of 2s. 4½d. per hour for a 44-hour week, with the addition thereto of 4s. 6d. per week.

Award No. 963 (11th June).—Parties: Local Authorities and members of associations represented by the Employers' Side of the National Joint Council for Staff of Hospitals and Allied Institutions (England and Wales), and members of trade unions

* See footnote * in second column on page 249.

comprising the Employees' Side of that Council in their employment. **Claim:** That employees required to work on Bank or Public Holidays should be paid double time and in addition be given a day off in lieu with pay. **Award:** The Tribunal found that employees required to work on Bank or Public Holidays should be paid double time and in addition should be given a day off in lieu for which they should be paid one half day's pay.

Award No. 969 (25th June).—Parties: Members of the Entertainments Protection Association Ltd., and members of the Musicians' Union in their employment. **Questions raised:** Whether the employers concerned are observing recognised terms and conditions of employment, or terms and conditions not less favourable, in respect of musicians employed in certain variety theatres and music halls in the London district. **Award:** The Tribunal found that, save in respect of that part of London covered by an agreement between the Society of West End Theatre Managers and the Musicians' Union and therein defined as "the district known as the West End of London," which agreement was being observed, there were in the London district no "recognised terms and conditions of employment" for musicians in the theatre and music hall industry.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During June, 1947, the National Arbitration Tribunal (Northern Ireland) issued eight awards, Nos. 611-618. Three of these awards are summarised below.

Award No. 612 (29th May).—Parties: The Northern Ireland Road Transport Board, and certain persons employed in the Freight Section of the Board. **Claim:** For a reduction in hours without loss of pay (with overtime paid at higher rates), and for six additional days' holiday with pay; separate claims were made for horse carters and for other workers in the Freight Section. **Award:** The Tribunal awarded (1) that the working week should be a guaranteed week of 44 hours, spread as specified over 5 or 5½ days, as required; (2) that the wages should be the same as those now paid for a 48-hour week; and (3) that, for workers other than horse carters, overtime calculated on a daily basis should be paid for at higher rates. The Tribunal found against the other parts of the claim. The award was to have effect as from the beginning of the first full pay-period following 9th June, 1947, in the case of horse carters, and as from 4th August, 1947, in the case of other workers.

Award No. 613 (29th May).—Parties: The member firms of the Belfast and North of Ireland Carriers' Association, and certain employees of the member firms. **Claim:** For a guaranteed week of 44 hours, with pay at the same rates as for a 48-hour week and with overtime paid at higher rates, and for improvements in regard to holidays with pay. **Award:** The Tribunal awarded (1) that the normal working week should consist of 44 hours, spread as specified over 5 or 5½ days, as required; and (2) that the wages should be the same as those now paid for a 48-hour week. The Tribunal found against the other parts of the claim. The award was to have effect from the first full pay-period following 9th June, 1947.

Award No. 614 (2nd June).—Parties: The Antrim, Belfast, Bangor, Ballymena, Ballymoney, Coleraine, Cookstown, Ballyclare, Banbridge, Ballynahinch, Downpatrick, Dromore, Lurgan, Lisburn, Portadown, Strabane, Saintfield, Omagh, Dungannon, Newtownards, Donaghadee, Larne, Carrickfergus, Portstewart, Portrush, Enniskillen and Lisnaskeagh members of the Northern Ireland Master Butchers' Association, and certain employees of the member firm. **Claim:** That journeymen and apprentices should be granted 12 working days' leave annually with full pay, in addition to 6 fixed holidays. **Award:** The Tribunal found that the claim had not been established and awarded accordingly.

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

INDUSTRIAL COURT AWARDS.

During June, 1947, the Industrial Court issued four awards, Nos. 2093-2096. Three of these are summarised below.

Award No. 2093 (6th June).—Parties: Senior officers of Swindon Borough Council, and Swindon Borough Council. **Claim:** To determine the increases in salary which should be payable as from 1st April, 1946, to the senior officers of the Swindon Borough Council. **Award:** For certain of the categories of officers concerned, the Court awarded specified salary scales and annual increments, to operate from 1st April, 1946, and also awarded the salaries at which the officers at present in post should enter the scale as from 1st April, 1946, or the date of their entry into the Council's service, whichever was the later. For the remaining categories of officers the Court awarded fixed salaries to operate from specified dates. The Award is subject to the assent of the appropriate Statutory Authority where such assent is necessary, and is without prejudice to any national negotiations which may hereafter take place for the establishment of salary scales for the categories of officers covered by this award.

Award No. 2094 (17th June).—Parties: The Fire Brigades Union, and Lever Bros. (Port Sunlight) Ltd. **Claim:** That

the present rates of pay of firemen and leading firemen employed by the firm in its fire brigade at Port Sunlight be increased by £1 per week as from the first pay day in January, 1947. **Award:** The Court awarded that the present rates of pay be increased by 18s. per week from the beginning of the first pay period following 11th February, 1947.

Award No. 2095 (19th June).—Parties: The National Joint Council for the Mastic Asphalt Industry—Operatives' Side and Employers' Side. **Claim:** To determine, in accordance with the provisions of Industrial Court Award No. 2070, certain matters on which the National Joint Council had failed to reach agreement. **Award:** The Court made an award in respect of those matters in dispute which were relevant to the terms of reference under which Award No. 2070 was given. (A summary of Award No. 2070 was published in the issue of this GAZETTE for December, 1946, page 379.)

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During June, 1947, four awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. All the awards related to individual undertakings.

WAGES COUNCILS ACT, 1945.

NOTICES OF PROPOSAL.

During June, 1947, notices of intention to submit to the Minister of Labour and National Service wages regulation proposals were issued by the following Wages Councils:—

Tobacco Wages Council (Great Britain).—Proposal N. (29), dated 3rd June, 1947; relating to the continuance of the statutory minimum remuneration in the event of the present cost-of-living figure being terminated.

Coffin Furniture and Cerement-making Wages Council (Great Britain).—Proposal U. (47), dated 20th June, 1947; relating to (a) the continuance of the statutory minimum remuneration in the event of the present cost-of-living figure being terminated; (b) the extension of the provision for overtime on the basis of a working week of 45 hours (hitherto applicable only to the cerement section of the trade) to all workers; and (c) the provision of guaranteed weekly remuneration.

Rubber Reclamation Wages Council (Great Britain).—(1) Proposal R.R. (17), dated 24th June, 1947; relating to the fixing of revised basic and supplemental time rates and overtime rates. (2) Proposal R.R. (18), dated 24th June, 1947; requiring annual holidays and certain customary holidays to be allowed to workers and fixing payment for such holidays.

Further information concerning any of the proposals listed above may be obtained by persons engaged in the trade affected by application to the Secretary of the Council in question at Queen Anne's Chambers, Broadway, London, S.W.1.

WAGES REGULATION ORDERS.

During June, 1947, the Minister of Labour and National Service made the following Wages Regulation Orders* giving effect to the proposals made to him by the Wages Councils concerned:—

The Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation (No. 2) Order, 1947: S.R. & O. 1947, No. 1092 (D. (91)), dated 5th June, and effective from 20th June, 1947.—This Order prescribes general minimum piece rates.—See page 239.

The Hollow-ware Wages Council (Great Britain) Wages Regulation Order, 1947: S.R. & O. 1947, No. 1137 (H. (50)), dated 13th June, and effective from 30th June, 1947.—This Order prescribes basic time rates, supplemental time rates, piece work basis time rates, and overtime rates.—See pages 239 and 240.

The Sugar Confectionery and Food Preserving Wages Council (Great Britain) Wages Regulation Order, 1947: S.R. & O. 1947, No. 1179 (F. (43)), dated 18th June, and effective from 7th July, 1947.—This Order prescribes general minimum time rates, piece work basis time rates, and overtime rates.

The Sack and Bag Wages Council (Great Britain) Wages Regulation Order, 1947: S.R. & O. 1947, No. 1198 (S.B. (25)), dated 19th June, and effective from 9th July, 1947.—This Order prescribes general minimum time rates, piece work basis time rates and overtime rates.

The Brush and Broom Wages Council (Great Britain) Wages Regulation Order, 1947: S.R. & O. 1947, No. 1308 (M. (61)), dated 28th June, and effective from 11th July, 1947.—This Order provides for the continuance of the statutory minimum remuneration in the event of the present cost-of-living figure being terminated.

WAGES COUNCILS ACT (NORTHERN IRELAND), 1945.

NOTICE OF PROPOSAL.

During June, 1947, notice of intention to submit to the Ministry of Labour and National Insurance wages regulation proposals was issued by the following Wages Council:—

Brush and Broom Wages Council (Northern Ireland).—Proposal N.I.B.B. (N. 52) dated 20th June, 1947, to continue the statutory

* See footnote * in next column.

minimum remuneration after the termination of the cost-of-living index figure.

Further information about the above proposal may be obtained by anyone engaged in the trade affected by application to the Secretary of the Council in question at Tyrone House, Ormeau Avenue, Belfast.

WAGES REGULATION ORDER.

During June, 1947, the Ministry of Labour and National Insurance made the following Wages Regulation Order giving effect to the proposals made by the Wages Council concerned:—

The Boot and Shoe Repairing Wages Council (Northern Ireland) Wages Regulation Order, 1947 (N.I.B.S. (55)), dated 19th June and effective from 25th June, 1947.—This Order prescribes a reduction in the normal weekly hours of work in the trade from 48 to 45, while maintaining the current statutory minimum remuneration appropriate to a 48-hour week.—See page 240.

CATERING WAGES ACT.

WAGES REGULATION ORDERS.

Wages Regulation Orders have been made by the Minister of Labour and National Service in respect of workers employed in unlicensed places of refreshment. An article dealing with these Orders will be found on page 220 of this GAZETTE.

OFFICIAL PUBLICATIONS RECEIVED.*

(Note.—The prices are net; those in brackets include postage.)

BUILDING INDUSTRY.—*Building Apprenticeship and Training Council: Third Report, December, 1946.* Ministry of Works. Price 1s. (1s. 2d.).—See page 224.

CATERING WAGES COMMISSION.—*Report of an Enquiry under Section 2 (1) (a) of the Catering Wages Act into the Problems Affecting the Remuneration of Catering Workers which Result from the Practice of Giving Tips.* Ministry of Labour and National Service. Price 1d. (2d.).—See page 220.

MINES AND QUARRIES.—*Provisional Statement of Number of Deaths by Accidents at Mines and Quarries in Great Britain, together with the Isle of Man, during 1946.* Ministry of Fuel and Power. Price 2d. (3d.).—See page 226.

PORT TRANSPORT INDUSTRY.—(i) *Report of a Committee of Enquiry into the Amount and Basis of Calculation of the Guaranteed Wage to be made to Dock Workers under the Dock Workers (Regulation of Employment) Scheme, 1947.* Ministry of Labour and National Service. Price 1d. (2d.).—See page 223.

(ii) *Report of an Enquiry held under paragraph 5 of the Schedule to the Dock Workers (Regulation of Employment) Act, 1946.* Ministry of Labour and National Service. Price 9d. (10d.).—See page 223.

RAILWAY SERVICE.—*Report of a Court of Enquiry into Applications by the Trade Unions representing the Employees of the Railway Companies for improvements in Wages and reductions in Weekly Hours of Work.* Cmd. 7161. Ministry of Labour and National Service. Price 6d. (8d.).—See page 220.

POTTERY INDUSTRY.—*Preliminary Draft of the Pottery (Health and Welfare) Special Regulations.* Ministry of Labour and National Service. Price 6d. (7d.).—See page 221.

REINSTATEMENT IN CIVIL EMPLOYMENT.—*Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944.* R. E. Code 1. Pamphlets Nos. 60 and 61. Ministry of Labour and National Service. Price 1d. each. (2d.).

SCOTLAND.—(i) *Industry and Employment in Scotland.* Cmd. 7125. Scottish Office. Price 2s. (2s. 2d.).—See page 221.

(ii) *Scots at Work.* Outline of the White Paper on Industry and Employment in Scotland. Scottish Home Department. Price 6d. (7d.).—See page 221.

SHIFT WORKING.—*Report of Committee on Double Day-Shift Working.* Cmd. 7147. Ministry of Labour and National Service. Price 1s. (1s. 1d.).—See page 218.

YOUNG PERSONS.—*School and Life: A First Enquiry into the Transition from School to Independent Life.* Report of the Central Advisory Council for Education (England). Ministry of Education. Price 2s. 6d. (2s. 9d.).

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

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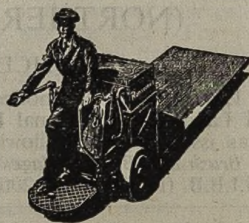
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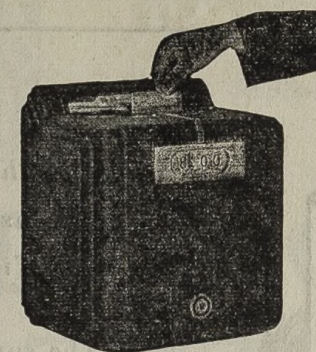
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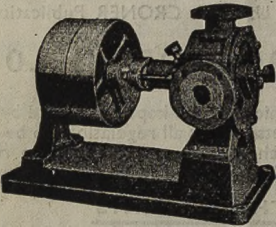

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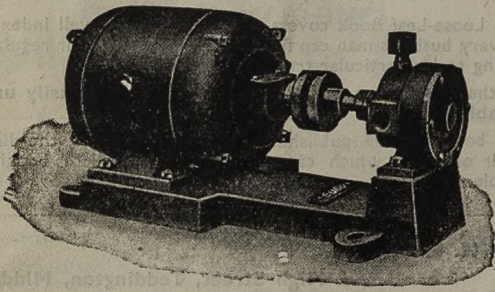

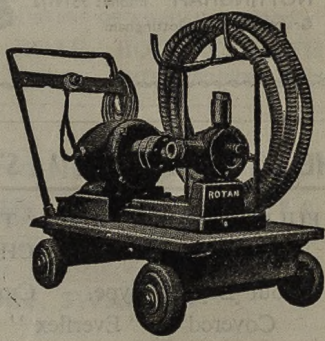
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