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

EMPLOYMENT AND UNEMPLOYMENT.

THE number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 17th November was 95,335, a decrease of 1,699 as compared with 13th October. Of this total, 27,821 had been classified by interviewing panels as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 5,914; this was a decrease of 706 as compared with 13th October. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 10,784, an increase of 1,364 as compared with 13th October.

The corresponding figures for women and girls on the registers at 17th November were 76,649 wholly unemployed, 10,098 temporarily stopped, and 322 unemployed casual workers. Of those wholly unemployed 3,076 had been classified by interviewing panels as unsuitable for normal full-time employment, and 3,311 had been classified as unable for good cause to transfer to another area. As compared with 13th October, the numbers wholly unemployed showed a decrease of 12,167, those temporarily stopped a decrease of 3,734, and unemployed casual workers a decrease of 155.

The total numbers of men and boys on the registers decreased between 13th October and 17th November in the North-Western Region, but increased in the London and South-Eastern Region; in other areas there was little change. Among women and girls the numbers on the registers were lower at 17th November in every administrative region, the decreases being greatest in the North-Western, North-Eastern, and London and South-Eastern Regions, and in Scotland.

The number of applicants for unemployment benefit or allowances on the registers at 17th November was 138,229, as compared with 147,541 at 13th October, and 669,428 at 11th November, 1940.

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 during November resulted in an aggregate increase estimated at about £70,000 in the weekly full-time wages of about 410,000 workpeople and in a decrease estimated at about £1,800 in those of 28,000 workpeople.*

In coal mining there were slight increases in the percentage additions to basis rates in Derbyshire (except South Derbyshire), Leicestershire, Cannock Chase and Warwickshire, due to the operation of sliding scales

based on fluctuations in the proceeds of the industry. In iron ore mining in Cumberland, the war bonus was increased by $\frac{1}{2}$ d. a shift under cost-of-living sliding-scale arrangements. In the engineering industry, the basic rates of women, 18 years of age and over, employed in federated establishments, were raised by from 3s. to 5s. a week, according to age. In the paper making industry, war bonuses were increased by $1\frac{1}{2}$ d. an hour for men, and by smaller amounts for women and girls. In general, jobbing, and newspaper printing and book-binding there were increases, for time workers, of 5s. a week for men and for women employed on men's work, with smaller increases for other women and juveniles, except for workpeople engaged in the production of London morning, evening and Sunday newspapers, for whom the increase in the case of men employed on full-time was 7s. 6d. a week. For piece workers, the increases were 1s. or 10d. a day for men and 9d. or 7d. a day for women.

Decreases were reported only in the coal mining industry in South Derbyshire and North Staffordshire, where there were reductions of over 9 per cent. and 2 per cent., respectively, on basis rates, due to the operation of sliding scales based on fluctuations in the proceeds of the industry.

The changes reported in the first eleven months of 1941, in the industries for which statistics are compiled, are estimated to have resulted in a net increase of about £1,650,000 a week in the wage rates of over 7,800,000 workpeople. In the corresponding eleven months of 1940, approximately 7,800,000 workpeople in these industries received a net increase of nearly £2,000,000 a week.

Particulars of the principal changes in rates of wages during November are given on pages 239 to 241.

COST OF LIVING.

At 1st December the official cost-of-living index figure was 101 per cent. above the level of July, 1914, as compared with 100 per cent. at 1st November. For food prices alone the index number was the same at 1st December as at 1st November, viz., 65 points above the level of July, 1914. Among items other than food there were slight increases in the prices of clothing, clothing materials, household ironmongery and pottery, and in the prices of coal in some districts.

Further particulars of the changes in retail prices are given on page 242.

TRADE DISPUTES.

The number of trade disputes involving stoppages of work, reported to the Department as beginning in November, was 111. In addition, 13 disputes which began before November were still in progress at the beginning of that month. The approximate number of workpeople involved in these 124 disputes (including workpeople thrown out of work at the establishments where the disputes occurred) was 46,000, and the aggregate duration of the disputes in November was about 72,000 working days.

* The workpeople whose rates of wages were reduced in November had received increases of greater amount during the earlier months of 1941.

MAN-POWER POLICY AND NATIONAL SERVICE.

NEW MEASURES BY H.M. GOVERNMENT.

In a Memorandum* presented to Parliament by the Minister of Labour and National Service, early in December, particulars were given of new measures to be introduced by H.M. Government in pursuance of their man-power policy. These measures, so far as they required legislative sanction, were embodied in a Bill which, after approval by Parliament, received the Royal Assent on 18th December, as the National Service (No. 2) Act, 1941.† A review of the measures instituted by this Act, and also particulars, amplified in some respects, of the other measures outlined in the Memorandum, are given below.

NATIONAL SERVICE (No. 2) ACT, 1941.

The National Service (No. 2) Act, 1941, declares that all persons of either sex for the time being in Great Britain are liable to undertake some form of national service, whether under the Crown or not, and whether in the Armed Forces of the Crown, in Civil Defence, in industry or otherwise. This liability is subject to the limitation that the service to be undertaken must be, as regards whole-time service in the Armed Forces of the Crown or in Civil Defence, such service as may be imposed under the National Service Acts, 1939 to 1941, and as regards any other form of national service (including part-time service in the Armed Forces of the Crown or in Civil Defence), such service as may be imposed under Defence Regulations. These Regulations are being amended to make it clear that the power vested in the Minister of Labour and National Service by the Regulations to direct any person to specified services includes the power of direction to undertake Civil Defence duties.

For the purposes of the compulsory liability for service under the National Service Acts, the new Act amends the principal Act so as to raise the upper age limit for such service from 41 to 51 years. It is contemplated, however, that men above the age of 40 shall be posted only for static and sedentary duties.

The Act also extends the National Service Acts to women, and enables women to be recruited under those Acts for the Women's Royal Naval Service, the Auxiliary Territorial Service, the Women's Auxiliary Air Force and any Civil Defence Force. The women will have the statutory safeguards of the National Service Acts, including those relating to conscientious objection and exceptional hardship. Exemption from the liability to be called up for national service is provided by the Act for married women not living apart from their husbands under decrees or orders of any Court, and any woman who has living with her a child of hers under the age of 14 (including a stepchild, an illegitimate child and, if the adoption took place before this Act, an adopted child).

A Royal Proclamation, on 18th December, made liable women who by that date had reached the age of 20 but had not yet reached 31. Women between those ages will be called up in age classes, beginning with those born in 1921 and 1920. Women will not be required to use lethal weapons unless they volunteer to do so, and, so far as practicable, they will be posted for service near their homes. When women are called up, they will be given an option to serve in the Auxiliary Forces, in Civil Defence or in certain specified vacancies in industry. If they do not express a preference, they will be posted for service in one or other of these capacities, as required. Women engaged in vital war work or service will be reserved from calling up. Other women may have their calling up deferred if it is in the national interest that they should not be moved from their present work.

The obligations which are, or may be, imposed by Defence Regulations on persons in Northern Ireland are not affected by the Act.

REDUCTION IN THE LOWER AGE LIMIT FOR COMPULSORY RECRUITMENT TO THE FORCES: ROYAL PROCLAMATION.

Although the lower age limit for compulsory service under the National Service Acts is 18 years, men have not hitherto been posted to the Forces below the age of 19. It has now been decided that for this purpose the age shall be reduced to 18½. A Royal Proclamation made on 27th November extended the liability for service to men who, since 29th January, 1941, the date of the previous Proclamation,† had reached the age of 18. The first half of the 1923 age class (i.e., men born between 1st January and 30th June, 1923, both dates inclusive) were required to register on 13th December; but they will not be required to join their units before January, by which time they will all have reached the age of 18½.

Special arrangements will be made, as on the occasion of the registration of the 1921 and 1922 age classes, to defer the calling up of industrial apprentices, to enable students who are acquiring scientific and technical qualifications of great value to the war effort to complete their courses, to enable boys at school studying for a Higher Certificate or a comparable examination in the summer to take such examination, and to enable men in their first year at the University to attest into the Forces and complete their first year course while undergoing military training in the Senior Training Corps or University Air Squadron. For medical and dental students no special arrangements are required.

RESERVATION BY OCCUPATIONS TO BE REPLACED BY A SYSTEM OF INDIVIDUAL DEFERMENTS.

It has been decided that the system of block reservation under the Schedule of Reserved Occupations must, in general, be replaced gradually by a system of individual deferments under which each individual case will come under review. This transition will be effected by raising the age of reservation, as shown in the December, 1941, revise of the Schedule of Reserved Occupations, by one year steps at monthly intervals beginning at 1st January. Where necessary, men below the ages of reservation for their occupations, including men who have ceased to be reserved as a result of the monthly raising of ages of reservation, will be retained in industry by means of individual deferment of their calling-up. The arrangement for progressive de-reservation will not apply to merchant seamen, full-time members of the Royal Observer Corps, reserved occupations in Civil Defence, students, lay evangelists, veterinary surgeons, and occupations covered by special schemes of deferment dealing with men in agriculture, the Civil Service and allied Services, building and civil engineering, and coalmining.

Men who are de-reserved under the new scheme will be given a notice, which they will be asked to hand to their employer, and an opportunity will be given for application for deferment of calling-up in the case of those men who are engaged in work of vital national importance for whom substitutes cannot be obtained. Employers desiring deferment of calling-up of men employed by them, on the ground of the indispensability of the men for work of national importance, should apply on forms (N.S. 300) obtainable at any Local Office of the Ministry of Labour and National Service, where a leaflet (N.L. 8) describing the calling-up and deferment procedure may also be obtained. Completed forms should be sent to the office of the Ministry shown on the men's registration certificate (N.S. 2). Men for whom deferment applications are not granted will be transferred to other civilian vacancies if they belong to certain scarcity occupations in which men are urgently required in industry; otherwise, they will be called up for the Forces. If the employer does not apply for a man's deferment, that man will have an opportunity of applying for deferment when he is called up for a medical examination. Decisions upon applications for deferment will be given by newly constituted district Man-Power Boards. The Boards consist of a Labour Supply Officer (generally the Chairman or a member of the existing Labour Supply Committee), a Military Recruiting Officer in charge of the local Military Recruiting Branch of the Ministry of Labour and National Service, a Deferment Officer, a Woman-Power Officer, and a Chairman.

Steps have already been taken to cancel the deferment of calling up of all men under the age of 25, except those employed in certain occupations of the first importance. Other deferments will be reviewed by the new district Boards.

An unreserved man who changes from an unreserved into a reserved occupation will not, in future, become reserved by the change, even though he is above the age of reservation for the new occupation. His retention in the new occupation can be secured only by means of an application for the deferment of his calling-up.

Since 3rd December, 1941, the admission of undertakings to the Register of Protected Establishments has been discontinued. Employers whose establishments had already been admitted to the Register by 3rd December will be advised by letter at an early date regarding the action which they are required to take, in consequence of the progressive raising of ages of reservation in respect of men employed by them.

REGISTRATION OF WOMEN UNDER THE REGISTRATION FOR EMPLOYMENT ORDER.

Women aged 21 to 31 had already, by 6th December, been registered under the Registration for Employment Order, and these and future registrations under the Order will be used, as necessary, for the purpose of the National Service Acts. Women aged 20 (i.e., the 1921 class) will be registered on 10th January, 1942, and those aged 32-40 will be registered at fortnightly intervals thereafter.

Women who, for the time being, are not being considered for calling up, but who are being dealt with under the Registration for Employment Order, will ordinarily be regarded as available to be moved to important employment, unless they have special qualifications which are already being properly used in the national effort or occupy a pivotal position. A woman will generally be regarded as available for employment away from her home unless she is the wife of a man serving in the Armed Forces or in the Merchant Navy, or is a married woman with household responsibilities. Cases of doubt will be referred to the Women's Panels, and, if any woman is thought to refuse such employment unreasonably, directions for her employment will be issued. In that case she will be given an opportunity to appeal to a Local Appeal Board.

Before any woman is transferred to other employment, her employer will have an opportunity of making representations.

REGISTRATION OF BOYS AND GIRLS BETWEEN THE AGES OF 16 AND 18.

Boys and girls between the ages of 16 and 18 will be required to register and will be interviewed by the Youth Service Committee of the Education Authority, with a view to their being encouraged to join appropriate organisations. The minimum age of entry into the Home Guard will be reduced to 16 for certain duties.

* Cmd. 6324; H.M. Stationers Office, price 1d post free.

† National Service (No. 2) Act, 1941.

‡ See the February issue of this GAZETTE, page 32.

REGISTRATION FOR EMPLOYMENT ORDER, 1941.

FURTHER REGISTRATIONS OF WOMEN.

The registration of women aged 20 (*i.e.*, the 1921 class) will be effected on 10th January; the 1909 to 1905 classes will be registered at fortnightly intervals thereafter.

RELEASE OF WOMEN AGED 20-30 EMPLOYED IN GOVERNMENT DEPARTMENTS.

Government Departments have been requested by H.M. Treasury to release for service in the Auxiliary Forces or in industry as many mobile women as possible between the ages of 20 and 30 who are employed by the Departments in the clerical and sub-clerical classes, other than those with special qualifications.

WITHDRAWAL OF WOMEN AGED 20-25 EMPLOYED BY LOCAL AUTHORITIES.

THE Minister of Labour and National Service, after consultation with the Minister of Health and discussions with representatives of Local Authority Associations in England and Wales and the London County Council, has decided, subject to the arrangements set out below, to withdraw for vital war work or the Women's Services, women on the non-manual staffs of Local Authorities who were between the ages of 20-25 inclusive on the day of their registration.

No woman will be withdrawn without prior consultation with each Local Authority concerned, and the following categories of women will be excluded from consideration:—(1) Women employed in a professional, technical or administrative capacity; (2) shorthand typists and machine operators employed on such work for 50 per cent. or more of their time; (3) staffs employed in hospitals and other institutions, including day nurseries and maternity and child welfare centres (subject to special arrangements in regard to clerical workers); (4) mental deficiency staffs (subject to special arrangements in regard to clerical workers); (5) nursing staffs, including probationers.

In general, the women to be withdrawn will be those who are mobile or, if immobile, those who are living in the areas where there is vital war work available locally.

No woman at present in one of the categories to be withdrawn should remove to any other civilian employment until her case has been considered by the Local Office of the Ministry of Labour and National Service in consultation with the Local Authority.

NATIONAL SERVICE ACTS, 1939-1941.

SCHEDULE OF RESERVED OCCUPATIONS.

THE Ministry of Labour and National Service have issued a revised edition of the Schedule of Reserved Occupations.* The revised Schedule sets out the ages of reservation for reserved occupations as at 1st December, 1941, and is prefaced by an explanatory memorandum describing the arrangements whereby the system of reservation by occupations is to be gradually replaced by a system of individual deferment of calling-up, in accordance with the Government's decision referred to in the article headed "Man-Power Policy and National Service," on page 232.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDER.

THE provisions contained in the Schedule to the Conditions of Employment and National Arbitration Order, 1940,† which relate to the constitution of the National Arbitration Tribunal, have been amended by the Conditions of Employment and National Arbitration (Amendment) Order, 1941,‡ made on 14th November by the Minister of Labour and National Service, after consultation with the Consultative Committee appointed by the National Joint Advisory Council. The provisions in question stipulated that the Tribunal should comprise three Appointed Members, one of whom was to be Chairman; and it was originally contemplated that the Appointed Members should serve in a full-time capacity. Such service by the members has, however, proved to be not wholly practicable, and accordingly the new Order provides for the constitution of a panel of not more than five Appointed Members, of whom two, in addition to the Chairman, are to be selected by the Minister to sit for any hearing before the National Arbitration Tribunal.

The Minister has now appointed the Hon. Sir Gavin Turnbull Simonds, Sir John Forster, Sir William David Ross, K.B.E., M.A., LL.D., F.B.A., Sir Francis Floud, K.C.B., K.C.S.I., K.C.M.G., and Mr. Arnold Nixon Shimmin, M.A., as Appointed Members of the National Arbitration Tribunal, and has directed that, whenever present, the Hon. Sir Gavin Turnbull Simonds shall be Chairman of the Tribunal.

* *Schedule of Reserved Occupations (Revision December, 1941)*. H.M. Stationery Office, price 1s. 0d. net (1s. 2d. post free).

† See the issue of this GAZETTE for August, 1940, pages 210 and 235.

‡ *Statutory Rules and Orders*, 1941, No. 1884; H.M. Stationery Office, price 1d. net (2d. post free). The text of the Order is reproduced on page 248.

GOVERNMENT STATEMENT RELATING TO PRODUCTION.

REPORT OF THE SELECT COMMITTEE ON NATIONAL EXPENDITURE.

IN a paper entitled "Statement relating to Production" the Government have communicated to the Select Committee on National Expenditure their observations on the recommendations made by the Committee in their Twenty-first Report, dealing with the output of labour.* This paper has been published in the Twenty-fifth Report of the Committee.†

The Government's Statement, as presented in the Report, is concerned in the first place with the specific recommendations of the Select Committee, and deals also with some other issues affecting war production. Summaries of some of the more important of the Government's observations, as presented in the Report, are given below.

Hours of Work.—On the subject of the determination of the best length of the working week for different kinds of work and for men, women and juveniles, the Statement draws attention to investigations by the Industrial Health Research Board which indicate that, over an extended period, weekly working hours should not exceed 60 for men and 55 for women, and declares that it has appeared to the Government to be more useful to take all possible steps to restrict weekly hours within these limits than to institute further investigations which were unlikely to produce different results.

As regards the recommendation that workpeople should have one day's rest in seven while factories, on the other hand, should be kept working wherever possible seven days a week, it is observed that, though it is possible for such a system to be arranged in some factories, it would seem that in very many, if not most, cases five-and-a-half or six days' of production (with or without two-day shifts or day-and-night shifts) will continue to be the best system that can be devised. The Statement adduces a number of reasons for this conclusion, and also points out that it is important to bear in mind that Sunday work makes added demands for transport and other ancillary workers. All Departments agree that, in the interests of the maintenance of production at the maximum level, Sunday work should be restricted (subject to some exceptions) to essential maintenance or repair work and to occasions when special emergencies have to be met.

Consistently with the Committee's recommendation, it is the Government's policy that factories and plant should be employed for as much of the 24 hours as possible, and in an increasing number of factories the plant is being operated round the clock by the working of two long shifts (10 to 12 hours) or three shorter shifts (7½ to 8 hours). The supply of labour is often a factor which determines how far it is or is not possible to introduce double shift working.

Wages.—The problem of ensuring the right fixing of piece-rates is constantly under consideration by the Production Departments, as recommended by the Select Committee. In general, the influence of the Departments is exercised to secure the fixing of piece-rates on a fair basis within the terms of agreements in operation between employers and employed.

Management.—Concerning the relevant recommendation of the Committee, the Government state that special arrangements were made in July and August, 1940, to bring home to employers the need for economy in the use of skilled labour, and to persuade them to report any labour that could be released, even temporarily. These efforts were not completely successful, and more recent arrangements have been made by the Ministry of Labour and National Service to facilitate the temporary transfer on loan to other employers of workers who may be temporarily redundant in the establishments where they are employed. Steps have been taken to make these arrangements widely known among employers.

The Government fully endorse the policy recommended by the Committee that, when work is held up, managements should explain the cause to their workpeople, if considerations of secrecy do not make this impossible. The Regional Boards and Production Defence Committees are encouraging managements and workpeople to come together on this matter and on the general matter of the interchange of information and experience. Employers and Unions are giving special attention to their own ways of meeting the need of giving information to workpeople, and progress is being made in a variety of different methods adapted to local circumstances.

In a general note on lack of work and "idle time," the Government, after reviewing the principal avoidable and unavoidable causes, state that arrangements have been made whereby joint investigations into the labour needs of factories are made by representatives of the Ministry of Labour and National Service and of the appropriate Production Departments. On the basis of such investigations immediate action can be taken to adjust the labour force in the factory to the numbers for the time being required and to remove any conditions which may be causing avoidable "idle time" and other unsatisfactory results.

The Statement endorses the Committee's recommendations regarding the appointment of personnel departments and the

* See the September issue of this GAZETTE, page 175.

† *Twenty-Fifth Report from the Select Committee on National Expenditure*, Session 1940-1941. (H.C. 124; H. M. Stationery Office, price 6d. net (7d. post free).)

selection of foremen, and points out that publicity has been given to training courses both for welfare supervisors and for foremen.

Discipline.—As regards the Committee's recommendations concerning the disciplinary provisions of the Essential Work Orders, these are, in fact, kept under constant review. At the date of the Report the relevant provisions of the General Order had only recently been amended so as to strengthen them in various respects, but so far, the Government state, no conclusions can be drawn from the short experience of the amended provisions. The amendment of the special Orders is under discussion with the interests concerned. The specific proposal that the de-reservation of individual workers and their compulsory enlistment in the Forces should be used as a penalty for industrial offences is open to objection on grounds of principle, and would not meet with support from the workers.

Industrial Relations.—Over large sections of industry there is well-established procedure for the avoidance and settlement of disputes. Any publicity which created an impression that the services of Conciliation Officers were immediately available to settle disputes by direct intervention would tend to be subversive of the constitutional authority of employers' organisations and trade unions. Very few working days are being lost by trade disputes at present and the loss in 1940 was at a rate of about one day per worker in every 15 years. The problem of reducing the present degree of stoppage still further is by no means so simple as to be capable of solution by publicity directed to bringing impending stoppages to the early notice of Conciliation Officers, and the real remedy lies in the prevention of difficulties and grievances.

Transport.—The Government's replies to the various recommendations of the Committee affecting transport questions deal in detail with the various matters raised, and indicate the obstacles which, so far, have stood in the way of effective progress along certain of the lines suggested by the Committee. For the relief of the "peak-hour" problem, the Government already have power under the Defence Regulations to require schemes for staggering of hours to be carried out, and means are, it is stated, being sought to meet the problem along other lines, including the early closing of shops in the centre of large towns.

Food Questions.—As regards the recommendation concerning the extended provision of canteens in factories, the Government point out that they already have ample powers in this matter and assert that they will not hesitate to use them, where necessary. In the case of relatively small factories the Government's policy is to supplement existing facilities (if any) for obtaining meals near factories by the provision of British Restaurants or similar establishments.

Lighting.—Factory Inspectors have been reminded of the importance of expediting the improvement of lighting in factories, and considerable improvements have, in fact, been made, in face of existing difficulties with regard to the supply of labour and materials.

Incentives to Output.—The Government's replies to the recommendations on this subject indicate that action along the lines suggested has been and is being taken. In order to remove misconceptions about income-tax an explanatory poster has been produced.

Other Questions affecting Labour and Production.—In the second part of their Statement the Government describe briefly, under the heading "Supply and Training of Labour," the principal measures in force, at the time the Statement was prepared, "for providing and training the additional labour force, skilled and unskilled, which is required at the present stage of our war-production programme." These measures, particulars of the more important of which have been and are given from time to time in the successive issues of this GAZETTE, are concerned with the concentration of production, the contraction of particular industries by means of the compulsory withdrawal of labour, co-ordination of Government contracts, the Registration for Employment Order, labour supply and demand, the "Mobile Skilled Corps," training arrangements and the supply of recruits for training.

Other matters dealt with in this part of the Statement include the question of the harnessing of small firms to the war effort, in order to make the fullest possible use of all available resources, and a review of the measures taken to this end is given by the Government. The Statement also discusses methods of increasing the supply of men with technical qualifications, and gives an account of steps taken to reduce the number of forms and returns called for by Government Departments.

WAGES OF BOY LABOURERS IN THE BUILDING INDUSTRY.

An agreement has been made by the National Joint Council for the Building Industry regulating the rates of wages of young male labourers on a national basis. The agreement, which came into operation from 17th November, 1941, provides that the basic rates shall be 40 per cent. of the adult labourers' current rate at 15 years of age, 50 per cent. at 16 years, 75 per cent. at 17 years and 100 per cent. at 18 years. It is further provided that the Working Rules etc. of the National Joint Council, including the provisions relating to extra payments for certain exceptional kinds of work and any nationally approved regional or local variations, shall apply to young male labourers.

AVERAGE WEEKLY EARNINGS OF WORKPEOPLE IN THE PRINCIPAL INDUSTRIES AT JULY, 1941.

II.—GENERAL SUMMARY.

IN last month's issue of this GAZETTE, particulars were given of the average earnings of workpeople in manufacturing industries generally and in some of the principal non-manufacturing industries in Great Britain and Northern Ireland in July, 1941, as shown by the results of an enquiry undertaken by the Ministry of Labour and National Service. For each of sixteen groups of industries, and for individual industries within those groups, figures were given showing the average earnings in the week ended 12th July, 1941, of men, youths and boys, women, girls, and all workers combined, so far as covered by the returns received, and the percentage increases shown by these averages in comparison with the last pay-week of October, 1938, the latest pre-war date for which such particulars are available.

The figures given related to the average earnings of the wage-earners (numbering over six millions in July, 1941) who were employed in those establishments from which returns were received. While the numbers of workpeople covered by the returns were generally adequate to afford a satisfactory basis for statistics of average earnings in the individual industries, the general averages for the sixteen groups of industries and for all the industries combined were affected, to some extent, by the fact that different industries were not represented in equal proportions in the returns received. For example, returns were received from a much higher proportion of employers in the engineering industry than in the building industry. In order to eliminate the effects of such disparities, the averages for each of the sixteen groups of industries, and the general averages for all the industries combined, have been re-calculated on the basis of the estimated total numbers of wage-earners actually employed* in the individual industries (a) in October, 1938, and (b) in July, 1941, and are given in the following Table. Corresponding averages for July, 1940, were given on page 54 of the issue of this GAZETTE for March, 1941.

Industry Group.	Men (21 years and over).	Youths and Boys (under 21 years).	Women (18 years and over).	Girls (under 18 years).	All Workers.
Average Earnings in the last pay-week of October, 1938:—					
	s. d.	s. d.	s. d.	s. d.	s. d.
Iron, stone, etc., mining and quarrying	60 0	30 2	†	†	56 8
Treatment of non-metal- liferous mine and quarry products	66 5	31 1	29 8	17 11	61 0
Brick, pottery and glass ..	63 2	27 8	27 10	14 10	47 8
Chemical, paint, oil, etc. ..	69 3	29 5	32 8	18 2	55 0
Metal, engineering and ship- building	75 0	26 1	33 4	19 11	59 8
Textiles	57 3	24 0	31 9	19 8	37 10
Leather, fur, etc.	64 1	25 4	34 11	17 6	46 9
Clothing	64 3	24 9	32 9	17 6	35 0
Food, drink and tobacco ..	65 3	28 1	32 11	19 0	47 0
Woodworking	66 3	23 4	33 8	17 5	51 10
Paper, printing, stationery, etc.	84 3	24 8	34 1	17 1	57 7
Building, contracting, etc. ..	66 0	25 8	†	†	61 2
Miscellaneous manufactur- ing industries	69 1	26 8	31 9	18 5	46 6
Transport, storage, etc. (excluding railways) ..	70 0	27 1	34 11	†	65 6
Public utility services ..	63 1	27 7	27 8	21 5	59 8
Government industrial establishments	75 3	32 7	44 9	†	70 6
All the above	69 0	26 1	32 6	18 6	53 3
Average Earnings in the week ended 12th July, 1941:—					
	s. d.	s. d.	s. d.	s. d.	s. d.
Iron, stone, etc., mining and quarrying	83 7	45 7	†	†	77 11
Treatment of non-metal- liferous mine and quarry products	94 5	46 1	44 11	27 10	83 10
Brick, pottery and glass ..	88 6	39 8	38 8	22 11	64 7
Chemical, paint, oil, etc. ..	98 5	38 6	44 11	23 3	75 0
Metal, engineering and ship- building	112 2	42 6	48 1	27 11	89 0
Textiles	81 6	35 9	42 0	26 6	52 0
Leather, fur, etc.	86 0	38 3	40 1	22 6	60 10
Clothing	83 7	33 6	41 2	22 10	44 9
Food, drink and tobacco ..	87 4	36 10	40 3	23 11	60 5
Woodworking	86 6	34 6	42 9	24 8	67 9
Paper, printing, stationery, etc.	96 11	30 9	39 6	21 3	66 11
Building, contracting, etc. ..	97 1	51 5	†	†	90 10
Miscellaneous manufactur- ing industries	99 5	41 5	43 0	26 5	64 4
Transport, storage, etc. (excluding railways) ..	92 2	41 5	59 6	†	84 4
Public utility services ..	77 5	34 7	37 3	24 7	71 7
Government industrial establishments	110 10	42 3	54 0	†	89 5
All the above	99 5	41 11	43 11	25 0	75 10

* The averages shown for "all workers" have been calculated by applying the total numbers employed in each industry to the average earnings of all the workers covered by the returns received for that industry, those for men by applying the total number of men employed to the average earnings of the men covered by the returns, and similarly for youths and boys, women, and girls.

† The numbers returned in this group were very small.

For all the industries combined, the average earnings shown in this Table (which have been computed, as explained above, on the basis of the *total* numbers employed in each industry in October, 1938, and July, 1941, respectively) do not differ materially from the crude averages shown by the returns actually received, except in the case of youths and boys, for whom the general average of 41s. 11d. shown in the Table for July, 1941, exceeds the unadjusted average (published on page 216 of last month's issue of this GAZETTE) by 1s. 4d.* For "all workers" and for men, women and girls, the general averages shown in the Table differ from the unadjusted averages by amounts ranging only from 1d. to 5d. Among the figures for the various industry groups, however, the differences are in many cases considerably greater, as may be seen from a comparison of the foregoing figures with the unadjusted averages given on pages 215 and 216 of last month's issue of this GAZETTE.

The percentage increases in average weekly earnings between October, 1938, and July, 1941, shown by the figures in the foregoing Table, are set out below:—

Industry Group.	Men.	Youths and Boys.	Women.	Girls.	All Workers.
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
Iron, stone, etc., mining and quarrying	39.3	51.1	—	—	37.5
Treatment of non-metalliferous mine and quarry products ..	42.2	48.3	51.4	55.3	37.4
Brick, pottery and glass .. .	40.1	43.4	38.9	54.5	35.5
Chemical, paint, oil, etc. .. .	42.1	30.9	37.5	28.0	36.4
Metal, engineering and shipbuilding .. .	49.6	62.9	44.3	40.2	49.2
Textiles .. .	42.4	49.0	32.3	34.7	37.4
Leather, fur, etc. .. .	34.2	51.0	14.8	28.6	30.1
Clothing .. .	30.1	35.4	25.7	30.5	27.9
Food, drink and tobacco .. .	33.8	31.2	22.3	25.9	28.5
Woodworking .. .	30.6	47.9	27.0	41.6	30.7
Paper, printing, stationery, etc. ..	15.0	24.7	15.9	24.4	16.2
Building, contracting, etc. .. .	47.1	100.3	—	—	48.5
Miscellaneous manufacturing industries .. .	43.9	55.3	35.4	43.4	38.4
Transport, storage, etc. (excluding railways) .. .	31.7	52.9	70.4	—	28.8
Public utility services .. .	22.7	25.4	34.6	14.8	20.0
Government industrial establishments† .. .	47.3	29.7	20.7	—	26.8
All the above .. .	44.1	60.7	35.1	35.1	42.4

These percentage increases, obtained from comparisons of the average earnings computed on the basis of the *total* numbers employed in the different industries at October, 1938, and July, 1941, correspond closely with those (given in last month's issue of this GAZETTE) obtained from comparisons of the average earnings of the workpeople employed in those establishments from which returns were received. For all the industries combined, the adjusted figures are almost identical with those given in last month's GAZETTE, except as regards youths and boys, for whom the percentage increase on the adjusted basis is slightly higher (60.7 per cent.) than that (56.6 per cent.) shown by the crude averages.

Corresponding particulars as to the average earnings in July, 1940, and the percentage increases at that date as compared with October, 1938, computed on the basis of the total numbers employed in the various industries, were given in the issue of this GAZETTE for March, 1941 (page 54). The following Table summarises the figures on this basis, for all industries combined, for each of the three dates—October, 1938, July, 1940, and July, 1941. In this connection it should be observed that figures analysed by sex and age were obtained in respect of all the workpeople covered by the returns received in October, 1938, and 95 per cent. of those covered by the returns for July, 1941. In July, 1940, however, separate particulars for men, boys, women and girls were supplied by establishments employing less than four-fifths of the total number of workpeople covered by the figures relating to the average earnings of "all workers," and the particulars shown for men, boys, women and girls at that date, therefore, are less fully representative than the corresponding particulars for October, 1938, and for July, 1941.

	Average Earnings in one week of			Percentage Increase between	
	Oct., 1938.	July, 1940.	July, 1941.	Oct., 1938, and July, 1940.	July, 1940, and July, 1941.
Men (21 years and over)	s. d. 69 0	s. d. 89 9½	s. d. 99 5	Per cent. 29.0½	Per cent. 44.1
Youths and Boys ..	26 1	35 1	41 11	34.5	60.7
Women (18 years and over) ..	32 6	38 11	43 11	19.7	35.1
Girls ..	18 6	22 4	25 0	20.7	35.1
All Workers ..	53 3	69 2	75 10	29.9	42.4

* This difference is mainly due to the under-representation, in the returns actually received, of the building and contracting industries, in which the earnings of youths and boys were considerably higher, on average, than in most other industries.

† In the case of the Government Industrial Establishments the comparisons between the average earnings in October, 1938, and July, 1941, are materially affected by the fact that the returns for the latter date covered a number of establishments, employing considerable numbers of workpeople, which were not in operation in October, 1938.

‡ Some firms who supplied returns showing the total earnings of their workpeople in July, 1940, did not give details analysed by sex and age (see paragraph preceding the Table). If detailed figures had been available for these firms, the average earnings shown for men at July, 1940, and the percentage increase as compared with October, 1938, would probably have been slightly in excess of the figures shown in the Table.

In each of these groups there were wide variations, in different industries, in the percentages of increase between October, 1938, July, 1940, and July, 1941. From the figures given in the preceding Table, for example, it will be seen that in the paper, printing, etc., group of industries the average increase between October, 1938, and July, 1941, (computed on the basis of the total numbers actually employed at each date) was about 15 per cent. for men and 16 per cent. for women, whilst in the metal, engineering and shipbuilding group the corresponding figures were about 50 per cent. and 44 per cent., respectively.

The percentage increases in average earnings since October, 1938, shown in the foregoing Tables, represent the combined effect of a number of factors, including (a) increases in rates of wages, (b) fuller employment, with longer working hours and more extended working of night-shifts, (c) extensions of systems of payment by results, and (d) changes in the proportions of men, boys, women and girls employed in different industries and occupations. As regards the first of these factors it is estimated, from such information as is available to the Department, that in the industries covered by these enquiries the average level of rates of wages for a full ordinary week's work, exclusive of overtime, was about 10 or 11 per cent. higher in July, 1940, and about 18 per cent. higher in July, 1941, than in October, 1938. The differences between these figures and the increases of about 30 per cent. and 42 per cent., respectively, shown by the returns of actual weekly earnings, represent the net effects of the other factors referred to above. As regards working hours, it should be observed that 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. In July, 1941, also the weekly working hours in the munitions industries were considerably in excess of those worked in October, 1938, which was in general a period of normal employment, though they were not so long, on the whole, as in July, 1940.

The changes which have occurred during the war in the numbers and proportions of men, boys, women and girls employed in the different industries have tended to raise the general level of average earnings, within each of these groups, through the transference of workers from industries and occupations in which wages were relatively low to others with a higher level of earnings. On the other hand, the percentage increases in the average earnings of "all workers," as shown in the foregoing Tables, are to some extent affected by the fact that the proportions of men represented in the figures were lower, and those of women were higher, both in July, 1940, and in July, 1941, than in October, 1938. If the average earnings in each industry, both at October, 1938, and at July, 1941, are combined by the use of "weights" corresponding with the estimated numbers of wage-earners employed in the various industries at October, 1938, thus eliminating so far as possible the effects of changes in the numbers employed in the different industries since that date, the increases shown at July, 1941, are approximately 40 per cent. for men, 55 or 56 per cent. for youths and boys, 29 per cent. for women, 32 or 33 per cent. for girls, and 37 or 38 per cent. for "all workers."

AGRICULTURAL WAGES IN ENGLAND AND WALES.

THE Agricultural Wages Board for England and Wales decided on 18th November, after consultation with the Agricultural Wages Committees for the different areas, that the national minimum wage fixed under the provisions of the Agricultural Wages (Regulation) Amendment Act, 1940, for men employed in agriculture should be raised from 48s. to 60s. a week.

In order to conform with this decision the 47 agricultural wages committees have issued proposals to vary the minimum rates of wages in force under the existing district Orders. Under these Orders the minimum rates of wages fixed for ordinary adult male labourers ranged, in the great majority of districts, from 48s. up to 54s. a week, with higher rates (up to 58s.) in a few districts. The proposals provided for a minimum wage of 60s. in each of the 47 committee areas, thus affording increases ranging, in different areas, from 2s. to 12s. a week. The Act lays a duty on the Committees to have regard to the national minimum wage for men in fixing wages for other classes of agricultural workers, and the Committees' proposals in the great majority of cases accordingly provided for increases in the minimum rates of wages of younger male workers and women and girls, and in the special rates, where fixed, for workers employed in tending animals. Consequential increases were also proposed in overtime rates and in holiday payments.

In the great majority of districts no changes were proposed in the hours of labour in respect of which the minimum rates are payable.

About two-thirds of the Committees made proposals to increase the values at which board and/or lodging may be reckoned as payment of wages in lieu of payment in cash. A few Committees also proposed to increase the values assigned to other benefits or advantages, such as cottages and milk.

After considering these proposals, the Agricultural Wages Board decided, at its meeting on 19th December, to issue Orders under which the proposed conditions were to come into operation with statutory effect as from 28th December.

MEMBERSHIP OF TRADE UNIONS AND TRADE UNION FEDERATIONS.

TRADE UNIONS.

THE total membership of trade unions in Great Britain and Northern Ireland at the end of 1940* was approximately 6,542,000, showing an increase of 312,000 or 5.0 per cent. as compared with the end of the previous year.

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

Number of Unions in 1940 in comparison with 1939.

On the basis indicated above, the total number of unions known to have been in existence at the end of 1940 was 988, as compared with 1,006 at the end of 1939. Twenty-two unions, with a total membership of 4,700 at the end of 1939 were reported as having been dissolved in 1940; while 7 unions, with an aggregate membership of 4,800 at the end of 1939, ceased to exist as separate units in consequence of amalgamations with other unions. On the other hand 11 new unions were formed in 1940, with an aggregate membership of 800. Of the total of 988 unions at the end of 1940, there were 21 with their headquarters in Northern Ireland.

Membership in 1940 in comparison with 1939.

At the end of 1940 the total membership of all unions included in the statistics was approximately 6,542,000, as compared with 6,230,000 at the end of 1939, showing an increase of 312,000, or 5.0 per cent. The number of males at the end of 1940 was 5,460,000, showing an increase of 202,000 or 3.9 per cent., as compared with the previous year, and the number of females was 1,082,000, an increase of 110,000 or 11.3 per cent.

The total of 6,542,000 included 34,000 members in branches in Eire and 40,000 in oversea branches of certain unions. Excluding these members, the actual membership in Great Britain and Northern Ireland was thus about 6,468,000 at the end of 1940, as compared with 6,156,000 at the end of 1939; of these totals, the membership in Northern Ireland accounted for 103,000 and 97,000 respectively.

The increase in male membership during 1940 occurred mainly in the engineering and metal industries and in local authority services: the increase in female membership was most marked in the distributive trades, transport services, national government service and the clothing industries.

The total memberships given above include a number of persons who are members of more than one union and are therefore counted more than once in the figures; the resulting duplication, however, is relatively small, being estimated, on the basis of such information as is available, at only about 30,000.

Size of Unions.

In the following Table the unions are grouped according to their total memberships at the end of 1940:—

Number of Members.	Number of Unions.	Total Membership.	Percentages of	
			Total Number of all Unions.	Total Membership of all Unions.
Under 100	299	14,000	30.3	0.2
100 and under 500 ..	264	64,000	26.7	1.0
500 " " 1,000 ..	99	66,000	10.0	1.0
1,000 " " 2,500 ..	110	171,000	11.2	2.6
2,500 " " 5,000 ..	74	260,000	7.5	4.0
5,000 " " 10,000 ..	58	396,000	5.9	6.1
10,000 " " 15,000 ..	22	255,000	2.2	3.9
15,000 " " 25,000 ..	19	369,000	1.9	5.6
25,000 " " 50,000 ..	16	545,000	1.6	8.3
50,000 " " 100,000 ..	13	941,000	1.3	14.4
100,000 or more	14	3,461,000	1.4	52.9
Totals	988	6,542,000	100.0	100.0

The Table shows that 662 unions, or over two-thirds of the total number, each had a membership of under 1,000, and together represented only 2.2 per cent. of the total membership of all unions. There were 43 unions with a membership of 25,000 or over, and the aggregate membership of these amounted to three-fourths of the total for all unions. More than one-half of the total membership was covered by the 14 largest unions.

* All figures for 1940, given in this article, are provisional and subject to slight revision. The figures previously published in respect of earlier years have been revised as necessary, in accordance with the latest information. The subdivision of the total membership into male and female is not exact, as estimates have been made for some trade unions which are unable to state precisely the numbers of males and of females among their membership.

Totals for 1929-1940.

The following Table shows the total number of unions and their aggregate membership at the end of each year from 1929 to 1940:—

Year.	Number of Trade Unions at end of Year.	Membership at end of Year.			Percentage Inc. (+) or Dec. (—) on Membership of previous Year.
		Males.	Females.	Total.	
		Thousands.	Thousands.	Thousands.	Per cent.
1929 ..	1,133	4,056	802	4,858	+ 1.1
1930 ..	1,121	4,049	793	4,842	+ 0.3
1931 ..	1,108	3,859	765	4,624	— 4.5
1932 ..	1,081	3,698	746	4,444	— 3.9
1933 ..	1,081	3,661	731	4,392	— 1.2
1934 ..	1,063	3,854	736	4,590	+ 4.5
1935 ..	1,049	4,106	761	4,867	+ 6.0
1936 ..	1,036	4,495	800	5,295	+ 8.8
1937 ..	1,031	4,947	895	5,842	+ 10.3
1938 ..	1,023	5,127	925	6,052	+ 3.6
1939 ..	1,006	5,258	972	6,230	+ 2.9
1940 ..	988	5,460	1,082	6,542	+ 5.0

The total membership at the end of 1940, viz., about 6,542,000, compares with 8,348,000 at the end of 1920—the year in which trade union membership reached its highest point—and with 4,135,000 at the end of 1913.

FEDERATIONS OF TRADE UNIONS.

At the end of 1940 the number of federations of trade unions in Great Britain and Northern Ireland was 55, with an approximate gross total membership of 3,094,000.* The corresponding figures for a year earlier were 60 and 3,096,000 respectively.

In many instances trade unions, or branches of trade unions, are affiliated to more than one federation, and a large number of trade union members, therefore, are counted more than once in the gross membership figures given above. If the actual or estimated federated membership of each federated trade union is counted once only, irrespective of the number of federations to which the trade union is affiliated, the total net federated membership was approximately 2,467,000 at the end of 1940, as compared with 2,461,000 a year earlier.

NATIONAL HEALTH INSURANCE, CONTRIBUTORY PENSIONS AND WORKMEN'S COMPENSATION ACT, 1941.

THE provisions of Part I of the National Health Insurance, Contributory Pensions and Workmen's Compensation Act, 1941, which, as reported in the August issue of this GAZETTE (page 158), effect certain changes in the scope of, and contributions and benefits under, the National Health and Pensions Insurance Scheme, are to operate as from 5th January, 1942. Accordingly, as from this date, the scheme will be modified in the following respects:—

Scope.—Non-manual workers will be compulsorily insured unless their rate of remuneration exceeds £420 per annum (instead of £250 as hitherto). In this respect, therefore, health and pensions insurance will be brought into line with unemployment insurance.

Contributions.—The rate of the weekly health insurance contribution will be increased by 2d., of which 1d. is to be borne by the employer and 1d. by the worker. The effect on the combined health and pensions insurance contribution will be to raise it to 2s. in the case of a man and to 1s. 7d. in the case of a woman. Of these contributions the worker's share will normally be 1s. for a man and 10d. for a woman.

Benefits.—The ordinary rates of sickness and disablement benefit will each be increased by 3s. a week.

FOOD CONTROL.

FOOD RATIONING.

A scheme of rationing by "points" was applied to canned meat, canned fish and canned beans from 1st December. In the first fortnight of the scheme each consumer had coupons representing 8 points; in future periods of four weeks, each consumer is to have coupons representing 16 points. Purchases require coupons representing variously 16, 12, 8 or 4 points per lb., according to the kind of food bought.

The "special" cheese ration was increased from 8 oz. to 12 oz. per week on 15th December. This ration is now available to agricultural workers, underground miners, roadstone and limestone quarrymen, county and rural district roadmen, forestry workers, land drainage and catchment board workers, the women's Land Army, canal navigation maintenance men, and certain classes of railwaymen and agricultural industry workers, as well as to vegetarians and diabetics.

* Excluding certain affiliated unions (of relatively small membership) which have their head offices in Eire or overseas.

EMPLOYMENT IN NOVEMBER.

GENERAL SUMMARY.

THE number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 17th November was 95,335, a decrease of 1,699 as compared with 13th October. Of this total, 27,821 had been classified by interviewing panels* as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 5,914, a decrease of 706 as compared with 13th October. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 10,784, an increase of 1,364 as compared with 13th October.

The corresponding figures for women and girls on the register at 17th November were 76,649 wholly unemployed, 10,098 temporarily stopped, and 322 unemployed casual workers. Of those wholly unemployed 3,076 had been classified by interviewing panels as unsuitable for normal full-time employment, and 3,311 had been classified as unable for good cause to transfer to another area. As compared with 13th October, the numbers wholly unemployed showed a decrease of 12,167, those temporarily stopped a decrease of 3,734, and unemployed casual workers a decrease of 155.

The number of applicants for unemployment benefit or allowances on the registers at 17th November was 138,229, as compared with 147,541 at 13th October, and 669,428 at 11th November, 1940.

The numbers registered as unemployed at 17th November are analysed below:—

	Wholly Unemployed	Temporarily Stopped	Unemployed Casual Workers.
Great Britain.			
Men	86,173	5,838	10,773
Boys	9,162	76	11
Women	64,093	9,352	319
Girls	12,556	746	3
Total	171,984	16,012	11,106
Increase (+) or Decrease (—) as compared with:			
13th October, 1941	— 13,866	— 4,440	+ 1,209
11th November, 1940	—431,257	—147,352	—13,469
Great Britain and Northern Ireland.			
Men	93,818	6,537	11,867
Boys	9,775	98	11
Women	77,190	11,898	364
Girls	14,027	838	3
Total	194,810	19,371	12,245
Increase (+) or Decrease (—) as compared with:			
13th October, 1941	— 15,835	— 4,727	+ 1,214
11th November, 1940	—470,661	—151,839	—13,887

UNEMPLOYMENT SUMMARY BY DISTRICTS.

THE following Table shows the numbers of unemployed persons on the registers at 17th November in each administrative region:—

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Wholly Unemployed.					
London and South-Eastern	16,367	1,899	14,465	2,186	34,917
Eastern	2,949	280	3,568	462	7,259
Southern	1,983	288	2,353	468	5,092
South-Western	3,085	422	3,165	482	7,154
Midlands	1,719	265	1,380	247	3,611
North-Midlands	2,407	204	2,330	400	5,341
North-Eastern	6,516	486	3,362	774	11,138
North-Western	12,546	1,188	11,547	1,145	26,426
Northern	10,195	1,095	4,898	2,380	18,568
Scotland	16,330	1,759	13,041	1,988	33,118
Wales	12,076	1,276	3,984	2,024	19,360
Great Britain	86,173	9,162	64,093	12,556	171,984
Northern Ireland	7,645	613	13,097	1,471	22,826
Great Britain and Northern Ireland	93,818	9,775	77,190	14,027	194,810
Temporarily Stopped.					
London and South-Eastern	155	1	1,110	18	1,284
Eastern	59	1	304	45	409
Southern	12	—	118	6	136
South-Western	239	2	206	10	457
Midlands	168	—	189	—	357
North-Midlands	206	2	422	44	674
North-Eastern	1,471	11	1,669	30	3,181
North-Western	1,862	15	2,932	40	4,849
Northern	510	11	635	87	1,243
Scotland	678	12	1,404	116	2,210
Wales	478	21	363	350	1,212
Great Britain	5,838	76	9,352	746	16,012
Northern Ireland	699	22	2,546	92	3,359
Great Britain and Northern Ireland	6,537	98	11,898	838	19,371

* See page 213 of the August, 1940, issue of this GAZETTE, and page 12 of the January, 1941, issue.

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Unemployed Casual Workers.					
London and South-Eastern	3,758	—	121	—	3,879
Eastern	659	—	21	—	680
Southern	66	—	8	1	75
South-Western	718	—	5	—	723
Midlands	2	—	—	—	2
North-Midlands	296	—	9	—	305
North-Eastern	1,014	—	—	2	1,016
North-Western	203	6	4	—	213
Northern	1,359	2	22	—	1,383
Scotland	1,091	3	129	—	1,223
Wales	1,607	—	—	—	1,607
Great Britain	10,773	11	319	3	11,106
Northern Ireland	1,094	—	45	—	1,139
Great Britain and Northern Ireland	11,867	11	364	3	12,245

The increases (+) or decreases (—) between 13th October 1941, and 17th November, 1941, in the numbers of persons on the registers in the various administrative regions were as shown below:—

Region.	Wholly Unemployed.		Temporarily Stopped.		Unemployed Casual Workers.	
	Males.	Females.	Males.	Females.	Males.	Females.
London and South-Eastern	+2,044	— 1,286	— 102	+ 1	— 85	— 84
Eastern	— 58	— 584	+ 11	+ 69	+ 217	+ 13
Southern	— 107	— 705	— 7	+ 17	— 33	+ 8
South-Western	— 193	— 594	+ 176	+ 126	+ 107	— 4
Midlands	— 315	— 371	+ 43	— 231	— 2	..
North-Midlands	— 107	— 408	— 92	— 334	— 37	— 22
North-Eastern	— 194	— 963	— 567	— 1,046	+ 398	— 2
North-Western	— 1,970	— 4,573	— 282	— 1,971	— 113	— 18
Northern	— 329	— 918	+ 80	— 160	+ 99	— 33
Scotland	— 32	— 1,068	— 29	— 433	+ 207	— 13
Wales	— 438	— 697	+ 63	+ 480	+ 606	..
Northern Ireland	+ 743	— 2,712	— 33	— 254	— 2	+ 7

A further analysis of the numbers unemployed at 17th November in Great Britain, showing separate figures for persons insured against unemployment, together with the numbers applying for benefit or unemployment allowances is given on page 238.

UNEMPLOYMENT DURING THE PAST 12 MONTHS.

THE following Table shows the numbers of persons (insured and uninsured) on the registers of Employment Exchanges at one date in each month since November, 1940:—

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.						
1940.						
11 November	285,790	22,341	255,055	40,055	603,241	665,471
9 December	248,068	16,943	244,166	32,723	541,900	602,495
1941.						
13 January	236,957	22,005	222,142	40,284	521,388	580,528
10 February	200,160	17,386	197,293	34,136	448,975	502,399
17 March	159,638	13,022	165,319	26,329	364,308	404,538
21 April	139,895	17,344	133,056	28,477	318,772	359,122
12 May	127,733	14,251	122,002	26,326	290,312	334,887
16 June	110,428	11,134	102,181	19,913	243,656	278,238
14 July	102,010	11,652	88,852	17,063	219,577	252,002
11 August	98,737	17,390	82,208	21,436	219,771	247,294
15 September	87,638	12,410	78,854	17,692	196,594	220,597
13 October	85,598	11,436	72,789	16,027	185,850	210,645
17 November	86,173	9,162	64,093	12,556	171,984	194,810
Temporarily Stopped.						
1940.						
11 November	93,738	2,839	63,247	3,540	163,364	171,210
9 December	82,435	2,415	53,952	3,046	141,848	148,753
1941.						
13 January	89,699	2,360	56,936	3,386	152,381	159,941
10 February	67,711	1,706	42,588	2,230	114,235	120,429
17 March	40,856	820	31,786	2,229	75,691	80,819
21 April	40,992	803	31,809	1,769	75,373	80,711
12 May	27,261	523	36,016	1,944	65,744	70,643
16 June	17,656	390	28,268	1,419	47,733	51,419
14 July	20,340	522	23,854	1,311	46,027	50,998
11 August	15,131	435	21,255	1,129	37,950	42,447
15 September	7,828	96	15,465	584	23,973	28,106
13 October	6,544	76	13,238	544	20,452	24,098
17 November	5,838	76	9,352	746	16,012	19,371
Unemployed Casual Workers.						
1940.						
11 November	23,471	77	1,012	15	24,575	26,132
9 December	20,372	63	1,076	20	21,531	23,674
1941.						
13 January	20,606	68	1,149	14	21,837	23,861
10 February	16,515	70	1,035	19	17,639	19,657
17 March	16,938	62	916	3	17,919	19,327
21 April	15,479	36	846	5	16,366	17,655
12 May	12,028	27	873	4	12,932	14,338
16 June	9,786	17	742	5	10,550	11,888
14 July	10,986	19	670	1	11,676	12,898
11 August	11,958	24	585	1	12,568	13,679
15 September	9,495	16	537	6	10,054	11,107
13 October	9,412	8	476	1	9,897	11,031
17 November	10,773	11	319	3	11,106	12,245

UNEMPLOYMENT AMONG BOYS AND GIRLS.

On page 237 details are given of the numbers of boys and girls under 18 years of age on the registers of Employment Exchanges and Juvenile Employment Bureaux at 17th November, 1941. The following Table shows the total numbers of juveniles, (a) aged 14 and 15 years, and (b) aged 16 and 17 years, on the registers at that date:—

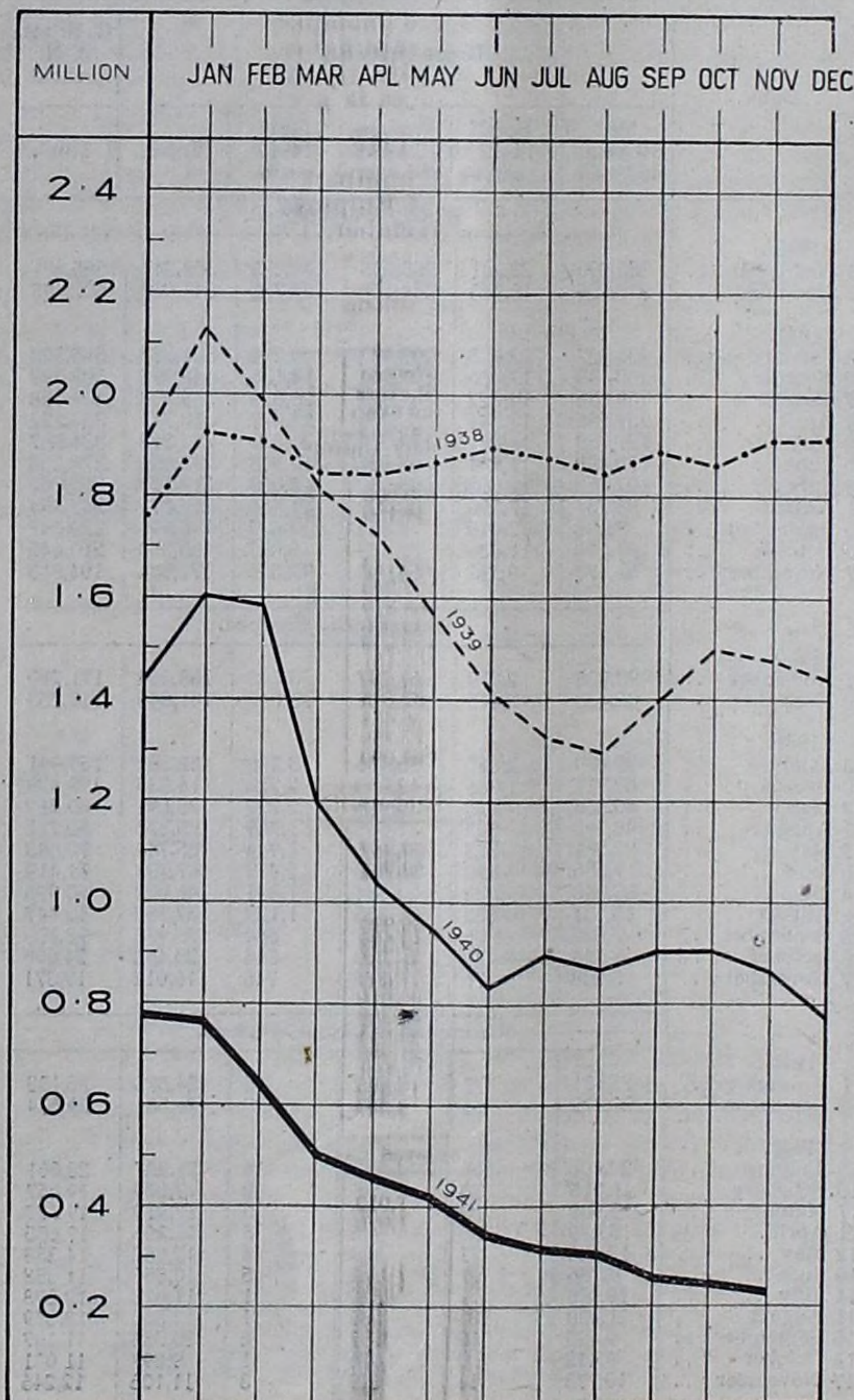
Region.	Boys.			Girls.		
	Aged 14 and 15.	Aged 16 and 17.	Total.	Aged 14 and 15.	Aged 16 and 17.	Total.
London and South Eastern ..	730	1,170	1,900	959	1,245	2,204
Eastern ..	125	156	281	208	299	507
Southern ..	144	144	288	276	199	475
South-Western ..	203	221	424	213	279	492
Midlands ..	100	165	265	129	118	247
North-Midlands ..	98	108	206	202	242	444
North-Eastern ..	280	217	497	443	363	806
North-Western ..	627	582	1,209	621	564	1,185
Northern ..	648	460	1,108	1,286	1,181	2,467
Scotland ..	738	1,036	1,774	856	1,248	2,104
Wales ..	580	717	1,297	914	1,460	2,374
Great Britain..	4,273	4,976	9,249	6,107	7,198	13,305
Northern Ireland	100	535	635	195	1,368	1,563
Gt. Britain and N. Ireland ..	4,373	5,511	9,884	6,302	8,566	14,868

The total number of *insured* juveniles, under 18 years of age, recorded as unemployed in Great Britain and Northern Ireland at 17th November, 1941 (including those, not on the register, whose unemployment books were in the two months' file), was 25,728, of whom 11,272 were boys and 14,456 were girls. Of these, 4,233 boys and 5,143 girls were under 16 years of age.

In the week ended 19th November, 1941, the number of juveniles, under 18 years of age, who attended authorised courses of instruction was 398, including 137 boys and 261 girls. Of this total, 72 were in the North-Eastern Region, 46 in the Northern Region, and 268 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 17TH NOVEMBER, 1941.

	Men 18 years and over.	Boys under 18 years.	Women 18 years and over.	Girls under 18 years.	Total.
Insured on Register:—					
1. Claimants to benefit and applicants for Unemployment Allowances ..	85,296	2,396	40,311	3,461	131,464
2. Non-claimants: (a) Aged 16 and over ..	7,201	1,888	12,066	2,201	23,356
(b) Aged 14 and 15 ..	—	2,713	—	3,060	5,773
Others on Register:—					
3. Applicants for Unemployment Allowances ..	3,249	31	2,641	92	6,013
4. Women, aged 60-64, claiming Benefit*	—	—	752	—	752
5. Persons without applications: (a) Aged 16 and over ..	7,038	661	17,994	1,444	27,137
(b) Aged 14 and 15 ..	—	1,560	—	3,047	4,607
Total on Register ..	102,784	9,249	73,764	13,305	199,102
Insured Unemployed:—					
Aged 16 and over:					
6. Number on Register (items 1 and 2 (a)) ..	92,497	4,284	52,377	5,662	154,820
7. Two months' file† ..	18,795	2,148	32,649	2,305	55,897
8. Special Schemes—Claimants to Benefit ..	133	2	141	2	278
Total aged 16 and over ..	111,425	6,434	85,167	7,969	210,995
Aged 14 and 15:					
9. Numbers on Register (Item 2 (b)) ..	—	2,713	—	3,060	5,773
10. Two months' file† ..	—	1,401	—	1,873	3,274
Total aged 14 and over ..	111,425	10,548	85,167	12,902	220,042

UNEMPLOYMENT FUND.

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

	Five weeks ended 29th November, 1941.	Four weeks ended 25th October, 1941.	Five weeks ended 30th November, 1940.
(1) General Account	£	£	£
Contributions received from:—			
Employers ..	2,451,000	1,888,000	2,290,000
Employed persons ..	2,451,000	1,887,000	2,290,000
Exchequer ..	2,455,000	1,880,000	2,289,000
Miscellaneous Receipts ..	8,000	83,000	—
Total Income ..	7,365,000	5,738,000	6,869,000
Benefit ..	425,000	340,000	2,264,000
Cost of Administration ..	307,000	278,000	167,000§
Accrued Charge for Debt Service|| ..	—	—	192,000
Miscellaneous Payments ..	35,000	15,000	52,000
Total Expenditure ..	767,000	633,000	2,675,000
Debt Outstanding|| ..	—	—	38,974,000
(2) Agricultural Account¶			
Contributions received from:—			
Employers ..	31,000	21,000	28,000
Employed Persons ..	30,000	21,000	28,000
Exchequer ..	30,000	21,000	28,000
Miscellaneous Receipts ..	—	8,000	—
Total Income ..	91,000	71,000	84,000
Benefit ..	3,000	3,000	20,000
Cost of Administration ..	12,000	8,000	11,000
Miscellaneous Payments ..	1,000	—	—
Total Expenditure ..	16,000	11,000	31,000

UNEMPLOYMENT ALLOWANCES.

For the period of five weeks ended 29th November, 1941, expenditure on unemployment allowances (excluding the cost of administration) amounted to approximately £310,000 compared with £269,000 during the four weeks ended 25th October, 1941, and £1,155,000 during the five weeks ended 30th November, 1940.

Comparison of the figures for October and November, 1941, with those for the corresponding months of 1940 is affected by the operation of the Determination of Needs Act, 1941 (see the issue of this GAZETTE for April, 1941, page 76).

* These are women who had ceased to be insurable under the Unemployment Insurance Acts at 1st July, 1940, or on reaching the age of 60, but were still applying for unemployment benefit under Section 3 (4) of the Old Age and Widows' Pensions Act, 1940.

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

‡ A detailed account of the Fund is presented to Parliament annually (see H.C.20 of 1941 for the period ended 31st March, 1940).

§ Includes adjustment.

|| The debt which stood at £105,780,000 at 1st July, 1934, had been completely discharged at 31st March, 1941, by the principal repaid (£7,193,000) in the statutory half-yearly instalments and special repayments under the Unemployment Insurance Act, 1938 (£98,587,000).

¶ The figures for the four weeks ended 25th October, 1941, do not take account of the following adjustments which were effected during October in respect of previous periods, viz.:—Contributions (—) £103,000, Miscellaneous Receipts (—) £1,000, Benefit (—) £3,000, Cost of Administration (—) £14,000.

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

Rates of Wages.

IN the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in Great Britain and Northern Ireland during November resulted in an aggregate increase estimated at about £70,000 in the weekly full-time wages of about 410,000 workpeople, and in a decrease estimated at about £1,800 in those of 28,000 workpeople.†

The principal classes of workpeople whose wage rates were increased were men employed in coal and iron ore mining in some districts, women in the engineering industry, and workpeople in the paper making, printing and bookbinding industries. The decreases were confined to coal mining in two areas.

In coal mining there were increases of one per cent. or less on basis rates in Derbyshire (except South Derbyshire), Leicestershire, Cannock Chase and Warwickshire, due to the operation of sliding-scale agreements under which wage rates fluctuate in correspondence with the ascertained proceeds of the industry. In iron ore mining in Cumberland, the war bonus was increased by $\frac{1}{4}$ d. a shift under cost-of-living sliding-scale arrangements. In the engineering industry, the basic rates of women, 18 years of age and over, employed in federated establishments were raised from 3s. to 5s. a week, according to age. In the paper making industry, war bonuses were increased by $1\frac{1}{4}$ d. an hour for men, with smaller increases for women and juveniles. General, jobbing, and newspaper printing and bookbinding operatives (time workers) received increases of 5s. a week for men and for women employed on men's work, 3s. 6d. a week for other women and 2s. a week for juveniles, except workpeople engaged

in the production of London morning, evening and Sunday newspapers, for whom the increases were 7s. 6d., 5s. and 3s. 6d. a week in the case of men employed on full-time, women, and apprentices and juveniles, respectively. For piece-workers, the increases were 1s. or 10d. a day for men and 9d. or 7d. a day for women.

In the coal mining industry there were decreases of over 9 per cent. on basis rates in South Derbyshire and of 2 per cent. in North Staffordshire, due to the operation of sliding scales based on fluctuations in the proceeds of the industry.

Of the estimated total increase of £70,000 a week, about £550 was due to the operation of sliding scales based on fluctuations in the proceeds of the coal mining industry; £50 was due to the operation of sliding scales based on the cost of living; and the remaining £69,400 was the result of direct negotiations between employers and workpeople or their representatives. The whole of the estimated decrease of £1,800 was due to the operation of sliding scales based on fluctuations in the proceeds of the coal mining industry.

The changes reported in the first eleven months of 1941, in the industries covered by the statistics, are estimated to have resulted in a net increase of about £1,650,000 a week in the full-time wages of over 7,800,000 workpeople. In the corresponding eleven months of 1940 there was a net increase estimated at nearly £2,000,000 in the weekly full-time wages of approximately 7,800,000 workpeople in these industries.

Hours of Labour.

No important changes were reported during November.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Agriculture	North Riding of Yorkshire.	16 Nov.	Men, youths and boys (14 years of age and over). Women and girls (14 years of age and over) employed whole-time by the week or longer period. Other women and girls (14 years of age and over.)	Increase of 4s. a week (49s. to 53s.) in minimum rate for men and of 6d. to 3s. for youths and boys.† Increase of 2s. 9d. a week (30s. 3d. to 33s.) in minimum rate for women, 18 years and over, and of 11d. to 1s. 10d. for girls.†
	East Riding of Yorkshire.	23 Nov.	Men, youths and boys (14 years of age and over). Women and girls (16 years of age and over) employed by the week or longer period. Other women and girls (16 years of age and over.)	Increase of 5s. a week (50s. to 55s.) in minimum rate for men and of 6d. to 4s. 6d. for youths and boys.† Increase of 4s. 7d. a week in minimum rates. Minimum rate after change, at 18 years and over, 36s. 8d.†
	West Riding of Yorkshire.	23 Nov.	Waggoners, horsemen, beastmen and shepherds (14 years of age and over). Other men, youths and boys (14 years of age and over). Women and girls (14 years of age and over) employed by the week or longer period. Other women and girls (14 years of age and over.)	Increase of 5s. 6d. a week (57s. to 62s. 6d.) in minimum rate for men and of 2s. to 4s. for youths and boys.† Increase of 5s. a week (50s. to 55s.) in minimum rate for men and of 2s. to 4s. for youths and boys.† Increase of 2s. 9d. a week (30s. 3d. to 33s.) in minimum rate for women, 18 years and over, and of 1s. 10d. to 2s. 9d. for girls.†
	Lancashire	16 Nov.	Men, youths and boys (14 years of age and over) other than school-children. Women and girls (14 years of age and over), other than school-children:— Casual workers Other than casual workers.. .. .	Increase of $\frac{3}{4}$ d. an hour (8 $\frac{1}{4}$ d. to 9d.) in minimum rate for women, 18 years and over, and of $\frac{1}{4}$ d. or $\frac{1}{2}$ d. for girls.† Increase of 4s. a week (52s. to 56s.) in minimum rate for men, and of 1s 10d. to 3s. 7d. for youths and boys.† Increase of 1d. an hour in minimum rates. Minimum rate after change, at 18 years and over, 10d.†
	Cheshire	16 Nov.	Men, youths and boys (14 years of age and over). Shepherds (21 years of age and over) Stockmen (21 years of age and over) Waggoners (14 years of age and over)	Increase of 4s. a week (50s. to 54s.) in minimum rate for men, and of 1s. 4d. to 3s. 9d. for youths and boys.† Increase of 3s. 3d. a week (57s. 3d. to 60s. 6d.) in minimum rate.† Increase of 3s. 6d. a week (58s. 6d. to 62s.) in minimum rate.† Increase of 3s. 6d. a week (59s. 9d. to 63s. 3d.) in minimum rate for men, and of 1s. 7d. to 3s. 3d. for youths and boys.†
	Kesteven and Lindsey division of Lincolnshire.	30 Nov.	Other men, youths and boys (14 years of age and over) Women and girls (15 years of age and over) employed by the hour or day. Women and girls (14 years of age and over), other than those employed by the hour or day.	Increase of 3s. a week (51s. to 54s.) in minimum rate for men, and of 9d. to 2s. 4d. for youths and boys.† Increase of 1d. an hour (9d. to 10d.) in minimum rate for women, 17 years and over, and of $\frac{1}{4}$ d. or 1d. for girls.† Scale of minimum rates fixed for a working week of 48 hours (in lieu of hourly rates previously fixed) of 28s. at 14 years, increasing to 40s. at 17 years and over.†
	Holland division of Lincolnshire.	16 Nov.	Cattlemen (other than milkmen) and shepherds (21 years of age and over). Milkmen (21 years of age and over) Horsemen (14 years of age and over)	Increase of 4s. a week (54s. to 58s.) in minimum rate, and of 5d. a week (6s. to 6s. 5d.) in additional payment for special duties in excess of the normal hours, except employment which is to be treated as overtime employment.† Increase of 4s. 5d. a week (60s. to 64s. 5d.) in minimum rate.† Increase of 4s. 9d. a week (64s. to 68s. 9d.) in minimum rate for men, and of 2s. 1d. to 4s. 4d. for youths and boys.† Increase of 4s. a week (54s. to 58s.) in minimum rate.†
			Male workers (18 years of age and over) operating or driving tractors. Other men, youths and boys (14 years of age and over). Women and girls (14 years of age and over):— Engaged by the hour or day Other women and girls	Increase of 4s. a week (54s. to 58s.) in minimum rate for men, and of 1s. 10d. to 3s. 5d. for youths and boys.† Increase of 1d. an hour (10d. to 11d.) in minimum rate for women, 17 years and over, and of $\frac{1}{4}$ d. for girls.† Scale of minimum rates fixed, for a working week of 48 hours, of 31s. at 14 and under 15, increasing to 44s. at 17 years and over.†

* The particulars of numbers affected and amount of change in the weekly wages and hours of labour exclude changes affecting Government employees, agricultural 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 change on weekly wages are based on normal conditions of employment and do not take into account the effect of overtime working, etc.

† The workpeople whose rates of wages were reduced in November had received increases of greater amount during the earlier months of 1941.

‡ These changes took effect under Orders issued under the Agricultural Wages Regulation Acts.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i>).
Agriculture — <i>contd.</i>	Derbyshire	16 Nov.	Men, youths and boys (14 years of age and over). Women and girls (14 years of age and over).	Increase of 4s. a week (50s. to 54s.) in minimum rate for men and of 1s. 3d. to 3s. 5d. for youths and boys.* Increase of 1d. an hour (8d. to 9d.) in minimum rate for women, 18 years and over, and of ½d. for girls.*
	Shropshire	16 Nov.	Men, youths and boys (14 years of age and over).	Increase of 2s. 6d. a week (50s. to 52s. 6d.) in minimum rate for men, and of 1s. to 2s. for youths and boys.*
	Northamptonshire and Soke of Peterborough	2 Nov.	Men, youths and boys (14 years of age and over). Women and girls (14 years of age and over).	Increase of 4s. a week (48s. to 52s.) in minimum rate for men, and of 1s. 6d. to 3s. 9d. for youths and boys.* Increase of ½d. an hour in minimum rates. Minimum rate after change, at 18 years and over, 10d.*
	Suffolk	16 Nov.	Men, youths and boys (14 years of age and over). Women and girls (14 years of age and over). Boys and girls (12 to 14 years of age).	Increase of 6s. a week (48s. to 54s.) in minimum rate for men, and of 2s. to 5s. 5d. for youths and boys, and increase of 1s. 1d. a week (8s. 8d. to 9s. 9d.) in additional payment to horsemen, cowmen and shepherds, 18 years and over, for special duties not exceeding 10 hours a week.* Increase of 1½d. an hour (9½d. to 10½d.) in minimum rate for women, 21 years and over, and of ½d. to 1d. an hour for girls.* Increase of ½d. an hour (4½d. to 5d.) in minimum rate.*
	Oxfordshire	2 Nov.	Men, youths and boys (14 years of age and over). Women and girls (14 years of age and over).	Increase of 4s. a week (48s. to 52s.) in minimum rate for men and of 1s. 6d. to 3s. 9d. for youths and boys.* Increase of ½d. an hour in minimum rates. Minimum rate after change, at 18 years and over, 10d.*
	Kent	16 Nov.	Horsemen, stockmen and shepherds (21 years of age and over). Other men, youths and boys (14 years of age and over), other than casual workers.	Increase of 4s. a week (50s. to 54s.) in minimum rate.* Increase of 4s. a week (48s. to 52s.) in minimum rate for men, and of 1s. 6d. to 4s. for youths and boys.*
	Devonshire	16 Nov.	Men, youths and boys (14 years of age and over).	Increase of 5s. a week (48s. to 53s.) in minimum rate for men, and of 1s. 6d. to 4s. 4d. for youths and boys.*
	Anglesey and Caernarvon.	30 Nov.	Horsemen, cowmen, shepherds and bailiffs (15 years of age and over). Other men, youths and boys (other than school-children). Women and girls (other than school-children).	Increase of 2s. a week (54s. to 56s.) in minimum rate for men, and of 1s. to 2s. for youths and boys.* Increase of 2s. a week (48s. to 50s.) in minimum rate for men, and of 1s. to 2s. for youths and boys.* Increase of 1s. a week in minimum rates. Minimum rate after change, at 18 years and over, 36s.*
	Radnor and Brecon ..	2 Nov.	Men, youths and boys (14 years of age and over). Women and girls (14 years of age and over).	Increase of 6s. a week in minimum rates. Minimum rate after change, at 21 years and over, 54s.* Increase of 1d. an hour in minimum rates. Minimum rate after change, at 18 years and over, 8d.*
	Northern Ireland ..	17 Nov.	Workpeople employed in flax scutch mills:— Timeworkers Male workers employed as hand scutchers finishing flax partly scutched by machine. Strickers (male and female) .. Other male workers (16 years of age and over). Other female workers Pieceworkers— Male workers employed on scutching wholly by hand ..	Increase of 16s. 6d. a week (50s. to 66s. 6d.) in minimum rate.† Increase of 8s. 6d. a week (26s. to 34s. 6d.) in minimum rate.† Increase of 12s. 6d. a week (37s. to 49s. 6d.) in minimum rate for men, and of 6s. 6d. to 11s. 6d. for youths and boys.† Increase of 8s. 6d. a week (26s. to 34s. 6d.) in minimum rate.† Increase of 5d. a stone of 14 lbs. in minimum rates. Minimum rates after change: scutching of flax, 1s. 8d. a stone of 14 lbs.; baling and loading tow, 1s. 7d.; scutching of tow, 1s. 6d.†
	Derbyshire (except South Derbyshire).	1 Nov.	Workpeople employed in and about coal mines.	Increase of 0·18 per cent. on basis rates, making wages 6·83 per cent above the basis rates.‡
	South Derbyshire ..			Decrease of 9·10 per cent. on basis rates, leaving wages 67·61 per cent. above the basis rates.‡
	Leicestershire ..			Increase of 0·32 per cent. on basis rates, making wages 78·62 per cent. above the basis rates.‡
Coal Mining	Cannock Chase ..	1 Nov.	Workpeople employed in and about coal mines, other than engine winders, deputies and firemen, examiners and shotlighters ..	Increase of 0·43 per cent. on basis rates, making wages 52·44 per cent. above the basis rates for shopmen, mechanics and surface workers not handling coal and 50·44 per cent. above the basis rates for all other workers.‡
	North Staffordshire ..	1 Nov.	Workpeople employed in and about coal mines, other than overmen, underground firemen and shot-firers.	Decrease of 2 per cent. on basis rates, leaving wages 44 per cent. above the basis rates.‡
	Warwickshire ..	1 Nov.	Workpeople employed in and about coal mines.	Increase of 1 per cent. on basis rates, making wages 82 per cent. above the basis rates at the majority of collieries and 77 per cent. at others.‡
	Cumberland	24 Nov.	Iron ore miners	War bonus increased§ by ½d. a shift (1s. 11½d. to 2s. for those 18 years and over, and 11½d. to 1s. for those under 18 years.)
Other Mining and Quarrying	Furness and district..	30 Nov.	Iron ore miners	War bonus increased§ by 2d. a shift (1s. 11d. to 2s. 1d.) for those 18 years and over, and by 1d. a shift (11½d. to 1s. 0½d.) for those under 18 years.
	West Cumberland ..	24 Nov.	Limestone quarrymen	Flat-rate addition to wages (previously granted) increased§ by 1d. a shift (1s. 11½d. to 2s. 0½d.) for those 18 years and over, the flat-rate addition for those under 18 remaining unchanged at 1s. a shift.
Silica and Moulding Sands.	Great Britain ..	Beginning of 1st full pay period in Nov.	Men, 21 years of age and over ..	Minimum rate adopted of 1s. 4d. an hour.||
Printing Ink and Roller Making	Great Britain ..	7 Nov.	Men, women and juveniles	War bonus increased by 5s. a week (4s. to 9s.) for men, by 4s. (3s. to 7s.) for women, 21 years and over, and by 3s. (2s. to 5s.) for juveniles.
Engineering	Great Britain and Northern Ireland.	Commencement of pay period starting in week beginning 16 Nov.	Women, 18 years of age and over, employed in federated engineering establishments (except those whose wages are regulated by orders under Trade Boards Acts or by agreements in other industries).	Increase of 5s. a week in basic rates for those 21 years and over, of 4s. 4d. for those aged 20, of 3s. 8d. for those aged 19, and of 3s. for those aged 18. Piecework prices to be adjusted only where necessary to enable workers of average ability, under ordinary conditions, to earn at least 25 per cent. above the increased basic rates (excluding war bonus). Standard minimum rates after change (including war bonus), 37s. at 18 years, rising to 43s. at 21.
	Northampton ..	Pay week beginning in the week beginning 10 Nov.	Labourers	Increase of 2s. a week in basic rate. Rate after change, 30s. plus a bonus of 30s. 6d. for time workers.

* These changes took effect under Orders issued under the Agricultural Wages Regulation Acts.

† These changes took effect under an Order issued under the Agricultural Wages Regulation Acts (Northern Ireland).

‡ Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.

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

|| This rate was agreed upon by the National Joint Council for the Silica and Moulding Sands Industry.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Scale, Beam and Weighing Machine Serviceing	Great Britain and Northern Ireland.	Commencement of pay period starting in week beginning Nov. 17	Service adjusters, engaged on repairs and/or contracts, who are not employed under any system of payment by results.	Increase of 1d. an hour on the rate for each grade of worker.
Calico Printing	Great Britain and Northern Ireland.	1st pay day in Dec.*	Machine calico printers	Supplementary wage increased† from 49.5 to 50 per cent. on basis wage, the flat-rate bonuses of 20s. and 14s., for journeymen and apprentices respectively, remaining unchanged.
Baking	Ballymena	1st full pay period following 28 Nov.	Bakers	Wages increased to 74s. 9d. a week.‡
Flour Milling	Great Britain	1st full pay period following 20 Nov.	Mechanics	Increase of 4s. 6d. a week. Rates after change: Class A mills, 87s. Class B, 85s., Class C, 83s.
Paper Manufacture	Great Britain	29 Nov.	Workpeople other than those employed in hand-made paper mills and board mills.	War bonus increased by 1½d. an hour (2½d. to 4d.) for men, by 1d. (1½d. to 2½d.) for youths and women, and by ½d. (¾d. to 1½d.) for juniors.
Printing and Bookbinding	Great Britain	1st pay day in Nov. *	General, jobbing and newspaper printing and bookbinding operatives and journalists (except workpeople employed on London morning, evening and Sunday newspapers):—	
			Timeworkers	Increase of 5s. a week for men and for women on men's work, of 3s. 6d. for other women and of 2s. for juveniles.
			Pieceworkers	Increase of 1s. a day for men and 9d. for women in 5-day houses and of 10d. a day for men and 7d. for women in 5½-day houses.
	London	Week ending 22 Nov.	Workpeople engaged in the production of morning, evening and Sunday newspapers.	Increase of 7s. 6d. a week for men on full time, of 5s. for women and of 3s. 6d. for juveniles and apprentices.
	Great Britain	2nd pay day in Nov.	Workpeople engaged in commercial process engraving.	Increase of 5s. a week for journeymen and of 1s. 6d. for apprentices.
Building	England and Wales (excluding Liverpool and Birkenhead).	17 Nov.	Youths and boys (15 to 18 years of age) employed as labourers.	Basic rates adopted of 40 per cent. of the labourers' current rate at 15 years, 50 per cent. at 16 years, 75 per cent. at 17 years, and 100 per cent. at 18 years.§
Waterworks Undertakings	London	1st full pay week in Oct.	Manual workers, other than those paid at craftsmen's rates, employed by the Metropolitan Water Board.	War wage increased by 2s. a week (10s. to 12s.). Rates after change include: stokers, 64s. 7d., handymen-general, 60s. 6d. to 65s. 6d., joiners, 62s. 6d. to 66s. 6d., trenchmen, 60s. 6d., turncocks, 67s. to 70s. 6d., plus a war wage of 12s. a week in each case.
Furniture Warehousing and Removing	Great Britain	17 Nov.	Warehouse stowers, warehouse porters and export packers.	New scales of rates adopted involving increases of various amounts. Rates after change for London, Grade 1, 2, and 3 areas, respectively: warehouse stowers, 74s. 6d., 72s., 69s., 65s.; warehouse porters, 72s. 6d., 70s., 66s., 62s.; export packers, 76s. 6d., 74s., 71s., 67s.||
			Youths and boys	Scales of rates adopted as follows for London, Grade 1, 2 and 3 areas respectively: 22s. 3d., 20s., 19s., 18s., at 14 and under 15 years, increasing to 60s. 3d., 56s., 53s., 50s., at 20 and under 21 years of age.||
			Carters (London only)	Increase of 6s. a week. Rates after change: one horse, 73s. 6d., two horse, 77s. 6d., three horse, 80s. 6d.||
Retail Drapery, Outfitting and Footwear Distribution	England and Wales (centres with a population of 10,000 and over).	3 Nov.	Male and female workers (16 years of age and over).	Scales of general minimum weekly rates of wages adopted, for a working week of 48 hours. Minimum rates after change:—Sales staff, cashiers and clerks: London—males, 21s. 6d. at 16 years, increasing to 65s. at 25, females, 19s. 6d. at 16 years, increasing to 43s. at 24; Provinces—males, 18s. 6d. at 16 years, increasing to 62s. at 25, females 16s. 6d. at 16 years, increasing to 40s. at 24. Other male workers (excluding craftsmen, productive staff and transport workers): London—20s. 6d. at 16 years, increasing to 60s. at 24; Provinces—17s. 6d. at 16 years, increasing to 57s. at 24.¶
Slaughtering	Northern Ireland	17 Nov.	Slaughtermen employed in abattoirs	Headage rates increased from 6s. to 7s. 6d. for cattle and from 1s. to 1s. 6d. for sheep, the rates for casualty cases remaining unchanged.‡

INCREASES IN RATES OF WAGES IN DECEMBER.

INCREASES in rates of wages have been arranged to take effect in December affecting, amongst others, the following classes of workpeople:—men and boys in the engineering and shipbuilding industries, workpeople employed at blastfurnaces, in steel smelting, and iron and steel rolling in various districts; iron miners in various districts, tobacco workers, bakers in Scotland, and workpeople employed in the vehicle building industry. In the coal mining industry, increases of various amounts in the percentage additions to basis rates have been applied in certain areas, due to the operation of sliding scales based on fluctuations in the proceeds of the industry.

In agriculture, the minimum rate fixed under the Agricultural Wages Regulation Acts for ordinary labourers in England and Wales is to be raised at the end of December to 60s. a week. In Northern Ireland, male agricultural workers in all districts have received increases in their statutory minimum rates. Full particulars of these changes will be published in the January issue of this GAZETTE.

* In respect of the preceding pay period.

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

‡ This increase was the result of an Award of the National Arbitration Tribunal (Northern Ireland) (see page 247).

§ These rates were agreed upon by the National Joint Council for the Building Industry.

|| These rates were agreed upon by the Joint Industrial Council for the Furniture Warehousing and Removing Industry.

¶ These rates took effect as the result of an agreement made by the Retail Drapery, Outfitting and Footwear Trades National Joint Industrial Council. The rates quoted are minima and do not supersede agreements providing for the payment of higher rates or the operation of better conditions of employment.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st December, 1941.

	Food	All Items
Increase since July, 1914..	65%	101%
Change since 1st November, 1941:—		
Index Points	nil	+1
Per cent.	nil	+½*

FOOD.

BETWEEN 1st November and 1st December there was no appreciable change in the average level of prices of the articles of food included within the scope of the cost of living figures.

The following Table compares the average retail prices in the United Kingdom at 1st December and 1st November, 1941, with the corresponding prices at 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated— to the nearest ½d.) at—			Percentage Increase or Decrease (—) at 1st Dec., 1941, compared with	
	1st Dec., 1941.	1st Nov., 1941.	1st Sept., 1939.	1st Nov., 1941.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs	1 3½	1 3½	1 2½	..	10
Thin Flank	0 9½	0 9½	0 7½	..	27
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	..	13
Breast	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs	1 0	1 0	0 10½	..	15
Breast	0 4	0 4	0 4	..	..
Bacon†	1 8½	1 8½	1 3	..	36
Fish	—	—	—	..	42
Flour .. per 7 lb.	1 3½	1 3½	1 1½	1	15
Bread .. per 4 lb.	0 8	0 8	0 8½	..	—3
Tea	2 6	2 6	2 4	..	7
Sugar (granulated) ..	0 4½	0 4½	0 3	..	32
Milk .. per quart	0 9	0 9	0 6½	..	33
Butter—					
Fresh	1 7	1 7	1 4½	..	15
Salt	1 1	1 1	1 3½	..	24
Cheese	—	—	0 10	..	30
Margarine—					
Special	0 9	0 9	0 6½	..	12
Standard	0 5	0 5	0 6½	..	..
Eggs (fresh)|| .. each	0 2½	0 2½	0 2	..	26
Potatoes .. per 7 lb.	0 8½	0 8½	0 6½	1	27

The following Table shows the average percentage increases or decreases in prices at 1st September, 1939, 1st November, 1941, and 1st December, 1941, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Nov., 1941.	1st Dec., 1941.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs	44	59	59
Thin Flank	15	46	46
Beef, Chilled or Frozen—			
Ribs	32	77	77
Thin Flank	1	24	24
Mutton, British—			
Legs	48	67	67
Breast	14	23	23
Mutton, Frozen—			
Legs	51	74	74
Breast	—8	—3	—3
Bacon†	35	84	83
Fish	116	206	206
Flour	26	44	45
Bread	42	38	38
Tea	52	63	63
Sugar (granulated) ..	46	93½	93½
Milk	92	155	156
Butter—			
Fresh	13	30	30
Salt	7	34	34
Cheese	16	51	50
Margarine	—8	3	3
Eggs (fresh)	58	100	100
Potatoes	33	68	69
All above articles (Weighted Average)	38	65	65

On the basis of the figures in the foregoing Table the average level of retail prices of food at 1st December was approximately the same as at 1st November, nearly 20 per cent. higher than at the beginning of September, 1939, and approximately 65 per cent. higher than in July, 1914.

* A rise of 1 point on a total of 200 for "all items" (the figure for July, 1914 being 100) is equivalent to ½ 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.

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

§ On 1st November and 1st December, 1941, two brands of margarine, "special" and "standard," were on sale at 9d. and 5d. per lb. respectively. The figures for 1st September, 1939, and July, 1914, are averages calculated from the prices of various brands on sale at those dates.

|| Of the two prices shown for eggs at 1st November and 1st December, 1941, 2½d. was for large eggs (in Ministry of Food category I) and 2½d. for small eggs (in category II). The figures for 1st September, 1939, and July, 1914, are averages of the various prices charged at those dates.

ITEMS OTHER THAN FOOD.

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

As regards *clothing*, information collected from representative retailers in a number of the principal towns indicates that at 1st December the retail prices of clothing of the kinds generally bought by working-class families averaged about 1 per cent. higher than at 1st November, and about 91 per cent. higher than at 1st September, 1939. The average increase during November was less than 1 per cent. for men's suits and overcoats, about 1 per cent. for woollen materials, underclothing and hosiery, and for cotton materials and hosiery, and less than 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 December the average rise over the level of July, 1914, was about 295 to 300 per cent.

In the *fuel and light* group, there were slight increases in the retail prices of coal in some districts during November, and at 1st December they were between 21 and 22 per cent. higher, on average, than at 1st September, 1939, and about 136 per cent. above the level of July, 1914. The prices of gas were about 23 per cent. higher than at 1st September, 1939, and about 90 per cent. higher than in July, 1914. There were increases in the prices of candles during November, averaging about 3 per cent., but lamp oil and matches showed little change in price during the month. In the fuel and light group as a whole, the average level of prices at 1st December was less than 1 per cent. higher than at 1st November, over 26 per cent. higher than at 1st September, 1939, and about 130 per cent. higher than in July, 1914.

As regards *other items** included in these statistics, there were increases, averaging about 2 per cent., in the prices of domestic ironmongery, brushes and pottery during November; for the remaining items changes in prices were relatively unimportant. In the group as a whole, the average level at 1st December was less than 1 per cent. higher than at 1st November, about 30 per cent. higher than at 1st September, 1939, and about 132 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 December, 1941, is approximately **101 per cent. over the level of July, 1914**, as compared with 100 per cent. a month earlier, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, *no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.*

The rise of 46 points since the beginning of September, 1939, is equivalent to nearly 30 per cent. Of these 46 points, about 2½ points are due to the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately 6 points are 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	89	92	95
1941 ..	96	97	97	98	100	100	99	99	99	99	100	101

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.

* Soap, soda, domestic ironmongery, brushes, pottery, tobacco and cigarettes, fares and newspapers.

TRADE DISPUTES IN NOVEMBER.*

Number, Magnitude, and Duration.—The number of disputes involving stoppages of work, reported to the Department as beginning in November in Great Britain and Northern Ireland, was 111*, as compared with 145 in the previous month and 79 in November, 1940. In these 111 new disputes about 40,200 workpeople were directly involved, and 3,000 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 3,100 workpeople were involved, either directly or indirectly, in 13 disputes which began before November, and were still in progress at the beginning of that month. The number of new and old disputes was thus 124, involving about 46,300 workpeople, and resulting in a loss, during November, estimated at 72,000 working days.

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

Industry Group.	Number of Disputes in progress in Month.			Number of Work-people 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	29	32	11,800	21,000
Brick, Pottery, Glass, Chemical, etc. ..	..	5	5	2,600	5,000
Metal, Engineering and Shipbuilding ..	4	49	53	26,000	31,000
Building, etc. ..	2	12	14	2,200	4,000
Transport ..	1	3	4	1,800	6,000
Other ..	3	13	16	1,900	5,000
Total, November, 1941	13	111	124	46,300	72,000
Total, October, 1941 ..	11	145	156	34,800	96,000
Total, November, 1940..	9	79	88	20,100	48,000

Causes.—Of the 111 disputes beginning in November, 30, directly involving 3,900 workpeople, arose out of demands for advances in wages, 8, directly involving 500 workpeople, out of proposed reductions in wages, and 31, directly involving 6,300 workpeople, on other wage questions; 4, directly involving 1,600 workpeople, on questions as to working hours; 18, directly involving 19,600 workpeople, on questions respecting the employment of particular classes or persons; 17, directly

involving 4,800 workpeople, on other questions respecting working arrangements; and 3, directly involving 3,500 workpeople on questions of trade union principle.

Results.—Final settlements of disputes which terminated during November have been effected in the case of 93 disputes, directly involving 36,600 workpeople. Of these disputes, 13, directly involving 16,400 workpeople, were settled in favour of the workpeople; 55, directly involving 12,600 workpeople, were settled in favour of the employers; and 25, directly involving 7,600 workpeople, resulted in a compromise. In the case of 25 other disputes, directly involving 5,900 workpeople, work was resumed pending negotiations.

TOTALS FOR JANUARY-NOVEMBER, 1941 AND 1940.†

Industry Group.	January to November, 1941.			January to November, 1940.		
	No. of Disputes beginning in period.	Number of Work-people involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.	No. of Disputes beginning in period.	Number of Work-people involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.
Fishing and Agriculture ..	5	1,100	3,000	4	4,400	27,000
Coal Mining ..	427	139,500†	311,000	352	181,200†	481,000
Other Mining and Quarrying ..	11	700	3,000	5	400	3,000
Brick, Pottery, Glass, Chemical, etc. ..	34	4,800	10,000	23	1,500	5,000
Engineering ..	165	90,200	307,000	63	17,200	76,000
Shipbuilding ..	140	26,800	109,000	58	10,600	35,000
Other Metal ..	137	28,800	126,000	87	10,700	46,000
Textile ..	40	7,100	36,000	54	9,300	76,000
Clothing ..	17	3,400	14,000	30	6,200	25,000
Food, Drink, and Tobacco ..	14	900	2,000	12	5,000	14,000
Woodworking, Furniture, etc. ..	9	900	7,000	9	500	1,000
Paper, Printing, etc. ..	5	1,000	7,000	5	200	1,000
Building, etc. ..	70	9,800	35,000	76	24,800	71,000
Transport ..	57	15,400	51,000	35	5,400	13,000
Commerce, Distribution and Finance ..	5	1,900	3,000	6	500	1,000
Other ..	26	2,500	10,000	31	6,900	15,000
Total ..	1,162	334,800†	1,034,000	850	284,800†	890,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING NOVEMBER.

Occupations‡ and Locality.	Approximate Number of Work-people Involved.		Date when Dispute		Cause or Object.	Result.
	Directly.	Indirectly†	Began.	Ended.		
COAL MINING:— Miners, mechanics, deputies and surface workers—Northumberland (one colliery).	717	261	10 Nov.	10 Nov.	Dispute respecting proposed supply to workpeople of a grade of domestic coal other than that specified in an existing agreement.	Work resumed pending negotiations.
CHEMICALS, ETC., MANUFACTURE:— Process workers—Ayrshire (one firm).	1,589	..	13 Nov.	13 Nov.	Against introduction of a premium bonus system of payment.	Premium bonus system to be given a trial.
Process workers—Ayrshire (one firm).	900	..	14 Nov.§	17 Nov.	For dismissal of a foreman, alleged to have assaulted a workman.	Work resumed on advice of trade union officials.
ENGINEERING:— Engineering operatives — Glasgow (one firm).	12,500||	..	5 Nov.§	7 Nov.	Refusal of a section of skilled workers to accept as a charge hand a supervisor who, it was alleged, had not served a regular apprenticeship.	Supervisor to prove his qualifications respecting apprenticeship before being put in charge of skilled workers; and to be registered under the Dilution Agreement.
Railway shopmen, etc.—Glasgow	1,811	..	10 Nov.	10 Nov.	Refusal to work with two non-unionists.	Men in question agreed to re-join the trade union of which they had formerly been members.
Engineering operatives—Yorkshire.	1,500¶	..	28 Nov.	28 Nov.	Workpeople's dissatisfaction with piece-work rates, and objection to certain members of staff.	Piece-work system suspended for one month to permit of revision of price list.
SHIPBUILDING:— Workpeople employed in shipbuilding and shiprepairing—Co. Durham (one firm).	1,500	..	25 Nov.	25 Nov.	Refusal to accept an agreement negotiated between employers' and workpeople's organisations, providing for later starting and finishing times during winter.	Terms of the agreement accepted by workpeople.
JUTE MANUFACTURE:— Workpeople employed in jute spinning and weaving—Angus (one firm).	142	178	17 Nov.**	24 Nov.**	Workpeople's allegation that inferior quality of yarn resulted in reduced piece-work earnings of weavers, etc., and involved spinners, etc. in extra work.	Work resumed on understanding that improvements would be made in material, and that negotiations would take place regarding piece-work rates for weavers.
BOOT, SHOE, ETC. MANUFACTURE:— Shoe and slipper operatives—Lancashire (one firm).	17	406	29 Oct.	4 Nov.	Refusal of a section of operatives to continue certain work for which employers were alleged to have promised to install a machine.	Work to be done by other operatives.
PUBLIC WORKS CONTRACTING:— Concretors and labourers—Leicestershire (one firm).	288	..	11 Nov.	12 Nov.	Dispute respecting payment of subsistence allowance, provision of Sunday work, and other grievances.	Efforts to be made to provide for payment of subsistence allowance and for Sunday work; other grievances adjusted.
ROAD TRANSPORT:— Omnibus drivers and conductors employed by Corporation—Glasgow.	1,480	..	8 Nov.††	14 Nov.††	Objection to new duty schedules, providing for an increased number of special duties involving long "spreadover" hours.	Work resumed on advice of trade union officials.

* 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. The particulars given above do not include a "token strike" of shipyard workers on the Clyde on 18th November, when a large number of workpeople ceased work for half-an-hour to one hour before the normal stopping time, in order to draw attention to their claim for an increase in wage rates and to press for early consideration of this and other questions.

† 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 75,000 in 1941, and 104,000 in 1940. For all industries combined the net totals were approximately 255,000 in 1941, and 204,000 in 1940.

‡ 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.

§ The stoppage began with the night shift of the previous day.

|| Estimated maximum number involved.

¶ Estimated number.

** Weavers, dressers, etc., ceased work on 17th and resumed on 25th November; spinners, winders, etc., ceased work on 18th and resumed on 20th November.

†† Work was resumed on 10th November, but there was a further stoppage on the 11th, which extended on the 13th. Work was fully resumed on 17th November.

EMPLOYMENT OVERSEAS.

ÉIRE.

THE number of persons on the live registers of the Employment Exchanges rose from 60,915 at 25th October to 98,019 at 29th November, 1941. At 30th November, 1940, the directly comparable number of persons on the live registers was 104,555. The increase between 25th October and 29th November, 1941, is officially stated to be largely due to the return to the registers (after the expiry on 28th October of the Employment Period Order, 1941) of certain classes of persons living in rural areas who had been excluded from the receipt of unemployment assistance during the currency of the Order.

UNITED STATES OF AMERICA.

According to returns received by the Bureau of Labour Statistics from employers covering over 55 per cent. of the aggregate number of wage-earners in manufacturing industries, the number of workpeople employed at the middle of September, 1941, increased by 2.3 per cent., as compared with the figure for the preceding month. If the average monthly index of employment in the establishments covered for the three years 1923-25 be taken as 100, the corresponding figure for September, 1941, was 135.6, as compared with 132.5 for August, 1941, and 111.4 for September, 1940.

Information supplied by the Social Security Board shows that the number of applications for employment registered at Public Employment Offices at the end of August, 1941, was 4,699,020, as compared with 4,982,430 (revised figure) at the end of July, 1941, and 5,210,660 at the end of August, 1940.

CANADA.

According to returns received by the Dominion Bureau of Statistics from 12,633 firms, the number of workpeople employed at 1st September, 1941, was 1,627,055, as compared with 1,605,995 at 1st August. If the average number of workpeople employed by the reporting firms in the year 1926 be taken as 100, the index of employment at 1st September was 162.7, as compared with 160.6 at 1st August, 1941, and 131.6 at 1st September, 1940.

UNION OF SOUTH AFRICA.

According to information published in the official *Monthly Bulletin of Statistics* for September, 1941, returns received by the Office of Census and Statistics from selected industrial undertakings employing approximately 798,000 workpeople in July, 1941, show that there was no appreciable change in employment during that month. If the average number of workpeople employed in the reporting firms in July, 1925, be taken as 100, the index of employment for July, 1941, was 187.7, as compared with 187.6 for June, 1941, and 178.0 for July, 1940.

RETAIL PRICES OVERSEAS.

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

GERMANY.

In August, 1941, the official cost-of-living index figure was 0.3 per cent. below the figure for July, 1941, and 6.6 per cent. above that for August, 1939. For food alone, the index figure for August, 1941, showed a decline of 0.9 per cent. as compared with the figure for July, 1941, and an increase of 6.5 per cent. as compared with that for August, 1939.

UNITED STATES OF AMERICA.

In the middle of September, 1941, the official cost-of-living figure showed a rise of 1.8 per cent. over the figure for August, 1941, and of 9.6 per cent. over the figure for June, 1939. For food alone, the official index figure for the middle of September, 1941, was 2.6 per cent. above the figure for August, 1941, and 18.5 per cent. above that for August, 1939.

CANADA.

At the beginning of October, 1941, the official cost-of-living index figure was 0.7 per cent. above that for the beginning of September, 1941, and 14.6 per cent. above the figure for the beginning of September, 1939. For food alone, the official index figure for the beginning of October, 1941, showed a decline of 0.1 per cent. as compared with the figure for the previous month, and an increase of 23.9 per cent. above the figure for the beginning of September, 1939.

NEW ZEALAND.

In August, 1941, the official cost-of-living index figure was 0.7 per cent. above the figure for July, 1941, and 7.8 per cent. above the figure for August, 1939. For food alone, the official index figure for August, 1941, was 0.7 per cent. below the figure for July, 1941, and 3.1 per cent. above that for August, 1939.

UNION OF SOUTH AFRICA.

The official cost-of-living index figure for August, 1941, showed a decline of 0.5 per cent. below the figure for July, 1941, and an increase of 9.7 per cent. above that for August, 1939. For food alone, the official index figure for August, 1941, was 2.0 per cent. below the figure for July, 1941, and 13.7 per cent. above that for August, 1939.

FATAL INDUSTRIAL ACCIDENTS.

THE number of workpeople, other than seamen*, in Great Britain and Northern Ireland, whose deaths from accidents in the course of their employment occurred or were reported in November† was 223, as compared with 262 in the previous month and with 234‡ in November, 1940.

MINES AND QUARRIES.		FACORIES—continued.	
Under Coal Mines Acts :—		Paper, Printing, etc.	1
Underground	59	Rubber . . . . .	..
Surface	5	Gas Works	2
Metalliferous Mines . . . . .	..	Electrical Stations	4
Quarries	2	Other Industries	1
TOTAL :	—		
MINES AND QUARRIES..	66	WORKS AND PLACES UNDER	
		SS. 105, 107, 108, FACTORIES	
		ACT, 1937.	
		Docks, Wharves, Quays	
		and Ships	4
		Building Operations	33
		Works of Engineering	
		Construction	5
		Warehouses	2
		TOTAL, FACTORIES ACT	129
		RAILWAY SERVICE.	
		Brakesmen, Goods Guards	2
		Engine Drivers, Motor-	
		men	4
		Firemen	4
		Guards (Passenger)	1
		Labourers	1
		Mechanics	5
		Permanent Way Men	2
		Porters	3
		Shunters	2
		Other Grades	3
		Contractors' Servants . . . . .	..
		TOTAL, RAILWAY SERVICE	27
		Construction or Repair of	
		Railway	1
		Total (excluding Seamen)	223

INDUSTRIAL DISEASES.

THE Table below shows the number of cases§ and deaths§ in Great Britain and Northern Ireland reported during November, 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 :		Handling of Horsehair	1
Smelting of Metals . . . . .	..	Handling and Sorting of	
Plumbing and Soldering	3	Hides and Skins	1
Shipbreaking . . . . .	..	TOTAL	2
Printing . . . . .	..	
Other Contact with		EPITHELIOMATOUS ULCERATION	
Molten Lead	2	(SKIN CANCER).	
White and Red Lead		Pitch	2
Works . . . . .	..	Tar	4
Pottery . . . . .	..	Oil . . . . .	..
Vitreous Enamelling . . . . .	..	TOTAL	6
Electric Accumulator			
Works	1	CHROME ULCERATION.	
Paint and Colour Works . . . . .	..	Manufacture of Bichro-	
Coach and Car Painting . . . . .	..	mates . . . . .	..
Shipbuilding . . . . .	..	Dyeing and Finishing . . . . .	..
Paint used in Other		Chrome Tanning	3
Industries . . . . .	..	Chromium Plating	3
Other Industries . . . . .	..	Other Industries . . . . .	..
Painting of Buildings..	1	TOTAL	6
TOTAL	7	Total, Cases	41
OTHER POISONING.		II.—Deaths.	
Phosphorus	1	EPITHELIOMATOUS ULCERATION	
Aniline	17	(SKIN CANCER).	
Toxic Jaundice	2	Tar	1
TOTAL	20	Oil	2
		Total, Deaths	3

* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished, and the figures cover the 4 weeks ended 29th November, 1941, in comparison with the 5 weeks ended 1st November, 1941, and the 4 weeks ended 30th November, 1940.

‡ Revised figure.

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

LEGAL CASES AFFECTING LABOUR.

TRADE AND TRADE UNIONS—SETTLEMENT OF TRADE DIFFERENCES AND DISPUTES.—REFERENCE TO NATIONAL ARBITRATION TRIBUNAL — "TRADE DISPUTES" — "WORKMEN." — INDUSTRIAL COURTS ACT 1919 S. 8.—LOCAL GOVERNMENT STAFFS (WAR SERVICE) ACT 1939 S. 1—EMERGENCY POWERS (DEFENCE) ACT 1939 S. 1 (4)—EMERGENCY POWERS (DEFENCE) ACT 1940.—DEFENCE (GENERAL) REGULATIONS 1939 (S. R. & O. 1940 No. 1217) REG. 58AA.—CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDER 1940 (S. R. & O. 1940 No. 1305) ART. 2 AND 7.

COURT OF APPEAL: Before Lord Justice MacKinnon, Lord Justice du Parcq and Mr. Justice Bennett.

The Court allowed the appeal by Bolton Corporation from a decision of the Divisional Court—the Lord Chief Justice and Mr. Justice Tucker, Mr. Justice Atkinson dissenting—refusing the application of the corporation for an order of prohibition directed to the National Arbitration Tribunal to prohibit the tribunal from adjudicating on an alleged dispute which had been referred to it by the Minister of Labour and National Service.

It was stated that by the Local Government Staffs (War Service) Act, 1939, local authorities were given power, but not obliged, to make up to the level of their civilian pay the service pay of their officers who undertook war service. The dispute arose out of, and was limited to, a claim by the officers of the Bolton Corporation who were still in the employment of the corporation that it should be made a condition of their service that their pay should be made up if they undertook war service, and the question for decision was whether or not the claim arose out of a trade dispute within the meaning of the order under which the tribunal derived its jurisdiction.

That order was known as the Conditions of Employment and National Arbitration Order, 1940 (No. 1,305), and was made under regulation 58AA of the Defence (General) Regulations, 1939. It provided by paragraph 7 that "trade disputes" meant "any dispute or difference between employers or workmen, or between workmen and workmen connected with the employment or non-employment, or the terms of the employment, or with the conditions of labour of any person." "Trade or industry" included "the performance of its functions by a public or local authority." "Workmen" was defined as meaning "any person who has entered into or works under a contract with an employer, whether the contract be by way of manual labour, clerical work, or otherwise."

The majority of the Divisional Court held that the dispute was rightly referred to the tribunal.

Judgment.—MacKinnon, L.J., in giving judgment, said that, despite the extreme generality of the definitions of "trade dispute" and "workman," imported from the Industrial Courts Act, 1919, the dispute in this case was not, in his opinion, a "trade dispute" and that the applicants were not "workmen." Dealing with the other questions raised, he said that, in his view, the award which was sought from the National Arbitration Tribunal was one to compel the corporation to agree in advance that every officer who, at a future date, should be called up should *ipso facto* enjoy the advantage which the corporation were empowered to give him under the Act of 1939. The effect of that would be to deprive the corporation of their right to exercise their discretion in individual cases.

During the late war, certain local authorities passed resolutions to the effect that Bolton Corporation were now being asked to do. They had no statutory power so to deal with the ratepayers' money, and their resolutions were *ultra vires*. It was, therefore, necessary to pass the Local Government (Emergency Provisions) Act, 1916, which legalised, in one case, the previous *ultra vires* action of a local authority. It was argued in the present case that, if Bolton Corporation passed a resolution that they would confer on all their officers the benefits which they were empowered to give by section 1 of the Act of 1939, that would be valid and *intra vires*. But if the Corporation, if they thought fit, could pass such a resolution, he failed to understand how it could be said to make it legal to order them to do so when they did not think fit. The whole point involved was that the corporation were empowered to do, or not to do, a certain thing as they thought fit.

There was no Order in Council in existence which expressly or impliedly cancelled the discretionary power of the corporation under the Act of 1939 and directed that they must exercise those powers whether they liked it or not. It had become a commonplace to characterise the present dreadful conflict as a fight for democracy against dictatorships. In this country local government was a prominent form of democracy. Parliament in its wisdom had entrusted to the elected local authorities the duty of deciding whether they should spend the ratepayers' money in a certain manner. By the Act of 1939 he thought that those representatives, and they alone, were clothed with the power so to decide. The order of any other authority, or of any tribunal, which purported to deprive them of that power was, in his judgment, illegal. Parliament might, of course, have ordered the local authority to spend money in that way without any option or discretion on their part, though conceivably the ratepayers might have thought it was hardly fair to order their money to be so spent, unless all other employers were ordered to bear a like burden. But Parliament had not so ordered, and in no Act or Order in Council could there be

discovered any provision which nullified the discretion given to the corporation in that matter ordering them to do it whether they approved or not. That being so, he thought that the order of any tribunal compelling them so to act would be without any legal foundation.

In the result he thought that the appeal should be allowed and that the order for prohibition should be made.

Du Parcq, L. J., and Bennett, J., delivered judgments agreeing that the appeal should be allowed, and an order for prohibition issued. Bennett, J., stated that, in his opinion, the dispute between the Bolton Corporation and the National Association of Local Government Officers was not a trade dispute within the meaning of Regulation 58AA, and that the Minister had no power to refer it to the Tribunal, and the Tribunal had no jurisdiction to adjudicate upon it.

R. v. National Arbitration ex parte Bolton Corporation. Court of Appeal, 23rd July, 1941.

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

INDUSTRIAL COURT AWARDS.

APPRENTICES: WM. G. WALTER (BATH) LTD.—The Amalgamated Engineering Union claimed that the rates of wages of apprentices, boys and youths, laid down in an Agreement dated 26th March, 1941, between the Engineering and Allied Employers' National Federation and the Union should be paid to apprentices serving with Wm. G. Walter (Bath) Limited. Having regard to the provisions of Article 5 (1) of the Conditions of Employment and National Arbitration Order, 1940, the Court decided that apprentices serving under special written indentures with Wm. G. Walter (Bath) Ltd. should be paid the rates of wages of apprentices, boys and youths, laid down in the Agreement in question.—*Award No. 1838*; dated 5th November, 1941.

YORKSHIRE COPPER WORKS, LEEDS.—Questions having arisen between the Yorkshire Copper Works and the National Union of General and Municipal Workers as to the interpretation of Award No. 1835 in respect of workers receiving output bonus, application was made to the Court for a decision as a matter of interpretation of the Award. The point of interpretation arose on the meaning of the word "men" in the phrase "the men's bonus" in reference to women workers. The Court ruled that in the phrase "the men's bonus" the true meaning and intent of the word "men" is the production operative, whether man, woman or youth with whom the woman may be working.—*Award No. 1839*; dated 7th November, 1941.

ADMINISTRATIVE STAFF ETC.: BRENTWOOD URBAN DISTRICT COUNCIL.—The National Association for Local Government Officers claimed that the administrative and clerical staff of the Brentwood Urban District Council should be paid not less than the cost of living increases as recommended from time to time by the National Joint Council for Local Authorities' Administrative, Technical and Clerical Services as from the appropriate dates when such agreements became effective, less any amounts already paid by the Council to meet the increased cost of living. The Court awarded cost of living increases as follows—10 per cent. on salaries not exceeding £300 per annum; on salaries exceeding £300 per annum, 6 per cent. on the first £300, plus 3 per cent. on the amount in excess of £300 or 3 per cent. of £200 whichever is the less.—*Award No. 1840*; dated 12th November, 1941.

WHEELWRIGHTS AND COACHMAKERS OPERATIVES: WALTHAMSTOW BOROUGH COUNCIL.—The Wheelwrights and Coachmakers Operatives' Union claimed that the members of the Union employed in the Engineer and Surveyor's Department of the Walthamstow Borough Council should be paid in accordance with the scale for highest class of work set out in the Memorandum of Agreement between the National Federation of Vehicle Trades and the Wheelwrights and Coachmakers Operatives' Union dated 17th September, 1938. The Court awarded that the coach builders, coach painters and coach smiths shall be paid at the rate of 1s. 8d. an hour plus ½d. an hour London Area allowance, and 2½d. an hour war bonus, and that the rate for the coach smith's mate shall be 2d. an hour less, and the rate of the coach painter's assistant shall be 4½d. an hour less.—*Award No. 1841*; dated 18th November, 1941.

NON-TRADING SERVICES: MONMOUTH TOWN COUNCIL.—The National Union of General and Municipal Workers claimed that the Monmouth Town Council should observe the hours, rates, war wage increases and conditions fixed by the Monmouthshire Joint Wages Board (Non-trading Services) for the employees of Local Authorities in Monmouthshire. Having regard to the provisions of Article 5 (1) of the Conditions of Employment and National Arbitration Order, 1940, the Court awarded that the Council should observe the rates of wages, war bonuses and weekly working hours fixed by the Joint Wages Board in question.—*Award No. 1842*; dated 21st November, 1941.

LABOURERS: ADMIRALTY ESTABLISHMENTS.—The Trade Union side of the Shipbuilding Trade Joint Council for Government Departments claimed that the rate of wages of labourers employed in certain Admiralty establishments should be not less than that paid in the Royal dockyards, with payment for overtime in accordance with the normal practice in such dock-

yards. It was contended in support of the claim that the method adopted by the Admiralty in regard to the remuneration of the workpeople concerned was a departure from the practice which had for a number of years been followed by the Department in regard to the payment of labourers employed at the Royal dockyards and Admiralty industrial establishments, viz. a uniform rate of pay both basic and bonus and overtime rates for all such establishments irrespective of locality. The Official side contended that the conditions which warranted the payment of uniform rates in the Royal dockyards did not obtain in respect of the war-time establishments now under consideration and that the rates of wages should be determined in relation to those prevailing in the district in which such establishments are situated. The Court awarded that in place of the present inclusive weekly rates of wages there shall be paid to the labourers covered by the terms of reference, standard basic rates of wages plus the Admiralty industrial bonus (at present 30s. 6d. a week) which shall be subject to any future changes in the rates of pay or bonus payable to labourers in the Royal dockyards, and the Court fixed basic rates of wages accordingly for groups of establishments. The Court decided in favour of the overtime claim.—*Award No. 1843*; dated 21st November, 1941.

YORKSHIRE COPPER WORKS, LEEDS.—Industrial Court Award No. 1835, dealt with certain differences between the National Union of General and Municipal Workers and the Yorkshire Copper Works. In their Award the Court adjourned certain items for consideration by the parties pending a further hearing. Subsequently the parties intimated to the Court that the matters in issue between them on the items referred to had been settled by agreement between them and the Court accordingly made no award on these items of the terms of reference.—*Award No. 1844*; dated 28th November, 1941.

EMPLOYEES: NEWCASTLE CORPORATION.—The National Union of County Officers asked for a determination as to (1) the cost of living bonus to be paid to non-resident male nurses, porters, ambulance drivers and similar grades employed at the Corporation's General Hospital and Elswick Grange and (2) as to the wages and conditions of temporary officers on the out-relief staff of the Public Assistance Department. The Court awarded that the cost of living bonus to be paid to non-resident male nurses, porters, ambulance drivers and similar grades employed at the Corporation's General Hospital and Elswick Grange shall be the cost of living bonus as decided from time to time by the Provincial Joint Industrial Council for Northumberland and Durham for Local Authorities Non-Trading Services (Manual Workers). The Court took the view that the temporary officers on the relief staff should be called "Investigating Clerks," as suggested by the Corporation, and awarded weekly basic scales of pay for men of 70s. by annual increments of 3s. a week to 79s. and women of 51s. by annual increments of 3s. a week to 60s., together with a cost-of-living bonus in accordance with the recommendations of the North Eastern Joint Council for Local Authorities' Administrative, Technical and Clerical Services.—*Award No. 1845*; dated 28th November, 1941.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

SAWMILLING: YORK.—A dispute concerning rates of wages to be paid to the employees of Cattley, Ernest & Co. Ltd., Skeldergate, was reported under the Conditions of Employment and National Arbitration Order, 1940, by the Amalgamated Society of Woodcutting Machinists. The matter not having been otherwise disposed of, the parties agreed to the dispute being referred for settlement to a Single Arbitrator. Mr. A. N. Shimmin was appointed under the powers conferred on the Minister by the Order, and by the Industrial Courts Act, 1919, to act as Arbitrator. Mr. Shimmin in his Award dated 7th November, decided that the Union's claim had not been established, and authorised the continuance of the rates of wages at present in operation.

CORPORATION WORKERS: SUNDERLAND.—A difference existing between the National Union of Public Employees and the Sunderland Corporation was, by agreement, referred to arbitration for settlement. Mr. A. N. Shimmin was appointed under the Industrial Courts Act, 1919, to act as Arbitrator. The Union made two claims in respect of the employees engaged in the Cleansing Department of the Corporation, (i) that extra payment should be given to men working during the holiday period, 1941; and (ii) that a certain employee had been wrongfully reduced in status. Mr. Shimmin in his Award dated 14th November, dismissed the claim for extra payment, and in the other case, directed that the man concerned should be re-instated to his former position of responsibility as from 3rd March, 1941, at the rate of wages appropriate to that status.

TRANSPORT UNDERTAKING: GRIMSBY.—Mr. A. N. Shimmin was appointed under the Industrial Courts Act, 1919, to act as Arbitrator to determine a difference between the Electrical Trades Union and the Grimsby Corporation Transport Department as to whether work performed by certain employees at the depot entitled them to be paid as skilled men. In his Award dated 18th November, Mr. Shimmin found that the duties performed were essentially those of assistants working under the direction of a skilled supervisor and that the Union's claim had not been established.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS, 1940 and 1941.*

NATIONAL ARBITRATION TRIBUNAL AWARDS.

RATES OF WAGES OF WORKERS IN THE LONDON SILVERSMITHS' INDUSTRY.

Parties: The members of the Manufacturing Silversmiths' Association and certain Workers employed by such members.

Claim: (Made on behalf of the workers by the National Union of Gold, Silver and Allied Trades, London District.) For an increase of 2d. per hour on existing rates of payment.

Award: The Tribunal found that the rates of wages at present paid were provided under the terms of an agreement between the parties which had not been validly determined. They found against the claim and they awarded accordingly.

Award No. 147; dated 1st November, 1941.

REMUNERATION OF AGENTS OF (a) THE PEARL ASSURANCE COMPANY, LIMITED AND (b) THE WESLEYAN AND GENERAL ASSURANCE SOCIETY.

Parties: (a) The Pearl Assurance Company, Limited, and (b) The Wesleyan and General Assurance Society, and certain Employees of the Company and the Society respectively.

Claim: (Made on behalf of the employees by the National Amalgamated Union of Life Assurance Workers.) For the payment to the agents of the companies of a cost-of-living increase and also, as respects the Pearl Assurance Company, Limited, of a minimum weekly salary and, as respects the Wesleyan and General Assurance Society, of a minimum weekly commission.

Award: The Tribunal found against the claims and they awarded accordingly.

Awards Nos. 148 and 149; dated 6th November, 1941.

WAGES OF SIGN AND GLASS WRITERS.

Parties: The members of the Master Sign Makers' Association and certain Workers employed by such members.

Claim: (Made on behalf of the workers by the National Union of Sign, Glass and Ticket Writers and Kindred Trades.) For an increase of wages.

Award: The Tribunal found against the claimants on the claim made and they awarded accordingly.

Award No. 150; dated 8th November, 1941.

QUESTION AS TO THE RETROSPECTIVE PAYMENT OF CERTAIN COST-OF-LIVING WAR ADDITIONS TO WAGES IN THE ELECTRICAL CONTRACTING INDUSTRY.

Parties: The members of the National Federated Electrical Association and certain Workers employed by such members.

Claim: (Made on behalf of its members by the National Federated Electrical Association; the workers being represented by the Electrical Trades Union.) For a declaration against a claim for the retrospective payment of certain cost-of-living war additions to wages.

Award: The Tribunal found that an agreement between the parties dated 22nd October, 1940, had the effect of superseding, until the 14th August, 1941, (being the date of a previous award of the Tribunal determining a dispute which had arisen between the parties) the provisions of an agreement of 24th November, 1939, relating to cost-of-living (war) additions; and they awarded accordingly.

Award No. 151; dated 14th November, 1941.

WAGES IN THE SCREW INDUSTRY.

Parties: Messrs. Guest, Keen and Nettlefolds Limited and certain Employees of the Company.

Claim: (Made on behalf of the employees by the Screw, Nut, Bolt and Rivet Trade Society.) For an increase in wages.

Award: The Tribunal found that the claim had not been established and they awarded accordingly.

Award No. 152; dated 20th November, 1941.

RATES OF WAGES AND CONDITIONS OF EMPLOYMENT OF CERTAIN EMPLOYEES IN THE BLAST FURNACE AND COKE OVEN SECTIONS OF THE CLAY CROSS COMPANY LIMITED.

Parties: The Clay Cross Company Limited and certain Employees of the Company.

Claim: (Made on behalf of the employees by the National Union of Blast-furnacemen, Ore Miners, Coke Workers and Kindred Trades.) For an increase in wages and the observance of certain conditions of employment.

Award: The Tribunal awarded that the Company should observe, as respects the blastfurnace and coke oven sections of their establishment, certain terms of employment, being substantially the terms provided by an agreement which, prior to the sitting of the Tribunal to hear the case, had been reached between the parties in settlement of the claim. Particulars of the terms are set out in full in the award.

Date of operation: As from Monday, 10th November, 1941.

Award No. 153; dated 20th November, 1941.

* A Summary of a case referred under Article 2 of the Order, and decided under the Industrial Courts Act, 1919, is printed among awards by Single Arbitrators and *ad hoc* Boards of Arbitration.

WAGES AND CONDITIONS OF EMPLOYMENT OF WORKPEOPLE EMPLOYED BY A SCOTTISH FIRM OF BISCUIT MANUFACTURERS.

Parties : William Crawford and Sons Limited and certain Employees of the Company.

Claim : (Made on behalf of the employees by the National Union of Distributive and Allied Workers (Scottish Division).) For the observance of certain wages rates and conditions of employment.

Award : The Tribunal found that the claim had not been established and they awarded accordingly.

Award No. 154; dated 21st November, 1941.

BASE RATE FOR MACHINE MOULDERS IN A LETCHWORTH ESTABLISHMENT.

Parties : Messrs. Kryn and Lahy (1928) Limited and certain Employees of the Company.

Claim : (Made on behalf of the employees by the National Union of Foundry Workers of Great Britain and Ireland.) For an increase in the base rate for machine moulders from 36s. to 42s. per week of 47 hours.

Award : The Tribunal awarded that a minimum base rate of 38s. per week of 47 hours be paid to the machine moulders on whose behalf the claim was made.

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

Award No. 155; dated 24th November, 1941.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

WAGES OF APPRENTICES, BOYS AND YOUTHS IN AN ENGINEERING FIRM.

Parties : Messrs. W. H. Kane & Co., Larne, and certain Employees of the Firm.

Claim of Workers : "To increase the wages of Apprentice Fitters and Turners to that of the National Increases granted to Apprentices, Boys and Youths in the Engineering Industry and that such increases be made retrospective as from Monday, 31st March, 1941."

Award : The Tribunal awarded the following scale of weekly wages for apprentice fitters and turners in the employment of the firm:—1st year, 15s.; 2nd year, 17s.; 3rd year, 22s.; 4th year, 27s.; 5th year, 35s.

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

Award No. 70; dated 3rd November, 1941.

RATES OF WAGES OF BAKERS IN LONDONDERRY BAKERIES.

Parties : The Members of the Londonderry Master Bakers' Association, and certain Workers employed by such Members.

Claim of Workers : For an increase of 10s. per week on present rates of wages.

Award : The Tribunal found that the claim had not been established and they awarded accordingly.

Award No. 71; dated 5th November, 1941.

WAGES OF EMPLOYEES OF A CHEMICAL MANURE COMPANY.

Parties : Ulster Manure Company Limited, and Employees of the Company employed at Lisahally, County Londonderry.

Claim of Workers : For a general increase of 10s. per week in the wages of the employees who are members of the Transport and General Workers' Union.

Award : The Tribunal awarded that (1) the basic rate of wages should be increased by 3s. per week from 38s. to 41s. per week, so that together with the bonus of 21s. per week the total wages should be 62s. per week, and (2) payment for overtime and holiday pay should be calculated at the rate of 62s. per week of 48 hours.

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

Award No. 72; dated 5th November, 1941.

HEADAGE RATES PAYABLE TO SLAUGHTERMEN IN ABATTOIRS IN NORTHERN IRELAND.

Parties : The Ministry of Agriculture for Northern Ireland and certain Workers employed by the Ministry.

Claim of Workers : That (1) 10 per cent. be added to the weekly earnings under the terms of agreement dated 5th January, 1940; (2) all work done before 8.30 a.m. and after 5.30 p.m. be paid for at 50 per cent. higher than the rate set forth in the agreement of 5th January, 1940; (3) all casualty cases be paid for at the rate of 10s. for cattle and 2s. for sheep during the hours of daylight, and at the rate of 12s. 6d. for cattle and 2s. 6d. for sheep during the hours of black-out.

Award : The Tribunal awarded (1) that the following hours of work and headage rates for slaughtering squads be observed in all abattoirs in Northern Ireland; (2) that the recognised normal hours of work for the slaughtering and dressing of animals in each week be—Monday to Friday (both days inclusive), 8.30 a.m. till 5.45 p.m.; Saturday, 8.30 a.m. till 1 p.m.; (3) that the headage rates be increased from 6s. to 7s. 6d. for cattle and from 1s. to 1s. 6d. for sheep on (a) all work commenced after 5.40 p.m. on week days—Monday to Friday (both days inclusive); (b) all work commenced after 12.55 p.m. on Saturdays; (c) all work done on Sundays and Public Holidays; (4) that the present rates for casualty cases, viz., 10s. for cattle and 2s. for sheep, remain unaltered.

Date of Operation : As from Monday, 17th November, 1941.

Award No. 73; dated 14th November, 1941.

ACCRUED HOLIDAY MONEY FOR WORKERS EMPLOYED BY A NORTHERN IRELAND FIRM OF DYERS, FINISHERS AND BLEACHERS.

Parties : The Factory Dye Works Ltd., Lambeg, Lisburn, and Employees of the Firm.

Claim : For the observance of Article 3 of the Memorandum of Agreement, dated 13th January, 1940, in respect of workers engaged in the Cloth Bleaching, Dyeing and Finishing trade in Ireland made between The Irish Bleachers' Association Ltd., The Irish Dyers' Limited, and The Hydraulic Mangle Finishers' Association, on the one hand, and the Transport and General Workers' Union and The National Union of General and Municipal Workers, on the other hand.

Award : The Tribunal awarded that the Company should observe the terms of paragraph 3 of the agreement made between The Irish Bleachers' Association Ltd., The Irish Dyers Limited, and Hydraulic Mangle Finishers' Association, on the one hand, and the Transport and General Workers' Union and the National Union of General and Municipal Workers on the other hand, dated 13th January, 1940, viz. :—

"The principle of one week's holiday per annum with pay is adopted, and provision therefor will be made as from 1st January, 1940.

The amount at credit of each worker, however, shall not be paid to him until immediately before the holiday period.

Any worker changing his employment shall be entitled to receive from his former employer immediately before the holiday period the amount standing to his credit in respect thereof."

Date of Operation : The award to be applied by the Factory Dye Works Ltd. with retrospective effect in order to ensure the payment of the accrued portion of one week's holiday for the holiday year ending in July, 1941, to any worker whose employment with the firm terminated during the preceding twelve months.

Award No. 74; dated 27th November, 1941.

WAGES OF BAKERS IN (I) BALLYMENA BAKERIES AND (II) A PORTADOWN BAKERY.

Parties : (i) The Ballymena members of the Northern Ireland Country Master Bakers' Association and (ii) a Portadown member of the Association, and, in each case, certain Employees of the Member Firms.

Claim of Workers : For an increase of 10s. per week on present rates of wages of bakers in the employment of the member firms.

Award : The Tribunal, having heard the two cases together, awarded that the wages of bakers in Ballymena and in Portadown should be increased to 74s. 9d. per week. The Tribunal also expressed the opinion that the workers employed in Ballymena and Portadown should be included together with the workers employed in the County Borough of the City of Londonderry in Area "B," as defined by the Trade Board under the Trade Boards Acts (Northern Ireland), 1923 and 1939, for the Baking industry.

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

Awards Nos. 75 and 76; dates 28th November, 1941.

TRADE BOARDS ACTS.

A.—NOTICES OF PROPOSAL.

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

PAPER BOX TRADE BOARD (GREAT BRITAIN).

Proposal B. (29), dated 4th November, 1941, to vary minimum rates of wages for male and female workers.

JUTE TRADE BOARD (GREAT BRITAIN).

Proposal J. (66), dated 7th November, 1941, to vary minimum rates of wages for male and female workers.

BAKING TRADE BOARD (ENGLAND AND WALES).

Proposal BK. (11), dated 11th November, 1941, to vary minimum rates of wages for a certain class of female workers and the re-grading of certain areas in the Wales and Monmouth District.

BAKING TRADE BOARD (SCOTLAND).

Proposal BKS. (4), dated 18th November, 1941, to vary minimum rates of wages for male and female workers based on the Cost of Living.

FLAX AND HEMP TRADE BOARD (GREAT BRITAIN).

Proposal F.H. (45), dated 25th November, 1941, to vary minimum rates of wages for male and female workers.

GENERAL WASTE MATERIALS RECLAMATION TRADE BOARD (NORTHERN IRELAND).

Proposal N.I.W.R. (N.15), dated 12th November, 1941, to vary minimum rates of wages for male and female workers.

EMERGENCY POWERS (DEFENCE) FACTORIES ACT, 1937.

AN Order in Council* was made by His Majesty on 10th October, 1941, in pursuance of the Emergency Powers (Defence) Acts, 1939 and 1940, providing, *inter alia*, for the amendment, as follows, of Regulation 59 of the Defence (General) Regulations, 1939:—

* * *

4. For paragraph (1) of Regulation fifty-nine of the principal Regulations there shall be substituted the following paragraph:—

"(1) The Minister of Labour and National Service may, by order, to such extent, during such period, and subject to such conditions, as may be specified in the order, exempt from the Factories Act, 1937—

(a) any particular premises or operations or class of premises or operations;

(b) any class of machinery, plant or process;

if he is satisfied in either case that it is expedient so to do in the interests of the efficient prosecution of the war, or for maintaining supplies and services essential to the life of the community."

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDER.

The Conditions of Employment and National Arbitration (Amendment) Order, 1941,† dated November 14, 1941, made by the Minister of Labour and National Service under Regulations 58AA and 98 of the Defence (General) Regulations, 1939.

The Minister of Labour and National Service (hereinafter referred to as "the Minister") by virtue of the powers conferred on him by Regulations 58AA and 98 of the Defence (General) Regulations, 1939, hereby makes the following Order:—

1.—(1) This Order may be cited as the Conditions of Employment and National Arbitration (Amendment) Order, 1941, and shall come into force on the date hereof and this Order and the Conditions of Employment and National Arbitration Order, 1940,‡ may be cited together as the Conditions of Employment and National Arbitration Orders, 1940 and 1941.

(2) In this Order the expression "principal Order" means the Conditions of Employment and National Arbitration Order, 1940.

2.—The following paragraph shall be substituted for paragraph 2 of the Schedule to the principal Order:—

"2. A panel of not more than five appointed members shall be constituted by the Minister; and panels of persons chosen to represent employers and workers respectively shall also be constituted by the Minister after consultation with the British Employers' Confederation and the Trades Union Congress respectively. The appointed members and the members chosen to represent employers and workers respectively at any sitting of the Tribunal shall be selected by the Minister from the panels so constituted as aforesaid."

Signed by Order of the Minister of Labour and National Service this 14th day of November, 1941.

T. W. PHILLIPS,

Secretary of the Ministry of Labour and National Service.

MINES AND QUARRIES (CANTEENS) ORDER.

By the Mines and Quarries (Canteens) Order, 1941,§ made on 19th November by the Board of Trade under Regulation 60A of the Defence (General) Regulations 1939, provision is made whereby the owner of a mine or quarry must, if so directed by an appropriate officer, make arrangements, which are to be subject to the approval of such an officer, for the establishment and maintenance at, or in the vicinity of, the mine or quarry of a canteen attached thereto, or to a group of mines or quarries, where suitable food can be purchased by persons employed at the mine or quarry or the mines or quarries for consumption thereat.

In cases where such directions are issued, the appropriate officer may specify a date by which the arrangements for the establishment of the canteen must be made.

For the purposes of the Order, an 'appropriate officer' is deemed to be, as regards a coal mine, any person authorised in that behalf by the Miners' Welfare Commission, and as regards mines or quarries other than coal mines, the Chief Inspector of Mines or any other person authorised in that behalf by the Board of Trade.

BANK HOLIDAYS, DECEMBER, 1941.

An Order in Council|| was made by His Majesty on 12th December, 1941, in pursuance of the Emergency Powers (Defence) Acts, 1939 and 1940, ordering, *inter alia*, as follows:—

* * *

2. Friday, the twenty-sixth day of December, nineteen hundred and forty-one, shall not, in England or Northern Ireland, be a bank holiday under the Bank Holidays Act, 1871,

* Statutory Rules and Orders, 1941, No. 1597; H.M. Stationery Office, price 1d. net (2d. post free).

† Statutory Rules and Orders, 1941, No. 1884; H.M. Stationery Office, price 1d. net (2d. post free).

‡ Statutory Rules and Orders, 1940, No. 1305.

§ Statutory Rules and Orders, 1941, No. 1867; H.M. Stationery Office, price 1d. net (2d. post free).

|| Statutory Rules and Orders, 1941, No. 2009; H.M. Stationery Office, price 1d. net (2d. post free).

or a public holiday under the Holidays Extension Act, 1875, or section eight of the Customs Consolidation Act, 1876:

Provided that the said day shall be deemed to be a bank holiday in England and Northern Ireland for the purposes of—

(a) sections one to three of the Bank Holidays Act, 1871, in so far as they relate to any bill of exchange or promissory note or the making of any payment, not being a bill or note payable on demand or a payment in respect of any such bill or note;

(b) paragraph (1) of section fourteen of the Bills of Exchange Act, 1882;

(c) the Shops Act, 1912; and

(d) such of the provisions of any enactment or other instrument, or of any agreement (whether oral or in writing), as relate to the payment of wages for work done on a bank holiday.

3. Christmas Day, nineteen hundred and forty-one, shall not, in Scotland, be a bank holiday under the Bank Holidays Act, 1871, or a public holiday under section eight of the Customs Consolidation Act, 1876, or the Revenue Offices (Scotland) Holidays Act, 1880:

Provided that the said day shall be deemed to be a bank holiday in Scotland for the purposes of

(a) the Shops Act, 1912; and

(b) such of the provisions of any enactment or other instrument, or of any agreement (whether oral or in writing), as relate to the payment of wages for work done on a bank holiday.

LABOUR RETURNS: BUILDING AND CIVIL ENGINEERING.

UNDER the Building and Civil Engineering Labour (Returns) Order, 1941,* made on 20th October by the Minister of Works and Buildings, all concerns (other than those already registered as building or civil engineering contractors) employing building and civil engineering labour on specified work, consisting of the maintenance, repair, alteration, etc., of buildings and fixed works of construction, were required to furnish the Minister of Works and Buildings by 22nd November with a return of the workers so employed. By a further Order † amending the above Order the date by which the returns were to be furnished was postponed to 2nd December. In their own interests, employers who have not made the return on Form B.C.E.4. (available at all Employment Exchanges) should do so immediately.

WORKMEN'S COMPENSATION. JUDICIAL PROCEDURE.

By the Workmen's Compensation Rules, 1941,‡ a new Rule is substituted for Rule 88 of the Workmen's Compensation Rules, 1926,§ as amended. The new Rule modifies the judicial procedure in respect of ascertaining the Court under which proceedings under the Workmen's Compensation Act, or under the Rules, are to be commenced.

INDUSTRIAL DISEASES: NORTHERN IRELAND.

THE Ministry of Labour for Northern Ireland made the Workmen's Compensation (Industrial Diseases) Order (Northern Ireland), 1941||, on 28th October, 1941, under sub-section 3 of Section 44 of the Workmen's Compensation Act (Northern Ireland), 1927. The effect of the Order, which came into force on 1st November, 1941, is to add to the Schedule of Industrial Diseases under the Act (i) poisoning by chlorinated naphthalene or its sequelae; and (ii) poisoning by methyl bromide or its sequelae.

OFFICIAL PUBLICATIONS RECEIVED.

(NOTE.—The prices are net, and do not include postage.)

MAN POWER.—*Memorandum of the principal new measures to be introduced by His Majesty's Government in pursuance of their man-power policy.* [Cmd. 6324; price 1d.]

RESERVED OCCUPATIONS.—*Schedule of reserved occupations.* Revised edition, December, 1941. Ministry of Labour and National Service. [S.O. publication; price 1s. 0d.]

* Statutory Rules and Orders, 1941, No. 1642; H.M. Stationery Office, price 1d. net (2d. post free).

† Statutory Rules and Orders, 1941, No. 1848; H.M. Stationery Office, price 1d. net (2d. post free).

‡ Statutory Rules and Orders, 1941, No. 1740/L32 H.M. Stationery Office, price 1d. net (2d. post free).

§ Statutory Rules and Orders, 1926, No. 448.

|| Statutory Rules and Orders of Northern Ireland, 1941, No. 182. H.M. Stationery Office; price 1d. net (2d. post free).

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