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CONTENTS.

	PAGE		PAGE
Special Articles, Reviews, etc. :—		Average Earnings and Working Hours in the Principal Industries at July, 1943	26
Supply of Labour for Domestic Employment: Special Arrangements for Recruitment; Appointment of Advisory Committee	21	Employment in January	36
Apprenticeship and Training for the Building Industry	22	Employment Overseas	37
Coal Mining (Training and Medical Examination) Order, 1944	22	Retail Prices Overseas	37
Man Power in Coal Mining	23	Changes in Rates of Wages and Hours of Labour	38
Minimum Wages and Overtime Rates in Coal Mining	23	Changes in Retail Prices and Cost of Living	41
Wool Textile Industry: Rates of Wages in the Wool-combing Section: Court of Inquiry	23	Trade Disputes in January	42
Grants and Allowances to Transferred Workers	24	Fatal Industrial Accidents; Industrial Diseases	43
Joint Industrial Councils: Reconstitution of National Joint Council for Local Authorities' Administrative, Professional, Clerical, etc. Services	25	Legal Cases Affecting Labour	43
Control and Organisation of Dock Labour: Activities of the National Dock Labour Corporation	25	Unemployment Insurance: Decisions by the Umpire	44
Labour in the Aircraft Industry: Memorandum by Ministry of Labour respecting Recommendations of Select Committee on National Expenditure	25	Conditions of Employment and National Arbitration Orders: Arbitration Awards	45
		Industrial Courts Act, 1919, and Conciliation Act, 1896: Arbitration Awards; Court of Inquiry	45
		Trade Boards Acts: Notices and Orders	46
		Statutory Rules and Orders	46
		Official Publications Received	46

SPECIAL ARTICLES, REVIEWS, ETC.

SUPPLY OF LABOUR FOR DOMESTIC EMPLOYMENT.

SPECIAL ARRANGEMENTS FOR RECRUITMENT.

There is an urgent need for workers to carry on certain forms of essential domestic work, and in order to assist in meeting this need special arrangements have been instituted by the Ministry of Labour and National Service. The domestic work in question consists of paid domestic employment in hospitals, institutions and services for the care of the sick and wounded, the old and infirm, and young children, and in private households where the lack of permanent domestic help is causing exceptional hardship or where temporary help is required for emergencies, e.g., sickness or confinement. In future such domestic work is to be regarded as work of national importance. First priority is to be given to essential work in hospitals and allied services and women may, where necessary, be directed to such work, provided that the rates of pay and conditions of service are as good as those recently laid down by the Committee set up in July, 1943, by the Minister of Labour and National Service to advise him on this matter.*

Special importance is attached by the Minister of Labour and National Service to the provision of proper welfare facilities for domestic workers and he has added to the membership of the Factory and Welfare Advisory Board, which advises him on all matters affecting the welfare of industrial workers, two members of the Standing Advisory Committee on Institutional Domestic Employment. At the same time, the scope of the Board has been extended to include the welfare of domestic workers in institutions, and in accordance with the advice of the Board the Ministry's Welfare Officers are being instructed to pay special attention, *inter alia*, to the grant of reasonable time off, the provision of adequate canteen arrangements and satisfactory working and sleeping quarters for such workers.

Some particulars of the new arrangements for the recruitment of domestic workers are contained in an explanatory leaflet (P.L. 143/1944), copies of which may be obtained from Local

Offices of the Ministry of Labour and National Service. Detailed information regarding vacancies, pay and conditions of service, etc., may also be obtained on request at the Local Offices.

APPOINTMENT OF ADVISORY COMMITTEE.

In his reply to a question in the House of Commons regarding the progress of his plans for supplying domestic labour to hospitals and other similar services the Minister of Labour and National Service announced on 20th January that the Advisory Committee whose appointment he had foreshadowed recently had now been constituted as follows:—Mr. M. S. McCorquodale, M.P., Joint Parliamentary Secretary to the Ministry of Labour and National Service (Chairman); Miss Violet Markham, C.H., LL.D., D.Litt, J.P. (Vice-Chairman); Mr. F. Barraclough, M.A., Secretary to the Education Committee, North Riding of Yorks.; Capt. H. Brierley, O.B.E., M.C., F.H.O.A., House Governor and Secretary of the London Hospital; Mrs. E. J. Davies, President of Co-operative Women's Guild, Tonypandy; Mrs. I. K. Bowman Edgar, County Representative, Dumfriesshire British Red Cross Society; Mr. J. B. Frizell, B.L., A.L.A.A., City Education Officer, Edinburgh; Mrs. K. M. Goldney, S.C.M., W.V.S., Headquarters; Dr. F. Hall, C.B.E., M.D., D.P.H., Barrister-at-Law, County Medical Officer of Health, Lancashire; Miss Florence Hancock, O.B.E., National Woman Officer, Transport and General Workers' Union; Mrs. M. A. Hill, Chairman of a District Nursing Association and County Committee Member of the Women's Land Army, Somerset; Mrs. Montagu Norman, Chairman of the Women's Advisory Council to the Nuffield Provincial Hospital Trust, Vice-Chairman of the Women's Group on Public Welfare; Mrs. M. Parry, M.B.E., J.P., Vice President of the Machynlleth, Corris and District Hospital, Organiser of W.V.S.; Miss O. M. Snowden, O.B.E., S.R.N., Matron-in-Chief, Birmingham Municipal Hospitals; Miss E. M. A. Wilson, Organiser for Domestic Subjects and School Meals, City of Leicester Education Department.

The Committee, which is designated the Standing Advisory Committee on Institutional Domestic Employment, is required by its terms of reference "to advise the Minister of Labour

* See the issue of this GAZETTE for November, 1943, page 150.

and National Service on such questions as training, publicity, prospects of advancement and other kindred matters in connection with domestic workers in institutions and on the problems arising in certain private households where hardship occurs owing to lack of domestic help during periods of emergency."

The Committee has been appointed on an individual and not on a representative basis, and the members have wide and varied interests and experience which will enable them to approach the problem from its many angles. Its members, who have been drawn from various parts of England, Scotland and Wales, contribute experience from the fields of hospital work, local government, education, technical training, district nursing, voluntary associations, the housewife and the domestic worker.

APPRENTICESHIP AND TRAINING FOR THE BUILDING INDUSTRY.

FIRST REPORT OF THE BUILDING APPRENTICESHIP AND TRAINING COUNCIL.

The First Report* has recently been published of the Building and Apprenticeship Training Council. The Council, as foreshadowed in the Government's Memorandum on Training for the Building Industry which was reviewed in the issue of this GAZETTE for March, 1943 (pages 35-36), was set up towards the middle of 1943 on the initiative of the Government. It is primarily representative of the building industry, but includes representatives of other interested bodies as well as of all Government Departments concerned, and its functions, according to its terms of reference, are to observe and advise on all matters concerning the recruitment, education and training of young persons for craftsmanship and management in the building industry and to encourage the development of apprenticeship schemes on a comprehensive basis.

The Report sets out the Council's first recommendations concerning some of the matters of urgency arising under their terms of reference. On the basis of a review of the probable requirements of the building industry for apprenticeship, the Council consider that the industry will be able, for some years after the war, to absorb all the apprentices that may be forthcoming in the various crafts concerned, whether they have received junior pre-employment education for building or not, without in any way prejudicing the prospects of employment for all apprentices who enter or for existing craftsmen. On an assumption that the building industry will require 500,000 craftsmen, it will be necessary to bring into the industry each year between 15,000 and 20,000 apprentices, merely to make good the normal wastage by death and illness and without any supplement whatever to the already depleted labour force. This would give a total apprenticeship strength of from 75,000 to 100,000 on the basis of 5 years' apprenticeship. So far, if at all, as recruitment of apprentices can exceed wastage, this will be to the advantage of the industry, and will save the necessity of taking partially trained adults into the industry for carrying out the post-war programme.

In the selection of apprentices the Council consider that priority should be given to boys who have taken junior pre-employment education for building. Accordingly they recommend that the Board of Education and the Scottish Education Department should be asked to continue to encourage further expansion of such education in the next school year, and that the building industry, through its constituent bodies, should be asked to influence and support such expansion. In this connection the Council point out that, as post-war reconstruction will depend fundamentally on the building programme, which in turn will be very much affected by the opportunities for technical education in building, it is a matter of urgent and capital importance that a plan should be devised for securing an adequate supply of teachers and instructors for the appropriate courses and that resources of building labour and materials should be made available to Local Education Authorities for the provision of the necessary premises.

Standards which the Council consider to be desirable in all apprenticeship agreements are set out in the Report. Such agreements, the Council consider, should be in writing and be enforceable at law. There should be at least four parties to the agreement, *viz.*, the apprentice, the guardian, the employer, and one other (fourth) party who should normally be some person acting on behalf of a Local, Area or Regional Joint Apprenticeship Committee. This fourth party should be vested by the agreement with wide powers of supervision of the apprenticeship, and should be entitled to relax, vary, or suspend, as may be necessitated by the facts of the case, any of the conditions of the agreement relating to the training of the apprentice, and to cancel the agreement in cases of the continued failure of any party to comply with his obligations. The agreement should make express provision for the instruction of the apprentice by the employer, for the compulsory attendance of the apprentice at a technical course up to the age of 18 years and for the payment of the school fees by the employer. Provision should be made for the employer to release the apprentice for the purpose of attendance at the course during normal working hours. Further, as regards the age limits for entry into and

termination of apprenticeship, the agreements should provide that the apprenticeship does not commence until the apprentice has attained the age of 15 years and should terminate when the age of 21 years is attained, or at an earlier age upon completion of the period of apprenticeship stipulated in the agreement. In the case of boys entering apprenticeship under 16 years of age, without pre-apprenticeship training, provision should be made in the agreement for the service of a minimum period of five years' apprenticeship; where, however, boys have received pre-apprenticeship full-time training there should be some recognition of this fact in fixing the period of apprenticeship.

The Council also recommend, *inter alia*, that, in order to enable them effectively to assist the industry in the encouragement and guidance of apprenticeship in the crafts concerned, provision should be made, either through Government machinery or otherwise, for them to be supplied with the particulars necessary for them to maintain a record of all boys entering the building industry for the purpose of learning a craft. Boys who have entered into written agreements with conditions of training which satisfy the minimum standards of apprenticeship from time to time defined by the Council should be enrolled on a Register of Apprentices, while all other boys should be entitled to become enrolled on the Register if the conditions of training conform to approved conditions of training. The Council further recommend that, in order to encourage all apprentices to seek the benefits of approved conditions of training, a certificate of completion of apprenticeship should be given by the Council.

In an Appendix to the Report the Council have set out a factual summary of the main terms of all building apprenticeship schemes which claim to be of a national character. All these schemes, the Council state, were carefully reviewed by them and they found that any review of the administrative machinery of these schemes, which in several cases was being overhauled, would be premature at the present time. However, the Council express their desire to emphasise the need for collaboration between all Joint Apprenticeship Committees and they recommend that the Committees should establish, as soon as possible, close association with local and public authorities, the Education Authorities and the Ministry of Labour and National Service operating in the locality, area or region concerned.

COAL MINING (TRAINING AND MEDICAL EXAMINATION) ORDER, 1944.

The above Order*, which was made by the Minister of Fuel and Power on 1st January, 1944, makes provision for the training, supervision and medical examination of certain persons employed in or about coal mines and gives effect to the recommendations made regarding these matters by the Committee on the Recruitment of Juveniles in the Coal Mining Industry in their First Report, particulars of which were given in the issue of this GAZETTE for September, 1942.

The Order prohibits the employment in coal mining, except under competent instruction and supervision, of a person on any class of work of which he has had no experience before 1st February, 1944, unless and until he has been adequately instructed and is competent to do the work without supervision. Supervision in the cases of work below ground and at the coal face is to consist of close periodical supervision by a skilled workman (or, during his temporary absence, by some other competent workman) designated by name by either the manager of the mine or a training officer as prescribed by the Order.

As regards work below ground, persons are not to be so employed elsewhere than in South Wales until either they (a) have spent at least four weeks within the four months immediately preceding the commencement of such employment at a Coal Mining Training Centre administered in accordance with arrangements made by the Minister of Labour and National Service and in addition have had at least two weeks experience of employment in coal mining under competent instruction and supervision, or (b) have had at least six weeks' experience of employment in coal mining under competent supervision and in addition have had adequate instruction and training in safe and efficient methods of work below ground. In South Wales, persons must have spent at least four weeks within such four months at such a Centre or have had at least four weeks' experience of such employment and have received instruction as in (b) above.

Persons must not be employed on work at the coal face (otherwise than in South Wales) who have had no experience of such work before 1st February, 1944, unless they have had at least sixteen weeks' experience of work below ground in a coal mine.

The provisions as to employment and supervision below ground do not affect the employment of any person as an official of a mine, as a mechanic or horse-keeper, or solely in surveying or measuring. Moreover, in cases of certain specified emergencies provision is made for the relaxation of the requirements of the Order dealing with training and supervision.

* Building Apprenticeship and Training Council: First Report, December, 1943. H.M. Stationery Office; price 6d. net (7d. post free).

* S. R. & O. 1944, No. 7. H.M. Stationery Office; price 2d. net (3d. post free).

The Order empowers the Minister of Labour and National Service to give notice to the employer of any person below eighteen years of age in employment in coal mining who enters such employment after 1st February, 1944, that arrangements have been made by the Minister for the medical examination of the said person at a date specified in the notice; and at any time after the date specified in the notice the Minister may give a direction to the employer that (a) by reason of the said person not having been medically examined in accordance with arrangements made by the Minister, or having been so examined and having been found to be unfit for employment in coal mining, he is not to be so employed after the expiration of fourteen days from the receipt of the direction; or (b) that by reason of the said person having been so examined and having been found to be unfit for employment in coal mining on work of any specified class, he is not to be so employed on that class of work after the expiration of fourteen days from the receipt of the direction.

MAN-POWER IN COAL MINING.

COMPULSORY RECRUITMENT : FURTHER BALLOTS.

Under the arrangements* recently announced by the Minister of Labour and National Service, two further ballots 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 28th January and 15th February in the presence of the Minister. On each occasion a draw of numbers was made for the purposes of the selection of men for work in coal mining.

This series of ballots will continue at intervals until further notice, and the draw on each occasion will apply to those who have become available for calling up since the preceding draw took place. Those who are selected for coal mining as the result of the ballots will be individually notified.

RELEASE OF MEN FROM H.M. FORCES.

It has been decided that certain men serving in the Royal Navy, the Royal Marines, the Army, and the Royal Air Force in this country who volunteer for underground coal mining employment may be released for such work subject to certain Service provisos. The men affected are (a) ex-miners with experience of underground coal mining work and (b) certain other men under 41 years of age without such experience. The Ministry of Fuel and Power in conjunction with the Admiralty, the War Office and the Air Ministry will arrange direct with the collieries concerned for the employment of men in the first category; the others will be sent first to Coal Mining Training Centres.

MINIMUM WAGES AND OVERTIME RATES IN COAL MINING.

AWARDS OF NATIONAL TRIBUNAL.

The Fourth and Fifth Awards of the National Tribunal set up under the conciliation scheme for the coal mining industry, which were issued on 22nd January, provide for increases in the minimum wages for men, youths and boys in the industry and fix the rates of extra remuneration to be paid for overtime and week-end work.

Minimum Wage.

In the Fourth Award the Tribunal state that, having regard to the change in the circumstances of the coal mining industry, they think that some increase is justified in the national minimum wage for men and they award 100s. a week in the case of adult underground workers and 90s. in the case of those employed on the surface in lieu of 83s. and 78s., respectively, adopted in 1942 on the recommendation of the Board of Investigation under the chairmanship of the Rt. Hon. Lord Green, O.B.E.† In the case of juvenile workers, the Tribunal are of the opinion that a substantially proportionate increase should be granted up to the age of 18. They accordingly award minimum rates ranging from 38s. 6d. a week at 14 years by half-yearly increments of 2s. 2s. 6d. or 3s. 6d., to 57s. 6d. at 17½ years for underground workers and from 31s. 6d. by increments of 2s. or 2s. 6d. to 47s. 6d. a week for surface workers. As regards youths of 18 years and over, the Tribunal consider that the change from the circumstances formerly existing is greater than the change which has taken place in the case of boys below that age and that, therefore, the annual addition to wages should be greater in the case of the older youths. They accordingly award minimum wages of 70s. a week at 18 years, 75s. at 19 years and 80s. at 20 years for underground workers, and 60s., 65s. and 70s. a week, respectively, for surface workers.

The claim for an increase in piece rates to take account of the new minimum rates was not acceded to. The Tribunal state that they regard the present Award as merely a temporary expedient which will afford an opportunity for the wage structure in the coal industry to be reconsidered and thoroughly reviewed in conjunction with the general conditions obtaining in the industry.

The Minister of Labour and National Service has announced that the Award would be applied forthwith as a basis for the

payment of men undergoing training at the mining training centres for employment in the industry.

Overtime Payment.

The Fifth Award deals with a claim for increased rates of remuneration for overtime and week-end work. The Award of the Tribunal contains the following provisions. Payment for overtime is to be at one-and-one-third of the normal rate of remuneration and payment for week-end work at double the normal rate. Week-end work is defined as all work done during the period beginning with the start of the Saturday afternoon shift and ending with the start of the Sunday afternoon shift. Work done on the six Bank holidays, or on such alternative days as may be agreed upon in the several districts, is to be reckoned as week-end work. The rates of increased remuneration are to be applied to flat-rate advances, where paid for the shift, as well as to the ordinary wages. In cases where the payment for overtime or week-end work takes the form of the payment of a full shift's wages for a short shift's work this practice is to continue, but with a diminution of time worked proportionate to the extra rate of remuneration granted by the Award, i.e., in the case of week-end work a half shift shall be entitled to a full shift's pay and in case of overtime, three-quarters of a shift shall be entitled to a full shift's pay. In the case of piece workers, the extra remuneration is to be based upon the actual gross earnings either of the individuals concerned or on an average of the earnings of the piece workers in the district, the choice of the alternative being referred back to the Joint National Negotiating Committee for the industry with a view to settlement. In any case in which the present rates or conditions relating to overtime and week-end shifts are more favourable to the workers than those of the present Award they are to continue in operation.

WOOL TEXTILE INDUSTRY.

RATES OF WAGES IN THE WOOLCOMBING SECTION : COURT OF INQUIRY.

A Court of Inquiry was recently appointed by the Minister of Labour and National Service with the following terms of reference:—"To inquire into the wages and hours of work in the Woolcombing Section of the Wool Textile Industry in Yorkshire, with special reference to the matters in dispute between the Wool (and Allied) Textile Employers' Council as representing the Woolcombing Employers' Federation and the National Union of General and Municipal Workers and the Wool, Yarn and Warehouse Workers' Union."

The Court presented its Report* to the Minister on 10th December, 1943.

On the submission of the Trade Unions that woolcombing was an industry in itself, the Court concluded that woolcombing must be regarded as a section in the wool textile industry and that matters of a general nature, for example, war advances, overtime rates, holidays with pay, should be dealt with for the industry as a whole. They were, nevertheless, of the opinion that the woolcombing section, like other sections, had its own domestic concerns which could be dealt with apart from any wages and conditions applicable to the industry generally, as was clearly shown by the fact that the woolcombing section was a time-work section while the other sections were mainly on piece-work. They also concluded that the bonus on production scheme, which has been in existence since 1920, was unsatisfactory and they recommended that some independent person should be appointed to make an investigation into the operation of the present scheme and to formulate a new scheme on clear and simple lines; pending the introduction of a new scheme, a flat-rate sum of 4s. a week should be fixed, below which the bonus on production should not fall.

The present system of calculating wages was regarded by the Court as complicated and the number of rates of pay as excessive. The Court recommended a simple grouping of the various adult operatives in accordance with the degree of skill required in their occupations, and the classes of wool (long, medium or botany) dealt with. On the basis of this classification, rates were proposed, in the case of women, ranging from 47s. to 53s. a week and, in the case of men, day rates ranging from 66s. to 80s. and night rates from 74s. to 82s. a week. For youths, a scale of minimum rates based on age was proposed, ranging from 20s. a week at 14 years of age to 66s. at 21 years. The Court were in favour of the introduction of a flat-rate war advance in place of the existing cost-of-living bonus expressed as a percentage addition to basis rates and they proposed that, of the rates of wages now recommended, 20s. should be regarded as the war advance in the men's rates, 15s. in the women's rates, and, in the youths' rates, 7s. 6d. on rates from 20s. to 30s., 10s. on rates over 30s. to 40s., 15s. on rates over 40s. to 58s. and 20s. on rates over 58s. to 66s.

The Court also recommended that any further agreements entered into between the Employers' Associations and the Trade Unions should have a provision that the agreement might on due notice be amended, reviewed or terminated. They also recommended the re-establishment of the Wool (and Allied) Joint Industrial Council.

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

† See the issue of this GAZETTE for July, 1942, page 134.

* Report by a Court of Inquiry into the Wages and Hours of Work in the Woolcombing Section of the Wool Textile Industry in Yorkshire. Cmd. 6499. H.M. Stationery Office, price 6d. net (7d. post free).

GRANTS AND ALLOWANCES TO TRANSFERRED WORKERS.

Various types of allowances have been made available from time to time since 1st June, 1940, by the Ministry of Labour and National Service to men, women and juveniles who are transferred by a Local Office of the Ministry (or by a trade union under an approved arrangement) to work of national importance beyond daily travelling distance of their homes. These allowances are payable to the workers concerned if they are not entitled to similar allowances, etc., from their employers and satisfy certain prescribed conditions; but special considerations apply to certain classes of workers, including dockers, members of various Civil Defence Services, non-industrial temporary Government servants, etc. Particulars of the allowances and conditions of qualification have been set out in detail in a leaflet PL./E.D.L. 59 which has been issued by the Ministry of Labour and National Service, and the essential features of the information contained in the leaflet, copies of which may be obtained from Local Offices of the Ministry, are reproduced below. In the case of the workers referred to above to whom special considerations apply, information about their position as regards assistance may be obtained at the Local Office which is arranging the transfer.

ASSISTANCE TO GET TO THE JOB, TO VISIT HOME AND TO MEET EMERGENCIES.

Free Fares and Travelling Allowances.—A transferred worker may receive a free travelling warrant for the first journey to the new area and, provided the employer does not pay wages or a travelling allowance for the period of the journey, he may receive a travelling allowance from the Local Office of the Ministry.

For journeys lasting not more than four hours the travelling allowance payable is 5s. or (3s. for a worker under 16) and for journeys lasting more than four hours, 10s. (7s. for a worker under 16). If the worker so desires, one half of this allowance may be paid before the journey commences and the remainder on arrival in the new area. The worker may also be paid an additional allowance if he has lost earnings in excess of the travelling allowance.

Building and civil engineering operatives employed under the Uniformity Agreement are not eligible for the foregoing allowances, since the Agreement makes provision in appropriate cases (according to the distances involved) for the employer to provide free fares and pay travelling allowances to operatives sent to jobs which are carried out under the Working Rules of the Agreement and also to provide free fares to enable them to visit their homes periodically.

Settling-in Grant.—A male worker who is not entitled to a lodging allowance (see below) may receive a grant of 24s. 6d. in order to assist him to meet the special expenses and difficulties which commonly arise when taking up a job in a new area; this is normally payable after the worker has remained seven nights in the new area.

A woman or girl may receive, in similar circumstances, a settling-in grant of 10s. on arrival, followed by payments of 15s., 20s., 15s. and 10s. respectively for each of the first four weeks' employment. The weekly payments are reduced by 5s. a week if the worker lives in a Government hostel.

In the case of building and civil engineering operatives and agricultural workers, this grant is payable for second and subsequent transfers only if more than twelve weeks have elapsed since the previous transfer.

Loan in case of Need until Wages are paid.—If, on reaching the new area, the worker needs assistance to tide him over until he gets his first week's wages, and is unable to obtain an adequate advance of wages from his employer, he may borrow up to £1 from the Local Office of the Ministry, but the loan must be repaid out of the first full week's wages.

Cheap Travel Facilities to visit Home.—Workers, except those whose dependants are living with them, are assisted to visit their homes during authorised absence from work by the provision, twice during the period 1st April to 30th September, of a return railway warrant at a cost of 7s. 6d. on each occasion. In the case of agricultural workers, and workers from Northern Ireland and Eire, the period of availability is the twelve months beginning 1st April. The warrants may not be available during certain periods of traffic congestion, e.g., over Bank Holidays.

These facilities are not available to building and civil engineering operatives employed under the Uniformity Agreement.

Assistance in Emergencies.—If a worker is unable to make provision himself, assistance in emergencies may be granted as follows:—(1) In case of serious domestic emergency requiring the worker's presence at home he may be granted a free warrant to travel there. (2) If the worker himself is ill and his return home is considered desirable, a warrant may be provided for him and for a travelling companion, if this is necessary. (3) If the worker is taken seriously ill in the new area a warrant may be given for a near relative to visit him.

Workers whose wages are stopped during illness and who are in receipt of lodging allowances may receive increased allowances whilst remaining in the new area if they do not go into hospital; those not in receipt of lodging allowances may get a special allowance in certain circumstances. The allowances will not be continued, however, beyond four weeks of illness unless there is a special reason for the worker to remain in the new area. Lodging allowance is not payable whilst a worker

is in hospital, but he may in case of need get a personal allowance of 5s. per week.

ALLOWANCES TO MARRIED MEN AND OTHERS WITH SIMILAR RESPONSIBILITIES.

Lodging Allowances.—The payment of lodging allowances is intended to assist workers to meet the extra expense incurred, as a result of transfer, by living away from their dependants in a separate establishment. A married worker may receive a lodging allowance, normally at the rate of 24s. 6d. a week towards the extra expense. A married worker who, apart from his transfer, would not normally be living with his wife is, however, not entitled to the allowance. An unmarried worker who is able to show that before transfer he maintained at least one dependant at home, and continues to do so after transfer, may receive the allowance under certain conditions. The allowances are normally paid on Friday for the week ended on the previous Wednesday.

The lodging allowance scheme applies generally (1) to workers who have been transferred by a Local Office of the Ministry (or by a trade union under an approved arrangement) to work beyond daily travelling distance of their homes; or (2) in the case of hourly paid building and civil engineering operatives, if they are employed more than 25 miles from their homes on jobs (a) which are subject to the provisions of the Uniformity Agreement, or (b) involving the first aid repair of air-raided damaged houses and other property. Supervisory staff and all employees engaged on a weekly basis in the building and civil engineering industries are not eligible to receive allowances from the Ministry.

If the worker's dependants leave the home area for some special reason, such as evacuation or the result of enemy action or ill-health, and it is not possible for them to join the worker in the new area (e.g., owing to shortage of suitable accommodation), lodging allowances may be continued, provided the worker still continues to maintain his dependants.

Lodging allowances are not normally payable for nights following days of unauthorised absence from work or for nights of absence from the area of employment, but in certain circumstances payment may be made for short periods of absence from the area at week-ends.

If the dependants visit the worker in the new area for a stay not exceeding two weeks, lodging allowance may be continued, but not if they come to live in the new area permanently, or the visit exceeds two weeks. Lodging allowances once terminated in such a case can be resumed only if there are good reasons for the dependants' return to the home area.

Household Removal Assistance.—A worker, entitled to lodging allowances, who is likely to be employed for a lengthy period in the new area, and secures unfurnished accommodation locally to which he wishes to remove his family and furniture, may apply for assistance. He should consult the Local Office of the Ministry before making any arrangements for the removal or incurring any expense. He will be advised about obtaining estimates and the method of removal. The Ministry will pay the approved estimated cost of the removal of the normal furniture and effects of an ordinary private household, and also give a grant of £2 towards the incidental expenses of removal, on its completion. When the removal is completed, lodging allowances can no longer be paid.

Building and civil engineering operatives employed under the Uniformity Agreement are not eligible for Household Removal Assistance; and applications for such assistance can be considered only exceptionally in the case of workers transferred from Northern Ireland or the Isle of Man.

Dependants' Fares.—Free travelling warrants will be provided for a workers' dependants to join him permanently in the new area, whether or not Household Removal Assistance is given, but not for holiday visits. Building and civil engineering operatives employed under the Uniformity Agreement are not eligible for such warrants.

In the case of workers transferred from Northern Ireland or the Isle of Man dependants' fares will be payable only where Household Removal Assistance is allowed.

Continuing Liability Allowances.—When the worker's dependants come to live in the new area, lodging allowances cease to be payable; but if the worker is still liable for rent, rates, mortgage interest, etc., for a house or flat (except where rented furnished) or for the storage of furniture in the old area, he may receive an allowance in respect of these commitments up to a maximum of 24s. 6d. per week, assessed on the basis of the minimum outgoings to which he could, if he wished, reduce his commitments. In cases where there are no dependants, applications will be considered if the refusal of an allowance would be likely to cause exceptional hardship. The allowance will cease if Household Removal Assistance is granted, save in very exceptional circumstances. No allowance is payable in the case of workers transferred from Northern Ireland or the Isle of Man.

WORKERS FROM ÉIRE.

Workers from Éire who take up approved work of national importance may receive either Settling-in Grants or Lodging Allowances, also Emergency Payments and Cheap Travel Facilities for visits home. If transferred from one job to another in this country they will be entitled to Forward Fares and Travelling Allowances unless their employers provide similar facilities. Household Removal Assistance, Dependants' Fares and Continuing Liability Allowances are not available to workers from Éire.

JOINT INDUSTRIAL COUNCILS.

RE-CONSTITUTION OF NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITIES' ADMINISTRATIVE, PROFESSIONAL, CLERICAL, ETC., SERVICES.

As a result of negotiations which have taken place between the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services, and the associations of local authorities (the County Metropolitan Boroughs' Standing Joint Committee, the Urban District Councils' Association and the Rural District Councils' Association), the constitution of the National Council for England and Wales has now been amended to provide for the inclusion on the employers' side of representatives of these associations.

The National Council, as now re-constituted, will consist of 60 members, 30 on each side, together with an independent chairman appointed by the Minister of Health. The employers' side will consist of 15 members appointed by the associations of local authorities (six by the Association of Municipal Corporations, five by the County Councils' Association, two by the Urban District Councils' Association, one by the Metropolitan Boroughs' Standing Joint Committee, and one by the Rural District Councils' Association) and 15 appointed by and from the employers' side of each of the existing Provincial Councils. The staff side will consist of 15 members nominated by the national organisations of employees (eight by the National Association of Local Government Officers, three by the National Union of General and Municipal Workers, two by the National Union of Public Employees, one by the Transport and General Workers' Union and one by the Hospital and Welfare Services Union) and 15 members appointed by and from the employees' side of each of the existing Provincial Councils.

The functions of the National Council are generally defined as "to secure the largest possible measure of joint action for the consideration of salaries, wages and service conditions of the administrative, professional, technical and clerical staffs employed by local authorities, and to consider such proposals in reference to these matters as are submitted to it from time to time by the Provincial Councils". It may take any action falling within the scope of this definition and in particular will consider the provision of machinery for regular consideration of salaries, wages and service conditions, and measures for securing cognition of wages agreements by all local authorities and officers. It will deal with differences which may be referred from a Provincial Council and will also be concerned with health and welfare work and the training and encouragement of the study of methods of administration.

The functions will extend to the administrative, professional, technical and clerical staffs of local authorities with the following exceptions:—(a) Clerks of local authorities (provided that it shall be permissible for the local authority and such officer to make a joint submission to the Council); (b) officers with a basic salary exceeding £700 per annum only as regards the fixation of salary scales (provided that it shall be permissible for the local authority and such officer to make a joint submission to the Council in relation to salary); (c) officers and servants for whom a joint industrial council or other similar national body exists for the time being; (d) part-time officers and servants; and (e) the technical staffs of public utility undertakings who come within the purview of any national and district organisation relative thereto.

The new constitution has had to provide for an adjustment in the relations between the National and Provincial bodies, but in general the work done by Provincial Councils will not be disturbed. Their constitution remains unchanged, and they will continue to be representative of the individual local authorities which participate in them, without any direct representation of the local authority associations.

CONTROL AND ORGANISATION OF DOCK LABOUR.

ACTIVITIES OF THE NATIONAL DOCK LABOUR CORPORATION.

Reviewing developments in the activities of the National Dock Labour Corporation, Limited, the Chairman stated at the Third Annual General Meeting of the Corporation, held in December, 1943, that Dock Labour Schemes drawn up by the Corporation were in operation at 59 ports, compared with 32 a year earlier, and that 35,000 workers were registered under the Essential Work (Dock Labour) Order. About 33,000 of these workers were employed at 20 ports, while the remaining 39 ports accounted for only about 2,000 men. During the year under review the Corporation's schemes had been extended to include coal trimmers, fish dock workers and riggers. The number of men employed who were surplus to requirements had been considerably reduced, the average daily number of such men during the latter half of the year being 3,100. Daily shortages had been reported from many ports and the problem of meeting these demands for labour presented some difficulty, as the small day-to-day surpluses were generally of short duration and a considerable proportion of the men concerned were

physically unsuitable for long distance transfer. The Corporation, in consultation with the Ministries concerned, had frequently reviewed the labour position, and the Minister of Labour and National Service had authorised the use of unregistered labour for urgent work. During the last three months such labour had been used to augment the labour force to the extent of about 8,000 man-days. Additional labour was being recruited slowly and, at the request of the Ministry of War Transport, schools had been established at Southampton and London for training sufficient cranedrivers to meet estimated future requirements. So far 250 men had been trained and granted certificates of competence which, after two months of approved practical experience, may be exchanged by the Corporation for certificates of proficiency.

Absenteeism, the Chairman added, had not been serious in the dock labour service, despite the high proportion in the service of elderly, infirm men, the strain of working long hours, often under difficult conditions, and the age-long custom of the workers to take a day off as and when they pleased.

LABOUR IN THE AIRCRAFT INDUSTRY.

MEMORANDUM BY THE MINISTRY OF LABOUR RESPECTING RECOMMENDATIONS OF THE SELECT COMMITTEE ON NATIONAL EXPENDITURE.

The Seventeenth Report* from the Select Committee on National Expenditure, which has recently been published, gives the replies from Government Departments to recommendations of the Committee made in certain of their earlier Reports, including the Tenth Report† in which the Committee made a number of recommendations affecting labour in the aircraft industry. Regarding these recommendations, particulars of which were given in the issue of this GAZETTE for September, 1943, the Ministry of Labour and National Service have set out their observations in a memorandum which has been published as an appendix to the present Report.

In reply to the Committee's recommendation that the appropriate Departments should investigate the facilities available for training research workers, aeronautical engineers and other technicians, in order to determine what action is necessary to meet requirements, the Ministry state that these and allied subjects are under continuous review by the Technical Personnel Committee, which was set up at the request of the Minister of Labour to deal with questions relating to the supply of technical personnel; and they quote observations furnished by this Committee showing that various steps have been taken to increase, so far as possible, the supply of men graduating in technical subjects or receiving specialised courses in aeronautics. With regard to the further recommendation that courses should be provided to train foremen for higher grades and that more use should be made of the Ministry of Labour's courses in foremanship, the Ministry refer to the arrangements made by them for the introduction of certain courses on production planning,‡ and state that steps will be taken to encourage the extended use of the courses in foremanship.

On the subject of the Committee's recommendation respecting the reduction of labour wastage, particularly by way of better personnel management, the Ministry state that in close co-operation with the Ministry of Aircraft Production efforts are being made to eliminate such wastage, so far as practicable, and to devise means to diagnose and cure its causes. At the same time, they point out that there is no evidence that wastage in the aircraft industry is higher, on the average, than in the rest of the munitions industries. The Ministry have been doing their utmost to promote good and efficient personnel management throughout the industry, and any inference from the wastage figures that personnel management in the aircraft industry is backward in relation to other industries would not be justified.

To the Committee's further recommendation that the Ministry of Labour and National Service should institute negotiations between the national representatives of the employers and workers in the aircraft industry to review excessive piece-rates and bring them into line with the rates current in the rest of the industry, the Ministry reply that there are industrial agreements relating to payment by results in the aircraft industry and, in accordance with the wages policy of the Government, it is not the function of the Ministry of Labour and National Service to intervene in the fixing of piece-work prices or in their revision. It is open to the management at any time, however, to propose a change in piece-work prices in accordance with the provisions of existing agreements.

With regard to the Committee's recommendations designed to secure uniformity in the treatment by Man-Power Boards of deferment cases, the Ministry state that they entirely agree as to the importance of attaining the highest degree of uniformity in this matter and that every effort is made to this end.

* Seventeenth Report from the Select Committee on National Expenditure; Session 1942-43. H.C. 131. H.M. Stationery Office, price 6d. net (7d. post free).

† Aircraft Production: Tenth Report from the Select Committee on National Expenditure; Session 1942-43. H.C. 104. H.M. Stationery Office, price 4d. net (5d. post free).

‡ See the issue of this GAZETTE for August, 1943, page 111.

AVERAGE EARNINGS AND WORKING HOURS IN THE PRINCIPAL INDUSTRIES AT JULY, 1943.

In July, 1943, an enquiry was made by the Ministry of Labour and National Service, in continuation of previous enquiries which had been made from time to time during the war, in order to obtain particulars of the average weekly earnings of wage-earners employed in manufacturing industries generally, and in a number of the principal non-manufacturing industries, throughout Great Britain and Northern Ireland. Statistics summarising the results of the previous enquiries referred to have been published in earlier issues of this GAZETTE,* together with some comparative figures for October, 1938.

In the enquiry of July, 1943, forms were sent to all employers who had supplied information in response to a previous enquiry made in January, 1943, asking for particulars of the number of wage-earners at work in the first pay-week of July, 1943, and of the aggregate earnings of those wage-earners in that week, classified under the following headings: men, 21 years and over; youths and boys under 21 years; women, 18 years and over; and girls under 18 years. As in the case of the earlier enquiries, referred to above, the figures given were to include all wage-earners other than office staffs, shop assistants, and outworkers working at home on materials supplied by the employer; managers, commercial travellers, clerks and typists, and salaried persons generally were to be excluded. In cases where the works were stopped, for the whole or part of the specified pay-week, as the result of a general or local holiday, breakdown, fire, strike or lock-out, or enemy action, the employers were asked to substitute particulars for the nearest week of an ordinary character. The wages shown were to be the total earnings, inclusive of bonuses, before any deductions in respect of income tax or of the workers' contributions to statutory insurance schemes (health and pensions, unemployment, etc.).

In view of the marked increases in average earnings which, as shown by the results of previous enquiries, had taken place during the war, it was thought desirable that on this occasion the information relating to earnings should be supplemented by particulars of the hours worked. The employers were accordingly asked to state the aggregate number of man-hours actually worked in the week by the men, youths and boys, women and girls, respectively, covered by the returns of earnings. They were also asked to give separate particulars of the numbers and earnings of any men or women, employed as part-time workers for not more than 30 hours a week, who had entered their employment since July, 1941, and of the number of hours worked by such workers.

The total number of establishments to which forms were sent (exclusive of those which were found to be no longer in operation in July, 1943, or to be employing no wage-earners within the scope of the enquiry) was about 55,000, of which approximately 54,500 furnished returns suitable for tabulation. The total number of wage-earners (including part-time workers) covered by returns showing the numbers employed and wages earned in the week was over 6 million, and particulars of the aggregate man-hours worked in the week were obtained in respect of nearly all of these workpeople. The average earnings of these workers in the first pay-week in July, 1943, are shown, industry by industry, in the Table on pages 30 and 31, together with the percentage increases in average earnings as compared with the last pay-week of October, 1938, the latest pre-war date for which similar information is available. Particulars of the average hours actually worked in each industry in the same two pay-weeks are given on pages 32 and 33, and a further Table on pages 34 and 35 shows the average hourly earnings at July, 1943, together with the percentage increases as compared with October, 1938.

WEEKLY EARNINGS IN JULY, 1943, AND PERCENTAGE INCREASES SINCE OCTOBER, 1938.

The average earnings, in the first pay-week of July, 1943, of the 6 million workpeople covered by the returns received were as shown below:—

Men (21 years and over)†	121s. 4d.
Youths and boys (under 21 years)	47s. 1d.
Women, 18 years and over:	
Excluding part-time workers‡	62s. 11d.
Part-time workers‡	29s. 0d.
Counting two part-time workers‡ as representing one full-timer	62s. 8d.
Girls, under 18 years	33s. 11d.

These figures, however, relate only to the wage-earners employed in the establishments from which returns were received, and the average earnings shown are affected by the fact that different industries, with varying levels of wages, were not represented in equal proportions in the returns. For example,

returns were obtained from a much higher proportion of employers in the engineering industry than in the building industry, and the engineering industry has therefore an unduly heavy weight, in comparison with the building industry, in the calculations from which the foregoing averages are derived. In order to eliminate the effects of such disparities, general averages for all industries combined, and for each of 16 broad groups of industries, have been calculated* on the basis of the estimated total numbers of wage-earners employed in the individual industries (a) in October, 1938, and (b) in July, 1943, and are given in the following Table. In calculating the averages, the earnings of women employed as part-time workers have been included on the basis of two part-time workers taken as representing one full-time worker; small numbers of men employed as part-time workers have been excluded.†

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

Industry Group.	Men (21 years and over).†	Youths and Boys (under 21 years).	Women (18 years and over).‡	Girls (under 18 years).	All Workers.‡
Average Earnings in the last pay-week of October, 1938.					
Iron, stone, etc., mining and quarrying ..	s. d. 60 0	s. d. 30 2	s. d. \$	s. d. \$	s. d. 56 8
Treatment of non-metallic products ..	66 5	31 1	29 8	17 11	61 0
Brick, pottery and glass ..	63 2	27 8	27 10	14 10	47 8
Chemical, paint, oil, etc. ..	69 3	29 5	32 8	18 2	55 0
Metal, engineering and ship-building ..	75 0	26 1	33 4	19 11	59 8
Textiles ..	57 3	24 0	31 9	19 8	37 10
Leather, fur, etc. ..	64 1	25 4	34 11	17 6	46 9
Clothing ..	64 3	24 9	32 9	17 6	35 0
Food, drink and tobacco ..	65 3	28 1	32 11	19 0	47 0
Woodworking ..	66 3	23 4	33 8	17 5	51 10
Paper, printing, stationery, etc. ..	84 3	24 8	34 1	17 1	57 7
Building, contracting, etc. ..	66 0	25 8	\$	\$	61 2
Miscellaneous manufacturing industries ..	69 1	26 8	31 9	18 5	46 6
Transport, storage, etc. (excluding railways) ..	70 0	27 1	34 11	\$	65 6
Public utility services ..	63 1	27 7	27 8	21 5	59 8
Government industrial establishments ..	75 3	32 7	44 9	\$	70 6
All the above ..	69 0	26 1	32 6	18 6	53 3
Average Earnings in the first pay-week of July, 1943.					
Iron, stone, etc., mining and quarrying ..	s. d. 97 11	s. d. 52 0	s. d. \$	s. d. \$	s. d. 91 7
Treatment of non-metallic products ..	109 5	51 9	59 0	37 8	97 10
Brick, pottery and glass ..	104 3	44 6	49 4	29 4	78 3
Chemical, paint, oil, etc. ..	116 3	42 8	63 7	32 1	90 1
Metal, engineering and ship-building ..	138 3	50 9	69 10	38 8	108 3
Textiles ..	96 11	41 5	52 11	35 8	64 2
Leather, fur, etc. ..	100 2	42 3	50 10	31 3	74 5
Clothing ..	98 9	39 3	50 3	30 2	54 9
Food, drink and tobacco ..	101 8	40 1	50 10	30 5	72 9
Woodworking ..	102 3	37 8	56 9	34 0	79 4
Paper, printing, stationery, etc. ..	112 7	32 5	51 2	28 6	80 6
Building, contracting, etc. ..	108 4	46 10	61 5	\$	100 4
Miscellaneous manufacturing industries ..	122 10	48 9	59 3	35 10	84 1
Transport, storage, etc. (excluding railways) ..	104 2	43 10	71 5	\$	95 0
Public utility services ..	88 7	37 1	47 10	27 0	80 3
Government industrial establishments ..	132 3	49 5	81 0	40 6	107 5
All the above ..	121 3	47 2	62 2	33 10	93 7

When the general averages for July, 1943, shown in this Table, are compared with those given in the previous column, it will be seen that the differences resulting from re-calculating the average earnings on the basis of the total numbers employed in each industry (instead of the numbers employed by those firms who supplied returns) are insignificant except in the case of women, for whom the general average of 62s. 2d. shown in the Table is 6d. less than the unadjusted average computed on the basis of the returns received. In calculating the average earnings of women and "all workers" at July, 1943, women who were employed as part-time workers have, as stated above, been included on the basis of two part-time workers taken as representing one full-timer. The inclusion of these women, however, has little effect on the average earnings shown, for if such part-time workers had been excluded from the statistics the general average of 62s. 2d. for women in all industries combined would have been altered by only 3d. (to 62s. 5d.). Moreover, among the sixteen groups of industries for which

* See the issues for November and December, 1940; March, 1941; November and December, 1941; June, and December, 1942; and June, 1943.

† Men employed as part-time workers (for not more than 30 hours a week), who had entered the employment of the firms concerned since July, 1941, have been excluded from the statistics given in this article and in the Tables on pages 30 to 35, the numbers shown in the returns having been insignificant. The earnings of the small number returned averaged 32s. 11d. in the first pay-week of July, 1943, and the hours worked averaged 18.2.

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

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

† See footnote † in previous column.

‡ In the calculation of the averages for women, and of those for "all workers," women employed as part-time workers in July, 1943 (see footnote † in previous column) have been included on the basis of two part-timers taken as representing one full-timer.

§ The numbers returned were insufficient to provide a satisfactory basis for general averages.

separate figures are given in the Table, the exclusion of the women part-time workers would not, in the great majority of cases, have altered the average earnings shown for women by more than 2d., the principal exception being the chemical, paint, oil, etc., group, in which the exclusion of these women would raise the average by 10d. (to 64s. 5d.).

It should be observed that the figures shown in the above Table, and in the detailed Tables on pages 30 and 31, are general averages covering all classes of manual wage-earners, including unskilled workers and general labourers as well as operatives in skilled occupations, and that they represent the actual earnings in the weeks specified, inclusive of payments for overtime, night-work, etc., and of amounts earned on piece-work or other methods of payment by results. In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers and in the opportunities for extra earnings from overtime, night-work and increased output by piece-workers, the differences in average earnings shown in the Tables should not be taken as evidence of disparities in the rates of wages prevailing in different industries for comparable classes of workpeople employed under similar conditions.

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

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

Industry Group.	Men.	Youths and Boys.	Women.*	Girls.	All Workers.*
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
Iron, stone, etc., mining and quarrying	63	72	—	—	62
Treatment of non-metallic minerals	65	66	99	110	60
Brick, pottery and glass	65	61	77	98	64
Chemical, paint, oil, etc.	68	45	95	77	64
Metal, engineering and ship-building	84	95	110	94	81
Textiles	69	73	67	81	70
Leather, fur, etc.	56	67	46	79	59
Clothing	54	59	53	72	56
Food, drink and tobacco	56	43	54	60	55
Woodworking	54	61	69	95	53
Paper, printing, stationery, etc.	34	31	50	67	40
Building, contracting, etc.	64	82	—	—	64
Miscellaneous manufacturing industries	78	83	87	95	81
Transport, storage, etc. (excluding railways)	49	62	105	—	45
Public utility services	40	34	73	26	34
Government industrial establishments †	76	52	81	—	52
All the above	76	81	91	83	76

From these figures, together with those given on pages 30 and 31, it will be seen that the percentage increases in average earnings between October, 1938, and July, 1943, varied widely in different industries. In the industries for which particulars are given on pages 30 and 31, for example, the average percentage increases shown for men range from less than 40 per cent. in some industries to over 80 per cent. in others, while those for women range from less than 50 per cent. to over 100 per cent. The general averages for all industries combined showed increases of about 76 per cent. for men, 81 per cent. for youths and boys, 91 per cent. for women, 83 per cent. for girls, and 76 per cent. for all workers combined. The fact that the average percentage rise in the earnings of women is greater than that shown for men is partly due to the marked increase which has taken place in the numbers of women engaged on work formerly undertaken by men. In most of the principal industries in which such increases have occurred, the employers' and workers' organisations have agreed that where women are employed on work previously done by men they shall be paid either the full rates for men (usually after a qualifying period, or subject to ability to perform the man's work without extra supervision or assistance), or specified proportions of those rates, yielding wages higher than those generally paid for work not regarded as men's work. If separate figures were available as to the earnings of women engaged on work corresponding with that represented in the figures relating to average earnings in October, 1938, the percentage increases shown for such women would be considerably lower, in many industries, than those given in the above Table and in the detailed Table on pages 30 and 31.

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

* See footnote † in previous column.

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

WEEKLY HOURS WORKED IN OCTOBER, 1938, AND JULY, 1943.

Employers furnishing particulars of the earnings of their wage-earners in the first pay-week of July, 1943, were asked to state the aggregate number of man-hours actually worked in that week by the men, youths and boys, women and girls, respectively, whose earnings were shown in their returns. Corresponding particulars had been collected by the Department in respect of the last pay-week of October, 1938, but not for any later date. The response to this request was highly satisfactory, particulars of the aggregate man-hours worked having been received in respect of all except 79,000* of the total of over 6 million workpeople whose earnings were returned; and the thanks of the Department are due to the employers who furnished returns, and to the British Employers' Confederation and their affiliated organisations, who gave valuable assistance by recommending their members to supply the desired information.

The average hours worked in each industry in the last pay-week of July, 1943, by the workpeople covered by the returns received, are set out in the Table on pages 32 and 33, in which comparative figures are also given for the last pay-week of October, 1938. The following Table shows the corresponding averages for each of the 16 main groups of industries covered by the two enquiries, and for all these industries taken together, calculated by combining the averages for the individual industries on the basis of the estimated total numbers of wage-earners employed in those industries at each of the two dates.† The figures given relate to the total number of hours *actually worked* in the weeks referred to, including all overtime and excluding all time lost. Recognised intervals for meals, etc., are also excluded. In the calculation of the averages, only those workpeople who were at work during part or the whole of the pay-week are included, those who were absent during the whole of the pay-week having been excluded from the returns.

Hours worked in October, 1938, and July, 1943, calculated on the basis of the total numbers employed in each industry.

Industry Group.	Men (21 years and over).‡	Youths and Boys (under 21 years).	Women (18 years and over).§	Girls (under 18 years).	All Workers.
Average Hours worked in the last pay-week of October, 1938.					
Iron, stone etc., mining and quarrying	45.9	45.7	||	||	45.8
Treatment of non-metallic minerals	49.8	47.3	45.5	45.2	49.3
Brick, pottery and glass	48.7	45.9	42.6	44.1	46.8
Chemical, paint, oil, etc.	48.4	46.7	44.0	44.6	47.2
Metal, engineering and ship-building	48.0	45.9	44.2	44.7	47.1
Textiles	47.7	45.6	44.5	45.9	45.8
Leather, fur, etc.	47.4	46.8	45.7	46.5	46.8
Clothing	44.8	45.3	41.2	42.7	42.4
Food, drink and tobacco	49.4	47.3	45.8	45.9	47.8
Woodworking	46.9	46.2	44.3	45.0	46.4
Paper, printing, stationery, etc.	46.1	45.5	44.4	44.9	45.4
Building, contracting, etc.	46.3	46.5	||	||	46.3
Miscellaneous manufacturing industries	48.6	46.9	44.5	44.9	46.8
Transport, storage, etc. (excluding railways)	48.9	48.1	45.7	||	48.8
Public utility services	49.0	47.6	32.8	43.7	48.0
Government industrial establishments	49.5	47.1	44.9	||	49.1
All the above	47.7	46.2	43.5	44.6	46.5
Average Hours worked in the first pay-week of July, 1943.					
Iron, stone, etc., mining and quarrying	49.1	47.5	||	||	48.8
Treatment of non-metallic minerals	52.1	47.4	44.7	45.6	50.8
Brick, pottery and glass	50.8	46.4	44.5	44.5	48.1
Chemical, paint, oil, etc.	52.4	46.1	44.6	44.4	48.9
Metal, engineering and ship-building	54.1	48.3	46.9	45.6	51.3
Textiles	51.4	47.7	46.6	46.4	48.1
Leather, fur, etc.	49.7	47.0	44.7	45.3	47.6
Clothing	47.3	45.6	44.1	44.3	44.8
Food, drink and tobacco	51.9	46.6	45.4	44.6	48.6
Woodworking	49.8	46.1	44.2	44.5	47.8
Paper, printing, stationery, etc.	48.5	45.8	44.7	44.6	46.8
Building, contracting, etc.	53.4	49.2	46.5	||	52.8
Miscellaneous manufacturing industries	52.8	47.8	45.9	44.9	48.9
Transport, storage, etc. (excluding railways)	51.8	48.5	46.3	||	50.7
Public utility services	50.3	47.1	41.5	44.8	48.8
Government industrial establishments	55.1	48.8	45.6	45.3	50.9
All the above	52.9	48.0	45.9	45.1	50.0

* Of the returns which gave particulars of the hours worked, a small number (covering not more than 50,000 workers) gave only a total figure, relating to all classes of workers combined. In all the other returns received, separate totals were given for men, youths and boys, women and girls, respectively, so far as employed.

† See footnote * in the second column on page 26.

‡ See footnote † in first column on page 26.

§ See footnote † in second column on page 26. The hours worked by women employed as part-time workers in the first week of July, 1943, averaged nearly 23½. The numbers returned were insufficient to provide a satisfactory basis for general averages.

The hours actually worked in the first pay-week of July, 1943, averaged approximately 53 for men, 48 for youths and boys (under 21 years of age), 46 for women, and 45 for girls (under 18 years), compared with approximately 47½ for men, 46½ for youths and boys, 43½ for women, and 44½ for girls in the last pay-week of October, 1938. For all workers combined, the average number of hours worked in the first week of July, 1943, was 50, compared with 46½ in the last week of October, 1938, but this comparison is affected to a slight extent by changes which took place between the two dates in the relative numbers of men, boys, women and girls employed, the proportions of men, boys and girls having declined while those of women have increased. If the proportions in the different sex and age groups, and in the different industries, had remained the same in 1943 as in 1938 the average hours shown for July, 1943, would have been about 49½.

From the detailed figures in the Table on pages 32 and 33 it will be seen that there was considerable variation in the average hours worked in different industries and among different sex and age groups. In the great majority of industries the average hours worked by men ranged between 47 and 55 in the first week of July, 1943, compared with between 44 and 51 in the last week of October, 1938; the averages for youths and boys (under 21 years) mostly ranged between 46 and 49 hours in July, 1943, compared with between 45 and 48 hours in October, 1938; and the averages for women and girls were between 43 and 47 hours in most industries in July, 1943, compared with 42 to 46 hours in October, 1938. The changes between 1938 and 1943 in the working hours of boys and girls were to some extent affected by the operation of the Factories Act, 1937, which reduced the maximum weekly hours of juveniles employed in factories (subject to certain qualifications) from 48 to 44 as from July, 1939.

HOURLY EARNINGS IN JULY, 1943, AND PERCENTAGE INCREASES SINCE OCTOBER, 1938.

The following Table shows for each group of industries covered by the enquiry, and for all those industries combined, the average hourly earnings in the first pay-week of July, 1943, computed from the foregoing figures of average weekly earnings and working hours, and the average percentage increases as compared with the average hourly earnings in the last pay-week of October, 1938:—

Average Hourly Earnings in July, 1943, and Percentage Increases as compared with October, 1938.

Industry Group.	Men (21 years and over).	Youths and Boys (under 21 years).	Women (18 years and over).*	Girls (under 18 years).	All Workers.*
Average Hourly Earnings in the first pay-week of July, 1943.					
Iron, stone, etc., mining and quarrying	s. d. 1 11-9	s. d. 1 1-1	s. d. —	s. d. —	s. d. 1 10-5
Treatment of non-metalli- ferous mine and quarry products	2 1-2	1 1-1	1 3-8	9-9	1 11-1
Brick, pottery and glass ..	2 0-6	11-5	1 1-3	7-9	1 7-5
Chemical, paint, oil, etc. ..	2 2-6	11-1	1 5-1	8-7	1 10-1
Metal, engineering and ship- building	2 6-7	1 0-6	1 5-9	10-2	2 1-3
Textiles	1 10-6	10-4	1 1-6	9-2	1 4-0
Leather, fur, etc.	2 0-2	10-8	1 1-6	8-3	1 6-3
Clothing	2 1-1	10-3	1 1-7	8-2	1 2-7
Food, drink and tobacco ..	1 11-5	10-3	1 1-4	8-2	1 6-0
Woodworking	2 0-6	9-8	1 3-4	9-2	1 7-9
Paper, printing, stationery, etc.	2 3-9	8-5	1 1-7	7-7	1 8-6
Building, contracting, etc. ..	2 0-3	11-4	1 3-8	—	1 10-8
Miscellaneous manufacturing industries	2 3-9	1 0-2	1 3-5	9-6	1 8-6
Transport, storage, etc. (excluding railways) ..	2 0-1	10-8	1 6-5	—	1 10-5
Public utility services ..	1 9-1	9-4	1 1-8	7-2	1 7-7
Government industrial establishments	2 4-8	1 0-2	1 9-3	10-7	2 1-3
All the above	2 3-5	11-8	1 4-3	9-0	1 10-5
Average Percentage Increases in Hourly Earnings between October, 1938, and July, 1943.					
Iron, stone, etc., mining and quarrying	53	66	—	—	52
Treatment of non-metalli- ferous mine and quarry products	58	66	103	108	56
Brick, pottery and glass ..	58	59	70	96	60
Chemical, paint, oil, etc. ..	55	47	92	77	58
Metal, engineering and ship- building	64	85	97	90	67
Textiles	57	65	59	79	62
Leather, fur, etc.	49	66	49	83	56
Clothing	46	57	43	66	48
Food, drink and tobacco ..	48	45	56	65	52
Woodworking	45	62	69	98	49
Paper, printing, stationery, etc.	27	30	49	68	36
Building, contracting, etc. ..	42	73	—	—	44
Miscellaneous manufacturing industries	64	79	81	95	73
Transport, storage, etc. (excluding railways) ..	40	61	102	—	40
Public utility services ..	37	36	37	23	32
Government industrial establishments†	58	46	78	—	47
All the above	58	74	81	81	63

* See footnote † in second column on page 26.

† See footnote † in first column on page 27.

The hourly earnings in the first week of July, 1943, averaged 2s. 3½d. for men, nearly 1s. for youths and boys (under 21 years), nearly 1s. 4½d. for women, and 9d. for girls (under 18 years), showing increases of 58 per cent., 74 per cent., 81 per cent., and 81 per cent., respectively, over the average earnings in the last week of October, 1938. For men, youths and boys, and women these percentage increases in average hourly earnings were considerably less than the percentage increases in average weekly earnings, shown in the Table in the first column on page 27, the average number of hours worked in the week having been greater in July, 1943, than in October, 1938.* For girls, however, there was little difference between the average percentage increase in hourly earnings (81 per cent.) and that in weekly earnings (83 per cent.), the average weekly number of hours worked having been only slightly greater in July, 1943, than in October, 1938.

WEEKLY EARNINGS IN JULY, 1943, AS COMPARED WITH JANUARY, 1943, AND JULY, 1942.

As compared with the average earnings in the last pay-week of January, 1943, particulars of which were published in the issue of this GAZETTE for June, 1943, the general averages for the first pay-week of July, 1943, for all industries combined, showed increases of about 6½ per cent. for men, 4½ per cent. for youths and boys, 6 per cent. for women, and 5½ per cent. for girls. As compared with the earnings in the week ended 18th July, 1942, particulars of which were published in the December, 1942, issue of this GAZETTE, the general averages for July, 1943, showed increases of about 9 per cent. for men, 2 per cent. for youths and boys, 15 per cent. for women, and 12 per cent. for girls. The relatively high percentage increase in the earnings of women, during this latter period, was due largely to the extended employment of women on work formerly done by men, to which reference has been made above.

AVERAGE EARNINGS IN OCTOBER, 1938, AND IN THE YEARS 1940-1943.

The following Table shows the average weekly earnings, in the industries covered by these enquiries, in October, 1938, and at various dates for which information is available between July, 1940, and July, 1943, computed on the basis of the total numbers of workpeople employed in the different industries at the dates specified:—

Date.	Men (21 years and over).	Youths and Boys.	Women (18 years and over).†	Girls.	All Workers.†
Average Weekly Earnings.					
October, 1938	s. d. 69 0	s. d. 26 1	s. d. 32 6	s. d. 18 6	s. d. 53 3
July, 1940	89 0†	35 1	38 11	22 4	69 2
July, 1941	99 5	41 11	43 11	25 0	75 10
January, 1942	102 0	42 6	47 6	26 10	77 9
July, 1942	111 5	46 2	54 2	30 3	85 2
January, 1943	113 9	45 1	58 6	32 1	87 11
July, 1943	121 3	47 2	62 2	33 10	93 7
Percentage Increase compared with October, 1938.					
July, 1940†	Per cent. 29-0†	Per cent. 34-5	Per cent. 19-7	Per cent. 20-7	Per cent. 29-9
July, 1941	44-1	60-7	35-1	35-1	42-4
January, 1942	47-8	62-9	46-2	45-0	46-0
July, 1942	61-5	77-0	66-7	63-5	59-9
January, 1943	64-9	72-8	80-0	73-4	65-1
July, 1943	75-7	80-8	91-3	82-9	75-7

The percentage increases in average earnings since October, 1938, shown in the foregoing Tables, represent the combined effect of a number of factors, including (a) increases in rates of wages, (b) fuller employment, with longer working hours and more extended working of night-shifts, (c) extensions of systems of payment by results, and increased output by the workers affected, and (d) changes in the proportions of men, boys, women and girls employed in different industries and occupations. As indicated above, the employment of large numbers of women on work formerly undertaken by men has contributed to the relatively high percentage increase in the average earnings of women.

As regards the first of these factors, it is estimated, from such information as is available to the Department, that in the industries covered by these enquiries the average level of rates of wages for a full ordinary week's work, exclusive of overtime was about 30 per cent.‡ higher in July, 1943, than in October, 1938. The difference between this figure and the average increase of nearly 76 per cent. shown by the returns of actual weekly earnings represents the net effects of the other factors referred to above.

* See Table in second column on page 27.

† See footnote † in second column on page 26.

‡ In July, 1940, figures analysed by age and sex were supplied by firms employing less than four-fifths of the total number of workpeople covered by the figures relating to the average earnings of "all workers", and the particulars shown for men, boys, women and girls at that date, therefore, are less fully representative than the corresponding particulars for other dates, which covered between 95 and 100 per cent. of the total number of workpeople included in the returns received. If detailed figures had been supplied by all firms who made returns in July, 1940, the average earnings shown for men at that date, and the percentage increase as compared with October, 1938, would probably have been slightly in excess of the figures given in the Table.

§ This figure applies only to the industries covered by the enquiry into average earnings in July, 1943. If industries not covered by the enquiry (e.g., agriculture, coal mining, railway service, and merchant shipping) were included, the figure would be raised to about 37 per cent.

As regards working hours, the figures given in the Table on page 27 show that the average number of hours* actually worked by the wage-earners employed in the industries covered by these enquiries was about $7\frac{1}{2}$ per cent. greater in the first pay-week of July, 1943, than in the last pay-week of October, 1938. For men the increase was about 11 per cent., for women it was about $5\frac{1}{2}$ per cent., for youths and boys nearly 4 per cent., and for girls about 1 per cent. There has also been a marked extension, during the war, of piecework and various forms of bonus payment. Consequently, there have been increases in earnings more than proportionate to the additional working hours, owing partly to payments for overtime, night shifts, and week-end work at rates above the normal rates, and partly to increased production by workpeople employed at piecework rates or on other systems of payment by results. The extra charges arising from these increased earnings have, of course, been spread over a higher output.

The changes which have occurred during the war in the numbers employed in the different industries have tended to raise the general level of average earnings of men, boys, women and girls, respectively, through the transference of workers from industries and occupations in which wages were relatively low to others with a higher level of earnings. On the other hand, the percentage increases in the average earnings of "all workers," as shown in the foregoing Tables, are affected by the fact that the proportions of men represented in the figures have been falling, while those of women have been rising, throughout the war period. If the average earnings in each industry, both at October, 1938, and at July, 1943, are combined by the use of "weights" corresponding with the estimated numbers employed in the various industries at October, 1938, the figures so obtained for July, 1943, show increases of approximately 64 per cent. for men, 73 per cent. for youths and boys, 67 per cent. for women, 76 per cent. for girls, and 65 per cent. for all workers combined. The result of this calculation is to eliminate the effects, on the general averages, of the changes which have taken place in the proportions of workpeople employed in the different industries covered by the enquiry, but not the changes in the proportions employed in different occupations within each industry.

INCREASES IN WAGES SINCE JULY, 1943.

Since the first pay-week of July, 1943, there have been substantial increases in rates of wages in some of the industries covered by the enquiry, which will have raised the average earnings shown for those industries in the Tables on pages 30 to 35. In the gas industry, for example, it was arranged on 14th July, 1943, that the war wage advances for men should be raised by 1d. an hour, or 8d. a shift, with smaller increases for youths, women and girls, with retrospective effect to 5th April. In the electricity supply industry the war bonus was raised in October, 1943, by $\frac{1}{2}$ d. an hour for men and for women doing men's work, and by smaller amounts for other workers. In the printing industry general increases in wage rates or war bonuses were granted, to take effect in November, 1943, amounting usually to 7s. 6d. a week for men and for women employed on men's work and receiving the men's full rates, and 2s. 6d. a week for other women, with varying amounts for juveniles; for workpeople employed on daily and Sunday newspapers in London the amounts of increase were generally higher. In the electrical contracting industry in the provinces the basic rates were increased, in November, by $\frac{3}{4}$ d. an hour for journeymen and by smaller amounts for other workers. In the road haulage industry the statutory minimum rates of wages fixed under the Road Haulage Wages Act were raised in December by 2s. 6d. to 3s. 6d. a week for men and those for youths by 1s. 3d. to 1s. 9d. a week, the amounts varying in different areas. In the heavy chemical manufacturing industry, increases in wage rates were granted, in December, 1943, and January, 1944, of $\frac{3}{4}$ d. or 1d. an hour for men, $\frac{3}{4}$ d. or 1 $\frac{1}{4}$ d. an hour for women, $\frac{1}{4}$ d. to 3d. an hour for youths and boys, and $\frac{1}{4}$ d. to 1 $\frac{1}{4}$ d. an hour for girls. In the cotton industry there was a general increase in January, 1944, of 4s. a week for men and women, and of 2s. a week for most classes of juvenile workers. In the boot and shoe manufacturing industry a new scale of minimum time rates was introduced, in January, 1944, which resulted in increases of 4s. a week for men aged 22 years and over, and of varying amounts for other workers. The war wage additions of manual workers employed in the non-trading departments of many local authorities in England and Wales outside the London area were also increased in January, 1944, by 2s. a week for men, 1s. 6d. for women and by proportional amounts for younger workers. Increases in wage rates or war bonuses have also been granted, since the first week of July, 1943, in a considerable number of other industries covered by the enquiry, including drug and fine chemical manufacture; paint, colour and varnish manufacture; the iron and steel industry; tinplate manufacture; textile bleaching, dyeing and finishing; laundering; boot and shoe repairing; cocoa, chocolate and sugar confectionery manufacture; tobacco manufacture; and paper bag and paper box manufacture.

EARNINGS IN THE COAL MINING INDUSTRY.

In the coal mining industry, which was not covered by the enquiry, information collected by the Ministry of Fuel and Power shows that for all classes of workpeople combined, including juveniles, the average earnings per man-shift worked (exclusive of the value of allowances in kind) were approximately 19s. 2d. in the three months ended September, 1943, as com-

pared with 11s. 4d. in the corresponding period of 1939, the increase between the two dates being equivalent to approximately 69 per cent.

There have been further increases, as from 22nd January, 1944, in the wages of large numbers of workers in this industry, as the result of an award raising the minimum wages of men, youths and boys, details of which are given on page 38.

EARNINGS IN THE RAILWAY SERVICE.

As regards the railway service, which was also excluded from the scope of the enquiry, returns are obtained annually by the Ministry of War Transport from all railway companies in Great Britain and from the London Passenger Transport Board, giving particulars, for one week in March, of the numbers of wage-earners receiving wages for the full week, together with the equivalent number of full-time workers in cases where the employees are paid for less than the complete week, and the aggregate wages (including bonuses, etc.) paid in the week. On the basis of these returns the following Table has been compiled, showing the average earnings in the week ended 13th March, 1943, and the corresponding averages for the week ended 7th March, 1942, and the week ended 11th March, 1939. The figures given in the Table are exclusive of (a) clerical staffs and other classes of salaried employees, (b) workpeople who were receiving full or partial board or lodging in addition to cash wages and (c) women and girls employed on a part-time basis as crossing keepers, waiting-room and lavatory attendants, office cleaners, etc. As regards the three departments for which separate figures are given, the "conciliation staff" consist mainly of workpeople employed in connection with the manipulation of traffic; the "shop and artisan staff" mainly comprise the workpeople employed on construction and repair work; and the "other staff" include those employed in ancillary businesses, (e.g., canal, dock and quay staff, marine staff, motor omnibus, etc. staff, hotel, dining-car and refreshment room staff) and at electrical generating stations, police staffs, etc. In the calculation of the average earnings shown, all workpeople paid at adult rates have been classified as men or women, while those paid at junior rates have been classified as youths, boys or girls. The age at which adult rates are paid is usually 20 years for the wages staffs in the conciliation grades and 21 years for those in the shop and artisan grades and other departments.

Department.	Average Earnings of Wage-earners in one week.			Average Percentage Increase in March, 1943, compared with March, 1939.
	March, 1943.	March, 1942.	March, 1939.	
MEN :—	s. d.	s. d.	s. d.	Per cent.
Conciliation staff	98 9	90 9	67 8	46
Shop and artisan staff	124 8	113 6	71 3	75
Other staff	113 11	99 3	72 8	57
All Men	105 4	96 2	68 9	53
YOUTHS AND BOYS :—				
Conciliation staff	36 2	33 3	30 10	17
Shop and artisan staff	42 8	40 6	25 10	65
Other staff	35 0	30 7	24 2	45
All Youths and Boys ..	38 6	35 10	28 10	33$\frac{1}{2}$
WOMEN :—				
Conciliation staff	70 2	61 4	*	—
Shop and artisan staff	85 9	69 5	*	—
Other staff	62 1	47 1	*	—
All Women	74 2	63 1	*	—
GIRLS :—				
Conciliation staff	38 9	31 8	*	—
Shop and artisan staff	53 0	45 6	*	—
Other staff	*	*	*	—
All Girls	47 5	40 2	*	—

The average earnings shown above include war bonus, etc., piece-work payments and tonnage bonus, payments for overtime, Sunday duty and night duty, and all other payments for work performed, but exclude travelling and out-of-pocket expenses, and meal and lodging allowances. In calculating the averages, the total amount of wages paid at each date has been divided by the number of staff receiving wages for the full week combined with the equivalent number of full-time workers in cases where employees were paid for less than the complete week.

It will be seen that the average earnings in March, 1943, showed increases, as compared with the corresponding averages for March, 1939, of 53 per cent. for men and 33 $\frac{1}{2}$ per cent. for youths and boys. In this connection, however, it should be observed that the average age of the youths and boys covered by the returns must have been lower in March, 1943, than in March, 1939, owing (a) to the effects of recruitment for the Forces, and (b) to the fact that considerable numbers of male juniors in the higher age groups were employed as adult positions and were accordingly included in the returns as men. It should also be noted that the average earnings shown in the above Table do not include increases in war bonus, etc., which took effect from 26th April, 1943. For men and women employed in the conciliation grades and in railway workshops those increases amounted to 4s. 6d. a week; for youths and girls they varied from 1s. 9d. to 3s. 6d. a week.

* The number employed was insufficient to provide a satisfactory basis for general averages.

* See footnote † in second column on page 26.

AVERAGE EARNINGS AND WORKING HOURS IN

(I).—AVERAGE EARNINGS IN THE FIRST PAY-WEEK OF JULY, 1943, AND PERCENTAGE INCREASES AS COMPARED WITH THE AVERAGE EARNINGS IN THE LAST PAY-WEEK OF OCTOBER, 1938.

Industry.	Average earnings,* in the first pay-week of July, 1943, of the wage-earners covered by the returns received.						Average percentage increase as compared with the earnings in the last pay-week of October, 1938.					
	Men (21 & over).	Youths and boys.	Women (18 & over).		Girls.	All workers.†	Men.	Youths and boys.	Women.		Girls.	All workers.‡
			Exclud- ing part- time workers.†	Counting two part- timers as one full- timer.‡					Exclud- ing part- time workers.†	Counting two part- timers as one full- timer.‡		
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
IRON, STONE, ETC., MINING AND QUARRYING :—												
Iron Ore and Ironstone Mining, etc.	110 3	59 2	—	—	—	104 11	71	71	—	—	—	70
Stone Quarrying and Mining ..	93 7	50 4	—	—	—	89 6	53	89	—	—	—	56
Clay, Sand, Gravel and Chalk Pits ..	96 8	52 5	—	—	—	90 9	70	63	—	—	—	67
Other Mining and Quarrying ..	99 9	49 3	—	—	—	87 7	67	60	—	—	—	59
TREATMENT OF NON-METALLIFEROUS MINING PRODUCTS :—												
Coke-Ovens and By-product Works ..	116 6	55 0	—	—	—	110 5	64	61	—	—	—	62
Cement, Lime, Whiting, etc. ..	106 8	50 1	66 7	66 5	—	99 0	59	52	§	§	—	56
Cast Stone and Cast Concrete Products Manufacture ..	100 11	47 4	—	—	—	87 3	61	60	—	—	—	57
Other Non-metalliferous Mine and Quarry Products ..	110 7	54 7	55 11	55 9	37 8	93 2	72	78	86	86	109	62
BRICK, POTTERY AND GLASS INDUSTRIES :—												
Brick, Tile, Pipe, etc. ..	99 0	46 10	49 7	49 7	34 4	85 4	61	61	73	73	92	62
Pottery, Earthenware, etc. ..	100 3	38 1	48 7	48 8	29 5	65 3	65	66	75	75	103	77
Glass and Glass Bottle Manufacture	113 0	45 8	50 0	50 0	27 7	81 11	64	64	85	85	72	53
CHEMICAL, PAINT, OIL, ETC., INDUSTRIES :—												
Chemicals and Explosives ..	117 11	44 1	65 8	64 9	32 7	90 8	70	52	102	99	80	69
Paint, Varnish, Red Lead, etc. ..	101 3	36 11	50 10	50 11	28 10	82 8	56	33	69	69	65	53
Oil, Glue, Soap, Ink, Matches, etc. ..	113 11	42 3	59 9	58 9	31 8	89 6	63	45	80	77	70	55
METAL, ENGINEERING, AND SHIP-BUILDING INDUSTRIES :—												
Pig Iron Manufacture (Blast Furnaces)	123 2	52 5	—	—	—	117 1	49	57	—	—	—	47
Iron Puddling, Steel Smelting, Rolling, Forging, etc. ..	133 1	56 8	68 8	68 7	35 10	117 4	67	84	§	§	§	60
Non-Ferrous Metal Manufacture ..	134 1	66 2	72 2	71 9	39 1	115 7	88	119	128	127	78	83
Tinplate and Steel Sheet Manufacture	120 6	46 10	48 9	48 10	—	100 0	44	88	40	40	—	40
Iron and Steel Tube Manufacture ..	129 7	59 6	68 8	68 5	—	111 6	82	108	133	133	—	76
Wire, Wire Netting, Wire Ropes, etc. Engineering, etc.¶	119 7	46 4	55 4	55 4	33 2	91 1	75	82	89	89	83	65
General Engineering, and Engineers' Iron and Steel Founding ..	130 11	49 5	69 8	69 4	39 10	104 4	78	103	117	116	104	73
Electrical Engineering ..	131 7	44 10	64 8	64 8	35 7	92 6	77	81	99	99	84	82
Marine Engineering ..	132 8	45 5	70 5	70 3	—	112 0	77	147	§	§	—	81
Constructional Engineering ..	122 0	46 2	65 5	65 5	—	103 7	69	89	§	§	—	66
Motor Vehicle, Cycle and Aircraft (including components) Manufacture and Repair ..	155 10	55 9	79 2	78 8	46 3	122 9	88	97	98	96	74	73
Ship Building and Repairing ..	143 1	47 0	71 11	71 10	—	125 4	104	127	§	§	—	109
Railway Carriage, Wagon, and Tram Building and Repairing ..	121 11	41 4	59 8	59 6	—	102 5	70	72	§	§	—	65
Electric Cables, Apparatus, Lamps, etc., Manufacture ..	127 11	48 2	64 2	64 0	35 10	84 8	75	57	80	79	72	69
Hand Tools, Cutlery, Saws, Files, etc.	123 11	49 0	57 6	57 4	28 11	85 9	81	106	106	105	89	90
Bolts, Nuts, Screws, Rivets, Nails, etc.	119 1	49 11	60 8	60 7	36 7	81 7	85	107	103	103	100	93
Brass and Yellow Metal Goods ..	125 2	49 6	62 6	62 8	38 5	91 11	82	89	105	105	106	87
Heating and Ventilating Engineering	132 7	49 7	—	—	—	106 2	74	88	—	—	—	57
Watches, Clocks, Plate, Jewellery, etc.	113 11	48 2	55 8	55 11	34 4	81 8	60	88	82	82	94	70
Other Metal Industries ..	133 9	50 9	64 7	64 4	37 3	94 5	91	93	104	104	95	91
TEXTILE INDUSTRIES :—												
Cotton ..	96 0	47 10	57 3	57 2	39 3	66 0	89¶	117¶	82¶	82¶	98¶	85¶
Woollen and Worsted ..	91 2	40 0	50 6	50 7	37 7	64 0	59	63	62	62	73	64
Silk Throwing, Spinning and Weaving (including Artificial Silk Weaving)	108 3	40 11	55 8	55 6	33 11	68 3	74	76	80	79	87	75
Artificial Silk Spinning ..	117 8	42 11	57 2	57 0	35 4	86 4	59	53	102	102	90	65
Flax Spinning and Weaving ..	86 1	36 2	40 8	40 8	29 3	47 5	79**	83**	48**	48**	64**	60**
Jute Spinning and Weaving ..	83 3	43 3	48 6	48 6	36 7	55 2	63	80	43	43	76	51
Hemp, Rope, Cord, Twine, etc. ..	99 3	36 5	46 11	47 1	29 10	55 1	76	92	69	70	63	77
Hosiery ..	111 8	36 7	54 10	55 3	36 6	60 1	41	34	49	50	80	49
Lace ..	97 10	—	45 10	45 10	34 8	63 1	62	—	53	53	98	58
Carpets and Rugs ..	88 6	—	51 8	51 2	—	60 3	45	—	42	41	—	55
Other Textiles ..	103 10	42 7	52 6	52 11	33 6	62 4	74	68	71	73	90	80
Textile Bleaching, Printing, Dyeing, Finishing, etc. ..	95 11	40 4	47 1	47 2	30 4	75 2	68	52	64	65	65	66
LEATHER, LEATHER GOODS AND FUR INDUSTRIES :—												
Tanning, Currying and Dressing ..	100 11	43 5	52 2	52 0	33 7	83 1	61	64	73	73	75	55
Leather Goods Manufacture ..	95 4	38 2	49 5	49 3	29 11	60 2	55	75	60	59	82	73
Fur Dressing, etc.†† ..	112 8	40 0	53 8	53 7	32 0	73 9	35	34	16	16	49	32

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

† The part-time workers referred to are those who were employed for not more than 30 hours a week and had entered the employment of the firms concerned since July, 1941; see third paragraph in first column of page 26.

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

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

¶ The figures given for the engineering, etc., industry are based partly on returns from firms who are members of the Engineering and Allied Employers' National Federation, and partly on returns from non-federated firms. The average earnings shown by the federated firms were considerably higher than those shown by the non-federated firms; for example, the average weekly earnings of "all workers" in July, 1943 (including men, boys, women and girls and counting two part-time women workers as representing one full-time worker) were 114s. 2d. for the federated firms, as compared with 101s. 3d. for the non-federated firms.

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

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

THE PRINCIPAL INDUSTRIES AT JULY, 1943—continued.

(I).—AVERAGE EARNINGS IN THE FIRST PAY-WEEK OF JULY, 1943, AND PERCENTAGE INCREASES AS COMPARED WITH THE AVERAGE EARNINGS IN THE LAST PAY-WEEK OF OCTOBER, 1938—continued.

Industry.	Average earnings,* in the first pay-week of July, 1943, of the wage-earners covered by the returns received.						Average percentage increase as compared with the earnings in the last pay-week of October, 1938.					
	Men (21 & over).	Youths and boys.	Women (18 & over).		Girls.	All workers.†	Men.	Youths and boys.	Women.		Girls.	All workers.‡
	s. d.	s. d.	Exclud- ing part- time workers.†	Counting two part- timers as one full- timer.‡	s. d.	s. d.	Per cent.	Per cent.	Exclud- ing part- time workers.†	Counting two part- timers as one full- timer.‡	Per cent.	Per cent.
CLOTHING INDUSTRIES :—												
Tailoring :												
Ready-made and Wholesale Bespoke	108 9	37 2	52 7	52 8	31 11	54 11	58	53	59	59	83	60
Retail Bespoke—												
Firms employing 10 or more	102 4	—	50 3	50 7	23 4	60 2	39	—	30	31	39	34
workers												
Firms employing less than 10	85 4	—	48 6	48 8	—	60 3	39	—	43	43	—	39
workers												
Dress Making and Millinery :												
Firms employing 10 or more workers	112 10	—	55 1	55 2	29 9	49 5	65	—	54	55	71	52
Firms employing less than 10 workers	—	—	54 8	54 7	—	50 1	—	—	54	53	—	73
Hats and Caps (including Straw Plait)	96 7	41 5	50 4	50 5	34 8	60 8	47	63	56	57	85	53
Shirts, Collars, Underclothing, etc...	95 1	—	47 5	47 4	29 3	44 4	44	—	48	48	69	47
Other Dress Industries	93 6	39 7	50 0	50 2	30 9	50 8	49	68	50	51	77	57
Boot, Shoe and Slipper Making and												
Repairing :												
Firms employing 10 or more workers	99 3	42 6	54 2	54 0	31 5	71 2	54	68	42	41	68	56
Firms employing less than 10 workers	89 10	37 3	—	—	—	73 11	51	48	—	—	—	42
Laundries :												
Firms employing 10 or more workers	94 8	37 2	46 11	47 0	28 9	49 4	56	60	67	67	62	68
Firms employing less than 10 workers	—	—	36 4	36 7	—	38 4	—	—	56	57	—	55
Dyeing, Dry Cleaning, etc. . . .	96 0	42 0	51 0	50 5	31 5	58 10	57	64	65	63	94	67
FOOD, DRINK AND TOBACCO INDUSTRIES :—												
Bread, Biscuits, Cakes, etc. :												
Firms employing 10 or more workers	104 1	36 7	52 11	53 0	28 0	75 10	60	52	61	61	59	67
Firms employing less than 10 workers	99 11	35 7	48 1	48 8	—	74 8	69	66	70	72	—	58
Grain Milling	109 0	56 1	52 2	52 0	32 5	92 5	71	59	76	75	108	61
Cocoa, Chocolate and Sugar Confectionery	110 1	37 9	54 7	54 2	29 2	70 2	48	22	59	58	52	77
Other Food Industries	102 2	42 2	49 3	49 4	32 1	69 9	58	33	59	60	76	50
Drink Industries	94 11	40 9	47 2	47 4	31 10	73 11	48	50	68	69	47	43
Tobacco, Cigars, Cigarettes, etc. . .	107 8	38 2	54 10	54 7	31 10	61 7	28	—8 (Dec.)	35	34	43	29
WOODWORKING :—												
Millsawing and Machine Joinery ..	100 4	41 0	58 3	58 1	37 2	82 6	61	79	72	72	102	56
Wood Box and Packing Case M'f'g	105 6	39 5	57 10	57 9	33 5	74 2	59	83	73	73	84	60
Cabinet Making, Furniture Making, Upholstery, etc. :												
Firms employing 10 or more workers	103 0	35 1	57 0	57 3	35 0	77 4	50	43	64	64	95	47
Firms employing less than 10 workers	93 9	31 4	47 10	48 1	—	72 11	51	59	42	43	—	48
Carriage, Cart, etc., Building ..	120 11	39 2	64 5	63 9	—	93 4	64	64	111	108	—	61
Other Woodworking	105 8	37 11	56 3	56 1	33 1	78 3	63	78	100	100	106	64
PAPER, PRINTING, ETC., INDUSTRIES :—												
Paper and Paper Board M'f'g ..	112 7	45 3	51 5	51 4	32 1	86 10	70	48	62	61	57	63
Cardboard Box, Paper Bag and Stationery Manufacture	103 3	36 10	51 5	51 3	30 7	61 3	38	34	55	54	76	52
Stationery and Typewriting Requisites (not paper)	107 10	—	56 7	55 8	32 8	69 2	42	—	72	69	90	64
Printing, Publishing and Bookbinding	114 0	27 1	50 11	50 10	25 8	84 10	24	18	45	45	56	31
BUILDING, CONTRACTING, ETC.:—												
Building, Decorating, etc. . . .	105 0	43 5	58 10	58 8	—	96 5	58	73	§	§	—	57
Public Works Contracting, etc. . .	111 10	64 6	—	—	—	107 11	78	80	—	—	—	76
Electrical Contracting	126 8	38 10	—	—	—	94 3	60	84	—	—	—	66
MISCELLANEOUS MANUFACTURING INDUSTRIES :—												
Rubber (excluding rubber garments)	126 7	47 1	61 3	60 10	35 11	95 4	78	49	89	88	78	87
Oilcloth, Linoleum, etc. . . .	94 6	—	52 0	51 11	—	81 4	52	—	66	66	—	48
Brushes and Brooms	98 4	—	50 8	50 2	32 0	61 7	60	—	60	58	67	61
Scientific and Photographic Instru- ments and Apparatus	135 5	51 4	65 6	65 0	36 6	92 8	82	101	95	93	101	85
Musical Instruments, Toys, Games and Sports Requisites	101 8	—	46 10	47 4	—	70 11	47	—	56	58	—	67
Other Manufacturing Industries ..	118 8	49 7	57 9	57 9	35 10	78 7	73	89	83	83	96	76
TRANSPORT, STORAGE, ETC.:—												
Tramway and Omnibus Service, and other Road Passenger Transport..	101 5	34 5	73 9	73 7	—	91 10	41	33	103	102	—	34
Goods Transport by Road	102 11	50 0	63 7	63 6	—	95 8	55	74	§	§	—	54
Dock, Harbour, Canal, etc., Service||	122 1	44 5	51 11	51 9	—	116 11	63	36	§	§	—	60
Warehousing, Storage, etc. . . .	104 6	39 1	53 6	53 6	—	93 1	64	62	57	57	—	74
PUBLIC UTILITY SERVICES :—												
Gas Supply	97 3	36 0	53 11	53 11	—	91 6	41	38	§	§	—	40
Water Supply	91 10	35 6	—	—	—	89 11	41	17	§	§	—	40
Electricity Supply	102 5	35 11	65 10	65 7	—	95 9	41	37	§	§	—	39
Local Authorities' (Non-Trading) Services	82 8	39 0	45 3	45 5	26 9	73 5	43	25	63	64	28	35
GOVERNMENT INDUSTRIAL ESTABLISHMENTS¶												
	132 3	49 5	81 1	81 0	40 6	107 5	76	52	81	81	§	52

* † ‡ § See footnotes on previous page.

¶ The figures relate to the permanent employees of dock, harbour and canal authorities; they do not cover workers paid by the day or half-day.
¶ In the case of the Government industrial establishments the comparisons between the average earnings in October, 1938, and July, 1943, are affected by the fact that the returns for the latter date covered a number of establishments, employing large numbers of workpeople, which were not in operation in October, 1938.

AVERAGE EARNINGS AND WORKING HOURS IN

(II).—AVERAGE HOURS WORKED IN THE LAST PAY-WEEK OF OCTOBER, 1938, AND
IN THE FIRST PAY-WEEK OF JULY, 1943.

Industry.	Average number of hours worked* by the wage-earners covered by the returns received.										
	Last pay-week of October, 1938.					First pay-week of July, 1943.					
	Men (21 & over).	Youths and boys.	Women (18 & over).	Girls.	All Workers.	Men (21 & over).	Youths and boys.	Women (18 & over)		Girls.	All Workers.†
								Exclud- ing part- time workers.†	Counting two part- timers as one full- timer.‡		
	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.
IRON, STONE, ETC., MINING AND QUARRYING :—											
Iron Ore and Ironstone Mining, etc.	41.2	40.6	—	—	41.2	48.3	45.8	—	—	—	48.0
Stone Quarrying and Mining	46.0	46.2	—	—	46.0	48.7	47.9	—	—	—	48.7
Clay, Sand, Gravel and Chalk Pits	48.1	46.9	—	—	48.0	53.3	50.0	—	—	—	52.7
Other Mining and Quarrying	46.0	45.7	—	—	45.9	47.3	45.4	—	—	—	46.8
TREATMENT OF NON-METALLIFEROUS MINING PRODUCTS :—											
Coke-Ovens and By-product Works	50.5	48.6	—	—	50.3	51.1	48.3	—	—	—	50.7
Cement, Lime, Whiting, etc.	50.3	47.8	—	—	49.9	52.4	46.6	44.0	44.0	—	51.3
Cast Stone and Cast Concrete Products Manufacture	49.1	46.6	—	—	48.5	51.8	46.1	—	—	—	50.1
Other Non-metalliferous Mine and Quarry Products	49.0	47.8	45.5	45.2	48.5	52.8	48.5	44.8	44.8	45.6	50.7
BRICK, POTTERY AND GLASS INDUSTRIES :—											
Brick, Tile, Pipe, etc.	50.3	46.8	44.0	44.8	49.2	52.0	46.9	45.0	44.9	44.3	50.4
Pottery, Earthenware, etc.	45.8	45.0	42.2	44.0	44.0	49.7	46.4	45.0	45.0	45.0	46.9
Glass and Glass Bottle Manufacture	46.9	44.2	43.8	44.6	45.9	49.7	45.9	43.4	43.7	44.0	47.1
CHEMICAL, PAINT, OIL, ETC., INDUSTRIES :—											
Chemicals and Explosives	48.7	46.8	44.6	45.2	47.4	52.5	46.6	44.5	44.7	44.6	48.8
Paint, Varnish, Red Lead, etc.	48.3	46.6	44.7	44.8	47.5	51.7	46.1	44.6	44.7	45.0	49.5
Oil, Glue, Soap, Ink, Matches, etc.	47.9	46.4	42.8	43.6	46.8	52.1	45.0	44.1	44.2	43.9	49.1
METAL, ENGINEERING, AND SHIP-BUILDING INDUSTRIES :—											
Pig Iron Manufacture (Blast Furnaces)	48.1	46.4	—	—	48.0	50.1	48.3	—	—	—	49.8
Iron Puddling, Steel Smelting, Rolling, Forging, etc.	46.2	42.4	—	—	45.7	53.0	47.3	44.9	44.9	43.4	51.4
Non-Ferrous Metal Manufacture	48.7	46.3	43.1	44.0	48.0	53.6	47.8	45.8	45.9	46.1	51.5
Tinplate and Steel Sheet Manufacture	39.8	40.0	40.6	—	40.0	45.8	43.6	43.0	43.1	—	45.0
Iron and Steel Tube Manufacture	47.4	45.5	44.7	—	47.0	52.4	48.3	43.5	43.6	—	50.4
Wire, Wire Netting, Wire Ropes, etc.	49.0	47.2	45.6	45.9	48.2	53.5	47.8	45.2	45.3	45.6	50.3
Engineering, etc.‡:											
General Engineering and Engineers'											
Iron and Steel Founding	48.9	46.0	43.8	44.4	48.0	54.4	48.7	46.7	46.8	46.2	51.7
Electrical Engineering	49.3	46.5	44.8	45.2	47.5	54.5	49.0	46.7	46.9	46.0	50.7
Marine Engineering	50.1	46.7	—	—	49.3	58.1	49.9	47.9	47.9	—	55.6
Constructional Engineering	49.9	47.2	—	—	49.4	53.5	47.6	45.9	45.9	—	51.6
Motor Vehicle, Cycle and Aircraft (including Components) Manufacture and Repair	48.0	46.0	42.2	43.1	47.4	53.6	47.9	48.0	48.1	46.1	51.4
Ship Building and Repairing	45.0	44.9	—	—	44.9	56.3	49.6	47.6	47.6	—	54.6
Railway Carriage, Wagon, and Tram Building and Repairing	48.3	46.0	—	—	47.8	52.2	47.3	43.0	43.0	—	50.5
Electric Cables, Apparatus, Lamps, etc., Manufacture	50.2	47.4	45.2	45.6	47.7	54.4	48.1	47.0	47.0	45.4	49.6
Hand Tools, Cutlery, Saws, Files, etc.	46.6	45.9	43.8	44.4	45.7	51.3	48.0	44.5	44.7	44.3	48.2
Bolts, Nuts, Screws, Rivets, Nails, etc.	48.1	45.1	45.8	44.3	46.5	54.0	47.2	48.0	47.9	49.4	50.4
Brass and Yellow Metal Goods	48.7	46.6	44.9	45.1	47.3	52.8	48.2	45.1	45.1	45.1	49.4
Heating and Ventilating Engineering	49.7	46.4	—	—	49.1	54.1	49.0	—	—	—	51.9
Watches, Clocks, Plate, Jewellery, etc.	48.3	47.1	45.0	45.9	46.9	50.8	47.2	45.1	45.2	44.6	48.0
Other Metal Industries	47.7	46.1	44.0	44.7	46.3	52.9	47.6	45.6	45.7	44.8	49.2
TEXTILE INDUSTRIES :—											
Cotton	47.3	44.2	45.1	45.7	45.8	51.2	49.0	48.4	48.3	48.1	49.1
Woolen and Worsted	48.1	46.4	43.4	45.4	45.5	50.6	47.3	45.5	45.5	46.2	47.6
Silk Throwing, Spinning and Weaving (including Artificial Silk Weaving)	47.9	40.3	42.4	44.3	44.2	51.1	46.3	45.1	45.2	45.2	47.0
Artificial Silk Spinning	47.0	45.7	40.5	40.0	44.2	53.0	47.3	45.5	45.6	45.0	49.6
Flax Spinning and Weaving	47.9	46.7	45.2	49.6	46.8	50.4||	47.8||	46.1||	46.1||	46.4||	47.2||
Jute Spinning and Weaving	49.2	47.5	46.8	46.9	47.6	51.1	48.0	46.4	46.4	47.2	47.7
Hemp, Rope, Cord, Twine, etc.	49.8	47.0	45.8	45.7	46.8	54.4	46.7	45.2	45.2	44.9	47.3
Hosiery	49.1	47.7	45.2	47.1	46.3	49.6	47.1	45.9	46.1	46.1	46.7
Lace	42.6	45.5	41.9	45.3	42.8	49.6	—	45.4	45.3	44.5	46.8
Carpets and Rugs	48.0	46.9	46.2	46.7	46.9	47.5	—	44.4	44.5	—	44.4
Other Textiles	48.6	47.5	44.3	45.5	45.8	54.7	46.7	45.0	45.2	44.8	47.5
Textile Bleaching, Printing, Dyeing, Finishing, etc.	47.2	45.7	41.7	42.8	45.6	52.6	47.2	44.5	44.6	45.2	49.6
LEATHER, LEATHER GOODS AND FUR INDUSTRIES :—											
Tanning, Currying and Dressing	47.1	46.8	43.4	45.3	46.8	49.7	46.5	44.1	44.2	45.3	48.2
Leather Goods Manufacture	48.0	46.7	46.4	47.0	47.0	50.2	48.0	45.2	45.2	45.6	47.0
Fur Dressing, etc.	48.2	46.8	45.7	45.3	46.6	47.7	49.6	43.7	43.4	42.3	45.3

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

† The part-time workers referred to are those who were employed for not more than 30 hours a week and had entered the employment of the firms concerned since July, 1941; see third paragraph in first column of page 26.

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

§ The figures given for the engineering, etc., industry are based partly on returns from firms who are members of the Engineering and Allied Employers' National Federation, and partly on returns from non-federated firms. The average number of hours shown by the federated firms for men, youths and boys, and women in July, 1943, was rather greater, on the whole, than that shown by the non-federated firms; for example, the average weekly hours of "all workers" in July, 1943 (including men, boys, women and girls and counting two part-time women workers as one full-time worker) were 52.0 for the federated firms, as compared with 50.7 for the non-federated firms.

|| Many of the principal firms in the linen industry in Northern Ireland did not supply information for October, 1938, and enquiries were sent to these firms in July, 1943, in addition to those who had furnished returns. Consequently the number of returns received in July, 1943, was much greater than in October, 1938. The average hours worked in the first pay-week of July, 1943, by the workpeople employed by firms who furnished returns for both dates, were 51.0 for men, 47.6 for youths and boys, 46.6 for women and for girls, and 47.5 for "all workers."

THE PRINCIPAL INDUSTRIES AT JULY, 1943—continued.

(II).—AVERAGE HOURS WORKED IN THE LAST PAY-WEEK OF OCTOBER, 1938, AND IN THE FIRST PAY-WEEK OF JULY, 1943—continued.

Industry.	Average number of hours worked* by the wage-earners covered by the returns received.										
	Last pay-week of October, 1938.					First pay-week of July, 1943.					
	Men (21 & over).	Youths and boys.	Women (18 & over).	Girls.	All Workers.	Men (21 & over).	Youths and boys.	Women (18 & over)		Girls.	All workers.†
								Exclud- ing part- time workers.†	Counting two part- timers as one full- timer.‡		
	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.	Hours.
CLOTHING INDUSTRIES :—											
Tailoring :											
Ready-made and Wholesale Bespoke ..	45.7	45.4	41.1	42.4	42.3	47.5	45.3	44.3	44.4	43.9	44.8
Retail Bespoke—											
Firms employing 10 or more workers	44.5	45.0	44.5	43.7	44.4	46.7	—	43.9	44.1	44.7	45.0
Firms employing less than 10 workers	41.9	—	40.4	—	41.5	45.9	—	43.9	44.0	—	44.7
Dress Making and Millinery :											
Firms employing 10 or more workers ..	46.5	45.3	42.3	42.7	42.6	46.5	—	43.6	43.7	43.4	43.7
Firms employing less than 10 workers ..	—	—	42.5	43.1	42.5	—	—	41.8	41.9	—	42.2
Hats and Caps (including Straw Plait) ..	42.5	44.1	38.6	42.0	40.7	43.9	44.5	40.7	40.8	43.7	42.2
Shirts, Collars, Underclothing, etc. ..	45.9	45.6	42.4	43.8	43.0	48.0	—	43.6	43.7	44.3	44.2
Other Dress Industries ..	45.1	45.5	42.4	43.3	43.0	47.9	46.7	43.3	43.4	43.6	44.1
Boot, Shoe and Slipper Making and Repairing :											
Firms employing 10 or more workers ..	43.7	44.5	43.1	43.6	43.6	46.3	44.7	44.1	44.1	44.2	45.1
Firms employing less than 10 workers ..	44.9	46.6	—	—	45.2	48.3	46.9	—	—	—	47.3
Laundries :											
Firms employing 10 or more workers ..	48.3	46.5	39.0	41.5	41.1	49.7	46.5	44.7	44.9	45.9	45.7
Firms employing less than 10 workers ..	—	—	33.2	40.5	35.1	—	—	37.3	37.4	—	38.6
Dyeing, Dry Cleaning, etc. ..	45.4	46.6	43.5	43.6	44.2	49.4	47.1	45.5	45.5	45.6	46.5
FOOD, DRINK AND TOBACCO INDUSTRIES :—											
Bread, Biscuits, Cakes, etc. :											
Firms employing 10 or more workers ..	49.5	47.8	47.3	46.8	48.3	52.5	46.6	45.8	46.0	46.2	49.4
Firms employing less than 10 workers ..	50.2	46.5	46.8	—	49.0	53.4	45.9	44.5	44.6	—	49.8
Grain Milling ..	46.4	46.1	43.1	44.4	46.1	51.2	47.3	43.8	43.8	43.3	49.4
Cocoa, Chocolate and Sugar Confectionery	49.0	46.7	46.7	46.1	47.1	50.4	44.5	46.0	46.1	44.2	47.3
Other Food Industries ..	50.2	47.7	45.2	44.9	47.9	52.8	47.4	45.6	45.7	43.9	48.8
Drink Industries ..	49.6	47.3	43.2	44.6	48.0	51.0	46.4	44.3	44.3	43.8	48.4
Tobacco, Cigars, Cigarettes, etc. ..	48.6	48.3	45.7	46.2	46.6	49.7	46.7	44.9	45.1	45.4	46.3
WOODWORKING :—											
Millsawing and Machine Joinery ..	46.0	45.9	43.0	46.0	45.9	51.1	47.1	44.8	44.8	45.9	49.4
Wood Box and Packing Case Manufacture	48.9	46.8	45.8	43.8	47.6	50.8	46.1	43.6	43.8	43.9	47.4
Cabinet Making, Furniture Making, Upholstery, etc. :											
Firms employing 10 or more workers ..	47.4	46.5	44.6	45.4	46.8	49.0	45.0	44.3	44.5	44.3	47.0
Firms employing less than 10 workers ..	45.0	45.7	42.9	—	44.9	46.0	44.3	41.5	41.7	—	44.9
Carriage, Cart, etc., Building ..	46.2	44.0	39.6	40.7	45.2	51.0	47.3	44.3	44.4	—	49.0
Other Woodworking ..	47.5	46.5	45.2	46.0	46.9	50.3	46.2	44.2	44.4	44.2	47.8
PAPER, PRINTING, ETC., INDUSTRIES :—											
Paper and Paper Board Manufacture ..	50.3	47.6	43.9	45.2	48.6	56.0	47.9	44.3	44.4	44.8	51.6
Cardboard Box, Paper Bag and Stationery Manufacture ..	47.8	46.1	44.4	44.6	45.5	49.7	46.3	45.0	45.0	44.6	46.3
Stationery and Typewriting Requisites (not paper) ..	47.0	46.0	44.9	44.8	45.6	49.0	—	44.6	44.8	46.0	46.5
Printing, Publishing and Bookbinding ..	44.5	44.8	44.3	45.0	44.5	45.7	44.9	44.6	44.6	44.5	45.3
BUILDING, CONTRACTING, ETC.:—											
Building, Decorating, etc. ..	46.1	46.2	—	—	46.1	52.2	48.6	45.9	45.9	—	51.7
Public Works Contracting, etc. ..	46.6	47.9	—	—	46.7	55.1	50.4	—	—	—	54.7
Electrical Contracting ..	49.9	47.5	—	—	48.6	55.7	50.5	—	—	—	53.7
MISCELLANEOUS MANUFACTURING INDUSTRIES :—											
Rubber (excluding rubber garments) ..	50.8	47.3	44.2	44.3	48.0	54.7	47.2	46.4	46.6	45.3	51.0
Oilcloth, Linoleum, etc. ..	49.8	46.9	45.9	—	49.1	51.0	—	43.2	43.3	—	49.0
Brushes and Brooms ..	46.0	46.2	44.6	45.4	45.4	49.8	—	43.6	43.9	44.7	46.0
Scientific and Photographic Instruments and Apparatus ..	47.4	46.7	45.2	45.6	46.7	52.2	48.1	48.1	48.0	45.8	49.7
Musical Instruments, Toys, Games and Sports Requisites ..	46.6	46.1	45.1	45.0	45.8	48.5	—	44.4	44.4	—	46.5
Other Manufacturing Industries ..	48.4	47.1	44.4	44.8	46.5	52.7	48.1	45.0	45.2	44.6	48.2
TRANSPORT, STORAGE, ETC.:—											
Tramway and Omnibus Service, and other Road Passenger Transport ..	48.8	46.6	47.1	—	48.7	50.2	47.0	46.5	46.5	—	49.1
Goods Transport by Road ..	50.0	49.9	—	—	50.0	53.8	49.8	44.7	44.7	—	53.0
Dock, Harbour, Canal, etc., Service §	47.5	48.2	—	—	47.4	54.1	50.2	43.3	43.3	—	53.6
Warehousing, Storage, etc. ..	46.1	46.4	44.4	44.6	45.9	50.9	46.1	45.0	45.0	—	49.7
PUBLIC UTILITY SERVICES :—											
Gas Supply ..	50.0	47.2	—	—	49.6	51.5	46.2	41.2	41.3	—	50.5
Water Supply ..	49.0	47.2	—	—	48.9	50.2	47.1	—	—	—	49.9
Electricity Supply ..	49.3	49.0	—	—	49.1	50.6	47.2	42.2	42.2	—	49.9
Local Authorities' (Non-Trading) Services	48.5	46.8	33.0	43.5	47.0	49.8	47.6	41.9	41.5	45.0	48.1
GOVERNMENT INDUSTRIAL ESTABLISHMENTS											
..	49.5	47.1	44.9	—	49.1	55.1	48.8	45.6	45.6	45.3	50.9

* † ‡ See footnotes on previous page.

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

AVERAGE EARNINGS AND WORKING HOURS IN

(III).—AVERAGE HOURLY EARNINGS IN THE FIRST PAY-WEEK OF JULY, 1943, AND PERCENTAGE INCREASES AS COMPARED WITH THE AVERAGE HOURLY EARNINGS IN THE LAST PAY-WEEK OF OCTOBER, 1938.

Industry.	Average hourly earnings,* in the first pay-week of July, 1943, of the wage-earners covered by the returns received.						Average percentage increase as compared with the hourly earnings in the last pay-week of October, 1938.					
	Men (21 & over).	Youths and boys.	Women (18 & over)		Girls.	All workers.†	Men.	Youths and boys.	Women.		Girls.	All workers.‡
			Excluding part-time workers.†	Counting two part-timers as one full-timer.‡					Excluding part-time workers.†	Counting two part-timers as one full-timer.‡		
IRON, STONE, ETC., MINING AND QUARRYING :—	d.	d.	d.	d.	d.	d.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
Iron Ore and Ironstone Mining, etc.	27.4	15.5	—	—	—	26.2	46	52	—	—	—	46
Stone Quarrying and Mining	23.1	12.6	—	—	—	22.1	45	82	—	—	—	47
Clay, Sand, Gravel and Chalk Pits	21.8	12.6	—	—	—	20.7	54	53	—	—	—	52
Other Mining and Quarrying	25.3	13.0	—	—	—	22.5	63	61	—	—	—	56
TREATMENT OF NON-METALLIFEROUS MINING PRODUCTS :—												
Coke-Ovens and By-product Works	27.4	13.7	—	—	—	26.1	63	62	—	—	—	61
Cement, Lime, Whiting, etc.	24.4	12.9	18.2	18.1	—	23.2	53	56	§	§	—	52
Cast Stone and Cast Concrete Products Manufacture	23.4	12.3	—	—	—	20.9	52	62	—	—	—	52
Other Non-metalliferous Mine and Quarry Products	25.1	13.5	15.0	14.9	9.9	22.1	59	76	89	89	107	55
BRICK, POTTERY AND GLASS INDUSTRIES :—												
Brick, Tile, Pipe, etc.	22.8	12.0	13.2	13.3	9.3	20.7	55	60	69	70	94	61
Pottery, Earthenware, etc.	24.2	9.8	13.0	13.0	7.8	16.7	52	61	64	64	99	66
Glass and Glass Bottle Manufacture	27.3	11.9	13.8	13.7	7.5	20.9	55	58	86	85	74	49
CHEMICAL, PAINT, OIL, ETC., INDUSTRIES :—												
Chemicals and Explosives	27.0	11.4	17.7	17.4	8.8	22.3	58	53	102	98	83	64
Paint, Varnish, Red Lead, etc.	23.5	9.6	13.7	13.7	7.7	20.0	46	34	69	69	64	46
Oil, Glue, Soap, Ink, Matches, etc.	26.2	11.3	16.3	16.0	8.7	21.9	50	49	75	72	68	47
METAL, ENGINEERING, AND SHIP-BUILDING INDUSTRIES :—												
Pig Iron Manufacture (Blast Furnaces)	29.5	13.0	—	—	—	28.2	43	51	—	—	—	41
Iron Puddling, Steel Smelting, Rolling, Forging, etc.	30.1	14.4	18.4	18.3	9.9	27.4	45	65	§	§	§	43
Non-Ferrous Metal Manufacture	30.0	16.6	18.9	18.8	10.2	26.9	70	112	114	113	70	71
Tinplate and Steel Sheet Manufacture	31.6	12.9	13.6	13.6	—	26.7	25	72	32	32	—	24
Iron and Steel Tube Manufacture	29.7	14.8	18.9	18.8	—	26.5	65	96	140	138	—	64
Wire, Wire Netting, Wire Ropes, etc.	26.8	11.6	14.7	14.7	8.7	21.7	60	79	91	90	84	58
Engineering, etc. || :												
General Engineering, and Engineers' Iron and Steel Founding	28.9	12.2	17.9	17.8	10.4	24.2	60	92	104	102	96	60
Electrical Engineering	29.0	11.0	16.6	16.6	9.3	21.9	60	72	91	91	81	70
Marine Engineering	27.4	10.9	17.6	17.6	—	24.2	52	131	§	§	—	61
Constructional Engineering	27.4	11.6	17.1	17.1	—	24.1	58	87	§	§	—	59
Motor Vehicle, Cycle and Aircraft (including components) Manufacture and Repair	34.9	14.0	19.8	19.6	12.0	28.7	68	90	74	72	63	60
Ship Building and Repairing	30.5	11.4	18.1	18.1	—	27.5	63	105	§	§	—	72
Railway Carriage, Wagon, and Tram Building and Repairing	28.0	10.5	16.7	16.6	—	24.3	57	67	§	§	—	56
Electric Cables, Apparatus, Lamps, etc., Manufacture	28.2	12.0	16.4	16.3	9.5	20.5	62	55	73	72	73	63
Hand Tools, Cutlery, Saws, Files, etc.	29.0	12.3	15.5	15.4	7.8	21.3	65	97	103	101	89	80
Bolts, Nuts, Screws, Rivets, Nails, etc.	26.5	12.7	15.2	15.2	8.9	19.4	64	97	94	94	79	78
Brass and Yellow Metal Goods	28.4	12.3	16.6	16.7	10.2	22.3	68	83	104	104	106	79
Heating and Ventilating Engineering	29.4	12.1	—	—	—	24.5	60	78	—	—	—	48
Watches, Clocks, Plate, Jewellery, etc.	26.9	12.2	14.8	14.8	9.2	20.4	52	88	81	81	100	66
Other Metal Industries	30.3	12.8	17.0	16.9	10.0	23.0	72	87	97	96	95	80
TEXTILE INDUSTRIES :—												
Cotton	22.5	11.7	14.2	14.2	9.8	16.1	74¶	96¶	70¶	70¶	88¶	73¶
Woollen and Worsted	21.6	10.1	13.3	13.3	9.8	16.1	51	60	54	54	70	57
Silk Throwing, Spinning and Weaving (including Artificial Silk Weaving)	25.4	10.6	14.8	14.7	8.8	17.4	63	53	69	68	79	65
Artificial Silk Spinning	26.6	10.9	15.1	15.0	9.4	20.9	41	48	80	79	69	47
Flax Spinning and Weaving	20.5	9.1	10.6	10.6	7.6	12.1	68**	79**	43**	43**	75**	57**
Jute Spinning and Weaving	19.5	10.8	12.5	12.5	9.3	13.9	57	78	44	44	75	51
Hemp, Rope, Cord, Twine, etc.	21.9	9.4	12.5	12.5	8.0	14.0	62	93	71	72	66	75
Hosiery	27.0	9.3	14.3	14.4	9.5	15.4	40	35	47	47	84	48
Lace	23.7	—	12.1	12.1	9.3	16.2	39	—	41	41	101	45
Carpets and Rugs	22.4	—	14.0	13.8	—	16.3	47	—	48	46	—	63
Other Textiles	22.8	10.9	14.0	14.0	9.0	15.7	55	71	68	69	93	74
Textile Bleaching, Printing, Dyeing, Finishing, etc.	21.9	10.3	12.7	12.7	8.1	18.2	50	47	54	54	56	52
LEATHER, LEATHER GOODS AND FUR INDUSTRIES :—												
Tanning, Currying and Dressing	24.4	11.2	14.2	14.1	8.9	20.7	53	65	71	70	75	50
Leather Goods Manufacture	22.8	9.5	13.1	13.1	7.9	15.4	48	70	64	64	88	73
Fur Dressing, etc.††	28.3	9.7	14.7	14.8	9.1	19.5	36	27	22	22	59	36

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

† The part-time workers referred to are those who were employed for not more than 30 hours a week and had entered the employment of the firms concerned since July, 1941; see third paragraph in first column on page 26.

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

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

|| The figures given for the engineering, etc., industry are based partly on returns from firms who are members of the Engineering and Allied Employers' National Federation, and partly on returns from non-federated firms. The average earnings shown by the federated firms were considerably higher than those shown by the non-federated firms; for example, the average hourly earnings of "all workers" in July, 1943 (including men, boys, women and girls and counting two part-time women workers as representing one full-time worker) were 26.3d. for the federated firms, as compared with 24.0d. for the non-federated firms.

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

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

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

THE PRINCIPAL INDUSTRIES AT JULY, 1943—continued.

(III).—AVERAGE HOURLY EARNINGS IN THE FIRST PAY-WEEK OF JULY, 1943, AND PERCENTAGE INCREASES AS COMPARED WITH THE AVERAGE HOURLY EARNINGS IN THE LAST PAY-WEEK OF OCTOBER, 1938—continued.

Industry.	Average hourly earnings,* in the first pay-week of July, 1943, of the wage-earners covered by the returns received.						Average percentage increase as compared with the hourly earnings in the last pay-week of October, 1938.					
	Men (21 & over).	Youths and boys.	Women (18 & over)		Girls.	All workers.†	Men.	Youths and boys.	Women.		Girls.	All workers.‡
			Excluding part-time workers.†	Counting two part-timers as one full-timer.‡					Excluding part-time workers.†	Counting two part-timers as one full-timer.‡		
	d.	d.	d.	d.	d.	d.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
CLOTHING INDUSTRIES :—												
Tailoring :												
Ready-made and Wholesale Bespoke	27.5	9.8	14.2	14.2	8.7	14.7	52	53	47	47	77	51
Retail Bespoke—												
Firms employing 10 or more workers	26.3	—	13.7	13.8	6.3	16.0	33	—	32	32	36	33
Firms employing less than 10 workers	22.3	—	13.3	13.3	—	16.2	27	—	31	31	—	29
Dress Making and Millinery :												
Firms employing 10 or more workers	29.1	—	15.2	15.1	8.2	13.6	65	—	50	50	68	48
Firms employing less than 10 workers	—	—	15.7	15.6	—	14.2	—	—	56	56	—	74
Hats and Caps (including Straw Plait)	26.4	11.2	14.8	14.8	9.5	17.3	43	61	48	48	78	47
Shirts, Collars, Underclothing, etc. . .	23.8	—	13.0	13.0	7.9	12.0	38	—	44	43	67	44
Other Dress Industries	23.4	10.2	13.9	13.9	8.5	13.8	40	64	47	47	76	53
Boot, Shoe and Slipper Making and Repairing :												
Firms employing 10 or more workers	25.7	11.4	14.7	14.7	8.5	18.9	45	67	39	38	66	50
Firms employing less than 10 workers	22.3	9.5	—	—	—	18.8	40	47	—	—	—	36
Laundries :												
Firms employing 10 or more workers	22.9	9.6	12.6	12.6	7.5	13.0	52	60	46	45	47	51
Firms employing less than 10 workers	—	—	11.7	11.7	—	11.9	—	—	39	39	—	41
Dyeing, Dry Cleaning, etc.	23.3	10.7	13.4	13.3	8.3	15.2	45	62	58	56	86	58
FOOD, DRINK AND TOBACCO INDUSTRIES :—												
Bread, Biscuits, Cakes, etc. :												
Firms employing 10 or more workers	23.8	9.4	13.9	13.8	7.3	18.4	51	56	66	66	61	63
Firms employing less than 10 workers	22.5	9.3	13.0	13.1	—	18.0	59	68	79	80	—	55
Grain Milling	25.5	14.2	14.3	14.2	9.0	22.4	55	55	73	73	113	50
Cocoa, Chocolate and Sugar Confectionery	26.2	10.2	14.2	14.1	7.9	17.8	44	28	61	60	58	77
Other Food Industries	23.2	10.7	13.0	13.0	8.8	17.2	50	34	58	58	80	47
Drink Industries	22.3	10.5	12.8	12.8	8.7	18.3	44	53	64	64	50	42
Tobacco, Cigars, Cigarettes, etc. . .	26.0	9.8	14.7	14.5	8.4	16.0	25	—5 (Dec.)	37	36	45	30
WOODWORKING :—												
Millsawing and Machine Joinery	23.6	10.4	15.6	15.6	9.7	20.0	45	74	65	65	103	45
Wood Box and Packing Case M'f're	24.9	10.3	15.9	15.8	9.1	18.8	53	86	82	81	83	61
Cabinet Making, Furniture Making, Upholstery etc. :												
Firms employing 10 or more workers	25.2	9.4	15.4	15.4	9.5	19.7	45	48	65	65	100	47
Firms employing less than 10 workers	24.5	8.5	13.8	13.8	—	19.5	47	65	47	47	—	48
Carriage, Cart, etc., Building	28.5	9.9	17.4	17.2	—	22.9	49	52	88	86	—	48
Other Woodworking	25.2	9.8	15.3	15.2	9.0	19.6	54	79	105	103	114	61
PAPER, PRINTING, ETC., INDUSTRIES :—												
Paper and Paper Board M'f're	24.1	11.3	13.9	13.9	8.6	20.2	53	47	60	59	58	53
Cardboard Box, Paper Bag and Stationery Manufacture	24.9	9.5	13.7	13.7	8.2	15.8	33	33	53	52	77	49
Stationery and Typewriting Requisites (not paper)	26.4	—	15.2	14.9	8.5	17.8	36	—	73	69	85	61
Printing, Publishing and Bookbinding	29.9	7.2	13.7	13.7	6.9	22.5	21	18	44	44	58	29
BUILDING, CONTRACTING, ETC.:—												
Building, Decorating, etc.	24.1	10.7	15.4	15.3	—	22.4	39	64	§	§	—	40
Public Works Contracting, etc. . .	24.4	15.4	—	—	—	23.7	50	71	—	—	—	50
Electrical Contracting	27.3	9.2	—	—	—	21.1	42	73	—	—	—	50
MISCELLANEOUS MANUFACTURING INDUSTRIES :—												
Rubber (excluding rubber garments)	27.8	12.0	15.8	15.7	9.5	22.4	65	49	80	78	74	76
Oilcloth, Linoleum, etc.	22.2	—	14.4	14.4	—	19.9	48	—	77	76	—	48
Brushes and Brooms	23.7	—	13.9	13.7	8.6	16.1	48	—	63	60	69	59
Scientific and Photographic Instruments and Apparatus	31.1	12.8	16.3	16.3	9.6	22.4	66	95	83	82	100	74
Musical Instruments, Toys, Games and Sports Requisites	25.2	—	12.7	12.8	—	18.3	41	—	59	60	—	64
Other Manufacturing Industries	27.0	12.4	15.4	15.3	9.6	19.6	59	85	81	80	97	70
TRANSPORT, STORAGE, ETC.:—												
Tramway and Omnibus Service, and other Road Passenger Transport	24.2	8.8	19.0	19.0	—	22.4	37	32	105	105	—	33
Goods Transport by Road	23.0	12.0	17.1	17.0	—	21.7	44	74	§	§	—	45
Dock, Harbour, Canal, etc., Service||	27.1	10.6	14.4	14.3	—	26.2	43	31	§	§	—	42
Warehousing, Storage, etc.	24.6	10.2	14.3	14.3	—	22.5	48	63	55	55	—	61
PUBLIC UTILITY SERVICES :—												
Gas Supply	22.7	9.4	15.7	15.7	—	21.7	37	41	§	§	—	38
Water Supply	22.0	9.0	—	—	—	21.6	38	18	—	—	—	38
Electricity Supply	24.3	9.1	18.7	18.6	—	23.0	38	42	§	§	—	37
Local Authorities' (Non-Trading) Services	19.9	9.8	13.0	13.1	7.1	18.3	39	23	28	30	24	32
GOVERNMENT INDUSTRIAL ESTABLISHMENTS¶												
	28.8	12.2	21.3	21.3	10.7	25.3	58	46	78	78	§	47

* † § See footnotes on previous page.

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

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

EMPLOYMENT IN JANUARY.

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 17th January (exclusive of 19,456 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 49,933; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 442; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 919. As compared with 18th October, the numbers wholly unemployed showed an increase of 1,475, those temporarily suspended from work showed a decrease of 7, and unemployed casual workers showed an increase of 17.

The corresponding figures for women and girls at 17th January were 26,741 wholly unemployed (exclusive of those, numbering 482, who had been classified by interviewing panels as unsuitable for normal full-time employment), 975 temporarily stopped, and 27 unemployed casual workers. Of the 26,741 wholly unemployed, 764 had been classified as unable for good cause to transfer to another area. As compared with 18th October, the numbers wholly unemployed showed an increase of 2,946, those temporarily stopped showed an increase of 692, and unemployed casual workers showed a decrease of 22.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for 17th January was 53,396, as compared with 47,829 at 18th October, and 67,859 at 18th January, 1943.

The numbers registered as unemployed* at 17th January, 1944, are analysed below:—

	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
Great Britain.			
Men	40,491	442	918
Boys	9,442	—	1
Women	17,736	900	26
Girls	9,005	75	1
Total	76,674	1,417	946
Increase (+) or Decrease (—) as compared with:			
18th October, 1943	+ 4,421	+ 685	— 5
18th January, 1943	—17,034	—1,697	—1,249
United Kingdom.			
Men	50,458	690	1,863
Boys	10,351	3	2
Women	21,289	1,947	41
Girls	9,536	154	1
Total	91,634	2,794	1,907
Increase (+) or Decrease (—) as compared with:			
18th October, 1943	+ 9,008	+1,125	— 328
18th January, 1943	—21,037	—2,081	—1,558

The numbers of unemployed persons* on the registers at 17th January, 1944, in each administrative region are shown below:—

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Wholly Unemployed.					
London and South-Eastern	6,240	1,617	3,071	1,476	12,404
Eastern	1,141	291	1,499	264	3,195
Southern	747	308	312	357	1,724
South-Western	1,217	296	458	266	2,237
Midlands	1,266	485	233	455	2,439
North-Midlands	1,148	173	2,225	184	3,730
North-Eastern	2,428	524	839	608	4,399
North-Western	5,052	1,519	1,656	1,091	9,318
Northern	4,151	1,537	1,898	1,619	9,205
Scotland	9,946	1,616	4,089	1,386	17,037
Wales	7,155	1,076	1,456	1,299	10,986
Great Britain	40,491	9,442	17,736	9,005	76,674
Northern Ireland ..	9,967	909	3,553	531	14,960
United Kingdom ..	50,458	10,351	21,289	9,536	91,634
Temporarily Stopped and Unemployed Casual Workers.					
London and South-Eastern	270	—	150	—	420
Eastern	34	—	65	—	99
Southern	6	—	2	1	9
South-Western	125	1	18	—	144
Midlands	39	—	21	—	60
North-Midlands	21	—	250	23	294
North-Eastern	84	—	219	20	323
North-Western	186	—	30	1	217
Northern	205	—	62	7	274
Scotland	243	—	103	14	360
Wales	147	—	6	10	163
Great Britain	1,360	1	926	76	2,363
Northern Ireland ..	1,193	4	1,062	79	2,338
United Kingdom ..	2,553	5	1,988	155	4,701

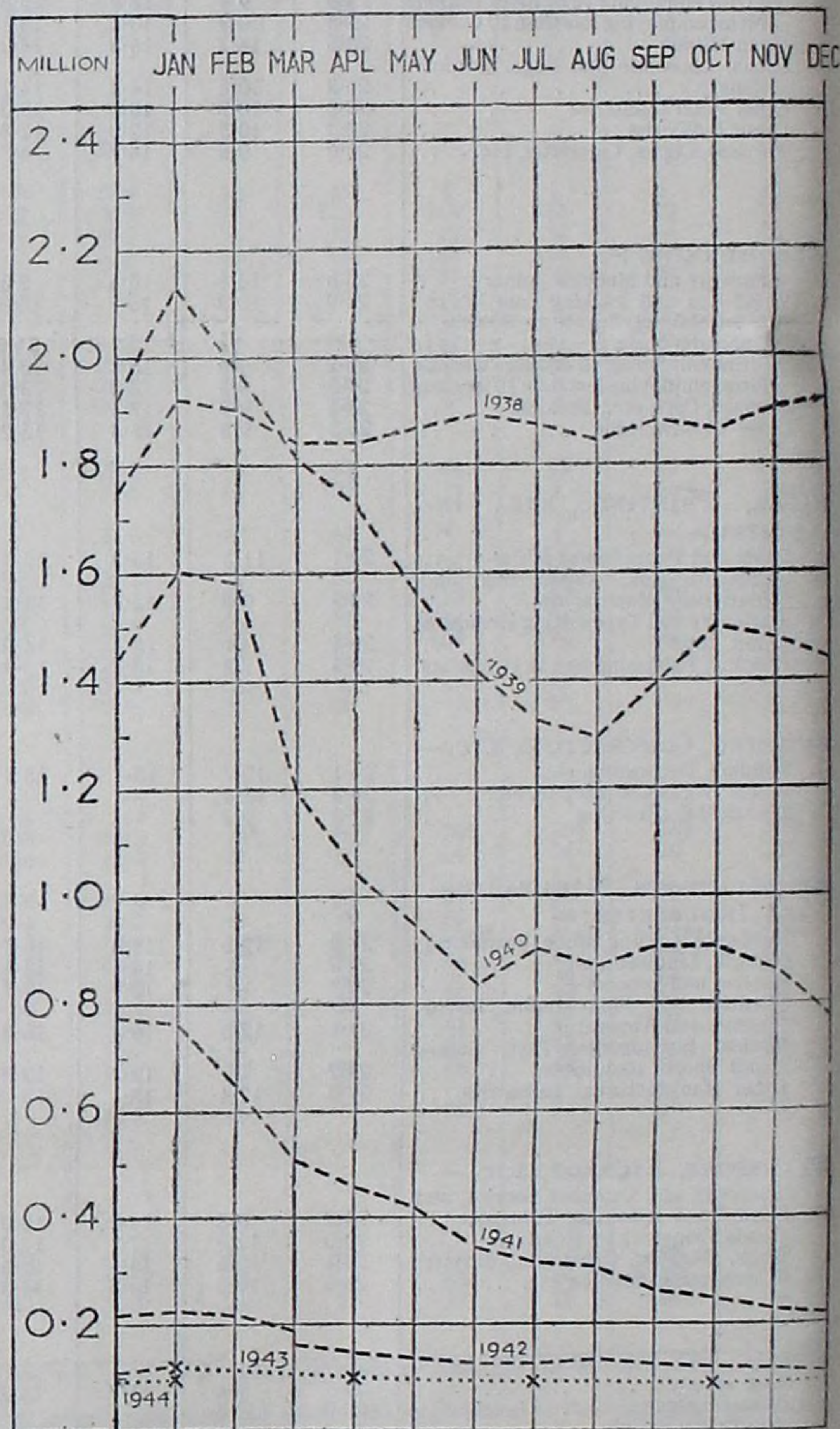
* The figures are exclusive of 19,456 men classified as unsuitable for ordinary industrial employment and 482 women unsuitable for normal full-time employment

The following Table shows the numbers of unemployed persons* on the registers of Employment Exchanges in Great Britain and in the United Kingdom at quarterly dates since 18th January, 1943:—

Date.	Great Britain.					United Kingdom
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.	Total.
Wholly Unemployed.						
1943.						
18 January	48,055	10,279	25,935	9,439	93,708	112,671
12 April	44,102	7,114	18,872	6,681	76,769	92,774
19 July	39,735	8,786	14,662	7,946	71,129	85,563
18 October	40,042	8,416	15,546	8,249	72,253	82,626
1944.						
17 January	40,491	9,442	17,736	9,005	76,674	91,634
Temporarily Stopped and Unemployed Casual Workers.						
1943.						
18 January	3,366	9	1,784	150	5,309	8,340
12 April	2,614	8	641	59	3,322	5,433
19 July	1,697	18	405	9	2,129	4,989
18 October	1,346	5	328	4	1,683	3,904
1944.						
17 January	1,360	1	926	76	2,363	4,701

UNEMPLOYMENT CHART.

NUMBERS OF UNEMPLOYED PERSONS ON THE REGISTERS OF EMPLOYMENT EXCHANGES IN THE UNITED KINGDOM.



Note.—Since January, 1943, statistics of unemployment have been compiled only at quarterly intervals (see the issue of this GAZETTE for February, 1943, page 22). For each of the quarterly dates, since January, 1943, in respect of which statistics are available, the number registered as unemployed is indicated by a cross on the chart, the dotted lines being intended only to assist the eye by connecting the points so indicated. From March, 1942, persons classified as unsuitable for ordinary employment have been excluded from the statistics relating to the numbers unemployed; the effect of this change is shown by the two points, on the chart, for that month.

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

COMPOSITION OF UNEMPLOYMENT
STATISTICS: GREAT BRITAIN.

ANALYSIS FOR 17TH JANUARY, 1944.

	Men 18 years and over.	Boys under 18 years.	Women 18 years and over.	Girls under 18 years.	Total.
<i>Insured Persons on the Registers of the Employ- ment Exchanges:—</i>					
Claimants to Benefit and applicants for Unemployment Al- lowances* (exclud- ing Claimants under Special Schemes —see below) ..	(a) 36,303 (b) 16,641	1,200 —	14,015 264	844 —	52,362 16,905
Non-claimants* ..	(a) 3,456 (b) 1,551	4,409 —	2,520 64	4,420 —	14,805 1,615
Total* ..	(a) 39,759 (b) 18,192	5,609 —	16,535 328	5,264 —	67,167 18,520
<i>Other Persons on the Registers of the Employment Ex- changes:—</i>					
Applicants for Unem- ployment Allow- ances* ..	(a) 533 (b) 583	24 —	472 112	5 —	1,034 695
Persons not applying for Allowances* ..	(a) 1,559 (b) 681	3,810 —	1,655 42	3,812 —	10,836 723
Total—Others on Registers* ..	(a) 2,092 (b) 1,264	3,834 —	2,127 154	3,817 —	11,870 1,418
Grand Total on Registers* ..	(a) 41,851 (b) 19,456	9,443 —	18,662 482	9,081 —	79,037 19,938
Insured Persons claiming Benefit under Special Schemes ..	114	2	105	—	221
Insured Persons with books lodged in two months file† ..	6,388†	1,704†	9,603†	2,146†	19,841†

EMPLOYMENT OVERSEAS.

UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in October, 1943, is estimated by the United States Department of Labour to have been approximately 38,286,000. This was 0.1 per cent. higher than the figure for September, 1943, 0.5 per cent. lower than that for October, 1942, and 28.7 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in October, 1943, is estimated to have been 0.2 per cent. higher than in September, 1943, 6.1 per cent. higher than in October, 1942, and 70.5 per cent. above the average for the year 1939.

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 October, 1943, was approximately 700,000, compared with 800,000 in September, 1943, and 1,600,000 in October, 1942. The figure for October, 1942, includes persons employed on public emergency work projects.

CANADA.

According to returns received by the Dominion Bureau of Statistics from over 14,000 employers, the total number of workpeople in employment at 1st November in industries other than agriculture and private domestic service was 0.6 per cent. higher than at 1st October, 1943, 2.9 per cent. higher than at 1st November, 1942, and 88.7 per cent. above the average number for the year 1926.

UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in August, 1943, the number of workpeople employed in manufacturing establishments generally and in mining and transport was 0.3 per cent. lower than in July, 1943, and 7.1 per cent. lower than in August, 1942.

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

† The "two-months file" contains the unemployment books of insured persons who have registered as unemployed at some time within the past two months but are not continuing to maintain registration, although they are not known to have found work and their books still remain "lodged" at the Employment Exchanges concerned. From a special investigation, made early in January, it was found that a large proportion of the books in the file were those of persons who had not been in touch with the Employment Exchanges concerned during the preceding two months. As these books should not have remained in the file for more than two months after registration had lapsed, it was arranged that they should be removed before the statistics relating to 17th January were compiled. The reduction in the total number of books in the file from 33,545 at 18th October, 1943, (see page 154 of the November, 1943, issue of this GAZETTE) to 19,841 at 17th January, 1944, as shown above, is mainly attributable to this action, and in these circumstances the figures relating to the books in the two-months file at 17th January should not be regarded as comparable with those for October, 1943, or for earlier dates in 1943, given in previous issues of this GAZETTE. As none of the persons whose books are in the two months file are registering as unemployed, the breach in the comparability of these figures does not affect the statistics relating to the numbers of unemployed persons on the registers of the Employment Exchanges, given on page 36.

ÉIRE.

The number of persons on the live register of Employment Exchanges at 29th January, 1944, was 73,150, compared with 73,686 at 25th December, 1943, and 88,435 at 30th January, 1943.

SWEDEN.

Preliminary information received by the Swedish Social Board from trade unions with a total membership of nearly 758,000 showed that 3.4 per cent. of their members were unemployed at 30th September, 1943, compared with 3.5 per cent. (revised figure) at 31st August, 1943, and 4.3 per cent. at 30th September, 1942.

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 overseas countries.

UNITED STATES OF AMERICA.

At mid-October, 1943, the official cost-of-living index figure showed increases of 0.4 and 26.2 per cent. over the figure for mid-September, 1943, and the figure for mid-August, 1939, respectively. For food alone the index figure at mid-October, 1943, was 0.6 and 47.8 per cent. higher than the figures for mid-September, 1943, and mid-August, 1939, respectively.

CANADA.

At 1st November, 1943, the official cost-of-living index figure was 0.1 per cent. higher than the figure for the previous month and 18.5 per cent. above that for 1st September, 1939. For food alone the index figure at 1st November, 1943, showed increases of 0.2 and 33.9 per cent. over the figures for 1st October 1943, and 1st September, 1939, respectively.

NEW ZEALAND.

At 15th September, 1943, the new official wartime price index (adjusted for normal seasonal movements) was 0.4 per cent. below the figures for 15th June, 1943, and 15th December, 1942.

UNION OF SOUTH AFRICA.

In September, 1943, the official cost-of-living index figure was 0.5 per cent. higher than the figure for the previous month and 26.8 per cent. above that for August, 1939. For food, alone the index figure for September, 1943, showed increases of 0.6 and 36.8 per cent. over the figures for the previous month and for August, 1939, respectively.

SOUTHERN RHODESIA.

In October, 1943, the revised cost-of-living index figure (unadjusted for seasonal movements) was 0.1 per cent. lower than the corresponding figure for the previous month but 20.8 per cent. higher than the figure for August, 1939. For food alone the index figure for October, 1943, showed a decline of 0.6 per cent. below the figure for the previous month but a rise of 19.2 per cent. over the figure for August, 1939.

INDIA.

In September, 1943, the official cost-of-living index figure for the working-classes in Bombay was 2.9 per cent. above the figure for the previous month, and 133.3 per cent. higher than the figure for mid-July to mid-August, 1939. For food alone the corresponding percentage increases were 3.3 and 149.1 respectively.

CEYLON.

In September, 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, and thus showed no change as compared with the figure for the previous month. Linked with the earlier series of index numbers, the figure for September, 1943, showed a rise of 100 per cent. as compared with the average for the period November, 1938 to April, 1939.

ICELAND.

At 1st December, 1943, the official index figure of the cost-of-living in Reykjavik remained unchanged as compared with the figure for the previous month, which was 156.4 per cent. above that for 1st September, 1939. For food alone the index figure at 1st December, 1943, was 0.6 per cent. lower than the figure for 1st November, 1943, but 220.8 higher than that for 1st September, 1939.

PORTUGAL.

In September, 1943, the official weighted index figure of the cost of food, fuel and light and certain other household articles in Lisbon was 1.6 per cent. below the figure for the previous month but 60.0 per cent. above that for August, 1939.

The figure for 15th September in the separate official series of (unweighted) index figures relating to the whole of Portugal showed increases amounting to 0.6 and 66.8 per cent., respectively, over the figures for 15th August, 1943, and 15th August, 1939.

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

Rates of Wages.

The principal group of workpeople affected by changes in rates of wages in January were men, youths and boys employed in the coal mining industry in Great Britain. By an Award of the National Tribunal set up under the conciliation scheme for the industry the national minimum wage for men was raised from 83s. to 100s. a week in the case of underground workers and from 78s. to 90s. a week in the case of surface workers. There were also increases in the minima for youths and boys, those for youths of 18 to 20 years being rather greater in proportion than those for men. The increases resulting from the adoption of the new minima varied in different occupations and districts, and statistics are not at present available as to the numbers of workpeople whose wages have been increased or as to the aggregate amount of the increase.

In other industries and services covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in the United Kingdom during January resulted in an aggregate increase estimated at over £106,000 in the weekly full-time wages of about 670,000 workpeople. The industries and services in which wage rates were increased during January included cotton spinning and manufacturing, boot and shoe manufacture, the heavy chemical industry, tin box manufacture, paper box manufacture, the non-trading services of local authorities in England and Wales, and waterworks undertakings in England.

For workpeople employed in the cotton industry wage rates were increased generally by 4s. a week for adults and 2s. a week for juveniles. In boot and shoe manufacture, minimum time rates were raised by 4s. a week for adult workers in most cases and by larger amounts for younger workers consequent upon the adoption of revised scales of wages and, in the case of male

workers, the lowering of the age at which the adult rates became payable; for piece workers there was an increase of 3½ per cent. on basic rates. Workpeople employed by a number of firms in the heavy chemical industry received an increase of 1d. an hour for men and for women employed on men's work; the increases for other workers were of various amounts. In the tin box etc., manufacturing industry, the general minimum time rates fixed under the Trade Boards Acts were raised by 1½d. an hour for men, 1d. an hour for women, and ½d., ¾d., or 1d. an hour for other workers. Revised Trade Board minimum time-rates were adopted in the paper box industry, resulting in increases of varying amounts; the general minimum time rate for men was raised by 5s. a week and the age at which the adult rate became payable was lowered; in the case of women, the general minimum time rate was raised by 3s. 9d. a week. In the non-trading services of a large number of local authorities in England and Wales (outside the London area), there were increases of 2s. a week for men, 1s. 6d. a week for women and proportional amounts for younger workers. Men employed in waterworks undertakings in various districts in England were granted an increase of 2s. a week. Increases were also granted in the textile making-up and packing industry at Manchester, fur dressing, electrical contracting in Scotland, and the milk distribution and milk product manufacturing industries in Scotland.

Of the total increase of £106,000, nearly £35,000 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.

Hours of Labour.

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

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decrease in <i>Italics</i>).
Coal Mining	Great Britain ..	22 Jan.	Men, youths and boys directly employed in winning, raising and handling coal, in and about coal mines:— Men Youths (18 years and under 21 years). Boys (14 and under 18 years)..	National minimum wage (inclusive of the value of allowances) raised from 83s. to 100s. a week for underground workers and from 78s. to 90s. for surface workers.† National minimum wage (inclusive of the value of allowances) raised by amounts ranging from 16s. to 20s. a week for underground workers and from 14s. to 17s. for surface workers. National minimum wage after change: underground workers 70s., 75s., and 80s. at 18, 19 and 20 years, respectively; surface workers 60s., 65s. and 70s.† National minimum wage increased proportionately with that for men. National minimum wage after change: underground workers 38s. 6d. at 14 years rising by half-yearly increments to 57s. 6d. at 17½; surface workers 31s. 6d. to 47s. 6d.† <i>Decrease of 1 per cent. on basis rates, leaving wages 91 per cent. above the basis rates.†</i> Increase of 2 per cent. on basis rates, making wages 93 per cent. above the basis rates.† Increase of 0·61 per cent. on basis rates, making wages 87·43 per cent. above the basis rates.†
	Warwickshire ..	1 Jan.	Workpeople employed in and about coal mines.	<i>Decrease of 1 per cent. on basis rates, leaving wages 91 per cent. above the basis rates.†</i>
	do. ..	1 June, 1943§	do.	Increase of 2 per cent. on basis rates, making wages 93 per cent. above the basis rates.†
	Leicestershire ..	1 Jan.	do.	Increase of 0·61 per cent. on basis rates, making wages 87·43 per cent. above the basis rates.†
Chemical Manufacture.	England and Wales (certain firms).||	Beginning of 1st full pay week in Jan.	Men, youths, boys, women and girls employed in the manufacture of heavy chemicals (except those whose wages are regulated by movements in other industries).	Increase of 1d. an hour for men and for women on men's work, and increases of varying amounts for other workers resulting from the adoption of revised scales of standard basic rates. Standard basic rates after change include: men—day labourers 1s. 8½d., shift workers, 3-shift system 1s. 10½d., 2-shift system (day shifts) 1s. 9½d., night workers (continuous) 1s. 10½d.; women—on women's work, at 21 years and over 1s. 1½d.,—on men's work, for 1st month 1s. 1½d., thereafter 1s. 3½d., or, if carrying out men's work in full without assistance or supervision, the full men's rates. Increase of 1d. an hour. Rates after change for men: labourers 1s. 8½d., shiftworkers 1s. 10½d.
	Scotland (certain firms).||	1st full pay week in Jan.	Adult male labourers and shiftworkers and women on men's work employed in the manufacture of heavy chemicals.	Increase of 1d. an hour in war supplement. Rates of war supplement after change: men and youths 18 years and over 5½d., women 18 years and over 4½d., boys and girls 3½d.
	Great Britain (certain firms).||	20 Dec.	Men, youths, boys, women and girls employed as general workers in the heavy chemical and allied industries.	Increase of 1d. an hour for men and of 1d., 1½d. or 1½d., according to class of firm, for women on men's work, and increases of varying amount for other workers resulting from the adoption of revised scales of standard basic rates. Standard basic rates after change include: men—day labourers 1s. 8½d., 1s. 7½d., 1s. 6½d., according to class of firm, shiftworkers, 3-shift system 1s. 10½d., 1s. 9½d., 1s. 8½d., 2-shift system (day shifts) 1s. 9½d., 1s. 8½d., 1s. 7½d.; women—on women's work, at 21 years and over 1s. 1½d., 1s. 1d., 1s. 0½d.,—on men's work, for 1st month 1s. 1½d., 1s. 1d., 1s. 0½d., thereafter 1s. 3½d., 1s. 3d., 1s. 2½d., or, if carrying out men's work in full without assistance or supervision, the full men's rates.
Chemical Fertiliser Manufacture.	Great Britain (certain firms).||	Beginning of 1st full pay week in Jan.	Men, youths, boys, women and girls	Increase of 1d. an hour for men and of 1d., 1½d. or 1½d., according to class of firm, for women on men's work, and increases of varying amount for other workers resulting from the adoption of revised scales of standard basic rates. Standard basic rates after change include: men—day labourers 1s. 8½d., 1s. 7½d., 1s. 6½d., according to class of firm, shiftworkers, 3-shift system 1s. 10½d., 1s. 9½d., 1s. 8½d., 2-shift system (day shifts) 1s. 9½d., 1s. 8½d., 1s. 7½d.; women—on women's work, at 21 years and over 1s. 1½d., 1s. 1d., 1s. 0½d.,—on men's work, for 1st month 1s. 1½d., 1s. 1d., 1s. 0½d., thereafter 1s. 3½d., 1s. 3d., 1s. 2½d., or, if carrying out men's work in full without assistance or supervision, the full men's rates.
Glue and Gelatine Manufacture.	Great Britain (certain firms).	Beginning of 1st full pay week in Jan.	Men, youths boys women and girls	Increase of 1d. an hour for men and for women on men's work, and increases of varying amount for other workers resulting from the adoption of revised scales of standard basic rates. Standard basic rates after change include: men—day labourers 1s. 7d., shift workers, 3-shift system 1s. 8½d., 2-shift system (day shifts) 1s. 8d.; women—on women's work, at 21 years and over 1s. 0½d.,—on men's work, for 1st month 1s. 0½d., thereafter 1s. 2½d., or, if carrying out men's work in full without assistance or supervision the full men's rates.

* 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 short time or of overtime.

† These increases were awarded by the National Reference Tribunal for the Coal Mining Industry (see page 23). The Tribunal made no award in regard to piece-rates.

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

§ This increase was awarded by the National Reference Tribunal on 22nd January, 1944, with retrospective effect to the date shown. In the application of the award the percentage addition for January, 1944, was maintained at 91, that for February was fixed at 93 and the accumulated arrears due under the award will be paid in the month of March.

|| These increases did not apply to workpeople employed by constituent firms of Imperial Chemical Industries Ltd.

¶ This increase applied to workers employed by firms other than the Metal (Group) which are constituent firms of Imperial Chemical Industries Ltd. including lime workers at Buxton and Colwyn Bay.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Plastics Manufacture.	Great Britain (certain firms).	1st full pay week in Jan.	Men, youths, boys, women and girls employed in the chemical manufacturing side of the plastics industry.	Increase of 1d. an hour for men and for women on men's work, and increases of varying amount for other workers resulting from the adoption of revised scales of standard basic rates. Standard basic rates after change include: men—day labourers 1s. 8½d., shift workers, 3-shift system 1s. 10½d., 2-shift system (day shifts) 1s. 9½d.; women—on women's work, at 21 years and over 1s. 1½d., —on men's work, for 1st month 1s. 1½d., thereafter 1s. 3½d., or if carrying out men's work in full without assistance or supervision the full men's rates.
Plate Glass Manufacture.	London	Beginning of 1st pay week nearest 1 Jan. 26 Jan.	Men, youths, boys, women and girls	Special production payments of 1s. for each full day worked or 6d. for each half-day granted to workpeople 18 years and over and of half these amounts to those under 18.*
Tin Box Manufacture.	Great Britain ..	26 Jan.	Men, youths, boys, women and girls employed in the manufacture of tin boxes and other metal containers.	Increases of 1½d. an hour in general minimum time rates for those paid at men's rates, of 1d. for those paid at the rate for women 18 years and over, of ½d., ¾d. or 1d., according to age, in the minimum rates for youths and boys and of ½d. or ¾d. in those for girls.†
Shuttle Making	Lancashire and Yorkshire.	1st pay day in Jan. do.	Shuttlemakers	Increase‡ of 1 per cent. on basis rates. Minimum day work rate after change for journeymen, 1s. an hour plus 89 per cent. (1s. 10·68d.).
	do.	do.	Shuttlemakers' apprentices ..	Increase‡ of 1 per cent. on basis rates, making wages 89 per cent. above basis piece rates and 71·5 per cent. above basis time rates.
Cotton Industry.	Lancashire, Cheshire, Yorkshire and Derbyshire.	Pay day in week beginning 10 Jan. do.	Workpeople employed in cotton spinning establishments.	Flat-rate addition to wages increased by 4s. a week of 48 hours (5s. to 9s.) for adult occupations and by 2s. (3s. to 5s.) for juvenile occupations.§
	do.	do.	Workpeople employed in cotton manufacturing:— Weavers	(a) Flat-rate addition to wages increased by 4s. a week of 48 hours (5s. to 9s.) for those running a full complement of looms, with proportional increases for those not on a full complement of looms or working more or less than 48 hours in any week. (b) Increases of 4s. a week of 48 hours in minimum rates for weavers on a full complement of looms and of 2s. to 3s. for those not on a full complement.
			Winders, warpers and beamers	(a) Flat-rate addition to wages increased by 4s. a week of 48 hours (5s. to 9s.) for workers employed on a full complement of machinery, with proportional increases for those not employed on a full complement of machinery or working more or less than 48 hours. (b) Increases of 1d. an hour in minimum rates for workers on a full complement of machinery and of 2s. to 3s. a week of 48 hours for those not on a full complement.
			Reachers, assisting twistors and drawers.	Flat-rate addition to wages increased by 4s. a week of 48 hours (5s. to 9s.) at 21 years and over and by 2s. to 3s. 6d., according to age, for those under 21.
			Warehouse workers— Cloth lookers and warehousemen	Flat-rate addition to wages increased by 4s. a week of 48 hours (5s. to 9s.), with proportional increases for women cloth lookers.||
			Tape labourers and weftmen in charge.	Increase of 4s. a week of 48 hours (60s. 9d. to 64s. 9d.) in current minimum rate of wages (including basic wage of 45s. plus cost-of-living bonus of 35 per cent.).
			Cloth trimmers, stitchers and similar workers.	Flat-rate addition to wages increased by 4s. a week of 48 hours (5s. to 9s.) at 21 years and over and by 2s. to 3s. 6d., according to age, for those under 21 years.||
			Youths and boys	Increases of 2s. to 4s. a week of 48 hours, according to age.
			Enginemakers, firemen, etc. ..	Flat-rate increase granted of 4s. a week of 48 hours.
			Other classes of workers (e.g., tape sizers, twistors and drawers, chain beamers, warp dressers, loom overlookers, etc.).	Flat-rate addition to wages increased by 4s. a week of 48 hours (5s. to 9s.) for adults.||
Textile Making-up and Packing.	Manchester	1st pay day in Jan. 26 Jan.	Men, women and juveniles	War wage increased‡ by 5d. a week (17s. 11d. to 18s. 4d.) for men, by 3d. (10s. 9d. to 11s.) for women 18 years and over, by 2d. to 4d. for youths and boys and by 1d. or 2d. for girls.
Rope, Twine and Net Manufacture.	Great Britain ..	26 Jan.	Workpeople (other than home-workers) employed in the hand machine braiding of net on English netting looms.	Increase of approximately 6 per cent. in general minimum piece rates.†
Boot and Shoe Manufacture.	Great Britain (except Rossendale Valley).	6, 7 or 8 Jan.	Workpeople paid at time rates:— Men, youths and boys	Increase of 4s. a week in minimum time rate for men 22 years and over, and increases of 4s. to 11s. 6d. for younger workers, consequent upon the adoption of a new scale of wages ranging from 22s. at 15 years to 74s. at 21 and over in place of a scale ranging from 18s. at 15 years to 70s. at 22 and over.¶
	do.	do.	Women and girls	Increase of 4s. a week in minimum time rate for women 20 years and over and increases of 2s. 9d. to 6s. for younger workers, consequent upon the adoption of a new scale of wages ranging from 22s. at 15 years to 50s. at 20 and over, in place of a scale ranging from 18s. to 46s.¶
Laundering	Great Britain ..	28 Jan.	Workpeople paid at piece rates Female workers employed as war-time substitutes for male workers.	Increase of 3½ per cent. on basic statement prices, making a total addition of 23½ per cent.¶ General minimum time rates fixed as follows:—Washhouse and general inside workers—female workers who perform in full the duties actually or normally undertaken by adult male workers 1s. 6½d. an hour or 73s. a week of 48 hours; female workers who do not perform such duties in full and female workers 20 years and over who perform in full or in part duties undertaken by male workers under 21 years 1s. 1½d. or 55s.; female workers under 20 who perform in full or in part duties undertaken by male workers under 21 to receive the appropriate male workers' rates. Drivers—female drivers (other than those indicated below) who perform in full the duties actually or normally undertaken by male drivers 1s. 6½d. or 73s.; female drivers who do not perform such duties in full 1s. 3½d. or 63s.; female drivers under 20 taking the place of male drivers under 21 at the date of replacement to receive the appropriate male drivers' rates.**
Fur Dressing, etc.	Great Britain ..	7 Jan.	Timeworkers and pieceworkers ..	Increase of approximately 9 per cent. in general minimum time rate and general minimum piece rates.†
Baking	Cardiff	1st pay day in Jan.	Women, youths, boys and girls ..	Revised rates adopted consisting of current Trade Board minimum time rates plus 3s. a week for women 21 years and over and 2s. for youths, boys and girls.

* These payments are inclusive of any production bonus, or payment related to production, which may previously have been put into operation. The employers reserve the right to discontinue the payments if there is no corresponding increase in output.

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

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

§ The flat-rate addition is based on a 48-hour week and is not paid in respect of any absentee wages distributed among operatives performing the work of absentees. Percentage advances on basis rates, previously paid, remained unchanged. Juvenile occupations include such employment as back tenters, ring doffers, gaiters, little and extra piecers and tubers.

|| With proportional increases where the hours worked are more or less than 48 hours.

¶ The agreement provides for the variation of rates of wages in accordance with a sliding scale based upon the official cost-of-living index number, and the rates quoted above are to operate while the index number is over 190 and not over 200. The rates of operatives who, at the date of operation of the agreement, were in receipt of rates at or above the appropriate new minimum rates are not to be reduced in consequence of the agreement, but are to be subject to any future changes which may result from the operation of the cost-of-living sliding scale. Operatives who, at the date of the operation of the agreement, were in receipt of rates above the appropriate minimum rates laid down in the previous scale are to receive increases as follows:—male workers 21 years and over and female workers 20 years and over 4s. a week, male workers 16 and under 21 and female workers 18 and under 20 years 3s., younger male and female workers 2s., provided that no operative is paid less than the appropriate new minimum rate.

** These rates were fixed by an Order issued under the Trade Boards Acts. The provisions relating to general inside workers are not applicable in the case of laundries, which, prior to replacement of female for male workers, have worked a night shift, in a shift system. Details are contained in the confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Paper Box Manufacture.	Great Britain ..	12 Jan.	Workpeople paid at time rates: Die makers, forme setters, sheer cutters guillotine cutters, machine minders, head stock keepers and other specified occupations (male workers, 18 years and over). Other male workers Female workers	Increases in general minimum time rates for men of 5s. a week of 45 hours at 24 years and over, 14s. 6d. at 23, 20s. 6d. at 22, and 30s. at 21, with increases of 3s. to 26s. for younger workers consequent upon the adoption of a new scale of wages ranging from 40s. at 18 years to 85s. at 21 and over in place of a scale ranging from 37s. at 18 to 80s. at 24 and over.* Increases in general minimum time rates for men of 5s. a week of 45 hours at 22 years and over, and 17s. at 21, with increases of 2s. to 15s. for younger workers, consequent upon the adoption of a new scale of wages ranging from 19s. 6d. at under 15 years to 68s. at 21 and over in place of a scale ranging from 17s. 6d. at under 15 to 63s. at 22 and over.* Increase of 3s. 9d. a week of 45 hours (37s. 6d. to 41s. 3d.) in general minimum time rates for women 18 years and over who have had at least one year's employment in the trade. General minimum time rates fixed for other workers involving increases of various amounts.* Increases of 5s. a week of 45 hours (68s. to 73s. 6d.) in piece work basis time rate for male workers of all ages, and of 3s. 9d. (39s. 6d. to 43s. 3d.) for female workers of all ages (including home-workers).* Cost-of-living (war) bonus increased by ½d. an hour. Rate after change 1s. 8d. plus 4d. an hour war bonus.
Electrical Contracting.	Scotland	1 Jan.	Journeymen electricians employed on shore work.	Increases of 2s. a week, or ½d. an hour for a 47-hour week, for men and of proportional amounts for youths, boys, women and girls. National war wage addition for men after change 20s. a week or 5d. an hour for a 47-hour week.†
Waterworks Undertakings.	England (various districts).	1st full pay week in Jan.	Manual workers employed in waterworks undertakings (except those whose wages are regulated by movements in other industries).	Increases of 2s. a week, or ½d. an hour for a 47-hour week, for men and of proportional amounts for youths, boys, women and girls. National war wage addition for men after change 20s. a week or 5d. an hour for a 47-hour week.†
Local Authority Services.	England and Wales (various districts, outside the London area).	Pay day in week beginning 3 Jan.	Manual workers in non-trading services (except those whose wages are regulated by movements in other industries).	Increases of 2s. a week in national war wage addition for men, of 1s. 6d. for women and of proportional amounts for younger workers. National war wage additions for adult workers after change: men 19s. 6d. a week, women 14s. 7½d., or 5d. and 3½d. an hour, respectively, for a 47-hour week (or the corresponding hourly rates for a week of 44 hours or other duration).‡
Milk Distribution.	Scotland	1st pay day in Jan.	Men, women and juveniles employed at undertakings scheduled under the Essential Work (General Provisions) Order.	Increases of 3s. a week in minimum rates of remuneration for workers 18 years and over and of 2s. for those under 18.
Milk Product Manufacture.	Scotland	1 Jan.	Men, women and juveniles employed at undertakings scheduled under the Essential Work (General Provisions) Order.	Increases of 2s. 6d. a week in general minimum time rates (made up of 1s. basic wage and 1s. 6d. on cost-of-living bonus) for workers 21 years and over and of 1s. 6d. (6d. and 1s. respectively) for those under 21.
Wholesale Grocery and Provisions Distribution.	England and Wales	Pay day in week beginning 3 Jan.	Motor vehicle drivers, vanguards and mates (excluding van salesmen) employed in the distribution of groceries and provisions other than by retail.	Minimum rates of wages, adopted for a normal working week of not more than 48 hours (exclusive of meal times), include:—drivers (male) of motor vehicles with a carrying capacity of (a) over 30 cwt. (over 1 ton in the London area), all ages, 70s. 6d. to 94s. 6d. (according to locality and carrying capacity of vehicle), (b) 30 cwt. or less (1 ton or less in the London area), 21 years and over, 65s. 6d. to 80s. 6d. (according to locality and carrying capacity of vehicle), under 21 years, 41s. to 65s. 9d. (according to age and locality).§
Retail Drapery, Outfitting, Footwear and Allied Trades.	Scotland	1st pay day after 29 Jan.	Men, youths, boys, women and girls (except craftsmen, productive staff and transport workers).	Minimum weekly rates of remuneration adopted, as follows:—Branch managers and branch manageresses—at branches with less than 3 employees (including manager or manageress), males, Area "A" 79s., "B" 77s., females 67s., 65s., at branches with 3 or more employees (including manager or manageress), males 87s., 85s., females 75s., 73s.; other employees (except porters)—males, "A" 22s. at 16 years rising to 69s. at 25 and over, "B" 20s. to 67s. females, "A" 19s. at 16 rising to 45s. at 24 and over, "B" 17s. to 43s.; porters—males, "A" 21s. at 16 rising to 64s. at 24 and over, "B" 19s. to 62s., females "A" 18s. to 45s., "B" 16s. to 43s.||
Retail Radio Trade.	Scotland	1 Jan.	Men, youths, boys, women and girls (except indentured apprentices, radio mechanics and radio service engineers).	Minimum weekly rates adopted, consisting of basic wage, a cost-of-living bonus for branch managers and manageresses, a special war bonus of 7s. or 8s. a week, according to trade of shop. Current minimum rates for shop assistants and cashiers: males—"A" 21s. at 15 years rising to 69s. 6d. at 25 and over, "B" 19s. to 67s. 6d., females—Area "A" 19s. to 46s. 9d., "B" 17s. to 44s. 9d. (inclusive of cost-of-living bonus of 13s. 6d. a week for males 20 years and over, 9s. 9d. for females 20 years and over, and 6s. for younger workers.¶
Button Manufacture.	Great Britain ..	12 Jan.	Female homeworkers	Increases of varying amounts in general minimum piece rates for workers employed in carding buttons, and increase of 2½d. an hour (8d. to 10½d.) in piece work basis time rate for others.*
Cricket Ball Making.	Tonbridge and district	1st pay day in Jan.	Pieceworkers	Further increase of 7½ per cent. (20 to 27½ per cent.) on the piece work rates prevailing in 1939.**
Toy Manufacture.	Great Britain ..	1 Jan.	Men, youths, boys, women and girls	Increases of ½d. an hour, or 3s. a week of 48 hours, in general minimum time rates for workers to whom adult rates are payable and of ¼d. or ½d. an hour for other workers.*

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

† These increases took effect as a result of a decision of the National Joint Industrial Council for the Waterworks Undertakings Industry. The districts concerned and the minimum or standard rates, inclusive of war wage addition, for general labourers (or equivalent classes of workpeople) in these districts are as follows (where more than one rate is quoted, the rates are those applicable in the sub-divisions of the district): *Northern*, 1s. 7d. an hour; *Yorkshire*, 1s. 7d., 1s. 6½d., and 1s. 5½d.; *North Western*, 1s. 7½d.; *Midlands*, 1s. 6½d., 1s. 5½d., and 1s. 5d.; *South Midlands*, 71s. 9d., 70s. 1d., and 68s. 4d.; *Home Counties*, 72s. 6d., 70s. and 66s.; *London (Metropolitan Water Board)*, 80s.

‡ These increases took effect as the result of a recommendation of the National Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers). The recommendation was adopted by all the Constituent District Joint Industrial Councils except that for the Metropolitan area. The areas affected and the minimum or standard rates after change for general labourers (or equivalent classes of workpeople) in these areas, are indicated below (except where otherwise stated, the rates are those fixed for the sub-divisions of the areas): *Northern*, 1s. 9d. and 1s. 8d. an hour (for a 44-hour week); *West Riding of Yorkshire*, 1s. 6½d., 1s. 6d. and 1s. 5½d. an hour (for a 47-hour week); *Lancashire and Cheshire*, 74s. 2d., 72s. 3d., 70s. 3d., and 68s. 4d. a week; *East Midlands*, 1s. 8d., 1s. 7d., 1s. 6½d., 1s. 6d., 1s. 5½d. and 1s. 5d. an hour (for a 47-hour week); *West Midlands*, 74s. 2d., 72s. 8½d., 69s. 8d. and 66s. 9½d. a week; *Eastern Area*, 74s. 6d., 72s. 6d. 69s. 6d. and 67s. 6d.; *South Midlands*, 72s. 3d., 67s. 6d. and 63s. 6d.; *Middlesex*,—Grade A occupations 58s., 55s. 9d., Grade B (labourers) 61s. 2d., 58s. 9d., plus in each case a bonus of 19s. 6d. a week; *Kent, Surrey and Sussex*, 76s. 6d., 72s. 6d., 68s. 6d. and 66s. 6d.; *Gloucestershire, Somersetshire and Wiltshire*, 74s. 6d., 71s. 6d., 69s. 6d. and 66s. 6d.; *Devonshire, Dorsetshire and Cornwall*, 55s., 52s. 6d., 50s., 48s. and 46s., plus in each case a bonus of 19s. 6d. a week; *North Wales*, 71s. 6d., 69s. 6d. and 66s. 6d.

§ These rates were agreed upon by the Joint Industrial Council for the Wholesale Grocery and Provision Trade (England and Wales). In the London area, higher minimum rates apply to workpeople who were employed as drivers on 8th June, 1932, and have remained in the service of the same employer. Female workers, 18 years and over, may be employed on operations which, before the war, were carried out by male labour at a minimum rate of 60 per cent. of the appropriate adult male rate for the first three months, 70 per cent. for a further three months, and 80 per cent. thereafter.

¶ The rates quoted include all forms of commission and bonus. They apply to a working week not exceeding 46 hours (exclusive of meal-times, but subject to an additional 15 minutes a day for the purpose of clearing up and clearing the shop of customers) or to a shorter working week where this is customary. Hours worked in excess of 48 in any week are to be paid for at enhanced rates. Area "A" consists of Aberdeen, Clydebank, Dundee, Edinburgh, Glasgow, Paisley and Rutherglen and Area "B" of all other places. Women, 30 years and over, without any previous experience at the trade, who are employed as substitutes for men or women called to the Services are to receive the rate for 22 years and to be advanced half-yearly to the higher rates.

|| The rates quoted apply to a normal working week of 48 hours (subject, where necessary, to an additional 15 minutes a day for the purpose of clearing up and clearing the shop of customers). Area "A" consists of Aberdeen, Clydebank, Dundee, Edinburgh Glasgow, Paisley and Rutherglen and Area "B" of all other places.

** This increase was awarded by an arbitrator appointed under the Industrial Courts Act.

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), a bonus became payable, in respect of the four weeks ended 25th December, of 6d. a shift for adult workers in Leicestershire. This bonus is payable for a period of four weeks, the first payment being made on the pay-day in the week ended 22nd January.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st February, 1944.

	Food	All Items
Increase since July, 1914 ..	68%	100%
Change since 1st { Index Points	nil	+1
January, 1944 { Per cent. ..	nil	+½*

FOOD.

Retail prices of food at 1st February showed little change, on average, as compared with a month earlier.

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

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

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

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Jan., 1944.	1st Feb., 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	94	94
Milk ..	92	156	154
Butter—			
Fresh ..	13	37	37
Salt ..	7	41	41
Cheese ..	16	51	51
Margarine ..	—8	3	3
Eggs (fresh) ..	58	60	60
Potatoes ..	33	40	42
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 February, 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 January, 1944.

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

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

‡ 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 February, 1944, and 1st January, 1944, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 1st February was about the same as at 1st January, 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 February as compared with a month earlier. For men's suits and overcoats there was a decrease of between one-half and one per cent. in the average level of prices; 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 January and 1st February. 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 February 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 level of prices of coal at 1st February was about 5 per cent. above the level of 1st January, as a result of the general increase at the rate of 3s. per ton which took effect on 1st February. There was little change in the prices of gas during the month. Prices of coal averaged about 37 per cent. higher than at 1st September, 1939, and about 166 per cent. above the level of July, 1914; prices of gas averaged about 30 per cent. higher than at 1st September, 1939, and about 101 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 February was about 3 per cent. higher than at 1st January, about 38 per cent. higher than at 1st September, 1939, and about 152 per cent. higher than in July, 1914.

As regards other items* included in these statistics, there were relatively few changes in prices during January. In the group as a whole the average level of prices at 1st February was about the same as at 1st January, 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 February, 1944, is approximately 100 per cent. over the level of July, 1914, as compared with 99 per cent. at 1st January, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.

The rise of 45 points since the beginning of September, 1939, is equivalent to about 29 per cent. Of these 45 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately 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	66	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	55	65	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	100	..	..	..	..	..	..	..	..	..	..

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 46 of this GAZETTE.

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

TRADE DISPUTES IN JANUARY.*

Number and Magnitude.—The number of disputes involving stoppages of work, reported to the Department† as beginning in the United Kingdom during January, was 203, as compared with 135 in the previous month and 104 in January, 1943. In these 203 new disputes about 74,000 workpeople were directly involved, and 11,000 workpeople indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, though not themselves parties to the disputes). In addition, about 5,000 workpeople were involved, either directly or indirectly, in 11 disputes which began before January and were still in progress at the beginning of that month. The number of disputes in progress in January was thus 214, involving nearly 90,000 workpeople; the aggregate number of working days lost in these disputes during January is estimated at approximately 232,000.

Of all the stoppages of work through industrial disputes known to have been in progress at some time in January, the coal mining industry accounted for 100, involving over 66,000 workpeople and resulting in an aggregate loss of over 156,000 working days.

Causes.—Of the 203 disputes beginning in January, 34, directly involving 3,200 workpeople, arose out of demands for advances in wages, 7, directly involving 1,900 workpeople, out of proposed reductions in wages, and 66, directly involving 42,000 workpeople, on other wage questions; 6, directly involving 2,200 workpeople, on questions as to working hours; 15, directly involving 4,600 workpeople, on questions respecting the employment of particular classes or persons; and 75, directly

involving 19,800 workpeople, on other questions respecting working arrangements.

Duration.—Of 201 disputes ending in January, 87, directly involving 14,200 workpeople, lasted not more than one day; 55, directly involving 7,400 workpeople, lasted two days; 33, directly involving 15,000 workpeople, lasted three days; 18, directly involving 4,300 workpeople, lasted four to six days; and 8, directly involving 6,600 workpeople, lasted over six days.

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

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.		
Coal Mining	2	98	100	66,100	156,000
Metal, Engineering and Shipbuilding	6	66	72	15,300	61,000
Transport	1	9	10	3,900	8,000
Other Industries	2	30	32	4,300	7,000
Total, January, 1944† ..	11	203	214	89,600	232,000
Total, December, 1943† ..	17	135	152	45,600	131,000
Total, January, 1943† ..	6	104	110	25,000	45,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING JANUARY.

Occupations‡ and Locality.	Approximate Number of Workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.‡	Began.	Ended.		
COAL MINING:— Colliers, day wage workers, etc.— Castleford, Yorks. (one colliery).	188	806	3 Jan.	4 Jan.	Dispute respecting wage scale payments.	Dispute referred to arbitration and decision given in favour of the workpeople's claim.
Day wage workers and other colliery workpeople.—Castleford, Yorks. (one colliery).	364	535	5 Jan.	7 Jan.	For payment of guaranteed wage, under the terms of the Essential Work Order, for time lost due to a previous stoppage of work at the same colliery. (See entry above).	Work resumed.
Colliery workpeople — Easington, Co. Durham (one colliery).	1,750	50	6 Jan.	8 Jan.	Dissatisfaction of a number of hewers with their wages.	Work resumed.
Underground and surface workers— near Sheffield (one colliery).	720	90	17 Jan.	25 Jan.	Dispute respecting the alleged filling of excessive dirt by colliers in a particular seam.	Temporary arrangements made by employers regarding the clearing of the coal face.
Colliery workpeople—Lancashire ..	19,000	..	24 Jan.§	5 Feb.§	Dissatisfaction with the minimum wage award of the National Reference Tribunal for the Coal Mining Industry.	Work resumed on conditions in operation prior to stoppage.
Colliery workpeople — Glamorgan-shire.	1,550	..	24 Jan.	1 Feb.		
Colliery workpeople—Ayrshire ..	2,500	..	24 Jan.	1 Feb.		
Colliery workpeople—Staffordshire	17,000	..	28 Jan.	5 Feb.		
ENGINEERING, ETC.:— Workpeople employed in scientific instrument making— West of Scotland (one firm).	2,800	95	13 Dec.	11 Jan.	For an increase of 3d. an hour on the basic rate of wages of female operatives.	Work resumed pending negotiations. Settlement subsequently effected providing for a special allowance of 2d. an hour on all rates.
Engineering operatives—Lancashire (one firm).	1,000	..	15 Jan.	31 Jan.	Employers' notification of their intention to reduce certain group piecework prices as from 15th January.	Work resumed on conditions in operation prior to stoppage. At a subsequent works conference a settlement was effected providing for reductions in prices to be spread over a period of eight weeks.
Engineering operatives — Stafford-shire (one firm).	1,650	..	21 Jan.	28 Jan.	Grievances respecting bonus schemes, recognition of shop stewards and general working conditions; and objection to the discharge of an employee for alleged industrial misconduct.	Work resumed on an assurance being given by employers that grievances would be discussed and all agreements adhered to.
TRANSPORT:— Dock workers—Bristol, Avonmouth and Portishead.	2,412	..	13 Jan.	15 Jan.	In sympathy with a number of men who had been suspended for 14 days by an Appeals Tribunal for refusing to transfer from Bristol to Portishead docks, which, it was alleged, would result in reducing their earnings.	Suspensions to remain in abeyance pending a further hearing of evidence by Appeals Tribunal, and grievances respecting wages to be dealt with through constitutional machinery.
RUBBER INDUSTRY:— Workpeople employed in rubber tyre, etc., manufacture—Ren-frewshire (one firm).	1,338	..	19 and 24 Jan.	19 and 25 Jan.	Demand for the dismissal of three men, who had continued to work during a brief stoppage of work which took place earlier in the month.	The three men to be transferred to another factory.

* 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 two collieries on 24th January and subsequently extended. At some collieries work was fully or partially resumed after one or two days, but further stoppages occurred at others. Resumption of work was almost complete by 7th February.

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 January† was 198, as compared with 210 ‡ in the previous month and with 233‡ in January, 1943. Details for separate industries are given below:—

MINES AND QUARRIES.		Factories—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	3
Underground	54	Rubber Trades	2
Surface	6	Gas Works	2
Metalliferous Mines ..	1	Electrical Stations ..	2
Quarries	5	Other Industries	2
TOTAL,		WORKS AND PLACES UNDER	
MINES AND QUARRIES		SS. 105, 107, 108, FACTORIES	
		ACT, 1937.	
Factories.		Docks, Wharves, Quays	
Clay, Stone, Cement, Pot-		and Ships	11
tery and Glass	5	Building Operations ..	10
Chemicals, Oils, Soap, etc.	6	Works of Engineering	
Metal Extracting and		Construction	3
Refining	2	Warehouses	3
Metal Conversion and		TOTAL, FACTORIES ACT	
Founding (including			
Rolling Mills and Tube			
Making)	8	RAILWAY SERVICE.	
Engineering, Locomotive		Brakesmen, Goods Guards	4
Building, Boilermaking,		Engine Drivers, Motor-	
etc.	18	men	4
Railway and Tramway		Firemen	2
Carriages, Motor and		Guards (Passenger) ..	1
other Vehicles and Air-		Labourers	3
craft Manufacture ..	1	Mechanics	2
Shipbuilding	10	Permanent Way Men ..	10
Other Metal Trades ..	2	Porters	4
Cotton	2	Shunters	1
Wool, Worsted, Shoddy ..		Other Grades	6
Other Textile Manu-		Contractors' Servants ..	
facture		TOTAL, RAILWAY SERVICE	
Textile, Printing, Bleach-			
ing and Dyeing	1		
Tanning, Currying, etc. ..			
Food and Drink	4		
General Woodwork and			
Furniture	2	Total (excluding Seamen)	

INDUSTRIAL DISEASES.

The Table below shows the number of cases§ and deaths§ in the United Kingdom reported during January 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	8
Smelting of Metals ..		Tar	4
Plumbing and Soldering		Oil	6
Shipbreaking		TOTAL	
Printing			
Other Contact with		CHROME ULCERATION.	
Molten Lead		Manufacture of Bichro-	
White and Red Lead		mates	
Works		Chrome Tanning	
Pottery		Chromium Plating	
Vitreous Enamelling ..		Other Industries	
Electric Accumulator			
Works		TOTAL	
Shipbuilding			
Other Industries		Total, Cases	
Painting of Buildings ..	1		
TOTAL			
		II. Deaths.	
OTHER POISONING.		OTHER POISONING.	
Arsenical	3	Toxic Anaemia	1
Aniline	5	TOTAL	
Toxic Anaemia	1		
TOTAL		Total, Deaths	
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 4 weeks ended 29th January, 1944, in comparison with the 5 weeks ended 1st January, 1944, and the 4 weeks ended 30th 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.

DEFENCE REGULATIONS—DOCTOR'S CONSCIENTIOUS OBJECTION TO NATIONAL SERVICE OFFICER'S DIRECTION.

Defence (General) Regulation 58A provides that the Minister of Labour and National Service or any National Service Officer may direct any person in Great Britain to perform such services in the United Kingdom or in any British ship, not being a Dominion ship, as may be specified by or described in the direction, being services which that person is, in the opinion of the Minister or Officer, capable of performing.

Dr. Arthur George Davies, a duly registered medical practitioner, was issued with a direction requiring him to perform such services in the United Kingdom as were specified by the said direction, to wit, service as a Junior Medical Officer, Class B.1. at the Park Hospital, Wellingborough, commencing on 16th February, 1943, and continuing for a period of six months. The doctor did not attend at the said hospital on 16th February, 1943, or at all to perform the services mentioned in the direction. He gave as his reason that he was a homeopath and had a conscientious objection to giving allopathic treatment which would be required to be given by him at the hospital in carrying out the direction.

An information was preferred against the doctor because of his non-compliance with the direction and the summons came before the Stipendiary Magistrate at Cardiff. It was contended on behalf of the doctor that the direction was not properly given and that the National Service Officer had not acted in good faith in directing the doctor to perform services to which he knew that the doctor had a conscientious objection. It was also contended on the doctor's behalf that he was incapable of performing the services he was directed to perform having regard to his attitude of mind, he being a homeopath and having a conscientious objection to giving allopathic treatment to patients.

The learned Magistrate was of the opinion that the direction had been duly and properly given in good faith by the National Service Officer and that the doctor being qualified to perform the services required by the direction was capable of performing the services within the meaning of the Regulation, notwithstanding his conscientious objection. He was also of the view that the question whether the doctor held a conscientious objection to performing such services was irrelevant and could not therefore be considered by way of answer or defence. The learned Magistrate therefore convicted the doctor and fined him £5 and ordered him to pay £10 costs. The doctor appealed to the High Court by way of case stated.

The Divisional Court (Humphreys, Atkinson and Cassels, JJ.) dismissed the doctor's appeal. Mr. Justice Humphreys said that the Magistrate had found that the National Service Officer at the time he gave the direction had knowledge that the doctor had a conscientious objection to giving allopathic treatment. The Magistrate had also found that the National Service Officer was of the opinion that the doctor was capable of performing the services mentioned in the direction; and that the National Service Officer had acted in good faith. This, said the learned Judge, disposed of the doctor's first contention. Referring to the contention that the doctor was in truth and in fact incapable of performing the duties because he had a conscientious objection to performing them, His Lordship said that that contention scarcely called for detailed consideration. It would, of course, be absurd to say that a person was incapable of doing everything which he disliked doing or everything which he had an objection to doing. It would, thought His Lordship, be equally ridiculous to say that a person is incapable of performing duties merely because he has what is called a conscientious objection to performing those duties. If Parliament had thought right to make it an answer to a direction under this Regulation to do certain things for a person to say, "I have a conscientious objection to doing them", Parliament would have done it; and it had not. His Lordship stated that in certain circumstances Parliament had provided for the rights of conscientious objectors, particularly in regard to military service. He could find nothing of that sort here.—*Davies v. Smith*, Divisional Court, 12th January, 1944.

ESSENTIAL WORK ORDER—EMPLOYER'S FAILURE TO REINSTATE A DISMISSED WORKMAN.

On 11th December, 1942, Fisher's Foils Limited, who carry on a scheduled undertaking within the meaning of the Essential Work (General Provisions) (No. 2) Order, 1942, dismissed John Messias a grinding machine operator in their factory at Wembley for alleged serious misconduct. At the request of Messias the National Service Officer submitted the matter to the Local Appeal Board who formed the opinion that the dismissal of Messias on the ground of serious misconduct was not justified.

On 8th January, 1943, the National Service Officer directed Fisher's Foils Ltd. to reinstate Messias on 12th January, 1943, in the employment from which he was dismissed. Messias duly presented himself at the factory on 12th January, 1943. From that date until he voluntarily left the undertaking on or about 9th February, 1943, for other employment Messias was paid the basic wage of £3 12s. 0d., but was not given any work to do. From 11th December, 1943, the machine which Messias had operated had been taken over and worked by another man who had been upgraded for that purpose. On more than one occasion between 12th January, 1943, and 9th February, 1943, the company had told Messias that work might be available for him at a later date in a factory at Dalston.

The company were prosecuted for failing to comply with the direction of the National Service Officer to reinstate Messias. The Wealdstone Justices came to the conclusion that by taking Messias back into the undertaking at the same basic wage the company had complied with the direction to reinstate him. They accordingly dismissed the information. The prosecution appealed by way of case stated.

The Divisional Court (Humphreys, Asquith and Cassels, JJ.) allowed the appeal and ordered that the case should be sent back to the Justices with a direction that an offence had been committed. Mr. Justice Humphreys in the course of his judgment cited with approval the definition of the word "reinstate" which had been given by the Lord Justice Clerk, Lord Cooper, in the Scottish case of *Dixon v. Patterson*, reported in 1943 Session Cases, where that judge had expressed himself as follows: "The natural and primary meaning of 'to reinstate,' as applied to a man who has been dismissed, *ex hypothesi* without justification, is to replace him in the position from which he was dismissed, and to restore the *status quo ante* the dismissal." Mr. Justice Humphreys distinguished the present case of *Fisher's Foils Ltd.* from the case of *Hodge v. Ultra Electric Ltd.** (in which the Divisional Court had dismissed the appeal of the prosecution against an acquittal of an employer for an alleged failure to reinstate a dismissed worker) because in that case it had been found by the Justices that the reason for the employer not giving the workman any work was that there was no work to give. His Lordship said that in the present case he could find nothing which would indicate that *Fisher's Foils Ltd.* had made any effort to get Messias work or that they tried any sort of step which would justify them in saying that they had done their best to put Messias back at work. His Lordship had come to the conclusion that this was a case of deliberate refusal, but he did not mean by that they were not *bona fide* in the matter; he had no doubt that they were. He would always assume that the management of a factory in dismissing a man did so in what they believed to be the interests of the factory and not from spite or any such motive as that, but that *Fisher's Foils Ltd.* had deliberately refused to give Messias work because they did not want him working in the premises was, his Lordship thought, tolerably clear. The learned Judge stated that in his view a man was not "reinstated in his employment" when he was just put upon the pay roll any more than it could be argued that a man was reinstated in his employment if what the employer did was to say: "We will not let you come near the premises but we will give you a pension for life equal to the wages that you were getting before." Nobody could then argue that the man was "reinstated in his employment" and that, to his Lordship's mind, was very much what had happened in the present case.—*Jackson v. Fisher's Foils Limited*, Divisional Court, 27th January, 1944.

ESSENTIAL WORK ORDER—NOTIFICATION TO AN EMPLOYED PERSON OF THE CONSIDERATION OF HIS CASE BY THE APPROPRIATE COMMITTEE.

A man employed in an undertaking scheduled under the Essential Work (General Provisions) (No. 2) Order, 1942, who was therefore a specified person within the meaning of that Order, appeared before the Stipendiary Magistrate at Huddersfield on a summons alleging that between 1st October, 1942, and 17th December, 1942, he had been persistently late for work without reasonable excuse.

The learned Stipendiary found that the defendant had been persistently late without reasonable excuse, but he dismissed the information because in his opinion compliance had not been had with the requirements of Article 6 (3) of the Order which provides that where there exists in any undertaking an appropriate committee (as therein defined) proceedings shall not be instituted against a specified person for absence or persistent lateness unless (a) the matter has been referred to the committee; (b) the committee before considering the matter has notified the person who is the subject of the reference so as to give him an opportunity of making within four days of the sending or giving of the notification to him such representations to the committee, either orally or in writing, as he may desire; and (c) the committee has made a report to the National Service Officer.

The learned Magistrate held that requirement (b) had not been satisfied in the present case because the notice given to the man, which was dated 16th December, 1942, stated that he could make written representations within four days or verbally to the committee which would be sitting on 24th December. The learned Magistrate held that the workman had no opportunity in fact of making oral representations to the committee within four days of the notification. This objection was not raised by the defendant, who was present in Court but not legally represented. It was taken for him by the learned Magistrate on his own initiative.

The Prosecution appealed by way of case stated. The Divisional Court (Humphreys, Asquith and Cassels JJ.) allowed the appeal and ordered that the case should be sent back to the Magistrate with a direction to find the offence proved and to adjudicate thereon. Mr. Justice Humphreys in the course of his judgment said that what happened was that, being required to do something within four days, the man had been given eight days in which to do it and the learned Magistrate had come to the conclusion that because the committee was not sitting every day so that the man could go on any one

day within four days to make his objection that ought to be a reason for not convicting him. His Lordship could only say that in his view these Orders and similar Orders ought to be construed so as to try and make sense of them. The meaning in this particular Order was as clear as daylight, namely, that the man was not to have his case determined by the committee unless he had been given an opportunity of putting his representations before the committee. His Lordship thought it perfectly clear that in this case the man had every opportunity and indeed a much longer opportunity than the law gave him.—*Rylands v. Nutter*, Divisional Court, 27th January, 1944.

UNEMPLOYMENT INSURANCE.

DECISIONS GIVEN BY THE UMPIRE.

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

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

Synopses of two recent decisions of general interest are given below.

Case No. 2/44 (4th January, 1944)

SECTION 28 OF UNEMPLOYMENT INSURANCE ACT, 1935: CLAIMANT REFUSED ON MEDICAL GROUNDS EMPLOYMENT IN HIS NORMAL OCCUPATION AWAY FROM HOME: HIS REQUEST THAT REPORT OF MEDICAL REFEREE BE PRODUCED TO COURT OF REFEREES WAS REFUSED: COURT'S DECISION WRONGLY PLACED UPON CLAIMANT ONUS OF PROVING THAT THE EMPLOYMENT OFFERED WAS SUITABLE: UMPIRE HELD GOOD CAUSE SHOWN: BENEFIT ALLOWED.

Claimant, a joiner, was notified of employment in his usual occupation 40 miles from his own district at recognised rates and conditions. He refused to apply on grounds of ill-health and he produced a medical certificate signed by his own doctor stating that he was unfit for heavy work owing to arthritis in elbow but fit for light work which did not involve climbing. In his appeal to the Court of Referees, the claimant stated that he had been examined by a medical referee since the date of the offer of employment and he requested that the medical referee's report be put in evidence since it confirmed the medical evidence already submitted by the claimant. The claimant's request was refused on the ground that the medical referee's report was obtained in connection with the provisions of the Essential Work Orders and was not pertinent to the Unemployment Insurance Acts. The Umpire held that such medical evidence was very pertinent to the question whether the claimant had good cause for refusing to apply for the vacant situation and it should have been put in evidence before the Court of Referees.

The Court of Referees, in dismissing the appeal, stated that the claimant should have given the work a trial in order to establish his fitness, or otherwise, for the work and the suitability of the work. The Umpire drew attention to the fact that Section 28 (1) of the 1935 Act places upon an officer of the Ministry of Labour and National Service and not upon the claimant the burden of proving (a) that the situation was in employment which was suitable in the case of the claimant (b) that it had been duly notified to the claimant and (c) that he, without good cause, refused to apply for it. Reference was made to U.D. 3146/31.† The claimant had displaced the *prima facie* case that the employment offered to him was suitable by producing his own medical evidence and would, had he been allowed, have further proved by the evidence of the independent medical referee that he was not physically capable of performing the offered employment. On the evidence adduced by the claimant the burden of proof was shifted back to the officer of the Ministry. The Umpire held that it was not the intention of the Legislature, in such circumstances, that a claimant should be required to establish his fitness, or otherwise, by actual test when a communication from the officer of the Ministry to the employer would have ascertained whether the employment was, or was not, suitable within the claimant's limited physical capacity. The statutory condition which placed upon a claimant the burden of proving that he was unable to obtain suitable employment (Section 7 (1) (iii) of the 1920 Act) was repealed by the 1930 Act, and is no longer applicable. The Umpire, therefore, allowed the appeal of the claimant's Association.

Case No. 5/44 (10th January, 1944)

SECTION 27 OF UNEMPLOYMENT INSURANCE ACT, 1935: CLAIMANT VOLUNTARILY LEFT EMPLOYMENT AT A ROYAL ORDNANCE FACTORY FOR REASONS OF DOMESTIC CONVENIENCE: UMPIRE HELD JUST CAUSE NOT SHOWN: BENEFIT DISALLOWED.

Claimant, a married woman, was granted by the National Service Officer permission to leave her employment as a process worker at a Royal Ordnance Factory because she wished to obtain work nearer her home to have more time to look after her husband, a dock worker, with whom she resided. The

* See the issue of this GAZETTE for May, 1943, page 74.

* Selected decisions of the Umpire are published (i) in monthly pamphlets—U.I. Code 8B; (ii) in annual volumes. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on the back page of this GAZETTE.
† U.I. Code 8B, vol. X, page 49.

fact that she obtained such permission is not, however, in itself proof that she had just cause for voluntarily leaving her employment (U.D. 115/42)*. The Umpire held that claimant had not shown just cause for voluntarily leaving her employment. He stated that each case must be decided upon its particular facts and he drew attention to certain guiding principles for determining just cause in a case of this kind, namely (a) that what might afford just cause in time of peace would not necessarily afford just cause in wartime (U.D's. 208/40†, 588/40‡ and 55/41§; (b) that it is vitally necessary to secure the services of women on munition work so as to leave available for military service as many men as possible (U.D. 208/40)†. The Umpire held that, although at times inconveniences were suffered by the claimant and her husband, her hours of employment were not such that she was prevented from undertaking her domestic duties and the inconveniences which she experienced did not exceed those which a large number of other persons experience, and are prepared to experience, in a time such as the present.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During January, 1944, the National Arbitration Tribunal issued twenty-two awards|| Nos. 487 to 508. Three of these awards are summarised below: the other awards related to cases affecting individual employers.

Award No. 489 (7th January).—Parties: Local Authorities represented by the Employers' Side of the District Council for the Administrative County of London (Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers)) and members of the Trade Unions constituting the Trade Union Side of the afore-mentioned District Council employed by them. *Claim:* For the application in the area of the London District Council of the National Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers) of the 2s. per week national war-wage increase granted by the National Joint Industrial Council on 13th April, 1943. *Award:* The representative of the claimants requested and the spokesman for the respondents concurred that the matter be dealt with solely on the footing that the London District Council were bound by the decision of the National Joint Industrial Council and not at all on the footing of the case for an increase on its merits of 2s. per week in the war wage. The Tribunal considered the matter on this footing. They were of opinion that, having regard to the relevant resolutions of the National Joint Industrial Council and the course of events since those resolutions were passed, the London District Council was not bound by the resolution of the National Joint Industrial Council dated 13th April, 1943, relating to an increase in war wage; and they awarded accordingly.

Award No. 491 (11th January).—Parties: The Great Western Railway Co., the London Midland and Scottish Railway Co., the London & North-Eastern Railway Co. and the Southern Railway Co., and members of the National Union of Railwaymen employed by them. *Claim:* For the payment by the Companies of a cost-of-living war wage to the tip-earning staff employed in hotels and refreshment rooms. *Award:* The Tribunal found against the claim as respects members of the tip-earning staff who are employed under conditions in which a service charge is made by the Companies to the public which accrues to the benefit of the staff; and they awarded accordingly. It appeared to the Tribunal, however, that there was a case for a war wage for all or some of the members of the tip-earning staff who are employed under conditions in which no service charge is made and they considered that this matter should be further explored between the parties with a view to a settlement being reached. In the event of no agreed settlement being made between the parties, the matter may, if so desired, be brought before the Tribunal again under the present reference.

Award No. 507 (31st January).—Parties: Members of the Warwick and Leamington Engineering Employers' Association and members of the Transport and General Workers' Union employed by them. *Claim:* For the payment to female piece-workers of 18 years of age or over of the National Bonus of 22s. per week operative under a joint agreement in the engineering industry. *Award:* The Tribunal found in favour of the claim.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During January, 1944, the National Arbitration Tribunal (Northern Ireland) issued ten awards, Nos. 284–293. One of these awards is summarised below; the remainder related to cases affecting individual employers.

Award No. 293 (27th January).—Parties: The Belfast members of the Belfast and North of Ireland Cement Importers' Association and certain employees of the member firms. *Claim:* For an increase of 10s. per week on the existing rate of wages of £3 8s. per week. *Award:* That the rate of wages of storemen employed by the Belfast members of the Belfast and North of Ireland Cement Importers' Association shall be £3 11s. per week, being an increase of 3s. per week on the present rate.

* U.I. Code 8B, pamphlet No. 1/1942, page 4.
† U.I. Code 8B, pamphlet No. 5/1940, page 22.
‡ U.I. Code 8B, pamphlet No. 6/1940, page 28.
§ U.I. Code 8B, pamphlet No. 1/1941, page 1.
|| See footnote * on page 46.

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

INDUSTRIAL COURT AWARDS.

During January, 1944, the Industrial Court issued six awards, Nos. 1932–1937. These awards, with the exception of one relating to an individual undertaking, are summarised below.

Award No. 1932 (5th January).—Parties: National Union of Tailors and Garment Workers; and the Association of London Master Tailors Ltd., and the National Federation of Merchant Tailors (Inc.) (London Area). *Claim:* To decide if the wages awards made through the machinery of the Conciliation Board are to be regarded as fixed wage awards. *Award:* That any general change should be uniformly applied to all workers.

Award No. 1933 (7th January).—Parties: National Union of Public Employees and Congleton Borough Council. *Claim:* For regrading of female showroom attendants. *Award:* The Court awarded an increased salary scale.

Award No. 1934 (14th January).—Parties: The Joint Committee of Unions parties to Machinery of Negotiation for Railway Electrical Generation and Distribution Staffs, London Passenger Transport Board, on the one hand, and the London Passenger Transport Board on the other hand. *Claim:* That the rates of pay of the Board's Railway Electrical Generation and Distribution Wages Staff be brought into line with the rates of pay of the Tram and Trolleybus Electrical Generation and Distribution Wages Staff. *Award:* That joint negotiations should take place between the parties to consider the institution of standard rates.

Award No. 1936 (26th January).—Parties: The Scunthorpe Allied Trades Committee and Lincolnshire Ironmasters' Association. *Claim:* For an increase in the base rates of 20s. a week and a decrease in the bonus of a like amount, and an increase of 6s. per week. *Award:* That the claims had not been established.

Award No. 1937 (28th January).—Parties: The Amalgamated Engineering Union and London County Council. *Claim:* For an increase in the wages of engineers employed in main drainage stations. *Award:* The Court awarded an increase in wages.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During January, 1944, four 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 three awards related to individual undertakings.

Parties: National Union of General and Municipal Workers and the Sheffield Cabinet Case Manufacturers' Association. *Claim:* That (a) the wages of female employees shall be in accordance with a specified scale, and (b) adult male workers shall have their rates increased 2d. per hour on base rates with retrospective payment. *Award:* The Arbitrator issued his award on 21st January. As regards (a) he awarded a revised scale of wages for the female employees concerned. In regard to item (b) an agreement was reached between the parties and the Arbitrator ruled that the terms of the agreement should be the terms of his award.

COURT OF INQUIRY.

On 24th September, 1943, the Minister of Labour and National Service appointed Sir Harold Morris, K.C., Mr. J. W. Bowen, and Mr. F. N. Hepworth as a Court of Inquiry to inquire into the wages and hours of work in the Woolcombing Section of the Wool Textile Industry in Yorkshire. The Report* of the Court, which was issued on 10th December, 1943, is summarised on page 23 of this GAZETTE.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

No proposals to vary minimum rates of wages were issued during January, 1944.

CONFIRMING ORDERS.

During January, 1944, 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. (35), dated 1st January, 1944; effective from 12th January, 1944.

Rope, Twine and Net Trade Board (Great Britain).—Order R. (79), dated 17th January, 1944; effective from 26th January, 1944.

Tin Box Trade Board (Great Britain).—Order X. (24) dated 17th January, 1944; effective from 26th January, 1944.

The following Order was also made:—

Laundry Trade Board (Great Britain).—Order W. (47), dated 18th January, 1944, which confirms the fixing of minimum rates of wages for female workers employed as war-time substitutes and a provision for workers returning to the trade after war service: effective from 28th January, 1944.

* Cmd. 6499. H.M. Stationery Office, price 6d. net (7d. post free).
† See footnote * on page 46.

STATUTORY RULES AND ORDERS.

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

The Mental Nurses (Employment and Offences) Order (Scotland), 1943 (S. R. & O. 1943, No. 1788/S.63).—By this Order, made by the Secretary of State for Scotland on 31st December, 1943, persons who are in whole-time employment for remuneration as nurses in mental institutions where the rates of pay and conditions of service are not less favourable than those recommended by the Mental Nurses Sub-Committee of the Scottish Nurses' Salaries Committee in their Report dated 2nd September, 1943 (see the issue of this GAZETTE for January, 1944) and who have completed at least twelve months' service in the aggregate in such institutions, are required to continue in such employment until their services are dispensed with in accordance with the Order.

The Coal Mining (Training and Medical Examination) Order, 1944, dated January 1, 1944, made by the Minister of Fuel and Power under Regulations 55AA and 58AE of the Defence (General) Regulations, 1939 (S. R. & O. 1944, No. 7. 2d. net (3d. post free)).—See summary on page 22.

The Defence (National Service) Regulations, 1944 (S. R. & O., 1944, No. 67); Order in Council approving Proclamation directing that certain British Subjects shall become liable to be called up for Service (S. R. & O., 1944, No. 94); and The Registration for Employment (Amendment) Order, 1944 (S. R. & O., 1944, No. 80).—British subjects not ordinarily resident in Great Britain have not hitherto become liable to be called up for service under the National Service Acts, 1939-1942, or to registration under the Registration for Employment Order, 1941, until they have been in Great Britain for at least two years and not at all so long as they were in Great Britain only for a temporary purpose. The position in this respect of certain classes of British subjects from outside Great Britain has been modified as shown below by the foregoing Regulations and Orders, made on 20th January.

The effect of the *Defence (National Service) Regulations, 1944*, is to amend the National Service Acts so as to extend the liability to be called up for service under those Acts to the undermentioned classes of British subjects from outside Great Britain in cases where they have been resident in Great Britain during any continuous period of three months ending on or after the date of the coming into force of the Regulations. The classes of persons to which the Regulations apply are (i.) nationals or citizens of, or persons born or domiciled in, the Isle of Man, any of the Channel Islands, Canada, the Commonwealth of Australia, New Zealand, Newfoundland, or any Colony, and (ii.) persons born or domiciled in any British

Protectorate, in any mandated territory, the mandate in respect of which is being exercised by His Majesty's Government in the United Kingdom or the Commonwealth of Australia or New Zealand, or in any country or territory under His Majesty's protection or suzerainty other than a British Protectorate or a mandated territory.

By the *Order in Council approving Proclamation directing that certain British Subjects shall become liable to be called up for Service* effect was given to the foregoing Regulations on 20th January, 1944.

The effect of the *Registration for Employment (Amendment) Order* is to amend the principal Order in the same way as the National Service Acts have been amended by the Defence (National Service) Regulations, 1944, so as to make liable to register under the Registration for Employment Order certain classes of British subjects from outside Great Britain as soon as they have been in Great Britain for three months, and thus to maintain the position under which liability under the Registration for Employment Order remains in line with liability under the National Service Acts. The Order took effect on 20th January, 1944.

OFFICIAL PUBLICATIONS RECEIVED.*

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

BUILDING APPRENTICESHIP AND TRAINING COUNCIL.—*First Report, 15th December, 1943.* Ministry of Works. Price 6d. (7d.).—See summary on page 22 of this GAZETTE.

COURT OF INQUIRY.—*Report by the Court of Inquiry into Wages and Hours of Work in the Woolcombing Section of the Wool Textile Industry in Yorkshire.* Cmd. 6499. Ministry of Labour and National Service. Price 6d. (7d.).—See summary on page 23 of this GAZETTE.

NATIONAL SERVICE.—*Selected Decisions given by the Umpire during December, 1943, in respect of Applications for Postponement of Liability to be called up for Service under the National Service Acts, 1939-1942.* N.S. Code 2. Pamphlet No. 8/1943. Ministry of Labour and National Service. Price 2d. (3d.).

SELECT COMMITTEE ON NATIONAL EXPENDITURE.—*Seventeenth Report (Session 1942-43): Replies from Departments to Recommendations in Reports.* H.C. 131. Price 6d. (7d.).—See page 25 of this GAZETTE.

TEACHERS.—*Supply, Recruitment and Training in the Period immediately following the War.* Reports of the Advisory Council on Education in Scotland. Cmd. 6501. Price 1s. (1s. 2d.).

YOUTH SERVICE SCHEME IN SCOTLAND.—*Notes for the Guidance of Education Authorities, Youth Councils and Local Youth Panels.* Scottish Education Department. Price 4d. (5d.).

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

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