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# THE MINISTRY OF LABOUR GAZETTE

## Principal Contents

*Average Weekly Earnings of Workpeople in  
the Principal Industries at July, 1940.*

*Training for War-Time Work in the Engineering  
Industry.*

*Personal Care in Accident Prevention.*

*Interior Lighting of Factories.*

*Monthly Statistics: Employment and Unemploy-  
ment, Changes in Rates of Wages, Cost of  
Living, Trade Disputes, etc.*

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**THE MINISTRY OF  
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PAGE

Employment, Wages, Cost of Living, and Trade Disputes in October .. .. .	279
--	-----

**Special Articles, Reviews, etc. :—**

Average Weekly Earnings of Workpeople in the Principal Industries at July, 1940 .. .. .	280
Unemployment Assistance : Proposed Changes in Means Test .. .. .	282
Absorption of Unemployed Workers .. .. .	282
Training for War-Time Work in the Engineering Industry .. .. .	283
Unemployment Insurance (Approval of Arrangements) Regulations, 1940 .. .. .	284
Personal Care in Accident Prevention .. .. .	284
Interior Lighting of Factories .. .. .	284
Unemployment in Agriculture : Review of Persons Unemployed for a Month or more .. .. .	285
National Service (Armed Forces) Acts, 1939 and 1940 :—	
Divisions of Appellate Tribunal for Conscientious Objectors .. .. .	285
Further Registrations .. .. .	285
Food Control .. .. .	285
War-Time Regulation of Working Conditions in New Zealand .. .. .	285

**Employment and Unemployment in October :**

Employment in October .. .. .	286
Unemployment among Boys and Girls .. .. .	287
Unemployment Chart .. .. .	287
Composition of Unemployment Statistics : Great Britain .. .. .	287
Unemployment Fund .. .. .	287
Unemployment Allowances .. .. .	287
Employment Overseas .. .. .	288
Retail Prices Overseas .. .. .	288
Fatal Industrial Accidents .. .. .	288
Industrial Diseases .. .. .	288
Changes in Retail Prices and Cost of Living .. .. .	289
Changes in Rates of Wages and Hours of Labour in October .. .. .	290
Trade Disputes in October .. .. .	295

**Unemployment Insurance :—**

Decisions given by the Umpire .. .. .	296
Emergency Powers (Temporary Employment in Agriculture) .. .. .	297
Contributions Regulations .. .. .	297
Approval of Arrangements Regulations, 1940 .. .. .	297
Unemployment Assistance : Determination of Need and Assessment of Needs .. .. .	297
Industrial Courts Act, 1919, and Conciliation Act, 1896 .. .. .	297
Conditions of Employment and National Arbitration Order, 1940 : National Arbitration Tribunal Awards .. .. .	298
Trade Boards Acts and Road Haulage Wages Act .. .. .	298



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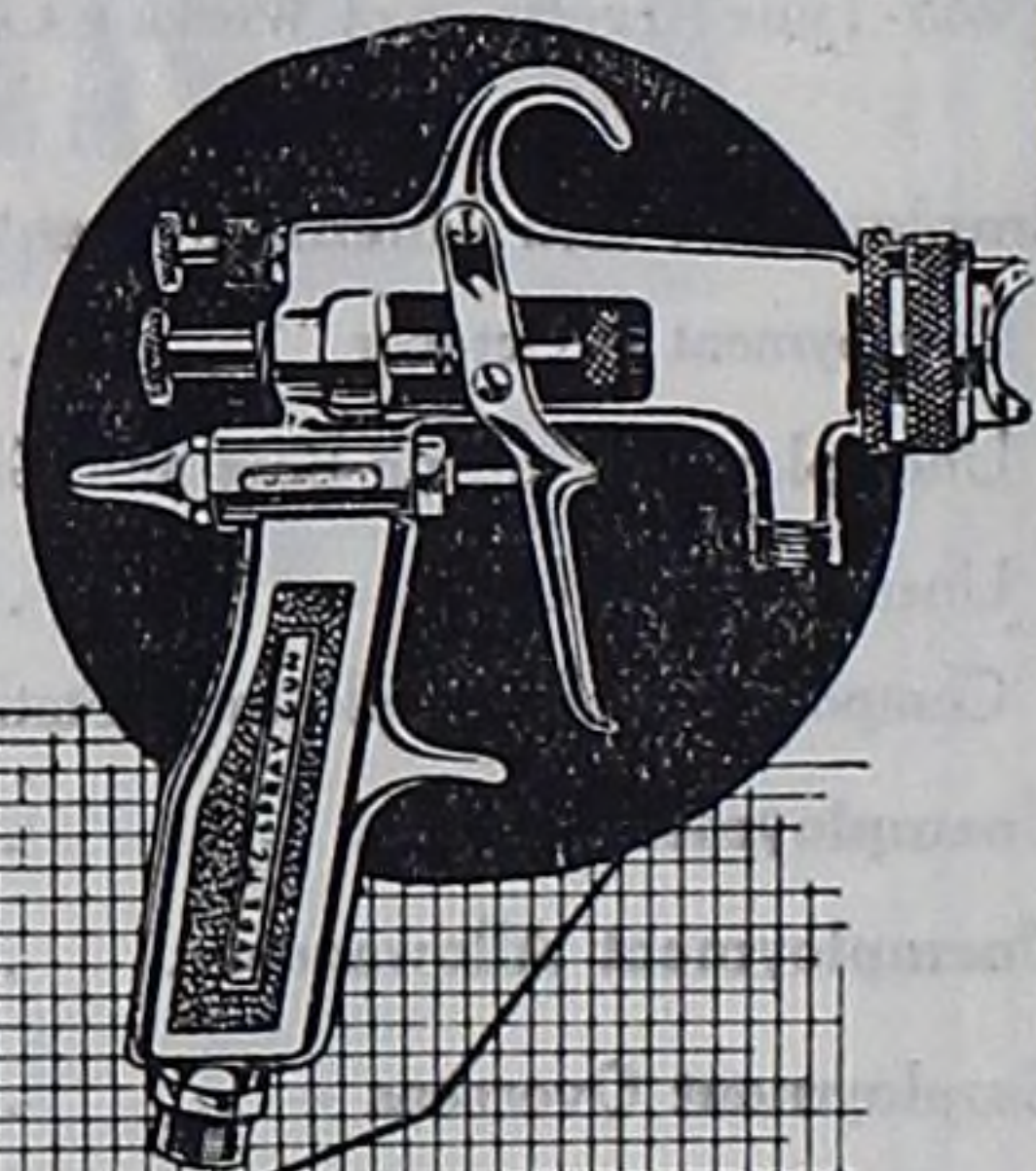
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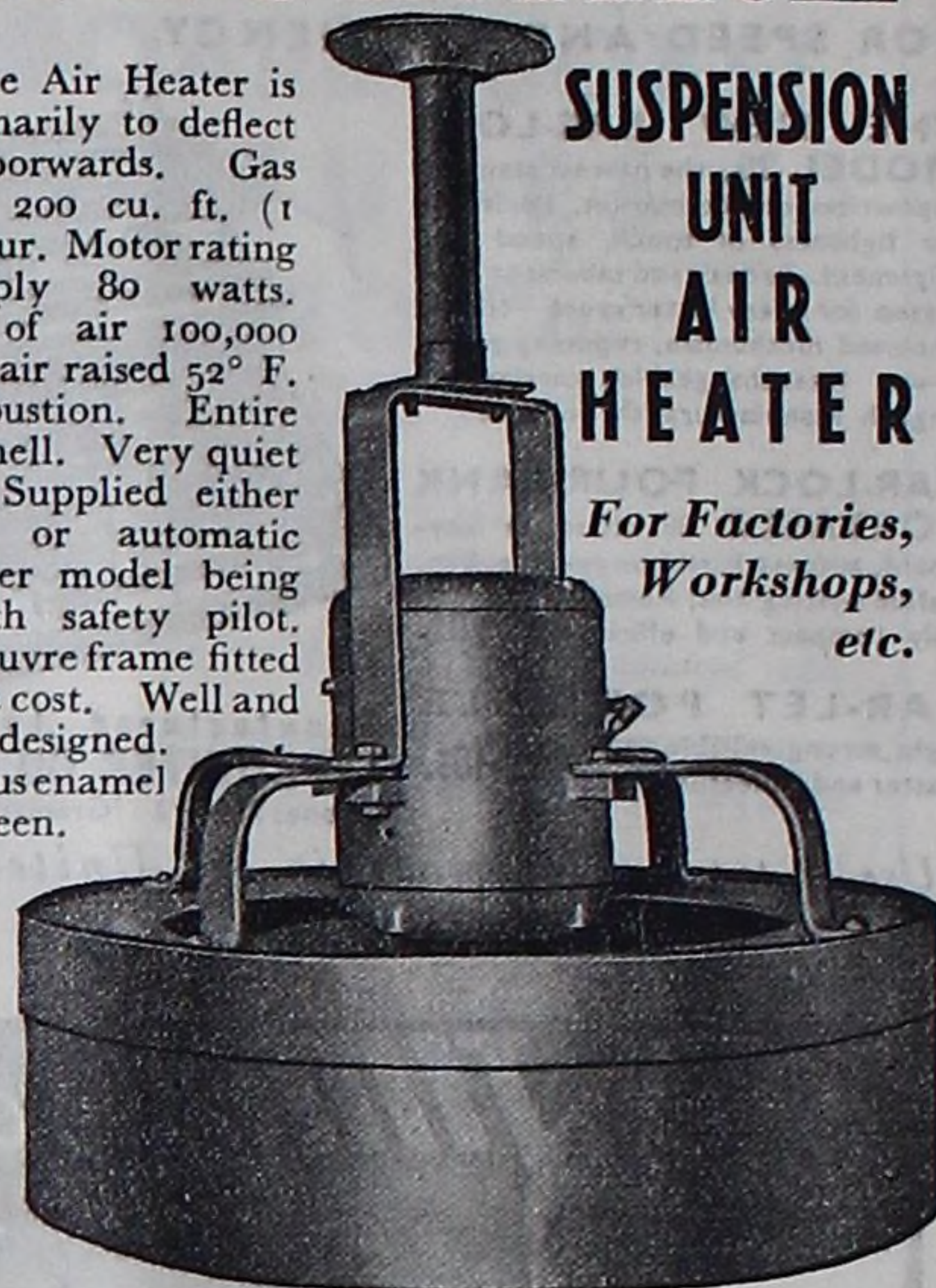
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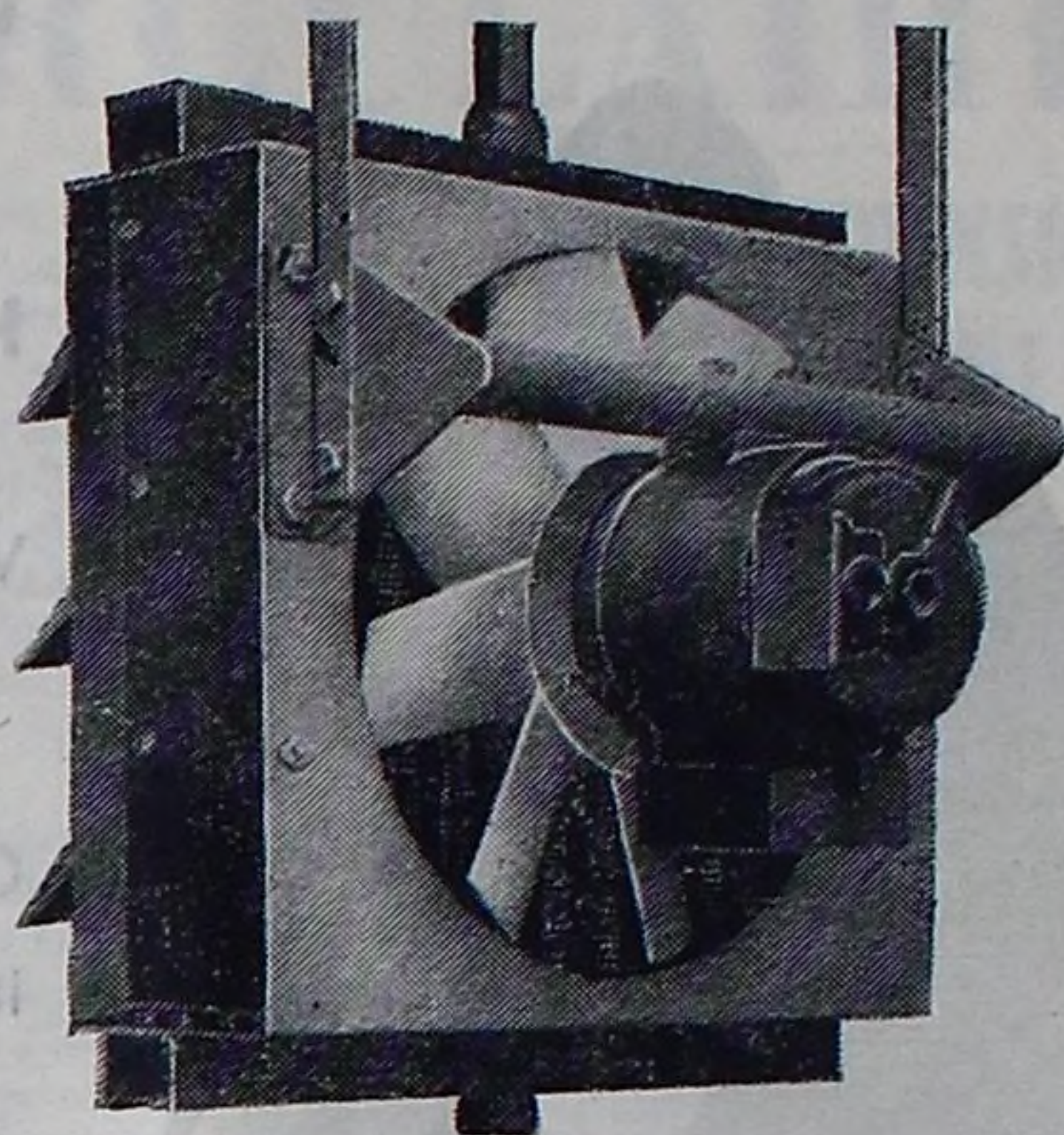
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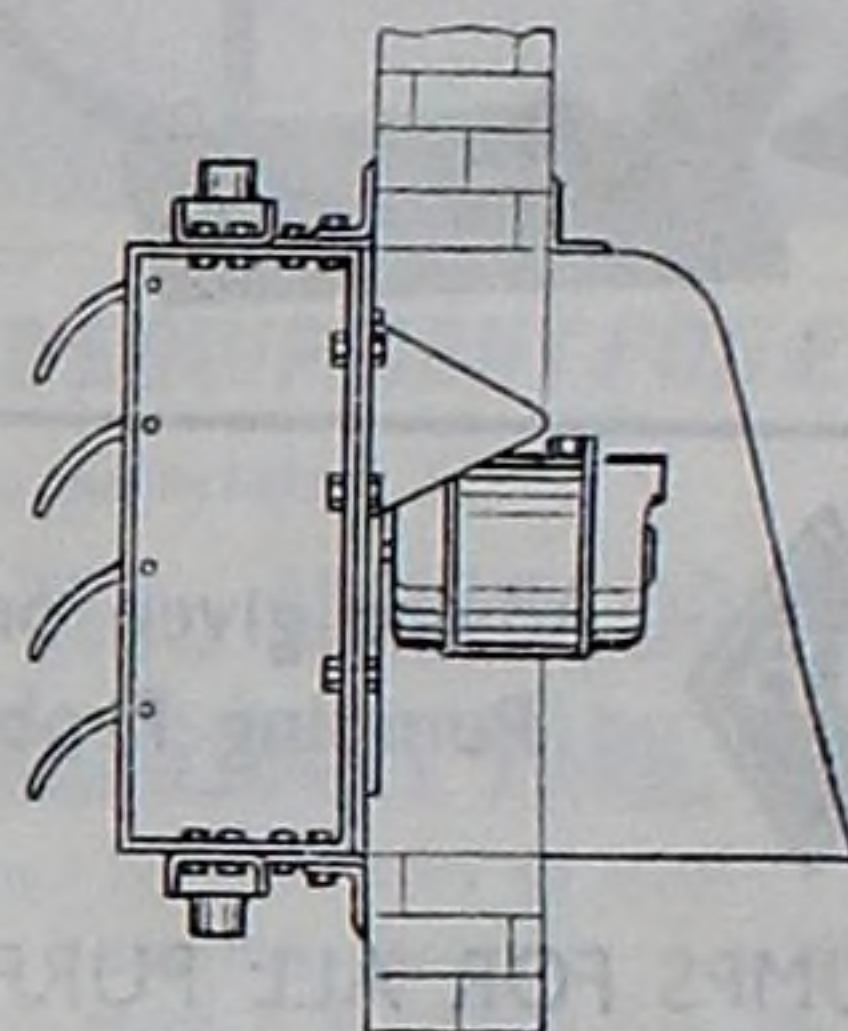
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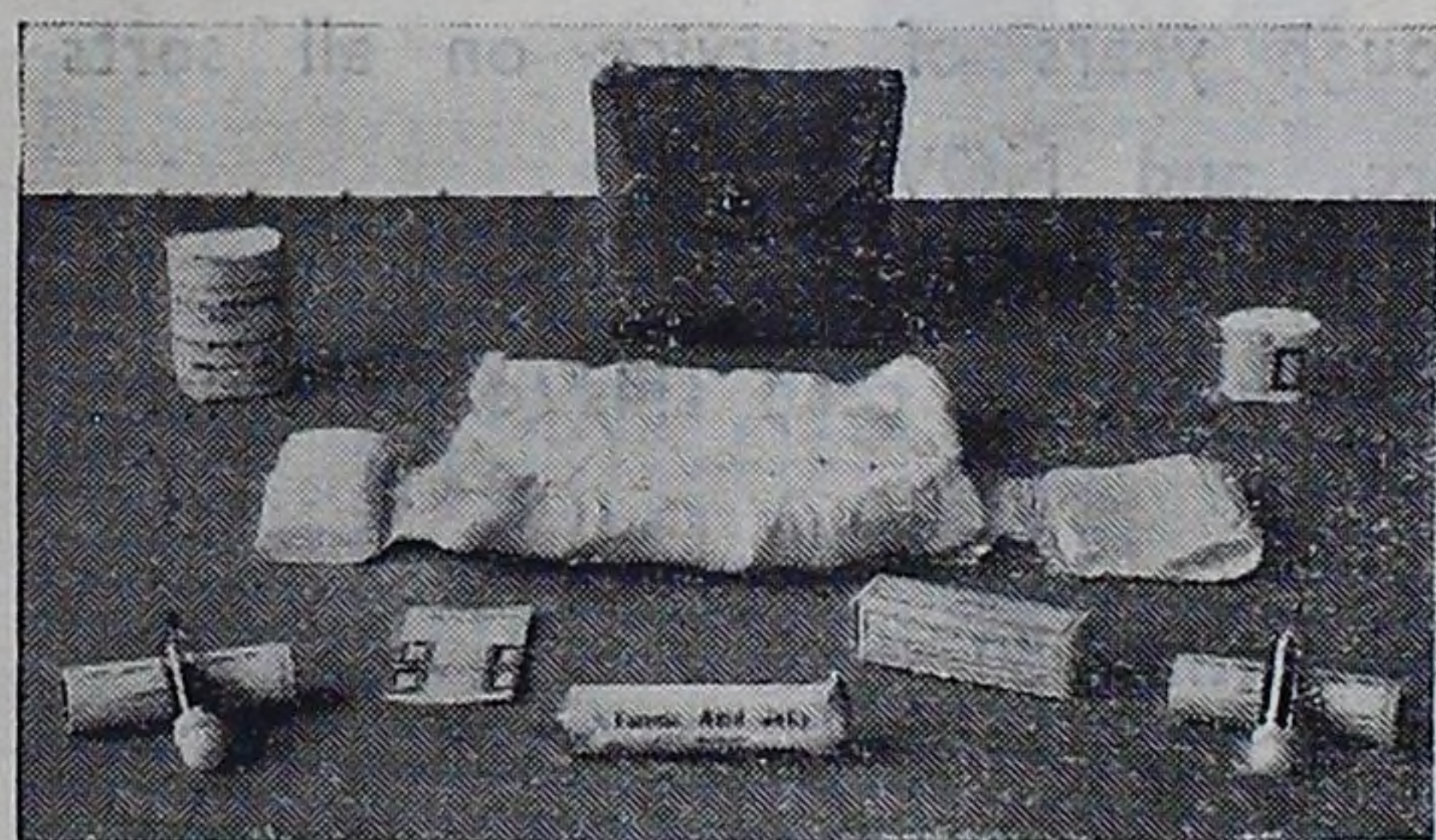
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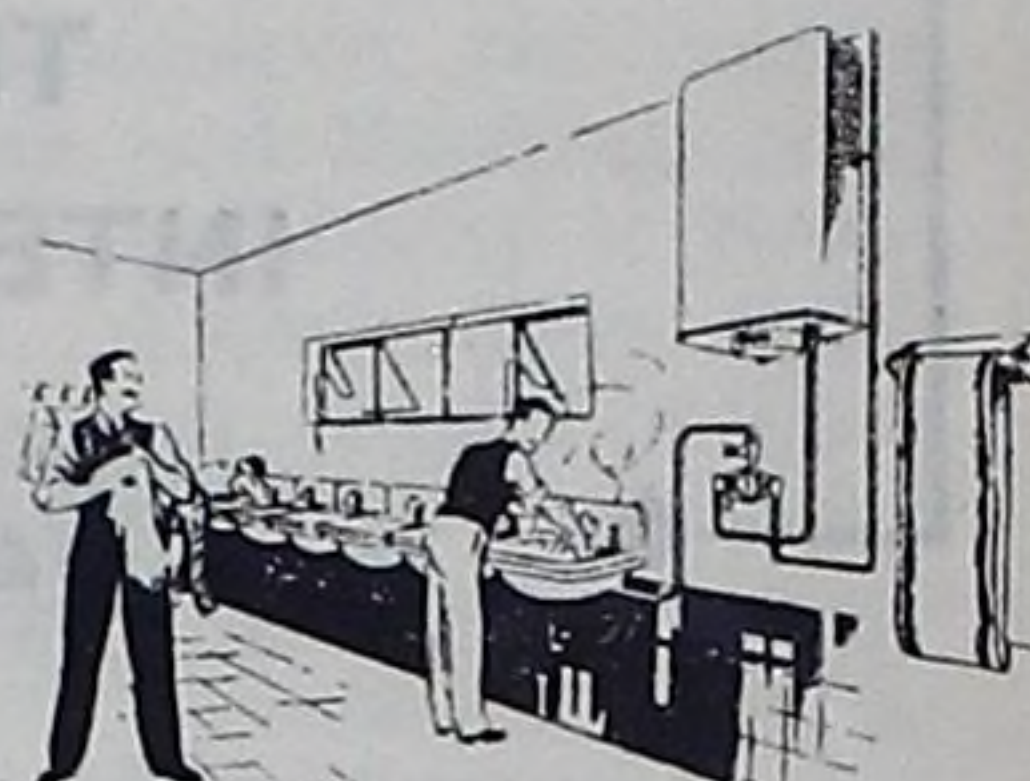
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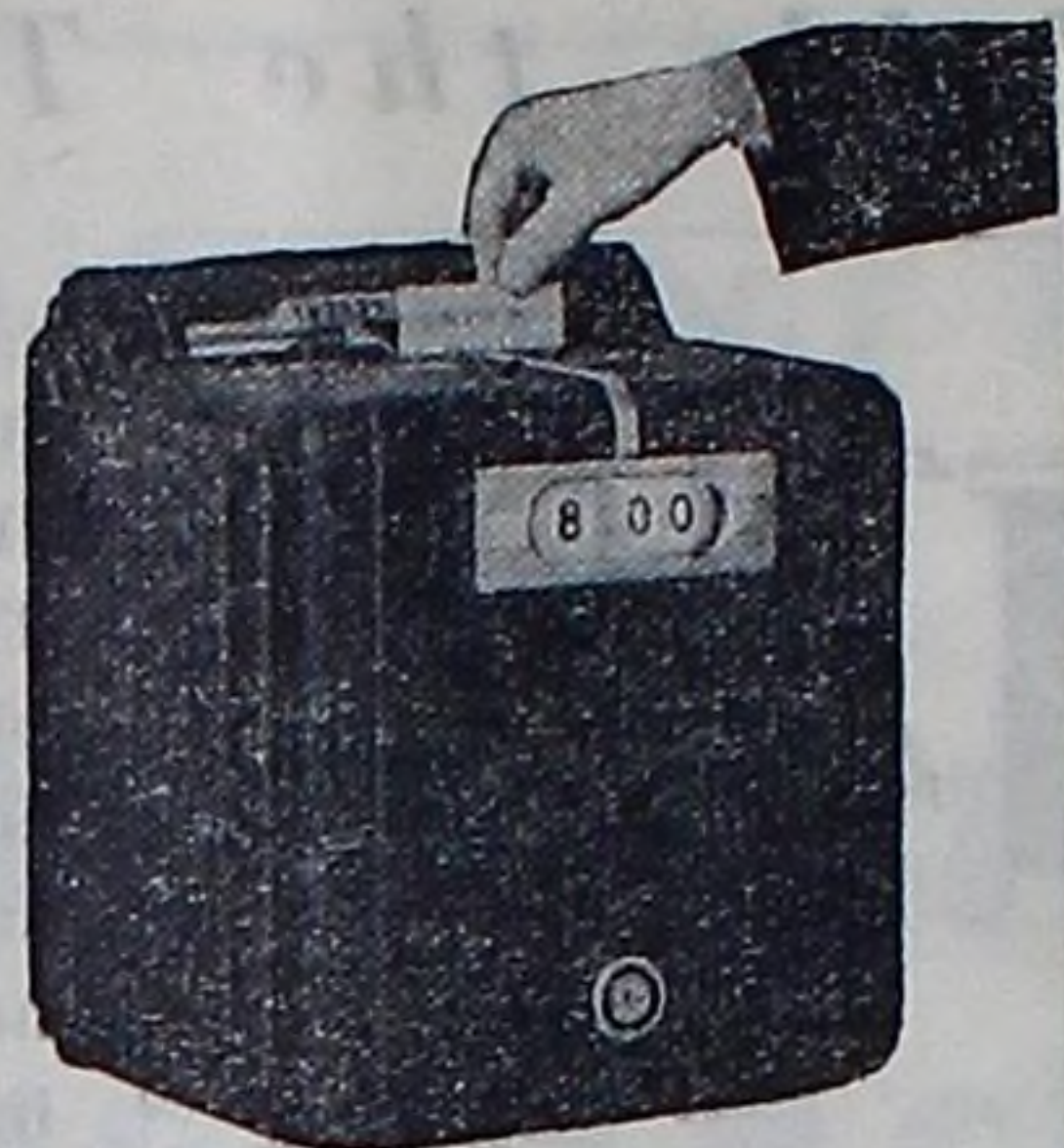
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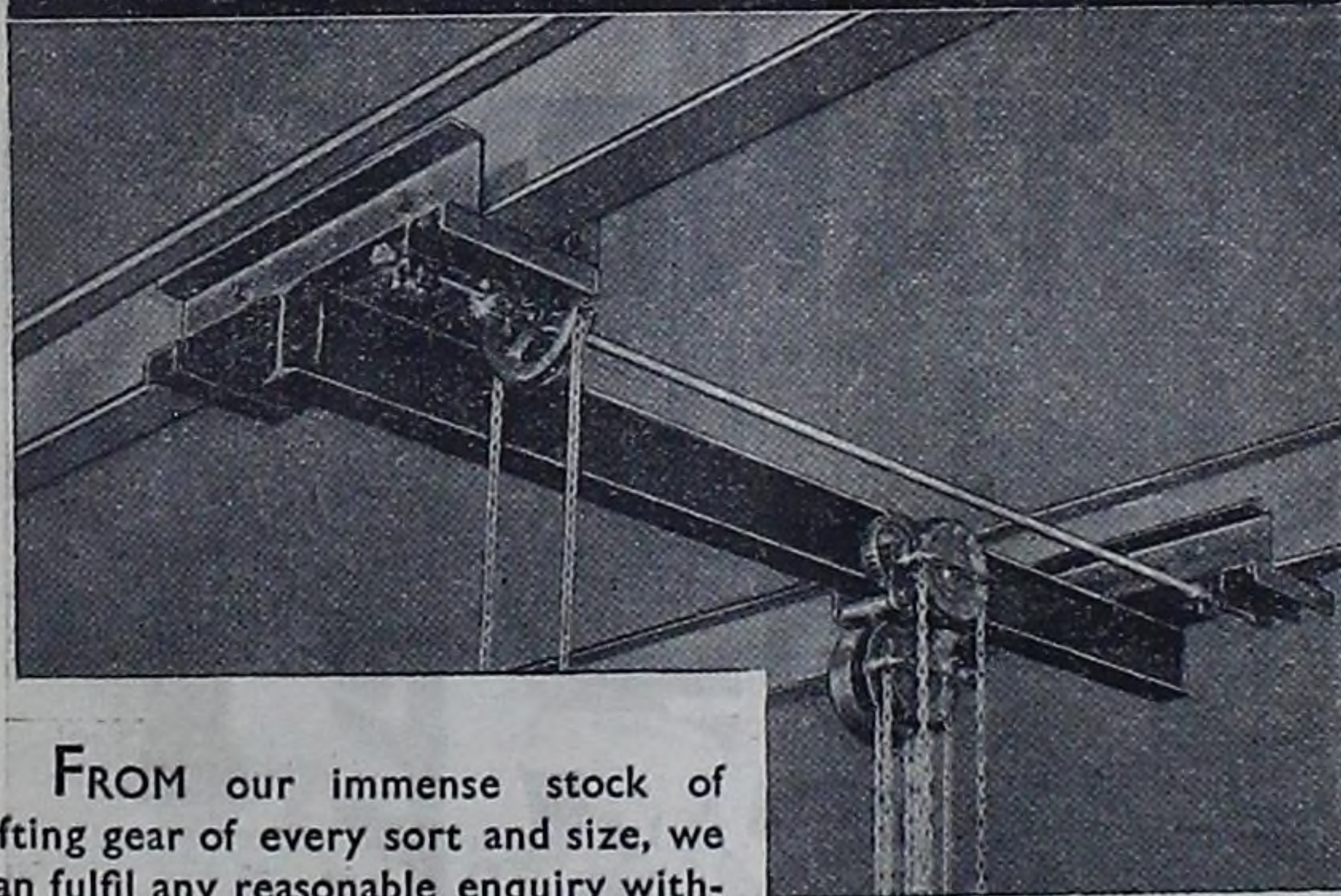
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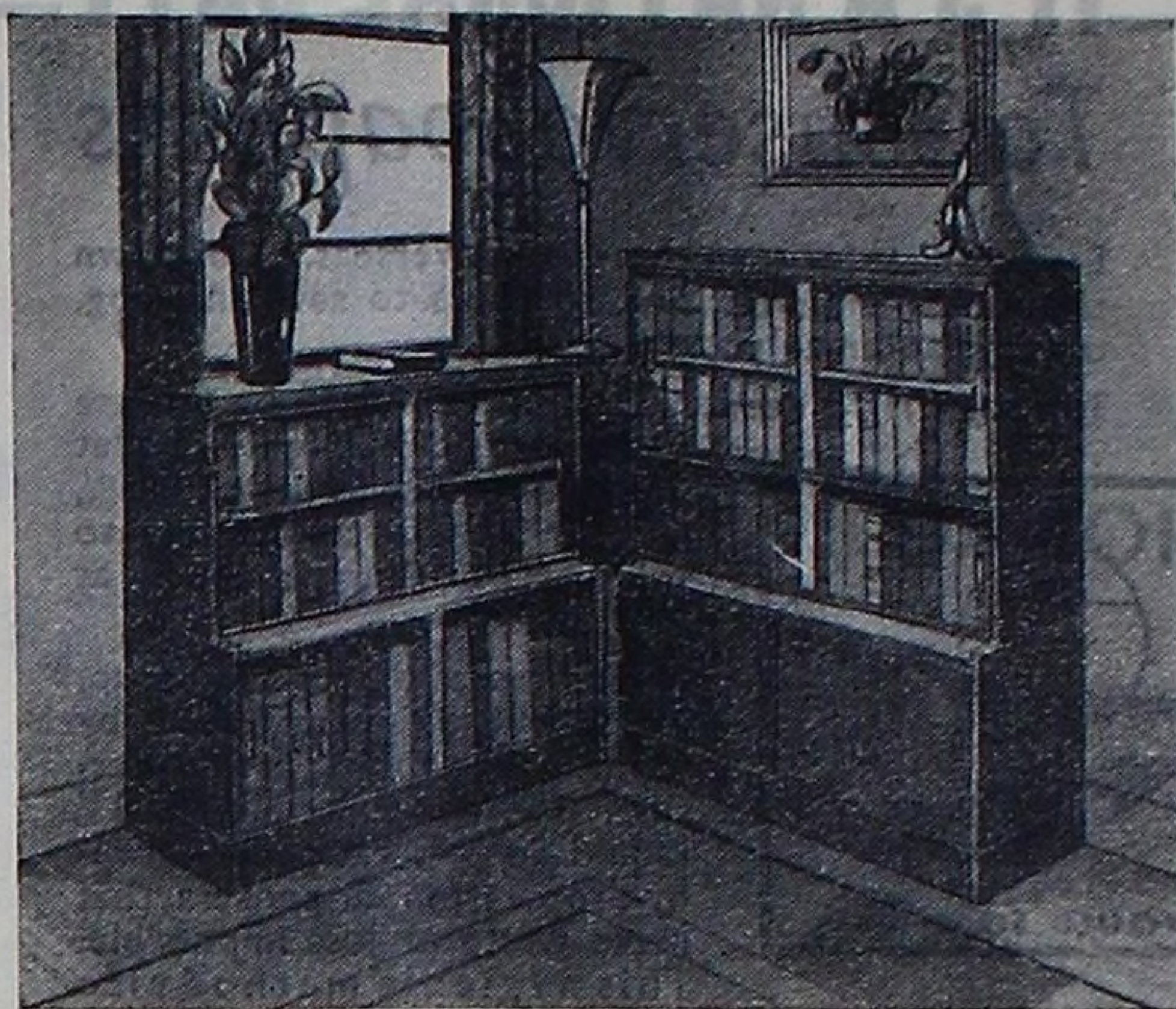
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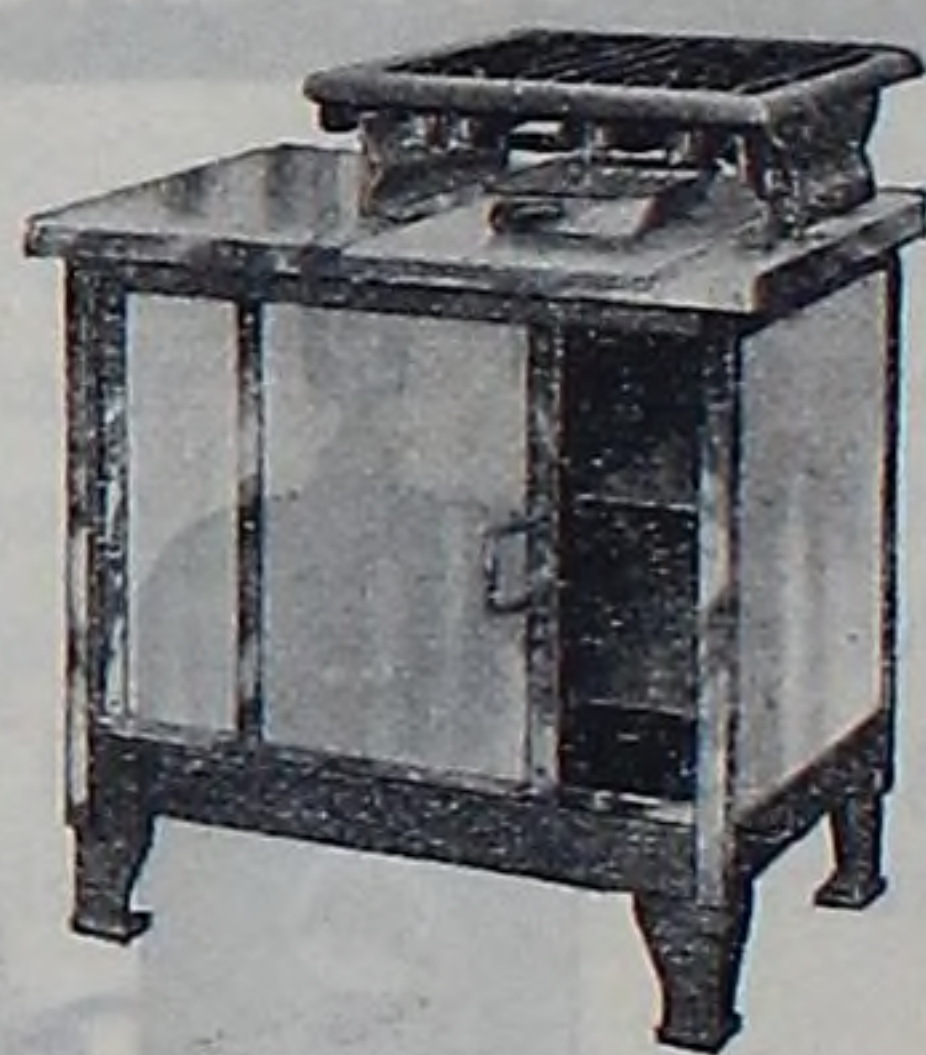
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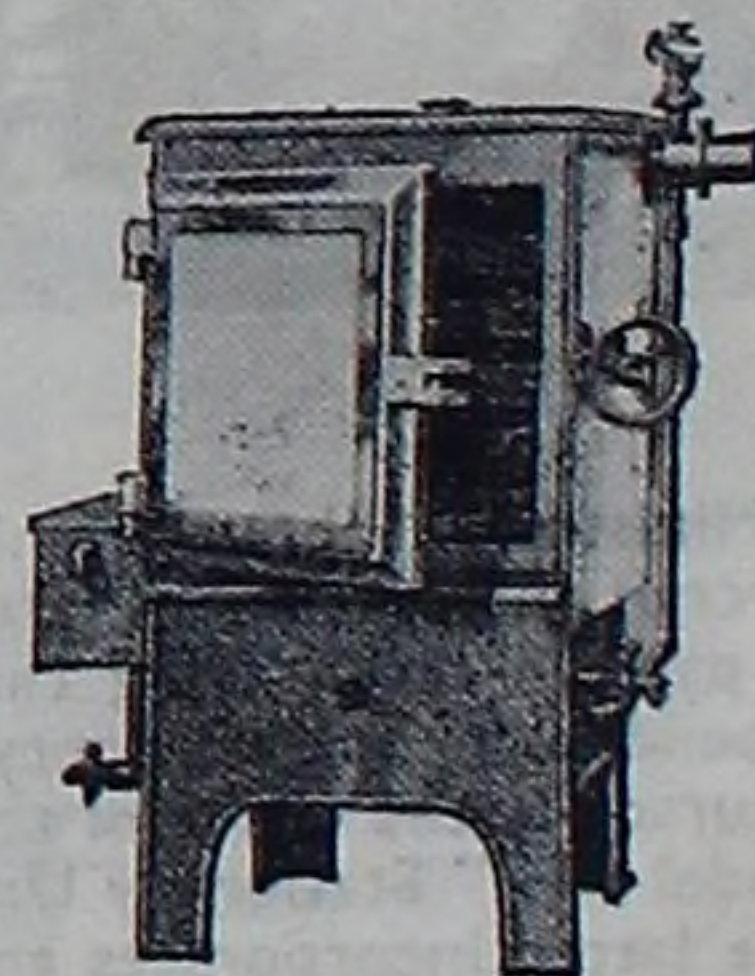
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[PRICE SIXPENCE NET.]

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

### EMPLOYMENT AND UNEMPLOYMENT

THE number of males registered at Employment Exchanges in Great Britain as wholly unemployed at 14th October was 333,936, a decrease of 9,443 as compared with 16th September. The corresponding figure for females was 301,495, an increase of 31,203. The increase among women was largely due to the registration at Employment Exchanges of considerable numbers who were seeking work in districts to which they had been evacuated. At 16th October, 1939, the numbers of wholly unemployed males and females on the registers were 800,616 and 421,039, respectively.

On 14th October there were 171,082 workers registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment—a decrease of 13,918 as compared with 16th September. The corresponding total for 16th October, 1939, was 146,451.

There were also on the registers, at 14th October, 28,338 unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) a reduction of 2,837 as compared with 16th September. The corresponding figure for 16th October, 1939, was 62,532.

The number of applicants for unemployment benefit or allowances on the registers at 14th October was 696,962 as compared with 683,156 at 16th September and 1,214,562 at 16th October, 1939.

The numbers of males registered as wholly unemployed at 14th October showed reductions in London and the North of England, but increases in the Southern and South-Western Divisions and Wales. Among females registered as wholly unemployed there were increases in the Eastern, Southern and South-Western Divisions and, to a smaller extent, in the Midlands, the North of England and Wales; in London there was a reduction. Comparisons of the figures for some of these areas, however, are affected by the changes, referred to above, in the numbers of women registering as applicants for work in districts affected by evacuation.

Among persons registered as temporarily suspended from their employment, there were reductions in London and in most of the other Divisional areas, the principal exceptions being the North-Eastern Division and Wales, where there were increases.

### WAGES.

In the industries for which statistics are regularly compiled by the Department, the changes in rates of wages reported to have come into operation in October are estimated to have resulted in an increase of about £150,000 in the weekly full-time wages of about 1,825,000 workpeople.

The principal industries affected by the increases were coal mining, iron and steel manufacture, the cotton industry, textile bleaching, dyeing and finishing, civil engineering contracting, the building industry in Scotland, and furniture manufacture. Among these, coal-miners in all districts received increases, usually of 5d. a shift in the case of men and 2½d. in the case of youths and boys; workpeople employed in iron and steel manufacture in various districts received increases of 1·6d. a shift for men and 0·8d. a shift for youths and boys; in the cotton industry rates of wages were raised by approximately 2¼ per cent. in the spinning section and by 2 per cent. in the manufacturing section; workpeople employed in the textile bleaching, dyeing and finishing industries received increases of about 1 per cent. on current rates in Yorkshire, and of 8d. a week for men and 5d. a week for women in Lancashire and in Scotland; the rates of wages of men employed in the civil engineering contracting industry were raised by ½d. an hour; building trade operatives in Scotland obtained increases of ½d. an hour for craftsmen and ¼d. an hour for labourers; and the rates of wages of furniture trade operatives in various districts were increased by ½d. an hour.

Other groups of workpeople whose rates of wages were increased included ironstone and limestone quarrymen in various districts, tinsplate workers, flax spinners in Northern Ireland, boot and shoe repairers, workpeople in the tobacco industry, coopers, and workpeople employed in the milk distributive trade in Scotland.

The changes so far reported in the ten completed months of 1940, in the industries for which statistics are available, are estimated to have resulted in a net increase of about £1,920,000 in the weekly full-time wages of about 7,800,000 workpeople.

### COST OF LIVING.

At 1st November, the official cost-of-living index figure was 92 per cent. above the level of July, 1914, as compared with 89 per cent. at 1st October. For food alone, the index figure at 1st November was 72 per cent. above the level of July, 1914, as compared with 69 per cent. at 1st October.

The rise in the food index at 1st November was mainly due to increases in the prices of eggs; there was also a slight increase, on average, in the prices of potatoes. Among items other than food, the principal changes were increases in the prices of clothing, averaging about 3 per cent.

Further particulars are given on page 289.

### TRADE DISPUTES.

The number of trade disputes involving stoppages of work, reported to the Department as beginning in October, was 91. In addition, 10 disputes which began before October were still in progress at the beginning of that month. The approximate number of workpeople involved in these 101 disputes, including workpeople thrown out of work at the establishments where the disputes occurred, was about 25,000, and the aggregate duration of the disputes in October was about 87,000 working days.



## AVERAGE WEEKLY EARNINGS OF WORKPEOPLE IN THE PRINCIPAL INDUSTRIES AT JULY, 1940.

I.—METAL, ENGINEERING AND SHIPBUILDING INDUSTRIES: TEXTILE INDUSTRIES: CLOTHING INDUSTRIES: FOOD, DRINK AND TOBACCO INDUSTRIES: WOODWORKING INDUSTRIES: PAPER, PRINTING, ETC. INDUSTRIES: BUILDING AND CONTRACTING.

IN July last an enquiry was instituted by the Ministry of Labour and National Service in order to obtain particulars of the average weekly earnings of workpeople employed in manufacturing industries generally, and in some of the principal non-manufacturing industries, in Great Britain and Northern Ireland.

Similar information had been collected at intervals of three or four years before the war, the last occasion having been in October, 1938\*. In the enquiry of October, 1938, forms were sent to all employers with more than 10 workpeople, and to a random selection of one-fifth of those with less than 10 workpeople, in manufacturing industries generally and in some of the principal non-manufacturing industries, asking them to supply particulars of the earnings† of their wage-earners in the last pay week of that month. Of approximately 113,000 establishments to whom enquiries were sent (excluding those which were found to employ no wage-earners within the scope of the enquiry) nearly 74,800 supplied returns suitable for tabulation, the number of wage-earners covered being nearly 5,550,000, or over 70 per cent. of the total number employed in the industries concerned. In July, 1940, forms were sent to the great majority of these 74,800 establishments, asking for particulars of the earnings of the wage-earners employed in the week ending 20th July; the establishments excluded were undertakings in which such small numbers of workpeople were employed, in October, 1938, that it was considered unnecessary to trouble them for further returns. In addition, forms were sent to a number of establishments (particularly in the engineering and allied industries) which had not been in operation in October, 1938, and to some important firms in the linen industry in Northern Ireland who did not supply information in October, 1938.

The total number of establishments to which enquiry forms were sent in July, 1940, was about 64,500. About 3,500 of these were found to employ no wage-earners, at that date, within the classes covered by the enquiry. Of the balance of about 61,000 establishments, approximately 60,500 supplied effective returns and the total number of workpeople covered was appreciably higher than in the enquiry of October, 1938.

Both in October, 1938, and in July, 1940, the employers were asked to include in their returns the whole of their wage-earners, at work during the specified week, other than office staffs, shop assistants, and out-workers working at home on materials supplied by the employer. Foremen, carters, warehousemen, etc., were to be included, but managers, commercial travellers, clerks and typists, and salaried persons generally were to be excluded. In cases where employment, in the week covered by the enquiry, was affected by a holiday, breakdown or fire, strike or lockout, or other exceptional circumstances, the employers were asked to substitute particulars for the nearest week of an ordinary character.

In the Table on pages 281 and 282 a summary is given of some of the main results of the enquiries of October, 1938, and July, 1940, for the principal groups of industries for which figures are now available. Corresponding figures for other groups of industries will be published in the next issue of this GAZETTE.

### *Average Weekly Earnings, and Percentage Increases between October, 1938, and July, 1940.*

The Table shows the average earnings in the last pay-week of October, 1938, and in the week ended 20th July, 1940, of all the workpeople, in each of the industries specified, covered by the returns received, and the percentage increases in average earnings between these two dates. It also shows the average earnings, in the week ended 20th July, 1940, of the men (21 years and over), youths and boys (under 21 years), women (18 years and over) and girls (under 18 years) in respect of whom separate particulars were supplied, together with the percentage increases obtained from a comparison of these figures with the average weekly earnings of the corresponding groups in October, 1938. The returns obtained in October, 1938, gave particulars of the individual earnings of all the workpeople employed, and it was therefore possible to calculate separate averages for men, boys, women and girls, covering all the workpeople included in the returns. In July, 1940, however, some of the firms who supplied returns showing the total earnings of all the workpeople employed did not give separate particulars for men, boys, women and girls. While, therefore, the average earnings shown in the Table for "all workers" are computed from the particulars supplied by all the firms who furnished returns, the average earnings shown for men, boys, women and girls in July, 1940, are based on the returns received from the smaller number of firms who supplied figures analysed by age and sex. Similarly, the percentages of increase in the average earnings of men, boys, women and girls between October, 1938, and July, 1940, have been obtained by comparing the average earnings

for each of those groups, as shown by all the returns received in October, 1938, with the averages shown by the smaller number which supplied separate figures by age and sex for July, 1940. Figures are given in the Table showing the percentage proportions, of the total number of workpeople covered by the figures relating to the average earnings of "all workers" in July, 1940, who are included in the separate averages for men, boys, women and girls. While these proportions vary in different industries, the firms who supplied returns analysed by age and sex were in nearly all cases sufficiently representative to provide a satisfactory basis for statistics indicating the approximate levels of average earnings in July, 1940\*.

It should be observed that the average earnings shown in the Table cover all classes of workers, including unskilled workers and general labourers, as well as operatives in skilled occupations.

### *Changes in Rates of Wages between October, 1938, and July, 1940.*

The increases in average weekly earnings, shown in the Table, were not wholly due to conditions arising from the war, for between October, 1938, and the beginning of September, 1939, there was a substantial improvement in employment, coupled with a slight rise in the average level of rates of wages, as a result of which the average earnings in many industries must have been appreciably higher at the outbreak of the war than in October, 1938. The average rise in rates of wages during that period is estimated to have been less than 1 per cent., and in certain industries there was some reduction in wage rates, but there were considerable increases in some industries, as will be seen from the following summary of the changes in wage rates reported to the Department between October, 1938, and September, 1939, in the group of industries for which particulars of average earnings are given on pages 281 and 282:—

*Metal, Engineering and Shipbuilding Industries.*—The rates of wages of workpeople employed in pig iron manufacture were reduced by amounts ranging, in different districts, from 2½ to 12½ per cent. and those of workpeople engaged in iron and steel rolling, etc., in the principal districts, by 2½ to 6½ per cent. In the engineering industry there was an increase of 2s. a week for men and of 4d. to 1s. a week for youths and boys, while in shipbuilding and repairing there was an increase of 2s. a week for men on time-work, of 6d. or 1s. a week for youths and boys, and of approximately 3½ per cent. on piece rates. In the tinplate industry, workers with basis rates over 6s. 10½d. a day had their wages reduced by about 9½ per cent. and other workers had a reduction of about 2½ per cent. Electric cable makers received increases of 1s. 6d. or 1s. 11½d. according to district, in the case of men, of 1s. a week in the case of women, and of 5½d. to 1s. 6d. a week in the case of youths, boys and girls. Steelwork erectors in the constructional engineering industry had their wages raised by ½d. an hour, and edge tool makers at Sheffield received an advance of 2s. a week.

*Textile Industries.*—Woollen operatives at Leicester sustained a reduction of about 1¼ per cent., and woollen and worsted operatives in Scotland received an advance of 3½ per cent. In jute spinning and weaving there were increases of 2s. or 3s. 11d. a week for some classes of men on time-work, and of 1s. 6d. a week for some classes of women. In the bleaching, dyeing, printing and finishing industry in Yorkshire there was a decrease of about 1¼ per cent., while in Lancashire and Scotland there were reductions of 1s. a week for men on time-work, 11d. a week for men on piece-work, 7d. a week for women and 2d. to 9d. a week for youths, boys and girls.

*Clothing Trades.*—The only change reported was a reduction of about 3½ per cent. in the wages of felt hat makers.

*Food Trades.*—In the grain milling industry there were increases of 1s. 6d. to 3s. a week, according to district, in the rates of wages of men, of 1s. in those of women, and of 1s. to 3s. in those of youths.

*Paper Manufacture.*—Rates of wages were raised by ½d. an hour for men and by ¼d. an hour for women, youths, boys and girls.

*Public Works Contracting.*—There were increases of ½d. or 1d. an hour in the rates of wages of employees of public works contractors in Scotland.

*Transport Services.*—Tramway drivers and conductors in London received an increase of 2s. a week.

### *Increases in Wage Rates between September, 1939, and July, 1940.*

Between the outbreak of the war and the week ended 20th July, 1940, increases in rates of wages were granted in the great majority of industries, mainly on account of the rise in the cost of living. On the basis of the available information it is estimated that the average increase in rates of wages during that period, in the industries for which statistics of average earnings are given in the Table, was about 10 per cent. The increases varied, however, in different industries. In the printing and bookbinding industry, for example, in which the average earnings in July, 1940, showed a slight reduction as compared with October, 1938, wage rates were at the same level in July, 1940, as at the beginning of the war (though a general increase has since been granted); in some industries on the other hand, the increases were considerably more than 10 per cent.

### *Working Hours in July, 1940.*

In obtaining the figures for July, 1940, it was impracticable, within the limits of time laid down for the enquiry, to ascertain the number of working hours to which the earnings relate. The month of July, 1940, was a period when, in many establishments engaged in the production of munitions, output was being speeded up as much as possible and very long hours, often with a seven-day week, were being worked. There were consequent increases in earnings which were more than proportionate to the additional hours, owing to overtime rates and various forms of bonus payment, these increased charges being of course spread over a higher output. These facts should be borne in mind when comparisons are made between the returns of earnings in July, 1940, and those for October, 1938, which was in general a period of normal employment.

\* See, however, footnote § on page 281 as regards the motor vehicle, cycle and aircraft industry.

\* The results of enquiries which were made in 1924, 1928, 1931 and 1935 were published in the issues of this GAZETTE for June, 1926–September, 1927; October–December, 1929; January–March, 1933; and February–July, 1937. Apart from the particulars given in this article, the results of the enquiry relating to October, 1938 (which was of a more detailed character than the previous enquiries in that particulars were obtained of the individual earnings of the workpeople covered) have not yet been published.

† Particulars were also obtained of the number of hours worked in the last pay-week of October, 1938.



## AVERAGE WEEKLY EARNINGS IN OCTOBER, 1938, AND JULY, 1940.

Industry.	Average earnings of all workers covered by returns received.			Workpeople covered by returns giving separate details by sex and age.								
	Last pay-week of Oct., 1938.	Week ended 20th July, 1940.	Percentage increase.	Proportion* covered by returns for July, 1940.	Average earnings† in week ended 20th July, 1940.				Percentage increase in average weekly earnings since October, 1938.			
					Men.	Youths and boys.	Women.	Girls.	Men.	Youths and boys.	Women.	Girls.
<b>Metal, Engineering, and Shipbuilding Industries:—</b>	s. d.	s. d.	Per cent.	Per cent.	s. d.	s. d.	s. d.	s. d.	Per cent.	Per cent.	Per cent.	Per cent.
Pig Iron (Blast Furnaces) ...	79 11	93 10	17.4	82.2	98 1	40 11	—	—	18.9	22.4	—	—
Iron Puddling, Steel Smelting, Rolling, etc. ...	73 2	96 10	32.3	70.9	106 2	42 3	—	—	32.8	37.0	—	—
Non-Ferrous Metal Manufacture... Tinplate ...	63 0	86 6	37.3	85.6	97 6	45 9	43 0	28 4	36.4	51.2	35.8	28.8
Iron and Steel Tubes ...	71 5	75 6	5.7	81.3	92 3	35 5	35 1	—	9.9	42.1	0.5	—
Wire, Wire Netting, Wire Ropes, etc. Engineering,† etc. —	63 4	87 0	37.4	91.5	97 3	42 1	36 1	—	36.8	46.8	22.7	—
General Engineering, and Engineers' Iron and Steel Founding ...	55 3	76 0	37.6	77.5	94 11	36 11	39 7	24 9	38.7	44.8	35.3	36.2
Electrical Engineering ...	60 5	85 4	45.3	81.4	97 11	35 6	47 7	27 4	33.1	45.9	48.3	40.2
Marine Engineering ...	50 10	72 5	42.5	73.1	106 6	38 0	47 6	27 3	43.1	53.5	46.5	40.9
Constructional Engineering ...	61 9	84 0	36.0	88.9	101 4	35 9	—	—	35.0	39.8	—	—
Motor Vehicles, Cycles and Aircraft Manufacture and Repair	62 5	82 8	32.4	85.4	95 8	33 5	—	—	32.9	36.9	—	—
Ship Building and Repairing ...	70 8	106 5	50.6	58.9	114 11§	40 0§	50 2§	36 5§	§	§	§	§
Railway Carriage and Wagon and Tram Building, etc. ...	59 11	90 8	51.3	83.2	103 3	28 6	—	—	47.3	37.3	—	—
Electric Cables, Apparatus, Lamps, etc. ...	62 0	80 10	30.4	77.5	92 2	31 6	—	—	28.3	30.8	—	—
Hand Tools, Cutlery, Saws, Files, etc. ...	50 1	68 4	36.4	75.1	101 7	39 1	45 6	28 3	39.3	27.4	25.8	35.6
Bolts, Nuts, Screws, Rivets, Nails, etc. ...	45 1	64 2	42.3	75.2	97 5	35 7	34 6	19 3	42.6	49.8	23.6	25.5
Brass and Yellow Metal Goods ...	42 4	58 3	37.6	84.9	89 7	34 6	44 3	26 7	38.9	42.7	48.3	45.0
Heating and Ventilating Engineering. ...	49 2	62 4	26.8	93.8	91 1	34 5	38 3	24 5	32.3	31.5	25.4	30.2
Watches, Clocks, Plate, Jewellery, etc. ...	67 10	80 10	19.2	81.2	100 11	34 6	—	—	32.2	30.6	—	—
Other Metal Industries ...	48 1	55 10	16.1	90.0	84 10	33 8	36 2	21 9	19.3	31.6	17.9	23.1
	49 4	67 1	36.0	77.5	96 6	36 11	39 5	23 1	38.0	32.6	23.2	21.0
<b>Total, Metal, Engineering and Shipbuilding ...</b>	<b>59 5</b>	<b>85 1</b>	<b>43.2</b>	<b>76.2</b>	<b>100 3</b>	<b>36 4</b>	<b>43 11</b>	<b>25 8</b>	<b>36.3</b>	<b>44.9</b>	<b>34.4</b>	<b>32.2</b>
<b>Textile Industries:—</b>					<b>73.5</b>	<b>25.0</b>						
Cotton ...	35 7	51 6	44.7	51.7	74 6	37 9	44 1	29 5	46.6	71.6	40.3	48.3
Woollen and Worsted ...	39 0	50 5	29.3	72.1	75 6	33 5	40 2	27 4	31.3	35.9	28.5	26.2
Silk Throwing, Spinning and Weaving (including Artificial Silk Weaving) ...	38 11	52 1	33.8	86.0	82 4	32 11	37 11	21 1	32.6	41.6	22.3	16.1
Artificial Silk Spinning ...	52 3	67 2	28.4	63.1	89 10	37 0	37 0	23 5	21.4	32.1	31.0	26.0
Flax Spinning and Weaving ...	29 5	31 1	7.1¶	73.7	56 2	21 6	27 3	18 4	15.6¶	8.2¶	7.3¶	6.4¶
Jute Spinning and Weaving ...	36 5	42 9	17.4	64.0	69 4	30 3	36 9	23 11	35.9	25.6	8.1	14.8
Hemp, Rope, Cord, Twine, etc. ...	31 2	38 7	23.8	61.7	74 6	27 8	36 0	23 2	32.5	45.6	29.7	26.9
Hosiery ...	40 4	44 2	9.5	79.1	90 11	30 8	40 7	23 6	15.2	12.2	10.2	16.0
Lace ...	39 11	50 2	25.7	90.9	81 8	29 5	35 6	19 3	35.4	23.4	18.3	10.0
Carpets and Rugs ...	38 11	42 7	9.4	77.8	69 0	27 7	37 7	20 0	13.3	13.7	3.2	3.0
Other Textiles ...	34 7	45 6	31.6	79.6	79 6	35 7	39 8	22 5	33.4	40.5	29.3	26.9
Textile Bleaching, Printing, Dyeing, etc. ...	45 5	56 9	25.0	89.2	73 2	32 4	35 8	21 9	27.8	22.0	24.4	18.1
<b>Total, Textiles ...</b>	<b>38 3</b>	<b>48 10</b>	<b>29.2¶</b>	<b>68.4</b>	<b>75 10</b>	<b>32 6</b>	<b>39 9</b>	<b>24 3</b>	<b>32.6¶</b>	<b>35.9¶</b>	<b>25.5¶</b>	<b>24.5¶</b>
<b>Clothing Industries:—</b>												
Tailoring (Ready-made and Wholesale Bespoke) ...	34 5	39 9	15.5	63.4	74 5	26 10	38 7	20 11	9.6	10.3	17.8	20.1
Tailoring (Retail Bespoke):—												
Firms employing 10 or more workers ...	44 9	45 2	0.9	92.8	76 4	29 3	38 0	18 9	4.0	12.9	—1.5**	11.9
Firms employing less than 10 workers ...	43 3	44 7	2.9	93.2	62 7	—	35 9	16 2	2.2	—	5.1	4.3
Dress Making and Millinery:—												
Firms employing 10 or more workers ...	32 6	33 8	3.6	91.5	73 9	—	36 8	19 2	7.9	—	2.8	10.0
Firms employing less than 10 workers ...	29 0	35 5	22.1	93.6	—	—	38 1	18 1	—	—	7.0	4.3
Hats and Caps (including Straw Plait) ...	39 9	42 2	6.1	72.4	67 11	27 10	33 10	20 9	3.7	9.5	5.2	10.7
Shirts, Collars, Underclothing, etc. ...	30 1	33 5	11.1	82.8	74 10	26 0	35 11	19 9	13.4	6.8	11.9	13.9
Other Dress Industries ...	32 4	37 7	16.2	88.3	73 0	26 10	36 10	19 6	16.2	13.8	10.8	12.5
Boots, Shoes and Slippers:—												
Firms employing 10 or more workers ...	45 9	51 8	12.9	79.6	74 4	29 8	40 4	20 10	15.1	17.1	5.7	11.6
Firms employing less than 10 workers ...	51 11	61 0	17.5	94.7	71 5	30 5	—	—	19.7	20.9	—	—
Laundries:—												
Firms employing 10 or more workers ...	29 4	34 5	17.3	81.9	68 11	27 2	32 4	19 8	13.6	17.3	15.1	10.8
Firms employing less than 10 workers ...	24 9	27 2	9.8	96.9	53 7	—	24 10	19 4	12.4	—	6.4	14.3
Dyeing, Dry Cleaning, etc. ...	35 4	38 7	9.5	85.1	66 0	28 4	32 0	16 10	7.6	11.0	3.7	4.1
<b>Total, Clothing ...</b>	<b>35 7</b>	<b>40 2</b>	<b>12.9</b>	<b>77.6</b>	<b>72 10</b>	<b>28 3</b>	<b>36 5</b>	<b>20 0</b>	<b>11.9</b>	<b>14.1</b>	<b>10.4</b>	<b>13.7</b>

[For continuation of Table, see page 282]

\* Some of the firms who supplied returns showing the total earnings of all their workpeople in the week ended 20th July, 1940, did not give separate figures for men, boys, women and girls respectively. The figures in this column show the proportions of the number of workpeople covered by the returns relating to July, 1940, in respect of whom separate particulars were given for men, boys, women and girls; see also text on page 280.

† Where no figure is given, the total number shown in the returns received was too small to provide a satisfactory basis for the calculation of a general average for the industry.

‡ The figures given for the engineering, etc., industry are based partly on returns from firms who are members of the Engineering and Allied Employers' National Federation, and partly from non-federated firms. The average earnings shown by the federated firms were considerably higher than those shown by the non-federated firms; for example, the average weekly earnings of "all workers" in July, 1940 (including men, boys, women and girls) were 96s. 7d. for the federated firms, as compared with 71s. 8d. for the non-federated firms.

§ A number of the principal firms in the motor vehicle, aircraft, etc., industry, employing over 40 per cent. of the total number of workers whose aggregate earnings were shown in the returns received, did not furnish separate particulars of the earnings of men, boys, women and girls, respectively, in July, 1940. As the earnings of all workers at these firms averaged 120s. 7d., compared with 96s. 7d. at the firms which supplied returns analysed by sex and age, the average earnings shown in the Table for men, boys, women and girls in this industry would probably have been considerably higher if separate figures by sex and age had been supplied by all the firms. If the average earnings given in the Table for men, boys, women and girls (based on the limited number of detailed returns available for July, 1940) are compared with those computed from all the returns for October, 1938, they show the following percentage increases: men 38, boys 42, women 25, girls 37; but these figures also would be considerably higher if complete returns, analysed by sex and age, were available for July, 1940.

¶ As many of the principal firms in the linen industry in Northern Ireland did not supply information for October, 1938, enquiries were sent to these firms in July, 1940, in addition to those who had furnished returns. Consequently the number of returns received in July, 1940, was much greater than in October, 1938. While the average earnings shown for July, 1940, are based on all returns received, the percentages of increase since October, 1938, have been calculated from the data supplied by firms who furnished returns for both dates.

\*\* Decrease.



## AVERAGE WEEKLY EARNINGS IN OCTOBER, 1938, AND JULY, 1940—continued

Industry.	Average earnings of all workers covered by returns received			Workpeople covered by returns giving separate details by sex and age.								
	Last pay-week of Oct., 1938.	Week ended 20th July, 1940.	Per-centage increase.	Proportion* covered by returns for July, 1940.	Average earnings† in week ended 20th July, 1940.				Percentage increase in average weekly earnings since October, 1938.			
					Men.	Youths and boys.	Women.	Girls.	Men.	Youths and boys.	Women.	Girls.
	s. d.	s. d.	Per cent.	Per cent.	s. d.	s. d.	s. d.	s. d.	Per cent.	Per cent.	Per cent.	Per cent.
<b>Food, Drink and Tobacco Industries:—</b>												
Bread, Biscuits, Cakes, etc.:—												
Firms employing 10 or more workers	45 5	52 11	16·5	82·6	76 4	34 1	35 5	20 2	17·6	41·5	7·6	14·7
Firms employing less than 10 workers	47 4	55 6	17·3	95·9	72 3	26 4	32 6	17 9	22·1	22·5	14·7	21·7
Grain Milling	57 5	69 0	20·2	93·7	77 6	37 4	33 3	18 5	21·9	5·9	12·1	18·2
Cocoa, Chocolate and Sugar Confectionery	39 7	44 11	13·5	66·2	79 3	34 2	33 6	18 8	9·2	18·5	1·3	2·3
Other Food Industries	46 5	52 8	13·5	84·5	76 1	32 6	33 11	20 3	17·6	2·6	9·7	11·0
Drink Industries	51 9	57 6	11·1	94·5	73 8	29 7	32 2	—	15·0	8·9	14·5	—
Tobacco, Cigars, Cigarettes, etc.	47 7	53 4	12·1	89·6	95 1	41 11	45 1	27 2	12·9	0·8	10·6	21·6
<i>Total, Food, Drink, &amp; Tobacco</i>	<i>46 10</i>	<i>53 8</i>	<i>14·6</i>	<i>84·9</i>	<i>76 8</i>	<i>32 11</i>	<i>35 10</i>	<i>21 2</i>	<i>16·3</i>	<i>14·5</i>	<i>7·5</i>	<i>10·4</i>
<b>Woodworking Industries:—</b>												
Millsawing and Machine Joinery...	52 10	66 1	25·1	91·0	75 11	29 4	39 8	21 8	21·5	28·0	16·1	17·6
Wood Box and Packing Case	46 4	59 0	27·3	79·2	79 4	27 3	38 7	23 10	19·3	26·7	15·5	31·2
Cabinet Making, Furniture Making, Upholstery, etc.:—												
Firms employing 10 or more workers	52 6	57 9	10·0	91·0	76 1	29 7	40 6	20 0	10·8	20·3	16·3	11·1
Firms employing less than 10 workers	49 5	56 6	14·3	97·5	71 4	27 5	35 8	—	14·6	39·4	6·2	—
Carriages, Carts, etc.	58 1	67 0	15·4	91·0	82 8	29 2	36 6	19 11	13·8	22·0	19·3	12·2
Other Woodworking	47 9	59 4	24·3	82·4	80 4	28 1	33 0	18 1	24·2	31·6	17·5	11·9
<i>Total, Woodworking, etc.</i>	<i>52 4</i>	<i>61 5</i>	<i>17·4</i>	<i>89·0</i>	<i>77 5</i>	<i>29 0</i>	<i>38 11</i>	<i>19 11</i>	<i>16·1</i>	<i>23·8</i>	<i>16·8</i>	<i>13·8</i>
<b>Paper, Printing, etc., Industries:—</b>												
Paper and Paper Board	53 2	59 11	12·7	80·5	76 1	32 8	33 10	20 1	15·1	7·1	6·3	4·6
Cardboard Boxes, Paper Bags and Stationery	40 3	46 4	15·1	81·0	82 4	33 3	36 1	20 1	10·1	20·9	8·5	15·9
Wall Paper	44 11	54 3	20·8	92·5	69 6	29 7	36 11	22 5	10·5	19·5	13·9	23·4
Stationery and Typewriting Requisites (not paper)	42 2	45 1	6·9	89·3	77 7	26 11	35 9	19 7	2·2	16·2	8·6	14·1
Printing, Publishing and Book-binding	64 7	63 3	— 2·1†	86·0	87 10	24 4	34 10	17 5	— 4·2†	5·8	— 0·9†	6·1
<i>Total, Paper, Printing, etc.</i>	<i>55 5</i>	<i>57 1</i>	<i>3·0</i>	<i>84·1</i>	<i>83 10</i>	<i>27 9</i>	<i>35 4</i>	<i>19 0</i>	<i>0·6</i>	<i>11·7</i>	<i>4·4</i>	<i>10·1</i>
<b>Building and Contracting, etc.:—</b>												
Building	61 5	79 1	28·8	81·2	82 11	34 0	—	—	24·7	35·5	—	—
Public Works Contracting, etc.	61 3	86 0	40·4	81·0	88 4	54 2	—	—	40·6	50·8	—	—
Electrical Contracting	56 9	76 6	34·8	91·8	95 2	32 1	—	—	20·0	52·2	—	—
<i>Total, Building and Contracting, etc.</i>	<i>61 3</i>	<i>80 7</i>	<i>31·6</i>	<i>81·4</i>	<i>84 6</i>	<i>37 1</i>	<i>—</i>	<i>—</i>	<i>27·9</i>	<i>44·5</i>	<i>—</i>	<i>—</i>

## UNEMPLOYMENT ASSISTANCE.

## PROPOSED CHANGES IN MEANS TEST.

In the House of Commons on 6th November, the Prime Minister made the following statement regarding the application of the household means test in the calculation of unemployment assistance allowances and supplementary pensions:—

"I have received questions and inquiries from all the three parties in the House, and in consequence I should like to make a short statement regarding the review that has been made by the Government of the household means test for unemployment assistance and supplementary pensions. The Government have given an immense amount of consideration to this matter. We have all represented so many different points of view and have all arrived at a united conclusion. The Government intend to introduce legislation to enable them to give effect to certain changes designed to remove causes of complaint against the existing means test. The test will become one of personal need, and will be based on the following principles: the needs and resources of the applicant will continue to be aggregated with those of his wife and of any dependants, but the resources of any other member of the household will no longer be aggregated with those of the applicant. If the applicant is the householder, a standard contribution by non-dependent members of his household towards rent and other overheads will be assumed and taken into account as part of the applicant's resources. This means that inquiry will normally be limited to the needs and resources of the applicant, his wife and dependants. If the applicant is not a householder, and is living with relations, regard will be had to the constitution and circumstances of the home in assessing his personal needs, but inquiry into the resources of other members of the household will in any case be greatly reduced and will often be unnecessary. No applicant without resources of his own will be left dependent on other members of the household for means to buy clothing and other necessary personal requirements. The Government have asked the Assistance Board to work out the detailed application of these principles in the case both of unemployment assistance and of supplementary pensions in order that they may be in a position to submit draft Regulations as soon as the necessary legislation has been passed."

\* † See footnotes on previous page.  
† Decrease.

## ABSORPTION OF UNEMPLOYED WORKERS.

In reply to Questions relating to the numbers of persons registered as unemployed and of the prospect of their absorption into employment connected with the war effort, the Minister of Labour made the following statement in the House of Commons on 7th November:—

"On 16th September last there were 613,671 persons registered as wholly unemployed, of whom 318,214 were men and 227,293 were women. It is impossible in the scope of a Parliamentary Question to give in detail the reasons why these persons are unemployed, but my hon. Friends will be aware that at all times there must be a considerable number of workers passing from one job to another, and though every effort is made to move them without any intervening gap, it is unavoidable that many of them should be unemployed for short periods before they are fitted into new employment. The figure also includes a number of women who have registered for employment in war-time, although they are not normally in the industrial field. Furthermore, a proportion of these workers are the long-term unemployed for whom because of old age or other infirmities it is unlikely that further employment will be found. Panels of the local employment committees, with the assistance of representatives of trade councils, are reviewing the employability of all men who have been on the Register for one month or more."

"In certain highly skilled occupations and in certain industries, there is an acute shortage of workers and the Employment Exchanges have been given, as one of their primary tasks, the duty of endeavouring to fit into these occupations and industries workers who are unemployed in other industries, either immediately or after training, and considerable progress is being made in this direction, but I must secure a keener willingness on the part of employers and unions for developing schemes of training in the works. For this purpose, it is necessary to have the co-operation of all employers and unions in endeavouring to make use of substitute labour, even though this may necessitate a certain period of trial to allow the workers to get accustomed to the new work."

"It will be appreciated that it is not easy to synchronise the contraction of peace-time industries precisely with the expansion of war-time industries. In so far as the contraction of peace-time industries is caused by the Limitation of Supplies Order, I have recently arranged with my right hon. Friends, the President of the Board of Trade and the Minister of Supply, to examine jointly the operation of the Order with a view to the mitigation of any effects it may be having on employment."



## TRAINING FOR WAR-TIME WORK IN THE ENGINEERING INDUSTRY.

### TRAINING COURSES AT TECHNICAL COLLEGES.

A LEAFLET has been issued by the Ministry of Labour and National Service giving particulars of the facilities that are now being provided by Technical Colleges, in all parts of the country, for the training of workers for war-time work in the engineering industry. Training is now being provided at some 150 Technical Colleges, and by taking a course at one of these Colleges men and women who wish to play their part in the war effort can fit themselves for employment on munitions work of vital importance.

*Conditions of Training.*—The training is given in a number of engineering occupations. The course lasts, as a rule, for eight weeks, but this may be varied according to the ability of the individual and the type of instruction given. Attendance is required for about 8 hours a day with a total of 40 to 48 hours per week. Night shifts will be necessary as the scheme develops; they are already working at some Colleges.

Men and boys can be accepted for these courses from the age of 16 upwards; women and girls from the age of 18 upwards. There is no upper age limit, but all trainees must be adaptable, able to learn, and capable of keeping a job under the stress of war-time conditions. There are no fees. Maintenance allowances and daily travelling expenses are paid to the trainees on scales which are set out in an appendix to the leaflet.

*Employment.*—On the satisfactory completion of training, employment on munitions work is found by the Ministry of Labour and National Service, and wages are paid at the standard rate for the job. The opportunities both for training and for munitions employment vary from area to area. In some places it may be possible for a worker both to receive training and to obtain employment in his or her home area; in others the worker will have to leave home either for training or for employment, or both. Everything possible is done by the Ministry of Labour and National Service to provide training and employment in accordance with individual wishes, but trainees, like all other munitions workers, must be ready to go to any part of the country where their services are most required. Fares from home to the place of training and to the place of employment are paid by the Ministry; trainees who have to live in lodgings during the training course can obtain a list of approved lodgings from the Employment Exchange.

*Women.*—There is already a considerable demand for women workers, and this will increase as new factories are opened and as more men are required for service in H.M. Forces. At some Technical Colleges there are special classes for women workers, and other such classes will be established in the Colleges generally as the need arises.

*Applications for Training.*—Not everyone can be trained at once, but every effort will be made to find places without delay for those who are immediately available and especially for those who are at present unemployed. It will, however, be of assistance to the Ministry in organising the training schemes if persons who are not immediately available but who want to take up training will make their applications now. Any applicant who is now in employment should not leave that employment until he or she is advised to do so by the Ministry. The success of training schemes of this kind depends upon a continuous flow of recruits into the Technical Colleges and other Training Centres and from there into the munitions works.

*Other Training.*—In some places training of the same nature as that provided at Technical Colleges is given by employers under special arrangements with the Ministry. The Ministry also has a number of its own Training Centres which are for men only. Further information about any of these training courses can be obtained at any Employment Exchange.

### TRAINING BY EMPLOYERS.

The Ministry of Labour and National Service have also issued, in a Supplement to their "Manual on Training for War-Time Work in the Engineering Industry,"\* particulars of new arrangements recently agreed upon with representatives of employers and workers as to the conditions which will apply where employers, in addition to undertaking the maximum amount of training required for their own needs, are willing to train persons, in excess of such needs, on behalf of the Ministry. In such cases the Government are prepared to furnish some financial assistance on the basis of the arrangements indicated below (which replace those referred to in paragraph 12 of the Manual mentioned above).

Every arrangement for training under this scheme will be the subject of a specific agreement between the Ministry and the employer. The agreement will include the following conditions:—

(1) The number of trainees, type of training and the period of the course will be prescribed.

(2) Recruits for training will be found by the Ministry and will be allocated to the employer through an Employment Exchange. It is proposed that the trainees should wear a badge during the time of training in the workshops to distinguish them from persons in the employment of the employer. The Ministry will provide badges, but in the meantime the employer may adopt any convenient means of distinguishing the trainees.

(3) The trainees will not be in the employment of the employer providing their training and will not be entitled to any wages from him. They will receive training allowances from the Ministry on the same basis as persons attending the Government Training Centres. These scales of allowances include payments in respect of dependants. It is expected that in general the persons to be trained will live within daily travelling distance of the employer's establishment, but, if not, boarding arrangements will be made by the Ministry and additional allowances will be payable to the trainees. Payment of allowances will be made either at the Employment Exchange or at the employer's premises, as may be convenient.

(4) The training will be subject to inspection by the Ministry.

(5) On completion of training the placing of the trainees will be arranged through the Employment Exchange. In no circumstances will a trainee be placed with the employer who has provided the training.

(6) The employer will provide the accommodation and the machines and equipment necessary for the purpose of training, and will arrange for selected employees to act as instructors. The Ministry realise that in the circumstances contemplated training will usually be associated very intimately with the productive work of the employer and that machines and equipment engaged on production work will frequently be used, but it is expected that employers will make suitable arrangements to ensure that adequate instruction is given.

(7) Employers will not be liable under the Workmen's Compensation Act in respect of the trainees, nor is the Ministry under any legal obligation to the trainees in respect of workmen's compensation. Every case where a trainee has been injured in the course of training will, however, be considered for the grant of an *ex gratia* payment by the Ministry where appropriate.

The Ministry are prepared to give financial assistance to employers in respect of their workers who are engaged in instruction. Where the employer allocates skilled workers whole-time on instruction duties, the Ministry will pay sums sufficient to enable him to pay up-standing salaries on the scale applicable to the Instructors at the Government Training Centres. Where Instructors are not whole-time on instruction the Ministry are prepared to pay to the employer sums sufficient to enable the Instructors to be recompensed for any loss of earnings owing to the time which they give to instruction. The intention is that the Instructors should not suffer any loss of earnings due to their part-time employment. In general the payment for such part-time instruction will be calculated on the basis of the average earnings over the last four weeks of each Instructor. If, however, in any case this amounts to less than the instructors would receive if they were paid at the rate of Instructors at the Government Training Centres, they should be paid at the latter rate proportionately for any period during which they are actually engaged on instruction duties and the Ministry are prepared to pay the employer accordingly.

The Minister is also prepared to make arrangements with employers on the basis indicated in Part III of the above-mentioned Manual.\* Under these arrangements employers are expected to devote the necessary equipment and Instructors more or less exclusively to the training of the persons concerned, production, if any, being entirely subordinated to training. Further, the curriculum prescribed by the Ministry must be followed, and trade tests are applied to the persons in training. The employer is paid on a fee per head basis. The persons in training receive the usual training allowances. It is appreciated that employers engaged more or less fully on war production will not in general be able to undertake training of the kind referred to in this paragraph but they will frequently be able to undertake the training of persons in excess of their own needs under the arrangements described in paragraphs 2-4.

Paragraph 7 of the above-mentioned Manual referring to the training of tool-room craftsmen says, "The training effort on the floor of the tool-room can in many cases be well supplemented by instruction in the local Technical College or School, and employers should ascertain how far such Institutions can assist them either in this direction or by the provision of courses for other types of skilled workers and for minor executives." The Ministry are arranging with Local Education Authorities in certain areas for courses of this kind at Technical Institutions. Similar facilities, e.g., for the training of tool-room craftsmen, automatic machine setters, may also be available in certain areas at Government Training Centres and industrial establishments having suitable equipment. In such cases the Ministry are prepared, by arrangement with employers desiring to send their workers to such courses, to pay the training fee in approved cases, but the employer will remain responsible for paying wages. Managers of Employment Exchanges and Inspectors of Labour Supply will be able to inform employers of any such facilities existing in their area.

Employers will realise that as the war continues the employment of women in war production must increase, not only in repetition processes, but also at higher levels of skill. It is important therefore that the arrangements described above should be used to the full for the training of women.

In a foreword to the Supplement, the Minister of Labour emphasises the vital importance of training for the successful development of the country's programme of war production, and expresses his confidence that employers will respond readily to the appeal to help the training effort. Employers who are willing to undertake training in excess of their own needs, under the arrangements described above, are invited to communicate at once with the Divisional Office of the Ministry of Labour and National Service.†

\* See the issue of this GAZETTE for September, 1940, page 240.

† A list of the Divisional Offices of the Ministry of Labour and National Service was given in the issue of this GAZETTE for August, 1940, page 238.



## UNEMPLOYMENT INSURANCE (APPROVAL OF ARRANGEMENTS) REGULATIONS, 1940.

### SUSPENSION PAY AND PAYMENT OF BENEFIT.

THE above Regulations,\* which were made by the Minister of Labour and National Service on 14th October, 1940, indicate the circumstances and conditions in and subject to which an arrangement mentioned in Section 2 of the Unemployment Insurance Act, 1939, will be approved by the Minister.

The arrangements in question are those which are made by employers providing for payments to be made to their workpeople during suspension or after the termination of their employment. Before the Unemployment Insurance Act, 1939, came into force, it had been held by the Umpire that the payments made by certain employers under such an arrangement were made under agreement in respect of service and that workpeople in receipt of such payments were "not unemployed" and were therefore disqualified from receipt of benefit. It had also been held by the Ministry of Labour that payments so made became part of the employee's remuneration and that unemployment insurance contributions were therefore payable for each week in respect of which such a payment was made.

The question whether any change should be made in the Unemployment Insurance Acts in relation to holidays and periods of suspension from work was referred by the Minister of Labour to the Unemployment Insurance Statutory Committee for consideration and advice, and in their Report, dated 7th October, 1938, the Committee recommended, in regard to suspension pay, that "the existing provisions for supplementary benefit under industrial schemes be widened, so that payments during suspension, made in accordance with regulations of the Minister of Labour, shall not of themselves involve either liability for insurance contributions or cessation of unemployment benefit during the period of suspension." Effect was given to this recommendation under section 2 of the Unemployment Insurance Act, 1939, which provides, in effect, that payments made under an arrangement approved by the Minister, whether during suspension of employment or after termination of employment, shall not result in disqualification for benefit or in requirement to pay contributions. Section 2 provides, however, that an insured contributor's employment shall not be treated as suspended while he is on holiday.

As is indicated above, the conditions for approval of an arrangement by the Minister are set out in the new Approval of Arrangements Regulations. They are as follows:—

"(a) the workers to whom the arrangement relates must be free to accept any employment that may be available and the employer must not be in a position to require such workers to accept employment with him unless they are unemployed at the time when the offer of employment is made;

"(b) the payments receivable under the arrangement (other than those receivable in respect of not more than thirteen weeks in any calendar year) must not exceed a sum which together with any benefit payable amounts to three-quarters of the normal weekly earnings of the worker concerned; and

"(c) the employer must notify to the workers to whom the arrangement relates in such manner as the Minister may approve the conditions of the Minister's approval of the said arrangement."

The Regulations came into force on 14th October.

## PERSONAL CARE IN ACCIDENT PREVENTION.

A VOLUNTARY scheme for training factory workers of all grades in accident prevention principles has been organised by the Ministry of Labour and National Service. Personal watchfulness is of great importance in the avoidance of accidents: it has been estimated that, of nearly 200,000 accidents, each involving more than three days absence from work, reported in 1939 under the Factories Act, 1937, only one-quarter can be referred to failures of plant or of technical precautions such as machine-guarding; the remaining three-quarters were due to lack of care on the part of individuals, whether the injured persons or others.

A booklet, "Works Safety in War-Time," explaining the scheme, has been issued by the Ministry. This has already been distributed to some 5,000 firms and copies are available free, so long as present stocks last, to works where the Inspector of Factories is satisfied that the scheme will be taken up with vigour and conviction.

The free service provided under the scheme has been devised and will be furnished by the National Safety First Association in co-operation with the Factory and Welfare Department of the Ministry of Labour and National Service. It includes (a) the supply weekly of posters designed to combat the type of accident caused by failure of the human element, (b) the distribution monthly of "The Industrial Safety Bulletin," which deals concisely with practical points of interest to managers, foremen and Accident Prevention Committee members, and (c) the provision of specimen copies of pamphlets. One of these pamphlets is particularly suitable for new recruits to industry; another is intended for those who have gained a little knowledge of factory life; a third, on blood-poisoning, is suitable for all employees; while a fourth explains how a foreman can best carry out the duties which fall upon him in connection with accident prevention.

In an outline of works organisation directed to accident prevention the booklet points out that no campaign to this end can be really successful unless the management gives active and sincere support.

The work should be centred in one individual who should occupy a responsible position in the works; his duty is not to accept all responsibility for preventing accidents so much as to see that others accept the responsibility that is theirs.

It is urged that in factories where Works Accident Prevention Committees are not yet set up, and especially in those engaged on war work, the early establishment of such committees should be regarded as a matter of primary importance. The committee performs the vital function of letting the workers know that they have a share in the works accident prevention movement. Even small works can form a useful committee of three; manager, foreman and worker.

The booklet emphasises the importance of propaganda in the form of posters, leaflets, the influence of the works committee members and others, the calling of shop meetings, the showing of films and the arrangement of special exhibitions.

Accidents tend to repeat themselves. It is pointed out that all accidents and "near-accidents" should be most carefully investigated and the necessary steps taken to prevent a recurrence. Records and statistics are necessarily kept to a minimum in war-time but it is impossible, without certain records, to judge the accident situation with a view to improving it: in particular, it is suggested that records and investigations should be based on all accidents causing loss of time beyond the day or shift on which they happen. A form suitable for use as a basis in tabulating accident figures can be supplied.

Special attention is drawn to casualties arising from sepsis ("blood-poisoning"). Simple preventive measures consist of adequate arrangements for first aid treatment in the works, a determination that all injuries, however trivial, shall be reported for treatment and continuous propaganda to show that a few minutes spent on first aid is not a waste of time but an insurance against sepsis and against prolonged lost time at a later date.

The scheme was introduced at the beginning of November and early indications suggest an overwhelmingly favourable response.

## INTERIOR LIGHTING OF FACTORIES.

DRAFT Regulations,\* specifying minimum standards of illumination in factories in which persons are being regularly employed in a process or processes for more than 48 working hours a week, or in shifts, have been prepared on behalf of the Minister of Labour and National Service and published in accordance with the provisions of the Second Schedule to the Factories Act, 1937.

In an explanatory memorandum, issued by the Factory and Welfare Department of the Ministry of Labour and National Service, it is pointed out that the Draft Regulations are based on a unanimous report† of the Departmental Committee on Lighting in Factories. Where the lighting is not already up to the standards of sufficiency and suitability specified in the draft Regulations, its improvement is particularly important in the case of those factories in which long hours or shifts are being regularly worked—these being, broadly speaking, the factories in which work of special national importance is being done at high pressure and work is carried on to an exceptional extent by artificial light. Under the Regulations as drafted the Chief Inspector of Factories would have power to grant exemptions from particular requirements of the Regulations in special cases where they are inappropriate or not reasonably practicable.

The Regulations, as drafted, would require, for interior lighting, at least 6 foot-candles in parts in which persons are regularly employed, and half a foot-candle in other parts; but this does not mean that higher illumination need not be provided for special classes of work. The 6 foot-candle standard is based on what is now usually accepted as good illumination, enabling ordinary work to be done with ease and affording reasonable amenity to the workers affected. Provision would be made for a lower standard than 6 foot-candles in certain cases where structural difficulties are involved (see the proviso to Regulation 2 (a)); some classes of works or parts of works would be exempted from Regulation 2 (a) or from the whole Regulation (see Schedule to the Regulations); and for other exceptional cases there would be the Chief Inspector's power of exemption mentioned above.

On the subject of glare and objectionable shadows it is suggested in the memorandum that there are many factories in which the illumination is sufficient in amount, but in which lights are so badly placed or shaded that the workers are exposed to conditions of glare which dazzle or strain the eyes, impair working efficiency, and increase the accident risk. Marked shadows at points near the work or across gangways, etc., may also impair efficiency and lead to accidents. Regulations 3 and 4 are designed to secure that the lighting is up to a certain standard in these matters. Most modern types of electric lamps and incandescent gas mantles are brighter than 10 candles per sq. inch, and Regulation 3 has the effect of requiring that they shall be equipped with reflectors of suitable depth or diffusing bowls. Such fittings, if of modern design, also ensure proper concentration over the working plane of all available light. Thus in many cases, in which antiquated fittings are still in use, it will be found that the substitution of reflectors of modern type will result in illuminations of the intensity required by Regulation 2 without any increase in the wattage of lamps.

The memorandum also emphasises the importance of keeping ceilings, walls, insides of roof-shutters, etc., light in colour and thereby relieving the gloom of the black-out and adding to the illumination and general brightness of a room; the desirability of providing for the admission of natural light during the day-time is mentioned.

It is intended that Regulations based on the draft shall come into force at an early date.

\* Factories (Standards of Lighting) Regulations, 1940; Draft Statutory Rules and Orders, 1940. H.M. Stationery Office, price 1d. net (2d. post free).  
† See the August, 1940, issue of this GAZETTE, page 213.

\* Statutory Rules and Orders, 1940, No. 1969. H.M. Stationery Office; price 1d. net (2d. post free).



## UNEMPLOYMENT IN AGRICULTURE.

### REVIEW OF PERSONS UNEMPLOYED FOR A MONTH OR MORE.

A SPECIAL review was made at Employment Exchanges in England and Wales, of wholly unemployed persons registered in the summer of 1940 as applicants for work in agricultural occupations, including skilled and unskilled farm workers, skilled and unskilled gardeners and nurserymen, poultrymen, and unskilled fruit pickers, etc. Those applicants who had been unemployed for one month or more were interviewed by special panels at certain Local Offices of the Ministry of Labour and National Service, in order to ascertain how far this apparent reserve of labour was really suitable and available for agricultural work.

The panels were set up with the co-operation of the National Farmers' Union, the Transport and General Workers' Union and the National Union of Agricultural Workers, and consisted of one representative of employers, one of workpeople, and a chairman nominated by an Agricultural Executive Committee. Interviews were held at different times in different centres (mostly during the month of July) and the results, therefore, do not represent the state of affairs in any particular week; this, however, does not affect the broad significance of the general results of the review, which are summarised below.

At the time when the review was undertaken, there were between 6,000 and 7,000 unemployed persons registered as applicants for work in the above-mentioned occupations. The large majority of these, however, were workers experiencing only short periods of unemployment, and the total number who had been unemployed for a month or more, and were interviewed by the panels, was only 1,022.

Of the total of 1,022 who were interviewed, 249 were graded by the panels as "suitable for skilled employment," and 327 others as "suitable for unskilled employment" (including some whose employers would have to be prepared for less than full output during an initial period of "reconditioning"); 446 were graded as "not suitable for employment in agriculture" because, owing to old age, infirmity and similar circumstances they were no longer suitable for taking skilled or unskilled agricultural employment. Of 299 persons, among those interviewed, who were registered as skilled farm workers, only 147 were found suitable for skilled employment; 96 were graded as not suitable for employment in agriculture and 56 as suitable only for unskilled employment in agriculture. The reasons for this were normally that old age, infirmity or other causes had made workers previously capable of skilled farm work unsuitable for re-employment in that capacity. Thus, a large proportion of the unemployed persons who, in the summer, had been on the register for one month or more, were persons not suitable for agricultural employment.

Among those found suitable for skilled or unskilled employment the chief cause of unemployment was local surplus of labour. Difficulties in transfer were recorded in a high proportion of cases, the most common difficulty being unwillingness on the part of the worker to leave home.

A further 503 persons were interviewed who were registered as applicants for work in agriculture as an alternative occupation. Of these, 103 were found suitable for skilled employment, 172 suitable for unskilled employment, and 223 not suitable for agricultural employment.

In Scotland, a corresponding review of wholly unemployed applicants for employment in agriculture who had been on the register for a month or more was undertaken in September. The panels were established in co-operation with the National Farmers' Union and Chamber of Agriculture of Scotland, and the Scottish Farm Servants' Section of the Transport and General Workers' Union.

The number registered as applicants for work in Scotland in September, in the occupations under review, was about 500. As in the case of England and Wales, the large majority were unemployed for short periods, and the total number who had been unemployed for a month or more, and were interviewed by the panels, was only 179. Of this total, 35 were found to be suitable for skilled employment in agriculture, and 49 others were classified as suitable for unskilled employment in agriculture, in some cases subject to a period of "re-conditioning"; while 95, or more than half, were placed in the category "not suitable for employment in agriculture." Out of 30 other persons interviewed, who had registered for employment in agriculture as an alternative occupation, 19 were found to be unsuitable for any agricultural employment.

## NATIONAL SERVICE (ARMED FORCES) ACTS, 1939 AND 1940.

### DIVISIONS OF APPELLATE TRIBUNAL FOR CONSCIENTIOUS OBJECTORS.

THE members of the new division of the Appellate Tribunal,\* which will sit under the chairmanship of the Rt. Hon. Sir Philip James Macdonell, P.C., B.C.L., M.A., and will take appeals from conscientious objectors in the North of England, will be Mr. F. Dickinson of the Yorkshire Association of Power Loom Overlookers, and Sir Miles Ewart Mitchell, formerly a member of the North Western Local Tribunal.

Mr. H. C. Attewell of the National Union of Boot and Shoe Operatives, who was appointed as a member of the new division of the Appellate Tribunal for London and the South of England, has resigned owing to the pressure of his other duties, and Mr. J. T. Scoulding of the Transport and General Workers' Union has been appointed in his place.

\* See the September issue of this GAZETTE, page 240.

### FURTHER REGISTRATIONS.

Further registrations of men liable to be called up for service under the National Service (Armed Forces) Acts were held on 9th and 16th November. The men required to register on the earlier date were those born between 1st July and 31st December, 1905—the younger half of the 35 age-group—together with those born between 28th July and 9th November, 1920, i.e., those who had reached the age of twenty since the last registration on 27th July. Those required to register on 16th November were men born between 1st January and 30th June, 1905, both dates inclusive. The provisional total of the men registered on the two dates in November was 381,643.

## FOOD CONTROL.

### MAXIMUM RETAIL PRICES OF FOOD.

SINCE the issue of the Orders referred to in the October number of this GAZETTE, further Orders have been made by the Minister of Food.

The Home Produced Eggs (Maximum Prices) (No. 3) Order, 1940, and the Imported Eggs (Maximum Prices) Order, 1940, were amended by Orders dated 2nd and 16th October. These Orders, respectively, increased the maximum retail prices of home produced and Eire fresh eggs by 3d. per dozen on 7th October and by a further 3d. per dozen on 21st October. From this last date the maximum retail prices of home produced eggs, varying according to size, were at the rate of 3s. 7½d. to 4s. per dozen for marked eggs, 3s. 3d. and 3s. 6d. for unmarked fresh eggs, 2s. 3d. and 2s. 6d. for preserved eggs. For Eire fresh eggs the maximum retail prices were at the rate of 3s., 3s. 3d., and 3s. 6d. per dozen, according to size.

The Potatoes (1940 Crop) (Control) Order, 1940, was amended by an Order dated 31st October, under which the maximum retail prices of certain varieties of potatoes are raised very slightly in certain districts for November and December and further increases are to come into force in 1941.

The Condensed Milk (Canned) (Maximum Prices) Order, 1940, was amended by an Order dated 26th October, which came into force on 1st November, increasing the maximum prices of full-cream condensed milk (sweetened and unsweetened), but leaving unaltered the maximum prices of skimmed condensed milk.

Other Orders have been made fixing maximum retail prices of onions at 4½d. per lb., lemons at 6½d. per lb., imported cod fillets at 1s. 3d. per lb., and rabbits (excluding rabbits bred in captivity, canned rabbits and cooked rabbits) at 9d. per lb. unskinned and cleaned and at 11d. per lb. skinned and cleaned.

### FOOD RATIONING.

Bacon and ham: Since 21st October the sale of fore hocks and gammon hocks ration free and the cooking of shoulder meat has been prohibited; these cuts are only to be sold boned and sliced in exchange for coupons. A retailer may, however, cook and sell free of the coupon any ham or gammon surplus to his ration obligations.

## WAR-TIME REGULATION OF WORKING CONDITIONS IN NEW ZEALAND.

By the Labour Legislation Emergency Regulations dated 18th June, 1940, the New Zealand Minister of Labour is empowered to suspend, by Order, for any specified branch of activity the provisions of any legislation, award or agreement, so far as they relate to conditions of employment, and to prescribe other conditions of employment in place thereof, if it appears to him to be expedient or necessary to do so for securing the public safety, the defence of New Zealand or the efficient prosecution of the war, or for maintaining supplies and services essential to the life of the community. The Labour Legislation Emergency Regulations dated 14th September, 1939, which gave similar authority to the Minister, but only with regard to provisions which prohibited or restricted the working of extended hours or which related to the conditions under which such hours might be worked, are repealed; any Orders issued under those Regulations are, however, to continue in force and are to be deemed to have been issued under the new Regulations. So far as is known, only two such Orders removing restrictions on the working of overtime have been issued. One dated 15th September, 1939, applied to public works and contracts for emergency and defence purposes in connection with the establishment of military camps, aerodromes, road works and the erection of stores, and the other, dated 4th June, 1940, applied to munition works.

Under the new Regulations, an Order entitled "The Woollen Mills Labour Legislation Suspension Order, 1940," was issued by the Minister of Labour on 19th June, 1940, suspending those provisions of all existing legislation, awards and agreements which prevent or restrict shift-working in any woollen mill where the manufacture of woven and machine-knitted fabrics and hosiery is carried on. Both the present Order and the two previous Orders, referred to above, provide for the payment of supplements, in addition to their ordinary wages, to all workers employed on shift work.



## EMPLOYMENT IN OCTOBER.

## GENERAL SUMMARY.

THE number of males registered at Employment Exchanges in Great Britain as wholly unemployed at 14th October was 333,936, a decrease of 9,443 as compared with 16th September. The corresponding figure for females was 301,495, an increase of 31,203. The increase among women was largely due to the registration at Employment Exchanges of considerable numbers who were seeking work in districts to which they had been evacuated. At 16th October, 1939, the numbers of wholly unemployed males and females on the registers were 800,616 and 421,039, respectively.

On 14th October there were 171,082 workers registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment—a decrease of 13,918 as compared with 16th September. The corresponding total for 16th October, 1939, was 146,451.

There were also on the registers, at 14th October, 28,338 unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) a reduction of 2,837 as compared with 16th September. The corresponding figure for 16th October, 1939, was 62,532.

The number of applicants for unemployment benefit or allowances on the registers at 14th October was 696,962 as compared with 683,156 at 16th September and 1,214,562 at 16th October, 1939.

Detailed figures of the registered unemployed are given below :—

	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
<b>GREAT BRITAIN.</b>			
Men ... ..	309,357	92,886	26,898
Boys ... ..	24,579	2,739	131
Women ... ..	257,300	71,593	1,299
Girls ... ..	44,195	3,864	10
<b>Total ... ..</b>	<b>635,431</b>	<b>171,082</b>	<b>28,338</b>
Inc. (+) or Dec. (–) as compared with :—			
16th September, 1940...	+ 21,760	– 13,918	– 2,837
16th October, 1939 ...	– 586,224	+ 24,631	– 34,194
<b>GREAT BRITAIN AND NORTHERN IRELAND.</b>			
Men ... ..	337,631	94,851	28,679
Boys ... ..	26,778	2,835	131
Women ... ..	283,732	76,544	1,324
Girls ... ..	47,723	4,242	10
<b>Total ... ..</b>	<b>695,864</b>	<b>178,472</b>	<b>30,144</b>
Inc. (+) or Dec. (–) as compared with :—			
16th September, 1940...	+ 20,222	– 15,929	– 3,250
16th October, 1939 ...	– 589,181	+ 28,593	– 34,825

The differences between 16th September, 1940, and 14th October, 1940, in the numbers of persons on the registers in the various administrative divisions were as shown below :—

Division.	Wholly Unemployed.		Temporarily Stopped.		Casuals.	
	Males.	Females.	Males.	Females.	Males.	Females.
London ... ..	– 9,066	– 1,327	– 7,422	– 4,619	– 989	– 194
Eastern ... ..	– 303	+ 7,717	– 331	– 141	– 69	+ 12
Southern ... ..	+ 1,268	+ 7,313	– 1,380	– 262	– 200	+ 6
S.-Western ... ..	+ 1,902	+ 6,061	– 789	– 461	+ 97	+ 21
Midlands ... ..	+ 352	+ 1,508	+ 555	+ 57	– 8	+ 2
N.-Midlands ... ..	– 570	+ 2,921	– 680	+ 1,696	– 168	– 11
N.-Eastern ... ..	– 1,150	+ 1,050	+ 2,864	+ 1,613	+ 529	– 7
N.-Western ... ..	– 2,857	+ 2,750	– 617	– 1,117	– 1,496	– 13
Northern ... ..	– 2,120	+ 626	– 257	– 227	+ 396	– 25
Scotland ... ..	+ 592	– 146	+ 242	– 2,222	+ 103	– 19
Wales ... ..	+ 2,509	+ 2,730	+ 2,836	+ 136	– 762	– ...
N. Ireland ... ..	– 2,568	+ 1,030	– 302	– 1,709	– 406	– 7

## UNEMPLOYMENT SUMMARY BY DISTRICTS.

The following Table shows, for each administrative division, the numbers of unemployed persons on the registers of the Employment Exchanges at 14th October, 1940 :—

Division.	Men 18 years and over.	Boys 14–17 years.	Women 18 years and over.	Girls 14–17 years.	Total.
<b>WHOLLY UNEMPLOYED.</b>					
London ... ..	80,063	6,243	78,185	9,181	173,672
Eastern ... ..	17,181	1,444	19,151	3,138	40,914
Southern ... ..	10,422	1,140	15,671	3,074	30,307
South-Western ... ..	11,539	1,170	14,458	2,595	29,762
Midlands ... ..	8,158	685	10,753	1,210	20,806
North-Midlands ... ..	12,301	620	11,284	1,681	25,886
North-Eastern ... ..	19,965	966	12,320	2,219	35,470
North-Western ... ..	36,906	2,798	35,288	4,182	79,174
Northern ... ..	35,027	3,233	11,445	6,801	56,506
Scotland ... ..	42,307	3,067	35,422	5,179	85,975
Wales ... ..	35,488	3,213	13,323	4,935	56,959
<b>Great Britain ... ..</b>	<b>309,357</b>	<b>24,579</b>	<b>257,300</b>	<b>44,195</b>	<b>635,431</b>
<b>Northern Ireland ... ..</b>	<b>28,274</b>	<b>2,199</b>	<b>26,432</b>	<b>3,528</b>	<b>60,433</b>
<b>Great Britain and Northern Ireland...</b>	<b>337,631</b>	<b>26,778</b>	<b>283,732</b>	<b>47,723</b>	<b>695,864</b>

Division.	Men 18 years and over.	Boys 14–17 years.	Women 18 years and over.	Girls 14–17 years.	Total.
<b>TEMPORARILY STOPPED.</b>					
London ... ..	5,200	49	13,248	378	18,875
Eastern ... ..	682	10	1,540	120	2,352
Southern ... ..	318	31	721	79	1,149
South-Western ... ..	719	8	509	86	1,722
Midlands ... ..	2,728	40	7,554	287	10,609
North-Midlands ... ..	7,126	125	6,853	414	14,518
North-Eastern ... ..	13,453	170	13,448	692	27,763
North-Western ... ..	9,964	174	16,821	557	27,516
Northern ... ..	25,257	739	1,659	220	27,875
Scotland ... ..	5,276	210	7,435	726	13,647
Wales ... ..	22,163	1,183	1,405	305	25,056
<b>Great Britain ... ..</b>	<b>92,886</b>	<b>2,739</b>	<b>71,593</b>	<b>3,864</b>	<b>171,082</b>
<b>Northern Ireland ... ..</b>	<b>1,565</b>	<b>96</b>	<b>4,951</b>	<b>378</b>	<b>7,390</b>
<b>Great Britain and Northern Ireland...</b>	<b>94,851</b>	<b>2,835</b>	<b>76,544</b>	<b>4,242</b>	<b>178,472</b>
<b>UNEMPLOYED CASUAL WORKERS.</b>					
London ... ..	12,935	14	664	5	13,618
Eastern ... ..	1,031	1	67	1	1,110
Southern ... ..	946	—	15	—	961
South-Western ... ..	950	2	41	1	994
Midlands ... ..	31	—	7	—	38
North-Midlands ... ..	416	5	42	—	463
North-Eastern ... ..	1,378	6	—	—	1,384
North-Western ... ..	3,775	30	150	—	3,955
Northern ... ..	2,458	45	111	3	2,617
Scotland ... ..	1,456	28	201	—	1,725
Wales ... ..	1,482	—	1	—	1,483
<b>Great Britain ... ..</b>	<b>26,858</b>	<b>131</b>	<b>1,299</b>	<b>10</b>	<b>28,338</b>
<b>Northern Ireland ... ..</b>	<b>1,781</b>	<b>—</b>	<b>25</b>	<b>—</b>	<b>1,806</b>
<b>Great Britain and Northern Ireland...</b>	<b>28,679</b>	<b>131</b>	<b>1,324</b>	<b>10</b>	<b>30,144</b>

## UNEMPLOYMENT DURING THE PAST 12 MONTHS.

The following Table shows the numbers of wholly unemployed persons (insured and uninsured) on the registers of Employment Exchanges at one date in each month since October, 1939; particulars are also given of the numbers registered as temporarily suspended from their employment and of the numbers of casual workers registered as unemployed.

Date.	Great Britain.					G. Britain & N. Ireland.
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.	Total.
WHOLLY UNEMPLOYED.						
1939.						
16 October...	758,645	41,971	358,361	62,678	1,221,655	1,285,045
13 November	766,604	38,896	350,494	57,351	1,213,345	1,282,277
11 December	763,699	33,506	325,166	48,427	1,170,798	1,244,555
1940.						
15 January...	805,026	38,427	319,691	56,359	1,219,503	1,296,233
12 February	759,164	33,387	298,808	49,999	1,141,358	1,216,759
11 March ...	628,456	24,103	273,486	39,622	965,667	1,032,570
15 April ...	538,570	21,528	243,480	36,449	840,027	902,295
20 May ...	468,990	15,843	217,832	28,108	730,773	790,956
17 June ...	382,337	14,047	225,777	26,153	648,314	708,069
15 July* (a)	344,086	} 18,363	248,025	33,852	{ 644,326	704,452
(b)	336,292					
12 August ...	303,979	27,168	235,192	46,817	613,156	696,658
16 September	318,234	25,145	227,293	42,999	613,671	670,488
14 October ...	309,357	24,579	257,300	44,195	635,431	675,642
TEMPORARILY STOPPED.						
1939.						
16 October...	84,074	1,850	57,426	3,101	146,451	149,879
13 November	78,638	1,463	52,601	2,531	135,233	138,741
11 December	88,595	1,842	50,119	2,509	143,065	146,318
1940.						
15 January...	184,960	3,086	58,191	3,486	249,723	253,992
12 February	253,533	5,653	52,666	3,220	315,072	318,930
11 March ...	69,374	1,501	36,615	1,890	109,380	112,323
15 April ...	54,786	1,092	32,748	1,556	90,182	93,301
20 May ...	56,266	1,317	43,012	2,135	102,730	107,224
17 June ...	38,681	988	39,522	2,189	81,380	86,918
15 July ...	76,958	2,765	69,293	4,226	153,242	162,659
12 August ...	75,407	2,603	71,993	4,377	154,380	163,362
16 September	97,548	3,056	78,995	5,401	185,000	194,401
14 October...	92,886	2,739	71,593	3,864	171,082	178,472

\* The figures in line (a), and those for previous dates, include men at Government Training Centres, who are excluded from line (b) and from the figures for later dates (see page 223 of the issue of this GAZETTE for August, 1940).



## UNEMPLOYMENT AMONG BOYS AND GIRLS.

THE following Table shows the numbers of juveniles, (a) aged 14 and 15 years, and (b) aged 16 and 17 years, on the registers of Employment Exchanges and Juvenile Employment Bureaux at 14th October, 1940 :—

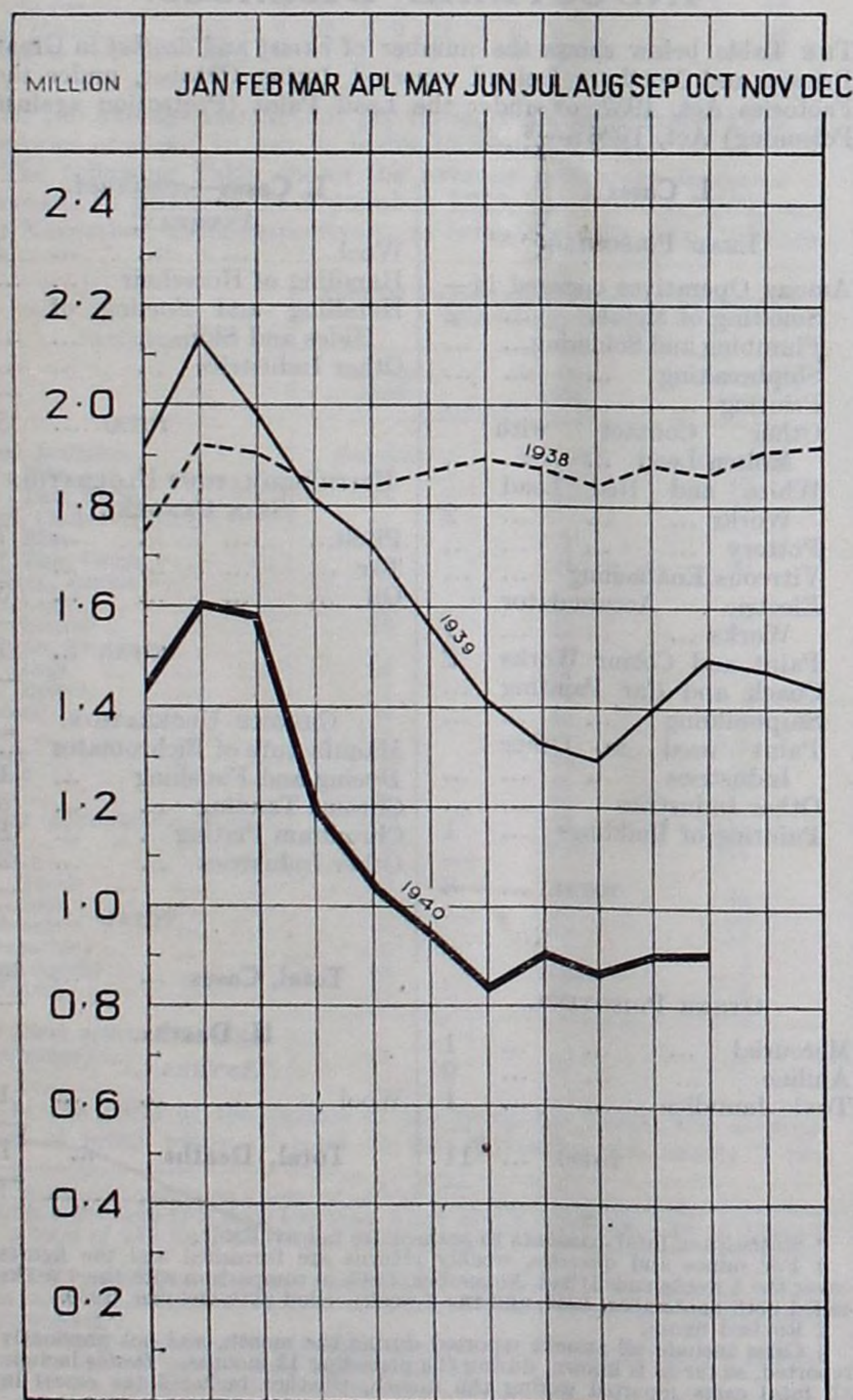
Division.	Boys.			Girls.		
	Aged 14 and 15.	Aged 16 and 17.	Total.	Aged 14 and 15.	Aged 16 and 17.	Total.
London ...	2,191	4,115	6,306	3,558	6,006	9,564
Eastern ...	541	914	1,455	887	2,372	3,259
Southern ...	591	580	1,171	1,264	1,889	3,153
South-Western ...	453	727	1,180	927	1,755	2,682
Midlands ...	312	413	725	624	873	1,497
North-Midlands ...	258	492	750	766	1,329	2,095
North-Eastern ...	452	690	1,142	1,159	1,752	2,911
North-Western ...	1,350	1,652	3,002	2,174	2,565	4,739
Northern ...	1,794	2,223	4,017	3,856	3,168	7,024
Scotland ...	1,233	2,072	3,305	2,323	3,582	5,905
Wales ...	1,488	2,908	4,396	2,223	3,017	5,240
Great Britain ...	10,663	16,786	27,449	19,761	28,308	48,069
N. Ireland ...	453	1,842	2,295	656	3,250	3,906
Gt. Britain and N. Ireland ...	11,116	18,628	29,744	20,417	31,558	51,975

The total number of insured juveniles, under 18 years of age, recorded as unemployed in Great Britain and Northern Ireland at 14th October, 1940, was 70,280, of whom 27,320 were boys and 42,960 were girls. Of these, 8,873 boys and 13,335 girls were under 16 years of age.

In the week ended 23rd October, 1940, the number of juveniles, under 18 years of age, who attended authorised courses of instruction was 3,297, including 982 boys and 2,315 girls. Of this total, 472 were in the North-Eastern Division, 308 in the North-Western Division, 831 in the Northern Division, 478 in Scotland, and 990 in Wales.

## UNEMPLOYMENT CHART.

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



## COMPOSITION OF UNEMPLOYMENT STATISTICS: GREAT BRITAIN.

ANALYSIS FOR 14TH OCTOBER, 1940.

	Men (18 years and over)	Boys (under 18 years)	Women (18 years and over)	Girls (under 18 years)	Total.
<b>A. Insured on Register :—</b>					
1. Claimants to Benefit and applicants for Unemployment Allowances	389,559	12,132	253,406	19,635	674,732
2. Non-claimants :—					
(a) Aged 16 and over...	13,757	1,911	22,358	3,503	41,529
(b) Aged 14 and 15 ...	—	6,026	—	8,895	14,921
<b>B. Others on Register :—</b>					
3. Applicants for Unemployment Allowances...	9,192	119	12,453*	466	22,230*
4. Persons without applications :—					
(a) Aged 16 and over...	16,633	2,624	41,975	4,704	65,936
(b) Aged 14 and 15 ...	—	4,637	—	10,866	15,503
<b>C. Total on Register ...</b>	<b>429,141</b>	<b>27,449</b>	<b>330,192</b>	<b>48,069</b>	<b>834,851</b>
<b>D. Insured Unemployed :—</b>					
Aged 16 and over :					
5. Number on Register (items 1 and 2 (a))...	403,316	14,043	275,764	23,138	716,261
6. Two months' file ...	33,299	2,470	55,855	3,276	94,900
7. Special Schemes — Claimants to Benefit	477	10	327	27	841
<b>Total aged 16 and over</b>	<b>437,092</b>	<b>16,523</b>	<b>331,946</b>	<b>26,441</b>	<b>812,002</b>
<b>8. Aged 14 and 15:</b>					
(a) Item 2 (b) ...	—	6,026	—	8,895	14,921
(b) Two months' file ...	—	2,420	—	3,869	6,289
<b>Total aged 14 and over</b>	<b>437,092</b>	<b>24,969</b>	<b>331,946</b>	<b>39,205</b>	<b>833,212</b>

## UNEMPLOYMENT FUND.

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

	Four weeks ended 26th Oct., 1940.	Four weeks ended 28th Sept., 1940.	Four weeks ended 28th Oct., 1939.
<b>(1) General Account.</b>			
Contributions received from :—	£	£	£
Employers ...	1,746,000	1,793,000	1,837,000
Employed persons ...	1,746,000	1,793,000	1,845,000
Exchequer ...	1,745,000	1,791,000	1,839,000
Miscellaneous Receipts ...	139,000	—	160,000
<b>Total Income ...</b>	<b>5,376,000</b>	<b>5,377,000</b>	<b>5,681,000</b>
Benefit ...	1,765,000	1,749,000	2,949,000
Cost of Administration ...	332,000	337,000	483,000
Accrued Charge for Debt Service† ...	152,000	154,000	297,000
Miscellaneous Payments ...	13,000	26,000	32,000
<b>Total Expenditure ...</b>	<b>2,262,000</b>	<b>2,266,000</b>	<b>3,761,000</b>
<b>Debt Outstanding† ...</b>	<b>38,974,000</b>	<b>39,354,000</b>	<b>77,082,000</b>
<b>(2) Agricultural Account.</b>			
Contributions received from :—			
Employers ...	33,000	18,000	23,000
Employed persons ...	33,000	17,000	22,000
Exchequer ...	33,000	18,000	22,000
Miscellaneous Receipts ...	8,000	—	11,000
<b>Total Income ...</b>	<b>107,000</b>	<b>53,000</b>	<b>78,000</b>
Benefit ...	16,000	16,000	32,000
Cost of Administration ...	11,000	7,000	9,000
Miscellaneous Payments ...	—	—	—
<b>Total Expenditure ...</b>	<b>27,000</b>	<b>23,000</b>	<b>41,000</b>

## UNEMPLOYMENT ALLOWANCES.

FOR the period of four weeks ended 26th October, 1940, expenditure on unemployment allowances (excluding the cost of administration) amounted to approximately £1,028,000, compared with £786,000 during the four weeks ended 28th September, 1940, and £1,561,000 during the four weeks ended 28th October, 1939.

As from 6th September, 1939, the class of persons to whom allowances may be paid under the Unemployment Assistance Act, 1934, has been extended by the provisions of the Unemployment Assistance (Prevention and Relief of Distress) Regulations, 1939 (see article on page 360 of the October, 1939, issue of this GAZETTE).

\* This total includes, in addition to applicants for unemployment allowances, 2,564 women, aged 60–64, who had ceased to be insurable under the Unemployment Insurance Acts at 1st July, 1940, but were still applying for unemployment benefit under Section 3 (4) of the Old Age and Widows' Pensions Act, 1940.

† A detailed account of the Fund is presented to Parliament annually (see H.C. 22 of 1940 for the period ended 31st March, 1939).

‡ Statutory provision was made for the repayment (including interest) of the debt outstanding on 1st July, 1934 (amounting to £105,780,000), by half-yearly payments of £2,500,000 commencing on 30th September, 1934. Under the Unemployment Insurance Act, 1938, additional sums of £20,000,000, £3,000,000 and £37,000,000 were repaid on 31st March, 1938, 31st March, 1939, and 30th March, 1940, respectively. After each such repayment the half-yearly payment was reduced accordingly.



## EMPLOYMENT OVERSEAS.

## ÉIRE.

Information supplied by the Department of Industry and Commerce shows that the number of persons on the live registers of the Employment Exchanges rose from 65,127 at 28th September, 1940, to 67,775 at 26th October. The figures for both these dates were affected by the operation of three Unemployment Assistance (Employment Period) Orders issued under the Unemployment Assistance Act, 1933, the effect of which was to restrict the eligibility for unemployment assistance of certain classes of persons living in rural areas. The three Orders were due to expire on 29th October, 1940. At 28th October, 1939, when only two such Orders were in force, the number of persons on the live registers was 81,719.

## SWITZERLAND.

According to information published in the Swiss co-operative journal *Schweiz. Konsum-Verein* for 24th August, there were 12,795 applicants for employment registered at Employment Exchanges at the end of July, 1940, as compared with 9,038 at the end of June, 1940, and 29,105 at the end of July, 1939.

## UNITED STATES.

According to information supplied by the Social Security Board, 5,211,688 applications for employment were registered at Public Employment Offices at the end of August, 1940, a decline of 6.3 per cent. as compared with the number registered at the end of July, 1940.

According to estimates of the American Federation of Labour published in the *American Federationist* for October, 1940, the total number of unemployed persons in the United States of America was approximately 9,283,000 in August, 1940, as compared with 9,544,000 in July, 1940, and 10,084,000 in August, 1939. Estimates of the National Industrial Conference Board published in the *New York Times* for 30th September, 1940, give the number of the unemployed in August, 1940, as 7,657,000, a decline of 622,000 as compared with the figure for July, 1940, and of 1,181,000 as compared with that for August, 1939.

In all cases the figures include a large number of persons provided with employment on public relief work schemes.

## CANADA.

There was a further expansion in industrial employment during August. According to returns received by the Dominion Bureau of Statistics from 12,247 firms, the number of workpeople employed at 1st September, 1940, was 1,289,385, as compared with 1,253,217 at 1st August. If the average number of workpeople employed by the reporting firms in the year 1926 be represented by 100, the index of employment for 1st September, 1940, was 131.6 as compared with 127.9 for 1st August, 1940, and 119.6 for 1st September, 1939.

At the end of August, 1940, 5.2 per cent. of the aggregate membership (approximately 256,000) of trade unions making returns were unemployed, as compared with 6.4 per cent. at the end of July, 1940, and 10.9 per cent. at the end of August, 1939.

## UNION OF SOUTH AFRICA.

Returns received by the Census and Statistics Office from selected industrial undertakings employing approximately 766,000 workpeople in July, 1940, show that there was a further slight decline in employment during that month, according to information published in the official *Monthly Bulletin of Statistics* for September, 1940. If the average number of workpeople employed in the reporting firms in July, 1925, be taken as 100, the index of employment for July, 1940, was 178.0, as compared with 179.5 for June, 1940, and 170.6 for July, 1939.

## 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 cost of living in the principal countries overseas.

## GERMANY.

In July, 1940, the official cost-of-living index figure showed an increase of 0.7 per cent. as compared with the figure for June, 1940, and of 3.5 per cent. over the figure for August, 1939.

## SWITZERLAND.

At the end of July, 1940, the official cost-of-living index figure was 0.7 per cent. above the figure for June, 1940, and 9.8 per cent. above the figure for August, 1939. For food alone, the index figure at the end of July, 1940, showed a decline of 0.2 per cent. as compared with the figure for June, 1940, but an increase of 10.7 per cent. as compared with the figure for August, 1939.

## AUSTRALIA.

In July, 1940, the official index figure relating to the cost of food in 30 towns showed a decline of 0.9 per cent. as compared with the figure for the previous month, and an increase of 1.8 per cent. over the figure for August, 1939.

## CANADA.

In September, 1940, the official cost-of-living index figure showed a rise of 0.7 per cent. over the figure for August, 1940, and of 6.2 per cent. over the figure for August, 1939. For food alone, the index figure in September, 1940, showed a decline of 0.8 per cent. as compared with the figure for August, 1940, but an increase of 6.3 per cent. over the figure for August, 1939.

## UNION OF SOUTH AFRICA.

The official cost-of-living index for August, 1940, was 0.1 per cent. below the figure for July, 1940, but 4.2 per cent. above the figure for August, 1939. For food alone, the index figure for August, 1940, showed a decline of 0.4 per cent. as compared with the figure for July, 1940, but an increase of 4.6 per cent. as compared with the figure for August, 1939.

## 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 October†, in Great Britain and Northern Ireland, was 283, as compared with 225‡ in the previous month, and with 254‡ in October, 1939.

MINES AND QUARRIES.†		FATORIES—continued.	
Under Coal Mines Acts :—		Paper, Printing, etc.	1
Underground	76	Rubber	...
Surface	7	Gas Works	1
Metalliferous Mines	3	Electrical Stations	1
Quarries	9	Other Industries	2
TOTAL, MINES AND QUARRIES		WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937.	
FACTORIES.		Docks, Wharves, Quays and Ships	10
Clay, Stone, Cement, Pottery and Glass	1	Building Operations	25
Chemicals, Oils, Soap, etc.	22	Works of Engineering Construction	7
Metal Extracting and Refining	2	Warehouses	1
Metal Conversion and Founding (including Rolling Mills and Tube Making)	20	TOTAL, FACTORIES ACT	
Engineering, Locomotive Building, Boilermaking, etc.	11	RAILWAY SERVICE.	
Railway and Tramway Carriages, Motor and other Vehicles, and Aircraft Manufacture	8	Brakemen, Goods Guards	...
Shipbuilding	38	Engine Drivers, Motormen	...
Other Metal Trades	4	Firemen	...
Cotton	2	Guards (Passenger)	1
Wool, Worsted, Shoddy	...	Labourers	...
Other Textile Manufacture	...	Mechanics	...
Textile Printing, Bleaching and Dyeing	1	Permanent Way Men	6
Tanning, Currying, etc.	1	Porters	2
Food and Drink	6	Shunters	5
General Woodwork and Furniture	4	Other Grades	6
		Contractors' Servants	...
		TOTAL, RAILWAY SERVICE	
		Total (excluding Seamen)	
		283	

## INDUSTRIAL DISEASES.

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

I. Cases		I. Cases—continued.	
LEAD POISONING.		ANTHRAX.	
Among Operatives engaged in—		Wool	3
Smelting of Metals	2	Handling of Horsehair	...
Plumbing and Soldering	...	Handling and Sorting of Hides and Skins	...
Shipbreaking	...	Other Industries	...
Printing	...	TOTAL	
Other Contact with Molten Lead	...	3	
White and Red Lead Works	2	EPITHELIOMATOUS ULCERATION (SKIN CANCER).	
Pottery	...	Pitch	7
Vitreous Enamelling	...	Tar	1
Electric Accumulator Works	1	Oil	3
Paint and Colour Works	2	TOTAL	
Coach and Car Painting	...	11	
Shipbuilding	...	CHROME ULCERATION.	
Paint used in Other Industries	...	Manufacture of Bichromates	...
Other Industries	...	Dyeing and Finishing	1
Painting of Buildings	1	Chrome Tanning	3
TOTAL		Chromium Plating	1
8		Other Industries	2
		TOTAL	
		7	
OTHER POISONING.		Total, Cases	
Mercurial	1	40	
Aniline	9	II. Deaths.	
Toxic Jaundice	1	ANTHRAX.	
TOTAL		Wool	1
11		Total, Deaths	
		1	

\* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished and the figures cover the 5 weeks ended 2nd November, 1940, in comparison with the 4 weeks ended 28th September, 1940, and the 4 weeks ended 28th October, 1939.

‡ 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 included (as cases) in previous returns or not.



## CHANGES IN RETAIL PRICES AND COST OF LIVING.

## Summary of Index Figures for 1st November, 1940.

	Food	All Items
Increase since July, 1914 ...	72%	92%
Increase since 1st October, 1940 :—		
Index points ...	3	3
Per cent. ...	2*	1½*

## FOOD.

At 1st November the average level of retail prices of the articles of food included within the scope of these statistics was somewhat higher than at 1st October. This was chiefly due to increases, averaging ½d. each, in the prices of eggs. There was also a slight increase in the average price of potatoes, but the other articles of food included showed little change.

The following Table compares the average retail prices in the United Kingdom generally at 1st November, 1940, with the corresponding prices at 1st October, 1940, and 1st September, 1939 :—

Article.	Average Price (per lb. unless otherwise indicated— to the nearest ¼d.) at—			Percentage Inc. or Dec. (—) at 1st Nov., 1940, compared with	
	1st Nov., 1940.	1st Oct., 1940.	1st Sept., 1939.	1st Oct., 1940.	1st Sept., 1939.
Beef, British—					
Ribs ...	s. d. 1 3½	s. d. 1 3½	s. d. 1 2½	—	10
Thin Flank ...	0 9½	0 9½	0 7½	—	26
Beef, Chilled or Frozen—					
Ribs ...	1 0½	1 0½	0 9½	—	34
Thin Flank ...	0 6	0 6	0 4½	—	22
Mutton, British—					
Legs ...	1 5½	1 5½	1 3½	—1	12
Breast ...	0 8	0 8	0 7½	—1	7
Mutton, Frozen—					
Legs ...	1 0	1 0	0 10½	—	15
Breast ...	0 4	0 4	0 4	—	—
Bacon† ...	1 6½	1 6½	1 3	—	24
Fish ...	1 1½	1 1½	1 1½	—	56
Flour ... per 7 lb.	0 8½	0 8½	0 8½	—1	—
Bread ... per 4 lb.	0 8½	0 8½	0 8½	—	3
Tea ...	2 6	2 6	2 4	—	7
Sugar (granulated) ...	0 5	0 5	0 3	—	64
Milk ... per quart	0 8	0 8	0 6½	1	18
Butter—					
Fresh ...	1 6½	1 6½	1 4½	—	14
Salt ...	1 1	1 1	1 3½	—	24
Cheese‡ ...	1 1	1 1	0 10	—	29
Margarine§—					
Special ...	0 9	0 9	0 6½	—	12
Standard ...	0 5	0 5	0 5	—	—
Eggs (fresh) ... each	0 3½	0 3½	0 2	17	98
Potatoes ... per 7 lb.	0 8½	0 8	0 6½	4	28

Of the average rise of 2d. per lb. since 1st September, 1939, in the price of sugar, 1d. per lb. is due to increased duty.

The following Table shows the average percentage increases or decreases in prices at 1st September, 1939, 1st October, 1940, and 1st November, 1940, respectively, as compared with July, 1914 :—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Oct., 1940.	1st Nov., 1940.
Beef, British—			
Ribs ...	Per cent. 44	Per cent. 58	Per cent. 58
Thin Flank ...	15	45	45
Beef, Chilled or Frozen—			
Ribs ...	32	77	77
Thin Flank ...	1	24	24
Mutton, British—			
Legs ...	48	66	65
Breast ...	14	23	22
Mutton, Frozen—			
Legs ...	51	74	74
Breast ...	—3	—3	—3
Bacon† ...	35	66	66
Fish ...	116	234	238
Flour ...	26	25	25
Bread ...	42	46	46
Tea ...	52	63	63
Sugar (granulated) ...	46	141	141
Milk ...	92	125	127
Butter—			
Fresh ...	13	29	29
Salt ...	7	32	33
Cheese‡ ...	16	49	50
Margarine§ ...	—8	3	3
Eggs (fresh) ...	58	167	212
Potatoes ...	33	63	71
All above articles (Weighted Average) ...	38	69	72

On the basis of the figures in the foregoing Table, the average level of retail prices of food at 1st November was nearly 2 per

\* A rise of 3 points on a total of 169 for food (the figure for July, 1914, being 100) is equivalent to a little less than 2 per cent.; similarly, a rise of 3 points on a total of 189 for "all items" is equivalent to rather more than 1½ 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.

‡ Mostly Canadian or New Zealand cheese, but in some districts the returns relate to another kind, locally representative.

§ On 1st October and 1st November, 1940, two brands of margarine, "special" and "standard," were on sale at 9d. and 5d. per lb., respectively. The figures for 1st September, 1939, and July, 1914, are averages calculated from the prices of various brands on sale at those dates.

cent. higher than at 1st October, and about 25 per cent. higher than at the beginning of September, 1939.

## ITEMS OTHER THAN FOOD.

There was no change during October in the general level of working-class rents (including rates), the average level at 1st November being about 1 per cent. above that at the beginning of September, 1939, and about 64 per cent. above that in July, 1914.

As regards clothing, information collected from representative retailers in a number of the principal towns indicates that at 1st November the retail prices of clothing of the kinds generally bought by working-class families averaged about 3 per cent. higher than at 1st October, and about 48 per cent. higher than at 1st September, 1939. The average increase during October was about 6 per cent. for men's suits and overcoats, about 3 per cent. for woollen materials, underclothing and hosiery, between 2 and 3 per cent. for cotton materials and hosiery, and about 1 per cent. for boots and shoes. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make an exact comparison over a long period of years, but on the basis of such information as is available it is estimated that at 1st November the average rise over the level of July, 1914, was between 205 and 210 per cent.

In the fuel and light group, there were increases in the prices of coal in some towns on 1st November, and the level of prices averaged about 1 per cent. higher than at 1st October, about 12 per cent. higher than at 1st September, 1939, and about 118 per cent. higher than in July, 1914. The prices of gas remained about 19 per cent. higher than at 1st September, 1939, and about 84 per cent. higher than in July, 1914. Candles and matches showed little change in price during the month, but there was an increase of approximately 2 per cent., on average, in the prices of lamp oil. In the fuel and light group as a whole, the average level of prices at 1st November was less than 1 per cent. higher than at 1st October, about 18 per cent. higher than at 1st September, 1939, and about 115 per cent. higher than in July, 1914.

As regards other items included in these statistics, there were increases in the prices of domestic ironmongery, brushware and pottery, averaging between 2 and 3 per cent., but with the remaining items included in this group the changes in prices during October were relatively slight. In the group as a whole, the average level at 1st November was less than 1 per cent. higher than at 1st October, about 23 per cent. higher than at 1st September, 1939, and about 120 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 November, 1940, is approximately 92 per cent. over the level of July, 1914, as compared with 89 per cent. at 1st October, 1940, and 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in expenditure which may have been effected since the outbreak of the war.

The rise of 3 points between 1st October and 1st November is equivalent to rather more than 1½ per cent. The rise of 37 points since the beginning of September, 1939, is equivalent to about 24 per cent. Of these 37 points, about 2½ points are due to the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches, and between ½ and 1 of a point is due to increases resulting from the Purchase Tax.\*

## SUMMARY TABLE: ALL ITEMS.

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

Year.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.
1920	125	130	130	132	141	150	152	155	161	164	176	169
1921	165	151	141	133	128	119	119	122	120	110	103	99
1922	92	88	86	82	81	80	84	81	79	78	80	80
1923	78	77	76	74	70	69	69	71	73	75	75	77
1924	77	79	78	73	71	69	70	71	72	76	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	55
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	54	56	55	59	56	56	55	56	56
1939	55	55	53	53	53	53	56	55	55	65	69	73
1940	74	77	79	78	80	81	87	85	87	87	92	

A detailed account of the method of compilation of these statistics, "The Cost of Living Index Number: Method of Compilation," is obtainable, price 3d. net, from H.M. Stationery Office at any of the addresses shown on the cover of this GAZETTE.

\* At 1st November relatively few retail prices had been affected by the Purchase Tax, which was not, in general, chargeable on stocks already held by retailers at 21st October; see the article on page 265 of last month's issue of this GAZETTE.



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

## Rates of Wages.

IN the industries covered by the Department's statistics,\* the changes in rates of wages reported to have come into operation in Great Britain and Northern Ireland during October are estimated to have resulted in an increase of about £150,000 in the weekly full-time wages of 1,825,000 workpeople.

The particulars are analysed by industry groups below:—

Industry Group.	Approximate Number of Workpeople affected by increases.	Estimated Amount of Increase in Weekly Wages.
Mining and Quarrying ...	808,100	£ 82,100
Metal Industries ...	153,500	6,000
Textile Industries ...	380,800	19,300
Building and Contracting ...	274,400	25,800
Other Industries ...	207,800	16,400
<b>Total ...</b>	<b>1,824,600</b>	<b>149,600</b>

In the mining and quarrying group there were increases, under a cost-of-living sliding scale, in the rates of wages of coal miners in all districts, the amount being usually 5d. a shift in the case of men and 2½d. a shift in the case of youths and boys. In Derbyshire, Nottinghamshire, Leicestershire, Cannock Chase and Warwickshire the percentage addition to basis rates was also raised as a result of increases in the proceeds of the industry. In Northumberland and Yorkshire there were decreases in the percentage addition to basis rates, but as these decreases were more than counter-balanced by the general cost-of-living advance, there was a net increase in wages. Other changes in this group affected ironstone miners and limestone quarries in various districts, whose wages were increased under cost-of-living sliding-scale arrangements.

In the metal industries, blastfurnacemen, iron puddlers and millmen, workers employed in steel melting and rolling in various districts, and tinplate workers received increases in wages under cost-of-living sliding scales. Other workers whose wages were increased included galvanisers, bobbin and shuttle makers, and workpeople employed in the gold, silver and allied trades in Sheffield.

In the textile group the principal increases took effect under cost-of-living sliding scales. In the cotton industry rates of wages were advanced by approximately 2½ per cent. in the spinning section and 2 per cent. in the manufacturing section, while in the textile bleaching, dyeing, printing and finishing industries there were increases amounting to about 1 per cent. on current rates in Yorkshire, and to 8d. and 5d. a week, in the case of men and women respectively, in Lancashire and Scotland. Other workers whose wages were increased included those engaged in flax spinning in Northern Ireland.

Building trade operatives in Scotland received increases of ½d. and ¼d. an hour in the case of craftsmen and labourers respectively. Men employed by civil engineering contractors in Great Britain received an increase of ½d. an hour.

In other industry groups the principal increase affected furniture trade operatives in various districts, whose rates of wages were

increased by ½d. an hour as the result of the operation of a cost-of-living sliding scale. Other workpeople whose wages were increased included workers employed in the boot and shoe repairing trade, tobacco workers, coopers, and workpeople employed in the milk distributive trade in Scotland.

Of the estimated total increase of £149,600 a week, about £38,550 was due to arrangements made by joint standing bodies (including £34,550 under cost-of-living sliding scales arranged by such bodies); £106,000 was due to the operation of other sliding scales based on the cost of living; £200 was due to arbitration awards; and the remaining £4,850 was the result of direct negotiation between employers and workpeople or their representatives.

## SUMMARY OF CHANGES REPORTED IN JANUARY–OCTOBER, 1940.

The following Table shows the number of workpeople in Great Britain and Northern Ireland affected by increases in rates of wages reported to the Department during these ten months, and the net aggregate amounts of such increases. No workpeople were reported as having sustained a net decrease in this period.

Industry Group.	Approximate Number of Workpeople affected by net increases.	Estimated Net Amount of Increase in Weekly Wages.
Coal Mining ...	787,100	£ 280,650
Other Mining and Quarrying ...	56,900	15,600
Brick, Pottery, Glass, Chemical, etc. ...	298,800	81,100
Iron and Steel ...	147,800	68,300
Engineering† ...	1,012,300	228,050
Shipbuilding ...	140,500	33,450
Other Metal ...	332,400	75,250
Textile ...	855,000	210,950
Clothing ...	722,000	106,200
Food, Drink and Tobacco ...	199,500	43,700
Woodworking, Furniture, etc. ...	178,300	40,150
Paper, Printing, etc. ...	301,900	55,700
Building, Public Works Contracting, etc. ...	954,900	191,900
Gas, Water, and Electricity Supply ...	159,300	39,900
Transport† ...	1,055,400	322,900
Public Administration Services ...	155,200	29,100
Other ...	438,000	97,900
<b>Total ...</b>	<b>7,795,300</b>	<b>1,920,800</b>

In the corresponding ten months of 1939, there were net increases estimated at £305,300 in the weekly full-time wages of about 2,128,000 workpeople, and net decreases estimated at £26,450 in those of about 331,500 workpeople.

## Hours of Labour.

The only change in hours of labour reported during October affected bakers and confectioners at Edinburgh and Leith, whose normal weekly hours were increased from 44½ to 45.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Agriculture	Northern Ireland ...	7 Oct.	Male workers (other than casual workers).	Increases of 4s. 6d. to 5s. 3d. a week in minimum rates for adult workers, and of 2s. 6d. to 5s. for youths and boys. Rates after change at 21 years and over, 33s. 6d. to 40s. 3d. according to district.†
			Male casual workers ...	Increases of 9d. to 10½d. a day or 1d. an hour in minimum rates for adult workers, and of varying amounts for youths and boys.‡
	Various districts in Great Britain. § Northumberland ...	1 Oct.	Workpeople employed in and about coal mines.	Flat-rate war advance increased   by 5d. a shift for men and by 2½d. a shift for youths and boys. Decrease of 6·21 per cent. on basis rates, leaving wages 45 per cent. above the basis rates, and flat-rate advances increased   by 5d. a shift (1s. 11d. to 2s. 4d.) for men and by 2½d. a shift (11½d. to 1s. 2d.) for youths and boys, resulting in a net increase in wages.
Coal Mining	South Yorkshire ...	1 Oct.	Workpeople employed in and about coal mines.	Decrease of 2 per cent. on basis rates, leaving wages 38 per cent. above the basis rates, and flat-rate advances increased   by 5d. a shift (2s. 5d. to 2s. 10d.) for men and by 2½d. a shift (1s. 2½d. to 1s. 5d.) for youths and boys, resulting in a net increase in wages.¶
	West Yorkshire ...			Decrease of 2 per cent. on basis rates, leaving wages 38 per cent. above the basis rates for underground workers, 36·34 per cent. for surface workers in the Eastern sub-division and 33 per cent. for surface workers in the Western sub-division; and flat-rate advances increased   by 5d. a shift (2s. 5d. to 2s. 10d.) for men and by 2½d. a shift (1s. 2½d. to 1s. 5d.) for youths and boys, resulting in a net increase in wages.¶
	Derbyshire (except South Derbyshire).			Increase of 0·62 per cent. on basis rates, making wages 9·48 per cent. above the basis rates, and flat-rate advances increased   by 5d. a shift (2s. 2d. to 2s. 7d.) for men and by 2½d. a shift (1s. 0½d. to 1s. 3d.) for youths and boys.
	South Derbyshire ...			Increase of 7·59 per cent. on basis rates, making wages 60·13 per cent. above the basis rates, and flat-rate advances increased   for underground workers by 5d. a shift (2s. 5d. to 2s. 10d.) for men and by 2½d. a shift (1s. 2½d. to 1s. 5d.) for youths and boys, and for surface workers by 5d. a shift (1s. 11d. to 2s. 4d.) for men and by 2½d. a shift (11½d. to 1s. 2d.) for youths and boys.

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

† Changes affecting workpeople employed in railway engineering workshops are included under "Engineering" and not under "Transport."

‡ These increases took effect under an Order issued under the Agricultural Wages (Regulation) Act, Northern Ireland, 1939.

§ Including Durham, Cumberland, Lancashire and Cheshire, North Staffordshire, South Staffordshire and East Worcestershire, Shropshire, Forest of Dean, Bristol, Radstock and Newbury districts of Somerset, Kent, South Wales and Monmouthshire, North Wales and Scotland.

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

|| Adult day-wage workers whose basis wages plus the percentage addition amount to less than 8s. 9d. a shift (plus 2s. 10d. a shift) are paid, as previously, a subsistence allowance sufficient to bring their wages up to that amount, subject to a maximum allowance of 6d. a shift.



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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.	
Coal Mining— <i>contd.</i>	Nottinghamshire ...	1 Oct.	Workpeople employed in and about coal mines.	Increase of 5 per cent. on basis rates, making wages 100 per cent. above the basis rates, the flat-rate advances, previously paid of 1s. 8d. a shift for men and 10d. a shift for youths and boys remaining unchanged.	
	Leicestershire ...			Increase of 3·08 per cent. on basis rates, making wages 76 per cent. above the basis rates, and flat-rate advances, increased* by 5d. a day (2s. 5d. to 2s. 10d.) for men and by 2½d. a day (1s. 2½d. to 1s. 5d.) for youths and boys.	
	Cannock Chase ...	1 Oct.	Workpeople employed in and about coal mines, other than engine winders, deputies and firemen, examiners and shot lighters.	Increase of 2·71 per cent. on basis rates, making wages 64·2 per cent. above the basis rates for shopmen, mechanics and surface workers not handling coal and 62·2 per cent. for all other workers, and flat-rate advances increased* by 5d. a day (2s. 5d. to 2s. 10d.) for men and by 2½d. a day (1s. 2½d. to 1s. 5d.) for youths and boys.†	
	Warwickshire ...	1 Oct.	Workpeople employed in and about coal mines.	Increase of 2 per cent. on basis rates, making wages 94 per cent. above the basis rates at the majority of collieries and 89 per cent. at others, and flat-rate advances increased* by 5d. a day (2s. 5d. to 2s. 10d.) for men and by 2½d. a day (1s. 2½d. to 1s. 5d.) for youths and boys.	
Coke, etc. Manufacture.	Cumberland ...	1 Oct.	Cokemen and by-product workers	Flat-rate war advance increased* by 5d. a shift for men and by 2½d. a shift for youths and boys.	
	West Yorkshire ...		Cokemen and by-product workers		
Other Mining and Quarrying.	South Yorkshire ...	1 Oct.	Cokemen and by-product workers	Decrease of 2 per cent. on basis rates, leaving wages 38 per cent. above the basis rates, and flat-rate advances increased* by 5d. a shift (2s. 5d. to 2s. 10d.) for men and by 2½d. a shift (1s. 2½d. to 1s. 5d.) for youths and boys, resulting in a net increase in wages.†	
	Cleveland ...	7 Oct.	Ironstone miners ...	Flat-rate addition to wages (previously granted) increased* by 1·6d. a shift (6·4d. to 8d.) for men and by 0·8d. a shift (3·2d. to 4d.) for youths and boys.	
	Cumberland...	28 Oct.	Workpeople employed in and about iron ore mines.	War bonus increased* by 1½d. a shift (1s. 3d. to 1s. 4½d.) for those 18 years and over, and by ½d. a shift (7½d. to 8d.) for those under 18 years of age.	
	Furness and District	26 Oct.	Iron-ore miners ...	War bonus increased* by 2d. a shift (1s. 2d. to 1s. 4d.) for those 18 years and over, and by 1d. a shift (7d. to 8d.) for those under 18 years of age.	
	Leicestershire and adjoining parts of Lincolnshire.	1st pay day in Oct.	Ironstone and limestone quarrymen	Flat-rate addition to wages (previously granted) increased* by 1·6d. a shift (6·4d. to 8d.) for men and by 0·8d. a shift (3·2d. to 4d.) for youths and boys.	
	North Lincolnshire...	6 Oct.	Ironstone miners and quarrymen ...		
	Northamptonshire (excluding Corby).				
	Banbury and District	6 Oct.	Certain ironstone miners and quarrymen.		
	Northamptonshire (excluding Corby).	6 Oct.	Limestone quarrymen ...	Flat-rate addition to wages (previously granted) increased* by 1½d. a shift (1s. 0½d. to 1s. 2d.) for those 18 years and over and by ½d. a shift (6½d. to 7d.) for those under 18 years of age.	
	South and West Durham.	7 Oct.	Limestone quarrymen ...		
West Cumberland ...	7 Oct.	Limestone quarrymen ...			
Glassworking.	Shropshire, Herefordshire, Worcester-shire (part), Mont-gomeryshire and Radnor (part).‡	1 Oct.	Quarry workers ...	Increase of ¾d. an hour. Rates after change: men, 1s. 10d.; women, 1s.	
	Glasgow, Edinburgh and Aberdeen.	1 Oct.	Glass bevellers and silverers ...	Increase of 1d. an hour.§ Rates after change: leaded light workers, bevellers and silverers, 1s. 10d.; polishers, 1s. 8d.	
	Belfast ...	Pay week ending on 1st pay day in Oct.	Leaded light workers, bevellers, silverers and polishers.		
Chemical Manufacture.	Scotland   ...	1st full pay week following 16 Oct.	Workpeople employed in the manu-facture of heavy chemicals.	Increase of 1d. an hour.	
	Scotland   ...	1 Oct.	Building trade operatives employed in chemical works.	Increase of ½d. an hour.	
Cement Manufacture.	Great Britain and Northern Ireland.¶	2nd full pay week in Sept.	Workpeople employed in the cement manufacturing industry (except those whose wages are regulated by movements in other industries).	War bonus increased by 8d. a day for men and by 4d. a day for other workers.	
Iron and Steel Manufacture.	Cleveland and Dur-ham, West Cumber-land and North Lancs., North Lincs., North Staffs., South Staffs., Bil-ston, Northants., Corby, and South Wales and Mon-mouthshire.	6 Oct.	Workpeople employed at blastfur-naces (except those whose wages are regulated by movements in other industries).	Flat-rate addition to wages (previously granted) increased* by 1·6d. a shift (6·4d. to 8d.) for men and by 0·8d. a shift (3·2d. to 4d.) for youths and boys.	
	Nottinghamshire and Leicestershire.	1st pay in Oct.	Workpeople (excluding those en-gaged on maintenance work) em-ployed at blastfurnaces.	Flat-rate addition to wages (previously granted) increased* by 1·6d. a shift (5·6d. to 7·2d.) for men and by 0·8d. a shift (2·8d. to 3·6d.) for youths and boys.	
	Great Britain** ...	7 Oct.	Workpeople employed in steel sheet rolling mills.	Flat-rate addition to wages (previously granted) increased* by 1·6d. a shift (6·4d. to 8d.) for men and by 0·8d. a shift (3·2d. to 4d.) for youths and boys.	
	North-East Coast Area	6 Oct.	Workpeople employed at iron pudd-ling furnaces and rolling mills.	Flat-rate addition to wages (previously granted) increased* by 1·6d. a shift (6·4d. to 8d.) for men and by 0·8d. a shift (3·2d. to 4d.) for youths and boys.	
	Midlands and part of South Yorkshire and South Lancashire.	29 Sept.	Workpeople (excluding those engaged on maintenance work) employed at iron puddling furnaces and iron and steel rolling mills and forges.	Flat-rate addition to wages (previously granted) increased* by 2·4d. a shift (7·2d. to 9·6d.) for men and by 1·2d. a shift (3·6d. to 4·8d.) for youths and boys.	
	West of Scotland ...	28 Oct.	Workpeople employed at iron pudd-ling forges and mills and sheet mills.	Flat-rate addition to wages (previously granted) increased* by 1·6d. a shift (8d. to 9·6d.) for men and by 0·8d. a shift (4d. to 4·8d.) for youths and boys.	
	Great Britain†† ...	6 Oct.	Workpeople employed in steel melt-ing shops (melters, pitmen, slag-men, ladlemen, furnace helpers, gas producemen, semi-skilled workers and labourers, etc.).	Flat-rate addition to wages (previously granted) increased* by 1·6d. a shift (6·4d. to 8d.) for men and by 0·8d. a shift (3·2d. to 4d.) for youths and boys.	

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

† Adult day-wage workers whose basis wages plus the percentage addition amount to less than 8s. 9d. a shift (plus 2s. 10d. a shift) are paid, as previously, a subsistence allowance sufficient to bring their wages up to that amount, subject to a maximum allowance of 6d. a shift.

‡ This increase affected mainly the employees of firms affiliated to the West Midlands District Joint Industrial Council for the Quarrying Industry. The part of Worcestershire affected is that south of a line east and west through Stourport, and in Radnor east of a line north and south through Llangunllo Station.

§ This increase was the result of an Award of the National Arbitration Tribunal (Northern Ireland).

|| These increases applied to employees of firms affiliated to the Scottish Association of Chemical Manufacturers.

¶ This increase affected mainly the employees of firms affiliated to the National Joint Industrial Council for the Cement Manufacturing Industry.

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

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



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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Iron and Steel Manufacture— <i>contd.</i>	North-East Coast Area (except certain men employed at Gateshead.) Barrow-in-Furness	6 Oct.	Men employed in steel rolling mills	Flat-rate addition to wages (previously granted) increased* by 1·6d. a shift (6·4d. to 8d.) for men and by 0·8d. a shift (3·2d. to 4d.) for youths and boys.
	Workington ...		Rail millmen, merchant millmen, enginemen, crane-men, etc.	
	Scunthorpe ...		Steel millmen and labourers (datal workers).	
	Bilston ... West of Scotland ...		Steel millmen, wagon builders and repairers.	
Galvanising	South West Wales ...	6 Oct.	Steel millmen, maintenance men, etc. Millmen, gas producermen, enginemen, crane-men, firemen and mill labourers, semi-skilled workers and general labourers employed in steel rolling mills.	Flat-rate addition to wages (previously granted) increased* by 1·6d. a shift (5·6d. to 7·2d.) for men and by 0·8d. a shift (2·8d. to 3·6d.) for youths and boys.
	England and Wales†	7 Oct.	Workpeople employed in galvanising processes (excluding the process of annealing).	Flat-rate addition to wages (previously granted) increased* by 1·6d. a shift (5·6d. to 7·2d.) for men and by 0·8d. a shift (2·8d. to 3·6d.) for youths and boys.
Bobbin and Shuttle Making.	England and Wales	1st pay day in Oct.	Men employed in the bobbin making industry.	Increase* of 1s. a week. Rates after change: higher-skilled, 68s. 6d. a week; lesser-skilled, 60s.; labourers, 50s.
	Lancashire and Yorkshire.	1st pay day in Oct.	Shuttlemakers ... Shuttlemakers' apprentices ...	Increase* of 6 per cent. on basis rates. Minimum day work rate after change for journeymen, 1s. an hour plus 75 per cent. (1s. 9d. an hour). Increase* of 6 per cent. on basis rates, making wages 75 per cent. above basis piece rates and 57·5 per cent. above basis time rates.
Wool-Comb, Hackle and Gill Manufacture.	Bradford, Leeds, Halifax, Keighley and district.	2 Nov.‡	Wool-comb, hackle and gill makers (fallermen, circle repairers and finishers in shops, circle drillers and pinsetters in mills).	Increase of 1½d. an hour. Rates after change: circle repairers and finishers and drillers, 1s. 10½d. an hour; fallermen, 1s. 8½d.; pinsetters in mills, 1s. 8½d.
Gold, Silver and Allied Trades.	Sheffield ...	6 Sept.	Workpeople employed in the gold, silver and allied trades.	Increase* of 7½ per cent. (7½ to 15) on pre-war weekly wages.
Tinplate Manufacture.	South Wales and Monmouthshire and Gloucestershire.	6 Oct.	Workpeople (excluding those engaged on maintenance work) employed in tinplate manufacture.	Cost-of-living war bonus increased* by 1·6d. a shift (7·2d. to 8·8d.) for men and by 0·8d. a shift (3·6d. to 4·4d.) for women and juveniles.
Cotton Industry.	Lancashire, Cheshire, Yorkshire and Derbyshire.	1st pay day in Oct.	Workpeople employed in the cotton spinning industry.	Increase* of 5 per cent. (118 to 123) on standard piece price lists equivalent to an increase of 2·29 per cent. on current wages, and an increase of 2·29 per cent. on current wages in the case of workers for whom there are no standard price lists.
	Lancashire, Cheshire, Yorkshire and Derbyshire.	1st pay day in Oct.	Workpeople employed in the cotton weaving industry.	Increase* of 2½ per cent. (22½ to 25) on the rates operative in September, 1939.
	Manchester and district (certain firms).	24 Oct.	Workpeople employed in the cotton smallware weaving industry.	Increase* of 2½ per cent. (20 to 22½) in cost-of-living bonus.
Woollen and Worsted Industry.	Rossendale Valley district (certain firms).	30 Sept.	Workpeople employed in the woollen and worsted (pressed felt) industry.	Increase* of 1s. 7d. a week. Rate after change for adult male timeworkers, 65s. 2d.
Flax Spinning	Northern Ireland ...	21 Oct.	Workpeople employed in the flax spinning industry.	Increase of 7½ per cent. (7½ to 15) on wages in operation prior to 4th December, 1939.
Textile Bleaching, Dyeing, Finishing, etc.	Yorkshire (majority of firms) and certain firms in Lancashire.§	1st pay day in Nov.‡	Workpeople employed in the dyeing and finishing trades.	Cost-of-living wage increased* from 87 to 89 per cent. on basic rates for timeworkers, from 69½ to 71½ for pieceworkers (except pressers) and from 52½ to 53½ for hand pressers. Minimum weekly rates after change for timeworkers  : adult male process workers, 32s., plus 89 per cent., plus 2s. 6d. special payment; women 18 years and over, 20s., plus 89 per cent., plus 1s. 6d. special payment.
	Lancashire, Cheshire, and Derbyshire (majority of firms) and certain firms in Yorkshire, also Scotland.¶	1st pay day in Nov.‡	Workpeople employed in the bleaching, dyeing, calico printing and finishing trades (except waste bleachers, machine calico printers, engravers, mechanics, firemen, etc.).	Cost-of-living wage increased* from 27s. 10d. to 28s. 6d. a week for male timeworkers 21 years and over; from 27s. to 27s. 7d. for male pieceworkers 21 years and over; from 16s. 6d. to 16s. 11d. for women 18 years and over in Lancashire, Cheshire and Derbyshire, and 21 years and over in Scotland; and by proportional amounts for juveniles. Minimum weekly rates after change for timeworkers  : Lancashire, etc.—men, 30s. plus 28s. 6d. plus 2s. 6d. special payment; women, 20s., plus 16s. 11d. plus 1s. 6d. special payment; Scotland—men, 27s. plus 28s. 6d. plus 2s. 6d. special payment; women, 17s. plus 16s. 11d. plus 1s. 6d. special payment.
	Lancashire, Cheshire and Derbyshire (majority of firms) and certain firms in Yorkshire.	1st pay day in Nov.‡	Firemen, engine tenters, oilers and greasers and assistant firemen employed in bleaching, dyeing, etc. works.	Increase* of 9d. a week. Minimum rate after change for firemen, 66s. 2d. plus 2s. 6d. special payment.
	Middleton ...	1st pay day in Nov.‡	Workpeople employed in the bleaching, dyeing, printing and finishing trades.	Cost-of-living wage increased* from 87 to 89 per cent. for male dyers; from 27s. 10d. to 28s. 6d. a week for male polishers; from 16s. 6d. to 16s. 11d. for female polishers; and by proportional amounts for juveniles. Minimum weekly rates after change for timeworkers  : men—dyers, 32s. plus 89 per cent., polishers, 30s. plus 28s. 6d., plus 2s. 6d. special payment in each case; women polishers, 23s. 6d. plus 16s. 11d. plus 1s. 6d. special payment.
	Northern Ireland ...	1st pay period after 19 Aug.**	Workpeople employed in the bleaching, dyeing and finishing trades.	War bonus increased by 3s. a week (3s. to 6s.) for male workers over 18 years of age; by 2s. a week (2s. to 4s.) for female workers over 18 years, and by 1s. 6d. (1s. 6d. to 3s.) for juveniles.**
	Lancashire, Cheshire, Derbyshire and Scotland.	1st pay day in Nov.‡	Engravers, etc. employed in calico print works. Engravers employed in engraving works.	Cost-of-living wage increased* from 34s. 1d. to 34s. 8d. a week for engravers, and from 27s. 10d. to 28s. 6d. for turners, polishers and varnishers. Cost-of-living wage increased* from 34s. 1d. to 34s. 8d. a week for men and from 19s. 4d. to 19s. 8d. for women.

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

† This increase affected mainly the employees of firms who are members of the Galvanising Conciliation Board.

‡ In respect of the preceding pay period.

§ This increase applied to workers employed by firms who are members of the Yorkshire Master Dyers' Committee, The Bradford Dyers' Association, Ltd., and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms). Except in a few cases in the Bradford Area, the change did not apply in the dyeing and finishing departments of those woollen and worsted manufacturers who do their own dyeing and finishing.

|| Temporary payments, ranging up to 3s. a week for men, and up to 1s. for women are made, in addition, to certain timeworkers engaged in productive process work for which a system of collective piecework has not yet been introduced.

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

\*\* This increase was the result of an Award of the National Arbitration Tribunal (Northern Ireland) dated 11th October, 1940, with retrospective effect to the date shown.



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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Fustian Cutting, Dyeing and Finishing.	Hebden Bridge ...	1st pay day in Nov.*	Workpeople employed in the fustian cutting, dyeing and finishing trades:— Timeworkers ... .. Pieceworkers ... ..	Cost-of-living wage increased† from 27s. 10d. to 28s. 6d. for men 21 years and over; from 16s. 6d. to 16s. 11d. for women 18 years and over; and by proportional amounts for juveniles. Minimum weekly rates after change‡: men 21 years and over, 34s. plus 28s. 6d.; women 18 years and over 30s. plus 16s. 11d. Cost-of-living wage increased† from 78 to 80 per cent. for netherwood cutters; from 72 to 73 per cent. for hand cutters; from 61 to 62 per cent. for menders; and from 67 to 69 per cent. for other pieceworkers.
Textile Making-up and Packing.	Manchester ...	1st pay day in Oct.	Workpeople employed in the making-up and packing industry.	War wage increased† by 2s. 6d. a week (10s. 10d. to 13s. 4d.) for men, by 1s. 6d. (6s. 6d. to 8s.) for women and by proportional amounts for juveniles.
Waterproof Garment Manufacture.	Manchester and Salford district (certain firms).	1 Nov.*	Workpeople employed in waterproof garment manufacture.	Increase† of 2½ per cent. on rates in operation at 3rd September, 1939, making bonus 25 per cent. except for pieceworkers employed on hand-made Government Coat Capes for whom the bonus is 17½ per cent.
Boot and Shoe Repairing.	Great Britain ...	24 Oct.	Workpeople employed in the boot and shoe repairing trade.	Increases of 2s. a week in general minimum time rate for those 21 years of age and over and for apprentices 18 years and over, of 1s. 8d. for apprentices under 18 years, of 1s. 4d. for other classes of juveniles 18 and under 21 years, and of 1s. for those under 18 years of age: pieceworkers—increase of 3 per cent. (10 to 13) on general minimum piece rates.§
Baking	Border district (including Galashiels, Hawick, Jedburgh, Kelso, Peebles, Selkirk and Tweed-side).	1st pay day in Oct.	Bakers and confectioners employed by co-operative societies.	Increase† of 1s. a week for adults and of proportional amounts for apprentices. Rate after change for journeymen, 74s.
	Belfast ...	11 Oct.	Workpeople employed in the baking industry.	Increase of 3s. a week for bakers, semi-skilled workers, labourers and bread van checkers, and of 3s. 6d. for carters, motor drivers, etc.
Tobacco	Great Britain ...	1 Oct.	Workpeople employed in the tobacco trade.	Increase† of 9d. a week in the minimum time rate for men, of 6d. for women and juveniles, with corresponding increases for pieceworkers.§
Mill-sawing	Various towns in the West Riding of Yorkshire (excluding Sheffield and Rotherham).	Week ending 19 Oct.	Woodcutting machinists and sawyers employed in sawmills.	Increase of ½d. an hour. Minimum rate after change for journeymen: foreign timber section, 1s. 9d.; home-grown section, 1s. 8d. an hour.¶
	Scotland ...	1st full pay week in Oct.	Woodcutting machinists and sawyers employed in sawmills.	Increase of ½d. an hour (1s. 8½d. to 1s. 9½d.) for men and of proportional amounts for apprentices.
	Belfast ...	Pay week ending on 1st pay day in Oct.	Workpeople employed in sawmills	War bonus increased by 3s. 6d. a week (4s. to 7s. 6d.) for those earning 30s. a week and over, and by 1s. 9d. a week (2s. to 3s. 9d.) for those earning less than 30s. a week.** Rates after change: sawyers, 1s. 6½d. an hour; woodcutting machinists, 1s. 7d.; labourers, 50s. 11d. a week; plus 7s. 6d. a week war bonus in each case.
Packing Case Making.	Grimsby ...	11 Oct.	Sawyers and machinists employed in boxmaking factories.	Increase of ½d. an hour (1s. 5d. to 1s. 6½d.).
	Scotland (excluding Aberdeen).	1st or 2nd full pay week in Oct.	Woodcutting machinists, sawyers, boxmakers, and mill workers employed in packing case shops.	Increase of ½d. an hour (1s. 8½d. to 1s. 9d.) for men and of proportional amounts for apprentices.
Furniture Manufacture.	Various districts in Great Britain.††	1 Oct.	Furniture trade operatives (excluding those whose wages are regulated by movements in other industries).	War bonus increased† by ½d. an hour for journeymen time-workers, by ¼d. an hour for female timeworkers and by 2½ per cent. for pieceworkers.
	Edinburgh and Leith	1 Oct.	Furniture trade operatives ...	Increase of ½d. an hour. Rates after change: cabinet makers, 1s. 10d.; french polishers and upholsterers, 1s. 9½d.
Coopering	Great Britain and Belfast.	1st pay day after 7 Oct.	Coopers ...	Increase† of 1d. an hour for timeworkers and of 6½ per cent. (95 to 101½) on list prices for pieceworkers.†† Time rates after change: London, 1s. 11d.; other districts, 1s. 10d.
Building	Various districts in Scotland.	1 Oct.	Building trade operatives (except plasterers and painters).	Increase† of ½d. an hour for craftsmen and of ½d. an hour for labourers. Rates after change for craftsmen and labourers respectively: Grade A districts, 1s. 10d., 1s. 4½d.; A1, 1s. 9½d., 1s. 4½d.; A2, 1s. 9d., 1s. 3½d.; A3, 1s. 8½d., 1s. 3½d.; B, 1s. 8d., 1s. 3d.; B1, 1s. 7½d., 1s. 2½d. §§
	Various towns in Scotland.¶¶	1 Oct.	Plasterers ...	Increase† of ½d. an hour (1s. 10d. to 1s. 10½d.).
	Various towns in Scotland.***	1 Oct.	Painters ...	Increase† of ½d. an hour. Rates after change: Grade A towns, 1s. 10d.; B, 1s. 9d.; C, 1s. 8d.
Monumental Masonry.	Aberdeen ...	1st full pay period after 18 Oct.	Cutters, turners, polishers, etc. employed in granite yards.	Increase of ½d. an hour.††† Rates after change include: granite cutters, scabblers and toolsmiths, 1s. 8d.; granite polishers, 1s. 7d.
Civil Engineering	Great Britain ...	1st full pay week in Oct.	Men employed by civil engineering contractors.	Increase† of ½d. an hour. Rates after change for navvies and labourers: County of London, 1s. 5d.; Class 1 districts, 1s. 4½d.; 1A, 1s. 4d.; 2, 1s. 3½d.; 2A, 1s. 3d.; 3, 1s. 2½d.; 3A, 1s. 2d.; 4, 1s. 1½d.; 4A, 1s. 1d.; 5, 1s. 0½d. §§§

\* In respect of the preceding pay period.

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

‡ Temporary payments, ranging up to 3s. a week for men, and up to 1s. for women are made, in addition, to certain timeworkers engaged in productive process work for which a system of collective piecework has not yet been introduced.

§ These increases took effect under Orders issued under the Trade Boards Acts. Full details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.

|| Including Barnsley, Bradford, Dewsbury, Halifax, Huddersfield, Keighley and Leeds.

¶ A further increase of ½d. an hour is to take effect on the first full pay period in January, 1941.

¶¶ This increase was the result of an Award of the National Arbitration Tribunal (Northern Ireland) (see page 277 of the October, 1940, issue of this GAZETTE). †† These changes took effect under a recommendation of the Joint Industrial Council for the British Furniture Manufacturing Trades. The districts in which the recommendation is known to have been adopted include: London (15 mile radius of Charing Cross), Northumberland, Durham, Yorkshire (excluding Hull and Sheffield), North-East Lancashire, Liverpool, Nottingham and district, Birmingham and district, Bristol and certain towns in the West of England, South Wales and Scotland.

††† This increase affected mainly the employees of firms affiliated to the National Joint Industrial Council for the Cooperage Industry.

§§ For wages purposes the majority of localities have been assigned to the various grades, but the localities so graded are too numerous to be quoted in the space available. Generally speaking the largest towns have been allocated to the highest-paid grades, while small country towns and rural areas are allocated to the lowest-paid. Remaining localities have been classified to the intermediate grades.

||| In the Glasgow and West of Scotland district it is understood that bricklayers receive ½d. an hour above Grade A rate.

¶¶ The principal towns include Aberdeen, Airdrie, Alloa, Arbroath, Armadale, Ayr, Barrhead, Bathgate, Clydebank, Coatbridge, Dumbarton, Dundee, Dunfermline, Edinburgh, Falkirk, Glasgow, Gourock, Greenock, Hamilton, Irvine, Johnstone, Kilmarnock, Kilsyth, Kirkcaldy, Kirkintilloch, Lanark, Largs, Leith, Motherwell, Paisley, Perth, Port Glasgow, Saltcoats, Stirling, Strathaven and Wishaw.

\*\*\* The principal towns to which the rates are reported to apply are as follows:—Grade A.—Aberdeen, Airdrie, Alexandria, Alloa, Ardrossan, Ayr, Barrhead, Bellshill, Beith, Bridge of Allan, Broxburn, Broughty Ferry, Burntisland, Carnoustie, Clydebank, Coatbridge, Cowdenbeath, Dalkeith, Dumbarton, Dundee, Dunfermline, Dunoon, Edinburgh, Falkirk, Glasgow, Gourock, Grangemouth, Greenock, Haddington, Hamilton, Helensburgh, Irvine, Kilmarnock, Kirkcaldy, Largs, Leslie, Motherwell, Neilston, North Berwick, Perth, Prestwick, Renfrew, Rothesay, Saltcoats, Stenhousemuir, Stirling, Troon and Vale of Leven. Grade B.—Cupar, Galashiels, Girvan, Hawick, Kirkcudbright, Lanark, Peebles, Peterhead, Selkirk and St. Andrews. Grade C.—Elgin, Forfar, Forres, Inverness, Nairn and Wick.

††† This increase was the result of an Award of the National Arbitration Tribunal (see page 298).



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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Waterworks Undertakings.	Certain undertakings in the Northern Area.*	1st full pay in Oct.	Manual workers except those whose wages are regulated by movements in other industries.	Increase† of ½d. an hour. Rate after change for general labourers, 1s. 3½d. an hour.
	Certain undertakings in Lancashire and Cheshire.*	1st full pay week after 1 Oct.	Do. do.	Increase† of ½d. an hour. Minimum rates after change: labourers, 1s. 5½d.; pipe jointers, 1s. 7½d.; stokers, 1s. 6½d.
	Certain undertakings in the Yorkshire Area.*	1st full pay in Oct.	Do. do.	Increase† of ½d. an hour. Scheduled minimum rates after change for labourers: Grade A undertakings, 1s. 4½d.; Grade B, 1s. 4d.; Grade C, 1s. 3d.
	Certain undertakings in the South Midlands Area.*	1st complete pay week in Oct.	Do. do.	Increase† of 1s. a week for Grade D Areas, of 11d. for Grade C Areas, of 10d. for Grade B Areas, and of 9d. for Grade A Areas. Minimum weekly rates after change for labourers: Grade D Areas, 59s. 6d.; Grade C, 57s. 2d.; Grade B, 54s. 10d.; Grade A, 48s. 1d.
	Certain undertakings in the Home Counties Area.*	1st pay day following 1 Oct.	Do. do.	Increase† of 1s. a week. Weekly rate after change for labourers: Grade C Areas, 58s. 6d.; Grade B, 56s.; Grade A, 52s.
Railway Electricity Generating Stations.	Great Britain ...	1 Oct.	Adult male workers (excluding electrical fitters, etc., engaged in installation work and other craftsmen whose wages are regulated by movements in their respective trades) employed in main line railway companies' electricity generating stations and sub-stations and on high-tension cables between them.	Increase† of 2s. a week. Rates after change in London: switch-board attendants (up to 5,000 kw.), 83s. 6d., (5,000 kw. and over), 97s. 6d.; turbine mechanics, 82s.; drivers, 76s.; stokers—leading, 80s., others, 74s.; trimmers, 67s.; electrical fitters on maintenance work, 78s. 5d.; electricians' mates, 65s. 5d.; plus 4s. a week for shift workers.
Railway Service	Northern Ireland ...	1 Aug.†	Vehicle builders employed by the Belfast and County Down Railway and the London, Midland and Scottish Railway (Northern Counties Committee).	Increase of 1½d. an hour.‡
	Northern Ireland ...	1 June†	Building trade craftsmen and labourers employed by the Belfast and County Down Railway, the Great Northern Railway (Ireland) and the London, Midland and Scottish Railway (Northern Counties Committee).	Increase of 1½d. an hour.‡
Local Authorities (Non-Trading Services).	Certain authorities in Kent, Surrey and Sussex.§	16 Oct.	Male manual workers except those whose wages are regulated by movements in other industries.	Increase of 2s. a week in minimum rates. Minimum rates after change for labourers: Grade 1 Areas, 62s.; Grade 2, 58s.; Grade 3, 54s.; Grade 4, 50s.
	Belfast ...	1 Oct.	Manual workers (except those whose wages are regulated by movements in other industries) employed by the Corporation.	War bonus increased† by 1s. a week (4s. to 5s.) for men and by 6d. (2s. to 2s. 6d.) for women and youths. Minimum rate after change for labourers, 50s. a week plus 5s. war bonus.
Brush and Broom Manufacture.	Great Britain ...	1 Oct.	Adult workers and certain classes of juveniles.	Increases† of ½d. or ¼d. an hour in the general minimum time rates with corresponding increases in piece rates.
Skip and Basket Making.	Lancashire and Cheshire.	7 Oct.	Skip and basket makers ...	Increase† of 2 per cent. on list prices, making wages 114½ per cent. above the list for both timeworkers and pieceworkers.
Milk Distributive Trade.	Scotland ...	28 Oct.	Foremen and forewomen ...	Increase of 3s. 3d. a week (68s. 9d. to 72s.) in minimum rates.
			Male clerks and male and female workers employed in collection or delivery work by horse or mechanically driven vehicle, in garaging, in horse or motor keeping, in cleaning vehicles or in stable work.	Increases of 9d. to 2s. 9d. a week in minimum rates. Minimum rates after change: male clerks, 14s. 3d. at under 15 years increasing to 58s. 9d. at 22 and over; others, 14s. 3d. at under 15 years increasing to 56s. 3d. at 21 and over.
			All other male workers and roundswomen.	Increases of 9d. to 2s. 6d. a week in minimum rates. Minimum rate after change at 21 years and over, 54s. 9d.
			Female clerks ...	Increases of 6d. to 1s. 9d. a week in minimum rates. Minimum rate after change at 21 years and over, 37s. 6d.
			Female shop assistants ...	Increases of 6d. to 1s. 6d. a week in minimum rates. Minimum rate after change at 21 years and over, 33s.
Rubber Reclamation.	Great Britain ...	14 Oct.	Workpeople employed in the rubber reclamation trade.	Increases of ½d. to 1d. an hour in general minimum time rates for males and of ¼d. to ½d. for females. Minimum time rates after change: males, 4½d. at under 16 years increasing to 1s. 2d. at 21 and over; females, 4d. at under 16 years increasing to 8½d. at 21 and over.
Entertainments	South and East Lancashire.	2 Sept.	Workpeople employed in cinema theatres.	Scales of minimum weekly rates of wages adopted, according to class of theatre, involving increases of various amounts. Minimum weekly rates (excepting for special lower-grade halls) include: projectionists—chief, 70s. to 90s., others 30s. to 60s.; head attendants, 50s. to 57s. 6d.; utility men, doormen or assistant foremen and boilermen, 45s. to 50s.; male attendants and receptionists—21 years of age and over, 43s. to 47s. 6d., under 21, 15s. to 40s.; cashiers, 22s. 6d. to 35s.; female attendants, 20s. to 25s.¶
	Certain towns in the West of England.**	9 Oct.	Workpeople employed in cinema theatres.	War bonus granted of 7½ per cent. on weekly rates of wages.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Baking	Edinburgh and Leith	28 Oct.	Bakers and confectioners ...	Normal weekly hours increased from 44½ to 45.

\* The undertakings affected are mainly those affiliated to the District Joint Industrial Council for the Waterworks Undertakings Industry in the area concerned.

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

‡ These increases were the result of Awards of the National Arbitration Tribunal (Northern Ireland), dated 8th October, 1940, with retrospective effect to the dates shown.

§ The authorities affected are mainly those affiliated to the Southern Home Counties (Kent, Surrey and Sussex) Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers).

|| These increases took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.

¶ These changes were the result of an agreement between the South and East Lancs. District Branch of the Cinematograph Exhibitors' Association of Great Britain and Ireland and the National Association of Theatrical and Kine Employees.

\*\* Bath, Bridgwater, Cheltenham, Gloucester, Swindon, Taunton, Weston-super-Mare, Weymouth and Yeovil.



## TRADE DISPUTES IN OCTOBER.\*

**Number, Magnitude and Duration.**—The number of disputes involving stoppages of work, reported to the Department as beginning in October in Great Britain and Northern Ireland, was 91, as compared with 83 in the previous month and 80 in October, 1939. In these 91 new disputes about 14,200 workpeople were directly involved, and 8,100 workpeople indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, though not themselves parties to the disputes). In addition, about 2,400 workpeople were involved, either directly or indirectly, in 10 disputes which began before October and were still in progress at the beginning of that month. The number of new and old disputes was thus 101, involving about 24,700 workpeople, and resulting in a loss, during October, estimated at 87,000 working days.

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

Industry Group.	Number of Disputes in progress in Month.			Number of Workpeople involved in all Disputes in progress in Month.	Aggregate Duration in Working Days of all Disputes in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Mining and Quarrying...	3	43	46	17,000	63,000
Metal, Engineering and Shipbuilding ...	5	25	30	3,800	18,000
Building, etc. ...	...	9	9	2,500	3,000
Other ...	2	14	16	1,400	3,000
Total, October, 1940 ...	10	91	101	24,700	87,000
Total, September, 1940...	2	83	85	20,900	52,000
Total, October, 1939 ...	10	80	90	37,700	102,000

**Causes.**—Of the 91 disputes beginning in October, 23, directly involving 2,800 workpeople, arose out of demands for advances in wages, and 25, directly involving 3,700 workpeople, on other wage questions; 2, directly involving 500 workpeople, on questions as to working hours; 19, directly involving 3,500 workpeople, on questions respecting the employment of particular classes or persons; 18, directly involving 1,500 workpeople, on other questions respecting working arrangements; and 2, directly involving 100 workpeople, on questions of trade union principle. Two stoppages, directly involving 2,100 workpeople, were in support of workers involved in other disputes.

**Results.**—Final settlements of disputes which terminated during October have been effected in the case of 77 disputes, directly involving 12,400 workpeople. Of these disputes, 9, directly involving 1,300 workpeople, were settled in favour of the workpeople; 46, directly involving 8,400 workpeople, were settled in favour of the employers; and 22, directly involving 2,700 workpeople, resulted in a compromise. In the case of 10 other disputes, directly involving 2,300 workpeople, work was resumed pending negotiations.

TOTALS FOR FIRST TEN MONTHS OF 1940 AND 1939.†

The following Table summarises the figures for Great Britain and Northern Ireland for the first ten months of 1940, as compared with the corresponding period of 1939 :—

Industry Group.	January to October, 1940.			January to October, 1939.		
	No. of Disputes beginning in period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.	No. of Disputes beginning in period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.
Fishing and Agriculture...	4	4,400	27,000	7	1,000	41,000
Coal Mining ...	309	170,200†	457,000	327	163,100†	451,000
Other Mining and Quarrying ...	5	300	3,000	11	1,300	46,000
Brick, Pottery, Glass, Chemical, etc. ...	21	1,400	4,000	8	1,000	9,000
Engineering ...	58	16,000	70,000	52	28,300	156,000
Shipbuilding ...	49	6,900	26,000	34	4,100	35,000
Other Metal ...	78	9,300	44,000	70	19,600	88,000
Textile ...	50	8,800	75,000	62	8,100	96,000
Clothing ...	25	5,800	23,000	21	4,100	10,000
Food, Drink and Tobacco ...	12	5,000	13,000	11	1,200	10,000
Woodworking, Furniture, etc. ...	7	400	1,000	18	2,700	23,000
Paper, Printing, etc. ...	5	200	1,000	6	500	3,000
Building, etc. ...	72	24,600	72,000	112	33,700	126,000
Transport ...	33	5,400	13,000	28	10,700	51,000
Commerce, Distribution and Finance ...	6	500	1,000	6	700	1,000
Other ...	28	6,600	14,000	18	3,000	18,000
Total ...	762	265,800†	844,000	791	283,100†	1,164,000

## PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING OCTOBER.

Occupations‡ and Locality.	Approximate Number of Workpeople Involved.		Date when Dispute		Cause or Object.	Result.
	Directly.	In-directly.‡	Began.	Ended.		
<b>COAL MINING :—</b>						
Colliery workpeople — Shotts, Lanarkshire (one colliery).	224	984	7 Oct.	9 Oct.	Against dismissal of four employees who ceased work early, leaving their work uncompleted.	Employees reinstated after an undertaking had been given that they would complete their work satisfactorily.
Underground and surface workers—near Pontefract, Yorks. (one colliery).	1,487	282	8 Oct.	26 Oct.§	Alleged breach of agreement respecting promotion of haulage hands to work at the coalface.	Work resumed pending further negotiations.
Colliery workpeople — Shotts, Lanarkshire (one colliery).	450	...	12 Oct.	16 Oct.	Claim on the part of certain workpeople for increase in tonnage rate of wages.	} Work resumed.
Colliery workpeople — Shotts, Lanarkshire (certain collieries).	1,800	...	16 Oct.	16 Oct.	In sympathy with the workpeople involved in the above dispute.	
Colliery workpeople—near Rotherham, Yorks. (one colliery).	773	1,487	22 Oct.	22 Oct.	Alleged breach of custom by which certain surface workers were allowed, during wet weather, to leave their work before end of shift without loss of pay.	Work resumed; employers subsequently agreed that custom should continue.
<b>IRON AND STEEL MANUFACTURE :—</b>						
Electricians and mates and other workpeople employed in steel sheet, etc. manufacture—Ebbw Vale, Mon. (one firm).	206	428	17 Sept.	8 Oct.¶	Against dismissal of an electrician's mate who had refused to perform certain work connected with his own job, and who had also refused an offer of a transfer to another job without loss of pay.	Work resumed pending negotiations.
Workpeople employed in steel manufacture—Llanelli, Carm. (one firm).	492	128	18 Oct.	22 Oct.**	Dispute respecting interpretation of agreement governing tonnage rate for furnace fettling.	Work resumed on advice of trade union officials.
<b>CATTLE FOOD MANUFACTURE :—</b>						
Workpeople employed in compound cattle food manufacture — Manchester (one firm).	26	156	30 Sept.	1 Oct.	Against proposed reduction in number of men per gang from eight to seven.	Work resumed pending negotiations.
<b>BUILDING, PUBLIC WORKS CONTRACTING, ETC. :—</b>						
Labourers employed on civil engineering contract—Bridgwater, Somerset (two firms).	592	1,615	11 Oct.	11 Oct.	For payment of London rates of wages to workpeople recruited from areas other than London.	Work resumed; "exceptional margin" of ½d. per hour subsequently awarded.

\* Disputes involving less than 10 workpeople, and those which lasted less than one day, have, as usual, been omitted from the statistics, except when the aggregate duration (*i.e.*, number of workpeople multiplied by number of working days, allowing for workpeople replaced, etc.) exceeded 100 days.

† In making up these totals, the figures have been amended in accordance with the most recent information. Workpeople involved in more than one dispute are counted more than once in the totals; the amount of such duplication, however, is slight, except in coal mining, in which the *net* number of workpeople involved was approximately 100,000 in 1940, and 107,000 in 1939. For all industries combined, the *net* totals were approximately 193,000 in 1940, and 224,000 in 1939.

‡ 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.

§ Work was resumed on the morning shift of 14th October, but ceased again on the afternoon shift.

|| Work was resumed on 15th October, but ceased again on 16th October.

¶ Work was resumed on 29th September, but ceased again on 5th October.

\*\* Work was fully resumed on 28th October.



## UNEMPLOYMENT INSURANCE.

## DECISIONS GIVEN BY THE UMPIRE.

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

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

The following recent decision is of general interest :—

**Case No. 588/40. (16.10.40.)**

SECTION 28 OF THE UNEMPLOYMENT INSURANCE ACTS 1935 TO 1940—REFUSAL OR FAILURE TO APPLY FOR WORK—SUB-SECTION (1) (a) OFFERS OF SUITABLE EMPLOYMENT—A LAUNDRY WORKER, AGED 18, WHO HAD BEEN UNEMPLOYED FOUR WEEKS AND HAD NO PROSPECT OF WORK FOR THREE MONTHS IN CONSEQUENCE OF A FIRE AT HER EMPLOYER'S PREMISES, REFUSED FACTORY WORK OF NATIONAL IMPORTANCE IN ANOTHER DISTRICT: PARENTAL OBJECTION TO LEAVING HOME NOT VALID IN VIEW OF WELFARE PROVISIONS: "THE CIRCUMSTANCES OF THE CASE" TO BE CONSIDERED IN DETERMINING QUESTIONS OF "SUITABLE" EMPLOYMENT AND "GOOD CAUSE" FOR REFUSAL NOW INCLUDE URGENT NEEDS FOR THE SUCCESSFUL PROSECUTION OF THE WAR.

The material circumstances of this case are as stated in the following decision :—

*Decision.*—"On the facts before me my decision is that the claim for benefit is disallowed; the claimant being disqualified for receiving benefit for six weeks from and including the first day of the benefit week immediately following that in which this decision is given.

"The claimant was employed in a semi-skilled occupation in a laundry up to 5th June, 1940, on which date she lost her employment owing to the laundry being seriously damaged by fire. She is eighteen years of age and resides with her parents in Wallsend.

"On 4th July, 1940, she was notified of a vacancy for a factory learner in the Midlands for which she refused to apply on the ground that her parents objected to her leaving home.

"The Insurance Officer disallowed a claim for benefit and disqualified the claimant for six weeks from 4th July, 1940. The claimant appealed to the Court of Referees who reversed the decision of the Insurance Officer on the ground that the claimant had good cause for her refusal, but they have refrained from stating of what the good cause consisted.

"The wages which the claimant was earning at the laundry were approximately £1 9s. a week. Had she accepted the employment in the Midlands her wages for the first fortnight or so while she was learning would have been £1 12s. 6d. for a 47 hour week and £2 7s. 6d. with overtime. When she had learnt the work she would have earned from £3 12s. 6d. to £3 17s. 6d. including overtime. Lodgings were available at £1 5s. a week. The employment for which the claimant refused to apply was work of urgent national importance.

"The manager of the laundry stated when the employment in the Midland factory was notified to the claimant that he expected to be in a position to re-engage all his late employees at the end of September, 1940, that is to say, some three months after the date of the claimant's refusal to accept the situation notified to her.

"In these circumstances the appeal of the Chief Insurance Officer against the decision of the Court of Referees must be decided on the application of section 28, subsections 1 (a), 2 (c) and (3) of the Unemployment Insurance Act, 1935.

"On the question of 'good cause' the claimant's association has taken the point that for girls under nineteen years of age the employment was unsuitable, being some substantial distance from their homes, and there being no evidence that at the factory in question there is in operation a welfare scheme. The Chief Insurance Officer in reply to this contention has stated that in the town in which the factory is situated there is a welfare scheme under the direct supervision of the Welfare Department of the Ministry of Labour and National Service, and that there is a responsibility on the manager of the Employment Exchange to ensure that the names of all girls who come from a distance are reported to the welfare officer, who is responsible for seeing that they obtain suitable lodgings. The fact that the claimant's parents objected to her leaving home does not constitute good cause for her refusal to apply for the situation notified to her as vacant (*see* Decision 21325/31)† and it has always been held that, apart from special circumstances, work at a distance from home is not unsuitable employment for a girl who has attained the age of eighteen years (*see*, for example, Decision 704/25).‡

"In the circumstances of this case I cannot agree with the Court of Referees that the claimant had good cause for refusing to apply for the vacancy notified to her.

\* Selected decisions of the Umpire are published: (i) in monthly pamphlets—U.I. Code 8B; (the latest pamphlet is that for the months of June and July, 1940, price 2d. net); the pamphlets are also obtainable by annual subscription of 2s. 6d. net); (ii) in annual volumes (the latest volume is that for 1937, price 3s. net); (iii) in the following special volumes:—(a) U.I. Code 8, containing specially selected decisions prior to 19th April, 1928 (price 15s. net); (b) U.I. Code 8A, containing specially selected decisions from 19th April, 1928, to 12th March, 1930 (price 6s. net); and (c) U.I. Code 8c, containing selected decisions from 13th March, 1930, to 31st December, 1934 (price 10s. net).

† The analytical guide to Umpire's decisions (U.I. Code 7), originally published in 1930, has been revised and is on sale in four parts.

‡ Vol. X, p. 227, U.I. Code 8B (Pamphlet No. 11/1931).

† Vol. IV, p. 103, U.I. 440 (Pamphlet No. 6/1925).

"No question is raised by the claimant's association under section 28 (2) (c) of the Act.

"With regard to section 28 (3) of the Act, the association contends that the claimant should have been allowed a longer time than a month in which to obtain work locally before being disqualified for receiving benefit on a refusal to accept work at a distance. Under that subsection 'the circumstances of the case' have to be regarded when considering whether the employment in question is suitable employment in the claimant's case.

"It is stated in Decision 192, London/40,\* 'The rules and principles which recognized the reasonableness of allowing an insured contributor to remain unemployed for a certain time before he could be expected to take employment away from home were introduced by the Umpire. But those rules and principles were introduced in peace time and they were framed in the light of the conditions generally prevailing in time of peace, and when there was throughout the country more uniformity in the demand, or in the lack of demand, for labour. The rules and principles are not necessarily applicable and, in my view, should not operate in the same way in a time of war, such as the present, when the demand for labour . . . is urgent in the national interests, and is more clamant in some districts than in others. In these circumstances it is not reasonable that a claimant, who is resident in a place where there is no immediate call for his services, should be allowed to invoke the rules and principles of peace time decisions, and thereby draw support from the Unemployment Fund on the ground that he has not been long enough unemployed.'

"In this connection it is not immaterial to observe that on the day following that on which the claimant refused to apply for the vacant situation S.R. & O. 1940, No. 1235 (the Unemployment Insurance Emergency Powers (Amendment) (No. 2) Regulations 1940) came into operation, whereby employment is not to be deemed unsuitable although not in the claimant's usual occupation, provided that it is at the recognized rate of wage and on the recognized conditions, if the claimant has been unemployed for not less than fourteen days and the employment is certified by the Minister to be on work of national importance.

"What are 'the circumstances of the case' which have to be considered when applying section 28 (3) of the Act in the present case? They are, (1) the country is engaged in a war, on the result of which its existence as a free country depends; (2) the employment offered to the claimant was of urgent necessity for the successful prosecution of the war; (3) the claimant has been unemployed for a month when she refused to apply for the vacancy which was notified to her; (4) she had no prospect of obtaining employment for the next three months.

"In these circumstances the employment in question was suitable employment for the claimant who is disqualified for receiving benefit by virtue of section 28 (1) of the Act, and the appeal of the Chief Insurance Officer must be allowed."

**Case No. 590/40. (21.10.40.)**

SECTION 27 OF THE UNEMPLOYMENT INSURANCE ACTS 1935 TO 1940—EMPLOYMENT LOST THROUGH MISCONDUCT—A CLAIMANT WHO BECAME UNPOPULAR WITH HIS FELLOW WORKERS WHEN HE REGISTERED AS A CONSCIENTIOUS OBJECTOR WAS CONSEQUENTLY DISCHARGED FROM HIS EMPLOYMENT—THE EXERCISE OF A LEGAL RIGHT GIVEN BY SECTION 5 OF THE NATIONAL SERVICE (ARMED FORCES) ACT CANNOT BE DESCRIBED AS "MISCONDUCT."

The material circumstances of this case are as stated in the following decision :—

*Decision.*—"On the facts before me my decision is that the claim for benefit is allowed.

"The claimant for nearly eight years prior to 23rd May, 1940, had been employed in an aluminium factory. On that day he lost his employment through being discharged therefrom.

"It is stated that when he registered under the National Service (Armed Forces) Act, 1939, as he was required to do when he reached the specified age, he registered as a conscientious objector. This he was entitled to do by section 5 (1) of the last-mentioned Act. By that subsection he could claim that 'he conscientiously objects (a) to being registered in the military register, or (b) to performing military service, or (c) to performing combatant duties.' It is not stated on which of these grounds his objection was based. Ultimately the Local Tribunal directed that the claimant 'be registered as a person liable under the Act to be called up for service but to be employed only in non-combatant duties' (*see* section 5 (6) of the Act of 1939).

"The fact that the claimant had registered as a conscientious objector appears to have rendered him unpopular with some of his fellow workers, and he was discharged in consequence from his employment. The reason given by his employers for his discharge was 'unsuitable owing to views expressed on registration.'

"On losing his employment the claimant made a claim for benefit which was disallowed by the Insurance Officer on the ground that having lost his employment through his misconduct he was, by virtue of section 27 of the Unemployment Insurance Act, 1935, disqualified for receiving benefit for six weeks.

"The claimant appealed to the Court of Referees against the decision of the Insurance Officer, and the Court unanimously upheld the decision of the Insurance Officer, basing its decision on Umpire's Decision 431/27.† The Chairman of the Court, however, gave the claimant leave to appeal to the Umpire as 'a decision of the Umpire is desired as to whether the facts constitute misconduct.'

\* Not printed.

† Vol. VI, p. 26, U.I. 440 (Pamphlet No. 1/27).



"The claimant's association has appealed against the decision of the Court of Referees.

"In Decision 431/27, the claimant was dismissed from his employment on Armistice Day because of his unseemly conduct during the 'Two Minutes Silence,' which until the present war was always observed on that day as a solemn act of homage to the men and women of this country who lost their lives in the late war.

"The same may be said of the claimant to whom Decision 431/27 refers as was said of the claimant who was dismissed from his employment for misappropriating the trade union subscriptions which he had collected from his fellow workmen. 'The incident which led up to the applicant's discharge amounted to "misconduct" within the meaning of that expression as used in section 8 (2) of the Act of 1920. It was conduct adversely affecting his relations with his fellow workers, which made it impossible for them to work harmoniously with him and, therefore, was misconduct closely connected with his employment' (Decision 264/25).\*

"To constitute 'misconduct' within the meaning of that word in what was section 8 (2) of the Unemployment Insurance Act, 1920, and what now is section 27 of the Unemployment Insurance Act, 1935, the conduct by reason of which the claimant lost his employment, if not directly connected with his employment, must have some connection with the employment. For instance, it must be of so opprobrious a nature as to affect adversely the claimant's relations with his fellow workmen to such an extent as to make it impossible for them to work with him (Cases 264/25 and 431/27), or of such a character, having regard to the nature of the work on which he is engaged, as to render him not suitable for continued employment (Cases 3150† and 953/27).‡

"The act of the claimant which rendered him unpopular with some of his fellow workmen was not one which made, or should have made, it impossible for them to work with him. What the claimant did was to exercise a legal right which was given to him by the National Service (Armed Forces) Act, and the exercise of such a right cannot be described as 'misconduct.'

"It is said that it was unnecessary for the claimant to register as a conscientious objector when he did, because at the date of registration his occupation was within the Schedule of Reserved Occupations by reason of its nature and his age. This has no bearing on the question at issue. The claimant had the right by section 5 of the last-mentioned Act to claim to be a conscientious objector either on registration or within two days of medical examination, and on which occasion he chooses to exercise his right is quite immaterial to the question which is raised in this case.

"It is also said that the work on which the factory was, and for some time had been, engaged was work in connection with the manufacture of munitions of war, consequently the claimant acted inconsistently in registering as a conscientious objector. If his actions were inconsistent they do not bring this case within the principles of the cases to which I have previously referred.

"In the result I allow the appeal of the claimant's association as, in my view, the claimant's loss of employment was not brought about by any act of misconduct on his part."

### EMERGENCY POWERS (TEMPORARY EMPLOYMENT IN AGRICULTURE).

**The Unemployment Insurance (Emergency Powers) (Temporary Employment in Agriculture) Regulations, 1940, dated 25th September, 1940, made by the Minister of Labour and National Service under the Unemployment Insurance (Emergency Powers) Act, 1939 (2 & 3 Geo. 6, c. 92).**

The above Regulations, which were made by the Minister of Labour and National Service on 25th September, 1940, provide that persons employed in pursuance of any schemes, specified in the Schedule to the Regulations, for the temporary employment of persons in agriculture (including horticulture and forestry) shall not in respect of that employment be treated as employed persons for the purposes of the Unemployment Insurance Acts, unless they have had contributions paid during the twelve months prior to first taking up the agricultural employment.

The specified schemes are harvesting schemes for the employment of students and schemes for the employment of school-children, prepared by the Ministry of Agriculture and Fisheries and the Department of Agriculture for Scotland, schemes for the employment on the land of the auxiliary force of the Women's Land Army, schemes for the employment of volunteers on forestry operations during holiday periods, prepared by the Forestry Commission, and any scheme for the employment of members of a voluntary land club approved for the purposes of Regulation 27 of the Defence (Agriculture and Fisheries) Regulations, 1939, by the Ministry of Agriculture and Fisheries.

### CONTRIBUTIONS REGULATIONS.

**The Unemployment Insurance (Contributions) (Amendment) Regulations, 1940, dated 7th October, 1940, made by the Minister of Labour and National Service under the Unemployment Insurance Act, 1935 (25 & 26 Geo. 5, c. 8).**

These Amendment Regulations, made by the Minister of Labour and National Service, relate to the payment of contributions by

means of stamps impressed upon unemployment books by a machine and die. Under an earlier Order\* an employer who wished to pay contributions in this manner was required to exchange the regular books of his employees (on which contributions could be recorded only by affixing adhesive stamps) for special "impressed stamping books." The new Order provides that contributions may be paid by means of stamps impressed upon regular books.

The new Order came into force on October 7th, 1940.

### APPROVAL OF ARRANGEMENTS REGULATIONS, 1940.

**The Unemployment Insurance (Approval of Arrangements) Regulations, 1940,† dated 14th October, 1940, made by the Minister of Labour and National Service under Section 2 of the Unemployment Insurance Act, 1939 (2 & 3 Geo. 6, c. 29).**

The above Regulations were made by the Minister of Labour and National Service on 14th October, 1940. They relate to arrangements made by employers providing for payments to their workpeople during suspension of employment or after the termination of employment, and indicate the conditions which must be satisfied before such arrangements can be approved by the Minister for the purposes of Section 2 of the Unemployment Insurance Act, 1939. Further particulars are given on page 284 of this issue.

### UNEMPLOYMENT ASSISTANCE.

#### DETERMINATION OF NEED AND ASSESSMENT OF NEEDS.

**The Unemployment Assistance (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1940,‡ dated November 4th, 1940, made by the Minister of Labour and National Service under the Unemployment Assistance Act, 1934 (24 & 25 Geo. 5, c. 29).**

The above Regulations, which came into force on 4th November, 1940, provide for increases in the scale which forms the basis for the calculation of unemployment allowances. A summary of the draft Regulations, in the terms of which the Regulations have been made, appeared in the issue of this GAZETTE for October, 1940 (page 264), and that summary may be read as a summary of the Regulations.

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

#### Recent Proceedings.

#### INDUSTRIAL COURT AWARDS.

**CINE-TECHNICIANS.**—The Association of Cine-Technicians asked what wages ought to be paid to technicians employed by British Instructional Films Limited and Pathe Pictures Limited, and what conditions of employment ought to be observed in accordance with Section 34 (1) of the Cinematograph Films Act, 1938. The Court ruled that the men concerned were employed by British Instructional Films Limited and that the firm does not carry on the business of making films to which the Cinematograph Films Act, 1938, applies.—*Award No. 1767*; dated 3rd October, 1940.

**STOREHOUSE ASSISTANTS: ADMIRALTY.**—The trade union side of the Shipbuilding Trade Joint Council for Government Departments asked that storehouse assistants on a scale of 37s. a week rising by annual increments of 1s. to 42s. a week be increased to 41s. a week rising by annual increments of 1s. to 46s. a week. The Court awarded an increase of 2s. a week, making the minimum rate 39s. and the maximum rate 44s. a week.—*Award No. 1768*; dated 7th October, 1940.

**TAILOR'S MACHINIST.**—The National Union of Tailors and Garment Workers asked whether the discharge of the workman P. Jackovitch, employed by Louis Michaels (Clothing Contractors) Limited, was justified. Parties were heard on 18th and 19th September, 1940, and, owing to the non-appearance of the workman, the hearing was adjourned to 10th October, but before this date the Union notified the Court that Mr. Jackovitch had decided to withdraw his claim.—*Award No. 1769*; dated 10th October, 1940.

**NON-TRADING SERVICES AND OTHERS: TYNEMOUTH COUNTY BOROUGH COUNCIL.**—The National Union of General and Municipal Workers and the United Road Transport Workers' Association of England claimed an increase of wages for Union members on account of the increased cost of living. The Court awarded an advance of 1½d. an hour as from 31st May, 1940, and a further ½d. an hour from the beginning of the first full pay period following the date of the award to those employed in the non-trading departments, and to cleansers, watermen, cranemen and sea-water pump attendants employed on the quays; an advance of 5s. a week as from 31st May, 1940, and a further 2s. 6d. a week from the beginning of the first full pay period following the date of the award to caretakers and groundsmen; an advance of 1d. an hour to pipe-

\* Vol. IV, p. 42, U.I. 440 (Pamphlet No. 3/25).

† Vol. II, p. 6, U.I. 440 (Pamphlet No. 10 (New Series)).

‡ Not printed.

§ *Statutory Rules and Orders*, 1940, No. 1745. H.M. Stationery Office, price 1d. net (2d. post free).

|| *Statutory Rules and Orders*, 1940, No. 1832. H.M. Stationery Office, price 1d. net (2d. post free).

\* *Statutory Rules and Orders*, 1939, No. 586.

† *Statutory Rules and Orders*, 1940, No. 1969. H.M. Stationery Office, price 1d. net (2d. post free).

‡ *Statutory Rules and Orders*, 1940, No. 1995. H.M. Stationery Office, price 1d. net (2d. post free).



jointers and motor-lorry drivers,  $\frac{1}{2}$ d. an hour to workmen with concrete breakers and  $\frac{1}{2}$ d. an hour to labourers in the water department. The Court also awarded that future changes of wages shall be in accordance with the recommendations of the National Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers) Provincial Council for Northumberland and Durham, and the Joint Industrial Council for the Waterworks Undertakings Industry, Northern Area, respectively, so far as general increases or decreases are concerned.—Award No. 1770; dated 22nd October, 1940.

### SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

**CLOTHING INDUSTRY: MANCHESTER.**—Mr. F. N. Keen was appointed under the Industrial Courts Act, 1919, to act as Arbitrator in the matter of a claim by the Waterproof Garment Workers' Trade Union for the payment by the Imperial Waterproof Company, Manchester, of a  $2\frac{1}{2}$  per cent. increase in wages as from 2nd August, 1940, in accordance with the agreement between the Union and the Rubberproofed Garment Manufacturers' Association. The Union also claimed payment for holidays to certain employees of the firm who left their employment before the normal holiday date. In his Award dated 4th October, Mr. Keen found that the firm was, by virtue of clause 5 of the Conditions of Employment and National Arbitration Order, 1940, under a statutory obligation to observe the terms of the agreement or terms and conditions not less favourable. He therefore awarded the wages payment claimed, but decided that the claim for holidays had not been established.

## THE CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDER, 1940.

### NATIONAL ARBITRATION TRIBUNAL AWARDS.

**WAGES OF MOULDERS EMPLOYED BY AN ABERTILLERY FIRM OF FOUNDERS AND ENGINEERS.**

*Parties:* The National Union of Foundry Workers and Messrs. Warwill, Limited, of Abertillery.

*Claim:* For payment by the Company, with retrospective effect, of the rates of wages agreed between the South Wales and Monmouthshire Iron and Steel Manufacturers' Association and the South Wales and Monmouthshire Allied Engineering Skilled Trades Association.

*Award:* The Tribunal awarded that the moulders employed by the Company be paid in accordance with the terms of the agreement between the South Wales and Monmouthshire Iron and Steel Manufacturers' Association, and the South Wales and Monmouthshire Allied Engineering Skilled Trades' Association.

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

*Award No. 24;* dated 5th October, 1940.

**HOLIDAY PAYMENT FOR EMPLOYEES OF A ROMILEY FIRM OF DYERS AND BLEACHERS.**

*Parties:* The National Union of Dyers, Bleachers and Textile Workers and Messrs. Joshua Schofield and Sons, Limited, of Romiley, near Stockport.

*Claim:* For payment for annual holidays.

*Award:* The Tribunal awarded that the Company shall observe the terms of the joint agreement dated 15th August, 1939, between the Allied Association of Bleachers, Dyers, Printers and Finishers, and the National Union of Dyers, Bleachers and Textile Workers, regarding the payment for an annual holiday, but so that the first credit under the provisions of the agreement shall be made as from the beginning of the first full pay period following the date of this award and the first payment for holiday shall be made in 1941.

*Award No. 25;* dated 5th October, 1940.

**BONUS TO NON-CRAFTSMEN EMPLOYED BY AN ENGINEERING AND SHIPBUILDING FIRM IN LOWESTOFT.**

*Parties:* The Transport and General Workers' Union and The L.B.S. Engineering Company, Limited, of Lowestoft.

*Claim:* For payment to members of the Union of the 5s. per week bonus granted in February, 1940, by the Employers' Federations in the Engineering and the Shipbuilding industries.

*Award:* The Tribunal awarded that the Company shall pay a bonus of 5s. a week to all members (non-craftsmen) of the Union who were employed by the firm prior to 19th February, 1940, or who have been engaged since that date, at a rate of 1s. an hour.

*Date of operation:* As from 19th February, 1940.

*Award No. 26;* dated 16th October, 1940.

**WAGES IN THE ABERDEEN GRANITE MANUFACTURING INDUSTRY.**

*Parties:* The Aberdeen Monumental Section of the Building and Monumental Workers' Association of Scotland and The Aberdeen Granite Manufacturers' Association.

*Claim:* For an increase of wages.

*Award:* The Tribunal awarded an increase of  $\frac{1}{2}$ d. an hour to all workers on the rates prevailing at 31st July, 1940.

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

*Award No. 27;* dated 18th October, 1940.

**WAGES OF EMPLOYEES AT THE TREDOMEN FOUNDRY OF MESSRS. POWELL DUFFRYN ASSOCIATED COLLIERIES, LIMITED.**

*Parties:* The National Union of Foundry Workers and Messrs. Powell Duffryn Associated Collieries, Ltd.

*Claim:* For an increase of wages on behalf of certain classes of men employed in the Company's Tredomen Foundry Department.

*Award:* The Tribunal awarded that the claim be not granted.

*Award No. 28;* dated 29th October, 1940.

**WAGES OF WOODWORKERS EMPLOYED BY A LONDON FIRM.**

*Parties:* The Amalgamated Society of Woodworkers and The Austin Veneer and Panel Company, Limited.

*Claim:* For observance by the Company in respect of all woodworkers, as from 1st June, 1940, of the conditions of labour and rates of pay provided by the Working Rules for the Cabinet Trade of London.

*Award:* The Tribunal awarded that the claim be not granted.

*Award No. 29;* dated 30th October, 1940.

## TRADE BOARDS ACTS AND ROAD HAULAGE WAGES ACT.

### (A.)—NOTICES OF PROPOSAL.

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

#### Road Haulage Central Wages Board.

Proposal R.H. (5), dated 8th October, 1940, to amend the statutory remuneration of road haulage workers to whom Part I of the Road Haulage Wages Act, 1938, as amended by the Road Haulage (Emergency Provisions) (Miscellaneous) Regulations, 1940, applies.

#### General Waste Materials Reclamation Trade Board (Northern Ireland).

Proposal N.I.W.R. (N.13), dated 17th October, 1940, to vary minimum rates of wages for male and female workers.

#### Baking Trade Board (Northern Ireland).

Proposal N.I.Bk. (N.3), dated 22nd October, 1940, to fix general minimum time rates and general overtime rates for certain classes of female workers.

#### Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Trade Board (Northern Ireland).

Proposal N.I.H.G. (N.69), dated 28th October, 1940, to vary minimum rates of wages for male and female workers.

### (B.)—CONFIRMING ORDERS.

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

#### Boot and Shoe Repairing Trade Board (Great Britain).

Orders D. (61), and D. (62), dated 17th October, 1940, confirming variations of minimum rates of wages, and specifying 24th October, 1940, as the date from which such rates became effective.

#### Milk Distributive Trade Board (Scotland).

Order M.D.S. (31), dated 21st October, 1940, confirming a variation of minimum rates of wages, and specifying 28th October, 1940, as the date from which such rates became effective.

#### Milk Distributive Trade Board (England and Wales).

Order M.D. (30), dated 2nd November, 1940, confirming a variation of minimum rates of wages, and specifying 18th November, 1940, as the date from which these rates should become effective.

#### Baking Trade Board (Northern Ireland).

Order N.I.Bk. (4), dated 18th October, 1940, confirming the fixation of general minimum time rates and general overtime rates for certain classes of male and female workers, and specifying 7th November, 1940, as the date from which these rates should become effective.

### (C.)—REGULATIONS.

#### Flax and Hemp Trade Board (Great Britain).

Regulations dated 18th October, 1940, have been made by the Minister of Labour and National Service under Section 11 of the Trade Boards Act, 1909, with respect to the constitution and proceedings of this Trade Board. Copies may be obtained from H.M. Stationery Office; price 1d. net (2d. post free).

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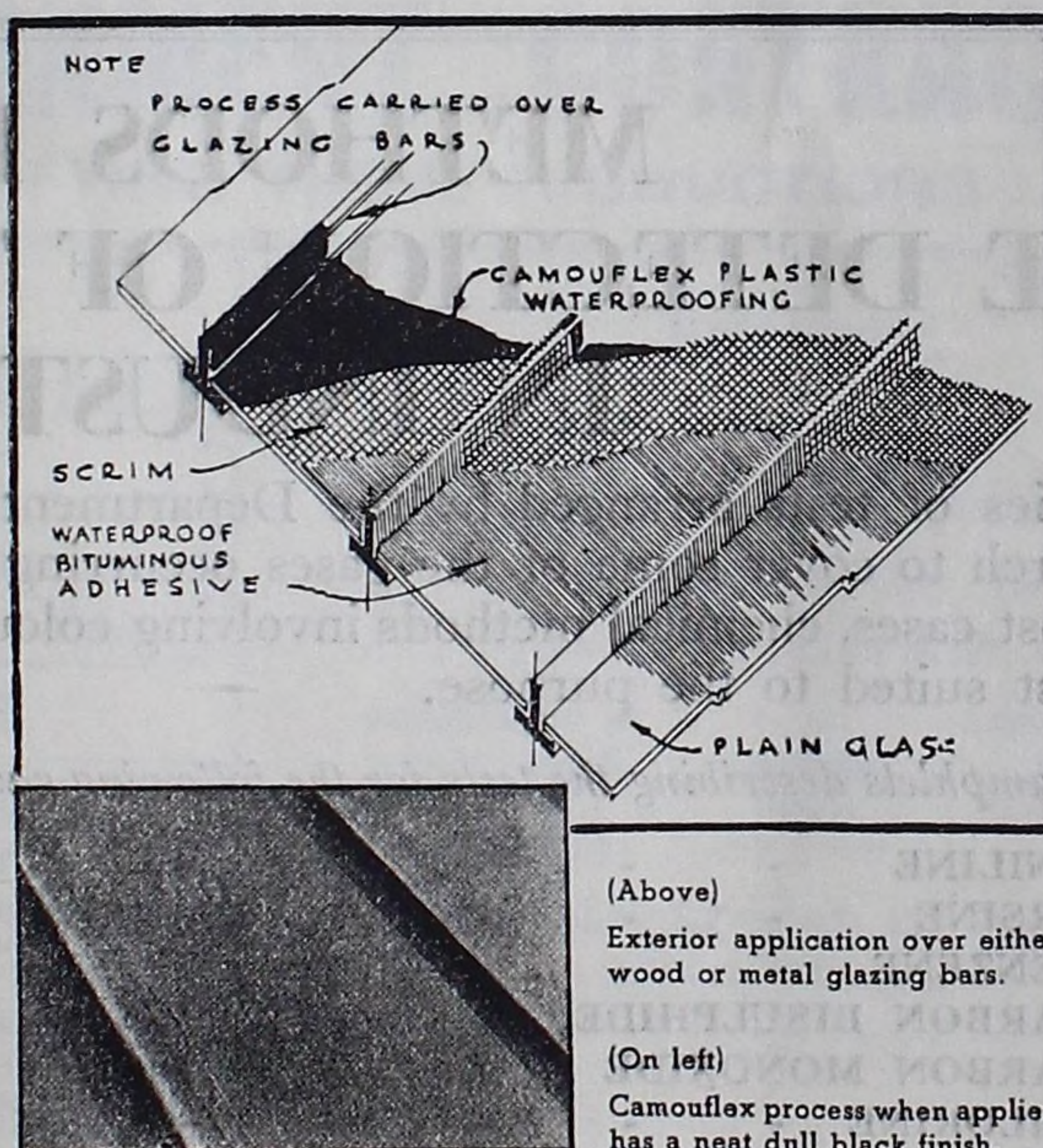
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