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SPECIAL ARTICLES, REVIEWS, ETC.

CATERING WAGES COMMISSION.

PROPOSED NEW BOARD.

The Catering Wages Commission have published in the London and Edinburgh Gazettes, dated 24th November, 1944, a notice of their intention to recommend to the Minister of Labour and National Service the establishment of a Wages Board in respect of workers employed in Great Britain in unlicensed residential establishments, in unlicensed workers' hostels, and in hostels and staff canteens for the workers at those establishments.

For the purpose of this proposal an unlicensed residential establishment means an hotel, inn, boarding house, guest house, hostel or similar establishment including a holiday camp, or a club, which either contains four or more rooms ordinarily available as sleeping accommodation for guests or lodgers or sleeping accommodation for not less than eight guests or lodgers if there are less than four rooms, and at which it is not lawful for intoxicating liquor to be sold or supplied.

An unlicensed workers' hostel means a hostel or similar establishment provided by or by arrangement with an employer wholly or mainly for the purpose of accommodating persons employed by him otherwise than in a catering undertaking; being an establishment, at which intoxicating liquor cannot legally be sold or supplied.

The workers concerned are those engaged in the preparation or service of food or drink or the provision of living accommodation or work incidental to these, and those associated with the places or establishments referred to, including transport, office and stores workers.

Certain exclusions from the scope of the proposed Wages Board are mentioned. These refer to catering workers in hospitals, schools and colleges, theatres and music halls where

catering is carried on by the management, in undertakings carried on directly by the Crown or a Local Authority, and in Industrial or Staff Canteens covered by the Wages Board (Industrial and Staff Canteen Undertakings) Order, 1944.*

Under the provisions of the Catering Wages Act, 1943, the Commission are required to publish a Notice stating the terms of any proposed recommendation regarding a Wages Board and stating that they will consider any representations which may be received within a specified period before the recommendation is finally made to the Minister of Labour and National Service. The Commission will consider representations in writing, with regard to the proposed recommendation referred to above, received by them on or before Saturday, 23rd December, 1944, at the offices of the Commission at 1, Bryanston Square, London, W.1.

ENQUIRY INTO TOURIST TRAFFIC : APPOINTMENT OF ASSESSORS.

In order to advise the Catering Wages Commission in connection with enquiries which they are making into the development of the tourist traffic in Great Britain, the Minister of Labour and National Service has appointed a number of assessors. These assessors, who are experts in particular aspects of tourism, will act in their individual capacities and not as representatives of particular bodies or organisations. The following is the list of assessors and the particular subjects on which they will be available to advise the Commission :— Messrs. J. Maxwell and W. E. Wimble (Travel Agencies) ; A. Thomson (Air Transport) ; E. L. Taylor and J. H. Watts (Road Transport) ; B. H. Russell (Shipping) ; H. E. O. Wheeler (Railways).

* See the issue of this GAZETTE for September, 1944, page 148.

WAGES COUNCILS BILL.

A Bill* "to provide for the establishment of Wages Councils, and otherwise for the regulation of the remuneration and conditions of employment of workers in certain circumstances," was presented by the Minister of Labour and National Service to the House of Commons on 5th December. The Bill contains three main proposals:—

(1) To re-enact the Trade Boards Acts, 1909 and 1918, and in so doing to bring the powers of Trade Boards, which will be re-named "Wages Councils," into line with those of analogous bodies established under later legislation.

(2) To provide additional powers whereby a Wages Council can be established, subject to a recommendation by an independent commission of inquiry where the commission is of opinion that voluntary machinery is not adequate or is likely to become inadequate and as a result a reasonable standard of remuneration is not being or will not be maintained.

(3) To continue with minor modifications the provisions of Part III of the Conditions of Employment and National Arbitration Order, 1940, for a period of five years from the date on which that Part ceases to have effect. This will continue the obligation on employers to observe terms and conditions of employment not less favourable than the recognised terms and conditions in the trade or industry in the district. The obligation will not, however, apply in relation to any worker in respect of his employment during any period during which his remuneration is fixed by statutory wage fixing machinery.

PART I.—ESTABLISHMENT OF WAGES COUNCILS.

The Minister of Labour and National Service will have power to make an Order establishing a Wages Council either—

(a) if he is of opinion that no adequate machinery exists for the effective regulation of the remuneration of any workers and that having regard to the remuneration existing among those workers it is expedient that such a Council should be established; or

(b) in the circumstances specified below, on a recommendation by a commission of inquiry where the commission is of opinion that voluntary machinery is not and cannot be made adequate or has ceased to exist or is likely to cease to exist or be adequate, and that as a result a reasonable standard of remuneration is not being or will not be maintained.

The powers of the Minister under (a) above are similar to those under the Trade Boards Acts, 1909 and 1918. Wages Councils will, however, be related to "workers", and not to a particular trade as under the Trade Boards Acts.

An application for the establishment of a Wages Council may be made to the Minister either by a Joint Industrial Council or similar body, or jointly by organisations of employers and trade unions that habitually take part in the settlement of the remuneration and conditions of employment of the workers concerned. If the Minister is satisfied that there are sufficient grounds to justify the reference of such an application to a commission of inquiry he must so refer it. If there are other organisations which might be affected by the establishment of a Wages Council the Minister must, before referring the application, give such organisations notice of the application and consider any observations made by them.

The Minister may himself refer to a commission of inquiry the question of establishing a Wages Council if he is of opinion that there is no adequate machinery or that any existing machinery is likely to cease to exist or be adequate and that a reasonable standard of remuneration will not be maintained.

A commission of inquiry will be appointed *ad hoc* to deal with a particular reference and will consist of not more than three independent persons, with not more than two persons representing employers and two persons representing workers. A commission must publish notice of matters referred to them and must consider representations. If the commission on a reference under (b) above find that the machinery for regulating the remuneration and conditions of employment in relation to any workers is adequate or can be made adequate by improvements, they may so report to the Minister and the Minister must take steps to secure any improvements suggested. If the commission are of opinion that the machinery is not adequate or is likely to cease to exist or be adequate, and that as a result a reasonable standard of remuneration is not being or will not be maintained, the commission may recommend the establishment of a Wages Council.

Before making an Order, whether the Order is made on his own initiative or in pursuance of a recommendation by a commission of inquiry, the Minister must publish notice of his intention. If substantial objections are made the Minister must either amend the draft Order and publish the amended draft, or alternatively he may refer the objections to a commission of inquiry, unless they are objections which have already been considered and expressly dealt with. Subject to consideration of any report by the commission on such a reference, the Minister may then make an Order establishing a Wages Council. The Minister is required to publish the report of any commission of inquiry at the time of publishing the Wages Council Order. The Order and any report relating to it must be laid before

Parliament and the Order may be annulled by a resolution by either House of Parliament within 40 days after it is laid.

The Minister may by Order abolish or vary the field of operation of a Wages Council, and except in cases where workers are merely transferred from the scope of one Wages Council to another, he must publish notice of his intention. If an application for the abolition of a Wages Council is made to the Minister jointly by organisations of employers and trade unions which represent respectively substantial proportions of the workers and employers concerned, the Minister must either give effect to the application or refer it to a commission of inquiry.

The Minister may appoint a Central Co-ordinating Committee where co-ordination of the work of two or more Councils seems desirable. This action may be taken either on a recommendation from a commission of inquiry or on the Minister's own initiative after consultation with the Councils concerned.

The constitution of Wages Councils will be on the same lines as existing Trade Boards. They will include independent persons and representatives of employers and workers. Any Central Co-ordinating Committee will be similarly constituted.

PART II.—WAGES REGULATION ORDERS.

The Bill provides that the existing powers of Trade Boards shall be extended in two main respects. A Wages Council will be able to recommend the fixing of "statutory minimum remuneration" instead of "minimum rates of wages"; in consequence of this change many of the detailed provisions of the Trade Boards Acts relating to minimum rates are unnecessary. Furthermore, a Wages Council will be able to recommend paid annual holidays beyond one week.

A Wages Council must publish notice of wages regulation proposals and consider written representations made within a specified period. The Minister must make a Wages Regulation Order in the terms of the Wages Council's proposals subject to his right to refer it back to the Council for reconsideration.

As under the Trade Boards Acts, the statutory remuneration must be paid in cash without deduction except deductions in respect of Income Tax, Unemployment and Health Insurance or of any statutory superannuation or provident fund. A Wages Council may evaluate specified benefits or advantages provided in connection with the employment, and if so authorised they may be reckoned as payment of wages in lieu of cash up to the amounts fixed by the Council. Similar provisions are contained in the Catering Wages Act, 1943.

The provisions regarding the enforcement of Wages Regulation Orders follow existing legislation with minor amendments.

PART III.—TEMPORARY CONTINUANCE OF CERTAIN PROVISIONS OF THE CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDER, 1940.

This part of the Bill is designed to give support in the transition period to joint voluntary machinery. It provides that for a period of five years employers will be under obligation to observe terms and conditions of employment not less favourable than those established in the trade or industry in the district by virtue of agreements between employers' organisations and trade unions representative of substantial proportions of employers and workers engaged in the trade or industry in the district concerned. This will continue with minor modifications the war-time provisions of Part III of the Conditions of Employment and National Arbitration Order, 1940, and will come into operation when that Part of that Order ceases to have effect. The obligation will not, however, apply to a worker during any period during which his remuneration is fixed by or under a Wages Council, or Boards set up under the Agricultural Wages Acts, 1924-1940, the Road Haulage Wages Act, 1938, or the Catering Wages Act, 1943.

The Third Schedule to the Bill contains the relevant provisions of the Order which are to continue as modified. The main modification is that any disputed question which is not otherwise settled will be referred to the Industrial Court instead of the National Arbitration Tribunal. This change is necessary as the Tribunal will cease to exist when the Order is revoked.

The obligation upon employers will not be enforced by inspection and there is no provision for penalties for non-compliance as is the case under Part II of the Bill. A decision of the Industrial Court will, however, become an implied term of the contract.

INDUSTRIAL REHABILITATION.

EGHAM CENTRE FOR MEN.

In an illustrated pamphlet (P.L. 160/1944) recently issued by the Ministry of Labour and National Service, an account is given of the arrangements, some details of which were given in the issue of this GAZETTE for November, 1943, for assisting the return to work of disabled men by means of rehabilitation courses at the Ministry of Labour Industrial Rehabilitation Centre, Wood Lee, Egham, Surrey (Telephone: Egham 880). Employers are invited to obtain copies of the pamphlet from the Local Offices of the Ministry, and to discuss with their works doctors the possibilities that exist in their own works for sending to the Local Office men who they consider would benefit from a course of rehabilitation at the Centre.

*Bill 3. H.M. Stationery Office; price 6d. net (7d. post free).

JUTE AND FLAX INDUSTRIES.

REGISTRATION OF EX-OPERATIVES.

During the last few years there has been a substantial drift of labour from the jute and flax industries, with the result that the labour force of the jute and flax mills has fallen seriously below war-time requirements. These industries are now confronted with an urgent demand for increased production, and as time is too short to permit of the training of new labour they need the return of as many as possible of the skilled operatives who have left them. Accordingly, men and women born between 1st January, 1894, and 30th June, 1926 (*i.e.*, aged approximately 18½ to 50 years) who had been employed in certain departments in these industries for a total period of six months or more at any time since 1st January, 1937, but were no longer so employed at 9th December, 1944, were required to register at an Employment Exchange on that date (or alternatively on 16th December in Dundee and Tayport). The departments specified were the batching, preparing, spinning, twisting, winding and new bag sewing departments of the *jute* industry, and/or the flax sorting, hackling, tow batching, carding, preparing, spinning, twisting and winding departments of the *flax* industry.

The object of the registration was to identify workers who possess skill and experience acquired and urgently needed, but not at present being utilised, in the jute and flax industries, and to discover whether it is possible to regain their help in those industries. The position of every person registered is being carefully examined in order that it may be determined whether, from the point of view of the national interest, the skill of that individual would be more usefully employed in the jute or flax industry than it is at present. There is to be no automatic re-transfer of registered ex-operatives. Questions of relative importance and urgency are to be fully considered before any direction to transfer is given, and the usual rights of appeal on grounds of hardship are being preserved. It is hoped that many of the workers concerned will welcome an opportunity of going back to their homes. In the meantime, however, no worker liable to register under this arrangement should leave his or her present employment without permission or instruction.

CONDITIONS OF WORK IN JUTE MILLS : APPOINTMENT OF TECHNICAL COMMITTEE.

With the consent of the Minister of Labour and National Service, the Chief Inspector of Factories has appointed an informal technical committee to consider practical methods of improving conditions of work in the jute industry.

The Committee is composed of four representatives of employers and four representatives of the organised operatives in the industry, together with three representatives of the Factory Department. Its terms of reference are : "To enquire into and report on the most effective methods of implementing certain requirements of the Factories Act, 1937, in the Jute Industry and other cognate problems as follows:—(a) the ventilation and maintenance of satisfactory atmospheric conditions involving a reasonable temperature and humidity in the various sections of the trade; (b) the maintenance of a better standard of cleanliness in mills; (c) practical methods of applying exhaust ventilation particularly to batching tables, softening machines, breaker cards and teasing machines; (d) means of implementing and extending the 1936 agreement in respect of the fencing of machinery; (e) the best and most efficient arrangement and spacing of machinery to ensure better and safer working conditions; (f) the most satisfactory arrangement of washing facilities and accommodation for workers' clothing; (g) the establishment of medical and welfare services".

CONDITIONS OF WORK IN COTTON MILLS.

APPOINTMENT OF TECHNICAL COMMITTEE.

The Chief Inspector of Factories has set up a technical committee to enquire into and report on practical methods of improving conditions of employment in cotton mills. The Committee comprises representatives of the employers and operatives, together with representatives of the Factory Department of the Ministry of Labour and National Service.

At the first meeting of the Committee, held at Manchester on 20th November, four sub-committees were appointed to deal with the following aspects of the problem:—(a) ventilation, humidity, lighting and general amenities; (b) dust in card rooms; (c) spacing and lay-out of machinery, and noise; (d) prevention of mule spinners' cancer. These sub-committees, which include technical members from the various branches of the trade, will report their findings and suggestions to the main committee which, in accordance with their terms of reference, will then submit their final recommendations to the Chief Inspector of Factories.

WORKING HOURS OF JUVENILES.

REGULATIONS RELATING TO PRINTING AND BOOK-BINDING FACTORIES AND TO CERTAIN CLASSES OF TEXTILE, ETC., FACTORIES.

Following the enquiries into the hours of juveniles in the printing and bookbinding industries and certain classes of textile, etc., factories,* the Minister of Labour and National

Service has given notice, in the London and Edinburgh Gazettes of 17th November, that he proposes, at the expiration of forty days from that date, by Regulations, to continue to authorise until 31st December, 1946, the employment of young persons (a) under 16 years of age for 45 hours a week in printing and bookbinding factories and (b) 15 years of age for 48 hours a week in woollen or worsted factories and in the operations known as legging and stripping in the finishing of hosiery. Copies of the Draft Regulations* may be purchased from H.M. Stationery Office at any of the addresses shown on the last page of this GAZETTE, or through any bookseller.

JOINT INDUSTRIAL COUNCILS.

ESTABLISHMENT OF NEW COUNCILS.

Particulars are given below relating to Joint Industrial Councils which have recently been established.

A National Joint Industrial Council has been established for the veneer producing and plywood manufacturing industry in Great Britain. The scope of the Council will cover not only the regulation of wages and conditions, but also a wide range of subjects upon which joint consultation may be pursued, dealing with matters affecting the progress and wellbeing of the industry. The Council is composed of representatives of the Association of British Plywood Manufacturers, and, on the employees' side, of the Transport and General Workers' Union, the National Union of General and Municipal Workers, the Amalgamated Society of Woodworkers, the National Amalgamated Furnishing Trade Association, and the Amalgamated Society of Woodcutting Machinists.

By agreement between the Forestry Commission and the National Union of General and Municipal Workers, the Transport and General Workers' Union and the National Union of Agricultural Workers, a Joint Council, with the title Forestry Commission Industrial and Trade Council, has been established for forest workers in the employment of the Commission. The constitution of the Council is similar to that of the Departmental Industrial Councils which have been functioning for many years in the case of the larger employing Government Departments, but it has an additional clause enabling the Council to consider any proposal made by either side of the Council in respect of wages as well as working conditions. This clause provides that if there is failure to agree on any matter raising issues of a general character as affecting other Government Departments and thus coming within the purview of a Trade Joint Council for Government Industrial Establishments or the Joint Co-ordinating Committee for Government Industrial Establishments, it shall be open to either side to raise the matter on such Council or Committee, but that if the matter does not raise issues of a general character and both sides consent to arbitration, it shall be referred to the Industrial Court.

COAL MINING INDUSTRY.

PRODUCTION AND EMPLOYMENT IN THIRD QUARTER OF 1944.

The issue of the Board of Trade Journal of 9th December, 1944, contains statistics relating to the coal industry in Great Britain for the third quarter of 1944,† together with comparable data for the previous quarter and the corresponding quarter of 1943. It is pointed out that, when comparing the period under review with the previous quarter, it should be borne in mind that during the third quarter of the year more time is always lost through recognised holidays.

The quantity of saleable coal produced from mines in the third quarter of 1944 was 44,298,800‡ tons. The average number of wage-earners on the colliery books was 713,700; the average number of wage-earners in effective employment (*i.e.*, excluding those wage-earners who were absent for the whole of any week from whatever cause) was 615,100;‡ the average output per wage-earner in the quarter was 62.1 tons; and the average output of saleable coal per manshift worked by all wage-earners was 1.00‡ tons. Disputes during the quarter caused a loss of 109,100 manshifts and 170,900 tons of saleable coal, and recognised holidays a loss of 3,657,300 manshifts and 4,095,500 tons. Accidents, breakdowns and repairs to machinery, transport difficulties, etc., brought the total of manshifts lost from causes other than absenteeism to 3,949,300, and the loss of output to 4,783,000 tons. The average percentage of shifts lost during the third quarter that could have been worked, excluding shifts lost through work not being available owing to recognised holidays, disputes, etc., was 14.5. An analysis of the total number of shifts lost shows that 6.2 per cent. was due to voluntary absenteeism (*i.e.*, absence for which no satisfactory reason was given) and 8.3 per cent. to involuntary absenteeism. For workers at the coal face the percentage of absenteeism was 17.5, for other underground workers 15.1, and for surface workers 8.9.

*The Weekly Hours of Young Persons under sixteen in Factories (Printing and Bookbinding) (Continuance) Regulations, 1944; Draft S. R. & O., 1944: The Weekly Hours of Young Persons under sixteen in Factories (Various Textile and Allied Industries) (Continuance) Regulations, 1944; Draft S. R. & O., 1944; price 1d. net each (2d. post free).

†For statistics for the second quarter of 1944, see last month's issue of this GAZETTE, page 181.

‡Provisional figure.

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

STATISTICS RELATING TO THE WAR EFFORT OF THE UNITED KINGDOM.

A White Paper* has been issued by the Government containing statistics showing the extent to which the resources of the United Kingdom have been mobilised for war during the past five years.

It has not hitherto been possible, for reasons of security, to publish statistics dealing with this subject. As a result of the change in the military situation, however, it is no longer necessary to withhold some of this information, and the Government have decided that those statistics which could be released immediately, without giving advantage to the enemy, should be published. This has made it possible, for the first time, to present in summary form a general picture of the way mobilisation for war has been achieved. The White Paper discloses the extent to which man-power and resources have been mobilised and the manner in which they have been organised for war production; the contribution made by women and the output of arms and munitions achieved. It shows the extent to which this production supplied our own needs and those of our Allies; how the planning of imports and home production has been co-ordinated so as to husband vital shipping space, how food policy and agricultural production have been interlocked to serve these purposes, and how the task of financing the war effort has been accomplished. Finally it shows the sacrifices in the lives of men and women of the Services, of the Merchant Navy and of the civilian population, in the loss of shipping, the destruction of houses, in increased burdens of taxation and lower living standards, and in the abandonment of export trade and the sale of foreign investments, that this effort has involved.

The White Paper deals only with the mobilisation of the United Kingdom for war. It points out, however, that if Lend-Lease supplies from the United States and Mutual Aid from Canada had not been received, it would not have been possible to devote the resources of the United Kingdom to such an extent to direct war purposes. At the same time, the United Kingdom has itself made available considerable quantities of supplies to the United States, Russia and other Allies.

In studying these statistics it has to be remembered that the vast re-organisation of the British economy which the figures show has been carried through in particularly difficult living and working conditions. For five years men and women have lived and worked under complete black-out. Family life has been broken up, not only by the withdrawal of men and women to the Services, but by evacuation and billeting. Production has been made more difficult by the dispersal of factories to frustrate the air attacks of the enemy and by the need for training new labour to unaccustomed tasks. There have been two long periods when work was carried on under constant and severe air attacks. Since 1940, 1½ million men have given their limited spare time, after long hours of work, for duty in the Home Guard. Most other adult male civilians and many women have performed part-time Civil Defence and Fire Guard duties out of working hours.

MAN-POWER.

In a section dealing with man-power, the White Paper gives statistics showing the extent to which men and women have been mobilised for service in the Forces and for war production. Between June, 1939, and June, 1944, the total number of men aged 14 and under 65 and of women aged 14 and under 60 in the Services or in industrial employment in Great Britain rose by 3½ millions—from 18½ to 22 millions. This increase was achieved by (a) reducing the number of unemployed by 1½ millions and (b) a net addition to the labour force of the country of 2½ million persons not previously in industrial employment. In these figures, two women working part-time have been counted as equivalent to one whole-time worker. If the comparison had been made counting each woman working part-time as equal to one whole-time worker, and if the comparison had covered men and women of all ages, the increase in the number in the Services or industrial employment since 1939 would have been 4½ millions.

Of the total of 22 millions at the middle of 1944:

47 per cent., or 10·3 million, were in the Services or whole-time Civil Defence or employed in engineering, shipbuilding, metals and chemicals-industries mainly concerned in the output of munitions;

26 per cent., or 5·7 million, were in agriculture, mining, national and local government service, public utilities, transport, shipping (including the Merchant Navy), and the manufacture of food, drink and tobacco—industries which it has been necessary to maintain or expand during the war; and

27 per cent., or 6·0 million, were in building and civil engineering, the textile, clothing and other manufacturing industries, the distributive trades, and civilian services.

At the middle of 1944, 7·6 million persons were engaged in the manufacturing industries (excluding mining); of these, 76 per cent. were engaged on Government work, 20 per cent. on work for the home market, and 4 per cent. in producing goods for export. In 1938 about 15 per cent. of persons in the manufacturing industries (excluding mining) were engaged in producing goods for export.

The scale of mobilisation of man-power achieved has been far greater than was attained in the last war. The number of men and women in the Services or in industrial employment reached its highest level towards the end of 1943, by which time labour was fully mobilised. Since then the number in the Services or in industrial employment would have been maintained but for the loss of men who became casualties or were invalided out of the Services and were unfit to take up industrial employment, and of women leaving industry for domestic reasons.

The needs of the Services have been met partly by voluntary recruitment, but mainly by compulsory enlistment of men registered under the National Service Acts. The compulsory enlistment of women in the Women's Auxiliary Services was introduced in December, 1941. Recruitment for industry was largely on a voluntary basis until 1941, when compulsory registration for employment was introduced by the Registration for Employment Order, 1941. Ten million men born in the years 1892 to 1926 and 11·6 million women born in the years 1893 to 1926 have been registered for either military service or industrial employment. In addition there have been registrations of persons with special skill, such as coal miners and shipbuilders.

Mobilisation of Men.—By the middle of 1944, 4½ million men were serving in the Armed Forces of the United Kingdom, compared with less than half a million at the beginning of the war. This total had been reached in spite of the casualties sustained during five years of war. Including the number killed, missing, taken prisoner, or released on medical and other grounds, the total number of men who have served or are serving in the Armed Forces of the United Kingdom during this war is over 5½ millions. These men have been drawn mainly from the younger age groups. 57 per cent. of all men between the ages of 18 and 40 have served or are still serving in the Armed Forces. The other men in these age groups have been retained in industry because of special skill, particularly in making munitions, or because they were unfit for service in the Armed Forces.

In addition to those serving in the Armed Forces, a large number of men have been needed for whole-time Civil Defence, consisting of the National Fire Service, A.R.P. Services, Casualty Services, Regular and Auxiliary Police. At the height of enemy air attacks in 1941 the number was 324,000; since then it has been reduced to 225,000 in June, 1944.

The following Table gives an analysis of the numbers of males, aged 14 and under 65 years, in Great Britain at the middle of each of the years 1939, 1943 and 1944:—

	Numbers of Males aged 14 and under 65		
	Mid-1939	Mid-1943	Mid-1944
Armed Forces*	000's 477	000's 4,284	000's 4,502
Whole-time Civil Defence	80	253	225
Industries†:—			
Group I	2,600	3,305	3,210
Group II	4,688	4,040	4,059
Group III	5,798	3,093	2,900
Unemployed	1,043	76	71
Rest of Male Population‡	1,324	870	943
Totals	16,010	15,921	15,910

It will be seen that the increase in the numbers in the Armed Forces, whole-time Civil Defence and the munitions industries was accompanied by a reduction of approximately one-half in the numbers engaged in the "Group III" industries. Of the total of 11·2 million men remaining in civilian life in the middle of 1944 (excluding those in whole-time Civil Defence), 1½ millions were giving part-time service in the Home Guard and a further 1½ millions were doing part-time Civil Defence work. Most of the remaining men were performing 48 hours a month Fire Guard duties.

Mobilisation of Women.—The high degree of mobilisation attained has been largely due to the contribution made by women. At the middle of 1944 out of 16 million women aged 14-59, 7·1 millions were in the Auxiliary Services, whole-time Civil Defence or industry—an increase of over 2½ millions since the beginning of the war, or, counting each woman working part-time separately, an increase of nearly 2½ millions. The remaining 8·9 millions consist mainly of girls at school and of married women with domestic responsibilities such as the care of young children and of invalids, and housekeeping for men and women engaged directly in the war effort. At the middle of 1944, 900,000 women were doing part-time work in industry, and 350,000 were doing part-time Civil Defence work. Large numbers of married women are members of the Women's Voluntary Services and many perform 48 hours a month Fire Guard duties in addition to industrial work. In the following

* Excluding prisoners and missing.

† Group I includes the munitions industries, i.e., iron and steel, non-ferrous metals, shipbuilding, engineering, aircraft and vehicles, instruments, chemicals, explosives, etc. Group II includes agriculture, mining, National and Local Government services, transport, shipping (including the Merchant Navy), public utilities, food manufacture. Group III includes building, textiles, clothing, distribution, professional services, etc.

‡ Students, schoolboys, invalids (including war invalids), retired, etc.

* Statistics relating to the War Effort of the United Kingdom. Cmd. 6564, H.M. Stationery Office; price 1s. net (1s. 2d. post free).

Table an analysis is given of the numbers of females, aged 14 and under 60 years, in Great Britain in 1939, 1943 and 1944 :—

	Numbers of Females aged 14 and under 60		
	Mid-1939	Mid-1943	Mid-1944
	000's	000's	000's
Women's Auxiliary Services ..	—	461	467
Whole-time Civil Defence ..	—	70	56
Industries* :—			
Group I	506	1,928	1,851
Group II	852	1,592	1,644
Group III	3,479	3,186	3,102
Unemployed	302	36	31
Rest of Female Population† ..	10,901	8,747	8,869
Totals	16,040	16,020	16,020

The increase in the number of women in the Auxiliary Services or in industrial employment has been achieved by a reduction of 271,000 in the number unemployed and a net addition of 2 million women not previously in industrial employment. A great number of those who have taken up employment during the war are married women who are doing industrial work in addition to their domestic duties. There has been transference on a very large scale of women from the less essential industries to munitions work and to employment in Group II industries. Of those who entered industry during the war a large proportion have been drafted into the munitions and Group II industries; the others, being immobile, have taken the place of men and women who have been withdrawn from the industries primarily providing for civilian needs.

The majority of the women mobilised have been aged 18-40. Of the total number of women in this age group (single, married and widowed), 55 per cent. were in the Services or employed in industry in 1943. Women aged 41-59 have accounted for nearly 470,000 of the increase in munitions and Group II industries, and nearly 290,000 in the less essential industries and services, thereby allowing younger women to be withdrawn for other work. In all age groups many hundreds of thousands of those not in industrial employment are giving part-time service of some kind, whether paid or unpaid, in connection with the war effort. The following Table gives particulars of the mobilisation of women in three broad age-groups between 1939 and 1943 :—

Age-Group.	Auxiliary Services, whole-time Civil Defence and Munitions Industries.	Group II Industries.	Group III Industries.	Rest of population† (including unemployed).	Total.
	000's	000's	000's	000's	000's
AGED 14 TO 17					
Mid-1939	122	95	668	625	1,510
Mid-1943	189	140	612	409	1,350
Change	+67	+45	-56	-216	-160
AGED 18 TO 40					
Mid-1939	344	565	2,175	5,629	8,713
Mid-1943	1,935	1,086	1,651	4,034	8,706
Change	+1,591	+521	-524	-1,595	-7
AGED 41 TO 59					
Mid-1939	40	192	636	4,949	5,817
Mid-1943	335	366	923	4,340	5,964
Change	+295	+174	+287	-609	+147
TOTAL AGED 14 TO 59					
Mid-1939	506	852	3,479	11,203	16,040
Mid-1943	2,459	1,592	3,186	8,783	16,020
Change	+1,953	+740	-293	-2,420	-20

Changes in Numbers in different Groups of Industries.—Since 1939 the number of persons employed in the munitions industries (Group I) has increased from three to over five millions, mainly through the increased employment of women. The total number employed by the three Supply Departments on orders for the Navy, Army and Air Force reached its highest level in November, 1943. At mid-1943 it was about 4½ millions out of a total in Group I of about 5½ millions. The average hours of work for men, including overtime, in these industries were 54 a week at the beginning of 1944, compared with 48 before the war. The total number of persons employed in the principal basic industries and services (Group II) has been generally maintained since the beginning of the war; but wherever possible there has been a substitution of women for men, the number of men having fallen between 1939 and 1944 by 600,000, while that of women rose by 800,000. In the industries and services comprised in Group III, viz., building, textiles, clothing, distribution, professional services, etc., there have been substantial and continuous reductions during the war in the numbers employed. Between 1939 and 1944 the number of men in these industries declined by one-half, and the total labour force decreased from 9½ to 6 millions. Half the number of men recruited to the Armed Forces have been provided by these industries, and large numbers of both men and women have been transferred to the munitions industries. Half the total in the manufacturing industries in this group is employed on Government orders (excluding utility clothing and other Government sponsored production for civilian consumption). In building and civil engineering a decrease of 52 per cent. has occurred, notwithstanding the increase in vital work, such as airfield construction and the building of barracks, A.R.P. defences and new war factories.

* See footnote † in second column on page 196.

† Mainly housewives. At the middle of 1944 about 900,000 women were doing part-time work and have been counted half in this group and half in the appropriate industrial group. Domestic servants are also included in these figures.

‡ Including housewives. Domestic servants are also included in this column.

Casualties.—Casualties among the Armed Forces during the first five years of the war have totalled 563,000, including 176,000 killed, 38,000 missing, 194,000 wounded and 155,000 prisoners of war; nearly 30,000 merchant seamen serving on ships registered in the United Kingdom have been killed by enemy action at sea and 4,000 have been interned by the enemy; over 57,000 civilians have lost their lives as a result of enemy action, and nearly 79,000 have been injured and detained in hospital.

CIVILIAN CONSUMPTION.

With a larger number of persons in employment or in the Services, increased hours of work and higher money earnings, the total income of private persons before taxation rose from £4,779 million to £7,708 million between 1938 and 1943. Most of this increase in income has, however, been saved, or taken by the Government in the form of income tax and other direct taxes. The proportion of personal incomes paid in income tax and other direct taxes has increased from one-tenth in 1938 to over one-seventh in 1943. The rise in personal savings has been even more striking; whereas in 1938 savings made out of personal incomes were only about 3½ per cent., almost one-fifth was saved in 1943.

The actual amount which persons spent on current goods and services rose from £4,138 million to £5,049 million between 1938 and 1943. The whole of this increase, however, was due to a rise in prices and to increased indirect taxation paid in the form of beer, spirits and tobacco duties, purchase tax and other indirect taxes. It is estimated that the quantity of all goods and services purchased (including food, rent, fuel and travel) has fallen by 21 per cent. since 1938. This figure of 21 per cent. is only a measure of the reduction in the quantity of goods and services purchased, and does not take full account of deterioration in quality.

Food.—Considerable changes have taken place during the war in the pattern of civilian food consumption. Most of the essential foodstuffs are rationed or subject to controlled distribution; and potatoes, other vegetables and bread are the only staple foodstuffs in unrestricted supply. The following Table shows the average civilian consumption of the principal foodstuffs per head per week in 1934-38 and in 1942 and 1943 :—

	Unit	1934-38 average.	1942	1943
Butter	ozs.	7.63	2.40	2.34
Margarine	ozs.	2.77	5.45	5.26
Cheese	ozs.	2.71	4.34	3.63
Shell eggs	number	3.26	1.70	1.45
Dried eggs	ozs.	0.02	0.58	0.80
Liquid milk	pints	3.25	4.22	4.32
Dried milk	ozs.	0.49	0.89	1.29
Fresh meat	ozs.	30.40	22.95	22.18
Bacon and ham ..	ozs.	8.40	6.00	5.78
Canned meat	ozs.	0.89	2.28	2.43
Fresh fish	ozs.	6.52	4.25	4.56
Canned fish	ozs.	1.11	0.86	0.95
Tea	ozs.	2.86	2.55	2.22
Sugar	ozs.	30.58	19.45	20.00
Flour	lbs.	3.75	4.37	4.43
Potatoes	lbs.	3.40	4.78	5.25
Fresh fruit	ozs.	27.17	15.20	12.06
Other fruit and juices ..	ozs.	8.22	4.62	5.35

The figures of consumption per head given above include food bought for household use, food used in catering establishments (hotels, restaurants, canteens, etc.) and quantities used for food manufacture. They also include food produced by people for their own consumption, as for example, pork, bacon and eggs. For this reason the figures are greater than the domestic rations. Food consumed by British, American and other Allied Forces on leave in hotels and restaurants and in private houses cannot be distinguished from civilian consumption, and the figures given in the Table therefore slightly overstate the actual consumption by civilians. The increase in the consumption of liquid milk has not been enjoyed by all consumers; milk supplies must first satisfy the higher demands of priority consumers, and the allowance for the non-priority consumer during the winter months of the last three years fell to only 2 pints a week.

Other Consumers' Goods.—The Table below shows how, during the period of the war, expenditure on various categories of goods has moved after allowance has been made for the increase in prices. The figures, therefore, provide an index of changes in the "quantity" of consumption.

Personal Expenditure on Certain Classes of Consumers' Goods at 1938 Prices (1938 = 100).

	Actual Expenditure in 1938 £ million	Index Numbers (1938 = 100)			
		1938	1941	1942	1943
Clothing and dress materials	374	100	59	58	55
Boots and shoes	73	100	79	77	73
Furniture and furnishings	147	100	47	32	23
Hardware	82	100	52	35	33
Private cars, bicycles, etc.	62	100	16	10	11
Fuel and light	203	100	97	98	93
Other goods (excluding food, drink and tobacco)	306	100	67	54	52

The greatest reductions in expenditure have been on durable goods. Expenditure on furniture, furnishings and household textiles has been reduced to about one-fifth of peace-time levels, and to one-third in the case of hardware. A smaller reduction has taken place in the rather less durable and more essential groups of clothing and footwear. In all these categories the reductions have been severe, and the reduced rate of consumption has only been possible because of the existence of stocks which, after five years of war, are becoming exhausted. The size of the present clothes ration is barely adequate to cover even the minimum requirements of adults and has brought about a considerable deterioration in the state of their wardrobes.

Inland Transport.—Since the war began there has been an increase in the total number and average length of railway passenger journeys, with a reduction in the number of passenger trains running. As a result the number of passenger train miles is now 30 per cent. below the pre-war level, and the average load carried by passenger trains is 125 per cent. greater than before the war. The number of private cars in use has fallen to little more than one-third of the number in August, 1939, and the amount of motor spirit used in private cars is about one-eighth of what it was before the war. Considerable restrictions have been imposed on omnibus services and the total mileage of all bus routes has been reduced by 40 per cent.; but many undertakings have to carry from 30 to 50 per cent. more passengers than in 1938, while over the whole country the number of passengers carried has increased by almost one-fifth and the number of passenger-miles by one-third.

Housing.—During the war there has been an almost complete ban on the erection of new houses, and repair and maintenance work to existing houses has been severely curtailed. Out of about 13 million houses in the United Kingdom at the outbreak of war, 4.5 millions have been damaged by enemy action, including 202,000 totally destroyed or damaged beyond repair and 255,000 damaged and rendered uninhabitable.

In other sections of the White Paper statistics are given relating to home production, shipping and foreign trade and finance. A number of appendices containing detailed statistical tables, together with charts and diagrams, are also included.

RECRUITMENT TO THE CIVIL SERVICE DURING THE RECONSTRUCTION PERIOD.

A White Paper* has been published containing recommendations by a Committee of the Civil Service National Whitley Council as to the arrangements which should be made for the resumption of recruitment to established posts in the Civil Service, together with a statement of the Government's views regarding these recommendations.

The Committee recommend that as soon as possible after the cessation of European hostilities, there should be "reconstruction competitions" for entry to the Civil Service, which should be primarily for those who have lost opportunities of competing for the Civil Service owing to the war, and "normal competitions" for those who reach the normal ages of entry as recruitment is reopened.

As regards the reconstruction competitions, the Committee propose, *inter alia*, that these should extend over a period, so that the last man released from the Forces or other war service may have as good a chance of competing as the first; that arrangements should be made to ensure that late entrants suffer no disadvantage in pay; that the main source of recruits for vacancies that have accrued during the war by wastage and permanent expansion should be those who have missed their opportunity of competing for the Civil Service because of the interruption of the war; and that ex-Service men should be guaranteed a generous proportion of vacancies in the reconstruction competitions, varying from at least one-half in the clerical class to at least three-quarters in the administrative class, with a further guarantee for ex-Service women. The Committee consider that temporary civil servants under 30 should be subject to the same conditions as other candidates; but specific recommendations are made by the Committee with regard to the retention of particular categories of older temporary officers in the various grades.

Normal competitions, the Committee propose, should be resumed concurrently with reconstruction competitions, and candidates coming forward straight from school or University should be required to sit for a normal competition. These competitions should be on the same lines as before, subject, however, to specified modifications in certain respects.

In the statement of policy accompanying the Committee's Report the Government intimate that they are satisfied, after a careful examination of the recommendations, that the various proposals carry out their policy, as announced by the Chancellor of the Exchequer in the House of Commons on 17th February, 1944, that any arrangements made for the recruitment to the Civil Service immediately after the war should ensure that generous treatment is given to suitable candidates from the Forces. They note the Committee's recommendation that, of the vacancies available for the reconstruction competitions, substantial proportions (ranging from not less than 75 per cent. in the administrative class to not less than 50 per cent. in the clerical class) should be filled by suitably qualified ex-Service

men, additional vacancies being reserved for ex-Service women. After careful review, the Government are satisfied that these arrangements constitute the generous treatment which is essential, and in these circumstances the proposals in the Report meet with their approval and are commended to Parliament and to the public.

MINISTRY OF NATIONAL INSURANCE.

By the Ministry of National Insurance Act, 1944, which received the Royal Assent on 17th November, legislative effect has been given to the Government's proposals relating to the establishment of a Ministry responsible for the whole of the social insurance scheme projected by the Government in the relevant White Papers, which were reviewed in the issue of this GAZETTE for October, 1944.

The Act provides for the appointment of a Minister of National Insurance, and for the transfer to that Minister of (1) the functions of the Minister of Health (or, in Scotland, the Secretary of State) with respect to national health insurance (except as regards the administration of medical benefit), old age pensions, widows', orphans' and old age contributory pensions and supplementary pensions; (2) the functions of the Minister of Labour and National Service with respect to unemployment insurance (except as regards certain powers or duties conferred or imposed by the Unemployment Insurance Act, 1935, which relate to courses of instruction and the promotion of employment) and unemployment assistance; and (3) the functions of the Secretary of State for Home Affairs with respect to workmen's compensation. These functions are to be transferred by Orders in Council, made from time to time, and the transfers are to have effect from such dates as may be specified in the Orders.

In accordance with the Prime Minister's statement on 6th October announcing that Sir William Allen Jowitt, K.C., had been designated as Minister of National Insurance, this appointment took effect following the passage of the Act.

CHRISTMAS AND NEW YEAR HOLIDAYS IN INDUSTRY.

Attention is called by the Ministry of Labour and National Service to the recommendation on the subject of these holidays which was included in the Government's statement issued in February last with regard to holidays generally during the year.* It was then stated that, if the development of the war and the claims of production permitted, it was the Government's opinion that the following days should, in general, be approved holidays, *i.e.*, either Saturday, 23rd December, Christmas Day, Monday, 25th December and Tuesday, 26th December; or Saturday, 30th December, New Year's Day, 1st January, 1945, and 2nd January, 1945. The Government's view remains as stated and the suggested arrangements are accordingly recommended to all concerned.

As stated in the earlier announcement, payment for holidays, or payment for work done on days which would ordinarily be holidays, should be governed by existing law, or any provisions relating to this matter as laid down in existing agreements, or as modified by agreement with the trade union concerned, or branch thereof, to suit particular arrangements that may be made.

It should be noted by employers that if and in so far as a decision to follow the Government's recommendations entails a departure from arrangements, agreed or established by custom or practice, care should be taken to agree the variations beforehand with the appropriate representatives of the workers.

FOOD CONTROL.

MAXIMUM RETAIL PRICES.

The Minister of Food has recently made fresh Orders controlling the retail prices of fish and of fish cakes. Under the first of these Orders, the maximum prices of fish permitted under the earlier Order of 1944 remain unchanged, apart from a few minor alterations; the second Order provides, as from 26th November, for an increase in the size of fish cakes, in their minimum fish content, and in their maximum retail prices. By another recent Order relating to meat paste and fish paste, the maximum retail prices of tins of certain prescribed sizes are slightly increased.

As regards fruit and vegetables, the Minister of Food has recently made Orders relating to retail prices of imported apples, citrus fruit, dates, and canned garden peas. Under these Orders the maximum retail prices of imported apples differ somewhat from the maximum prices in the Order of 1943, being now the same as those for the corresponding types of home-grown apples; maximum prices are prescribed for Iraqi dates, for grapefruit, and for canned fresh-picked garden peas; the maximum retail price of bitter oranges is reduced; and higher maximum prices are prescribed for all varieties of citrus fruit in certain parts of Scotland.

FOOD RATIONING.

As from 10th December the Minister of Food has authorised an increase in the tea ration, from 2 ounces to 3 ounces per week, in the case of persons of 70 years of age and over.

* Recruitment to Established Posts in the Civil Service during the Reconstruction Period. Cmd. 6567. H.M. Stationery Office; price 4d. net (5d. post free).

* See the issue of this GAZETTE for March, 1944, page 48.

RE-ALLOCATION OF MAN-POWER BETWEEN CIVILIAN EMPLOYMENTS AFTER THE EUROPEAN WAR.

The Government have issued a White Paper* regarding the re-allocation of man-power between civilian employments during any interim period between the defeat of Germany and the defeat of Japan. A summary of the White Paper is given below.

I. THE OBJECTIVE.

1. A previous White Paper† set out the Government's proposals for the release of men and women from the Armed Forces during the interim period between the end of the war against Germany and the end of the war against Japan. At the time that Paper was issued a scheme for the re-allocation of man-power between civilian employments was promised, the object of which would be the orderly redistribution of man-power between war work, reconstruction employments and export and home goods industries. That scheme is now presented in the present White Paper. The two White Papers should be read together; for together they form a single plan for the best utilisation of our man-power resources in the national interest during this period when we still have Japan to defeat.

2. In approaching this second part of the problem there are certain objectives which have always to be kept in mind; our armed strength against Japan must be maintained so as to bring the war to its final end at the earliest possible date, and the production necessary to arm and equip these forces must be ensured; the heavy accumulated arrears of house-building must be attacked; a start must be made with the restoration of our export trade and the re-equipment of our industry; and there must be at least some slight recovery of civilian standards which have had to be allowed to fall during recent years. At the same time the dissipation of our industrial resources on secondary purposes must be avoided; and all classes of the community must be ensured a fair share of available goods and services irrespective of their ability to pay high prices. But at this period our resources—in man-power and materials, in transport and other services—will be severely strained. It is certain, therefore, that the objects in view can only be achieved on the basis of an orderly plan which must involve a continuation of some measure of control throughout the whole economic field.

3. In the sphere of man-power the Government will be guided by two considerations, *viz.*,

(1) The governing consideration must be the needs of the Armed Forces, of essential production and of essential services; and for this purpose the man-power resources of the country must be employed where they are most needed in the national interest.

(2) At the same time the Government aim at easing the control over man-power wherever possible and at meeting so far as they can the natural desire of workers to return home and to seek work where they please and of employers to engage labour freely.

The White Paper describes, in Section II, the principles governing re-allocation and the methods proposed by which these aims are to be achieved in relation to (a) persons engaged in civilian employment and (b) persons discharged or released from the Armed Forces or Civil Defence.

II. PRINCIPLES AND METHODS.

PERSONS ENGAGED IN CIVILIAN EMPLOYMENT.

4. As already stated the Government approach the problem of redistribution of man-power within civilian employments with the desire to ease the pressure of control as much as possible consistently with the national interest. With this end in view they have adopted certain aims of which the following are the principal:—(1) that certain classes of persons whose retention in industry would be a considerable personal hardship should be allowed to retire if they so desire; (2) that persons who have been away from home a long time should be transferred back home or near to their homes so far as practicable; (3) that experienced workers should be transferred back to their former industries.

It is the intention to apply the first of these principles irrespective of the work on which the persons concerned are engaged, but the application of the second and third principles is subject to the paramount claims of the Armed Forces and of essential industry and services. With these considerations in mind the Government's detailed proposals are as follows:—

5. *Call-up for Armed Forces.—Men.* It is proposed that men in the 10 years age range from 18 to 27, inclusive, shall be liable for calling-up. Men up to 25 years of age will be called up first and those in the age range 25 to 27 will only be called up if there are not sufficient men in the lower age ranges to meet requirements. Where necessary, deferments will continue to be granted for men with special skill. *Women.* Women will not be called up to the Armed Forces but they will be permitted to volunteer.

6. *Retirement from Employment on Personal Grounds.*—On application, the following classes of persons (called Class K) will be given permission, if they so desire, to leave their jobs and retire from industry immediately the war in Europe ends, irrespective of the production on which they are engaged:—(1) Women (married or single) with household responsibilities

and women wishing to join their husbands on release from the Forces. (2) Other women over 60. (3) Men over 65. In addition, women over 50 who wish to retire will be allowed to do so unless in such cases there are strong production reasons to the contrary.

This list will be kept under constant review and extended, as the situation requires. Special consideration will also be given to cases of men and women who wish to retire from employment and have good reason for doing so, but are not for the time being within Class K.

7. *Transfer to other Work or back Home.*—Those in Class K who do not want to retire from industry but wish to transfer to other employment or to work nearer home, together with those who have worked away from home for three years or more and want to obtain work nearer home, will be given first priority of release for transfer to work of importance irrespective of the work on which they are engaged or whether they are redundant, unless in such cases there are strong production reasons to the contrary.

8. *Redistribution of Labour arising from Redundancy.*—If, after the classes in paragraphs 6 and 7 have been released, there are still redundant workers in any establishment, the order of release will be as shown below. This order has been determined partly on grounds of national interest and partly on personal grounds.

A.—*For call up for the Forces*—

Men aged 18-27, both ages inclusive.

B.—*For transfer to other employment*—

(1) Those who are needed for priority vacancies, including vacancies for skilled and experienced workers who are needed for the re-establishment of important civilian industries and services.

(2) Those who have worked away from home for less than three years but more than one year and want to return, in the order of their length of absence from home.

(3) Other releases in accordance with current practice, *e.g.*, as determined by industrial agreements.

9. *Redistribution of Labour not arising from Redundancy.*—Many workers in establishments where there is no redundancy will wish to change their employment for one reason or another, specially in order to move nearer their homes. The Government will try to meet these wishes as far as practicable by applying the order of priority in the preceding paragraph as and when substitutes are provided.

10. In all these matters the Government are relying upon the co-operation of employers and workers.

11. *Young Men and Women.*—Young men and women reaching the age of registration for employment or National Service will continue to be registered as at present. Steps will be taken to ensure that they are engaged on those activities in which they are most needed in the national interest, including service in the Armed Forces where appropriate. Women, however, will not be called up for the Forces but they will be permitted to volunteer. Young women will not be sent away from home under the age of 19.

MEN AND WOMEN RELEASED OR TRANSFERRED FROM THE ARMED FORCES OR CIVIL DEFENCE.

12. The scheme of redistribution will apply to men and women released or transferred from the Armed Forces or Civil Defence. But in their case the application of the Scheme will be adjusted to fit in with certain special arrangements which are described below.

13. *Persons released in Class A.*—These men and women are released because they have "done their bit" so far as concerns service in the Armed Forces. It is felt that on leaving the Forces they are entitled to special consideration and special treatment and that they should be given a little time to look round and resettle themselves. Accordingly, during their period of paid leave they will be completely free of any kind of labour control. At the end of that period they will again become subject to the current labour controls, like other members of the community, and if they remain or become unemployed or wish to change their employment they will be required to take work in accordance with current priorities and subject to the usual safeguards for appeal. But they will not be withdrawn from any jobs which they have found during their period of leave.

14. *Persons Released in Class B.*—These men and women will be released for the special purpose of taking up some particular type of reconstruction employment. If they leave that type of employment they will have to go back to the Forces.

15. *Other Persons released from the Armed Forces* will be treated broadly either like Class A or like Class B persons.

16. *Disabled Persons.*—In dealing with disabled persons whose disability handicaps them in relation to employment the main criterion will be the prospects of the permanent resettlement of the men and women concerned.

17. *Persons released from Civil Defence.*—These persons will become subject to the current labour controls immediately on discharge, except that those possessing reinstatement rights will be allowed to exercise them.

III. THE INSTRUMENT—LABOUR CONTROLS.

18. In carrying out the principles of redistribution already described the Government intend to rely on voluntary methods to the maximum extent possible and only to use compulsion where it cannot be avoided. But if the necessary readjustments are to be made in an orderly manner and with reasonable

* Cmd. 6568. H.M. Stationery Office; price 2d. net (3d. post free).

† Cmd. 6548. See page 164 of the issue of this GAZETTE for October, 1944.

fairness to all concerned, there are certain minimum powers of control which the Government feel they must maintain over the movement of labour. These powers and the way in which it is proposed to exercise them are described below.

19. *Directions under Defence Regulation 58A.*—Under this Regulation the Minister of Labour and National Service has power to direct any person to any job in the United Kingdom at the rate for the job. While it is essential that the Government should, during the interim period, possess this power in the background to be exercised if necessary, it is intended to dispense with its use as far as possible and to rely instead on the much more limited power of the Control of Engagement Order. If it has to be used at all it will only be in cases of real urgency and it will be applied with the greatest discrimination.

20. *The Essential Work Orders.*—Under these Orders a worker may not leave, and an employer may not discharge a worker from, scheduled employment without the consent of the National Service Officer. The Government feel that the principles of these Orders must be retained. But they probably will not cover exactly the same field as at present. Some industries at present covered may no longer require the protection of the Orders; others which will become increasingly important for reconstruction purposes may need to be brought in. Moreover in the application of the Orders relaxations will have to be made—e.g., to meet the case of the persons described in paragraph 6 above.

21. *The Control of Employment (Directed Persons) Order.*—The effect of this Order is that a person directed to a particular job may not, without the consent of the National Service Officer, leave that job or be dismissed by the employer from that job for such period as is specified in the direction. It is necessary to retain this Order, but in administering it regard will be had broadly to the same considerations as in the case of the Essential Work Orders.

22. *Control of Engagements.*—The object here is to ensure that engagements of certain specified classes of persons are controlled by the Ministry of Labour and National Service by providing that they may be made only through the Employment Exchanges or Approved Agencies. This is effected at present through a number of Orders, namely:—(1) The Restriction on Engagement Order for men which applies to men of all ages, but in a limited number of industries only—building and civil engineering, general engineering, the installation, maintenance and repair of electrical equipment. (2) Certain provisions of the Essential Work Orders applying to coal mining, shipbuilding and ship-repairing, the Merchant Navy, port transport and Scottish agriculture. (3) The Control of Engagement Order for women, applying to women between the ages of 18 and 40. In addition, there has been a very detailed control of the employment of all men of military age through the individual deferment system.

Control over engagements during the interim period broadly on these lines is essential if any serious attempt is to be made to distribute labour during that period on a planned basis in accordance with agreed priorities and the relative needs of essential industries and services, and if the power of direction is to be used sparingly or is dispensed with at an early date. But in the case of men, especially in view of the very big reduction in the age of call-up for military service, the present control does not cover a sufficiently wide field of industry for reconstruction purposes. On the other hand the Government are most anxious to ease, as far as they can, the weight of control on the workers, especially the older workers, and also to give employers as much freedom as possible in the selection of workers. It is thought that the control will still be sufficiently effective if, in the case of men, it is limited to those aged 18 to 50. It is proposed, therefore, to replace the various provisions mentioned above by a Control of Engagement Order covering all employments, but limited in the case of men to those aged 18-50, and in the case of women to those aged 18-40. In the case of men whose engagements are at present controlled this represents a very substantial relaxation, since in the industries concerned the control applies to men of all ages.

23. *Juveniles.*—Under the above proposals boys and girls under 18 will now be freed from the limited control of engagement to which they have been subject during the war. The position of juveniles in relation to employment is under consideration in consultation with the interests concerned.

24. *Registration for Employment Orders.*—These Orders must be continued so as to provide for the identification of particular classes of persons whether by age or by occupation, etc.

25. *Notice of Termination of Employment Order.*—This Order will not be continued.

FAMILY ALLOWANCES IN CANADA.

A non-contributory scheme of family allowances has been introduced in Canada by the Family Allowances Act of August, 1944. It is anticipated that it will be put into operation on 1st July, 1945; it will be administered by the Minister of National Health and Welfare.

The scheme provides for the payment of a monthly allowance in respect of every child under the age of 16 who fulfils the prescribed conditions respecting birth and residence. The rate of the allowance is five dollars for children under six years of age, six dollars for those from six to ten, seven dollars for those from ten to thirteen, and eight dollars for those from thirteen to sixteen. These rates are reduced by one dollar for the fifth child, by two dollars for the sixth and seventh children, and by three

dollars for each additional child. Payment will begin immediately after the child is registered under the Act, and will cease at the end of the month in which the child attains its sixteenth birthday; it will also cease when the child, although fit to do so, fails to attend school or, in the case of a girl, on marriage. The allowance will be paid to the parent (the term "parent" includes any person maintaining or having custody of a child), who must apply it exclusively towards the maintenance, care, training, education, and advancement of the child. The allowance will not be subject to taxation, and it will not be reduced by reason of a pension granted under the Pension Act or of a dependant's allowance payable for the child of any member of the Canadian Armed Forces. For recipients who are income tax payers, however, there will be an appropriate reduction in the rebate of taxation in respect of child dependants. The allowances are to be paid from the Consolidated Revenue Fund; expenses incurred in the administration of the Act will be paid out of moneys appropriated by the Dominion Parliament.

REHABILITATION OF EX-SERVICE-MEN IN THE UNITED STATES.

By the Servicemen's* Readjustment Act of 1944, popularly termed the "G.I. Bill of Rights", a comprehensive scheme has been introduced in the United States of America for the civilian resettlement of persons leaving the Armed Forces. Provision is made for hospital care; for educational or technical training, including vocational retraining; for loans, guaranteed up to 2,000 dollars by the Federal Government, for the purchase or construction of homes, farms, and business property; for assistance in finding employment; and for unemployment relief for ex-servicemen unable to find employment. The measure is a further step in the completion of the rehabilitation programme initiated by the Mustering-out Payment Act, dated 3rd February, 1944, under which gratuities ranging, according to the length and nature of the war service, from 100 dollars to 300 dollars, are payable to persons discharged or released from the Armed Forces. Its provisions also supplement those of the Selective Service Act of 1940, which confer upon such persons a right to reinstatement in their former employment.

Education and Training.—The Act provides that a person whose studies or training were interrupted by war service, or who desires a refresher or retraining course, is entitled on leaving the Armed Forces to assistance in attending an approved educational or training institution. Whilst undergoing this education or training, the duration of which may not exceed four years, he will be entitled to a subsistence allowance of 50 dollars a month (75 dollars if he has dependants), and to payment of the cost of tuition not exceeding 500 dollars a year. He must begin the course not later than two years after either the date of discharge or the termination of the present war.

Employment.—The Act contains provisions designed to give effect to the intention of Congress to institute a special employment service for ex-servicemen in order "to provide for them the maximum of job opportunity in the field of gainful employment". For this purpose, there is set up a Veterans' Placement Service Board, whose policy in each State will be carried out through the public employment service by an ex-servicemen's employment representative, who must himself be an ex-serviceman. It will be his duty to promote the employment of ex-servicemen and to assist in every possible way in improving their working conditions.

Unemployment Allowances.—Any person to whom this Act applies is entitled to receive a readjustment allowance for each week of unemployment occurring not later than two years after discharge from the Armed Forces. The conditions for the payment of this allowance are that the ex-serviceman must be: (i) resident in the United States at the time of unemployment; (ii) completely unemployed, or employed for less than a full week at wages that are less than the amount of the allowance plus three dollars; (iii) registered for employment; and (iv) fit and available for suitable work. No work will be considered suitable if it arises out of a labour dispute, or if the wages, hours and conditions of employment are less favourable than those applicable to similar work in the locality. A claimant will be disqualified if: (i) he leaves suitable work voluntarily, without good cause, or is suspended or discharged for misconduct in the course of employment; (ii) without good cause, he fails to apply for suitable work to which he has been referred by a public employment office, or to accept suitable work when it is offered to him; or (iii) without good cause, he does not attend an available free training course as required by regulations issued under the Act. He may also be disqualified if his unemployment is due to a labour dispute, unless it can be shown that he did not participate or was not directly interested in the dispute.

The amount of the allowance is 20 dollars a week, less that part of any earnings for the week which is in excess of three dollars. It will be paid for as many weeks as the claimant was a member of the Armed Forces, up to a maximum of 52. A self-employed person is eligible for the readjustment allowance, provided that he has been fully engaged in such employment and that his net earnings were less than 100 dollars in the previous calendar month. In this case, the amount of the allowance will be the difference between 100 dollars and his net earnings for that month.

* "Servicemen" includes service women.

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

Rates of Wages.

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation during November resulted in an aggregate increase estimated at approximately £100,000 in the weekly full-time wages of about 600,000 workpeople and a decrease of nearly £4,000 in the wages of about 180,000 workpeople.

The principal increases in rates of wages in November affected workpeople employed in the building and civil engineering construction industries. Other industries in which increases were reported included drug and fine chemical manufacture, engineering in certain areas in South Wales, packing case making and mill sawing in Scotland, coopering, perambulator and invalid carriage manufacture, and slaughtering.

In the building industry in England (other than the Liverpool and Birkenhead area), Wales and Northern Ireland, the rates of wages of craftsmen were increased by 1d. an hour, and those of labourers by $\frac{1}{2}$ d. an hour in England and Wales and $\frac{1}{2}$ d. or 1d. an hour in Northern Ireland. In Scotland, the rates of wages of both craftsmen and labourers were increased by 1 $\frac{1}{2}$ d. an hour. Men employed by civil engineering contractors in Great Britain received an increase of 1d. an hour. In drug and fine chemical manufacture there were increases in minimum weekly time rates of 4s. for men and 2s. 6d. for women. The hourly rates of men employed in certain engineering works and foundries in South Wales were increased by 1 $\frac{1}{2}$ d. Journeymen employed in packing case shops and in sawmills in Scotland received an increase of $\frac{1}{2}$ d. an hour. In the coopering industry there were increases of 1d. an hour for journeymen and $\frac{1}{2}$ d. an hour for apprentices. The general minimum time rates fixed under the Trade Boards Acts for perambulator and invalid carriage manufacture were increased by $\frac{1}{2}$ d. an hour for men, by 1 $\frac{1}{2}$ d. an hour for women and by various amounts for younger workers. The agreed minimum rates of wages of men employed in slaughter-houses

were increased by 6s. a week, with smaller increases for youths and boys. There were also increases in the rates of wages of cokemen and by-product workers in Durham, sawyers and wood-cutting machinists in a few districts, and workpeople employed in pin, hook and eye and snap fastener manufacture.

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

The flat-rate additions to wages in the iron and steel industry (pig-iron manufacture, iron puddling, steel melting and rolling, etc.) were reduced in most districts by 1d. a shift for men and $\frac{1}{2}$ d. or $\frac{1}{4}$ d. a shift for youths and boys. Decreases of similar amount took effect also in tinplate manufacture. In iron-ore mining there were decreases for men of 1d. a shift in some districts with smaller decreases for younger workers. For workpeople engaged in tobacco manufacture the Trade Board minimum rates were reduced by 5 $\frac{1}{2}$ d. a week in the case of men and 3 $\frac{1}{4}$ d. a week in the case of women and juveniles. In cinematograph film production the cost-of-living bonus of technical and laboratory workers was decreased by 6d. a week.

Of the total increase of £100,000, about £88,000 was the result of arrangements made by joint standing bodies of employers and workpeople; and nearly all the remainder was the result of direct negotiations between employers and workpeople or their representatives. The whole of the decrease of approximately £4,000 was due to the operation of sliding scales based on the official cost-of-living index figure.

Hours of Labour.

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

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Mining and Quarrying.	South and West Durham.	6 Nov.	Limestone quarrymen	Flat-rate addition to wages, previously granted, decreased† by 1d. a shift (2s. 8d. to 2s. 7d.) for men and youths 18 years and over, and by $\frac{1}{2}$ d. (1s. 4d. to 1s. 3 $\frac{1}{2}$ d.) for boys.
	Cleveland	do.	Iron-ore miners	
	North Lincolnshire ..	5 Nov.	Ironstone miners and quarrymen ..	Flat-rate addition to wages, previously granted, decreased† by 1d. a shift (3s. 8d. to 3s. 7d.) for men, by $\frac{1}{2}$ d. (2s. 9d. to 2s. 8 $\frac{1}{2}$ d.) for youths 18 and under 21 years, and by $\frac{1}{4}$ d. (1s. 10d. to 1s. 9 $\frac{1}{2}$ d.) for boys.
	Nottinghamshire, Leicestershire and adjoining parts of Lincolnshire.	2 July†	Ironstone miners and limestone quarrymen.	Cost-of-living sliding-scale arrangements revised, resulting in increases of 1s. 7-6d. a shift in the flat-rate additions for men as from 2nd July, with a further increase of 1d. as from 6th Aug., and a further 1d. as from 3rd Sept., and increases of proportional amounts for youths and boys. Flat-rate additions after changes: 4s. 4d. a shift for men, 3s. 3d. for youths 18 and under 21 years, and 2s. 2d. for boys. Additional allowances of 1s., 9d. and 6d. a shift, for men, youths and boys respectively, previously granted, discontinued.
	Northamptonshire (including Corby). Banbury	do.	Ironstone miners and quarrymen and limestone quarrymen.	
	do.	do.	Ironstone miners and quarrymen ..	
	Nottinghamshire, Leicestershire and adjoining parts of Lincs., Northamptonshire (including Corby) and Banbury.	5 Nov.	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages, previously granted, decreased by 1d. a shift (4s. 4d. to 4s. 3d.) for men, by $\frac{1}{2}$ d. (3s. 3d. to 3s. 2 $\frac{1}{2}$ d.) for youths 18 and under 21 years and by $\frac{1}{4}$ d. (2s. 2d. to 2s. 1 $\frac{1}{2}$ d.) for boys.
	Northumberland and Durham	1 Nov.	Freestone quarrymen	Increase of 1d. an hour for skilled workers and of $\frac{1}{2}$ d. for unskilled workers. Rates after change: stone planing machine men 2s. 0 $\frac{1}{2}$ d. and 1s. 11d. an hour, according to locality; quarrymen and grindstone turners 2s., 1s. 10 $\frac{1}{2}$ d.; cranemen 1s. 9d., 1s. 7 $\frac{1}{2}$ d.; labourers 1s. 7d., 1s. 5 $\frac{1}{2}$ d.
	Great Britain	11 Nov.	Workpeople employed in the production of ballast, sand (other than moulding and refractory sand) and gravel aggregates for use in concrete and in building construction and roadmaking.	Increase of 1d. an hour for men, other than watchmen, of 6d. a shift for watchmen, and of proportional amounts for youths and boys. Rates after change: labourers—1s. 7 $\frac{1}{2}$ d., 1s. 7d., 1s. 6 $\frac{1}{2}$ d., 1s. 6d., 1s. 5 $\frac{1}{2}$ d., and 1s. 5d. an hour, according to area; watchmen 10s., 9s. 6d. or 9s. a shift.
	England and Wales (various districts).§	1 Nov.	Masons engaged on building stone production at freestone quarries.	Increase of 1d. an hour.¶
Slag and Tar Macadam.	Scunthorpe (certain firms).	6 Nov.	Men, youths and boys	Flat-rate addition to wages, previously granted, decreased† by 0.1d. an hour (4.7d. to 4.6d.) for men, by 0.075d. (3.525d. to 3.45d.) for youths 18 and under 21 years, and by 0.05d. (2.35d. to 2.3d.) for boys.||
Coke Manufacture.	Durham	1 Nov.	Cokemen and by-product workers ..	Increase of 4 per cent. on basis rates, making wages 98 per cent. above the basis rates.¶
	Cumberland, South Durham, Cleveland, Lincolnshire and Northamptonshire (certain firms).	5 Nov.	Men, youths, boys, women and girls employed at coke oven plants attached to blastfurnaces.	Flat-rate addition to wages, previously granted, decreased† by 1d. a shift (3s. 8d. to 3s. 7d.) for men and for women and youths employed on men's work, by $\frac{1}{2}$ d. (2s. 9d. to 2s. 8 $\frac{1}{2}$ d.) for youths 18 and under 21 years and for women** employed on youths' work and by $\frac{1}{4}$ d. (1s. 10d. to 1s. 9 $\frac{1}{2}$ d.) for boys and for girls on boys' work.
Drug and Fine Chemical Manufacture.	Great Britain	2nd pay day in Nov.	Men, youths and boys, and women and girls (employed on women's and girls' work) engaged in the manufacture and wholesale distribution of chemicals, drugs, proprietary medicines and essences.	Increases of 4s. a week (48 hours) in minimum time rates for men and youths 18 years and over, of 2s. 6d. for women 18 and over, of 3s. for boys and of 1s. 6d. for girls. Minimum time rates after change: men—Class I occupations 88s., II 83s., III 78s.; women—Class I occupations 57s., II 51s.; youths and boys 25s. at 14 rising to 59s. at 20 and under 21; girls 23s. 6d. to 43s. 6d.

* The particulars of numbers affected by changes in rates of wages and working hours, and of the amounts 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.

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

‡ These increases were agreed upon on 31st October, and made retrospective to the date shown. Under the new arrangement the flat-rate addition to wages is proportionate to the number of points by which the official index figure of the cost-of-living exceeds 50 (instead of 62 as formerly), and the amount of addition per shift for each point is 1d. for men, $\frac{1}{2}$ d. for youths 18 and under 21 years, and $\frac{1}{4}$ d. for boys (instead of 0.8d., 0.6d. and 0.4d. as formerly).

§ The districts are those covered by the Area Councils for Yorkshire, North-East Lancashire, East Lancashire, Bolton and district, Wigan and district, Stalybridge and district, Gloucestershire and Somerset, and South Wales and Monmouthshire set up by the National Industrial Council for the Freestone Quarrying Industry. The increase was granted under an arrangement whereby the wage rates of the workpeople in question are regulated in accordance with wages in the building industry.

¶ Wages continue to be supplemented by incentive bonuses of $\frac{1}{2}$ d. to 4d. an hour, according to output.

|| This increase took effect under an arrangement whereby wages 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.

** Women aged 21 and over may not receive less than 4s. 8d. a shift, plus an addition of 66.5 per cent. and a flat-rate addition of 3s. 7d.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Chemical Manufacture.	England and Wales (excluding Liverpool and Birkenhead). Scotland	1 Nov. do.	Building craftsmen employed at chemical works. do.	Increase of 1d. an hour.* Increase of 1½d. an hour. Rates after change: plumbers and bricklayers 2s. 2½d., other craftsmen 2s. 2d.†
	Great Britain (certain firms).	do.	Chemical plumbers (leadburners) and labourers employed on contracting work, excluding those engaged on homogeneous lead lining.	Increases of 1d. an hour for skilled men, of ½d. for labourers and of proportional amounts for apprentices. Rates after change: skilled men 2s. 5½d., labourers 1s. 9½d., apprentices ½ of skilled men's rate in 1st year rising to ¾ in 5th year.
Iron and Steel Manufacture.	Cleveland and Durham, W. Cumberland and N. Lancashire, N. Lincolnshire, Leicestershire, Staffordshire, Northamptonshire, and S. Wales and Monmouthshire.	5 Nov.	Workpeople employed at blast-furnaces, except those whose wages are regulated by wages movements in other industries.	Flat-rate addition to wages, previously granted, decreased† by 1d. a shift (3s. 8d. to 3s. 7d.) for men and for women and youths employed on men's work, by ½d. (2s. 9d. to 2s. 8½d.) for youths 18 and under 21 years and for women§ employed on youths' work and by ¼d. (1s. 10d. to 1s. 9½d.) for boys and for girls on boys' work.
	North-East Coast Area	do.	Iron puddlers and millmen .. .	Flat-rate addition to wages, previously granted, decreased† by 1d. a shift (3s. 8d. to 3s. 7d.) for men, by ½d. (2s. 9d. to 2s. 8½d.) for youths 18 and under 21 years, and by ¼d. (1s. 10d. to 1s. 9½d.) for boys.
	Great Britain||	do.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.).	
	Great Britain¶	do.	Workpeople employed at steel sheet rolling mills.	
	North-East Coast Area	do.	Workpeople employed at steel rolling mills.	
	Barrow-in-Furness ..	do.	Rail-millmen, merchant millmen, enginemmen, cranemen, etc.	Flat-rate addition to wages, previously granted, decreased† by 1d. a shift (3s. 8d. to 3s. 7d.) for men and women 21 years and over, by ½d. (2s. 9d. to 2s. 8½d.) for youths and girls 18 and under 21, and by ¼d. (1s. 10d. to 1s. 9½d.) for those under 18.
	Workington	do.	Steel millmen and labourers (data workers).	
	Scunthorpe	do.	Steel millmen, wagon builders and repairers.	
	Bilston	do.	Steel millmen, maintenance men, etc.	
	West of Scotland ..	do.	Millmen, gas producermen, enginemmen, cranemen, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel rolling mills.	
	South-West Wales, ..	do.	Workpeople employed in Siemens steel manufacture, except bricklayers and carpenters.	Flat-rate addition to wages, previously granted, decreased† by 1d. a shift (2s. 7d. to 2s. 6d.) for men and women employed on men's work and by ½d. (1s. 3½d. to 1s. 3d.) for youths and boys, and for women employed on youths' and boys' work.
Engineering	Swansea, Llanelly, Port Talbot and Neath.	1st full pay period after 8 Nov.	Men, youths and boys employed in engineering works and foundries.	Increases of 1½d. an hour for men and youths 18 years and over and of ¼d. for boys. Plain time rates after change: patternmakers 2s. 5d., other fully qualified craftsmen 2s. 4½d., labourers 1s. 9½d., apprentices—6½d. in 1st year rising to 1s. 7½d. in 5th. Basis for assessing appropriate prices for piece or task work, after change: 83s. 6d. a week, plus 25 per cent., plus 23s. 2½d. total war-time increase.**
Boiler Scaling	Clyde district ..	21 Nov.	Boilerscalers, etc.	Increases of 2d. an hour in plain time rate for boilerscalers and of 2d. in the extra payment for leading hands; increases of 3d. for donkeymen, storekeepers, and refrigerating and generating greasers, of 2½d. for firemen, winch greasers and light-up men, and of 1½d. for tank cleaners and engine-room labourers. Rates after change: boilerscalers—plain time rate on both oil and coal burning vessels 2s. 2d. an hour, leading hands 4d. extra, donkeymen, store-keepers, and refrigerating and generating greasers 2s. 3d., firemen, winch greasers and light-up men 2s. 2d., tank cleaners and engine-room labourers 2s.
Ship-Repairing¶	Grimsby	Pay week beginning 22 Nov.	Welders, platers, riveters, burners, caulkers, holders-up and drillers.	Lieu rates fixed as follows: welders 160s. a week, platers 150s. 6d., riveters, burners, caulkers, holders-up 142s., drillers 122s. 6d.††
Galvanising	England and Wales‡‡	6 Nov.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing.	Flat-rate addition to wages, previously granted, decreased† by 1d. a shift (3s. 8d. to 3s. 7d.) for men and women, by ½d. (2s. 9d. to 2s. 8½d.) for youths and girls 18 and under 21 years, and by ¼d. (1s. 10d. to 1s. 9½d.) for those under 18.
Tinplate Manufacture.	South Wales, Monmouthshire and Gloucestershire.	5 Nov.	Men, women and juveniles, excluding those engaged on maintenance work.	Flat-rate addition to wages, previously granted, decreased† by 1d. a shift (3s. 8d. to 3s. 7d.) for men, and for women 21 years and over employed on men's work, and by ½d. (1s. 10d. to 1s. 9½d.) for other women and juveniles.
Pin, Hook and Eye and Snap Fastener Manufacture.	Great Britain ..	20 Nov.	Youths, boys, women and girls, other than homeworkers.	Increases of ¼d. to 1½d. an hour in general minimum time rates for youths and boys 16 and under 21 years, of 2½d. for female charge hands, of 1½d., 1½d., and ½d. for other women, 18 and under 19, 19 and under 21, and 21 and over, respectively, and of ¼d. to 1½d. for girls; and increase of 1½d. an hour (1s. 0½d. to 1s. 1½d.) in piece-work basis time rate for female workers of all ages. General minimum time rates after change include: female charge hands 1s. 3d., other women 18 years and over 1s. §§
Tube Manufacture.	Newport (Mon.) and Landore.	5 Nov.	Men, youths and boys .. .	Decrease† of ¾d. a shift for men and of ¾d. for youths and boys. Rates after change: men 2s. 10½d., youths and boys 1s. 5½d.
Brass and Copper Manufacture.	Birmingham, Wolverhampton and Stafford district.	Beginning of pay period after 1 Sept.	Men employed in strip and sheet rolling mills and tube mills.	See note ||||
Woollen and Worsted.	Bradford and district ¶¶	1 Nov.	Building trade operatives .. .	Increase of 3s. 8d. a week (48 hours) for craftsmen and of 2s. 9d. for labourers. Rates after change: craftsmen 91s. 8d., labourers 72s. 5d.
Textile Dyeing and Finishing	Bradford and district (certain firms)***	1 Nov.	Building trade operatives .. .	Increase of 1d. an hour for craftsmen and of ¾d. for labourers. Rates after change: craftsmen 2s. 1d., labourers 1s. 7½d.

* This increase applied to employees of firms affiliated to the Association of Chemical and Allied Employers.
† This increase applied to employees of members of the Scottish Association of Chemical Manufacturers, affiliated to the Association of Chemical and Allied Employers.
‡ Under cost-of-living sliding-scale arrangements.
§ Women aged 21 years and over may not receive less than 4s. 8d. a shift, plus additions of 53·7, 62·5, 66·5 or 67·5 per cent. according to district, and a flat-rate addition of 3s. 7d.
|| These decreases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), the Midlands, South Wales and West of Scotland.
¶ These decreases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.
** These increases were the result of an arbitration award by a Panel of the Welsh Engineers and Founders Conciliation Board and applied to workpeople employed in works governed by the Board.
†† These rates replace the lieu rates previously agreed upon, and they apply to repair work on all types of vessels. Piece work is to be worked, wherever possible, in accordance with current piece price lists. National conditions are to apply to men employed inside fuel tanks.
‡‡ This decrease affected mainly the employees of firms which are members of the Galvanising Conciliation Board.
§§ 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.
|||| In the summary of this change appearing on page 169 of the October issue of this GAZETTE, the reference to light alloy is erroneous and should be deleted.
¶¶ Including Queensbury, Shipley and Pudsey.
*** These increases applied to workers employed by firms which are members of the Bradford Dyers' Association Ltd.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Ready-made and Wholesale Bespoke Tailoring.	Great Britain ..	8 Nov.	Men, youths and boys ..	Increases of 1½d. an hour in general minimum time rates for men in specified occupations and other men 22 years and over, of ½d., 1d. or 1½d., according to age, for workers under 22, and of 1d. for late entrants during 1st 12 months' employment; and increase of 1½d. in piecework basis time rates.*
			Women and girls ..	Increases of 1½d. an hour in general minimum time rates for female workers, other than learners, and of ½d. or 1d., according to period of service, for learners; and increase of 1½d. in piecework basis time rates.*
Shirtmaking	Great Britain ..	8 Nov.	Men, youths and boys ..	Increases of 1½d. an hour in general minimum time rates for men in specified occupations and other men 22 years and over, and of ½d., 1d. or 1½d., according to age, for younger workers; and increase of 1½d. in piecework basis time rates.†
			Women and girls ..	Increases of 1½d. an hour in general minimum time rates for female workers, other than learners, and of ½d. or 1d., according to period of service, for learners; and increase of 1½d. in piecework basis time rates.†
Tobacco, etc., Manufacture.	Great Britain ..	1 Nov.	Men, women and juveniles ..	Decreases† of 5½d. a week for men and of 3½d. for women and juveniles in the existing additions on a time basis to the minimum rates of both time and pieceworkers.§
Sugar Confectionery and Food Preserving.	Northern Ireland ..	20 Nov.	Men, youths, boys, women and girls	Increases of ½d. an hour in general minimum time rate for men and others entitled to the men's rate, of ½d. for women 18 and over and others entitled to the women's rate, and for boys under 15, and of ½d. for other workers; and increase of ½d. in piecework basis time rates for male and female workers.§
Millsawing	Manchester and district.	1 Nov.	Workpeople employed in steam joinery and sawmill shops.	Increases of 1d. an hour for skilled workers and of ½d. for male labourers with proportional increases for female labourers. Rates after change for woodcutting machinists 2s. 1d.
	Preston and district ..	Beginning of 1st full pay week in Nov.	Woodcutting machinists employed in sawmill and building trade shops and labourers employed in sawmills.	Increase of 1d. an hour. Rates after change: woodcutting machinists 2s. 1d., labourers 1s. 7½d.
	Scotland ..	Week ending 4 Nov.	Woodcutting machinists and sawyers	Increases of ½d. an hour (2s. to 2s. 0½d.) for journeymen and male dilutees after 9 months' employment, and of proportional amounts for apprentices and improvers, male dilutees during 1st 9 months' employment and female dilutees.
Packing Case Making.	Manchester, Salford, and Bolton.	1 Nov.	Woodcutting machinists and sawyers employed in packing case and box shops.	Increase of 1d. an hour for journeymen and of proportional amounts for apprentices. Rates after change: journeymen 2s. 1d., apprentices—25 per cent. of journeymen's rate at under 17 years rising to 75 per cent. at 20 and under 21.
	do. ..	1st pay day after 25 Nov.	Wood and tin packing case makers	Increases of 1d. an hour for journeymen and of proportional amounts for apprentices. Rates after change: journeymen 2s. 1d., apprentices 20 per cent. of journeymen's rate at 14 and under 15 years rising to 70 per cent. at 20 and under 21.
	Oldham ..	do. Week ended 4 Nov.	Packing case makers ..	Increase of 1d. an hour (1s. 10½d. to 1s. 11½d.).
	Scotland (excluding Aberdeen).	do. Week ended 4 Nov.	Woodcutting machinists and sawyers employed in packing case shops.	Increases of ½d. an hour for journeymen and of proportional amounts for apprentices. Rates after change: journeymen 2s. 0½d., apprentices ½ of journeymen's rate in 1st year rising to ¾ in 5th year.
	do. ..	1st pay period in Nov.	Boxmakers and millworkers, employed in packing case shops, and women and girls employed on all classes of work connected with hand making of boxes.	Increases of ½d. an hour for journeymen, of proportional amounts for apprentices, of ½d. for women 18 years and over, and of ½d. for girls. Rates after change: journeymen 2s. 0½d. an hour; women 18 years and over—1st 3 months 1s. 0½d., 2nd 3 months 1s. 1½d., 3rd 3 months 1s. 3½d., after 9 months 1s. 5½d.; girls—5½d. at 14 rising to 9½d. at 17 and under 18.
Perambulator and Invalid Carriage Manufacture.	Great Britain ..	13 Nov.	Men, youths, boys, women and girls	Increases of ½d. an hour in general minimum time rates for men, of 1½d. for women 21 years and over, of 1d. for youths 18 and under 21 employed as porters or labourers, of 3s. to 12s. a week (48 hours) for other youths and boys, and of 5s. to 10s. for girls. Piecework basis time rates remain 10 per cent. above the appropriate general minimum time rates.||
Coopering	Great Britain and Belfast.	1st pay day after 4 Nov.	Timeworkers, pieceworkers and apprentices.	Emergency bonus increased by 1d. an hour (2d. to 3d.) for journeymen timeworkers and pieceworkers, for all hours worked including overtime, and by ½d. (1d. to 1½d.) for apprentices. Rates after change for journeymen: timeworkers—London 2s. an hour, elsewhere 1s. 11d., plus 3d. an hour in all cases; pieceworkers—basic rates plus 107½ per cent. plus 3d. an hour.
Building	London district (within a 15-mile radius of Charing Cross).	1 Nov.	Bricklayers, stone and marble masons, marble polishers, carpenters and joiners, machinists, slaters and tilers, plasterers, plumbers, painters, french polishers and labourers.	Increases of 1d. an hour in standard rates for craftsmen, of ½d. for labourers and of proportional amounts for apprentices and young male labourers.¶ Rates after change for men: within a 12-mile radius of Charing Cross—masons (fixers) 2s. 3½d., bricklayers, masons (banker hands), carpenters and joiners**, woodcutting machinists, slaters and tilers, plasterers, plumbers**, painters and french polishers 2s. 2½d., marble polishers 2s. 0½d., labourers 1s. 8½d.; 12 to 15 miles from Charing Cross—½d. an hour less for craftsmen and ½d. less for labourers.††
			Derrick, crane, etc., drivers, signalmen, fitters, etc.	Increases of 1d. an hour for skilled workers and of ½d. for unskilled workers.¶ Rates after change include: within a 12-mile radius of Charing Cross—derrick drivers 2s. 1½d. (plus height money), boiler attendants and crane signalmen 1s. 8½d., fitters and blacksmiths 2s. 2½d., rope runners 1s. 10d.; 12 to 15 miles from Charing Cross—½d. an hour less for boiler attendants and crane signalmen, ½d. an hour less for other classes.
	Other districts in England and Wales (excluding Liverpool and Birkenhead). ‡‡	do.	Building operatives ..	Increases of 1d. an hour in standard rates for craftsmen, of ½d. for labourers and of proportional amounts for apprentices and young male labourers.¶ Rates after change for craftsmen** and labourers respectively; Grade A towns 2s. 1d., 1s. 7½d.; A1 2s. 0½d., 1s. 7½d. A2 2s., 1s. 7d.; A3 1s. 11½d., 1s. 6½d.; B 1s. 11d., 1s. 6½d.; B1 1s. 10½d., 1s. 5½d.; B2 1s. 10d., 1s. 5½d.; B3 1s. 9½d., 1s. 5d.; C 1s. 9d., 1s. 4½d.††
	London ..	do.	Road haulage workers ..	Increase of 4s. a week. Rates after change: motor drivers 79s. 6d. to 98s. 6d., according to carrying capacity of vehicle; tractor (steam and I.C.) and steam wagon drivers 97s. 6d.; mates and statutory attendants 18 years and over 84s. 6d.; drivers of mechanical vehicles with trailers 6d. a day more; carmen—one-horse 81s. 6d., two-horse 85s. 6d., assistant horsekeepers and stablemen 81s. 6d.
	England and Wales (excluding London).	do.	Road haulage workers ..	Increase of 4s. a week. Rates after change: motor drivers—district in Grade I, 76s. to 93s. 6d., according to carrying capacity of vehicles, Grade 2, 71s. 6d. to 88s. 6d., Grade 3, 66s. 6d. to 83s. 6d.; mates and statutory attendants 18 years and over 79s. 6d., 74s. 6d., 69s. 6d.

* 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. † 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. ‡ Under cost-of-living sliding-scale arrangements. § These changes took effect under Orders issued under the Trade Boards Acts. Details are contained in the confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office. || These increases resulted from a modification of the cost-of-living sliding scale operative in the industry under an Order issued under the Trade Boards Acts, and correspond to an official cost-of-living figure of 97 and less than 105. Details are contained in the confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office. ¶ As from 1st July, 1945, the standard rates for craftsmen are to be raised by a further 1d. an hour, with corresponding increases for other operatives. ** A tool allowance of 2d. a day is paid to carpenters, joiners and plumbers. †† The rates of wages for women operatives remain at 1s. 6½d. an hour on craft processes (after a probationary period of three months) and 1s. 3d. an hour on work other than craft processes. ‡‡ For wage purposes, the majority of localities have been assigned to the various grades; but the localities so graded are too numerous to be quoted in the space available. In the Isle of Wight, an additional increase of ½d. an hour for craftsmen and labourers with proportional increases for apprentices, etc., took effect on 1st November, due to the transfer of that area from Grade B1 to Grade B.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics.</i>)
Building— (<i>continued.</i>)	Scotland*	1 Nov.	Building operatives, except painters: Craftsmen and labourers	Increase of 1½d. an hour. Rates after change, for craftsmen and labourers respectively: Grade A districts 2s. 2d., 1s. 8½d.; A1 2s. 1½d., 1s. 8½d.; A2 2s. 1d., 1s. 7½d.; A3 2s. 0½d., 1s. 7½d.; B 2s., 1s. 7d.; B1 1s. 11½d., 1s. 6½d.
			Women (17 years and over) ..	Increase of 1½d. an hour. Rates after change: women employed on craft processes 1s. 8½d. (after 3 months' probation), on work other than craft processes 1s. 5d.
			Apprentices	Increase of 2s. 9d. a week. Rates after change (including bonus): plumbers' apprentices—20s. 7d. in 1st year of apprenticeship rising to 57s. 7d. in 6th year; plasterers' apprentices—20s. 7d. in 1st year of apprenticeship rising to 43s. 7d. in 5th year; other apprentices—20s. 7d. to 46s. 7d.
	Scotland†	do.	Painters	Increase of 1½d. an hour. Rates after change: Grade A towns 2s. 2d., B 2s. 1d., C 2s.
			Painters' apprentices	War bonus increased by 3s. a week. Rates after change (including bonus): Grade A towns 21s. in first year of apprenticeship rising to 42s. in 6th year; Grade B 19s. 6d. to 40s.; Grade C 19s. to 38s.
	Northern Ireland ..	9 Nov.	Craftsmen and labourers employed in the building industry, and similar classes of workpeople employed by civil engineering contractors.	Increases of 1d. an hour for craftsmen, except in Newry, Rostrevor and Warrenpoint, and of ½d. for labourers in Belfast and 1d. elsewhere. Rates fixed for plumbers in a number of localities. Rates after change: plumbers 1s. 11½d. to 2s. 3d., according to locality, other craftsmen 1s. 11½d. to 2s. 2d., labourers 1s. 4½d. to 1s. 7½d.†
Civil Engineering.	Great Britain*	1 Nov.	Men, youths and boys	Increases of 1d. an hour for men (watchmen 6d. a shift) and of proportional amounts for youths and boys on youths' and boys' work. Rates after change for navvies and labourers: London Area Super Grade 1s. 9d., Class I districts 1s. 8d., 1A 1s. 7½d., 2 1s. 7d., 2A 1s. 6½d., 3 1s. 6d., 3A 1s. 5½d., 4 1s. 5d., 4A 1s. 4½d., 5 1s. 4d.
Asphalt Laying.	England and Wales	1 Nov.	Workpeople employed in asphalt laying.	Increases of 1d. an hour for spreaders, of ½d. for potmen and of proportional amounts for apprentices. Rates after change: spreaders—London area 2s. 3½d., provincial area 2s. 2d.; potmen 1s. 11d., 1s. 10d.; apprentices—20 per cent. of spreaders' rate at 14 years rising to 75 per cent. at 20 and under 21.
	Scotland	do.	do.	Increases of 1½d. an hour for men and of 2s. 9d. a week for apprentices. Rates after change: spreaders 2s. 2½d., potmen 1s. 10½d., labourers (outside) 1s. 8½d.; apprentices 28s. 1d. in 1st year of apprenticeship rising to 71s. 4d. in 5th year (including bonus in each case).
Gas Retort Setting, etc.	England and Wales (excluding Liverpool and Birkenhead) and Northern Ireland.	1 Nov.	Retort setters and bricklayers, and labourers waiting upon retort setters or bricklayers, employed by outside contractors on certain classes of work in gasworks, and labourers directly engaged on dismantling retort settings.	Increases of 1d. an hour for craftsmen, of ½d. for labourers, and of proportional amounts for apprentices.
	Scotland	do.	do.	Increases of 1½d. an hour for craftsmen and labourers and of proportional amounts for apprentices.
Furnace Building.	England and Wales (excluding Liverpool and Birkenhead) and N. Ireland. ..	1 Nov.	Bricklayers and masons	Increases of 1d. an hour for journeymen and of proportional amount for apprentices.
	Scotland	do.	do.	Increases of 1½d. an hour for journeymen and of proportional amount for apprentices.
Coke Oven Construction.¶	England and Wales (excluding Liverpool and Birkenhead) and N. Ireland.	1 Nov.	Bricklayers and masons	Increases of 1d. an hour for craftsmen and of proportional amounts for apprentices.
	Scotland	do.	do.	Increases of 1½d. an hour for craftsmen and of proportional amounts for apprentices.
Demolition Contracting.	England and Wales (excluding Liverpool and Birkenhead). Scotland	1 Nov. do.	Men, youths and boys do.	Increases of 1d. an hour for building craftsmen employed in recovering items of value, of ½d. for other men and youths 18 years and over, and of proportional amounts for younger workers. Increases of 1½d. an hour for men and youths 18 years and over and of proportional amounts for younger workers.
Skip and Basket Making.	Lancashire and Cheshire	1 Nov.	Skip and basket makers	<i>Decrease¶ in bonus of 1 per cent. on time rates and on list prices, leaving the bonus 141 per cent.</i>
Slaughtering.	Great Britain ..	Pay day in week beginning 6 Nov.	Men, youths and boys	Increases in minimum rates of 6s. a week for men, of 3s. 6d. for youths 18 and under 21 years, of 3s. for boys at 17 and under 18, and of 2s. at 15 and under 17. Minimum time rates after change for men: foremen slaughtermen 115s., slaughtermen 95s., other workers 77s. 6d. Fall-back wage under the Essential Work (Slaughtering Industry) Order, for full-time slaughtermen working on head rates and piece rates, 95s. with an abatement of 5s. for a full day, or 2s. 6d. for a half-day when the worker is engaged on other work.
Cold Storage	Glasgow	Beginning of 1st full pay period after 27 Nov.	Engine room staff (male workers 19 years and over) employed by cold storage companies.	Increase of 1d. an hour. Rates after change: engine drivers 2s. 0½d., greasers 1s. 10½d.**
Navy, Army and Air Force Institutes.	Great Britain ..	Beginning of 1st full pay period after 6 Nov.	Male and female clerical workers ..	Increases of 3s. a week in minimum rates at 21 years of age and over, of 2s. at 18 and under 21 and of 1s. at under 18.**
Cemeteries	London	1st pay day in Nov.	Gravediggers, gardeners, etc., employed in certain non-municipal cemeteries.	Increase of 4s. 6d. a week in war bonus for men, of 3s. 4½d. for youths 18 and under 21 years and of 2s. 3d. for boys 16 and under 18. Rates after change for men: gravediggers 89s. 6d., assistant gravediggers 81s. 6d., gardeners 82s. 6d., labourers 79s. 6d. (including war bonus of 23s. 6d. for gravediggers, 22s. 6d. for assistant gravediggers and gardeners and 24s. 6d. for labourers.)
Cinematograph Film Production.	Great Britain ..	1st pay day in Nov.	Technicians, whose normal salaries do not exceed £17 10s. a week, employed on the production of short films.	<i>Bonus decreased¶ by 6d. a week (23s. 6d. to 23s.) at 21 years and over and by 3d. (11s. 9d. to 11s. 6d.) at under 21.</i>
	do.	do.	Laboratory workers	<i>Bonus decreased¶ by 6d. a week (23s. 6d. to 23s.) at 21 years and over and by 4d. (15s. 8d. to 15s. 4d.) at under 21.</i>
	do.	do.	Cine-technicians, whose normal salaries do not exceed £17 10s. a week.	
	United Kingdom ..	do.	Technical workers, including learners, employed in producing newsreels.	

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

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

‡ These changes were agreed upon by the Joint Council for the Building and Civil Engineering Industry for Northern Ireland. In certain localities, in which the rate for painters was lower than that for craftsmen other than plumbers, the removal of this difference resulted in additional increases for painters ranging from ½d. to 2½d. an hour. In Belfast, apprentices in the building industry are paid a proportion of the craftsmen's rates rising from 20 per cent. in the first year of apprenticeship to 60 per cent. in the fifth year. The rates shown above relate to a recognised normal working week of 44 hours at Aldergrove, Bangor, Belfast, Dromore, Lisburn, Lurgan and Newtownards and 47 hours elsewhere.

§ *Viz.*, work of new construction, repairs or renewals of carbonising and gas-making plant, and the building or repairing of retort stacks and chimneys; also work on retort-house brickwork when the retort house forms part of the same contract as the retort bench; and furnace or similar hot work.

¶ *Viz.*, work of new construction, repairs or renewals of white brickwork on coke oven batteries.

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

** These increases were the results of awards by the National Arbitration Tribunal.

TRADE DISPUTES IN NOVEMBER.

Number and Magnitude.—The number of disputes involving stoppages of work*, reported to the Department as beginning in November, was 183. In addition, 19 stoppages which began before November were still in progress at the beginning of that month. The approximate number of workpeople involved in these 202 stoppages, including workpeople thrown out of work at the establishments where the disputes occurred, is estimated at about 44,000, and the aggregate number of working days lost at those establishments during November is estimated at 124,000.

In the 183 stoppages which began during November, about 29,000 workpeople were directly involved and over 7,000 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 19 stoppages which began before November, and were still in progress at the beginning of that month, the total number of workpeople involved during November, either directly or indirectly, was nearly 8,000.

Of all the stoppages of work through industrial disputes known to have been in progress at some time in November the coal mining industry accounted for 101, involving over 19,000 workpeople and resulting in an aggregate loss of 39,000 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 November:—

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	3	98	101	19,200	39,000
Metal, Engineering and Shipbuilding ..	10	54	64	17,600	55,000
Textile	3	7	10	2,900	18,000
Transport	2	10	12	3,000	7,000
Other Industries ..	1	14	15	1,400	5,000
Total, November, 1944	19	183	202	44,100	124,000
Total, October, 1944 ..	17	219	236	62,100	232,000
Total, November, 1943	9	203	212	108,800	363,000

Duration.—Of 183 stoppages of work, owing to disputes, which came to an end during November, 79, directly involving 10,600 workpeople, lasted not more than one day; 48, directly involving

6,900 workpeople, lasted two days; 14, directly involving 1,500 workpeople, lasted three days; 25, directly involving 5,900 workpeople, lasted four to six days; and 17, directly involving 7,800 workpeople, lasted over six days.

Causes.—Of the 183 disputes leading to stoppages of work which began in November, 26, directly involving 5,100 workpeople, arose out of demands for advances in wages, 10, directly involving 1,000 workpeople, out of proposed reductions in wages, and 40, directly involving 4,400 workpeople, on other wage questions; 7, directly involving 1,900 workpeople, on questions as to working hours; 17, directly involving 1,800 workpeople, on questions respecting the employment of particular classes or persons; 74, directly involving 12,700 workpeople, on other questions respecting working arrangements; and 9, directly involving 2,300 workpeople, on questions of trade union principle.

TOTALS FOR JANUARY–NOVEMBER, 1944 AND 1943.

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

Industry Group.	January to November, 1944.			January to November, 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.
Fishing and Agriculture ..	7	700	2,000	5	1,800	14,000
Coal Mining ..	1,170	560,300†	2,466,000	775	277,00†	824,000
Other Mining and Quarrying ..	21	3,400	13,000	17	1,700	3,000
Brick, Pottery, Glass, Chemical, etc. ..	22	1,600	4,000	29	1,600	4,000
Engineering ..	236	120,300	584,000	266	112,800	390,000
Shipbuilding ..	188	38,800	347,000	181	30,700	131,000
Other Metal ..	138	21,500	74,000	122	18,100	57,000
Textile ..	45	6,500	46,000	47	5,700	16,000
Clothing ..	28	2,700	5,000	20	2,000	3,000
Food, Drink and Tobacco ..	7	800	3,000	16	8,400	27,000
Building ..	43	4,900	7,000	67	12,200	23,000
Transport ..	75	26,400	80,000	65	52,300	178,000
Other Industries	61	7,800	17,000	39	3,200	7,000
Total ..	2,041	795,700†	3,648,000	1,649	528,300†	1,677,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING NOVEMBER.

Occupations and Locality.	Approximate Number of Workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.†	Began.	Ended.		
COAL MINING:— Colliery workpeople—near Barnsley (one colliery).	1,345	..	1 Nov.	7 Nov.	Dispute respecting the moving of a number of colliers to different working places.	Work resumed. Agreement subsequently reached providing that men should not be moved to other working places except when new workers were brought to the coal face.
Colliery workpeople—South Shields (one colliery).	1,130	30	3 Nov.§	4 Nov.	Dissatisfaction of coal cutters with their wages.	Work resumed on advice of trade union officials.
IRON AND STEEL MANUFACTURE:— Workpeople employed in steel, sheet and tinplate manufacture—Monmouthshire (one firm).	1,200	4,000	22 Nov.	27 Nov.	Objection to certain methods adopted by police officers employed at the works.	Work resumed to permit of negotiations.
ENGINEERING:— Engineering operatives—North West England (one firm).	2,000	..	23 Oct.	4 ¹ Nov.	Dispute respecting the interpretation of National Arbitration Award No. 326 relating to the wages of men in the Engineering Industry.	Work resumed to permit of negotiations.
SHIPBUILDING:— Shipbuilding operatives—Walker-on-Tyne (one firm).	500	..	16 Oct.	..	Against the employment of unskilled labour on certain work, which, it was claimed, should only be performed by skilled workers.	No settlement reported. (A Court of Inquiry has been appointed—see page 209).
THREAD MANUFACTURE:— Operatives employed in thread manufacture—Paisley (one firm).	2,340	..	31 Oct.||	8 Nov.	Demand for an increase in wages and improved working conditions.	Work resumed to permit of negotiations.
TRANSPORT:— Port transport workers—Cardiff.	1,350¶	..	10 Nov.¶	17 Nov.	In support of a demand by a number of dockers for a guaranteed wage of 30s. a day when required to unload timber.	Work resumed on advice of a trade union official; claim to be dealt with by constitutional machinery.
CEMENT MANUFACTURE:— Workpeople employed in asbestos cement manufacture—Kent (one firm).	390	..	30 Oct.	6 Nov.	Demand for an increase in the wages of women employed on a new process of cutting sheets; or alternatively, for the withdrawal of the process.	Work resumed: old process to be operated for one week and new process then to be given a month's trial to permit of investigation by employers' and workpeople's representatives.

* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. In addition, stoppages involving less than 10 workpeople, and those which lasted less than one day, are also omitted from the statistics, except when the aggregate number of working days lost exceeded 100. The figures 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 350,000, and in 1943, 170,000. For all industries combined the corresponding *net* totals were approximately 570,000 and 390,000, respectively.

‡ *i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes.

§ The stoppage began on the night shift of 2nd–3rd November.

|| The stoppage began on the night shift of 30th–31st October.

¶ Only a small number of workpeople were involved prior to 15th November.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st December, 1944.

Rise since July, 1914	.. ..	Food	68%	All Items	101%
Change since 1st	{ Index Points	..	nil	..	nil
November, 1944	{ Per cent.	..	nil	..	nil

FOOD.

Retail prices of food at 1st December showed little change, on average, as compared with those at 1st November.

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

Article.	Average Price (per lb. unless otherwise indicated) to the nearest $\frac{1}{4}$ d., at—			Percentage Increase or Decrease (—) at 1st Dec., 1944, compared with	
	1st Dec., 1944.	1st Nov., 1944.	1st Sept., 1939.	1st Nov., 1944.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Percent.	Percent.
Ribs	1 3 $\frac{1}{4}$	1 3 $\frac{1}{4}$	1 2 $\frac{1}{4}$	..	11
Thin Flank ..	0 9 $\frac{1}{4}$	0 9 $\frac{1}{4}$	0 7 $\frac{1}{4}$	..	27
Beef, Chilled or Frozen					
Ribs	1 1	1 1	0 9 $\frac{1}{4}$	..	35
Thin Flank ..	0 6	0 6	0 4 $\frac{1}{4}$	..	23
Mutton, British—					
Legs	1 5 $\frac{1}{4}$	1 5 $\frac{1}{4}$	1 3 $\frac{1}{4}$	..	13
Breast	0 8	0 8	0 7 $\frac{1}{4}$	..	8
Mutton, Frozen—					
Legs	1 0	1 0	0 10 $\frac{1}{4}$	..	16
Breast	0 4	0 4	0 4	..	..
Bacon*	1 10 $\frac{1}{4}$	1 10 $\frac{1}{4}$	1 3	..	50
Fish	—	—	—	..	27
Flour .. per 6 lb.	1 2 $\frac{1}{4}$	1 2 $\frac{1}{4}$	0 11 $\frac{1}{4}$	..	30
Bread .. per 4 lb.	0 9	0 9	0 8 $\frac{1}{4}$	..	9
Tea	2 10	2 10	2 4	..	21
Sugar (granulated) ..	0 4	0 4	0 3	..	32
Milk .. per quart	0 9	0 9	0 6 $\frac{1}{4}$	..	35
Butter—					
Fresh	1 8	1 8	1 4 $\frac{1}{4}$	..	21
Salt	1 1	1 1	1 3 $\frac{1}{4}$	..	31
Cheese	1 1	1 1	0 10	..	30
Margarine—					
Special	0 9	0 9	0 6 $\frac{1}{4}$ †	..	12
Standard	0 5	0 5	0 5	..	..
Eggs (fresh)‡ .. each	0 2	0 2	†	..	1
Potatoes .. per 7 lb.	0 7	0 7	0 6 $\frac{1}{4}$	..	7

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

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Nov., 1944.	1st Dec., 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	56	56
Tea	52	85	85
Sugar (granulated) ..	46	93	93
Milk	92	156	156
Butter—			
Fresh	13	37	37
Salt	7	41	41
Cheese	16	51	51
Margarine	—8	3	3
Eggs (fresh)	58	60	60
Potatoes	33	43	43
All above articles (Weighted Average on July, 1914, basis)	38	68	68

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st December, 1944, of the articles of food specified was about 68 per cent. higher than in July, 1914, and about 22 per cent. higher than at the beginning of September, 1939.

* 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 December and 1st November, 1944, 2d. was for large eggs (in Ministry of Food category I) and 1 $\frac{1}{4}$ d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1 $\frac{1}{4}$ d. and 2d.

ITEMS OTHER THAN FOOD.

The average level of working-class *rents* (including rates) at 1st December was about the same as at 1st November, 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*, the changes in retail prices during November were relatively small. 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 December the average level of prices was about 67 per cent. higher than at 1st September, 1939, and about 245 to 250 per cent. above the level of July, 1914.

In the *fuel and light* group, the average levels of retail prices of coal and of gas at 1st December were about the same as a month earlier. Prices of coal averaged about 46 per cent. higher than at 1st September, 1939, and about 183 per cent. above the level of July, 1914: prices of gas averaged about 32 per cent. higher than at 1st September, 1939, and about 105 per cent. higher than in July, 1914. There were no appreciable changes 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 December showed little change as compared with 1st November, being about 45 per cent. higher than at 1st September, 1939, and about 164 per cent. higher than in July, 1914.

As regards *other items** included in these statistics, there were relatively few changes in prices during November. In the group as a whole the average level of prices at 1st December was about the same as at 1st November, 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 December, 1944, is approximately **101 per cent. over the level of July, 1914**, the same figure as at 1st November, 1944, as compared with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, *no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.*

The rise of 46 points since the beginning of September, 1939, is equivalent to about 30 per cent. Of these 46 points, about 4 $\frac{1}{2}$ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately three-fourths of a point is due to increases resulting from the Purchase Tax.

SUMMARY TABLE : ALL ITEMS.

Average Percentage 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	55	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	102	102	101	101	101

A detailed account of the method of compilation of these statistics, "The Cost of Living Index Number: Method of Compilation," is obtainable, price 2d. net, from H.M. Stationery Office, at the addresses shown on page 210 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 November† was 178, as compared with 139† in the previous month and with 183† in November 1943. Details for separate industries are given below:—

MINES AND QUARRIES.†		Factories—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	2
Underground	55	Rubber Trades .. ..	..
Surface	6	Gas Works .. ..	..
Metalliferous Mines ..	1	Electrical Stations ..	2
Quarries	7	Other Industries	2
TOTAL,			
MINES AND QUARRIES	69	WORKS AND PLACES UNDER	
		SS. 105, 107, 108, FACTORIES	
		ACT, 1937.	
Factories.		Docks, Wharves, Quays	
Clay, Stone, Cement, Pot-		and Ships	6
tery and Glass	1	Building Operations ..	10
Chemicals, Oils, Soap, etc.	6	Works of Engineering	
Metal Extracting and		Construction	1
Refining	3	Warehouses .. ..	..
Metal Conversion and		TOTAL, FACTORIES ACT	85
Founding (including			
Rolling Mills and Tube			
Making)	10		
Engineering, Locomotive		RAILWAY SERVICE.	
Building, Boilermaking,		Brakesmen, Goods Guards	2
etc.	12	Engine Drivers, Motor-	
Railway and Tramway		men	1
Carriages, Motor and		Firemen	1
other Vehicles and Air-		Guards (Passenger) ..	1
craft Manufacture ..	3	Labourers	5
Shipbuilding	15	Mechanics	2
Other Metal Trades ..	2	Permanent Way Men ..	5
Cotton	2	Porters	1
Wool, Worsted, Shoddy..	1	Shunters	3
Other Textile Manu-		Other Grades	3
facture .. ..	..	Contractors' Servants ..	..
Textile Printing, Bleach-		TOTAL, RAILWAY SERVICE	24
ing and Dyeing	1		
Tanning, Currying, etc..	1	Total (excluding Seamen)	178
Food and Drink	2		
General Woodwork and			
Furniture	3		

INDUSTRIAL DISEASES.

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

I. Cases.		I. Cases—continued.	
LEAD POISONING.		EPITHELIOMATOUS ULCERATION	
		(SKIN CANCER).	
Among Operatives		Pitch	7
engaged in:		Tar	5
Smelting of Metals ..	..	Oil .. ..	..
Plumbing and Soldering	..	TOTAL	12
Shipbreaking .. ..	..	
Other Contact with		CHROME ULCERATION.	
Molten Lead	1	Manufacture of Bichro-	
White and Red Lead		mates	3
Works	2	Dyeing and Finishing ..	..
Pottery .. ..	..	Chrome Tanning .. ..	..
Vitreous Enamelling ..	..	Chromium Plating .. ..	..
Electric Accumulator		Other Industries	3
Works .. ..	..	TOTAL	6
Paint and Colour Works	..	Total Cases	31
Paint used in other			
Industries .. ..	..	II. Deaths.	
Painting of Buildings..	1	OTHER POISONING.	
TOTAL	4	Toxic Anaemia	2
		EPITHELIOMATOUS ULCERATION	
OTHER POISONING.		(SKIN CANCER).	
Aniline	5	Oil	1
Toxic Jaundice	3	Total Deaths	3
Toxic Anaemia	1		
TOTAL	9		

* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished and the figures cover the 5 weeks ended 2nd December, 1944, in comparison with the 4 weeks ended 28th October, 1944, and the 4 weeks ended 27th November, 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-August, 1944, the official cost-of-living index figure was 0.2 per cent. higher than the figure for mid-July, and 28.1 per cent. above the level of mid-August, 1939, as compared with 27.9 per cent. at mid-July, 1944. For food alone the index figure for mid-August, 1944, was 0.2 per cent. above that for mid-July, and 47.3 per cent. above the level of mid-August, 1939, as compared with 47.0 per cent. at mid-July, 1944.

CANADA.

At 1st September, 1944, the official cost-of-living index figure was 0.1 per cent. below the figure for the previous month and 17.9 per cent. above that for 1st September, 1939. For food alone the index figure for 1st September was 0.2 per cent. below that for August, 1944, and 32.0 per cent. above that for 1st September, 1939.

NEW ZEALAND.

At 15th September, 1944, the official war-time price index (adjusted for normal seasonal movements) was 0.2 per cent. higher than the figure for 15th June, 1944, and 0.3 per cent. above the level of 15th December, 1942 (the base date for the war-time index).

SOUTHERN RHODESIA.

In September, 1944, the official cost-of-living index figure (unadjusted for seasonal movements) showed a rise of 0.6 per cent. over the figure for the previous month and of 24.2 per cent. over the level of August, 1939. For food alone the index figure in September, 1944, was 1.2 per cent. higher than the figure for the previous month and 22.1 per cent. above the level of August, 1939.

INDIA.

In August, 1944, the official cost-of-living index figure for the working classes in Bombay showed a rise of 3.7 per cent. over the figure for the previous month and of 138.1 per cent. over the level of mid-July to mid-August, 1939. For food alone the index figure for August, 1944, was 6.3 per cent. above that for the previous month and 156.2 per cent. above the level of mid-July to mid-August, 1939.

JAMAICA.

In June, 1944, the official cost-of-living index figure for the working classes and peasantry in Kingston showed no appreciable change as compared with the figure for the previous month, and a rise of 59.9 per cent. over the level of August, 1939.

CEYLON.

In August, 1944, the official figure in the revised series of index numbers showing changes in the working-class cost of living in Colombo Town was 110 (November, 1942=100), as compared with 109 in both July and June, 1944.

Linked with the earlier series of index numbers, the figure for August, 1944, showed an increase over the level of the base period November, 1938, to April, 1939, amounting to 101 per cent., as compared with corresponding increases amounting to 100 per cent. at both July and June, 1944.

PORTUGAL.

In August, 1944, the official weighted index figure of the cost of food, fuel and light, and certain household articles in Lisbon was 0.4 per cent. higher than that for July, 1944, and 74.9 per cent. above the level of August, 1939, as compared with 74.2 per cent. in July, 1944, and 74.7 per cent. in June, 1944.

The figure for August, 1944, in the separate official series of (unweighted) index figures of retail prices of food, fuel and certain household articles throughout Portugal was 0.2 per cent. higher than that for the previous month and 68.7 per cent. above the level of August, 1939, as compared with 68.4 per cent. in July, 1944, and 69.3 per cent. in June, 1944.

SWITZERLAND.

At the end of May, 1944, the official cost-of-living index figure was 0.2 per cent. higher than the figure for the previous month and 51.2 per cent. above the level of the end of August, 1939, as compared with 50.9 per cent. at the end of April, 1944.

EMPLOYMENT OVERSEAS.

AUSTRALIA.

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in May, 1944, was 0.3 per cent. lower than in April, 1944, and 2.4 per cent. lower than in May, 1943.

ÉIRE.

The number of persons on the live register of Employment Exchanges at 25th November, 1944, was 71,003, compared with 57,623 at 28th October, 1944, and 73,231 at 27th November, 1943.

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 September, 1944, was slightly higher than in August. The index number (based on the figure for September, 1939, as 100) was 94 in September, 1944, compared with 93 in August, 1944, and 91 in September, 1943.

Preliminary information received from trade unions with a total membership of nearly 777,000 showed that 2.7 per cent. of their members were unemployed at 31st August, 1944, compared with 2.8 per cent. at 31st July, 1944, and 3.6 per cent. at 31st August, 1943.

REINSTATEMENT IN CIVIL EMPLOYMENT.

DECISIONS GIVEN BY THE UMPIRE.

The Reinstatement in Civil Employment Act, 1944, an account of which was given in the issues of this GAZETTE for January, 1944 (page 1), and April, 1944 (page 59), provides that application may be made to a Reinstatement Committee by any person who claims that his reinstatement rights under the Act have been denied him. The Umpire is a judicial authority, independent of the Ministry of Labour and National Service, appointed by the Crown under the Act for the adjudication of appeals from the determinations of Reinstatement Committees.

A recent decision by the Umpire in a case of general interest is given below:—

"The applicant was employed as a joiner in Hull prior to the 1st May, 1942. On 1st May, 1942, he volunteered for service in the Merchant Navy and he served therein from 1st May, 1942, to 16th July, 1943. On 21st March, 1944, the Reinstatement in Civil Employment Act was passed. The Act came into operation on 1st August, 1944, by virtue of Order No. 879 in the series of *Statutory Rules and Orders*, 1944.

"On 17th August the applicant applied in writing, in accordance with the terms of the Act, to his former employer for reinstatement. The former employer did not reinstate him. Thereupon the applicant applied under Section 9 of the Act to the Reinstatement Committee.

"On 4th October the Reinstatement Committee proceeded to consider the application. The applicant was present and his former employer was represented before the Reinstatement Committee. The evidence which is recorded as having been obtained at the hearing is that the applicant 'entered the Merchant Navy as a volunteer'. The finding of fact material to the decision as recorded by the Reinstatement Committee is 'The Merchant Navy does not come within the jurisdiction of the Act'. I think that what the Reinstatement Committee meant to say was that the applicant is not a person to whom the Act applies. The Reinstatement Committee refused either to make an order for the applicant's reinstatement or to make an order for compensation. As the decision of the Reinstatement Committee was unanimous, the applicant had not the right of appeal unless he obtained the leave of the Committee. He applied for such leave, it was given and he has appealed. In his grounds of appeal he says, 'Whilst in the Merchant Navy, I was instructed by the Captain of my ship to attend the D.E.M.S. to obtain instruction in the use of American Strip Lewis Guns, Twin Lewis and Oerlikon, and whilst on this course I received payment from the D.E.M.S. I was required whilst on the ship to become a member of the gun team. I consider that I was an armed man when acting in this capacity'.

"The rights of an applicant and the obligation upon an employer to reinstate a former employee are the subject matter of Section 1, sub-section (1) of the Act. There are three conditions with which the applicant has to comply before he has a right of reinstatement under the Act. Those three conditions are that he is a person to whom the Act applies; that his war service ended after the commencement of the Act; and that he had made an application to his former employer to be taken into employment. The last of these three conditions is not contested in this case. What is contested is that he is a person to whom the Act applies. No question has been raised about his war service ending after the commencement of this Act. The Reinstatement Committee has made no finding upon that point, but it is patent from the applicants' own statement that his service in the Merchant Navy, which he claims to be 'war service' within the meaning of those words in the Act, ended over a year before the Act came into operation. The ending of war service is defined in sub-section (2) of Section 6 of the Act, and war service which ends before the commencement of the Act is the subject matter of Section 13, sub-section (1) of the Act. That leaves only the first of the conditions. The fact that the applicant went through a course of instruction in gunnery and thereafter was made a member of a gun team does not make him a person who has entered upon a period of whole-time service in the armed forces of the Crown. As the applicant is not a person to whom the Act applies he has no rights under the Act and there is no obligation imposed upon his late employer to reinstate him.

"In these circumstances the Reinstatement Committee came to a correct determination in this case and the applicant's appeal against that determination cannot be allowed".

LEGAL CASES AFFECTING LABOUR.

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

The issue of this GAZETTE for July, 1944, contains at page 118 a report of the case of *Greenfield v. London and North Eastern Railway* in which Mrs. Greenfield, the widow of an engine driver, brought an action for damages 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, who tried the action, came to the conclusion that despite shortcomings on the part of the servants of the railway company who, perhaps, should not have sent the train along at all, 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. He therefore dismissed the action. The widow appealed.

The Court of Appeal (Lord Justices MacKinnon and Lawrence and Mr. Justice Cassels) unanimously allowed the widow's appeal and entered judgment in her favour for £2,200. Lord Justice MacKinnon in the course of his judgment said that the one and only question in the case was: Was the injury which killed Greenfield a war injury? In his Lordship's opinion Greenfield's physical injury was not "caused" by (i) the discharge of any missile (by the enemy) nor (ii) the use of any weapon (by the enemy) nor (iii) the doing of any other injurious act (by the enemy). His Lordship therefore thought that Greenfield's injury was not a war injury within that part of the definition in section 8 headed (a). There remained the part headed (b). The learned Lord Justice said that there was clearly "no impact" on Greenfield "of any enemy aircraft . . . or of any thing dropped from any enemy aircraft," and he could not agree with the suggestion that the physical injury to Greenfield was caused by "the impact on any property of something dropped from an enemy aircraft." It was true that the hole into which the engine fell was caused by a bomb from an enemy aeroplane and that Greenfield's injury was caused by his engine falling into the hole, but his Lordship could not think that his injury was caused by the impact of the bomb on the defendants' railway line.

Mr. Justice Cassels said that, of course, if there had been no crater the engine would not have overturned into it, but if there had been no order to "proceed at caution" the engine would not have overturned into the crater. It was not the act of the enemy by injurious act or impact which put the engine down into the crater; it was the negligent order to proceed, as it happened from safety to danger, which led the engine to the crater. Enemy action created the crater: the defendant's negligence put the engine into it.—*Greenfield v. London and North Eastern Railway Company*. Court of Appeal, 27th October, 1944.

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

INDUSTRIAL COURT AWARDS.

During November, 1944, the Industrial Court issued four awards, Nos. 1987-1990. Two of these are summarised below.

Award No. 1989 (15th November).—*Parties*: Shipbuilding Trade Joint Council for Government Departments—Trade Union Side and Official Side. *Claim*: For an increase in the

out-of-port allowance for members of the Home Yard Craft Service. *Award:* The Court awarded that the present payment of 2s. in respect of each complete period of 24 hours absence should be increased to 2s. in respect of each complete period of 12 hours absence.

Award No. 1990 (28th November).—Parties: Joint Co-ordinating Committee for Government Industrial Establishments. *Claim:* That all time spent outside their normal hours of work by industrial employees in travelling in connection with their work should, with specified exceptions, be paid for at the appropriate overtime or Sunday rate of pay. *Award:* The Court awarded that, with the specified exceptions, an employee travelling outside his normal hours of duty on weekdays shall receive payment of rate-and-a-quarter, and on Sundays rate-and-a-half when travelling as a passenger without duties to perform while travelling, and when travelling with duties to perform while travelling he shall be paid for the time so spent at the appropriate rates for ordinary time, overtime or work on Sunday, as the case may be.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During November, 1944, three awards, two of which related to disputes reported under the Conditions of Employment and National Arbitration Orders, 1940-42, were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. One of these awards is summarised below; the other two related to individual undertakings.

Parties: National Association of Theatrical and Kine Employees and the Cinematograph Exhibitors' Association of Great Britain and Ireland (South Wales and Monmouthshire Branch). *Claim:* To determine (a) the date of operation of the Swansea District Wages and Conditions Agreement, the terms of which (except those relating to the grading of the Grand and Castle Cinemas) have been agreed between the two associations; (b) the grading of the Grand and Castle Cinemas for the purpose of the agreement. *Award:* The Arbitrator in his Award dated 21st November, 1944, decided as regards (a) that the Agreement should be operative as from 1st May, 1944, and that that date should be inserted in the Agreement, and as regards (b) that the grading of the Grand and Castle Cinemas should be referred to the Area Conciliation Board established under the Agreement.

COURT OF INQUIRY.

The Minister of Labour and National Service has appointed Sir John Forster as a Court of Inquiry under the Industrial Courts Act, 1919, "to inquire into the difficulties that have arisen in connection with the introduction of flame-planing machines in a certain shipbuilding yard which have led to a stoppage of work, and to report on the arrangements for the manning of the machines during the period of the war, having regard to all relevant circumstances".

In view of the continued stoppage of work at the yard, in connection with the manning of flame-planing machines, the Minister subsequently directed that the following addition should be made to the terms of reference of the Court of Inquiry:—"Further, in view of the importance to the war effort of the construction now being held up, to submit an interim report as a matter of immediate urgency on the men's refusal to resume work except on a time basis, notwithstanding that the disputed machines have been withdrawn by the firm pending the Inquiry, in compliance with a Government request made with a view to work being resumed without prejudice."

In communicating this decision to Sir John Forster, the Minister requested that this new matter should be dealt with at the hearing that had been fixed for Tuesday, 12th December, and that the matter covered by the original reference should be deferred until the interim report had been received and considered. In this report, which was submitted on 14th December, the Court declared that they could find no good reason for the men's refusal to return to work on the conditions existing at the outbreak of the dispute.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During November, 1944, the National Arbitration Tribunal issued ten awards, Nos. 652 to 661. Two of these awards are summarised below; the other awards related to cases affecting individual employers.

Award No. 654 (6th November).—Parties: The Navy, Army and Air Force Institutes, and members of the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks, and the National Union of Distributive and Allied Workers employed by them. *Claim:* For advances in the existing minimum rates for employees in the clerical grades at Head-quarter Offices, Accounts Offices, Command Supervisors' Offices and Warehouses. *Award:* The Tribunal awarded advances in the current minimum rates of the male and female employees concerned, in London and the Provinces, of the following amounts per week of 41 hours:—under 18 years of age, 1s.; aged 18 and under 21 2s.; aged 21 or over, 3s.

Award No. 660 (27th November).—Parties: Members of the Glasgow Cold Storage Association and members of the Scottish Transport and General Workers' Union employed by them. *Claim:* For an increase in the hourly wage rates and for double-time for Sunday work. *Award:* The Tribunal awarded that the hourly rates should be increased by 1d. per hour. No award was made regarding double-time for Sunday work as the Tribunal were not satisfied, on the information placed before them, that that part of the claim had been made out.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

Since last month's issue of this GAZETTE was prepared, the National Arbitration Tribunal (Northern Ireland) issued eight awards, Nos. 385-392. Two of these awards are summarised below.

Award No. 385 (25th October).—Parties: The Maypole Dairy Co. Ltd., and the Home & Colonial Stores, Ltd.; and certain of their employees employed in Belfast, Bangor, Newtownards and Lisburn. *Claim:* For increases of 6s. per week in the rates of wages for male and female assistants aged 18 years and over, and of 4s. per week in the case of those under 18 years; and for the payment to branch managers of a minimum of £5 on sales up to £100 per week and 2s. 6d. for each £10 thereafter. *Award:* That the present minimum weekly rates of wages for assistants, male and female, irrespective of age, be increased by 2s., and that branch managers be paid a minimum weekly rate of wages of 90s. with an additional 2s. per week in respect of each £10 by which branch sales exceed £100 per week.

Award No. 386 (26th October).—Parties: Messrs. Harland & Wolff, Ltd., Belfast, and certain of their employees. *Claim:* For an increase of 30s. per week on the present allowance of 12s. per week payable to labouring squad leaders employed in the ship-building and ship-repairing side of the shipbuilding and engineering industry. *Award:* The Tribunal found that the claim had not been established and awarded accordingly.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

During November, 1944, proposals to vary minimum rates of wages in the trades concerned were issued as shown below:—

Toy Manufacturing Trade Board (Great Britain).—Proposal Y. (34), dated 14th November, 1944.

Dressmaking and Women's Light Clothing Trade Board (Scotland).—Proposal W.D.S. (31), dated 17th November, 1944.

Baking Trade Board (Northern Ireland).—Proposal N.I. Bk. (N. 29), dated 7th November, 1944, relating to certain male and female workers in establishments other than Home Bakeries.

Boot and Shoe Repairing Trade Board (Northern Ireland).—Proposal N.I.B.S. (N. 44), dated 20th November, 1944.

Further information concerning the foregoing proposals may be obtained by persons engaged in the respective trades from the Secretary of the Board concerned at Ebury Bridge House, Ebury Bridge Road, London, S.W.1, for Boards in Great Britain, or at Tyrone House, Ormeau Avenue, Belfast, for Boards in Northern Ireland.

CONFIRMING ORDERS.

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

Pin, Hook and Eye and Snap Fastener Trade Board (Great Britain).—Order O. (30), dated 6th November, 1944; effective from 20th November, 1944.

Cotton Waste Reclamation Trade Board (Great Britain).—Order C.W. (37), dated 23rd November, 1944; effective from 4th December, 1944.

Sugar Confectionery and Food Preserving Trade Board (Northern Ireland).—Order N.I.F. (21), dated 14th November, 1944; effective from 20th November, 1944.

Readymade and Wholesale Bespoke Tailoring Trade Board (Northern Ireland).—Order N.I.T.R.W. (24), dated 27th November, 1944; effective from 8th December, 1944.

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 September, 1944, issue of this GAZETTE and may be purchased at the prices shown*. The prices in brackets include postage.

No.	Title and Price
625.	Factories Act, 1937, and Defence (General) Regulations 1939. Health Register for Use in pursuance of the Patent Fuel Manufacture (Health and Welfare) Order, 1944. September, 1944, price 7½d. (8½d.).
1704	Memorandum on Safety Measures required in the Use of Acetylene Gas and Oxy-Acetylene Processes in Factories. Revised Edition, August, 1944, price 2d. (3d.).

* See footnote* on page 210.

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*. Order No. 1313 mentioned below has been published, together with other Orders, as a single document (S.R. & O. 1944, Nos. 1311-13), price 2d. net (3d. post free); the price of the other Orders mentioned below is 1d. net each (2d. post free).

Order in Council adding Regulation 68E to the Defence (General) Regulations, 1939 (S.R. & O. 1944, No. 1313).—By this Order, made on 23rd November, 1944, welfare authorities (as defined by the Public Health Act, 1936, and the Public Health (London) Act, 1936, or the corresponding authorities in Scotland) may, subject to the approval of the Minister of Health (or the Secretary of State in Scotland), make arrangements for the provision of domestic help to households where the provision of such help appears to be necessary, and may, if it appears necessary or desirable so to do, themselves employ women to provide such help.

The Aliens (Protected Areas) (No. 3) Order, 1944, dated November 10, 1944 (S.R. & O. 1944, No. 1268), and *The Aliens (Movement Restriction) (No. 3) Order, 1944*, dated November 21, 1944 (S.R. & O. 1944, No. 1303), made by the Secretary of State under Article 17(2) of the Aliens Order, 1920, as subsequently amended.—These Orders revoke all previous Orders imposing restrictions on certain foreigners in regard to their entry into and stay in certain parts of Great Britain (which were declared Aliens Protected Areas) or imposing other specified restrictions on their movements. The first of the Orders mentioned above came into force on 17th November, 1944, and the second on 1st December, 1944.

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

OFFICIAL PUBLICATIONS RECEIVED.

[NOTE.—The prices shown are net; those in brackets include postage. Publications of the International Labour Office may be obtained from the International Labour Office, 38 Parliament Street, London, S.W.1.; as regards the other publications see footnote * below.]

CIVIL SERVICE.—*Recruitment to Established Posts in the Civil Service during the Reconstruction Period*. Cmd. 6567. Price 4d. (5d.).—See page 198 of this GAZETTE.

MAN-POWER.—*Re-Allocation of Man-Power between Civilian Employments during any Interim Period between the Defeat of Germany and the Defeat of Japan*. Cmd. 6568. Price 2d. (3d.).—See page 199 of this GAZETTE.

NATIONAL SERVICE.—*Selected Decisions given by the Umpire during October, 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. Pamphlet No. 8/44. Ministry of Labour and National Service. Price 2d. (3d.).

WAR EFFORT.—*Statistics relating to the War Effort of the United Kingdom*. Cmd. 6564. Price 1s. (1s. 2d.).—See page 196 of this GAZETTE.

ECONOMIC CONDITIONS.—(i) *Social Policy in Dependent Territories*. Studies and Reports, Series B (Economic Conditions) No. 38. (ii) *The Common Interest in International Economic Organisation*. Studies and Reports, Series B (Economic Conditions) No. 39. International Labour Office, Montreal. Published in the United Kingdom for the International Labour Office by P.S. King and Staples, Ltd., London; price 4s. each.

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