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SPECIAL ARTICLES, REVIEWS, ETC.

REINSTATEMENT IN EMPLOYMENT BILL.

The Minister of Labour and National Service has presented to Parliament a Bill* "to make provision for the reinstatement in civil employment of certain persons who are, or have been, in the service of the Crown or in a civil defence force; and for purposes connected with the matter aforesaid." The Bill extends and amends the provisions for reinstatement in employment which are contained in the National Service Acts and Defence Regulation 60DAA, and, when enacted, will replace those provisions.

The Bill provides that a person desiring to exercise reinstatement rights should apply to his former employer not later than the fifth Monday after the end of his war service and that he should, either at the time of the application or afterwards, notify to the employer a date on which he would be available for employment, which must not be later than the ninth Monday. Both periods may, however, be extended on account of sickness or for other reasonable cause. If the employer is not in a position immediately to re-employ the applicant the latter can keep his application alive by renewing it at intervals of not more than 13 weeks. Applications and notices may be lodged either directly with the employer concerned or at a Local Office of the Ministry of Labour and National Service.

The employer's obligation is to reinstate an applicant at the first opportunity (if any) at which it is reasonable and practicable for him to do so on or after the date notified by the applicant as that on which he will be available for employment. The employment to be given to the applicant is to be in the occupation in which he was employed before the beginning of his war service, and on terms and conditions not less favourable than those which he would have had in that occupation had he not joined the Forces; if however it is not reasonable and practicable that the applicant should be employed in that occupation and on those terms and conditions, then the employer must reinstate him in the most favourable alternative that is reasonable and practicable.

A person who is reinstated under the Act must be employed as a minimum for the following 26 weeks or for so much of that period as is reasonable and practicable. His occupation and the terms and conditions of the employment are not to be changed to his detriment unless it ceases to be reasonable and practicable to maintain them unaltered, and in the latter event he is to be given the most favourable alternative that is reasonable and practicable.

The obligations (i) to reinstate and (ii) to continue employment for 26 weeks are subject to what is reasonable and practicable in each case, and the Bill lays down certain tests for this purpose. Its effect is to give a preference to seniority in employment. An applicant is not to be reinstated if that can only be done by dismissing someone else, who, before the first date on which either of them joined the Forces, had been longer in the employment; and if there are two applicants of whom it is reasonable and practicable to reinstate only one, then the one to be reinstated is he who had been longer in the employment before either of them joined the Forces. The fact that the reinstatement of an applicant would involve the dismissal of some other person who started later in the employment (including a person who may already have been reinstated under the Act) is not to prevent the reinstatement of the applicant. The Minister is empowered to make regulations to define the meaning of "reasonable and practicable" in other types of cases where further definition may be found necessary.

The classes of person entitled to reinstatement rights are (a) male persons who, after 25th May, 1939, enter upon a period of whole-time service in the armed forces of the Crown; (b) female persons who, after 25th May, 1939, enter upon a period of whole-time service in certain Women's Services specified in a Schedule to the Bill; and (c) persons, whether male or female, who, after 10th April, 1941, enter upon a period of whole-time service in a civil defence force within the meaning of the National Service Acts, 1939 to 1942, in consequence of an enrolment notice under those Acts. These classes of persons are thus substantially the same as those covered by the existing law, with an extension to volunteers in the Armed Forces and equivalent Women's Services.

* House of Commons Bill 5 (Session 1943-44)—Reinstatement in Civil Employment.
H.M. Stationery Office, price 4d. net (5d. post free).

The employer on whom the obligation to reinstate an applicant is to rest is defined in the Bill as the employer who last employed the applicant during the period of four weeks immediately preceding the beginning of the latter's war service, special provision being made for cases of changes in the ownership of an undertaking, amalgamation of undertakings, etc.

Reinstatement Committees are to be appointed to deal with disputes and they will consist of a chairman, an employers' representative and an employed persons' representative, all to be selected by the Minister; power is also taken to appoint assessors to be available to Reinstatement Committees if required. An Umpire and Deputy Umpires may be appointed by His Majesty for the purpose of hearing appeals from Reinstatement Committees; the Umpire or Deputy Umpire is to sit with two assessors appointed by the Minister. Appeals may be made to the Umpire by an organisation of employers of which the employer concerned was a member, or an association of employed persons of which the applicant was a member. Appeals may also be made by the employer or applicant concerned, provided that either the Reinstatement Committee was not unanimous or gave leave to appeal.

An application may be made to a Reinstatement Committee by any person who claims that he has reinstatement rights under the Act that have been denied him. If the Committee (or Umpire on appeal) are satisfied that the employer concerned has failed to discharge his obligations under the Act, they may make either or both of the following orders, namely, (a) an order requiring the employer to make employment available to the applicant; or (b) an order requiring him to pay the applicant by way of compensation for any loss suffered or likely to be suffered by reason of the default, a specified sum not in any case exceeding the amount of the remuneration which the applicant would have been entitled to receive from his former employer. Any sum ordered to be paid may be recovered as a civil debt.

An employer who fails to comply with an order for reinstatement is liable on summary conviction to a fine not exceeding £50, and the Court may, if they find him guilty, also order him to pay to the applicant by way of compensation a sum not exceeding the amount of the remuneration which he would have been entitled to receive.

In cases where a person is released from the Forces to perform certain work or where, within six months after the end of his war service, he again joins the Forces or is directed or requested by the Minister of Labour and National Service to undertake whole-time work, the reinstatement rights are to be held over, subject to certain qualifications, until the end of the further period of service.

WOMEN'S AUXILIARY SERVICES AND WOMEN'S LAND ARMY.

RE-OPENING OF VOLUNTEERING.

The Government have decided to re-open the Women's Auxiliary Services to women volunteers who have reached the age of 17½ but have not reached the age of 19. Members of the Women's Land Army, and women engaged in the nursing and midwifery services and in cotton manufacture will not, however, be allowed to volunteer; and there will be a restriction upon applications from other women in certain very important employments, if they cannot be spared at present from their work.

Preference will be given to those women who have not less than six months membership of Pre-Service Training Units, and such women will be permitted to volunteer even in cases where they are employed on very important work. Pre-Service Training Units comprise those affiliated to the National Association of Girls' Training Corps, the Scottish Association of Girls' Training Corps and the Rangers and Sea Rangers Branch of the Girl Guides' Association.

A few specialists above the age of 19 who are required by the Services will continue to be recruited under existing arrangements.

The Government have also decided to re-open enrolment for the Women's Land Army on a limited scale. Women between the ages of 17 and 35 inclusive will be allowed to volunteer if they are prepared, and are considered by the Women's Land Army to be suitable, to act as milkers or to take other posts of responsibility. Women living in certain industrial areas where labour demands are pressing cannot be allowed to volunteer. Women engaged in nursing and midwifery, in the cotton industry, and in certain vital occupations will also be excluded.

The above decisions took effect on 3rd January, 1944. Women wishing to volunteer for the Women's Auxiliary Services should apply at a Service Recruiting Office or an Employment Exchange, while those wishing to be enrolled into the Women's Land Army should apply at an Employment Exchange.

Recruitment to N.A.A.F.I. remains open and there are still vacancies in certain areas for both full and part-time service with the Royal Observer Corps for which immobile women between the ages of 17 and 35 are required.

UNEMPLOYMENT ASSISTANCE AND SUPPLEMENTARY PENSIONS.

NEW CODE OF REGULATIONS.

New Regulations governing the assessment of unemployment assistance and supplementary pensions have recently been made in terms of draft Regulations, prepared by the Assistance Board, which had been approved by Parliament in December. The Regulations relating to unemployment assistance were made by the Minister of Labour and National Service on 21st December, 1943, and are entitled the Unemployment Assistance (Determination of Need and Assessment of Needs) Regulations, 1943,* while those relating to supplementary pensions were made jointly by the Minister of Health and the Secretary of State for Scotland on 16th December, 1943, and are entitled the Supplementary Pensions (Determination of Need and Assessment of Needs) Regulations, 1943.†

In support of the draft Regulations an Explanatory Memorandum prepared by the Assistance Board was presented to Parliament and published as a Command Paper.‡ As explained in this Memorandum, the Regulations bring together in one document, for unemployment assistance and supplementary pensions respectively, all the essential provisions of the current Determination of Need and the Assessment of Needs Regulations, and in the place of these Regulations, which they repeal, constitute the code governing the assessment of unemployment assistance and supplementary pensions, respectively. At the same time important changes of method have been introduced, and some provisions of the earlier Regulations have been discarded because they are no longer required. In addition to the codification and simplification thus effected the new Regulations improve the general standards of unemployment allowances and supplementary pensions.

Principal Changes.

The main changes introduced by the new Regulations relate to (i) the method of making provision for rent; (ii) winter allowances; (iii) the power to make reduced payments in rural localities (rural differentiation); (iv) the rates for women; (v) the rate in the supplementary pension regulations for a non-pensioner wife; and (vi) the rates for children. Except as regards item (v) the changes affect both unemployment allowances and supplementary pensions, and the comments made in the Explanatory Memorandum on these changes apply substantially to unemployment assistance as well as to supplementary pensions.

Under the new Regulations the complicated system whereby the scale rates included in each case a certain proportion for rent and were subject to increase or reduction where the rent actually paid differed from the amount so included has been abolished. The new scale rates are presented on an ex-rent basis, and an appropriate addition to the rates is to be made according to the facts of the case. This rent addition is to be the net rent which the applicant is actually paying, so far as it is reasonable having regard to the general level of rents in the locality; or, if the applicant is not directly responsible for rent, it is to consist of a reasonable share of the rent payable by the person with whom the applicant is living. One consequence of this change in the method of treatment of rent is the abolition of the practice according to which, in cases where applicants were paying less by way of rent than the amount included in the scale rates, the rates were adjusted in accordance with rules, varying considerably from place to place, recommended by the local Advisory Committees. The only change in treatment where the applicant is not the householder is the introduction of a minimum rent addition of 2s. 6d. and the increase of the 5s. maximum applicable where the applicant had no dependants to a uniform amount of 7s. in every case.

The new scale rates also take account of a further important change affecting winter allowances, hitherto payable at the rate of 2s. 6d. a week for six months in the year in appropriate cases where extra needs due to winter existed. The practice of varying supplementary pensions and allowances is, the Memorandum states, open to objection on various grounds, and representations which had been made indicated a preference for a system under which recipients of pensions and allowances would be assured of a regular income throughout the year and be left free to adjust their expenditure for themselves. The grant of winter allowances has accordingly been discontinued and the power to grant such allowances has been withdrawn. By way of compensation, appropriate additions have been made to the rates applicable to those classes of applicants to whom winter allowances have previously been generally payable, that is to say, those applicants who may be assumed to incur direct expenditure in respect of coal and light; and applicants of this class who have not hitherto been given winter allowances on the ground that, being in possession of resources of their own, they did not stand in need of such allowances, will, of course, benefit by these compensatory adjustments of the scale rates.

* S.R. & O., 1943, No. 1759. H.M. Stationery Office, price 2d. (3d. post free).

† S.R. & O., 1943, No. 1737. H.M. Stationery Office, price 2d. (3d. post free).

‡ Cmd. 6490. H.M. Stationery Office, price 2d. net. (3d. post free).

In order to take account of differences in standards and costs of living as between rural and urban localities, power was given by the Regulations hitherto in force to reduce the allowance or supplementary pension otherwise payable if the person concerned were living in a rural area. Changes in rural economy and wage rates, together with the introduction of rationing and price control, the Memorandum states, have all tended to eliminate the differences which were held to justify this 'rural differentiation', and accordingly the provision which permitted such differentiation has been omitted from the new Regulations.

With regard to the rates for women, two anomalies have been removed by the new Regulations. Although the earlier Regulations made no difference between the rate for a man or woman living alone, or between a male or female dependant under twenty-one years of age, some differentiation was made between the sexes in certain circumstances. Regarding this matter the Assistance Board state that, although on the ground of physical needs there might be a case for slightly lower rates for women than for men, they have come to the conclusion that in a general revision of the Regulations it would be more in accordance with public opinion that the rates for women should be the same as for men throughout. Effect has been given to this recommendation in the new Regulations. The second change affecting the rates for women consists in the abolition of the difference in the supplementary pensions Regulations of one shilling between the scale rate for a wife of pensionable age and that for one who had not reached that age.

As regards children's allowances, the rates have been increased and, as in the case of other rates, have been set out on an ex-rent basis. The former five age groupings have been reduced to three, and the weekly rates now payable are 9s. for those aged 11 years or over but less than 16 years, 7s. 6d. for those aged 8 years or over but less than 11 years, and 6s. for those aged under 8 years. As regards widows with children, the new rates were anticipated to some extent by the changes effected by the Pensions and Determination of Needs Act, 1943,* but a number of widows, particularly those with older children, will benefit by the present Regulations.

Assessment of Needs.

For assessing the needs of applicants for unemployment assistance and supplementary pensions, tables and rules are set out in similar general terms in the Schedule to the respective Regulations. For unemployment assistance the weekly scale rates for needs other than rent are as follows:—

	s.	d.
(a) For a married couple	31	0
(b) Where the above rate does not apply—		
(i) For an applicant who is living alone or is a householder and, as such, is directly responsible for rent and household necessities	18	0
(ii) For any other applicant (subject to the qualification below)—		
(a) If aged 21 years or over	15	6
(b) If under 21 years	12	6

In the case of applicants specified under (ii) (a) and (b) above the amount of the allowance is 7s. 6d. a week—no rent addition is made—if the applicant has no one dependent on him and is living in a household of which his father, mother, son or daughter is the householder and the householder's income amounts to £6 a week or other appropriate amount.

For supplementary pensions the new weekly scale rates are as follows:—

	s.	d.
(a) For a married couple	35	0
(b) Where the above rate does not apply—		
(i) For an applicant who is living alone or is a householder, and as such, is directly responsible for rent and household necessities	20	0
(ii) For any other applicant	17	6

To the above rates, both for unemployment assistance and supplementary pensions, an allowance is to be added for rent. If the applicant is living alone or as a householder and, as such, is responsible for rent and household necessities, the rent allowance will be the net rent payable by the applicant, so far as is reasonable in view of the general level of rents in the locality. The amounts which are to be regarded as reasonable for this purpose are to be those recommended for their respective localities by the local Advisory Committees of the Assistance Board. If the applicant is living as a member of someone else's household, the rent allowance will be a reasonable share of the rent that person is paying, but unless there are special circumstances it may not be less than 2s. 6d. nor more than 7s. a week.

To the applicant's own scale rate, plus the rent allowance, are to be added the appropriate amounts shown below in respect of dependants, other than wife or husband, living with the applicant.

Dependants.

Weekly Rate.

	s.	d.
Aged 21 years or over	15	0
Aged 16 years or over but less than 21 years	12	6
Aged 11 years or over but less than 16 years	9	0
Aged 8 years or over but less than 11 years	7	6
Aged under 8 years	6	0

* See the issues of this GAZETTE for May, 1943, page 64, and July, 1943, page 98.

The amount calculated as indicated above constitutes the scale allowance. From this amount is deducted the amount of the applicant's available resources. With one exception, the Regulations make no change in the treatment of resources, that is, in the method by which the amount of an applicant's available resources is ascertained. The exception is in the treatment of the earnings of the applicant or the applicant's wife or husband. In the case of the supplementary pensions Regulations the earner was hitherto allowed for personal requirements half his or her earnings, subject to a minimum allowance of 5s. and a maximum allowance of 8s. This rule has now been replaced by the straightforward rule that the first 10s. 6d. a week of the applicant's earnings should be disregarded; and a similar rule applies also to the earnings of the pensioner's wife or husband, as the case may be. In the unemployment assistance Regulations the form of the earnings rule remains unchanged but the minimum amount allowed for the earner's personal requirements has been raised from 3s. to 5s. and the maximum from 8s. to 10s.

After the balance has been struck between the applicant's needs, on the one hand, and the available resources, on the other hand, the resulting amount may be adjusted to meet any special circumstances or exceptional needs. The provisions enabling such adjustments to be made reproduce in a simplified form corresponding provisions in the earlier Regulations.

The new Regulations came into force on 17th January, 1944, as regards unemployment assistance, and on the appropriate pension pay-day in the week beginning 17th January, 1944, as regards supplementary pensions. The re-assessment of supplementary pensions, which it is hoped to complete within three months, will result in most cases in increased payments. Where, however, no immediate increase would result from re-assessment, the existing assessment will be continued until 29th April, 1944, that is, the date when winter allowances are to cease. The case will then be re-assessed, as the new rate will be more than would be payable under the old Regulations after a winter addition has been withdrawn. In a small number of current cases, arising mainly from the cumulative effect of the new treatment of rent and the abolition of winter allowances, the applicant might, over the year as a whole, be affected adversely. To prevent this, a discretionary addition will be made in such cases.

In the case of unemployment allowances it is estimated that on the basis of the existing register of about 25,000, including 7,000 special war-time cases dealt with under the Scheme for the Prevention and Relief of Distress, the additional cost of the changes embodied in the new Regulations will be £200,000 per annum. In the case of supplementary pensions the additional cost is estimated at £7,250,000 per annum, with the present register of about 1,270,000 cases covering the needs of about 1,475,000 old age pensioners and widow pensioners.

FOREIGN NATIONALS IN CIVILIAN EMPLOYMENT.

OBLIGATIONS AND RIGHTS RESPECTING EMPLOYMENT AND SOCIAL BENEFITS.

It is the policy of the British Government, in full agreement with the Allied Governments concerned, to afford allied and other foreign nationals in Great Britain an opportunity of assisting the war effort, and many thousands of men and women of various nationalities have been provided with civilian employment in science, medicine, nursing, armaments factories, building, agriculture, forestry, and in many other fields. In general, foreign nationals in this country must secure the permission of the Ministry of Labour and National Service to take up specific employment, and the majority are also subject to other obligations with regard to registration for employment, the acceptance of work offered, the observance of restrictions on their right to choose or to leave employment; and men of military age of certain allied nationalities are also liable for military service under the Allied Powers (War Service) Act. On the other hand, foreign workers in civilian employment are entitled to the same wages and conditions and to the same benefit from our social services as are British subjects.

For the assistance and guidance of foreign workers in Great Britain, particulars of their rights and obligations referred to above have been set out in a leaflet* which has recently been issued by the Ministry of Labour and National Service. Copies of the leaflet may be obtained upon application to any Employment Exchange.

MAN-POWER IN COAL MINING.

COMPULSORY RECRUITMENT: FURTHER BALLOT.

Under the arrangements† recently announced by the Minister of Labour and National Service a further ballot for the direction to the coal mines of men born on and after 1st January, 1918, who are registered under the National Service Acts and who would otherwise be called up for service with H.M. Forces, took place at the Ministry of Labour and National Service on 14th January in the presence of the Minister. A draw of two numbers was made, and the men thus selected for work in coal mining will be notified in due course.

* The Obligations of Allied and other Foreign Nationals in Great Britain and the Social Benefits to which they are entitled.—P.L. 129/1943.

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

THE EDUCATION BILL.

PROVISIONS AFFECTING THE EMPLOYMENT OF JUVENILES.

In the issue of this GAZETTE for August, 1943, a review was given of some of the principal features of the Government's proposals for re-casting the national education system, including provisions for raising the school-leaving age, for a system of compulsory part-time education during working hours for young persons up to the age of 18 years, and for improved facilities for technical education and vocational training, as explained in a White Paper* issued in July.

The proposals set out in the White Paper, with certain modifications and additions, have now been embodied in a Bill† "to reform the law relating to education in England and Wales," which was presented to Parliament by the President of the Board of Education on 15th December. An Explanatory Memorandum on the Bill was also presented to Parliament by the President of the Board of Education and has been published as a Command Paper.‡

New Statutory System of Education.

The Bill, which is a self-contained measure involving the reconstruction of the public system of education, redefines the powers and duties of the central authority and provides that this authority shall be a Minister and a Ministry charged with the duty of securing the effective execution by local education authorities of the national education policy. The Minister will, however, retain the style and title of "President of the Board of Education" and the new Ministry will continue to be called the "Board of Education." Provision is also made for the establishment, in place of the existing Consultative Committee, of two Central Advisory Councils, one for England and one for Wales, whose duty it will be to advise the President upon such matters connected with educational theory and practice as they think fit and upon any questions referred to them by him.

The foregoing provisions are to take effect immediately the Bill is passed.

Under further provisions, which are to take effect on 1st April, 1945, the present division of education into two fields is to be superseded by a system of public education organised as a continuous process in three successive stages—primary, secondary and further—and each local education authority will be required to secure the provision of efficient education at all stages. The local education authorities will ordinarily be the county and county borough councils. Two or more such councils may, however, be combined to form a Joint Education Board, while to maintain local interest in educational affairs in county districts, provision is made for a system of delegation to divisional executives.

Compulsory School Attendance and the School-Leaving Age.

Provision is made for the school-leaving age to be extended, as proposed in the White Paper, first to 15 years and subsequently to 16 years. The extension to 15 years is to have effect as from 1st April, 1945; but the Minister is empowered to retain the leaving age of 14 years for not more than two years after 1st April, 1945, if the exceptional circumstances of the present time make it impossible for the necessary teachers and buildings to be provided. The further extension of the school-leaving age to 16 years is to be effected by Order in Council as soon as the Minister is satisfied that this is practicable.

A duty is placed on parents to secure for their children efficient full-time education either by regular attendance at school or otherwise. All children of compulsory school age attending school will be registered and it will be their parents' duty to cause them to attend regularly.

Provision is made in the Bill for modifications of the enactments relating to the employment of children which are necessitated by the raising of the school-leaving age to fifteen and subsequently to sixteen.

Compulsory Part-Time Education.

Under the arrangements proposed by the Bill for the provision of further education, local education authorities are to be required to establish and maintain centres approved by the Minister for providing young persons who are not in full-time attendance at any school or other educational institution with such further education, including physical, practical and vocational training, as will enable them to develop their aptitudes and capacities and will prepare them for the responsibilities of citizenship. In these centres, to be designated "young people's colleges," part-time education in working hours is to be provided for young persons up to the age of eighteen, and every young person below that age, unless exempted for the reason that he or she is undergoing full-time education, or for other specified reasons, is to be required to attend on one whole day or two half days for 44 weeks in each year, or where continuous attendance is more suitable, for a continuous period of eight weeks or two periods of four weeks in each year. To facilitate the operation of these arrangements, the duty is to be imposed on young persons of keeping the local education authorities informed of their address. A similar obligation is to be imposed on employers

as regards young persons in their employment, and they must inform the authority when the young persons enter or leave their employment.

For the purposes both of any enactment limiting the hours of employment in a particular occupation and of any agreement or enactment relating to overtime rates of pay, provision is made so that the periods during which a young person is required to attend a young people's college shall be treated as hours of employment.

The date on which it will become the duty of the local education authorities to secure the provision of the necessary facilities for part-time education is to be fixed by Order in Council, and the obligation on young persons to attend is to be imposed, under direction of the Minister, as soon as the necessary provision has been made.

Technical Education and Vocational Training.

By other provisions of the Bill relating to further education, the present power of local education authorities to aid the supply of higher education is converted into a duty to provide adequate facilities for technical, commercial and art education, and general adult education. For the purpose of discharging this duty, authorities will be required to submit schemes, after consultation with the universities, with educational associations and the authorities of neighbouring areas concerned, and when these schemes are approved it will be the duty of the authorities to put them into effect by such stages as the Minister may determine. This, the Explanatory Memorandum states, will open up the way to a much needed extension of technical and vocational training, and will also secure that proper provision is made to carry on those wider interests which have been stimulated among men and women serving in the Forces and elsewhere during the war.

MINING INDUSTRY (WELFARE FUND) ACT, 1943.

By the above Act, which received the Royal Assent on 16th December, 1943, provision has been made for the levy on the output of coal mines for the purposes of the Miners' Welfare Fund to continue to be payable until the year 1951 at the existing rate of 1d. per ton, to which it was raised from ½d. per ton, for a period of five years by the Mining Industry (Welfare Fund) Act, 1939.

NATIONAL SERVICE ACTS.

RECRUITMENT OF VETERINARY SURGEONS.

The Army Service Veterinary Selection Committee which, as announced in a joint statement made early in October, 1943, by the Ministry of Labour and National Service and the Ministry of Agriculture and Fisheries, was set up to advise the Ministers concerned on the recruitment of veterinary surgeons for military service in their professional capacity, has now considered the cases of veterinary surgeons who graduated since 1st January, 1940, and who at present comprise the "Pool" from which the men needed for service in the R.A.V.C. will be recruited as required. Notifications of the Committee's decisions in these cases are being sent to the assistants concerned and also to their employers, and it is expected that the number of veterinary surgeons made available to the R.A.V.C. as the result of these decisions will go some way, at least, towards meeting immediate needs.

In order to meet urgent military contingencies it is essential, however, to have a reserve of veterinary surgeons who may be drawn upon when necessary, and it has accordingly been decided, on the recommendation of the Committee, that the "Pool" of men formed for this purpose shall be extended forthwith to include all veterinary surgeons born on or after 1st January, 1914. The cases of these men will be carefully investigated and dealt with on their merits, in accordance with the established arrangements and procedure.

In order to provide full representation of the interests of veterinary surgeons in private practice an additional member representing the National Veterinary Medical Association has been appointed to the Committee.

REGISTRATION FOR EMPLOYMENT ORDER.

FURTHER REGISTRATION OF WOMEN.

A further registration of women under the Registration for Employment Order, 1941, took place on 15th January, 1944. The obligation to register on this date applied to all women, whether married or single, with or without children, who were born between 1st July, 1925, and 31st December, 1925, unless they belonged to certain classes specifically exempted under the Order or had already registered under the recent special registration of women formerly employed as cotton operatives.

Women so registered will be considered for transfer to vital war employment under the procedure of the Registration for Employment Order, but it is not proposed for the present to compel them to transfer to work away from home. They can, however, volunteer for nursing and, subject to certain restrictions, for other Services, including the Women's Auxiliary Services.

* *Educational Reconstruction*. Cmd. 6458. H.M. Stationery Office: price 6d. net (7d. post free).

† *House of Commons Bill 4* (Session 1943-1944). H.M. Stationery Office: price 1s. 6d. net. (1s. 8d. post free).

‡ *Education Bill: Explanatory Memorandum by the President of the Board of Education*. Cmd. 6492. H.M. Stationery Office: price 3d. net (4d. post free).

EXPENDITURE ON PUBLIC SOCIAL SERVICES.

In reply to a question in the House of Commons on 16th December, 1943, the Financial Secretary to the Treasury furnished a statement, which is printed in the *Official Report*,* showing the total expenditure (other than expenditure out of loans for capital purposes or out of capital receipts) on specified public social services during the financial year commencing 1st April, 1941 (or the latest available year), and estimates, where available, of the expenditure for the financial year 1942. The statement also gives figures, so far as available, of the total numbers of persons in Great Britain who benefited directly from the expenditure for 1941 (or the latest available year) in respect of the several services. The following particulars relating to expenditure on the services specified have been extracted from the statement:—

Service.	Great Britain. Financial Year commencing 1st April,	
	1941 (or latest available year). (1)	1942 (estimated). (2)
	£000	£000
Unemployment Insurance and Unemployment Assistance Acts:		
(i) Unemployment Benefit, etc., General Scheme..	8,695	6,016
(ii) Unemployment Benefit, etc., Agricultural Scheme	369	280
(iii) Unemployment Allowances	4,111	1,976
(iv) Prevention and Relief of Distress	1,546	738
National Health Insurance Acts	46,132†	50,058†
Widows', Orphans' and Old Age Contributory Pensions Acts	59,825	60,445
Old Age Pensions Acts	50,840	52,631
Old Age & Widows' Pensions Act, 1940 (Supplementary Pensions)	29,525	39,794
War Pensions Acts and the Ministry of Pensions Act (i.e., War of 1914-18)	34,346	33,611
Pensions (Navy, Army, Air Force & Mercantile Marine) Act, 1939; Personal Injuries (Emergency Provisions) Act, 1939; Military Training Act, 1939; Reserve & Auxiliary Forces Act, 1939	14,695	25,898
Education Acts	129,267	136,314
Physical Training and Recreation Act	47	13
Acts relating to Approved Schools	1,374	1,573
Public Health Acts so far as they relate to:—		
(i) Hospitals and Treatment of Disease	20,915	Not available
(ii) Maternity and Child Welfare Work	6,706	
Midwives Acts	54,561	
Housing Acts	48,745	
Acts relating to the Relief of the Poor	9,160	
Lunacy and Mental Treatment Acts		
Mental Deficiency Acts		
Totals	520,859	—

A statement giving particulars of comparable expenditure in the years 1940 and 1941, which was given in the *Official Report* for 26th January, 1943, was summarised in the issue of this GAZETTE for February, 1943.

NURSES IN MENTAL HOSPITALS AND INSTITUTIONS.

SALARIES AND CONDITIONS OF SERVICE IN SCOTLAND

A Sub-Committee of the Scottish Nurses' Salaries Committee which was set up in November, 1942, by the Secretary of State for Scotland to review the scales of salaries and conditions of service of nurses in mental hospitals and institutions in Scotland, have presented a Report.† The Sub-Committee, which is composed of panels representing the employing authorities and the Mental Hospitals and Institutional Workers' Union, under the chairmanship of Professor T. M. Taylor, recommend scales of pay commencing at £2 10s. a week for male nurses and £2 a week for females, plus a war increase (at present 8s. a week for males and 7s. a week for females). Increments of 7s. 6d. a week at the beginning of the second year of service and 2s. a week at the beginning of each subsequent year up to the seventh are recommended. Long-service increments (for approved service under one Authority) of 2s. after fifteen and again after twenty years of service are also recommended, together with proficiency pay of 3s. a week on passing the preliminary examination and a further 3s. a week on passing the final examination in mental nursing or in the nursing of mental defectives of either the General Nursing Council for Scotland or for England and Wales, or the Royal Medico-Psychological Association. In addition, the Sub-Committee recommend 2s. a week as "second charge pay" and a further 4s. a week as "charge pay." They also recommend that on passing the preliminary examination a nurse should receive a single payment of £2 10s., and on passing the final examination a payment of £5.

The Report also embodies agreed recommendations on payment for night duty, on standard hours of duty, overtime, annual leave and fixed charges for board, lodging and laundry.

* *Parliamentary Debates, House of Commons: Official Report*, vol. 395, No. 13, 16th December, 1943; H.M. Stationery Office, price 6d. net (8d. post free).

† The figures given relate to the calendar years 1942 and 1943 respectively.

‡ *Report of the Mental Nurses Sub-Committee of the Scottish Nurses' Salaries Committee*. Cmd. 6488. H.M. Stationery Office, price 1d. net (2d. post free).

INTERNATIONAL LABOUR ORGANISATION.

NINETY-FIRST SESSION OF THE GOVERNING BODY.

The 91st Session of the Governing Body of the International Labour Office was held in London on 16th to 20th December, 1943. The Chairman of the Governing Body, Mr. Carter Goodrich, United States Government member, presided.

The Governing Body had the honour of being received by His Majesty the King at Buckingham Palace.

The Rt. Hon. Ernest Bevin, M.P., Minister of Labour and National Service, in an address of welcome to the Governing Body, said that while he attached great importance to securing the association of the I.L.O. with the bodies set up by the United Nations to deal with post-war problems, he attached even greater importance to what the I.L.O. itself must do in the field where it is primarily responsible.

The Rt. Hon. Anthony Eden, M.P., Secretary of State for Foreign Affairs, addressed the Governing Body at the closing sitting and said that he would like to see the International Labour Organisation become the main international instrument for giving effect to Article 5 of the Atlantic Charter.

The Governing Body decided that the 26th Session of the International Labour Conference should be held in the United States, probably Philadelphia, opening on 20th April, 1944, with the following agenda:

- I. Future policy, programme and status of the International Labour Organisation.
- II. Recommendations to the United Nations for present and post-war social policy.
- III. The organisation of employment in the transition from war to peace.
- IV. Social Security: principles, and problems arising out of the war.
- V. Minimum standards of social policy in dependent territories.
- VI. Reports on the application of Conventions (Article 22 of the Constitution).
- VII. Director's Report.

The Governing Body discussed the action taken by the International Labour Office to associate itself with, and to offer technical assistance to, new international bodies and authorised the Office to continue to maintain contact with these bodies.

The Governing Body considered the Report of the meeting of the Joint Maritime Commission held in London in 1942 and authorised the Office to call another meeting of the Commission after consultation with the Seamen's and Shipowners' representatives.

The report of the First Inter-American Conference on Social Security, held in Santiago de Chile in 1942, was considered by the Governing Body and the Acting Director said that the Statute* of the Conference was an example of the interlocking which should exist between the International Labour Organisation and the new international organisations.

The Governing Body considered a proposal submitted by the British Government that the Governing Body should set up International Joint Industrial Committees for certain industries, constituted of employers' and workers' representatives and representatives of the Employers' and Workers' Groups of the Governing Body with an independent Chairman appointed by the Governing Body. Members of the Governing Body of all three groups spoke generally in favour of the proposal, but some of the speakers took the view that the Committees should be tripartite, including Government representatives as well as representatives of employers and workers. The Governing Body agreed to consider the proposal further at their next meeting, which would be held immediately prior to the 26th Session of the International Labour Conference.

FOOD CONTROL.

MAXIMUM RETAIL PRICES OF FOOD.

Since the issue of the Orders referred to in the November, 1943, issue of this GAZETTE, further Orders relating to maximum retail prices have been made by the Minister of Food. Under these Orders the maximum prices of fish cakes were reduced as from 21st November, and revised scales of maximum prices came into operation as from 1st December for rhubarb and from 3rd January for swedes, turnips, beetroot and parsnips. Other Orders raised the maximum retail prices of onions as from 21st December and of oranges from 26th December.

RATIONING.

As from 14th November, 1943, under an Order made by the Minister of Food, ration coupons for sugar and preserves were made interchangeable, thus enabling consumers to acquire sugar in lieu of an equivalent quantity of preserves or preserves in lieu of an equivalent quantity of sugar.

* At the Santiago Conference it was decided to establish a permanent agency of co-operation, with the title "Inter-American Conference on Social Security," which would act in concert with the International Labour Office. The Statute referred to sets out the purposes, constitution, etc., of this Conference.

EMPLOYMENT, WAGES, HOURS OF LABOUR, COST OF LIVING AND TRADE DISPUTES IN 1943.

EMPLOYMENT.

There was a further reduction in unemployment during 1943, and the numbers registering at the Employment Exchanges as unemployed, especially in the later months of the year, consisted almost wholly of persons who were either changing from one job to another or were unsuitable, owing to age, physical disability or other reasons, for ordinary industrial employment, married women or others not available for transfer to employment in other districts, and school leavers who had recently registered for employment but had not yet begun work. In view of the relatively small numbers on the registers it was decided in February, 1943, that the unemployment statistics should in future be compiled and published only at quarterly intervals. Accordingly, the numbers unemployed were ascertained only for four dates during the past year, viz., 18th January, 12th April, 19th July and 18th October. At 18th October, 1943, the total number of persons registered at Employment Exchanges in the United Kingdom as unemployed (exclusive of nearly 20,000 who had been classified as unsuitable for ordinary employment) was approximately 86,500, as compared with 118,800 at 12th October, 1942, and 107,300 at 14th December, 1942.

The Table below shows the numbers on the registers* at quarterly dates from October, 1942, to October, 1943, distinguishing persons registered as wholly unemployed (*i.e.*, out of a situation) from persons registered as on short-time, or otherwise only temporarily suspended from their employment, and unemployed casual workers who normally seek a livelihood by means of jobs of short duration.

Date.	Numbers on the Registers of Employment Exchanges in the United Kingdom.				
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Wholly Unemployed.*					
1942. 12 October	57,750	10,776	31,496	10,690	110,712
1943. 18 January	61,367	11,185	30,161	9,958	112,671
12 April	55,241	8,075	22,390	7,068	92,774
19 July	49,897	9,525	17,742	8,399	85,563
18 October	46,106	9,063	18,604	8,853	82,626
Temporarily Stopped and Unemployed Casual Workers.					
1942. 12 October	5,385	22	2,600	83	8,090
1943. 18 January	5,037	23	3,107	173	8,340
12 April	3,991	13	1,361	68	5,433
19 July	3,443	22	1,456	68	4,989
18 October	2,834	11	1,023	36	3,904

In each of the separate groups shown in the Table the numbers on the registers in October, 1943, were lower than a year earlier, and the total in October, 1943, was lower than at any date since 1918.

The figures in the Table above exclude persons classified as unsuitable for ordinary employment. At 18th October, 1943, there were 19,405 men registered as wholly unemployed who had been classified by interviewing panels as unsuitable for ordinary industrial employment, and 569 women classified as unsuitable for normal full-time employment. The figures for 12th October, 1942, were 22,883 men and 990 women and those for 14th December, 1942, were 22,592 men and 895 women.

The numbers of unemployed persons* on the registers of Employment Exchanges in each administrative Region at 12th October, 1942, and 18th October, 1943, were as shown below:—

Region.	Wholly Unemployed.*		Temporarily Stopped and Unemployed Casual Workers.	
	12th Oct., 1942.	18th Oct., 1943.	12th Oct., 1942.	18th Oct., 1943.
London and South-Eastern	22,999	13,500	881	349
Eastern	3,154	2,285	144	33
Southern	2,452	1,683	68	28
South-Western	2,890	2,063	351	151
Midlands	2,341	2,195	96	60
North Midlands	1,906	1,579	197	17
North Eastern	5,715	4,172	565	55
North Western	12,530	9,945	677	311
Northern	9,569	7,747	680	249
Scotland	20,142	16,521	623	311
Wales	12,319	10,563	781	119
Great Britain	96,017	72,253	5,063	1,683
Northern Ireland	14,695	10,373	3,027	2,221
United Kingdom	110,712	82,626	8,090	3,904

In every Region the numbers on the registers were lower in October, 1943, than in October, 1942.

The following Table shows, for each of the last fifteen years, the average numbers of (a) persons wholly unemployed, (b)

* Men classified by interviewing panels as unsuitable for ordinary industrial employment, and women classified as unsuitable for normal full-time employment, are excluded from these figures.

persons temporarily stopped, and (c) unemployed casual workers on the registers of Employment Exchanges in the United Kingdom:—

Year.	Average Numbers on the Registers of Employment Exchanges in the United Kingdom.		
	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
1929	900,553	268,595	79,440
1930	1,347,840	527,720	98,941
1931	1,994,471	587,719	115,678
1932	2,136,052	574,315	102,675
1933	2,037,517	456,743	94,098
1934	1,763,911	369,002	88,150
1935	1,706,783	312,757	86,581
1936	1,491,051	251,568	79,081
1937	1,284,123	205,369	67,509
1938	1,433,248	380,484	67,625
1939	1,308,212	220,990	60,599
1940	829,458	165,962	39,252
1941	314,507	62,124	14,890
1942	125,311*	8,615	5,346
1943†	93,408*	2,825	2,842

In each category the figures for 1943 were substantially below those for 1942, and much lower than the corresponding figures for any other year in the whole period of nearly 20 years for which corresponding statistics are available.

RATES OF WAGES.

Increases in rates of wages were granted in most of the principal industries during 1943.

In the industries for which statistics as to changes in wage rates are regularly compiled by the Department,† the changes reported during 1943 are estimated to have resulted in an aggregate net increase of approximately £1,350,000 in the weekly full-time rates of wages of nearly 6½ million workpeople and in an aggregate net decrease of £3,000 in those of nearly 170,000 workpeople, compared with a net increase of over £1,600,000 in the weekly wage rates of nearly 6½ million workpeople, in the same industries, during 1942. It is estimated that at the end of 1943 the average level of full-time weekly rates of wages in all the industries (including agriculture) for which information is available was between 4 and 5 per cent. higher than at the end of 1942, and about 38 or 39 per cent. higher than at the beginning of the war. There were wide variations, however, in the amounts and percentages of increase in different industries. The foregoing figures relate to rates of wages for a normal week, and take no account of the marked increases in average earnings which have resulted from the operation of other factors such as fuller employment, overtime working, and the extension of systems of payment by results.§

PRINCIPAL CHANGES IN 1943.

Rates of wages were increased, in 1943, in most of the industries for which information is available. Particulars are given below of the changes in some of the principal industries and services:—

Agriculture.—The minimum rate for ordinary labourers in England and Wales was raised in December from 60s. to 65s. a week, and the higher rates fixed in some districts for men tending animals were raised by 6s. The minimum rates for women were raised in nearly all districts, usually to 48s. a week the amount of increase in most cases being 3s. a week. The minimum rates for youths, boys and girls were also increased. In Northern Ireland, the statutory minimum rates for men were raised by 3s. a week, with smaller increases for youths and boys. No changes in the statutory minimum rates of wages in Scotland had taken place up to the end of the year.

Mining and Quarrying.—There was no general change in rates of wages in the coal mining industry during 1943. Minimum rates of wages for youths and boys employed in and about coal mines, ranging from 32s. a week at 14 years to 62s. a week at 20½ years for underground workers and from 27s. 6d. to 55s. a week for surface workers, were established by an award of the National Tribunal under the Conciliation Scheme for the industry, but in most areas the rates already paid to youths and boys under district agreements exceeded these minima, and the award therefore resulted in increases in a relatively small number of cases. The operation of the sliding scales, under which the percentage additions to basis rates of wages are adjusted periodically in accordance with fluctuations in the proceeds of the industry, resulted in a small net increase in wage rates in Leicestershire and a small net decrease in Warwickshire. In

* These figures exclude persons who were classified as unsuitable for ordinary employment.

† The figures for 1943 are averages of those for only four dates, at quarterly intervals.

‡ The statistics are exclusive of changes affecting agricultural workers, Government employees, domestic servants, shop assistants and clerks. They relate to rates of wages for a full week, and do not take account of variations in actual earnings resulting from other factors, such as changes in the state of employment or in weekly working hours. The changes reported are mainly those arranged by organisations of employers and workers. Changes arranged by individual employers and affecting unorganised groups of workpeople are not, in most cases, reported to the Department.

§ Some particulars of the increases in average earnings between October, 1938, July, 1940, July, 1941, January and July, 1942, and January, 1943, were given in the issue of this GAZETTE for June, 1943.

three other districts increases and decreases of equal amounts took place during the year under similar sliding scales. Under the scheme by which a bonus is payable in each district in which the output of coal exceeds a specified standard, bonuses were paid in some districts, ranging in the case of men from 3d. to 2s. a shift, for varying periods during the year. Roadstone quarry workers were granted a good timekeeping bonus of 4s. a week and an increase of $\frac{1}{2}$ d. an hour in war bonus. On the other hand, there were slight net decreases in the flat-rate additions to the wages of iron miners in most districts.

Chemical, Brick, etc., Industries.—In the drug and fine chemical industry, the minimum time rates were increased by 4s. a week for men, 3s. a week for women, 4s. a week for youths and girls 18 and under 21 years, and 3s. for boys and girls under 18 years. In the manufacture of soap, candles and edible fats there was an increase of 2s. a week in the war allowances of all classes of workpeople employed. Men and women employed in paint, colour and varnish manufacture received an advance of 3s. 6d. a week, with smaller increases for younger workers. Increases were granted also to workers engaged in the manufacture of matches.

Metal, Engineering, etc., Industries.—In the iron and steel industry, the operation of agreements under which wage rates are adjusted periodically in accordance with movements of the official cost-of-living index resulted in slight increases in some months and in decreases in others, the net change for the year being a decrease of 0.8d. a shift for men and 0.6d. or 0.4d. a shift for youths and boys in most districts. In the engineering and allied industries, an award of the National Arbitration Tribunal in March, 1943, provided that the basic rates and national bonus for men should be adjusted by the transference of 20s. a week from the bonus to the basic rates, and, in the case of time-workers only, by the addition of 6s. a week to the bonus, subject to modification in some cases in which the rates already paid, inclusive of bonuses, were in excess of the recognised district rates. For men employed on systems of payment by results the award provided that the piece-work prices, and bonus or basis times, should be such as would enable a workman of average ability to earn (exclusive of the national bonus) at least 27½ per cent. over the new basic time rates (i.e., the old rates plus 20s. a week) instead of 25 per cent. over the old basic time rates as provided by an agreement of 1931. There were consequential adjustments in the rates of wages of youths and boys, and in those of women engaged on men's work. Further increases were also granted to boys by the raising of the percentages by which juvenile rates are related to the rate of skilled fitters. In railway workshops the war bonus of men employed by main-line companies was raised by 4s. 6d. a week. In the shipbuilding and ship-repairing industries there were increases of 6s. a week for men, and for women carrying out men's duties in full, and of smaller amounts for younger workers. Other industries in which rates of wages were increased included tinplate manufacture, heating, ventilating and domestic engineering, road vehicle repairing, the light castings industry, electrical cable manufacture, the stamped and pressed metal wares trade, the hollow-ware trade, and the cutlery trade.

Textiles.—In the preparing and spinning departments of the cotton industry, flat-rate increases of 3s. a week for operatives in adult occupations and 2s. in juvenile occupations, which had been granted in November, 1942, were raised by 2s. a week for adult occupations and 1s. a week for juvenile occupations in January, 1943.* In the manufacturing section of the industry an increase of 5s. a week was granted in January, 1943, to weavers and most other classes of operatives, with rather larger increases for enginemen, firemen and some other classes.* Minimum rates of 48s. or 55s. a week were also adopted for weavers running a full complement of looms, according to the system of weaving. In the textile bleaching, dyeing and finishing industry flat-rate increases were granted, in January, of 5s. a week for men and 3s. a week for women, followed later in the year by slight net decreases in wage rates (about one-half of 1 per cent. in Yorkshire and 4d. a week for men and 2d. a week for women in Lancashire and Scotland) under the operation of cost-of-living sliding scales. Increases were also granted in the wool textile and hosiery industries in Scotland, the Macclesfield silk industry, the lace industry, the flax and hemp industry other than in Northern Ireland, the jute industry, the manufacture of rope, twine and net, and the manufacture of linen and cotton handkerchiefs and household goods and linen piece goods in Northern Ireland.

Clothing Industries.—The minimum time rates fixed under the Trade Boards Acts for laundry workers were raised by 1d. an hour for both men and women in Great Britain and by 2½d. an hour for men and 1½d. an hour for women in Northern Ireland, younger workers receiving smaller increases. For workpeople employed in the boot and shoe repairing trade, the Trade Board minimum time rates were raised by 3s. a week for adults and by smaller amounts for juveniles. There were also increases in the statutory minimum rates in the retail bespoke tailoring and the dressmaking and women's light clothing trades in Northern Ireland.

Food, Drink and Tobacco Industries.—In the flour milling industry, the war supplements for men and women in most occupations were advanced by 3s. a week. The statutory minimum rates fixed under the Trade Boards Acts for men and

* By an agreement made at the end of 1943, further increases of 4s. a week for adult occupations and 2s. a week for juvenile occupations are to take effect in the cotton industry in January, 1944.

women employed in bakeries were raised by 1d. an hour in England and Wales, by 4s. or 2s. a week in Scotland and by various amounts in Northern Ireland. Other increases in the wage rates of bakers took effect in some districts under the provisions of voluntary agreements. The operation of a cost-of-living sliding scale in the tobacco industry resulted in a slight net decrease in the minimum rates fixed under the Trade Boards Acts, but this decrease was more than counterbalanced by an increase arising from a modification of the sliding scale, the net increase in the year being 3s. 2d. a week for men and 1s. 10½d. a week for women and juveniles. Increases in rates of wages were also granted in beet sugar manufacture, seed crushing and compound and provender manufacture, the corn trade, sugar confectionery, cocoa and chocolate manufacture and food preserving, aerated waters manufacture and brewing in some areas.

Woodworking, etc.—In the vehicle building industry (carriages, carts, etc.), the war bonus for men was increased by approximately 2d. an hour. There were increases of 1d. an hour for men and $\frac{1}{2}$ d. an hour for women and juveniles employed in the home-grown timber trade in England and Wales, and increases usually of 1d. an hour for men employed in millsawing and packing case making in some districts. The British Furniture Trade Joint Industrial Council adopted minimum basic rates of 1s. 6½d. an hour for journeymen, 10½d. an hour for journeywomen and smaller amounts for male and female labourers. These rates, which are supplemented by current cost-of-living bonuses, resulted in increases of varying amounts in some districts not already covered by district agreements with more favourable terms. Increases in rates of wages in the furniture trade were also made in certain districts in which wage movements follow those in the building industry.

Paper, Printing, etc., Industries.—Workpeople engaged in the production of London morning, evening and Sunday newspapers, with basic wages not exceeding £10 10s. a week, were granted increases in war bonus ranging, according to the amount of the basic wage, from 10s. to 15s. a week for men and from 5s. to 10s. a week for women. In other branches of the printing and bookbinding industry there were general increases for men and women of 7s. 6d. and 6s. 6d. a week, respectively. In a number of towns, additional increases in minimum rates of varying amounts resulted from revisions of the schemes under which the different localities are allocated to grades for wages purposes. Improved scales of wage rates were adopted for apprentices and increases in rates were granted to other juvenile workers. The minimum rates of wages fixed under the Trade Boards Acts for paper bag workers in Great Britain and for paper box workers in Northern Ireland were raised during the year.

Building and Contracting.—In the building industry there were increases of 1d. an hour for craftsmen and $\frac{1}{2}$ d. an hour for labourers in England and Wales (except in the Liverpool and Birkenhead area) and in Northern Ireland, with an additional increase of $\frac{1}{2}$ d. an hour for painters and french polishers in London; in Scotland, the increase for both craftsmen and labourers was 1d. an hour. Men employed in civil engineering contracting were granted increases of $\frac{3}{4}$ d. an hour in the London area and 1d. an hour elsewhere in Great Britain. The basic rates of journeymen electricians employed by electrical contractors were raised by $\frac{3}{4}$ d. an hour in England (excluding London), Wales and Northern Ireland and by 1d. an hour in Scotland.

Gas, Electricity and Water Supply.—Men employed in the gas industry were granted an increase of 1d. an hour or 8d. a shift and those in the electricity supply industry received increases in war bonus amounting to 1d. an hour. There was an advance of 2s. 6d. a week for men employed in waterworks undertakings in most districts of England.

Transport Industries.—Railway workers in Great Britain received increases of 4s. 6d. a week for men and women and 2s. 3d. a week for juniors. In the road haulage industry the statutory minimum rates of remuneration for men were advanced by 2s. 6d., 3s. or 3s. 6d. a week, in different areas, with increases of half these amounts for younger workers. Men employed in tramway and trolley and motor omnibus undertakings in the London area and various provincial areas were granted increases in war wage of 4s. 6d. a week or 1½d. an hour, with smaller increases for women not qualified to receive the full man's rate and for juveniles. In the merchant navy, the adoption, in February, of revised scales of pay resulted in increases ranging, in most cases, from 5s. to £4 a month or 4s. to 18s. a week for officers and from 8s. 9d. to £2 7s. 6d. a month or 3s. to 10s. 11d. a week for ratings. Additional increases of various amounts were later granted to the crews of some small foreign-going vessels, and to the catering department staff on home-trade cargo vessels.

Distributive Trades.—The minimum rates of wages agreed upon by the Joint Industrial Councils for the retail distribution of meat and other food, drapery, clothing and footwear, furniture, etc., in England and Wales were raised by 4s. a week for men and 3s. a week for women, and those for the retail distribution of books, stationery, newspapers, tobacco, etc., by 3s. a week for men and 2s. a week for women. There were increases of 4s. 6d. a week for men and 3s. a week for women in the Scottish retail grocery trade. In the wholesale grocery and provisions trade in England and Wales, the minimum rates were raised by 5s. a week for men and 3s. a week for women. There was a general advance of 4s. a week in the rates of men and women employed by wholesale and retail co-operative societies. The

minimum rates fixed by the Trade Boards for milk distribution were also increased.

Government Employees.—In Government engineering and shipbuilding establishments there were changes in the rates of wages of men paid on an engineering basis similar to those in the engineering industry generally. In the case of Government non-industrial employees, the existing bonus for those in receipt of salaries up to £250 a year was increased for men and women by 5s. 6d. a week, while that on salaries over £250 and up to £500 was increased by 11s. 6d. for men and by 9s. 6d. for women. For those with a remuneration of over £500 and up to £850 a bonus was granted, for the first time, of 19s. a week for men and 15s. 6d. for women. Increases in bonus were also granted to younger employees.

Other Industries and Services.—Manual workers in the non-trading departments of local authorities in most areas were granted increases of varying amounts. Other branches of industry in which rates of wages were increased included cast stone and cast concrete products manufacture, leather goods manufacture, cotton waste and general waste reclamation, rubber manufacture and reclamation, and cinemas in many areas.

INDUSTRIES IN WHICH THERE WAS NO GENERAL CHANGE IN 1943.

In the coal mining industry there was no general change in the rates of wages of adult workers, and the scale of minimum weekly wages for youths and boys which was introduced during the year had little effect upon the actual amount of remuneration. Among the more important other industries or branches of industry in which no change took place during 1943 in the general level of rates of wages were the manufacture of heavy chemicals, pottery manufacture, cement manufacture, the tin-box industry, the woollen and worsted industry in the West Riding of Yorkshire and the West of England, hosiery manufacture in the Midlands, the linen industry in Northern Ireland, boot and shoe manufacture, most of the clothing trades (tailoring, dress-making, millinery, etc.) in Great Britain, coopering, paper manufacture, leather tanning, and dock labour. In the engineering industry, the standard rates of wages of most classes of female workers remained unchanged.

The rates of wages of over 30,000 workpeople were affected by two or more changes during the year, which left the general level of wages the same at the end as at the beginning of the year. The principal classes of workpeople included in this total were coal miners in the Cannock Chase, South Derbyshire and Somerset districts, and iron puddlers and iron and steel millmen in the Midlands.

CHANGES IN ACTUAL EARNINGS.

The particulars given above relate only to increases in rates of wages for a full normal week, and do not take account of increases in actual earnings resulting from fuller employment, longer working hours, the extension of night-shift working and of systems of payment by results, and the transference of workpeople from relatively low-paid to higher-paid occupations and industries. Statistics showing the changes in average weekly earnings in a large number of industries between October, 1938, and January, 1943, were published in the issue of this GAZETTE for June, 1943.

CHANGES IN RATES OF WAGES IN THE YEARS 1929-1943.

The following Table shows the approximate numbers of workpeople, in the industries and services for which detailed statistics are available,* whose rates of wages were increased or reduced (so far as reported) in each of the past fifteen years, and the net amount of increase or decrease in their weekly rates of wages:—

Year.	Approximate number of separate individuals† reported as affected by		Estimated Net Weekly Amount of Change in Rates of Wages.		Estimated Net Weekly Increase (+) or Decrease (—) in Rates of Wages of the Workpeople affected.
	Net Increases.	Net Decreases.	Increases.	Decreases.	
1929	142,000	917,000	£ 12,900	£ 91,700	— 78,800
1930	768,000	1,100,000	59,500	116,100	— 56,600
1931	47,000	3,010,000	5,150	406,300	— 401,150
1932	33,500	1,949,000	2,600	251,800	— 249,200
1933	179,500	894,000	17,250	82,500	— 65,250
1934	1,344,000	85,500	95,500	4,000	+ 91,500
1935	2,366,500	49,600	198,900	6,800	+ 192,100
1936	4,062,400	800	493,075	175	+ 492,900
1937	5,161,200	4,400	788,250	1,350	+ 786,900
1938	2,381,500	322,200	262,100	18,800	+ 243,300
1939	5,655,000	65,800	939,900	8,500	+ 931,400
1940	8,040,000	—	2,213,000	—	+ 2,213,000
1941	8,185,000	—	2,120,000	—	+ 2,120,000
1942	6,447,000	400	1,615,200	50	+ 1,615,150
1943†	6,200,000	166,000	1,354,000	3,000	+ 1,351,000

In view of the limitations to which attention has been drawn above,* and especially of the fact that certain large groups of workpeople (notably agricultural workers) are not covered by the statistics, the figures in this Table should not be regarded as affording more than a general indication of the movement in rates of wages in any year in comparison with that in other years, and special significance should not be attached to small

* See footnote † in the second column on page 6.

† In addition to the workpeople for whom figures are given in this Table, there were considerable numbers in most years (other than 1940 and 1941) whose wage rates during the year were increased and reduced by equal amounts.

‡ The figures given for 1943 are preliminary and subject to revision.

differences in the amount of change as between one year and another. The figures indicate, however, that the amounts of increase in weekly rates of wages in each year during the war have been much greater than in any previous year in the period covered by the Table.

HOURS OF LABOUR.

There were few changes, during 1943, in the hours constituting a normal week's work. In agriculture there were reductions in a few counties in England and Wales in the number of hours per week beyond which overtime rates become payable. Revised hours of duty, involving reductions in some cases, were agreed upon for men in the catering department of the merchant navy and for deck and engine-room staffs on home-trade cargo vessels. No other important changes were reported.

The following Table shows the number of workpeople, in the industries for which statistics are compiled,* whose hours were reported as changed in each of the past fifteen years, and the aggregate net amount of the change. The figures do not include changes in the hours of agricultural workers, referred to above.

Year.	Approximate Number of Workpeople whose Hours of Labour were		Aggregate Net Increase (+) or Decrease (—) in Weekly Hours.
	Increased.	Reduced.	
1929	4,050	1,050	+ 8,750
1930	13,175	349,225	— 873,500
1931	294,000	111,000	+ 142,000
1932	6,000	3,750	+ 7,000
1933	2,500	12,500	— 36,000
1934	520	5,000	— 11,500
1935	24,450	43,700	— 153,850
1936	600	160,600	— 804,500
1937	1,500	390,650	— 960,000
1938	1,950	166,650	— 371,100
1939	—	380,000	— 1,380,000
1940	1,200	144,800	— 604,000
1941	1,500	150	+ 1,500
1942	4,100	—	+ 13,150
1943	1,500	15,000	— 73,500

The comparatively large numbers affected in the years 1930 and 1931 consisted mainly of coal miners. In 1937 the workpeople affected were mainly printers, coal miners and flour millers, in 1938 mainly boot and shoe operatives, and in 1939 and 1940 mainly juvenile workers under 16 years of age employed in a large number of industries.

COST OF LIVING.

The general level of working-class cost of living showed little variation during 1943. At the beginning of each of the first three months of the year the official cost-of-living index figure stood at 99 per cent. above the level of July, 1914. During the next six months it fluctuated between 98 and 100 per cent., but in the last quarter of the year it remained unchanged at 99 per cent. above the level of July, 1914.

The continued steadiness of the index was due to the maintenance of the policy, announced by the Chancellor of the Exchequer in his Budget statement of 1941, of controlling retail prices and subsidising essential goods and services with a view to stabilising the cost of living, apart from minor seasonal changes.

The following Table shows, for 1st September, 1939, and for each month in 1943, the figures for each of the five main groups of items included within the scope of the cost-of-living index:—

Average Percentage Increases in Retail Prices, Rents, etc., over the level of July, 1914.

Date	Food	Rent (including Rates)	Clothing	Fuel and Light	Other Items included	All Items included
1939.						
1st September ..	38	62	108	82	79	55
1943.						
1st January ..	64	64	270	144	168	99
1st February ..	64	64	265	144	168	99
1st March ..	65	64	260	144	168	99
1st April ..	65	64	255	144	168	98
1st May ..	65	64	250-255	144	186	99
1st June ..	65	64	250	144	186	98
1st July ..	68	64	245-250	144	186	100
31st July ..	67	64	245	144	186	99
1st September ..	66	64	245	144	191	98
1st October ..	68	64	240-245	144	191	99
1st November ..	68	64	240-245	144	191	99
1st December ..	68	64	240-245	144	191	99
1944.						
1st January ..	68	64	240-245	144	191	99

There were increases, during 1943, in the prices of certain articles of food, and of some articles in the "other items" group, which raised the index figures for these two groups. On the other hand, there was a decline in the average level of prices of clothing, due to the increased proportions of "utility" goods on sale. The index figures for rent and for the fuel and light group remained unchanged throughout the year.

Of the rise of 44 points between 1st September, 1939, and 1st January, 1944, the increases in the taxes on sugar, tobacco and cigarettes and matches account for about 4½ points; and approximately three-fourths of a point is due to increases in prices resulting from the Purchase Tax.†

Food.—At 1st January, 1943, the average level of retail prices

* See footnote † in the second column on page 6.

† Of the commodities of which account is taken in the cost-of-living index, non-utility clothing (including clothing materials and adults' footwear), domestic ironmongery and pottery were still subject to Purchase Tax at 1st January, 1944.

of the articles of food included within the scope of these statistics was 64 per cent. above the level of July, 1914, as compared with 38 per cent. at 1st September, 1939. As a result of an increase in the prices of tea, the figure rose by 1st March to 65 per cent. above the level of 1914. There was a further rise of 3 points at 1st July in consequence of the seasonal increase in the prices of potatoes, but with later reductions in the prices of potatoes the percentage increase over the level of 1914 fell to 66 at 1st September. At 1st October the percentage rose again to 68, mainly as the result of an increase in the price of sugar; since that date the figure has remained unchanged.

The following Table shows the average retail prices at 1st January, 1944, in comparison with those a year earlier and at the outbreak of the war:—

Article	Average Price (per lb. unless otherwise indicated) to the nearest ½d. at—			Average Percentage Increase or Decrease (—) at 1st Jan., 1944, as compared with	
	1st Sept., 1939	1st Jan., 1943	1st Jan., 1944	1st Sept., 1939	1st Jan., 1943
	s. d.	s. d.	s. d.	Per cent.	Per cent.
Beef, British—					
Ribs ..	1 2½	1 3½	1 3½	11	..
Thin Flank ..	0 7½	0 9½	0 9½	27	..
Beef, Chilled or Frozen—					
Ribs ..	0 9½	1 1	1 1	35	..
Thin Flank ..	0 4½	0 6	0 6	23	1
Mutton, British—					
Legs ..	1 3½	1 5½	1 5½	13	..
Breast ..	0 7½	0 8	0 8	8	..
Mutton, Frozen—					
Legs ..	0 10½	1 0	1 0	16	..
Breast ..	0 4	0 4	0 4	..	..
Bacon*	1 3	1 10½	1 10½	50	..
Fish ..	—	—	—	26	—4
Flour .. per 6 lbs.	0 11½	1 2½	1 2½	29	2
Bread .. per 4 lbs.	0 8½	0 9	0 9	9	..
Tea ..	2 4	2 6	2 10	21	13
Sugar (granulated) ..	0 3	0 3	0 4	32	33
Milk .. per quart	0 6½	0 9	0 9	33	..
Butter—					
Fresh ..	1 4½	1 8	1 8	21	..
Salt ..	1 3½	1 1	1 1	31	..
Cheese ..	0 10	1 1	1 1	30	..
Margarine—					
Special ..	0 6½	0 9	0 9	12	..
Standard ..	0 6½	0 5	0 5	..	..
Eggs (fresh)† .. each	†	0 1½	0 1½	1	..
Potatoes per 7 lbs*	0 6½	0 6½	0 6½	5	..

Throughout 1943 the prices of all the articles of food included in the above Table were controlled by the Ministry of Food, and the only material changes in prices during the year were increases in the prices of tea and sugar, and slight reductions in the prices of some kinds of fish. The maximum price of tea was raised by 4d. per lb. towards the end of January, and the maximum price of sugar to domestic consumers was increased by 1d. per lb. during September. On the other hand, there were reductions ranging from ½d. to 2½d. per lb., during June, in the maximum prices of some of the principal varieties of fish. There was little change in the prices of the other articles of food shown in the Table, apart from seasonal variations in the prices of milk and potatoes.

Rent.—The rents of working-class dwellings remained subject to the control of the Rent Restrictions Acts, and the average level of such rents (including local rates) was practically stationary throughout 1943, being about 64 per cent. higher than in July, 1914, and about 1 per cent. above the average level of September, 1939. The rise of 1 per cent. since that date is wholly due to increases in local rates in some districts.

Clothing.—The downward movement in the average prices of working-class clothing and clothing materials, which began in the second half of 1942, continued throughout 1943, the average level of prices being progressively affected during the year by increasing sales of "utility" clothing and materials at prices, controlled by Orders made by the Board of Trade, appreciably lower on the whole than those of non-utility goods of corresponding quality. This difference in price levels was partly due to the fact that "utility" clothing and materials are exempt from Purchase Tax, which is still charged on other clothing, except that for young children. During the year there was little change, on the whole, in the level of prices of either "utility" or "non-utility" goods. Allowing for the increase in the sales of "utility" goods, the returns collected by the Department indicate that at 1st January, 1944, the average level of prices of working-class clothing generally was about 7 to 8 per cent. lower than on 1st January, 1943. The average decrease during the year was about 3 per cent. for men's suits and overcoats, about 8 per cent. for woollen materials, underclothing and hosiery, about 14 per cent. for cotton materials and hosiery, and about 3 per cent. for boots and shoes.

Fuel and Light.—There was very little change in the average levels of the prices of coal and of gas during 1943. Prices of lamp oil increased, on the average, by about 6 per cent. during the year; on the other hand, the average price of common paraffin wax candles declined, as a result of an Order made by the Board of Trade during November reducing the maximum permitted price by 1d. per lb., and at the end of the year the

* 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 January, 1943, and at 1st January, 1944, the higher price at each date was for large eggs (in Ministry of Food category I) and the lower price 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.

average price was about 10 per cent. lower than at 1st January, 1943. The average price of matches remained unchanged throughout the year.

Miscellaneous Other Items.—Among the items included in this group, the most marked changes in retail prices during 1943 were in respect of tobacco and cigarettes and of soap. The prices of tobacco and cigarettes rose by about 17 per cent. during April in consequence of the substantial increase in the rates of duty imposed by the Budget; those of household soap rose by about 19 per cent. mainly as a result of an Order by the Minister of Food increasing the maximum retail prices of most hard soaps by 1d. per lb. from 29th August. There were slight increases in the prices of soda and of domestic ironmongery and brushes during the year, but a small reduction, on average, in the prices of pottery. Changes in the prices of newspapers and in fares were relatively unimportant.

Comparison with previous years.—The following Table compares the averages of the percentage increases recorded for the beginning of each of the twelve months of 1943 with the corresponding averages for each of the previous fourteen years:—

Average Percentage Increase over the level of July, 1914.

Year.	Food.	Rent (including Rates).	Clothing.	Fuel and Light.	Other Items included.	All Items included.
1929 ..	54	52½	118	71	80	64
1930 ..	45	53	111	72½	77½	58
1931 ..	31	54	96	74	75	47½
1932 ..	26	54	89	72	73	44
1933 ..	20	56	84	70	72½	40
1934 ..	22	56	86	70	72½	41
1935 ..	25	57	87	70	70	43
1936 ..	30	59	89	74	70	47
1937 ..	39	59	102	78	74	54
1938 ..	40½	60	109	81	75	56
1939 ..	41	62	114	84	79	58
1940 ..	64	63	185	110	108	84
1941 ..	68	64	269	127	127	99
1942 ..	61	64	299	135	155	100
1943 ..	66	64	251	144	182	99

It should be noted that the foregoing figures are designed to indicate the average percentage increase in the cost of maintaining unchanged the standard of living prevailing among working-class households at July, 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 resulting from the war.

TRADE DISPUTES.*

The number of disputes involving stoppages of work, reported to the Department as having begun in 1943 in the United Kingdom, was 1,775, as compared with 1,303 in the previous year. The great majority of the stoppages affected only individual establishments and were of short duration.

The number of workpeople directly involved (*i.e.*, on strike or locked out) in disputes in progress in 1943 was about 455,000, while about 104,000 were indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). The total number of workpeople involved, either directly or indirectly, in all disputes which were in progress in 1943 was thus about 559,000,† as compared with about 457,000† in 1942.

The aggregate number of working days lost on account of disputes, at the establishments where the disputes occurred, is estimated at about 1,810,000 in 1943, compared with about 1,530,000 in 1942.

Principal Disputes in 1943.—There was no dispute of outstanding importance during 1943, and the great majority of the stoppages involved only small numbers of workpeople.

Nearly one-half of all the stoppages reported, and of the aggregate loss in working days involved, occurred in the coal mining industry. The principal disputes in this industry occurred in the later months of the year. During September there was a stoppage of work at collieries in Nottinghamshire, in protest against the imprisonment of a surface worker who had failed to comply with a direction to work underground, which involved some 24,000 workpeople and a loss of about 80,000 working days. Later in the same month and in the first few days of October a stoppage, involving about 10,000 workpeople and some 45,000 working days, occurred at collieries in Lanarkshire, East Dumbartonshire, and West Stirlingshire, in protest against the arrest of a number of men who had failed to pay fines imposed in respect of an earlier stoppage. Some 7,500 workpeople at collieries in the Amman and Swansea Valleys were involved in a stoppage of work during the second half of October, on a question of the wages of youths, in which about 35,000 working days were lost. A protracted stoppage which began at the end of October, on a question of the wages of a number of men at a Yorkshire colliery, accounted for the loss of nearly 55,000 working days, although only about

* Disputes involving less than ten workpeople, and those which lasted less than one day, are omitted from the statistics, except when the aggregate duration (*i.e.*, number of workpeople multiplied by number of working days, allowing for workpeople replaced by others, etc.) exceeded 100 days. The figures given for 1943 are preliminary and subject to revision.

† Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage in the year, and have therefore been counted more than once in the year's total. The *net* number of individuals involved in stoppages in progress during the year was approximately 411,000 in 1943, compared with approximately 338,000 in 1942. For coal mining alone the corresponding totals were approximately 178,000 in 1943 and 153,000 in 1942.

2,000 workpeople were involved. Two disputes began in November on questions of wages, each involving some 12,500 men at various pits in Lancashire: approximately 85,000 working days were lost in the first of these stoppages and about 50,000 working days in the second.

The metal, engineering and shipbuilding industries accounted for approximately one-third of the total number of stoppages in 1943, and about the same proportion of the aggregate number of working days lost in that year. Nearly 7,000 engineering operatives were involved in a stoppage of work at Barrow-in-Furness, in September, arising from a dispute as to the interpretation of an award of the National Arbitration Tribunal, in which nearly 100,000 working days were lost. At the end of October and during the first week in November nearly 90,000 working days were lost by some 16,000 engineering operatives who ceased work at certain establishments in the West of Scotland in objection to a recently negotiated agreement respecting the wages of women workers.

In the transport industry, nearly 50,000 working days were lost in a stoppage of work involving about 12,000 passenger road transport workers in various parts of England during the latter half of May, arising from dissatisfaction on the part of the workpeople with the rejection by a Special Tribunal of an application for increased wages. In the third week of August some 16,000 port workers at Liverpool and Birkenhead were involved in a loss of over 55,000 working days through ceasing work in sympathy with men who had been suspended for refusing to work overtime.

In the following Table the disputes involving stoppages of work in 1943 are classified by industry, and corresponding figures are given for 1942* :—

Industry Group.	1943.			1942.		
	Number of Disputes beginning in 1943.	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 1942.	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	526	252,000†	840,000
Coal Mining ..	835	295,000†	890,000	29	4,600	22,000
Other Mining and Quarrying ..	19	1,700	3,000	39	5,500	10,000
Brick, Pottery, Glass, Chemical, etc.	30	1,600	4,000	233	82,000	283,000
Engineering ..	287	120,000	437,000	111	42,000	192,000
Shipbuilding ..	197	32,000	137,000	132	18,200	51,000
Iron and Steel and Other Metal ..	128	18,000	60,000	47	9,600	26,000
Textile	51	6,100	17,000	13	5,100	19,000
Clothing	22	3,100	7,000	12	2,000	4,000
Food, Drink and Tobacco	17	8,800	27,000	8	1,700	6,000
Woodworking, Furniture, etc. ..	4	700	1,000	66	13,400	29,000
Building, Public Works Contracting. ..	71	13,200	25,000	51	15,600	35,000
Transport	68	53,600	180,000	8	2,000	3,000
Commerce, Distribution and Finance	8	500	1,000	28	3,300	7,000
All Other Industries	35	3,000	7,000			
Total	1,775	559,000†	1,810,000	1,303	457,000†	1,527,000

Of the total numbers of workpeople shown above as involved in all disputes which were *in progress* in the two years, approximately 104,000 in 1943 and 107,000 in 1942 were only *indirectly* involved (*i.e.*, thrown out of work at the establishments affected, but not themselves parties to the disputes).

Summary for 1929–1943.—In the following Table comparable figures are given for each of the past fifteen years* :—

Year.	Number of Disputes beginning in Year.	Number of Workpeople involved in Disputes beginning in Year.†			Approximate Aggregate Duration in Working Days of all Disputes in progress during Year.
		Directly.	Indirectly.	Total.	
1929	431	493,000	40,000	533,000	8,290,000
1930	422	286,000	21,000	307,000	4,400,000
1931	420	424,000	66,000	490,000	6,980,000
1932	389	337,000	42,000	379,000	6,490,000
1933	357	114,000	22,000	136,000	1,070,000
1934	471	109,000	25,000	134,000	960,000
1935	553	230,000	41,000	271,000	1,960,000
1936	818	241,000	75,000	316,000	1,830,000
1937	1,129	388,000	209,000	597,000	3,410,000
1938	875	211,000	63,000	274,000	1,330,000
1939	940	246,000	91,000	337,000	1,360,000
1940	922	225,000	74,000	299,000	940,000
1941	1,251	297,000	63,000	360,000	1,080,000
1942	1,303	350,000	107,000	457,000	1,530,000
1943	1,775	453,000†	104,000	557,000†	1,810,000

The aggregate number of working days lost through stoppages of work due to industrial disputes in 1943, though larger than that for any of the five preceding years, was equivalent to only a small fraction of one working day per head when averaged over the whole of the wage-earning population. During the last war, the aggregate numbers of working days lost in disputes ranged from about 2,450,000 in 1916 to nearly 5,900,000 in 1918.

* See footnote * in second column on page 9.

† Workpeople involved in more than one stoppage in any year are counted more than once in the year's total; see note † in second column on page 9.

‡ In addition, about 2,000 workpeople were involved in stoppages which began in 1942 and continued into 1943.

UNEMPLOYMENT FUND.

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

	Thirteen weeks ended		
	25th Dec., 1943.	25th Sept., 1943.	26th Dec., 1942.
	£	£	£
(1) GENERAL ACCOUNT.			
Contributions received from :—			
Employers	5,911,000	6,018,000	6,255,000
Employed persons	5,910,000	6,018,000	6,255,000
Exchequer	5,909,000	6,018,000	6,256,000
Miscellaneous Receipts	374,000	1,902,000	97,000
Total Income	18,104,000	19,956,000	18,863,000
Benefit	654,000	621,000	787,000
Cost of Administration	640,000	617,000	687,000
Miscellaneous Payments	64,000	47,000	76,000
Total Expenditure	1,358,000	1,285,000	1,550,000
(2) AGRICULTURAL ACCOUNT.			
Contributions received from :—			
Employers	95,000	157,000	110,000
Employed persons	94,000	157,000	110,000
Exchequer	94,000	158,000	110,000
Miscellaneous Receipts	12,000	69,000	4,000
Total Income	295,000	541,000	334,000
Benefit	6,000	1,000	10,000
Cost of Administration	36,000	59,000	41,000
Miscellaneous Payments	1,000	1,000	1,000
Total Expenditure	43,000	61,000	52,000

UNEMPLOYMENT ALLOWANCES.

For the period of thirteen weeks ended 25th December, 1943 expenditure on unemployment allowances (excluding the cost of administration) amounted to approximately £397,000, compared with £415,000 during the thirteen weeks ended 25th September, 1943, and £545,000 during the thirteen weeks ended 26th December, 1942. Comparison of the figures for the December quarter, 1943, with those for the corresponding quarter of 1942 is affected by the Unemployment Assistance (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1943.†

EMPLOYMENT OVERSEAS.

UNITED STATES OF AMERICA.

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 September, 1943, was approximately 800,000, compared with 1,000,000 in August, 1943, and 1,700,000 in September, 1942. The figure for September, 1942, includes persons employed on public emergency work projects.

AUSTRALIA.

Returns received by the Commonwealth Bureau of Census and Statistics, covering 54 per cent. of the total membership of trade unions and relating to between 20 and 25 per cent. of all wage and salary earners, showed that the percentage of the reporting trade unions who were out of work for three days or more during the specified week in the September quarter, 1943, was 1.1, the same as in the preceding quarter, compared with 1.6 in the third quarter of 1942.

CANADA.

According to returns received by the Dominion Bureau of Statistics from about 14,000 employers, the total number of workpeople in employment at 1st October in industries other than agriculture and private domestic service was 0.8 per cent. higher than at 1st September, 1943, 3.5 per cent. higher than at 1st October, 1942, and 87.6 per cent. above the average number for the year 1926.

Returns rendered by trade unions with a total membership of nearly 474,000 persons showed that the percentage rate of unemployment among their members at the beginning of October, 1943, was 0.3, compared with 0.4 at the beginning of both September and August. The corresponding figure for the beginning of October, 1942, was 0.8.

ÉIRE.

The number of persons on the live registers of Employment Exchanges at 25th December was 73,686, compared with 73,231 at 27th November, 1943, and 83,963 at 26th December, 1942.

SWEDEN.

Preliminary information received by the Swedish Social Board from trade unions with a total membership of about 756,000 showed that 3.4 per cent. of their members were unemployed at 31st August, 1943, compared with 3.9 per cent. at 31st July, 1943, and 4.0 per cent. at 31st August, 1942.

* A detailed account of the Fund is presented to Parliament annually (see H.C.33 of Session 1942–43 for the period ended 31st March, 1942).

† See the issue of this GAZETTE for August, 1943, page 124.

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

Rates of Wages.

The principal group of workpeople affected by changes in rates of wages during December were agricultural workers in England and Wales, whose statutory minimum rates were raised as a result of Orders made by the Agricultural Wages Board. The minimum rate for adult male ordinary labourers was raised from 60s. to 65s. a week, and the higher rates in operation in certain districts for men engaged in tending animals, and for other specialised classes, were raised by 6s. a week. For women, the minimum rates were raised in nearly all districts, usually to 48s. a week, the amount of increase in most cases being 3s. a week. There were also increases of 2s. to 4s. a week in the minimum rates for youths and boys and of 2s. or 3s. a week in those for girls.

Other industries and services in which wage rates were increased during December included the road haulage industry, newspaper printing in London, roadstone quarrying, rope, twine and net manufacture, boot and shoe repairing, and the road repairing departments of County Councils in England and Wales.

The statutory minimum rates of wages for men employed in the road haulage of goods were raised by 2s. 6d., 3s., or 3s. 6d. a week, in different areas, with increases of half these amounts for workpeople not entitled to adult rates. Increases of corresponding amounts were granted by agreement to horse drivers in the London area and some other districts. Workpeople engaged in the production of London morning, evening and Sunday newspapers were granted increases in war bonus of 10s., 5s. and 3s. 6d. a week for men, women and juniors respectively, with corresponding increases of 7s. 6d., 6s. 6d. and 3s. a week for those employed in the production of the Northern and Scottish editions of London newspapers in Manchester and Glasgow. Roadstone quarry workers in various districts in Great Britain received an increase of $\frac{1}{2}$ d. an hour. In rope, twine and net manufacture the minimum rates fixed under the Trade Boards Acts were raised by 1d. an hour for men and women in Great Britain and by 1d. or $\frac{1}{2}$ d. in Northern Ireland. In the boot and shoe repairing trade there was an increase of 3s. a week in the Trade Board minimum rates for adults. The minimum basis rates for roadmen employed by most County Councils in England and Wales were raised by 5s. a week. Special allowances which are payable to crews of some small

foreign-going vessels were raised from 1s. 6d. to 3s. a day for ordinary seamen and from 3s. to 6s. a day for other deck department ratings. There were also increases in rates of pay for catering department staff on home-trade cargo vessels. Other classes of workpeople for whom increases were reported were coal miners in Leicestershire, workpeople engaged in salt-glazed and in sanitary ware manufacture, biscuit manufacture and button making, coal carters in several areas, and the employees of many land drainage authorities in England and Wales.

In those industries (excluding agriculture) for which statistics are regularly compiled,* the changes in rates of wages reported to have come into operation in the United Kingdom during December resulted in an aggregate increase estimated at approximately £60,000 in the weekly full-time wages of nearly 400,000 workpeople and in a decrease estimated at £300 in those of 20,000 workpeople. Of the total increase of £60,000, about £55,000 was due to arrangements made by joint standing bodies of employers and workers, 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 £300 was accounted for by slight reductions in the rates of wages of coal miners in South Derbyshire and Warwickshire under the operation of sliding scales based upon the proceeds of the coal-mining industry.

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 14.

Hours of Labour.

In the merchant navy, the ordinary hours of duty of catering department staff were reduced on passenger vessels at sea and in port and on cargo vessels in port. For women and girls employed in agriculture, the weekly number of hours beyond which overtime rates become payable was increased from 46 $\frac{1}{2}$ to 48 in Herefordshire.

Changes in Wages and Hours in 1943.

A special article dealing with these changes is published on pages 6 to 8.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING DECEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Agriculture	England and Wales ..	12 Dec.	Men, youths and boys (14 years and over), other than part-time and casual workers and other than those for whom special rates are fixed.	Increases of 5s. a week (60s. to 65s.) in the minimum rate for men in all districts and of 2s. to 4s. in those for youths and boys in most districts.†
	do.	do.	Women and girls (14 years and over), other than part-time and casual workers.	Increases, in most districts, of 3s. a week (45s. to 48s.) in the minimum rate for women 18 years and over and of 2s. or 3s. in those for girls.†
	do.	do.	Part-time and casual workers ..	Minimum hourly rates fixed for all districts, ranging in most cases from 6 $\frac{1}{2}$ d. at 14 years to 1s. 4d. at 21 for male workers and from 6d. at 14 years to 1s. at 18 and over for female workers.†
	Cambridgeshire and Isle of Ely, Cumberland and Westmorland, Herefordshire, Kent, Lincs., Norfolk, Northumberland, Surrey, Sussex, Yorks (West Riding), and Denbighshire and Flintshire.	do.	Stockmen, shepherds, horsemen, tractor drivers and other special classes of male workers.	Increases of 6s. a week in minimum rates for men in all districts and of smaller amounts for youths and boys in certain districts.†
Coal Mining	Warwickshire ..	1 Dec.	Workpeople employed in and about coal mines.	Decrease of 1 per cent. on basis rates, leaving wages 92 per cent. above the basis rates.‡
	Leicestershire ..	do.	do:	Increase of 0.88 per cent. on basis rates, making wages 86.82 per cent. above the basis rates.‡
	South Derbyshire ..	do.	do.	Decrease of 0.54 per cent. on basis rates, leaving wages 74.63 per cent. above the basis rates.‡
Quarrying	Various districts in Great Britain.	25 Nov.	Timeworkers, pieceworkers and shiftworkers employed at limestone and igneous rock quarries.	Increase of $\frac{1}{2}$ d. an hour in war bonus for men and of proportional amounts for juveniles, according to area scales. Minimum rates after change for men: 1s. 0 $\frac{1}{2}$ d. to 1s. 2d. an hour, according to area, plus 4 $\frac{1}{2}$ d. war bonus plus good timekeeping bonus of 4s. for a full recognised normal working week (48 hours).§
	Aberdeen and Kinnaird Various districts in England.	1 Dec. 1st pay week beginning after 14 Dec.	Granite quarrymen Able-bodied men, youths and boys employed in chalk quarrying (other than for the manufacture of cement) and in the production of lime and whiting from chalk.	Increase of $\frac{1}{2}$ d. an hour in war bonus (5 $\frac{1}{2}$ d. to 5 $\frac{1}{2}$ d.). Increases of $\frac{1}{2}$ d. an hour in war bonus for men, of $\frac{1}{2}$ d. for youths 18 and under 21 years and of $\frac{1}{2}$ d. for boys. Rates after change for men 1s. 1d. to 1s. 4d., according to locality of firm, supplemented in each case by war bonus of 2 $\frac{1}{2}$ d. an hour (ranking for overtime) and a flat war bonus of 1s. 8d. for each day or shift (including Sunday) on which the worker works the full time required of him.
Sanitary Pipe Manufacture.	Great Britain || (various districts).	Pay day in week beginning 6 Dec.	Timeworkers, pieceworkers and shiftworkers employed in the manufacture of salt-glazed pipes and fittings:— Men, youths and boys Women and girls	Additional war bonuses granted of 1d. an hour, or 4s. a normal working week of 48 hours, for men, and of $\frac{1}{2}$ d. an hour or 2s. a week for boys at 15 years rising to $\frac{3}{4}$ d. or 3s. for youths at 20. The additional war bonus for men is not to operate so as to raise the minimum wage above 74s. a week, inclusive of good timekeeping bonus (if any). Additional war bonus granted of $\frac{1}{2}$ d. an hour, or 2s. a normal working week of 48 hours, at 15 years rising to $\frac{3}{4}$ d. or 3s. at 18 and over.

* The particulars of numbers affected by, and amount of change in, weekly wages and hours of labour exclude changes affecting Government employees, agricultural workers, shop assistants and clerks, for which classes the information available is not sufficient to form a basis for 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 effects either of shorttime or of overtime.

† These changes took effect under Orders issued under the Agricultural Wages Regulation Acts (see this GAZETTE for December, 1943, page 166).

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

§ This increase was awarded by the independent chairman of an arbitration tribunal set up under the rules of the National Joint Industrial Council for the Quarrying Industry and is applicable to firms affiliated to the Roadstone Section of the Council. It did not apply to limestone quarryworkers in West Cumberland, South and West Durham, Portland and certain other districts, where wages are governed by local agreements.

|| The increases applied to employees of firms represented on the National Joint Committee for the Salt-Glazed Ware Industry.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Sanitary Pipe Manufacture.	Swadlincote	Pay day in week beginning 6 Dec.	Timeworkers, pieceworkers and shift-workers employed in sanitary pipe manufacture:— Men, youths and boys	Increases in war bonus of 13s. 6d. a week (19s. to 22s. 6d.) for men and of 2s. to 3s., according to age, for youths and boys. The increase in war bonus for men is not to operate so as to raise the minimum wage above 74s. a week, inclusive of good time-keeping bonus (if any).
Sanitary Fire Clay Goods Manufacture.	Great Britain (various districts)*	do.	Women and girls Workpeople employed in the manufacture of sanitary fire clay goods:— Men, youths and boys	Increases in war bonus of 3s. a week (15s. to 18s.) at 18 years and over and of 2s. or 2s. 6d., according to age, at under 18.
Engineering	Great Britain ..	1st full pay period after 21 Dec. 31 Dec.	Men employed in federated engineering establishments on systems of payment by results.	Additional war bonuses granted of 1d. an hour, or 4s. a normal working week of 48 hours, for men, and of ½d. an hour or 2s. a week for boys at 15 years rising to ½d. or 3s. for youths at 20. The additional war bonus for men is not to operate so as to raise the minimum wage above 74s. a week, inclusive of good timekeeping bonus (if any).
Pressed Felt Manufacture.	Rossendale Valley (certain firms).	31 Dec.	Men, women and juveniles	Additional war bonus granted of ½d. an hour, or 2s. a normal working week of 48 hours, at 15 years rising to ½d. or 3s. at 18 and over. Guaranteed minimum payment to be the time-workers' base wage plus time-workers' national bonus.†
Rope, Twine and Net Manufacture.	Great Britain ..	22 Dec.	Workpeople paid at time rates ..	Increase‡ of 3d. a week for men and of 2d. for women 18 years and over and juveniles. Minimum time rates after change: men 79s. 5d., women 62s.
	do. ..	do.	Workpeople paid at piece rates ..	Increases of 1d. an hour in general minimum time rates for men and for women 18 years and over and of ½d. to 1d. for younger workers.§
	Northern Ireland ..	do.	Workpeople paid at time rates:— Men, youths and boys	Increases of 1d. an hour in piecework basis time rates and of varying amounts in general minimum piece rates.§
	do. ..	do.	Women and girls	Increases of 1d. an hour in general minimum time rates for men and of ½d. to ½d. for youths and boys.§
	do. ..	do.	Workpeople paid at piece rates ..	Increases of 1d. or 1½d. an hour in general minimum time rates for women 18 years and over and of ½d. or ½d. for girls (½d. for doffers irrespective of age).§
Textile Bleaching, Dyeing, Finishing, etc.	Lancashire, Cheshire, Derbyshire and Yorkshire.	6 Dec.	Transport workers	Increases of 1d. an hour in piecework basis time rates for men and of 1d. or 1½d. for women 18 years and over (½d. for doffers irrespective of age).§
	Northern Ireland ..	1st full pay period after 14 Dec.	Men and women	Increase of 2s. 6d. a week. Rates after change: one-horse drivers 76s., teamsmen 81s., drivers of mechanical vehicles 72s. to 85s., according to carrying capacity of vehicle, statutory attendants and mates 73s. 6d.
Boot and Shoe Repairing.	Great Britain ..	22 Dec.	Men, women, youths, boys and girls	Increases of 3d. an hour in minimum rate for skilled men and of 1d. for semi-skilled men, labourers and women 21 years and over; increase of 10 per cent. in piece rates. Minimum time rates after change: skilled men 1s. 6d., semi-skilled 1s. 4d., labourers 1s. 2d., women 10d.||
Baking	Lanarkshire (excluding Glasgow).	23 Aug.¶	Journeymen bakers and confectioners and apprentices employed by co-operative societies affiliated to the Lanarkshire Central District Hours and Wages Board of the Co-operative Union Ltd.	Increases of 3s. a week in general minimum time rates for men and women 21 years and over, of 3s. for apprentices 18 and over, of 2s. 6d. for those under 18, of 2s. for learners and other workers 18 and under 21 and of 1s. 6d. for those under 18; increase of 3s. in guaranteed time-rates for foremen, forewomen and managers. (no change was made in the existing percentage addition of 22½ to general minimum piece rates).§
Aerated Waters Manufacture.	Northern Ireland ..	23 Dec.	Men, women, youths, boys and girls	Increases of 2s. 6d. a week (16s. 6d. to 20s.) in cost-of-living bonus for journeymen and of 3s. 6d. for apprentices; special bonus of 5s. a week granted to journeymen. Minimum rate (inclusive of bonuses) for journeymen after change 97s. 6d.
Biscuit Manufacture.	Great Britain ..	1st pay day of week beginning 6 Dec.	Men, women, youths, boys and girls	Increases of 2d. an hour in general minimum time rates for foremen and syrup makers, of 1d. for other men, youths and women 18 years and over, and of ½d. for boys and girls under 18.§
Flour Milling	Great Britain (excluding London).	6 Dec.	Road transport workers	Increases of ½d. an hour or 3s. a week in minimum basic rates for men 21 years and over and for women 18 years and over, of ½d. or 2s. 6d. for youths 18 and under 21, of ½d. or 2s. (for a 48-hour week) for boys and girls at 16 and 17 and of ½d. or 1s. 6d. (for a 44-hour week) at 14 and 15. General minimum time rates for workers engaged on a regular night shift fixed at 15 per cent. above the appropriate hourly rates for day workers. Minimum day work rates after change, at 21 and over: men 63s. plus 10s. war bonus plus 4s. to 15s., according to grade of occupation; women 38s. plus 8s. plus 4s. or 6s.
Paper Box Manufacture.	Northern Ireland ..	31 Dec.	Men, youths and boys	Increases of 2s. 6d., 3s. or 3s. 6d. a week, according to location of mill, for drivers and of 3s. for statutory attendants and mates. Rates after change: drivers of mechanically-driven vehicles up to and including 2 tons carrying capacity 73s. 6d. to 83s. 6d. (according to location of mill), over 2 tons carrying capacity and up to and including 12 tons gross laden weight 80s. 6d. to 91s., over 12 tons 85s. 6d. to 96s.; statutory attendants and mates 71s. 6d. to 83s. 6d.; horse carmen—pair-horse 75s. 6d. to 83s. 6d., single-horse 72s. 6d. to 79s. 6d.**
	do. ..	do.	Women and girls	Increases of 1s. 6d. to 5s. a week, according to period of employment or age at entry, in general minimum time rates for learners, of 3s. for men who have not served a period of learnership, during 1st year of employment after attaining 21, and of 5s. for other men. Rates after change include: men who have served a period of learnership, after two years' subsequent experience, 77s. 6d., men who have not served a period of learnership, after one year's employment after attaining 21, 56s. 6d.§
	do. ..	do.	Women and girls	Increases of 1s. to 2s. a week, according to period of employment, in general minimum time rates for learners and of 3s. (33s. 6d. to 36s. 6d.) for other workers; increase of ½d. an hour (9½d. to 10d.) in piece-work basis time rates; addition to piece rates raised from 25 to 33½ per cent.§

* These increases applied to employees of firms which are affiliated to the British Sanitary Fireclay Association. They did not apply to certain firms at Stoke-on-Trent which follow another agreement.

† This change was awarded by the National Arbitration Tribunal. Previous to the Award, the guarantee had consisted of the timeworkers' base wage plus the pieceworkers' national bonus (13s. 6d. a week as compared with 21s. 6d. for timeworkers).

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

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

|| This increase was the result of an award by the National Arbitration Tribunal (Northern Ireland). The award stipulated that nothing therein was to operate to reduce existing rates of remuneration.

¶ These increases were agreed to on 12th December, and made retrospective to the date shown.

** In addition, increases of 6s., 7s. or 7s. 6d. a week were applied to drivers at Andover, Banbury and Plymouth as a result of the up-grading of these localities.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING DECEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Newspaper Printing	London	Pay day in week ending 27 Nov.*	Men, women* and juniors engaged in the production of London morning, evening and Sunday newspapers, except those in receipt of basic wages exceeding £10 10s. a week.	War bonus increased by 10s. a week for men and for women in receipt of men's basic rates, by 5s. for other women and by 3s. 6d. for apprentices and male and female juniors, or by such larger sums as may be necessary to raise the total war bonus to 17s. 6d.—22s. 6d., according to basic-wage rate, for men, to 10s.—15s. for women and to 7s. for apprentices and male and female juniors.*
	Manchester and Glasgow.	1st pay day in Nov.†	Men, women and juveniles engaged in the production of Northern and Scottish editions of London daily and Sunday newspapers, except those in receipt of weekly wages, inclusive of previous war advances, exceeding £8 18s. a week.	War advances increased by 7s. 6d. a week (10s. to 17s. 6d.) for men, for women in receipt of male journeymen's rates and for women members of the National Union of Journalists, by 6s. 6d. (6s. to 12s. 6d.) for other women and by 3s. (3s. 6d. to 6s. 6d.) for male and female juveniles.†
Merchant Navy	Great Britain ..	1 Dec.	Navigating officers on foreign-going vessels of 1,600 tons gross or under.	Special allowance in respect of such vessels increased by 3s. a day (5s. to 8s.).
	do.	do.	Deck department ratings (excluding day workers) on foreign-going two-watch vessels of 2,500 tons gross or under.	Special allowance in respect of such vessels increased by 1s. 6d. a day (1s. 6d. to 3s.) for ordinary seamen and by 3s. (3s. to 6s.) for other ratings.
	do.	do.	Stewards, cook-stewards, assistant stewards, assistant cooks (finding own food) on home-trade cargo vessels.	Increases of 2s. 11d. a week for stewards and of 4s. 8d. for cook-stewards and cooks. Rates after change: stewards and cook-stewards 95s. 8d., cooks 85s. 2d. Rate of 63s. adopted for assistant stewards and assistant cooks.
	do.	do.	Catering department staff on passenger and cargo vessels in port off articles.	Daily rates of pay increased from 1/30th of monthly sea pay to 1/30th of monthly sea pay plus 15 per cent. (an addition of 4s. a day continues to be payable where board and lodging are not provided).
Road Haulage (Goods).	Great Britain ..	6 Dec.	Drivers (except drivers under 21 years of age of vehicles with carrying capacity of 20 cwt. or less in the London area or 30 cwt. or less elsewhere), mates (all ages) on steam wagons in the London area, foremen, removal packers and porters 21 years and over employed in furniture warehousing and removing, other road haulage workers 21 years and over, and female workers of the same classes (after 39 weeks' employment).	Statutory minimum rates raised by 2s. 6d. a week in the London and Grade 1 areas and on long distance services, by 3s. in Grade 2 areas and by 3s. 6d. in Grade 3 areas.‡
	do.	do.	Drivers under 21 years of vehicles with carrying capacity of 20 cwt. or less in the London area or 30 cwt. or less elsewhere, statutory attendants under 18 years, other road haulage workers under 21 years, and female workers of the same classes (after 39 weeks' employment).	Statutory minimum rates raised by 1s. 3d. a week in the London and Grade 1 areas and on long distance services, by 1s. 6d., in Grade 2 areas and by 1s. 9d. in Grade 3 areas.‡
	Metropolitan Area of London.	do.	Horse drivers, assistant horse keepers, stablemen and vanguards.	Increase of 2s. 6d. a week for men and of 1s. 3d. for youths and boys employed as vanguards. Rates after change: one-horse drivers 78s. 6d., two-horse drivers 82s. 6d., three-horse drivers 84s. 6d., four-horse drivers 88s. 6d., drivers of 25 cwt. light singles 77s. 6d., drivers of 50 cwt. light pairs 81s. 6d., assistant horse keepers and stablemen 78s. 6d., vanguards—24s. 9d. for youths under 15 years rising to 36s. 9d. at 17 and under 18.
	Liverpool, Bootle, Birkenhead and Wallasey.	do.	Drivers, etc., of mechanically-propelled vehicles employed on local haulage work (within a radius of 10 miles from Liverpool and Birkenhead Town Halls).	Increases of 5s. 6d. a week for stand trailermen and of 2s. 6d. for other workers, with proportionate increases in daily rates for casual workers. Rates after change for permanent men, for a normal working week of 48 hours: drivers 74s. 6d. to 90s. 6d., according to class and capacity of vehicle, secondmen 80s. 6d., stand trailermen 83s. 6d., trailermen 76s. 6d.
	do.	do.	Drivers, etc., of mechanically-propelled vehicles employed on journey work (outside above radius).	Increase of 2s. 6d. a week (casual men to be paid in accordance with the current Order of the Road Haulage Central Wages Board). Rates after change for permanent men, for a normal working week of 48 hours: drivers 73s. to 90s. 6d., according to class and capacity of vehicle, secondmen 77s. 6d.
	do.	do.	Carters	Increases of 2s. 6d. a week for seniors and 1s. 3d. for juniors, with proportional increases in daily rates for casual workers. Rates after change for seniors (permanent men), for a normal working week of 48 hours: one-horse drivers 77s. 6d., teamsmen 83s. 6d.
	Lancashire and Cheshire (except Merseyside and Chester) and the Buxton and High Peak Districts of Derbyshire.	do.	Carters (men, women, youths and boys).	Increase of 2s. 6d. a week. Rates after change for men and youths 18 years and over: one-horse drivers 76s., teamsmen 81s.‡
	Sheffield	10 Dec.	Carters	Increase of 6s. a week. Rates after change: one-horse drivers 73s. 6d., two-horse drivers 78s. 6d.
	Bristol	6 Dec.	Drivers of "C" licence vehicles and horse carmen.	Increases of 2s. 6d. a week for men and of 1s. 3d. for youths. Rates after change for men: drivers of mechanically-propelled vehicles 73s. to 90s. 6d., according to capacity or gross laden weight of vehicle, statutory attendants and mates 76s. 6d., one-horse drivers 79s. 6d., two-horse drivers 84s., horse keepers 81s. 6d., stable and foragemen 79s. 6d.
Land Drainage Authorities.	England and Wales (various areas).	1st pay day in Dec.	Workpeople employed by land drainage authorities (catchment boards).	Increase of 1d. an hour in minimum rates in urban and rural areas and in current rates in the Greater London Area. Minimum rates (inclusive of war bonus) after change: urban areas 1s. 6d. an hour or £3 12s. a week, rural areas 1s. 5½d. or £3 10s.‖
Local Authority Services.	London	Pay week within which 1 Dec. falls.	Cooks, assistant cooks and second cooks employed at Civic Restaurants.	Increases of 3s. a week in standard rates for cooks and assistant cooks and of 2s. 9d. for second cooks. Rates after change: cooks 53s. (for a week of 42–47 hours), assistant cooks 48s., second cooks 42s. 9d. (for a week of 42 hours), plus a cost-of-living bonus of 11s. 9d. a week in each case.
	England and Wales (except Cumberland and Northumberland).	Pay week ending on or after 12 Dec.	Roadmen employed by County Councils.	Increase of 5s. a week in minimum basic rates.¶

* These increases were agreed upon on 2nd December, with effect from the date stated above. The amounts of war bonus quoted relate to full-time employees, and are applied *pro rata* to casual and part-time employees and to those with broken time. Special provisions relate to Saturday night work, to roundsboys and parcel boys, casual employees and depot men engaged on evening papers and to women cleaners. The increases are additional to existing merit payments.

† These increases were agreed upon on 2nd December, with effect from the first pay-day in November (in respect of the week for which payment is made). The increases are additional to existing merit payments.

‡ These increases took effect as the result of an Order of the Minister of Labour and National Service, giving effect to the proposals of the Road Haulage Central Wages Board. The Order, which applies to road haulage workers employed on motor goods vehicles operated under "A" or "B" licences or defence permits, also granted certain extremes in subsistence allowances and upgraded 10 localities in England (see this GAZETTE for December, 1943, page 166).

§ Youths and women who carry out men's work in full are to receive full men's rates. Women are not to be employed in handling parcels over 60 lb. in weight or on gross loads exceeding 2 tons.

‖ The local drainage authorities concerned are mainly those affiliated to the National Joint Industrial Council for Land Drainage Authorities (Catchment Boards).

¶ This increase was confirmed by the National Joint Council for County Council Roadmen on 30th November. At the same time, it was agreed that a flat-rate increase of 5s. a week should be granted to roadmen in respect of each pay-week ending between 1st September and 11th December. In Cumberland and Northumberland, where an increase of 4s. a week in minimum basic rates took effect in February, 1943, the question of a further increase was referred back for local consideration.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Coal Distribution.	Leicestershire and Rutland.	6 Dec.	Drivers of mechanically-propelled vehicles (with "C" licences).	Increases of 5s., 6s., or 7s. a week, according to area, in minimum rates for drivers 21 years and over of vehicles of carrying capacity of 30 cwt. or less and for drivers of all ages of vehicles with carrying capacity of over 30 cwt.; and increases of varying amounts in minimum rates for drivers under 21 of vehicles of carrying capacity of 30 cwt. or less. Minimum adult rates after change: Leicester and district 71s. to 88s. 6d., according to carrying capacity of vehicle, rest of Leicestershire 67s. 6d. to 84s. 6d., Rutland 63s. 6d. to 80s. 6d.
	do.	do.	Horse drivers and loaders	Increase of 3s. 6d. a week. Minimum rates after change: 52s. 6d. at 17 years rising to 68s. 6d. at 20 and over.
	Stockport and district	do.	Drivers, fillers, etc.	Increase of 2s. 6d. a week. Rates after change: one-horse drivers 76s., coal-bag salesmen 80s., adult drivers of mechanical vehicles 73s. to 85s. 6d., according to carrying capacity of vehicle, adult permanent attendants, fillers and carriers-off—"A" and "B" licence vehicles 76s. 6d., "C" 70s. 6d.
	Oldham and district..	do.	do.	Increase of 2s. 6d. a week. Rates after change: one-horse drivers 76s., fillers 71s. 6d., drivers of mechanical vehicles 73s. to 90s. 6d., according to carrying capacity of vehicle, mates and carriers-off 76s. 6d.
	Rochdale and district	do.	Horse drivers, carriers-off and fillers	Increase of 2s. 6d. a week. Rates after change: horse drivers 76s., carriers-off and fillers 74s.
	Cheshire and Whitchurch.	do.	Drivers, loaders, etc.	Increase of 3s. a week for all classes. Rates after change: drivers of mechanical vehicles 72s. to 82s. 6d., according to carrying capacity, of vehicle, loaders 66s.
	Luton, Dunstable and district. Sussex and Surrey ..	do. do.	do. Drivers, loaders, etc., employed in establishments scheduled under the Essential Works Order.	Increase of 7s. a week. Rates after change: motor drivers 80s. 6d., horse drivers and loaders 71s. 6d. Increase of 3s. or 3s. 6d. a week, according to area. Minimum rates after change, for a guaranteed week of 48 hours: drivers of mechanical vehicles 65s. 6d. to 86s. 6d., according to carrying capacity of vehicle and according to area, mates 68s. 6d. or 72s. 6d. according to area, wharf loaders and horse carmen 69s. or 72s.
Button Manufacture.	Great Britain ..	13 Dec.	Workpeople paid at time rates ..	Increases of $\frac{1}{4}$ d. an hour in general minimum time rates for male workers and of $\frac{1}{4}$ d. for female workers 18 years and over and of $\frac{1}{4}$ d. for male and female workers under 18. Rates after change: men, youths and boys $\frac{1}{4}$ d. at under 15 increasing to 1s. $\frac{5}{4}$ d. to 1s. $\frac{7}{4}$ d., according to occupation and experience, at 21 and over; women and girls $\frac{1}{4}$ d. at under 15 increasing to $\frac{1}{2}$ d. at 18 and over.*
	do.	do.	Workpeople paid at piece rates ..	Increase of $\frac{1}{4}$ d. an hour (1s. $\frac{10}{4}$ d. to 1s. $\frac{11}{4}$ d.) in piecework basis time rates for male workers and of $\frac{1}{4}$ d. (10 $\frac{1}{4}$ d. to 11 $\frac{1}{4}$ d.) for female workers (other than homeworkers).*
Retail Drug Distribution.	Northern Ireland ..	1 Dec.	Chemists, shop assistants and apprentices.	Minimum rates of wages adopted, for a normal working week of 48 hours, as follows:—qualified chemists 80s. a week in 1st year rising to 120s. in 4th year and thereafter (plus 10s. a week for those with administrative responsibility); shop assistants (not having served an apprenticeship) 50s. at 21 years rising to 70s. at 25 and over; unqualified assistants (on completion of 4 years' apprenticeship) 60s. in 1st year rising to 90s. in 4th year and thereafter; apprentices £30 a year in 1st year rising to £70 in 4th year.†
Entertainment	London (West End Theatres).	20 Dec.	Theatre workers (front and back of theatre).	Further increase of 25 per cent. (20 to 45 per cent.) on pre-war rates for master carpenters and chief electricians (minimum rate raised to £8 15s. a week), and increases of various amounts for staff in other departments, both front and back of theatre, arising out of revision of agreement dated 3rd April, 1935.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING DECEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Agriculture	Herefordshire ..	12 Dec.	Women and girls	Weekly number of hours beyond which overtime rates become payable increased from 46 $\frac{1}{2}$ to 48.†
Merchant Navy	Great Britain ..	1 Dec.	Deck, stokehold and engine-room ratings on home-trade vessels (with specified exceptions).	Ordinary hours of actual duty fixed at not more than 9 a day, on average over 2 weeks, for ratings at sea, on sailing and arrival days and in port, subject to a maximum of 14 hours on any one day at sea and on sailing and arrival days, and, in port, of 8 a day from Monday to Friday and 5 on Saturday (plus time required for necessary duties on Sunday). Overtime rates increased; provision for the granting, on home-trade vessels in port, of a consolidated weekly payment in lieu of special overtime rates abolished. Hours of work reduced from 50 for a 6-day week on passenger vessels and 63 for a 7-day week on cargo vessels to 50 for a 7-day week on both passenger and cargo vessels.
	do.	do.	Catering department staff on passenger and cargo vessels in port off articles.	Ordinary hours of duty reduced from not more than 12 to 10 in each period of 24 hours for ratings at sea (and in port, so long as passengers remain on board) and fixed or maintained at 12 on sailing and arrival days. Actual hours of work in port (when no passengers remain on board) reduced from 56 a week on foreign-going and 70 on home-trade vessels to 53 for ratings on messing and domestic duties and 49 for those on sanitary and domestic duties only. Overtime rates increased.
	do.	do.	Catering department staff (except certain higher paid grades) employed on foreign-going and home-trade passenger vessels (with specified exceptions).	Ordinary hours of work reduced from 63 to 53 a week for ratings in port, hours of duty at sea and on sailing and arrival days remaining 10 in each period of 24 hours. Overtime rates increased.
	do.	do.	Catering department staff (except certain higher paid grades) employed on foreign-going and home-trade cargo vessels (with specified exceptions).	
	do.	do.	Steward's night watchmen	Ordinary hours of duty fixed at 12 from time of commencement of duty.

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

† This change was the result of an award by the National Arbitration Tribunal (Northern Ireland). The award stipulated that nothing therein was to operate to reduce existing rates of remuneration.

‡ This change took effect under an Order issued under the Agricultural Wages Regulation Acts.

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, in respect of the four weeks ended 27th November, of 1s. 6d. a shift for adult workers in Leicestershire, 6d. a shift in Somerset and 3d. a shift in South Derbyshire. These bonuses are payable for a period of four weeks, the first payment being made on the pay-day in the week ended 25th December. The Ministry of Fuel and Power have announced that, owing to a revision of the estimated percentage of standard tonnage reached in Leicestershire during the four weeks ended 30th October, the bonus payable in respect of this period, for adult workers in Leicestershire, has been increased from 1s. 9d. to 2s. a shift. The figure shown on page 170 of the December issue of this GAZETTE should be amended accordingly.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st January, 1944.

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

FOOD.

At 1st January, 1944, there was very little change, as compared with a month earlier, in the average level of prices of food.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 1st January, 1944, with the corresponding prices at 1st December, 1943, and 1st September, 1939 :—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest $\frac{1}{4}$ d., at—			Percentage Increase or Decrease (—) at 1st Jan., 1944, compared with	
	1st Jan., 1944.	1st Dec., 1943.	1st Sept., 1939.	1st Dec., 1943.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs	1 3 $\frac{3}{4}$	1 3 $\frac{3}{4}$	1 2 $\frac{1}{4}$	..	11
Thin Flank ..	0 9 $\frac{3}{4}$	0 9 $\frac{3}{4}$	0 7 $\frac{1}{4}$	..	27
Beef, Chilled or Frozen					
Ribs	1 1	1 1	0 9 $\frac{1}{2}$	..	35
Thin Flank ..	0 6	0 6	0 4 $\frac{1}{2}$	..	23
Mutton, British—					
Legs	1 5 $\frac{1}{2}$	1 5 $\frac{1}{2}$	1 3 $\frac{1}{2}$	..	13
Breast	0 8	0 8	0 7 $\frac{1}{2}$	..	8
Mutton, Frozen—					
Legs	1 0	1 0	0 10 $\frac{1}{4}$	..	16
Breast	0 4	0 4	0 4	..	..
Bacon*	1 10 $\frac{1}{2}$	1 10 $\frac{1}{2}$	1 3	..	50
Fish	—	—	—	..	26
Flour .. per 6 lb.	1 2 $\frac{1}{4}$	1 2 $\frac{3}{4}$	0 11 $\frac{1}{4}$	..	29
Bread .. per 4 lb.	0 9	0 9	0 8 $\frac{1}{2}$	..	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 6 $\frac{1}{2}$	..	33
Butter—					
Fresh	1 8	1 8	1 4 $\frac{1}{2}$	..	21
Salt	1 1	1 1	0 10	..	31
Cheese	1 1	1 1	0 10	..	30
Margarine—					
Special	0 9	0 9	0 6 $\frac{1}{4}$	..	12
Standard	0 5	0 5	0 6 $\frac{1}{4}$	..	12
Eggs (fresh)† .. each	0 2	0 2	†	..	1
Potatoes .. per 7 lb.	0 6 $\frac{1}{4}$	0 6 $\frac{1}{4}$	0 6 $\frac{1}{2}$	..	5

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st December, 1943, and 1st January, 1944, respectively, as compared with July, 1914 :—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Dec., 1943.	1st Jan., 1944.
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	94
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	41	40
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 January, 1944, 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 December, 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 January, 1944, and 1st December, 1943, 2d. was for large eggs (in Ministry of Food category I) and 1 $\frac{1}{4}$ d. for small eggs (in category II). At 1st September, 1939, the average price for eggs as shown by the returns received, was between 1 $\frac{1}{4}$ d. and 2d.

ITEMS OTHER THAN FOOD.

The average level of working-class *rents* (including rates) at 1st January was about the same as at 1st December, 1943, 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 very little change in the average level of prices generally at 1st January as compared with a month earlier. For men's suits and overcoats there was a rise of about one-half of 1 per cent. in the average level of prices during December; for the remaining groups of items included in the figures, *viz.*, woollen materials, woollen underclothing and hosiery, cotton materials and cotton hosiery, and boots and shoes, there was practically no change in the average level of prices between 1st December and 1st January. 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 January 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 January were about the same as at 1st December, 1943. 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 January was approximately the same as at 1st December, 1943, 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 December. In the group as a whole the average level of prices at 1st January was about the same as at 1st December, 1943, 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 January, 1944, is approximately **99 per cent. over the level of July, 1914**, the same figure as at 1st December, 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 4 $\frac{1}{2}$ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately three-fourths of a point is due to increases resulting from the Purchase Tax.

SUMMARY TABLE : ALL ITEMS.

Average Percentage 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	99
1944 ..	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 20 of this GAZETTE.

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

TRADE DISPUTES IN DECEMBER.*

Number and Magnitude.—The number of disputes involving stoppages of work, reported to the Department† as beginning in the United Kingdom during December, was 128, as compared with 201 in the previous month and 107 in December, 1942. In these 128 new disputes about 21,000 workpeople were directly involved, and 2,500 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 16,000 workpeople were involved, either directly or indirectly, in 16 disputes which began before December and were still in progress at the beginning of that month. The number of disputes in progress in December was thus 144, involving about 39,500 workpeople; the aggregate number of working days lost in these disputes during December is estimated at approximately 131,000.

Duration.—Of 132 disputes ending in December, 59, directly involving 6,600 workpeople, lasted not more than one day; 22, directly involving 2,300 workpeople, lasted two days; 12, directly involving 2,500 workpeople, lasted three days; 29, directly involving 5,700 workpeople, lasted four to six days, and 10, directly involving 6,400 workpeople, lasted over six days.

Causes.—Of the 128 disputes beginning in December, 21, directly involving 4,900 workpeople, arose out of demands for advances in wages, 8, directly involving 1,300 workpeople, out of proposed reductions in wages, and 33, directly involving 3,400 workpeople, on other wage questions; 2, directly involving 1,000 workpeople, on questions as to working hours; 15, directly involving 3,100 workpeople, on questions respecting the employment of particular classes or persons; 44, directly involving 5,500 workpeople, on other questions respecting working arrangements; and 2, directly involving 800 workpeople, on questions of trade union principle. Three stoppages, directly involving 1,200 workpeople, were in support of workers involved in other disputes.

Results.—Final settlements of disputes which terminated during December have been effected in the case of 121 disputes, directly involving 21,700 workpeople. Of these disputes, 18, directly involving 3,000 workpeople, were settled in favour of

the workpeople; 76, directly involving 14,200 workpeople, were settled in favour of the employers; and 27, directly involving 4,500 workpeople, resulted in a compromise. In the case of 11 other disputes, directly involving 1,800 workpeople, work was resumed pending negotiations.

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

Industry Group.	Number of Disputes in progress in Month.			Number of Workpeople involved in all Disputes in progress in Month.	Aggregate Duration in Working Days of all Disputes in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Mining and Quarrying..	8	63	71	25,000	63,000
Metal, Engineering and Shipbuilding	8	43	51	9,500	57,000
Clothing .. ..	..	3	3	1,100	4,000
Building, etc. .. ..	..	4	4	1,100	1,000
Transport .. ..	..	3	3	1,200	3,000
Other Industries .. ..	..	12	12	1,600	3,000
Total, December, 1943	16	128	144	39,500	131,000
Total, November, 1943 ..	9	201	210	109,400	365,000
Total, December, 1942 ..	7	107	114	27,300	91,000

STATISTICS FOR YEAR 1943.

The total number of disputes involving stoppages of work reported as having begun in 1943 was 1,775. The total number of workpeople involved in all disputes in progress during the year (including disputes which began in 1942 and extended into 1943) was about 560,000. The aggregate duration in 1943 of all disputes in progress during the year was approximately 1,800,000 working days.

A summary of the statistics of disputes in 1943, with comparative statistics for 1942, and, in less detail, for earlier years, is given in the annual review on pages 9 and 10 of this GAZETTE.

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING DECEMBER.

Occupations‡ and Locality.	Approximate Number of Workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.†	Began.	Ended.		
COAL MINING:— Rippers and other colliery workpeople—near Barnsley (one colliery).	27	900	26 Nov.	2 Dec.	Dispute respecting wages of rippers.	Work resumed on conditions in operation prior to stoppage.
Colliery workpeople—Lancashire ..	12,500		27 Nov.§	6 Dec.§	Dissatisfaction with the outcome of recent conferences on workpeople's claim for increased wages and improved working conditions.	Work resumed on conditions in operation prior to stoppage.
Underground and surface workers—near Rotherham (one colliery).	1,161	137	2 Dec.	4 Dec.	Dispute respecting rates of pay and system of working in one section of the colliery, workpeople alleging that wages were low.	Work resumed on conditions in operation prior to stoppage.
ENGINEERING:— Engineering operatives—Belfast (one firm).	1,100	..	2 Dec.	6 Dec.	In protest against the alleged wrongful dismissal of an inspector.	Work resumed pending discussions on the re-instatement of the inspector.
Engineering operatives—near Wigan (one firm).	540	..	11 Dec.||	15 Dec.	Dissatisfaction with the progress of negotiations on a claim for increased wages, following a reduction in hours worked and consequent reduction in earnings.	Following further negotiations the weekly base rate was increased.
Workpeople employed in scientific instrument making—West of Scotland (one firm).	2,200	..	13 Dec.	11 Jan.	For an increase of 3d. an hour on the basic rate of female operatives.	Work resumed pending negotiations.
SHIPBUILDING:— Riveters, platers, caulkers and welders—Clydeside (one firm).	624	..	14 Dec.	17 Dec.	In protest against the transfer of members of three riveting squads, who had been directed, on grounds of redundancy, to take up work at a shipbuilding yard in another district.	Work resumed.
CLOTHING:— Tailors and garment workers—near Leeds (one firm).	460	..	10 Dec.	18 Dec.	Dissatisfaction because a temporary flat rate bonus, which had been paid while negotiations were proceeding for the introduction of a production bonus scheme, was withdrawn when the proposed scheme proved unacceptable to the workpeople.	Employers agreed to continue the flat rate bonus payment for a further period of four weeks, pending a trade union national ballot on the production bonus scheme.
BUILDING AND PUBLIC WORKS CONTRACTING:— Building trade operatives—near Abingdon (one firm).	750	50	2 Dec.	2 Dec.	Objection to the dismissal of certain officials, and grievances respecting transport, billeting and welfare arrangements.	Protest against dismissals withdrawn; certain improvements in transport and other working conditions effected.
TRANSPORT:— Registered port transport workers, cranedrivers, supervisory grades, etc.—Middlesbrough.	750	136	28 Dec.	31 Dec.	In sympathy with a number of men who had been suspended for seven days for refusing to work overtime.	Work resumed following certain adjustments in the period of suspension.

* 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.

‡ 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 27th November and subsequently extended. At some collieries work was partially or fully resumed after a day or two, but further stoppages occurred at others. Work had been fully resumed at all collieries except one by 6th December.

|| The stoppage commenced on the night shift of 10th–11th December.

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-September, 1943, the official cost-of-living index figure showed increases of 0.4 and 25.7 per cent. over the revised figure for mid-August, 1943, and the figure for mid-August, 1939, respectively. For food alone the index figure at mid-September, 1943, was 0.1 and 47.0 per cent. higher than the figures for mid-August, 1943, and mid-August, 1939, respectively.

AUSTRALIA.

In the third quarter of 1943, the official cost-of-living index figure for the six capital cities was 0.9 per cent. lower than the figure for the previous quarter, but 23.5 per cent. higher than that for the second quarter of 1939. In September, 1943, the official index figure of the retail cost of food in thirty towns showed a decline of 3.6 per cent. below the figure for June, 1943, but a rise of 10.9 per cent. over that for August, 1939.

CANADA.

At 1st October, 1943, the official cost-of-living index figure was 0.1 per cent. below the figure for the previous month, but 18.4 per cent. above that for 1st September, 1939. For food alone the index figure at 1st October, 1943, showed a decline of 0.4 per cent. below the figure for 1st September, 1943, but a rise of 33.7 per cent. above that for 1st September, 1939.

CEYLON.

In August, 1943, the official figure in the revised series of index numbers showing changes in the working-class cost-of-living in Colombo Town was 109, as compared with 108 in the previous month. Linked with the earlier series of index numbers, the figure for August, 1943, showed a rise of 100 per cent. as compared with the average for the period November, 1938, to April, 1939.

INDIA.

In August, 1943, the official cost-of-living index figure* for the working-classes in Bombay was 0.8 per cent. above the figure for the previous month, and 126.7 per cent. higher than the figure for mid-July to mid-August, 1939. For food alone the corresponding percentage increases were 3.1 and 141.1, respectively.

ÉIRE.

In mid-November, 1943, the official cost-of-living index figure was 3.5 per cent. above the figure for mid-August, and 70.0 per cent. above that for mid-August, 1939. For food alone the corresponding percentage increases were 4.8 and 65.2, respectively.

ICELAND.

At 1st November, 1943, the official index figure of the cost-of-living in Reykjavik showed a decline of 0.4 per cent. below the figure for the previous month, but a rise of 156.4 per cent. above that for 1st September, 1939. For food alone the index figure at 1st November, 1943, was 0.6 per cent. lower than the figure for 1st October, 1943, but 222.8 per cent. higher than that for 1st September, 1939.

PALESTINE.

In August, 1943, according to the new combined series of index figures,† the cost-of-living in Arab and Jewish markets in three principal towns was 143 per cent. above the level of the pre-war period. In July and June, 1943, the corresponding figures were 147 and 148, respectively.

PORTUGAL.

In August, 1943, the official weighted index figure of the cost of food, fuel and light and certain other household articles in Lisbon was 4.4 per cent. above the figure for the previous month and 62.5 per cent. higher than that for August, 1939.

The figure for 15th August in the separate official series of (unweighted) index figures relating to the whole of Portugal showed increases amounting to 1.5 and 65.7 per cent., respectively, over the revised figure for July, 1943, and the figure for August, 1939.

* See footnote* in the first column on page 160 of the issue of this GAZETTE for November, 1943.

† See footnote † in the first column of page 160 of the issue of this GAZETTE for November, 1943.

FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople, other than seamen,* whose deaths from accidents in the course of their employment occurred or were reported in the United Kingdom in December† was 212, as compared with 183‡ in the previous month and with 217‡ in December, 1942. Details for separate industries are given below:—

MINES AND QUARRIES.		FACILITIES—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	4
Underground	62	Rubber Trades .. ..	..
Surface	4	Gas Works	3
Metalliferous Mines ..	3	Electrical Stations ..	2
Quarries	6	Other Industries .. ..	..
TOTAL,		WORKS AND PLACES UNDER	
MINES AND QUARRIES		SS. 105, 107, 108, FACTORIES	
		ACT, 1937.	
FACILITIES.		Docks, Wharves, Quays	
Clay, Stone, Cement, Pot-		and Ships	6
tery and Glass	5	Building Operations ..	14
Chemicals, Oils, Soap, etc.	4	Works of Engineering	
Metal Extracting and		Construction	1
Refining	4	Warehouses .. ..	..
Metal Conversion and		TOTAL, FACTORIES ACT	
Founding (including		107	
Rolling Mills and Tube		RAILWAY SERVICE.	
Making)	17	Brakesmen, Goods Guards	1
Engineering, Locomotive		Engine Drivers, Motor-	
Building, Boilermaking,		men	1
etc.	14	Firemen	1
Railway and Tramway		Guards (Passenger) ..	1
Carriages, Motor and		Labourers	2
other Vehicles and Air-		Mechanics	6
craft Manufacture ..	2	Permanent Way Men ..	6
Shipbuilding	15	Porters	5
Other Metal Trades ..	3	Shunters	2
Cotton	1	Other Grades	5
Wool, Worsted, Shoddy..	3	Contractors' Servants ..	..
Other Textile Manu-		TOTAL, RAILWAY SERVICE	
facture .. ..	..	30	
Textile Printing, Bleach-		Total (excluding Seamen)	
ing and Dyeing .. ..	..	212	
Tanning, Currying, etc. ..	..	
Food and Drink	7		
General Woodwork and			
Furniture	2		

INDUSTRIAL DISEASES.

The Table below shows the number of cases§ and deaths§ in the United Kingdom reported during December under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926:—

I. Cases.		I. Cases—continued.	
LEAD POISONING.		EPITHELIOMATOUS ULCERATION	
Among Operatives		(SKIN CANCER).	
engaged in:		Pitch	3
Smelting of Metals ..	..	Tar	6
Plumbing and Soldering ..	..	Oil	4
Shipbreaking .. ..	..	TOTAL	
Printing .. ..	..	13	
Other Contact with		CHROME ULCERATION.	
Molten Lead .. ..	..	Manufacture of Bichro-	
White and Red Lead		mates .. ..	..
Works .. ..	..	Chrome Tanning	1
Pottery .. ..	..	Chromium Plating .. ..	..
Vitreous Enamelling ..	..	Other Industries	43
Electric Accumulator		TOTAL	
Works .. ..	..	44	
Shipbuilding .. ..	..	Total, Cases	
Painting of Buildings ..	..	65	
Other Industries ..	1	II. Deaths.	
TOTAL		EPITHELIOMATOUS ULCERATION	
1		(SKIN CANCER).	
OTHER POISONING.		Tar	1
Phosphorus	2	Oil	1
Arsenical	1	TOTAL, Deaths	
Aniline	2	2	
Toxic Jaundice	1		
TOTAL			
6			
ANTHRAX.			
Wool	1		

* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished and the figures cover the 5 weeks ended 1st January, 1944 in comparison with the 4 weeks ended 27th November, 1943, and the 5 weeks ended 2nd January, 1943.

‡ Revised figure.

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

LEGAL CASES AFFECTING LABOUR.

WORKMEN'S COMPENSATION — CONCURRENT CONTRACTS OF SERVICE—QUESTION WHETHER, IN COMPUTING THE AMOUNT OF COMPENSATION PAYABLE, REGARD SHOULD BE HAD TO AN EMPLOYMENT IN RESPECT OF WHICH THE EMPLOYED PERSON WAS NOT A "WORKMAN" WITHIN THE MEANING OF THE ACT.

A workman was employed by a limited company at an average weekly wage of 18s. He was also employed under a concurrent contract of service with his father, in whose house he resided, and from whom he received a weekly wage of £2 10s. besides board and lodging of an estimated value of £1 5s. a week.

Section 10 (ii) of the Workmen's Compensation Act, 1925, provides that where a workman has entered into concurrent contracts of service with two or more employers, his average weekly earnings shall be computed as if his earnings under all such contracts were earnings in the employment of the employer for whom he was working at the time of the accident. Section 3 of that Act which defines the expression "workman" provides that a member of the employer's family dwelling in his house is not a workman within the meaning of the Act.

The workman, having met with an accident arising out of and in the course of his employment with the limited company, claimed that for the purpose of ascertaining the amount of his compensation regard should be had not only to his earnings from his employment with the company, but also to his earnings from the employment with his father. The company contended that his earnings in the employment with his father should be disregarded because in respect of that employment he was not a workman within the meaning of the Act. The Arbitrator and the First Division of the Court of Session in Scotland having accepted the contention of the company and awarded compensation at the rate of only 15s. 9d. a week, the workman appealed to the House of Lords.

The House (Viscount Simon L.C., Lord Thankerton, Lord Russell of Killowen, Lord Macmillan and Lord Wright) allowed the appeal. The Lord Chancellor said there was a powerful argument to be advanced for the company's view and the correct answer might well be regarded as doubtful had not the exact question of construction been the subject of a decision by the House of Lords—a circumstance which escaped the notice of everybody until after the arguments in this appeal were concluded. In *Raphael (Owners) v. Brandy* the House had in the year 1911 deliberately adopted the view for which the workman was now contending.—*M'Mahon v. David Lawson Ltd.* House of Lords, 7th December, 1943.

WORKMEN'S COMPENSATION—CLAIM FOR COMPENSATION BECAUSE ARMY PAY LESS THAN PRE-ACCIDENT EARNINGS.

This was an appeal by a workman against a decision of the Court of Appeal which had set aside an award made in his favour by a County Court Judge. In June, 1932, the workman, whilst employed by the Respondents as a collier, was seriously injured by an accident arising out of and in the course of his employment. He was totally incapacitated until 1935 but in that year he obtained work as a screen-worker at a wage less than his pre-accident wages and drew compensation based on half the difference between his pre-accident and his post-accident earnings.

In 1937, the workman's pay as a screen-worker exceeded his pre-accident wages, whereupon his compensation was terminated. In September, 1940, he was called up for military service and served as a gunner in the Royal Artillery. His Army pay, allowances and rations were assessed at £2 0s. 9d. per week, whereas his pre-accident earnings amounted to £2 10s. 8d. a week. The workman made a claim for Workmen's Compensation against the Respondents on the basis of partial incapacity. The County Court Judge awarded him a payment of 4s. 11d. a week, representing one half the difference between the pre-accident wage and the Army pay. The Court of Appeal reversed the decision of the County Court Judge and the workman now appealed to the House of Lords.

The House of Lords (The Lord Chancellor, Lords Thankerton, Russell of Killowen and Macmillan; Lord Wright dissenting) dismissed the appeal. The Lord Chancellor said that he could not accept the proposition submitted by the workman that but for his accident he would not have been called up. That was a speculation into which it was impossible to enter with confidence. The post-accident "earnings" referred to in Section 9 (3) (i) of the 1925 Act must be earnings which by reason of the incapacity were lower than the pre-accident earnings. As a general rule a man whose earnings were reduced because he had been called up for military service could not properly claim that his soldier's pay and allowances should be treated as his earnings for the purposes of the subsection. The reduction in his income was due not to his incapacity but to the fact that the Legislature had made him (in common with other young men) liable for military duty.—*Jones v. Amalgamated Anthracite Collieries Ltd.* House of Lords, 7th December, 1943.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During December, 1943, the National Arbitration Tribunal issued eighteen awards, Nos. 469 to 486. Five of these awards are summarised below; the other awards related to cases affecting individual employers.

Award No. 470 (2nd December).—*Parties*: Members of Associations federated with the Engineering and Allied Employers' National Federation and members of the Trade Unions represented by the National Engineering Joint Trades Movement employed by them. *Claim*: (a) That the overtime and night-shift allowances for piece-workers be calculated on the time-workers' base wage plus time-workers' national bonus; and (b) that piece-workers be guaranteed a minimum payment of the time-workers' base wage plus time-workers' national bonus. *Award*: On the footing that the claim related to adult male workers, the Tribunal found against (a) of the claim and in favour of (b) of the claim.

Award No. 472 (3rd December).—*Parties*: Members of the Clyde Shipbuilders' Association and members of the National Union of General and Municipal Workers, employed by them as labourers. *Claim*: For the payment of certain specified special allowances to labourers employed in shipbuilding and ship-repairing while employed on shifting vessels. *Award*: The Tribunal found against the claim. The award is without prejudice to the question whether any allowance, by way of an hourly rate or otherwise, should be provided for the work of shifting vessels by the men concerned in the claim.

Award No. 475 (13th December).—*Parties*: Members of the Rubber Proofed Garment Manufacturers' Association and members of the Waterproof Garment Workers' Trade Union employed by them. *Claim*: For certain specified amendments in the terms of the existing agreements relating to holidays with pay. *Award*: Particulars of the Tribunal's findings in respect of the various items of the claim are set out in full in the award.

Award No. 481 (21st December).—*Parties*: Members of the South Coast Engineering and Shipbuilding Employers' Association and members of the Transport and General Workers' Union, and of the National Union of General and Municipal Workers employed by them. *Claim*: For participation by the platers' helpers in the recently inaugurated scheme of payment by results for plating work. *Award*: The Tribunal found against the claim for the participation by the platers' helpers in the newly inaugurated scheme of payment by results for plating work, so far as respects jobs already completed, or any job for which a contract price had already been fixed but which was still in process of completion. Upon the evidence then before them, however, the Tribunal thought it desirable that in connection with contract prices which might be fixed in the future for jobs which include the work of both platers and platers' helpers, representatives of the platers' helpers as well as representatives of the platers and of the employers should be parties to the settlement of the prices, and also that the platers' helpers as well as the platers should share in such price on a basis to be determined by negotiation between representatives of all three parties, viz., employers, platers and platers' helpers.

Award No. 482 (21st December).—*Parties*: Members of Associations federated with the Engineering and Allied Employers' National Federation and members of the Clerical and Administrative Workers' Union employed by them. *Claim*: For the observance in respect of clerical and administrative workers of certain specified overtime rates. *Award*: The Tribunal found against the claim as made. The award is without prejudice to the right of the Union on behalf of the workers to claim the application of the provisions of the agreement of 24th July, 1941, between the Manchester District Engineering Employers' Association and the Union, relating to overtime, or of provisions similar thereto, in all or any of the districts in which such provisions do not now apply, a claim in regard to which no arguments were adduced at the hearing and upon which the Tribunal therefore expressed no opinion.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During December, 1943, the National Arbitration Tribunal (Northern Ireland) issued sixteen awards, Nos. 268–283. Seven of these awards are summarised below: the remainder relate to cases affecting individual employers.

Award No. 269 (30th November).—*Parties*: The members of the Ulster Chemists' Association and certain of their employees. *Claim*: For the introduction of certain specified rates of pay and conditions of employment. *Award*: (1) Apprentices—1st year, £30; 2nd year £40; 3rd year £55; 4th year £70. (2) Unqualified assistants (on completion of four years' apprenticeship)—1st year £3 per week; 2nd year £3 10s.; 3rd year £4; 4th year and thereafter £4 10s. (3) Shop assistants (not having served an apprenticeship)—Aged 21, £2 10s. per week; aged 22, £2 15s.; aged 23, £3; aged 24, £3 5s.; aged 25 and over, £3 10s. (4) Qualified chemists—1st year, £4 per week; 2nd year, £4 10s.; 3rd year, £5; 4th year and thereafter, £6. (5) Qualified chemists with administrative responsibility—10s.

per week over and above the appropriate weekly rate of wages for a qualified chemist. (6) Locum tenens—A rate of wages not less than the appropriate rate payable to a qualified chemist with administrative responsibility. *Hours*.—The normal working week shall be 48 hours, including Sunday. Apprentices shall be granted facilities to attend lectures during working hours. *Overtime*.—Work done in excess of 48 hours per week shall be paid at the rate of time and one half. Employees who are required to work on any of the six fixed holidays shall receive payment at the rate of double time. *Holidays*.—Twelve working days' holidays with pay in each calendar year, in addition to six fixed holidays.

Award No. 272 (8th December).—*Parties*: The members of the Belfast Casing Manufacturers' Association and certain employees of the member firms. *Claim*: For the observance of the rates of wages fixed by the National Joint Industrial Council for the Gut Industry in Great Britain as follows:—*Males*—Foreman, (a) where five or less persons, inclusive of foreman, are employed, £5 4s.; (b) where more than five persons, inclusive of foreman, are employed, £5 14s. Qualified gutmen, £4 4s.; all other gutmen, £4. Juniors, aged 16 years, £1 12s.; aged 17 years, £2 7s.; aged 18 years, £3 4s. 6d. Late entrants without previous experience in the trade shall receive for a period not exceeding six months £2 2s. at 17 years of age, £2 14s. 6d. at 18 years, after which they shall receive rate for age. *Award*: That the members of the Belfast Casing Manufacturers' Association shall, in so far as rates of wages are concerned, observe the decisions of the National Joint Industrial Council for the Animal Gut Industry in England and Wales.

Award No. 273 (9th December).—*Parties*: The Belfast members of the Northern Ireland Coal Importers' Association, and certain employees of the member firms. *Claim*: For six days' holidays with pay, in addition to the statutory holidays already observed. *Award*: That carters, motormen and assistants employed by the Belfast members of the Northern Ireland Coal Importers' Association shall be granted six consecutive days' holidays with pay in each calendar year, after six months' service, in addition to six statutory holidays with pay as at present observed.

Award No. 276 (14th December).—*Parties*: The members of the Irish Bleachers' Association Ltd., the Irish Dyers Ltd., and the Hydraulic Mangle Finishers' Association; and certain employees of the member firms. *Claim*: (1) That the present wages of unskilled and semi-skilled male workers aged 21 years and upwards shall be increased by 3d. per hour. Piece workers to be granted an increase of 20 per cent. on present rates. (2) An increase of 2d. per hour for female workers aged 18 years and upwards, and an increase of 20 per cent. on the present rates for female piece workers. (3) An increase of 1½d. per hour for juveniles. *Award*: Adult Male Workers (21 years and over)—(1) General workers or labourers.—A minimum rate of wages of 1s. 2d. per hour (1d. increase) for a 48 hour week. (2) Semi-skilled workers.—A minimum rate of wages of 1s. 4d. per hour (1d. increase) for a 48-hour week. (3) Piece workers.—An increase of 10 per cent. on the present rates. (4) Adult female workers (21 years and over).—A minimum rate of wages of 10d. per hour (1d. increase) for a 48-hour week. (5) Piece workers.—An increase of 10 per cent. on the present rates. The Tribunal found that the part of the claim relating to juveniles had not been established and awarded accordingly.

Award No. 277 (14th December).—*Parties*: Same as in *Award No. 276* above. *Claim*: That a minimum rate of 1s. 8d. per hour for a working week of 48 hours shall be paid to all skilled workers, including engine drivers and firemen. *Award*: That the minimum rate of wages of all skilled workers, including engine drivers, shall be 1s. 6d. per hour for a working week of 48 hours, being an increase of 3d. per hour on the present rate. The Tribunal recommended that the basis and method of payment of wages of firemen should be the subject of further conference between the parties.

Awards Nos. 280 and 281 (17th December).—*Parties*: (1) The members of the Provincial Association of Master Bakers; and certain employees of the member firms. (2) The members of the Northern Ireland Country Master Bakers' Association; and certain employees of the member firms. *Claim*: For an increase of 10s. per week in the basic rate of wages of all country bread-servers and that the present rate of commission which is in existence in the City (Belfast) be applied to the country, i.e., 3d. per £1 up to £25, 4½d. from £25 to £40 and 6d. thereafter. *Award*: The Tribunal found in each case that the claim had not been established and awarded accordingly.

INDUSTRIAL COURTS ACT, 1919 AND CONCILIATION ACT, 1896.

INDUSTRIAL COURT AWARDS.

During December, 1943, the Industrial Court issued two awards, Nos. 1930 and 1931, one of which is summarised below. The other award related to an individual firm.

Award No. 1930 (13th December).—*Parties*: National Association of Local Government Officers and Dukinfield Corporation. *Claim*: For the payment of cost-of-living bonus to certain members of the Corporation's staff. *Award*: The Court decided in favour of the claim.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During December, 1943, seven awards, two of which related to disputes reported under the Conditions of Employment and National Arbitration Order, 1940, were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. One of the awards is summarised below: the other six awards related to individual undertakings.

Parties: Leicestershire Deputies and Shotfirers' Association and the Leicester Coal Owners' Association. *Claim*: That (a) the war wage and flat rate additions per shift shall be payable in respect of all shifts worked, including the seventh; (b) sickness benefits shall not be limited to one year; and (c) holidays shall be allowed with pay. *Award*: The Arbitrator, in his award dated 13th December, found against the claimants in respect of (a) and for them in respect of (b) and (c) of the claim, and detailed the conditions under which these two parts of the claim were to be implemented.

CIVIL SERVICE ARBITRATION TRIBUNAL.

During December, 1943, the Civil Service Arbitration Tribunal issued one award,* No. 78, relating to a claim for extra-duty pay to Post Office Engineering Inspectors for scheduled attendance on week-days and Sundays. The Tribunal found against the claim as stated but awarded that, as a special war-time measure, so long as duties were scheduled on rotas covering the twenty-four hours daily on seven days a week, and subject to any maximum hourly rates of extra-duty pay for week-days and Sundays which might from time to time be in force, extra pay at rate-and-a-quarter should be paid in respect of week-day wakeful attendance in excess of forty-two hours a week, and that attendance on Sunday which might rank for extra-duty pay should be paid for as at present, at rate-and-a-half with a further addition of one-sixth for such hours as fall between the hours of 8 p.m. and 6 a.m.

COURT OF INQUIRY.

On 13th October, 1943, the Minister of Labour and National Service appointed Sir Charles Doughty, K.C. (Chairman), Mr. A. E. Holmes, C.B.E., and Mr. H. O. Smith, C.B.E., as a Court of Inquiry to inquire into and report upon matters in dispute connected with the claim of the Clerical and Administrative Workers' Union to represent their members employed as clerical workers by certain colliery companies in South Wales and Monmouthshire. The Report* of the Court (Cmd. 6493) was issued on 7th November, 1943.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

During December, 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:—

Sack and Bag Trade Board (Great Britain).—Proposal S.B.(20), dated 7th December, 1943.

Rope, Twine and Net Trade Board (Great Britain).—Proposal R.(78), dated 17th December, 1943.

Tin Box Trade Board (Great Britain).—Proposal X.(23), dated 17th December, 1943.

Flax and Hemp Trade Board (Great Britain).—Proposal F.H.(51), dated 31st December, 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.

CONFIRMING ORDERS.

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

Button Manufacturing Trade Board (Great Britain).—Order V.(34), dated 3rd December, 1943; effective from 13th December, 1943.

Boot and Shoe Repairing Trade Board (Great Britain).—Order D.(76), dated 7th December, 1943; effective from 22nd December, 1943.

Rope, Twine and Net Trade Board (Great Britain).—Orders R.(76) and R.(77), dated 9th December, 1943; effective from 22nd December, 1943.

Fur Trade Board (Great Britain).—Order Z.(39), dated 23rd December, 1943; effective from 7th January, 1944.

Paper Box Trade Board (Great Britain).—Order B.(32), dated 29th December, 1943; effective from 12th January, 1944.

Rope, Twine and Net Trade Board (Northern Ireland).—Order N.I.R.(42), dated 16th December, 1943; effective from 22nd December, 1943.

Aerated Waters Trade Board (Northern Ireland).—Order N.I.A.(18), dated 16th December, 1943; effective from 23rd December, 1943.

The following Order was also made:—

Paper Box Trade Board (Northern Ireland).—Order N.I.B.(29), dated 28th December, 1943; confirming the variation of general minimum time rates and general overtime rates for male and female workers and piecework basis time rates and general minimum piece rates for female workers; effective from 31st December, 1943.

* See footnote * on page 20.

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 Coal Mines (South Wales) (Pneumoconiosis) Order, 1943 (S.R. & O. 1943, No. 1696. 1d. net (2d. post free)).—This Order, made by the Minister of Fuel and Power on 8th December, 1943, enables Directions to be given to persons carrying on coal mining undertakings in South Wales requiring them to take certain specified measures for reducing the amount of airborne dust below ground. The Order also provides, *inter alia*, that undertakers to whom such directions are given must provide and maintain equipment necessary for the due carrying out of the measures specified in the Directions.

The Supplementary Pensions (Determination of Need and Assessment of Needs) Regulations, 1943, dated December 16, 1943, made by the Minister of Health and the Secretary of State for Scotland acting in conjunction under Part II of the Old Age and Widows' Pensions Act, 1940 (S.R. & O. 1943, No. 1737, 2d. net (3d. post free)); and

The Unemployment Assistance (Determination of Need and Assessment of Needs) Regulations, 1943, dated December 21, 1943, made by the Minister of Labour and National Service under the Unemployment Assistance Act, 1934 (S.R. & O. 1943, No. 1759, 2d. net (3d. post free)).—See page 2 for a summary of these Regulations.

* 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.]

COURT OF INQUIRY.—*Report by a Court of Inquiry concerning a Dispute between the Clerical and Administrative Workers' Union and certain Colliery Companies in South Wales and Monmouthshire.* Cmd. 6493. Ministry of Labour and National Service. Price 2s. (3d.).—See page 19 of this GAZETTE.

EDUCATION.—*Education Bill: Explanatory Memorandum by the President of the Board of Education.* Cmd. 6492. Price 3d. net (4d.).—See page 4 of this GAZETTE.

NATIONAL SERVICE.—*Selected Decisions given by the Umpire during September and October, and November, 1943, in respect of Applications for Postponement of Liability to be called up for Service under the National Service Acts, 1939–1942.* N.S. Code 2, Pamphlets Nos. 6 and 7/1943. Ministry of Labour and National Service. Price 2d. each (3d.).

NURSES' SALARIES.—*Report of the Mental Nurses Sub-Committee of the Scottish Nurses' Salaries Committee.* Cmd. 6488. Department of Health, Scotland. Price 1d. (2d.).—See summary on page 5 of this GAZETTE.

SUPPLEMENTARY PENSIONS AND UNEMPLOYMENT ASSISTANCE.—*Explanatory Memorandum on the Draft Supplementary Pensions (Determination of Need and Assessment of Needs) Regulations, and the corresponding Draft Unemployment Assistance Regulations, dated 1st December, 1943, respectively.* Cmd. 6490. Price 2d. (3d.).—See page 2 of this GAZETTE.

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