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

### EMPLOYMENT AND UNEMPLOYMENT.

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 16th November (exclusive of 22,579 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 59,151; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 1,359; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 2,592. As compared with 12th October, the numbers wholly unemployed showed a decrease of 1,618, those temporarily suspended from work showed an increase of 2, and unemployed casual workers showed a decrease of 154.

The corresponding figures for women and girls at 16th November were 31,511 wholly unemployed (exclusive of those, numbering 956, who had been classified by interviewing panels as unsuitable for normal full-time employment), 681 temporarily stopped, and 148 unemployed casual workers. Of the 31,511 wholly unemployed, 1,055 had been classified as unable for good cause to transfer to another area. As compared with 12th October, the numbers wholly unemployed showed a decrease of 3,737, those temporarily stopped showed a decrease of 158, but unemployed casual workers showed an increase of 27.

### WAGES.

In the industries for which statistics are regularly compiled by the Department, the changes in rates of wages reported to have come into operation in November resulted in an aggregate increase estimated at about £87,000 in the weekly full-time wages of nearly 500,000 workpeople and in a decrease estimated at £7,000 in those of 80,000 workpeople.

The industries and services in which wage rates were increased included the iron and steel industry, the light castings industry, drug and fine chemical manufacture, cement manufacture, certain sections of the cotton spinning industry, flax spinning in Northern Ireland, laundries, corn milling, road haulage, and tanning, currying and leather dressing. There was a reduction in rates of wages in the boot and shoe industry, under the operation of a cost-of-living sliding-scale agreement.

Further particulars regarding the changes in rates of wages in November are given on pages 214 to 217.

### COST OF LIVING.

At 1st December the official cost-of-living index figure was 100 per cent. above the level of July, 1914, showing no change as compared with 31st October.

For food alone, the index figure at 1st December was 64 per cent. above the level of July, 1914, as compared with 63 per cent. at 31st October, the rise being due almost wholly to an increase of 1d. per lb. in the price of butter, which took effect from 15th November. On the other hand, there was a further decline in the average level of clothing prices during November, due to increases in the proportions of utility clothing and materials on sale at prices below those of non-utility goods.

### TRADE DISPUTES.

The number of trade disputes, involving stoppages of work, reported to the Department as beginning in November, was 130. In addition, 7 disputes which began before November were still in progress at the beginning of that month. The number of workpeople involved in these 137 disputes (including workpeople thrown out of work at the establishments where the disputes occurred) was approximately 40,000, and the aggregate duration of the disputes in November was about 93,000 working days.



AVERAGE EARNINGS IN THE WEEK ENDED 18th JULY, 1942, AND PERCENTAGE INCREASES AS COMPARED WITH THE LAST PAY-WEEK OF OCTOBER, 1938.

Table with 13 columns: Industry, Men (21 & over), Youths and boys, Women (18 & over) - Excluding part-time workers, Counting two part-timers as one full-timer, Girls, All workers, and percentage increases for Men, Youths, Women, Girls, and All workers.

\* Where no figure is given, the number of workers covered by the returns received was too small to provide a satisfactory basis for the calculation of a general average for the industry. † The part-time workers referred to are those who were employed for not more than 30 hours a week and had entered the employment of the firms concerned since July, 1941; see second paragraph on page 204. ‡ In calculating the averages in this column, women employed as part-time workers (see note † above) have been included on the basis of two such workers taken as representing one full-time worker. § The number of workpeople in respect of whom information was received in October, 1938, was too small to provide a basis for a calculation of the average percentage increase between that date and July, 1942. ¶ The figures given for the engineering, etc., industry are based partly on returns from firms who are members of the Engineering and Allied Employers' National Federation, and partly on returns from non-federated firms. The average earnings shown by the federated firms were considerably higher than those shown by the non-federated firms; for example, the average weekly earnings of "all workers" in July, 1942 (including men, boys, women and girls and counting two part-time women workers as representing one full-time worker) were 10s. 2d. for the federated firms, as compared with 9s. 8d. for the non-federated firms. \*\* The average earnings in the cotton industry in October, 1938, were adversely affected by trade depression. \*\*\* As many of the principal firms in the linen industry in Northern Ireland did not supply information for October, 1938, enquiries were sent to these firms in July, 1942, in addition to those who had furnished returns. Consequently the number of returns received in July, 1942, was much greater than in October, 1938. While the average earnings shown for July, 1942, are based on all returns received, the percentages of increase since October, 1938, have been calculated from the data supplied by firms who furnished returns for both dates. †† The number of workpeople now employed in the fur industry is much smaller than in 1938 and some firms whose operatives were earning high wages in October, 1938, were employing few or no workpeople in July, 1942.

AVERAGE EARNINGS IN THE WEEK ENDED 18th JULY, 1942, AND PERCENTAGE INCREASES AS COMPARED WITH THE LAST PAY-WEEK OF OCTOBER, 1938—continued.

Table with 13 columns: Industry, Men (21 & over), Youths and boys, Women (18 & over) - Excluding part-time workers, Counting two part-timers as one full-timer, Girls, All workers, and percentage increases for Men, Youths, Women, Girls, and All workers.

\* † ‡ § See footnotes on previous page. ¶ The number of workpeople employed in wallpaper manufacture in July, 1942, was much smaller than in October, 1938. \*\* The figures relate to the permanent employees of dock, harbour and canal authorities; they do not cover workers paid by the day or half-day. \*\*\* In the case of the Government Industrial Establishments the comparisons between the average earnings in October, 1938, and July, 1942, are materially affected by the fact that the returns for the latter date covered a number of establishments, employing considerable numbers of workpeople, which were not in operation in October, 1938.

## SOCIAL INSURANCE AND ALLIED SERVICES.

### REPORT BY SIR WILLIAM BEVERIDGE.

In June, 1941, an interdepartmental Committee was appointed, under the Chairmanship of Sir William Beveridge, K.C.B., "to undertake, with special reference to the inter-relation of the schemes, a survey of the existing national schemes of social insurance and allied services, including workmen's compensation, and to make recommendations."\* In view of the issues of policy involved, it was later arranged that the departmental representatives should be regarded as advisers and assessors, and that the duty of making recommendations should be confined to the Chairman. Arising out of the work of the Committee, a Report has recently been submitted by Sir William Beveridge, and has been published as a Command Paper.†

The first task for the Committee was to make a comprehensive survey of the whole field of social insurance and allied services, including health insurance, unemployment insurance, old age pensions, widows' and orphans' pensions, workmen's compensation for industrial accident and industrial disease, non-contributory pensions for old age, public assistance, and assistance for the blind. The results of this survey are set out in an appendix to the Report. After a review of these services and a statement of the principles on which the proposals for the future have been based, the Report proceeds to set out a "Plan for Social Security," the term "Social Security" being used to denote the securing of an income to take the place of earnings when they are interrupted by unemployment, sickness or accident, to provide for retirement through age, to provide against loss of support by the death of another person, and to meet exceptional expenditures, such as those connected with birth, death and marriage. This Plan depends on three assumptions, without which, the Report states, no satisfactory scheme of social security can be devised, *viz.*, (a) allowances for children up to the age of 15 or if in full-time education up to the age of 16, (b) comprehensive health and rehabilitation services for prevention and cure of disease and restoration of capacity for work, and (c) maintenance of employment, *i.e.*, avoidance of mass unemployment.

The Report states that assumption (c) does not imply complete abolition of unemployment. In framing the proposals it has been assumed that in the industries now subject to unemployment insurance the average rate of unemployment will in future be about 10 per cent., and that over the whole body of insured employees (in Class I below) unemployment will average about 8½ per cent.

#### PLAN FOR SOCIAL SECURITY.

The main provisions of the Plan recommended in the Report are summarised below:—

- (i) The Plan covers all citizens without upper income limit, but has regard to their different ways of life.
- (ii) In relation to social security the population falls into four main classes of working age and two others below and above working age respectively, as follows:—
  - I. Employees, that is, persons whose normal occupation is employment under contract of service.
  - II. Others gainfully occupied, including employers, traders and independent workers of all kinds.
  - III. Housewives, *i.e.*, married women of working age.
  - IV. Others of working age not gainfully occupied.
  - V. Children below working age.
  - VI. Retired persons above working age.

(iii) The sixth of these classes will receive retirement pensions and the fifth will be covered by children's allowances, which will be paid from the National Exchequer in respect of all children when the responsible parent is in receipt of insurance benefit or pension, and in respect of all children except one in other cases. The four other classes will be insured for security appropriate to their circumstances. All classes will be covered for comprehensive medical treatment and rehabilitation and for funeral expenses.

(iv) Every person in Class I, II or IV will pay a single security contribution by a stamp on a single insurance document each week or combination of weeks. In Class I the employer also will contribute, affixing the insurance stamp and deducting the employee's share from wages or salary. The contribution will differ from one class to another, according to the benefits provided, and will be higher for men than for women, so as to secure benefits for Class III.

(v) Subject to simple contribution conditions, every person in Class I will receive benefit for unemployment and disability, pension on retirement, medical treatment and funeral expenses. Persons in Class II will receive all these except unemployment benefit and disability benefit during the first 13 weeks of disability. Persons in Class IV will receive all these except unemployment and disability benefit. As a substitute for unemployment benefit, training benefit will be available to persons in all classes other than Class I, to assist them to find new livelihoods if their present ones fail. Maternity grant, provision for widowhood and separation and qualification for retirement pensions will be secured to all persons in Class III by virtue of their husbands' contributions; in addition to maternity

\*The Committee was subsequently empowered to consider developments of the national insurance schemes in the way of adding death benefits with any other risks not at present covered.

†Cmd. 6404. *Social Insurance and Allied Services: Report by Sir William Beveridge.* H.M. Stationery Office, price 2s. 0d. net (2s. 4d. post free).

grant, housewives who take paid work will receive maternity benefit for thirteen weeks to enable them to give up working before and after childbirth.

(vi) Unemployment benefit, disability benefit, basic retirement pension after a transition period, and training benefit will be at the same rate, irrespective of previous earnings. This rate will provide by itself the income necessary for subsistence in all normal cases. There will be a joint rate for a man and a wife who is not gainfully occupied. Where there is no wife or she is gainfully occupied, there will be a lower single rate; where there is no wife but a dependant above the age for children's allowance, there will be a dependant allowance. Maternity benefit for housewives who work also for gain will be at a higher rate than the single rate in unemployment or disability, while their unemployment and disability benefit will be at a lower rate; there are special-rates also for widowhood as described below. With these exceptions all rates of benefit will be the same for men and for women. Disability due to industrial accident or disease will be treated like all other disability for the first thirteen weeks; if disability continues thereafter, disability benefit at a flat rate will be replaced by an industrial pension related to the earnings of the individual subject to a minimum and a maximum.

(vii) Unemployment benefit will continue at the same rate without means test so long as unemployment lasts, but will normally be subject to a condition of attendance at a work or training centre after a certain period. Disability benefit will continue at the same rate without means test, so long as disability lasts or till it is replaced by industrial pension, subject to acceptance of suitable medical treatment or vocational training.

(viii) Pensions (other than industrial) will be paid only on retirement from work. They may be claimed at any time after the minimum age of retirement, namely 65 for men and 60 for women. The rate of pension will be increased above the basic rate if retirement is postponed. Contributory pensions as of right will be raised to the full basic rate gradually during a transition period of twenty years, in which adequate pensions according to needs will be paid to all persons requiring them. The position of existing pensioners will be safeguarded.

(ix) While permanent pensions will no longer be granted to widows of working age without dependent children, there will be for all widows a temporary benefit at a higher rate than unemployment or disability benefit, followed by training benefit where necessary. For widows with the care of dependent children there will be guardian benefit, in addition to the children's allowances, adequate for subsistence without other means. The position of existing widows on pension will be safeguarded.

(x) For the limited number of cases of need not covered by social insurance, national assistance subject to a uniform means test will be available.

(xi) Medical treatment covering all requirements will be provided for all citizens by a national health service organised under the health departments and post-medical rehabilitation treatment will be provided for all persons capable of profiting by it.

(xii) A Ministry of Social Security will be established, responsible for social insurance, national assistance and encouragement and supervision of voluntary insurance, and will take over, so far as necessary for these purposes, the present work of other Government Departments and of Local Authorities in these fields.

Under these proposals the present system of Approved Societies would be superseded (though Friendly Societies and Trade Unions might be retained as agents for State benefit as well as voluntary benefit for their members). The present scheme of workmen's compensation would also be superseded. Housewives would be recognised as a distinct insurance class of occupied persons, with benefits adjusted to their needs and differing according to whether they are gainfully occupied or not, and the Anomalies Regulations for Married Women would be abolished. The Unemployment Insurance Statutory Committee would be replaced by a Social Insurance Statutory Committee with similar but extended powers. The conversion of the business of industrial assurance into a public service under an Industrial Assurance Board is also recommended, but is not regarded as an essential part of the scheme.

#### BENEFITS, ALLOWANCES AND CONTRIBUTIONS.

Provisional rates of benefit and contribution are suggested in the Report, on the assumption of a cost of living, when the Plan comes into force, about 25 per cent. above that of 1933. Among the principal benefits suggested, the most important is a joint rate of 40s. a week for a man and wife, if the latter is not gainfully occupied, which is to be paid (1) when the man is unemployed or physically incapacitated from work (throughout working age or until replaced by industrial pension), and (2), after a transition period, as retirement pension. For single men and women, or men whose wives are gainfully occupied, the rate suggested is 24s. a week. For a married woman gainfully occupied, when herself on benefit, the rate is 16s. The Plan provides for a maternity grant of £4 for all mothers, and maternity benefit of 36s. a week for 13 weeks for women who are gainfully occupied. Industrial pension, for prolonged total disability resulting from industrial accident or disease, would be

two-thirds of assessed weekly earnings, with a maximum of £3 a week and a minimum of the ordinary disability rate. For widows the rate proposed is 36s. a week for 13 weeks, followed by guardian benefit of 24s. a week as long as the widow has dependent children. Provision is made, in addition, for the payment of children's allowances, graded by age, averaging 8s. a week for every dependent child when benefit or pension is being drawn, and for all except one when the parent is in work. Training benefit, at the same rate as unemployment benefit but for a limited period, would be available for persons needing a new means of livelihood who are not entitled to unemployment benefit. There is a dependant allowance of 16s. per week, for dependants other than children, for persons receiving unemployment, disability or training benefit.

The total cost of the Plan (covering, in addition to social insurance, children's allowances, national assistance and free comprehensive health and rehabilitation services) is estimated to amount to £697 million in 1945, assumed as the first full year, and £858 million twenty years after. These sums include both present and new expenditure; the additional charge on the National Exchequer and on local rates, as compared with the present schemes, is put at £86 million in 1945, and £254 million in 1965. The contribution suggested is 7s. 6d. a week in the case of an adult man in employment, of which 4s. 3d. will be paid by the man and 3s. 3d. by his employer, and 6s. a week for a woman in employment, of which 3s. 6d. will be paid by the woman and 2s. 6d. by the employer, with lower total rates for those under 21 years and persons other than employees. It is estimated that when the scheme is in full operation the contributions of employees will provide about one-fourth of the total cost of insurance benefits, exclusive of children's allowances and national assistance, both of which will be provided wholly by taxation; the remaining three-fourths of the cash insurance benefits will be provided by taxation and by employers' contributions. It is proposed that in industries which are scheduled as hazardous the employers shall be required to pay an additional levy towards the excess cost of accidents and disease in those industries.

## LABOUR SUPPLY AND OUTPUT IN SHIPBUILDING AND SHIP-REPAIRING.

### REPORT BY THE SELECT COMMITTEE ON NATIONAL EXPENDITURE.

The results of an inquiry by the Select Committee on National Expenditure into merchant shipbuilding and repairs, including the manufacture of marine engines, have recently been published by the Committee in their Seventeenth Report.\* Among the matters investigated by the Committee were the supply and output of labour, and the principal features of those sections of the Report which deal with these matters are set out below.

After reviewing the various measures that have been taken since the outbreak of war to maintain and increase the supply, and to make the best use, of labour in the shipyards, the Committee state that, if there is to be a larger programme of shipbuilding, further measures will be required to provide the necessary labour by the recruitment and training of new workers, by better utilisation of the labour force and by improving the output of each worker. As regards riveters, the Committee refer to special reasons affecting the nature and organisation of their work which render the problem of increasing the supply of such workers more difficult than in the case of workers in other trades, and in order to meet this problem they recommend that extended provision should be made for the training of complete squads of riveters in schools set up in the main shipbuilding areas under the management either, as on the Clyde, of the Ministry of Labour and National Service, or of private shipbuilders in their own yards. For other trades, the only substantial source of labour, the Report states, is provided by women. Women are employed in shipyards in a much lower proportion than in the iron and steel industry, and the Committee therefore recommend that the Ministry of Labour and National Service should carry out an inquiry into the experience gained of the employment of women in other heavy industries, as well as in shipbuilding, so far as such experience is available in this industry, in order to decide what trades can be carried on by women and under what conditions, and what standards of health should be required.

On the subject of the recruitment of skilled workers by the transference of labour from other industries or from one shipyard to another, the Committee point out that such transfers have been severely limited by the loss of earnings that would result, in consequence of the anomalies that exist in the wage rates as between different branches of the industry and also as between corresponding trades in shipbuilding, on the one hand, and in general engineering, on the other hand. A further factor which, the Committee consider, indirectly discourages the transfer of labour, particularly from repair to new work, is the operation of the Essential Work (Shipbuilding and Ship-Repairing) Order,† and they suggest that, whenever there is insufficient work to keep a shipyard worker fully employed, the employer should be required to report the fact to the local Employment Exchange, so that, if required, the worker can be transferred.

\*Seventeenth Report from the Select Committee on National Expenditure, Session 1941-1942. H.C. 121. H.M. Stationery Office, price 4d. net (5d. post free).  
†See the issue of this GAZETTE for August, 1942, page 147.

As regards output, the Committee after pointing out that it is generally conceded that a carefully devised system of piecework is the surest way of obtaining the maximum output, recommend that the Admiralty and the Ministry of Labour and National Service should initiate negotiations between employers and workers for the introduction, with the least possible delay, of schemes of payment by results in all yards where such schemes do not now operate and on all kinds of work to which it is possible to apply them. A further recommendation, prompted by complaints of absenteeism and bad time-keeping on the part of a minority of the workers, suggests that the Yard Committees should be given power to recommend to the National Service Officer the de-reservation of workers of military age who fail to perform satisfactorily the work of national importance on which they are engaged. Concerning the relations between employers and workpeople, the Committee state that the quality of the relationship between employer and employed strongly affects output and that in the shipyards they found wide differences between one firm and another in the degree of co-operation attained. They point out that Production Committees are already an established institution in the general engineering industry; hitherto, however, few shipyards have possessed committees of this kind, and it was only in July last that an agreement was made between the two sides of the industry to extend the functions of the existing Yard Committees to include production questions. The Committee accordingly recommend that the Ministry of Labour should use their influence to persuade employers to make the fullest use of Yard Committees for this purpose.

The Committee also state that although the use of Yard Committees to discuss production questions would go far towards creating a better atmosphere in yards where relations are unsatisfactory, these Committees are not by themselves capable of bringing about the radical alteration in the method of handling labour which is necessary to effect a real solution. At present, few shipbuilding firms have a separate personnel department and the Committee consider that it should be the policy of the Ministry of Labour to urge and assist the larger firms to appoint properly qualified staffs under a personnel manager with adequate status to administer all matters affecting labour.

## ENGINEERING CADET SHIPS SCHEME.

### REVISED CONDITIONS OF ELIGIBILITY.

After consultation with the President of the Board of Education and the Secretary of State for Scotland, the Minister of Labour and National Service has modified the conditions of eligibility for the grant of Engineering Cadetships under the scheme outlined on page 189 of last month's issue of this GAZETTE. The revised conditions are set out below.

Boys aged 16, 17, 18 and 19 are invited to apply for Engineering Cadetships if (a) (i) they were born in 1923 or 1924, or (ii) having been born since 1924, they left school before 1st November, 1942, or their notice to leave school at the end of the current term was given before 1st November, 1942; (b) they are not employed in any branch of engineering; (c) they have not started upon a full time course for an engineering degree; (d) as regards boys in England and Wales, they have (i) obtained a credit in mathematics or general science or physics in the School Certificate examination, or (ii) satisfactorily completed a three years' course at a Junior Technical School, or (iii) reached, *e.g.*, as part-time technical students, the necessary standard of knowledge of mathematics or general science or physics; or, as regards boys in Scotland, they have satisfactorily completed not less than four years of an approved Senior Leaving Certificate course and have shown proficiency in mathematics or science (including physics) or technical subjects, or have otherwise, *e.g.*, as part-time technical students, reached the necessary standard in one of the three subjects specified.

The further development of the scheme of Engineering Cadetships is at present under consideration. In the meantime, arrangements should not be made for boys to leave school with the idea of their becoming eligible for Engineering Cadetships; plans are being worked out for the selection of boys for Cadetships while they are still at school.

## WAGES IN COAL MINING.

### BONUS FOR INCREASED OUTPUT.

Under the scheme providing for the payment of a bonus to workers in the coal mining industry for output in excess of a specified tonnage (*see* the issue of the GAZETTE for November, 1942, page 191), the calculation for the third four-week period which ended on 28th November showed that the workers in eight districts were entitled to receive a bonus. For adult workers the amounts of bonus were as follows:—

Somerset	1s. 9d. a shift
South Derbyshire and	
Leicestershire	1s. 0d. "
Northumberland and Shropshire	6d. "
Durham, North Staffordshire and	
Lancashire and Cheshire	3d. "

These bonuses are payable for a period of four weeks, the first payment being made on the pay-day in the week ended 19th December.

## MEMBERSHIP OF TRADE UNIONS AND TRADE UNION FEDERATIONS.

### TRADE UNIONS.

The total membership of trade unions in Great Britain and Northern Ireland at the end of 1941\* was approximately 7,090,000, showing an increase of 548,000 or 8.4 per cent. as compared with the end of the previous year.

These totals have been compiled by the Ministry of Labour and National Service from data supplied by the Chief Registrar of Friendly Societies and by the Registrar of Friendly Societies for Northern Ireland in respect of trade unions registered under the Trade Union Acts, and from returns supplied direct to the Ministry by unregistered organisations. They relate to all organisations of employees—including those of salaried and professional workers, as well as those of manual wage earners—which are known to include among their functions that of negotiating with employers with the object of regulating the conditions of employment of their members. The figures given cover the total membership—including members in branches overseas—of all such organisations, so far as known to the Department, whose head offices are situated in Great Britain and Northern Ireland; on the other hand, organisations having their head offices elsewhere are wholly excluded. Members serving with H.M. Forces are included in the totals.

#### Number of Unions in 1941 in comparison with 1940.

On the basis indicated above, the total number of unions known to have been in existence at the end of 1941 was 983, as compared with 989 at the end of 1940. Nine unions, with a total membership of 1,900 at the end of 1940, were reported as having been dissolved in 1941; while 4 unions, with an aggregate membership of 2,600 at the end of 1940, ceased to exist as separate units in consequence of amalgamations with other unions. On the other hand, 7 new unions were formed in 1941, with an aggregate membership of 1,100. Of the total of 983 unions at the end of 1941, there were 20 with their headquarters in Northern Ireland.

#### Membership in 1941 in comparison with 1940.

At the end of 1941 the total membership of all unions included in the statistics was approximately 7,090,000, as compared with 6,542,000 at the end of 1940, showing an increase of 548,000, or 8.4 per cent. The number of males at the end of 1941 was 5,718,000, showing an increase of 258,000 or 4.7 per cent., as compared with the previous year, and the number of females was 1,372,000, an increase of 290,000 or 26.8 per cent.

The total of 7,090,000 included 33,000 members in branches in Eire and 57,000 in overseas branches of certain unions. Excluding these members, the actual membership in Great Britain and Northern Ireland was thus about 7,000,000 at the end of 1941, as compared with 6,467,000 at the end of 1940; of these totals, the membership in Northern Ireland accounted for 112,000 and 103,000 respectively.

The largest increases in male membership during 1941 occurred in the unions in the engineering and metal group of industries and in the general labour unions. Female membership showed the largest increases in the general labour unions and in those with members in the national government services.

There is some duplication in the total membership given above, since persons who were members of more than one union are counted more than once in the totals. The extent of this duplication is not known exactly, but before the war it was estimated at about 30,000, and at the end of 1941 it was probably considerably greater owing to the transference of large numbers of workers from one industry to another since the outbreak of the war. Many of these workers had joined trade unions catering for their new occupations whilst retaining membership of the unions to which they formerly belonged.

#### Size of Unions.

In the following Table the unions are grouped according to their total memberships at the end of 1941:—

Number of Members.	Number of Unions.	Total Membership.	Percentages of	
			Total Number of all Unions.	Total Membership of all Unions.
Under 100 .. .. .	299	13,000	30.4	0.2
100 and under 500 ..	267	64,000	27.2	0.9
500 " " 1,000 ..	95	66,000	9.7	0.9
1,000 " " 2,500 ..	107	171,000	10.9	2.4
2,500 " " 5,000 ..	79	279,000	8.1	3.9
5,000 " " 10,000 ..	57	404,000	5.8	5.7
10,000 " " 15,000 ..	18	238,000	1.8	3.4
15,000 " " 25,000 ..	15	299,000	1.5	4.2
25,000 " " 50,000 ..	19	636,000	1.9	9.0
50,000 " " 100,000 ..	13	997,000	1.3	14.1
100,000 or more .. ..	14	3,923,000	1.4	55.3
Totals .. .. .	983	7,090,000	100.0	100.0

The Table shows that more than one-half of the aggregate membership of trade unions at the end of 1941 was accounted

\* All figures for 1941, given in this article, are provisional and subject to slight revision. The figures previously published in respect of earlier years have been revised as necessary, in accordance with the latest information. The sub-division of the total membership into male and female is not exact, as estimates have been made for some trade unions which are unable to state precisely the numbers of males and of females among their membership.

for by 14 unions which each had a membership of 100,000 or more. There were 46 unions with a membership of 25,000 or over, and the aggregate membership of these amounted to nearly four-fifths of the whole. On the other hand, 661 unions, or over two-thirds of the total number, each had a membership of under 1,000, and together represented only 2.0 per cent. of the aggregate membership of all unions.

#### Totals for 1927-1941.

The following Table shows the total number of unions and their aggregate membership at the end of each of the past fifteen years:—

Year.	Number of Trade Unions at end of Year.	Membership at end of Year.			Percentage Inc. (+) or Dec. (-) on Membership of previous Year.
		Males.	Females.	Total.	
1927 ..	1,159	4,125	794	4,919	- 5.7
1928 ..	1,142	4,011	795	4,806	- 2.3
1929 ..	1,133	4,056	802	4,858	+ 1.1
1930 ..	1,121	4,049	793	4,842	- 0.3
1931 ..	1,108	3,859	765	4,624	- 4.5
1932 ..	1,081	3,698	746	4,444	- 3.9
1933 ..	1,081	3,661	731	4,392	- 1.2
1934 ..	1,063	3,854	736	4,590	+ 4.5
1935 ..	1,049	4,106	761	4,867	+ 6.0
1936 ..	1,036	4,495	800	5,295	+ 8.8
1937 ..	1,032	4,947	895	5,842	+ 10.3
1938 ..	1,024	5,127	925	6,052	+ 3.6
1939 ..	1,007	5,258	972	6,230	+ 2.9
1940 ..	989	5,460	1,082	6,542	+ 5.0
1941 ..	983	5,718	1,372	7,090	+ 8.4

The total membership at the end of 1941, *viz.*, about 7,090,000, compares with 8,348,000 at the end of 1920—the year in which trade union membership reached its highest point—and with 4,135,000 at the end of 1913.

### FEDERATIONS OF TRADE UNIONS.

At the end of 1941 the number of federations of trade unions in Great Britain and Northern Ireland was 56, with an approximate gross total membership of 2,996,000.\* The corresponding figures for a year earlier were 56 and 3,090,000\* respectively.

In many instances trade unions, or branches of trade unions, are affiliated to more than one federation, and a large number of trade union members, therefore, are counted more than once in the gross membership figures given above. If the actual or estimated federated membership of each federated trade union be counted once only, irrespective of the number of federations to which the trade union is affiliated, the total net federated membership was approximately 2,467,000 at the end of both 1941 and 1940.

## INTERNATIONAL LABOUR ORGANISATION.

### PROPOSED ACTION BY H.M. GOVERNMENT REGARDING CERTAIN DRAFT CONVENTIONS AND RECOMMENDATIONS.

A Command Paper† has recently been published setting out the decisions taken by H.M. Government with regard to certain Draft Conventions and Recommendations which were adopted at the twenty-fifth session‡ of the International Labour Conference held in Geneva in June, 1939. These decisions, of which the Government propose to inform the Secretary-General of the League of Nations, are set out in the Command Paper in the following terms.

#### DRAFT CONVENTION CONCERNING THE REGULATION OF WRITTEN CONTRACTS OF EMPLOYMENT OF INDIGENOUS WORKERS.

His Majesty's Government propose to ratify the Draft Convention, and, in accordance with Article 22 thereof, to append to the instrument of ratification a declaration regarding its application in the terms set out in the Annex hereto.

#### RECOMMENDATION CONCERNING THE MAXIMUM LENGTH OF WRITTEN CONTRACTS OF EMPLOYMENT OF INDIGENOUS WORKERS.

The recommendation is that each member of the International Labour Organisation which ratifies the Contracts of Employment (Indigenous Workers) Convention, 1939, should take certain specified principles into consideration in fixing the maximum period of service provided for in Article 9 of the Convention.

His Majesty's Government accept this Recommendation without reservation.

#### DRAFT CONVENTION CONCERNING PENAL SANCTIONS FOR BREACHES OF CONTRACTS OF EMPLOYMENT BY INDIGENOUS WORKERS.

His Majesty's Government propose to ratify the Draft Convention and, in accordance with Article 4 thereof, to append to the instrument of ratification a declaration regarding its application in the terms set out in the Annex hereto.

\* Excluding certain affiliated unions (of relatively small membership) which have their head offices overseas.  
† Cmd. 6477. H.M. Stationery Office, price 1d. net (2d. post free).  
‡ See the issue of this GAZETTE for August, 1939, page 292. The texts of the Draft Conventions and Recommendations, as submitted to Parliament, are given in Cmd. 6141.

## RECOMMENDATION CONCERNING LABOUR INSPECTORATES FOR INDIGENOUS WORKERS.

The Recommendation is that the members of the International Labour Organisation concerned should establish labour inspection services in any territories where such services do not already exist.

His Majesty's Government accept this recommendation without reservation since it advocates what for some time has been the policy encouraged in the Colonial Empire.

The Annex referred to in the above decisions relating to the Draft Conventions concerning (i) the Regulation of Written Contracts of Employment of Indigenous Workers, and (ii) Penal Sanctions for Breaches of Contracts of Employment by Indigenous Workers, sets out two Declarations which it is proposed to attach to the instruments of ratification of the respective Draft Conventions. These Declarations consist, for each of these Conventions, of lists of British Colonies, of British Protectorates and Protected States and of Mandated Territories administered under the authority of His Majesty's Government in the United Kingdom of Great Britain and Northern Ireland (a) to which it is intended to apply without modification the provisions of the Convention; (b) to which the provisions of the Convention shall apply, subject to modifications, together with details of the said modifications; (c) to which the Convention is inapplicable and the grounds on which it is inapplicable; (d) in respect of which the decision as to the application of the Convention is reserved.

## ROAD HAULAGE INDUSTRY.

### INCREASE IN WAGE RATES AND SUBSISTENCE.

The Minister of Labour and National Service has made a new Order (R.H.(12)) under Part I of the Road Haulage Wages Act, 1938, amending those provisions of the Order R.H. (10) which relate to rates of wages, subsistence and grading. Under the provisions of the new Order, which affects road haulage workers operating motor goods vehicles covered by "A" or "B" licences or defence permits, workers in the Metropolitan and Grade 1 areas and on long distance services are given an increase of 2s. 6d., a week, workers in Grade 2 areas 3s. a week and workers in Grade 3 areas 3s. 6d. a week, with increases of half these amounts for junior workers other than those to whom the adult rates apply. The subsistence allowance for a night's absence from home is increased from 7s. to 9s. Thirteen localities in England and Scotland have been upgraded. The new Order came into force on 23rd November, 1942.

## CONTROL OF BUILDING AND CIVIL ENGINEERING LABOUR.

### EXEMPTIONS FROM RESTRICTIONS ON TRANSFER.

By the Building and Civil Engineering (Restriction on Transfer) (Exemption) Directions, 1942,\* made by the Minister of Labour and National Service on 12th November, 1942, certain changes have been made, with effect as from 7th December, 1942, in the lists of exemptions from the restrictions on the transfer of labour imposed by the Building and Civil Engineering (Restriction on Transfer) Order, 1941, of which particulars and the text were given on pages 7-8 and 25 of the issue of this GAZETTE for January, 1942. The lists of exemptions, as now revised, are set out in full in a leaflet (E.D.L.85), copies of which have been circulated to all registered building and civil engineering employers. As specifically pointed out in the leaflet, nothing in the above-mentioned Directions prejudices or affects the operation of the Essential Work (Building and Civil Engineering) Order, 1942,† or the Undertakings (Restriction on Engagement) Order, 1941.‡

## REGULATION OF AGRICULTURAL WAGES IN ENGLAND AND WALES.

An Order in Council§ has been made under the Emergency Powers (Defence) Acts amending the Defence (Agriculture and Fisheries) Regulations, 1939. The effect of the amendments is that the powers of County Agricultural Wages Committees to fix, cancel or vary minimum rates of wages and hours of labour for workers employed in agriculture in the various districts are transferred to the Agricultural Wages Board. The powers of the Committees under the Holidays with Pay Act, 1938, are also transferred to the Board. The Order provides that before exercising its powers the Agricultural Wages Board shall consult with the Committee for the district concerned.

\* Statutory Rules and Orders, 1942, No. 2465. See page 222.

† See the issue of this GAZETTE for October, 1942, page 175.

‡ See the issue of this GAZETTE for January, 1942, pages 8 and 27-28.

§ Statutory Rules and Orders, 1942, No. 2404. See page 222.

## INDUSTRIAL RECORDS AND INFORMATION ORDER.

A new Order\* relating to industrial records and information and the inspection of premises was made by the Minister of Production on 27th November, 1942, and came into force on 1st December, 1942. Under the terms of the Order every person carrying on any undertaking must, upon being requested to do so either by notice served on him or by special or general direction issued by a competent authority to whom the Order applies, keep such books, accounts and records relating to that undertaking as may be prescribed in the notice or direction. Furthermore, every person carrying on, or employed in connection with, any undertaking must, if requested to do so by notice or direction served or issued as above (a) produce to such person, or to a person of such class or description, as may be mentioned in the notice or direction such of the books, accounts and other documents relating to that undertaking as may be mentioned or described in the notice or direction; and (b) furnish to such person, or to a person of such class or description, as may be mentioned in the notice or direction, at such time or times or within such period or periods and on and in such form (if any) as may be prescribed by the notice or direction, such estimates, returns or information relating to that undertaking as may be mentioned or described in the notice or direction.

The Order also makes provision whereby any competent authority to whom the Order applies may authorise specified persons to enter and inspect specified premises used or appropriated for the purposes of any undertaking, and in the course of the inspection to carry out any test or other investigation and take samples of any material or product produced or treated at the premises. The entry upon or inspection of the premises by persons so authorised may not be obstructed and all reasonable facilities must be afforded such persons.

The competent authorities to whom the Order applies are specified as follows:—the Admiralty, the Secretary of State for War, the Secretary of State for Air, the Minister of Labour and National Service, the Minister of Production, the Minister of Supply, the Minister of Aircraft Production and the Minister of Works and Planning.

The provisions of the Order are similar and additional to those contained in the Industry (Records and Information) (No. 1) Order, 1940,† and the Industry (Records and Information) (No. 2) Order, 1941.‡ Both of these Orders, which were made by the Minister of Supply, have been revoked as from 1st December, 1942, by the Industry (Records and Information) (No. 3) Order, 1942.§ made by the Minister on 30th November, 1942, but any request made under the revoked Orders by a competent authority to whom the new Order applies, which was operative immediately before the coming into force of the Order, is to continue to operate, so far as it is applicable, as though it were made under the new Order.

## FOOD CONTROL.

### MAXIMUM RETAIL PRICES OF FOOD.

A new Order|| controlling the retail prices of meat in Great Britain came into operation on 14th December, replacing the Order which had been in force since January, 1940. The principal changes effected by the new Order are designed to produce simplification in the schedules of maximum retail prices by the elimination of descriptions other than those in general use and the avoidance of unnecessary differences in the scheduled prices for adjoining cuts of similar value and appearance. There is now one set of price schedules for the whole of England and Wales, and one set for Scotland; the separate schedule of beef prices hitherto in force for London and the Home Counties is discontinued. Some adjustments in the maximum prices have been made in order to secure, so far as possible, equality in the gross profit margin of the various categories of meat, but not so as to alter, on the whole, the amount charged to consumers.

The Jam and Marmalade (Maximum Prices) Order, 1942, combines the existing Jam and Marmalade Orders, and in place of the large number of individual prices for different varieties of home produced jam the new Order contains only six price groups, covering all types of jam and marmalade. In addition, only one grade of jam and only two grades of marmalade are scheduled. The new prices, which come into force on 27th December, show little change, on the average, as compared with those previously in force.

Other recent Orders apply to the retail prices of imported canned fish, saccharin tablets, broken biscuits, and home-grown peas; also to retail prices of milk in Northern Ireland.

\* Industrial Records and Information and Inspection of Premises; Statutory Rules and Orders, 1942, No. 2432. See page 222.

† Statutory Rules and Orders, 1940, No. 818. H.M. Stationery Office, price 1d. net (2d. post free). See the issue of this GAZETTE for June, 1940, pages 158 and 180.

‡ Statutory Rules and Orders, 1941, No. 583. H.M. Stationery Office, price 1d. (2d. post free).

§ Statutory Rules and Orders, 1942, No. 2450. See page 222.

|| The Meat (Maximum Retail Prices) Order, 1942. (S.R.&O. 1942, No. 2460).



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

Rates of Wages.

In the industries covered by the Department's statistics,\* the changes in rates of wages reported to have come into operation in Great Britain and Northern Ireland during November resulted in an aggregate increase estimated at about £87,000 in the weekly full-time wages of nearly 500,000 workpeople, and in a decrease estimated at £7,000 in those of 80,000 workpeople.

The industries and services in which wage rates were increased included the iron and steel industry, the light castings industry, drug and fine chemical manufacture, cement manufacture, certain sections of the cotton spinning industry, flax spinning in Northern Ireland, laundries, corn milling, road haulage, and tanning, currying and leather dressing. The principal industry in which wage rates were decreased was boot and shoe manufacture.

In the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.) revisions of the basis of the cost-of-living sliding scales were carried out in most districts, resulting in increases in the flat-rate additions to wages ranging, in most cases, from 1s. to 1s. 2-8d. a shift for men and youths 18 years and over, and from 6d. to 7-3d. a shift for younger male workers, with corresponding increases for women and girls. In the light castings industry there were increases of 3d., 7d., 8d. or 1s. a week, according to age, for men, youths and boys, and of 3d., 6d. or 9d. a week for women and girls employed on work normally carried out by male labour.

Workpeople employed in the manufacture and wholesale distribution of fine chemicals, drugs, etc., received increases of 4s., 3s. or 1s. 6d. a week, according to age. In cement manufacture, further flat-rate war bonuses were granted of 8d. a day for men and 4d. a day for women and younger workers who, during the day, work the full number of hours required of them. Card and ring room operatives and certain other classes of workers employed in cotton spinning establishments received war bonuses of 3s. a week in the case of adult occupations and of 2s. a week in the case of juvenile occupations. For flax spinners, reelers, etc., in Northern Ireland, the addition to the wages which were in operation before 4th December, 1939, was increased from 3s. to 4-7½ per cent. Workpeople employed in laundries scheduled under the Essential Work Order received increases of 5s. a week for men and 4s. a week for women, with smaller increases for younger workers. Corn mill operatives were granted increases of 3s. a week for men and of smaller amounts for women and

juveniles, with increases of 2s. 6d., 3s. or 3s. 6d. a week, according to locality, for drivers. The statutory rates of remuneration for workers in the road haulage industry were raised by 2s. 6d., 3s. or 3s. 6d. a week, according to area, with increases of half these amounts for junior workers other than those to whom the adult rates apply. In tanning, currying and leather dressing, timeworkers received increases of 1½d. an hour for men and of ½d. an hour for women and younger male and female workers, and the addition to pre-war piece rates was increased from 20 to 22½ per cent. Other industries in which wages were increased included coal mining in Warwickshire, the dress-making and women's light clothing and hat, cap and millinery trades in Scotland, and coopering.

In boot and shoe manufacture there were decreases, under a cost-of-living sliding scale, ranging from 3s. to 1s. a week, according to age, in the time rates for men, youths and boys and from 2s. to 1s. for women and girls, and a decrease of 4½ per cent. on basic prices for pieceworkers.

Of the total increase of £87,000, about £33,000 was due to arrangements made by joint standing bodies of employers and workers; £13,000 was due to arbitration; and nearly all the remainder was the result of direct negotiations between employers and workpeople or their representatives. The whole of the estimated decrease of £7,000 was due to the operation of sliding scales based on fluctuations in the cost of living.

Output Bonus in Coal Mining.—The amount of change quoted above and the details in the Table below do not include changes in the bonus on output in the coal mining industry in certain districts, particulars of which were given on page 191 of the November issue of this GAZETTE.

The changes in wage rates in January to November, 1942, in the industries covered by the statistics, are estimated to have resulted in a net increase of £1,360,000 a week in the full-time wages of about 5,700,000 workpeople, and in a net decrease of £100 in those of 1,300 workpeople.† In the corresponding eleven months of 1941 there was a net increase of £1,650,000 in the weekly full-time wages of 7,800,000 workpeople.

Hours of Labour.

There were increases in the weekly number of hours beyond which overtime rates become payable for horsemen, cattlemen and shepherds in the Holland Division of Lincolnshire and a reduction in those for millmen.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decrease in Italics.)
Agriculture	Holland Division of Lincolnshire.	15 Nov.	Horsemen: 21 years and over . . . . . 14 years and under 20 . . . . . Cattlemen, milkmen and shepherds 20 and under 21 years.	Decrease of 1d. a week (71s. 1d. to 71s.) in minimum rate.† Increases of 3d. to 2s. 10d. a week in minimum rates.† Minimum rate fixed of 66s. 8d. a week.‡
Coal Mining	Warwickshire	1 Nov.	Other youths 18 years and under 20 Workpeople employed in and about coal mines.	Increase of 3s. a week in minimum rates.‡ Increase of 1 per cent. on basis rates, making wages 93 per cent. above the basis rates.§
Coke Manufacture	Durham	1 Nov.	Cokemen and by-product workers	Increase of 4 per cent. on basis rates, making wages 81 per cent. above the basis rates.
	West Cumberland	2 Nov.	Limestone quarryworkers	War bonus granted of 2s. a shift for males 18 years and over and of 1s. for those under 18.
	Great Britain	Pay day in week beginning 2 Nov.	Workpeople employed in the silica and moulding sands industry:— Men . . . . . Youths and boys . . . . .	Increase of 1d. an hour (1s. 4d. to 1s. 5d.) in basic minimum rate and increases of 1d. an hour for all grades in undertakings where the minimum rate is 1s. 4d. and of ½d. where it is 1s. 5d. or 1s. 5½d. Good timekeeping bonus of 2s. a week granted to all who work the full recognised normal working week
Other Mining and Quarrying.				Increases of ½d., ¾d. or 1d. an hour, according to age, in minimum rates, and increases in other rates of ½d., ¾d. or 1d., according to age, in undertakings where the men's minimum rate is less than 1s. 5d. and of ½d. for all ages where it is 1s. 5d. or more. Good timekeeping bonus of 2s. a week granted to all who work the full recognised normal working week.
Cement Manufacture.	Great Britain and Northern Ireland.	1st full pay week after 1 Nov.	Men, youths, boys and women	Further flat-rate war bonus granted of 8d. a day for men and of 4d. a day for youths, boys and females who during the day work the full number of hours required of them.
Drug and Fine Chemical Manufacture.	Great Britain	Pay day in week beginning 26 Oct.	Men, youths, boys, women and girls employed in manufacture and wholesale distribution of chemicals, drugs, proprietary medicines and essences.	Increases of 4s. a week for men and youths 19 years and over and women 21 and over, of 3s. for youths 17 and under 19 and women and girls 17 and under 21 and of 1s. 6d. for boys and girls 14 and under 17 years. Minimum rates after change: men (21 years and over) and women fully replacing men—Class I occupations 80s., II 75s., III 70s.; women (21 years and over) employed on women's work—Class I 51s. 6d., II 45s. 6d.; juveniles—19s. at 14 years increasing to 51s. (males) and 37s. (females) at 20 years. Increase of 1d. an hour (1s. 11d. to 2s.).
Glassworking	Glasgow, Edinburgh and Aberdeen.	1 Oct.	Glass bevellers, silverers, cutters and blockers.	Cost-of-living sliding scale revised, resulting in the flat-rate addition to wages (previously granted) being increased by 1s. a shift (1s. 6-4d. to 2s. 6-4d.) for men and for women employed on men's work, by 1s. 1-6d. (9-2d. to 1s. 10-8d.) for youths 18 years and under 21, and for women employed on youths' work and by 6d. (9-2d. to 1s. 3-2d.) for boys under 18 years and for girls doing boys' work. For workers employed on the 8-hour shift system whose normal working week consists of 48 hours, the rate of payment for work on Saturday afternoon and Saturday night shifts was increased from time-and-a-quarter to time-and-a-half.
Iron and Steel Manufacture.	Cleveland and Durham, West Cumberland and North Lincs., North Staffs., South Staffs., Bilston, Northants., Nottinghamshire and Leicestershire, and South Wales and Mon.	1 Nov.	Workpeople employed at blast-furnaces (except those whose wages are regulated by movements in other industries).	

\* The particulars of numbers affected and amount of change in the weekly wages and hours of labour exclude changes affecting Government employees, agricultural workers, shop assistants and clerks, for which classes the information available is not sufficient to form a basis for statistics. 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 of overtime working, etc.  
† In addition to these numbers, wages stood at the same level as at the beginning of the year in the case of nearly 220,000 workpeople whose wages had been increased and reduced by equal amounts during the period.  
‡ These changes took effect under an Order issued under the Agricultural Wages (Regulation) Acts (see also entry under "Changes in Hours of Labour," page 217).  
§ Flat-rate advances, previously paid in addition to basis rates and percentages, remained unchanged.  
|| Women aged 21 years and over may not receive less than 4s. 8d. a shift plus 66-5 per cent. (or in some cases 67-5 per cent.) and a flat-rate addition of 2s. 6-4d.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
	West of Scotland	Pay period starting nearest to 1 Nov. Pay period starting nearest to 16 Nov.	Men, youths and boys (excluding those engaged on maintenance work) employed at certain blast-furnaces. Women employed at certain blast-furnaces.	Cost-of-living sliding scale revised, resulting in the flat-rate addition to wages (previously granted) being increased by 1s. a shift (1s. 4-8d. to 2s. 4-8d.) for men and by 6d. a shift (8-4d. to 1s. 2-4d.) for youths and boys. Minimum weekly rates adopted as follows:—For the first 6 months, 43s. 4d. at 19 and under 20 years, 46s. 4d. at 20 and under 21 and 48s. 6d. at 21 and over; after 6 months 46s. 4s. and 53s. respectively; plus a cost-of-living bonus of 1s. 0-8d. a shift for those 21 years and over and 6-4d. for those under 21.*
	Great Britain†	1 Nov.	Workpeople employed at steel sheet rolling mills.	Cost-of-living sliding scale revised, resulting in the flat-rate addition to wages (previously granted) being increased by 1s. 0-8d. a shift (1s. 5-6d. to 2s. 6-4d.) for men and women 21 years and over, by 1s. 2d. (8-8d. to 1s. 10-8d.) for males and females 18 and under 21 and by 6-4d. (8-8d. to 1s. 3-2d.) for those under 18.
	West of Scotland	1 Nov.	Workpeople employed at iron puddling forges and mills and sheet mills.	Cost-of-living sliding scale revised, resulting in the flat-rate addition to wages (previously granted) being increased by 1s. 2-6d. a shift (1s. 6-4d. to 2s. 9d.) for men, by 1s. 2-8d. (9-2d. to 2s.) for youths 18 years and under 21, by 7-3d. (9-2d. to 1s. 4-5d.) for those under 18, by 1s. a shift (0-8d. to 1s. 0-8d.) for women 21 years and over and by 6d. (0-4d. to 6-4d.) for women and girls under 21.
Iron and Steel Manufacture—contd.	North-East Coast	1 Nov.	Workpeople employed at iron puddling furnaces and rolling mills.	Cost-of-living sliding scale revised, resulting in the flat-rate addition to wages (previously granted) being increased by 1s. a shift (1s. 6-4d. to 2s. 6-4d.) for men, by 1s. 1-6d. (9-2d. to 1s. 10-8d.) for youths 18 years and under 21, and by 6d. (9-2d. to 1s. 3-2d.) for those under 18 years.
	Great Britain‡	1 Nov.	Workpeople employed in steel melting shops (melting, pitmen, slagmen, ladlmen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.)	
	North-East Coast Area	1 Nov.	Workpeople employed at steel rolling mills.	
	Barrow-in-Furness	1 Nov.	Rail millmen, merchant millmen, enginemen, crane-men, etc.	Cost-of-living sliding scale revised, resulting in the flat-rate addition to wages (previously granted) being increased by 1s. a shift (1s. 6-4d. to 2s. 6-4d.) for men and for women 21 years of age and over, by 1s. 1-6d. (9-2d. to 1s. 10-8d.) for males and females 18 years and under 21, and by 6d. (9-2d. to 1s. 3-2d.) for those under 18 years.
	Workington	1 Nov.	Steel millmen and labourers (datal workers).	
	Scunthorpe	1 Nov.	Steel millmen, wagon builders and repairers.	
	Bilston	1 Nov.	Steel millmen, maintenance men, etc.	
	West of Scotland	1 Nov.	Millmen, gas producermen, enginemen, crane-men, firemen, and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel rolling mills.	
			Men, youths and boys (timeworkers and pieceworkers).	Increases of 1s. a week in bonus for men, of 7d. for youths 18 years and under 21 (8d. for youths 19 and under 21 in Scotland employed on timework), and of 3d. for youths and boys under 18. Bonuses after change, for men: on timework—skilled patternmakers 43s., other skilled men 39s., unskilled men 39s. and 39s. 6d.; on piecework—fitters, sheet ironworkers and grinders (Scotland only) 36s. 6d., others 10 per cent. plus 32s.‡
Light Castings	England and Scotland	Beginning of 1st full pay period after 23 Nov.	Women and girls:— Employed on timework on work normally done by skilled men.	Increases, after first 8 weeks' employment, of 9d. a week at 21 years and over, of 6d. at 18 and under 21 years, and of 3d. at under 18 years. Rates after change, at 21 years and over and after 32 weeks' employment: moulding 66s. 9d., grinding and polishing 63s. 3d., fitting and sheet iron working 60s. 3d., dressing and Berlin blacking 58s. 9d.§
Engineering	Scotland	Pay period beginning on or about 4 Nov.	Employed on work normally done by adult male labourers. Road transport workers employed by engineering establishments.	Increase of 9d. a week (46s. 6d. to 47s. 3d.), irrespective of age and period of employment.§ Minimum basic rates adopted of 32s. 6d. a week for drivers of vehicles of carrying capacity under 30 cwt., of 40s. 6d. for vehicles 30 cwt. up to and including 3½ tons, of 45s. for vehicles of carrying capacity of over 3½ tons which does not bring the gross laden weight over 12 tons, and of 36s. for statutory attendants, plus bonus of 35s. 6d. in each case.
Cotton Spinning	Lancashire, Cheshire, Yorkshire and Derbyshire.	Pay day in week ending 14 Nov.	All card and ring room workers (including also ring doublers, winders, beamers, reelers, bobbin carriers and labourers in ring mills, roller coverers and packers, doffers and back tenters employed in cotton spinning establishments)	War bonus granted of 3s. for a full working week of 48 hours for adult occupations and of 2s. for juvenile occupations (including doffers and back tenters).
Linen, etc., Industry.	Northern Ireland	2 Nov.	Flax spinners and reelers, etc.	Further increase of 12½ per cent. (35 to 47½ per cent.) on wages in operation before 4th December, 1939 (for male operatives the increase is not to exceed 5s. 6d. a week).
Textile Dyeing, Bleaching and Finishing.	Yorkshire, Lancashire and Derbyshire.	7 Nov. 23 Nov.	Horse drivers . . . . . Drivers, attendants and mates . . . . .	Increase of 3s. a week. Rates after change: one-horse drivers 68s., teamsmen 73s. Increase of 2s. 6d. a week. Rates after change: one-horse drivers 70s. 6d., teamsmen 75s. 6d., drivers of mechanical vehicles 69s. 6d. to 82s. 6d., according to carrying capacity, attendants and mates 71s.
Dressmaking and Women's Light Clothing.	Scotland	23 Nov.	Timeworkers: Men, youths and boys . . . . . Women and girls: Retail branch . . . . . Wholesale manufacturing branch . . . . . Pieceworkers . . . . . Men, youths and boys (all branches)	Increases of 1½d. an hour in general minimum time rates for workers 22 years of age and over, and of 1d. for younger workers and late entrants.¶ Increases of 1d. an hour in general minimum time rates for workers other than learners, and of ½d. for learners.¶ Increases of 1½d. an hour in general minimum time rates for workers other than learners, and of 1d. for learners.¶ Increases of 1½d. an hour in piecework basis time rates for males and of 1d. for females.¶
Hat, Cap and Millinery.	Scotland	30 Nov.	Women and girls: Wholesale cloth hat and capmaking branch. Other branches . . . . .	Increases of 1½d. an hour in general minimum time rates for workers other than learners, of 1d. for learners, and increase of 1½d. an hour in piecework basis time rates.¶
Shirtmaking	Northern Ireland	23 Nov.	Men, youths and boys . . . . . Women and girls . . . . .	Increases of 1½d. an hour in general minimum time rates for men 22 years and over, and of 1d. for younger workers and late entrants, and increase of 1½d. in piecework basis time rates.¶ Increases of 1½d. an hour in general minimum time rates and piecework basis time rates for cutters, of 6s. a week for other men 22 years of age and over and of 4s. for younger workers.¶

\* Female operatives engaged on set work without assistance are to receive either the rate appropriate to the particular work (irrespective of age) or the appropriate minimum rate as indicated above, whichever is the higher.  
† This increase affected mainly the employees of firms which are members of the Sheet Trade Board, the principal districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.  
‡ These increases affected mainly the employees of firms affiliated to the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire, Lincolnshire, the Midlands, South Wales and the West of Scotland.  
§ These increases were the result of an Award of the National Arbitration Tribunal (see page 221).  
|| This increase does not apply to workers in mule spinning rooms.  
¶ These changes took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in italics.)
Boot and Shoe Manufacture.	Great Britain	1st pay day in Nov.	Timeworkers: Men, youths and boys	Decreases* of 3s. a week for those 21½ years and over, and of 1s. to 2s. 9d. according to age, for those under 21½ years. Minimum weekly rates after change: 18s. at 15 years increasing each year to 28s. at 17 years, and then each half-year to 70s. at 22 years and over.
			Women and girls	Decreases* of 2s. a week for those 19½ years and over, and of 1s. to 1s. 9d., according to age, for those under 19½ years. Minimum weekly rates after change: 18s. at 15 years increasing each year to 27s. at 17 years, and then each half-year to 46s. at 20 years and over.
Laundering	Great Britain	1st pay period after 18 Nov.	Workpeople employed in laundries scheduled under the Essential Work Order:— Men, youths and boys	Increases of 5s. a week for workers 20 years and over, of 4s. for those 17 and under 20 and of 3s. for those 15 and under 17. Rates after change: 28s. at 15 years increasing to 77s. at 21 and over.†
			Women and girls	Increases of 4s. a week for workers 19 years and over, and of 3s. for those 16 and under 19, and of 2s. for those 14 and under 16. Rates after change: 19s. at 14 years increasing to 43s. at 20 and over; new entrants (20 years and over), 1st 17 weeks 42s., 2nd 17 weeks 44s., 3rd period of 18 weeks 46s.†
Baking	England and Wales	30 Nov.	Women and girls employed as war-time substitutes for male workers or on work which, before the war, was normally undertaken by male workers.	Increases of 3s. 6d., 3s. 3d. or 3s. a week, according to area. Minimum rates after change: Area A 67s. 6d., Area B 60s. 9d., Area C 53s. 6d.‡
	Northern Ireland	20 Nov.	Men (other than night workers) employed as packers in baking establishments other than home bakeries.§	Minimum rates agreed upon, for a working week of 48 hours, of 6d. an hour plus a war bonus of 6s. a week for boys and youths at 16 years increasing to 1s. 3d. and 10s. at 21 and over, and of 5½d. and 6s. for girls at 16 years increasing to 8½d. and 8s. at 21 and over.
Biscuit Manufacture	Great Britain	1st pay day in Nov.	Men, women and youths, and boys and girls 16 years and over.	Minimum rates agreed upon for a working week of 44 hours, of 4d. an hour at 14 years and of 4½d. at 15 years, plus a war bonus of 5s. a week in each case.
Flour Milling	Great Britain (except London).	23 Nov.	Road transport workers	Increases of 2s. 6d., 3s. or 3s. 6d. a week, according to location of mill, for drivers and of 3s. for statutory attendants and mates. Rates after change: drivers of mechanical vehicles up to and including 2 tons carrying capacity 67s. to 78s. (according to location of mill), over 2 tons carrying capacity and up to and including 12 tons gross laden weight 74s. to 85s. 6d., over 12 tons gross laden weight 79s. to 90s. 6d.; statutory attendants and mates 65s. 6d. to 77s. 6d.; horse carmen—1 pair-horse 69s. to 78s., single-horse 66s. to 74s.
			Mill operatives	War supplements increased by 3s. a week (12s. to 15s.) for men, by 1s. 6d. (6s. to 7s. 6d.) for women, and by proportional amounts for women replacing men and for juveniles.
Corn Trade	Great Britain	23 Nov.	Drivers of "C" licence vehicles	Increases of 2s. 6d., 3s. or 3s. 6d. a week, according to location of mill.
			Men and women	Increases of 1½d. an hour (1s. 10½d. to 2s.) for journeymen and of 1d. (1s. to 1s. 1d.) for journeywomen.
Furniture	Hull	1st pay day in Nov.	Youths, boys and girls	Increase of ¼d. an hour.
Coopering	Great Britain and Belfast.	1st pay day in Nov.	Timeworkers and pieceworkers	Emergency bonus granted of 1d. an hour for all hours worked including overtime.
			Apprentices (15 to 19 years of age)	Minimum increase of 25 per cent. on existing rates; and emergency bonus of 1d. an hour granted.
Boot Last Making	Northampton, Kettering, Leicester and Norwich.	2nd pay day in Nov.	Men, youths and boys	Decrease* of 5 per cent. (25 to 20) on basis rates of September, 1939.
	England and Wales	1st pay day in Nov.	Journalists (except those employed on London morning, evening and Sunday newspapers).	Increases of 6s. to 10s. a week, according to class of paper or to population of town, for workers 24 years and over, and of 50 per cent. of appropriate full increase for juniors at 20 years, increasing to 85 per cent. at 23 years. Minimum rates after change at 24 years and over: 103s. 6d. to 135s., according to class of paper or to population of town.
Printing	Great Britain (except London area).	1st pay day in Nov.	Stone and plate preparers:— Men	Revised minimum weekly rates adopted, resulting in increases of amounts varying according to area. Rates after change: Grade 1 Areas 72s. 6d., Grade 2 71s. 6d., Grade 3 69s. 6d.
			Probationers and learners (19 years and over).	Minimum weekly rates adopted of 62s. 6d., 61s. 6d. and 59s. 6d., according to area, for 1st six months increasing by half-yearly advances of 2s. 6d. to 70s., 69s. and 67s. for 4th six months.
Building	Northern Ireland (certain towns).	1 Nov. 30 Nov.	Painters	Increases of ¼d. or 1d. an hour, according to locality.
	Great Britain	23 Nov.	Labourers	Minimum rate adopted of 1s. 3d. an hour, resulting in increases of ¼d. or 1d. an hour, according to locality.
Drivers (except drivers under 21 years of vehicles with carrying capacity of 20 cwt. or less in the London area or 30 cwt. or less elsewhere), mates (all ages) on steam wagons in the London Area, foremen, removal packers and porters 21 years and over employed in furniture warehousing and removing, other road haulage workers 21 years and over, and female workers of the same classes (after 39 weeks employment).			Statutory minimum rates increased by 1s. 3d. a week in the London area and Grade 1 areas and on long distance services, by 3s. in Grade 2 areas and by 3s. 6d. in Grade 3 areas.¶	
Road Haulage	Great Britain	23 Nov.	Drivers under 21 years of vehicles with carrying capacity of 20 cwt. or less in the London area or 30 cwt. or less elsewhere, other road haulage workers under 21 years, and female workers of the same classes (after 39 weeks employment).	Increase of 2s. 6d. a week. Rates after change, for a normal working week of 48 hours, drivers 72s. to 88s. according to capacity of vehicle, secondmen and stand trailermen 78s., trailermen 72s.¶
			Drivers, etc., employed on local haulage work (within a radius of 10 miles from Liverpool and Birkenhead Town Halls).	Increase of 2s. 6d. a week. Rates after change for a normal working week of 48 hours, drivers 70s. 6d. to 88s., according to capacity of vehicle, secondmen 75s., trailermen 69s.¶
Road Haulage	Liverpool, Birkenhead, Bootle and Wallasey districts.	23 Nov.	Drivers, etc., employed on journey work (outside above radius).	Increases of 5s. 6d. a week for seniors and of 2s. 9d. for juniors. Rates after change for seniors: teamsmen 81s., one-horse carters 75s.¶
			Horse carters	

\* Under cost-of-living sliding-scale arrangements.  
 † These increases resulted from an Award of the Industrial Court (see page 221).  
 ‡ These changes took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.  
 § I.e., 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 on occupations within the scope of the Trade Board does not exceed six.  
 ¶ These increases took effect as the result of an Order of the Minister of Labour and National Service giving effect to the proposals of the Road Haulage Central Wages Board. The Order also increased the subsistence allowance for a night's absence from home from 7s. to 9s. and upgraded 13 localities in England and Scotland. (see also page 211).  
 ¶ These changes are in accordance with an Agreement between the Conference of Liverpool and District Road Transport Employers and the Liverpool and District Carters' and Motormen's Union.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Leather Manufacture.	Lancashire and Cheshire.	1st pay day in Nov.	Workpeople employed in tanning, currying and leather dressing	Increases of 1½d. an hour in basic timework rates for men and of ¼d. for youths and boys and women and girls. Rates after change include: men, skilled, semi-skilled and unskilled respectively—London district (urban) 1s. 9½d., 1s. 7½d., 1s. 6½d.; (rural) 1s. 8½d., 1s. 6½d., 1s. 5½d.; Scotland and Lancashire 1s. 9d., 1s. 7d., 1s. 6d.; elsewhere 1s. 8½d., 1s. 6½d., 1s. 6d.; carriers, Walsall 1s. 9½d., 1s. 6½d., 1s. 6d.; women (20 years and over) employed on women's work—London 1s. 0½d. (semi-skilled), 1s. (unskilled); Scotland 11½d.; elsewhere 1s.
			Timeworkers	Further increase of 2½ per cent. (20 to 22½ per cent.) on pre-war rates.
Basket, etc., Making.	Lancashire and Cheshire.	1st pay day in Nov.	Pieceworkers	Increases of 1½d. an hour in basic timework rates for men and of ¼d. for youths and boys and women and girls. Rates after change include: men—skilled 1s. 8½d., semi-skilled 1s. 6½d., unskilled 1s. 6d.; women (20 years and over) employed on women's work 11½d.; women employed on men's work (after 8 weeks) 75 per cent. of appropriate men's rates.
			Timeworkers	Further increase of 2½ per cent. (20 to 22½ per cent.) on pre-war rates. Increase of 12½ per cent. on list prices, making wages 140 per cent. above the list.
Milk Distribution	England and Wales	21 Sept.*	Men, women and juveniles employed in the distribution and processing of milk at undertakings scheduled under the Essential Work (General Provisions) Order.	Minimum rates of remuneration adopted, for a working week of 48 hours, including:—Men: distribution—foremen 90s., 85s., 78s., according to area; roundsmen 78s., 75s., 68s., other workers 75s., 72s., 64s.; processing—foremen 92s., 87s., 78s., pasteurisers and sterilisers 84s., 80s., 73s., clerks 82s., 78s., 70s., other workers 80s., 74s., 68s. Women (21 years and over): distribution—rounds-women 64s. (67s. 6d. after one month in complete charge of round), 62s. 6d., 55s., other workers 54s. 6d., 50s., 44s.; processing—56s. (57s. after 6 months' service), 53s., 47s. 6d.; clerks 58s., 53s., 49s.
			Do.	Minimum rates of remuneration adopted, for a working week of 48 hours (not less than 40 hours, clerical workers and shop assistants), including:—Distribution: foremen and forewomen 99s., 9d.; drivers of vehicles above 50 cwt., unladen weight 79s. 6d.; other male and female workers employed in collection and delivery (by horse or motor vehicle), garaging, stable work, etc., 22s. 3d. at under 15 years increasing to 71s. 6d. at 21 and over; rounds-women 22s. 3d. to 70s.; male clerks 22s. 3d. at under 15 increasing to 74s. 6d. at 22 and over, female clerks 21s. 3d. at under 15 increasing to 51s. 6d. at 21 and over; female shop assistants 19s. 3d. to 62s. 6d., bar steward 60s., barman 54s. 6d., counter hand 47s. 6d., billiards room attendant 44s., door keeper 41s. 6d., cleaner 39s., plus in each case a war advance of 11s. a week; male junior staff 15s. at 15 years and under increasing to 32s. at 19, plus a war advance of 7s. 6d. a week. Females (20 years and over)—cook 40s. 6d. a week, assistant and vegetable cook 35s., stove hand 33s., kitchen and counter hands 30s., barmaid 39s., cleaner 30s., plus in each case a war advance of 11s. a week.‡
Rubber Manufacture.	Great Britain	2 Nov.	Workpeople employed in the tyre division.	Minimum hourly rates adopted, being the current minimum hourly rates recognised by the National Joint Industrial Council for the Rubber Manufacturing Industry increased by ¼d. for men, ½d. for women 21 years and over and ¾d. for youths, boys, women and girls under 21. Minimum rates after change: men 1s. 5½d. to 1s. 10d. an hour, according to class of work, women 21 years and over 11d. to 1s. 0½d., youths and boys 6½d. at under 16 increasing to 1s. 1½d. at 20 and under 21, women and girls under 21, 5½d. to 9½d. (Pieceworkers to earn at least 25 per cent. above the appropriate time rate).‡
Railway Staff Catering.	London Area	1 Nov.	Workpeople employed by the management committees of main line railway staff canteens and dining clubs which are members of the London Railway Canteens Association.	Scale of standard minimum rates adopted, for a normal working week of 48 hours, including: Males (20 years and over)—chief steward 86s. a week, assistant manager 80s., chef 79s. 6d., second chef 62s. 6d., bar steward 60s., barman 54s. 6d., counter hand 47s. 6d., billiards room attendant 44s., door keeper 41s. 6d., cleaner 39s., plus in each case a war advance of 11s. a week; male junior staff 15s. at 15 years and under increasing to 32s. at 19, plus a war advance of 7s. 6d. a week. Females (20 years and over)—cook 40s. 6d. a week, assistant and vegetable cook 35s., stove hand 33s., kitchen and counter hands 30s., barmaid 39s., cleaner 30s., plus in each case a war advance of 11s. a week.‡
Coffin Furniture and Cerement Making.	Great Britain	23 Nov.	Female workers employed in:— Coffin furniture section	Increase of 3s. 11d. a week in general minimum time rates with consequential increase in piecework basis time rates.¶
Cinematograph Film Production.	Great Britain	1 Nov.	Cerement making section (including pinkers and choppers).	Increase of 1d. an hour in general minimum time rates and in piece-work basis time rates.¶
			Film artistes, engaged on a daily basis and in receipt of salaries not exceeding 42s. a day or night.	Minimum rates adopted including: crowd artistes—at a place of employment within a radius of 10 miles from Charing Cross or to which conveyance is provided, day work 21s. a day (not exceeding 9½ hours), night work 30s. a night (not exceeding 9½ hours), elsewhere 22s. 6d. and 31s. 6d., Sunday work 42s. a day (these rates are deemed to include travelling allowances but are subject to supplements for spoken lines, special clothing, etc.).¶

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED IN NOVEMBER, 1942.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decrease in italics.)
Agriculture	Holland Division of Lincolnshire.	15 Nov.	Horsenters	Weekly number of hours beyond which overtime rates become payable fixed at 57 in summer and 61 in winter in lieu of 50 in summer (plus time spent on customary duties) and 48 in winter (plus time spent on customary duties) as previously fixed.¶
			Cattlemen and shepherds	Weekly number of hours beyond which overtime rates become payable fixed at 54 throughout the year in lieu of 50 in summer and 48 in winter as previously fixed.¶
			Milkmen	Weekly number of hours beyond which overtime rates become payable fixed at 54 throughout the year in lieu of 56 as previously fixed.¶

\* Date of signature of the agreement, the provisions of which become operative in undertakings scheduled under the Essential Work (General Provisions) Order as from the date on which each undertaking is scheduled.  
 † The areas are, respectively, (a) London (comprising the City of London and the Metropolitan Police District), (b) other towns and urban districts with a population of 10,000 or over, and (c) all smaller areas.  
 ‡ These changes were the result of an agreement between undertakings which are members of The National Joint Industrial Council for the Rubber Manufacturing Industry (Tyre Division) and the trade unions concerned.  
 § Meals while on duty and protective clothing (which are valued at 12s. 6d. a week) are supplied free.  
 ¶ This increase took effect under an Order issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Order of the Ministry of Labour and National Service, obtainable from H.M. Stationery Office.  
 ¶ These changes took effect under an Order issued under the Agricultural Wages (Regulation) Acts (see also entry under "Changes in Rates of Wages," page 214).





## RETAIL PRICES OVERSEAS.

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

## AUSTRALIA.

In the third quarter of 1942, the official cost-of-living index figure for the six capital cities showed an increase of 2.4 per cent. over the figure for the previous quarter and of 20.6 per cent. over that for the second quarter of 1939. In September, 1942, the official index figure relating to the cost of food in thirty towns was 1.9 per cent. above the figure for June, 1942, and 14.8 per cent. above that for August, 1939.

## CANADA.

At 1st September, 1942, the official cost-of-living index figure showed a decline of 0.3 per cent. below the index figure for 1st August, 1942, but an increase of 16.5 over the figure for 1st September, 1939. For food alone the index figure at 1st September was 0.8 per cent. below that for 1st August, 1942, but was 29.3 per cent. above the figure for 1st September, 1939.

## NEW ZEALAND.

In August, 1942, the official cost-of-living index figure showed an increase of 1.7 per cent. over the figure for the previous month and of 12.4 per cent. over that for August, 1939. For food alone the corresponding percentage increases were 1.5 and 6.7 respectively.

## UNION OF SOUTH AFRICA.

In August, 1942, the official cost-of-living index figure showed a decline of 0.4 per cent. below the figure for July, 1942, but an increase of 18.5 per cent. over the figure for August, 1939. For food alone the index figure in August, 1942, was 2.0 per cent. below that for July, 1942, but 23.2 per cent. above the figure for August, 1939.

## SOUTHERN RHODESIA.

In September, 1942, the official cost-of-living index figure was 0.1 per cent. below the figure for August, 1942, which was 0.4 per cent. above the figure for July, 1942. The figures for September and August, 1942, showed increases of 13.1 and 13.2 per cent. over the figure for August, 1939. For food alone the index figure, after showing a rise of 0.4 per cent. between July and August, 1942, showed a decline in September, 1942, to the same level as in July, 1942. As compared with the figure for August, 1939, those for September, 1942, and August, 1942, showed increases of 14.2 and 14.7 per cent. respectively.

## CEYLON.

In May, 1942, the official index of the working class cost-of-living in Colombo Town showed an increase of 6.5 per cent. over the figure for April, 1942, and of 62.4 per cent. over that for August, 1939. For food alone the corresponding percentage increases were 8.7 and 88.0 respectively.

## EGYPT.

In July, 1942, the official cost-of-living index figure for Cairo was 2.0 per cent. above the figure for June, 1942, and 80.2 per cent. higher than that for August, 1939. For food, fuel and soap the corresponding percentage increases were 1.1 and 66.4 respectively.

## ICELAND.

At the beginning of October, 1942, the official index of the cost-of-living in Reykjavik was 19.0 per cent. above the figure for the previous month and 147.5 per cent. above that for September, 1939. For food alone the index figure at the beginning of October, 1942, showed increases of 28.6 and 238.6 per cent. over the figures for the beginning of September, 1942, and September, 1939, respectively.

## LEGAL CASES AFFECTING LABOUR.

## FACORIES—ABSOLUTE DUTY TO FENCE SECURELY.

In *Wraith v. Flexible Metal Co., Ltd.*, the Divisional Court allowed an appeal against a decision of a Magistrate on a charge under Sections 14(1) and 133 of the Factories Act, 1937. A girl employed in a factory had crept under a drying oven to recover a fallen tube. In consequence she suffered injury through her hair being caught in a revolving wheel. The employees had been prohibited from going under the oven when the machinery was in motion. It was admitted that a guard could have been fixed which would have afforded complete protection. There had been a similar accident to another girl 16 days later in similar circumstances. Section 119(2) of the Factories Act provides that no person employed in a factory shall wilfully and without reasonable cause do anything likely to endanger himself. If he does so he is guilty of an offence under Section 130(2) and the occupier shall not be guilty of an offence unless it is proved that he failed to take all reasonable steps to prevent the contravention. The Divisional Court overruled the finding of the Magistrate and held that as the

injury was due to the failure to fence securely, the occupiers of the factory had committed an offence under the Act and the fact that the girls had acted recklessly was immaterial. The Lord Chief Justice pointed out that it is impossible to guarantee that workers will not be both foolish and reckless and that the object of the Factories Act, 1937, is to protect them against their own folly and carelessness. The case was therefore remitted to the Magistrates with an intimation that the Respondents should be convicted.—*Divisional Court*, 15th October, 1942.

## WORKMEN'S COMPENSATION—ACCIDENT ARISING OUT OF EMPLOYMENT.

In *Blanning v. C. H. Bailey Ltd.*, the facts were as follows. The deceased workman was employed in the Appellants' gun mounting shop at the end of which was a stove where coke was burnt for heating a bucket of water with which the men washed their hands at dinner time. The workman when near the stove dropped a bottle of petrol which he had in his hands and the flames caused the petrol to ignite. He died from the burns and his widow claimed compensation in respect of his death. It was held that it was reasonable for the workman to have petrol with him for cleaning grease from his hands, and that as its use had not been expressly or impliedly prohibited the accident did arise out of his employment.—*Court of Appeal*, 16th October and 2nd November, 1942.

## WORKMEN'S COMPENSATION—PARTIAL INCAPACITY—MILITARY SERVICE—ARMY PAY NOT "EARNINGS" WITHIN SECTION 9.

In *Jones v. Amalgamated Anthracite Collieries Ltd.*, the workman had been employed as a collier before June, 1932, when he met with an accident and received compensation for total incapacity until 1935. From then until November, 1937, he was employed above ground and was paid compensation for partial incapacity. His compensation then ceased owing to a rise in wages and by September, 1940, when he was called up for military service, he was regularly employed and earned on an average £3 15s. 4d. per week. In the Army his pay and allowances amounted to £2 0s. 9d. per week. In May, 1942, the workman applied for compensation for partial incapacity. He based his claim upon the fact that before the accident he was earning £2 10s. per week and in the Army only £2 0s. 9d. per week, and that under Section 9(3)(i) of the 1925 Act he was entitled to half the difference between the two amounts. The County Court Judge made an award in the workman's favour upon which the employers appealed. The Court of Appeal held that the workman's pay and allowances in the Army were not "earnings" in employment or business within the meaning of Section 9. It was also held that the workman was able to earn £3 15s. 4d. per week had it not been for the fact that the National Service (Armed Forces) Act, 1939, prevented him from doing so. As his incapacity and earnings were unrelated he was not entitled to compensation.—*Court of Appeal*, 29th October and 13th November, 1942.

## UNEMPLOYMENT INSURANCE.

## DECISIONS GIVEN BY THE UMPIRE.

The Umpire is a judicial authority independent of the Ministry of Labour and National Service, 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.

A synopsis of a recent decision of general interest is given below.

## Case No. 399/1942 (6th November, 1942).

SECTIONS 27, 41 AND 105 OF UNEMPLOYMENT INSURANCE ACT, 1935: UNEMPLOYMENT INSURANCE (COURT OF REFEREES) REGULATIONS, 1936 (S.R. & O. 1936, No. 334): MISCONDUCT: REFUSAL TO JOIN TRADE UNION: OBJECTION BY CLAIMANT TO CONSTITUTION OF COURT OF REFEREES: HELD THAT COURT WAS NOT PROPERLY CONSTITUTED AND THAT COURT'S DECISION WAS *ultra vires*.

The claimant, a moulder, was dismissed from his employment for having failed to implement the undertaking given by him when he was engaged that he would join the appropriate Trade Union. His claim to benefit was disallowed by the Insurance Officer under the provisions of Section 27 of the 1935 Act. The Court of Referees upheld the disqualification but based it on a finding that the claimant had voluntarily left his employment without just cause. The claimant appealed to the Umpire against that decision and also on the ground that the Court was not properly constituted since one of the members (not the Chairman) was the president of the local branch of the Trade Union in question.

The Umpire held that by the terms of Regulation 4 (5)(b) of the Unemployment Insurance (Court of Referees) Regulations, 1936, made by the Minister under the powers conferred on him by Section 41 of the 1935 Act, viz., that "no member of a panel shall act as a member of a Court during the consideration of a case by which he is or may be directly affected," the

\* Selected decisions of the Umpire are published (i) in monthly 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 back page of this GAZETTE.

† Statutory Rules and Orders, 1936, No. 334.

member of the panel to whom objection was taken was directly affected, and that the Court was therefore not properly constituted, and its decision was *ultra vires* having been given without jurisdiction. The Umpire stated that no question of waiver arose in this case as it did in Case 4054/34,\* as the claimant did not learn until after the decision that the member of the panel was an official of the Trade Union which he had refused to join. The Umpire directed that the case should be re-heard by a Court of Referees properly constituted and expressed the opinion that the issue should be whether the claimant incurred disqualification for having voluntarily left his employment without just cause rather than that he lost his employment through his misconduct.

## CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS,

1940-1942.

## NATIONAL ARBITRATION TRIBUNAL AWARDS.

During November, 1942, the National Arbitration Tribunal issued twelve awards, Nos. 268-279. In four cases the awards relate to the whole or a substantial part of an industry in a particular area or are otherwise of special interest, and the following is a summary of these awards. The other eight awards relate to cases affecting individual firms or other employing bodies.

*Award No. 270 (11th November).*—*Parties:* Members of the Woolcombing Employers' Federation and members of the National Union of Enginemmen, Firemen, Mechanics and Electrical Workers employed by them. *Claim:* For the retrospective payment of an increased cost-of-living wage addition. *Award:* The Tribunal awarded that the 7½ per cent. cost-of-living increase which was made to the workers concerned as from the beginning of the first full pay period following 27th August, 1942, should be paid retrospectively as for and from the pay day (and for the full pay period) in the week ended 11th July, 1942.

*Award No. 271 (12th November).*—*Parties:* Members of the Wolverhampton and District Master Bakers' and Confectioners' Association and the Dudley and District Master Bakers' and Confectioners' Association and members of the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers employed by them. *Claim:* For the abolition of night baking. *Award:* The Tribunal found against the claim.

*Award No. 275 (20th November).*—*Parties:* The National Association of Local Government Officers and Lytham St. Annes Corporation. *Claim:* For the application by the Corporation of the war bonus recommended by the Lancashire and Cheshire Provincial Council for the Professional, Technical, Administrative and Clerical Services of Local Authorities. *Award:* The Tribunal found against the claim as stated and awarded certain war bonuses in respect of the period from 1st January, 1941, onwards, particulars of which are set out in full in the award.

*Award No. 297 (23rd November).*—*Parties:* Members of the National Light Castings Ironfounders' Federation and members of the Trades Unions constituting the Joint Committee of Light Metal Trades Unions employed by such employers. *Claim:* For an increase of wages. *Award:* The Tribunal awarded an increase of 1s. per week to adult male workers (whether piece-work or time-work) with a corresponding increase to women workers whose wages are based on a percentage of the men's wages and a corresponding increase to boys and youths.

Copies of all the awards may be obtained, price 1d. net each, from H.M. Stationery Office at any of the addresses shown on the back page of this GAZETTE.

## NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During November, 1942, the National Arbitration Tribunal (Northern Ireland) issued ten awards, Nos. 149-158. Nine of the awards relate only to individual undertakings or establishments. The remaining award is summarised below.

*Award No. 158 (25th November, 1942).*—*Parties:* The Ministry of Agriculture for Northern Ireland and certain workers employed by the Ministry. *Claim:* Headage Rates for Slaughtering, etc.—Cattle: A rate of 8s. per head, being an increase of 2s. per head on the pre-war basic rate of 6s. Sheep: 1s. 9d. per head, being an increase of 9d. per head on the pre-war basic rate of 1s. Pigs: (i) 2s. 6d. per head for all pigs weighing up to 280 lbs.; (ii) 5s. per head for sows and boars. Calves: (i) 2s. per head for killing, bleeding and removing internal organs, and (ii) 3s. per head for killing, bleeding and dressing. Overtime: (i) An increase of 50 per cent. on the normal headage rates for all work done before 8-30 a.m. and after 5-30 p.m., on Saturdays and before 8-30 a.m. and after 12-30 p.m. on Sundays and Public Holidays (the term "Public Holidays" to have the same meaning as was attached to the use of that term in Award No. 73 given by the Tribunal on 14th November, 1941). Special Allowances: (i) 1s. per carcass

to be paid to slaughtermen at Londonderry and Coleraine for moving and spacing out carcasses after slaughtering work has finished for the day; (ii) 2s. 6d. per hour to be paid to slaughtermen at Londonderry for the work of carrying carcasses from the slaughter-house to the cooling house; (iii) 2s. per hour to be paid for compulsory waiting time. *Award:* (i) Double the normal headage rates shall be paid for all work done on Sundays and Public Holidays. The term "Public Holidays" to have the same meaning as was attached to the use of that term in Award No. 73 made by the National Arbitration Tribunal (Northern Ireland) on 14th November, 1941. (ii) Special Allowance: The present rate of 10 per cent. on the earnings of slaughtermen at Londonderry abattoir for the work of carrying carcasses from the slaughter-house to the cooling house increased to 20 per cent. (iii) Waiting Time: Payment at the rate of 2s. per hour shall be made for compulsory waiting time. The Tribunal find that the other parts of the claim have not been established and they award accordingly.

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

## INDUSTRIAL COURT AWARDS.

During November, 1942, the Industrial Court issued four awards, Nos. 1881-1884, one of which is summarised below. The remaining awards relate to single undertakings.

*Award No. 1884 (18th November).*—*Parties:* The National Union of General and Municipal Workers, National Union of Distributive and Allied Workers, the Transport and General Workers' Union, and United Road Transport Workers' Association of England and the Institute of British Launderers, Ltd., and the Co-operative Union Laundry Trade Association. *Claim:* For increases in the rates of wages of the members of the Unions employed in the laundry industry at laundries scheduled under the Essential Work (General Provisions) Order. *Award:* The Court awarded in favour of the claim.

## SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During November, 1942, seven awards were issued by Single Arbitrators and one by a Board of Arbitrators appointed under the Industrial Courts Act, 1919. Two of these eight awards related to disputes reported under the Conditions of Employment and National Arbitration Order, 1940. In six cases the awards related to individual undertakings or establishments. Summaries of the other two awards are as follows:—

*Parties:* The two sides of the Joint Conciliation Committee for the Mental Hospital Service of England and Wales. *Claim:* War wage increase for the nursing and indoor staff of public Mental Hospitals in England and Wales. *Award:* Increase granted to Male and Female Mental Nurses to date from 1st December, 1942.

*Parties:* The two sides of the No. 1 Northampton Board of Conciliation and Arbitration for the Boot and Shoe Trades. *Claim:* Whether "pinpering" was a mechanical operation within the meaning of an agreement of 27th July, 1938. *Award:* The Arbitrator decided that pinpering is included in the "mechanical operations" referred to in the agreement.

## COURT OF INQUIRY.

On 5th November, 1942, the Minister of Labour and National Service appointed Sir Charles Doughty, K.C. (Chairman), Mr. J. Twomey and Mr. A. M. Wall, J.P., as a Court of Inquiry to inquire into the causes and circumstances of the threatened stoppages of work in engineering establishments in South Wales. The Court issued its Report on 24th November, 1942.

## TRADE BOARDS ACTS.

## NOTICES OF PROPOSAL.

During November, 1942, proposals to vary minimum rates of wages were issued as shown below. Further information may be obtained, by persons engaged in the respective trades, on application to the Secretary of the Board concerned at Sunnyside Mansions Hotel, Knowsley Road, Southport, Lancashire, in the case of Boards in Great Britain, or at 31, Eglantine Avenue, Belfast, in the case of Boards in Northern Ireland:—*Tin Box Trade Board (Great Britain).*—Proposal X (21), dated 3rd November, 1942, to vary minimum rates of wages for male and female workers.

*Keg and Drum Trade Board (Great Britain).*—Proposal K.D. 22, dated 13th November, 1942, to vary minimum rates of wages for male workers under 17 years of age.

*Flax and Hemp Trade Board (Great Britain).*—Proposal F.H. (47), dated 15th November, 1942, to vary minimum rates of wages for male and female workers.

*Baking Trade Board (Northern Ireland).*—Proposal N.I.Bk. (N. 13), dated 17th November, 1942, to vary minimum rates of wages for certain male workers employed in establishments other than Home Bakeries.

\* U.I. Code 8B. Volume XIII, page 17.

## CONFIRMING ORDERS.

During November, 1942, the Minister of Labour and National Service in Great Britain and the Ministry of Labour in Northern Ireland, made Orders, in pursuance of the powers conferred by the Trade Boards Acts, confirming minimum rates of wages as varied by the Trade Boards indicated below. Copies of the Orders may be purchased from H.M. Stationery Office, either directly or through any bookseller:—

*Coffin Furniture and Cereament Making Trade Board (Great Britain)*.—Order U. (42), dated 7th November, 1942, confirming a variation of minimum rates of wages and specifying 23rd November, 1942, as the date from which such rates became effective.

*Dressmaking and Women's Light Clothing Trade Boards (Scotland)*.—Order W.D.S. (30), dated 13th November, 1942, confirming a variation of minimum rates of wages and specifying 23rd November, 1942, as the date from which such rates became effective.

*Hat, Cap and Millinery Trade Board (Scotland)*.—Order H.M.S. (24), dated 13th November, 1942, confirming a variation of minimum rates of wages and specifying 30th November, 1942, as the date from which such rates became effective.

*Baking Trade Board (Northern Ireland)*.—Order N.I.Bk. (12), dated 14th November, 1942, confirming the variation of minimum rates of wages for certain male workers employed in establishments other than Home Bakeries, and specifying 20th November, 1942, as the date from which such rates became effective.

*Shirtmaking Trade Board (Northern Ireland)*.—Order N.I.S. (28), dated 16th November, 1942, confirming the variation of general minimum time rates, piece work basis time rates and general overtime rates for male and female workers, and the general minimum piece rates for certain female workers, and specifying 23rd November, 1942, as the date from which such rates became effective.

## STATUTORY RULES AND ORDERS.

Particulars are given below of Orders made by the Minister of Labour and National Service which have been published in the series of *Statutory Rules and Orders* since the last issue of this GAZETTE was prepared, as well as of other Orders, so published, relating to matters with which the Ministry is concerned, either directly or indirectly.

Copies of *Statutory Rules and Orders* may be purchased directly from H.M. Stationery Office at the addresses shown at the foot of this page. The prices quoted are all net, those in brackets including postage at Inland Postal rates.

- | S.R.&O.<br>1942, No. | Title and Price.  |
|----------------------|---|
| 2389                 | <i>The Unemployment Insurance (Banking Industry Special Scheme) (Amendment) (No. 2) Order</i> , 1942, dated November 10, 1942, made by the Minister of Labour and National Service under the Unemployment Insurance Act, 1935 (25 and 26 Geo. 5. c.8) and the Unemployment Insurance (Emergency Powers) Act, 1939 (2 and 3 Geo. 6. c.92). 1d. (2d.).—[This Order amends the Banking Industry Special Scheme in the respect that unemployment allowances payable to persons covered by the Scheme who have exhausted their right to unemployment benefit are no longer to be restricted to the amount of the benefit that would have been payable if the applicant had been able to satisfy all the conditions for benefit. The purpose of the amendment is to permit of the payment under the Scheme of unemployment allowances commensurate with the increased allowances payable under the general scheme of unemployment assistance (see the issue of this GAZETTE for August, 1942, page 146.)] |
| 2397                 | <i>The Fire Prevention (Government Premises) (No. 2) Order</i> , 1942, dated November 23, 1942, made by the Minister of Home Security under Regulations 27A and 38 of the Defence (General) Regulations, 1939, 2d. (3d.).—[This Order, which took effect on 7th December, 1942, amends the Fire Prevention (Government Premises) Order, 1942, so as to provide, <i>inter alia</i> , for the extension of the obligation to perform fire prevention duties at Government premises to women of the prescribed age who are employed at those premises.]  |
| 2404                 | <i>Order in Council amending the Defence (Agriculture and Fisheries) Regulations, 1939</i> . 1d. (2d.).—[See summary on page 211.]  |
| 2432                 | <i>The Industry (Records and Information) and Inspection of Premises (No. 1) Order</i> , 1942, dated November 27, 1942, made by the Minister of Production under Regulation 55 of the Defence (General) Regulations, 1939. 1d. (2d.).—[See summary on page 211.]  |

- | S.R.&O.<br>1942, No. | Title and Price.  |
|----------------------|---|
| 2443                 | <i>The Building and Civil Engineering Labour (Returns) (No. 3) Order</i> , 1942, dated November 30, 1942, made by the Minister of Works and Planning under Regulation 56AB of the Defence (General) Regulations, 1939. 1d. (2d.).—[By this Order registered employers in building and civil engineering contracting were required to furnish the Minister of Works and Planning, by not later than 19th December, 1942, with returns respecting persons employed by them in specified building and civil engineering contracting activities who were on the pay-roll on the pay-day in the week beginning 23rd November, 1942.]   |
| 2450                 | <i>The Industry (Records and Information) (No. 3) Order</i> , 1942, dated November 30, 1942, made by the Minister of Supply under Regulations 55 and 98 of the Defence (General) Regulations, 1939. 1d. (2d.).—[By this Order the Industry (Records and Information) (No. 1) Order, 1940, and the Industry (Records and Information) (No. 2) Order, 1941, were revoked as from 1st December, 1942. Provisions similar and additional to those of the revoked Orders are contained in a new Order (S.R.&O. 1942, No. 2432—see above) a summary of which is given on page 211.]   |
| 2465                 | <i>The Building and Civil Engineering (Restriction on Transfer) (Exemption) Directions</i> , 1942, given by the Minister of Labour and National Service under the Building and Civil Engineering (Restriction on Transfer) Order, 1941. 1d. (2d.).—[See summary on page 211.]   |
| 2620                 | <i>The Unemployment Insurance (Emergency Powers) (Amendment) (No. 4) Regulations</i> , 1942, dated December 11, 1942, made by the Minister of Labour and National Service under the Unemployment Insurance (Emergency Powers) Act, 1939 (2 and 3 Geo. 6. c.92). 1d. (2d.).—[The effect of these Regulations which came into force on the date thereof, is to except from the liability to unemployment insurance the employment by the Postmaster-General of scholars or students in cases where the employment commences and ends in any consecutive December and January but does not continue for more than three weeks from and including the day of its commencement.] |

WORKMEN'S COMPENSATION ACT  
(NORTHERN IRELAND), 1927.

## INDUSTRIAL DISEASES.

The Ministry of Labour for Northern Ireland has made an Order under sub-section (3) of Section 44 of the above Act, the effect of which is to add to the Schedule of Industrial Diseases under the Act (1) poisoning by tri-cresyl phosphate; (2) poisoning by tri-phenyl phosphate. The Order was made on 5th November, 1942, and came into force on 14th November.

Copies of the Order, S.R. & O. of Northern Ireland, 1942, No. 176, which may be cited as the Workmen's Compensation (Industrial Diseases) Order (Northern Ireland), 1942, may be purchased from His Majesty's Stationery Office, 80, Chichester Street, Belfast, or through any bookseller.

## OFFICIAL PUBLICATIONS RECEIVED.

[NOTE.—The prices are net, and do not include postage.]  
INTERNATIONAL LABOUR CONFERENCE.—*Proposed Action by His Majesty's Government in the United Kingdom of Great Britain and Northern Ireland regarding certain Draft Conventions and Recommendations*. (Cmd. 6407; H.M. Stationery Office, price 1d.).—For particulars see page 210 of this GAZETTE.

MERCHANT SHIPBUILDING AND REPAIRS.—*Seventeenth Report from the Select Committee on National Expenditure; Session 1941-1942*. (H.C. 121; H.M. Stationery Office, price 4d.).—See summary on page 209 of this GAZETTE.

SOCIAL INSURANCE AND ALLIED SERVICES.—(i) *Report by Sir William Beveridge*. (Cmd. 6404; H.M. Stationery Office, price 2s.). (ii) *Memoranda from Organisations*. Appendix G to Report by Sir William Beveridge. (Cmd. 6405; H.M. Stationery Office, price 2s.).—See summary of (i) on page 208 of this GAZETTE.

UNEMPLOYMENT INSURANCE.—*Selected Decisions given by the Umpire on Claims for Benefit during the Six Months ended 30th September, 1942*. U.I. Code 8B. Pamphlet No. 2/1942. Ministry of Labour and National Service. (H.M. Stationery Office; price 2d.)

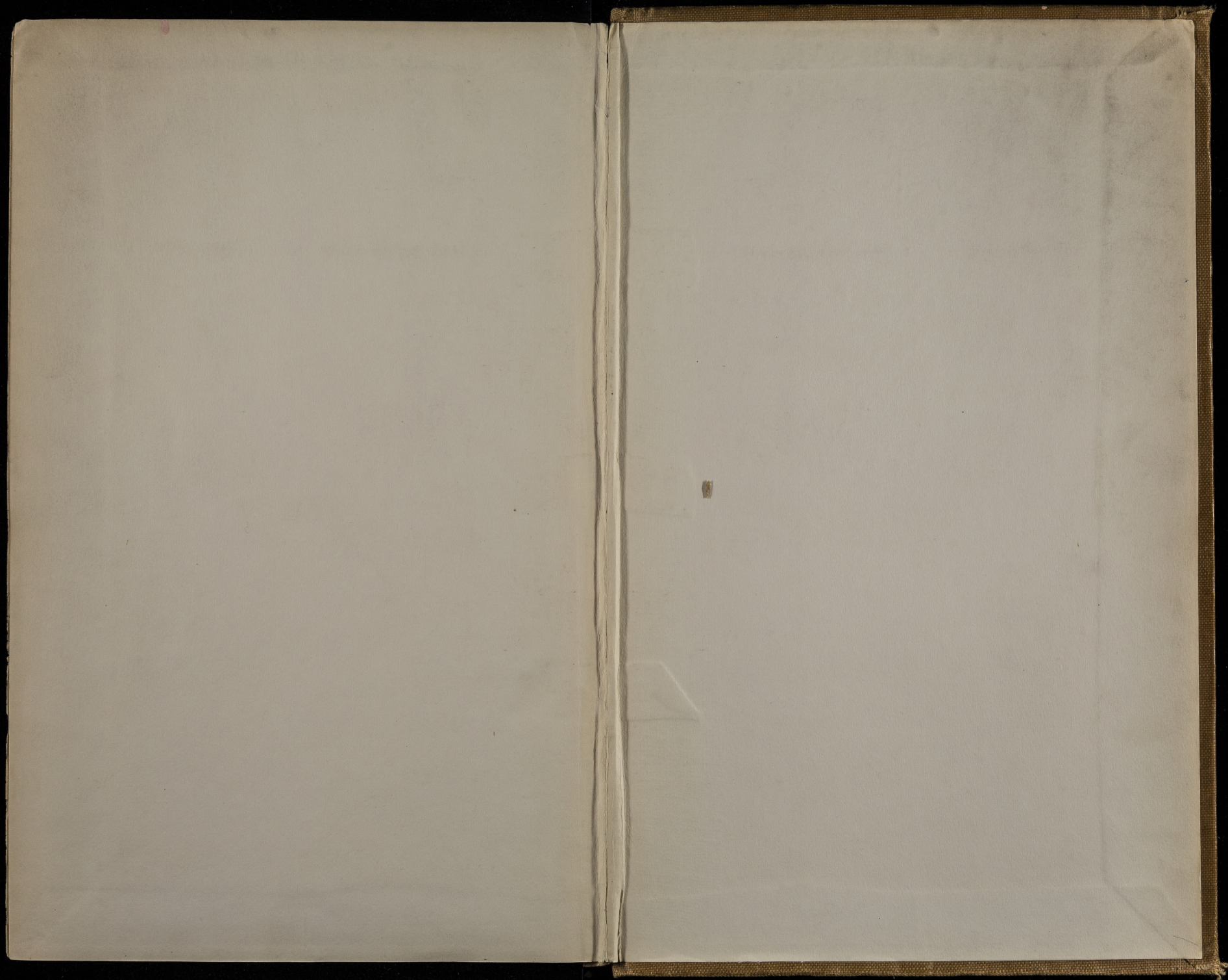
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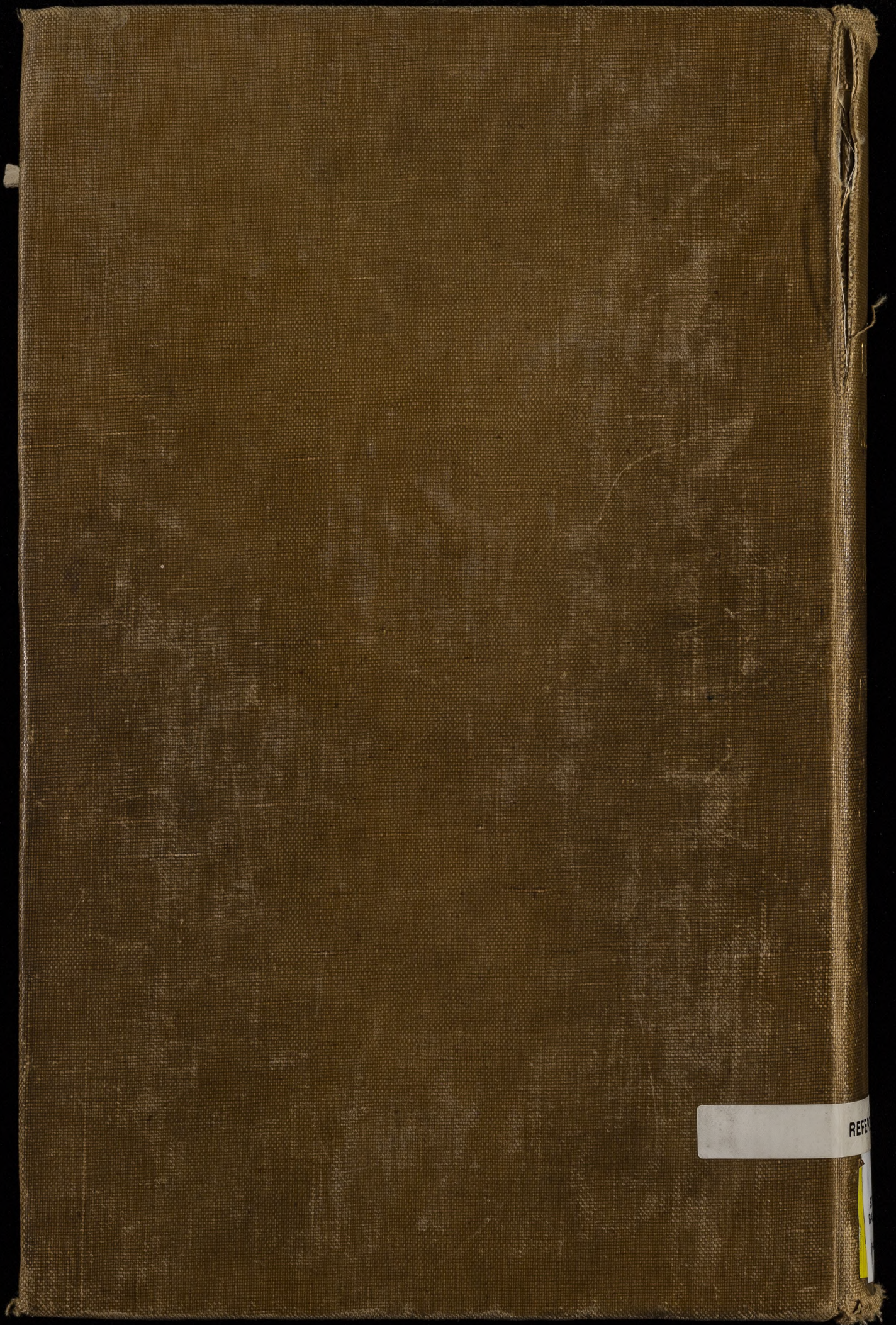
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