

HOURS OF EMPLOYMENT IN BUILDING AND CIVIL ENGINEERING.

BUILDING AND CIVIL ENGINEERING CONTRACTING (HOURS OF EMPLOYMENT) DIRECTIONS.

The Minister of Works and Planning has issued two Directions* with regard to the hours of employment and the performance of Sunday work in building and civil engineering contracting undertakings registered under Regulation 56AB of the Defence (General) Regulations, 1939. The Directions have effect as from the date thereof, *viz.*, 6th November, 1942.

The first of these Directions prescribes that, with certain specified exceptions, not more than sixty hours a week are to be worked on weekdays in the undertakings concerned and that work on Sundays shall not be permitted. The principal exceptions relate to specified classes of emergency repair work, such work of special urgency in the war effort as may be generally or specifically authorised by the Minister, preparatory work, railway work, and continuous shift work not being work within any of the other specified classes of excepted work. In the case of continuous shift work the exception is subject to the proviso that the working week shall not exceed six days (including Sundays, if worked) nor shall the total number of hours worked exceed sixty.

The second Direction authorises the performance of Sunday work on certain specified dates in 1942 and 1943 in England and Wales and in Scotland, notwithstanding the general prohibition of Sunday work by the first Direction. The dates concerned are as follows:—*England and Wales*.—8th and 22nd November, 1942, 6th and 20th December, 1942, 3rd, 17th and 31st January, 1943, and 14th February, 1943; *Scotland*.—8th and 22nd November, 1942, 6th and 20th December, 1942, 10th and 24th January, 1943, and 7th and 21st February, 1943.

BUILDING AND ENGINEERING CONSTRUCTION (YOUNG PERSONS) ORDER, 1942.

The Minister of Labour and National Service has made an Order† under the above title imposing, with effect as from 29th November, 1942, restrictions on the hours of employment of young persons engaged in various building and civil engineering operations or employed in places where such operations are carried on.

The Order applies to all places where building operations and works of engineering construction (as defined by subsection (1) of Section 152 of the Factories Act, 1937) are undertaken (a) by way of trade or business or for the purposes of any industrial or commercial undertaking, or (b) by any municipal or other public authority, or (c) by or on behalf of the Crown. For young persons employed in such places or in such operations the maximum working time in any week is restricted by the Order to 48 hours in the case of young persons under 16 years of age and 54 hours in the case of young persons aged 16 and 17 years. The Order also prohibits the employment of young persons under 18 years of age (i) continuously (*i.e.*, for this purpose, without interruption by an interval of at least half-an-hour) for more than five hours without an interval of at least half-an-hour for a meal or rest, and (ii) on a Sunday unless the young person receives in respect of his employment on that Sunday a whole holiday on a week-day either in the week beginning with that Sunday or in the previous week.

Special provision is made in the Order respecting the application of the restrictions on working hours in any case where a young person in employment subject to the Order is also employed by the same employer in some other employment or where a young person is employed by two or more employers on premises or operations to which the Order applies. Other provisions require employers to keep records, in a prescribed or approved form of the working hours of young persons subject to the Order and of the intervals allowed for meals or rest. A record book (Factory Form 39) is being placed on sale by H.M. Stationery Office for the convenience of employers.

ESSENTIAL WORK (AGRICULTURE) (SCOTLAND) (AMENDMENT) ORDER, 1942.

The Minister of Labour and National Service, after consultation with the Secretary of State for Scotland, has made an Order† under the above title amending in certain respects the Essential Work (Agriculture) (Scotland) Order, 1941,§ and extending the operative period of that Order indefinitely beyond 1st November, 1942, the original expiry date.

The principal amendments affect the provisions relating to the engagement of workers and the termination of employment for serious misconduct. Henceforward a farmer may not seek by circular, public notice or advertisement to engage any person for employment as an agricultural worker except with the permission in writing of a local officer, and in any case where a farmer summarily dismisses an agricultural worker from his employment on the ground of serious misconduct he must immediately communicate to a local officer particulars regarding the case. Any such summary dismissal is, in the first instance, to be provisional only, and if the worker exercises

* *Statutory Rules and Orders, 1942, Nos. 2293 and 2294—see page 202.*
† *Statutory Rules and Orders, 1942, No. 2269. See page 202.*
‡ *Statutory Rules and Orders, 1942, No. 2203/S.55. See page 202.*
§ See the issue of this GAZETTE for October, 1941, pages 194 and 209.

his right to appeal and the National Service Officer directs the reinstatement of the worker after appeal the dismissal is to be treated as ineffective, and the worker must be paid his wages for the period following his dismissal until his reinstatement, provided that he was capable of and available for work and willing to perform services outside his usual occupation which he could reasonably be asked to perform. In cases, however, where the worker fails to appeal against the dismissal or the dismissal is upheld by the National Service Officer, it is to be operative from the date thereof.

A further amendment extends from seven to fourteen days the prescribed period during which, except in cases of dismissal for serious misconduct, the contract of employment of an agricultural worker is to remain operative after the date on which permission to terminate the contract has been given to either party by the National Service Officer.

NATIONAL SERVICE ACTS, 1939-1941. MEN AGED 18 : ROYAL PROCLAMATION.

By a Proclamation, signed by His Majesty the King on 22nd October, 1942, the operation of the National Service Acts has been extended, subject to the exceptions specified in the Acts, to men in Great Britain who at the date of the Proclamation had reached the age of 18 but not 46 years. These age limits are the same as those contained in the Proclamation made on 23rd July, 1942 (*see* the issue of this GAZETTE for August, 1942, page 147) but the effect of the new Proclamation is to extend the liability to be called up for service under the Acts to men who reached the age of 18 between 24th July and 22nd October, 1942 (both dates inclusive).

Regarding this Proclamation, the Minister of Labour and National Service made the following statement in reply to a question in the House of Commons on 22nd October:—

"The lower age in the National Service Acts has always been 18, but in practice the minimum age of calling up was originally 20 and was subsequently reduced first to 19 and last December to 18½. Recruitment has continued in the last ten months on a large scale without calling up men under the age of 18½, but the stage has now been reached when, in the opinion of the Government, this further reduction in age can no longer be postponed and is, indeed, urgently necessary. I will not, I am sure, be expected to go into detail about recruitment for the Forces; but I may say that there are requirements for all the three Services that necessitate this step.

"His Majesty has to-day signed a further Proclamation as a result of which men who have reached the age of 18 up to this date will be made liable to be called up under the National Service Acts and I propose to register on 7th November those who reached the age of 18 between 1st July and 30th September, both dates inclusive; they will be medically examined later in the month and called up to the Forces as required, and many of them may expect to join in December.

"I will consider as usual what adjustments may be necessary in the national interest as regards apprentices and students.

"I should like to make it clear that the reduction in the age of calling up does not affect the minimum age, namely 19, at which men called up to the Army are posted for service abroad."

FURTHER REGISTRATION OF MEN.

In accordance with the above statement, men born between 1st July and 30th September, 1924, (both dates inclusive) were required to register under the National Service Acts on 7th November.

RECRUITMENT OF YOUNG MEN FOR THE FORCES.

TERMINATION OF DEFERMENTS IN CERTAIN CASES.

As announced by the Ministry of Labour and National Service on 26th October, the Government have decided, in view of the urgent need for young men in the Forces, that deferments granted for men in certain occupations must be brought to an end in cases where the men were below the age of 25 years or 30 years, according to the particular occupation concerned, when they were required to register under the National Service Acts. It is appreciated that this may cause some difficulty, but the Government is confident that at this stage of the war employers will do their utmost to ensure that young men are set free for the Forces. As a preparatory step, all the young men concerned are being summoned for medical examination almost immediately. Before any of them are called up, however, their employers are to be given an opportunity of indicating for which men they need substitutes. Where it is agreed that a substitute is needed, the man concerned will not be called up until a substitute has been supplied.

It is particularly desired that employers should not enter into correspondence at this stage regarding individuals affected by this decision. The men concerned will be informed, and their employers communicated with, before calling up action is taken.

MAN-POWER IN BANKING AND INSURANCE.

REPORT OF COMMITTEE OF ENQUIRY.

The Report* has recently been published of the Committee appointed by the Chancellor of the Exchequer, under the chairmanship of Lord Kennet, to ascertain and report what practical measures, whether by way of some form of concentration or otherwise, can still be taken to secure the greatest possible release of man-power from banking and allied businesses and insurance undertakings. The Committee carried out its investigations through three Sub-Committees which dealt respectively with (i) banking and allied businesses, including investment trusts, finance and discount houses and stock exchanges, (ii) ordinary insurance, and (iii) industrial assurance.

Although the Report as a whole makes no direct recommendations for the concentration of undertakings as a means of economising labour in the industries concerned and shows that the scope for the further release of man-power from these industries is relatively limited, various suggestions and recommendations are made by the Sub-Committees in their sectional reports whereby certain economies of labour may be effected. Thus, the Sub-Committee dealing with banking and allied businesses recommends the further closing down of branch banks, and makes certain suggestions for the reduction of services rendered to customers and for modifications of methods of work. In the case of the Clearing Banks it is suggested that they should be required to operate with 90 per cent. of their pre-war staff and that this reduction should be carried to 85 per cent. as from March, 1943. The Sub-Committees dealing with insurance recommend that no staff should be employed wholly or mainly in obtaining new business.

The need for the regular review of deferments of calling up granted to men of military age is emphasised in each of the sectional reports, and the Committee particularly draw attention in their introductory remarks to certain other points which are common to all the undertakings within the Committee's terms of reference. In these undertakings, the Committee state, the hours of work cannot be exactly regulated by the clock, as in manufacturing undertakings. Work has to be adapted to special times and seasons, involving longer hours on some days than on others. Forty-six hours (excluding meal-breaks) should however, be taken as a standard for reference and the industries should seek to attain it as an average. As regards part-time work, particularly the part-time employment of non-mobile women, the Committee consider that full use has not been made of this as a means of releasing labour. There are opportunities for its further development, especially for homogeneous blocks of simple clerical work in large centres, of which use should be made in the manner recommended by the Sub-Committees, and consideration should be given to the establishment of a special register of persons available for the purpose.

SUPPLY OF LABOUR.

MEMORANDUM BY MINISTRY OF LABOUR ON RECOMMENDATIONS BY SELECT COMMITTEE ON NATIONAL EXPENDITURE.

The Select Committee on National Expenditure have recently published as their Fourteenth Report† the replies of Government Departments to recommendations made by the Committee in certain of their earlier Reports. The Report includes a memorandum by the Ministry of Labour and National Service dealing with observations and recommendations on matters within the competence of the Ministry which were made by the Committee in their Seventh Report on the Supply of Labour.‡ With regard to the Committee's recommendation respecting the establishment of a permanent committee, independent of Departments and reporting directly to the War Cabinet, to review the allocation of man-power between industry and the Fighting Services and also between the broad categories of industries, the memorandum points out that such a committee could not deal with the subject without being supplied with information which is available only to the War Cabinet. At present it is the War Cabinet which determines the proper allocation of man-power, and the deliberations of the proposed committee would create confusion and delay and their conclusions would gravely embarrass, if they could not be allowed to supersede, decisions of the War Cabinet. Concerning absenteeism the memorandum gives particulars of various steps that have been taken to improve the procedure under the Essential Work Orders and to ensure enforcement§; and as regards the employment of women it outlines various measures that have been put into operation for promoting, along the lines suggested by the Committee, the replacement of men by women and the recruitment of additional women workers both for whole-time and part-time work.

* Report from the Committee on Man-Power in Banking and Allied Businesses in Ordinary Insurance, and in Industrial Assurance. Cmd. 6402. H.M. Stationery Office, price 4d. net. (5d. post free).

† Fourteenth Report from the Select Committee on National Expenditure, Session 1941-42. H.C. 112. H.M. Stationery Office, price 6d. net (8d. post free).

‡ See the issue of this GAZETTE for April, 1942, page 86.

§ See, in particular, the issues of this GAZETTE for April, 1942, page 82; August, 1942, pages 146-147; and September, 1942, page 160.

Commenting on the Committee's recommendations respecting training, the Ministry of Labour and National Service affirm in certain instances that the recommendations are in accordance with Government policy and that the arrangements proposed are either now in operation or will be considered, should the necessity arise. The Ministry do not, however, approve the suggested survey of establishments providing training capacity, as generally speaking the need for the scheme whereby employers were asked to train labour surplus to their requirements had now passed, and the survey would therefore yield no advantage. Among other comments and observations the Ministry draw attention, in connection with the Committee's remarks regarding departmental machinery for the supply of labour to undertakings, to the White Paper (Cmd. 6360) on the Regional Organisation of Production, particulars of which were given on page 123 of the issue of this GAZETTE for June, 1942.

ENGINEERING CADETSHIPS SCHEME.

The Government has announced the foundation of a scheme of Engineering Cadetships leading to technical commissions in the fighting services. The scheme is open to youths aged 16-19 inclusive who, except in the case of those born in 1924, have left school before October, 1942, and have at least a credit in Mathematics, Physics or Science in the School Certificate, and are not employed in any branch of engineering.

Engineers of professional grades are needed not only to ensure the maximum production of armaments, but also to ensure that the repair and maintenance staffs in the Forces shall be commensurate with the needs of modern warfare. A very substantial number of trained engineers are being produced by the State Bursary Scheme at Universities and the Intensive Training Scheme for the Higher National Certificate at Technical Colleges and, in addition, a considerable number of young engineers are being withdrawn from civilian work to be commissioned as Technical Officers in the fighting services. However, the Technical Personnel Committee,* which is responsible for working out measures for securing the supply of engineers of professional grades, has come to the conclusion that all these schemes, even when they attain their maximum output, will not be enough and that a fresh source of supply must be found. The scheme of Engineering Cadetships has therefore been planned, and its success will reduce the future demands of the Services upon the personnel of productive industry.

Approved applicants under the scheme will be given courses in engineering at technical colleges before being allocated to the Forces for training as technical officers. Training will, as a rule, continue until the age of 20 and the Institute of Mechanical Engineers has agreed to accept successful completion of the course as warranting exemption from Parts A and B of their Associateship Examinations. The necessary educational fees will be paid by the Government, and maintenance grants will also be provided. Further particulars of the scheme are given in a leaflet† which may be obtained, together with forms of application, from the Ministry of Labour and National Service, Appointments Department, Sardinia Street, London, W.C.2, or from any local Appointments Office. Correspondence should be marked on the envelope "Engineering Cadetships."

VOLUNTEER LABOUR FOR FACTORY WORK.

APPEAL TO PERSONS ON APPOINTMENTS REGISTER.

An appeal is being addressed by the Minister of Labour and National Service to certain persons on the Appointments Register urging them to volunteer for work in factories. The concentration of industry and other developments affecting the labour supply have had the effect of throwing on the labour market a supply of persons with organising, administrative and business experience, and this supply is greater than the demand created for persons with such experience through expansion in the Government Service and the munitions industries. It is inevitable, therefore that the registers of the Appointments Department of the Ministry of Labour and National Service should include, besides many men and women who are needed for administrative, managerial and supervisory work, many who, although qualified to perform such work, are not so needed. On the other hand there is an unlimited demand for labour for the munitions programme and it is imperative that more men and women should go on to the shop floor of the factories. Accordingly, in his appeal, which is being addressed individually to the majority of men and women on the Appointments Register for whom jobs have not been found, the Minister earnestly invites such persons to join the men and women working on the factory floors. Age and inexperience, it is pointed out, are no bar in the case of persons who are fit and active; training will be given where necessary, the work is not unpleasant, and the chance of promotion from the ranks to supervisory positions for those found suitable is good.

* The Technical Personnel Committee comprises representatives of the Ministry of Labour and National Service and of the Supply and Education Departments, and is under the chairmanship of Lord Hankey.

† *Engineering Cadetships*.—P.L. 112/1942.

THE PROBLEM OF ABSENTEEISM.

The increasing strain on the man-power resources of the country in order to meet the requirements of the Services, the war industries and those other industries the maintenance of which is essential to the life of the community, makes it imperative that continuous and effective attention should be given to the problem of absenteeism. For the guidance of employers in dealing with this problem the Ministry of Labour and National Service have recently issued a memorandum,* of which the principal features are given below, discussing the nature and causes of the problem and suggesting various measures for its solution.

Absence from work and persistent lateness without reasonable excuse have been made direct offences against the law in the case of employment scheduled under the Essential Work Orders, but in the view of the Ministry of Labour and National Service a solution of the problem of avoidable absence from work is more likely to be found by those establishments which look for that solution within themselves, than by those which tend to rely more on external powers of discipline or punishment. The recent amendment of the Essential Work (General Provisions) Order† recognised this fact by providing for the reference of cases of absenteeism or persistent lateness to an "appropriate Works Committee" or other joint body (where one exists) before a worker may be prosecuted.

Investigations have revealed that the causes of absenteeism, broadly speaking, are common to all factories; it is rare to find that any special cause exists peculiar to one establishment. The incidence of the several causes does, of course, vary as between factory and factory, according to local circumstances, e.g., transport facilities, proportion of married women employed, etc. Some of the common causes are (a) sickness and injury of the worker or of some member of the family for whom the worker has to care, (b) shopping difficulties, (c) the requirements of the family and home, e.g., the care of children, preparation of the meals, house-cleaning, etc., and (d) lassitude or fatigue due to long hours combined with long journeys. There are also various psychological causes, including depression in permanently "black-out" factories and, perhaps the most significant of all, the lack, due often to ignorance, of real interest in the job and of conviction of its importance and urgency. Experience shows that the workers in general respond in increasing degree to the incentive of interest when they are made aware of the part their particular job plays in the final product, and it is hoped that the new production committees will be useful in this direction. The Ministry of Labour and National Service is convinced that a real effort by industrial management to attack the psychological causes of absenteeism is the greatest single contribution that can be made to a solution of the problem.

Another important contribution that managements are urged to make, wherever possible, consists in the arrangement of the "planned" hours of working of individuals or of sets of workers with some regard to their personal convenience. At present hours of work are too often decided more or less for the factory as a whole, and in present conditions much greater flexibility of organisation is needed to meet the special circumstances of married women with young children, for example, or of workers who travel long distances.

The adaptation of the industrial machine to meet the reasonable requirements of the human beings who operate that machine is essential if the optimum national output is to be maintained and anything approaching war weariness is to be discouraged. Measures such as are suggested would not only constitute a sound long-term policy of maximum production, but would naturally lead to the placing of absenteeism in its true perspective and thereby render it more easily controllable.

The first step in the direction of that control is for one person of senior status in each factory (assisted as may be necessary) and capable of a tactful and understanding approach to the individual, to be allocated specifically to deal with all absences, and for the existence of that arrangement to be made thoroughly known throughout the factory. That same person should be responsible also for establishing co-ordinated procedure for dealing with applications for leave of absence. Where a Personnel or Labour Manager or Welfare Supervisor is employed, he or she will obviously be the most suitable person to deal with these matters.

The second step is to ensure that the extent of absenteeism is known, together with its causes. To assist firms, the Ministry of Labour and National Service have provided a "model" form of record (Form A/P.L.106), copies of which may be ordered from H.M. Stationery Office. This record is primarily for the firm's own use; its purpose is not merely statistical but rather to make it possible for the various factors responsible for absenteeism at the particular factory to be assessed and dealt with as a domestic matter. The leaflet indicates some of the ways in which the information disclosed by such records can be used to deal effectively with absenteeism.

It is of primary importance that in their efforts to deal with absenteeism and persistent lateness, whether culpable or not, managements should maintain close consultation with the representatives of the workers, through the Works Committee, the Production Advisory Committee, or other appropriate channel. The factory's record of absence and all relevant data in the possession of the management should be placed regularly

before those representatives, so that they may be stimulated to co-operate intelligently and wholeheartedly in the task of reducing that absence to the lowest possible level. The workers representatives have a special responsibility for convincing the thoughtless minority of their fellow-workers that absence from work, whether during normal or overtime hours, except for unavoidable reasons, not only interferes with the nation's war effort but is grossly unfair to the great majority, who do their part with diligence and enthusiasm in spite of the long hours and the personal and domestic inconvenience involved.

The Ministry of Labour and National Service hope that employers will give immediate and serious consideration to the various measures suggested in the memorandum, together with any others which they may devise, with the object of ensuring that the loss of production and the waste of labour entailed by avoidable absenteeism are eliminated to the utmost extent possible.

THE FAIR WAGES RESOLUTION.

A White Paper* by the Financial Secretary to the Treasury states that it has long been recognised that the Fair Wages Resolution of the House of Commons, which was passed in 1909, is not entirely appropriate in the changed circumstances of the present day, and that the question of a new Resolution has been under consideration for some time. As a result of discussions between the British Employers' Confederation, the Trades Union Congress and the Government, agreement has been reached on the draft of a new Resolution for submission in due course to the House of Commons for its approval.

The principal changes shown by the new draft Resolution as compared with the existing Resolution are as follows:—

(1) The standard of fair wages will no longer be solely the practice of "good employers" in the district. The employer will be required to observe such conditions as have been established for the trade or industry in the district by representative joint machinery of negotiation or by arbitration.

(2) The new Resolution specifically requires the contractor to observe "fair" conditions of labour as well as "fair" wages and to apply them to all persons employed by him in every factory, workshop or place where the contract is being executed. Contracting Departments will require an assurance from a new contractor that to the best of his knowledge and belief he has complied with the general conditions of the Resolution for at least the previous three months.

(3) Under the old Resolution the Minister of the Contracting Department had, if called upon, to decide whether or not fair wages were being paid. Under the new Resolution any such questions will be reported to the Ministry of Labour and National Service and, if not disposed of by negotiation, will be referred to arbitration.

(4) The contractor shall recognise the freedom of his work-people to be members of Trade Unions.

The statement points out that while the Conditions of Employment and National Arbitration Order, 1940 (made under the Emergency Powers (Defence) Act, 1939), remains in force, the position of Government contractors with regard to wages and conditions of employment is governed by that Order. There is, accordingly, no immediate need for seeking to amend the existing Fair Wages Resolution, and, before asking Parliament to consider the terms of the new draft Resolution (see below), it is desirable to have further experience of the administration of the Order and to allow opportunity for considering what changes may be necessary in view of any future developments with regard to the enforcement of industrial agreements. The Government, however, accept the view of the Trades Union Congress General Council and the British Employers' Confederation that a statement should be made now of the intention to submit to Parliament at the end of the war a new Resolution, which will be in the form set out in the Appendix, unless any amendments are mutually agreed in the meantime.

Draft Resolution.

The draft of the new Resolution is as follows:—

1.—(a) The contractor shall pay rates of wages and observe hours and conditions of labour not less favourable than those established for the trade or industry in the district where the work is carried out, by machinery of negotiation or arbitration to which the parties are organisations of employers and trade unions representative respectively of substantial proportions of the employers and workers engaged in the trade or industry in the district.

(b) In the absence of any rates of wages, hours or conditions of labour so established, the contractor shall pay rates of wages and observe hours and conditions of labour which are not less favourable than the general level of wages, hours and conditions observed by other employers whose general circumstances in the trade or industry in which the contractor is engaged are similar.

2. The contractor shall in respect of all persons employed by him (whether in execution of the contract or otherwise) in every factory, workshop or place occupied or used by him for the execution of the contract comply with the general conditions required by this Resolution. Before a contractor is placed upon

* Cmd. 6399. H.M. Stationery Office; price 1d. net. (2d. post free).

THE PERSONAL FACTOR IN ACCIDENTS.

REPORT BY THE INDUSTRIAL HEALTH RESEARCH BOARD.

THE Industrial Health Research Board have recently published, as the third in their series of Emergency Reports, a report entitled *The Personal Factor in Accidents*.* The principal features of this Report are reviewed below.

In a Preface to the Report the Board draw attention to the fact that, as a first step towards strengthening the Board, as recommended by the Select Committee on National Expenditure (see the issue of this GAZETTE for September, 1941, page 175), the Medical Research Council have recently reconstituted the Board on a wider basis and with the following revised terms of reference:—"To advise and assist the Medical Research Council in promoting scientific investigations into problems of health among workers, including occupational and environmental factors in the causation of ill-health and disease, and the relation of methods and conditions of work to the functions and efficiency of body and mind; and in making known such results of these researches as are capable of useful application to practical needs."

Regarding the subject of their Report, the Board point out that during the present war there has been a considerable increase in industrial accidents, due in part to the employment of greater numbers of people, many of whom are inexperienced, on work of a dangerous nature. As the numbers in employment rise, there is a more than proportional increase in accidents. The inevitable association of these happenings with the war effort may make people willing to accept a high accident rate as a regrettable necessity; this attitude towards the taking of unnecessary risks is not, however, adopted by the Services, and accident prevention is necessary, if for no other reason, because a civilian casualty is an additional burden on the community.

After pointing out that accident causation may be considered from the point of view of the operation or of the operative, and that their Report is written from the latter point of view, the Board proceed to discuss in the first part of their Report various general factors affecting the incidence of accidents. These factors include environmental conditions (hours of work, heating, ventilation, and lighting), certain personal factors of a general kind (experience, age, fitness for work), technical aspects (speed of work, organisation), and preventive influences (attitude of management, attitude of workpeople). Regarding these factors the Board state that, in war-time, longer working hours are necessary, but their effects may be partially mitigated by rest pauses, change of occupation, alternate sitting and standing, where possible, and by adjusting working benches and machines to the worker. Excessive heat or cold should be avoided and ventilation should not be regarded as a side issue. Inexperience, in the sense that a worker is not used to factory life, is a fruitful cause of accidents, and young persons are more liable to sustain accidents, quite apart from their inexperience. As regards the attitude of managements, the belief that accidents are really fortuitous has led to an attitude of mind that tends to accept them, and in too many industrial plants the weekly toll of accidents is written off as inevitable. Workers, for their part, should include in their attitude to their work the idea that part of their skill is shown by incurring no accidents. There is need for positive accident propaganda.

In the second part of their Report the Board consider the special personal qualities which make some individuals more liable to accidents than others in the same circumstances. Everyday experience, or the examination of any accident records, the Board state, makes it clear that, under like conditions of exposure and environment, some people have more accidents than others, and that the majority of accidents in any department is sustained by a small minority of the members, who, for various reasons, are prone to accidents. The possibility of using tests to select the accident prone is discussed in detail by the Board, who state that, although such tests are not wholly adequate, their value has been demonstrated. The importance of detailed and adequate accident records is stressed, and attention is drawn to the fact that systematic investigations have shown how the frequency of accidents may be reduced by the proper use of knowledge already available.

RE-ALLOCATION OF PRODUCTION RESOURCES.

The Minister of Production stated in the House of Commons on 14th October that in view of the fact that the national production effort is in many respects approaching its full capacity, he proposed to take measures for the more efficient allocation of existing production resources. The measures proposed were first to spread the demand for power, transport, housing and above all, labour, more evenly by transferring the key personnel and plant of selected undertakings out of the congested areas; and secondly to deal with firms whose use of scarce resources is wasteful. As a corollary to these measures, the Location of Industry (Restriction) Order had been amended in such a way that it was now necessary to obtain a licence for any manu-

* Industrial Health Research Board: Emergency Report No. 3. H.M. Stationery Office, price 4d. (5d. post free).

a Department's list of firms to be invited to tender, the Department shall obtain from him an assurance that to the best of his knowledge and belief he has complied with the general conditions required by this Resolution for at least the previous three months.

3. In the event of any question arising as to whether the requirements of this Resolution are being observed, the question shall, if not otherwise disposed of, be referred by the Minister of Labour and National Service to an independent Tribunal for decision.

4. The contractor shall recognise the freedom of his work-people to be members of Trade Unions.

5. The contractor shall at all times during the continuance of a contract display, for the information of his workpeople, in every factory, workshop or place occupied or used by him for the execution of the contract a copy of this Resolution.

6. The contractor shall be responsible for the observance of this Resolution by sub-contractors employed in the execution of the contract, and shall if required notify the Department of the names and addresses of all such sub-contractors.

WAGES IN THE COAL MINING INDUSTRY.

BONUS FOR INCREASED OUTPUT.

In the issue of this GAZETTE for September, 1942 (page 160), particulars were given of a scheme for the payment of a bonus for increased output in the coal mining industry which had been submitted by a Board of Investigation into Miners' Wages under the chairmanship of the Rt. Hon. Lord Greene, O.B.E., and accepted by the Government. The Board laid down for each district a standard tonnage calculated on the basis of recent performance. The scheme provided that, in any district in which the standard was exceeded by one per cent. or more in a bonus period of four weeks, the workers should be entitled to a bonus, payable over a period of four weeks commencing as soon as possible after ascertainment of the figures. If the standard tonnage were exceeded by 1 per cent., the bonus for adult workers would be 3d. a shift, if it were exceeded by 2 per cent., a bonus of 6d. would be paid, for 3 per cent. the bonus would be 9d., and so on up to 15 per cent. and over, which would carry a bonus of 3s. 9d. a shift. For underground workers under 18 years of age and for surface workers under 21 years the bonus was to be at one-half of these rates.

The calculation for the first four-week period, which ended on 3rd October, 1942, showed that the workers in six districts were entitled to receive a bonus. For adult workers the amounts of bonus were as follows:—

Shropshire	1s. 3d. a shift
Somerset	1s. 0d. "
South Derbyshire	9d. "
Leicestershire	6d. "
North Derbyshire and Nottinghamshire	3d. "

For underground workers under 18 years and for surface workers under 21 years the payment was at half the rates quoted. The bonus was payable during a period of four weeks, the first payment being made on the pay-day in the week ended 24th October.

The calculation for the second four-week period, which ended on 31st October, shows that the workers in twelve districts are due to receive a bonus. The amounts for adult workers are as follows:—

Somerset	1s. 6d. a shift
South Derbyshire	1s. 0d. "
Shropshire	9d. "
Northumberland, Leicestershire and Forest of Dean	6d. "
Durham, North Derbyshire, Lancashire and Cheshire, Warwickshire, Bristol, and Fife and Clackmannan	3d. "

These bonuses are payable for a period of four weeks, the first payment being made on the pay-day in the week ending 21st November.

UNDERGROUND MINING WORK.

ALTERNATIVE TO MILITARY SERVICE.

In their First Report, of which a summary was given in the September, 1942, issue of this GAZETTE, the Forster Committee on the Recruitment of Juveniles for the Coal-Mining Industry recommended that youths in other industries should be allowed, on reaching the age of 18½ years, to opt for employment in coal-mining as against military service. The Government have accepted this recommendation but have extended the proposed alternatives to include also underground work in tin, iron ore, oil shale, and gypsum mines. In future, the Ministry of Labour and National Service will give all young men who were under 25 when they registered and who are made available for service in the Forces, otherwise than in a trade capacity, an opportunity of volunteering instead for underground work in one of these kinds of mining.

By placing these employments on an equality with service in the Armed Forces the Government recognise not only their vital importance in the conduct of the war but the arduous and dangerous nature of the work.

* The Problem of Absenteeism.—P.L.106/1942.

† See the issue of this GAZETTE for April, 1942, page 82.

facturing undertaking coming into existence or changing the nature of its activities, whatever its size.*

In an announcement made to the Press on the same date the Minister stated that one direction in which opportunities for the re-allocation of production must be sought was the removal of certain undertakings, where possible those engaged in less essential work, from highly congested areas to other parts of the country. Arrangements had been made to find places, in the less heavily loaded districts, to which undertakings appropriate for transfer according to this plan could be removed, and in which they would be able to carry on under less congested conditions or in less direct competition with more vital industry. When such transfers were decided upon it would then be arranged for the firm's plant and key personnel to be transferred, but the bulk of their labour would be left behind to be re-directed to other work near their homes.

TRAINING AND RESETTLEMENT OF DISABLED PERSONS.

GRANTS TO UNDERTAKINGS EMPLOYING SEVERELY DISABLED PERSONS.

The arrangements hitherto in force for the payment of grants to certain voluntary undertakings which provide special facilities for the employment of severely disabled ex-Service men from the 1914-18 war have recently been superseded by revised arrangements integrated with the Interim Scheme for the Training and Resettlement of Disabled Persons, particulars of which were given in the issue of this GAZETTE for November, 1941 (page 212).

The new scheme of grants to voluntary undertakings is intended for persons who are prevented by disability from obtaining employment under ordinary industrial conditions. It is not limited to any particular category of disablement, though some measure of preference may be given to disablements resulting from war service or other war causes. The selection of individuals will normally be undertaken by the Ministry of Labour and National Service, but an undertaking may submit names to the Ministry for approval. In no circumstances will allowances or grants be payable in respect of persons who have not been specifically approved by the Ministry.

Undertakings eligible under the scheme are those which satisfy the Ministry that (i) their main object is the rehabilitation and employment of disabled persons; (ii) proper arrangements exist for their efficient conduct; (iii) the wages and general conditions of employment in the undertakings are satisfactory; and (iv) the grant of financial assistance from public funds is justified. Special consideration will be given to undertakings engaged on the production of articles required for Government or Public services. Undertakings trading for private profit are not eligible for inclusion in the scheme and no grant is payable in respect of disabled persons in private employment.

The grants payable under the scheme are of three kinds, viz., (a) *Training Grant*.—A weekly payment to meet the cost of any necessary instruction or training preliminary to employment by the undertaking; (b) *Deficiency Grant*.—An annual grant towards any loss incurred by an undertaking employing disabled persons under the scheme; and (c) *Capital Advance*.—A payment, to be made in exceptional circumstances, to enable a new undertaking to start an employment scheme for disabled persons or to assist an existing undertaking to develop its facilities. Where, in the opinion of the Ministry of Labour and National Service a period of training or learning is necessary before a disabled person can be expected to earn the approved rates of wages paid by the undertaking, a maintenance allowance will be paid to the trainee.

Further particulars of the arrangements outlined above are given in a leaflet† copies of which may be obtained upon application to any Regional Office of the Ministry of Labour and National Service at the addresses shown on page 29 of the issue of this GAZETTE for January, 1942.

FOOD CONTROL.

MAXIMUM RETAIL PRICES OF FOOD.

The maximum retail prices of bacon were raised by 2d. per lb. from 26th October, by an Order amending the Bacon (Prices) Order, 1941; and the maximum retail price of butter was raised by 1d. per lb., from 15th November, by an Order amending the Butter (Maximum Prices) (No. 2) Order, 1940. The maximum prices of bacon vary, as previously, according to description; the maximum price of butter is now 1s. 8d. per lb.

Other recent Orders apply to the retail prices of cakes, apples, tomatoes, carrots and certain imported canned meats.

FOOD RATIONING.

The ration of chocolate and sugar confectionery was raised from 2 oz. to 4 oz. per person per week during the eight weeks from 23rd August to 17th October, after which it became 3 oz.

* Particulars of the relevant amending Order (*Statutory Rules and Orders, 1942*, No. 2072) are given on page 202.

† Scheme of Grants to Undertakings employing Severely Disabled Persons.—P.L. 110/1942.

CONTROL OF WAGES AND PRICES IN THE UNITED STATES.

Wide powers have been conferred on President Roosevelt by Congress for the purpose of giving effect to his programme for stabilising the cost of living and preventing inflation in the United States.* Legislation enacted on 2nd October, 1942, entitled "An Act to Amend the Emergency Price Control Act of 1942, to Aid in Preventing Inflation and for other Purposes," authorises and directs the President, on or before 1st November, 1942, to issue a general order stabilising prices, wages, and salaries affecting the cost of living and empowers him to make adjustments in these in so far as may be necessary to promote the effective prosecution of the war or to correct gross inequities. He may also restrict the payment of double-time to cases where by reason of emergency an employee is required to work for seven consecutive days in any regularly scheduled work-week. No action may be taken under these provisions with regard to wages or salaries which is inconsistent with the Fair Labour Standards Act of 1938, or the National Labour Relations Act. So far as practicable, stabilisation is to be based on the levels of 15th September, 1942. In the exercise of these and other powers vested in him, the President, on 3rd October, 1942, signed an Executive Order providing for the stabilisation of the national economy.

The Executive Order sets up an Office of Economic Stabilisation under a Director, who is appointed by the President, and who, with the approval of the latter, is to "formulate and develop a comprehensive national economic policy relating to the control of civilian purchasing power, prices, rents, wages, salaries, profits, rationing, subsidies, and all related matters—all for the purpose of preventing avoidable increases in the cost of living, co-operating in minimising the unnecessary migration of labour from one business, industry, or region to another, and facilitating the prosecution of the war." An Economic Stabilisation Board is set up as an advisory body. It is under the chairmanship of the Director, and comprises the Secretary of the Treasury, the Secretary of Agriculture, the Secretary of Commerce, the Secretary of Labour, the Chairman of the Board of Governors of the Federal Reserve System, the Director of the Bureau of the Budget, the Price Administrator, the Chairman of the National War Labour Board, and two representatives each of labour, management and farmers appointed by the President. Mr. Justice James F. Byrnes has been appointed Director of Economic Stabilisation, and he has resigned from the Supreme Court for the purpose of accepting the appointment.

The Executive Order, while reaffirming the policy of the Federal Government to encourage collective bargaining between employers and employees, lays down the basis of a scheme of wage stabilisation and its application, under prescribed conditions, by the National War Labour Board,† whose jurisdiction for this purpose is extended to all industries and all employees. The approval of the Board will now be required for all increases or decreases in wages and salaries. As regards increases in the rates prevailing on 15th September, 1942, approval is to be given only where necessary to correct maladjustments, gross inequities or inequalities, to eliminate sub-standards of living or to aid the effective prosecution of the war. In addition, for increases which are likely to affect the price ceilings of the commodities or services involved, the approval of the Director of Economic Stabilisation is required. Decreases below the highest rates paid for any particular work between 1st January and 15th September, 1942, will be allowed only in order to correct gross inequities and to aid the effective prosecution of the war. Salaries now in excess of 5,000 dollars a year may not be raised, save in respect of more difficult or responsible work, without the authority of the Director of Economic Stabilisation; and the Director, in order to correct gross inequities and to provide for greater equality in contributing to the war effort, may take the necessary action so that no salary shall exceed 25,000 dollars a year after payment of taxation, due allowance being made for life insurance commitments and other fixed obligations already incurred, and regard being had to the avoidance of undue hardship.

Finally, the Order provides for the stabilisation of the prices of agricultural commodities on the basis of the levels of 15th September, 1942, and it requires the Price Administrator to fix prices in such a manner that unreasonable or exorbitant profits are prevented.

WAGE CONTROL IN CANADA.

A Wartime Wages Control Order, dated 10th July, 1942, incorporates in a revised and consolidated text the regulations made for applying the system of wage control instituted by the Wartime Wages and Cost-of-Living Bonus Order, dated 24th October, 1941, an account of which was given in the issue of this GAZETTE for March, 1942. No new policy is laid down, and no changes have been made in the system of wage control or in the method of calculating the cost-of-living bonus payable to Canadian workers. The new Order is intended to secure the more effective enforcement of the system and the removal of inconsistencies. The earlier provisions, which are now revoked and superseded, have therefore been amended and revised for this purpose.

* See the issue of this GAZETTE for July, 1942, page 135.

† See the issue of this GAZETTE for April, 1942, page 87.

EMPLOYMENT IN OCTOBER.

GENERAL SUMMARY.

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 12th October (exclusive of 22,883 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 60,769; 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 1,357; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 2,746. As compared with 14th September the numbers wholly unemployed showed a decrease of 2,934, those temporarily suspended from work showed a decrease of 175, but unemployed casual workers showed an increase of 149.

The corresponding figures for women and girls at 12th October were 35,243 wholly unemployed (exclusive of those, numbering 990, who had been classified by interviewing panels as unsuitable for normal full-time employment), 839 temporarily stopped, and 121 unemployed casual workers. Of the 35,243 wholly unemployed, 1,013 had been classified as unable for good cause to transfer to another area. As compared with 14th September the numbers wholly unemployed showed an increase of 289, those temporarily stopped showed a decrease of 338, and unemployed casual workers showed a decrease of 19.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for 12th October was 65,907, as compared with 66,022 at 14th September, and 119,695 at 13th October, 1941.

The numbers registered as unemployed* at 12th October, 1942, are analysed below:—

	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
Great Britain.			
Men	50,661	1,355	2,742
Boys	10,108	2	4
Women	25,273	806	120
Girls	9,975	33	1
Total	96,017	2,196	2,867
Increase (+) or Decrease (—) as compared with:—			
14th September, 1942 ..	— 2,645	— 513	+ 130
13th October, 1941 ..	—57,629	—18,256	— 7,030
Great Britain and Northern Ireland.			
Men	57,750	1,634	3,751
Boys	10,776	16	6
Women	31,496	2,453	147
Girls	10,690	82	1
Total	110,712	4,185	3,905
Decrease (—) as compared with:—			
14th September, 1942 ..	— 2,811	— 374	— 140
13th October, 1941 ..	—67,729	—19,913	— 7,126

The numbers of unemployed persons* on the registers at 12th October, 1942, in each administrative region are shown below:—

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Wholly Unemployed.					
London and South-Eastern	12,242	2,147	6,641	1,969	22,999
Eastern	1,481	246	1,093	334	3,154
Southern	1,046	314	685	407	2,452
South-Western	1,546	263	807	274	2,890
Midlands	1,113	480	391	357	2,341
North-Midlands	1,068	203	471	164	1,906
North-Eastern	3,471	513	1,212	519	5,715
North-Western	6,874	1,716	2,667	1,273	12,530
Northern	4,086	1,291	2,632	1,560	9,569
Scotland	10,541	1,568	6,636	1,397	20,142
Wales	7,193	1,367	2,038	1,721	12,319
Great Britain	50,661	10,108	25,273	9,975	96,017
Northern Ireland	7,089	668	6,223	715	14,695
Great Britain and Northern Ireland	57,750	10,776	31,496	10,690	110,712
Temporarily Stopped and Unemployed Casual Workers.					
London and South-Eastern	692	—	186	3	881
Eastern	67	—	72	5	144
Southern	48	—	20	—	68
South-Western	281	—	62	8	351
Midlands	81	—	15	—	96
North-Midlands	190	—	6	1	197
North-Eastern	486	—	73	6	565
North-Western	515	5	156	1	677
Northern	515	1	163	1	680
Scotland	473	—	146	4	623
Wales	749	—	27	5	781
Great Britain	4,097	6	926	34	5,063
Northern Ireland	1,288	16	1,674	49	3,027
Great Britain and Northern Ireland	5,385	22	2,600	83	8,090

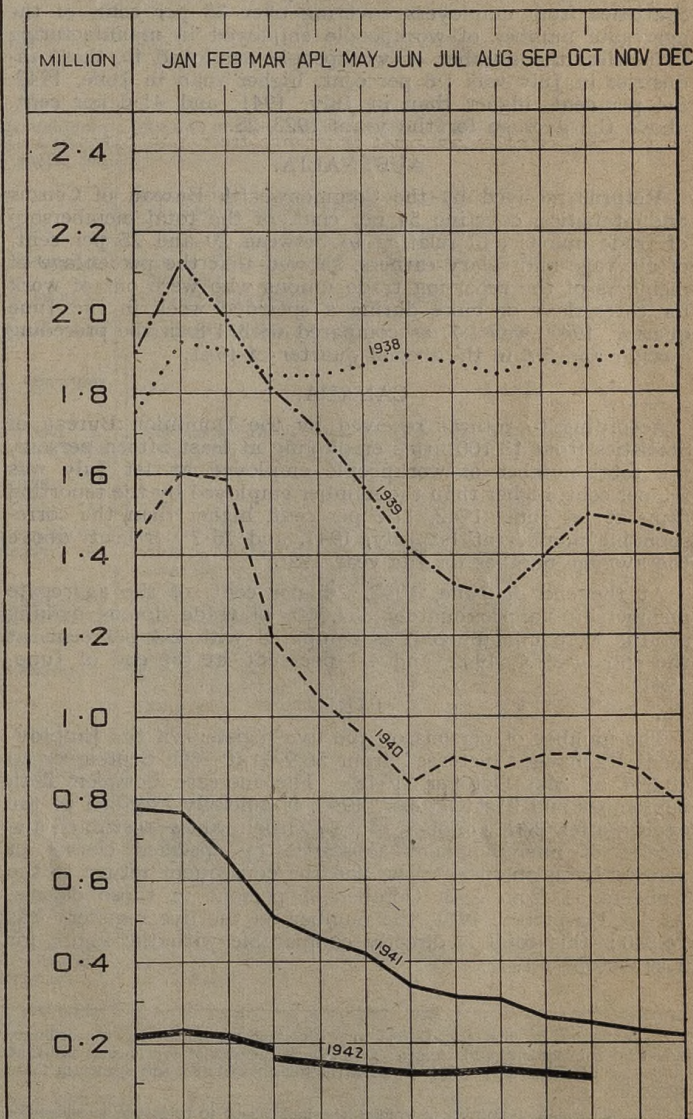
* The figures are exclusive of 22,883 men classified as unsuitable for ordinary industrial employment and 990 women unsuitable for normal full-time employment.

The following Table shows the numbers on the registers at one date in each month since October, 1941:—

Date.	Great Britain.					G. Britain & N. Ireland.
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.	
Wholly Unemployed.						
1941.						
13 October ..	85,598	11,436	72,789	16,027	185,850	210,645
17 November ..	86,173	9,162	64,093	12,556	171,984	194,810
8 December ..	84,235	8,108	62,058	10,823	165,224	189,020
1942.						
12 January ..	87,943	12,272	56,101	14,546	170,862	195,558
16 February ..	89,443	10,485	50,728	11,519	162,175	184,370
16 March* (a) ..	84,326	9,084	45,863	10,055	149,328	169,569
16 March* (b) ..	58,353	—	44,154	—	121,646	141,887
13 April ..	55,365	14,178	34,509	12,996	117,048	133,475
11 May ..	55,060	10,711	32,902	10,290	108,963	124,265
15 June ..	54,097	8,669	28,758	7,716	99,240	113,679
13 July ..	55,953	10,163	26,767	8,553	101,436	115,820
17 August ..	55,693	15,615	23,793	12,433	107,534	122,850
14 September ..	51,546	12,157	23,996	10,963	98,662	113,523
12 October ..	50,661	10,108	25,273	9,975	96,017	110,712
Temporarily Stopped and Unemployed Casual Workers.						
1941.						
13 October ..	15,956	84	13,764	545	30,349	35,129
17 November ..	16,611	87	9,671	749	27,118	31,616
8 December ..	13,862	87	8,303	878	23,130	27,498
1942.						
12 January ..	16,160	79	7,346	401	23,986	29,172
16 February ..	19,080	247	6,566	349	26,242	30,801
16 March ..	9,731	63	4,179	143	14,116	18,675
13 April ..	6,942	64	3,245	200	10,451	15,230
11 May ..	5,524	26	3,365	106	9,021	12,655
15 June ..	4,840	23	1,970	97	6,930	10,534
13 July ..	3,883	25	1,555	106	5,569	8,708
17 August ..	4,285	29	1,880	97	6,291	9,344
14 September ..	4,115	14	1,278	39	5,446	8,604
12 October ..	4,097	6	926	34	5,063	8,090

UNEMPLOYMENT CHART.

NUMBERS ON THE REGISTERS IN GREAT BRITAIN AND NORTHERN IRELAND.



Note.—From March, 1942, persons classified as unsuitable for ordinary employment have been excluded from the statistics relating to the numbers unemployed. The effect of the change is shown by the two points, on the chart, for that month.

* The figures on line (a) include, while those on line (b) exclude, men classified by interviewing panels as unsuitable for ordinary industrial employment and women classified as unsuitable for normal full-time employment. The figures given in the Table for dates prior to March include, while those for later dates exclude, persons in these categories.

COMPOSITION OF UNEMPLOYMENT STATISTICS: GREAT BRITAIN.

ANALYSIS FOR 12TH OCTOBER, 1942.

	Men 18 years and over.	Boys under 18 years.	Women 18 years and over.	Girls under 18 years.	Total.
Insured on Register:—					
1. Claimants to Benefit and applicants for Unemployment Allowances*	{(a) 46,630 {(b) 18,760	1,663	14,694 496	1,218	64,205 19,256
2. Non-claimants*	{(a) 4,153 {(b) 1,983	5,542	5,106 172	5,033	19,834 2,155
Others on Register:—					
3. Applicants for Unemployment Allowances*	{(a) 754 {(b) 1,009	3	922† 202†	23	1,702 1,211
4. Persons without applications*	{(a) 3,221 {(b) 1,131	2,906	5,477 120	3,735	15,339 1,251
Total on Register*	{(a) 54,758 {(b) 22,883	10,114	26,199 990	10,009	101,080 23,873
Insured Unemployed:—					
5. Number on Register* (Items 1 and 2)	{(a) 50,783 {(b) 20,743	7,205	19,800 668	6,251	84,039 21,411
6. Two months file†	17,566	3,596	28,013	3,750	52,925
7. Special Schemes—Claimants to Benefit	128	4	111	3	246
Total*	{(a) 68,477 {(b) 20,743	10,805§	47,924 668	10,004||	137,210 21,411

EMPLOYMENT OVERSEAS.

UNITED STATES OF AMERICA.

According to returns received by the Bureau of Labour Statistics from employers covering over 55 per cent. of the aggregate number of workpeople employed in manufacturing industries, the number of workpeople employed in those industries in July was 1.8 per cent. higher than in June, 1942, 8.4 per cent. higher than in July, 1941, and 41.6 per cent. above the average for the years 1923-25.

AUSTRALIA.

Returns received by the Commonwealth Bureau of Census and Statistics, covering 54 per cent. of the total membership of trade unions and relating to between 20 and 25 per cent. of all wage and salary earners, showed that the percentage of members of the reporting trade unions who were out of work for three days or more during a specified week in the June quarter, 1942, was 1.7, as compared with 1.8 in the preceding quarter and 3.6 in the second quarter of 1941.

CANADA.

According to returns received by the Dominion Bureau of Statistics from 13,100 firms employing at least fifteen persons, the total number of workpeople employed at 1st July was 2.3 per cent. higher than the number employed by the reporting firms at 1st June, 1942, 11.6 per cent. higher than the corresponding number at 1st July, 1941, and 75.7 per cent. above the average number for the year 1926.

At the end of June, 1942, 2.5 per cent. of the aggregate membership (approximately 357,000) of trade unions making returns were unemployed, as compared with 2.4 per cent. at the end of May, 1942, and 4.1 per cent. at the end of June, 1941.

ÉIRE.

The number of persons on the live registers of the Employment Exchanges increased from 56,979 at 26th September to 68,684 at 31st October, 1942. The increase between 26th September and 31st October, 1942, is officially ascribed to the expiry, after 27th October, of two Orders which restricted the receipt of unemployment assistance by specified classes of persons living in rural areas, and the consequent return to the registers as from 28th October of persons in those classes. At 1st November, 1941, the number on the live registers was 74,840; this total is directly comparable with the figure for 31st October, 1942.

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

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

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

§ Including 4,703 boys aged 14 and 15.

|| Including 4,402 girls aged 14 and 15.

FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople, other than seamen,* whose deaths from accidents in the course of their employment occurred or were reported in Great Britain and Northern Ireland in October† was 160, as compared with 216‡ in the previous month and with 261§ in October, 1941. Details for separate industries are given below:—

MINES AND QUARRIES.		Factories—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	1
Underground	13	Rubber	1
Surface	2	Gas Works	5
Metalliferous Mines	..	Electrical Stations	5
Quarries	3	Other Industries	3
TOTAL,	18	WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937.	
Factories.		Docks, Wharves, Quays and Ships	7
Clay, Stone, Cement, Pottery and Glass	2	Building Operations	28
Chemicals, Oils, Soap, etc.	7	Works of Engineering	..
Metal Extracting and Refining	2	Construction	3
Metal Conversion and Founding (including Rolling Mills and Tube Making)	12	Warehouses	..
Engineering, Locomotive Building, Boilermaking, etc.	24	TOTAL, FACTORIES ACT	127
Railway and Tramway Carriages, Motor and other Vehicles and Aircraft Manufacture	5	RAILWAY SERVICE.	
Shipbuilding	5	Brakesmen, Goods Guards	..
Other Metal Trades	1	Engine Drivers, Motor-men	..
Cotton	..	Firemen	4
Wool, Worsted, Shoddy	1	Guards (Passenger)	..
Other Textile Manufacture	1	Labourers	1
Textile Printing, Bleaching and Dyeing	..	Mechanics	4
Tanning, Currying, etc.	..	Permanent Way Men	4
Food and Drink	9	Porters	3
General Woodwork and Furniture	6	Shunters	..
		Other Grades	2
		Contractors' Servants	1
		TOTAL, RAILWAY SERVICE	15
		Total (excluding Seamen)	160

INDUSTRIAL DISEASES.

The Table below shows the number of cases§ and deaths§ in Great Britain and Northern Ireland reported during October under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926:—

I. Cases.		I. Cases—continued.	
LEAD POISONING.		EPITHELIOMATOUS ULCERATION (SKIN CANCER).	
Among Operatives engaged in:		Pitch	8
Smelting of Metals	..	Tar	..
Plumbing and Soldering	..	Paraffin	..
Shipbreaking	..	Oil	2
Printing	..	TOTAL	10
Other Contact with Molten Lead	1	CHROME ULCERATION.	
White and Red Lead Works	..	Manufacture of Bichromates	..
Pottery	1	Dyeing and Finishing	..
Vitreous Enamelling	..	Chrome Tanning	..
Electric Accumulator Works	1	Chromium Plating	1
Paint and Colour Works	1	Other Industries	3
Coach and Car Painting	..	TOTAL	4
Shipbuilding	1	Total, Cases	39
Paint used in Other Industries	..	II. Deaths.	
Other Industries	2	LEAD POISONING.	
Painting of Buildings	..	Pottery	1
TOTAL	7	EPITHELIOMATOUS ULCERATION (SKIN CANCER).	
OTHER POISONING.		Oil	1
Aniline	17	TOTAL, Deaths	2
ANTHRAX.			
Wool	1		

* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 31st October, 1942, in comparison with the 5 weeks ended 3rd October, 1942, and the 5 weeks ended 1st November, 1941.

‡ Revised figure.

§ Cases include all attacks reported during the month, and not previously reported, so far as is known, during the preceding 12 months. Deaths include all fatal cases reported during the month, whether or not included (as cases) in the same or previous returns.

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

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 October resulted in an aggregate increase estimated at £37,000 in the weekly full-time wages of about 250,000 workpeople, and in a decrease estimated at £11,500 in those of 245,000 workpeople.

Increases.—In the pottery industry an additional cost-of-living allowance of 10d. a day was granted subject to regular attendance and good timekeeping. The minimum time rates fixed under the Trade Boards Acts for the wholesale mantle and costume trade were raised by 1½d. an hour for men, 22 years of age and upwards, and by 1d. an hour for other men, women and juveniles. In boot and shoe manufacture there were increases ranging, according to age, from 1s. to 3s. a week for male timeworkers and from 1s. to 2s. a week for female timeworkers, with an increase of 4½ per cent. on basic statement prices for pieceworkers. Workpeople employed on timework in furniture manufacture received an extra war bonus of 1d. an hour in the case of men and women and ½d. an hour in the case of younger workers, while pieceworkers received 5 per cent. on pre-war basis rates. For journeymen electricians and assistants employed by electrical contractors in England and Wales and Northern Ireland, the cost-of-living (war) addition was increased from 18s. 4d. to 18s. 9d. a week. Men engaged in road haulage in Northern Ireland received an increase of 3s. a week. Other groups of workpeople whose wages were increased were packing case makers in London and workpeople employed in ready-made and wholesale bespoke tailoring in Northern Ireland.

Decreases.—In the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.), the flat-rate additions to wages were reduced in most districts, under cost-of-living sliding-scale arrangements, by 0.8d. a shift for men and 0.4d. a shift for youths and boys. In hosiery

manufacture in the Midlands, a bonus payable on basic wages was reduced, under the operation of a cost-of-living sliding scale. In tobacco manufacture, Trade Board minimum time rates were reduced, under a cost-of-living sliding scale, by 4½d. a week for men and 3d. a week for women and juveniles, with corresponding decreases for pieceworkers. Decreases also occurred in iron ore mining in some districts, tinplate manufacture, hosiery dyeing and finishing in the Midlands, and brush and broom manufacture.

Output bonus in coal mining.—The amount of increase quoted above and the details in the Table below do not include the bonus on output in the coal mining industry in certain districts, particulars of which are given on page 191.

Of the estimated total increase of £37,000, nearly £21,000 was due to arrangements made by joint standing bodies of employers and workers (including £600 under cost-of-living sliding scales arranged by such bodies); £7,000 was due to the operation of other cost-of-living sliding scales; and most of the remainder was the result of direct negotiations between the employers and workers or their representatives. The whole of the estimated decrease of £11,500 was due to the operation of sliding-scale agreements under which wage rates are adjusted, from time to time, in correspondence with movements of the cost-of-living index figure.

The changes reported in the first ten months of 1942, in the industries covered by the statistics, are estimated to have resulted in a net increase of £1,280,000 a week in the full-time wages of 5,400,000 workpeople, and in a net decrease of £200 in those of 4,000 workpeople. In the corresponding ten months of 1941 there was a net increase, in these industries, estimated at £1,600,000 in the weekly wages of 7,600,000 workpeople.

Hours of Labour.

There was a reduction in the weekly number of hours in winter beyond which overtime rates are payable for agricultural workers in Staffordshire.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING OCTOBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Agriculture.	Lancashire	18 Oct.	Youths and boys (14 years and under 21). Women and girls (14 years and over):— Casual workers	Increases of 8d. to 2s. 3d. a week in minimum rates.† Increase of ½d. an hour in minimum rates. Minimum rate after change at 18 years and over 11½d.†
	Shropshire	18 Oct.	Other than casual workers Schoolchildren (12 years and under 14) Youths and boys (14 years and under 21). Boys and girls (12 years and under 14).	Increases of 1s. 6d. a week (4s. 6d. to 4s.) in minimum rate for women 18 years and over and of 11d. to 2s. 7d. for girls.† Increase of 1d. an hour in minimum rate. Minimum rate at 12 and over 6d.† Increases of 2s. or 3s. a week, according to age, in minimum rates.† Increase of 1d. an hour (3d. to 4d.) in minimum rate.†
Mining and Quarrying.	Cleveland	5 Oct.	Iron ore miners	Flat-rate addition to wages (previously granted) decreased‡ by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men and by 0.4d. (9.6d. to 9.2d.) for youths and boys.
	Leicestershire and adjoining parts of Lincolnshire.	4 Oct.	Ironstone miners and limestone quarrymen.	
Pottery Manufacture.	North Lincolnshire	4 Oct.	Ironstone miners and quarrymen	Flat-rate increases of 2s. 6d. a shift for surface workers 21 years and over and underground workers 18 years and over, of 9d. to 2s. 3d., according to age, for surface workers under 21 years and of 1s. 3d. to 2s. 3d. for underground workers under 18 years. Additional cost-of-living allowance granted of 10d. a day, irrespective of age, occupation or sex, subject to regular attendance and good timekeeping. No further allowance to be applied until the cost-of-living index figure exceeds 207 (the level of July, 1914, being 100). Minimum weekly rates adopted of 42s. 3d. during 1st six months of service and of 49s. 3d. thereafter, plus 6s. 9d. a week war bonus in each case. (Probationary period to begin not earlier than 1st July, 1942).
	Various districts in England and Scotland||	9 Oct.	Workpeople employed in the pottery industry (excluding those whose wages are regulated by movements in other industries).	
Paint, Colour and Varnish Manufacture.	England and Wales	Pay day in week commencing 5 Oct.	Women employed on men's work	Flat-rate addition to wages (previously granted) decreased‡ by 0.8d. a shift (1s. 5.6d. to 1s. 4.8d.) for men and by 0.4d. (8.8d. to 8.4d.) for youths and boys.
	Cleveland and Durham, West Cumberland and North Lanes., North Lincs., North Staffs., South Staffs., Bilston, Northants. and South Wales and Mon.	4 Oct.	Workpeople employed at blast furnaces (except those whose wages are regulated by movements in other industries).	
Iron and Steel Manufacture.	Nottinghamshire and Leicestershire.	1st pay day in Oct.	Workpeople (excluding those engaged on maintenance work) employed at blast furnaces.	Flat-rate addition to wages (previously granted) decreased‡ by 0.8d. a shift (1s. 5.6d. to 1s. 4.8d.) for men and by 0.4d. (8.8d. to 8.4d.) for youths and boys.
	West of Scotland	Pay period beginning nearest 1 Oct.	Workpeople (excluding those engaged on maintenance work) employed at certain blastfurnaces.	
	Great Britain**	5 Oct.	Workpeople employed at steel sheet rolling mills.	Flat-rate addition to wages (previously granted) decreased‡ by 0.8d. a shift (1s. 6.4d. to 1s. 5.6d.) for men, by 0.4d. (9.2d. to 8.8d.) for youths and boys and by amounts varying from 0.4d. to 0.8d., according to age, occupation and experience, for women 18 years and over.

* 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.

† These increases took effect under Orders issued under the Agricultural Wages (Regulation) Acts.

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

§ This increase was the result of an agreement between the employers' association and trade unions concerned, but was made retrospective to the date shown by a decision dated 22nd October, 1942, given by an Arbitrator.

|| Including North Staffordshire, Newcastle-on-Tyne, Yorkshire, Derbyshire, Worcester, Bristol, Bovey Tracey, Kilmarnock, Bo'ness, Paisley and Barrhead.

** Women aged 21 years and over may not receive less than 4s. 8d. a shift plus 6s. 5 per cent. (or in some cases 67.5 per cent.) and a flat-rate addition of 1s. 6.4d.

*** This decrease 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.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Iron and Steel Manufacture— <i>contd.</i>	North-East Coast Area	4 Oct.	Workpeople employed at iron puddling furnaces and rolling mills.	Flat-rate addition to wages (previously granted) decreased* by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men and by 0.4d. (9.6d. to 9.2d.) for youths and boys.
	Great Britain†	4 Oct.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, lademen, furnace helpers, gas producers, semi-skilled workers and labourers, etc.).	Flat-rate addition to wages (previously granted) decreased* by 0.8d. a shift (1s. 7.2d. to 1s. 6.4d.) for men and women 21 years of age and over and by 0.4d. (9.6d. to 9.2d.) for those under 21.
	North-East Coast Area	4 Oct.	Workpeople employed at steel rolling mills.	
	Barrow-in-Furness	4 Oct.	Rail millmen, merchant millmen, enginemen, crane-men, etc.	
	Workington	4 Oct.	Steel millmen and labourers (dual workers).	
	Scunthorpe	4 Oct.	Steel millmen, wagon builders and repairers.	
	Bilston	4 Oct.	Steel millmen, maintenance men, etc.	
	West of Scotland	4 Oct.	Millmen, gas producers, enginemen, crane-men, firemen and mill labourers, semi-skilled workers and general labourers employed at steel rolling mills.	
	South-West Wales	4 Oct.	Workpeople employed in Siemens steel manufacture.	Flat-rate addition to wages (previously granted) decreased* by 0.8d. a shift (1s. 6.4d. to 1s. 5.6d.) for men and women employed on men's work and by 0.4d. (9.2d. to 8.8d.) for youths and boys and for women employed on youths' or boys' work.
	Galvanising.	England and Wales‡	5 Oct.	Workpeople employed in the galvanising of steel sheets (excluding the process of annealing).	Flat-rate addition to wages (previously granted) decreased* by 0.8d. a shift (1s. 6.4d. to 1s. 5.6d.) for men, by 0.4d. (9.2d. to 8.8d.) for youths and boys and by amounts varying from 0.4d. to 0.8d., according to age, occupation and experience, for women 18 years and over.
Wool-comb, Hackle and Gill Making.	Bradford, Leeds, Halifax, Keighley and district.	Pay day in week ending 10 Oct.‡	Wool-comb, hackle and gill makers	Increase of 1½d. an hour. Rates after change include: circle repairers, finishers and drillers 2s., faller drillers and fallermen in shops 1s. 10d., pinsetters in mills 1s. 10½d.
Timplate Manufacture.	South Wales, Monmouthshire and Gloucestershire.	4 Oct.	Men, women and juveniles (excluding those engaged on maintenance work).	Cost-of-living bonus decreased* by 0.8d. a shift (1s. 8d. to 1s. 7.2d.) for men and for women 21 years of age and over employed on men's work and by 0.4d. (10d. to 9.6d.) for other women and juveniles.
	Midland Counties (various districts)¶	1st pay day in Oct.	Men, women and juveniles	Bonus of 11d. in the shilling reduced* to 10d. on basic wages up to and including 60s. for male and 36s. for female workers. On basic wages over these amounts the bonus is reduced from 11d. to 10d. for the first 60s. for males or 36s. for females, and from 9½d. to 9d. for the remainder.
Hosiery Manufacture.	Dumfries	1st pay day in Oct.	Men, women and juveniles	Decrease* of ½d. in the shilling on rates adopted in November, 1919, making a net deduction of 1d. in the shilling from these rates. Minimum rates after change, including war bonus: timeworkers—men 55s. 4d., women 31s. 10d.; pieceworkers—men 59s., women 35s. 6d.
Hosiery Dyeing and Finishing.	Midland Counties (various districts)**	1st pay day in Oct.	Timeworkers (except female auxiliary workers and menders paid on the Nottingham and Leicester lists). Female auxiliary workers and menders paid on the Nottingham and Leicester lists. Piece or incentive workers	Decreases* of 1d. an hour for male dry and wet workers 21 years and over, of ½d. for those 18 and under 21 and of ¼d. for those under 18, and decreases of ½d. for trimmers and of ¼d. for women taking the place of men. Rates after change include: trimmers 1s. 9½d., dry and wet workers (men) 1s. 5½d. and 1s. 6d. respectively. Decrease* of ½d. an hour. Rates after change: Nottingham list (at 21 years and over), menders 1s., female auxiliary workers 10½d., Leicester list (at 18 years and over), menders 1s., female auxiliary workers 10d. Decrease* of 5 per cent. on piece rates for male dyers and auxiliary workers and of 7½ per cent. for female dyers and auxiliary workers and for trimmers.
Lace Dyeing and Finishing.	Nottingham and district.	1st pay day in Oct.	Bleachers, dyers and dollymen employed in lace and net dressing and curtain finishing.	Decreases* of 1d. an hour for men, of ¾d. for workers 18 and under 21 years and of ½d. for workers under 18. Rates after change for men: bleachers and dyers 1s. 6d., dollymen 1s. 7d.
Made-up Textiles.	Great Britain	7 Oct.	Men, women and juveniles	Cost-of-living sliding scale revised resulting in a further addition of 5 per cent. (25 to 30 per cent.) on minimum rates.††
Textile Making-up and Packing.	Manchester	1st pay day in Oct.	Men, women and juveniles	War wage increased* by 5d. a week (18s. 4d. to 18s. 9d.) for men, by 3d. (11s. to 11s. 3d.) for women 18 years and over and by proportional amounts for juveniles.
Wholesale Mantle and Costume Making.	Great Britain	2 Oct.	Timeworkers:—Men, youths and boys Women and girls Pieceworkers	Increase of 1½d. an hour in general minimum time rates for workers 22 years and over, and 1d. for other workers and late entrants.†† Increases of 1½d. an hour in general minimum time rates for males and of 1d. for females.††
Ready-Made and Wholesale Bespoke Tailoring.	Northern Ireland	5 Oct.	Timeworkers:—Men, youths and boys Women and girls Pieceworkers	Increase of 1½d. an hour in general minimum time rates for workers 22 years and over, and 1d. for other workers and late entrants.†† Increases of 1½d. an hour in piecework basis time rates for males 22 years and over, and of 1d. for females.††
Boot and Shoe Manufacture.	Great Britain	1st pay day in Oct.	Timeworkers:—Men, youths and boys Women and girls Pieceworkers	Increase* 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: 19s. at 15 years increasing each year to 29s. 6d. at 17 and then each half year to 73s. at 22 years and over. Increase* 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: 19s. at 15 years increasing each year to 28s. 3d. at 17 and then each half year to 48s. at 20 years and over. Increase* of 4½ per cent. on basic statement prices, making a total addition of 23½ per cent.
Tobacco, Cigarette, etc., Manufacture.	Great Britain	1 Oct.	Men, women and juveniles	Decreases* of 4½d. a week in minimum time rates for men and of 3d. for women and juveniles, with corresponding decreases for pieceworkers.††
Millsawing.	England and Wales	1st pay day in Oct.	Workpeople employed in home-grown timber trade:—Mechanical crane drivers Youths of 15 and 16 years	Minimum hourly rates adopted of 1s. 8d., 1s. 6d., 1s. 5½d., for A, B and C class mills respectively. Increase of ½d. an hour in minimum rates.
	Hartlepool	1st full pay week in Oct.	Firemen, crane-men, labourers, youths and boys employed in sawmills.	Increase of 1½d. an hour for firemen, crane-men and labourers and of from ½d. to 1d., according to age, for youths and boys. Rates after change: firemen and crane-men 1s. 7d., labourers 1s. 6½d.
Packing Case Making.	London (within a 25-mile radius of Charing Cross).	17 Oct.	Men Women (21 years and over) Youths, boys, and women and girls under 21 years.	Increase of 2d. to 3½d. an hour, according to occupation. Rates after change include: saw doctors 2s. 1½d., case makers, sawyers and machinists 2s., labourers 1s. 8½d. Increase of 3d. an hour for women employed on women's work and of ½d. for women employed as labourers or on men's work (after 8 months' employment). Rates after change: women employed on women's work 1s. 5d., as labourers 1s. 2½d., on men's work (after 8 months' employment) 1s. 7½d. Increase of 1d. an hour.

* Under cost-of-living sliding-scale arrangements.
† This decrease 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.
‡ This decrease affected mainly the employees of firms which are members of the Galvanising Conciliation Board.
§ In respect of the preceding pay period.
¶ A further increase of 1d. an hour is to be granted as from the pay day in the week ending 9th January, 1943.
** Including Leicester, Loughborough, Nottingham, Mansfield, Sutton-in-Ashfield, Ilkeston, Derby, Hinckley and Coventry districts.
*** Including Leicester, Loughborough, Hinckley and district, Nuneaton, and Nottingham and district (including Derby).
†† 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 OCTOBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Furniture Manufacture.	England and Wales (various districts)*	1 Oct.	Workpeople employed in furniture and bedding manufacture (excluding those whose wages are regulated by movements in other industries):—Timeworkers	Extra war bonus granted of 1d. an hour for men 21 years and over and for women 19 years and over (including dilutees), and of ½d. for apprentices and juveniles (including dilutees). Extra war bonus granted of 5 per cent. on basis rates of August, 1939
	Scotland†	1 Oct.	Pieceworkers Workpeople employed in furniture manufacture (excluding those whose wages are regulated by movements in other industries):—Timeworkers	Extra war bonus granted of 1d. an hour for all journeymen and journeywomen, men 21 years and over and women 19 years and over (including dilutees), and of ½d. for apprentices and juveniles (including dilutees). Rates after change include: Glasgow—men 2s., women 1s. 1½d. Other districts—men 1s. 11d., women 1s. 1d. Extra war bonus granted of 5 per cent. on basis rates of August, 1939. Extra war bonus granted of 1d. an hour (1s. 9½d. to 1s. 10½d.) for journeymen timeworkers and of 5 per cent. for pieceworkers. Increase of 5 per cent. (20 to 25) on basis rates of September, 1939.
Boot Last Making.	Northampton, Kettering, Leicester and Norwich.	2nd pay day in Oct.	Men, youths and boys	Cost-of-living (war) addition increased† from 18s. 4d. to 18s. 9d. a week (where less than 3 days are worked, the payment to be 3s. 2d. for 1 day, 6s. 3d. for 2 days and 9s. 5d. for 3 days). Scales of rates adopted of 15 per cent. of journeyman's rate at 16 years increasing to 60 per cent. at 20 years for apprentices other than indentured apprentices, and of 20 increasing to 70 per cent. for other youths and boys.
Electrical Contracting.	England and Wales and Northern Ireland	2nd pay day in Oct.	Journymen electricians and assistants.	Increase of ½d. an hour. Rates after change include: granite cutters, scabblers and toolsmiths 1s. 10½d., granite polishers 1s. 9½d.
Granite Working.	Aberdeen	8 Oct.	Cutters, turners, polishers, etc., employed in granite yards.	Increase of 4s. a week for permanent adult workers, of 2s. for temporary adult workers and for youths and boys at 14 and under 18 years, and of 3s. at 18 and under 21. Rates after change: general and tobacco warehousemen (permanent and temporary) 80s., cold store workers—warehousemen and gas plant men 81s., enginemen 84s., youths and boys 77s. at 14 years increasing to 62s. at 20.
Warehousing, Cold Storage, etc.	Bristol	1st pay day in Oct.	Men, youths and boys	Increase of 4s. a week for permanent adult workers, of 2s. for temporary adult workers and for youths and boys at 14 and under 18 years, and of 3s. at 18 and under 21. Rates after change: general and tobacco warehousemen (permanent and temporary) 80s., cold store workers—warehousemen and gas plant men 81s., enginemen 84s., youths and boys 77s. at 14 years increasing to 62s. at 20.
Road Haulage.	Belfast and Londonderry.	5 Oct. 12 Oct.	Checkers and porters§ Lorry drivers and assistants and loaders (Belfast Quay)§	Increase of 3s. a week for men and of proportional amounts for youths and boys. Rates after change include: checkers 73s., porters 63s.
	Northern Ireland (excluding Belfast and Londonderry).	12 Oct.	Lorry drivers and assistants, checkers and porters.§	Increase of 3s. a week. Rates after change: drivers of lorries over 2 tons carrying capacity 81s. 6d., 2 tons and under 73s. 6d., assistants on lorries 72s. 6d., loaders (Belfast Quay) 74s. 6d.
Leather Tanning, etc.	Northern Ireland	12 Oct.	Horse carters and stablemen§ Motor vehicle drivers and assistants, horse carters, etc.¶	Increase of 3s. a week. Rates after change include: drivers of motor vehicles of 2 tons capacity and over 81s. 6d., under 2 tons 73s. 6d., assistants 72s. 6d., steam wagon drivers 83s. 6d., assistants 72s. 6d.,
	Bradford, Cleckheaton, Halifax, Retford, Rochdale, Todmorden and district and Warrington.	1st pay day after 11 Oct.	Buffalo picker makers, tanners and skip makers—Men, youths and boys	Increase of 1½d. an hour for men on timework and of 5 per cent. (30 to 35) on pre-war rates for those on piecework; and increases of ½d. to 1d., according to age, for youths and boys. Rates after change: men timeworkers—skilled 1s. 8d., semi-skilled 1s. 6½d., unskilled 1s. 6d.
Brush and Broom Manufacture.	Great Britain	1 Oct.	Women and girls	Increase of ½d. to 1d. an hour, according to age. Rates after change: 6½d. at 14 years increasing to 1s. 1d. at 20.
	Northern Ireland	1 Oct.	Men, youths and boys	Decreases† of ½d. or ¼d. an hour, according to occupation, in general minimum time rates for men and for women (18 years and over), of ¼d. for youths and boys under 15 years and 16 and under 21 years and for girls under 15½ years and 16 and under 17½ years, and of ¼d. in piecework basis time rates.¶
Basket, Hamper, etc., Making.	London	5 Oct.	Women and girls	Decreases† of ½d. to 1d. an hour, according to age, in general minimum time rates and of 1d. an hour in piecework basis time rate.¶
	Lancashire and Cheshire. North-Eastern Counties	1 Oct. 5 Oct.	Basket makers Skip and basket makers	Decreases† of ½d. an hour in general minimum time rates at 18 years and over and of ¼d. at under 18 years and of ¼d. an hour in piecework basis time rate.¶ Bonus of 75 per cent. decreased† to 67½ per cent. Rate after change for timeworkers 1s. an hour plus 67½ per cent. Decrease† of 1 per cent. on list prices, leaving wages 127½ per cent. above the list.
Retail Meat Distribution.	England and Wales	Pay day in week beginning 5 Oct.	Skep, basket and hamper makers	Decrease† of 7½ per cent. on list prices, leaving time rates 140 per cent. and piece rates 125 per cent. above the list.
Coffin Furniture Manufacture.	Great Britain	1 Oct.	Shop managers, shop managers, shop assistants and cashiers. Men, youths and boys:—Dressers, stampers, polishers and planishers (including wheelers) 21 years and over. Other timeworkers	Scales of general minimum weekly rates of remuneration adopted, for a normal working week of 48 hours.**
Cinematograph Film Production.	Great Britain	1 Oct.	Men, youths and boys:—Dressers, stampers, polishers and planishers (including wheelers) 21 years and over. Other timeworkers	Decrease† of 3s. 11d. a week in general minimum time rate.¶
	London	1st pay day in Oct.	Pieceworkers	Decrease† of 2s. a week in general minimum time rates for workers 17 years and over and of 1s. 6d. for those 15 and under 17.¶
	London and district	1st pay day in Oct.	Men, women and juvenile workers in film studios. Laboratory workers employed in film processing and printing in the film production industry.	Piecework basis time rate fixed at 12½ per cent. above the appropriate general minimum time rate.¶ Bonus decreased† by 4d. a week (15s. 4d. to 15s. for those paid weekly and 16s. 4d. to 16s. for those paid hourly) for workpeople 21 years and over and by 2d. (7s. 8d. to 7s. 6d. for those paid weekly and 8s. 2d. to 8s. for those paid hourly) for workpeople under 21. Bonus decreased† by 3d. a week (10s. 6d. to 10s. 3d.) for those 21 years and over and by 1½d. (5s. 3d. to 5s. 1½d.) for those under 21.

PRINCIPAL CHANGE IN HOURS OF LABOUR REPORTED DURING OCTOBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Agriculture.	Staffordshire	11 Oct.	Men, youths and boys (14 years of age and over).	Weekly number of hours beyond which overtime rates become payable fixed at 54 in summer and 51½ in winter in lieu of 54 hours throughout the year as previously fixed.††

* The districts are those in which recommendations of the Joint Industrial Council for the British Furniture Manufacturing Trades are followed and include London (20-mile radius of Charing Cross, excluding any portion of the High Wycombe Area), Northumberland, Durham, Yorkshire (excluding retail shops in Sheffield), North-East Lancashire, Liverpool, Nottingham and district, Birmingham and district, Bristol and certain towns in the West of England and South Wales.
† The districts include Ayr, Beith, Dundee, Dunfermline, Falkirk, Glasgow, Kirkcaldy, Lochwinnoch, Menstrie, Paisley, Renfrew and Stirling.
‡ Under cost-of-living sliding-scale arrangements.
§ Employed by the Northern Ireland Road Transport Board.
¶ Employed by members of the Belfast and North of Ireland Carriers' Association.
** These decreases 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.
*** These rates were established as the result of decisions of the Joint Industrial Council for the Retail Meat Trade. Details of the scales of wages were published in the October issue of this GAZETTE, page 176.
†† This change took effect under an Order issued under the Agricultural Wages (Regulation) Acts.

TRADE DISPUTES IN OCTOBER.*

Number, Magnitude and Duration.—The number of disputes involving stoppages of work, reported to the Department as beginning in Great Britain and Northern Ireland during October, was 110, as compared with 123 in the previous month, and 145 in October, 1941. In these 110 new disputes about 50,800 workpeople were directly involved, and 5,800 workpeople indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, though not themselves parties to the disputes). In addition, about 1,900 workpeople were involved, either directly or indirectly, in 4 disputes which began before October and were still in progress at the beginning of that month. The number of new and old disputes was thus 114, involving about 58,500 workpeople, and resulting in a loss, during October, estimated at 337,000 working days.

In the following Table an analysis is given, by groups of industries, of all disputes in progress in October.

Industry Group.	Number of Disputes in progress in Month.			Number of Workpeople involved in all Disputes in progress in Month.	Aggregate Duration in Working Days of all Disputes in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Mining and Quarrying . . . . .	..	28	28	8,900	15,000
Metal, Engineering and Shipbuilding	4	48	52	43,400	305,000
Textile . . . . .	..	8	8	1,000	2,000
Building, etc. . . . .	..	5	5	1,900	7,000
Transport . . . . .	..	8	8	1,200	2,000
Other Industries . . . . .	..	13	13	2,100	6,000
Total, October, 1942	4	110	114	58,500	337,000
Total, September, 1942	9	123	132	25,000	53,000
Total, October, 1941	11	145	156	34,800	96,000

Causes.—Of the 110 disputes beginning in October, 36, directly involving 5,000 workpeople, arose out of demands for advances in wages, 6, directly involving 2,100 workpeople, out of proposed reductions in wages, and 27, directly involving 24,700 workpeople, on other wage questions; 4, directly involving 3,400 workpeople, on questions as to working hours; 14, directly involving 11,800 workpeople, on questions respecting the employment of particular classes or persons; 20, directly

involving 2,400 workpeople, on other questions respecting working arrangements; and 3, directly involving 400 workpeople, on questions of trade union principle.

Results.—Final settlements of disputes which terminated during October have been effected in the case of 91 disputes, directly involving 46,400 workpeople. Of these disputes, 19, directly involving 3,700 workpeople, were settled in favour of the workpeople; 54, directly involving 28,000 workpeople, were settled in favour of the employers; and 18, directly involving 14,700 workpeople, resulted in a compromise. In the case of 17 other disputes, directly involving 2,900 workpeople, work was resumed pending negotiations.

TOTALS FOR JANUARY-OCTOBER, 1942 AND 1941.†

Industry Group.	January to October, 1942.			January to October, 1941.		
	Number of Disputes beginning in Period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.	Number of Disputes beginning in Period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.
Coal Mining	446	236,200†	771,000	390	126,900†	288,000
Other Mining and Quarrying	24	3,800	18,000	11	700	3,000
Brick, Pottery, Glass, Chemical, etc.	32	4,200	7,000	29	2,200	6,000
Engineering	167	57,100	228,000	139	67,100	281,000
Shipbuilding	80	31,100	169,000	132	25,100	107,000
Other Metal	108	14,400	41,000	118	27,600	123,000
Textile	37	6,500	18,000	37	6,400	33,000
Clothing	10	4,700	18,000	17	3,200	12,000
Food, Drink and Tobacco	9	1,400	3,000	10	600	1,000
Woodworking, Furniture, etc.	7	1,700	6,000	7	700	6,000
Building, etc.	56	11,500	27,000	57	8,300	31,000
Transport	46	12,500	31,000	54	13,700	45,000
Commerce, Distribution and Finance	8	2,000	3,000	5	1,900	3,000
Other Industries	8	2,100	4,000	32	4,400	20,000
Total	1,049	389,200†	1,344,000	1,038	288,800†	959,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING OCTOBER.

Occupations and Locality.	Approximate Number of Workpeople involved.		Date when Dispute		Cause or Object.	Result.
	Directly.	In-directly.‡	Began.	Ended.		
COAL MINING:— Colliery workpeople—Rotherham (one colliery).	3,000	..	7 Oct.	10 Oct.	Dissatisfaction of a number of fillers with their wages, and demand for additional allowance.	Work resumed pending negotiations.
Colliery workpeople—Doncaster (one colliery).	312	1,420	26 Oct.	27 Oct.	Disagreement as to the conditions of payment by the employers of a lump sum to a number of workpeople in respect of a previous dispute.	Formal receipt accepted by management.
ENGINEERING:— Electrical engineering operatives, etc.—Belfast.	1,500	..	25 Sept.	29 Oct.	Refusal to work with a non-unionist.	Settlement effected providing, <i>inter alia</i> , for the removal of the non-unionist in question.
Engineering operatives—Belfast and district.	9,000§	..	5 Oct.	29 Oct.	For reinstatement of two shop stewards, dismissed for their alleged refusal to co-operate in the employers' decision to restrict Sunday working as far as possible.	Work resumed, following the issue of the findings of a Court of Inquiry which recommended, <i>inter alia</i> , that an offer by the employers to provide employment for the shop stewards should be accepted, and that Sunday working should only be available on the explicit instructions of the management.
Engineers, electricians, blacksmiths, semi-skilled workers and labourers—Glasgow (one firm).	2,300	..	26 Oct.	4 Nov.	Alleged delay in negotiations on workpeople's demand for continuation of existing bonus payments, following a change over in type of production.	Work resumed to permit of continuation of negotiations.
SHIPBUILDING:— Workpeople employed in shipbuilding and shiprepairing—Tyneside.	19,800	..	5 Oct.	12 Oct.	Objection of workpeople to an arrangement, made between their organisations and those of the employers, providing that wages should be calculated to Sunday midnight, instead of Tuesday, in each week.	Work resumed under the new arrangement.
WOODWORKING:— Sawyers, packing case makers, yard and mill labourers—London.	500	..	6 Oct.	14 Oct.	For an increase in wages	Increase in wages conceded.
BUILDING:— Carpenters, bricklayers, etc., labourers and transport workers—Pembrokeshire (one firm).	700	..	2 Oct.	6 Oct.||	In sympathy with a number of men who had been suspended for three days, under the provisions of the Essential Work Order, for failing to comply with instructions issued by contractor's agent.	Work resumed; question of suspensions submitted, under constitutional procedure, to Local Appeal Board.
TRANSPORT:— Dock labourers—London	600	..	29 Oct.	30 Oct.	Non-payment of guaranteed wage to dock workers who had refused to transfer temporarily to another port, under the terms of the National Transfer Agreement for Dock Labour.	Work resumed and dispute referred to constitutional machinery, under which agreement was reached providing for improved transfer arrangements.

* Disputes involving less than 10 workpeople, and those which lasted less than one day, have, as usual, been omitted from the statistics, except when the aggregate duration (i.e., number of workpeople multiplied by number of working days, allowing for workpeople replaced, etc.), exceeded 100 days.
† In making up these totals the figures have been amended in accordance with the most recent information. Workpeople involved in more than one dispute are counted more than once in the totals; the amount of such duplication, however, is slight, except in coal mining, in which the net number of workpeople involved was approximately 149,000 in 1942, and 73,000 in 1941. For all industries combined the net totals were approximately 288,000 in 1942, and 223,000 in 1941.
‡ i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes.
§ Maximum number involved. The stoppage began at one establishment where about 600 workpeople were involved at first. Other workpeople ceased work in sympathy on 14th and 15th October.
|| A large number of the strikers resumed work on 3rd October, about 250 labourers remaining out until mid-day on 6th October.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 31st October, 1942.*

	Food	All Items
Increase since July, 1914	63%	100%
Change since 1st October, 1942 {	Index Points +1	nil
Per cent.	+½†	nil

FOOD.

Orders made by the Ministry of Food which came into force during October altered the maximum permitted retail prices of bacon, flour, and some kinds of fish. As a result of these alterations, there were increases averaging approximately 2d. per lb. in the price of bacon, and nearly 3d. per 7 lb. in the price of flour, while the prices of fish fell, on average, by about 7 per cent. There was little change during October in the prices of the remaining articles of food included within the scope of these statistics.

The following Table compares the average retail prices in the United Kingdom at 31st October, 1942, with the corresponding prices at 1st October, 1942, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ½d. at—			Percentage Increase or Decrease (—) at 31st Oct., 1942, compared with—	
	31st Oct., 1942.	1st Oct., 1942.	1st Sept., 1939.	1st Oct., 1942.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs	1 3½	1 3½	1 2½	..	11
Thin Flank	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen—					
Ribs	1 1	1 1	0 9½	..	34
Thin Flank	0 6	0 6	0 4½	..	22
Mutton, British—					
Legs	1 5½	1 5½	1 3½	..	13
Breast	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs	1 0	1 0	0 10½	..	16
Breast	0 4	0 4	0 4	..	..
Bacon†	1 10½	1 8½	1 3	..	10
Fish . . . . .	..	..	..	..	50
Flour per 7 lb.	1 5	1 4½	1 1½	..	26
Bread per 4 lb.	0 9	0 9	0 8½	..	9
Tea	2 6	2 6	2 4	..	7
Sugar (granulated)	0 3	0 3	0 3	..	..
Milk per quart	0 9	0 9	0 6½	..	33
Butter—					
Fresh	1 7	1 7	1 4½	..	15
Salt . . . . .	..	..	1 3½	..	24
Cheese	1 1	1 1	0 10	..	30
Margarine§—					
Special	0 9	0 9	0 6½	..	12
Standard	0 5	0 5	..	..	..
Eggs (fresh)|| . . . . . each	0 2	0 2	..	..	1
Potatoes per 7 lb.	0 1½	0 1½	0 6½	..	6

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st October, 1942, and 31st October, 1942, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Oct., 1942.	31st Oct., 1942.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs	44	59	59
Thin Flank	15	46	46
Beef, Chilled or Frozen—			
Ribs	32	78	78
Thin Flank	1	24	24
Mutton, British—			
Legs	48	67	67
Breast	14	24	24
Mutton, Frozen—			
Legs	51	74	74
Breast	—3	—3	—3
Bacon†	35	84	101
Fish	116	206	184
Flour	26	56	59
Bread	42	55	55
Tea	46	63	63
Sugar (granulated)	45	45	45
Milk	92	155	156
Butter—			
Fresh	13	30	30
Salt	7	34	34
Cheese	16	50	50
Margarine§—	..	3	3
Eggs (fresh)|| . . . . .	58	59	59
Potatoes	33	41	41
All above articles (Weighted Average on July, 1914, basis)	38	62	63

On the basis of the figures given in the foregoing Tables the average level of retail food prices at 31st October, 1942, was a little more than one-half of 1 per cent. higher than at 1st October, about 18 per cent. higher than at the beginning of September, 1939, and about 63 per cent. higher than in July, 1914.

* As 1st November was a Sunday, the statistics relate to 31st October, in accordance with the usual practice.
† A rise of 1 point on a total of 162 for food (the figure for July, 1914, being 100), is equivalent to a little more than one-half of 1 per cent.
‡ The description of bacon specified for quotation is streaky, but where this kind was seldom being sold the returns relate to another kind, locally representative.
§ On 1st October and 31st October, 1942, two brands of margarine, "special" and "standard", were on sale at 9d. and 5d. per lb., respectively. The figures for 1st September, 1939, and July, 1914, are averages calculated from the prices of various brands on sale at those dates.
|| Of the two prices shown for eggs at 1st October and 31st October, 1942, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 31st October showed no appreciable change as compared with 1st October, being about 1 per cent. above the level of 1st September, 1939, and about 64 per cent. above that in July, 1914.

As regards clothing, information collected from representative retailers in a number of the principal towns indicates that at 31st October the retail prices of clothing of the kinds generally bought by working-class families averaged about 1 per cent. below the level of a month earlier, and about 85 per cent. higher than at 1st September, 1939. The average decrease in prices, since 1st October, was about 1 per cent. for men's suits and overcoats and for woollen materials, underclothing and hosiery; between one-half and one per cent. for cotton materials and hosiery; and about one-half of 1 per cent. for boots and shoes. The decline in the average level of clothing prices during October resulted mainly from increased sales of utility cloth and apparel at prices below those of non-utility goods of corresponding quality. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make an exact comparison over a long period of years, but such information as is available indicates that at 31st October the average rise over the level of July, 1914, was about 285 per cent.

In the fuel and light group, the average level of prices of coal was about the same at 31st October as at 1st October, being about 28 per cent. higher than at 1st September, 1939, and about 149 per cent. above the level of July, 1914. The average price of gas rose by about one-half of 1 per cent., and was about 29 per cent. higher than at 1st September, 1939, and about 100 per cent. higher than in July, 1914. There was practically no change during the month in the prices of lamp oil, candles and matches. In the fuel and light group as a whole the average level of prices at 31st October was about the same as at 1st October, at 32 per cent. higher than at 1st September, 1939, and about 141 per cent. higher than in July, 1914.

As regards other items* included in these statistics, the average price of soap rose during October by about 3 per cent. (or less than ½d. per lb.). In the group as a whole the average level of prices at 31st October was about one-half of 1 per cent. higher than at 1st October, about 49 per cent. higher than at 1st September, 1939, and about 167 per cent. above the level of July, 1914.

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 31st October, 1942, is approximately 100 per cent. over the level of July, 1914, the same figure as at 1st October, 1942, as compared with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.

The rise of 45 points since the beginning of September, 1939, is equivalent to about 29 per cent. Of these 45 points, about 4 points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately 4½ points are due to increases resulting from the Purchase Tax.

SUMMARY TABLE : ALL ITEMS.

Average Percentage Increases as compared with July, 1914.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920	125	130	130	132	141	150	152	155	161	164	176	169
1921	165	151	141	133	128	119	122	120	110	103	90	89
1922	92	88	86	82	81	80	84	81	79	78	80	80
1923	78	77	76	74	70	69	69	71	73	75	75	77
1924	77	79	78	73	71	69	70	71	72	76	80	81
1925	80	79	79	75	73	72	73	73	74	76	76	77
1926	75	73	72	68	67	68	70	72	74	74	79	79
1927	75	72	71	65	64	63	66	64	65	67	69	69
1928	68	66	64	64	64	65	65	65	65	66	67	68
1929	67	65	65	62	61	60	61	63	64	65	67	67
1930	66	64	61	57	55	54	55	57	57	56	57	55
1931	53	52	50	47	47	45	47	45	45	45	46	48
1932	47	47	46	44	43	42	43	41	41			

RETAIL PRICES OVERSEAS.

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

UNITED STATES OF AMERICA.

At 15th August, 1942, the official cost-of-living index was 0.4 per cent. above the figure for the previous month and 19.1 per cent. higher than the figure for June, 1939. For food alone the official index figure at 15th August, 1942, showed increases of 1.2 and 34.9 per cent. over the figures for the previous month and for August, 1939, respectively.

AUSTRALIA.

In the second quarter of 1942, the official cost-of-living index figure for the six capital cities showed an increase of 2.7 per cent. as compared with the figure for the preceding quarter, and of 17.8 per cent. as compared with that for the second quarter of 1939. In June, 1942, the official index figure relating to the cost of food in thirty towns was 2.9 per cent. above the figure for March, 1942, and 12.7 per cent. above that for August, 1939.

CANADA.

At 1st August, 1942, the official cost-of-living index figure showed a decline of 0.2 per cent. below the index figure for 2nd July, 1942, but an increase of 16.8 per cent. over the figure for 1st September, 1939. For food alone the index figure at 1st August was 0.5 per cent. below that for 2nd July, 1942, but was 30.4 per cent. above the figure for 1st September, 1939.

NEW ZEALAND.

In July, 1942 the official cost-of-living index figure showed an increase of 0.2 per cent. over the figure for the previous month and of 10.5 per cent. over that for August, 1939. For food alone, the corresponding percentage increases were 0.5 and 5.1 respectively.

ÉIRE.

In mid-August, 1942, the official cost-of-living index figure showed increases of 4.2 and 44.5 per cent. over the figures for mid-May, 1942, and mid-August, 1939. For food alone, the corresponding percentage increases were 7.2 and 41.1 respectively.

SOUTHERN RHODESIA.

In July, 1942, the official cost-of-living figure showed a decline of 0.9 per cent. as compared with the figure for the previous month, but an increase of 12.7 per cent. above the figure for August, 1939. For food alone, the index figure in July was 3.1 per cent. below that for June, 1942, but 14.2 per cent. above the figure for August, 1939.

EGYPT.

In June, 1942, the official cost-of-living index figure for Cairo was 3.5 per cent. above the figure for May, 1942, which was 0.8 per cent. higher than that for April, 1942. As compared with the figure for August, 1939, those for June and May, 1942, showed increases of 76.6 and 70.5 per cent. respectively. For food, fuel and light the index figure for June showed increases of 13.1 and 64.5 per cent., respectively over the figures for May, 1942, and August, 1939, while the figure for May, 1942, showed no change as compared with that for April, 1942, which was 45.5 per cent. above the figure for August, 1939.

LEGAL CASES AFFECTING LABOUR.

DEFENCE REGULATIONS 58A AND 92—REFUSAL TO OBEY A DIRECTION BY NATIONAL SERVICE OFFICER.

In *Horton v. Owen* the Divisional Court allowed an appeal by the Minister of Labour and National Service on a case stated where Magistrates had held that a fitter who had failed to comply with a Direction of a National Service Officer had done so with a reasonable cause. The Respondent was suffering from asthma and had refused to leave his home town in order to take up work which he was ordered to do. He admitted he was capable of the work specified but had stated that he could not lodge away from home owing to his asthma. The Divisional Court held that it was not for the Magistrates to deal with the reasonableness or otherwise of the Direction. All they had to consider was whether the Direction was properly given and whether the person directed had failed to comply. In this case it was admitted that the Direction was in order and properly made within the Regulations. The man's case had been before the Administrative Local Appeal Board which had dismissed his appeal. Regulation 92 states merely that if a man fails to comply with a Direction properly given he is guilty of an offence. The Regulation does not provide that before a person is convicted it must be proved that his failure to comply with the Direction was unreasonable. The case was therefore referred back to the Magistrates with an intimation that a conviction should have been recorded.—*Divisional Court*, 4th November, 1942.

NATIONAL SERVICE (ARMED FORCES) ACT, 1939, SECTION 16A—DEFERMENT—LIABILITY OF COMPANY SECRETARY FOR FALSE STATEMENT.

In *Dellow v. Busby*, the Divisional Court decided that proceedings under Section 16A of the National Service (Armed Forces) Act, 1939, were properly brought against the Secretary of a Company in that he had knowingly and recklessly made a statement false in a material particular. The Company concerned was applying for the deferment of the calling up of one of its lorry drivers. In reply to an official enquiry the Secretary of the Company, in a letter on the Company's notepaper signed for and on behalf of the Company by the Secretary, gave certain information which was untrue. He was therefore charged with knowingly or recklessly making a statement false in a material particular. The Magistrates had decided that the proper person to be summoned was not the Secretary but the Company itself, and they therefore dismissed the information. The Divisional Court held that the Magistrates were wrong in point of law and they were therefore ordered to hear the case in the ordinary way. The question of the liability of the Company was not discussed by the Divisional Court. The liability or otherwise of the servant of a Company to criminal proceedings of this nature depends upon the construction of the particular statute creating the offence. This decision establishes that where information is provided in connection with deferment and the Secretary is responsible for that information, if it is proved that he knew the statement to be false or made it recklessly not caring whether it was false or not, he becomes liable to be prosecuted under this Section.—*Divisional Court*, July, 1942.

UNEMPLOYMENT INSURANCE.

DECISIONS GIVEN BY THE UMPIRE.

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

Synopses of two recent decisions of general interest are given below.

Case No. 375/42 (14th October, 1942).

SECTION 35 OF UNEMPLOYMENT INSURANCE ACT, 1935 : REGULATION 6 OF UNEMPLOYMENT INSURANCE (BENEFIT) REGULATIONS, 1936 (S.R. & O. 1936, No. 335) : DELAYED CLAIM FOR BENEFIT : HELD THAT PERIOD OF PROVED INCAPACITY OCCURRING BETWEEN TWO CONTINUOUS PERIODS OF UNEMPLOYMENT SHALL BE TREATED FOR THE PURPOSE OF THE CONTINUITY RULE AS PERIOD OF PROVED UNEMPLOYMENT.

The claimant, a jig dyer, proved unemployment and satisfied the statutory conditions for the receipt of benefit from 16th to 21st March, 1942. He did not prove unemployment again until 5th June, 1942, although in the intervening period (a) he proved, in the prescribed manner, that he was incapacitated for work by reason of disease or disablement from 22nd to 30th May, 1942, and (b) he was unemployed on 1st June, 1942, but failed to sign the unemployed register. A delayed claim application was made on 5th June, 1942, in respect of 1st June. The Insurance Officer treated the application under Regulation 12 of the Unemployment Insurance (Benefit) Regulation, 1936, and disallowed the claim. The Court of Referees upheld the Insurance Officer's decision and the claimant's association appealed.

The Umpire held that the principles enunciated in U.D.'s 1973/29† and 7682/34‡ applied. The claimant must be treated as being employed on 1st June as he did not fulfil the second statutory condition on that day which is excluded in the computation of continuous periods of unemployment since it is not covered by the proviso ("unless he proves that the failure to fulfil the condition or the disqualification was due to incapacity for work arising from some specific disease or bodily or mental disablement.") in sub-section (3) of Section 35 of the Unemployment Insurance Act, 1935. The period of incapacity from 22nd to 30th May, 1942, is, however, covered by that proviso, the claimant having given proof of incapacity in the prescribed manner. As the first two days of incapacity were separated by a period of not more than ten weeks from 21st March, 1942, they and the days of unemployment in March can be treated as a continuous period of unemployment. In view of this and as the claimant fulfilled the statutory conditions for the receipt of benefit on 5th and 6th June these two days were not, in the words of Regulation 12 above-mentioned, the "beginning of a period of continuous unemployment," but by virtue of sub-section (1) of Section 35 they were a continuous period of unemployment with the last two days of incapacity, *viz.*, 29th and 30th May.

* 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.

† U.I. Code 8B. Vol. VIII, page 69.

‡ U.I. Code 8B. Vol. XIII, page 29.

Case No. 394/42 (2nd November, 1942).

SECTIONS 27 AND 41 OF UNEMPLOYMENT INSURANCE ACT, 1935 : UNEMPLOYMENT INSURANCE (COURT OF REFEREES) REGULATIONS, 1936 (S.R. & O. 1936, No. 334) : ESSENTIAL WORK (GENERAL PROVISIONS) ORDER, 1942 (S.R. & O. 1942, No. 371) : 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 labourer, employed in a factory scheduled under the Essential Work (General Provisions) Order, 1942, was discharged on 9th June, 1942, on the ground of misconduct. His claim to benefit was disallowed by the Insurance Officer under Section 27 of the 1935 Act and, on appeal, the Court of Referees upheld the decision. Leave to appeal to the Umpire was given by the Chairman of the Court. The claimant had exercised his right of appeal under Article 5 of the Essential Work Order against dismissal from his employment. The appeal, which was dismissed, was heard by the Local Appeal Board, two members of which (including the Chairman) were subsequently the Chairman and one of the members of the Court of Referees.

The claimant had objected to the constitution of the Court but his objection was over-ruled.

The Umpire quoted the provisions of Sub-sections (1), (2) and (4) of Section 41 of the 1935 Act and Regulation 4 (1) of the Court of Referees Regulations relative to the composition of a Court of Referees and of Regulation 4 (5) which prescribes the conditions under which a member of a panel shall not act as a member of a Court during the consideration of a case. He held that the "case" under appeal commenced when the claimant did certain acts which resulted in his dismissal from his employment and the member of the panel to whom objection had been taken was disqualified by Regulation 4 (5) from sitting as a member of the Court as he had already adjudicated on the case as a member of the Local Appeal Board. The Court was therefore not constituted as "determined by regulations made by the Minister" and consequently had no jurisdiction to hear and decide the claimant's appeal against the decision of the Insurance Officer. Accordingly the appeal should be reheard by a Court properly constituted.

In commenting upon the claimant's objection with regard to the Chairman of the Court the Umpire expressed the opinion that, although Regulation 4 (5) relates only to members of panels, it was unfortunate that the same Chairman should have presided on both occasions.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS, 1940-1942.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During October, 1942, the National Arbitration Tribunal issued twelve awards, Nos. 256-267. In four cases the awards relate to the whole or a substantial part of an industry in a particular area and the following is a summary of these awards. The other eight awards relate to cases affecting individual firms.

Award No. 256 (2nd October).—*Parties*: Members of the London and District Employers' Association of Boiler Cleaners and Ship Scrapers and members of the Transport and General Workers' Union employed by them. *Claim*: For one week's holiday per annum with pay commencing in the holiday period of 1942. *Award*: The Tribunal awarded that the members of the London and District Employers' Association of Boiler Cleaners and Ship Scrapers should establish and put into operation a scheme for the provision of one week's holiday with pay to the workers concerned for the year commencing 1st July, 1942, such scheme to be agreed with the Union and in the absence of agreement the matter to be brought to the Tribunal again under the present reference. Further, the Tribunal awarded that there should be made to the workers concerned such payment in respect of the year commencing 1st July, 1941, as would have been payable to them if such scheme had been in operation in that year.

Award No. 257 (2nd October).—*Parties*: Six firms of warehousekeepers in Glasgow and members of the Scottish Transport and General Workers' Union employed by them. *Claim*: For an increase in rates of wages. *Award*: The Tribunal found against the claim.

Award No. 260 (17th October).—*Parties*: Members of the Somerset Colliery Owners' Association and members of the Somerset Miners' Association employed by them. *Claim*: For an increase in day-wage basis rates. *Award*: The Tribunal found against the claim.

Award No. 265 (26th October).—*Parties*: Members of the Shuttle Manufacturers' Association and members of the Society of Shuttle-makers employed by them. *Claim* (by members of the Society): For an alteration in the cost-of-living sliding scale of wage rates and for the granting of holidays with pay. *Counter-claim* (by the Association): For an alteration in the ratio of apprentices to journeymen and in the arrangements for the fixing of special piece-work rates. *Award*: The Tribunal found in favour of parts of the claim and of the counter-claim and against other parts of the claim and of the counter-claim. Full particulars will be found in the award itself.

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 October, 1942, the National Arbitration Tribunal (Northern Ireland) issued five awards, Nos. 144-148. Copies of the awards may be obtained by making written application to the Ministry of Labour, Stormont, Belfast.

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

INDUSTRIAL COURT AWARDS.

During October, 1942, the Industrial Court issued three awards, Nos. 1878-1880, two of which are summarised below. The remaining award relates only to a single undertaking.

Award No. 1878 (9th October).—*Parties*: Trade Union Side and Official Side, Shipbuilding Trade Joint Council for Government Departments. *Claim*: That women who had been employed in H.M. Dockyards and other Admiralty Establishments on work normally performed by male ordinary labourers and certain skilled labourers should receive a compounded payment in lieu of retrospective adjustment of wages from 1st May, 1940, when so employed. *Award*: The Court awarded in favour of the claim.

Award No. 1879 (9th October).—*Parties*: National Union of Railwaymen and the Great Western Railway Co., London and North Eastern Railway Co., London Midland and Scottish Railway Co., and Southern Railway Co. *Claim*: That women employed in Railway Workshop Offices should be dealt with in accordance with the provisions of Clause 7 of Part "B" of the Dilution of Labour and Employment of Women in Railway Workshops Agreement dated 28th October, 1940. The parties were in agreement that no question arose in the present claim as to the Workshop Office Staff on the Great Western Railway and the Southern Railway. *Award*: The Court awarded in favour of the claim against the London, Midland and Scottish Railway and the London and North Eastern Railway.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During October, 1942, six awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919, and of these, three concerned matters reported under the Conditions of Employment and National Arbitration Order, 1940. Four of the awards related to individual undertakings. Summaries of the other two awards are given below.

Award No. 45 (26th October).—*Parties*: The Monmouthshire and South Wales Coke Ovens and By-Product Works Association on the one hand and the National Union of Cokemen and By-Product Workers and the South Wales Miners' Federation on the other hand. *Claim*: Whether workmen covered by the Coke and By-Product Wages Agreement are entitled to an increase of wages equivalent to the Lord Greene Award as paid to the mineworkers in the South Wales coalfield. *Award*: The Arbitrator, sitting with assessors, decided against the claim.

Award No. 48. (22nd October).—*Parties*: The Yorkshire Firebrick Association and the Yorkshire Mineworkers' Association. *Claim*: To determine the date from which the agreement reached on 26th August, 1942, shall become operative. *Award*: The Arbitrator ruled that the agreement shall operate from 27th July, 1942.

COURT OF INQUIRY.

On 4th September, 1942, the Minister of Labour and National Service appointed Sir Charles Doughty, K.C., to conduct a Court of Inquiry to inquire into and report upon the causes and circumstances of the stoppage of port labour at Immingham and Grimsby. The Report of the Court was issued on 24th September, 1942.

TRADE BOARDS ACTS AND HOLIDAYS WITH PAY ACT.

NOTICES OF PROPOSAL.

During October, 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:—

Dressmaking and Women's Light Clothing Trade Board (Scotland).—Proposal W.D.S. (29), dated 2nd October, 1942, to vary minimum rates of wages for male and female workers.

Hat, Cap and Millinery Trade Board (Scotland).—Proposal H.M.S. (23), dated 2nd October, 1942, to vary minimum rates of wages for male and female workers.

Keg and Drum Trade Board (Great Britain).—Proposal K.D. (21), dated 14th October, 1942, to vary minimum rates of wages for male and female workers.

Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Trade Board (Great Britain).—Proposal H. (23), dated 16th October, 1942, to vary minimum rates of wages for male and female workers.

Sugar Confectionery and Food Preserving Trade Board (Great Britain).—Proposal F. (30), dated 30th October, 1942, to vary minimum rates of wages for male and certain classes of female workers.

Sugar Confectionery and Food Preserving Trade Board (Northern Ireland).—Proposal N.I.F. (N.14), dated 1st October, 1942, relating to holidays with pay.

Baking Trade Board (Northern Ireland).—Proposal N.I.Bk. (N.11), dated 9th October, 1942, to vary minimum rates of wages for certain male workers employed in establishments other than Home Bakeries.

Brush and Broom Trade Board (Northern Ireland).—Proposal N.I.B.B. (N.48), dated 20th October, 1942, to vary minimum rates of wages for male and female workers.

Retail Bespoke Tailoring Trade Board (Northern Ireland).—Proposal N.I.T.R.B. (N.43), dated 21st October, 1942, to fix and to vary minimum rates of wages for certain male workers.

CONFIRMING ORDER.

During October, 1942, the Ministry of Labour in Northern Ireland made an Order, in pursuance of the powers conferred by the Trade Boards Acts, confirming minimum rates of wages as varied by the Trade Board indicated below. Copies of the Order may be purchased from H.M. Stationery Office, either directly or through any bookseller:—

Readymade and Wholesale Bespoke Tailoring (Northern Ireland).—Order N.I.T.R.W. (22), dated 28th September, 1942, confirming the variation of general minimum time rates, piece-work basis time rates and general overtime rates for male and female workers, and specifying 5th October, 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.
1942, No. | Title and Price. |
|----------------------|---|
| 2072 | <i>The Location of Industry (Restriction) Order</i> 1942 dated October 6, 1942, made by the Board of Trade under Regulation 55A of the Defence (General) Regulations, 1939. 1d. (2d.) [By this Order the obligation to obtain a licence before changing the use to which a factory or warehouse of 3,000 square feet or over is put, or using any premises of that size for production or storage purposes, is now extended to premises below 3,000 square feet.] |
| 2097 | <i>The Defence (Merchant Navy Reserve Pool) Regulations (Isle of Man)</i> , 1942. 1d. (2d.)—[These Regulations, made on 14th October, extend the operation of the Essential Work (Merchant Navy) Order, 1942 (see the issue of this GAZETTE for August 1942 page 147) to the Isle of Man and make special provision as regards the administration of the Order in the Isle of Man.] |
| 2098 | <i>The Defence Regulations (Merchant Navy Reserve Pool) Enforcement Order</i> , 1942. 1d. (2d.)—[This Order, made on 14th October, makes provision respecting proceedings in cases of offences against the above Regulations (S.R.&O. 1942 No. 2097) and the Essential Work (Merchant Navy) Order 1942, as extended to the Isle of Man.] |
| 2195 | <i>Order in Council approving Proclamation directing that certain male British Subjects shall become liable to be called up for Service</i> . 1d. (2d.)—[This Order, made on 22nd October, 1942, approves the Proclamation of which particulars are given on page 188.] |
| 2208 | <i>The Essential Work (Agriculture) (Scotland) (Amendment) Order</i> , 1942, dated October 22, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939. 1d. (2d.)—[See summary on page 188.] |
| S. 55 | <i>The Essential Work (Merchant Navy) (Amendment) Order</i> , 1942, dated October 26, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939. 1d. (2d.)—[With effect as from 1st December, 1942, this Order makes certain amendments of the principal Order necessitated by the extension of the operation of that Order to the Isle of Man.—See S.R.&O. 1942, No. 2097, above.] |

- | S.R.&O.
1942 No. | Title and Price. |
|---------------------|---|
| 2269 | <i>The Building and Engineering Construction (Young Persons) Order</i> , 1942, dated October 28, 1942, made by the Minister of Labour and National Service under Regulation 60 of the Defence (General) Regulations, 1939. 1d. (2d.)—[See summary on page 188.] |
| 2088 | <i>The Civil Defence Duties (Compulsory Enrolment) (City of London) (No. 2) Order</i> , 1942, dated November 4, 1942, made by the Minister of Home Security under Regulations 26A, 27A and 38 of the Defence (General) Regulations, 1939. 3d. (4d.)—[This Order makes provision, <i>inter alia</i> , for the registration of male British subjects aged between 18 and 60 years who work at business premises in the City of London and for the enrolment and training of such persons for the performance of fire prevention duties in the City, subject to specified exemptions.] |
| 2290 | <i>The Pharmacy Undertakings (Scotland) Order</i> , 1942, dated November 2, 1942, made by the Secretary of State for Scotland under Regulation 55 of the Defence (General) Regulations, 1939. 1d. (2d.)—[This Order makes provision whereby the Scottish Central Pharmaceutical War Committee may require persons carrying on retail pharmacy undertakings, specified manufacturing and wholesale pharmacy undertakings and hospitals to furnish the Committee with such information as may be required for the purpose of ascertaining the numbers of specified classes of persons employed and whether the best use in the national interest is being made of those persons.] |
| 2293 | <i>The Building and Civil Engineering Contracting (Hours of Employment) (No. 1) Direction</i> , 1942 dated November 6, 1942, given by the Minister of Works and Planning pursuant to Regulation 56AB of the Defence (General) Regulations, 1939. 1d. (2d.)—[See summary on page 188.] |
| 2294 | <i>The Building and Civil Engineering Contracting (Hours of Employment) (No. 2) Direction</i> , 1942, dated November 6, 1942, given by the Minister of Works and Planning pursuant to Regulation 56AB of the Defence (General) Regulations, 1939. 1d. (2d.)—[See summary on page 188.] |

ELECTRICITY (SUPPLY) ACTS, 1882-1936.

REPRESENTATIVE OF WORKERS ON JOINT AUTHORITY (WEST MIDLANDS DISTRICT).

The Minister of Labour and National Service has given notice that, as soon as may be after the 2nd day of January, 1943, he will designate to the West Midlands Joint Electricity Authority, in accordance with Section 2(9) of Part I of the First Annex to the Schedule to the West Midlands Electricity District Order, 1925, the employees' organisations having members in the employment of authorised undertakers in the district, in order that the organisations so designated may choose a representative of persons employed in connection with the supply of electricity in the district to be a member of the Joint Authority.

Any employees' organisation which is desirous of being considered by the Minister for designation under the said Section 2(9) should make application in writing to the Minister not later than the 2nd day of January, 1943, on the form provided for the purpose, of which copies may be obtained from the Secretary, Ministry of Labour and National Service, 8 St. James's Square, London, S.W.1.

OFFICIAL PUBLICATIONS RECEIVED.

[NOTE.—The prices are net and, except in the case of publications of the International Labour Office, do not include postage.]

FACTORIES.—*Annual Report of the Chief Inspector of Factories for the year 1941*. Ministry of Labour and National Service. (Cmd. 6397; H.M. Stationery Office, price 6d.)—See summary in the October, 1942, issue of this GAZETTE.

FAIR WAGES.—*Fair Wages Resolution*. (Cmd. 6399; H.M. Stationery Office, price 1d.)—See summary on page 190 of this GAZETTE.

MAN-POWER.—*Man Power in Banking and Allied Businesses in Ordinary Insurance and in Industrial Assurance*. Report from Committee on, October, 1942. (Cmd. 6402; H.M. Stationery Office, price 4d.)—See summary on page 189 of this GAZETTE.

TRANSFERENCE OF LABOUR.—*Wartime Transference of Labour in Great Britain*. Studies and Reports, Series C. Employment and Unemployment, No. 24. (Published in London for the International Labour Office by P. S. King and Staples Ltd.; price 4s.)

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