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SPECIAL ARTICLES, REVIEWS, ETC.

SAFETY, HEALTH AND WELFARE IN FACORIES.

ELECTRICITY (FACTORIES ACT) SPECIAL REGULATIONS, 1944.

Regulations* under the above title were made by the Minister of Labour and National Service on 12th June, amending earlier Regulations, made by the Secretary of State on 23rd December, 1908, relating to the safety precautions that are required in connection with the use of electrical energy in factories, workshops, etc. The main object of the new Regulations is to bring the earlier Regulations up to date by applying them (under powers given by Sec. 60 of the Factories Act, 1937) to additional electrical processes and also to additional places, operations and works, particularly as regards work on ships, building operations and works of engineering construction; they would not in general apply to the use for such work of non-portable apparatus forming part of the permanent electrical installation of the ships, buildings, etc.

The new Regulations also make a drafting amendment in Regulation 18 of the earlier Regulations, with the object of removing a difficulty of interpretation to which attention was called in recent proceedings in the High Court. It appeared that, as previously worded, the Regulations would permit work on a dead section of a switchboard in dangerous proximity to a live section, if the live section *could* be screened off so as to prevent danger but is not so screened off *in fact*.

FACTORY ORDERS: NEW EDITION.

The Ministry of Labour and National Service have issued a new volume entitled "Factory Orders,"† a revised edition of the publication last issued by the Home Office in 1933 under the title "Factory and Workshop Orders." The new volume, contains the texts of Regulations and Orders under the Factories Act, 1937, and certain other Acts, which were in force on 1st January, 1944, together with an Appendix containing certain Statutory Rules and Orders relating to factories which have been made during the war under the Defence (General) Regulations, 1939.

* S. R. & O. 1944, No. 739 H.M. Stationery Office, price 1d. net (2d. post free).
† H.M. Stationery Office; price 5s. net (5s. 5d. post free).

RESETTLEMENT AFTER RELEASE FROM WAR SERVICE.

ESTABLISHMENT OF RESETTLEMENT ADVICE SERVICE.

The Government have decided to set up a Resettlement Advice Service with a view to assisting the resettlement of men and women released from war service.

The purpose of this Service, which is now being set up by the Ministry of Labour and National Service, is to make available to men and women released from the Forces and war industry everything possible in the way of advice and information on problems arising from the various aspects of resettlement. Apart from questions on subjects falling within the ambit of the Ministry's normal functions, *e.g.*, placing in and training for employment, men and women released from war service may be expected to have all kinds of domestic and other problems on which they will be anxious to obtain advice. It is intended that in operating the new Service there shall be a sympathetic appreciation of these problems and every effort will be made to give to ex-Service men and women the advice they seek and to put them into the way of obtaining the help they require.

For the purposes of this Service, Resettlement Advice Offices will be established in every town in which there is an Employment Exchange. The number will, therefore, be about 400. Some of these Offices may need to be open for part of the week only, *i.e.*, on the days when the public from the surrounding country customarily visits the town. The needs of enquirers in remoter areas will be met either by visits of an officer from a Resettlement Advice Office or by an invitation to attend the nearest Resettlement Advice Office. The subjects on which enquirers may be expected to seek information will be many and diverse: in a good many cases they will relate to the responsibilities of other Government Departments, Local Authorities, Voluntary Organisations, etc., and it will not, of course, be possible for Resettlement Advice Offices to undertake the duties of these Departments and bodies. It is the intention that officers in the Resettlement Advice Offices, who will be specially trained for the work, shall give the maximum possible service and render every possible assistance to enquirers; their purpose will be to elucidate sympathetically the problems put to them and to give all possible advice and information. They will refer callers to other places

only when they are quite certain that the needs of the applicants cannot be satisfied at the Resettlement Advice Offices. Even in cases which must be "passed on" they will assist the enquirer further, *e.g.*, by providing him with printed matter or, where desirable, by assisting him in completing any necessary forms, or in making an appointment for him to see the appropriate Department or Organisation. Every effort will be made to save men and women avoidable journeys or written requests for information.

Regional and local officers of the Ministry engaged in the Resettlement Advice Service will maintain contact with officials of other Government Departments, Local Authorities and Voluntary Organisations, so that all concerned may be accurately informed on matters arising in the course of this advice work and any administrative difficulties that arise may be solved in close co-operation.

TRAINING AS PLANT MAINTENANCE MECHANICS.

SCHEME FOR BUILDING AND CIVIL ENGINEERING WORKERS.

More fitters are needed to service and maintain the excavators, tractors, concrete mixers, lorries and other plant which are being used in the work of the building and civil engineering industries. The Ministry of Labour and National Service have accordingly opened a special course for the training of building and civil engineering workers as plant maintenance mechanics. The scheme has been arranged with the Ministry of Works and approved by the national organisations of employers and operatives in the industries.

The training will cover both petrol and diesel engines and will be carried out in the Government Training Centres established by the Ministry of Labour and National Service at Bristol, Pontefract and Wallsend-on-Tyne. The normal course will be for sixteen weeks and will consist of four weeks on general fitting and then twelve weeks on the maintenance of petrol engines and chassis and on running repairs to diesel engines. Subject to the demands of the industries a limited number of men will be given the benefit of four additional weeks' training on the maintenance of diesel engines.

Men aged 21 and over may volunteer and will be considered for training if they are of average physique and preferably not over 50 years of age, but the Ministry of Labour and National Service will decide who can be accepted. Wages will be paid by the Ministry at the rate of 71s. 6d. per week, rising to 74s. 6d. and then to 77s. 6d. per week as each man qualifies on reaching certain standards. Men sent away from home for training will be given free travelling warrants to the Centre and may also receive lodging allowances, if they continue to be the main support of a home and dependants. The normal hours of training will not be more than 44 per week.

On finishing their training men will be required to take up employment as fitters with building and civil engineering firms where their services are most required. Men of military age may obtain deferment of their call up while they are in training and afterwards while employed as fitters on priority work. It will, however, be a condition of deferment in the case of men born in or after the year 1920 that they are employed exclusively in connection with open cast coal production.

Men who would like to be trained under this scheme should apply at the nearest Local Office of the Ministry of Labour and National Service, where copies of an explanatory leaflet P.L. 154/1944 and any further information needed may be obtained. Under special arrangements that have been made, employers who so desire can send in their own workpeople for training and for return to their employment at the end of the training course; and men who wish to enrol under these arrangements should consult their employers who, if they approve, will make the necessary arrangements with the Local Office of the Ministry of Labour and National Service.

THE JUVENILE EMPLOYMENT SERVICE.

An account of the special public service which operates to help young workers in finding the right occupations, and to supervise them during the years of adolescence, has recently been published for the Ministry of Labour and National Service by H.M. Stationery Office in a pamphlet entitled "The Young Worker."*

The pamphlet reviews briefly the various stages in the development of the present Juvenile Employment Service during the last 35 years, explains the arrangements by which it is operated, under the central responsibility of the Ministry of Labour and National Service, and describes the arrangements for the discharge of its functions.

The three main functions of the Juvenile Employment Service are (i) to provide school-leavers with vocational guidance; (ii) to place boys and girls in employment and re-place them when necessary; and (iii) to maintain contact with them, so as to help them until they are settled down through the difficulties which are apt to beset young workers. The Juvenile Employment Service is carried out through the local office of the Ministry of Labour and National Service in most areas, and in others by

the Local Education Authority. In all areas the work is supervised by voluntary advisory committees representing the Local Education Authority, employers, workpeople and teachers, together with other persons who are interested in and familiar with juvenile problems. These committees, known as Juvenile Advisory Committees and Juvenile Employment Committees (according to whether the service is carried out by the Ministry of Labour and National Service or the Local Education Authority), are given as much scope as possible to develop the work according to the employment possibilities in their particular district, so that there is some variety of method as between the several areas. Nevertheless, certain broad principles of approach govern the work of the Juvenile Employment Service as a whole and these are described in the pamphlet.

With regard to the general problem of the employment of juveniles, the pamphlet points out that the main task before the war was to find jobs for juveniles in an overstocked labour market. What the future holds is, however, uncertain, but some facts are clear. In the first place, the juvenile population is shrinking owing to the past fall of the birthrate. Then, if the Government's proposals for educational reconstruction are carried out, boys and girls will not enter the labour market until the age of 15, and later on until the age of 16. If these developments take place, the number of juveniles available for employment in, say, ten years' time, will be about half the present number. In 1937 there were over 3½ million boys and girls between 14 and 18 in Great Britain. There are now about 2½ millions between those ages, and in 1956 the figure will have fallen to little more than 2½ millions (of whom those of the ages of 14 and 15 years will be at school).

The effect of all the foreseeable factors is likely to be an enhanced value of juvenile labour which will probably be reflected in more serious attention being given to the recruitment, training and treatment of young workers. One result will be that, in general, the child leaving school will have a more real opportunity of choosing his occupation than was often the case before the war. Experienced guidance will be very necessary and wise choice of employment should be more possible than in the days when so many boys and girls had to take whatever work was available.

REGISTRATION FOR EMPLOYMENT ORDERS.

FURTHER REGISTRATION OF WOMEN.

All women, whether married or single, with or without children, who were born between 1st January, 1926, and 30th June, 1926, both dates inclusive, were required to register under the Registration for Employment Orders on 22nd July, 1944, unless they belonged to certain classes specifically exempted under the Orders.

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

FOOD CONTROL.

MAXIMUM RETAIL PRICES.

As a result of a new Order of the Minister of Food, amending the New Potatoes (1944 Crop) Order of 1944, the maximum retail prices of new potatoes specified in the original Order in respect of Great Britain are reduced by ¼d. per lb. from 18th July; in Northern Ireland the maxima are increased by ¼d. per lb. from 23rd June up to 20th July, but reduced by ¼d. per lb. from 4th August. By another amending Order the maximum prices of some varieties of soft fruit were increased as from 26th June. As from 9th July a new Order specifies maximum retail prices for plums which are substantially the same as those in the Order of 1943 apart from variations in respect of a few areas. From the same date a new Order specifies the maximum retail price of all ordinary types of onions, home-grown or imported, as 4½d. per lb.

The Minister of Food has also made a consolidating Order, relating to meat products, which provides for an increase in the meat content of pork sausages and pork sausage meat, for standardising the meat content of meat paste, and for increasing the fish content of fish paste: the maximum retail prices of pork sausages and pork sausage meat are increased by 1½d. per lb. from 9th July under this Order.

FOOD RATIONING.

The Minister of Food has announced that, for a period not exceeding 8 weeks commencing 23rd July, the ordinary ration of bacon will be increased from 4 oz. to 6 oz. a week. On the other hand the preserves ration, which was temporarily increased from 1 lb. to 2 lb. per 4-weekly period at the end of April, is to revert to 1 lb. as from 20th August. The ration coupons for sugar and preserves will remain interchangeable, but on the basis of 1 lb. of sugar being regarded as the equivalent of 1 lb. of preserves from 20th August. During the 4 weeks commencing 23rd July an extra 1 lb. of sugar per person will be allowed for domestic jam making.

* H.M. Stationery Office; price 2d. net. (3d. post free).

COAL MINING INDUSTRY: STATISTICAL DIGEST.

The Ministry of Fuel and Power has issued a statistical digest relating to the coal mining industry, covering the period from 1938.* It contains both national and district figures of production, employment, finance and wages, and national figures relating to consumption, distribution, accidents and welfare.

The figures relating to production show that the quantity of saleable coal produced amounted to 226,993,200 tons in 1938, and 231,337,900 tons in 1939. In 1942 it had fallen to 203,633,400 tons and in 1943 to 194,493,000 tons. The provisional figure for the first quarter of 1944 was 47,581,300 tons.

The average number of wage-earners on the colliery books was 781,700 in 1938, and 766,300 in 1939. In 1942 the number was 709,300, in 1943 it was 707,800, and in the first quarter of 1944, 703,600. The average number of persons in effective employment, *i.e.*, excluding those wage-earners who were absent for the whole of any week from whatever cause, was 646,600 in 1943, and 648,500 in the first quarter of 1944. Comparable figures for years before 1943 are not available.

In 1938 the average output per wage-earner per annum was 290.4 tons, and in 1939 it was 301.9 tons. The corresponding output in 1942 and 1943 was 287.1 tons and 274.8 tons, respectively. The provisional figure of average output per wage-earner in the first quarter of 1944 was 67.6 tons. The average output per man-shift worked at the coal face was 2.95 tons in 1938, 2.97 tons in 1939, 2.87 tons in 1942, 2.75 tons in 1943 and 2.72 tons in the first quarter of 1944. The corresponding figures per man-shift worked by all wage-earners, both underground and on the surface, were 1.12 tons in 1938, 1.13 tons in 1939, 1.03 tons in 1942, 1.03 tons in 1943, and 1.02 tons in the first quarter of 1944.

Disputes in 1938 caused a loss of 664,600 man-days and 943,100 tons of saleable coal, and in 1943 a loss of 692,600 man-days and 1,090,700 tons of coal. In the first quarter of 1944, 1,564,100 man-days and 2,032,900 tons of coal were lost through disputes. Recognised holidays, accidents, breakdowns and repairs to machinery, transport difficulties, etc., brought the total of man-days lost from causes other than absenteeism in 1943 to 9,442,200 and the loss of output to 10,721,200 tons. For the first quarter of 1944 the corresponding figures of gross loss were 2,417,700 man-days and 3,502,500 tons.

The average percentage of shifts lost that could have been worked, excluding shifts lost through work not being available owing to recognised holidays, disputes, accidents, transport difficulties, etc., was 6.4 in 1938, 6.9 in 1939, 10.4 in 1942, 12.4 in 1943 and 12.4 in the first quarter of 1944. An analysis of the shifts lost in 1943 shows that 4.9 per cent. was due to voluntary absenteeism (*i.e.*, absences for which no satisfactory reason was given) and 7.5 per cent. arose from involuntary absenteeism. A further analysis shows that for workers at the coal face the percentage of absenteeism in 1943 was 15.1, for other underground workers 12.5, and for surface workers 7.9.

The average weekly cash earnings of wage-earners of all ages were £2 15s. 9d. in 1938, £2 19s. 6d. in 1939, £4 13s. 2d. in 1942 and £5 0s. 0d. in 1943. In the fourth quarter of 1943 they were £5 2s. 5d.† The value of allowances in kind rose from 2s. 2d. a week in 1938 to 3s. 5d. a week in the fourth quarter of 1943. The average earnings per shift, exclusive of the value of allowances in kind, rose from 11s. 2.83d. in 1938 to 19s. 4.77d. in the fourth quarter of 1943.‡

For the year 1943 the total costs of production, after deducting the proceeds of miners' coal, were £238,388,969, the proceeds of commercial disposals £250,147,367, and the credit balance £11,758,398. The wages cost in 1943 was £175,072,358, equivalent to 20s. 3d. a ton. This compares with £107,563,743, or 10s. 6½d. a ton in 1938.

HOURS OF WORK AND OUTPUT.

ENQUIRY BY THE INDUSTRIAL HEALTH
RESEARCH BOARD.

A Report entitled "A Study of Variations in Output"† has recently been published by the Industrial Health Research Board of the Medical Research Council, as their fifth Emergency Report.

In a Preface, the Report refers to the conclusion reached in the second Emergency Report‡ that, except as a temporary emergency measure, working hours in manual operations involving a fair amount of physical effort should not exceed 60–65 per week for men and 55–60 for women; longer hours will in time result in reduction of output and increase of lost time and of spoiled work. In the latter part of 1942 the weekly hours of work were reduced in several factories engaged on war production; it was thought that the change, though in some cases

very small, might have a measurable effect on output, and the present investigation was designed to ascertain whether, and to what extent, such an effect occurred.

The investigation, which was carried out in seven factories, was chiefly concerned with women workers. The extent of the reduction in hours varied widely at the factories concerned, but in most cases it was between 3 and 8 per cent. Twenty-one groups of workers, covering nearly 4,000 individuals were studied, and the investigation showed that on an average hourly output was 4.1 per cent. higher, in the twelve weeks following the reduction in hours of work, than it was before the change. In the case of five groups the increase in the hourly rate of output after the change ranged from about 11 to 21 per cent., and only in six out of the twenty-one groups was there a decrease in the rate of output following the reduction in hours.

It was found, however, that although the factories to be studied and the operations to be measured were selected most carefully in order to avoid as far as possible external influences, many other factors, operating simultaneously with the reduction in hours, tended to obscure the effects of the latter on output. The most important of these factors were: changes in the type or design of the product; mechanical breakdowns and variability in the material which had to be worked; flow of working material; technical improvements in the design of the machines used; changes in the general lay-out of the work; and personal factors, such as dissatisfaction with the method or rate of payment, and occasional friction between the management and the workers. In only three of the groups studied was it possible to infer with some degree of certainty that the hourly output increased as the result of the shorter hours of work; even then the position was complicated in two cases by the incidence of the annual holiday.

Despite the difficulties encountered, the Report suggests that shortening of a working week may directly result in increased output, but adds that this effect may be relatively small. There is moreover some indication that shorter working hours lead to a decrease in absence from work.

Some information was also obtained as to output and absence on different shifts. On the two-shift system there was practically no difference in output between night and day work. On the three-shift system there were indications that output was likely to be highest on the afternoon shift and lowest on the morning shift; the differences, however, were not large. Absence was found, on the average, to be appreciably higher among two groups of women employed on the three-shift system than among five groups of women on the two-shift system.

The results obtained in this and the previous investigation suggest that, of all the factors studied, technical improvements and reorganisation are the most likely to lead to an increasingly high and steady level of efficiency. In conclusion, the Report emphasises the importance of relating the design and operation of machines to human capacities, if the greatest efficiency is to be attained; in other words, machines should be made for men, not men forcibly adapted to machines.

CONTROL AND ORGANISATION OF DOCK LABOUR.

ACTIVITIES OF THE NATIONAL DOCK LABOUR
CORPORATION.

A review of the operations of the National Dock Labour Corporation since the end of June, 1943, was given by the Chairman at the Fourth Annual General Meeting of the Corporation (which was held on 27th June, 1944, owing to the change by which the Corporation's financial year now ends in December instead of June).

According to the Directors' Report, there were 38,969 port transport workers in Corporation ports at December, 1943, and the proportion of "turns" worked rose from 58.2 per cent. in the first quarter of 1943 to 81.1 per cent. in the last quarter. During the second half of 1943, the Chairman stated, activity was greater than in any period since the Corporation came into existence, and subsequently the Corporation had to increase their labour force to meet the demands which would arise with the opening of military operations in Western Europe. During the past three months over 6,000 men had been admitted to the registers in Corporation ports, and of these more than 4,000 were entirely new to the industry; wastage had been high, however, and during the same period nearly 1,500 men had left the industry, in many cases because they found the work too hard, so that at 13th June, 1944, the Corporation's labour force consisted of 42,435 men. Until the invasion of Europe started, the greater numbers employed meant, for a time, an increase in the numbers of men daily surplus to requirements.

Referring to the future, the Chairman said he thought that the problem of surplus labour should be examined very closely; while some surplus on any given day was unavoidable because of the nature of dock work, the volume of surplus labour must be related to the needs of the industry. The Corporation would also have to make plans for the reinstatement of dockers now in the Forces and for the return of those now employed in other industries. In the field of welfare, too, there was still much progress to be made and it was the intention of the Corporation to devise schemes to reduce the toll taken by ill-health and accidents among port transport workers.

* *Statistical Digest from 1938.* Cmd. 6538. H.M. Stationery Office; price 1s. 6d. net. (1s. 8d. post free).

† Since the end of 1943, there have been further increases in rates of wages in the coal mining industry—see the issues of this GAZETTE for February and May, 1944, pages 23 and 75.

‡ H.M. Stationery Office; price 4d. net (5d. post free).

§ See the issue of this GAZETTE for March, 1942, page 60.

STATUTORY MINIMUM RATES OF WAGES.

Particulars are given below of the minimum rates of wages as prescribed by Statutory Orders made under the Trade Boards Acts, the Road Haulage Wages Act and the Agricultural Wages Regulation Acts, and of the weekly working hours in respect of which these rates are payable. Particulars are also given of the provisions of the Orders relating to the holidays to be allowed, and the payments to be made in respect of holidays.

(A) ORDERS MADE UNDER THE TRADE BOARDS ACTS.

Minimum Time Rates.—The following Table shows the general minimum time rates of wages fixed and in operation at 1st July, 1944, for the lowest grades of experienced adult workers, together with the hours of labour in respect of which the rates are payable, in the 46 trades in Great Britain for which Orders have been made under the Trade Boards Acts. Except where otherwise stated, the rates quoted are applicable, throughout Great Britain, at the age of 21 for males and 18 for females.

Trade. (1)	General Minimum Hourly Time Rates.		Weekly hours of labour in respect of which the rates quoted are normally payable. (4)
	Males. (2)	Females. (3)	
	d.	d.	
Aerated Waters (England and Wales)	18½	11½ (at 19 yrs.)	48
Aerated Waters (Scotland):— Orkney and Shetland Islands	15	8½ (at 20 yrs.)	48
Rest of Scotland	16	9½ (at 20 yrs.)	48
Baking:— England and Wales	16½ to 18½†	11½ to 12½†	48
Scotland*	15½ to 16½†	10½ to 11½† (at 21 years)	48
Boot and floor polish	18½	12	48
Boot and shoe repairing	19½	14½ (at 21 yrs.)	48
Brush and broom*	13½	8½ (at 21 yrs.)	48
Button manufacturing	17½	10½	48
Chain*†	17½	7½§	..
Coffin furniture and cerement making:— Coffin furniture section*	15½§	10½ (at 21 yrs.)	47
Cerement making section .. .. .	..	10½§ (at 24 yrs.)	47
Corset	18 (at 22 yrs.)	10½	48
Cotton Waste Reclamation:— England and Wales	17	10	48
Scotland	17	9½	48
Cutlery	19	12½ (at 21 yrs.)	48
Dressmaking and women's light clothing (England and Wales):— Retail bespoke dressmaking	17 (at 22 yrs.)	9½, 10, 10½†	48
Other branches	17 (at 22 yrs.)	10½	48
Dressmaking and women's light clothing (Scotland):— Retail branch	17 (at 22 yrs.)	9½, 10½†	48
Other branches	17 (at 22 yrs.)	10	48
Drift nets mending .. .. .	..	7§	44
Flax and hemp	17½	10½	48
Fur	17½	10 (at 19 yrs.)	48
Furniture manufacturing*	18	11 (at 19 yrs.)	47
Fustian cutting	12½ (at 18 yrs.)	7½	48
General waste materials reclamation	15½	9½	48
Hair, bass and fibre*	13½	8½	48
Hat, cap and millinery (England and Wales)	17 (at 22 yrs.)	10½	48
Hat, cap and millinery (Scotland):— Wholesale cloth hat and cap branch	17½ (at 22 yrs.)	10½	46
Other branches	17½ (at 22 yrs.)	9½, 10†	46
Hollow-ware	18½	11½	47
Jute	16½§	10½§	48
Keg and drum	18½	13½ (at 21 yrs.)	47
Lace finishing† .. .. .	..	7½	..
Laundry:— Cornwall and North of Scotland	18½	10½ (at 20 yrs.)	48
Rest of Great Britain	18½	11½ (at 20 yrs.)	48
Linen and cotton handkerchief and household goods and linen piece goods	17½	10½	48
Made-up textiles*	14½§	8½§	48
Milk distributive:— England and Wales	16, 18, 18½†	10½, 11½, 12½† (at 21 years)	48
Scotland	16½	10½ (at 21 yrs.)	48
Ostrich and fancy feather and artificial flower	13 (at 22 yrs.)	8	48
Paper Bag	19½	11	45
Paper box	18½	11	45
Perambulator and invalid carriage*	18	12 (at 21 yrs.)	48
Pin, hook and eye and snap fastener	19	11½ (at 21 yrs.)	47
Readymade and wholesale bespoke tailoring	16½ (at 22 yrs.)	10½	48
Retail bespoke tailoring:— England and Wales	14½ to 20½†§	9½ to 12½†§	48
Scotland	12½ to 15½†§	8½ to 9½†§	48
Rope, twine and net:— Net section	16½	11½	48
Other sections	17	11½	48
Rubber manufacturing	17½	11½ (at 21 yrs.)	48
Rubber reclamation	17½	11½ (at 21 yrs.)	48
Sack and bag	17½	10½§	48
Shirtmaking	18½ (at 22 yrs.)	10½	48
Stamped or pressed metal wares	17	11½	47
Sugar confectionery and food preserving	17½	10½ (at 21 yrs.)	48
Tin box	19½	12½	48
Tobacco*	19½§	12½§	48
Toy manufacturing	17½	11½ (at 21 yrs.)	48
Wholesale mantle and costume	16½ (at 22 yrs.)	10½	48

* In this trade the minimum rates of wages are varied, from time to time, in accordance with changes in the official cost-of-living index figures.

† Dependent on area.

‡ The minimum rates are not fixed by reference to sex. The rates shown are those applicable to work normally performed by men and by women, respectively.

§ Payable after a specified period of employment in the trade.

Most of the Boards have also fixed higher minimum time rates for various classes of qualified workers. For juvenile workers lower time rates, based on age or experience, or a combination of age and experience, have been fixed. In the case of learners or apprentices, some Boards have made payment of these rates subject to the observance of conditions considered necessary for securing effective instruction.

Piecework Rates.—Minimum piecework rates have been fixed by only about one-fourth of the Boards; but most of the Boards have fixed piecework basis time rates, i.e., rates which take the place of the general minimum time rate as the basis rate for pieceworkers for whom no general minimum piece rate has been fixed. In the absence of a general minimum piece rate, pieceworkers must be paid at a piece rate that is sufficient to yield in the circumstances of the case to an ordinary worker at least as much money as the piecework basis time rate. Such piecework basis time rates are fixed at a slightly higher level than the general minimum time rates. Certain of the Boards have also fixed a guaranteed time rate, for pieceworkers, i.e., a rate per hour which will ensure a minimum amount for the time during which they have been employed, if their piecework earnings fall short of the guaranteed rate. Where no minimum piece rates or piecework basis time rates have been fixed, the Trade Boards Acts provide that pieceworkers must be paid at rates sufficient to yield in the circumstances of the case to an ordinary worker at least as much money as the general minimum time rates.

Normal Working Hours, and Overtime Rates.—For the purpose of the application of overtime rates the Boards, with two exceptions, have declared the normal number of working hours in the trade. The weekly hours of labour so declared are shown in column (4) of the Table above. Nearly all the Boards have also declared the normal hours for the day, including Saturday or other weekly short day. If these daily or weekly hours are exceeded, overtime rates, higher than the minimum time rates or piecework basis time rates, are payable. Where the declared normal daily hours are exceeded the overtime rates most commonly fixed are time and a quarter for the first two hours and time and a half for subsequent hours. With few exceptions, double time is payable for all time worked on Sundays and Public Holidays.

Holidays.—By virtue of the Holidays with Pay Act, 1938, the Boards have power to direct that any worker for whom a minimum rate of wages has been fixed shall be entitled to be allowed by his employer a holiday with pay of not more than one working week in the year. Accordingly the Orders (with the few exceptions noted below) require that six consecutive days* during the holiday season in each year should be granted as holidays with pay. The full holiday of six days is conditional on the worker having served a previous qualifying period, usually of 48 weeks. Holidays of proportionately shorter duration are specified for workers with less service. The holiday remuneration is in general related to the amount which the worker would be entitled to receive for a week's work if paid at the appropriate minimum rate and if working his normal working week. It is payable on the last pay-day preceding the holiday or, in some cases, on the first working day following the holiday. If the worker ceases to be employed and holiday remuneration has accrued to him, this must be paid immediately on the termination of the employment. The Orders make no provision for payment for public holidays, but in some of the trades, e.g., wholesale clothing, voluntary agreements provide for such holiday payments.

The trades for which no directions as to holidays with pay have been issued are jute, flax and hemp, lace finishing and drift nets mending. In the case of jute, and flax and hemp, paid holidays are provided by collective agreements, which apply to all the workpeople within the scope of the Boards. In the case of lace finishing and drift nets mending the workers covered by the Boards are mainly female homeworkers, not working on the employers' premises.

(B) ROAD HAULAGE.

Orders have been made by the Minister of Labour and National Service under the Road Haulage Wages Act, 1938, the Holidays with Pay Act, 1938, and the Trade Boards and Road Haulage Wages (Emergency Provisions) Act, 1940, dealing with the remuneration for, and holidays to be allowed to, road haulage workers in Great Britain. The classes of workers to which the Orders apply are, with certain exceptions, those employed on road haulage work in connection with motor goods vehicles specified in an "A" licence or a "B" licence granted under the Road and Rail Traffic Act, 1933, or in connection with any goods vehicle in respect of which there is a defence permit, other than a defence permit which includes a condition that the vehicle shall not be used for the carriage of goods for hire or reward.

Rates of Wages.—The Orders contain three series of rates of "statutory remuneration" per week applying to (a) workers whose home depot is situated in the London area, (b) workers whose home depot is situated outside the London area, and (c) workers on long distance services.† For workers included in

* Seven days in the case of the milk distributive trade.

† Defined as a journey involving a road mileage of more than 70 miles from the worker's home depot, other than a home depot within the London area, and other than a journey from which the worker returns to his home depot within 11 hours excluding rest periods.

(b) there are different rates relating to Grade 1, 2 and 3 areas respectively. Separate rates are fixed in most cases within each series for workers employed as drivers, mates, statutory attendants, and "other road haulage workers," as well as for foremen, removal packers and porters in the furniture warehousing and removing industry. Further distinctions in the rates are made in the case of drivers, in respect of the carrying capacity or gross laden weight of the vehicle and as between steam wagons, tractors, and other vehicles, and, in the case of drivers of the lighter types of vehicles and of workers other than drivers, as between adult and junior workers. Female workers are entitled to be paid the full rates after 39 weeks' employment; those with less than that amount of employment are paid 80 per cent. of the full rates during the first 13 weeks of employment and 90 per cent. during the next 26 weeks.

The weekly rates of remuneration fixed for drivers (21 years or over) of vehicles in the lowest class of carrying capacity are as follows:—

London, under 1 ton carrying capacity	79s.
Grade 1 localities, under 30 cwt. carrying capacity	75s. 6d.
" 2 " " " " " "	72s.
" 3 " " " " " "	68s.

For drivers of vehicles in the highest classification of weight or carrying capacity the weekly rates are:—

London, over 5 tons carrying capacity	98s.*
Grade 1 localities, over 12 tons gross laden weight	93s.
" 2 " " " " " "	89s.
" 3 " " " " " "	85s.
Long distance services, over 12 tons gross laden weight	93s.

Working Hours, and Overtime Rates.—The Orders provide that a regular worker, *i.e.*, a worker employed by the week or longer period, is to be paid a week's wages for any week in which he has worked for the employer and has performed some road haulage work. If the hours worked, including hours deemed to be worked, but excluding overtime, are less than 48, he is paid for 48 hours at the rate appropriate to the work for the hours worked and at the rate normally applicable to him for the remaining hours. The guaranteed week does not apply to workers whose normal employment substantially includes other work as well as road haulage work and provision is made for its suspension under certain circumstances, such as absence without leave or on account of sickness. For the purpose of calculating the hours worked it is provided that, subject to certain exceptions, a regular worker who works on a Saturday for less than 4 hours is deemed to have worked for 4 hours, and if he works on any day other than Saturday or Sunday for less than 5½ hours he is deemed to have worked for 5½ hours. A worker who is not a regular worker must be paid not less than the wages due for 8½ hours work on any day from Monday to Friday and 5½ hours on Saturday. The hourly rate of wages for regular workers is calculated by dividing the weekly rate by 48; that for other workers is to be the rate applicable to a regular worker, plus 1½d. Overtime rates for regular workers are payable for time worked in excess of 10 hours on any day other than Saturday or Sunday, for time worked after 2 p.m. on Saturday, for all time worked on Sundays, and for time worked in excess of 48 hours in any week excluding Sunday. Modifications as regards overtime rates or conditions are made in the case of milk workers, workers exclusively engaged in the transport of films, and workers who are not regular workers. Workers whose hours of duty entail employment between 10 p.m. and 4 a.m. are to be paid 2d. an hour above the appropriate rate for time worked between such hours.

Holidays.—An employer must allow specified Public Holidays to regular workers to be paid for on the basis of the wages due for 8½ hours' work. A worker required to work on such holidays is paid at double the rate otherwise appropriate. Between 1st April and 31st October, an employer must also allow to every worker for whom a statutory rate of remuneration has been fixed 6 consecutive days† holidays with pay, provided the worker has been in his employment for at least 48 weeks‡ immediately preceding 1st April and has not been absent for more than 7 days except for certain stated reasons. Holidays of proportionately shorter duration are specified for workers whose previous employment amounts to less than 48 weeks.

Other Provisions.—The Orders also contain provisions relating to such matters as subsistence allowances, the rate of wages of workers temporarily transferred away from their normal home depots, the rate of wages to be paid when vehicles are loaded or unloaded in higher graded places, and the substitution of a day other than Saturday as the weekly short day.

(C) AGRICULTURE.

Under powers conferred by the Agricultural Wages Regulation Acts and the Defence (Agriculture and Fisheries) Regulations, the Agricultural Wages Board for England and Wales and the Scottish Agricultural Wages Board issue Orders laying down minimum rates of wages, the hours of work in respect of which the rates are payable, and minimum rates of wages for overtime employment. The Orders also define the benefits or advantages which may be reckoned as payment of wages at the minimum

rates in lieu of payment in cash and the values at which such benefits or advantages are to be so reckoned. Further, by virtue of the Holidays with Pay Act, 1938, the Orders embody directions with regard to holidays with pay, within the limitations prescribed by that Act in respect of agricultural workers, *viz.*, that such holidays shall not exceed seven days in a year and shall not be for continuous periods exceeding three consecutive days. The main provisions of the current Orders issued by both the Boards are summarised below.

England and Wales.—The minimum rate of wages for male agricultural workers, 21 years of age and over, in regular employment is 65s. a week in all of the 47 areas for which separate Orders are issued. This rate applies to a working week of 48 or 50 hours in different districts in winter and 50, 51 or 52 hours in summer. In thirteen areas special minimum rates, varying from 69s. to 84s. a week, are fixed in the case of men employed as stockmen, shepherds, horsemen, wagoners, etc., the working hours to which the rates apply including the time spent on customary duties pertaining to the care of animals. In other areas the employment of such workers is subject to the payment of the general weekly minimum rates applicable to all classes of male workers, with overtime rates for any additional time involved in the performance of their particular duties. The minimum rate for women, 18 years and over, is 48s. for a normal working week of 48 hours in winter and 50 hours in summer, or 48 hours all the year round, in all areas except Cambridge-shire and Isle of Ely and the North, East and West Ridings of Yorkshire, where the hours of work for women are 44 a week all the year round and the minimum rate of wages is 44s. a week. Minimum hourly rates are fixed for part-time and casual workers. Scales of minimum weekly and hourly rates, graduated according to age, are prescribed for juvenile workers. In all cases a guarantee clause is included which provides that a whole-time worker employed by the week or longer period shall be paid the full weekly wage when by agreement with his employer he works shorter hours than the full number of hours specified in the Orders. The benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash comprise housing accommodation and board and lodging in all districts, with the addition of milk in many districts and potatoes, fuel or manure in some cases.

The minimum differential rates of payment for all classes of workers fixed for overtime employment on weekdays in excess of the declared weekly number of working hours are, in the majority of districts, 1s. 6d. an hour for men and 1s. 2d. an hour for women. For other overtime employment, such as work on the weekly half holiday, on Sundays and on specified public holidays, the rates are usually 1s. 10d. for men and 1s. 5d. for women. Minimum rates for overtime, graduated according to age, are fixed for juveniles.

Whole-time agricultural workers are allowed holidays with pay at the rate of one day for each two consecutive months of regular employment in a period of twelve months. The maximum number of days of paid holidays is thus six in each year of employment, apart from the four public holidays referred to below. Workers who are required to work seven days a week for 30 or more weeks during a year are allowed, in addition, a holiday on a Sunday. Where a worker is entitled to three or more days of paid holiday, three of those days must be consecutive. The remuneration is normally one-sixth of the weekly minimum wage for each day of holiday, and is to be paid on the pay day immediately preceding the time when the worker is entitled to be allowed the holiday. The Orders also provide that, on four specified public holidays (varying in different districts), any employment shall be treated as overtime employment, and that the number of hours in respect of which the minimum weekly wage is applicable during the weeks in which those days fall shall be correspondingly less than in a normal week. The effect of this is that, in each of these four weeks, the worker either receives the day's holiday on full pay without having to make up the time or, if required to work on any of the days, he is entitled to overtime payment for all employment on that day.

In all cases the Orders apply to workers employed for time work only. No minimum rates of wages for piecework have been fixed. The fixing of such rates is authorised, however, by the Agricultural Wages (Regulation) Act, 1924, and Section 4 of that Act provides for the consideration of complaints as to inadequate payment for piecework where no minimum piece rate has been fixed.

General Orders, applying to all districts in England and Wales, fix lower minimum rates of wages to apply to workers lacking agricultural experience, and rates for boys and girls organised in camps or under schemes for work on farms.

Scotland.—The minimum rates of wages fixed for agricultural workers in regular employment in all the eleven districts for which separate Orders are issued are 65s. a week for men, 20 years of age and over, and 47s. a week for women, 18 years and over. Special minimum rates varying from 68s. to 76s. a week are fixed for men employed on specified classes of work *e.g.*, grieves, shepherds, stockmen, ploughmen or tractor men. Women employed as stockwomen, horsewomen, tractorwomen, poultrywomen or dairy maids receive a minimum rate of 53s. a week in all districts. Special rates are fixed for milkers in all districts, and in one district piece rates* for berry pickers. Minimum hourly rates

* This rate applies to drivers in employment as such on 8th June, 1932, who have remained in the service of the same employer. For drivers whose employment began after that date the rate is 97s.

† For milk workers who are normally employed on 7 days a week, 7 days holiday is allowed after 49 weeks' employment.

* The Agricultural Wages (Regulation) (Scotland) Act, 1937, provides for the consideration of complaints as to inadequate payment for piecework when no minimum piece rate has been fixed.

are laid down for workpeople employed by the day or hour or on part-time work. There is also provision in the Orders for minimum weekly and hourly rates, graduated according to age, in the case of juvenile workers. The benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash comprise housing accommodation, board and lodging and the provision of milk, meal and potatoes in all districts, with the addition of fuel and animal keep in many cases.

For the purpose of the minimum weekly rates a week is deemed to consist of a certain specified number of hours or such lesser number as may be agreed upon between employer and worker. The number of specified hours for workers engaged on unclassified work are the same for male as for female workers, but they show considerable variation not only in different districts but also for different periods of the year. In most cases, the hours range from 41½ to 47 a week during the winter months and from 50 to 55 during the summer months, with extensions up to 60 hours a week during harvest time in some districts. Men and women employed at higher rates in specified occupations may be required to work, in return for the weekly wage, the additional time necessitated by the nature of their duties. The minimum rates of pay for overtime working for all classes of workers are 1s. 7½d. an hour in the case of men and 1s. 4d. an hour in the case of women in all districts, except for work on Saturday afternoons, Sundays and, in most districts, New Year's Day, for which the rates are 1s. 11½d. an hour for men and 1s. 7½d. an hour for women.

The Orders provide for holidays with pay, which, except in the Lothians district, are confined to workers employed for time work. Generally, the holidays are at the rate of one day for two months' or eight weeks' employment, with a maximum of six or seven days of holiday in the year. It is usually provided that one period of not less than three consecutive days shall be allowed as a holiday. The holiday remuneration is not less than the appropriate daily proportion of the weekly minimum rate or nine times the appropriate hourly minimum rate, and is paid not later than the first regular pay-day after the holiday is taken. In all except one district workers who are required to work on New Year's Day are entitled to overtime payment for such work; if not required to work on that day they are nevertheless entitled to be paid the full weekly rate of wages for the week in which the holiday occurs.

HOLIDAYS WITH PAY IN NEW ZEALAND.

Under the Annual Holidays Act, 1944, a system of annual holidays with pay for all workers will become operative in New Zealand on 1st August. The Act provides that every worker, at the end of each year of employment with any employer, is to become entitled to a holiday of two weeks on ordinary pay. The holiday is to be allowed within six months after the worker has become entitled to it; but, if the employer and worker so agree, it may be taken in two periods of one week each, and the whole or part of the holiday may be allowed in advance, before the worker has become entitled to it. Persons whose employment terminates before they have been allowed the holiday to which they are entitled are to receive the pay due for the holiday.

In cases in which employment is terminated after less than one year's service or less than one year after the last annual paid holiday in the same employment, the employer is required to pay the worker, in addition to all other sums due, an amount equal to one twenty-fifth of his ordinary pay for the period of employment. When a period of employment is less than three months, the payment is made in stamps equivalent in value to one twenty-fifth of the ordinary pay due for the period of employment, or, where this period is less than three weeks, to one twenty-fifth of the ordinary pay due for the time actually worked during the period. These stamps are to be affixed by the employer to a special "workers' holiday card," and cannot be cashed until after the expiration of a year from the earliest period of employment in respect of which uncanceled stamps are affixed to the card. Holiday payments, including any moneys payable by means of stamps, are deemed to be salaries or wages and are subject to the current deductions from salaries or wages in respect of social security charge, national security tax and other statutory charges.

The Act is not to prevent the operation of any more favourable holiday arrangements to which a worker may be entitled under any other Act or under any award, agreement or contract of service. Holidays for workers employed under Orders of the Waterfront Control Commission are to be subject to special regulations, on the basis of two weeks' holiday on ordinary pay for each year of employment.

Employers are required to keep a record, to be called the "holiday-book," showing, in the case of each employed person, the name, dates of beginning and of terminating service, dates of holidays allowed, amount of holiday pay and other relevant particulars. The "holiday-book" is to be open to inspection by Inspectors of Factories. Infractions of the Act are punishable by fine, and, in cases of default, Inspectors of Factories may institute civil proceedings on behalf of any worker for the recovery of moneys due.

TRADE BOARDS ACT (NORTHERN IRELAND), 1944.

By the above Act, which received the Royal Assent on 6th June, 1944, the Trade Boards Act (Northern Ireland), 1923, has been amended in certain respects.

The new Act empowers a Trade Board to fix guaranteed time rates of wages to apply to workers, or any class of workers, in the trade who are employed on piecework on the employer's premises. Such rates can be fixed so as to operate only during a specified period. A further amendment enables a Trade Board to dispense with the necessity of holding what, in certain circumstances, would be purely formal meetings.

UNEMPLOYMENT FUND.

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

	Thirteen weeks ended		
	24th June, 1944	25th March, 1944	26th June, 1943
	£	£	£
(1) General Account.			
Contributions received from:—			
Employers	6,040,000	5,915,000	6,098,000
Employed persons	6,039,000	5,914,000	6,098,000
Exchequer	6,032,000	5,917,000	6,092,000
Miscellaneous Receipts	33,000	2,303,000	365,000
Total Income	18,144,000	20,049,000	18,653,000
Benefit	615,000	635,000	685,000
Cost of Administration	564,000	466,000	641,000
Miscellaneous Payments	67,000	68,000	70,000
Total Expenditure	1,246,000	1,169,000	1,396,000
(2) Agricultural Account.			
Contributions received from:—			
Employers	124,000	102,000	97,000
Employed persons	124,000	102,000	96,000
Exchequer	124,000	102,000	96,000
Miscellaneous Receipts	2,000	81,000	17,000
Total Income	374,000	387,000	306,000
Benefit	9,000	46,000	11,000
Cost of Administration	46,000	39,000	35,000
Miscellaneous Payments	—	1,000	—
Total Expenditure	55,000	86,000	46,000

UNEMPLOYMENT ALLOWANCES.

For the period of thirteen weeks ended 24th June, 1944, expenditure on unemployment allowances (excluding the cost of administration) amounted to approximately £410,000, compared with £430,000 during the thirteen weeks ended 25th March, 1944, and £478,000 during the thirteen weeks ended 26th June, 1943.

Comparison of the figures for the March and June quarters of 1944 with those for earlier periods is affected by the Unemployment Assistance (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1943 (now revoked), and by the Unemployment Assistance (Determination of Need and Assessment of Needs) Regulations, 1943. Particulars of these two sets of Regulations were given in the issues of this GAZETTE for August, 1943 (page 124), and January, 1944 (pages 2-3), respectively.

EMPLOYMENT OVERSEAS.

ÉIRE.

The number of persons on the live register of Employment Exchanges at 24th June was 45,121, compared with 60,471 at 27th May. The decrease between the two dates was due to a large extent to the entry into force in June, 1944, of a further Order under the Unemployment Assistance Act, 1933, the effect of which is to apply to other classes of persons living in rural areas the restrictions on the receipt of unemployment assistance imposed in March, 1944, on a specified class of such persons. At 26th June, 1943, when the grant of assistance was similarly restricted, the number on the live register was 49,901.

SWEDEN.

According to statistics compiled by the Swedish Social Board on the basis of returns from representative establishments, the number of manual workers employed in industrial, commercial and transport undertakings in April, 1944, was slightly lower than in March. The index number (based on the figure for September, 1939, as 100) was 90 in April, 1944, compared with 91 in March and February, 1944, and in April, 1943.

Preliminary information received from trade unions with a total membership of over 776,000 showed that 7.0 per cent. of their members were unemployed at 31st March, 1944, compared with 8.0 per cent. at 29th February, 8.5 per cent. (revised figure) at 31st January, 1944, and 6.4 per cent. at 31st March, 1943.

* A detailed account of the Fund is presented to Parliament annually (see H.C. 56 of Session 1943-44 for the period ended 31st March, 1943).

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

Rates of Wages.

The principal industries and services in which wage rates were increased during June included retail and wholesale distribution by co-operative societies, ready-made and wholesale bespoke tailoring, cutlery manufacture, linen and cotton handkerchief, etc., manufacture in Northern Ireland, the timber trade in England and Wales, the baking industry in certain districts, aerated waters manufacture in England and Wales, motor omnibus services in Scotland, and the ophthalmic optical industry.

Shop assistants and other classes of distributive workers employed by wholesale and retail co-operative societies were granted a further war advance of 3s. a week, irrespective of age or sex. In the ready-made and wholesale bespoke tailoring trade there were increases of 1½d. an hour for men and 1½d. an hour for women, with smaller increases for male and female learners. In the cutlery trade, the minimum time rates fixed under the Trade Boards Acts were raised by ½d., ¾d., or 1d. an hour, according to occupation, for men and by 1½d. an hour for women, and the corresponding piecework basis time rates were raised by 1½d., 1½d., or 1½d. an hour for men and 2d. or 2½d. an hour for women. In the linen and cotton handkerchief and household goods and linen piece goods manufacturing industry in Northern Ireland, the Trade Board minimum time rates were raised by 1d. an hour for men and ½d. an hour for women in most cases. Men engaged in the home-grown timber trade and wood-cutting machinists and sawyers in the import

trade employed in England and Wales were granted an increase of 1d. an hour. Trade Board minimum time rates for bakery workers were raised by various amounts, not exceeding 1d. an hour, in many of the lower-paid districts and areas of England and Wales. In the aerated waters manufacturing industry in England and Wales, the minimum time rates under the Trade Boards Acts were raised by 4s. a week for men and 3s. a week for all other workers. Uniformed and running shed staff in company-owned motor omnibus undertakings in Scotland were granted an increase of 5s. a week, with smaller increases for juniors. In the ophthalmic optical industry there were increases of 4s. a week for men and 4s. or 5s. a week for women.

In the industries for which statistics are available,* the changes in rates of wages reported to have come into operation in the United Kingdom during June resulted in an aggregate increase estimated at about £53,000 in the weekly full-time wages of about 300,000 workpeople. These figures do not take account of the shop assistants and clerks who were affected by the increase in the wages of co-operative societies' employees. Of the estimated increase of £53,000, about £11,000 was the result of arrangements made by joint standing bodies of employers and workpeople, 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 normal weekly hours of labour were reported during June.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JUNE.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Coke Manufacture.	Durham	1 June	Cokemen and by-product workers ..	Increase of 2 per cent. on basis rates, making wages 90 per cent. above the basis rates.†
Fat Melting and Bone Degreasing.	Great Britain (certain firms).	1st full pay week in June.	Men, women, youths, boys and girls	Increases of ¾d. an hour in minimum rates for men and for women employed on men's work, of 1½d. for other women 19 years and over, of ¾d. to 2d., according to age, for youths and boys and of ¾d. or 1d. for girls.
Engineering	England and Wales	1st full pay period after 26 June.	Welders and burners employed in steel foundries working on steel castings, and sandblasters employed in steel, iron or non-ferrous metal foundries required to work inside the sandblast chamber.	Minimum basic rates fixed as follows: welders—district minimum basic rate for dressers plus 3s. 11d. a week of 47 hours, burners and sandblasters—district minimum basic rate for dressers.‡
	Sheffield and district..	1st full pay period after 13 June.	Blacksmiths' strikers	Minimum rate payable to blacksmiths' strikers on time work, when working with a blacksmith engaged on maintenance of the firm's own plant, during war-time emergency and for the period thereof, to be 8s. a week above the inclusive district time rate for blacksmiths' strikers.‡ This change involved an increase of 5s. a week.
Heating, Ventilating and Domestic Engineering.	Great Britain ..	1 June	Apprentices	New scales of hourly rates adopted, ranging from ¼ to ¾ of the craftsmen's rates according to age or, in Scotland, year of apprenticeship, resulting, in most age groups, in increases of varying amounts. Rates after change: England and Wales—London, within a 12-mile radius of Charing Cross 6½d. an hour at under 17 years rising to 1s. 7½d. at 20 and under 21, between 12 and 15-mile radii 6½d. to 1s. 7½d., other towns with over 500,000 population 6½d. to 1s. 6½d., all other districts 6½d. to 1s. 6½d.; Scotland 6½d. to 1s. 6½d., according to year of apprenticeship.
Cutlery Manufacture.	Great Britain ..	26 June	Workpeople paid at time rates ..	Increases of ½d., ¾d. or 1d. an hour, according to occupation, in general minimum time rates for men, of 1½d. for women 21 years and over, of ¾d. to 1d., according to age, for youths and boys and of ¾d. to 1½d. for girls.§
	do.	do.	Workpeople paid at piece rates ..	Increases of 1½d., 1½d. or 1½d. an hour, according to occupation, in piecework basis time rates for men, of 2d. or 2½d. for women, of ¾d. to 1½d., according to age, for youths and boys, of ¾d. to 2d. for girls employed on production and of ¾d. to 2d. for girls employed as warehouse workers.§
Cotton Manufacture.	Lancashire, Cheshire, Yorkshire and Derbyshire.	Pay day in week beginning 19 June.	Clothlookers	Increase of 3s. 6d. a week (48s. 6d. to 52s.) in basic minimum rate resulting in an increase of 4s. 8½d. a week in total minimum wage, inclusive of the current cost-of-living addition of 35 per cent. Minimum wage after change: 79s. 2½d. a week of 48 hours, inclusive of current cost-of-living and flat-rate additions.||
	do.	do.	General warehousemen	Increase of 2s. 11d. a week (40s. 6d. to 43s. 5d.) in basic minimum rate, resulting in an increase of 3s. 11d. a week in total minimum wage, inclusive of the current cost-of-living addition of 35 per cent. Minimum wage after change: 67s. 7½d. a week of 48 hours, inclusive of current cost-of-living and flat-rate additions.||
	do.	do.	Tape labourers and weftmen in charge of weft cellar.	Increase of 5s. a week in flat-rate addition to basic minimum wage. Minimum wage after change: 69s. 9d. a week of 48 hours, inclusive of current cost-of-living and flat-rate additions.||
	do.	do.	Youths and boys, 14 and under 22 years employed in warehouse.	Increases of 3s. to 5s. a week, according to age, in flat-rate additions to basic minimum wage. Minimum wage after change: 26s. 3d. a week of 48 hours at 14 years rising to 60s. at 21, inclusive of current cost-of-living and flat-rate additions. Workers 22 years of age, who were previously classed as youths and received an inclusive minimum wage of 59s. a week, are now classed as adults and receive the adults' minimum wage.||
Textile Bleaching, Dyeing, Finishing, etc.	Yorkshire¶	3rd pay day in June.	Skilled mechanics employed in dye works.	Increase of 7s. 4d. a week (48 hours) resulting from the substitution of a rate of 2s. 1d. an hour for a rate of 85s. 2d. a week plus special payment of 7s. 6d., or, in the case of workers who participate in a production bonus scheme based on their own production or a reflective bonus based on the earnings or production of others, substitution of a rate of 1s. 11½d. an hour for a rate of 85s. 2d. a week, without special payment.

* The particulars of numbers affected by changes in rates of wages and working hours, and of the 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 effect either of short time or of overtime.

† This increase took effect under an arrangement whereby wage rates fluctuate in accordance with a sliding scale based upon the selling price of coke. Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.

‡ This change was the result of an award of the National Arbitration Tribunal.

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

|| The agreement provides that the increases need be applied to minimum rates only and that firms paying wages in excess of the revised minima will not be called upon to make any increases.

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

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Manufacture.	Northern Ireland ..	26 June	Men, youths and boys ..	Increase of 1d. an hour in general minimum time rates of adult workers with not less than two years of employment in the trade in the last five years, other than those in certain specified occupations, and increases ranging from ½d. to 1½d. an hour, according to area, occupation and age, in other general minimum time rates; increases of 1d. to 1½d. in piecework basis time rates.*
	do. ..	do.	Women and girls ..	Increase of ¾d. an hour in general minimum time rates of workers 18 years and over, other than those in certain specified classes, and increases ranging from ½d. to ¾d. an hour, according to area, occupation and age, in other general minimum time rates; increase of ¾d. in piecework basis time rates; 40 per cent. previously paid on general minimum piece rates increased to 50 per cent.*
Ready-made and Wholesale Bespoke Tailoring.	Great Britain ..	Pay day in week beginning 26 June.	Men, youths, boys, women and girls	Increases of 1½d. an hour for men, of 1½d. for women, who have completed 4 years' employment in the trade; of ¾d., 1d. or 1½d., according to age, for male learners and of ¾d. or 1d., according to period of service, for female learners.
Baking	England and Wales, except Greater London and the Northern and North-Western Counties.	9 June	Men, youths, boys, women and girls	Increases in general minimum time rates, not exceeding 1d. an hour, in lower-paid districts and areas.† Rates after change, inclusive of additional payments, in the six districts affected include: men—foremen 83s. to 93s., according to district and area, tablehands 73s. to 80s.; women—forewomen 56s. to 63s., confectioners 50s. to 56s.*
	Dundee ..	Beginning of 1st pay period in May.	Men, women and apprentices ..	Increases of 4s. a week in minimum rates for men, of 3s. for women and of 1s. 4d. to 2s. 11d., according to year of apprenticeship, for apprentices. Minimum rates after change include: men—bakers and confectioners 97s. 6d., women 78s., apprentices 29s. in 1st year of apprenticeship increasing to 62s. in 5th year; inclusive of cost-of-living bonus in each case.†
Brewing	London (certain firms)	Pay day in week beginning 12 June.	Men and women ..	Bonus increased by 4s. a week (4s. to 8s.) for able-bodied men 21 years and over and by 3s. (3s. to 6s.) for women 18 and over. Minimum rates after change (inclusive of bonus): able-bodied men 88s., women in brewery 66s., women in bottling stores 58s. 6d.‡
Aerated Waters Manufacture.	England and Wales..	26 June	Men, youths, boys, women and girls	Increases of 4s. a week in general minimum time rates for women 19 years and over and of 3s. for other workers; and increases of ¾d. an hour in piecework basis time rates for male workers and 1d. for female workers. General minimum time rates after change for men and women 73s. and 46s. a week respectively; piecework basis time rates 1s. 10½d. and 1s. 1½d. an hour.*
Sugar Confectionery, Cocoa and Chocolate Manufacture and Food Preserving.	Northern Ireland	19 June	Men, youths, boys, women and girls	Increases of 1d. an hour in general minimum time rates for men 21 years and over and youths 19 and under 20, of ¾d. for women 18 and over, of ½d. for youths 20 and under 21 and girls 17 and under 18, and of ½d. for other workers; and increases of 1d. an hour in piecework basis time rates for male workers and of ¾d. for female workers.*
Millsawing	England and Wales..	1st full working week after 21 June.	Woodcutting machinists and sawyers	Increases of 1d. an hour in universal minimum rate and in district basic rates for qualified adult male workers, and of proportional amounts for apprentices and female workers. Rates after change for qualified adult male workers: universal minimum rate 1s. 10d.; district basic rates—Cardiff and district, Hartlepool and Tees, Humber district, London, Tyne and district 2s. 2d., Bristol and district, Barrow-in-Furness 2s. 1d., Coventry, Leicester and Nottingham districts and the West Riding of Yorkshire 2s. 0½d., Cumberland 2s., Hants and Dorset 1s. 11½d., Gloucester and district 1s. 11d., South Coast (Sussex) Area 2s., 1s. 11d., 1s. 10½d., East Anglia 1s. 11d., 1s. 10d.
Wood-working	England and Wales ..	Pay day in 1st full week in June.	Forest workers and hauliers, and sawmill workers employed in home grown timber trade.	Increases of 1d. an hour for men and of ½d. for youths and boys and for women and girls, subject to the proviso that no rate shall be in excess of the district rate of the Timber Trade Federation (Saw-milling Section).
Inland Waterways.	England ..	1st pay day in June.	Adult shore workers, including warehousemen, but excluding lock-keepers, weir-keepers, bridge-keepers and other workers with irregular working hours.	Minimum rate of pay adopted (inclusive of war advance), at the rates of 80s. for a 48-hour week in the London area, 74s. in the East Midland and North Eastern Regions and 73s. elsewhere; any increases necessary to establish such minima to take the form of war-time emergency advances.||
Omnibus Services (company-owned).	Scotland ..	1st full pay week after 18 May.¶	Workers other than those whose wages are regulated by movements in other industries:— Uniformed staff (drivers, conductors, etc.) .. Running shed staff (male greasers, shunters, cleaners and pump attendants and women cleaners).	War bonus increased by 5s. a week (48 hours). War bonus after change: men 21 years and over and women 18 and over 24s. 6d., youths 22s. The bonus is calculated on an hourly basis. Overtime rates to be payable for work in excess of 52 hours a week (instead of 54 hours, as before). War bonus increased by 5s. a week (48 hours) for men and youths 20 years and over and women cleaners 18 and over, and by smaller amounts for younger workers. War bonus after change: men, youths and boys 16s. at 15 years rising to 24s. 6d. at 21 and over; women cleaners—21 and over 24s. 6d., 18 and under 21, 22s. The bonus is calculated on an hourly basis. Overtime rates to be payable for work in excess of 52 hours a week (instead of 54 hours, as before). Increase of 5s. a week for workers 21 years and over, and of 2s. 6d. for those 16 and under 21. Rates after change for adults: one-horse carters 83s., two-horse carters 89s.**
Horse Cartage.	Scotland ..	1st pay day after 5 June.	Horse carters employed by general contractors.	Increases of ½d. an hour for men and of ¼d. for youths, boys, women, and girls. Rates after change: men—skilled 1s. 8½d., semi-skilled 1s. 7½d., unskilled 1s. 6½d.; youths and boys 6½d. at 14 years rising to 1s. 2½d. at 20; women and girls 6½d. at 14 rising to 1s. 1½d. at 20 and over.††
Buffalo Picker Making.	Yorkshire, Lancashire and Nottinghamshire (certain districts).	1st pay day in Mar.††	Workpeople paid at time rates ..	Increase of 2½ per cent. (35 to 37½) on pre-war rates.††
	do. ..	do.	Workpeople paid at piece rates ..	War advances increased by 3s. a week. Total war advances after change: men, youths and boys—21s. at 21 years and over, 15s. at 18 and under 21 and 11s. at under 18; women and girls—20s., 14s. 6d. and 11s., respectively.
Distribution	Great Britain ..	Week beginning 26 June.	General distributive, clerical, etc., workers employed by wholesale and retail co-operative societies.	Increases in the minimum rates of remuneration fixed by the Joint Industrial Council for the Ophthalmic Optical Industry as follows: men 21 years and over 4s. a week, women 23 years and over on prescription work 5s., other women 21 and over 4s., youths and girls 18 and under 21 years 3s., younger workers 1s.
Ophthalmic Optical Appliance Making.	Great Britain ..	Week beginning 12 June.	Men, youths, boys, women and girls	War bonus granted of 5s. a week at under 18 years, 7s. 6d. at 18 and under 21, 10s. at 21 and under 25, 15s. at 25 and under 30 and 20s. at 30 and over.
Dentistry	Northern Ireland ..	1 June	Dental mechanics and apprentices ..	Increase of ½d. an hour (1s. 11½d. to 2s.) in basic rate.
Thermal Insulation.	London Area ..	1st pay day in June.	Skilled ladders employed on land contracts.	

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

† The districts affected are Lincolnshire, the Midlands, the Eastern, South-Eastern and South-Western districts and Wales and Monmouthshire. Each district is subdivided into areas which are classified in three groups.

‡ These increases were the result of an award of the Industrial Court dated 27th June, and made retrospective to the date shown.

§ These rates have been recommended by the Court of the Brewers Company and have been approved by the trade unions concerned. They are to apply only to workpeople whose wage rates are not in practice governed by any other trade agreement.

|| These rates were recommended by a resolution of the National Joint Council for the Inland Waterway Industry which further provides that, in the provinces, the minimum rates of pay are to be raised to 75s. a week and in the London Area to 81s. a week, as from the 1st pay day in December, 1944. Where an increase of more than 5s. a week is necessary to reach the new minima, an initial advance of 5s. a week is to be paid, the balance to be made good by subsequent increases of not more than 5s. a week in order that the minima may be attained in not more than 12 months. Merit or grade differentials to be considered regionally, where necessary.

¶ The increases in war bonus were agreed on 23rd June, and were made retrospective to the date shown. The revised arrangements with regard to the payment of overtime rates took effect in the first full pay week following 23rd June.

** In the County of Angus, excluding Dundee, the rates for adults are 2s. a week less.

†† These increases were agreed upon on 1st June and made retrospective to the date shown. The districts concerned are Bradford, Cleckheaton, Halifax, Retford, Rochdale, Todmorden and Warrington.

TRADE DISPUTES IN JUNE.

Number and Magnitude.—The number of disputes involving stoppages of work, reported to the Department* as beginning in June, was 110. In addition, 10 stoppages which began before June were still in progress at the beginning of that month. The approximate number of workpeople involved in these 120 stoppages, including workpeople thrown out of work at the establishments where the disputes occurred, is estimated at over 24,000. Some workpeople are counted more than once in this total, owing to more than one stoppage having occurred at certain collieries. After allowance for duplication in the figures on this account, the *net* number of separate individuals involved, directly or indirectly, in the above 120 disputes was about 19,000. The aggregate number of working days lost at the establishments concerned, during June, is estimated at 44,000.

In the 110 stoppages which began during June, nearly 17,000 workpeople were directly involved and over 3,000 were indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In the 10 stoppages which began before June, and were still in progress at the beginning of that month, the total number of workpeople involved during June, either directly or indirectly, was about 4,000.

Of all the stoppages of work through industrial disputes known to have been in progress at some time in June, the coal mining industry accounted for 87, involving nearly 21,000 workpeople and resulting in an aggregate loss of nearly 38,000 working days.

In the following Table an analysis is given, by groups of industries, of all disputes involving stoppages of work in the United Kingdom during June* :—

Industry Group.	Number of Stoppages in progress in Month.			Number of Workpeople involved in all Stoppages in progress in Month.	Aggregate number of Working Days lost in all Stoppages in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Coal Mining ..	6	81	87	20,800	38,000
Metal, Engineering and Shipbuilding ..	3	17	20	2,500	2,000
Transport ..	1	5	6	700	3,000
Other Industries ..	..	7	7	300	1,000
Total, June, 1944 ..	10	110	120	24,300	44,000
Total, May, 1944 ..	5	155	160	28,100	46,000
Total, June, 1943 ..	14	145	159	42,500	116,000

Duration.—Of 115 stoppages of work, owing to disputes, which came to an end during June, 59, directly involving 7,600 workpeople, lasted not more than one day; 39, directly involving 7,100 workpeople, lasted two days; 6, directly involving 200 workpeople, lasted three days; 8, directly involving 3,100 workpeople, lasted four to six days; and 3, directly involving 900 workpeople, lasted over six days.

Causes.—Of the 110 disputes, leading to stoppages of work beginning in June, 22, directly involving 3,300 workpeople, arose out of demands for advances in wages, and 41, directly involving 6,200 workpeople, on other wage questions; 2, directly involving 700 workpeople, on questions as to working hours; 15, directly involving 2,900 workpeople, on questions respecting the employment of particular classes or persons; and 30, directly involving 3,600 workpeople, on other questions respecting working arrangements.

TOTALS FOR THE FIRST SIX MONTHS OF 1944 AND 1943.*

The following Table gives an analysis, by groups of industries, of all stoppages of work through industrial disputes in the first six months of 1944 and in the corresponding months of 1943 :—

Industry Group.	January to June, 1944.			January to June, 1943.		
	Number of Stoppages beginning in period.	Number of Workpeople involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.	Number of Stoppages beginning in period.	Number of Workpeople involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.
Coal Mining ..	695	452,400†	2,195,000	368	101,800†	260,000
Other Mining and Quarrying ..	12	2,300	10,000	10	1,400	2,000
Brick, Pottery, Glass, Chemical, etc. ..	9	500	1,000	21	700	2,000
Engineering ..	137	78,200	323,000	150	43,900	105,000
Shipbuilding ..	102	28,200	285,000	79	13,100	45,000
Other Metal ..	77	8,300	35,000	72	11,200	37,000
Textile ..	18	2,500	7,000	19	2,400	4,000
Clothing ..	17	1,600	3,000	9	500	1,000
Food, Drink and Tobacco ..	6	700	3,000	7	4,800	9,000
Building ..	33	3,200	4,000	36	6,900	14,000
Transport ..	41	18,000	41,000	36	27,300	88,000
Other Industries ..	25	5,200	11,000	25	3,800	17,000
Total ..	1,182	601,100†	2,918,000	832	222,800†	584,000

The figures given in the above Table exclude particulars of stoppages of work through disputes of a non-industrial character.

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING JUNE.

Occupations‡ and Locality.	Approximate Number of workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.‡	Began.	Ended.		
COAL MINING :—						
Colliery workpeople—Twechar, Dumbartonshire (certain collieries).	1,050	..	31 May	1 June	Dispute respecting wages payable under terms of a new agreement.	Work resumed on employers' terms.
Colliery workpeople—Newtongrange, Midlothian (certain collieries).	1,500	..	30 May§	2 June	In support of a number of strippers who had refused to accept a proposed yardage system of payment in place of a tonnage rate.	Tonnage rate of payment re-introduced.
Brushers and other underground and surface workers.—Hartill, Lanarkshire (one colliery).	142	608	2 June	3 June	Dissatisfaction with a new wages agreement.	Work resumed on conditions in operation before the stoppage.
Colliery workpeople—Shotts, Lanarkshire (one colliery).	1,000	..	16 June	16 June	Dispute respecting deductions for 'house coal'.	Work resumed on conditions in operation before the stoppage.
IRON AND STEEL MANUFACTURE :—						
Workpeople employed in steel manufacture—Llanelli (one firm).	315	..	9 June	10 June	Dissatisfaction with non-payment of wages, under the terms of the Essential Work Order, in respect of the morning shift of 31st May, when work was not available owing to the refusal of preparatory men to resume at the usual time after the Whitsun holidays.	Work resumed on advice of trade union officials to permit of settlement of claim by constitutional machinery.
ENGINEERING :—						
Stampers, drivers and clippers employed in drop forging—near Birmingham (one firm).	321	..	22 June	23 June	Demand for the immediate dismissal of a works policeman, and grievances respecting hours of work and production bonuses.	Work resumed on conditions in operation before the stoppage. Matters in dispute to be dealt with by constitutional machinery.
Engineering operatives—Coventry (one firm).	1,000	..	29 June||	4 July||	Dispute respecting the 'lieu rate' to be paid for a new job pending the fixing of piece-work prices.	Work resumed on advice of trade union officials.
TRANSPORT :—						
Dockers—Aberdeen	350	..	9 June¶	20 June	Demand that gangs for unloading coal should consist of six men, workpeople alleging that gangs of four men were insufficient to perform the work.	Work resumed unconditionally.

* Stoppages 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 number of working days lost exceeded 100. The figures given for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

† Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage, and are counted more than once in the totals. The *net* number of individuals involved in coal mining stoppages in the period under review in 1944 was approximately 330,000 and in 1943, 70,000. For all industries combined the corresponding *net* totals were approximately 480,000 and 180,000, respectively.

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

§ Only a small number of workpeople were involved on 30th and 31st May.

|| The workpeople ceased work for one hour daily, from 11 a.m. to 12 noon.

¶ Only a small number of men were on strike from 9th–12th June.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st July, 1944.

		Food	All Items
Increase since July, 1914 ..	..	69%	101%
Change since 1st { Index Points	..	+1	+1
June, 1944 { Per cent. ..	..	+1½*	+1½*

FOOD.

At 1st July the average price of potatoes was about 1½d. per lb. higher than at 1st June, as a result of the partial replacement of old potatoes by the new crop, at considerably higher prices. The retail prices of other articles of food showed no appreciable change as compared with 1st June.

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

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ½d., at—			Percentage Increase or Decrease (—) at 1st July, 1944, compared with	
	1st July, 1944.	1st June, 1944.	1st Sept., 1939.	1st June, 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 ..	..	..	..	..	27
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	..	32
Butter—					
Fresh ..	1 8	1 8	1 4½	..	21
Salt ..	..	..	1 3½	..	31
Cheese ..	1 1	1 1	0 10	..	30
Margarine—					
Special ..	0 9	0 9	0 6½†	..	12
Standard ..	0 5	0 5	..	..	..
Eggs (fresh)§ .. each	0 1½	0 1½	..	..	1
Potatoes .. per 7 lb.	0 8½	0 6½	0 6½	25	33

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

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st June, 1944.	1st July, 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	174	174
Flour ..	26	63	63
Bread ..	42	55	56
Tea ..	52	85	85
Sugar (granulated) ..	46	94	94
Milk ..	92	154	154
Butter—			
Fresh ..	13	37	37
Salt ..	7	41	41
Cheese ..	16	51	51
Margarine ..	—8	3	3
Eggs (fresh) ..	58	60	60
Potatoes ..	33	41	76
All above articles (Weighted Average on July, 1914, basis)	38	68	69

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st July, 1944, of the articles of food specified was about 69 per cent. higher than in July, 1914, about 22 per cent. higher than at the beginning of September, 1939, and rather more than one-half of 1 per cent. higher than at 1st June, 1944.

* A rise of 1 point on a total of 168 for "food" (the figure for July, 1914, being 100) is equivalent to rather more than one-half of 1 per cent. Similarly a rise of 1 point on a total of 200 for "all items" is equivalent to one-half of 1 per cent.

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

‡ 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 July and 1st June, 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 July was about the same as at 1st June, 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 no marked change in the average level of prices generally during June. There was a slight rise (equivalent to less than 1 per cent.) in the average level of prices of men's suits and overcoats and of those of woollen materials, woollen underclothing and hosiery. For the remaining groups of items included in the figures, *viz.*, cotton materials and cotton hosiery, and boots and shoes, there was very little change in the average level of prices between 1st June and 1st July. 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 July the average level of prices was about 66 per cent. higher than at 1st September, 1939, and about 245 per cent. above the level of July, 1914.

In the *fuel and light* group, the average levels of prices of coal and of gas at 1st July showed little change as compared with a month earlier. 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 31 per cent. higher than at 1st September, 1939, and about 102 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 July showed little change as compared with 1st June, being about 39 per cent. higher than at 1st September, 1939, and about 153 per cent. higher than in July, 1914.

As regards *other items** included in these statistics, there were relatively few changes in prices during June. In the group as a whole the average level of prices at 1st July was about the same as at 1st June, 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 July, 1944, is approximately **101 per cent. over the level of July, 1914**, as compared with 100 per cent. at 1st June, 1944, 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 46 points since the beginning of September, 1939, is equivalent to about 30 per cent. Of these 46 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 Increase at the beginning of each month as compared with July, 1914.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920 ..	125	130	130	132	141	150	152	155	161	164	176	169
1921 ..	165	151	141	133	128	119	119	122	120	110	103	99
1922 ..	92	88	86	82	81	80	84	81	79	78	80	80
1923 ..	78	77	76	74	70	69	69	71	73	75	75	77
1924 ..	77	79	78	73	71	69	70	71	72	76	80	81
1925 ..	80	79	79	75	73	72	73	73	74	76	76	77
1926 ..	75	73	72	68	67	68	70	70	72	74	79	79
1927 ..	75	72	71	65	64	63	66	64	65	67	69	69
1928 ..	68	66	64	64	64	65	65	65	65	66	67	68
1929 ..	67	65	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	55
1931 ..	53	52	50	47	47	45	47	45	45	45	46	48
1932 ..	47	47	46	44	43	42	43	41	41	43	43	43
1933 ..	42	41	39	37	36	36	38	39	41	41	43	43
1934 ..	42	41	40	39	37	38	41	42	43	43	44	44
1935 ..	43	42	41	39	39	40	43	43	43	45	47	47
1936 ..	47	47	46	44	44	44	46	46	47	48	51	51
1937 ..	51	51	51	51	52	52	55	55	55	58	60	60
1938 ..	59	57	56	54	56	55	59	56	56	55	56	56
1939 ..	55	55	53	53	53	53	56	55	55	65	69	73
1940 ..	74	77	79	78	80	81	87	85	87	89	92	95
1941 ..	96	97	97	98	100	100	99	99	99	99	100	101
1942 ..	100	100	100	99	100	99	100	101	100	100	100	100
1943 ..	99	99	99	98	99	98	100	99	98	99	99	99
1944 ..	99	100	100	100	100	100	101	..	..	..	..	..

A detailed account of the method of compilation of these statistics, "The Cost of Living Index Number: Method of Compilation," is obtainable, price 3d. net, from H.M. Stationery Office, at the addresses shown on page 120 of this GAZETTE.

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

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 June† was 143, as compared with 198‡ in the previous month and with 200‡ in June, 1943. Details for separate industries are given below :—

MINES AND QUARRIES.		Factories—continued.	
Under Coal Mines Acts :		Paper, Printing, etc.	
Underground	40	Rubber Trades	3
Surface	2	Gas Works	1
Metalliferous Mines	1	Electrical Stations	1
Quarries	4	Other Industries	1
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	
tery and Glass		Building Operations	
Chemicals, Oils, Soap, etc.		Works of Engineering	
Metal Extracting and		Construction	
Refining		Warehouses	
Metal Conversion and		TOTAL, FACTORIES ACT	
Founding (including			
Rolling Mills and Tube			
Making)			
Engineering, Locomotive		RAILWAY SERVICE.	
Building, Boilermaking		Brakesmen, Goods Guards	
etc.		Engine Drivers, Motor-	
Railway and Tramway		men	
Carriages, Motor and		Firemen	
other Vehicles and Air-		Guards (Passenger)	
craft Manufacture		Labourers	
Shipbuilding		Mechanics	
Other Metal Trades		Permanent Way Men	
Cotton		Porters	
Wool, Worsted, Shoddy		Shunters	
Other Textile Manu-		Other Grades	
facture		Contractors' Servants	
Textile, Printing, Bleach-		TOTAL, RAILWAY SERVICE	
ing and Dyeing			
Tanning, Currying, etc.		Total (excluding Seamen)	
Food and Drink			
General Woodwork and			
Furniture			

INDUSTRIAL DISEASES.

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

I. Cases.		I. Cases—continued.	
LEAD POISONING.		CHROME ULCERATION.	
Among Operatives		Manufacture of Bichro-	
engaged in :		mates	
Smelting of Metals	1	Dyeing and Finishing	2
OTHER POISONING.		Chrome Tanning	4
Mercurial	6	Other Industries	4
Aniline	6	TOTAL	6
Toxic Jaundice	2	Total Cases	36
Toxic Anaemia	1		
TOTAL	15		
II. Deaths.		OTHER POISONING.	
ANTHRAX.		Toxic Jaundice	
Handling and Sorting of		Toxic Anaemia	
Hides and Skins		TOTAL	
EPITHELIOMATOUS ULCERATION		ANTHRAX.	
(SKIN CANCER).		Handling and Sorting of	
Pitch	9	Hides and Skins	
Tar	2	Total, Deaths	
Oil	2		
TOTAL	13		

* 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 1st July, 1944, in comparison with the 5 weeks ended 3rd June, 1944, and the 5 weeks ended 3rd July, 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.

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-March, 1944, the official cost-of-living index figure remained unchanged as compared with the revised figure for the previous month at 25.6 per cent. above the level of mid-August, 1939. For food alone the index figure at mid-March, 1944, was 0.3 per cent. lower than that for the previous month, and 43.4 per cent. higher than the figure for mid-August, 1939.

CANADA.

At 1st May, 1944, the official cost-of-living index figure was 0.1 per cent. higher than the figure for 1st April, 1944, and 18.3 per cent. above that for 1st September, 1939. For food alone the index figure at 1st May, 1944, was 0.2 per cent. above the level of 1st April, 1944, and 32.5 per cent. above that of 1st September, 1939.

SOUTHERN RHODESIA.

In April, 1944, the official cost-of-living index figure (unadjusted for seasonal movements) showed a rise of 0.2 per cent. over the figure for the previous month and of 23.3 per cent. over that for August, 1939. For food alone the index figure in April, 1944, showed no change as compared with the revised figure for the previous month, and a rise of 25.5 per cent. over the level of August, 1939.

INDIA.

In March, 1944, the official cost-of-living index figure for the working classes in Bombay was 1.7 per cent. lower than the figure for the previous month and 115.2 per cent. above the level of August, 1939. For food alone the index figure for March, 1944, showed a decline of 3.2 per cent. below the figure for the previous month, but a rise of 115.2 per cent. above that for August, 1939.

JAMAICA.

In February, 1944, the official cost-of-living index figure for the working classes and peasantry in Kingston showed a rise of 0.6 per cent. over the figure for the previous month and of 58.7 per cent. over the figure for August, 1939. For food alone the index figure at February, 1944, was 0.5 per cent. above the level of the previous month and 39.6 per cent. above that of August, 1939.

UNEMPLOYMENT INSURANCE.

DECISION 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.

A synopsis of a recent decision of general interest is given below.

Case Number 101/1944 (9th June, 1944)

SECTION 28 OF UNEMPLOYMENT INSURANCE ACT, 1935: UNEMPLOYMENT INSURANCE (COURT OF REFEREES) REGULATIONS, 1936 (S.R. & O. 1936, No. 334): CLAIMANT REFUSED EMPLOYMENT: MEMBER OF COURT OF REFEREES, HAVING EXAMINED CLAIMANT PRIVATELY, GAVE EVIDENCE TO THE COURT AND CONTINUED TO ADJUDICATE AS A MEMBER OF THE COURT: UMPIRE HELD COURT'S DECISION NULL AND VOID.

The claimant, a widow, aged 54, was disqualified by the Insurance Officer for receiving benefit on the ground that she had without good cause refused to apply for a suitable situation. She appealed to the Court of Referees, alleging that the employment offered was unsuitable in her case as it involved kneeling and she had had an injury to her knees. When the appeal was heard the Chairman of the Court suggested that the claimant should retire to a private room and show her knees to the female member of the Court. This was done and claimant returned to the Court. The female member of the Court also returned and stated to the Chairman and the other member of the Court that, having examined the claimant, she was of the opinion that the employment in question was not suitable employment in the case of the claimant. The Court accepted the opinion expressed by its member and reversed the decision of the Insurance Officer. The Umpire decided that the decision of the Court was null and void since a member of the Court was converted into a witness in the case but continued to adjudicate, which offended against Regulation 4(5) of the Unemployment Insurance (Court of Referees) Regulations, 1936 (S.R. & O. 1936, No. 334) which states "No member of a Panel shall act as a member of the Court during the consideration of a case . . . (c) in which he has taken any part . . . as a witness."

* 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.

LEGAL CASES AFFECTING LABOUR.

FAILURE BY A FACTORY OCCUPIER TO FENCE DANGEROUS MACHINERY.

Two informations were preferred by a Factory Inspector against a limited company who occupied a factory in Enfield alleging that on 1st April, 1943, they contravened the provisions of section 14 (1) of the Factories Act, 1937, in that a certain dangerous part of the machinery in the factory, to wit, the tools of a Rhodes Power Press, were not securely fenced (i) in consequence of which one Jack John Cook suffered bodily injury, contrary to section 133 of the said Act, and (ii) they were thereby guilty of an offence under section 130 (1) of the said Act.

The Rhodes Power Press referred to consists of a fixed table with a moving part or ram above it. When a foot pedal is pressed the moving part or ram descends towards the fixed table. To the fixed part a jig or tool is bolted and it projects above the table; another tool which is the actual cutting part, is fixed to the underside of the moving part or ram. The part to be cut is slid into the bottom tool and when the foot pedal is pressed the top tool descends and forces a round hole $\frac{1}{4}$ inch diameter through the part which has been placed in the stationary tool on the table. The Press is designed to cut metal and exerts a pressure of several tons. The Company bought the Press some 18 months before the hearing in the Police Court for a particular job for which it was not, in fact, used. At the time of purchase it had no guard or fence and the Company had a guard made which would have given adequate protection for that job. The Press was subsequently used for the job for which it was being used on the 1st April, 1943, and the Company adapted the guard for use in that job.

On 1st April, 1943, the guard was made of thin sheet metal which could be bent by hand. It had a number of holes in it to admit light to the tools and allow the operator to see what he was doing. It was placed so that the bottom of it was about 2 inches above the table and about level with the top of the bottom tool and the Company's tool setter had for the purpose of the job for which it was being used on the above date, cut a slot in the bottom front centre of the guard which slot was about $1\frac{1}{2}$ inches long and $\frac{3}{4}$ inch from top to bottom, so that the total distance between the Press table and the top of the slot was about $2\frac{3}{4}$ inches.

On 1st April, 1943, Jack John Cook, a boy then fifteen years of age, was operating the press. For this purpose he had to slide small pieces of metal into the bottom tool or jig by hand through the gap below and in the guard. He was provided with a bent wire for pulling the metal part out. As he was putting a metal part in his fingers slipped and he either inadvertently pressed the pedal or the ram descended of itself with the result that the cutting tool came down and cut off a small part of his right hand first finger.

The Justices found that the tools were a dangerous part of machinery and that for the job for which it was being used on the 1st April, 1943, it was necessary either to have a hole in the guard for the work to be put through, or to have a different kind of guard altogether. The Justices also found that the Company had endeavoured to get a guard but without success.

At the hearing before the Justices the Company contended that they were not guilty of the offences charged and that Cook must have disobeyed his instructions by taking the metal part out with his hand instead of with the bent wire and that in all the circumstances the tools were securely fenced. The Justices dismissed the informations and the Factory Inspector appealed to the High Court by way of case stated. On the hearing of the appeal the Company did not appear.

The Divisional Court (Viscount Caldecote the Lord Chief Justice, Mr. Justice Atkinson and Mr. Justice Oliver) allowed the appeal and ordered that the case should be remitted to the Justices with a direction to find the offence proved. The Lord Chief Justice in the course of his Judgment said that the Company had successfully contended before the Justices that the boy must have disobeyed his instructions and that in all the circumstances the tools were securely fenced. The Magistrates had simply held that the Company were not guilty and had dismissed the informations. In His Lordship's view on the facts as stated by the Justices, this dangerous piece of machinery was not securely fenced. The conduct of the boy was quite irrelevant and it had been held by the Courts over and over again that the obligation imposed by section 14 of the Act was an absolute obligation which must be fulfilled by the persons who operate dangerous machinery.—*Mason v. Acme Showcard and Sign Company Limited*. High Court of Justice, Divisional Court, 26th April, 1944.

QUESTION WHETHER ENGINE DRIVER'S DEATH WAS CAUSED BY A WAR INJURY.

This was a claim for damages for the death of her husband brought by the widow of an engine driver against her late husband's employers on the ground that his death had been caused by the negligence of the defendants or their servants. The deceased was fatally injured at about 9.45 p.m. on 3rd March, 1943, when a railway engine, which he was driving in obedience to his employers' instructions, overturned into a bomb crater which had been caused by the falling of an enemy bomb, which exploded at about 9.10 p.m. several miles from the point on the line at which the deceased was driving at the moment when the bomb exploded.

The defendants admitted that they, by one of their servants, had been guilty of negligence, but they contended that they were not liable to pay damages on the ground that the injuries sustained were war injuries within the Personal Injuries (Emergency Provisions) Act, 1939, and that the Act provided a scheme by which compensation for such injuries was payable out of public funds.

Section 3 of that Act provided: "In respect of a war injury sustained during the period of the present emergency by any person . . . no such compensation or damages shall be payable, whether to the person injured or to any other person, as apart from the provisions of this sub-section—(a) would be payable under the Workmen's Compensation Acts, 1925 to 1938, or the Employers' Liability Act, 1880, . . . ; or (b) would, whether by virtue of any enactment, by virtue of any contract, or at common law, be payable—(i) in the case of a war injury, by any person . . . on the ground that the injury in question was attributable to some negligence, nuisance or breach of duty for which the person by whom the compensation or damages would be payable is responsible."

By Section 8: "'War injuries' means physical injuries (a) caused by—(i) the discharge of any missile . . . ; or (ii) the use of any weapon, explosive or other noxious thing; or (iii) the doing of any other injurious act, either by the enemy or in combating the enemy . . . ; or (b) caused by the impact on any person or property of any enemy aircraft, . . . or any part of, or anything dropped from, any such aircraft."

Mr. Justice Charles said that after the bomb had fallen on the track the railway authorities instructed the deceased to proceed cautiously and to be prepared to stop clear of any obstruction. His Lordship was confident that the deceased did proceed cautiously, but nevertheless he arrived in the darkness at a bomb crater which was then undiscovered and unlighted, and his engine tumbled into the crater. So cautiously was he going that not a single passenger was injured, but both he and his fireman were killed.

After reviewing the authorities, His Lordship said that in spite of the fact that there were shortcomings on the part of the servants of the Railway Company who, perhaps, should not have sent the train along at all, he had come to the conclusion that the injuries were caused by the dropping of a bomb by the enemy on the railway track so as to cause the crater into which the engine slipped; and that the case accordingly came within Section 3 of the Personal Injuries (Emergency Provisions) Act, 1939. The action therefore failed.—*Greenfield v. London and North Eastern Railway Company*. High Court of Justice, 11th May, 1944.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During June, 1944, the National Arbitration Tribunal issued seventeen awards,* Nos. 574 to 590. Four of these awards are summarised below; the other awards related to cases affecting individual employers.

Award No. 575 (6th June).—Parties: Members of the Federation of Wire Rope Manufacturers of Great Britain and members of the National Union of General and Municipal Workers and the Transport and General Workers' Union employed by them. *Claim:* For increased rates of wages for female workers, and for higher occupational rates, a consolidation of the cost-of-living bonus and *ex gratia* payment into one war-time bonus, and improved rates of overtime, for male and female workers. *Award:* The Tribunal found that the claim had not been established. At the same time they repeated the view previously expressed by them in Award No. 362 as to the reconsideration of the existing joint machinery for the negotiation of wages in the industry on a national basis.

Award No. 580 (13th June).—Parties: Firms associated with the Sheffield and District Engineering Trades Employers' Association and members of the Associated Blacksmiths' Forge and Smithy Workers' Society employed by them. *Claim:* For an increase of 5s. a week in the rate payable to blacksmiths' strikers employed on maintenance work. *Award:* The Tribunal awarded that during the war-time emergency and for the period thereof the minimum rate payable to blacksmiths' strikers on time-work when working with a blacksmith engaged on maintenance of the firm's own plant shall be 8s. a week above the inclusive district time rate for blacksmiths' strikers.

Award No. 584 (19th June).—Parties: Members of the Leeds and District Coal Merchants' Association and members of the Transport and General Workers' Union employed by them. *Claim:* For the application to the workers concerned of rates and conditions substantially in accordance with the minimum rates and conditions provided under the terms of the Orders of the Road Haulage Central Wages Board. *Award:* The Tribunal found against the claim. At the same time they expressed their view, which is set out at length in the award, as to the reconsideration of the joint machinery for the negotiation of wages in the district, from the point of view of providing more comprehensive representation of the various interests concerned.

Award No. 588 (26th June).—Parties: Members of Associations federated with the Engineering and Allied Employers National Federation and members of the Iron, Steel and Metal Dressers' Trade Society employed by them. *Claim:* For certain

* See footnote * on page 120.

specified rates of wages for welders, burners, grinders and sand-blasters employed in foundries. *Award*: The Tribunal awarded certain minimum basic rates, full particulars of which are set out in the award, for welders and for burners in steel foundries working on steel castings, and for sandblasters in steel, iron and non-ferrous metal foundries who are required to work inside the blast chamber. They found against the claim in respect of grinders.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During June, 1944, the National Arbitration Tribunal (Northern Ireland) issued eight awards, Nos. 331-338. Two of these awards are summarised below; the others related to cases affecting individual undertakings.

Award No. 332 (7th June).—*Parties*: The members of the Belfast Builders' Association and certain employees of the member firms. *Claim*: For the following changes in the terms and conditions of employment of carters and motormen:—(1) an increase of 2d. per hour on present rates of wages; (2) after three months' service with the same employer payment to be made for the following statutory holidays: Easter Monday, Easter Tuesday, 12th July, 13th July, Christmas Day and Boxing Day; (3) on and after six months' service with the same employer six consecutive days' holiday with pay to be granted, in addition to statutory holidays. *Award*: (1) That the present minimum rates of wages of carters and lorry drivers employed by the members of the Belfast Builders' Association shall be increased by 1d. per hour; (2) that, pending the introduction of a scheme for holidays with pay agreed between the parties to this dispute, carters and lorry drivers who have completed six months' service with the same employer shall be entitled to six consecutive days' holiday with pay in each calendar year. The Tribunal found that the second part of the claim as set out above (relating to payment in respect of statutory holidays) had not been established, and they awarded accordingly.

Award No. 337 (21st June).—*Parties*: Messrs. Cowan & Co., Queen's Square; Wordie & Co. (Ulster) Ltd., Waring Street; Inglis & Co. Ltd., Eliza Street; John McKeown, 34, Eliza Street; S. R. Thompson, 56-58, Chichester Street; S. Watson, 19a, Middlepath Street, and the Ulster Veterinary Infirmary, May Street, all of Belfast, on the one hand, and certain employees of the several firms. *Claim*: All men having six months' service with the same employer to be granted six consecutive days' holiday with pay, in addition to six statutory holidays with pay as at present in operation. *Award*: That farriers in the employment of the firms as set out above shall be granted six consecutive days' holiday with pay in each calendar year after twelve months' service with the same employer in addition to six statutory holidays with pay as at present observed.

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

INDUSTRIAL COURT AWARDS.

During June, 1944, the Industrial Court issued three awards, Nos. 1969-1971, which are summarised below.

Award No. 1969 (5th June).—*Parties*: Hospitals and Welfare Services Union and West Ham County Borough Council. *Claim*: To determine the appropriate rate of pay for stokers employed on steam raising plant at West Ham County Borough Council's Social Services Institutions. *Award*: The Court awarded a rate of 67s. 6d. per week, exclusive of war addition, for stokers employed on day work and for those employed on the rotating shift system an allowance of 2d. an hour for shift and Sunday work.

Award No. 1970 (27th June).—*Parties*: The Scottish Union of Bakers, Confectioners and Bakery Workers and the Dundee Master Bakers' Association. *Claim*: A claim by the Union members that certain of the current terms and conditions of employment should be amended. *Award*: The Court awarded an increase of 4s. per week on present minimum rates; but otherwise left existing conditions unchanged.

Award No. 1971 (27th June).—*Parties*: Hospitals and Welfare Services and Durham County Council. *Claim*: That Relieving Officers employed by the County Council should be remunerated in accordance with the County Council's Grade D Scale of Salary. *Award*: The Court awarded that the present classification of the officers concerned should not be disturbed.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During June, 1944, four awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. Three of the awards are summarised below; the fourth related to an individual undertaking.

Parties: Scottish Union of Bakers, Confectioners and Bakery Workers on the one hand, and the Renfrewshire Co-operative Conference Association Wages Board and Greenock Master Bakers' Association on the other hand. *Claim*: That the working agreement for 1943-44 should be amended as regards basic minimum wage, cost of living bonus and hours to apply to the year 1944-45. *Award*: The Arbitrator in his award dated 2nd June, 1944, granted an increase in the cost-of-living

bonus for the year 1944-45. No change was awarded in connection with the basic minimum wage or hours.

Parties: Scottish Union of Bakers, Confectioners and Bakery Workers on the one hand and the Joint Wages Board of Stirling and Clackmannan Co-operative Societies and Master Bakers' Association on the other hand. *Claim*: That various clauses of the working agreement for 1943-44 should be amended to apply to the year 1944-45. *Award*: The Arbitrator in his award, dated 26th June, 1944, detailed the amendments to certain of the clauses of the agreement and declared that they should apply to the year 1944-45.

Parties: The Yorkshire Mineworkers' Association and the Yorkshire Firebrick Association. *Claim*: To determine the amount payable to workmen under an arrangement to grant one week's holiday with pay. *Award*: The Arbitrator, in his award dated 30th June, 1944, fixed the amount payable to the clay miners concerned.

In addition, an Independent Chairman was appointed under the Conciliation Act, 1896, to preside at a meeting of the two sides of the Board of Conciliation for the Cumberland Coal Trade (Overmen, Deputies and Shotfirers). As the parties failed to reach agreement on the matter in dispute the Chairman issued his decision on 9th June, 1944.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

During June, 1944, proposals to vary minimum rates of wages for all classes of male and female workers in the trades concerned were issued as shown below:—

Boot and Shoe Repairing Trade Board (Great Britain).—Proposal D(77), dated 9th June, 1944.

Milk Distributive Trade Board (Scotland).—Proposal MDS (38), dated 13th June, 1944.

Retail Bespoke Tailoring Trade Board (England and Wales).—Proposal RB (E. & W.) 21, dated 16th June, 1944.

Aerated Waters Trade Board (England and Wales).—Proposal A (26), dated 20th June, 1944.

Aerated Waters Trade Board (Scotland).—Proposal AS (21), dated 20th June, 1944.

Baking Trade Board (England and Wales).—Proposal BK (20), dated 23rd June, 1944.

Baking Trade Board (England and Wales).—Proposals LC (5), N (5) and YL (10), dated 23rd June, 1944.

Retail Bespoke Tailoring Trade Board (Scotland).—Proposal RBS (22), dated 27th June, 1944.

Further information concerning any of the proposals listed above may be obtained by persons engaged in the respective trades from the Secretary of the Board concerned at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

CONFIRMING ORDERS

During June, 1944, Orders* confirming variations of minimum rates of wages in the trades concerned were made as follows:—

Milk Distributive Trade Board (England and Wales).—Order MD (40), dated 9th June, 1944; effective from 23rd June, 1944.

Aerated Waters Trade Board (England and Wales).—Order A (25), dated 14th June, 1944; effective from 26th June, 1944.

Cutlery Trade Board (Great Britain).—Order CT (35), dated 17th June, 1944; effective from 26th June, 1944.

Sugar Confectionery and Food Preserving Trade Board (Northern Ireland).—Order N.I.F. (19), dated 12th June, 1944; effective from 19th June, 1944.

Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Trade Board (Northern Ireland).—Order N.I.H.G. (80), dated 16th June, 1944; effective from 26th June, 1944.

OFFICIAL PUBLICATIONS RECEIVED.

(Note.—The prices shown are net; those in brackets include postage.)

COAL MINING INDUSTRY.—*Statistical Digest from 1938*. Cmd. 6538. Ministry of Fuel and Power. Price 1s. 6d. (1s. 8d.)—See page 109 of this GAZETTE.

FACTORY ORDERS.—*Factory Orders, 1944 Edition*. Ministry of Labour and National Service. Price 5s. (5s. 5d.)—See page 107 of this GAZETTE.

NATIONAL SERVICE.—*Selected Decisions given by the Umpire during (i) April, 1944, and (ii) May, 1944, in respect of Applications for Postponement of Liability to be Called up for Service under the National Service Acts, 1939-1942*. N.S. Code 2. Pamphlets Nos. 2/44 and 3/44. Ministry of Labour and National Service. Price 2d. each (3d.).

VARIATIONS IN OUTPUT.—*A Study of Variations in Output*. Emergency Report No. 5. Industrial Health Research Board of the Medical Research Council. Price 4d. (5d.)—See summary on page 109 of this GAZETTE.

ECONOMIC DEVELOPMENT.—*World Economic Development: Effects on Advanced Industrial Countries*. Studies and Reports, Series B (Economic Conditions) No. 36. International Labour Office, Montreal, 1944. Price 5s.

* See footnote * on page 120.

STATUTORY RULES AND ORDERS.

The undermentioned Orders* relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have recently been published in the series of *Statutory Rules and Orders*. Orders Nos. 742 and 743 mentioned below have been published, together with other Orders, as a single document (S. R. & O. 1944, Nos. 741-6), price 2d. net. (3d. post free).

The Electricity (Factories Act) Special Regulations, 1944, dated June, 12, 1944, made by the Minister of Labour and National Service under Section 60 of the Factories Act, 1937. (S. R. & O. 1944, No. 739. 1d. net (2d. post free)).—See summary on page 107.

Order in Council amending Regulations 31A, 32 and 33B of the Defence (General) Regulations, 1939. (S. R. & O. 1944, No. 742).—The Ministries Act (Northern Ireland), 1944, set up a new Ministry of Health and Local Government for Northern Ireland and provided for the discharge by that Ministry of functions in connection with public health, housing and local government previously discharged by the Ministry of Home Affairs. The above Order, made on 29th June, 1944, provides for the corresponding transfer of functions under the Defence Regulations.

Order in Council Amending Regulation 45AA of, and the Fourth Schedule to, the Defence (General) Regulations, 1939. (S. R. & O. 1944, No. 743).—Paragraph (1) of Regulation 45AA of the Defence (General) Regulations, 1939, effects certain modifications of Part II of the Merchant Shipping Act, 1894, so as to impose on the masters and owners of home-trade ships of two hundred tons or more various requirements similar to those applicable to foreign-going ships. The most important of these requirements is that crews shall be engaged and discharged before superintendents of the Mercantile Marine Offices. The

present Order, made on 29th June, 1944, exempts from these requirements ships engaged exclusively on the work of any harbour, pilotage or local authority. The Order also adds an additional requirement, namely, that the master or owner of such a home-trade ship shall deliver the agreement with the crew to the superintendent before the crew is discharged. A similar requirement already applies to foreign-going ships.

FACTORIES ACTS.

FACTORY FORMS.

From time to time the Ministry of Labour and National Service issue Factory Forms* regarding Regulations and Orders made under the Factories Acts. The undermentioned Forms have been issued or reprinted since the previous list was published in the March, 1944, issue of this GAZETTE and may be purchased at the prices shown. The prices in brackets include postage.

No.	Title and Price.
3	Abstract of Provisions of the Factories Act, 1937, as to Building Operations and Works of Engineering Construction. May, 1944, price 2d. (3d.).
276	Protection in the Installation and Working of Hoists or Lifts. March, 1944, price 1d. (2d.).
291	Safety of Machine Tools and other Plant. No. 1. Fencing of Drilling Machine Spindles, Chucks and Tools. January, 1944, price 3d. (4d.).
293	Safety of Machine Tools and other Plant. No. 3. Drop Hammers—Props and Catches. January, 1944, price 3d. (4d.).
981	Aerated Water Regulations, 1921 (as amended by the First Aid Regulations, 1937, and modified by the First Aid Factories Order, 1938). February, 1944, price 2d. (3d.).
1020	Patent Fuel Manufacture (Health and Welfare) Order, 1944. May, 1944, price 2d. (3d.).

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