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## SPECIAL ARTICLES, REVIEWS, ETC.

### WORKMEN'S COMPENSATION (TEMPORARY INCREASES) ACT, 1943.

By the above Act, which received the Royal Assent on 11th November, provision has been made for increases in the supplementary allowances payable to workmen entitled to weekly payments by way of compensation under the Workmen's Compensation Act, 1925, and in the compensation payable under that Act on the death of workmen.

In cases of total incapacity the rate of the supplementary allowance hitherto payable, in accordance with the Workmen's Compensation (Supplementary Allowances) Act, 1940, to persons of either sex is increased from 5s. to 10s. in respect of each week of continued total incapacity after the first thirteen weeks. Provision is also made by the Act for the payment of allowances to a totally incapacitated married man in respect of his wife, if married to him at the time of the accident. The allowances are to be at the rates of 5s. a week during the first thirteen weeks of incapacity and 10s. for each subsequent week. The total weekly payments to totally incapacitated persons are thus increased, in the case of a married man, from 35s. to 40s. during the first thirteen weeks of incapacity and to 50s. a week thereafter, and from 35s. to 40s. after the first thirteen weeks in other cases. The total amount of the weekly payment, inclusive of the foregoing allowances, is however subject to the limitation that it shall not exceed two-thirds of the pre-accident average weekly earnings of the worker; though this limit does not operate where, as in the case of low paid workers, it would have the effect of reducing the amount payable before the Act was passed.

Children's allowances, which are payable in addition to the above payments to male workmen who have children under the age of fifteen years, are increased by the Act, an allowance of 5s. a week being payable in respect of each child under the specified age, as compared with the former allowances of 4s. a week in respect of each of the first two children and 3s. a week for each additional child. For the purposes of the payment of these allowances a child receiving full-time instruction in a school at the time when he attains the age of fifteen years is to be treated as if he did not attain that age until the date on which he ceased to receive such full-time instruction or 31st. July next following the day on which he attains the age of sixteen years, whichever is the earlier date.

In cases of partial incapacity the above-mentioned maximum rates of supplementary allowances are scaled down so as to bear the same proportion to the maximum allowance as the weekly payment under the principal Act bears to the amount of the weekly payment which would be payable to the workman in the case of total incapacity. The total weekly payments, exclusive of children's allowances, are limited to two-thirds of the difference between the pre-accident and post-accident earnings, but this limit does not operate where it would reduce the amount payable before the Act was passed.

The total amount of compensation payable including the

children's allowances, is not to exceed (a) in the case of total incapacity, seven-eighths of the average pre-accident weekly earnings of the workman on which the compensation is based and (b) in the case of partial incapacity, seven-eighths of the difference between the amount of the pre-accident earnings of the workman on which the compensation is based and the average weekly amount which the workman is earning or is able to earn after the accident.

The Act also increases the compensation payable in fatal cases. Where dependants wholly dependent on the deceased workman's earnings are left, the minimum is increased from £200 to £300 and the maximum from £300 to £400; and in cases where children are also left, in addition to an adult dependant, the aggregate maximum payable is increased from £600 to £700.

The new Act came into operation on 29th November, 1943, from which date the increased benefits became payable, and it is to continue in force until 31st December, 1946. It applies not only to cases occurring after the Act came into operation but also to cases which have occurred since 1st January, 1924, in respect of which weekly payments of compensation are still payable.

### COMMITTEE ON SEAMEN'S WELFARE.

The Ministry of Labour and National Service and the Minister of War Transport have set up jointly a Committee on Seamen's Welfare in Ports with the following terms of reference :— Having regard to the Government's acceptance of the Recommendation of the International Labour Conference concerning the promotion of seamen's welfare in ports, to consider the activities and functions respectively of the Government, the shipping industry and the voluntary organisations in the establishment and maintenance of hotels, hostels, clubs, recreational facilities and other amenities for merchant seamen in ports in Great Britain, and in that connection, to consider in consultation with the voluntary organisations primarily concerned with merchant seamen their appeals for funds not only for welfare but for benevolent and samaritan purposes whether for expenditure in Great Britain or elsewhere, and to submit recommendations.

The Committee consists of Mr. H. Graham White, M.P. (Chairman); Mr. J. W. Booth, Chairman, Booth Steamship Co. Ltd.; Lt.-Gen. G. R. S. Hickson, C.B., C.B.E., Secretary, King George's Fund for Sailors; Mr. C. Jarman, Acting General Secretary, National Union of Seamen; Mr. R. Snedden, C.B.E., General Manager, Shipping Federation Ltd.; Captain D. S. Tennant, General Secretary, Navigators and Engineer Officers' Union; Mr. R. A. Witty, F.S.A.A., President, Society of Incorporated Accountants and Auditors.

The Joint Secretaries of the Committee are Mr. J. B. W. Armstrong, Ministry of War Transport, Berkeley Square House, W.1., and Mr. J. W. Wellwood, Ministry of Labour and National Service, Alexandra House, Kingsway, W.C.2.



## WAGES AND CONDITIONS OF DOMESTIC STAFF IN HOSPITALS AND INSTITUTIONS.

A Committee was appointed by the Minister of Labour and National Service in July, 1943, under the chairmanship of Sir Hector Hetherington, M.A., LL.D., J.P., to make recommendations as to the minimum rates of wages and conditions of employment to be recognised for the purpose of any special arrangements which might be instituted for meeting the needs for domestic help of hospitals, establishments for the care of young children and of sick, aged or infirm persons, the school meals service and similar organisations. The Report of this Committee\* has recently been published, and the principal recommendations contained therein are summarised below.

The Committee recommend the recognition, for the supply of labour to the school meals service, of agreements reached by the Provincial Joint Industrial Councils for Local Authorities' Non-Trading Services in England and Wales. They suggest, however, that the National Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers) might be asked to consider the possibility of securing a greater degree of uniformity than is provided by the agreements in operation and the extension of joint machinery and adoption of agreements to cover this service throughout the country. Where no agreements are operating, they recommend as an interim measure rates as follows: cooks 1s. 4d. an hour, assistant cooks 1s. 2½d. an hour, general maids (kitchen, scullery, vegetable hands, waitresses, counter hands, cleaners) 1s. 2d. an hour for part-time workers or £2 12s. 6d. a week for regular workers, for a 48-hour week. For Scotland, rates have been agreed by the Joint Industrial Council for Local Authority Services in Scotland (Manual Workers in Non-Trading Departments) only for female workers employed as cleaners, maids and general assistants in the school meals service. The Committee suggest that the Council should be asked to reach agreement on rates for higher categories and, as an interim measure, recommend minimum rates for cooks of 1s. 4d. an hour and for assistant cooks of 1s. 2½d. an hour.

For mental hospitals and mental institutions in England and Wales, the Committee recommend the recognition of the agreements entered into by the Joint Conciliation Committee for the Mental Hospitals Association and the Mental Hospitals and Institutional Workers' Union as the basis for the supply of labour, irrespective of the nature of the employing authority.

With regard to other hospitals and institutions, there are in four areas—Lancashire and Cheshire, West Midlands, South Midlands, and South Western—agreements reached by Provincial Councils for Local Authorities' Non-Trading Services, and the Committee recommend the recognition of these agreements for the local authority hospitals and institutions in the areas in which the agreements operate.

As regards hospitals and institutions not covered by the agreements mentioned in the preceding paragraph (including mental hospitals and similar institutions in Scotland), the Committee recommend that, for women aged 18 years and over, the following minimum cash wages shall be recognised in connection with any special arrangements for the supply of domestic workers: resident staff—cooks £100 a year, assistant cooks £86 a year, special maids (matrons' and doctors' maids, senior housemaids, senior messroom maids, sewing maids) £80 a year, general maids (housemaids, ward maids, kitchen maids, scullery maids, dining-room maids) £60, £66 10s. or £73 a year (according to experience); non-resident staff—cooks 65s. a week, assistant cooks 60s. a week, special maids 57s. 6d. a week, general maids 50s., 52s. 6d. or 55s. a week (according to experience), cleaners 52s. 6d. a week (regular full-time workers) or 1s. 2d. an hour (part-time workers). For maids, 15 and under 18 years of age, the rates proposed are, resident staff—£26, £35 or £45 a year (according to age), non-resident staff—27s. 6d., 37s. 6d. or 40s. a week (according to age). The Committee suggest that, where meals are provided for non-resident staff, weekly deductions of 6s. for dinner, 2s. 6d. for tea, 2s. 6d. for breakfast, and 1s. 3d. for supper should be made from wages.

The Committee further recommend that, for hospitals and institutions not covered by the agreements referred to in the second paragraph above, 96 hours a fortnight (exclusive of meal-times) should be recognised as the normal standard of working time for both resident and non-resident staff in hospitals and institutions, and that time worked in excess of this amount should be compensated by the grant of time in lieu within the next fortnight or, where this is not practicable, by payment for the overtime at the rate of time-and-a-quarter on the basis of the hourly rates of wages for non-resident staff. Enhanced payments for work on Sundays and statutory holidays are not recommended. It is proposed that, after six months' continuous service, workers shall be entitled to an annual holiday of at least one working week with pay and, in the case of resident staff, an additional holiday allowance of 12s. 6d.. Workers with six months' continuous service should also be allowed six statutory holidays, or recognised holidays in lieu thereof, annually; if work has to be performed on any one of these days, a compensatory day should be granted or payment made at the ordinary rate. For employees with at least six months' continuous service, the Report proposes the payment of full or half wages for stated periods during sickness, and, in addition, an allowance of 12s. 6d. a week for resident staff not receiving in-patient treatment.

The Minister of Labour and National Service announced in the House of Commons, on 4th November, that he proposed to accept the Committee's recommendations on the clear understanding that the charges or deductions for meals should be a matter for arrangement between the employing body and the employees or their representatives, subject to the provision that the charges or deductions for full and adequate meals should in no case exceed those specified in the Report and that working clothing, where required, would be regarded as a charge on the employing body. He said that, for the first time, he would have a firm basis on which to work and that where these conditions were fulfilled, he would deal with recruitment to this work in exactly the same way as to any other form of important national service, whether in industry or the Services, according to the priority allotted to it, and including the use, as necessary, of his powers under Defence Regulations.

The Minister also stated that he did not propose to rest content with promulgating rates and conditions for adoption by individual institutions. It was his aim that this service should be placed in the general estimation on a footing with any other industry and that it should offer suitable training, prospects of advancement, and proper welfare arrangements. He was, therefore, appointing a small Standing Committee to advise him as to the further steps which should be taken from time to time in these and kindred matters; and so far as welfare was concerned he intended to ask the Factory and Welfare Advisory Board, which were already advising him on all matters affecting the welfare of industrial workers, to extend their scope and their membership so as to include welfare for domestic workers in institutions. He was also arranging that the Welfare Staff of his Department, both at Headquarters and in the Regions, should include the welfare of these workers within their scope. Special courses of training for hospital cooks were already available\*, and he would seek the advice of the Advisory Committee as to the directions in which these could be extended.

The Minister added that a further problem with which he was concerned related to the private household which was suffering undue hardship owing to sickness, childbirth, or other emergency. Plans for dealing with such cases were under consideration in his Department, and he hoped to benefit, in their working out, by the advice of the Committee referred to above.

## RECRUITMENT AND DISTRIBUTION OF NURSES AND MIDWIVES.

### MANUAL FOR THE GUIDANCE OF HOSPITAL AUTHORITIES.

The country is faced with a shortage both of nurses and midwives, which is by no means evenly distributed over the profession but is most acute in certain branches, namely in maternity hospitals, in tuberculosis hospitals and sanatoria, and in mental hospitals. In dealing with this problem the policy of the Minister of Labour and National Service is to endeavour, as a long-term measure, to increase by every means in his power the total number of trained nurses and midwives in the country, while at the same time maintaining the high standard of nursing and midwifery in Great Britain; and, as a short-term measure, to seek to meet the immediate needs of the hospital and other nursing services both by bringing back to the nursing and midwifery professions women with training or experience who for one reason or another have given up this work and by ensuring that the qualifications and experience of such persons and of persons at present employed in these professions are used to the best national advantage. In order to give effect to this policy the Minister, on the advice of the National Advisory Council for the Recruitment and Distribution of Nurses and Midwives, has set up new machinery and instituted various measures, some particulars of which have been given from time to time in recent issues of this GAZETTE. More complete particulars regarding the organisation of this machinery and of the methods and procedure for giving effect to the various measures that have been taken to promote the recruitment and control the distribution of nurses and midwives have been set out in a manual† which has been issued by the Ministry of Labour and National Service for the guidance of hospital authorities. The manual also calls upon hospitals and other institutions to review their present staffing arrangements with the object of extending, wherever possible, the practice of employing nurses and midwives on a part-time basis, thus enabling the utmost use to be made of the services of State Registered Nurses, State Certified Midwives and other nurses whose home circumstances for one reason or another do not permit them to undertake full-time work or to take work away from the area in which they live. Further, hospital authorities are asked to furnish to the appropriate Appointments Office at the beginning of each month a list of the names and addresses of persons accepted for training in the future and the date on which such training will commence. The first of these lists should show the names and addresses of all persons waiting to start training and the date from which they have been accepted.

Copies of the manual can be obtained upon application to the various Offices of the Appointments Department of the Ministry of Labour and National Service.

\* See page 151 of this GAZETTE.

† *Recruitment and Distribution of Nurses and Midwives: A Manual for the Guidance of Hospital Authorities.* (P.L.138/1943.)

\* *Report of the Committee on Minimum Rates of Wages and Conditions of Employment in connection with Special Arrangements for Domestic Help.* Cmd. 6481. H.M. Stationery Office, price 2d. net (3d. post free).



## INDUSTRIAL REHABILITATION.

### EGHAM CENTRE FOR MEN.

The Ministry of Labour and National Service have opened a Centre, to be known as the Ministry of Labour and National Service Industrial Rehabilitation Centre, Wood Lee, Egham, Surrey (Telephone: Egham 880), for the special purpose of assisting the return to work of men who, after a period of hospital or other medical treatment on account of serious injury or illness, are not immediately fit to take up employment. The object of the Centre is to restore confidence and mental and physical fitness, through healthy indoor and outdoor occupation and physical exercises. The Centre will be of particular value to disabled men who cannot easily return to their previous employment or are uncertain about their future, and for this purpose the Centre has workshops fitted with machine, bench and other equipment, which can be used to test suitability for various occupations in the building and engineering trades. Other occupations available are in gardening and as handymen. Further provision will be made in the light of experience.

The Centre is under the control of a Manager appointed by the Ministry of Labour and National Service because of his special knowledge and experience of industrial occupations and training; and there is a Medical Officer who supervises the course for each applicant and the progress made in each case. The course is residential and is for men only. It is intended for men between the ages of 18 and 50, but other men may be admitted exceptionally. At present the Centre can take 100 men but accommodation is being extended to take 250.

The period of the course is from 6 to 8 weeks. The working hours will not exceed 40 a week, but this and other details of the course will be decided for each man by the Manager with the advice of the Centre Doctor. The course is of an active character and is therefore not suitable for men who are still in the convalescent stage of recovery from illness. The Centre does not provide medical treatment or nursing. Cases of infectious disease, and, of certain disabilities cannot be accepted.

As the object of the Centre is to assist early return to employment, admission is limited to men who, on completion of the course, will be able to go immediately to employment or to take up a full-time course of vocational training, either in their home area or in another area if necessary. The Centre is in touch with the local offices of the Ministry of Labour and National Service, through which assistance to future employment can be given; arrangements can also be made for men who need training for a new occupation to go to a Training Centre for this purpose.

Men can be admitted to the Centre either direct from hospital or through a local office of the Ministry of Labour and National Service. It is a voluntary scheme but each man will be expected to make a written application and notify his willingness to accept the conditions. Each application must be supported by a medical certificate and this will be provided by the hospital authorities for men coming direct from hospital.

Men attending the course will receive free board and lodging, together with allowances at the following weekly rates:—*Aged 21 and over*, 24s.; *aged 20*, 16s.; *aged 19*, 13s. 6d.; *aged 18*, 10s. 6d.; *aged 16-17*, 9s. Dependants' allowances are also payable at the rate of 10s. a week for a wife (or in certain circumstances other adult dependants) and 4s. a week for each child under 16 years of age. In addition, an allowance of 23s. a week may be paid to a man who continues to maintain his home while in residence at the Centre. Travelling expenses from hospital or home to the Centre and from the Centre to employment, training or home, will also be paid. All the foregoing allowances are payable without regard to any pension or other payment received in respect of a disablement.

Further information about the Centre may be obtained at any local office of the Ministry of Labour and National Service.

## TRAINING OF CANTEEN COOKS.

There is an urgent demand for cooks for large scale cooking in hospitals, munitions hostels, Land Army canteens, factory canteens, British Restaurants, school meal centres and similar institutions. Accordingly the Ministry of Labour and National Service, in co-operation with the Board of Education and the Scottish Education Department, have arranged for men and women to be trained free of charge for this work.

Women who already have some experience of domestic work are particularly suitable for training and are invited to enrol under the scheme, and men who are not eligible for military service and are not required for other work of national importance may also be accepted for training. The courses of training, to be given in selected Technical Institutes, last six weeks in the case of women with some experience of large scale catering and twelve weeks for those without such experience. Both the twelve weeks and the six weeks courses of training include a period of experience of actual working conditions in appropriate outside catering establishments.

During training, wages are payable by the Ministry of Labour at weekly rates which vary for men and women according to age groups. In the highest age group, *viz.*, aged 21 or over, the rates are 71s. 6d. for men and 50s. for women. At or about the eighth week of training, those who take the twelve weeks' course will, if they make satisfactory progress, be given an increment amounting to 3s. a week in the case of men 21 years of age and over, and 2s. a week in the case of men aged under

21 years and women of all ages. Trainees who are transferred from their home areas for training may also be paid either (a) a Lodging Allowance of 3s. 6d. a night whilst they continue to maintain a home in the area from which they have been transferred, or (b) a "Settling-in" Grant to enable them to meet their initial expenses in the new area.

Applications for enrolment in one of the courses should be made at the local Employment Exchange, where full details about courses running in particular localities may be obtained.

## WAGES IN INDUSTRIAL AND STAFF CANTEENS.

The Catering Wages Commission\* have given notice of their intention to recommend to the Minister of Labour and National Service the establishment of a Wages Board in respect of workers employed in industrial and staff canteens. For this purpose, industrial and staff canteens are defined as undertakings wholly or mainly engaged in supplying food and drink, or food or drink, or immediate consumption, which are carried on for the use of workers. The canteen undertakings which are covered by the proposal are those carried on by the employer, by the workers themselves, by the employer and workers jointly, or by a catering contractor under an arrangement either with the employer or with the workers. Certain exclusions from the scope of the proposed Wages Board are mentioned. These refer to canteen undertakings carried on directly by the Crown or by a Local Authority, by employers whose main business consists in the provision of food and drink, or food or drink, for immediate consumption by the general public, by employers in shops which also provide meals to customers, and to cases where the canteen is connected with a hotel, boarding house, hostel or other similar establishment.

## ALLOWANCES TO TRANSFERRED WORKERS.

### REVISED SCHEME OF "SETTLING-IN" GRANTS.

The changes in production programmes which are taking place involve the transference away from where they are living of a number of mobile women, who thus leave employment in which they have gained a certain degree of proficiency for new work to which they have to become accustomed. In order to facilitate this change of environment and work, the Minister of Labour and National Service has decided to introduce a revised scheme of "settling-in" grants which are payable to women and girls transferred to work of national importance beyond daily travelling distance from their homes. Under the revised scheme, which took effect as from the week commencing 11th October, the amounts, of the grants have been increased to 25s. for the first week, 20s. for the second week, 15s. for the third week and 10s. for the fourth week. If the transferred worker is residing in a Government Hostel these amounts are reduced by 5s. a week.

## REGISTRATIONS OF BOYS AND GIRLS.

Further registrations of young persons subject to the Registration of Boys and Girls Order, 1941, took place on 30th October and 27th November.

Subject to the exemptions specified in the Order, the obligation to register on these dates applied, to all British boys and girls resident in England and Wales or Scotland who attained the age of 16 years on any day during the periods from (i) 29th August to 30th October, 1943, and (ii) 31st October to 27th November, 1943.

On the same days *all* boys and girls, British and alien, resident in England and Wales or Scotland, whose sixteenth birthday was on any date within the periods specified above, were required, in accordance with arrangements made between the Ministry of Labour and National Service and the Registrar-General, to attend for exchange of Identity Cards.

Further registrations under the Order are to take place on 29th January and 26th February, 1944.

## NATIONAL SERVICE ACTS, 1939-1942.

### FURTHER REGISTRATION OF MEN.

A further registration of young men under the National Service Acts, 1939-1942, is to take place on 11th December, 1943. The obligation to register on this date applies to all young men liable to be registered under the Acts who were born between 1st January, 1926, and 31st March, 1926, both dates inclusive. The men concerned will, subject to medical fitness, be called up as vacancies arise after they attain their eighteenth birthday. As an alternative to military service they may, however, express an option for underground coalmining.

\* See the issues of this GAZETTE for June, 1943, page 78, and July, 1943 page 96.



## MEMBERSHIP OF TRADE UNIONS AND TRADE UNION FEDERATIONS.

### TRADE UNIONS.

The total membership of trade unions in Great Britain and Northern Ireland at the end of 1942\* was approximately 7,780,000, showing an increase of nearly 690,000, or 9·7 per cent., as compared with the end of the previous year.

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

#### Number of Unions in 1942 in comparison with 1941.

On the basis indicated above, the total number of unions known to have been in existence at the end of 1942 was 976 as compared with 983 at the end of 1941. Twelve unions, with a total membership of 1,700 at the end of 1941, were reported as having been dissolved in 1942; while 10 unions, with an aggregate membership of 9,100 at the end of 1941, ceased to exist as separate units during 1942 in consequence of amalgamations with other unions. On the other hand, 15 new unions were formed in 1942, with an aggregate membership of 7,000. Of the total of 976 unions at the end of 1942, there were 21 with their headquarters in Northern Ireland.

#### Membership in 1942 in comparison with 1941.

At the end of 1942 the total membership of all unions included in the statistics was approximately 7,781,000, as compared with 7,093,000 at the end of 1941, showing an increase of 688,000, or 9·7 per cent. The number of males at the end of 1942 was 6,113,000, showing an increase of 394,000, or 6·9 per cent., as compared with the previous year, and the number of females was 1,668,000, an increase of 294,000, or 21·4 per cent.

The total of 7,781,000 included 33,000 members in branches in Éire and 69,000 in other overseas branches of certain unions. Excluding these members, the actual membership in Great Britain and Northern Ireland was thus about 7,679,000 at the end of 1942, as compared with 7,003,000 at the end of 1941; of these totals, the membership in Northern Ireland accounted for 129,000 and 112,000, respectively.

The largest increases in male membership during 1942 occurred in the unions in the engineering and metal group of industries and in the general labour unions. Female membership showed the largest increase in the general labour unions.

There is some duplication in the total membership given above, since persons who are members of more than one union are counted more than once in the totals. The extent of this duplication is not known exactly, but it is probably in the neighbourhood of 40,000. Included in this total are some workers who have transferred from one industry to another during the war and who have become members of trade unions catering for their new occupations while retaining membership of the unions to which they belonged before the war.

#### Size of Unions.

In the following Table the unions are grouped according to their total memberships at the end of 1942:—

Number of Members.	Number of Unions.	Total Membership.	Percentages of	
			Total Number of all Unions.	Total Membership of all Unions.
Under 100 .. ..	293	13,000	30·0	0·2
100 and under 500 ..	263	64,000	27·0	0·8
500 " " 1,000 ..	95	67,000	9·7	0·9
1,000 " " 2,500 ..	102	160,000	10·5	2·1
2,500 " " 5,000 ..	82	289,000	8·4	3·7
5,000 " " 10,000 ..	59	421,000	6·1	5·4
10,000 " " 15,000 ..	18	221,000	1·8	2·8
15,000 " " 25,000 ..	15	292,000	1·5	3·7
25,000 " " 50,000 ..	22	761,000	2·3	9·8
50,000 " " 100,000 ..	11	846,000	1·1	10·9
100,000 or more .. ..	16	4,647,000	1·6	59·7
Totals .. ..	976	7,781,000	100·0	100·0

The Table shows that nearly three-fifths of the aggregate membership of trade unions at the end of 1942 was accounted for by 16 unions which each had a membership of 100,000 or more. There were 49 unions with a membership of 25,000 or over, and the aggregate membership of these accounted for

\* All figures for 1942, given in this article, are provisional and subject to slight revision. The figures previously published in respect of earlier years have been revised as necessary, in accordance with the latest information. The sub-division of the total membership into male and female is not exact, as estimates have been made for some trade unions which are unable to state precisely the numbers of males and of females among their membership.

four-fifths of the whole. On the other hand, 651 unions, or two-thirds of the total number, each had a membership of under 1,000, and together represented less than 2 per cent. of the aggregate membership of all unions.

#### Totals for 1928-1942.

The following Table shows the total numbers of unions and their aggregate membership at the end of each of the past fifteen years:—

Year.	Number of Trade Unions at end of Year.	Membership at end of Year.			Percentage Inc. (+) or Dec. (—) on Membership of previous Year.
		Males.	Females.	Total.	
		Thousands.	Thousands.	Thousands.	Per cent.
1928 ..	1,142	4,011	795	4,806	— 2·3
1929 ..	1,133	4,056	802	4,858	+ 1·1
1930 ..	1,121	4,049	793	4,842	— 0·3
1931 ..	1,108	3,859	765	4,624	— 4·5
1932 ..	1,081	3,698	746	4,444	— 3·9
1933 ..	1,081	3,661	731	4,392	— 1·2
1934 ..	1,063	3,854	736	4,590	+ 4·5
1935 ..	1,049	4,106	761	4,867	+ 6·0
1936 ..	1,036	4,495	800	5,295	+ 8·8
1937 ..	1,032	4,947	895	5,842	+ 10·3
1938 ..	1,024	5,127	926	6,053	+ 3·6
1939 ..	1,008	5,258	973	6,231	+ 2·9
1940 ..	989	5,460	1,082	6,542	+ 5·0
1941 ..	983	5,719	1,374	7,093	+ 8·4
1942 ..	976	6,113	1,668	7,781	+ 9·7

The total membership at the end of 1942, *viz.*, about 7,781,000, compares with 8,348,000 at the end of 1920—the year in which trade union membership reached its highest point—and with 4,135,000 at the end of 1913.

### FEDERATIONS OF TRADE UNIONS.

At the end of 1942 the number of federations of trade unions in Great Britain and Northern Ireland was 57, with an approximate gross total membership of 2,974,000.\* The corresponding figures for a year earlier were 56 and 2,996,000\*, respectively.

In many instances trade unions, or branches of trade unions, are affiliated to more than one federation, and a large number of trade union members, therefore, are counted more than once in the gross membership figures given above. If the actual or estimated federated membership of each federated trade union be counted once only, irrespective of the number of federations to which the trade union is affiliated, the total net federated membership was approximately 2,546,000 at the end of 1942, compared with 2,467,000 at the end of 1941. The number of unions which were affiliated to one or more trade union federations, in respect of either the whole or a part of their membership, was 515 at the end of 1942, as compared with 522 at the end of 1941.

## CONTROL OF RETAIL PRICES.

**Food.**—A new Order made by the Minister of Food prescribes maximum retail prices for potatoes on and after 6th November: in Great Britain the new maximum prices range from 5½ to 9d. per 7 lb., according to district and to the grade of potato, and represent a slight increase in the prices for grade A potatoes and a slight decrease in those for grade B potatoes; in Northern Ireland the maximum prices remain unchanged. A further Order, which took effect on 10th November, replaced the previous Order controlling the retail prices of swedes and, in addition, prescribed maximum retail prices for turnips, parsnips and beetroot; as regards maincrop carrots, maximum retail prices, at the same rate as last season, were scheduled in an Order which took effect on 1st November.

As from 20th October the retail prices of imported apples were controlled by an Order under which the maximum retail prices, for the various grades, are the same as those applicable to home-grown apples. The Minister of Food has also issued a new maximum prices Order for fish, as a result of which the maximum retail price of hake was increased by ½d. per lb. on 24th October, and maximum prices were scheduled for boned herrings and kippers.

**Candles.**—As a result of an Order made by the Board of Trade, the maximum retail price of common paraffin wax candles is reduced from 10d. to 9d. per lb. on and after 26th November.

**Hardware.**—Orders recently made by the Board of Trade have established a new system of price control for articles of enamelled hollow-ware, and for a general range of articles of hardware, ironmongery and other household goods, including cutlery, brushes, brooms and various domestic utensils. For most of these articles, manufacturers' selling prices are not permitted to exceed the prices being lawfully charged on 31st August, 1943, but for certain articles of enamelled hollow-ware maximum prices are specified, varying according to type and size. 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 amount of purchase tax for articles on which such tax is payable. In addition, as from 22nd November and 20th December, respectively, the wholesale and retail prices of certain articles of enamelled hollow-ware are not permitted to exceed specified "ceiling" prices.

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



## EMPLOYMENT IN OCTOBER.

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 18th October (exclusive of 19,405 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 48,458; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 449; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 902. As compared with 19th July, the latest date for which comparable statistics are available,\* the numbers wholly unemployed showed a decrease of 63, those temporarily suspended from work showed a decrease of 293, and unemployed casual workers showed a decrease of 71.

The corresponding figures for women and girls at 18th October were 23,795 wholly unemployed (exclusive of those, numbering 569, who had been classified by interviewing panels as unsuitable for normal full-time employment), 283 temporarily stopped, and 49 unemployed casual workers. Of the wholly unemployed, 403 had been classified as unable for good cause to transfer to another area. As compared with 19th July, the numbers wholly unemployed showed an increase of 1,187, those temporarily stopped showed a decrease of 93, and unemployed casual workers showed an increase of 11.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for 18th October was 47,829, as compared with 47,201 at 19th July, and 65,907 at 12th October, 1942.

The numbers registered as unemployed† at 18th October, 1943, are analysed below:—

	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
Great Britain.			
Men .. .. .	40,042	446	900
Boys .. .. .	8,416	3	2
Women .. .. .	15,546	280	48
Girls .. .. .	8,249	3	1
Total .. .. .	72,253	732	951
Increase (+) or Decrease (—) as compared with:			
19th July, 1943 .. ..	+ 1,124	— 386	— 60
12th October, 1942 .. ..	—23,764	—1,464	—1,916
Great Britain and Northern Ireland.			
Men .. .. .	46,106	670	2,164
Boys .. .. .	9,063	8	3
Women .. .. .	18,604	957	66
Girls .. .. .	8,853	34	2
Total .. .. .	82,626	1,669	2,235
Decrease (—) as compared with:			
19th July, 1943 .. ..	— 2,937	— 866	— 219
12th October, 1942 .. ..	—28,086	—2,516	—1,670

The numbers of unemployed persons† on the registers at 18th October, 1943, in each administrative region are shown below:—

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Wholly Unemployed.					
London and South-Eastern .. ..	7,282	1,508	3,266	1,444	13,500
Eastern .. .. .	1,289	223	526	247	2,285
Southern .. .. .	724	250	313	396	1,683
South-Western .. ..	1,189	174	479	221	2,063
Midlands .. .. .	996	462	356	381	2,195
North-Midlands .. ..	1,109	143	187	140	1,579
North-Eastern .. ..	2,479	512	704	477	4,172
North-Western .. ..	5,200	1,529	1,969	1,247	9,945
Northern .. .. .	3,602	1,123	1,764	1,258	7,747
Scotland .. .. .	9,589	1,470	4,341	1,121	16,521
Wales .. .. .	6,583	1,022	1,641	1,317	10,563
Great Britain .. ..	40,042	8,416	15,546	8,249	72,253
Northern Ireland .. ..	6,064	647	3,058	604	10,373
Great Britain and Northern Ireland	46,106	9,063	18,604	8,853	82,626
Temporarily Stopped and Unemployed Casual Workers.					
London and South-Eastern .. ..	272	1	76	—	349
Eastern .. .. .	24	—	9	—	33
Southern .. .. .	22	—	6	—	28
South-Western .. ..	127	—	24	—	151
Midlands .. .. .	42	—	18	—	60
North-Midlands .. ..	16	—	1	—	17
North-Eastern .. ..	46	—	9	—	55
North-Western .. ..	263	2	45	1	311
Northern .. .. .	197	—	52	—	249
Scotland .. .. .	226	2	81	2	311
Wales .. .. .	111	—	7	1	119
Great Britain .. ..	1,346	5	328	4	1,683
Northern Ireland .. ..	1,488	6	695	32	2,221
Great Britain and Northern Ireland	2,834	11	1,023	36	3,904

\* The Minister of Labour and National Service announced in the House of Commons on 4th February that statistics of unemployment would in future be compiled and published at quarterly intervals (see the issue of this GAZETTE for February, page 22).

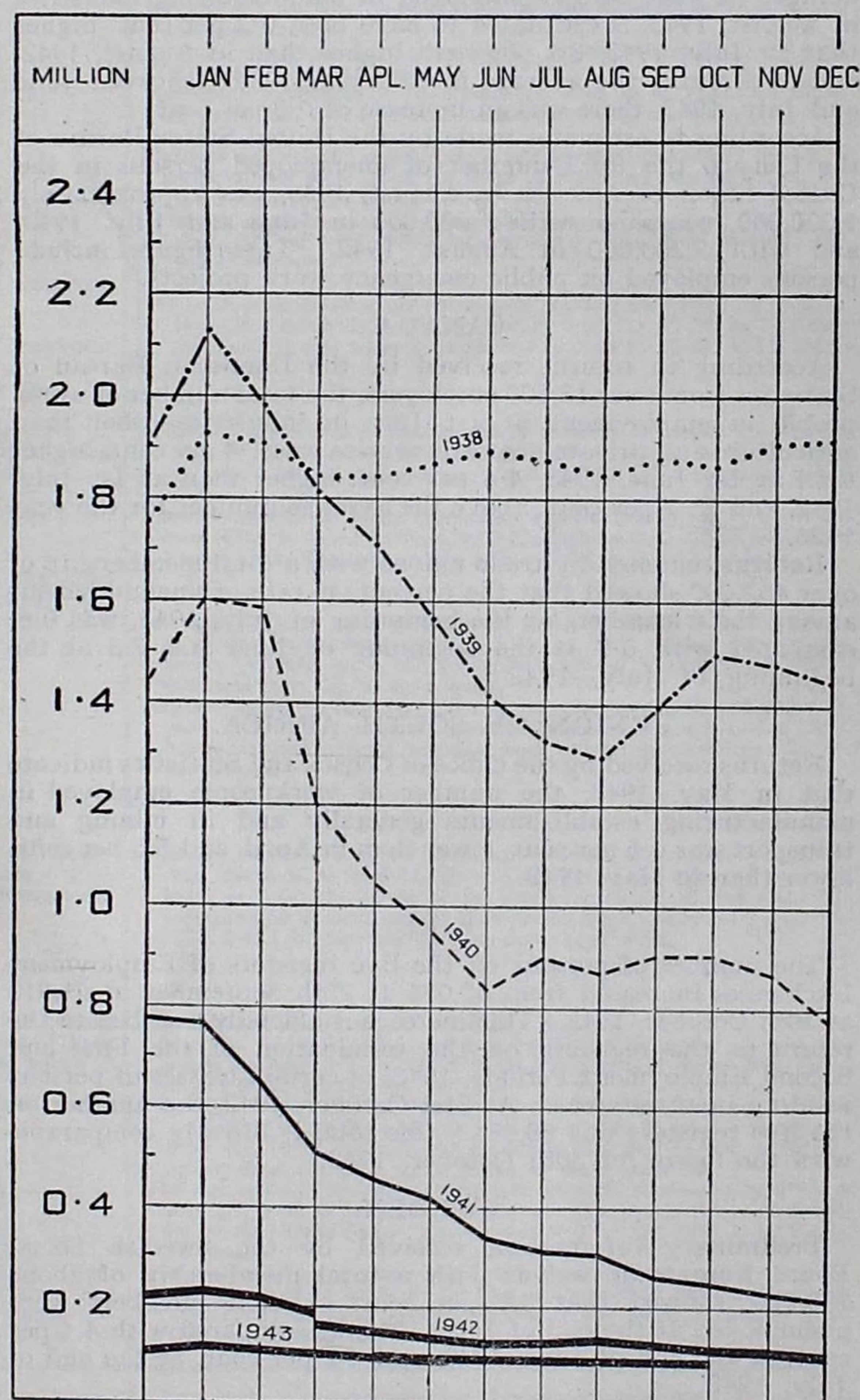
† The figures are exclusive of 19,405 men classified as unsuitable for ordinary industrial employment and 569 women unsuitable for normal full-time employment.

The following Table shows the numbers of unemployed persons\* on the registers of Employment Exchanges in Great Britain and in Great Britain and Northern Ireland at each date since October, 1942, for which figures are available†:—

Date.	Great Britain.					G. Britain & N. Ireland.
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.	Total.
Wholly Unemployed.						
1942.						
12 October ..	50,661	10,108	25,273	9,975	96,017	110,712
16 November ..	50,803	8,348	23,488	8,023	90,662	106,412
14 December ..	46,078	7,128	22,337	6,400	81,943	99,392
1943.						
18 January ..	48,055	10,279	25,935	9,439	93,708	112,671
12 April .. ..	44,102	7,114	18,872	6,681	76,769	92,774
19 July .. ..	39,735	8,786	14,662	7,946	71,129	85,563
18 October ..	40,042	8,416	15,546	8,249	72,253	82,626
Temporarily Stopped and Unemployed Casual Workers.						
1942.						
12 October ..	4,097	6	926	34	5,063	8,090
16 November ..	3,935	16	799	30	4,780	7,835
14 December ..	3,842	5	976	58	4,881	7,882
1943.						
18 January ..	3,366	9	1,784	150	5,309	8,340
12 April .. ..	2,614	8	641	59	3,322	5,433
19 July .. ..	1,697	18	405	9	2,129	4,989
18 October ..	1,346	5	328	4	1,683	3,904

## UNEMPLOYMENT CHART.

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



Note.—From March, 1942, persons classified as unsuitable for ordinary employment have been excluded from the statistics relating to the numbers unemployed. The effect of the change is shown by the two points, on the chart, for that month. (See also note \* in the previous column regarding the statistics for 1943.)

\* The figures exclude men classified by interviewing panels as unsuitable for ordinary industrial employment and women classified as unsuitable for normal full-time employment.

† See footnote \* in the previous column.



COMPOSITION OF UNEMPLOYMENT  
STATISTICS: GREAT BRITAIN.

ANALYSIS FOR 18TH OCTOBER, 1943.

	Men 18 years and over.	Boys under 18 years.	Women 18 years and over.	Girls under 18 years.	Total.
Insured on Register :—					
1. Claimants to Benefit and applicants for Unemployment Allowances* .. ..	(a) 35,112	1,078	10,097	642	46,929
.. ..	(b) 16,370	—	358	—	16,728
2. Non-claimants* .. ..	(a) 3,921	4,540	3,204	4,570	16,235
.. ..	(b) 1,673	—	59	—	1,732
Others on Register :—					
3. Applicants for Unemployment Allowances* .. ..	(a) 423	2	466	9	900
.. ..	(b) 616	—	100	—	716
4. Persons not applying for Allowances* .. ..	(a) 1,932	2,801	2,107	3,032	9,872
.. ..	(b) 746	—	52	—	798
Total on Register* .. ..	(a) 41,388	8,421	15,874	8,253	73,936
.. ..	(b) 19,405	—	569	—	19,974
Insured Unemployed :—					
5. Number on Register* .. ..	(a) 39,033	5,618	13,301	5,212	63,164
.. .. (items 1 and 2) .. ..	(b) 18,043	—	417	—	18,460
6. Two months file† .. ..	11,238	2,833	16,392	3,082	33,545
7. Special Schemes— Claimants to Benefit ..	103	13	78	1	195
Total* .. ..	(a) 50,374	8,464†	29,771	8,295§	96,904
.. ..	(b) 18,043	—	417	—	18,460

## EMPLOYMENT OVERSEAS.

## UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and private domestic service in August, 1943, is estimated by the United States Department of Labour to have been approximately 38,295,000; this was 0.2 per cent. lower than the figure for July, 1943, but 1.3 per cent. higher than that for August, 1942, and 28.7 per cent. higher than the average for the year 1939. The figure for July, 1943, showed a decrease of 0.3 per cent. compared with that for June. The number of wage-earners employed in manufacturing industries in August, 1943, is estimated to have been 0.2 per cent. higher than in July, 1943, 8.1 per cent. higher than in August, 1942, and 69.9 above the average for the year 1939; between June and July, 1943, there was an increase of 0.5 per cent.

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 August, 1943, was approximately 1,000,000, compared with 1,200,000 in June and July, 1943, and with 2,200,000 in August, 1942. These figures include persons employed on public emergency work projects.

## CANADA.

According to returns received by the Dominion Bureau of Statistics from over 13,500 employers, the total number of workpeople in employment at 1st July in industries other than agriculture and private domestic service was 1.4 per cent. higher than at 1st June, 1943, 4.6 per cent. higher than at 1st July, 1942, and 83.7 per cent. above the average number for the year 1926.

Returns rendered by trade unions with a total membership of over 452,000 showed that the percentage rate of unemployment among their members at the beginning of July, 1943, was 0.6, compared with 0.7 at the beginning of June and 2.5 at the beginning of July, 1942.

## UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in May, 1943, the number of workpeople employed in manufacturing establishments generally and in mining and transport was 0.5 per cent. lower than in April, and 5.5 per cent. lower than in May, 1942.

## ÉIRE.

The number of persons on the live registers of Employment Exchanges increased from 52,034 at 25th September to 61,910 at 30th October, 1943. This increase is officially ascribed to the return to the registers, on the termination of the First and Second Employment Periods, 1943, of certain classes of persons residing in rural areas. At 31st October, 1942, the number on the live registers was 68,684; this total is directly comparable with the figure for 30th October, 1943.

## SWEDEN.

Preliminary information received by the Swedish Social Board from trade unions with a total membership of about 750,000, showed that 3.9 per cent. of their members were unemployed at the end of July, 1943, as compared with 4.4 per cent. at the end of June, 1943, and 4.2 per cent. at the end of July, 1942.

## FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople, other than seamen,\* whose deaths from accidents in the course of their employment occurred or were reported in Great Britain and Northern Ireland in October† was 192, as compared with 202‡ in the previous month and with 157§ in October, 1942. Details for separate industries are given below :—

MINES AND QUARRIES.	FACTORIES—continued.
Under Coal Mines Acts :—	Paper, Printing, etc. .. 1
Underground .. .. 44	Rubber Trades .. .. 1
Surface .. .. 5	Gas Works .. .. ..
Metalliferous Mines .. ..	Electrical Stations .. .. 3
Quarries .. .. .. 4	Other Industries .. .. ..
TOTAL, MINES AND QUARRIES .. 53	
FACTORIES.	WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937.
Clay, Stone, Cement, Pot- tery and Glass .. .. 3	Docks, Wharves, Quays and Ships .. .. 7
Chemicals, Oils, Soap, etc. 8	Building Operations .. 12
Metal Extracting and Refining .. .. 1	Works of Engineering Construction .. .. 2
Metal Conversion and Founding (including Rolling Mills and Tube Making) .. .. 16	Warehouses .. .. 1
Engineering, Locomotive Building, Boilermaking, etc. .. .. 15	TOTAL, FACTORIES ACT 117
Railway and Tramway Carriages, Motor and other Vehicles and Air- craft Manufacture .. 7	RAILWAY SERVICE.
Shipbuilding .. .. 14	Brakesmen, Goods Guards 1
Other Metal Trades .. 4	Engine Drivers, Motor- men .. .. ..
Cotton .. .. 1	Firemen .. .. 1
Wool, Worsted, Shoddy.. 2	Guards (Passenger) .. ..
Other Textile Manu- facture .. .. 3	Labourers .. .. 2
Textile Printing, Bleach- ing and Dyeing .. .. 1	Mechanics .. .. 3
Tanning, Currying, etc. ..	Permanent Way Men .. 7
Food and Drink .. .. 4	Porters .. .. 3
General Woodwork and Furniture .. .. 11	Shunters .. .. 3
	Other Grades .. .. 2
	Contractors' Servants .. ..
	TOTAL, RAILWAY SERVICE 22
	Total (excluding Seamen) 192

## INDUSTRIAL DISEASES.

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

I. Cases.	I. Cases—continued.
LEAD POISONING.¶	EPITHELIOMATOUS ULCERATION (SKIN CANCER).
Among Operatives engaged in :—	Pitch .. .. 4
Smelting of Metals .. ..	Tar .. .. 5
Plumbing and Soldering ..	Oil .. .. 2
Shipbreaking .. .. 1	TOTAL .. .. 11
Printing .. .. 1	
Other Contact with Molten Lead .. ..	CHROME ULCERATION.
White and Red Lead Works .. ..	Manufacture of Bichro- mates .. .. 1
Pottery .. ..	Chrome Tanning .. ..
Vitreous Enamelling .. ..	Chromium Plating .. .. 1
Electric Accumulator Works .. ..	Other Industries .. .. 10
Shipbuilding .. ..	TOTAL .. .. 12
Painting of Buildings .. 1	Total, Cases .. 41
TOTAL .. .. 2	
OTHER POISONING.	II. Deaths.
Arsenical .. .. 1	OTHER POISONING.
Aniline .. .. 9	Arsenical .. .. 1
Toxic Jaundice .. .. 4	
TOTAL .. .. 14	ANTHRAX.
ANTHRAX.	"Other" Industries .. 1
Handling and Sorting of Hides and Skins .. .. 1	TOTAL, Deaths .. 2
"Other" Industries .. .. 1	
TOTAL .. .. 2	

\* 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 30th October, 1943, in comparison with the 5 weeks ended 2nd October, 1943, and the 4 weeks ended 31st October, 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.

¶ In addition one case of lead poisoning was reported among plumbers not employed in factories.

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

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

‡ Including 3,964 boys aged 14 and 15.

§ Including 3,765 girls aged 14 and 15.



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

## Rates of Wages.

In the industries covered by the Department's statistics,\* the changes in rates of wages reported to have come into operation in Great Britain and Northern Ireland during October resulted in an aggregate increase estimated at about £16,000 in the weekly full-time wages of nearly 170,000 workpeople, and in a decrease estimated at £4,000 in those of approximately 240,000 workpeople.

The industries and services in which wage rates were increased during October included electricity supply, tobacco manufacture, factory canteen catering, and retail meat distribution.

The war bonus for men employed in electricity supply undertakings in various districts was increased from 4½d. to 5d. an hour, with proportional increases for women and juveniles. In tobacco manufacture, the Trade Board minimum time rates were reduced by small amounts due to the operation of a sliding-scale arrangement under which wage rates vary with movements of the official cost-of-living figure, but were subsequently increased as a result of a modification of the sliding-scale arrangement, the net increase during the month being 3s. 0½d. a week for men and 1s. 9½d. a week for women and juveniles. There was an increase of 2s. 6d. a week for men and women employed by certain caterers to factory canteens, with increases of 2s. or 1s. 6d. a week for juveniles. The minimum rates fixed by the Joint Industrial Council for the Retail Meat Trade in England and Wales were raised by 4s. a week for men and by smaller amounts for youths and boys. There were small increases in the percentage additions to the basis rates of coal miners in South Derbyshire, Warwickshire and Leicestershire. Increases were granted also to workpeople employed in the silica and moulding sands industry, farriers in several districts, and women and juveniles employed in the non-trading services of local authorities in the London area.

In certain industries, including iron and steel manufacture, iron-ore mining, tinplate manufacture and textile bleaching, dyeing and finishing, there were slight decreases in rates of wages during October, due to the operation of sliding-scale agreements under which wage rates vary with movements of the official cost-of-living index number.

The flat-rate additions to wages in the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.) 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 took effect also in iron-ore mining in certain districts and in tinplate manufacture. In textile bleaching, dyeing and finishing there were decreases of about one-half of one per cent. in Yorkshire and 4d. a week for men and 2d. a week for women in Lancashire and Scotland.

Of the total increase of £16,000, about £14,000 was due to arrangements made by joint standing bodies of employers and workers; £1,000 was due to the operation of sliding scales based upon fluctuations in the official cost-of-living index number or upon the proceeds of the coal mining industry; and most of the remainder was the result of direct negotiations between employers and workpeople or their representatives. The whole of the estimated decrease of £4,000 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 157.

## Hours of Labour.

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

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Coal Mining	South Derbyshire ..	1 Oct.	Workpeople employed in and about coal mines.	Increase of 0·12 per cent. on basis rates, making wages 74·75 per cent. above the basis rates.†
	Warwickshire .. ..	do.	do .. .. .	Increase of 4 per cent. on basis rates, making wages 94 per cent. above the basis rates.†
	Leicestershire .. ..	do.	do .. .. .	Increase of 0·40 per cent. on basis rates, making wages 85·30 per cent. above the basis rates.†
Iron, etc., Mining and Quarrying.	Cumberland .. ..	25 Oct.	Iron-ore miners .. ..	War bonus increased‡ by 1d. a shift (1s. 10½d. to 1s. 11½d.) for those 18 years and over. (Bonus unchanged for those under 18.)
	West Cumberland ..	do.	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.	4 Oct.	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.
	Cleveland .. ..	do.	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.§
	Notts., Leicestershire and adjoining parts of Lincs.	3 Oct.	Ironstone miners 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).	do.	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.
	Banbury and district	do.	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.
	North Lincolnshire ..	do.	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.
	Corby .. ..	do.	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.
	Scunthorpe (certain firms).	4 Oct.	Slag and tar macadam workers ..	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.
Iron and Steel Manufacture.	Great Britain ..	Pay day in week beginning 4 Oct.	Workpeople employed in the silica and moulding sands industry:— Men .. .. .	Increase of ½d. an hour in minimum and other rates in undertakings in which the minimum rate is 1s. 5d. or 1s. 5½d. Good timekeeping bonus (payable for a full recognised normal working week only) increased from 2s. to 4s. a week.
			Youths and boys .. ..	Increases of ½d. an hour in minimum rates for youths 18 and under 21 years and of ½d. for boys. Good timekeeping bonus (payable for a full recognised normal working week only) increased from 2s. to 4s. a week.
	Cleveland and Durham, West Cumberland and North Lincs., North Lincs., North Staffs., South Staffs., Bilston, Northants., and South Wales and Mon.	3 Oct.	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 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.
	Notts. and Leicestershire.	1st pay day in Oct.		
	West of Scotland ..	Pay period beginning nearest 1 Oct.	Workpeople employed at certain blast-furnaces (excluding those engaged on maintenance work).	Flat-rate addition to wages (previously granted) decreased‡ by 0·8d. a shift (2s. 4d. to 2s. 3·2d.) 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.
	Great Britain** ..	2 Oct.	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.
	North-East Coast Area	3 Oct.	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 Oct.	Workpeople employed at iron-puddling furnaces and iron and steel rolling mills and forges (excluding those engaged on maintenance work).	Flat-rate addition to wages (previously granted) decreased‡ by 2·4d. a shift (2s. 7·2d. to 2s. 4·8d.) for men and women 21 years and over, by 1·8d. (1s. 11·4d. to 1s. 9·6d.) for youths 18 and under 21, and by 1·2d. (1s. 3·6d. to 1s. 2·4d.) for boys.

\* 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.

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

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

§ The flat-rate additions are supplemented by 1s., 9d. and 6d. a shift, for men, youths and boys respectively.

¶ 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.

These decreases 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.



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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Iron and Steel Manufacture (contd.).	Great Britain*	3 Oct.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producers, semi-skilled workers and labourers, etc.).	
	North-East Coast Area	do.	Workpeople employed at steel rolling mills.	
	Barrow-in-Furness ..	do.	Rail millmen, merchant millmen, enginemen, crane-men, etc.	
	Workington .. ..	do.	Steel millmen and labourers (datal workers).	
	Scunthorpe .. ..	do.	Steel millmen, wagon builders and repairers.	
	Bilston .. ..	do.	Steel millmen, maintenance men, etc.	
	West of Scotland ..	do.	Millmen, gas producers, engine-men, crane-men, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel 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.
	South-West Wales ..	do.	Workpeople employed in Siemens steel manufacture.	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 youths' and boys' work.
Chain Making	Great Britain ..	1 Oct.	Workpeople employed in making hand-hammered chain from iron up to and including 1½ inch diameter.	Decrease† of 5 per cent. (from 10 to 5 per cent.) on general minimum time rates and general minimum piece rates. General minimum time rate after change, for adult workers, 6½d. an hour.†
	do. ..	do.	Workpeople employed in making dollied and tommyed chain from iron No. 6 I.S.W.G. up to and including 1½ inch diameter and hand-hammered chain from iron ¾ inch up to and including 1½ inch diameter.	Decrease† of 5 per cent. (from 10 to 5 per cent.) on general minimum time rates and general minimum piece rates. General minimum time rate after change, for the lowest paid adult workers, 1s. 5½d. an hour.†
Galvanising	England and Wales§	4 Oct.	Galvanisers and ancillary workers employed at steel sheet works (other than those engaged in the process of annealing).	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.	3 Oct.	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.
Horse Shoeing	Great Britain (various localities  ).	1st full week in Oct.	Farriers .. ..	Increase of 1d. an hour. Rates after change: firemen 90s. 2d. to 94s. 1d. a week (47 hours), according to locality, doormen 87s. 2d. to 92s. 1½d.
	Glasgow, Paisley and Greenock.	do.	do. .. ..	Increase of 1½d. an hour. Rates after change: firemen 1s. 11½d., doormen 1s. 11½d.
Cotton Spinning	Bolton and district ..	4 Oct.	Junior grinders employed in card and blowing rooms.	Apprentices, 19 years and over (during the war emergency 18 years and over), who have served in the card or blowing room for not less than 2 years (including 12 consecutive months as a card tenter or lap carrier) made eligible for promotion to junior grinding and to receive, during the first 6 months, 80 per cent., during the second 6 months, 90 per cent. and, thereafter, 100 per cent. of the rate for a fully qualified grinder, plus war bonus of 5s. a week in all cases.
Textile Bleaching, Dyeing, Finishing, etc.	Yorkshire (majority of firms) and certain firms in Lancashire.¶	1st pay day in Nov.**	Workpeople employed in dyeing and finishing.	Cost-of-living wage decreased† from 100 to 99 per cent. on basic rates for men and women 18 years and over on time work, from 80 to 79½ for men and women on piecework (except pressers), from 60 to 59½ for hand pressers, by 1d. to 4d. a week, varying according to age, for youths and boys, and by 1d. or 2d. for girls. Minimum weekly rates†† after change, for timeworkers: adult male process workers 32s., plus 99 per cent., plus 7s. 6d. special payment; women 18 years and over 20s., plus 99 per cent., plus 4s. 6d. special payment.
	Yorkshire†† .. ..	1st pay day in Nov.**	Mechanics employed in dye works ..	Decrease† of 4d. a week. Rate after change 84s. 10d., plus 7s. 6d. special payment.
	Lancashire, Cheshire and Derbyshire (majority of firms) and certain firms in Yorkshire; also Scotland.§§	1st pay day in Nov.**	Workpeople employed in bleaching, dyeing, calico printing and finishing (except waste bleachers, machine calico printers, engravers, mechanics, firemen, etc.).	Cost-of-living wage decreased† from 32s. to 31s. 8d. a week for men on timework, from 31s. to 30s. 8d. for men on piecework, from 19s. to 18s. 10d. for women 18 years and over in Lancashire, Cheshire and Derbyshire and 21 years and over in Scotland, by 1d. to 3d. a week, varying according to age, for youths and boys and by 1d. or 2d. for girls under 18. Minimum weekly rates†† after change for adult timeworkers: Lancashire, etc.—men 30s., plus 31s. 8d., plus 7s. 6d. special payment; women 20s., plus 18s. 10d., plus 4s. 6d. special payment. Scotland—men 27s., plus 31s. 8d., plus 7s. 6d. special payment; women 17s., plus 18s. 10d., plus 4s. 6d. special payment.
	Lancashire, Cheshire and Derbyshire (majority of firms) and certain firms in Yorkshire.§§	1st pay day in Nov.**	Firemen, engine tenters, oilers and greasers and assistant firemen.	Cost-of-living wage decreased† from 37s. 6d. to 37s. 2d. a week. Minimum rate after change for firemen 37s. 6d., plus 37s. 2d. cost-of-living wage, plus 2s. 6d. special payment.
	Middleton .. ..	1st pay day in Nov.**	Workpeople employed in bleaching, dyeing, printing and finishing.	Cost-of-living wage decreased† from 100 to 99 per cent. for male dyers, from 32s. to 31s. 8d. a week for male polishers, from 19s. to 18s. 10d. for female polishers and by proportional amounts for juveniles. Minimum weekly rates†† after change for timeworkers: men—dyers 32s., plus 99 per cent., polishers 30s., plus 31s. 8d., plus 7s. 6d. special payment in each case; women polishers 23s. 6d., plus 18s. 10d., plus 4s. 6d. special payment.
	Lancashire, Cheshire, Derbyshire and Scotland.	1st pay day in Nov.**	Engravers, etc., employed in calico print works.	Cost-of-living wage decreased† from 40s. to 39s. 8d. a week for engravers and from 32s. to 31s. 8d. for turners, polishers and varnishers, special payment of 7s. 6d. a week remaining unchanged.
	do. ..	do.	Engravers employed in engraving works.	Cost-of-living wage decreased† from 40s. to 39s. 8d. a week for men and from 22s. 5d. to 22s. 3d. for women, special payment of 7s. 6d. a week for men and 3s. for women remaining unchanged.
	Hebden Bridge ..	1st pay day in Nov.**	Workpeople paid at time rates ..	Cost-of-living wage decreased† from 32s. to 31s. 8d. a week for men, from 19s. to 18s. 10d. for women 18 years and over and by proportional amounts for juveniles. Minimum weekly rates†† after change for adult workers: men 34s., plus 31s. 8d., plus 6s. special payment; women 30s., plus 18s. 10d., plus 4s. special payment.
Fustian Cutting, Dyeing and Finishing.	do. ..	do.	Workpeople paid at piece rates ..	Cost-of-living wage decreased† from 90 to 89 per cent. for netherwood cutters, from 82½ to 82 for hand cutters, from 70 to 69 for menders and from 77½ to 77 for other pieceworkers.

\* These decreases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Association, 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.

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

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

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

|| The localities include Newcastle-on-Tyne, the West Riding of Yorkshire, Hull, Lancashire and Cheshire (except Liverpool and Birkenhead), Stoke-on-Trent, Birmingham, Walsall, Wolverhampton and Edinburgh.

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

\*\* In respect of the preceding pay period.

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

‡‡ This decrease applied to workers employed by firms which are members of the Bradford Dyers' Association Ltd.

§§ This decrease applied to workers employed by firms which are members of the Federation of Calico Printers, the Employers' Federation of Dyers and Finishers, the Employers' Federation of Bleachers, the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms) and, except in the case of firemen, engine tenters, etc., the Scottish Federation of Dyers and Bleachers (Piece Goods).



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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Retail Bespoke Tailoring.	Northern Ireland ..	18 Oct.	Men, youths, boys, women and girls	Increase of 5 per cent. in general minimum time and piece rates and in piecework basis time rates.*
Baking	do. ..	do.	Transport workers, stablemen, etc., employed in baking establishments, other than home bakeries.†	Increases of 5s. a week in general minimum time rates for men in Belfast and district, 6s. in Londonderry and 4s. or 5s. in other areas, and increases of 2s. to 5s., according to age and area, for motor lorry boys 15 and under 21 years. Rates after change include: carters 77s. 6d. (Belfast), 75s. (Londonderry), 68s. 6d. (other areas); motor drivers—lorries, carrying capacity over 2 tons 86s. 6d., 84s., 74s. 3d., carrying capacity 2 tons and under 78s. 6d., 76s., 68s. 6d.; stablemen 74s., 71s. 6d., 68s. 6d.*
Tobacco, etc., Manufacture.	Great Britain ..	1 Oct.	Men, women and juveniles ..	Decreases‡ of 4½d. a week for men and 3d. for women and juveniles in the existing war additions on a time basis to the minimum rates of both time and pieceworkers.*
	do. ..	6 Oct.	do. ..	War additions on a time basis to minimum rates of both time and pieceworkers increased by 3s. 5½d. a week (12s. 4½d. to 15s. 9½d.) for men and by 2s. 0½d. (8s. 3d. to 10s. 3½d.) for women and juveniles§
Flour Milling	Great Britain ..	1st full pay period following 1 July.	Mechanics ..	Increase of 3s. a week. Rates after change: 93s., 91s., 89s., according to location of mill.
Electrotyping and Stereotyping.	England (excluding London) and Wales.	1 Oct.	Electrotypers and stereotypers employed in trade houses.	War bonus increased by 5s. a week (10s. to 15s.) for journeymen and by 2s. (3s. 6d. to 5s. 6d.) for apprentices. Minimum rate for journeymen raised from 110s. to 115s. 6d. a week.
Process Engraving	Great Britain and Northern Ireland.	1st pay day in Oct.	Process engravers and platen machine provers employed in commercial houses and certain publication firms.	Increases of 13s. a week in minimum rates for men, of 5s. for men already in receipt of wages equal to or in excess of the new minima and of 2s. in standard rates for apprentices. Minimum rates after change for men: commercial houses—London 120s., provinces 115s. 6d.; publication firms—London 130s.
Electrical Contracting.	England and Wales and Northern Ireland.	2nd pay day in Oct.	Journeymen electricians and assistants, youths and boys.	Cost-of-living (war) addition for men of 18s. 4d. a week (47 hours), not ranking for overtime, replaced by one of 4½d. an hour, ranking for overtime; youths and boys to receive additions of proportional amounts (2½d. an hour at 18 and under 21 years and 1½d. at under 18).
Local Authority Services (Non-Trading Departments).	Leicestershire ..	1st full pay period following 30 June.	County Council roadmen ..	Increase of 1s. a week in basic minimum rate. Rate after change, 58s., plus 4s. war bonus.¶
	London ..	Pay day in week ending 2 Oct.	Women, youths, boys and girls employed as manual workers in the non-trading services of local authorities, except those whose wages are regulated by movements in other industries.	Increases of ½d. an hour (1½d. to 1s.) in basis rates for women 18 years and over in Grade A occupations and of 1d. (1s. to 1s. 1d.) for women in Grade B occupations and for youths, boys and girls. Rates after change for women: Grade A occupations 1s. an hour, B 1s. 1d., plus cost-of-living bonus of 11s. 9d. a week (47 hours) in all cases.**
Electricity Supply	Great Britain and Northern Ireland.	1st full pay period following 1 Oct.	Men, women and juveniles employed in electricity supply undertakings, except those whose wages are regulated by movements in other industries.	Increase of ½d. an hour (4½d. to 5d.) in war bonus for men and for women doing men's work (after 6 months' probation), with proportional increases for other women, youths, boys and girls.††
Skip and Basket Making.	Lancashire and Cheshire.	1 Oct.	Skip and basket makers ..	Decrease‡ of 1 per cent. on list prices, leaving wages 138 per cent. above the list.
Retail Meat Distribution.	England and Wales‡‡	Pay day in week beginning 11 Oct.	Workpeople employed in general butchers' shops and pork butchers' shops, except female assistants and cashiers in general butchers' shops.	Increases in the minimum weekly rates of remuneration fixed by the Joint Industrial Council for the Retail Meat Trade, as follows: shop managers and shop manageresses 5s.; machinemakers in pork butchers' shops 4s., male shop assistants in general butchers' shops, and male assistants (cutters, salesmen, etc.) in pork butchers' shops 4s. at 21 years and over, 2s. 6d. at 18 and under 21 and 2s. at 16 and under 18; female shop assistants in pork butchers' shops 3s. at 21 and over, 2s. at 18 and under 21, 1s. 6d. at 16 and under 18.
Factory Canteen Catering.	Great Britain ..	Pay day in week beginning 11 Oct.	Men, youths, boys, women and girls employed in certain industrial canteens.	Increases of 2s. 6d. a week for men and women, of 2s. for juveniles 18 and under 21 years, and of 1s. 6d. for those 15 and under 18. Minimum weekly rates after change include: men cooks—charge hands 80s., assistants 70s.; women cooks—charge hands 55s., assistants 50s.; kitchen porters (men)—Grade A 65s., B 62s. 6d.; cashiers and clerical workers (women)—Grade A 48s., B 45s. 6d.; cleaners, service and general workers (women and girls)—Grade A 25s. at 15 years rising to 43s. at 21 and over, B 23s. 6d. to 41s. 6d. §§
Cinematograph Film Production.	Great Britain ..	1st pay day in Oct.	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).	Bonus decreased‡ by 6d. a week (23s. to 22s. 6d. for those paid hourly and 22s. to 21s. 6d. for those paid weekly) at 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) at under 21.
	do. ..	do.	Laboratory workers ..	Bonus decreased‡ by 6d. a week (22s. to 21s. 6d.) at 21 years and over and by 4d. (14s. 8d. to 14s. 4d.) at under 21.
	do. ..	do.	Cine-technicians, whose normal salaries do not exceed £17 10s. a week.	

\* These increases 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.

† Home bakeries are bakeries (other than those producing 1 lb. or 2 lb. batch loaves or pan loaves exceeding 1 lb. in weight) in which the number of workers engaged in occupations within the scope of the Trade Board does not exceed six.

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

§ These increases were effected by means of a modification of the cost-of-living sliding scale operative in the industry under an Order issued under the Trade Boards Acts, and the additions after change correspond with an official cost-of-living index figure of 99. Details are contained in the Confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

¶ This increase was awarded by an Arbitrator on 5th October, and was made retrospective to the date shown.

‡‡ This increase was awarded by the National Arbitration Tribunal on 20th October, and was made retrospective to the date shown.

\*\* These increases were recommended by the Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers) in the Administrative County of London for adoption by affiliated authorities. The Council also recommended an additional increase of 3d. an hour over Grade B rates for bathing women at cleansing stations while engaged on duties directly connected with the cleansing of verminous persons.

†† This increase was the result of a decision of the National Joint Industrial Council for the Electricity Supply Industry. The undertakings affected are those which follow the wages agreements of the Council. The scheduled minimum hourly rates of wages for indoor and outdoor labourers in the various districts are as follows:—London—indoor 21·99d., outdoor 22·78d.; Yorkshire—indoor, Zone A 20·25d., Zone B 19·5d., Zone C 18·75d., outdoor, Zone A 20·5d., Zone B 19·75d., Zone C 19d.; North Western—indoor, Zone A 19·89d., Zone B 19·52d., Zone C 19·15d., Zone D 18·77d., outdoor, Zone A 20·41d., Zone B 20·02d., Zone C 19·64d., Zone D 19·25d.; West Midlands—Zone A 19·53d., Zone B 19·03d.; East Midlands—Grade I 20·75d., Grade II 19·75d.; North East Coast—indoor, Zone A 19·92d., Zone B 19·55d., Zone C 19·17d., outdoor, Zone A 20·42d., Zone B 20·03d., Zone C 19·65d.; East Coast—Zone A 19·25d., Zone B 18·54d., Zone C 17·83d.; Home Counties (stations over 800 k.w.)—19·75d.; South Coast—Zone A 19·55d., Zone B 19·19d., Zone C 18·82d., Zone D 18·46d.; Devon and Cornwall—Zone A 19·77d., Zone B 18·75d., Zone C 17·72d.; West of England—Zone A 20·73d., Zone B 19·94d., Zone C 19·16d., Zone D 18·37d.; South Wales and Monmouthshire—19·75d.; Scotland—Zone A 19·71d., Zone B 19·34d., Zone C 18·98d.; Northern Ireland—Belfast 19·25d., Londonderry, Ballylumford and Larne 18·5d., other districts 16d. to 17d.

‡‡ Except in shops in the Boroughs or County Boroughs of Bexhill, Deal, Dover, Eastbourne, Folkestone, Hastings, Hythe, Lydd, Margate, New Romney, Ramsgate and Southend-on-Sea and the Urban Districts of Broadstairs and St. Peter's, Felixstowe and Seaford.

§§ This increase applied to workers in all factory canteens operated by member firms of the National Society of Caterers to Industry. The rates quoted are minima and do not prevent the payment of higher rates, and are supplemented by emoluments (overalls and caps supplied and laundered free of charge and free meals supplied while on duty) valued at 10s. a week. The rates are subject to an increase of 7s. 6d. a week for adult males and 5s. for adult females for five nights worked in any one week, or *pro rata* for any night so worked.

## 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 of 2s. a shift for adult workers in Leicestershire, 1s. 3d. a shift in South Derbyshire, and 3d. a shift in Somerset. These bonuses are payable for a period of four weeks, the first payment being made on the pay-day in the week ended 30th October.



## TRADE DISPUTES IN OCTOBER.\*

**Number and Magnitude.**—The number of disputes involving stoppages of work, reported to the Department† as beginning in Great Britain and Northern Ireland during October, was 143, as compared with 198 in the previous month and 114 in October, 1942. In these 143 new disputes about 37,500 workpeople were directly involved, and 6,000 workpeople indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, though not themselves parties to the disputes). In addition, about 24,000 workpeople were involved, either directly or indirectly, in 20 disputes which began before October and were still in progress at the beginning of that month. The number of disputes in progress in October was thus 163, involving about 67,500 workpeople; the aggregate number of working days lost in these disputes during October is estimated at approximately 157,000.

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

Industry Group.	Number of Disputes in progress in Month.			Number of Work-people involved in all Disputes in progress in Month.	Aggregate Duration in Working Days of all Disputes in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Mining and Quarrying..	8	68	76	35,000	73,000
Metal, Engineering and Shipbuilding .. ..	9	52	61	25,600	69,000
Transport .. ..	..	7	7	4,500	11,000
Other Industries ..	3	16	19	2,400	4,000
Total, October, 1943† ..	20	143	163	67,500	157,000
Total, September, 1943†	10	198	208	90,900	329,000
Total, October, 1942† ..	4	114	118	59,600	334,000

**Duration.**—Of 154 stoppages which ended in October, 65, directly involving 9,100 workpeople, lasted not more than one day; 35, directly involving 7,600 workpeople, lasted two days; 23, directly involving 6,300 workpeople, lasted three days; 16, directly involving 5,400 workpeople, lasted four to six days, and 15, directly involving 25,300 workpeople, lasted over six days.

**Causes.**—Of the 143 disputes beginning in October, 28, directly involving 13,100 workpeople, arose out of demands for advances in wages, 5, directly involving 500 workpeople, out

of proposed reductions in wages, and 49, directly involving 13,200 workpeople, on other wage questions; 12, directly involving 1,700 workpeople, on questions respecting the employment of particular classes or persons; 47, directly involving 6,600 workpeople, on other questions respecting working arrangements; and 2, directly involving 2,400 workpeople, on questions of trade union principle.

**Results.**—Final settlements of disputes which terminated during October have been effected in the case of 138 disputes, directly involving 50,400 workpeople. Of these disputes, 35, directly involving 4,500 workpeople, were settled in favour of the workpeople; 75, directly involving 31,200 workpeople, were settled in favour of the employers; and 28, directly involving 14,700 workpeople, resulted in a compromise. In the case of 16 other disputes, directly involving 3,300 workpeople, work was resumed pending negotiations.

## TOTALS FOR JANUARY-OCTOBER, 1943 AND 1942†

Industry Group.	January to October, 1943.			January to October, 1942.		
	Number of Disputes beginning in period.	Number of Work-people involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.	Number of Disputes beginning in period.	Number of Work-people involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.
Fishing .. ..	3	1,700	14,000	..	..	..
Coal Mining .. ..	652	222,900†	598,000	446	236,200†	771,000
Other Mining and Quarrying .. ..	14	1,600	3,000	24	3,800	18,000
Brick, Pottery, Glass, Chemical, etc. .. ..	26	1,100	4,000	32	4,200	7,000
Engineering .. ..	231	89,200	236,000	166	56,600	222,000
Shipbuilding .. ..	162	27,700	115,000	81	31,100	168,000
Other Metal .. ..	114	17,000	52,000	110	14,600	43,000
Textile .. ..	41	5,000	15,000	37	6,500	18,000
Clothing .. ..	18	1,900	3,000	10	4,700	18,000
Food, Drink and Tobacco .. ..	14	8,400	27,000	9	1,400	3,000
Building, etc. .. ..	61	11,400	22,000	56	11,500	27,000
Transport .. ..	59	51,800	166,000	47	12,700	31,000
Other Industries ..	35	2,900	5,000	34	5,800	14,000
Total .. ..	1,430	442,600†	1,310,000	1,052	389,100†	1,340,000

## PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING OCTOBER.

Occupations‡ and Locality.	Approximate Number of Work-people involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	In-directly.§	Began.	Ended.		
<b>COAL MINING :—</b>						
Colliery workpeople—Lanarkshire, East Dumbartonshire and West Stirlingshire.	11,000	..	23 Sept.¶	4 Oct.	In protest against the arrest of a number of men for non-payment of fines imposed in respect of a previous stoppage.	Work resumed, the arrested men having been released from prison after agreeing to pay their fines.
Colliery workpeople—Amman and Swansea Valleys.	7,500	..	12-25 Oct.¶	16-30 Oct.¶	Demand by boys for increased wages and improvements in working conditions.	Work resumed unconditionally.
Colliery workpeople — Bawtry, Nottinghamshire (one colliery).	1,181	106	18 Oct.	20 Oct.	For revision of the existing 'dirt' agreement, including the cancellation of its provisions relating to deductions for dirt, and involving questions of tonnage rates.	New agreement drawn up, providing, <i>inter alia</i> , that deductions should cease in respect of dirt which had passed through the washery, and for certain reductions in tonnage rates.
Underground and surface workers—near Doncaster, Yorks. (one colliery).	1,734	334	28 Oct.	..	Dispute respecting the wages of a number of men.	No settlement reported.
<b>ENGINEERING :—</b>						
Engineering operatives — Barrow-in-Furness (one firm).	6,700	..	17 Sept.	4 Oct.	Refusal of workpeople to accept principle that basis times under the premium bonus system in operation required adjustment as a result of transfer of 20s. from national bonus to basic rate under National Arbitration Award No. 326.	Interpretation of the award by National Arbitration Tribunal was that adjustment of basis times was in conformity with the terms of the award. Agreement reached subsequently, embodying modification of basis times and offer made by employers to substitute a time-piece system for the existing premium bonus system.
Engineering operatives—near Birmingham (one firm).	3,000	..	26 Oct.	30 Oct.	Dispute respecting the interpretation of an offer made by the employers on 24th September, 1943, to increase the base rates of certain classes of operatives by 2s. a week.	Work resumed on the advice of trade union officials; the increase to be paid only to those operatives in respect of whom the original offer was made.
Engineering operatives —West of Scotland (one firm).	16,000	..	29 Oct.	8 Nov.	Dissatisfaction with a recently negotiated agreement relating to the wages of women at the factories involved.	Work resumed on conditions existing prior to the stoppage.
<b>SHIPBUILDING :—</b>						
Riveters, holders-up, rivet boys, catch boys and apprentice riveters—Belfast (one firm).	473	350	22 Oct.	29 Oct.	Dissatisfaction with piece-work earnings.	Agreement reached as to average of 'make-up' earnings on piece-work.
<b>TRANSPORT :—</b>						
Dockers and stevedores—Port of London.	3,460**	300**	26 Oct.**	3 Nov.	For the payment of 'danger money' for unloading certain cargoes from ships carrying explosives.	Work resumed to permit of settlement of dispute by constitutional machinery.

\* 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 in the period under review was approximately 143,000 in 1943, and 149,000 in 1942. For all industries combined the corresponding *net* totals were approximately 339,000 and 288,000, respectively.

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

¶ The stoppage began at one colliery on 23rd September and later extended.

¶ The stoppage began at a number of collieries on 12th October, and at others on various dates between then and 25th October. At most of the collieries affected work had been resumed by 28th October.

\*\* Only a small number of workpeople were involved on 26th and 27th October.



## CHANGES IN RETAIL PRICES AND COST OF LIVING.

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

Increase since July, 1914 .. ..	Food 68%	All Items 99%
Change since 1st { Index Points .. ..	nil	nil
October, 1943 { Per cent. .. ..	nil	nil

## FOOD.

At 1st November there was very little change, as compared with 1st October, in the average level of retail prices of any of the articles of food included within the scope of these statistics.

The following Table compares the average retail prices in the United Kingdom at 1st November and 1st October, 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 Nov., 1943, compared with	
	1st Nov., 1943.	1st Oct., 1943.	1st Sept., 1939.	1st Oct., 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 .. ..	..	..	..	..	26
Flour .. per 6 lb.	1 2½	1 2½	0 11½	..	29
Bread .. per 4 lb.	0 9	0 9	0 8½	..	9
Tea .. ..	2 10	2 10	2 4	..	21
Sugar (granulated) ..	0 4	0 4	0 3	..	32
Milk .. per quart	0 9	0 9	0 6½	..	33
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 2	0 2	..	..	1
Potatoes .. per 7 lb.	0 7	0 7	0 6½	..	7

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

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Oct., 1943.	1st Nov., 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	173	173
Flour .. ..	26	62	62
Bread .. ..	42	56	56
Tea .. ..	52	85	85
Sugar (granulated) ..	46	93	93
Milk .. ..	92	156	156
Butter—			
Fresh .. ..	13	37	37
Salt .. ..	7	41	41
Cheese .. ..	16	51	51
Margarine .. ..	—8	3	3
Eggs (fresh) .. ..	58	60	60
Potatoes .. ..	33	44	43
All above articles (Weighted Average on July, 1914, basis)	38	68	68

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st November, 1943, of the articles of food specified was about 68 per cent. higher than in July, 1914, about 22 per cent. higher than at the beginning of September, 1939, and approximately the same as at 1st October, 1943.

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

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

‡ Of the two prices shown for eggs at 1st November and 1st October, 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 November was about the same as at 1st October, 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 proportions 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 November was rather less than one-half of 1 per cent. below the level of a month earlier. The average decrease in prices during the month was about 1 per cent. for cotton materials and cotton hosiery; as regards men's suits and overcoats, woollen materials, woollen underclothing and hosiery, and boots and shoes, there was very little change in the average level of prices during the month. 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 November the average level of prices was about 64 per cent. higher than at 1st September, 1939, and about 240 to 245 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 November were about the same as at 1st October. 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 30 per cent. higher than at 1st September, 1939, and about 100 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 November was about the same as at 1st October, 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 October. In the group as a whole the average level of prices at 1st November was about the same as at 1st October, about 63 per cent. higher than at 1st September, 1939, and about 191 per cent. above the level of July, 1914.

## ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 1st November, 1943, is approximately **99 per cent. over the level of July, 1914**, the same figure as at 1st October, 1943, as compared with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, *no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.*

The rise of 44 points since the beginning of September, 1939, is equivalent to about 28 per cent. Of these 44 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 1 point is 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	100	99	98	99	99	..

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 162 of this GAZETTE.

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



## 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 mid-August and mid-July, 1943, the official cost-of-living index figures showed decreases of 0.5 and 0.8 per cent. below those for the next preceding months, and increases of 24.9 and 25.6 per cent. respectively, over the figure for August, 1939. For food alone the index figures were 1.3 and 2.0 per cent. lower than those for the next preceding months, and 46.7 and 48.7 per cent. above that for August, 1939.

## CANADA.

At 2nd August, 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 18.3 per cent. over that for 1st September, 1939. For food alone the index figure at 2nd August was 1.1 per cent. higher than the figure for the previous month and 34.0 per cent. above that for 1st September, 1939.

## UNION OF SOUTH AFRICA.

In July, 1943, the official cost-of-living index figure showed a decrease of 0.2 per cent. below the figure for the previous month, and an increase of 25.7 per cent. over the figure for August, 1939. For food alone the figure for July, 1943, was 1.6 per cent. below that for the previous month, but 34.8 per cent. above the figure for August, 1939.

## SOUTHERN RHODESIA.

In August, 1943, the revised cost-of-living index figure (unadjusted for seasonal movements) was 0.3 per cent. higher than the corresponding figure for the previous month and 19.5 per cent. above that for August, 1939. For food alone the index figure for August, 1943, was 0.8 per cent. below the figure for July, 1943, but 17.2 per cent. above that for August, 1939.

## INDIA.

In July, 1943, the official cost-of-living index figure\* for the working-classes in Bombay showed a rise of 0.4 per cent. over the figure for the month of June, 1943, and an increase of 124.8 per cent. over the figure for mid-July to mid-August 1939. For food alone the corresponding percentage increases were 3.6 and 133.9, respectively. The index for the month of June, 1943, showed an increase over that previously published relating to the period from mid-May to mid-June, 1943, amounting to 1.3 per cent. in the case of all items, and 5.0 per cent. in the case of food alone.

## CEYLON.

In July, 1943, the official figure in the revised† series of index numbers showing changes in the working-class cost-of-living in Colombo Town remained unchanged as compared with the figure for the previous month, which was 8 per cent. above the level of November, 1942. Linked with the earlier series of index numbers, the figure for July, 1943, shows a rise of 98 per cent. over the average level during the period November, 1938, to April, 1939.

For food alone the index figure in July, 1943, showed a rise of 1.0 per cent. over the figure for June, 1943, and of 5.0 per cent. over the level of November, 1942.

## PALESTINE.

In May, 1943, the new combined series of index figures† relating to the cost-of-living in Arab and Jewish markets in the principal towns showed a rise of 6.2 per cent. over the figure for the previous month and of 140 per cent. over the level of the pre-war period.

## PORTUGAL.

In July, 1943, the official weighted index figure of the cost of food, fuel and light and certain other household articles in Lisbon was 0.9 per cent. above the figure for June, 1943, which was 1.0 per cent. below the figure for the previous month. As compared with August, 1939, the figures for July and June, 1943, showed increases of 55.6 and 54.2 per cent., respectively. The figures for 15th July and 15th June, 1943, in the separate official series of (unweighted) index figures relating to the whole of Portugal showed increases amounting, respectively, to 0.5 and 0.1 per cent. over the figures for the next preceding months, and 63.5 and 62.7 per cent. over that for 15th August, 1939.

\* As from May 1943, the method of compilation of the index has been revised in order to take account of variations, from month to month, in the supplies of certain cereals. While the total quantity of cereals taken for the purpose of the calculations remains unchanged from month to month, this total is now being distributed among the different cereals in proportions varying from month to month according to the available supplies. By applying the quantities so obtained to the prices of the respective cereals, the total current expenditure on cereals is computed and the resulting figure is expressed as a percentage of the total expenditure on cereals during the basic period. As from June, 1943, the index relates to the calendar month, instead of, as heretofore, to the period of one month extending from the middle of the previous month.

† See footnote † in the first column on page 146 of last month's issue of this GAZETTE.

‡ The Palestine Government have recently published six new series of statistics relating to the cost-of-living in Arab and Jewish markets in Jerusalem, Jaffa and Haifa, based on January, 1942=100. The six individual index numbers have been grouped into a single index for all markets, in which equal weight has been given to each market, and in order to express the rise in the cost-of-living since the pre-war period the ratio of 100 to 175 has been taken as representing the relative cost of living in the pre-war period and at January, 1942, the base date of the new series.

## ICELAND.

At 1st. September, 1943, the official index figure of the cost-of-living in Reykjavik was 6.1 per cent. above that for the previous month, and 159.4 per cent. above the figure for 1st September, 1939. For food alone the figure at 1st September was 11.4 per cent. above the figure for the previous month, and 237.6 per cent. over that for 1st September, 1939.

## LEGAL CASES AFFECTING LABOUR.

FACTORY ACTS : DANGEROUS PROCESS : EMPLOYMENT OF SIGNALLER WITHIN THE MEANING OF REGULATION 43 OF THE DOCK REGULATIONS, 1934.

This was an appeal by a workman from a decision of Presiding Judge of the Liverpool Court of Passage. The workman was employed by the Respondents as a dock labourer. On 30th November, 1942, he was engaged on unloading a ship, his duty being to clear a sling containing a number of sacks on to a "stool" or platform and thence to hand them to another man for removal. A fresh sling was not to arrive at the "stool" until the previous consignment had been cleared.

Under the provisions of Regulation 43 of the Dock Regulations 1934, it was the duty of the Respondents (among other things) to employ a signaller at each fall. It was the duty of such signaller to intimate to the craneman when the "stool" was clear and a fresh sling could be sent over. On the day in question and while the signaller was away having some refreshment, a sling arrived before the "stool" was cleared, knocking the workman over and injuring him. The workman sued the Respondents for damages alleging a breach of the statutory duty imposed upon them by the said Regulation 43. The Presiding Judge found that the Respondents had complied with the provisions of the Regulation by the mere employment, on that day and for the purpose of the process, of a man or men whose duty it was to signal to the craneman when to hoist the slings.

The Court of Appeal (Lord Greene, M.R., Goddard and du Parc L.J.J.) reversing the decision and allowing the workman's appeal, held that the Judge had given Regulation 43 too narrow a construction. The true construction was that a signaller was not merely to be engaged but that he should be actually at work during the whole process, and if he was not there the Respondents had failed to discharge their duty under the Regulation.—*Ashworth v. McQuink and Co. Ltd.* Court of Appeal 29th September, 1943.

## CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

## NATIONAL ARBITRATION TRIBUNAL AWARDS.

During October, 1943, the National Arbitration Tribunal issued ten awards,\* Nos. 444 to 453. Three of these awards are summarised below: the other awards related to cases affecting individual employers.

*Award No. 445 (1st October).—Parties:* The Navy, Army and Air Force Institutes and members of the National Union of Distributive and Allied Workers and the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks employed by them. *Claim:* For advances in the existing minimum rates for employees in the clerical grades at Headquarters Offices, Accounts Offices, Command Supervisors' Offices and Warehouses. *Award:* The Tribunal awarded advances in the current minimum rates of 4s. and 2s. per week of 41 hours respectively, to male and female employees of 21 years of age or over; with proportionate advances to employees under 21 years of age.

*Award No. 447 (14th October).—Parties:* The Bradford and District Master Spinners' Association, the Bradford Dyers' Association Ltd., and the Woolcombing Employers' Federation and members of the National Federation of Building Trades Operatives employed by them. *Claim:* For the observance in respect of building trades operatives of the full standard rates of pay and overtime conditions of the National Agreement for the Building Industry. *Award:* The Tribunal found that the claim had not been established.

*Award No. 450 (20th October).—Parties:* Local Authorities represented by the Employers' Side of the National Joint Council for County Council Roadmen and members of Trade Unions constituting the Employees' Side of the National Joint Council for County Council Roadmen employed by them. *Claim:* For an increase in the basic minimum wage by 1s. a week in Leicestershire, and an increase in the war bonus by 3s. a week in Leicestershire, Nottinghamshire and Derbyshire. *Award:* The Tribunal approved the proposal of the North Midland Regional Council that the basic minimum wage for county roadmen in Leicestershire be increased from 57s. to 58s. per week and they disapproved the proposal of the North Midland Regional Council that the war bonus for county roadmen payable throughout the Region be increased from 4s. per week to 7s. per week; and they awarded accordingly.

\* See footnote \* on page 162



The Tribunal intimated that the award was without prejudice to the prosecution by the Employees' Side of a claim, should they desire to make it, for a further increase in the basic minimum wage for County roadmen in the North Midland Region, of an amount which together with the 1s. per week granted by this award was on the lines of the claim which had recently been made for an advance in the basic minimum wages in the other areas.

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

During October, 1943, the National Arbitration Tribunal (Northern Ireland) issued seven awards, Nos. 252-258. Two of these awards are summarised below; the other five awards related to cases affecting individual employers.

*Award No. 255 (15th October).—Parties:* Caledonian Insurance Co., Commercial Union Assurance Co. Ltd., Eagle Star Insurance Co. Ltd., Employers' Liability Assurance Corporation Ltd., Friends' Provident & Century Life Office, Century Insurance Co. Ltd., General Accident Fire & Life Assurance Corporation Ltd., Gresham Life Assurance Society Ltd., Law Union and Rock Insurance Co. Ltd., Licences & General Insurance Co. Ltd., London & Lancashire Insurance Co. Ltd., Motor Union Insurance Co. Ltd., Norwich Union Fire Insurance Society Ltd., State Assurance Co. Ltd., Union Assurance Society Ltd., and Guild of Assurance Officials. *Claim:* Scales of salaries ranging from £65 at age 14 years to £380 at age 35 years, for a 36-hour week. Overtime up to 44 hours per week to be paid on a *pro rata* basis. Increases of £10, £20 and £50 for A.C.I.I., F.C.I.I., and the F.F.A. or F.I.A. diplomas, respectively. *Award:* That the Insurance Companies named above shall, except as hereinafter provided, apply to their permanent clerical and typing staffs employed in Northern Ireland the salary scales and other provisions as set out in para. 4 of *Award No. 67* made by the National Arbitration Tribunal in Great Britain on 18th February 1941, provided that the terms of the said paragraph shall, in their application under this Award be subject to the following modifications:—(1) For sub-paragraph (b) there shall be substituted the following sub-paragraph:—(b) For the purpose of the foregoing scales Area A comprises Belfast and Area B the rest of Northern Ireland. (2) Sub-paragraph (d) shall not apply. (3) For sub-paragraph (e) there shall be substituted the following sub-paragraph:—(e) The several Companies shall each continue to operate its existing scheme of "grants-in-aid", and where such a scheme is not at present in operation the Company concerned shall adopt and put into operation a scheme of "grants-in-aid" not less favourable to the employees than the least favourable of the schemes operated by other of the Companies named above. (4) For sub-paragraph (f) there shall be substituted the following sub-paragraph:—(f) The Tribunal find against the parts of the claim as set out above in regard to hours, overtime and increases of salary in respect of examination diplomas, and they award accordingly.

*Award No. 256 (18th October).—Parties:* Members of the Londonderry Master Bakers' Association and certain employees of the member firms. *Claim:* For an increase in wages of 10s. per week. *Award:* That the basic rate of wages of bread-servers in the employment of the above-mentioned employers shall be increased to 56s. per week, being an increase of 5s. per week on the existing basic rate of 51s. per week.

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

### INDUSTRIAL COURT AWARDS.

During October the Industrial Court issued four awards Nos. 1924-1927. Two of these awards are summarised below; the other awards related to single undertakings.

*Award No. 1924 (4th October).—Parties:* National Association of General and Municipal Workers and Scarborough Corporation. *Claim:* To determine the base rate and war wage addition of employees in the non-trading departments of the Corporation. *Award:* The Court awarded that the present base rate should continue but awarded an increase in the war wage.

*Award No. 1926 (15th October).—Parties:* The National Association of Local Government Officers and Westmorland County Council. *Claim:* For the reinstatement of an employee of the Council. *Award:* The Court awarded in favour of the claim.

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

During October, 1943, ten awards, five of which related to disputes reported under the Conditions of Employment and National Arbitration Orders, 1940-1942, were issued by Single Arbitrators and a Board of Arbitration appointed under the Industrial Courts Act, 1919. One of the awards is summarised below; the other nine awards related only to individual undertakings.

*Parties:* The Amalgamated Engineering Union and the Flour Milling Employers' Federation. *Claim:* For a national rate for engineering mechanics employed in the flour milling industry with a differential increase to such men employed

within the London Area. *Award:* The Arbitrator decided against the claim for a national rate. He awarded an increase of 5s. a week to all engineering mechanics.

In addition an Independent Chairman with powers to act as an Umpire was appointed under the Conciliation Act, 1896, to preside at a meeting of representatives of the National Union of General and Municipal Workers on the one hand and William Fiddes & Son Limited, Aberdeen, and John Bisset & Son Limited, Aberdeen, on the other hand. As no settlement on the matters in dispute was reached by the parties, the Chairman issued his decision on the 28th October, 1943.

### CIVIL SERVICE ARBITRATION TRIBUNAL.

During October, 1943, the Civil Service Arbitration Tribunal issued one award,\* No. 77, relating to a claim for revised salary scales and (Headquarters) allowance for draughtsmen and other grades in the Constructive, Engineering and Electrical Engineering Departments of the Admiralty. The Tribunal found against the claim as made but awarded as a war-time measure certain allowances to various grades of draughtsmen and a revised salary scale to temporary draughtsmen.

## TRADE BOARDS ACTS.

### NOTICES OF PROPOSAL.

During October, 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.

*Rope, Twine and Net Trade Board (Great Britain).—Proposal R (75), dated 1st October, 1943.*

*Button Manufacturing Trade Board (Great Britain).—Proposal V (32), dated 8th October, 1943.*

*Boot and Shoe Repairing Trade Board (Great Britain).—Proposal D (75), dated 12th October, 1943.*

*Paper Bag Trade Board (Great Britain).—Proposal P (32), dated 12th October, 1943.*

*Toy Manufacturing Trade Board (Great Britain).—Proposal Y (32), dated 22nd October, 1943.*

*Laundry Trade Board (Northern Ireland).—Proposal N.I.L. (N.21), dated 19th October, 1943.*

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 Ebury Bridge House, Ebury Bridge Road, London, S.W.1., for the Board in Great Britain, or at 31, Eglantine Avenue, Belfast, for the Boards in Northern Ireland.

### CONFIRMING ORDERS.

During October, 1943, Orders\* confirming variations of minimum rates of wages were made as follows:—

*Retail Bespoke Tailoring Trade Board (Northern Ireland).—Order N.I.T.R.B. (50), dated 11th October, 1943, confirming the variation of general minimum time rates, piecework basis time rates, general minimum piece rates and general overtime rates for male and female workers; effective from 18th October, 1943.*

*Baking Trade Board (Northern Ireland).—Order N.I.Bk. (26), dated 11th October, 1943, confirming the variation of general minimum time rates and general overtime rates for certain male workers employed in establishments other than Home Bakeries; effective from 18th October, 1943.*

## STATUTORY RULES AND ORDERS.

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

*The Building and Civil Engineering Labour (Returns) Order, 1943 (S.R. & O. 1943, No. 1337).—This Order, made by the Minister of Works on 16th September, 1943, in the exercise of powers conferred by Regulation 56AB of the Defence (General) Regulations, 1939 (which relates to the control of building and civil engineering undertakings), provides that every person employing labour in building and civil engineering activities, as defined in the Regulation, shall within ten days after being requested before 31st December, 1943, so to do, make to the Minister of Works a return as respects persons employed by him in any of those activities. The return must be made on the date and in the form specified in the request and must contain all such particulars and information as are specified in the request.*

*The Wages Board Recommendation (Notices) Regulations, 1943, dated October 20th, 1943, made by the Minister of Labour and National Service under the Catering Wages Act, 1943 (S.R. & O. 1943, No. 1540).—This Order prescribes the manner of publication of any notice stating the terms of a wages board recommendation proposed by the Catering Wages Commission.*

\* See footnote \* on page 162



*Order in Council adding a New Regulation 58AE to the Defence (General) Regulations, 1939 (S.R. & O. 1943, No. 1552).—The new Regulation (58AE) made by this Order, dated 28th October, 1943, provides that "without prejudice to the provisions of 54D of the Defence (General) Regulations, 1939 (which relates to the taking control of coal mining undertakings), the Minister of Fuel and Power may, by order made as respects coal mines in Great Britain or any class thereof, or by direction given as respects any coal mine in Great Britain specified in the direction, require the taking of such measures as may be specified by or under the order or direction for securing that persons employed in or about coal mines are not employed on any class of work without adequate training and supervision until they are experienced in that class of work, and that persons entering employment in or about coal mines are medically examined, under arrangements made by or on behalf of the Minister of Fuel and Power, and are not continued in such employment, or in such employment in any class of work, unless on such examination they are found to be fit for such employment or for employment in that class of work, as the case may be."*

\* 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.

## OFFICIAL PUBLICATIONS RECEIVED\*

[NOTE.—The prices shown are net; those in brackets include postage.]

**DOMESTIC HELP.**—*Report of the Committee on Minimum Rates of Wages and Conditions of Employment in connection with Special Arrangements for Domestic Help.* Cmd. 6481. Ministry of Labour and National Service. Price 2d. (3d.)—See summary on page 150 of this GAZETTE.

**NURSES' SALARIES.**—*Nurses' Salaries in Scotland: Notes on the Taylor Report. How to apply Scales: Examples: Questions answered.* Department of Health, Scotland. Price 2d. (3d.)

**SAFETY IN MINES.**—*Twenty-first Annual Report of the Safety in Mines Research Board, 1942.* Ministry of Fuel and Power. Price 1s. (1s. 1d.)

**UNEMPLOYMENT INSURANCE.**—*Selected Decisions given by the Umpire on Claims for Benefit during the Six Months ended 30th June, 1943.* U.I. Code 8 B. Pamphlet No. 1/1943. Ministry of Labour and National Service. Price 2d. (3d.)

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