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# THE MINISTRY OF LABOUR GAZETTE

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## CONTENTS.

	PAGE		PAGE
Revocation of certain Defence Regulations .. ..	73	Retail Prices and Supplies of Coal and Coke .. ..	80
Factories (Glass Protection) (Revocation) Order, 1945 ..	73	Control of Food Prices .. .. .	80
Recruitment for the Forces, and Labour Control .. ..	74	Unemployment in April .. .. .	81
Essential Work (Permission to Terminate Employment) (Exemption) Order, 1945 .. .. .	74	Numbers Unemployed, 1938 to 1945 .. .. .	81
Apprenticeship and Training for the Building Industry : Second Report of Council .. .. .	75	Numbers on Registers in the Principal Towns, April, 1945 .. .. .	82
Conditions of Employment in the Building Industry ..	75	Fatal Industrial Accidents ; Industrial Diseases .. ..	82
Working Hours in the Building and Civil Engineering Industries .. .. .	76	Changes in Rates of Wages and Hours of Labour .. ..	83
Apprenticeships Interrupted by War Service : Operation of Government Scheme .. .. .	76	Trade Disputes in April .. .. .	86
Training within Industry for Supervisors .. .. .	76	Changes in Retail Prices and Cost of Living .. .. .	87
Resettlement Grants Scheme : Application to Disabled Persons .. .. .	76	Retail Prices Overseas .. .. .	88
National Service Acts, 1939-42 ; Further Registration of Men ; Suspension of Compulsory Recruitment for Coal Mining .. .. .	76	Employment Overseas .. .. .	88
Rent Control : Report of Inter-Departmental Committee Strikes and Lockouts in 1944 .. .. .	77	Legal Cases affecting Labour .. .. .	88
Wages of Agricultural Workers in Scotland .. .. .	79	Conditions of Employment and National Arbitration Orders : Arbitration Awards .. .. .	89
Wages Board (Industrial and Staff Canteen Undertakings) (Amendment) Order, 1945 .. .. .	79	Industrial Courts Act, 1919, and Conciliation Act, 1896 : Arbitration Awards .. .. .	89
Disabled Persons Employment Corporation .. .. .	79	Trade Boards Acts and Wages Councils Act : Notices and Orders .. .. .	89
Married Women in Employment : Leave .. .. .	79	Trade Boards Acts (Northern Ireland) : Order .. ..	89
Financial Position of the Coal Mining Industry : Coal Charges Account .. .. .	80	Agricultural Wages Regulation Acts : Orders .. ..	90
		Factories Act (Northern Ireland) : Electric Accumulator Special Regulations (Northern Ireland), 1945 .. ..	90
		Official Publications Received .. .. .	90
		Statutory Rules and Orders .. .. .	90

## SPECIAL ARTICLES, REVIEWS, ETC.

### REVOCATION OF CERTAIN DEFENCE REGULATIONS.

An Order\* made on 9th May, under the Emergency Powers (Defence) Acts, revokes wholly or in part certain Regulations, and amends certain other specified Regulations, made under those Acts. Among the Regulations revoked by the new Order are the undermentioned Regulations of the Defence (General) Regulations which have been referred to, as indicated below, in earlier issues of this GAZETTE :—

*Regulation 1AA*, which relates to the prohibition of strikes and lock-outs likely to interfere with essential services.—See page 59 of the April, 1944, issue of this GAZETTE.

A consequential amendment of Regulation 1A, which relates to interference with persons in His Majesty's service or engaged in the performance of essential services, consists in the substitution in that Regulation of the words "Provided that a person shall not be guilty of an offence against this Regulation by reason only of his taking part in, or peacefully persuading any other person to take part in, a strike," for the words "Provided that no person shall be deemed to have committed an offence against this Regulation by reason only of his having, in the course of a strike, ceased to work or refused to continue to work or to accept employment."

*Regulation 22A*, which relates to the power of the Minister of Health (or in Scotland, the Secretary of State) or of a Regional Commissioner to secure accommodation required in specified areas for billeting essential workers.—See page 80 of the March, 1942, issue of this GAZETTE.

*Regulation 29BA*, which relates to the power conferred on the Minister of Labour and National Service or any National Service Officer to require persons to take up police and civil defence employment.—See page 55 of the February, 1942, issue of this GAZETTE.

*Regulation 47AD*, which lays down certain provisions relating to agreements for service in ships required for war purposes.—See page 60 of the issue of this GAZETTE for April, 1943.

*Regulation 84AA*, which relates to the power of Regional Commissioners to impose the obligation to do work needed for meeting enemy action on land in the United Kingdom.—See page 59 of the March, 1942, issue of this GAZETTE.

### FACTORIES (GLASS PROTECTION) (REVOCATION) ORDER, 1945.

By the above-mentioned Order,\* made by the Minister of Labour and National Service on 7th May, 1945, the Factories (Glass Protection) Order, 1940,† has been revoked with effect as from the date of the new Order.

The revoked Order, which was made under the Defence (General) Regulations and came into force on 25th November, 1940, required occupiers of factories in which more than 250 persons are employed to provide and maintain safeguards to afford protection for workpeople against risk of injury caused by broken glass from windows, skylights, etc.

The revocation of this Order removes an obstacle to progress with the removal of permanent black-out from factory roofs, etc., where that is combined with glass protection measures ; but it should be remembered that in some cases wire or other netting was erected under roof glass to afford protection not only during air-raids but also against a possible risk of glass subsequently falling from roof windows damaged by blast, and if in any case such a risk still exists the netting should not be removed unless the window is repaired or other precautions are taken to prevent the risk of the glass falling.

\* S.R. & O. 1945, No. 504. H.M. Stationery Office ; price 3d. net (4d. post free).

† See the issue of this GAZETTE for December, 1940, pages 307 and 323.

## RECRUITMENT FOR THE FORCES, AND LABOUR CONTROL.

### CHANGES FOLLOWING EUROPEAN CEASE FIRE.

Following the European Cease Fire certain changes have been made in the arrangements relating to recruitment for the Armed Forces and labour control. Particulars of these changes, concerning which a statement was made by the Minister of Labour and National Service in the House of Commons on 16th May, are given below.

#### RECRUITMENT FOR THE ARMED FORCES AND WOMEN'S AUXILIARY SERVICES.

**Armed Forces.**—Calling-up under the National Service Acts will continue. This is necessary in order to maintain the Armed Forces at sufficient strength and to speed up releases of men from the Forces under the Government's plan for re-allocation of man-power between the Armed Forces and civilian employments. The calling-up age was recently reduced to 30 and it is proposed to keep it at that age for the time being.

Men may volunteer for service in the Armed Forces at any age at which the Services may wish to accept them, but men who are reserved or who have been deferred because they are engaged on work which is important for the prosecution of the war or for reconstruction will not be accepted as volunteers without the permission of the Ministry of Labour and National Service, except for aircrew duties in the Fleet Air Arm or Royal Air Force or artificer duties in submarines in the Royal Navy.

What is said above does not apply to members of the medical, dental and veterinary professions, who will continue to be dealt with under special arrangements.

**Women's Auxiliary Services.**—Women will not be called up for these Services under the National Service Acts. They may volunteer at any age at which the Services may wish to accept them, but those engaged on work important for the war effort or for reconstruction may not be accepted without the permission of the Ministry of Labour and National Service.

#### ESSENTIAL WORK ORDERS AND OTHER LABOUR CONTROLS.

The Essential Work Orders, particulars of which have been given from time to time in various issues of this GAZETTE, remain in operation. Directions to go to specific jobs may still be issued and those already in force will continue in force until they are varied by subsequent directions or are withdrawn. In the case both of the Essential Work Orders and of the issue of directions, certain relaxations in administration are, as indicated below, being made at once. Employers and workers in establishments covered by the Essential Work Orders must, however, still get permission of the National Service Officer before workers are discharged or leave work, except in the case of men aged 65 or over and women aged 60 or over who are exempted under the Essential Work (Permission to Terminate Employment) (Exemption) Order, 1945, (see the separate article on this page). This exemption applies to most of the industries covered by the Essential Work Orders.

The Control of Employment (Notice of Termination of Employment) Order, 1943\*, has been cancelled, but employers and workers covered by the Control of Employment (Directed Persons) Order, 1943†, still require, in general, to obtain the permission of a National Service Officer before the employment is terminated.

Details of the relaxations and modifications of the controls hitherto in force that are being made in respect of certain classes of men and women are set out in the following paragraphs. Some of these men and women may be doing important work connected with the war against Japan or in services and production essential to the life of the community, and it may be difficult to replace them immediately. Such workers are asked to consider the position carefully before applying for immediate release. Their position will not be prejudiced if they do not ask for immediate release.

**Men over 65 and Women over 60.**—In accordance with the Essential Work (Permission to Terminate Employment) (Exemption) Order (referred to above) men who have reached their 65th birthday and women who have reached their 60th birthday will be allowed to leave their jobs, and will not be required to take other work.

**Women over 50.**—Women who have reached their 50th birthday and are in employment will be allowed to leave unless there are strong production reasons to the contrary.

**Women over 40.**—Women over 40 will no longer be called in for interview or required to take up employment unless they have special qualifications required for essential work of the highest urgency. In any case, they will not be regarded as mobile and sent away from home.

**Women with Household Responsibilities.**—Women with household responsibilities, whether married or single, will no longer be required to take employment. If in employment, they will be allowed to leave.

**Married Women with Husbands in the Forces.**—A married woman whose husband is in the Forces will be allowed to leave her job, if she wishes to join her husband on his release. She will not subsequently be required to take other work, but if she does take a job she will be asked to take the most important one available in the same way as other women of her age.

**Other Women.**—Women, whether married or single, who are not covered by any of the above relaxations will be expected to

remain at their jobs. If they leave their jobs, or if they are discharged, they will be considered for other work. It may still be necessary to ask some of the younger women who have no household responsibilities or special ties to leave home for particularly important work in districts where there is an acute shortage of workers. But women under 21 will not be required to leave home.

**Persons who have been working away from Home.**—Men and women who have been working away from home for three years or more will be allowed to transfer to work nearer their homes unless there are strong production reasons to the contrary. Those who have been away for less than three years will be allowed to transfer to work nearer their homes as soon as this is practicable.

**National Service Officer's Permission.**—Men and women who wish to leave their work must still obtain the permission of the National Service Officer if they are in jobs covered by any of the Essential Work Orders or in jobs to which they have been directed by the National Service Officer, unless they are covered by the Exemption Order mentioned above.

**Lodging and Travelling Allowances.**—Persons transferred away from home by the Ministry of Labour and National Service who were eligible for assistance under the Ministry's Scheme for the payment of grants and allowances to transferred workers and who, on release from their employment, wish to return home, will be given assistance to do so. Those who stay at their jobs away from home will continue until further notice to receive the existing allowances. Workers who leave their jobs without good reason will not be eligible for assistance to return home and may forfeit their present allowances.

#### MEN AND WOMEN RELEASED OR DISCHARGED FROM THE FORCES.

**Men and Women already released.**—Men and women already released from the Forces for civilian war work should remain at their jobs. Those who have the right to be reinstated in their previous employment will have this right preserved for them till they can be finally released from war service.

Men and women already discharged from the Forces on medical grounds or released on compassionate grounds who have been placed in work of national importance after discharge or release will be allowed an opportunity as soon as possible of exercising any right they may have to be reinstated in their old jobs, or of starting business on their own account, or of undertaking further education or training. They still have to apply for permission to leave their present job if it is covered by Essential Work Orders.

**Men and Women leaving the Forces from now on.**—Men and women who, in future, are released from the Forces on an age and length of service basis (Class A), or are discharged on medical or other grounds, are not subject to any labour controls during the period of eight weeks or longer when they are receiving full service pay. In this period they are free to take any job they choose, or take a course of training, and the Employment Exchange, Appointments Office or Central Register will not withdraw them at the end of the period from any jobs they have taken.

Men and women released from the Forces for reconstruction employment (Class B) will be free to do what they like in the three weeks when they are on paid leave, but they will have to start work at the end of that period in the employment for which they are released. If they have rights to be reinstated in their old jobs, these rights will be preserved in the meantime.

#### GOVERNMENT TRAINING SCHEMES.

The existing training programme is being adjusted to meet the requirements of the new situation. Recruitment for certain courses is being suspended at once; new courses, particularly for the building trades, will be opened as soon as possible.

## ESSENTIAL WORK (PERMISSION TO TERMINATE EMPLOYMENT) (EXEMPTION) ORDER, 1945.

The above-mentioned Order\*, making special provision with regard to the termination of employment in the case of men aged 65 and over, and women aged 60 and over, who are covered by specified Essential Work Orders, was made by the Minister of Labour and National Service on 8th May, 1945.

Under the various Essential Work Orders, particulars of which have been given from time to time in various issues of this GAZETTE, persons employed in scheduled undertakings cannot leave their employment without the permission of a National Service Officer, nor can their employers terminate their employment without such permission. The purpose of the new Order is to do away with the necessity for such permission where the person employed is, if a man, 65 years old or more, or, if a woman, 60 years old or more. The requisite notice to leave or terminate the employment must, however, still be given by one party to the other.

The Essential Work Orders to which the present Order applies are as follows:—The Essential Work (General Provisions) Orders, 1942 and 1944; the Essential Work (Building and Civil Engineering) Orders, 1942 and 1944; the Essential Work (Coalmining Industry) Order, 1943; the Essential Work (Electrical Contracting Industry) Orders, 1942 and 1943; the Essential Work (Shipbuilding and Ship-repairing) Orders, 1942 and 1944.

The new Order came into force on 8th May, 1945.

\* S.R. & O. 1945, No. 560 H.M. Stationery Office; price 1d. net (2d. post free).

## APPRENTICESHIP AND TRAINING FOR THE BUILDING INDUSTRY.

### SECOND REPORT OF THE BUILDING APPRENTICESHIP AND TRAINING COUNCIL.

The Second Report\* has recently been published of the Building Apprenticeship and Training Council which was set up towards the middle of 1943, on the initiative of the Government, with responsibility for observing and advising on all matters concerning the recruitment, education and training of young persons for craftsmanship and management in the building industry and for encouraging the development of apprenticeship schemes on a comprehensive basis. The First Report of the Council, a summary of which was given in the issue of this GAZETTE for February, 1944, set out the Council's first recommendations concerning some of the matters of urgency arising under their terms of reference, and the present Report deals with developments arising out of these recommendations and with new and important considerations within the Council's terms of reference.

The Council refer to the difficulties of securing sufficient numbers of apprentices in the building industry during the war years and point out that, in order to meet the need for special provision for the training of boys desirous of entering the industry, they had recommended to the Minister of Works that the Government should—as a policy of urgency—launch a scheme based upon the principle of apprentices erecting buildings under the guidance of craftsmen instructors. As the result of their representations the Government had propounded and launched the scheme designed to offer training to suitable boys who desire, but cannot secure, normal apprenticeships in the building industry. This scheme, which was summarised in the issue of this GAZETTE for January, 1945, and is set out in full in an Appendix to the Report, is commended by the Council to the industry and local authorities.

After further consideration of the numbers of apprentices which should be recruited each year for the maintenance of the post-war building force, the Council consider that the normal annual wastage in the industry from death, sickness, or retirement at the age of 65, may be assessed at not less than 4 per cent. in the immediate post-war years, representing 25,000 per annum on a labour force of 625,000. The recruitment of the necessary apprentices must, they consider, begin at once and accordingly they recommend that Government Departments and local and public authorities should take special measures for inducing employers to play their part in absorbing apprentices in sufficient numbers, and that while the industry is being built up it should be prepared to accept a proportion of apprentices in excess of the proportion of 1 to 4 which is necessary to make good the annual wastage.

Regarding their recommendations in their First Report for the maintenance by the Council of a record of all boys entering the industry for the purposes of learning a craft, for the enrolment on a Register of Apprentices of the names of the boys who have approved conditions of training, and for the issue of certificates of completion of apprenticeship at the termination of approved training, the Council state that a scheme for these purposes has been completed. This scheme is set out, with the procedure to be followed under it, in Appendices to the Report, and a further statistical Appendix shows that nearly 64,000 apprentices and youths were being trained at the end of September, 1944, by over 36,400 employers in the building industry.

In accordance with a requirement by the Minister of Works, a scheme has been prepared by the Council for the establishment, in association with the Record and Registration Scheme, of a Welfare Fund, the purpose of which is "to promote more effective apprenticeship training, to widen the opportunities open to recognised apprentices and craftsmen, and to award scholarships and prizes." Under this scheme, which is set out in an Appendix to the Report, all fees payable by apprentices for certificates of completion of apprenticeship are to be paid into the Fund, together with such other monies as may be offered to the Trustees of the Fund for promoting its purposes.

The existing facilities for senior full-time building courses held at technical colleges and universities are reviewed in the Report, which emphasises that youths who have completed senior or advanced courses should be attracted into the industry. The Council make recommendations for the development of the present courses and suggest that the industry should set up a scheme of student apprenticeships for those who have completed senior full-time courses in building. The Council also recommend that steps should be taken to meet the growing demand for senior part-time day courses.

The Report describes in some detail the provision of training for building crafts at Home Office Approved Schools, and lays down the minimum standard necessary before the industry can be asked to recognise the training in these schools as part of apprenticeship.

Considerable attention is also paid in the Report to the question of building apprentices whose training has been interrupted by war service, and in this connection the Council refer to the Government's proposals for enabling apprentices whose apprenticeships have been interrupted by war service to resume their training, and also to the provision made by the Government for the expansion of skilled workers in the building

\* Building Apprenticeship and Training Council: Second Report, December, 1944. H. M. Stationery Office, price 9d. net (10d. post free).

industry by the scheme for the special training of adults (Cmd. 6428).\* They consider it desirable that intensive courses of training should be made available to returning apprentices, and that such apprentices should be enabled to obtain a recognised craft qualification by attending the courses for six months, provided that they have reached the age of 20 years at the end of the course. Great benefit from attending these intensive courses would, the Council believe, be derived by many men whose apprenticeship was interrupted in its last year and who would, under the Government's proposals, at once be entitled to be regarded as craftsmen.

The Council draw attention to the fact that much of the detailed work in providing apprentices for the building industry falls to be done by Joint Apprenticeship Committees which have been set up throughout the country, and in a concluding section of their Report they stress the importance of the Committees' duties, which are both advisory and administrative, for the success of the whole policy of the Council.

## CONDITIONS OF EMPLOYMENT IN THE BUILDING INDUSTRY.

The National Joint Council for the Building Industry in England and Wales have recently adopted additions to the agreed National Working Rules, relating (a) to payment for time lost owing to inclement weather and (b) to notice of termination of employment.

### PAYMENT FOR TIME LOST THROUGH INCLEMENT WEATHER.

The first of the new Rules provides as follows:—

"1. (a) Unless otherwise specifically instructed by the employer or his representative each operative shall present himself for work each week-day at the usual starting time of the shop or job and shall there remain available for work throughout the normal working hours. Decisions as to when, during the normal working hours, work is to be carried out, interrupted and resumed, and as to whether some or all of the operatives shall work at any particular time, shall be made by the employer or his representative and shall be implicitly observed.

(b) If, in the shop or on the job, work is temporarily not available for an operative in his own occupation, he shall hold himself ready and willing to perform work in any other building industry occupation of which he is capable or at any other site or shop where work is available.

(c) An operative who complies with instructions given in accordance with 1 (a) and (b) above, shall be deemed to have been "available for work" during the relevant period.

(d) In cases where abnormal weather conditions interrupt work over a period, suitable arrangements, appropriate to the circumstances of each case, may be made by the employer by which operatives shall register or establish that they are available for work on each day.

(e) Throughout this Agreement the expression "normal working hours" means the hours prescribed under Working Rule 2 of the National Joint Council for the Building Industry (i.e., 7½, 8 or 8½ hours Monday to Friday and 4 hours Saturday) and excludes any hours worked during Saturday afternoons and Sundays and any other overtime hours.

2. Where an operative in any pay-week has performed actual work for his employer and, being in that employer's employment, has kept himself available for work throughout the normal working hours of each working day of that week and has otherwise conformed with Section 1 of this Rule, but during any part of that week has been prevented by reason of inclement weather from working—

(a) he shall receive payment at his current hourly rate for half the time lost by him by reason of inclement weather during his normal working hours.

(b) his total payments in respect of (i) normal working hours worked in that week, and (ii) any payments under 2 (a) above shall together be not less than 32 times the hourly wage rate applicable to him in that week (this amount being referred to hereinafter as the "guaranteed weekly minimum").

3. Where an operative is prevented by sickness or other cause beyond his control from being available for work throughout the normal working hours of each day of a pay-week, or is in the employer's employment for only a part of the pay-week, or is absent on a holiday recognised either under the Holidays with Pay Agreement or under Working Rule 4 of the National Joint Agreement for the Building Industry, he shall be entitled only to such proportion of the guaranteed weekly minimum as is represented by the time he was "available for work" compared with the total normal working hours of that week (i.e., 41½, 44 or 46½ as the case may be).

4. Where an operative fails, for any other reason than those stated in 3 above, to hold himself available for work during any portion of the normal working hours of any day—

(a) he shall not be entitled, in respect of any hours on that day, to the inclement weather payment specified in 2 (a) above;

(b) he shall forfeit his claim to a guaranteed weekly minimum in respect of the pay-week in which that day occurs.

5. Where a pay-week during which an operative actually works on the job is immediately followed by a complete pay-week, during which, though available for work throughout, he is prevented by inclement weather from performing actual work

\* See the issue of this GAZETTE for March, 1943, page 35.

\* See the issue of this GAZETTE for August, 1943, page 110.

† See the issue of this GAZETTE for May, 1943, page 61.

on the job, he shall be entitled to payment of the guaranteed weekly minimum in respect of the latter week (but not to any additional payments in respect of hours of inclement weather under 2 (a) above).

6. Where, during the next succeeding pay-week (or pay-weeks), the operative is similarly prevented by inclement weather from actually working on the job, he shall not be entitled to any payment under this Agreement, his duty in such circumstances being to register for unemployment benefit.

7. For the purpose of calculating the guaranteed weekly minimum any increases or decreases of pay shall, if they come into operation on any day other than the first day of a pay-week, be deemed to come into operation only on the first day of the pay-week immediately following."

#### TERMINATION OF EMPLOYMENT.

The second new Rule contains the following provisions:—"During the first six working days of employment, termination of service shall be upon the 'tendering of two hours' notice by either employer or workman, such notice to expire at the end of the normal working day.

Thereafter, termination of service shall be upon the tendering of two hours' notice by either employer or workman, such notice to expire at the normal finishing time on Fridays. Provided always

- (i) that at the discretion of the employer an operative may be transferred, at any time during the period of his employment, from one job to another;
- (ii) that the contract of employment shall be deemed a contract from hour to hour and that payments other than as prescribed in this Rule shall be for time actually worked;
- (iii) that in cases of misconduct an operative may be summarily discharged at any time;
- (iv) that on termination of the particular operation for which the operative has been engaged, or when work is stopped (for reasons other than inclement weather), on the instructions of a recognised competent authority, employment may be terminated at 2 hours' notice expiring at the end of any day."

The new Rules are to come into operation at a date to be determined later.

## WORKING HOURS IN THE BUILDING AND CIVIL ENGINEERING INDUSTRIES.

In 1942, the hours of work in the building and civil engineering industries were limited by a Direction under Regulation 56AB of the Defence (General) Regulations, 1939, to a maximum of sixty hours a week on weekdays.\* The industries and the Government, who have together from time to time reviewed the position in the light of existing circumstances, are at one in considering that it is not practicable to maintain these very long hours and heavy overtime for an indefinite period.

The Minister of Works, after discussion with both sides of the two industries, has accepted their unanimous recommendation that the working week should be reduced throughout the country to a maximum of fifty-four hours. A Direction† under the Defence Regulation to this effect has been issued with effect from 14th May. The general permission for Sunday work in London also ceased as from the same date. No excess of fifty-four hours a week or Sunday work is permissible other than within certain specified exceptions or by special permission of the Ministry of Works. The principal exceptions relate to specified classes of emergency repair work, such work of special urgency 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 fifty-four.

## APPRENTICESHIPS INTERRUPTED BY WAR SERVICE.

### OPERATION OF GOVERNMENT SCHEME.

In accordance with the announcement made by the Minister of Labour and National Service in the House of Commons on 12th April, 1945, the Government scheme for enabling apprentices whose apprenticeship has been interrupted by war service to complete their training and qualify as journeymen, was brought into operation on that date.

The period of resumed apprenticeship under the scheme, particulars of which were given in the issue of this GAZETTE for October, 1944 (pages 165-166), will be calculated from the date on which the apprentice resumes his training in civil employment; but the wages allowance will not be payable before 12th April, 1945, in cases where the apprenticeship training was resumed before that date.

\* See the issue of this GAZETTE for November, 1942, page 188.

† S. R. & O. 1945, No. 478. H. M. Stationery Office; price 1d. net (2d. post free).

## TRAINING WITHIN INDUSTRY FOR SUPERVISORS.

The Ministry of Labour and National Service has introduced to British industry a new form of training called "Training within Industry for Supervisors", on similar lines to a scheme which has had considerable success in the United States of America.

The scheme aims at providing sound basic training for Supervisory Grades (from senior executives to the newly appointed charge-hand) in the skills of instructing, of handling workers and of improving methods. Each skill is covered by a special programme and each involves attendance of ten Supervisors at five two-hour sessions, run on Group Conference lines and held on consecutive days during working hours.

The first two-hour session of each programme is devoted to the acceptance of the principles of how to instruct, how to handle a human problem or how to discover and develop an improvement in method, according to the programme being followed. This is done by means of demonstration or case treatment by the Trainer. The remaining sessions are devoted to actual practice by each individual Supervisor on one of his own jobs or problems, whether from workshop or office. The Ministry may provide the services of a Trainer, but large firms are urged to send one of their own staff for a week's course of 40 hours to be trained as a Trainer, and subsequently carry on the training of Supervisors within the firm or organisation.

It is not claimed that there is anything new in the principles which are embodied in these programmes, but it can be claimed that the new method of approach by group discussion and actual practical demonstration by members of the Group themselves forms a new development in industrial training. This practical approach has a popular appeal among Supervisors and the guided discussions which take place are found to be much appreciated. It can also be claimed that this form of training has a direct bearing upon each Supervisor's individual problems, and for that reason the Supervisors themselves feel that tangible results can be achieved.

The importance of sound basic training in the skills of supervision in all branches of industry will be recognised as fundamental in securing a rapid and smooth turnover from war-time to peace-time production.

Development of the scheme has been confined firstly to the skill of instructing, called "Job Instruction", and secondly to the skill of handling workers, known as "Job Relations". It is hoped to develop the skill of improving a method, known as "Job Methods", at an early date.

The reactions of industry have been most favourable. Supervisors who have attended Groups have readily acknowledged the advantages gained. Many firms' representatives have been trained to conduct groups in Job Instruction and in Job Relations. About 500 Supervisors attend groups each week and this figure is likely to rise. The scheme has already been introduced into a number of industries, including ship-building, iron and steel, engineering, textiles, aircraft, chemicals, rubber and food production.

Any management desiring to have an explanation of the scheme, which takes about one and a half hours, should communicate with the Ministry of Labour and National Service (Training within Industry for Supervisors), Ebury Bridge House, London, S.W.1.

## RESETTLEMENT GRANTS SCHEME.

### APPLICATION TO DISABLED PERSONS.

In reply to a question in the House of Commons on 19th April, 1945, the Minister of Labour and National Service made the following statement regarding the Resettlement Grants Scheme\*:

"The Government decided on grounds of equity that this scheme should not be brought into general operation before releases from the Forces begin after the end of the war in Europe. I think, however, that special considerations arise in respect of disabled persons discharged from the Forces, and it has been decided that applications from them will be accepted in advance of the general operation of the scheme."

Disabled persons discharged from the Forces who wish to obtain resettlement grants should apply in writing to the nearest Local Office of the Ministry of Labour and National Service.

## NATIONAL SERVICE ACTS, 1939-42.

### FURTHER REGISTRATION OF MEN.

Young men born between 1st July, 1927, and 30th September, 1927, both dates inclusive, are required to register under the National Service Acts, 1939 to 1942, on 9th June, 1945, unless they are exempt from the operation of the Acts. As in the case of other recent registrations, the men concerned are to be given an opportunity of expressing an option for underground coal mining employment as an alternative to service in the Armed Forces of the Crown.

### SUSPENSION OF COMPULSORY RECRUITMENT FOR COAL MINING.

In the House of Commons on 16th May, 1945, the Minister of Labour and National Service stated that it had been decided to suspend the balloting arrangements instituted in December 1943,† for the purpose of the selection for direction to underground coal mining employment of men registered under the National Service Acts.

\* See the issue of this GAZETTE for March, 1945 (page 46).

† See the issue of this GAZETTE for December, 1943, (page 165).

## RENT CONTROL.

### REPORT OF INTER-DEPARTMENTAL COMMITTEE.

The Report\* of the Inter-Departmental Committee on Rent Control, under the chairmanship of Viscount Ridley, which was appointed by the Minister of Health and by the Secretary of State for Scotland in November, 1943, has recently been published. The terms of reference of the Committee were "to review the question of rent control, including the working of the Rent Restrictions Acts, and to advise whether any, and if so what, changes are necessary."

In their Report the Committee review the present position of rent control under the Acts at present in force, and in view of the substantial housing shortage, which is likely to persist for some years after the war, they accept the principle that rent control must continue until there is an adequate supply of houses throughout the country. They accordingly recommend that legislation should be framed in the expectation that it may be necessary to continue control for ten years. They also recommend that after a few years the situation should be reviewed with a view to considering whether the circumstances permit of some relaxation of control, but they are emphatically of opinion that in any case the principle of decontrol on vacant possession should not be revived, since the evidence which they have received shows that in the past this principle has been responsible for many of the anomalies and hardships which have arisen.

### EXTENT OF FUTURE CONTROL.

As regards unfurnished dwellings, the Rent and Mortgage Interest Restrictions Act of 1939 extended the scope of the earlier Acts to bring under control substantially all dwellings (other than those built by Local Authorities) with rateable values not exceeding £100 in the Metropolitan Police District, £75 in the rest of England and Wales and £90 in Scotland. The Committee recommend that these limits should continue unchanged. They are of opinion, however, that the present exemption from control should continue in the case of houses built by Local Authorities in the exercise of their powers under the Housing Acts, and also houses occupied by virtue of employment or service for which no rent is paid but in respect of which a deduction may be made from wages. The Committee came to the conclusion that if control were applied to new houses built after the war, the tendency of such control to discourage building would outweigh the dangers, such as high rents and insecurity of tenure, to be apprehended from the absence of control; and they recommend that houses built after the war, and also houses at present free of control which are subsequently converted into flats or tenements, should be exempted from control.

The Committee state that they are satisfied that the provisions in the existing legislation are inadequate as a means of effectively controlling the rents of furnished lettings, and they recommend that Tribunals, to which further reference is made below, should be empowered to fix the rents of furnished lettings (without limitation of rateable value) on the application of landlord, tenant or Local Authority.

### PROPOSED REGISTRATION OF RENTS.

The Report states that under the Rent Acts as they exist at present there are widely different rents for precisely similar houses, and that the evidence submitted to the Committee shows that the difficulties and anomalies produced by the present system of control cause widespread and legitimate resentment. In the Committee's view, a new system of control is desirable. This system should be one which would ensure that rents are fixed on a fair basis and that, when determined, the rents should be easily ascertainable in order to avoid disputes, uncertainty and evasion.

The Committee accordingly recommend that Local Authorities should be required to set up and maintain a register of the rents of all houses in their areas to which the Rent Restrictions Acts apply. At the outset landlords should be required to furnish the Local Authority with a statement giving specified details of the actual rents being charged at the date of the Report (or when first let thereafter) these details being communicated by the Local Authority to the tenant and thereafter being entered in the register unless the tenant claims that the details are incorrect. Any rent so recorded in the register should remain payable (together with the current rates, where these are included in rent) unless and until varied by a decision of the Rent Tribunal (see below) following an application for amendment made by one of the parties. The registers would also contain entries showing the registered rents of furnished lettings in all cases where Tribunals had determined such rents following an application by one of the parties. The registers maintained by the Local Authorities should be kept open for public inspection.

### RENT TRIBUNALS.

The Committee recommend the establishment of a series of Rent Tribunals, which should not be specifically legal or professional bodies, but should be composed of persons of experience in public affairs, appointed by the Minister of Health and the Secretary of State for Scotland, and with power to employ properly qualified surveyors, valuers, or other experts, where necessary. The Committee hope that these Tribunals will conduct their proceedings in an informal atmosphere so that the

\* Report of the Inter-Departmental Committee on Rent Control. Cmd. 6621. H.M. Stationery Office; price 1s. net (1s. 2d. post free).

parties will not find it necessary to incur the expense of professional assistance in presenting their cases; for this reason the Tribunals should not have power to charge fees or to award costs.

The function of the Rent Tribunals should be to give decisions, after hearing evidence from both sides, on applications made by either landlords or tenants for an alteration of the registered rent in respect of any tenancy, furnished or unfurnished, to which the Act applies, the Tribunals proceeding on the assumption that both parties are fulfilling their contractual obligations as regards repair and otherwise. In the case of furnished lettings, Local Authorities also would be empowered to refer cases to Tribunals. The rents of sub-tenancies will not normally be registered, but it should be open to landlords and tenants to apply to Tribunals to determine such rents, and any rents so determined would be registered. The Committee recommend that the Tribunals shall deal only with the determination of the fair rent of a house, or part of a house, and that other questions arising under the Act, whether as to the recovery of possession or otherwise, shall still be dealt with by the Courts.

In considering applications, a Tribunal should determine what is a fair rent having regard to all the circumstances of the case, including the situation of the premises, the accommodation, amenities, furniture or services to which the tenant is entitled and the general level of rents of comparable houses in the district which are kept in good repair. In the case of a sub-tenancy, a Tribunal should have regard to the rent payable by the sub-tenant, and the amount of accommodation comprised in the sub-tenancy, allowing for any additional wear and tear due to the sub-letting. In addition, the Tribunals should decide disputes as to increases in rents in respect of improvements and applications for increases in respect of increased cost of services where these are provided. In the view of the Committee, the Tribunals should not undertake the duty of determining whether there is a breach of any obligation to carry out repairs; but they recommend that a certificate of disrepair given by the Local Authority should entitle the tenant to withhold 30 per cent. of the registered (net) rent and that, while such a certificate is current, the reduced rent should be the legal rent and should be so recorded in the register of rents maintained by the Local Authority.

Among other suggested functions of the Rent Tribunals are those of determining whether a house is let furnished or unfurnished and of deciding, for the various Agricultural Wages Committees, the appropriate deductions to be made from wages in respect of rent-free cottages provided by employers for agricultural workers.

### INCREASED COST OF REPAIRS.

The Committee came to the conclusion that they were unable to recommend any general increase in rents to meet the increase in the cost of repairs since the outbreak of war, but they suggest that, in removing anomalies and in equalising rents for particular classes of houses in their districts, the Tribunals should aim at reaching a level at which repairs will be possible, that is to say, in accordance with the general level of rents of comparable houses which are kept in good repair. They recommend that when rents have thus been brought to a fair level, and building costs have become stabilised, a technical committee should be appointed to report on the question of repairs, in order to consider what percentage variation there should be for all houses from the level of rents as adjusted by the Tribunals.

### POSSESSION.

The Committee make certain recommendations for amending the provisions in the existing legislation regarding security of tenure and right to possession. The principal recommendation is that owners who let and tenants who, while retaining the tenancy, have sub-let houses which they themselves occupied on 1st September, 1939, and which they require for their own occupation, should be entitled to possession as of right on application to the Court, the Court having power to suspend the operation of the order for not more than three months in appropriate cases. On the other hand, the Committee recommend that owners who purchased their houses after 1st September, 1939, should not be entitled to obtain possession, in similar circumstances, without proof of alternative accommodation for the tenant. Other recommendations are made by the Committee designed to afford a limited security of tenure in respect of furnished lettings and of rooms shared between tenant and owner.

### OTHER QUESTIONS.

The Report recommends the repeal of the legislation restricting the rate of interest on, and the calling up of, mortgages in England and Wales, and the modification of the corresponding provisions regarding bonds in Scotland. Other recommendations are concerned with the prevention of charging, or offering, premiums, the provision of rent books, and the insertion of a statutory form of notice in all rent books. Finally, the Committee report that it is urgently necessary that the present series of overlapping statutes should be replaced by a single comprehensive Act clearly setting out the whole law relating to rent control.

Three members of the Committee made reservations opposing the exemption from rent control of new houses built after the war, and two of these members also made reservations in favour of extending rent control to Local Authority houses, on the question of owners' rights to recovering possession and on certain other recommendations of the Committee.

## STRIKES AND LOCKOUTS IN 1944.

In the issue of this GAZETTE for January, 1944, some preliminary statistics were given of industrial disputes, involving stoppages of work, which occurred in the United Kingdom in 1944. More detailed statistics regarding these disputes, revised in accordance with the latest information received, are now available and are given below.

The number of industrial disputes involving stoppages of work,\* reported to the Department as having begun in the United Kingdom in 1944, was 2,194, as compared with 1,785 in the previous year. Eleven of the stoppages which had begun towards the end of 1943 continued into 1944, so that the total number of stoppages in progress in 1944 was 2,205.

The number of workpeople involved in all the stoppages in progress in 1944 was about 830,000,† of whom about 105,000 were indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). The total number of workpeople involved in all stoppages in progress in the previous year was about 560,000.†

The aggregate number of working days lost on account of stoppages in 1944, at the establishments where the disputes occurred, is estimated at about 3,700,000. Of this total, the coal mining industry accounted for nearly 2,500,000 working days, and all other industries for about 1,200,000. In 1943 the corresponding total was about 1,800,000 working days, of which the coal mining industry accounted for approximately 900,000 and other industries for 900,000.

In the following Table the stoppages beginning in 1944 are classified according to their duration, in working days, including working days lost in 1945 in cases where the stoppage was continued into that year.

Duration of Stoppage in working days.	Stoppages beginning in 1944.		
	Number of Stoppages.	Number of Workpeople involved directly and indirectly.	Aggregate number of working days lost.
Not more than 1 day ..	981	151,000	140,000
Over 1 and not more than 2 days ..	553	112,000	170,000
Over 2 and not more than 3 days ..	240	64,000	140,000
Over 3 and not more than 4 days ..	142	37,000	100,000
Over 4 and not more than 5 days ..	77	38,000	130,000
Over 5 and not more than 6 days ..	62	27,000	110,000
Over 6 and not more than 12 days ..	103	200,000	1,070,000
Over 12 and not more than 18 days ..	15	141,000	1,160,000
Over 18 days ..	21	51,000	680,000
Total ..	2,194	821,000	3,700,000

Most of the stoppages of work during 1944 involved relatively small numbers of workpeople, and the great majority were of short duration.

The following Table analyses, by industrial groups, the number of stoppages reported as beginning in 1944, together with the number of workpeople involved in, and the aggregate number of working days lost through, all stoppages in progress in that year, and gives corresponding figures for 1943:—

Industry group.	1944.			1943.		
	Number of stoppages beginning in 1944.	Number of workpeople involved in all stoppages in progress in 1944.	Aggregate Number of working days lost in 1944 through all stoppages in progress.	Number of stoppages beginning in 1943.	Number of workpeople involved in all stoppages in progress in 1943.	Aggregate Number of working days lost in 1943 through all stoppages in progress.
Coal Mining ..	1,253	568,000†	2,480,000	843	294,000†	890,000
Other Mining and Quarrying ..	22	3,400	13,000	19	1,700	3,000
Brick, Pottery, Glass, Chemical, etc. ..	22	1,600	4,000	30	1,600	4,000
Engineering ..	261	130,000	600,000	288	121,000	437,000
Shipbuilding ..	199	44,000	370,000	196	32,000	137,000
Iron and Steel and Other Metal ..	150	23,000	78,000	128	18,200	61,000
Textile ..	48	6,600	46,000	52	6,100	17,000
Clothing ..	30	2,800	5,000	23	3,100	7,000
Food, Drink and Tobacco ..	8	900	3,000	17	8,800	27,000
Woodworking, Furniture, etc. ..	10	1,200	2,000	4	600	1,000
Building, Public Works, Contracting ..	48	5,100	7,000	71	13,200	25,000
Transport ..	82	32,000	85,000	68	53,500	180,000
Commerce, Distribution and Finance ..	10	600	1,000	8	500	1,000
All Other Industries ..	51	6,800	16,000	38	4,700	20,000
Total ..	2,194	826,000†	3,710,000	1,785	559,000†	1,810,000

\* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. In addition, stoppages involving less than 10 workpeople, and those which lasted less than one day, are also omitted from the statistics, except when the aggregate number of working days lost exceeded 100.

† Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage in the year, and have therefore been counted more than once in the year's total. The net number of individuals involved in stoppages in progress during the year was approximately 580,000 in 1944, compared with approximately 410,000 in 1943. For coal mining alone the corresponding totals were approximately 350,000 in 1944 and 180,000 in 1943.

The total numbers of workpeople shown above as involved in all stoppages in progress in the two years included approximately 105,000 in 1944 and 104,000 in 1943 who were involved only indirectly (i.e., thrown out of work at the establishments affected, but not themselves parties to the disputes). The totals also include about 5,000 workpeople in 1944 and about 2,000 in 1943 who were involved in stoppages which did not begin in the year in question, having commenced towards the end of the previous year.

## PRINCIPAL DISPUTES IN 1944.

The coal mining industry accounted for more than one-half of all the stoppages in 1944 and for two-thirds of the aggregate number of working days lost. Most of the loss of time in this industry was caused by stoppages of work in the early months of 1944 following an Award of the National Reference Tribunal for the industry, issued on 22nd January, providing for increases in the minimum weekly wages for underground and surface workers, but rejecting a claim for increased piece-work rates while recommending a general review of the wage structure of the industry. A series of stoppages through dissatisfaction with this Award occurred in Lancashire, Staffordshire, Yorkshire, Durham, Wales and Monmouthshire, and Scotland at various dates during January to March. Altogether over 170,000 workpeople were involved and about 850,000 working days were lost as a result of these stoppages, the largest of which affected numerous collieries in Wales and Monmouthshire during the second and third weeks of March, about 100,000 workpeople being involved with a loss of over 550,000 working days. There was also a stoppage of work in the Yorkshire coalfield, arising from dissatisfaction at the inclusion of 3s. 6d. a week, in respect of "home coal" allowance, in the minimum wage payable under the National Tribunal Award. This dispute affected a number of collieries on different dates and for varying periods between the middle of March and the end of the first week in April; it is estimated that approximately 120,000 workpeople were involved and that about 1,000,000 working days were lost. In the first half of October, about 45,000 working days were lost in a stoppage affecting about 9,000 colliery workpeople in Durham, resulting from the rejection, by the District Conciliation Board of a claim by deputies for increased wages.

The metal, engineering, and shipbuilding industries accounted for more than one-fourth of the total number of stoppages of work and of the aggregate number of working days lost in 1944. At the end of February a stoppage of work began at Belfast involving fitters employed by a large firm of engineers and shipbuilders, arising from a demand for an increase in the wages of time workers. During March several thousand additional engineering and shipyard operatives and aircraft workers became involved; and early in April there was a further large extension in protest against the prosecution and imprisonment of certain shop stewards for their participation in the strike of aircraft workers. It is estimated that, in all, about 36,000 workpeople were involved (directly and indirectly) at the establishments where the stoppages occurred, with an aggregate loss of over 400,000 working days. A stoppage of work involving over 2,000 engineering operatives at Glasgow began at the end of August and continued for nearly two months, with a loss of more than 100,000 working days: in the first place the workers concerned demanded the dismissal of an employee who, it was alleged, had not served a recognised apprenticeship, but claims for increases in wages were subsequently added. About 55,000 working days were lost by 5,000 engineering operatives at Accrington and Blackburn owing to a dispute in the second and third weeks of August on a question of the employment of women on certain work which had previously been done by men.

## CAUSES OF DISPUTES.

An analysis of the principal causes of disputes leading to stoppages of work which began in 1944, showing the numbers and proportions of disputes and of workpeople directly involved therein, is given below. In some cases disputes originate from more than one cause; e.g., a claim for an advance in wages may be accompanied by a claim for some other change in working conditions. For the purposes of the statistics such disputes have been classified according to what appeared to be the principal cause of the stoppage.

Principal Causes.	Stoppages beginning in 1944.		Workpeople directly involved in stoppages beginning in 1944.	
	Number.	Per cent. of total.	Number.	Per cent. of total.
Wage increase questions ..	339	15.4	78,000	10.9
Wage decrease questions ..	78	3.6	9,000	1.3
Other wage questions ..	733	33.4	414,000	57.8
All wage questions ..	1,150	52.4	501,000	70.0
Hours of labour ..	57	2.6	11,000	1.5
Employment of particular classes or persons ..	229	10.5	61,000	8.5
Other working arrangements, rules and discipline ..	674	30.7	104,000	14.5
Trade unionism ..	40	1.8	10,000	1.4
Sympathetic action ..	18	0.8	23,000	3.2
Other questions ..	26	1.2	6,000	0.9
Total ..	2,194	100.0	716,000	100.0

The Table shows that wages questions, as a whole, accounted for more than one-half of the total number of stoppages beginning in 1944 and for over two-thirds of the workpeople directly involved therein. Stoppages connected with working arrangements (other than wages and hours of labour) and with the employment of particular classes or persons, together accounted for two-fifths of the total number of stoppages and for nearly one-quarter of the workpeople directly involved.

## METHODS OF SETTLEMENT OF DISPUTES.

The principal methods by which disputes beginning in 1944 were settled are shown in the following table:—

Methods of settlement.	Stoppages beginning in 1944.		Workpeople directly involved in stoppages beginning in 1944.	
	Number.	Per cent. of total.	Number.	Per cent. of total.
By direct negotiation between the parties or their representatives ..	918	41.8	418,000	58.3
By conciliation ..	67	3.1	10,000	1.4
By arbitration ..	20	0.9	9,000	1.3
By return to work on employers' terms, without negotiation ..	1,176	53.6	270,000	37.7
Otherwise ..	13	0.6	9,000	1.3
Total ..	2,194	100.0	716,000	100.0

More than one-half of the stoppages in 1944 ended in a resumption of work on employers' terms, without negotiation, while another two-fifths were settled by direct negotiations between the parties or their representatives.

## DISPUTES IN PREVIOUS YEARS.

In the following Table comparative figures are given for each of the past fifteen years, showing the number of stoppages beginning in each year, the number of workpeople involved in these stoppages, and the aggregate number of working days lost within each year through all stoppages in progress.

Year.	Number of Stoppages beginning in Year.	Number of Workpeople involved in Stoppages beginning in Year.*			Aggregate Number of Working Days lost in all Stoppages in progress during Year.
		Directly.	Indirectly.	Total.	
1930 ..	422	286,000	21,000	307,000	4,400,000
1931 ..	420	424,000	66,000	490,000	6,980,000
1932 ..	389	337,000	42,000	379,000	6,490,000
1933 ..	357	114,000	22,000	136,000	1,070,000
1934 ..	471	109,000	25,000	134,000	960,000
1935 ..	553	230,000	41,000	271,000	1,960,000
1936 ..	818	241,000	75,000	316,000	1,830,000
1937 ..	1,129	388,000	209,000	597,000	3,410,000
1938 ..	875	211,000	63,000	274,000	1,330,000
1939 ..	940	246,000	91,000	337,000	1,350,000
1940 ..	922	225,000	74,000	299,000	940,000
1941 ..	1,251	297,000	63,000	360,000	1,080,000
1942 ..	1,303	350,000	107,000	457,000	1,530,000
1943 ..	1,785	453,000	104,000	557,000	1,810,000
1944 ..	2,194	716,000	105,000	821,000	3,710,000

It will be seen that the aggregate number of working days lost through stoppages of work owing to industrial dispute was higher in 1944 than in any previous year since 1932. During the last war the aggregate number of working days lost in such stoppages ranged from about 2,450,000 in 1916 to nearly 5,900,000 in 1918.

## WAGES OF AGRICULTURAL WORKERS IN SCOTLAND.

The Scottish Agricultural Wages Board have recently issued Orders under Regulation 25 of the Defence (Agriculture and Fisheries) Regulations, 1939, providing for increases in the minimum rates of wages fixed for men employed in agriculture in Scotland under the Agricultural Wages (Regulation) (Scotland) Acts, 1937 and 1940. The new rates became effective on 16th April. Under the Orders, the statutory minimum wage rate for male agricultural workers 20 years of age and over has been raised in all districts from 65s. to 70s. a week. For men employed in special classes of work, e.g., as grieves, shepherds, stockmen, ploughmen or tractor-men, the minimum rates have also been increased by 5s. a week and now range from 73s. to 81s. a week. The minimum hourly rate for men employed by the day or hour, or as part-time workers, etc., has been raised from 1s. 4d. to 1s. 5d. The annual holiday payments fixed for men under the Holidays with Pay Act, 1936, have been increased in proportion to the increase in the minimum rates of wages. The hours of work in respect of which the minimum rates are payable and the minimum rates of pay for overtime working remain unaltered, and there are no changes in the rates fixed for male workers under 20 years of age or for women and girls. Revisions have been made in some districts in the value of coal supplied to agricultural workers, of board provided for male workers 18 years and over, and of a few of the other benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash.

\* Workpeople involved in more than one stoppage in any year are counted more than once in the year's total; see note † on previous page.

## WAGES BOARD (INDUSTRIAL AND STAFF CANTEN UNDERTAKINGS) (AMENDMENT) ORDER, 1945.

By the above-mentioned Order,\* made by the Minister of Labour and National Service on 19th April, 1945, the scope of the Industrial and Staff Canteen Undertakings Wages Board has been extended so as to include certain workers employed in connection with the provision of food or drink or living accommodation provided wholly or mainly for workers covered by the Industrial and Staff Canteen Undertakings Wages Board Order, 1944.† The scope of the Board, as thus extended, is set out in full in a Schedule to the new Order, which took effect on 19th April, 1945.

## DISABLED PERSONS EMPLOYMENT CORPORATION.

In reply to a question in the House of Commons on 3rd May, 1945, the Minister of Labour and National Service announced that he had appointed the following persons to be members of the Disabled Persons Employment Corporation, Limited, for the establishment of which provision was made by the Disabled Persons (Employment) Act, 1944:—The Viscount Portal, P.C., D.S.O., M.V.O. (Chairman); Brigadier-General Atwell Charles Baylay, C.B.E., D.S.O.; Major Sir Jack Benn Brunel Cohen; Samuel Courtauld, Esq., D.Lit.; Miss Caroline Harriett Haslett, C.B.E.; George Alfred Isaacs, Esq., J.P., M.P.; Lieut.-General Sir Ronald Mores Weeks, K.C.B., C.B.E., D.S.O., M.C., T.D.; Frank Wolstencroft, Esq. In agreement with H.M. Treasury, Sydney Herbert George Hughes, Esq., C.B., C.B.E., had been appointed to be the Financial Director of the Corporation.

The Minister stated that the appointments would be for a period of three years.

Regarding the scope and functions of the Corporation, the Minister stated that the Corporation is a public company, incorporated under the Companies Act, 1929, required by its constitution to apply its profits, if any, or other income in promoting the objects for which it was formed, and prohibited from paying any dividend to its members.

The function assigned to the Corporation by Section 15 of the Disabled Persons (Employment) Act, 1944, is to make special provision for registered disabled persons who, by reason of the nature or severity of their disablement, are unlikely to obtain employment or work on their own account except under special conditions. In carrying out this function the Corporation will take account of, and where necessary supplement, the work of voluntary organisations and other non-profit making bodies already providing facilities for this class of disabled persons and also of local authorities who make similar provision in the exercise of their statutory powers. The measures and methods which the Corporation will adopt will depend largely upon the nature and extent of the field to be covered and this will not be precisely known until the register of disabled persons has been compiled. Its powers are, however, wide enough to cover, for example, the provision of special workshops, the provision of hostel accommodation linked with these workshops, and the provision of special facilities for home-workers.

## MARRIED WOMEN IN EMPLOYMENT.

## LEAVE FOR WIVES OF MEN IN THE FORCES AND THE MERCANTILE MARINE.

The Minister of Labour and National Service issued in March, 1942, a notice‡ asking employers to give reasonable leave of absence from work to married women with husbands serving in H.M. Forces, or the Mercantile Marine, when they came home on leave.

It was recommended that any married woman whose husband is in the Army or Air Force stationed in this country should be entitled to unpaid leave on such occasions up to a maximum of 14 days in the year, and that in the case of soldiers or airmen on leave from overseas, and of Naval and Mercantile Marine personnel, the wife should be entitled to a minimum of 14 days without pay. In all cases the leave was to be additional to any other holiday or leave to which the wife might be entitled by the terms of her employment.

Many more men are now returning home on long leave after years of service abroad, often under exceptionally trying conditions. Moreover, British prisoners of war are returning home in increasing numbers following their liberation by the Allied Armies. In view of this, the Minister is confident that employers will, wherever possible, extend the period of special leave of absence from work for wives of men on leave from overseas, or freed from prison camps, beyond the minimum of 14 days recommended in 1942.

\* S.R. & O. 1945, No. 427. H.M. Stationery Office; price 1d. net (2d. post free).

† See the issue of this GAZETTE for March, 1944, page 47.

‡ See the issues of this GAZETTE for December, 1943, and March, 1944.

§ See the issue of this GAZETTE for April, 1942, page 84.

## FINANCIAL POSITION OF THE COALMINING INDUSTRY.

### COAL CHARGES ACCOUNT.

The Ministry of Fuel and Power have issued a Memorandum\* on the origin and development of the Coal Charges Account.

This Account, which was set up in June, 1942, was designed to provide a means of financing part of the costs of the day-to-day operation of colliery undertakings and also to institute a system of partial pooling of costs amongst coal owners in order to spread the burden of increased costs due to war conditions. In regard to the former, finance was provided by means of Exchequer loans which enabled the industry to meet its obligations in respect of the increase in wages consequent upon the recommendation of Lord Greene's Board in June, 1942, and other increases which have been granted from time to time in advance of increases in coal prices. With regard to the increased costs which have led to increases in prices, the additional burden due to war conditions consists, broadly speaking, of two parts:—

- (a) Increases of wages, which for the most part have been on a flat rate per shift national basis and represented accordingly a greater burden upon some collieries than upon others. Colliery undertakings have been allowed to draw, from the Account, the additional cost of such wage increases.
- (b) Increases in cost which have occurred as the result of a substantial and continued reduction in output. This has affected districts in varying degrees and it was decided in 1942 that any further increase in the price of coal should be on a national basis. This necessitated granting to districts with a low output per shift a higher allowance than to districts with a high output per shift. In other words, the incidence of the reduction in output has not been uniform and this feature has been met by allowing districts to draw from the Account by way of price allowances.

The income of the Fund is obtained by a levy on the coal supply tonnage of each colliery undertaking. This was originally fixed at 7d. a ton in June, 1942, and was increased to 3s. 7d. a ton in July, 1942, to 5s. a ton in January, 1943, to 8s. in February, 1944, and to 12s. in August, 1944.† These increases in the levy have coincided with increases in the price of coal, except that in January, 1943, an increase of 1s. a ton in the price was accompanied by one of 1s. 5d. a ton in the levy. The national increases in the price of coal since the commencement of the war have been as follows:—

3rd November, 1939	1s. a ton (1s. 4d. in Wales).
2nd May, 1940	8d. a ton (1s. 8d. in Shropshire, South Staffs., Forest of Dean, Somerset, and South Wales—Anthracite only).
1st November, 1940	1s. 9d. a ton (2s. 9d. in South Wales, and in Cumberland; 3s. 3d. in Kent; 2s. 9d. to 4s. 9d. in Scotland—Anthracite only).
1st January, 1941	8d. a ton.
1st June, 1941	10d. a ton.
3rd July, 1942	3s. a ton.
1st January, 1943	1s. a ton.
1st February, 1944	3s. a ton (2s. 3d. in South Wales; 2s. in Cumberland).
1st August, 1944	4s. a ton.

At the beginning of the war there were adjustments of price up to the permitted levels, and with the general additions totalling 15s. 11d. and the variations noted above the average increase over all supplies is approximately 18s. a ton.

The total amount credited to the Coal Charges Account up to the 31st December, 1944, was about £141½ million, representing an average charge throughout the period of 6s. 2.3d. per ton. The expenditure amounted to £167¼ million and the deficiency met by Exchequer advances, £25¾ million. Payments in respect of additions to wages from June, 1942, onwards accounted for more than half of the expenditure up to December, 1944. These additions were as shown below:—

- (1) Under the recommendations of Lord Greene's Board (adopted in June, 1942):—
- (a) Flat rate addition of 2s. 6d. per shift to workers of 18 years and over below ground and workers of 21 and over on the surface with proportionate additions for juveniles.
- (b) A minimum wage of 83s. a week for adult underground workers; 78s. for surface workers, including value of allowances in each case.
- (c) Stabilised "percentage" in certain Wages Districts based on the difference between the percentage of wages paid in June, 1942, under the Wages Ascertainments Scheme of the Industry and whatever wages would have been paid in subsequent periods under the ordinary working of the same Ascertainments Scheme.
- (d) Output bonus (payable from 6th September, 1942).
- (2) Porter Awards:—
- (e) Additional cost of holiday payments under the Award of November, 1943. (This as an exception has been dealt with through price allowance).

\* Financial Position of Coalmining Industry: Coal Charges Account. Cmd. 6617. H.M. Stationery Office, price 9d. net (10d. post free).

† The levy was raised to 15s. on 1st May, 1945, by the Coal (Charges) (Amendment) (No. 1) Order, 1945—S. R. & O. 1945, No. 438. H.M. Stationery Office; price 1d. net (2d. post free).

- (f) Increase in overtime and week-end work payments, payable under the Award of January, 1944.
- (g) Additional wages to make up a minimum wage of 100s. a week for adult underground workers and 90s. a week for surface workers payable under the Award of January, 1944, including value of allowances in each case.
- (3) Subsequent to Porter Awards:—
- (h) Additional wages payments to piece workers, craftsmen and certain special classes, and the additions made as a result of the stabilisation of the output bonus in certain Districts, all of which were comprised in the Agreement of 20th April, 1944.

The estimated cost of these wage payments during the last quarter of 1944 was 5s. 11½d. per ton.

The Memorandum gives a Table showing the actual costs of coal production and proceeds of sale (at pithead) in 1939 and 1944, and an estimate of the approximate level of costs and proceeds at the end of 1944 after giving effect to (i) the full cost of wages and additions under the Porter Awards and the agreement of 20th April, 1944, and (ii) the increased proceeds arising from the increase in price authorised from 1st August, 1944. These are as follows:—

	1939		1944		End of 1944 (estimated)	Increase at end of 1944 on 1939.
	Per ton of coal supply					
Wages	s. d.	s. d.	s. d.	s. d.		per cent.
Other Costs	10 11	23 8	24 6	24 6		126
	5 6	9 7	9 6	9 6		73
Total Costs	16 5	33 3	34 0	34 0		108
Proceeds	18 0	33 5	36 0	36 0		100

The Memorandum concludes by pointing out that great disparity exists at present in the financial position of the various coal-mining districts, and that certain districts are making regular contributions into the Coal Charges Account while others are receiving substantial payments. Thus the equilibrium achieved under the pre-war system has for the time being completely changed through the circumstances of war-time working, and so long as present conditions obtain, the Coal Charges Account must continue. In this connection, the Memorandum recalls, the Minister has given an assurance that the Coal Charges Account will continue for the four years of the Wages Agreement of 20th April, 1944.

## RETAIL PRICES AND SUPPLIES OF COAL AND COKE.

On 26th April the Minister of Fuel and Power stated in the House of Commons that the Coal Charges Account (see article above) now showed a debt to the Exchequer of £25,750,000, incurred in financing coal production, and that, to provide funds for repaying this debt, he proposed to increase the retail price of coal by 3s. 6d. a ton as from 1st May. There would be a similar increase in the price of domestic coke.

The Minister further stated that the decline in colliery output must also be reflected in the quantities of solid fuel available for domestic consumption in the next twelve months, and that when other requirements such as those of railways and public utility services had been met, it was estimated that the total quantity available for domestic consumption would be less by some 5 per cent. than last year. In these circumstances it had been decided that the maximum quantity of coal obtainable by any household, without licence, from May, 1945, to April, 1946, inclusive, would be 50 cwt. in the North and 34 cwt. in the South; additional quantities would be made available, under licence, to those who depend entirely on solid fuel, or whose needs are above the average. As regards coke and other boiler fuels, the amounts which would be available, except under licence, to consumers for the twelve months would be 2 tons for the whole country.

## CONTROL OF FOOD PRICES.

On and after 26th April the retail prices of new potatoes of the 1945 crop were controlled by a new Order of the Minister of Food. Under this Order the maximum permitted price is 4d. per lb. in Great Britain and 3½d. per lb. in Northern Ireland until 18th June and 14th June, respectively, after which dates there will be a steady fall in the maximum prices with the increasing volume of supplies. The Minister of Food has also made three new Orders controlling, as from 1st May, the maximum retail prices of the 1945 crop of soft fruit, cherries and home-grown tomatoes, the scheduled prices being, in each case, substantially the same as those specified for the 1944 crop at the corresponding dates in that year.

Two consolidating Orders relating to the sale and distribution of milk in Great Britain and Northern Ireland, respectively, also took effect on 1st May. Apart from minor alterations in some areas in Scotland and Northern Ireland, the provisions in the new Orders concerning the maximum retail prices of ordinary milk are the same as those previously in force.

## UNEMPLOYMENT IN APRIL.

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 16th April (exclusive of 20,667 men who had been classified as unsuitable for ordinary industrial employment) was 61,208; 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 438; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 752. As compared with 15th January, the numbers wholly unemployed showed a decrease of 2,005, those temporarily suspended from work showed a decrease of 618, and unemployed casual workers showed a decrease of 52.

The corresponding figures for women and girls at 16th April were 27,761 wholly unemployed (exclusive of 482 women who had been classified as unsuitable for normal full-time employment), 258 temporarily stopped, and 62 unemployed casual workers. As compared with 15th January, the numbers wholly unemployed showed a decrease of 4,299, those temporarily stopped showed a decrease of 1,281, and unemployed casual workers showed an increase of 14.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for 16th April was 63,484, as compared with 73,193 at 15th January, and 47,120 at 17th April, 1944.

The numbers registered as unemployed\* at 16th April, 1945, are analysed below:—

	Great Britain.		
	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
Men	51,308	429	752
Boys	9,900	9	—
Women	19,159	254	62
Girls	8,602	4	—
Total	88,969	696	814
Increase (+) or Decrease (—) as compared with:			
15th January, 1945	— 6,304	— 1,899	— 38
17th April, 1944	+15,877	+ 43	—131
United Kingdom.			
Men	60,926	631	2,200
Boys	10,477	11	—
Women	22,942	639	70
Girls	9,015	17	—
Total	103,360	1,298	2,270
Increase (+) or Decrease (—) as compared with:			
15th January, 1945	—13,124	—2,279	+ 95
17th April, 1944	+16,926	— 969	+168

The numbers of unemployed persons\* on the registers at 16th April, 1945, 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.
London and South-Eastern	5,526	1,545	2,592	1,369	11,032
Eastern	1,487	222	589	250	2,548
Southern	1,171	370	443	373	2,357
South Western	1,975	199	594	216	2,984
Midlands	3,075	521	903	433	4,932
North Midlands	1,338	217	250	160	1,965
North Eastern	3,184	513	1,389	415	5,501
North Western	7,182	1,315	1,954	1,066	11,517
Northern	5,238	1,890	2,890	1,581	11,599
Scotland	13,023	1,912	4,484	1,597	21,016
Wales	8,109	1,196	3,071	1,142	13,518
Great Britain	51,308	9,900	19,159	8,602	88,969
Northern Ireland	9,618	577	3,783	413	14,391
United Kingdom	60,926	10,477	22,942	9,015	103,360
Temporarily Stopped and Unemployed Casual Workers.					
London and South-Eastern	127	—	13	—	140
Eastern	56	—	13	—	69
Southern	4	—	—	—	4
South Western	135	1	10	—	146
Midlands	21	—	10	—	31
North Midlands	17	—	44	1	62
North Eastern	136	—	20	—	156
North Western	213	6	54	—	273
Northern	186	1	38	1	226
Scotland	224	1	78	2	305
Wales	62	—	35	—	97
Great Britain	1,181	9	316	4	1,510
Northern Ireland	1,650	2	393	13	2,058
United Kingdom	2,831	11	709	17	3,568

\* The figures are exclusive of men classified as unsuitable for ordinary industrial employment and women classified as unsuitable for normal full-time employment. At 16th April, the numbers so classified were 20,667 men and 482 women.

The following Table shows the numbers of unemployed persons\* on the registers of Employment Exchanges at quarterly dates since 12th April, 1943.

Date.	Great Britain.				Total.	United Kingdom.
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.		
Wholly Unemployed.						
12 April 1943	44,102	7,114	18,872	6,681	76,769	92,774
19 July ..	39,735	8,786	14,662	7,946	71,129	85,563
18 October ..	40,042	8,416	15,546	8,249	72,253	82,626
1944.						
17 January ..	40,491	9,442	17,736	9,005	76,674	91,634
17 April ..	39,205	11,027	13,754	9,106	73,092	86,434
17 July ..	36,407	7,671	11,037	6,790	61,905	73,561
16 October ..	46,168	9,062	15,589	8,416	79,235	89,940
1945.						
15 January ..	53,370	9,843	22,327	9,733	95,273	116,484
16 April ..	51,308	9,900	19,159	8,602	88,969	103,360
Temporarily Stopped and Unemployed Casual Workers.						
12 April 1943	2,614	8	641	59	3,322	5,433
19 July ..	1,697	18	405	9	2,129	4,989
18 October ..	1,346	5	328	4	1,683	3,904
1944.						
17 January ..	1,360	1	926	76	2,363	4,701
17 April ..	1,237	2	343	16	1,598	4,369
17 July ..	944	10	333	5	1,292	4,323
16 October ..	1,274	9	495	57	1,835	3,393
1945.						
15 January ..	1,826	34	1,518	69	3,447	5,752
16 April ..	1,181	9	316	4	1,510	3,568

## COMPOSITION OF UNEMPLOYMENT STATISTICS FOR APRIL, 1945.

The Table below gives an analysis of the numbers of persons registered as unemployed in Great Britain at 16th April, 1945, exclusive of those who had been classified as unsuitable for ordinary employment.†

	Men 18 years and over.	Boys under 18 years.	Women 18 years and over.	Girls under 18 years.	Total.
1. Insured Persons:					
Claims to Benefit and applicants for Unemployment Allowances					
Non-claimants	45,813	1,111	15,203	613	62,740
Total—Insured	49,707	4,271	2,664	4,087	56,729
2. Uninsured Persons:					
Applicants for Unemployment Allowances					
Persons not applying for Allowances	427	14	299	4	744
Total—Uninsured	1,279	4,513	1,309	3,902	11,003
3. TOTAL ON REGISTERS	52,489	9,909	19,475	8,606	90,479
B. INSURED PERSONS CLAIMING BENEFIT UNDER SPECIAL SCHEMES					
	152	5	153	1	311
TOTAL OF INSURED PERSONS UNEMPLOYED (A1 plus B)	50,935	5,387	18,020	4,701	79,043
Insured Persons with Books in Two Months Files (not included above)	2,863	1,473	5,289	1,610	11,235

## NUMBERS REGISTERED AS UNEMPLOYED IN THE UNITED KINGDOM, 1938 TO 1945.

The Table below shows the numbers registered at Employment Exchanges in the United Kingdom as unemployed at quarterly dates in the years 1938 to 1945, and the average for each year. In addition to persons wholly unemployed, the figures include persons temporarily suspended from their employment and unemployed casual workers.

Year.	January.	April.	July.	October.	Average for Year.**
1938	1,927,005	1,842,115	1,875,083	1,862,662	1,881,357
1939	2,133,809	1,726,083	1,326,134	1,499,893	1,589,801
1940	1,602,551	1,040,344	898,676††	904,480	1,034,672
1941	764,330	457,488	315,898	245,774	391,521
1942	224,730	148,705††	124,528	118,802	139,272††
1943	121,011	98,207	96,552	86,530	99,075
1944	96,335	90,803	77,884	93,333	89,589
1945	122,236	106,928	—	—	—

\* See note \* in previous column.

† In addition to the numbers shown in the Table there were registered at Employment Exchanges 20,667 men who had been classified as unsuitable for ordinary industrial employment and 482 women who had been classified as unsuitable for normal full-time employment.

†† These figures do not include claimants under the Special Schemes for the Banking and Insurance industries, who are shown separately in line B of the Table. ‡ The "two-months file" contains the unemployment books of insured persons who have registered as unemployed at some time within the past two months but are not continuing to register, though they are not known to have found work and their books remain "lodged" at the Employment Exchanges concerned.

\*\* For the years 1938 to 1942 the figures are averages for twelve dates, at monthly intervals; for 1943 and 1944 they are averages for four dates, at quarterly intervals.

†† The figures for July, 1940, and later dates, exclude men in attendance at Government Training Centres.

‡‡ The figures for April, 1942, and later dates are exclusive of men and women classified as unsuitable for ordinary employment. In calculating the average for 1942 these persons have been excluded for all dates during the year.

NUMBERS ON THE REGISTERS IN THE PRINCIPAL TOWNS, APRIL, 1945.

The Table below shows the total numbers of unemployed persons\* on the registers of all Employment Exchanges and Juvenile Employment Bureaux in each Administrative Region on 16th April, 1945, and the numbers on the registers of the Exchanges and Bureaux situated in some of the principal towns in each Region, together with the increase or decrease compared with 15th January, 1945.

Regions (in italics) and Principal Towns.	Numbers of Persons* on Registers at 16th April, 1945.				Inc. (+) or Dec. (-) in Totals as compared with 15th Jan., 1945.
	Men. 18 years & over	Women. 18 years & over	Juveniles under 18 years	Total.	
<i>London and South Eastern</i> ..	5,653	2,605	2,914	11,172	- 381
London (Administrative County) ..	2,330	1,010	714	4,054	+ 625
Brighton and Hove ..	198	39	63	300	- 79
Chatham ..	109	135	173	417	- 114
Croydon ..	84	45	73	202	+ 11
East Ham ..	38	30	56	124	+ 24
Harrow and Wembley ..	138	117	57	312	+ 46
Hendon ..	140	29	47	216	+ 35
Leyton and Walthamstow ..	123	21	42	186	+ 4
Tottenham ..	181	19	68	268	+ 41
West Ham ..	45	52	90	187	- 70
Willesden ..	112	22	70	204	+ 64
<i>Eastern</i> ..	1,543	602	472	2,617	- 1,563
Ipswich ..	53	26	37	116	+ 20
Luton ..	66	6	45	117	+ 15
Norwich ..	87	12	26	125	- 146
<i>Southern</i> ..	1,175	444	743	2,362	+ 62
Portsmouth (including Gosport) ..	271	100	158	529	+ 33
Reading ..	29	34	48	111	+ 18
Southampton ..	145	126	97	368	+ 184
<i>South Western</i> ..	2,110	604	416	3,130	- 993
Bristol (including Kingswood) ..	546	171	180	897	- 340
Plymouth ..	192	79	76	347	- 103
Swindon ..	23	10	26	59	- 11
<i>Midlands</i> ..	3,066	913	954	4,963	+ 890
Birmingham ..	872	325	260	1,457	+ 455
Coventry ..	518	4	64	586	+ 208
Smethwick ..	35	34	13	82	+ 47
Stoke-on-Trent ..	230	46	117	393	+ 115
Walsall ..	229	39	125	393	+ 43
West Bromwich ..	79	55	128	262	+ 69
Wolverhampton ..	1,355	294	378	2,027	- 2,479
<i>North Midlands</i> ..	2	4	25	31	...
Derby ..	179	42	83	304	+ 7
Grimsby ..	40	1	44	85	+ 3
Leicester ..	...	...	...	...	...
Lincoln ..	...	...	...	...	...
Northampton ..	53	19	61	283	- 185
Nottingham ..	203	19	61	283	- 185
<i>North Eastern</i> ..	3,320	1,409	928	5,657	- 1,078
Barnsley ..	175	30	75	280	+ 84
Bradford ..	325	25	36	386	+ 72
Bradford ..	32	...	...	...	...
Dewsbury ..	286	211	177	674	- 21
Doncaster ..	18	2	6	26	+ 7
Halifax ..	47	133	156	336	+ 34
Huddersfield ..	261	34	53	348	- 199
Hull ..	654	34	53	741	- 199
Leeds ..	95	131	133	359	- 59
Rotherham ..	263	162	22	447	+ 216
Sheffield ..	52	3	4	59	+ 16
Wakefield ..	66	17	62	145	+ 20
<i>North Western</i> ..	7,395	2,008	2,387	11,790	+ 56
Accrington ..	129	52	12	193	+ 4
Ashton-under-Lyne ..	111	54	19	184	+ 13
Barrow ..	213	20	46	279	+ 21
Birkenhead ..	72	1	20	93	- 55
Blackburn ..	166	20	11	197	- 158
Blackpool ..	192	235	6	433	+ 16
Bolton ..	266	2	10	278	- 117
Burnley ..	51	1	3	55	- 11
Bury ..	...	...	...	...	...
Liverpool (including Bootle) ..	1,952	520	684	3,156	+ 349
Manchester (including Salford) ..	983	53	249	1,240	- 221
Oldham (including Failsworth and Royton) ..	330	25	40	395	- 16
Preston ..	241	65	65	371	+ 16
Rochdale ..	95	16	7	118	+ 35
St. Helens ..	84	21	32	137	+ 26
Salford (including Eccles and Pendlebury) ..	164	16	41	221	+ 15
Stockport ..	112	74	229	415	+ 98
Warrington ..	16	20	40	76	- 19
Wigan ..	280	101	53	434	- 89
<i>Northern</i> ..	5,424	2,928	3,473	11,825	- 1,453
Darlington ..	50	3	26	79	+ 4
Gateshead ..	258	83	52	393	- 145
Hartlepool ..	303	221	93	617	+ 33
Middlesbrough (including South Bank) ..	118	56	229	403	- 146
Newcastle-upon-Tyne ..	1,020	422	374	1,816	- 555
South Shields ..	401	264	273	938	- 73
Stockton-on-Tees ..	82	50	190	322	- 34
Sunderland ..	735	528	353	1,616	- 63
<i>Scotland</i> ..	13,247	4,562	3,512	21,321	- 1,300
Aberdeen ..	409	141	94	644	- 382
Clydebank ..	86	82	70	238	+ 18
Dumfries ..	594	155	71	820	- 101
Edinburgh ..	870	279	166	1,315	- 81
Glasgow (including Rutherglen) ..	4,079	1,561	903	6,543	+ 234
Greenock ..	291	278	131	700	+ 58
Motherwell and Wishaw ..	866	191	136	1,193	- 297
Paisley ..	240	38	55	333	- 100
<i>Wales</i> ..	8,171	3,106	2,338	13,615	- 12
Cardiff ..	234	61	211	506	- 141
Newport ..	110	67	96	273	- 53
Rhondda ..	1,025	99	257	1,381	+ 245
Swansea ..	348	206	109	663	+ 9
<i>Northern Ireland</i> ..	11,268	4,176	1,005	16,449	- 7,067
Belfast ..	4,581	1,397	231	6,209	- 624
Londonderry ..	1,401	149	151	1,701	- 725
<i>United Kingdom</i> ..	63,757	23,651	19,520	106,928	- 15,308

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

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 the United Kingdom in April was 145, as compared with 149† in the previous month and with 154‡ in April, 1944. Details for separate industries are given below:—

MINES AND QUARRIES.†		Factories—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	3
Underground ..	37	Rubber Trades ..	1
Surface ..	4	Gas Works ..	1
Metalliferous Mines	1	Electrical Stations ..	1
Quarries ..	1	Other Industries ..	2
<b>TOTAL,</b>	<b>42</b>	<b>WORKS AND PLACES UNDER</b>	<b>ss. 105, 107, 108, FACTORIES</b>
<b>MINES AND QUARRIES</b>	<b>42</b>	<b>Act, 1937.</b>	<b>5</b>
		Docks, Wharves, Quays	5
		and Ships ..	16
		Building Operations ..	1
		Works of Engineering	1
		Construction ..	1
		Warehouses ..	1
		<b>TOTAL, FACTORIES ACT</b>	<b>78</b>
		<b>RAILWAY SERVICE.</b>	<b>25</b>
		Brakemen, Goods Guards	2
		Engine Drivers, Motor-	3
		men ..	3
		Firemen ..	3
		Guards (Passenger)	2
		Labourers ..	2
		Mechanics ..	5
		Permanent Way Men ..	2
		Porters ..	2
		Shunters ..	2
		Other Grades ..	3
		Contractors' Servants ..	3
		<b>TOTAL, RAILWAY SERVICE</b>	<b>25</b>
		<b>Total (excluding Seamen)</b>	<b>145</b>

INDUSTRIAL DISEASES.

The Table below shows the number of cases§ and deaths§ in the United Kingdom reported during April 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 ..	6
Smelting of Metals ..	1	Tar ..	7
Plumbing and Soldering	1	Oil ..	4
Shipbreaking ..	1	<b>TOTAL</b> ..	<b>17</b>
Printing ..	1	<b>CHROME ULCERATION.</b>	
Other Contact with Molten Lead ..	1	Manufacture of Bichromates ..	5
White and Red Lead Works ..	1	Dyeing and Finishing ..	5
Pottery ..	2	Chrome Tanning ..	5
Vitreous Enamelling ..	2	Chromium Plating ..	6
Electric Accumulator Works ..	2	Other Industries ..	6
Paint and Colour Works	2	<b>TOTAL</b> ..	<b>16</b>
Coach and Car Painting	2	<b>Total Cases</b> ..	<b>44</b>
Shipbuilding ..	2		
Painting of Buildings ..	2	<b>II. Deaths.</b>	
<b>TOTAL</b> ..	<b>3</b>	<b>OTHER POISONING.</b>	
		Toxic Jaundice ..	1
		Aniline ..	2
		Toxic Jaundice ..	2
		Toxic Anaemia ..	1
		Compressed Air Illness ..	1
		<b>TOTAL</b> ..	<b>8</b>
		<b>Total, Deaths</b> ..	<b>2</b>

\* 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 28th April, 1945, in comparison with the 4 weeks ended 31st March, 1945, and the 4 weeks ended 29th April, 1944.  
‡ 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 they have been included (as cases) in the same or previous returns.

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

Rates of Wages.

The principal groups of workpeople affected by changes in rates of wages during April were men, youths and boys, and women employed on men's work, in the engineering and allied industries, and adult male agricultural workers in Scotland.

In the engineering industry, the existing basic rates of adult male workers were increased by 4s. 6d. a week under an award of the National Arbitration Tribunal, and corresponding increases (varying according to age) were granted to apprentices, youths and boys; consequential increases took effect in the rates of women engaged on men's work. Similar increases were granted to workpeople engaged in a number of allied industries. Statistics are not at present available as to the numbers of workpeople whose wage rates were increased under these arrangements, nor as to the aggregate amount of the increases in weekly rates of wages. For men in regular employment as agricultural workers in Scotland, the minimum rates fixed under the Agricultural Wages (Regulation) (Scotland) Acts were raised by 5s. a week (see article on page 79 of this GAZETTE.)

In other industries and services covered by the Department's statistics,\* the changes in rates of wages reported during April are estimated to have resulted in an aggregate increase of about £50,000 in the weekly full-time wages of about 150,000 workpeople. No decreases in rates of wages were reported during the month. The industries in which rates of wages were increased during April included the flax and hemp industry in Great Britain, the wholesale mantle and costume trade,

flour milling, electrical contracting in the London area, and horse-drawn road transport in Lancashire and Cheshire.

In the flax and hemp industry in Great Britain, the minimum time rates fixed under the Wages Councils Act were raised by amounts ranging from 4s. 7d. to 6s. 7d. a week for men and 3s. 2d. or 3s. 7d. a week for women. In the wholesale mantle and costume trade, the minimum time rates fixed under the Act were raised by 1½d. and 1¼d. an hour for men and women respectively. Men employed in flour milling were granted a further war supplement of 4s. a week, with smaller increases for women and juvenile workers. In the electrical contracting industry in the London area, the basic rate of skilled electricians was increased by ¾d. an hour. Adult workers employed as horse carters in Lancashire and Cheshire (except Merseyside and Chester) were granted an increase of 4s. a week, with an increase of 2s. 6d. a week for younger workers.

Of the estimated aggregate increase of £50,000 a week (exclusive of increases resulting from the National Arbitration Tribunal award for the engineering industry and from the Statutory Orders relating to agricultural workers in Scotland), about £15,000 took effect under arrangements made by joint standing bodies of employers and workpeople, and most of the remainder was the result of direct negotiations between employers and workpeople or their representatives.

Hours of Labour.

No important changes in hours of labour were reported during April.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING APRIL.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Agriculture	Scotland ..	16 Apr.	Male workers 20 years and over:—Grieves, shepherds, stockmen, ploughmen, tractor-men, etc. Other whole-time workers employed by the week or longer period.	Increase of 5s. a week in minimum rates. Minimum rates after change, 7s. to 81s. a week, according to occupation and district.† Increase of 5s. a week (65s. to 70s.) in minimum rate.†
			Workers employed by the day or hour or as part-time workers, etc.	Increase of 1d. an hour (1s. 4½d. to 1s. 5½d.) in minimum rate.†
Engineering and Allied Industries.	United Kingdom ..	Beginning of 1st full pay period after 24 Apr.	Workpeople employed in the engineering and allied industries† except those whose rates of wages are regulated by wage movements in other industries, e.g., building, electrical contracting:—Men, apprentices, youths and boys.	Increase of 4s. 6d. a week (47 hours) in basic rates for adult male time workers and piece workers, with corresponding increases for apprentices, youths and boys.§ Increase in basic rates varying according to the length of probationary service and to the rates of the men replaced.§
			Women on men's work whose wages are related to those of men.	Increase in basic rates varying according to the length of probationary service and to the rates of the men replaced.§
Engineering and Ship-building	Portsmouth (certain firms).	do.	Mechanics and labourers whose wages have hitherto been regulated by movements in the engineering industry.	Increases as in the engineering and allied industries (see above).
Shipbuilding and Ship-repairing	United Kingdom ..	do.	Workpeople, employed in federated shipyards, whose wages have hitherto been regulated by movements in the engineering industry:—Fitters, turners, etc., apprentices, youths and boys.	Increases as in the engineering and allied industries (see above).
			Women on men's work whose rates of wages are related to those of men.	Increases for women 21 years and over, on completion of probationary period, varying according to rates of men replaced.
Ship-repairing	Thames district	do.	Fitters, turners and brass finishers	Increase of 1½d. an hour. Rate after change: 2s. 5d. plus 1d. an hour for all hours worked. Increase of 4s. 6d. a week.
			Moulders, firemen and trimmers ..	Increases of 1s. 2½d. to 2s. 9½d. a week, according to age or year of apprenticeship.
			Apprentices, youths and boys in engineering trades.	Increases of 4s. 6d. a week for women 21 years and over who have completed eight months' training.
Constructional Engineering.	Great Britain ..	do.	Workpeople, other than labourers, ¶ employed as plain time workers on outside steelwork erection.	Increase of 1½d. an hour. Rates after change: sheeters—London area, within a radius of 16 miles from Charing Cross 2s. 5d., elsewhere 2s. 3d., riveters and crane drivers 2s. 4d., 2s. 3d., erectors, riveters' holders-up and sheeters' holders-up 2s. 3d., 2s. 2d., erectors' helpers 2s. 1½d., 2s. 0½d., rivet heaters (adults) 2s. 1d., 2s., burners—new work 2s. 4d., 2s. 3d., demolition or scrap work 2s. 3d., 2s. 2d.
Malleable Ironfounding.	Willenhall and District	do.	Men, apprentices, youths and boys and women on men's work whose rates of wages are related to those of men.	Increases as in the engineering and allied industries (see above).
Brass Working	Yorkshire ..	do.	do.	Increases as in the engineering and allied industries (see above).

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

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

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Shuttle-making	Lancashire and Yorkshire.	1st pay day in Apr.	Shuttle-makers	Increase* of 1 per cent. on basis rates. Minimum daywork rate after change for journeymen, 1s. an hour plus 92 per cent. (1s.11-04d.)
Lace Curtain Manufacture.	Nottingham and Scotland.	Beginning of 1st full pay period after 19 Apr.	Shuttle-makers' apprentices	Increase* of 1 per cent. on basis rates, making wages 92 per cent. above basis piece rates and 74.5 per cent. above basis time rates.
Flax and Hemp	Great Britain	2 Apr.	Drawers	Increase of 1d. an hour in basic rate. Rate after change 10½d. an hour plus 30 per cent. cost-of-living bonus.†
			Workpeople employed at time rates—Men, youths and boys.	Increase of 4s. 7d. to 6s. 7d. a week, according to occupation, in general minimum time rates for men 21 years or over, of 3s. 10d. to 5s. 11d. for improvers, of 1s. 10d. to 3s. 10d. for apprentices, of 1s. 5d. to 4s. 7d. for youths and boys, and 2s. 1d. to 3s. 8d. for learners.‡
			Women and girls	Increase of 3s. 2d. or 3s. 7d. a week for women 18 years or over, of 1s. 5d. to 2s. 8d. for girls and of 1s. 5d. to 1s. 10d. for learners (female spinners under 18 who have completed 2 years' employment, including any period of learnership, in specified occupations and who are in charge of a frame receive an increase of 3s. 7d. a week).‡
			Workpeople employed at piece rates	Increase of 6s. 1d. a week in piece work basis time rates for male hose-pipe weavers on power or hand looms and of 3s. 8d. for female piece workers; increases of 3s. 2d. in guaranteed time rates for women 18 years or over and of 1s. 5d. to 2s. 8d. for girls; increases of 6½d. to 9d. per piece (approximately 7½ per cent.) in general minimum piece rates for male canvas weavers.‡
Hosiery Manufacture.	Great Britain	Week beginning 30 Apr.	Workpeople employed in knitting women's seamless hose.	Basic piece prices fixed at minima ranging from 2½d. to 7½d. (according to needles) for specified numbers of links, plus ½d. for each additional two links or part of two links, with extra payments for specified classes of work. Workers receive in addition the current cost-of-living bonus.
Jute	Dundee	24 Apr.	Skilled mechanics, apprentices, semi-skilled and unskilled workers employed in mechanical departments.	Increase of 4s. 7d. a week of 48 hours for men and 1s. 3d. to 2s. 9d. according to year of apprenticeship, for apprentices. Rates after change for skilled men: coppersmiths and brass moulders 112s. 10½d., tinsmiths 107s. 9½d., blacksmiths 106s. 9½d., joiners and pattern makers 105s. 9½d. (plus 1s. a week tool money), fitters and turners 104s. 8½d., inclusive of maintenance allowance of 8s. a week in all cases.
Textile Bleaching, Dyeing and Finishing.	Lancashire, Cheshire and Derbyshire (majority of firms) and certain firms in Yorkshire.‡	19 Mar.	Drivers of mechanical vehicles, statutory attendants and mates.	Increase of 4s. a week. Rates after change: drivers of mechanical vehicles 78s. 6d. to 91s. 6d., according to carrying capacity of vehicle; statutory attendants and mates 80s.
		23 Apr.	Drivers of horse-drawn vehicles	Increase of 4s. a week. Rates after change: one-horse drivers 82s. 6d., teamsmen 87s. 6d.
Textile Finishing	Lancashire, Cheshire and Derbyshire.	Beginning of 1st full pay period after 24 Apr.	Skilled mechanics and apprentices	Increase of 4s. 6d. a week (99s. 6d. to 104s.) for skilled mechanics with increases for apprentices, varying at different ages, dependent on percentage relationship to rate of skilled mechanics.
Making-up and Packing.	Manchester	1st pay day in Apr.	Men, youths, boys, women and girls.	Cost-of-living bonus increased* by 5d. a week (19s. 2d. to 19s. 7d.) for men, by 3d. (11s. 6d. to 11s. 9d.) for women 18 years and over, by 1d. for youths and boys and by 1d. or 2d. for girls. Rates after change include: men—packers and makers-up 66s. 6d. a week, competent grey and print lookers 63s., assistant lookers, stampers, etc., 60s., plaiters, general warehousemen, etc., 57s., porters 54s., plus 19s. 7d. a week war wage and 24d. an hour emergency war-time payment; women—markers-off 38s. 6d., cutters, etc., 35s. 6d., others 33s. 6d., plus 11s. 9d. a week and 1-35d. an hour.
Wholesale Mantle and Costume Manufacture.	Great Britain	27 Apr.	Men, youths and boys	Increase of 1½d. an hour in general minimum time rates for workers 22 years or over, and of ½d., 1d. or 1½d., according to age, for younger workers; and increase of 1½d. in piece work basis time rates (all ages).‡
			Women and girls	Increase of 1½d. an hour in general minimum time rates for workers other than learners, of 1d. for learners in 4th year of learnership and of ½d. for other learners; and increase of 1½d. in piece work basis time rates (all workers).‡
Corset Making	Great Britain	27 Apr.	Men, youths and boys	Increase of 1½d. an hour in general minimum time rates for workers 22 years or over, and of ½d., 1d. or 1½d., according to age, for younger workers; and increase of 1½d. in piece work basis time rates (all ages).‡
			Women and girls	Increase of 1½d. an hour in general minimum time rates for workers other than learners, of 1d. for learners in 4th year of learnership and of ½d. for other learners; and increase of 1½d. in piece work basis time rates (all workers).‡
Baking	Huntly	Beginning of 1st full pay period after 9 Apr.	Journeymen and apprentices	Increase of 10s. a week (65s. to 75s.) in basic minimum rate, and flat-rate payment of 4s. a week, independent of the official cost-of-living index figure, granted to journeymen, and minimum rates fixed for apprentices. Rates after change: journeymen 75s. plus 4s., plus 16s. current cost-of-living addition; apprentices 18s. in 1st year of apprenticeship rising to 45s. in 5th year, plus current cost-of-living addition of 8s., 10s. or 12s., according to basic rate†
Brewing, etc.	Carlisle and district	23 Apr.	Brewery workers, barmen and barmaids, and café and hotel workers employed under the Carlisle and District State Management Scheme.	Increase of 4s. a week for adult males and of 3s. for females, subject, in the case of café workers, to a modification of 25 per cent. where board is provided. Rates after change include: barmen 84s. to 91s. 6d., brewery labourers 89s., barmaids 58s. to 63s., café and hotel workers from 48s. 9d. (exclusive of board).
Flour Milling	Great Britain	1st full pay period after 1 Mar.‡	Men, youths, boys, women and girls, except road transport workers and mechanics.	War supplements increased by 4s. a week for men, by 3s. for youths 18 and under 21 years, women and girls (all ages) employed in the sackhouse and in packing small bags and other women 20 and over, by 2s. for girls 18 and under 20, and by 1s. for boys and girls under 18. Rates after change include: men—1st roller 86s. to 102s., according to location of mill and area of roller contact, general labourers 74s. to 86s., according to location of mill; women 20 years and over—truckers and mill cleaners on day work 51s. 6d. to 61s., mill cleaners on shift work 53s. 6d. to 63s., sackhouse workers 52s. to 60s., packers of small bags 48s. to 52s., according to location of mill in each case (all rates are inclusive of the appropriate war supplements).
	do.	do.	Electricians	War supplements increased by 4s. a week (22s. to 26s.). Rates after change: 95s. 6d. to 112s., according to location of mill.
	Great Britain (excluding London).	19 Mar.‡	Road transport workers employed directly and regularly by flour milling firms.	Increase of 4s. a week for drivers, statutory attendants and mates after change: drivers of mechanically driven vehicles up to and including 2 tons carrying capacity 80s. to 90s., according to location of mill, over 2 tons carrying capacity and up to and including 12 tons gross laden weight 87s. to 97s. 6d., over 12 tons 92s. to 102s. 6d.; statutory attendants and mates 78s. to 90s.; horse carmen—pair-horse 82s. to 90s., single-horse 79s. to 86s.

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

† These increases were the result of awards of the National Arbitration Tribunal.

‡ These increases took effect under Orders issued under the Wages Councils Act, the Trade Boards now being deemed to be Wages Councils. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

§ This increase applied to workers employed by firms which are members of the Federation of Calico Printers, the Employers' Federation of Dyers and Finishers, the Employers' Federation of Bleachers and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms).

|| These increases took effect under an Order issued under the Wages Councils Act, the Trade Board now being deemed to be a Wages Council. Details of the minimum rates are contained in the Confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office. Increases of equivalent amounts were granted in January, 1945, under an agreement between the employers' association and trade union concerned.

¶ These increases were agreed upon on 18th April and made retrospective to the dates shown.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Bedding Manufacture, etc.	Great Britain	3 Apr.	Workpeople employed on the manufacture, renovation or repair of bedding (including divans).	Basic minimum time rates agreed upon for men and for women 19 years and over as follows: men engaged on productive processes—London area (within a 20-mile radius from Charing Cross) 1s. 9d. an hour, Northern Counties of England, Yorkshire, Lancashire, Cheshire and North Wales 1s. 7½d., elsewhere 1s. 7d.; men employed as labourers—London area 1s. 4½d., elsewhere 1s. 3d.; women sewers and sewing machinists, and women who were employed on machines other than sewing machines in the factory prior to Sept., 1939—London area 1s., elsewhere 11d.; women employed as labourers 10d.* Apprentices and other junior workers to be paid the current minimum time rates applicable in the industry under the Wages Councils Act, plus any addition approved and ordered by the parties to the agreement. Workpeople employed on systems of payment by result to receive not less than the wages to which they would have been entitled at the appropriate district minimum time rates.
Building	Kincardineshire	2 Apr.	Craftsmen and labourers	Rates to be those recognised for Grade A1 districts by the Scottish National Joint Council for the Building Industry, viz., craftsmen 2s. 1½d., labourers 1s. 8½d.†
Electrical Contracting.	London (within a 12-mile radius from Charing Cross).	3rd pay day in Apr.	Men and women 21 years and over and youths and boys, other than indentured apprentices.	Increase of ½d. an hour (1s. 10½d. to 1s. 11½d.) in basic rates for skilled electricians and men and women in receipt of skilled electricians' rates, with increases of proportional amounts for other men and women, and youths and boys.
Glazing	Great Britain	Beginning of 1st full pay period after 24 Apr.	Patent glazing fixers and assistants employed on outside work.	Increase of 1½d. an hour. Rates after change: patent glazing fixers 2s. 2½d., assistants 1s. 11½d.
Electricity Supply Undertakings.	Yorkshire, North Lincolnshire, North Nottinghamshire, and North Derbyshire.	1st pay period after 1 Apr.	Installation inspectors, fitters, electricians and mates.	Increase of 1d. an hour for installation inspectors, electrical fitters and mechanical fitters and of ½d. for electricians, electricians' mates and fitters' mates. Rates fixed for turbine fitters (having turbine manufacturing shop experience). Rates after change: Section "A" areas—turbine fitters 2s. 3½d., installation inspectors, electrical fitters and mechanical fitters 2s. 2½d., electricians 2s. 1½d., electricians' mates and fitters' mates 1s. 9½d.; Section "B" areas—½d. an hour less in each case.‡
	Northern Ireland (certain towns).§	1st full pay period after 18 Apr.	Labourers	Increase of 1d. an hour in basic rate. Rate after change 1s. an hour plus war bonus of 6d. an hour.‡
Horse Cartage	Lancashire and Cheshire (except Merseyside and Chester) and the Buxton and High Peak District of Derbyshire.	23 Apr.	Men, youths and women	Increase of 4s. a week for men and youths 18 years and over and for women, and of 2s. 6d. for youths 16 and under 18. Minimum rates after change: male workers—18 years and over, one-horse drivers 82s. 6d., two-horse drivers 87s. 6d., 17 years 73s., 16 years 65s. 6d.; women 77s.
Local Authority Services.	East Midland Area	1 Apr.	Manual workers employed in non-trading services, except those whose wages are regulated by movements in other industries.	Revised scheme of district grading adopted for wages purposes, involving a reduction in the number of grades from six to three and increases in rates of wages of various amounts in most districts other than those already in the highest grade; revised scale of wage rates adopted for park and garden employees. Minimum hourly rates after change, inclusive of current war wage increase, for general labourers: Grade 1 districts, 1s. 9½d., 2, 1s. 8½d., 3, 1s. 7½d.¶
	Middlesex	1 Apr.	Schoolkeepers, assistant schoolkeepers and relief schoolkeepers.	Scales of wages adopted as follows: schoolkeepers in Grade I schools 60s. a week rising by annual increments of 2s. 6d. a week to 70s.; Grade II schools 65s. to 85s.; assistant schoolkeepers and relief schoolkeepers 60s. to 65s.¶
	Antrim County Council	1st full pay period after 1 Apr.	Road foremen and surfacemen	Increase of 4s. a week (58s. to 62s.) for road surfacemen; road foremen to receive not less than 10s. above the increased weekly rate for road surfacemen.**
Leather Manufacture.	London District (Rural).	3 Apr.	Men employed in leather production.	Midland and West of England rates to apply, resulting in increases of ½d. an hour for skilled and semi-skilled men and of 1d. for unskilled men. Rates after change: skilled men 1s. 9½d. an hour, semi-skilled 1s. 7½d., unskilled 1s. 6½d.
	Great Britain	3 Apr.	Youths, boys, women and girls employed in leather production.	Increase of ½d. to 2½d. an hour, according to occupation, age and district, for youths and boys, and of ½d. to 1½d. for women and girls. Rates after change: youths and boys—London (inner area), semi-skilled 10d. at 16 years rising to 1s. 5½d. at 20 and under 21, unskilled 10d. to 1s. 4½d., provinces (including hat leather workers) 8½d. to 1s. 4d.; women and girls—London (inner area), semi-skilled 8½d. at 16 rising to 1s. 2d. at 20 and over, unskilled 8½d. to 1s. 1d.; provinces (including hat leather workers) 8½d. to 1s. 1d.
Catering	United Kingdom	23 Apr.	Workpeople employed in cafés in cinema theatres.	Minimum rates of wages for a working week not exceeding 48 hours adopted as follows: waitresses (receiving tips)—cafés classified A, B and C 25s., male cooks or chefs—A 110s., female cooks or chefs—A 75s., B 60s., female assistant cooks—A 46s., B 40s., kitchen hands and washers-up—A 40s., B and C 35s., buffet, stillroom or counterhands—A, B and C 46s., cashiers, 21 years and over—A 50s., B 46s., under 21—A 25s. to 45s., B 25s. to 40s., porters—A 75s. 6d., cleaners—A, B and C 35s. a week (34 hours) or 1s. 6d. an hour.††
Coal Distribution.	Stockport and district	30 Apr.	Drivers of mechanical vehicles, adult permanent attendants, fillers, carriers-off and horse drivers.	Increase of 4s. a week for drivers of mechanical vehicles, attendants, fillers and carriers-off and of 6s. 6d. for horse drivers. Minimum rates after change: adult drivers of mechanical vehicles 79s. 6d. to 92s., according to carrying capacity of vehicle; adult permanent attendants, fillers and carriers-off—A and B licensed vehicles 83s., C 77s., one-horse drivers 82s. 6d.

\* These rates are supplemented by the current war bonuses and supplementary bonuses payable under the agreements of the British Furniture Trade Joint Industrial Council, which amount to 6d. an hour in the case of journeymen and smaller sums in the case of other workers. The rates relate to a normal working week of 47 hours, day-shift or night-shift, except when a double day-shift or three-shift system is in operation. Workpeople on night-shift are to receive an allowance of 3d. an hour; workpeople employed on a double day-shift or three-shift system are to receive allowances, in addition to normal rates or overtime rates, of 2½d. on day-shift and 3d. on night-shift for each hour worked. Women employed on time work on productive processes other than those specified above are to be paid hourly rates determined by productive ability based on the time allowance to male operatives doing similar work, subject to the minima stated.

† These rates were agreed upon at a joint meeting of local building employers and the workpeople's representative. Kincardineshire was assigned by the Scottish National Joint Council for the Building Industry to Grade A2 for which the rates are 2s. 1d. an hour for craftsmen and 1s. 7½d. for labourers.

‡ These changes were the subject of a recommendation of District Council No. 2 for the Electricity Supply Industry.

§ This increase was the result of an award of the Industrial Court giving effect to an agreement which had been reached by the parties concerned prior to the sitting of the Court. The agreement applied to the following towns—Armagh, Ballynahinch, Banbridge, Cookstown, Donaghadee, Downpatrick, Dungannon, Enniskillen, Keady, Killeel, Newcastle, Newry, Omagh, Portadown, Strabane and Warrenpoint. The agreement provided for further increases of ½d. an hour in January, 1946, and 1d. an hour in July, 1946, to apply in the towns mentioned and also in Bangor, Holywood, Lisburn, Lurgan and Newtownards (where the rate was already 1s. an hour), making the basic hourly rate for labourers in all towns represented on the Electricity Board for Northern Ireland the same as in Londonderry, viz., 1s. 1½d. (in Belfast the corresponding rate is 1s. 2½d.).

¶ This change was the result of a recommendation by the Local Authorities' Non-Trading Services (Manual Workers) Provincial Council No. 5, East Midland Area.

\*\* The above scales were approved by the Provincial Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers) for the County of Middlesex. In addition to wages, schoolkeepers receive emoluments of house, fuel, light and water, or £1 a week in lieu thereof. Relief schoolkeepers employed during the holidays or sickness of schoolkeepers receive residential allowances or are provided with accommodation. All the rates are supplemented by the current war addition payable to manual employees of local authorities, which, in the case of resident staff, is apportioned between cash and emoluments.

†† This increase was the result of an award of the National Arbitration Tribunal (Northern Ireland). The parties agreed that the normal working hours should average 48 a week over the year.

‡‡ These rates were fixed by agreement between the Cinematograph Exhibitors' Association of Great Britain and Ireland and the National Association of Theatrical and Kine Employees. The classifications of cafés adopted in the agreement is as follows:—A—cafés with full food licences; B—cafés with restricted food licences; C—cafés with tea licences. Emoluments, valued at 15s. a week, are provided for workers other than cleaners, as follows:—free staff meals to workers whilst on duty; service and working overalls and caps supplied and laundered free of charge. Part-time employees other than cleaners are paid hourly rates of ½d. with the minimum weekly rates plus 25 per cent. The agreement does not prevent employers from maintaining higher rates, where already in operation.

## TRADE DISPUTES IN APRIL.

*Number and Magnitude.*—The number of disputes involving stoppages of work\*, reported to the Department as beginning in April, was 198. In addition, 13 stoppages which began before April were still in progress at the beginning of that month. The approximate number of workpeople involved in these 211 stoppages, including workpeople thrown out of work at the establishments where the disputes occurred, is estimated at nearly 44,000†. The aggregate number of working days lost at the establishments concerned, during April, is estimated at about 100,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in April, the coal mining industry accounted for 97, involving nearly 20,000 workpeople and resulting in an aggregate loss of 29,000 working days.

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

Industry Group.	Number of Stoppages in progress in Month.			Number of Work-people involved in all Stop-pages in progress in Month.	Aggregate Number of Working Days lost in all Stop-pages in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Coal Mining .. ..	2	95	97	19,600	29,000
Metal, Engineering and Shipbuilding .. ..	9	67	76	19,500	52,000
Transport .. ..	13	13	26	3,000	8,000
Other Industries .. ..	2	23	25	1,700	10,000
<b>Total, April, 1945 ..</b>	<b>13</b>	<b>198</b>	<b>211</b>	<b>43,800</b>	<b>99,000</b>
<i>Total, March, 1945 ..</i>	<i>29</i>	<i>173</i>	<i>202</i>	<i>74,700</i>	<i>400,000</i>
<i>Total, April, 1944 ..</i>	<i>36</i>	<i>152</i>	<i>188</i>	<i>206,400</i>	<i>718,000</i>

In the 198 stoppages which began during April, 28,000 workpeople were directly involved and nearly 6,000 indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In the 13 stoppages which began before April, and were still in progress at the beginning of that month, the total number of workpeople involved during April, either directly or indirectly, was over 10,000.

*Duration.*—Of 197 stoppages of work, owing to disputes, which came to an end during April, 79, directly involving 10,600 workpeople, lasted not more than one day; 57, directly involving 10,000 workpeople, lasted two days; 24, directly involving

3,700 workpeople, lasted three days; 20, directly involving 2,800 workpeople, lasted four to six days; and 17, directly involving 10,500 workpeople, lasted over six days.

*Causes.*—Of the 198 disputes leading to stoppages of work which began in April, 37, directly involving 2,900 workpeople, arose out of demands by the workers for advances in wages, and 48, directly involving 5,300 workpeople, on other wage questions; 13, directly involving 3,100 workpeople, on questions as to working hours; 32, directly involving 6,100 workpeople, on questions respecting the employment of particular classes or persons; 59, directly involving 9,800 workpeople, on other questions respecting working arrangements; and 8, directly involving 700 workpeople, on questions of trade union principle. One stoppage, directly involving 100 workpeople, was in support of workers involved in another dispute.

## TOTALS FOR THE FIRST FOUR MONTHS OF 1945 AND 1944.

The following Table gives an analysis, by groups of industries, of all stoppages of work\* through industrial disputes in the first four months of 1945 and in the corresponding months of 1944:—

Industry Group.	January to April, 1945.			January to April, 1944.		
	Number of Stoppages beginning in period.	Number of Work-people involved in all Stop-pages in progress.	Aggregate Number of Working Days lost in all Stop-pages in progress.	Number of Stoppages beginning in period.	Number of Work-people involved in all Stop-pages in progress.	Aggregate Number of Working Days lost in all Stop-pages in progress.
Coal Mining .. ..	358	82,500†	308,000	507	410,200†	2,123,000
Other Mining and Quarrying .. ..	3	400	1,000	10	2,300	10,000
Brick, Pottery, Glass, Chemical, etc. .. ..	8	900	8,000	8	500	1,000
Engineering .. ..	100	39,100	152,000	117	74,400	320,000
Shipbuilding .. ..	62	9,300	49,000	89	27,500	281,000
Other Metal .. ..	65	6,900	23,000	65	7,400	34,000
Textile .. ..	18	1,000	3,000	13	2,000	4,000
Clothing .. ..	7	800	2,000	15	1,500	2,000
Woodworking, Furniture, etc. .. ..	8	700	2,000	4	900	1,000
Building, etc. .. ..	10	1,100	1,000	26	2,900	4,000
Transport .. ..	42	23,900	109,000	33	17,200	38,000
Other Industries .. ..	25	1,300	5,000	29	4,300	10,000
<b>Total .. ..</b>	<b>706</b>	<b>167,900†</b>	<b>663,000</b>	<b>916</b>	<b>551,100†</b>	<b>2,828,000</b>

## PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING APRIL.

Occupations‡ and Locality.	Approximate Number of Work-people involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.§	Began.	Ended.		
<b>COAL MINING:—</b> Colliery workpeople—Shotts, Lanarkshire (one colliery).	1,000	..	6 April	7 April	Dispute respecting the allocation of coal to loading benches.	Work resumed pending negotiations.
Rippers and other colliery workpeople—near Barnsley (one colliery).	60	920	16 April	19 April	Dispute respecting the revision of a price list.	Work resumed.
<b>ENGINEERING:—</b> Engineering operatives employed in aircraft manufacture—Lancashire and Cheshire (one firm).	9,200	..	23 Mar.	6 April	Dissatisfaction with piecework rates and demand for the abolition of piecework and for the substitution of a guaranteed bonus of 100 per cent. on basic time rates.	Work resumed on day rates pending negotiations.
Engineering operatives employed in shell manufacture—Newmans, Lanarkshire (one firm).	510	..	16 April	17 April	Objection to increases in the weekly "target" figures of shells which workpeople had to manufacture in order to qualify for an emergency output bonus.	Work resumed on the advice of a trade union official to permit of settlement of dispute through normal procedure.
<b>SHIPBUILDING:—</b> Operatives employed in ship-repairing—North Woolwich (one firm).	1,880	..	16 April	17 April	For the re-instatement of two employees of a sub-contracting firm who had been returned to their own employers for indiscipline and subsequently dismissed.	The two employees re-instated, following an investigation of the matter by the Yard Committee.
<b>TRANSPORT:—</b> Tram and bus drivers, conductors, permanent workmen and permanent way watchmen—Sunderland.	610	6	2 April	6 April	Objection to new time schedules involving a reduction in running time on two routes.	Work resumed on old schedules and dispute referred to an Emergency Committee of the National Joint Industrial Council for the Road Passenger Transport Industry, which submitted suggestions for the consideration of the parties.

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

† Some workpeople (chiefly in the coal mining industry), are counted more than once in this total, having been involved in more than one stoppage during the month. The net number of individuals involved in stoppages during April was approximately 39,000.

‡ Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage, and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1945 was approximately 50,000 and in the corresponding period in 1944 was approximately 320,000. For all industries combined the corresponding net totals were approximately 130,000 and 460,000, respectively.

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

|| Except during the last two or three days of the stoppage, the maximum number of workpeople involved was about 5,000.

## CHANGES IN RETAIL PRICES AND COST OF LIVING.

## Summary of Index Figures for 1st May, 1945.

Rise since July, 1914	Rise since 3rd April, 1945	Index Points Per cent.	Food		All Items	
			68%	103%	1	1½*
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .

## FOOD.

Retail prices of food at 1st May showed little change on average, as compared with those at 3rd April.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 1st May, 1945, with the corresponding prices at 3rd April, 1945, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest $\frac{1}{2}$ d., at—			Percentage Increase or Decrease (—) at 1st May, 1945, compared with	
	1st May, 1945.	3rd April, 1945.	1st Sept., 1939.	3rd April, 1945.	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	..	35
Thin Flank .. ..	0 6	0 6	0 4½	..	23
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 10½	1 3	..	50
Fish .. ..	..	..	..	..	27
Flour .. per 6 lb.	1 3	1 3	0 11½	..	30
Bread .. per 4 lb.	0 9	0 9	0 8½	..	9
Tea .. ..	2 10	2 10	2 4	..	21
Sugar (granulated) ..	0 4	0 4	0 3	..	32
Milk .. per quart	0 9	0 9	0 6½	..	32
Butter—					
Fresh .. ..	1 8	1 8	1 4½	..	21
Salt .. ..	1 1	1 1	0 10	..	31
Cheese .. ..	..	..	..	..	30
Margarine—					
Special .. ..	0 9	0 9	0 6½	..	12
Standard .. ..	0 5	0 5	..	..	..
Eggs (fresh)§ .. each	0 1½	0 1½	..	..	1
Potatoes .. per 7 lb.	0 7	0 7	0 6½	..	7

The following Table shows the average percentage changes in prices at 1st September, 1939, 3rd April, 1945, and 1st May, 1945, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	3rd April, 1945.	1st May, 1945.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs .. ..	44	59	59
Thin Flank .. ..	15	46	46
Beef, Chilled or Frozen—			
Ribs .. ..	32	79	79
Thin Flank .. ..	1	24	24
Mutton, British—			
Legs .. ..	48	67	67
Breast .. ..	14	24	24
Mutton, Frozen—			
Legs .. ..	51	75	75
Breast .. ..	—3	—3	—3
Bacon† .. ..	35	102	102
Fish .. ..	116	174	174
Flour .. ..	26	64	64
Bread .. ..	42	56	56
Tea .. ..	52	85	85
Sugar (granulated) ..	46	93	93
Milk .. ..	92	154	154
Butter—			
Fresh .. ..	13	37	37
Salt .. ..	7	41	41
Cheese .. ..	16	51	51
Margarine .. ..	—8	3	3
Eggs (fresh) .. ..	58	60	60
Potatoes .. ..	33	42	43
All above articles (Weighted Average on July, 1914, basis)	38	68	68

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st May, 1945, of the articles of food specified was about 68 per cent. higher than in July, 1914, and about 22 per cent. higher than at the beginning of September, 1939.

\* A rise of 1 point on a total of 202 for "all items" (the figure for July, 1914, being 100) is equivalent to one-half of one per cent.

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

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

§ Of the two prices shown for eggs at 1st May and 3rd April, 1945, 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.

Working-class rents (including rates) showed a slight rise at 1st May, as compared with a month earlier, as a result of increases in local rates in a number of towns, the average level at 1st May being about 2 per cent. above the level of 1st September, 1939, and about 65 per cent. above that of July, 1914.

As regards clothing, there were few changes in retail prices during April. 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 exact comparisons over a period of many years, but the available information (based on returns from representative retailers in a large number of towns) indicates that at 1st May the average level of prices was about 67 per cent. higher than at 1st September, 1939, and about 245 to 250 per cent. above the level of July, 1914.

In the fuel and light group, the average level of retail prices of coal at 1st May was about 5 per cent. above the level of a month earlier, as a result of a general increase of 3s. 6d. a ton which took effect on 1st May: the average level of prices was about 54 per cent. higher than at 1st September, 1939, and about 199 per cent. above the level of July, 1914. The average price of gas at 1st May was about the same as a month earlier, being about 35 per cent. higher than at 1st September, 1939, and about 108 per cent. higher than in July, 1914. There were no appreciable changes during the month in the prices of lamp oil, candles, or matches. For the fuel and light group as a whole the index figure at 1st May was about 3 per cent. higher than a month earlier, about 51 per cent. higher than at 1st September, 1939, and about 175 per cent. higher than in July, 1914.

As regards other items\* included in these statistics, there were relatively few changes in prices during April. In the group as a whole the average level of prices at 1st May was about the same as a month earlier, about 63 per cent. higher than at 1st September, 1939, and about 191 per cent. above the level of July, 1914.

## ALL ITEMS.

If the average increases in the cost of all the foregoing items, are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 1st May, 1945, is approximately 103 per cent. over the level of July, 1914, as compared with 102 per cent. at 3rd April, 1945, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average 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 48 points since the beginning of September, 1939, is equivalent to about 31 per cent. Of these 48 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately three-fourths of a point is due to increases resulting from the Purchase Tax.

## SUMMARY TABLE: ALL ITEMS.

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

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	123	119	119	122	120	110	103	99
1922 ..	92	88	86	82	81	80	84	81	79	78	80	80
1923 ..	78	77	76	74	70	69	69	71	73	75	75	77
1924 ..	77	79	78	73	71	69	70	71	72	76	80	81
1925 ..	80	79	79	75	73	72	73	73	74	76	76	77
1926 ..	75	73	72	68	67	68	70	70	72	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	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	58
1931 ..	53	52	50	47	47	45	47	45	45	45	46	48
1932 ..	47	47	46	44	43	42	43	41	41	43	43	43
1933 ..	42	41	39	37	36	36	38	39	41	41	43	43
1934 ..	42	41	40	39	37	38	41	42	43	43	44	44
1935 ..	43	42	41	39	39	40	43	43	43	45	47	47
1936 ..	47	47	46	44	44	44	46	46	47	48	51	51
1937 ..	51	51	51	51	52	52	55	55	55	58	60	60
1938 ..	59	57	56									

## RETAIL PRICES OVERSEAS.

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

## UNITED STATES OF AMERICA.

At mid-February, 1945, the official cost-of-living index figure was 0.2 per cent. below that for mid-January, 1945, and 28.6 per cent. above that for mid-August, 1939. For food alone the index figure for mid-February, 1945, showed a decrease of 0.6 per cent. below the level of the previous month and an increase of 46.0 per cent. above the level of mid-August, 1939.

## CANADA.

At 1st March, 1945, the official cost-of-living index figure was 0.1 per cent. higher than the figure for 1st February, 1945, and 17.8 per cent. above that for 1st September, 1939, as compared with 17.7 per cent. at 1st February, 1945. For food alone the index figure for 1st March, 1945, was 0.3 per cent. higher than that for the previous month and 31.8 per cent. above the level of 1st September, 1939, as compared with 31.4 per cent. at 1st February, 1945.

## UNION OF SOUTH AFRICA.

In January, 1945, the official cost-of-living index figure showed a rise of 0.3 per cent. above that for December, 1944, and 32.4 per cent. above the level of August, 1939. For food alone the index figure in January, 1945, was 0.8 per cent. higher than that for the previous month and 43.0 per cent. above the level of August, 1939.

## INDIA.

In January, 1945, the official cost-of-living index figure for the working classes in Bombay was 3.0 per cent. below that for December, 1944, and 118.1 per cent. above the level of mid-July to mid-August, 1939. For food alone the index figure for January, 1945, showed a fall of 4.9 per cent. below the figure for the previous month but a rise of 126.8 per cent. above the level of mid-July to mid-August, 1939.

## CEYLON.

In December, 1944, the official figure in the revised series of index numbers showing changes in the working-class cost of living in Colombo Town was 111 (November, 1942=100), as compared with 110 in November, 1944. Linked with the earlier series of index numbers, the figure for December, 1944, showed a rise of 103 per cent. over the level of the base period November, 1938, to April, 1939.

## SOUTHERN RHODESIA.

In February, 1945, the official cost-of-living index figure was 0.7 per cent. higher than that for January, 1945, and 25.9 per cent. above the level of August, 1939. For food alone the index figure in February, 1945, was 1.7 per cent. higher than that for January, 1945, and 27.2 per cent. above the level of August, 1939.

## ICELAND.

At 1st March, 1945, the official cost-of-living index figure in Reykjavik showed no change as compared with the figure for February, 1945, and a rise of 171.3 per cent. above the level of 1st September, 1939. For food alone the index figure at 1st March, 1945, also remained unchanged, compared with the previous month, at 236.6 per cent. above the level of 1st September, 1939.

## PALESTINE.

In January, 1945, according to the new combined series of index figures, based on prices in Arab and Jewish markets in three principal towns, the cost-of-living was 154 per cent. above the pre-war level, as compared with 152 per cent. in December, 1944, and 148 per cent. in November and October.

## PORTUGAL.

In December, 1944, the official weighted index figure of the cost of food, fuel and light, and certain household articles in Lisbon was 0.3 per cent. higher than that for November, 1944, and 81.4 per cent. above the level of August, 1939, as compared with 80.7 per cent. in November, 1944, 77.7 per cent. in October, 1944, and 76.8 per cent. in September, 1944.

The figure for December, 1944, in the separate official series of (unweighted) index figures of retail prices of food, fuel and certain household articles throughout Portugal was 0.5 per cent. higher than that for the previous month and 73.3 per cent. above the level of August, 1939, as compared with 72.4 per cent. in November, 1944, 71.7 per cent. in October, 1944, and 70.4 per cent. in September, 1944.

## SWITZERLAND.

At the end of November, 1944, the official cost-of-living index figure showed no change as compared with the figure for October, 1944, and a rise of approximately 52 per cent. above the level of the end of August, 1939. For food alone the index figure for November, 1944, which also remained unchanged as compared with the previous month, was about 64 per cent. above the level of the end of August, 1939.

## EMPLOYMENT OVERSEAS.

## UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in January, 1945, is estimated by the United States Department of Labor to have been approximately 37,852,000. This is 2.5 per cent. lower than the figure for December, 1944, and 2.9 per cent. lower than that for January, 1944, but 24.7 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in January, 1945, is estimated to have been 0.6 per cent. lower than in December, 1944, and 8.6 per cent. lower than in January, 1944, but 59.9 per cent. above the average for the year 1939.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America in January, 1945, was approximately 840,000, compared with 680,000 in December, 1944, and with 1,080,000 in January, 1944.

## CANADA.

According to returns received by the Dominion Bureau of Statistics from about 15,000 employers in industries other than agriculture and private domestic service, the total number of workpeople in employment at 1st January, 1945, in the establishments covered by the returns showed a reduction of 2.9 per cent. compared both with 1st December, 1944, and with 1st January, 1944, but was 80.4 per cent. above the average number for the year 1926. The number of persons employed in manufacturing industries at 1st January, 1945, was 3.4 per cent. lower than the figure for the previous month and 6.1 per cent. lower than that for a year earlier.

## UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in December, 1944, the number of workpeople employed in manufacturing establishments generally and in mining and transport was 0.3 per cent. lower than in November, 1944, but 2.4 per cent. higher than in December, 1943.

## ÉIRE.

*Unemployment at 28th April, 1945.*—The number of unemployed persons on the live register of Employment Exchanges at 28th April, 1945, was 63,656, compared with 68,127 at 24th March, 1945, and 63,274 at 29th April, 1944.

*Unemployment among Insured Persons in 1944.*—According to information recently published in the Irish Trade Journal and Statistical Bulletin, the number of persons insured under the Unemployment Insurance Acts in Éire in October, 1943 (exclusive of those whose normal employment was in agriculture, fishing or private domestic service), was 320,348; of this total 232,165 were males and 88,183 females. The monthly percentage rate of unemployment among these persons during 1944 ranged from 10.1 at mid-September to 12.9 at mid-January, the average for the year being 11.3 per cent., compared with 12.5 per cent. in 1943. This reduction was ascribed mainly to emigration to the United Kingdom, and to increased employment on turf schemes and in agriculture. As regards the several industrial groups, the average percentages unemployed during 1944 were lowest in mining and quarrying (4.2), the professions (4.5), and the drink industry (4.7); they were highest in general building (houses, etc.) (19.0), other construction (roads, etc.) (16.5), and transport and communications (16.3).

## LEGAL CASES AFFECTING LABOUR.

## MASTER AND SERVANT—TRUCK ACTS—SUSPENSION OF WORKMAN FOR SERIOUS MISCONDUCT.

It was one of the terms of employment of a rayon spinner (but not expressed in a signed contract) that he might be temporarily suspended from his employment if he were guilty of misconduct or breach of duty or of orders. On 3rd and 4th January, 1944, he wilfully refused to clean a machine on which he worked and which it was his duty to clean. On each of these two days his employers suspended him. On 5th January, 1944, he returned to work and obeyed the order.

In consequence of the suspension, the employers stopped the man's wages for 3rd and 4th January and he instituted proceedings against them in the County Court, claiming £2 10s. 0d. as damages, or alternatively, as wages for those two days. The County Court Judge found as a fact that the plaintiff had persistently refused to obey a lawful order and that his refusal amounted to serious misconduct for which he might have been summarily dismissed, but the County Court Judge gave judgment in favour of the workman on the ground that the suspension was illegal by reason of section 1 of the Truck Act, 1896.

This section provides that "an employer shall not make any contract with any workman for any deduction from the sum contracted to be paid by the employer to the workman, or for any payment to the employer by the workman, for or in respect of any fine, unless" certain conditions are fulfilled. Of these conditions, one at least—an exhibited notice or signed contract containing the suspense clause—was not fulfilled. The employers appealed.

The Court of Appeal (Lords Justices Scott, Lawrence and Morton) allowed the employers' appeal with costs. Lord Justice Scott said that there were only two types of contractual stipulations within the prohibition of section 1 of the Truck Act

1896, namely, (1) deductions from wages and (2) payments made by the workman unconnected with his wages; and in his Lordship's opinion both were qualified by the words "for or in respect of a fine." It was clear that the "suspense" clause in this case was not within the second category of prohibited stipulations, because no payment by the workman was called for by it. Was it within the first? His Lordship said that it was clearly not, because you could not deduct something from nothing. Under the suspense clause the right to wages ceased and the wages were not earned; no deductions could be made from wages which were not payable. The whole contract was suspended in the sense that the operation of the mutual obligations of both parties was suspended; the workman ceased to be under any present duty to work and the employers ceased to be under any consequential duty to pay.

Lord Justice Lawrence said that apart from the Truck Act there was nothing in law or in fact which prevented two contracting parties contracting on the terms that either during holidays or illness or any other period the obligations of the contract should be suspended. By the terms of such a contract the contracting party, if he were an employer, never contracted to pay wages during the period referred to, any more than the other party, if he were a workman, contracted to work during that period. It followed in his Lordship's opinion that such a contract was not a contract for any deduction from the sum contracted to be paid, since no sum was ever contracted to be paid during a period of suspension.—*Bird v. British Celanese Ltd.* Court of Appeal, 8th March, 1945.

## CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

## NATIONAL ARBITRATION TRIBUNAL AWARDS.

During April, 1945, the National Arbitration Tribunal issued fourteen awards, Nos. 707-720. Four of these awards are summarised below; the others related to individual employers.

*Award No. 714 (19th April).*—*Parties:* Members of the Scottish Lace Manufacturers' Association and the Nottingham and District Lace Curtain Manufacturers' Association, and members of the British Lace Operatives' Federation, the Amalgamated Society of Operative Lace Makers and Auxiliary Workers, and the Scottish Lace and Textile Workers' Union in their employment. *Claim:* For the application to all time-workers and piece-workers, irrespective of the nature of the work on which they are employed, of the cost-of-living bonus of 30 per cent. which is at present applied to certain classes of workers; and for an increase of 1d. per hour in the basic rate for drawers. *Award:* The Tribunal found against the claim for the application of the cost-of-living bonus of 30 per cent. to all time-workers and piece-workers; and in favour of the claim in respect of the increase in the basic rate for drawers.

*Award No. 715 (19th April).*—*Parties:* Members of the Peterborough Engineering Employers' Association, and members of the Iron, Steel and Metal Dressers' Trade Society in their employment. *Claim:* For a minimum basic rate for metal dressers in the Peterborough area of 61s. per week of 47 hours. *Award:* The Tribunal found against the claim.

*Award No. 718 (24th April).*—*Parties:* Members of Associations federated with the Engineering and Allied Employers' National Federation, and members of Trade Unions represented by the National Joint Trades Movement in their employment. *Claim:* For a substantial increase in the minimum basic rates for adult male time-workers and piece-workers. *Award:* The Tribunal awarded as follows:—

(a) The existing basic rates for adult male workers, both time-workers and piece-workers, shall be increased by 4s. 6d. per week of 47 hours.

(b) No alteration is made by this Award in the existing national bonus for adult male time-workers and for adult male piece-workers, respectively, as provided under the terms of Awards Nos. 326 and 555.

(c) The only alteration made by this Award as respects piece-work prices and "bonus or basis times" in the case of workers employed on piece-work is that piece-work prices and bonus or basis times shall be such as will enable a workman of average ability to earn at least 27½ per cent. over the appropriate new basic time-rate provided by this Award, instead of at least 27 per cent. over the appropriate basic time-rate provided by Award No. 326.

(d) In the application of this Award to time-workers individual merit rates, lieu rates, compensatory or other bonuses, and merit rates commonly applied, shall be maintained.

(e) The rates provided by Awards Nos. 326 and 555 as amended by this Award are minimum rates and this Award shall not operate to reduce the existing rates of workers who are remunerated at rates higher than those provided by the said Awards.

*Award No. 719 (26th April).*—*Parties:* Members of the Sheffield and District Engineering Trades Employers' Association, and members of the National Union of Operative Heating and Domestic Engineers and General Metal Workers in their employment. *Claim:* For an increase of 4s. per week in the minimum basic rate for pipe fitters employed in the engineering industry in Sheffield and district. *Award:* The Tribunal found that the claim had not been established.

## NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During April, 1945, the National Arbitration Tribunal (Northern Ireland) issued four awards, Nos. 431-434. One of these awards is summarised below.

*Award No. 431 (5th April).*—*Parties:* The Belfast Co-operative Society, Ltd., and the members of the Belfast Master Bakers' Association, the North of Ireland Bakers' Alliance, the Provincial Association of Master Bakers, and the Northern Ireland Country Master Bakers' Association (excluding the Londonderry members of that Association); and certain employees of the said employers. *Claim:* That bread-servers be granted an increase of 7s. 6d. per week in wages, and seven additional days holidays with pay (other than statutory holidays). *Award:* The Tribunal found that the claim had not been established and awarded accordingly.

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

## INDUSTRIAL COURT AWARDS.

During April, 1945, the Industrial Court issued two awards, Nos. 2008 and 2009. These awards are summarised below.

*Award No. 2008 (18th April).*—*Parties:* The National Joint Industrial Council for the Electricity Supply Industry—Trade Union Side and Employers' Side. *Claim:* That the basic rates of wages for labourers in the area of the Electricity Board for Northern Ireland be replaced by the basic rates for labourers in Londonderry. *Award:* The Court awarded that the matter should be settled in accordance with the terms of an agreement reached by the parties prior to the hearing of the case.

*Award No. 2009 (24th April).*—*Parties:* Shipbuilding Trade Joint Council for Government Departments—Trade Union Side and Official Side. *Claim:* That the basic rate of pay of Works Department plumbers employed at the R.N.C.F., Holton Heath, be increased to 79s. 6d. a week. *Award:* The Court awarded that the present claim had not been established.

## SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During April, 1945, two awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. Both awards related to individual undertakings.

In addition, a Single Arbitrator was appointed under the Industrial Courts Act, 1919, to deal with a difference relating to an individual undertaking. After an adjournment of the hearing the parties were able to reach agreement on the matter in dispute.

## TRADE BOARDS ACTS AND WAGES COUNCILS ACT.

By virtue of the Wages Councils Act, 1945,\* Trade Boards set up under the Trade Boards Acts, 1909 and 1918, are deemed to be Wages Councils operating in relation to the workers and employers covered by the Boards which operated in Great Britain immediately before the Act of 1945 came into force.

## NOTICES OF PROPOSAL.

During April, 1945, no proposals to vary statutory minimum remuneration were issued by Wages Councils.

## CONFIRMING ORDERS.

During April, 1945, Orders,† confirming proposals issued by Trade Boards before the passing of the Wages Councils Act, for the variation of minimum rates of wages in the trades concerned were made as follows:—

*Corset Wages Council.*—Order K. (24), dated 17th April, 1945; effective from 27th April, 1945.

*Wholesale Mantle and Costume Wages Council (Great Britain).*—Order W.M. (38), dated 17th April, 1945; effective from 27th April, 1945.

*Keg and Drum Wages Council (Great Britain).*—Order K.D. (30), dated 25th April, 1945; effective from 4th May, 1945.

## TRADE BOARDS ACTS (NORTHERN IRELAND), 1923-44.

During April, 1945, no proposals to vary minimum rates of wages were made under the above Acts. One Order† confirming variations of minimum rates of wages was made as follows:—

*Aerated Waters Trade Board (Northern Ireland).*—Order N.I.A. (20), dated 24th April, 1945; effective from 7th May, 1945.

\* See the issues of this GAZETTE for December, 1944, and April, 1945. The Act does not apply to Northern Ireland.

† See footnote \* on page 90.

## AGRICULTURAL WAGES REGULATION ACTS.

### ORDERS RELATING TO WAGES AND HOURS.

Since last month's issue of this GAZETTE was prepared, Orders have been published relating to wages and hours of labour in agriculture in Scotland and in Northumberland.

Orders (Order No. 8 of District Nos. 1 to 9 and District No. 11, and Order No. 9 of District No. 10) were made by the Scottish Agricultural Wages Board under the Agricultural Wages (Regulation) (Scotland) Acts, 1937 and 1940, the Holidays with Pay Act, 1938, and Regulation 25 of the Defence (Agriculture and Fisheries) Regulations, 1939. The Orders, which came into force on 16th April, vary the minimum and overtime rates of wages and directions with regard to holidays with pay and holiday remuneration applicable to adult male agricultural workers in all districts in Scotland, and revise the values assigned in some districts to certain of the benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash. Summaries of the principal provisions of the Orders are given on pages 79 and 83 of this GAZETTE.

An Order (1537) was made by the Agricultural Wages Board for England and Wales under the Agricultural Wages (Regulation) Acts, 1924 and 1940, Holidays with Pay Act, 1938, and Regulation 23 of the Defence (Agriculture and Fisheries) Regulations, 1939, as amended by Section III of the Agriculture (Miscellaneous Provisions) Act, 1944. The Order, which came into force on 15th April, 1945, discontinues the inclusive weekly minimum wage for special class workers in Northumberland who are, from that date, entitled to not less than the general weekly minimum wage applicable in the County, together with overtime payment for the hours of work additional to those of ordinary workers which their special duties involve.

## FACTORIES ACT (NORTHERN IRELAND).

### ELECTRIC ACCUMULATOR SPECIAL REGULATIONS (NORTHERN IRELAND), 1945.

Special Regulations under the above title were made on 12th April, 1945, by the Ministry of Labour for Northern Ireland under Sections 47 and 65 of the Factories Act (Northern Ireland), 1938, for the manufacture or repair of electric accumulators or parts thereof containing lead or any lead compound.

The Regulations revoke, in so far as they apply in Northern Ireland, the Regulations for the manufacture of electric accumulators—S. R. & O. 1903, No. 1004—made by the Secretary of State on 21st November, 1903.

Copies of the new Special Regulations—S. R. & O. of Northern Ireland, 1945, No. 41—may be obtained through any bookseller or direct from H.M. Stationery Office, 80, Chichester Street, Belfast.

## OFFICIAL PUBLICATIONS RECEIVED.\*

(NOTE.—The prices shown are net: those in brackets include postage.)

**BUILDING INDUSTRY.**—*Building Apprenticeship and Training Council: Second Report, December, 1944.* Ministry of Works. Price 9d. (10d.).—See page 75.

**COAL MINING.**—*Financial Position of Coal Mining Industry: Coal Charges Account.* Cmd. 6617. Ministry of Fuel and Power. Price 9d. (10d.).—See page 80.

**NATIONAL INCOME AND EXPENDITURE.**—*An Analysis of the Sources of War Finance and Estimates of the National Income and Expenditure in the Years 1938 to 1944.* Cmd. 6623. Price 1s. (1s. 2d.).

**REINSTATEMENT IN CIVIL EMPLOYMENT.**—*Selected Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944.* R.E. Code 1. Pamphlet No. 12. Ministry of Labour and National Service. Price 1d. (2d.).

**RENT CONTROL.**—*Report of the Inter-Departmental Committee, February, 1945.* Cmd. 6621. Ministry of Health and Department of Health for Scotland. Price 1s. (1s. 2d.).—See page 77.

**WELFARE.**—*Seats for Workers in Factories.* Welfare Pamphlet 6 (4th edition). Ministry of Labour and National Service. Price 1s. 6d. (1s. 8d.).

## STATUTORY RULES AND ORDERS.

Since last month's issue of this GAZETTE was prepared the undermentioned Orders\* relating to matters with which the Ministry of Labour and National Service is concerned, either directly or indirectly, have been published in the series of *Statutory Rules and Orders*. The price of each Order, unless otherwise indicated, is 1d. net (2d. post free).

*The Wages Board (Industrial and Staff Canteen Undertakings) (Amendment) Order, 1945* (S. R. & O. 1945, No. 427), dated April 19, 1945, made by the Minister of Labour and National Service under the Catering Wages Act, 1943.—See page 79.

*The Wages Councils and Commissions of Inquiry (Notices and Orders) Regulations, 1945* (S. R. & O. 1945, No. 433).—These Regulations, made by the Minister of Labour and National Service on 18th April, 1945, under the Wages Councils Act, 1945 (particulars of which were given in the issues of this GAZETTE for December, 1944, and April, 1945), prescribe the manner of publication of Reports of Commissions of Inquiry, notices relating to the making of Wages Councils Orders, Wages Regulation proposals and Wages Regulation Orders, and provide for the posting of notices by employers. These Regulations follow substantially the Regulations made on similar matters under the Trade Boards Acts, 1909 and 1918.

*The Civil Defence (Employment and Offences) Order, 1945* (S. R. & O. 1945, No. 466), made by the Minister of Home Security on 1st May, 1945, under Regulations 29B and 38 of the Defence (General) Regulations, 1939.—This Order provides, *inter alia*, (a) that persons over 18 years of age employed without remuneration or part-time by a local authority on certain Civil Defence duties, who have hitherto been required to continue in their employment until their services were dispensed with, may resign such employment, and (b) that persons previously employed for remuneration or whole-time on such duties shall not be recalled to such employment.

*The National Fire Service (General) Regulations, 1945* (S. R. & O. 1945, No. 467).—These Regulations, made by the Secretary of State for Home Affairs on 1st May, 1945, revoke the earlier provisions whereby part-time firemen aged over 18 years in the National Fire Service, were prohibited from leaving their employment.

*The Building and Civil Engineering Contracting (Hours of Employment) Direction, 1945* (S. R. & O. 1945, No. 478), dated May 2, 1945, given by the Minister of Works pursuant to Regulation 56AB of the Defence (General) Regulations, 1939.—See page 76.

*The Wages Councils (Meetings and Procedure) Regulations, 1945* (S. R. & O. 1945, No. 483), and *The Wages Councils and Central Co-ordinating Committees (Conditions of Office) Regulations, 1945* (S. R. & O. 1945, No. 484).—These Regulations, made by the Minister of Labour and National Service on 1st May, 1945, under the Wages Councils Act, 1945, lay down provisions with regard to the quorum required to constitute a meeting of a Wages Council, the procedure for voting, and the giving of notice of meetings in the case of meetings of Wages Councils, and also with regard to the conditions of office of members of Wages Councils and of Central Co-ordinating Committees established under the Wages Councils Act. In each case the Regulations took effect on 1st May, 1945.

*Order in Council adding Regulation 58AAA to the Defence (General) Regulations, 1939* (S. R. & O. 1945, No. 503), made by His Majesty in Council on 9th May, 1945.—This Regulation provides that with certain specified exceptions, including persons over 60 years of age, civil servants employed in Great Britain or Northern Ireland shall not leave their employment, after a date to be fixed, except in accordance with such provisions as may be prescribed by Orders made under the Regulation.

*Order in Council revoking and amending certain Defence Regulations* (S. R. & O. 1945, No. 504; price 3d. net (4d. post free)), made by His Majesty in Council on 9th May, 1945.—See page 73.

*The Factories (Glass Protection) (Revocation) Order, 1945* (S. R. & O. 1945, No. 524), dated May 7, 1945, made by the Minister of Labour and National Service under Regulation 60 of the Defence (General) Regulations, 1939.—See page 73.

*The Essential Work (Permission to Terminate Employment) (Exemption) Order, 1945* (S. R. & O. 1945, No. 560), dated May 8, 1945, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See page 74.

\* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from H.M. Stationery Office at the addresses below.

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