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## SPECIAL ARTICLES, REVIEWS, ETC.

### CONFERENCE ON INDUSTRIAL HEALTH.

A Conference on Industrial Health, convened by the Minister of Labour and National Service and held under the auspices of the Factory and Welfare Department of the Ministry, met in London on 9th-11th April. Amongst those present were members of employers' organisations and trade unions, doctors, industrial nurses, engineers and other technicians, research workers, personnel managers, welfare supervisors, and representatives of Foreign and Dominion Governments and Government Departments. The Conference was opened by the Minister of Labour and National Service and speeches were made by the Minister of Health, the Parliamentary Under-Secretary of State to the Scottish Office and the Parliamentary Secretary to the Ministry of Fuel and Power. Later in the Conference papers were read by a number of Government and other specialists and there was a general discussion.

In his opening address Mr. Bevin explained that he wanted the Conference to interpret industrial health in as wide a sense as possible, taking into account everything which affects the worker in his industrial environment. In this sense the subject was the concern, not only of the doctors, but of all other specialists, engineers, chemists, physicists, personnel managers, employers and trade unions, and most important of all the workers themselves. While industrial health had its special problems it could not be treated as a subject apart and progress in the field of industrial health would contribute to the wider work being done for national health. The purpose of the Conference was (a) to emphasise the vital importance of maintaining and improving the health and environment of workers in the factory and in the office ; (b) to crystallize the interest in this subject that has been developed in recent years, more particularly during the war ; and (c) to secure advice and suggestions for the action which should be taken in the future, both during and after the war, by the Government and by industry. The questions which, in his view, needed consideration, and on which he would welcome the ideas and suggestions of the Conference, included :—

1. The directions in which the work of the Factory Department could be extended to secure the best possible health of the workpeople ;
2. How to secure greater co-operation between the Government, employers and workers ;
3. Possible extensions of the law which may be desirable or necessary ;
4. Guidance on means of securing closer co-ordination of the ordinary medical service for the citizen, the school medical service and the industrial medical service and for asso-

ciating this latter more closely with the work of the non-medical specialist ;

5. Means of extending the ordinary practitioner's knowledge and experience of industrial conditions and ill-health arising therefrom ;
6. The best definition of the proper conception of industrial health and hygiene and how it can be made more widely known ;
7. How the managerial, professional and technical staffs of industry can best contribute to the whole problem.

Mr. Ernest Brown, Minister of Health, emphasised the point made by Mr. Bevin that the problems of the health and well-being of industrial workers should be considered as a fundamental part of the general problems of the health and well-being of the community. The proposals for social security in the Beveridge Report were based on three assumptions, one of which was the establishment of "comprehensive health and rehabilitation services for prevention and cure of disease and restoration of capacity for work available to all members of the community," and it was the Government's declared intention to secure this. In the future, health and health facilities would be regarded as one of the accepted responsibilities of the community to all its members. The comprehensive services which would be provided for all workers and their families in the home, or against the background of the home, would simplify the problem in places of work, because it will be necessary to make provision there only for matters arising from special industrial conditions and environment. The discussions of the Conference would thus take place against the background of the more comprehensive health services which the Government were planning for the future.

The various points outlined in the speeches of the Ministers were discussed in greater detail during the Conference. Sir Wilfrid Garrett, Chief Inspector of Factories, read a paper discussing the organisation and work of the Factory Department. The relations between the industrial health services and the general health services and the contribution of the former to the health and well-being of the community as a whole were considered by Sir Wilson Jameson, Chief Medical Officer of the Ministry of Health, who spoke on "Industry's Contribution to Positive Health" ; by Dr. Merewether, Senior Medical Inspector of Factories, who spoke on "The Scope of Industrial Health" ; by Dr. Hill, Chairman of the Central Council for Health Education, who spoke on "The Place of Industrial Health Services within a Comprehensive Medical Service ;" and Dr. Lane, of the Association of Industrial Medical Officers, who dealt with "The Role of the Industrial Medical Officer." Dr. Paterson read a paper dealing with the position of Examining Surgeons as a link between industrial medicine and the general practitioner.



The importance of team-work between doctors and other specialists, management and workers was stressed by Dr. Amor, Deputy Chief Medical Officer, Ministry of Supply, and particular aspects of this co-operation were emphasised by Mr. J. L. Smyth, Trades Union Congress, and Brigadier-General Baylay, of the Engineering and Allied Employers' Federation. Other subjects discussed included the contribution to be made by medical research, in a paper on "Medical Training in Industrial Health" by Sir Edward Mellamby (Secretary of the Medical Research Council), and future medical training in industrial health, by Lieutenant-Colonel Parkinson (Dean of the London School of Hygiene and Tropical Medicine).

The general discussion included statements by doctors, personnel managers, shop stewards, factory safety officers, industrial nurses, and others on particular aspects of the subject. A verbatim report of the proceedings of the Conference has been published by H.M. Stationery Office.\*

## PNEUMOKONIOSIS AMONG MINERS.

### ADVISORY COMMITTEE.

The Minister of Fuel and Power has set up a Committee to advise him as to the measures which should be taken to provide for the medical treatment of miners in the Wales Region who are suffering from pneumokoniosis, or disease of the lungs due to airborne dust.

So far as dust prevention is concerned, special steps have already been taken to introduce improved methods in the pits, and as regards compensation the Workmen's Compensation Act, 1943,† has brought pneumokoniosis within the scope of the workmen's compensation scheme and has also provided for a "benefit" scheme to cover certain old cases of disablement by pneumokoniosis. For the rehabilitation of miners suffering from this disease the first step has now been taken by the appointment of the Advisory Committee referred to above, and thus a third stage has been reached in the comprehensive plan for dealing with the problem of this disease. The Regional Controller of the Ministry of Fuel and Power for the Wales Region is to be chairman of the Committee and its terms of reference are:—"To advise as to the measures which should be taken to provide for the medical treatment and rehabilitation, by institutional treatment or otherwise, of coal miners in the Wales Region suffering from pneumokoniosis, and to make recommendations as to what should be the lines of initial action and of concurrent investigation and study to provide a basis for further development."

The problem of the rehabilitation of miners suffering from pneumokoniosis is mainly one affecting South Wales; the Wales Region, however, embraces not only Wales but also the coalfields of Bristol, Somerset and the Forest of Dean, and accordingly, the terms of reference of the Committee will extend to these coalfields as well as those of Wales itself.

## MAN-POWER AND PRODUCTION IN COAL MINING.

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

In a recently published Report‡ by the Select Committee on National Expenditure the problems of absenteeism and man-power are considered in relation to the need for increased coal production to meet the demands of the war effort.

Owing to normal wastage, the Report points out, the labour force available in the coal-mining industry is subject to an annual loss of some 20,000 or more men. During the present year this figure is expected to be offset to the extent of some 4,000 by the entry of young men who exercise the option to work in the mining industry instead of joining the Armed Forces and by up-grading. The net loss during the year will thus be approximately 16,000 men and the total number of men engaged in the industry will, therefore, inevitably be reduced below the lowest level at which it has stood since August, 1941. The expedients hitherto adopted, including the return of miners from the Home Forces, for making good the normal annual wastage have now been exhausted and will afford no further relief; accordingly, unless the reduced production consequent upon the diminished labour force is counter-balanced by new factors capable of increasing the output of available labour, a dangerous decline in coal production must inevitably take place.

In spite of the additional man-power that has been brought into the industry and the incentives of a guaranteed minimum wage, an output bonus scheme and generally improved conditions of employment, there is no sign that output in 1943 will exceed that for 1942. The main reason for this, the Committee consider, is the continuing high rate of avoidable absenteeism. Absenteeism is highest at week-ends and witnesses were agreed that if reasonable attendance could be secured on Saturdays and Mondays there would be a great increase in production. However, in order to obtain a fair picture, it should be borne in mind that the present labour force shows an increasing proportion of older men, many of whom are working extra shifts, and

they are beginning to feel the physical strain. The proportion of face-workers to other workers is still small in a number of pits and, moreover, the average number of shifts worked has increased. Nevertheless, the Committee state, the fact remains that a small percentage of men, particularly from the younger age groups (including face-workers) are persistent offenders. The present procedure for dealing with avoidable absenteeism is too slow, and the Committee recommend that new experiments which do not involve removing offenders from the pits through suspension, dismissal or imprisonment should be tried. In particular, they recommend that an experiment being made in one region, under which the Regional Investigation Officer has been granted, with the consent of the men, the right to impose a limited 'fine' on the understanding that the 'fine' would be remitted if the man attended satisfactorily over a prescribed period, should if successful be more widely applied and, if need be, regularised.

## CATERING WAGES ACT.

The Catering Wages Act, 1943, received the Royal Assent on 10th June, 1943. The object of the Act is "to make provision for regulating the remuneration and conditions of employment of catering and other workers and, in connection therewith, for their health and welfare and the general improvement and development of the industries in which they are employed." An article on the main provisions of the measure, in the form in which it was originally introduced in the House of Commons, appeared in the issue of this GAZETTE for February, 1943; the more important amendments that have since been made, during the course of the Bill's passage through Parliament, are noted below.

The functions of the Commission have been amplified by the addition of a provision empowering the Commission specifically to make enquiries into means for meeting the requirements of the public, including in particular requirements for visitors from overseas, and for developing the tourist traffic. Considerable interest in the development of tourist traffic was shown by both Houses, and the Government accepted an amendment moved in the House of Lords.

The Minister is now empowered to appoint assessors to the Commission to be available in connection with any investigation or enquiry the Commission may undertake. The assessors are to be persons having an expert knowledge of any of the matters falling within the jurisdiction of the Commission. They will not vote or otherwise be parties to any report or recommendation of the Commission but will act in a purely advisory capacity. The provision for the appointment of assessors meets the point of view of those who wish to see a closer relationship between the Commission and the industry, and it achieves this end whilst preserving the independent status of the Commission.

Provision has been made by which the Commission are required to submit annually to the Minister of Labour and National Service a general report on their work, which the Minister must lay before Parliament.

Power has also been given to the Minister, where a Wages Board has been established and after consultation with the Commission and the Wages Board concerned, to make regulations requiring all employers covered by the Board to register for the purpose of the Act, at the time and as prescribed in the regulations. The object of this provision is to facilitate the administration of any Wage Regulation Order covering undertakings such as boarding houses which may be difficult to identify. By providing a list of such undertakings within scope, the register so compiled will obviate unnecessary inspections and avoid considerable administrative work that would otherwise be involved.

Finally, a new section has been added specifically excluding from the scope of the Act workers employed in any type of ship.

## REGISTRATION FOR EMPLOYMENT ORDER.

### FURTHER REGISTRATION OF WOMEN.

Further registrations of women under the Registration for Employment Order, 1941,\* were effected on 5th June, 1943. The obligation to register on this date applied, subject to the exemptions specified in the Order, to all women, whether married or single, or with or without children, who were born between 1st January, 1924, and 30th June, 1924, both dates inclusive. Women rendering whole-time paid service with the Armed Forces of the Crown in the A.T.S., W.A.A.F., W.R.N.S. or whole-time paid service in the Nursing and Medical Services attached to these Forces are exempted under the Order and were not required to register.

## NATIONAL SERVICE ACTS, 1939-1942.

### FURTHER REGISTRATION OF MEN.

A further registration of young men under the National Service Acts, 1939-1942, took place on 19th June, 1943. The obligation to register on this date applied to all young men liable to be registered under the Acts who were born between 1st July, 1925, and 30th September, 1925, both dates inclusive.

The men concerned will, subject to medical fitness, be called up as vacancies arise after they attain their 18th birthday.

\* See the issue of this GAZETTE for March, 1941, pages 51 and 73.

\* *Conference on Industrial Health: Report of Proceedings.* H.M. Stationery Office; price 1s. 6d. net (1s. 8d. post free).

† See the issues of this GAZETTE for February, 1943, page 21.

‡ *Fuel and Power: Eighth Report from the Select Committee on National Expenditure; Session 1942-1943.* H.M. Stationery Office; price 2d. net (3d. post free).



## YOUTH REGISTRATION IN 1942.

A White Paper,\* prepared by the Board of Education and the Scottish Education Department, has recently been published giving a summary review of the reports submitted to the Education Departments by Local Education Authorities throughout the country on the results of their follow-up of the registration of young persons under the Registration of Boys and Girls Order, 1941,† and an outline of the steps which the Government propose to take to deal with some of the conditions to which the Local Education Authorities have drawn attention.

The liability to register under the Registration of Boys and Girls Order applies to boys and girls aged 16 and 17 and the purpose of their registration is to enable Local Education Authorities to make contact with the young people concerned, in particular those who are no longer under educational supervision and discipline, and to encourage them to find the best way, according to the time at their disposal, of fitting themselves to do their duty as citizens and of assisting the present national effort. Registrations under the Order were effected at various dates in 1942, and a further registration took place on 13th March, 1943. The completed registration cards were passed to the Local Education Authorities for review, and in cases where the young persons were found not to be in full-time schooling or not apparently associated with any organised leisure-time activity they were, whenever practicable, invited to attend an interview. The proportions of young people thus "unattached" among those covered by the several registrations in 1942 ranged in the case of boys from 41 to 48 per cent. in England and Wales and from 43.5 to 47.2 per cent. in Scotland; in the case of girls the proportions ranged from 61 to 77 per cent. in England and Wales and from 63.8 to 75.1 per cent. in Scotland. In all about 800,000 boys and girls in England and Wales and about 114,000 in Scotland were invited to an interview following registration and of these about 610,000 in England and Wales and over 83,000 in Scotland attended. There were considerable differences as between the several areas in the proportions of those invited who appeared for interview, but it was usually the case that three-fourths of the young people who were interviewed were advised, or themselves expressed an intention, to join one or other of the youth organisations available in the locality. It was not possible, the White Paper states, to estimate with any accuracy how many had actually done so, but it was thought that the registrations had had the effect of increasing by 15-20 per cent. the total number of young people in the age-group concerned who were associated with further education, pre-Service organisations and the Youth Service generally. This meant that between 60 and 70 per cent. of all boys and approximately 40 per cent. of all girls who registered were now either at school or associated with some form of leisure training and discipline. Many others were clearly using their leisure time to advantage in a variety of individual interests.

### REVIEW OF WORKING HOURS.

The reports drew attention to a number of difficulties experienced by young people, which appeared to the Government to call for examination. Consultations accordingly took place between the Government Departments concerned with the regulation of the employment of young people, regarding the action to be taken to relieve the strain upon those young people who, because of the demands of war production, are working long hours, to increase their leisure time and to enable them to participate in the facilities available through the youth organisations for healthy recreation and change of occupation. As the result of the consultations the Government have decided:—

(i) to review immediately, in consultation with representative organisations of employers and workers, all cases of wartime relaxations of hours of employment with the object of providing that young persons of 16 and 17 years shall not be employed for more than 48 hours in any week except where the hours allowed are necessitated by the particular circumstances; and similarly that young persons of 14 and 15 years shall not be employed for more than 44 hours a week;

(ii) to arrange wherever possible for the transfer of young people from an employment which necessitates travelling for more than one hour each way to other employment nearer home;

(iii) to develop as far as possible the existing policy of staggering hours of employment so as to facilitate the journeys of workpeople to and from their places of employment;

(iv) to review the arrangements for the feeding of young people in industrial and business establishments and, if necessary, to strengthen the existing Canteens Order; and to call upon factory managements to give special attention to educating young people as to the necessity for taking adequate meals in the canteens;

(v) to make it clear to Local Education Authorities and interviewing panels that young people should not be encouraged to participate in activities outside their ordinary employment to the extent that they have inadequate periods for rest and sleep;

(vi) to enquire into the question of double employment with a view to strengthening the law in respect of the employment of young persons by more than one employer.

In connection with the general scheme of educational reform which they hope to bring into operation after the war, the

\**Youth Registration in 1942.* Cmd. 6446. H.M. Stationery Office, price 6d.

†See the issue of this GAZETTE for January, 1942, page 7.

Government have under consideration proposals for the adjustment of hours of employment in relation to the arrangements for continued education; for the development of a comprehensive health service; and for improved methods of vocational guidance in connection with the recruitment and training of young people for industry. Progress on these lines, the Government state, is both desirable and possible, so that in the post-war period young people may be able to enjoy opportunities which have not been available to them in the past.

## HOLIDAYS WITH PAY SCHEME FOR THE BUILDING AND CIVIL ENGINEERING INDUSTRIES.

The existing holidays with pay scheme for the building industry in the Liverpool, Birkenhead and Wirral Districts will continue alongside the larger national scheme, and the statement in the relevant article on page 64 of last month's issue of this GAZETTE that it will be determined in favour of the larger national scheme is incorrect. Special arrangements will apply for Liverpool firms temporarily working in areas covered by the national scheme, and for visiting firms working in the Liverpool area.

## INTERNATIONAL LABOUR STATISTICS.

### INTERNATIONAL STANDARDISATION OF LABOUR STATISTICS.

The International Labour Office has published a volume\* reviewing the statistical work of the Office and of a number of conferences which have been convened at various dates during the past twenty years with the object of furthering the international standardisation of labour statistics. The full texts are included of the Resolutions on this subject adopted at five International Conferences of Labour Statisticians between 1923 and 1937, and at various meetings of the League of Nations and International Labour Office Committees of Statistical Experts; the text of a draft Convention concerning statistics of wages and hours of work, adopted by the International Labour Conference in 1938, is also given.

### YEAR BOOK OF LABOUR STATISTICS.

The Year Book of Labour Statistics for 1942, recently published by the International Labour Office,† summarises in tabular form the principal statistics relating to labour conditions in some sixty countries. The tables are divided into eight sections, dealing respectively with population; employment and unemployment; hours of work; wages; cost of living and retail prices; family living studies; migration; industrial accidents. Appendices are also included giving index numbers of production and wholesale prices for the period 1929-1941, together with statistics of exchange rates and of the changes in the gold values of the principal currencies during that period.

## CONTROL OF PRICES.

### MAXIMUM PRICES OF FOOD.

Under an Order made by the Minister of Food, the maximum retail prices for some of the principal varieties of fish, including cod, haddock and hake, were reduced as from 14th June. Under other Orders recently made by the Minister of Food the maximum retail price of dripping has been increased from 7d. to 8d. per lb., the maximum prices of fishcakes have been increased, and the maximum prices of cherries have been altered in some counties.

### PRICE CONTROL OF BOOTS AND SHOES.

An article on page 162 of the issue of this GAZETTE for September, 1942, reviewed the arrangements in operation for controlling the retail prices of "utility" clothing, including boots and shoes, and of clothing outside the "utility" scheme, other than boots and shoes. Under an Order‡ made by the Board of Trade, which came into operation on 10th May, the prices chargeable by manufacturers, wholesalers and retailers in respect of non-utility boots and shoes are now controlled in the same way as those of cloth and articles of apparel outside the "utility" scheme. For rubber footwear of British manufacture, and for certain specified brands of other footwear, maximum prices chargeable by manufacturers, wholesalers and retailers are scheduled in price lists, copies of which have been lodged at the Board of Trade and at the Central and Local Price Regulation Committees. In the case of other non-utility footwear, manufacturers may not sell at prices in excess of those which they were lawfully charging on 30th September, 1942, while wholesalers' and retailers' maximum selling prices are fixed by the addition of specified margins to the prices paid by the wholesalers and retailers, respectively, with the further addition, in the case of retail prices, of the appropriate amount of purchase tax.

\**The International Standardisation of Labour Statistics.* Published in the United Kingdom for the International Labour Office by P. S. King & Staples Ltd., London, S.W.1. Price 4s.

† See page 94.

‡ The General Footwear (Maximum Prices) Order, 1943. S. R. & O. 1943, No 525. H.M. Stationery Office: price 2d. net.



## AVERAGE WEEKLY EARNINGS OF WORKPEOPLE IN THE PRINCIPAL INDUSTRIES AT JANUARY, 1943.

In January last an enquiry was made by the Ministry of Labour and National Service in order to obtain particulars of the average weekly earnings of workpeople employed in manufacturing industries generally, and in some of the principal non-manufacturing industries, in Great Britain and Northern Ireland. Enquiries on similar lines had previously been made by the Department in July, 1940, July, 1941, January, 1942, and July, 1942, the results of which were published, together with some comparative figures for October, 1938, in various issues of this GAZETTE.\*

In the enquiry of January, 1943, forms were sent to all employers who had supplied information both in October, 1938, and July, 1942, and to a number of establishments (mainly in the engineering and allied industries) which had not been in operation before the war,† asking for particulars of the number of wage-earners employed in the last pay-week of January, 1943, and of the aggregate earnings of those wage-earners in that week, classified under the following headings: men, 21 years of age and over; youths and boys under 21 years; women, 18 years and over; and girls under 18 years. As in the case of the earlier enquiries (referred to above) the figures given were to include all the wage-earners at work in the specified week, other than office staffs, shop assistants, and outworkers working at home on materials supplied by the employer; foremen, transport workers, warehousemen, etc., were to be included, but managers, commercial travellers, clerks and typists, and salaried persons generally were to be excluded. In cases where the works were stopped, as the result of a general or local holiday, breakdown, fire, strike or lock-out, or enemy action, for the whole or part of the specified pay-week, the employers were asked to substitute particulars for the nearest week of an ordinary character. The wages shown were to be the total earnings, inclusive of bonuses, before any deductions in respect of income tax or of the workers' contributions to statutory insurance schemes (health and pensions, unemployment, etc.). The employers were also asked to give separate particulars of the numbers and earnings of any men or women, employed as part-time workers for not more than 30 hours a week, who had entered their employment since July, 1941.

The total number of establishments to which forms were sent (exclusive of those which were found to be no longer in operation in January, 1943, or to be employing no wage-earners within the scope of the enquiry) was about 55,300. Of these, approximately 54,700 furnished returns suitable for tabulation, the total number of workpeople covered (including part-time workers) being over 6½ million. The average earnings of these workpeople in the last pay-week in January, 1943, are shown, industry by industry, in the Table on pages 82 and 83, together with the percentage increases in average earnings as compared with the last pay-week of October, 1938, the latest pre-war date for which similar particulars are available.

### AVERAGE WEEKLY EARNINGS IN JANUARY, 1943, AND PERCENTAGE INCREASES SINCE OCTOBER, 1938.

The average earnings, in the last pay-week of January, 1943, of the 6½ million workpeople covered by the returns received were as shown below:—

Men, 21 years and over†	114s. 5d.
Youths and boys, under 21 years	45s. 0d.
Women, 18 years and over:	

(a) Excluding part-time workers§	59s. 3d.
(b) Part-time workers§	27s. 3d.
(c) Including part-time workers§ on the basis of two such workers taken as representing one full-time worker	59s. 0d.

Girls, under 18 years	32s. 3d.
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These figures relate to the wage-earners employed in the establishments from which returns were received. While the numbers of workpeople covered by the returns were generally adequate to provide a satisfactory basis for statistics of average earnings in the individual industries, the general averages shown above for all industries combined are affected by the fact that different industries, with varying levels of wages, were not represented in equal proportions in the returns received. For example, returns were obtained from a much higher proportion of employers in the engineering industry than in the building industry: consequently, the engineering industry has an unduly heavy weight, in comparison with the building industry, in the calculations from which the foregoing averages are derived. In order to eliminate the effects of such disparities, the general averages for all industries combined, and for each of 16 broad groups of industries, have been re-calculated|| on the

basis of the estimated total numbers of wage-earners employed in the individual industries (a) in October, 1938, and (b) in January, 1943, and are given in the following Table. In calculating the averages, the earnings of women employed as part-time workers have been included on the basis of two part-time workers taken as representing one full-time worker; the small numbers of men employed as part-time workers have been excluded.\*

*Average Earnings in October, 1938, and January, 1943, calculated on the basis of the total numbers employed in each industry.*

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.					
Iron, stone, etc., mining and quarrying .. .. .	s. d. 60 0	s. d. 30 2	s. d. ‡	s. d. ‡	s. d. 56 8
Treatment of non-metalliferous 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 manufacturing 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 last pay-week of January, 1943.					
Iron, stone, etc., mining and quarrying .. .. .	s. d. 90 9	s. d. 48 5	s. d. ‡	s. d. ‡	s. d. 84 3
Treatment of non-metalliferous mine and quarry products .. .. .	105 4	50 10	58 3	35 11	93 1
Brick, pottery and glass ..	99 9	43 1	47 1	28 0	74 5
Chemical, paint, oil, etc. ..	110 9	42 6	61 4	29 2	85 8
Metal, engineering and ship- building .. .. .	131 6	48 3	66 5	37 4	103 0
Textiles .. .. .	93 5	40 4	50 3	33 5	61 5
Leather, fur, etc. .. ..	99 7	41 0	48 9	30 2	71 9
Clothing .. .. .	95 0	37 8	48 4	28 11	52 6
Food, drink and tobacco ..	96 9	39 5	47 11	28 8	68 11
Woodworking .. .. .	96 4	36 10	53 9	31 6	74 5
Paper, printing, stationery, etc. .. .. .	107 6	32 1	46 10	25 8	76 2
Building, contracting, etc. .	94 8	43 11	52 5	‡	87 10
Miscellaneous manufacturing industries .. .. .	115 2	46 4	54 5	32 8	78 6
Transport, storage, etc. (excluding railways) ..	99 9	43 6	67 2	‡	90 7
Public utility services ..	84 1	36 0	44 11	26 0	76 10
Government industrial establishments .. ..	121 11	45 1	72 2	41 2	97 7
All the above .. ..	113 9	45 1	58 6	32 1	87 11

When the general averages for January, 1943, shown in this Table, are compared with those given in the previous column, it will be seen that the effect of re-calculating the average earnings on the basis of the total numbers employed in each industry (instead of the numbers employed by those firms who supplied returns) is to lower the averages shown for men, women, and girls by 8d., 6d., and 2d., respectively, and to raise the average for boys by 1d. In calculating the average earnings of women and "all workers" at January, 1943, women who were employed at that date as part-time workers (see second paragraph in previous column) have, as stated above, been included on the basis of two part-time workers taken as representing one full-timer. The inclusion of these women, however, has little effect on the average earnings shown in the above Table, for if such part-time workers had been excluded from the statistics the average for women would have been altered by only 2d. (to 58s. 8d. instead of 58s. 6d.); moreover, among the sixteen groups of industries for which separate figures are given in the Table, the exclusion of the women part-time workers would not, in the great majority of cases, have altered the average earnings shown for women by more than 2d.

It should be borne in mind that the figures shown in the above Table, and in the detailed Tables on pages 82 and 83, are general averages covering all classes of manual wage-earners, including unskilled workers and general labourers as well as operatives in skilled occupations, and that they represent the actual earnings in the weeks specified, inclusive of payments for overtime, night-work, etc., and of amounts earned on piece-work or other methods of payment by results. In view of the wide variations, as between different industries, in the

\* See footnote‡ in previous column.

† In calculating the averages for women, and those for "all workers", women employed as part-time workers (see footnote § in previous column) have been included on the basis of two part-timers taken as representing one full-timer; see also footnote ‡ in previous column.

‡ The numbers returned in this group were very small.

\* See the issues for November and December, 1940; March, 1941; November and December, 1941; June, 1942; and December, 1942.

† Forms were also sent to some firms in the engineering and allied industries, and in the linen industry in Northern Ireland, who had supplied returns in July, 1942, but not in October, 1938.

‡ Men employed as part-time workers (for not more than 30 hours a week) have been excluded from the statistics given in this article and in the Tables on pages 82 and 83, the numbers shown in the returns having been insignificant. If they had been included, on the basis of two part-timers taken as equivalent to one full-timer, the average earnings shown for men would have been 114s. 4d.

§ The part-time workers referred to are those who were employed for not more than 30 hours a week and had entered the employment of the firms concerned since July, 1941.

|| 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.



proportions of skilled and unskilled workers and in the opportunities for extra earnings from overtime, night-work and increased output by piece-workers, the differences in average earnings shown in the Table should not be taken as evidence of disparities in the rates of wages prevailing in different industries for comparable classes of workpeople employed under similar conditions.

The percentage increases in average weekly earnings between October, 1938, and January, 1943, shown by the figures in the foregoing Table, are set out below:—

*Average Percentage Increases in Weekly Earnings between October, 1938, and January, 1943.*

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 .. .. .	51.3	60.5	—	—	48.7
Treatment of non-metallic ferrous mine and quarry products .. .. .	58.6	63.5	96.3	100.5	52.6
Brick, pottery and glass ..	57.9	55.7	69.2	88.8	56.1
Chemical, paint, oil, etc. ..	59.9	44.5	87.8	60.6	55.8
Metal, engineering and shipbuilding .. .. .	75.3	85.0	99.3	87.4	72.6
Textiles .. .. .	63.2	68.1	58.3	69.9	62.3
Leather, fur, etc. .. ..	55.4	61.8	39.6	72.4	53.5
Clothing .. .. .	47.9	52.2	47.6	65.2	50.0
Food, drink and tobacco ..	48.3	40.4	45.6	50.9	46.6
Woodworking .. .. .	45.4	57.9	59.7	80.9	43.6
Paper, printing, stationery, etc. .. .. .	27.6	30.1	37.4	50.2	32.3
Building, contracting, etc. ..	43.4	71.1	—	—	43.6
Miscellaneous manufacturing industries .. .. .	66.7	73.8	71.4	77.4	68.8
Transport, storage, etc. (excluding railways) ..	42.5	60.6	92.4	—	38.3
Public utility services ..	33.3	30.5	62.3	21.4	28.8
Government industrial establishments† .. ..	62.0	38.4	61.3	—	38.4
All the above .. .. .	64.9	72.8	80.0	73.4	65.1

From these figures, together with those given on pages 82 and 83, it will be seen that the percentage increases in average earnings between October, 1938, and January, 1943, varied widely in different industries. In the 16 groups of industries specified in the above Table, the average percentage increases shown for men range from about 28 per cent. in the paper, printing, etc., group to over 75 per cent. in the metal, engineering and shipbuilding group, while those for women range from about 37 per cent. in the paper, printing, etc., group to nearly 100 per cent. in the metal, engineering and shipbuilding group. The general averages for all industries combined showed increases of about 65 per cent. for men, nearly 73 per cent. for youths and boys, 80 per cent. for women, 73½ per cent. for girls, and 65 per cent. for all workers combined. The fact that the average percentage increase shown for women is greater than that for men is partly due to the marked increase which has taken place in the numbers of women engaged on work formerly undertaken by men. In most of the principal industries in which such increases have occurred, the employers' and workers' organisations have agreed that where women are employed on work previously done by men they shall be paid either the full rates for men (usually after a qualifying period, or subject to ability to perform the man's work without extra supervision or assistance), or specified proportions of those rates, yielding wages higher than those generally paid for work not regarded as men's work. If separate figures were available as to the earnings of women engaged on work corresponding with that represented in the figures relating to average earnings in October, 1938, the percentage increases shown for such women would be considerably lower, in many industries, than those given in the above Table and in the detailed Table on pages 82 and 83. The relatively high average increase shown for youths and boys is, no doubt, also due in part to the employment of considerable numbers of youths on work formerly done by men.

It should be noted that the percentages of increase in the earnings of all classes of workers combined, as shown in the last column of the above Table, are affected by the changes which have taken place since 1938 in the relative proportions of men, boys, women and girls employed in each of the various groups of industries, the proportions of men, boys and girls having declined while those of women have increased. Similarly, the percentage increases shown for all the industries taken together include the effects of transference to the munitions industries, in which earnings are relatively high, of large numbers of workers formerly employed in industries with a lower average level of earnings.

#### AVERAGE EARNINGS IN JULY, 1942, AND JANUARY, 1943.

As compared with the average earnings in the pay-week ended 18th July, 1942, particulars of which were published in the issue of this GAZETTE for December, 1942, the general averages for all industries combined for the last pay-week in January, 1943, show increases of about 2 per cent. for men, 8 per cent. for women and about 6 per cent. for girls, but a decrease of nearly 2½ per cent. for youths and boys. The fact that the average percentage increase in the earnings of women, during this period, was greater than that shown for men is due

\* See footnote† in previous column.

† In the case of the Government industrial establishments the comparisons between the average earnings in October, 1938, and January, 1943, are materially affected by the fact that the returns for the latter date covered a number of establishments, employing large numbers of workpeople, which were not in operation in October, 1938.

partly to the extended employment of women on work formerly done by men, to which reference has been made above, and partly to the grant of special bonuses, as from December, 1942, to women in the engineering and allied industries. The average percentage increases shown for men and boys, moreover, were affected by marked reductions, between July, 1942, and January, 1943, in the average level of earnings in the building and contracting industries, attributable partly to the shorter working week in operation during the winter and partly to restrictions on overtime and Sunday work which took effect in those industries from November, 1942.\* For youths and boys the average earnings in January, 1943, showed decreases as compared with July, 1942, in a considerable number of industries. Apart from the effects on weekly earnings of the shorter hours which were being worked in some industries at the later date, it is probable that the average age of the youths in employment in the industries covered by these enquiries was somewhat lower at January, 1943, than at July, 1942, as a result of the reduction in the minimum age of call-up for service under the National Service Acts.\* For girls, the average weekly earnings showed increases, between July, 1942, and January, 1943, in nearly all industries.

#### AVERAGE EARNINGS IN OCTOBER, 1938, JULY, 1940, JULY, 1941, JANUARY, 1942, JULY, 1942, AND JANUARY, 1943.

The following Table shows the average weekly earnings, in the industries covered by these enquiries, in October, 1938, July, 1940, July, 1941, January, 1942, July, 1942, and January, 1943, computed on the basis of the total numbers of workpeople employed in the different industries at those dates:—

Date.	Men (21 years and over).	Youths and Boys.	Women (18 years and over).†	Girls.	All Workers.†
Average Weekly Earnings.					
	s. d.	s. d.	s. d.	s. d.	s. d.
October, 1938.. ..	69 0	26 1	32 6	18 6	53 3
July, 1940 .. .. .	89 0‡	35 1	38 11	22 4	69 2
July, 1941 .. .. .	99 5	41 11	43 11	25 0	75 10
January, 1942 .. ..	102 0	42 6	47 6	26 10	77 9
July, 1942 .. .. .	111 5	46 2	54 2	30 3	85 2
January, 1943 .. ..	113 9	45 1	58 6	32 1	87 11
Percentage Increase compared with October, 1938.					
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
July, 1940‡ .. .. .	29.0‡	34.5	19.7	20.7	29.9
July, 1941 .. .. .	44.1	60.7	35.1	35.1	42.4
January, 1942 .. ..	47.8	62.9	46.2	45.0	46.0
July, 1942 .. .. .	61.5	77.0	66.7	63.5	59.9
January, 1943 .. ..	64.9	72.8	80.0	73.4	65.1

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 indicated above, the employment of large numbers of women on work formerly undertaken by men has contributed to the relatively high percentage increase shown in the average earnings of women.

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 26 or 27 per cent.‡ higher in January, 1943, than in October, 1938. The difference between these figures and the increase of about 65 per cent. shown by the returns of actual weekly earnings represents the net effects of the other factors referred to above.

As regards working hours it should be observed that in establishments engaged in the production of munitions, output has been speeded up as much as possible during the war, and the weekly hours worked have been much in excess of those worked in October, 1938, which was in general a period of normal employment, with little overtime and with a considerable amount of short-time working in some industries. There has also been a marked extension, during the war, of piecework and various forms of bonus payment. Consequently, there have been increases in earnings more than proportionate to the additional working hours, owing partly to payments for overtime, night shifts, and week-end work at rates above the normal rates, and partly to increased production by workpeople employed at piecework rates or on other systems of payment by results. The extra charges arising from these increased earnings have, of course, been spread over a higher output.

The changes which have occurred during the war in the numbers employed in the different industries have tended to raise the general level of average earnings of men, boys, women

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

† See footnote † in the second column on previous page.

‡ In July, 1940, figures analysed by age and sex were supplied by firms 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 other dates, which covered between 95 and 100 per cent. of the total number of workpeople included in the returns received. If detailed figures had been supplied by all firms who made returns in July, 1940, the average earnings shown for men at that date, and the percentage increase as compared with October, 1938, would probably have been slightly in excess of the figures given in the Table.

§ If industries not covered by these enquiries (e.g., agriculture, coal mining, the railway service, and merchant shipping) were included, these figures would be raised to about 33 or 34 per cent.



and girls, respectively, 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 affected by the fact that the proportions of men represented in the figures have been falling, while those of women have been rising, throughout the war period. If the average earnings of men, boys, women and girls in each industry, both at October, 1938, and at January, 1943, are combined by the use of "weights" corresponding with the estimated numbers employed in the various industries at October, 1938, the figures so obtained for January, 1943, show increases of approximately 54 per cent. for men, 65 per cent. for youths and boys, 58 to 59 per cent. for women, and 66 per cent. for girls. The result of this calculation is to eliminate the effects, on the general averages, of the changes which have taken place in the proportions of men, boys, women and girls employed in the various industries covered by the enquiry, but not the changes in the proportions employed in different occupations within each industry.

#### EARNINGS IN THE COAL MINING INDUSTRY AND IN RAILWAY SERVICE.

In the coal mining industry, which was not covered by the enquiry, information collected by the Ministry of Fuel and Power shows that for all classes of workpeople combined, including juveniles, the average earnings per man-shift worked (exclusive of the value of allowances in kind) were approximately 18s. 10½d. in the three months ended March, 1943, as compared with 11s. 5½d. in the corresponding period of 1939, the increase between the two dates being equivalent to approximately 65 per cent.

In the railway service, which was also excluded from the scope of the enquiry, statistics showing the average earnings of the wage-earners employed in one week of March, 1943 are being compiled by the Ministry of War Transport, and will be published in a future issue of this GAZETTE, together with comparable figures for March, 1939 as soon as they become available.

#### AVERAGE EARNINGS IN THE LAST PAY-WEEK OF JANUARY, 1943, AND PERCENTAGE INCREASES AS COMPARED WITH THE LAST PAY-WEEK OF OCTOBER, 1938.

Industry.	Average earnings,* in the last pay-week of January, 1943, of the wage-earners covered by the returns received.						Average percentage increase as compared with last pay-week of October, 1938.					
	Men (21 & over).	Youths and boys.	Women (18 & over).		Girls.	All workers.†	Men.	Youths and boys.	Women.		Girls.	All workers.†
			Exclud- ing part- time workers.†	Counting two part- timers as one full- timer.†					Exclud- ing part- time workers.†	Counting two part- timers as one full- timer.†		
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
<b>IRON, STONE, ETC., MINING AND QUARRYING :—</b>												
Iron Ore and Ironstone Mining, etc.	108 11	58 11	—	—	—	103 1	68.9	70.4	—	—	—	67.2
Stone Quarrying and Mining	83 1	46 0	—	—	—	79 3	36.2	72.5	—	—	—	38.2
Clay, Sand, Gravel and Chalk Pits ..	87 10	48 5	—	—	—	82 2	54.8	50.9	—	—	—	51.5
Other Mining and Quarrying ..	96 10	47 9	—	—	—	83 8	62.5	55.3	—	—	—	52.4
<b>TREATMENT OF NON-METALLIFEROUS MINING PRODUCTS :—</b>												
Coke-Ovens and By-product works..	112 2	54 9	—	—	—	106 3	58.4	60.6	—	—	—	56.1
Artificial Stone, Concrete, etc. ..	102 9	50 5	57 9	57 8	35 11	86 6	61.4	69.5	94.1	93.8	100.5	52.9
Cement, Limekilns and Whiting ..	102 7	48 0	59 9	59 6	—	93 7	52.9	45.8	—	—	—	47.8
<b>BRICK, POTTERY AND GLASS INDUSTRIES :—</b>												
Brick, Tile, Pipe, etc. ..	94 6	44 10	48 3	48 3	33 0	80 11	53.2	53.7	68.8	68.8	84.2	53.2
Pottery, Earthenware, etc. ..	97 8	38 7	46 9	46 10	27 8	63 0	60.3	67.8	68.0	68.3	90.8	71.0
Glass and Glass Bottle Manufacture	107 10	43 4	46 8	46 10	26 9	77 1	56.8	55.7	72.3	72.9	66.3	44.3
<b>CHEMICAL, PAINT, OIL, ETC., INDUSTRIES :—</b>												
Chemicals and Explosives ..	112 5	44 3	63 1	62 5	29 0	86 1	62.3	53.0	93.6	91.6	60.4	60.4
Paint, Varnish, Red Lead, etc. ..	95 0	37 9	47 4	47 4	27 9	77 9	46.5	35.6	56.9	56.9	58.6	43.5
Oil, Glue, Soap, Ink, Matches, etc. ..	108 9	41 0	56 11	56 2	29 10	85 9	55.4	40.6	71.6	69.3	59.8	48.3
<b>METAL, ENGINEERING, AND SHIP-BUILDING INDUSTRIES :—</b>												
Pig Iron Manufacture (Blast Furnaces)	118 2	52 7	—	—	—	112 3	43.2	57.4	—	—	—	40.5
Iron Puddling, Steel Smelting, Rolling, etc. ..	130 7	55 7	66 4	66 3	38 3	114 10	63.4	80.3	—	—	—	56.9
Non-Ferrous Metal Manufacture ..	129 2	66 0	69 10	69 5	39 7	111 5	80.7	118.2	120.5	119.2	80.6	76.9
Tinplate and Steel Sheet Manufacture	117 1	45 5	45 7	45 7	—	96 4	39.5	82.3	30.5	30.5	—	34.9
Iron and Steel Tubes ..	125 7	53 6	62 6	62 6	—	106 6	76.7	86.6	112.5	112.5	—	68.2
Wire, Wire Netting, Wire Ropes, etc. Engineering, etc.†	114 2	43 8	52 2	52 2	30 10	88 0	66.9	71.2	78.3	78.3	69.7	59.3
General Engineering, and Engineers' Iron and Steel Founding ..	125 7	47 5	67 2	66 11	38 10	99 3	70.5	94.9	109.4	108.6	99.1	64.3
Electrical Engineering ..	126 3	41 10	62 1	62 0	34 8	87 10	69.7	69.0	91.5	91.3	79.3	72.8
Marine Engineering ..	120 4	39 1	64 7	64 7	—	101 7	60.3	112.2	—	—	—	64.5
Constructional Engineering ..	111 4	41 9	59 1	59 2	—	94 6	54.6	71.0	—	—	—	51.4
Motor Vehicle, Cycle and Aircraft Manufacture and Repair ..	148 7	52 2	74 9	74 3	43 3	118 3	78.8	85.5	86.5	85.2	62.7	67.3
Ship Building and Repairing ..	130 8	42 7	60 9	60 8	—	115 0	86.4	105.2	—	—	—	91.9
Railway Carriage and Wagon and Tram Building, etc. ..	120 0	39 11	62 10	62 8	—	100 5	67.1	65.7	—	—	—	62.0
Electric Cables, Apparatus, Lamps, etc. ..	121 1	46 4	60 3	60 0	33 10	79 10	65.9	51.1	68.9	68.2	62.4	59.4
Hand Tools, Cutlery, Saws, Files, etc.	122 2	46 6	54 5	54 3	27 9	83 1	78.8	95.8	94.9	94.3	81.0	84.3
Bolts, Nuts, Screws, Rivets, Nails, etc.	112 0	48 3	59 7	59 5	35 10	77 9	73.6	99.7	99.7	99.2	95.5	83.7
Brass and Yellow Metal Goods ..	120 8	47 3	59 8	59 8	40 1	88 4	75.3	80.6	95.6	95.6	114.7	79.7
Heating and Ventilating Engineering	120 9	46 7	—	—	—	97 1	58.2	76.3	—	—	—	43.1
Watches, Clocks, Plate, Jewellery, etc.	109 7	46 2	51 0	50 11	33 9	76 9	54.2	80.5	66.3	66.0	91.0	59.6
Other Metal Industries ..	127 7	49 8	61 11	61 9	36 3	89 9	82.5	88.6	96.0	95.5	90.0	81.9
<b>TEXTILE INDUSTRIES :—</b>												
Cotton ..	91 0	44 10	54 2	54 1	37 0	62 5	79.0†	103.8†	72.4†	72.1†	86.6†	75.4†
Woollen and Worsted ..	90 3	40 6	49 6	49 6	36 3	62 11	57.0	64.7	58.4	58.4	67.3	61.3
Silk Throwing, Spinning and Weaving (including Artificial Silk Weaving)	101 10	38 8	52 6	52 4	31 11	65 11	64.0	66.3	69.4	68.8	75.7	69.4
Artificial Silk Spinning ..	112 3	39 0	51 10	51 9	33 11	82 8	51.7	39.3	83.5	83.2	82.5	58.2
Flax Spinning and Weaving ..	79 6	33 11	37 6	37 6	26 11	43 11	68.9**	75.9**	45.7**	45.7**	60.3**	56.1**
Jute Spinning and Weaving ..	78 8	41 1	45 11	45 11	33 0	51 7	54.2	70.6	35.0	35.0	58.4	41.6
Hemp, Rope, Cord, Twine, etc. ..	94 9	35 7	42 6	42 7	26 4	51 0	68.4	87.3	53.2	53.5	44.3	63.6
Hosiery ..	107 11	36 10	52 11	53 0	33 1	57 4	36.7	34.8	43.7	43.9	63.4	42.1
Lace ..	95 3	—	43 10	43 11	32 0	61 6	57.9	—	46.1	46.4	82.9	54.1
Carpets and Rugs ..	88 9	—	48 6	48 4	28 9	57 7	45.7	—	33.2	32.7	48.1	48.0
Other Textiles ..	96 9	41 7	49 6	49 5	31 1	58 7	62.4	64.1	61.4	61.1	75.9	69.4
Textile Bleaching, Printing, Dyeing, etc. ..	94 2	39 11	45 11	45 11	29 1	73 4	64.5	50.6	60.2	60.2	57.9	61.5
<b>LEATHER, LEATHER GOODS AND FUR INDUSTRIES :—</b>												
Tanning, Currying and Dressing ..	101 2	43 1	49 3	49 2	33 2	81 1	61.7	63.1	63.7	63.4	73.0	50.9
Leather Goods Manufacture ..	93 9	37 3	48 2	48 2	28 10	59 0	52.4	70.6	55.8	55.8	75.6	69.4
Fur Dressing, etc.†† ..	103 11	39 1	50 8	50 6	31 1	69 6	24.6	31.0	9.9	9.6	44.6	24.7



AVERAGE EARNINGS IN THE LAST PAY-WEEK OF JANUARY, 1943, AND PERCENTAGE INCREASES AS COMPARED WITH THE LAST PAY-WEEK OF OCTOBER, 1938—continued.

Industry.	Average earnings,* in the last pay-week of January, 1943, of the wage-earners covered by the returns received.						Average percentage increase as compared with last pay-week of October, 1938.					
	Men (21 & over).	Youths and boys.	Women (18 & over).		Girls.	All workers.†	Men.	Youths and boys.	Women.		Girls.	All workers.‡
			Exclud- ing part- time workers.†	Counting two part- timers as one full- timer.‡					Exclud- ing part- time workers.†	Counting two part- timers as one full- timer.‡		
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
<b>CLOTHING INDUSTRIES :—</b>												
Tailoring :												
Ready-made and Wholesale Bespoke	102 10	36 3	50 3	50 1	30 6	52 1	49.0	49.0	51.9	51.4	75.1	51.3
Retail Bespoke—												
Firms employing 10 or more workers	97 2	—	47 8	47 10	23 3	56 5	32.3	—	23.5	24.0	38.8	26.1
Firms employing less than 10 workers	79 8	—	46 3	46 4	—	56 4	30.1	—	36.0	36.3	—	30.3
Dress Making and Millinery :												
Firms employing 10 or more workers	106 10	—	51 6	51 6	28 10	46 8	56.3	—	44.4	44.4	65.6	43.6
Firms employing less than 10 workers	—	—	50 5	50 3	—	45 9	—	—	41.7	41.2	—	57.7
Hats and Caps (including Straw Plait)	93 10	41 0	46 3	46 3	34 0	58 7	43.3	61.3	43.8	43.8	81.3	47.4
Shirts, Collars, Underclothing, etc. . .	91 5	—	46 7	46 7	28 1	43 4	38.5	—	45.2	45.2	62.0	44.0
Other Dress Industries	91 8	36 8	48 6	48 6	29 8	49 3	45.9	55.5	45.9	45.9	71.2	52.3
Boot, Shoe and Slipper Making and Repairing :												
Firms employing 10 or more workers	97 2	40 9	52 10	52 8	29 11	68 10	50.5	60.9	38.4	38.0	60.3	50.5
Firms employing less than 10 workers	87 11	34 8	—	—	—	71 7	47.3	37.7	—	—	—	37.9
Laundries :												
Firms employing 10 or more workers	91 1	37 5	45 11	45 10	27 11	47 8	50.1	61.5	63.5	63.2	57.3	62.5
Firms employing less than 10 workers	—	—	35 7	36 4	—	37 10	—	—	52.5	55.7	—	52.9
Dyeing, Dry Cleaning, etc. . .	85 9	37 4	43 10	43 5	25 9	51 11	40.6	45.9	41.8	40.4	59.3	46.9
<b>FOOD, DRINK AND TOBACCO INDUSTRIES :—</b>												
Bread, Biscuits, Cakes, etc. :												
Firms employing 10 or more workers	97 2	36 3	47 10	48 0	26 6	70 0	49.7	50.5	45.3	45.8	50.7	54.1
Firms employing less than 10 workers	95 4	34 4	45 0	45 5	—	70 4	61.1	59.7	58.8	60.3	—	48.6
Grain Milling . . . . .	99 8	52 0	46 2	46 1	29 11	84 3	56.7	47.5	55.6	55.3	92.0	46.7
Cocoa, Chocolate and Sugar Confectionery . . . . .	109 3	35 10	50 9	50 5	28 4	67 11	46.6	15.9	47.8	46.8	47.2	71.6
Other Food Industries . . . . .	98 3	43 7	48 5	48 1	29 8	67 9	51.7	37.6	56.6	55.5	62.6	46.0
Drink Industries . . . . .	90 10	39 4	44 6	44 6	29 10	70 5	41.7	44.8	58.5	58.5	38.2	36.1
Tobacco, Cigars, Cigarettes, etc. . .	104 6	38 6	51 0	50 9	30 5	58 4	24.0	—7.4	25.2	24.5	36.2	22.6
<b>WOODWORKING :—</b>												
Millsawing and Machine Joinery . .	92 3	39 1	54 10	54 9	35 11	75 8	47.6	70.5	62.1	61.8	95.0	43.2
Wood Box and Packing Case . . .	99 1	37 11	54 6	54 6	31 5	70 1	49.0	76.4	63.1	63.1	72.9	51.3
Cabinet Making, Furniture Making, Upholstery, etc. :												
Firms employing 10 or more workers	101 2	35 11	54 10	54 8	30 3	74 8	47.3	46.1	57.4	56.9	68.8	42.2
Firms employing less than 10 workers	90 0	31 9	46 8	47 0	—	70 3	44.6	61.4	39.0	40.0	—	42.2
Carriages, Carts, etc. . . . .	116 2	37 1	59 8	59 3	—	88 6	58.4	55.1	95.1	93.7	—	52.4
Other Woodworking . . . . .	94 7	36 2	51 10	51 7	31 5	70 3	46.3	69.5	84.6	83.7	95.3	47.1
<b>PAPER, PRINTING, ETC., INDUSTRIES :—</b>												
Paper and Paper Board . . . . .	103 5	42 4	45 7	45 7	27 10	78 7	56.5	38.8	43.2	43.2	36.3	47.8
Cardboard Boxes, Paper Bags and Stationery . . . . .	102 9	36 5	47 8	47 8	28 4	60 6	37.5	32.4	43.4	43.4	63.5	50.3
Stationery and Typewriting Requisites (not paper) . . . . .	102 7	—	49 5	49 0	28 9	63 8	35.1	—	50.1	48.9	67.5	51.0
Printing, Publishing and Bookbinding	109 8	26 8	46 8	46 7	23 1	80 11	19.6	15.9	32.7	32.5	40.6	25.3
<b>BUILDING, CONTRACTING, ETC. :—</b>												
Building . . . . .	91 10	39 8	52 5	52 3	—	84 9	38.1	58.1	§	§	—	38.0
Public Works Contracting, etc. . .	97 2	59 5	52 5	52 7	—	93 5	54.6	65.4	§	§	—	52.5
Electrical Contracting . . . . .	118 8	38 7	—	—	—	87 7	49.9	83.0	—	—	—	54.3
<b>MISCELLANEOUS MANUFACTURING INDUSTRIES :—</b>												
Rubber . . . . .	119 8	44 0	55 1	54 9	34 0	88 11	68.0	39.3	69.9	68.9	68.6	74.3
Oilcloth, Linoleum, etc. . . . .	93 5	—	51 10	51 8	—	79 11	50.3	—	65.9	65.3	—	45.5
Brushes and Brooms . . . . .	95 10	—	48 0	47 10	30 2	59 4	55.8	—	51.2	50.7	57.4	55.5
Scientific and Photographic Instruments and Apparatus . . . . .	126 11	48 3	60 4	60 1	33 5	89 7	70.9	88.6	79.2	78.5	83.9	78.6
Musical Instruments, Toys, Games and Sports Requisites . . . . .	97 11	—	45 1	44 11	—	68 5	41.2	—	50.3	49.7	—	60.7
Other Industries . . . . .	111 7	47 4	53 7	53 5	32 5	72 10	63.1	80.9	70.1	69.6	77.6	63.1
<b>TRANSPORT, STORAGE, ETC. :—</b>												
Tramway and Omnibus Service, and other Road Passenger Transport . .	99 6	33 11	69 5	69 4	—	88 11	37.9	30.9	90.6	90.4	—	29.6
Goods Transport by Road . . . . .	97 10	48 5	59 6	59 2	—	90 7	47.7	68.4	§	§	—	45.9
Dock, Harbour, Canal, etc., Service††	106 6	42 1	50 3	50 1	—	102 6	41.8	29.2	§	§	—	40.4
Warehousing, Storage, etc. . . . .	100 4	42 0	45 4	45 4	—	90 0	57.2	73.8	33.3	33.3	—	68.2
<b>PUBLIC UTILITY SERVICES :—</b>												
Gas Supply . . . . .	95 8	37 4	50 5	50 5	—	89 6	38.6	42.7	77.9	77.9	—	37.0
Water Supply . . . . .	85 5	33 5	—	—	—	83 8	31.4	10.5	—	—	—	30.7
Electricity Supply . . . . .	96 2	35 2	61 0	60 11	—	89 9	32.8	34.0	§	§	—	30.5
Local Authorities (Non-Trading) Services . . . . .	77 10	35 9	42 9	42 8	25 7	70 1	34.4	14.4	54.1	53.8	22.3	28.6
<b>GOVERNMENT INDUSTRIAL ESTABLISHMENTS§§</b>												
	121 11	45 1	72 3	72 2	41 2	97 7	62.2	38.4	61.5	61.3	§	38.4

\* Where no figure is given, the number of workers covered by the returns received was too small to provide a satisfactory basis for the calculation of a general average for the industry.

† The part-time workers referred to are those who were employed for not more than 30 hours a week and had entered the employment of the firms concerned since July, 1941; see first column on page 80.

‡ In calculating the averages given in this column, women employed as part-time workers (see footnote † above) have been included on the basis of two part-time workers taken as representing one full-time worker. See also footnote ‡ in first column of page 80.

§ The number of workpeople in respect of whom information was received in October, 1938, was too small to provide a basis for a calculation of the average percentage increase between that date and January, 1943.

|| The figures given for the engineering, etc., industry are based partly on returns from firms who are members of the Engineering and Allied Employers' National Federation, and partly on returns from non-federated firms. The average earnings shown by the federated firms were considerably higher than those shown by the non-federated firms; for example, the average weekly earnings of "all workers" in January, 1943 (including men, boys, women and girls and counting two part-time women workers as representing one full-time worker) were 109s. 4d. for the federated firms, as compared with 94s. 11d. for the non-federated firms.

¶ The average earnings in the cotton industry in October, 1938, were adversely affected by trade depression.

\*\* As many of the principal firms in the linen industry in Northern Ireland did not supply information for October, 1938, enquiries were sent to these firms in January, 1943, in addition to those who had furnished returns. Consequently the number of returns received in January, 1943, was much greater than in October, 1938. While the average earnings shown for January, 1943, are based on all returns received, the percentages of increase since October, 1938, have been calculated from the data supplied by firms who furnished returns for both dates.

†† The number of workpeople now employed in the fur industry is much smaller than in 1938 and some firms whose operatives were earning high wages in October, 1938, were employing few or no workpeople in January, 1943.

‡‡ The figures relate to the permanent employees of dock, harbour and canal authorities; they do not cover workers paid by the day or half-day.

§§ In the case of the Government industrial establishments the comparisons between the average earnings in October, 1938, and January, 1943, are affected by the fact that the returns for the latter date covered a number of establishments, employing large numbers of workpeople, which were not in operation in October, 1938.



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

## 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 May resulted in an aggregate increase estimated at £62,000 in the weekly full-time wages of about 440,000 workpeople, and in a decrease estimated at £3,700 in those of 190,000 workpeople.†

The industries and services in which rates of wages were increased during May included the building industry in Scotland, waterworks undertakings in England and the non-trading services of local authorities in England and Wales, the soap, candle and edible fat industry, road vehicle repairing, rubber manufacture and reclamation, and general waste materials reclamation.

Building craftsmen and labourers in Scotland were granted an increase of 1d. an hour. In a large number of waterworks undertakings in England, the rates of wages of manual workers were advanced by 2s. 6d. a week. In the non-trading services of local authorities in various districts in England and Wales there was an increase for manual workers of 2s. a week. For workpeople employed in the soap, candle and edible fat industry the war allowance was increased by 2s. a week. The minimum rates for men employed in road vehicle public repair workshops were raised by 1½d. an hour. In rubber manufacture and rubber reclamation, the minimum rates fixed under the Trade Boards Acts were increased by 1d. an hour for men and 1½d. for women, with smaller increases for younger workers. The Trade Board minimum time rates in the general waste materials reclamation trade were raised by 2d. or 2½d. an hour for men and by 1½d. or 1¾d. an hour for women, the minimum time rates for juvenile workers and the piece-work basis time rates for women and girls being also raised by various amounts. Increases also occurred in the cutlery trade, hollow-ware manufacture, aerated waters manufacture in England and Wales, the baking trade in Scotland,

and the retail bookselling, newsagency and stationery, tobacco and confectionery distribution trades.

The principal industries in which rates of wages were reduced were iron and steel manufacture, iron-ore mining, tinplate manufacture and tobacco manufacture. The reductions were mainly due to the operation of sliding-scale agreements under which rates of wages vary with movements of the official cost-of-living index number.

In the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.), the flat-rate additions to wages were reduced in most districts by 0·8d. a shift for men and 0·6d. or 0·4d. a shift for youths and boys. Decreases of similar amounts occurred also in iron-ore mining in certain districts and in tinplate manufacture. In tobacco manufacture, the Trade Board minimum time rates were reduced by 4½d. a week for men and 3d. a week for women and juveniles. There were small reductions in the percentage additions to the basis rates of coal miners in Warwickshire and Cannock Chase.

Of the total increase of £62,000, about £59,000 was due to arrangements made by joint standing bodies of employers and workers, and nearly all the remainder was the result of direct negotiations between employers and workpeople or their representatives. Most of the estimated decrease of £3,700 took effect under the operation of sliding scales based upon fluctuations in the official cost-of-living index number.

*Output Bonus in Coal Mining.*—The amounts of increase in rates of wages quoted above, and the details in the Table below, do not include the bonuses on output in the coal mining industry referred to on page 87.

## Hours of Labour.

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

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Coal Mining	Warwickshire ..	1 May	Workpeople employed in and about coal mines.	Decrease of 2 per cent. on basis rates, leaving wages 93 per cent. above the basis rates.†
	Cannock Chase ..	1 May	Do. .. ..	Decrease of 1·40 per cent. on basis rates, leaving wages 45·77 per cent. above the basis rates for shopmen and mechanics and surface workers not handling coal and 43·77 per cent. for all other workers.‡
	Cumberland ..	24 May	Iron ore miners ..	War bonus increased by 1d. a shift (1s. 10½d. to 1s. 11½d.) for those 18 years and over, the bonus for those under 18 remaining unchanged.
	West Cumberland ..	24 May	Limestone quarry workers ..	Flat-rate addition to wages (previously granted) increased by ½d. a shift (1s. 11d. to 1s. 11½d. for those 18 years and over and 11½d. to 1s. for those under 18).
	South and West Durham.	1 May	Limestone quarrymen ..	Flat-rate addition to wages (previously granted) decreased by 0·8d. a shift (1s. 5·6d. to 1s. 4·8d.) for men and by 0·4d. (8·8d. to 8·4d.) for youths and boys.
Other Mining and Quarrying.	Cleveland ..	1 May	Iron ore miners ..	Flat-rate addition to wages (previously granted) decreased by 0·8d. a shift (2s. 5·6d. to 2s. 4·8d.) for men, by 0·6d. (1s. 10·2d. to 1s. 9·6d.) for youths 18 and under 21 years and by 0·4d. (1s. 2·8d. to 1s. 2·4d.) for boys.¶
	Nottinghamshire, Leicestershire, and adjoining parts of Lincolnshire.	2 May	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages (previously granted) decreased by 0·8d. a shift (2s. 5·6d. to 2s. 4·8d.) for men, by 0·6d. (1s. 10·2d. to 1s. 9·6d.) for youths 18 and under 21 years and by 0·4d. (1s. 2·8d. to 1s. 2·4d.) for boys.
	Northamptonshire (excluding Corby).	2 May	Ironstone miners and quarrymen ..	Flat-rate addition to wages (previously granted) decreased by 0·8d. a shift (2s. 5·6d. to 2s. 4·8d.) for men, by 0·6d. (1s. 10·2d. to 1s. 9·6d.) for youths 18 and under 21 years and by 0·4d. (1s. 2·8d. to 1s. 2·4d.) for boys.
	Banbury and district	2 May	Ironstone miners and quarrymen ..	Flat-rate addition to wages (previously granted) decreased by 0·1d. an hour (4·4d. to 4·3d.) for men, by 0·075d. (3·3d. to 3·225d.) for youths 18 and under 21 years and by 0·05d. (2·2d. to 2·15d.) for boys.¶
	North Lincolnshire ..	2 May	Ironstone miners and quarrymen ..	War allowance increased by 2s. a week. Rates after change, inclusive of war allowance, for adults: men—80s., 76s., 74s., women 18 years and over—48s., 46s., 46s., according to class of firm.
Soap, Candle and Edible Fat Manufacture.	Corby ..	2 May	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages (previously granted) decreased by 0·1d. an hour (4·4d. to 4·3d.) for men, by 0·075d. (3·3d. to 3·225d.) for youths 18 and under 21 years and by 0·05d. (2·2d. to 2·15d.) for boys.¶
	Scunthorpe (certain firms).	2 May	Slag and tar macadam workers ..	Flat-rate addition to wages (previously granted) decreased by 0·8d. a shift (2s. 5·6d. to 2s. 4·8d.) for men and for women employed on men's work, by 0·6d. (1s. 10·2d. to 1s. 9·6d.) for youths 18 and under 21 years, and for women** employed on youths' work, and by 0·4d. (1s. 2·8d. to 1s. 2·4d.) for boys and for girls doing boys' work.
Pig Iron Manufacture.	Great Britain ..	Pay day in week beginning 24 May.	Men, youths, boys, women and girls	Flat-rate addition to wages (previously granted) decreased by 0·8d. a shift (2s. 5·6d. to 2s. 4·8d.) for men and for women employed on men's work, by 0·6d. (1s. 10·2d. to 1s. 9·6d.) for youths 18 and under 21 years, and for women** employed on youths' work, and by 0·4d. (1s. 2·8d. to 1s. 2·4d.) for boys and for girls doing boys' work.
	Cleveland and Durham, North Lincs., North Staffs., South Staffs., Bilston, Northants., and South Wales and Mon.	2 May	Workpeople employed at blast-furnaces (except those whose wages are regulated by movements in other industries).	Flat-rate addition to wages (previously granted) decreased by 0·8d. a shift (2s. 5·6d. to 2s. 4·8d.) for men, by 0·4d. (1s. 2d. to 1s. 1·6d.) for youths and boys, by 0·8d. (1s. to 11·2d.) for women 21 years and over, and by 0·4d. (6d. to 5·6d.) for girls.
	Nottinghamshire and Leicestershire.	1st pay day in May.	Workpeople employed at certain blast-furnaces (excluding those engaged on maintenance work).	
	West of Scotland ..	Pay period beginning nearest 1 May.		

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

† Of the 190,000 workpeople whose rates of wages were reduced during May, about 30,000 had received increases of the same amount earlier in 1943.

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

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

¶ The supplementary flat-rate additions of 1s., 9d., and 6d. a shift, for men, youths and boys respectively, remained unchanged.

¶ Wages continue to be supplemented by incentive bonuses of ½d. to 2½d. an hour, according to output.

\*\* Women aged 21 years and over may not receive less than 4s. 8d. a shift, plus additions of 53·7, 62·5, 66·5 or 67·5 per cent., according to district, and a flat-rate addition of 2s. 4·8d.



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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Iron and Steel Manufacture.	Great Britain*	2 May	Workpeople employed at steel sheet rolling mills.	Flat-rate addition to wages (previously granted) decreased† by 0.8d. a shift (2s. 5.6d. to 2s. 4.8d.) for men and women 21 years and over, by 0.6d. (1s. 10.2d. to 1s. 9.6d.) for youths and girls 18 and under 21, and by 0.4d. (1s. 2.8d. to 1s. 2.4d.) for those under 18.
	West of Scotland	31 May	Workpeople employed at iron puddling forges and mills and sheet mills.	Flat-rate addition to wages (previously granted) increased† by 1.1d. a shift (2s. 6.8d. to 2s. 7.9d.) for men, by 0.8d. (1s. 10.4d. to 1s. 11.2d.) for youths 18 and under 21 years, by 0.55d. (1s. 3.4d. to 1s. 3.95d.) for boys, by 0.8d. (11.2d. to 1s.) for women 21 and over, and by 0.4d. (5.6d. to 6d.) for girls (the additional war bonuses of 5s. a week for men and married youths and of 2s. 6d. for other youths and boys remain unchanged).
	North-East Coast Area	2 May	Iron puddlers and millmen .. ..	Flat-rate addition to wages (previously granted) decreased† by 0.8d. a shift (2s. 5.6d. to 2s. 4.8d.) for men, by 0.6d. (1s. 10.2d. to 1s. 9.6d.) for youths 18 and under 21 years and by 0.4d. (1s. 2.8d. to 1s. 2.4d.) for boys.
	Midlands and parts of South Yorkshire and South Lancashire.	Sunday preceding 1st pay day in May	Workpeople (excluding those engaged on maintenance work) employed at iron puddling furnaces and iron and steel rolling mills and forges.	Flat-rate addition to wages (previously granted) decreased† by 2.4d. a shift (2s. 7.2d. to 2s. 4.8d.) for workers 21 years and over, by 1.8d. (1s. 11.4d. to 1s. 9.6d.) for those 18 and under 21 and by 1.2d. (1s. 3.6d. to 1s. 2.4d.) for those under 18.
	Great Britain†	2 May	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.).	
	North-East Coast Area	2 May	Workpeople employed at steel rolling mills.	
	Barrow-in-Furness ..	2 May	Rail millmen, merchant millmen, enginemen, crane-men, etc.	Flat-rate addition to wages (previously granted) decreased† by 0.8d. a shift (2s. 5.6d. to 2s. 4.8d.) for men and women 21 years and over, by 0.6d. (1s. 10.2d. to 1s. 9.6d.) for youths and girls 18 and under 21, and by 0.4d. (1s. 2.8d. to 1s. 2.4d.) for those under 18.
	Workington .. ..	2 May	Steel millmen and labourers (datal workers).	
	Scunthorpe .. ..	2 May	Steel millmen, wagon builders and repairers.	
	Bilston .. ..	2 May	Steel millmen, maintenance men, etc.	
Road Vehicle Repairing.	West of Scotland	2 May	Millmen, gas producermen, enginemen, crane-men, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel rolling mills.	
	South-West Wales	2 Apr.‡	Bricklayers and carpenters employed in Siemens steel works.	Increase of 1d. an hour (2s. 2d. to 2s. 3d.).
		2 May	Workpeople employed in Siemens steel manufacture (except bricklayers and carpenters).	Flat-rate addition to wages (previously granted) decreased† by 0.8d. a shift (1s. 4.8d. to 1s. 4d.) for men and for women employed on men's work, and by 0.4d. (8.4d. to 8d.) for youths and boys and for women employed on boys' work.
	Great Britain	24 May	Men, apprentices, youths and boys employed in public repair workshops.	Increase of 1½d. an hour in minimum hourly rates for men and of proportional amounts for apprentices, youths and boys. Minimum rates after change for men in London Area and Provinces respectively:—skilled craftsmen 2s. 0½d., 1s. 11½d., semi-skilled 1s. 10½d., 1s. 9½d., other workers 1s. 8d., 1s. 7d.
Cutlery Manufacture.	Great Britain	21 May	Men, youths and boys .. ..	Increases of ¼d. an hour in general minimum time rates and of ½d. in piecework basis time rates at 20 and under 21 years. Additions to general minimum time rates and piecework basis time rates, previously granted, increased by 1d. at 18 and over, by ¾d. at 17 and by ½d. at 16
			Women and girls .. ..	Increases of 1½d. or 1d. an hour, according to occupation, in general minimum time rates and piecework basis time rates at 21 years and over and of ¼d. in general minimum time rate and ½d. or ¾d. in piecework basis time rates at 20. Additions to general minimum time rates and piecework basis time rates, previously granted, increased by 1d. or ¾d., according to occupation, at 21 and over and by ½d. to 1d., according to age, at 16 and under 21.
			Men, youths and boys .. ..	Increases of 1d. an hour in general minimum time rates and piecework basis time rates for men and of ¼d. to ¾d. for youths and boys. General minimum time rates after change at 21 years and over: fusers' helpers in enamel-ware section 1s. 9½d., other workers 1s. 6½d.
Hollow-ware Manufacture.	Great Britain	12 May	Women and girls .. ..	Increases of 1d. an hour in general minimum time rates and piecework basis time rates for women 18 years and over and of ½d. to ¾d. for girls. General minimum time rates after change for women 11½d.
			Workpeople employed in making hand-hammered chain from iron up to and including ½ inch diameter.	Decrease† of 5 per cent. (from 10 to 5 per cent.) in general minimum time rates and general minimum piece rates. General minimum time rate after change for adult workers 6½½d. an hour.
Chain Manufacture.	Great Britain	1 May	Workpeople employed in making dollied and tommed chain from iron No. 6 I.S.W.G. up to and including ¾ inch diameter and hand-hammered chain from iron ½ inch up to and including ½ inch diameter.	Decrease† of 5 per cent. (from 10 to 5 per cent.) in general minimum time rates and general minimum piece rates. General minimum time rate after change, for the lowest paid adult worker, 1s. 5½d. an hour.
			Women 19 years of age and over ..	
Keg and Drum Manufacture. Galvanising	Great Britain	5 May	Women 19 years of age and over ..	Increases of ¼d. to 1½d. an hour, according to age, in general minimum time rates and piecework basis time rates.
	England and Wales¶	1 May	Galvanisers and ancillary workers (other than those engaged in the process of annealing) employed at steel sheet works.	Flat-rate addition to wages (previously granted) decreased† by 0.8d. a shift (2s. 5.6d. to 2s. 4.8d.) for men and women 21 years and over, by 0.6d. (1s. 10.2d. to 1s. 9.6d.) for youths and girls 18 and under 21 and by 0.4d. (1s. 2.8d. to 1s. 2.4d.) for those under 18.
Tinplate Manufacture.	South Wales, Monmouthshire, and Gloucestershire.	2 May	Men, women and juveniles (excluding those engaged on maintenance work).	Flat-rate addition to wages (previously granted) decreased† by 0.8d. a shift (2s. 5.6d. to 2s. 4.8d.) for men and for women 21 years and over employed on men's work and by 0.4d. (1s. 2.8d. to 1s. 2.4d.) for other women and juveniles.
Cotton Manufacturing g.	Lancashire, Cheshire, Yorkshire and Derbyshire.	Pay-day in week beginning 3 May.	Beam warpers and fully competent winders.	Warpers and winders to receive (a) minimum rates of 1s. and 10½d. an hour, respectively, or (b) the usual piece-price rates, plus flat-rate payments under the agreement of 5th January, 1943, plus any payments due under the Essential Work Orders, whichever are the higher.**

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

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

‡ These decreases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Federation, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), the Midlands, South Wales and the West of Scotland.

§ This increase was agreed to on 3rd May and was made retrospective to the date shown.

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

¶ This decrease affected mainly the employees of firms which are members of the Galvanising Conciliation Board.

\*\* The minimum rates apply to male and female beam warpers irrespective of the number of machines attended, and to winders who are fully competent (*i.e.*, who are normally engaged upon a full complement of spindles or ends), provided that their wages are normally governed by joint agreements in the cotton manufacturing industry. The rates include a cost-of-living bonus of 35 per cent. and are subject to adjustment in accordance with subsequent variations under the cost-of-living sliding-scale agreement for the industry. Under the agreement of 5th January, 1943, beam warpers and winders were granted a flat-rate increase of 5s. a week of 48 hours if employed on a full complement of machinery, with proportional increases for those not employed on a full complement of machinery or working more or less than 48 hours.



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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Silk Dyeing and Finishing.	Macclesfield .. ..	Pay day in week ending 15 May.	Men, youths, boys, women and girls	Cost-of-living wage decreased* from 99 to 98 per cent. on basis rates. Minimum rates after change for adults: men 63s. 4d., plus 7s. 6d. a week of 48 hours (special payment); women 18 years and over 39s. 7d., plus 4s. 6d. a week of 48 hours (special payment).
Flax and Hemp Industry.	Great Britain ..	21 May	Women and girls (except learners) employed as pieceworkers. Men, youths and boys .. ..	Guaranteed time rates fixed of 16s. a week or 4d. an hour at under 15 years increasing to 37s. 6d. or 9½d. at 18 and over.†
Retail Bespoke Tailoring.	Northern Ireland (Localities with a population of under 2,000).	24 May	Women and girls .. ..	Increases of ½d. an hour in general minimum time rate for workers with not less than 5 years' experience, of 3d. to 1s. 9d. a week for learners and of 6d. to 2s. 9d. for other workers; increase of ½d. in piecework basis time rate; increases of 6s. 9d., 3s. 3d. and 2s. 6d. a garment in general minimum piece rates, for the making of lounge jackets, men's vests and trousers respectively, where the machining of the garment is done by the worker himself, and of 7s., 3s. 3d. and 2s. 3d., where the machining is done by a female machinist employed by the employer.†
Boot and Shoe Repairing.	Great Britain ..	5 May	Pieceworkers employed on benching heels.	Increases of ½d. an hour in general minimum time rates for workers with not less than 4 years' experience on specified classes of work, of ½d. for learners and of ½d. for other workers; increases of ½d. or ¾d. in piecework basis time rates, according to occupation.†
Baking	Scotland .. ..	7 May	Male and female workers .. ..	Increases of ½d. a pair on general minimum piece rates for benching heels when top pieces have to be attached (by riveting) in two separate pieces, and of 1d. a pair when, in addition to riveting, the separate pieces have to be cut or adjusted (all piece rates are subject to an addition of 22½ per cent.).†
	Stirling and Clackmannan districts.	1st pay day in May.	Journeymen .. ..	Increases of 4s. a week in the payments additional to general minimum time rates for workers rated at 60s. a week or more, and of 2s. for those rated at less than 60s. but not less than 30s. General minimum rates after change: men—foremen 88s. to 103s. 6d., journeymen bakers 76s. to 83s. 6d.; women—forewomen 48s. to 62s., confectioners, table workers, etc. 46s. to 54s., according to area.†
	England and Wales..	3 May	Men, youths, boys, women and girls	Increase of 3s. a week in cost-of-living bonus. Rates after change: 72s., 74s. and 78s., according to time of start, plus 19s. bonus in each case.‡
Aerated Waters Manufacture.	Great Britain ..	1 May	Men, youths, boys, women and girls	Increases of 2s. 6d. a week in 1st year of apprenticeship and of 2s. thereafter. Rate after change 19s. in 1st year increasing to 52s. 6d. in 5th year.
Tobacco, etc., Manufacture.	Great Britain ..	1 May	Men, women and juveniles .. ..	Increases of 3s. a week in general minimum time rates for men and for women (19 years and over) and of 1s. or 2s., according to age, for youths, boys and girls, and increase of ½d. an hour in piecework basis time rates.†
Millsawing	Preston .. ..	1 May	Woodcutting machinists employed in sawmill and building trade shops.	Decreases* of 4½d. a week in general minimum time rates for men and of 3d. for women and juveniles, with corresponding decreases for pieceworkers.†
Packing Case Making.	Scotland .. ..	1st full pay week following 12 May.	Woodcutting machinists and sawyers	Increase of 1d. an hour (1s. 11d. to 2s.).
	Scotland (excluding Aberdeen).	1st full pay week following 14 May.	Woodcutting machinists and sawyers, boxmakers and millworkers.	Increases of 1d. an hour (1s. 10½d. to 1s. 11½d.) for journeymen and male dilutees, of proportional amounts for apprentices and of ½d. or ¾d., according to length of service, for women and girls.
Furniture Manufacture.	Edinburgh and Leith	10 May	Men .. ..	Increases of 1d. an hour (1s. 10½d. to 1s. 11½d.) for journeymen and of proportional amounts for apprentices.
Building	Scotland (various districts).	10 May	Building operatives (except plasterers and painters):— Craftsmen and labourers ..	Increase of 1d. an hour. Rates after change: cabinetmakers 2s. 0½d., french polishers and upholsterers 2s.
			Women (17 years and over) ..	Increase of 1d. an hour. Rates after change, for craftsmen and labourers respectively: Grade A districts 2s. 0½d., 1s. 7d.; A1 2s., 1s. 6½d.; A2 1s. 11½d., 1s. 6½d.; A3 1s. 11d., 1s. 6d.; B 1s. 10½d., 1s. 5½d.; B1 1s. 10d., 1s. 5½d.¶
			Apprentices (except plumbers' apprentices).	Increase of 1d. an hour. Rates after change: women employed on craft processes 1s. 7d. (after 3 months' probation), on work other than craft processes 1s. 3½d.
	Scotland .. ..	10 May	Plumbers' apprentices .. ..	Increase of 1s. 10d. a week. Rate after change (including bonus) 17s. 10d. in 1st year of apprenticeship increasing to 43s. 10d. in 5th year.
	Scotland (various towns).**	10 May	Plasterers .. ..	Increase of 2s. a week. Rate after change (including bonus) 17s. in 1st year of apprenticeship increasing to 39s. 6d. in 6th year.
			Plasterers' apprentices .. ..	Increase of 1d. an hour (2s. to 2s. 1d.).
			Painters .. ..	Increase of 1s. 10d. a week. Rates after change (including bonus) 17s. 10d. in 1st year of apprenticeship increasing to 40s. 10d. in 5th year.
	Scotland (various towns).††	10 May	Painters' apprentices .. ..	Increase of 1d. an hour. Rates after change: Grade A towns 2s. 0½d., B 1s. 11½d., C 1s. 10½d.
	Isle of Man .. ..	1st full pay week in May.	Craftsmen and labourers .. ..	Increase of 2s. a week. Rates after change (including bonus): Grade A towns 18s. in 1st year of apprenticeship increasing to 39s. in 6th year; Grade B 16s. 6d. to 37s.; Grade C 16s. to 35s.
			Men .. ..	Increases of 1d. an hour for craftsmen and of ½d. for labourers. Rates after change, for Eastern District and Other Districts respectively: craftsmen 1s. 11d., 1s. 9½d., labourers 1s. 6½d., 1s. 5d.
Asphalt Laying.	Scotland .. ..	10 May	Apprentices .. ..	Increase of 1d. an hour. Rates after change include: spreaders 2s. 1d., potmen 1s. 8½d.
Monumental Masonry.	Newry (certain firms)	1st full pay period following 26 May.	Stonecutters employed in granite yards.	Increase of 1s. 10d. a week. Rate after change (including bonus) 25s. 4d. in 1st year of apprenticeship increasing to 68s. 7d. in 5th year.

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

† These changes took effect under Orders issued under the Trade Boards Acts. Details are contained in the confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.

‡ The increases resulted from a modification of the cost-of-living sliding scale operative in the industry under Orders issued under the Trade Boards Acts, and the rates after change correspond to an official cost-of-living figure of over 95 and less than 105. Details are contained in the Confirming Orders of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

§ This increase resulted from a revision of the cost-of-living sliding-scale agreement.

|| For wages purposes, the majority of localities have been assigned to the various grades, but the localities so graded are too numerous to be quoted in the space available.

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

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

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

‡‡ These increases were awarded by the National Arbitration Tribunal (Northern Ireland).



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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Local Authority Services.	England and Wales (various districts).*	2nd full pay week in May.	Manual workers in non-trading services (except those whose wages are regulated by movements in other industries). Cooks, assistant cooks, kitchen hands, cleaners, etc., employed in British Restaurants.	Increases in national war wage addition of 2s. a week or $\frac{1}{2}$ d. an hour for a 47-hour week for men, of 1s. 6d. or $\frac{1}{2}$ d. for a 47-hour week for women (or the corresponding hourly rates for a week of 44 hours in each case) and of proportional amounts for younger workers.*
	Scotland (various districts).†	1st full pay period beginning on or after 1 May.	Cleaners, maids and general assistants (women 18 years and over) employed in British Restaurants.	Increases in national war wage addition of 1s. 6d. a week or $\frac{1}{2}$ d. an hour for a 47-hour week (or the corresponding hourly rates for a week of 44 hours) for women and of proportional amounts for girls.†
Waterworks Undertakings.	England (various districts).§	1st full pay week in May.	Manual workers (except those whose wages are regulated by movements in other industries).	Increases in national war wage addition of 2s. 6d. a week or $\frac{1}{2}$ d. an hour for a 47-hour week for men and of proportional amounts for youths, boys, women and girls§
Skip and Basket Making.	Lancashire and Cheshire.	1 May	Skip and basket makers .. ..	Decrease of 1 per cent. on list prices, leaving wages 138 per cent. above the list.
Retail Distribution.	England and Wales	10 May	Workpeople employed in retail book-selling, newsagency, stationery, tobacco and confectionery distribution:— Branch shop managers and branch shop manageresses.  Male and female shop assistants, clerks, shop cashiers and central warehouse staff and other male workers (excluding craftsmen, productive staff and transport workers).	Minimum weekly rates of remuneration adopted, for a normal working week of not more than 48 hours, as follows: branch shop managers—London 83s., Provincial Zone "A" 80s., "B" 78s., branch shop manageresses—70s., 66s., 64s. (in branch shops with a staff of less than 3 including manager or manageress the rates are 7s. less).¶
	Great Britain ..	14 May	Timeworkers and pieceworkers ..	Increases in minimum weekly rates of remuneration fixed by the National Joint Industrial Council, as follows: male workers 1s. 6d. at 16 and under 18 years, 2s. at 18 and under 21, 3s. at 21 and over; female workers 1s., 1s. 6d., 2s.**
Rubber Manufacture.	Great Britain ..	1st full pay week after 14 May.	Timeworkers and pieceworkers ..	Increases in payments additional to general minimum time rates and piecework basis time rates ranging from $\frac{1}{2}$ d. an hour at under 16 years to 1d. at 19 and over for males and from $\frac{1}{2}$ d. to 1 $\frac{1}{2}$ d. for females.††
Rubber Reclamation.	Great Britain ..	31 May	Timeworkers and pieceworkers ..	Increases in minimum time rates ranging from $\frac{1}{2}$ d. an hour at under 16 years to 1d. at 19 and over for males and from $\frac{1}{2}$ d. to 1 $\frac{1}{2}$ d. for females. Minimum time rates after change: general minimum time rates fixed under Trade Boards Acts supplemented by $\frac{1}{2}$ d. an hour for men, by $\frac{1}{2}$ d. for women (21 years and over) and by $\frac{1}{2}$ d. for younger male and female workers (piece rates to be so fixed that pieceworkers of ordinary ability may continue to earn at least 25 per cent. above the appropriate minimum time rate).‡‡
General Waste Material Reclamation.	Great Britain ..	14 May	Men, youths and boys .. .. Women and girls .. ..	Increases in payments additional to general minimum time rates and piecework basis time rates ranging from $\frac{1}{2}$ d. an hour at under 16 years to 1d. at 19 and over for males and from $\frac{1}{2}$ d. to 1 $\frac{1}{2}$ d. for females.††
				Increases of 2d. an hour in general minimum time rates for men in scrap metal section and of 2 $\frac{1}{2}$ d. for men and from $\frac{1}{2}$ d. to 1 $\frac{1}{2}$ d. for youths and boys (in certain age groups) in all other sections.††
				Increases of 1 $\frac{1}{2}$ d. an hour in general minimum time rates for women 18 years and over and from $\frac{1}{2}$ d. to 1d. for girls (in certain age groups) on specified classes of work and of 1 $\frac{1}{2}$ d. for women and from $\frac{1}{2}$ d. to 1 $\frac{1}{2}$ d. for girls (in certain age groups) on all other classes of work; increases of 1 $\frac{1}{2}$ d. in piecework basis time rates for women and girls on specified classes of work and of 1 $\frac{1}{2}$ d. for all other women and girls.††
Cinematograph Film Production.	London and district..	1st pay day in May.	Men, women and juvenile workers in film studios (all employees paid by the hour and employees paid by the week whose normal salaries do not exceed £17 10s. a week). Cine-technicians, whose normal salaries do not exceed £17 10s. a week, employed in film studios.	Bonus decreased   by 6d. a week (23s. to 22s. 6d. for those paid hourly and 22s. to 21s. 6d. for those paid weekly) for workpeople 21 years and over and by 4d. (15s. 4d. to 15s. for those paid hourly and 14s. 8d. to 14s. 4d. for those paid weekly) for those under 21.  Bonus decreased   by 6d. a week (22s. to 21s. 6d.) for those 21 years and over and by 4d. (14s. 8d. to 14s. 4d.) for those under 21. Minimum rates after change include: camera operators 300s., 250s., maintenance engineers 140s., sound camera operators 130s., 1st, 2nd and 3rd projectionists 130s., 90s., 70s., negative cutters, assistant maintenance engineers 90s., plus bonus of 21s. 6d. for those 21 years and over and 14s. 4d. for those under 21.

\* These increases took effect as the result of a recommendation of the National Joint Industrial Council for Local Authorities' Non-trading Services (Manual Workers). The authorities affected are mainly those affiliated to the District Joint Industrial Councils in the areas concerned. The areas in question, and the minimum or standard rates after change for general labourers (or equivalent classes of workpeople) in these areas, are indicated below (except where otherwise stated, the rates are those fixed for the sub-divisions of the areas): Northumberland, Durham and North Riding of Yorkshire, 1s. 8 $\frac{1}{2}$ d. and 1s. 7 $\frac{1}{2}$ d. an hour (for a 44-hour week); West Riding of Yorkshire, 1s. 6d., 1s. 5 $\frac{1}{2}$ d. and 1s. 5d.; Lancashire and Cheshire, 72s. 2d., 70s. 3d., 68s. 3d. and 66s. 4d. a week; East Midlands, 1s. 7 $\frac{1}{2}$ d., 1s. 6d., 1s. 5 $\frac{1}{2}$ d., 1s. 5d. and 1s. 4 $\frac{1}{2}$ d. an hour; West Midlands, 72s. 2d., 70s. 8 $\frac{1}{2}$ d., 67s. 8d. and 64s. 9 $\frac{1}{2}$ d. a week; Eastern Area, 72s. 6d., 70s. 6d., 67s. 6d., 65s. 6d. and 62s. 6d.; South Midlands 70s. 3d., 65s. 6d. and 61s. 6d.; Middlesex, 61s. 2d. and 58s. 9d. plus in each case a bonus of 17s. 6d. a week; Kent, Surrey and Sussex, 74s. 6d., 70s. 6d., 66s. 6d.; and 62s. 6d.; Gloucestershire, Somersetshire and Wiltshire, 72s. 6d., 69s. 6d., 67s. 6d., 64s. 6d. and 62s. 6d.; Devonshire, Dorsetshire and Cornwall, 55s., 52s. 6d., 50s., 48s. and 46s., plus in each case a bonus of 17s. 6d. a week; North Wales, 69s. 6d., 67s. 6d. and 64s. 6d.

† These increases took effect as a result of a recommendation of the National Joint Industrial Council for Local Authorities' Non-trading Services (Manual Workers).

‡ These rates were agreed upon by the Negotiating Sub-Committee of the Joint Industrial Council for Local Authorities' Non-trading Services (Manual Workers) for Scotland. The rates of pay for female workers in higher grades than those mentioned above are left to be determined by the individual local authorities.

§ These increases took effect as a result of a decision of the National Joint Industrial Council for the Waterworks Undertakings Industry. The districts concerned and the minimum or standard rates, inclusive of war-wage addition, for general labourers (or equivalent classes of workpeople) in these districts are as follows (where more than one rate is quoted, the rates are those applicable in the sub-divisions of the district): Northern, 1s. 6 $\frac{1}{2}$ d. an hour; Yorkshire, 1s. 6 $\frac{1}{2}$ d., 1s. 6d. and 1s. 5d.; Lancashire and Cheshire, 1s. 7 $\frac{1}{2}$ d.; Midlands, 1s. 6d., 1s. 5d. and 1s. 4 $\frac{1}{2}$ d.; South Midlands, 69s. 9d., 68s. 1d. and 66s. 4d. a week; Home Counties, 70s. 6d., 68s. and 64s.; London (Metropolitan Water Board), 78s.

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

¶ These rates took effect as the result of an Agreement made by the National Joint Industrial Council for the Retail Bookselling, Newsagency, Stationery, Tobacco and Confectionery Trades. The rates quoted are minima and do not prevent the payment of higher rates or the operation of better conditions of employment. In shops in which the turn-overs do not exceed specified amounts and in which one person only is employed, that person is to be known as assistant-in-charge and is to receive 5s. a week above the rate for age as laid down for shop assistants, with a minimum based on the rates operating at 21 years of age throughout in each Zone.

\*\* These increases were agreed upon by the National Joint Industrial Council for the Retail Bookselling, Newsagency, Stationery, Tobacco and Confectionery Trades.

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

‡‡ These increases applied to the workpeople of firms affiliated to the National Joint Industrial Council for the Rubber Manufacturing Industry. For workpeople in the tyre manufacturing section of the industry, the supplements to the Trade Board minimum time rates are  $\frac{1}{2}$ d. for men,  $\frac{1}{2}$ d. for women (21 years and over) and  $\frac{1}{2}$ d. for younger workers.

## OUTPUT BONUS IN THE COAL MINING INDUSTRY.

Under the scheme providing for the payment of a bonus to workers in the coal mining industry for output in excess of a specified tonnage (see the issue of this GAZETTE for November, 1942, page 191), bonuses became payable, from the pay-day in the week ended 12th June, of 1s. 9d. a shift for adult workers in Leicestershire, 9d. a shift in South Derbyshire, and 6d. a shift in North Derbyshire and Somerset.



## CHANGES IN RETAIL PRICES AND COST OF LIVING.

## Summary of Index Figures for 1st June, 1943.

		Food	All Items
Increase since July, 1914..	..	65%	98%
Change since 1st	{ Index Points ..	nil	-1
May, 1943	{ Per cent. ..	nil	-1*

## FOOD.

At 1st June the retail prices of the articles of food included within the scope of these statistics were approximately the same as a month earlier.

The following Table compares the average retail prices in the United Kingdom at 1st June and 1st May, 1943, 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 June, 1943, compared with	
	1st June, 1943.	1st May, 1943.	1st Sept., 1939.	1st May, 1943.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs ..	1 3½	1 3½	1 2½	..	11
Thin Flank ..	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen					
Ribs ..	1 1	1 1	0 9½	..	35
Thin Flank ..	0 6	0 6	0 4½	..	23
Mutton, British—					
Legs ..	1 5½	1 5½	1 3½	..	13
Breast ..	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs ..	1 0	1 0	0 10½	..	16
Breast ..	0 4	0 4	0 4	..	..
Bacon† ..	1 10½	1 10½	1 3	..	50
Fish ..	..	..	..	..	32
Flour .. per 7 lb.	1 5	1 5	1 1½	..	27
Bread .. per 4 lb.	0 9	0 9	0 8½	..	9
Tea ..	2 10	2 10	2 4	..	21
Sugar (granulated) ..	0 3	0 3	0 3	..	-1
Milk .. per quart	0 9	0 9	0 6½	..	32
Butter—					
Fresh ..	1 8	1 8	1 4½	..	21
Salt ..	..	..	1 3½	..	31
Cheese ..	1 1	1 1	0 10	..	30
Margarine†—					
Special ..	0 9	0 9	0 6½	..	12
Standard ..	0 5	0 5	..	..	..
Eggs (fresh)§ .. each	0 1½	0 1½	..	..	1
Potatoes .. per 7 lb.	0 6½	0 6½	0 6½	..	5

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st May, 1943, and 1st June, 1943, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st May, 1943.	1st June, 1943.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs ..	44	59	59
Thin Flank ..	15	46	46
Beef, Chilled or Frozen—			
Ribs ..	32	79	79
Thin Flank ..	1	24	24
Mutton, British—			
Legs ..	48	67	67
Breast ..	14	24	24
Mutton, Frozen—			
Legs ..	51	75	75
Breast ..	-3	-3	-3
Bacon† ..	35	102	102
Fish ..	116	184	185
Flour ..	26	59	60
Bread ..	42	56	56
Tea ..	52	85	85
Sugar (granulated) ..	46	45	45
Milk ..	92	154	154
Butter—			
Fresh ..	13	37	37
Salt ..	7	41	41
Cheese ..	16	51	51
Margarine† ..	-8	3	3
Eggs (fresh)§ ..	58	60	60
Potatoes ..	33	40	40
All above articles (Weighted Average on July, 1914, basis)	38	65	65

On the basis of the figures given in the foregoing Tables the average level of retail food prices at 1st June, 1943, was about the same as at 1st May, 1943, nearly 20 per cent. higher than at the beginning of September, 1939, and about 65 per cent. higher than in July, 1914.

\* A fall of 1 point on a total for "all items" of 199 (the figure for July, 1914, being 100) is equivalent to one-half of 1 per cent.

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

‡ On 1st June and 1st May, 1943, 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 June, and 1st May, 1943, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

## ITEMS OTHER THAN FOOD.

The average level of working-class *rents* (including rates) at 1st June was about the same as at 1st May, being about 1 per cent. above the level of 1st September, 1939, and about 64 per cent. above that of July, 1914.

As regards *clothing*, there was a further slight increase in the proportion of utility cloth and apparel on sale, at prices below those of non-utility goods of corresponding quality, as a result of which the average level of clothing prices generally at 1st June was between one-half and one per cent. below the level of a month earlier. The average decrease in prices during the month was about one-half of 1 per cent. for men's suits and overcoats and for boots and shoes, about 1 per cent. for woollen materials, underclothing and hosiery, and between 1 and 2 per cent. for cotton materials and hosiery. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make exact comparisons over a period of many years, but the available information (based on returns from representative retailers in a large number of towns) indicates that at 1st June the average level of prices was about 68 per cent. higher than at 1st September, 1939, and about 250 per cent. above the level of July, 1914.

In the *fuel and light* group, the average levels of prices of coal and of gas at 1st June were about the same as at 1st May. Prices of coal averaged about 30 per cent. higher than at 1st September, 1939, and about 153 per cent. above the level of July, 1914: prices of gas averaged about 29 per cent. higher than at 1st September, 1939, and about 99 per cent. higher than in July, 1914. There was no appreciable change during the month in the prices of lamp oil, candles or matches. In the fuel and light group as a whole the average level of prices at 1st June was about the same as at 1st May, about 34 per cent. higher than at 1st September, 1939, and about 144 per cent. higher than in July, 1914.

As regards *other items*\* included in these statistics, there were relatively few changes in prices during May. In the group as a whole the average level of prices at 1st June was about the same as at 1st May, about 60 per cent. higher than at 1st September, 1939, and about 186 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 June, 1943, is approximately 98 per cent. over the level of July, 1914, as compared with 99 per cent. at 1st May, 1943, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, *no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.*

The rise of 43 points since the beginning of September, 1939, is equivalent to about 28 per cent. Of these 43 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately 1½ points are due to increases resulting from the Purchase Tax.

## SUMMARY TABLE : ALL ITEMS.

Average Percentage Increases as compared with July, 1914.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920 ..	125	130	130	132	141	150	152	155	161	164	176	169
1921 ..	165	151	141	133	128	119	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
1942 ..	100	100	100	99	100	99	100	101	100	100	100	100
1943 ..	99	99	99	98	99	98	..	..	..	..	..	..

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 the addresses shown on page 94 of this GAZETTE.

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



## TRADE DISPUTES IN MAY.\*

**Number and Magnitude.**—The number of disputes involving stoppages of work, reported to the Department† as beginning in Great Britain and Northern Ireland during May, was 139, as compared with 145 in the previous month and 187 in May, 1942. In these 139 new disputes about 52,100 workpeople were directly involved, and 6,800 workpeople indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, though not themselves parties to the disputes). In addition, about 4,600 workpeople were involved, either directly or indirectly, in 10 disputes which began before May and were still in progress at the beginning of that month. The number of disputes in progress in May was thus 149, involving about 63,500 workpeople; the aggregate number of working days lost in these disputes during May is estimated at 178,000.

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

Industry Group.	Number of Disputes in progress in Month.			Number of Workpeople involved in all Disputes in progress in Month.	Aggregate Duration in Working Days of all Disputes in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Mining and Quarrying..	4	57	61	25,400	66,000
Metal, Engineering and Shipbuilding ..	6	53	59	16,000	43,000
Food, Drink and Tobacco	..	2	2	4,200	8,000
Transport ..	..	8	8	16,500	59,000
Other Industries ..	..	19	19	1,400	2,000
Total, May, 1943† ..	10	139	149	63,500	178,000
Total, April, 1943† ..	11	145	156	36,100	74,000
Total, May, 1942† ..	6	187	193	97,500	312,000

**Duration.**—Of 140 stoppages which ended in May, 51, directly involving 7,600 workpeople, lasted not more than one day; 45, directly involving 14,400 workpeople, lasted two days; 19, directly involving 7,300 workpeople, lasted three days; 20, directly involving 10,500 workpeople, lasted four to six days, and 5, directly involving 1,700 workpeople, lasted over six days.

**Causes.**—Of the 139 disputes beginning in May, 24, directly involving 20,700 workpeople, arose out of demands for advances in wages, 13, directly involving 2,600 workpeople, out of proposed

reductions in wages, and 41, directly involving 11,400 workpeople, on other wage questions; 10, directly involving 5,000 workpeople, on questions as to working hours; 19, directly involving 4,200 workpeople, on questions respecting the employment of particular classes or persons; 31, directly involving 8,100 workpeople, on other questions respecting working arrangements; and 1, directly involving 100 workpeople, on a question of trade union principle.

**Results.**—Final settlements of disputes which terminated during May have been effected in the case of 115 disputes, directly involving 35,600 workpeople. Of these disputes, 27, directly involving 6,300 workpeople, were settled in favour of the workpeople; 71, directly involving 23,100 workpeople, were settled in favour of the employers; and 17, directly involving 6,200 workpeople, resulted in a compromise. In the case of 25 other disputes, directly involving 5,800 workpeople, work was resumed pending negotiations.

## TOTALS FOR THE FIRST FIVE MONTHS OF 1943 AND 1942†

Industry Group.	January to May, 1943.			January to May, 1942.		
	Number of Disputes beginning in period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.	Number of Disputes beginning in period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.
Coal Mining ..	280	78,400†	185,000	241	115,300†	375,000
Other Mining and Quarrying ..	6	1,200	2,000	11	2,100	12,000
Brick, Pottery, Glass, Chemical, etc. ..	16	600	2,000	9	600	2,000
Engineering ..	130	43,100	89,000	46	16,700	19,000
Shipbuilding ..	65	11,500	40,000	34	6,300	16,000
Other Metal ..	60	9,700	32,000	43	7,400	26,000
Textile ..	17	1,900	3,000	13	1,100	3,000
Clothing ..	7	500	1,000	6	3,700	16,000
Food, Drink and Tobacco ..	6	4,700	10,000	6	1,000	3,000
Building, etc. ..	27	4,800	11,000	31	7,200	17,000
Transport ..	31	25,700	83,000	16	4,400	15,000
Other Industries ..	17	1,500	4,000	12	4,200	7,000
Total ..	662	183,600†	462,000	468	170,000†	511,000

## PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING MAY.

Occupations‡ and Locality.	Approximate Number of Workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.§	Began.	Ended.		
<b>COAL MINING :—</b>						
Colliery workpeople—Co. Durham (one colliery).	3,266		4 May	5 May	Non-settlement of a claim by putters for increased "score prices," which had been referred to arbitration.	Workpeople agreed to await result of arbitration proceedings.
Colliery workpeople — Barnsley, Yorks. (one colliery).	1,072		7 May	11 May	Demand by colliers in one seam for payment at day wage rate instead of the district minimum rate.	Demand conceded after work had been resumed.
Stallmen, haulage hands, daymen, etc. and surface workers, etc.—Doncaster, Yorks. (one colliery).	1,641	73	17 May	5 June	For reinstatement of an employee who had been dismissed for alleged serious misconduct, and whose appeal had been rejected by a Local Appeal Board.	Work resumed.
Underground and surface workers—Doncaster, Yorks. (one colliery).	1,870	450	20 May	22 May	Non-payment of amounts alleged to be due in respect of work done for which no general price had been fixed.	Payment made for the work in question.
<b>ENGINEERING :—</b>						
Engineering operatives—Huddersfield, Yorks. (one firm).	2,200	..	7 May	8 May	Dissatisfaction with the terms of a recent award of the National Arbitration Tribunal, and demand for an increase of 10s. a week in basic rates.	Work resumed to permit consideration of workpeople's claim by constitutional procedure.
Cranemen, slingers and labourers—Glasgow (one firm).	936	..	14 May¶	21 May¶	For payment of an increased bonus, equivalent to the full bonus earned by productive workers.	Work resumed pending negotiations.
<b>SHIPBUILDING :—</b>						
Shipbuilding operatives—Glasgow	1,300	..	26 May	28 May	Objection to disciplinary action taken to prevent employees ceasing work before agreed stopping time.	Work resumed pending negotiations.
<b>NON-FERROUS METAL MANUFACTURE :—</b>						
Workpeople employed in non-ferrous metal manufacture — Lanarkshire (one firm).	1,000	..	24 May	27 May	Dispute respecting the manning of machines.	Work resumed to permit of negotiations.
<b>TOBACCO MANUFACTURE :—</b>						
Tobacco workers—Nottingham (one firm).	2,760	1,190	12 May	13 May	Objection of female workers to the introduction of a new scheme of wage payment as to which they considered that they had not been adequately consulted.	Agreement reached that a ballot of those affected should be held, and scheme withdrawn in all rooms in which more than 75 per cent. of the workers decided against its acceptance.
<b>TRANSPORT :—</b>						
Dock labourers, checkers, etc.—Manchester.	2,895	..	1 May	5 May	Dissatisfaction with the terms of an agreement respecting the working of overtime by 'half-night' shifts.	Overtime to be worked in accordance with the terms of the agreement.
Passenger road transport workers—South and West Yorkshire, Derbyshire, Nottinghamshire, Essex, Berkshire and Buckinghamshire.	12,000		11 May**	2 June††	Dissatisfaction arising out of the rejection by a Special Tribunal of a national application for increased wages.	Work resumed.

\* 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 figures given for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

‡ Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage, and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages was approximately 58,000 in 1943, and 90,000 in 1942.

§ 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 6th/7th May.

¶ Work was resumed on 17th May, but the stoppage recommenced later the same day.

\*\* The stoppage began in the High Wycombe and Maidenhead districts on 11th May. Further stoppages occurred on the 12th, 13th, 14th and 15th May in South and West Yorkshire and in other districts.

†† Work was resumed after a few days in most of the districts affected, but in one district the stoppage continued until 2nd June.



## FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople, other than seamen,\* whose deaths from accidents in the course of their employment occurred or were reported in Great Britain and Northern Ireland in May† was 205 as compared with 184‡ in the previous month and with 192‡ in May, 1942. Details for separate industries are given below:—

MINES AND QUARRIES.		Factories—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	1
Underground	61	Rubber Trades	.. ..
Surface	7	Gas Works	.. .. 1
Metalliferous Mines	.. ..	Electrical Stations	.. .. 1
Quarries	5	Other Industries	.. ..
TOTAL,		WORKS AND PLACES UNDER	
MINES AND QUARRIES	73	ss. 105, 107, 108, FACTORIES	
FACTORIES.		ACT, 1937.	
Clay, Stone, Cement, Pot-	.. ..	Docks, Wharves, Quays	.. ..
tery and Glass	3	and Ships	.. .. 3
Chemicals, Oils, Soap, etc.	7	Building Operations	.. 25
Metal Extracting and	.. ..	Works of Engineering	.. ..
Refining	.. ..	Construction	.. .. 2
Metal Conversion and	.. ..	Warehouses	.. ..
Founding (including	.. ..	TOTAL, FACTORIES ACT	102
Rolling Mills and Tube	.. ..	RAILWAY SERVICE.	
Making)	12	Brakemen, Goods Guards	1
Engineering, Locomotive	.. ..	Engine Drivers, Motor-	.. ..
Building, Boilermaking,	.. ..	men	.. .. 2
etc.	19	Firemen	.. .. 1
Railway and Tramway	.. ..	Guards (Passenger)	.. ..
Carriages, Motor and	.. ..	Labourers	.. .. 2
other Vehicles and Air-	.. ..	Mechanics	.. .. 1
craft Manufacture	10	Permanent Way Men	.. 6
Shipbuilding	.. .. 6	Porters	.. .. 8
Other Metal Trades	.. 3	Shunters	.. .. 3
Cotton	.. ..	Other Grades	.. .. 5
Wool, Worsted, Shoddy	.. ..	Contractors' Servants	.. 1
Other Textile Manu-	.. ..	TOTAL, RAILWAY SERVICE	30
facture	2	Total (excluding Seamen)	205
Textile Printing, Bleach-	.. ..		
ing and Dyeing	.. ..		
Tanning, Currying, etc.	1		
Food and Drink	3		
General Woodwork and	.. ..		
Furniture	3		

## INDUSTRIAL DISEASES.

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

I. Cases.		I. Cases—continued.	
LEAD POISONING.		EPITHELIOMATOUS ULCERATION	
Among Operatives		(SKIN CANCER).	
engaged in:		Pitch	.. .. 6
Smelting of Metals	.. ..	Tar	.. .. 5
Plumbing and Soldering	.. ..	Oil	.. .. 4
Shipbreaking	.. ..	TOTAL	.. .. 15
Printing	.. ..	CHROME ULCERATION.	
Other Contact with	.. ..	Manufacture of Bichro-	.. ..
Molten Lead	2	mates	.. .. 1
White and Red Lead	.. ..	Chrome Tanning	.. .. 2
Works	1	Chromium Plating	.. .. 3
Pottery	.. ..	TOTAL	.. .. 6
Vitreous Enamelling	.. ..	Total Cases	.. .. 42
Electric Accumulator	.. ..	II. Deaths.	
Works	1	OTHER POISONING.	
Paint and Colour Works	1	Chronic Benzene	.. .. 1
Shipbuilding	.. ..	Toxic Jaundice	.. .. 1
TOTAL	5	Toxic Anaemia	.. .. 1
OTHER POISONING.		TOTAL	.. .. 3
Mercurial	.. .. 2	EPITHELIOMATOUS ULCERATION	
Aniline	.. .. 8	(SKIN CANCER).	
Chronic Benzene	.. .. 1	Oil	.. .. 3
Toxic Jaundice	.. .. 1	Total Deaths	.. .. 6
Toxic Anaemia	.. .. 3		
TOTAL	15		
ANTHRAX.			
Handling and Sorting of	.. ..		
Hides and Skins	1		

## RETAIL PRICES OVERSEAS.

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

## UNITED STATES OF AMERICA.

At the middle of February, 1943, the official cost-of-living index figure showed a rise of 0.2 per cent. over the figure for January, 1943, and of 22.6 per cent. over the figure for August, 1939. For food alone the index figure at the middle of February, 1943, was 0.5 per cent. higher than the figure for the previous month and 42.9 per cent. above that for August, 1939.

## AUSTRALIA.

In the fourth quarter of 1942, the official cost-of-living index figure for the six capital cities was 1.4 per cent. higher than that for the previous quarter and 22.4 per cent. above that for the second quarter of 1939. In December, 1942, the official index figure relating to the cost of food in thirty towns showed a decrease of 0.9 per cent. below the figure for September, 1942, but a rise of 13.8 per cent. over that for August, 1939.

## CANADA.

At 1st March, 1943, the official cost-of-living index figure showed a rise of 0.3 per cent. over the figure for the previous month and of 16.3 per cent. over that for 1st September, 1939. For food alone the corresponding percentage increases were 0.8 and 28.5, respectively.

## NEW ZEALAND.

In December, 1942, the official cost-of-living index figure showed a decline of 0.8 per cent. below the figure for the previous month but a rise of 13.4 per cent. over the figure for August, 1939. For food alone the index figure for December was 2.0 per cent. lower than that for November, 1942, but 8.4 per cent. higher than that for August, 1939.

## INDIA.

In February, 1943, the official cost-of-living index figure for the working classes in Bombay was 1.0 per cent. higher than the figure for the previous month and 95.2 per cent. above that for August, 1939. For food alone the index figure remained unchanged in February, 1943, as compared with the figure for the previous month, which was 99.1 per cent. above that for August, 1939.

## UNION OF SOUTH AFRICA.

In February, 1943, the official cost-of-living index figure showed an increase of 0.7 per cent. over the figure for the previous month and of 22.9 per cent. over that for August, 1939. For food alone the corresponding percentage increases were 1.6 and 31.7, respectively.

## SOUTHERN RHODESIA.

In March, 1943, the official cost-of-living index figure showed a rise of 1.7 per cent. over the revised figure for the previous month and of 18.7 per cent. over the figure for August, 1939. The revised figure for February, 1943, was 1.6 per cent. higher than the figure for January, 1943, and 16.7 per cent. above that for August, 1939. For food alone the index figure for March, 1943, was 2.0 per cent. higher than that for the previous month and 23.2 per cent. above that for August, 1939.

## ICELAND.

At 1st April, 1943, the official index figure of the cost-of-living in Reykjavik was 0.4 per cent. below the figure for the previous month, but 158.4 per cent. above that for 1st September, 1939. For food alone the index figure at 1st March showed a decline of 0.3 per cent. below the figure for 1st February, 1943, but a rise of 244.6 per cent. above that for 1st September, 1939.

## PORTUGAL.

In December, 1942, the official weighted index figure of the cost of food, fuel and light and certain other household articles in Lisbon was 0.1 per cent. higher than the figure for November, 1942, and 47.6 per cent. above that for August, 1939. The figure for 15th December, 1942, in the separate official series of (unweighted) index figures relating to the whole of Portugal showed increases of 1.6 and 58.1 per cent., respectively, over those for November, 1942, and August, 1939.

## SWEDEN.\*

In March, 1943, the official cost-of-living index figures, based on prices in 1935 taken as = 100 showed a rise of 0.25 per cent. as compared with 1st January, 1943, and nearly 42 per cent. as compared with 1st July, 1939. These figures are exclusive of the effects of direct taxation; if direct taxation is included, the rise is 0.39 per cent. as compared with January, 1943, and nearly 42 per cent. as compared with July, 1939. For food alone the figures in March, 1943, showed a rise of 0.6 per cent. as compared with 1st January, 1943, and about 42 per cent. as compared with 1st July, 1939.

\* The procedure for the calculation by the Swedish Social Board of the official quarterly cost-of-living index figures has been revised in certain respects, commencing with the figures for March, 1943. The list of items included has been extended, and alterations have been made in the method by which the index is compiled and in the "weights" allotted to some of the items. The figures are henceforward to relate to dates about the middle of March, June, September and December, instead of to 1st April, 1st July, 1st October and 1st January.

\* 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 May, 1943, in comparison with the 4 weeks ended 1st May, 1943, and the 4 weeks ended 30th May, 1942.

‡ 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.



## EMPLOYMENT OVERSEAS.

## UNITED STATES OF AMERICA.

It is estimated by the United States Department of Labour that in February, 1943, the number of civilian employees in industries other than agriculture and private domestic service was 38,071,000; this was 0.6 per cent. higher than the figure for January, 1943, 8.6 per cent. higher than that for February, 1942, and 27.9 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in February, 1943, is estimated to have been 13,648,000, or 1.0 per cent. more than in January, 1943, and 17.1 per cent. more than in February, 1942.

According to estimates made by the United States Bureau of the Census, the total number of unemployed persons in the United States of America in February, 1943, was approximately 1,400,000, the same as in January; the corresponding figure for February, 1942, was 4,000,000. These figures include persons employed on public emergency work projects.

## AUSTRALIA.

Returns received by the Commonwealth Bureau of Census and Statistics, covering 54 per cent. of the total membership of trade unions and relating to between 20 and 25 per cent. of all wage and salary earners, showed that the percentage of members of the reporting trade unions who were out of work for three days or more during a specified week in the December quarter, 1942, was 1.3, as compared with 1.6 in the preceding quarter and 2.9 in the fourth quarter of 1941.

## CANADA.

According to returns received by the Dominion Bureau of Statistics from nearly 13,500 employers, the total number of workpeople in employment at 1st February in industries other than agriculture and private domestic service was 1.3 per cent. lower than at 1st January, 1943, but 9.6 per cent. higher than at 1st February, 1942, and 81.2 per cent. above the average number for the year 1926.

Returns rendered by trade unions with a total membership of over 403,000 showed that the percentage rate of unemployment among their members at the beginning of February, 1943, was 1.5. The corresponding figures for the beginning of January, 1943, and the beginning of February, 1942, were 1.2 and 4.3, respectively.

## UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in January, 1943, the number of workpeople employed in manufacturing establishments generally, and in mining and transport was 2.1 per cent. lower than in December, and 4.5 per cent. lower than in January, 1942.

## ÉIRE.

The number of persons on the live registers of Employment Exchanges at 29th May was 70,686; compared with 78,962 at 22nd April, 1943, and 81,551 at 30th May, 1942.

## FACTORIES ACTS.

## FACTORY FORMS.

From time to time the Ministry of Labour and National Service issue Factory Forms\* regarding Regulations and Orders made under the Factories Acts. The under-mentioned Forms have been issued or reprinted since the previous list was published in the February, 1943, issue of this GAZETTE, and may be purchased at the prices shown. The prices in brackets include postage.

No.	Title and Price.
84	Workmen's Compensation Act, 1925. Summary of the Requirements of the Act with regard to the giving of Notice of Accidents and the making of Claims and the Procedure to be followed in cases of Industrial Disease; January, 1942. Reprinted 1943; revised price, 2d. (3d.)
276	Precautions in the Installation and Working of Hoists or Lifts. December, 1942. 1d. (2d.)
331	Memorandum on the Prevention of Industrial Dermatitis. Dermatitis from Glues used in Aircraft Construction. February, 1943. 1d. (2d.)
355	Dermatitis. Cautionary Notice to Workers in contact with Flour, Dough or Sugar. March, 1943. 2d. (3d.)
366	Dermatitis from Glues (Synthetic). Cautionary Notice. February, 1943. 2d. (3d.)
396	Effects of Lemon and Orange Peeling on the Skin. Cautionary Notice. March, 1943. Reprinted 1943; revised price, 2d. (3d.)
836	Memorandum on Precautions against Dangers of Poisoning, Fire and Explosion in connection with the Use of Carbon Bisulphide in Artificial Silk, India Rubber and other Works. January, 1943. 4d. (5d.)
970	Refractory Materials Regulations, 1931. Reprinted May, 1943; revised price 2d. (3d.)
1010	Magnesium (Grinding of Castings and other Articles) Order, 1943. Summary of Duties imposed by the Order, 2d. (3d.)
1998	Memorandum on the Construction of Single Storey Buildings, with suggested Precautions to prevent Collapse during Erection, April, 1943. 2d. (3d.)
2242	Pottery Regulations. Requirements applicable to Potters' Shops. Sectional Placard—(Reg. 26) Potters' Shops (other than Coarse Ware); September, 1934. Reprinted 1943; revised price, 2d. (3d.)

\* See footnote \* on page 94.

## LEGAL CASES AFFECTING LABOUR.

## WRONGFUL EXPULSION FROM TRADE UNION—ILLEGAL STRIKE—CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDER.

Six members of the Trade Union named the National Society of Operative Printers and Assistants instituted proceedings in the High Court, in consequence of their expulsion from that Union, claiming a declaration that they were still entitled to be regarded as members of the Union, an injunction restraining their expulsion, and damages. The plaintiffs at first issued a writ against the Union as such but it was brought to their notice that the Union was unregistered and accordingly could not be made a defendant. Thereupon on 3rd October, 1942, the plaintiffs issued a writ claiming relief against certain individuals. These individuals were Mr. Isaacs, the General Secretary of the Union, Messrs. Jeeter and Bates, the trustees, Mr. Lazarus, the President, and Mr. Harper, the Secretary of the London Machine Branch.

In the summer of 1942 when the Home Secretary raised the ban on the publication of the "Daily Worker" newspaper the Union entered into negotiations with the Keable Press Limited, the publishers of that newspaper, for the reinstatement of the members of the Union who had been in the employment of the Keable Press Limited when publication ceased in January, 1941. The Keable Press Limited agreed to the reinstatement of all the men who were available with the exception of a former overseer named Howard. The first issue of the newspaper was due to appear on Monday, 7th September, 1942, and during the course of the previous day anxious discussions took place between the officials of the Union and the Management of the newspaper concerning the question of Howard's reinstatement. At about 6 p.m. on Sunday, 6th September, the defendant, Mr. A. W. Harper, then being at the premises of the Keable Press Limited, instructed the members of the Union, including the six plaintiffs, who had been engaged by the Keable Press Limited for work on the paper not to start work but to remain outside the premises. The six plaintiffs entered the premises in defiance of Mr. Harper's instructions. In view of the refusal of a number of men to commence work until Howard was reinstated the Keable Press Limited agreed to re-employ him but this reinstatement was expressly on a provisional basis and subject to further negotiations. When Howard's re-engagement had thus been secured Mr. Harper withdrew his instructions requiring the men not to work or enter the premises.

On 15th September, 1942, the plaintiffs were expelled from the Union by the Committee of the London Machine Branch to which they belonged. In so expelling the plaintiffs the Committee purported to be exercising their powers under Rule 20, sub-rule 10, of the Union which reads as follows:—"Where any conduct, act or acts of any member, whether in connection with the Society, the trade, or otherwise, is, or are, in the opinion of the Branch Committee, directly or indirectly detrimental to the interests, welfare, or reputation of the Society, such member shall be dealt with by the Branch Committee, who shall at their discretion fine, expel, or otherwise deal with him as they may determine."

The plaintiffs' case was that as compliance had not been had with the provisions of the Conditions of Employment and National Arbitration Order (S.R.&O. 1940, No. 1305) Mr. Harper was requiring them to take part in an illegal strike; and that their refusal to comply with such an unlawful order was not a valid ground for their expulsion from the Union. Article 2 of Order 1305 of 1940 provides that if any trade dispute exists or is apprehended, that dispute, if not otherwise determined, may be reported to the Minister of Labour and National Service. Article 4 of the Order provides that an employer shall not declare or take part in a lockout and a worker shall not take part in a strike in connection with any trade dispute unless the dispute has been reported to the Minister in accordance with the provisions of Article 2 and 21 days have elapsed since the date of the report and the dispute has not during that time been referred by the Minister for settlement in accordance with the provisions of that Article.

Mr. Justice Hallett gave judgment for the plaintiffs. His Lordship said he had no doubt whatever that by the night of Friday, 4th September, 1942, the first five plaintiffs were contractually bound to turn up at 6 o'clock on Sunday, 6th September, 1942, in order to begin the production of the newspaper. His Lordship was also disposed to think that there was a binding contract in the case of Nicholls, the sixth plaintiff, to attend as a stand-by man. His Lordship said that it was common ground that the dispute had not been reported to the Minister in accordance with Order 1305 of 1940 and it was therefore common ground that it was illegal for the workers to take part in a strike in connection with any trade dispute. In his Lordship's view Mr. Harper's instructions were clearly instructions to commit a breach of the Order. Disobedience of such an instruction was accordingly not a valid ground for expelling the plaintiffs from the Union and the plaintiffs were entitled to the relief they claimed. In addition the plaintiff Nicholls was awarded £2 11s. 2d. damages in respect of two days' wages lost by him by reason of his having no trade union membership card.—*Ward and Others v. Isaacs and Others*. High Court of Justice, 20th May, 1943.



JURISDICTION OF THE NATIONAL ARBITRATION TRIBUNAL—REFERENCE THERETO OF "TRADE DISPUTES" BY THE MINISTER OF LABOUR AND NATIONAL SERVICE—CLAIMS FOR WAGES INCREASE—TRADE BOARDS ACTS, 1909-1918—APPLICATIONS FOR AN ORDER OF PROHIBITION.

The Divisional Court recently dismissed four applications for an Order of Prohibition to the National Arbitration Tribunal to prevent its hearing certain trade disputes which had been referred to it by the Minister of Labour and National Service.

This Tribunal was constituted by an Order made by the Minister under Regulation 58AA of the Defence (General) Regulations, 1939. The Order made thereunder, being S.R. & O. 1940, No. 1305, provided *inter alia* that,

1. For the purpose of settling trade disputes which cannot otherwise be determined there shall be constituted by the Minister a tribunal to be called "the National Arbitration Tribunal" . . .
2. (1) If any trade dispute exists or is apprehended that dispute, if not otherwise determined, may be reported to the Minister by or on behalf of either party to the dispute . . .
- (2) The Minister shall consider any dispute so reported to him as aforesaid and if in his opinion suitable means for settling the dispute already exist by virtue of the provisions of any agreement to which the parties are organisations representative of employers and workers respectively, he shall refer the matter for settlement in accordance with those provisions . . .
- (3) Where, in his opinion, no such suitable means of settlement exist, the Minister shall take any steps which seem to him expedient to promote a settlement of the dispute and may, if he thinks fit, refer the matter for settlement to the National Arbitration Tribunal.
- (4) Where steps to promote a settlement of the dispute have been taken by the Minister under the provisions of paragraph (2) or paragraph (3) of this Article (otherwise than by means of a reference to the National Arbitration Tribunal) and those steps have not resulted in a prompt settlement of the dispute, the Minister shall refer the dispute for settlement to the National Arbitration Tribunal

The Applicants were the Imperial Tobacco Company Ltd., and others, whose workers had made claims relating to wages increases which had not been disposed of when the Minister made his order of reference. The dispute in which the Imperial Tobacco Company Ltd. was involved was a claim by youths doing work formerly done by adults to be paid the adult rate, and the other Companies were concerned with claims for an increase in rates up to those paid by the Imperial Tobacco Company Ltd.

In all cases it was argued that the National Arbitration Tribunal had no jurisdiction in the matter as a Trade Board established under the provisions of the Trade Boards Acts, 1909-1918, was in existence which could and should deal with these disputes. It was further contended by the employers that the National Arbitration Tribunal was constituted only for the purpose of settling disputes which could not otherwise be determined.

On behalf of the Minister of Labour and National Service and of the Trade Unions representative of the workers concerned, it was contended that the only function of a Trade Board was to fix a minimum wage applicable to the whole trade or to a particular class of worker in that trade or to an area in which the trade was being carried on, and that the disputes now in question were not such as a Trade Board could deal with.

The Lord Chief Justice held that the applications for prohibition must fail. He expressed the view that the only duty of a Trade Board was to fix a minimum wage for the whole country or a particular class or area of the industry and that its jurisdiction differed from that of the National Arbitration Tribunal. He held that the disputes in question were trade disputes within the definition thereof contained in the Conditions of Employment and National Arbitration Order (S.R. & O. 1940, No. 1305) and that they were disputes which could not be otherwise determined within the meaning of the Order.

Stress had been laid during the course of the arguments on the words "which cannot otherwise be determined" but in His Lordship's opinion the Order had to be construed as a whole to see what its purpose really was. He took the view that there was no threat here by the National Arbitration Tribunal to usurp a jurisdiction which they did not legally possess and the applications therefore failed.

Mr. Justice Humphreys agreed. He took the same view as to the limited functions of a Trade Board and said that even if the Board had the right to deal with these particular disputes, and he thought they had not, that would not of itself justify the issue of the prohibition asked for. The Court could not prevent one body from functioning merely because there might be some alternative means of dealing with a question in dispute. Mr. Justice Asquith concurred.—*Rex v. National Arbitration Tribunal, ex parte Imperial Tobacco Company Ltd., British American Tobacco Company Ltd., Godfrey Phillips Ltd., and Ardath Tobacco Company Ltd.* High Court of Justice, King's Bench Division, 21st May, 1943.

## CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

### NATIONAL ARBITRATION TRIBUNAL AWARDS.

During May, 1943, the National Arbitration Tribunal issued twenty-five awards, Nos. 337-361. Five of these awards are summarised below and some particulars are also given concerning claims which were determined by the issue of awards Nos. 352-355, to which reference should be made for information as to the decisions on the claims. The other sixteen awards relate to cases affecting individual employers.

*Award No. 344 (10th May).—Parties:* Barry, Ostlere & Shepherd Ltd. and Michael Nairn & Co. Ltd. (linoleum manufacturers), and members of the National Union of General and Municipal Workers employed by them. *Claim:* For increases in wage rates. *Award:* The Tribunal awarded an increase in war bonus of 2s. per week of 47 hours to male workers of 20 years of age or over, and of 1s. 6d. per week of 47 hours to female workers of 18 years of age or over, with corresponding increases in the case of younger workers. They found against claims regarding overtime rates and payment for night shift.

*Award No. 351 (26th May).—Parties:* The National Federated Electrical Association and members of the Electrical Trades Union employed by them. *Claim:* For a particular interpretation of clauses in joint agreements relating to payment for travelling time and to payment for overtime. *Award:* The Tribunal found that in the circumstances which obtained in the particular case of which details (set out in the Award) were submitted to them and out of which the dispute arose, overtime rates were payable (subject to the conditions specified in the joint agreement), in respect only of time spent on the job in excess of a full working day (8½ or 4½ hours, as the case might be) and that payment for travelling time in accordance with the North-East District working rules was to be computed on the basis of single time rates; and they awarded accordingly.

*Awards Nos. 352-355 (28th May).—These awards relate to claims for certain specified rates and conditions for skilled mechanics, apprentices, boys and youths which were made by members of the Amalgamated Engineering Union employed by the Scottish Motor Traction Co. Ltd., the Central Scottish Motor Traction Co. Ltd., the Western Scottish Motor Traction Co. Ltd., and W. Alexander & Sons Ltd. For information concerning the decisions of the Tribunal on the several items of the claim reference should be made to the awards.*

*Award No. 359 (31st May).—Parties:* A. V. Roe & Co. Ltd., and members of the National Union of General and Municipal Workers employed by them. *Claim:* That labourers be brought within the ambit of some system of payment by results. *Award:* Without prejudice to the question raised in the claim, in its relation to the engineering industry generally, the Tribunal found that the claim that labourers be brought within the ambit of some system of payment by results had not been established in the present case.

*Award No. 360 (31st May).—Parties:* Members of the Scottish Steel Founders' Association and members of the Associated Blacksmiths' Forge and Smithy Workers' Society employed by them. *Claim:* For a wage rate of 2s. 1½d. an hour for electric welders and burners. *Award:* The Tribunal awarded that the minimum rate for burners be 84s. 3d. per week of 47 hours, being the consolidated standard minimum rate for steel dressers; and that the minimum rate for electric welders be 88s. 2d. per week of 47 hours, being 1d. per hour in excess of the consolidated standard minimum rate for steel dressers. The award is not to operate to reduce existing rates in excess of the minimum rates provided by the award.

*Award No. 361 (31st May).—Employer concerned:* Brent Laboratories Ltd. *Trade Union reporting the Question:* The Association of Cine-Technicians. *Question raised:* Whether Brent Laboratories Ltd. is under an obligation to observe terms and conditions of employment not less favourable than those contained in the agreement between the Association of Cine-Technicians and the Film Production Employers' Federation (Laboratory Group) dated 16th February, 1939, and the supplementary agreement between the same parties dated 5th March, 1942, and if so, whether the obligation is being carried out. *Award:* The Tribunal found as follows: (a) the "recognised terms and conditions of employment" which, or terms and conditions not less favourable than which, the firm are required to observe are the terms and conditions provided by certain joint agreements as specified in paragraph 2 of the award; (b) the firm are in fact observing terms and conditions of employment which are not less favourable than such "recognised terms and conditions of employment." The Tribunal awarded in accordance with these findings.

### NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During May, 1943, the National Arbitration Tribunal (Northern Ireland) issued sixteen awards, Nos. 192-207. Seven of these awards are summarised below; the other nine awards related to cases affecting individual employers.

*Award No. 192 (28th April).—Parties:* The members of the Londonderry Employers' Federation Ltd. and certain of their employees. *Claim:* That workers employed by the Londonderry Master Carriers and private owners and those employed in coal yards and at the docks as carters, drivers, assistants, fillers and loaders shall receive an increase of 10s. per week on their present wages and shall be granted one week's holidays



with pay; and that there shall be a levy of 5s. per horse per week to be divided equally amongst the drivers employed who perform stable work on Sunday. *Award*: (i) The existing rates of wages shall be increased by 4s. per week; (ii) carters required to do stable duty on Sunday shall be paid 5s. for each Sunday on which they are so employed. The Tribunal found that the other part of the claim had not been established and awarded accordingly.

*Awards Nos. 197 and 198 (28th May).—Parties*: The Belfast Corporation (Transport Department) and the Northern Ireland Road Transport Board and certain of their employees. *Claim*: That the Belfast Corporation and the Northern Ireland Road Transport Board shall recognise the Ulster Transport and Allied Operatives' Union for the purpose of negotiating rates of wages and conditions of employment on behalf of members of the Union in the employment of the above-named employers. *Award*: The Tribunal are of opinion that at the present time there is not a trade dispute within the meaning of the Conditions of Employment and National Arbitration Orders (Northern Ireland) 1940 to 1943, and accordingly they make no award.

*Awards Nos. 199 and 200 (28th May).—Parties*: Certain members of the Amalgamated Transport and General Workers' Union, the National Union of General and Municipal Workers and the National Union of Railwaymen respectively in the employment of the Belfast Corporation and the Northern Ireland Road Transport Board on the one hand, and certain members of the Ulster Transport and Allied Operatives' Union on the other hand. *Claim*: That the Belfast Corporation and the Northern Ireland Road Transport Board shall not recognise the Ulster Transport and Allied Operatives' Union for any purpose of negotiation on behalf of workers in the employment of the above-named employers. *Award*: The Tribunal are of the opinion that at the present time there is not a trade dispute within the meaning of the Conditions of Employment and National Arbitration Orders (Northern Ireland) 1940 to 1943 and accordingly they make no award.

*Award No. 204 (20th May).—Parties*: The Belfast Corporation Transport Department and certain of their employees. *Claim*: For an increase of 20 per cent. on the existing basic rates of remuneration, and for payment in respect of overtime and periods of sickness at ordinary rates. *Award*: (i) During the unexpired period of the present emergency the existing basic rates of wages of the several foremen and supervisors employed in the Transport Department of the Belfast Corporation shall be increased by 25 per cent.; (ii) payment in respect of periods of sickness shall not be dependent on the number of hours of overtime worked. The Tribunal found that the part of the claim regarding payment in respect of overtime has not been established and awarded accordingly.

*Award No. 207 (26th May).—Parties*: Messrs. Hugh Campbell & Son Ltd., Messrs. Charles Ewen & Sons, Messrs. John McCullough & Sons, Messrs. William R. Niblock & Sons, Messrs. John McAteer & Sons, Messrs. M. Boyle & Sons, Messrs. P. & T. Campbell and Mr. J. Emerson (all of Newry) and certain of their employees. *Claim*: (i) "All work for monumental and building purposes to be worked at time rates; (ii) rate of wages to be 2s. per hour on and from 2nd May, 1943." *Award*: (i) The rates of wages of stone-cutters in the employment of the above-named firms shall be increased to 1s. 10d. per hour, being an increase of 2d. per hour on the existing rate of wages; (ii) the present piecework rates shall be increased by 15 per cent.

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

### INDUSTRIAL COURT AWARDS.

During May, 1943, the Industrial Court issued three awards, Nos. 1907–1909. Two of these awards are summarised below; the remaining award related to a single undertaking.

*Award No. 1907 (5th May).—Parties*: National Union of Public Employees and East Riding of Yorkshire County Council. *Claim*: Concerning the basic rates of wages of charwomen and laundry workers employed in certain institutions. *Award*: The Court decided against the claim.

*Award No. 1909 (18th May).—Parties*: Amalgamated Engineering Union and British Sugar Corporation Ltd. *Claim*: For an increase in the wages of skilled engineers employed as maintenance mechanics in one of the factories of the Corporation. *Award*: The Court awarded an increase of 4s. a week.

The Minister of Labour and National Service also referred to the Court for advice under the provisions of Section 2(3) of the Industrial Courts Act, 1919, a matter arising out of a trade dispute between the Workmen's Side and the Employers' Side of the Joint Industrial Council for the Welsh Plate and Sheet Trades.

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

During May, 1943, eighteen awards, six of which related to disputes reported under the Conditions of Employment and National Arbitration Orders, 1940–1942, were issued by Single Arbitrators under the Industrial Courts Act, 1919. Two of the awards are summarised below; the other sixteen awards related only to individual undertakings.

*Parties*: The British Funeral Workers' Association and the Metropolitan District Hours and Wages Board of the Co-operative Union Limited. *Claim*: For a cost-of-living bonus increase for all grades of funeral workers employed by the Co-operative Societies affiliated to the Metropolitan District Hours and Wages Board of the Co-operative Union Limited. *Award*: The Arbitrator, in his award dated 11th May, 1943, dismissed the application.

*Parties*: The Iron and Steel Trades Confederation and the South Wales Siemens Steel Association. *Claim*: That the method of payment for certain shifts to various workers within the Siemens Steel Trade shall be applied to workpeople now excluded from such payment. *Award*: The Arbitrator decided that the claim by the Confederation had not been established.

## TRADE BOARDS ACTS AND HOLIDAYS WITH PAY ACT.

### NOTICES OF PROPOSAL.

During May, 1943, proposals to vary minimum rates of wages for all classes of male and female workers in the trades concerned were issued as shown below.

*Milk Distributive Trade Board (Scotland).—Proposal M.D.S (36), dated 4th May.*

*Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Trade Board (Northern Ireland).—Proposal N.I.H.G. (N.77), dated 7th May, to vary minimum rates of wages for male and female workers.*

The following proposals affecting particular classes of workers were also issued:—

*Dressmaking and Women's Light Clothing Trade Board (Northern Ireland).—Proposal N.I.W.D. (N.38), dated 17th May, 1943, to vary minimum rates of wages for female workers employed in the Retail Bespoke Branch of the trade.*

*Baking Trade Board (Northern Ireland).—Proposal N.I.Bk. (N.20), dated 24th May, 1943, to vary minimum rates of wages for certain male and female workers employed in establishments other than Home Bakeries.*

*Baking Trade Board (Northern Ireland).—Proposal N.I.Bk. (N.21), dated 24th May, 1943, to vary minimum rates of wages for male and female workers employed in Home Bakeries.*

Further information concerning any of the proposals listed above may be obtained by persons engaged in the respective trades from the Secretary of the Board concerned at Sunnyside Mansions Hotel, Knowsley Road, Southport, Lancashire, for a Board in Great Britain, or at 31 Eglantine Avenue, Belfast, for a Board in Northern Ireland.

### CONFIRMING ORDERS.

During May, 1943, Orders\* confirming variations of minimum rates of wages for all classes of male and female workers in the trades concerned were made as follows:—

*Hollow-Ware Trade Board (Great Britain).—Order H. (40), dated 1st May; effective from 12th May, 1943.*

*Rubber Manufacturing Trade Board (Great Britain).—Order RU. (14), dated 4th May; effective from 14th May, 1943.*

*Cutlery Trade Board (Great Britain).—Order C.T. (33), dated 6th May; effective from 21st May, 1943.*

*Flax and Hemp Trade Board (Great Britain).—Order F.H. (50), dated 12th May; effective from 21st May, 1943.*

*Rubber Reclamation Trade Board (Great Britain).—Order R.R. (14), dated 21st May; effective from 31st May, 1943.*

*Baking Trade Board (England and Wales).—Order BK. (E. & W.) 7, dated 29th May; effective from 11th June, 1943.*

Other confirming Orders were made as follows:—

*Baking Trade Board (Northern Ireland).—Order N.I.Bk. (19), dated 13th May, confirming a Direction for holidays with pay and the fixing of separate minimum rates of holiday remuneration, and specifying 20th May, 1943, as the date from which the said Direction and such rates became effective.*

*Retail Bespoke Tailoring Trade Board (Northern Ireland).—Order N.I.T.R.B. (46), dated 18th May, confirming the variation of general minimum time rates, piecework basis time rates, general minimum piece rates and general overtime rates for certain male and female workers employed in certain areas; effective from 24th May, 1943.*

## STATUTORY RULES AND ORDERS.

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

*The Coal (Miners) Order, 1943. (S. R. & O. 1943, No. 702).—This Order, made on 13th May, 1943, by the Minister of Fuel and Power, provides that no miner or other regular worker employed at or in connection with any colliery may dispose of any coal furnished to and acquired by him either free or at a nominal or reduced price in accordance with any arrangement or practice existing on 2nd September, 1939, except to the colliery undertaking which furnished the coal to him; and no person, other than that colliery undertaking, may acquire any such coal from such a person.*

\*See footnote \* on page 94.



*Order amending Regulation 55 of and adding Regulation 55A to the Defence (General) Regulations, 1939. (S. R. & O. 1943, No. 742).—By this Order more detailed provision is made respecting the powers of the competent authorities specified in Regulation 55 of the Defence (General) Regulations (which relates to the general control of industry) to require the keeping of books and the making of returns by undertakings and to authorise entry into and the inspection of undertakings for the purpose of securing compliance with any such requirements. The Order was made on 20th May, 1943, and took effect on 14th June, 1943.*

*Order in Council adding Regulation 23CAA to the Defence (General) Regulations, 1939. (S. R. & O. 1943, No. 744).—The new Regulation (23CAA) to which this Order relates provides, *inter alia*, that no notice shall be served under subsection (1) of section sixteen of the Civil Defence Act, 1939 (which relates to notices requiring the provision of air-raid shelter for persons working in factory premises or commercial buildings or working in or about mines), without the consent of a Regional Commissioner, and that in deciding whether to give or to withhold his consent a Regional Commissioner shall have regard to (a) the extent to which labour or materials are available for providing the shelter, and (b) the hours at which any substantial number of the persons working or living in the premises or building, or working in or about the mine, are ordinarily present in the premises or building or in or about the mine, and the likelihood of an air raid on the premises, building or mine occurring during those hours. The Regional Commissioner is also required to act in accordance with any special or general directions given by the Minister of Home Security. The Order was made on 20th May, 1943.*

## OFFICIAL PUBLICATIONS RECEIVED.

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

**COAL MINING INDUSTRY.**—*Wages and Conditions of Employment. Board of Investigation Award.* 11th May, 1943. Ministry of Labour and National Service. (Price 1d.).—See last month's issue of this GAZETTE, page 64.

**FUEL AND POWER.**—*Eighth Report from the Select Committee on National Expenditure, Session 1942-1943.* H.C.90. (Price 2d.).—See page 78 of this GAZETTE.

**INDUSTRIAL HEALTH.**—*Conference on Industrial Health, 9th-11th April, 1943: Report of Proceedings.* (Price 1s. 6d.).—See page 77 of this GAZETTE.

**NATIONAL SERVICE.**—*Selected Decisions given by the Umpire during February and March, 1943, in respect of Applications for Postponement of Liability to be called up for Service under the National Service Acts, 1939-1942.* N.S. Code 2. Pamphlet No. 2/1943. Ministry of Labour and National Service. (Price 2d.)

**NURSES' SALARIES.**—*Supplement to First Report of Nurses' Salaries Committee. Notes on Application of Scales of Salary (with examples) for the Guidance of Hospital Authorities.* Ministry of Health. (Price 6d.)

**YOUTH REGISTRATION.**—*Youth Registration in 1942.* Cmd. 6446. (Price 6d.).—See summary on page 79 of this GAZETTE.

**LABOUR STATISTICS.**—*Year Book of Labour Statistics, 1942.* Published in the United Kingdom for the International Labour Office by P. S. King and Staples Ltd., 14 Great Smith Street, London, S.W.1. (Price 10s. 6d.).—See page 79 of this GAZETTE.

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

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