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SPECIAL ARTICLES, REVIEWS, ETC.

ESSENTIAL WORK (BUILDING AND CIVIL ENGINEERING) ORDER, 1944.

By the above-mentioned Order,* made by the Minister of Labour and National Service on 19th December, 1944, in agreement with representatives of both sides of the building and civil engineering industries, provision has been made for certain amendments of the Essential Work (Building and Civil Engineering) Order, 1942, similar to those made in July, 1944, in the case of the Essential Work (General Provisions) Order.†

The principal amendments made by the new Order affect the provisions of the original Order which relate to persons dismissed from employment on the ground of serious misconduct. Under these provisions, in cases where a worker was dismissed for serious misconduct, and the Local Appeal Board was of opinion that the dismissal was not justified, a National Service Officer could direct the worker's reinstatement; the guaranteed wage provisions then applied to the period between dismissal and reinstatement, the dismissal was treated as ineffective, and any sums earned in other employment in the whole of that period were deducted from the total amount of the guaranteed wage for that period. These provisions are now amended by the new Order so as (i) to enable a National Service Officer in the above circumstances to give notice to both parties of the opinion of the Board without giving a reinstatement direction; (ii) to enable the guaranteed wage provisions to be applied to the period between the dismissal and the giving of the notice; (iii) to provide that the dismissal is ineffective up to the date of the notice, but that then the employment is properly at an end; and (iv) to provide that the deduction from the guaranteed wage of wages earned in other employment is calculated in respect of each prescribed period falling within the period between the dismissal and reinstatement or dismissal

and notice instead of lumping the two totals and deducting the one from the other.

A further amendment effected by the new Order consists in the substitution in the earlier Order of more explicit provisions so as to make it clear that members of the armed forces and women belonging to certain classes (including members of the women's auxiliary services), when working in a scheduled undertaking or in scheduled works on a scheduled site, will not come under the Order, if, when so working, they are at the same time in receipt of pay as such members or as belonging to such classes.

The new Order came into force on 1st January, 1945.

ESSENTIAL WORK (GENERAL PROVISIONS) (AMENDMENT) ORDER, 1944.

The Minister of Labour and National Service has made an Order* under the above title amending certain provisions of the Essential Work (General Provisions) (No. 2) Order, 1942.†

Under the provisions in question notice to terminate the employment of a specified person in a scheduled undertaking may be given by either party before the permission of a National Service Officer has been granted, and if the notice has expired, the granting of permission enables the employment to be terminated at once. The present Order now makes provision so that the permission when granted will not be effective until at least seven days after the application for permission has been received at a local office of the Ministry of Labour and National Service. The requirement as to notice is not affected.

The Order was made on 22nd December, 1944, and took effect on 8th January, 1945.

* S.R. & O. 1944, No. 1435. H.M. Stationery Office; price 1d. net (2d. post free).

† See the issue of this GAZETTE for August, 1944, page 122.

* S.R. & O. 1944, No. 1467. H.M. Stationery Office; price 1d. net (2d. post free).

† S.R. & O. 1942, No. 1594. H.M. Stationery Office; price 3d. net (4d. post free).

WAGES BOARD FOR UNLICENSED NON-RESIDENTIAL CATERING ESTABLISHMENTS.

I. REPORT OF THE CATERING WAGES COMMISSION.

Following the announcement of their intention to recommend the establishment of a Wages Board in respect of workers employed in unlicensed non-residential places of refreshment and central catering establishments, or by catering contractors,* the Catering Wages Commission have now submitted to the Minister of Labour and National Service a Report† recommending the establishment of such a Wages Board.

In their Report, which includes a definition of the scope of the proposed Board, the Commission state that their enquiries established beyond doubt that there is no joint voluntary machinery adequate for regulating the remuneration and conditions of employment of the workers in the branches of the catering industry concerned. The question of grouping them, however, for the purposes of Wages Boards proved to be difficult.

Representations had been made to the Commission that there should be a single Wages Board for the whole catering industry. The Commission, however, have rejected the proposal, their main reasons being:— (1) that adequate representation on a single Board could not be given to the organisations in the industry, except by creating a body which would be unwieldy and almost certainly unworkable; and (2) that there would be considerable delay in drawing up a schedule of rates for the whole industry, and that it is very desirable that wages standards should be established before the men and women return to civilian life from the Services. Moreover, the Commission express the view that each side of a Wages Board should have a reasonable community of interest and in their present recommendation they have endeavoured to devise a group with a substantial common interest.

The Report refers to some of the principal exclusions from the scope of the Commission's recommendation, *viz.*, (1) residential establishments; (2) Local Authority catering; (3) institutional catering; (4) Crown catering; (5) railway catering; (6) theatre catering where carried on by the theatre management; and (7) travelling stalls. As regard these exclusions, the Commission state that they propose to recommend the inclusion of residential establishments and railway catering in other Wages Boards, and that the position of Local Authorities and institutions is still under consideration. In the case of Crown catering,* and catering at theatres carried on by the theatre management, the Commission have previously reported that there is voluntary machinery for regulating the remuneration of the workers concerned which is generally adequate subject to certain improvements. Travelling stalls are regarded by the Commission as being in the nature of shops rather than places of refreshment.

When the Commission gave notice of their intention to recommend this Board, representations were made by three catering organisations, and these were considered before the Commission submitted their final recommendation. The Report states that one of the organisations advocated a single Board for the whole industry and objected to the inclusion of workers engaged in retail sales within the scope of the proposals, and also to the inclusion of transport and office workers in catering undertakings who might fall partly in one Board and partly in others. The Commission's view on the question of a single Board is mentioned above. As regards retail workers, they point out that the recommendation extends only to such workers in establishments where the main activity is catering, and further that there is no adequate voluntary machinery for settling the remuneration of these workers. On the position of transport and office workers, the Report points out that only a comparatively small number of employers will be affected, and suggests that it should be possible to overcome any difficulties by administrative action as in the case of Trade Boards.

Another Association objected to the Commission's differentiation between licensed and unlicensed establishments, but the Commission's view is that this is a division generally recognised throughout the industry.

The Report states that the Commission amended their final recommendation to meet certain other representations received. For example, the definition of "an unlicensed place of refreshment" has been extended to deal with the position of private functions such as weddings, and the definition will now meet the common case in which an occasional licence is obtained by a local licensee who does not take any part in the catering. The effect is to avoid transferring a worker from the scope of this Board to another Board for the duration of such a function.

The Minister of Labour and National Service has accepted the Commission's recommendation and has given effect to it in the Wages Board (Unlicensed Place of Refreshment) Order, 1944 (*see below*).

II. WAGES BOARD (UNLICENSED PLACE OF REFRESHMENT) ORDER, 1944.

The above-mentioned Order‡, made by the Minister of Labour and National Service on 14th December, 1944, provides for the establishment of a Wages Board under the Catering Wages

Act, 1943, in respect of workers employed either (1) in unlicensed non-residential places of refreshment, in central catering establishments or by catering contractors, or (2) in staff canteens and hostels for the workers referred to in (1) above.

For the purposes of the Order, an unlicensed place of refreshment is defined as a restaurant, dining room, café, tea shop or similar place, or a coffee stall, snack bar, buffet or bar at which intoxicating liquor cannot legally be sold, or can be sold only by reason of an occasional licence held by some person other than the employer.

A central catering establishment is a business or part of a business which is wholly or mainly engaged in the preparation of food or drink for immediate consumption at two or more places of refreshment, but excludes an establishment wholly or mainly engaged on the preparation of food or drink for consumption on the premises where the food or drink is prepared.

A catering contracting business is one which is wholly or mainly engaged in supplying food or drink for immediate consumption on premises not ordinarily occupied by the person carrying on the business, or in a railway train where the business is carried on otherwise than by a railway company.

The workers concerned are (a) those engaged in the preparation or service of food or drink, or in the provision of living accommodation for such workers; or on work incidental to these activities; (b) those employed in connection with the establishments referred to on ancillary activities such as transport, office, garage, stable and stores; and (c) those engaged on the retail sale of goods on premises where the main activity is the supply of food or drink for immediate consumption.

The exclusions from the scope of the Wages Board relate to residential catering establishments such as hotels, boarding-houses, hostels, holiday camps; hospitals; orphanages; universities and schools; catering carried on by railway companies; theatres and music halls where carried on by the management; undertakings carried on directly by the Crown or Local Authorities; and industrial or staff canteens covered by the Wages Board (Industrial and Staff Canteen Undertakings) Order, 1944.*

A "residential establishment" is defined as an establishment which either contains four or more bedrooms ordinarily available as sleeping accommodation or, if it contains less than four such rooms, contains sleeping accommodation ordinarily available for not less than eight guests or lodgers.

INDUSTRIAL AND STAFF CANTEEN UNDERTAKINGS WAGES BOARD.

PROPOSED EXTENSION OF SCOPE.

The Catering Wages Commission have published in the London and Edinburgh Gazettes dated 5th January, 1945, notice of their intention to recommend to the Minister of Labour and National Service an extension of the scope of the Industrial and Staff Canteen Undertakings Wages Board.*

The proposal is to include within the scope of the Board workers employed in connection with the provision of food or drink or living accommodation provided wholly or mainly for workers in the industrial and staff canteens already covered by the Board. This accords with a principle followed by the Commission in the proposals, made in their Report reviewed in the previous column, covering other sections of the Catering Industry, *viz.*, that of including within each Wages Board staff canteens and hostels for the catering workers who are employed in the main establishments covered by the Board.

Under the provisions of the Catering Wages Act, 1943, the Commission are required to publish a notice stating the terms of any proposed recommendation affecting 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 which are received by them on or before Saturday 3rd February, 1945, at the offices of the Commission at 1, Bryanston Square, London, W.1.

JOINT INDUSTRIAL COUNCILS.

NEW COUNCIL FOR THE SURGICAL DRESSINGS INDUSTRY.

A National Joint Industrial Council has been established for the surgical dressings industry. The scope of the Council covers 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 well-being of the surgical dressings industry. The Council is composed of representatives, on the employers' side, of the Surgical Dressings Manufacturers' Association, the Medical and Surgical Plaster Makers' Conference and the Association of Sanitary Towel Manufacturers, and, on the employees' side, of the National Union of General and Municipal Workers, the National Union of Distributive and Allied Workers, the National Union of Dyers, Bleachers and Textile Workers, the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks, and the Transport and General Workers' Union.

* See the issue of this GAZETTE for March, 1944, page 47.

* See the issue of this GAZETTE for October, 1944, page 167.
† Report of the Catering Wages Commission on the recommendation for the establishment of a Wages Board for Unlicensed Non-Residential Catering Establishments. Cmd. 6569. H.M. Stationery Office, price 3d. net (4d. post free).
‡ S.R. & O. 1944, No. 1399. H.M. Stationery Office, price 1d. net (2d. post free).

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION (AMENDMENT) ORDER, 1944.

The Minister of Labour and National Service has made an Order* amending in certain respects Part III of the Conditions of Employment and National Arbitration Order, 1940.† Part III of the principal Order requires employers to observe the recognised terms and conditions of employment, or such terms and conditions of employment as are not less favourable than the recognised terms and conditions, in any trade or industry in any district. For this purpose the "recognised terms and conditions" are those which have been settled by machinery of negotiation or arbitration to which the parties are employers' organisations and trade unions representative respectively of substantial proportions of employers and workers engaged in that trade or industry in that district. The amending Order provides that:—

- (1) questions arising under Part III of the Order must be reported to the Minister within twelve months of the date on which the question first arose; and
- (2) where the National Arbitration Tribunal is satisfied that the employer was aware of the recognised terms and conditions and also was aware or ought to have been aware that those conditions should have been observed by him, the award of the Tribunal shall be made retrospective to the employer's "date of knowledge."

A drafting amendment is also made to paragraph (1) of Article 5 of the Order in order to remove an ambiguity created by the use of the existing words "in force."

These amendments have been made in consultation and agreement with the Joint Consultative Committee, representative of the British Employers' Confederation and the Trades Union Congress, to meet points that have arisen in connection with the administration of the Order.

WORKING HOURS OF JUVENILES.

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

The Minister of Labour and National Service has made Regulations,‡ dated 29th December, 1944, regarding the hours of juveniles in the printing and bookbinding industries and certain classes of textile, etc., factories.

The Regulations are in the form of the Draft Regulations referred to on page 195 of last month's issue of this GAZETTE and their effect is to continue until 31st December, 1946, (a) the provisions of the Weekly Hours of Young Persons under sixteen in Factories (Printing and Bookbinding) Regulations, 1939, which authorised the employment of young persons under 16 years of age for 45 hours a week in printing and bookbinding factories, and (b) the provisions of the Weekly Hours of Young Persons under sixteen in Factories (Various Textile and Allied Industries) Regulations, 1940, in so far as these authorised the employment of young persons of 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.

The provisions of the Weekly Hours of Young Persons under sixteen in Factories (Various Textile and Allied Industries) Regulations, 1940,§ in so far as they related to factories engaged in the spinning or doubling of cotton, the spinning, doubling or throwing of silk or rayon yarn, the weaving of cotton cloth and carpets, the weaving or printing of silk or rayon fabrics, the bleaching or dyeing of cotton, rayon or woollen yarn, and the bleaching, dyeing, printing or finishing of cotton, rayon or woollen piece-goods, have not been continued and accordingly ceased to operate on 31st December, 1944.

DISABLED PERSONS (EMPLOYMENT) ACT.

NATIONAL ADVISORY COUNCIL ON EMPLOYMENT OF THE DISABLED.

The Minister of Labour and National Service has established, under the Disabled Persons (Employment) Act, 1944,|| a National Advisory Council to advise and assist him in matters relating to the employment, undertaking of work on their own account, or training, of disabled persons. Viscount Ridley, C.B.E., has been appointed by the Minister to be the Chairman, and the Secretary is Mr. R. E. Gomme, O.B.E., of the Ministry of Labour and National Service.

* S. R. & O. 1944, No. 1437. H.M. Stationery Office; price 1d. net (2d. post free).

† See the issue of this GAZETTE for August, 1940, pages 210 and 235.

‡ The Weekly Hours of Young Persons under sixteen in Factories (Printing and Bookbinding) (Continuance) Regulations, 1944, S. R. & O. 1944, No. 1462; The Weekly Hours of Young Persons under sixteen in Factories (Various Textile and Allied Industries) (Continuance) Regulations, 1944, S. R. & O. 1944, No. 1461; price 1d. net each (2d. post free).

§ See the issue of this GAZETTE for May, 1940, page 154.

|| See the issue of this GAZETTE for December, 1943 (pages 163-4), and March, 1944 (page 47).

The main purposes of the Disabled Persons (Employment) Act passed last March are (1) to promote and facilitate the rehabilitation and training for employment of persons handicapped by injury, disease or congenital deformity, and (2) to enable such disabled persons to obtain employment or undertake work on their own account. Certain sections of the Act were brought into operation by Order in Council on 15th August, 1944, including those dealing with the provision of vocational training and rehabilitation courses.* The remaining sections, which will come into operation at a date to be appointed later, are those dealing with the registration of disabled persons, the obligation on employers to employ a quota of disabled persons, and the appropriation of vacancies in designated classes of employment to persons registered as disabled.

Work has been begun in preparation for bringing the Act into full operation, and in the completion of this preliminary work the Minister will now have the assistance of this new and representative advisory body.

NATIONAL SERVICE.

ADDITIONAL MEN FOR THE ARMED FORCES.

The Government have recently made the following announcement regarding the provision of additional men for the Armed Forces:—

"In order to sustain and nourish our Armies in the line H.M. Government have decided to make available in the coming months additional fighting men. A large part will be found by a new call-up from civil life. Some will be obtained by transfers to the Army from the Navy and the R.A.F. More will be found from the Army itself by further combing out and re-training of units and individuals who have hitherto been engaged in static forms of defence or in the administrative services. The total to be provided above previous plans will amount to a quarter of a million men."

EXTENSION OF VOLUNTARY RECRUITMENT FOR CERTAIN WOMEN'S AUXILIARY SERVICES.

As from 1st January, 1945, the normal field of voluntary recruitment for the Women's Royal Naval Service (W.R.N.S.) and the Auxiliary Territorial Service (A.T.S.) has been extended by the removal of the upper age-limit for voluntary recruitment in the case of the W.R.N.S. and by raising the upper age-limit to 35 years in the case of the A.T.S. No change has been made in the lower age-limit, which remains at 17½ years in both services; and, as hitherto, women in the nursing and midwifery professions, cotton rayon and nylon spinning and weaving industries and members of the Women's Land Army may not be accepted as volunteers. Women in certain other occupations, e.g., in the munitions industries, agriculture and transport may be accepted only with the permission of the Ministry of Labour and National Service.

Voluntary recruitment for the Women's Auxiliary Air Force (W.A.A.F.) continues to be suspended.

RE-OPENING OF RECRUITMENT TO THE NURSING SERVICES OF THE CROWN.

Recruitment to the Nursing Services of the Crown has been re-opened and applications are invited from State Registered nurses who qualified prior to the April, 1944, examination (Scotland, May, 1944).

Applications for commissions in the Nursing Services of the Crown are accepted only through Appointments Offices of the Ministry of Labour and National Service, and these offices will be able to advise candidates as to their eligibility to make application.

Applications will not be entertained from State Registered nurses who qualified as a result of the April, 1944, or subsequent examinations (Scotland, May, 1944), from newly qualified and practising midwives, from nurses holding high administrative and teaching posts, and from certain other groups of nurses with specialised experience or who are employed in hospitals or services where there is a particularly acute shortage of staff.

REGISTRATION FOR EMPLOYMENT ORDERS.

FURTHER REGISTRATION OF WOMEN.

All women, whether married or single, with or without children, who were born between 1st July, 1926, and 31st December, 1926, both dates inclusive, were required to register under the Registration for Employment Orders on 20th January, 1945, unless they belonged to certain classes specifically exempted under the Orders.

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

The announcement of the above registration was accompanied by a reminder to women born in the first half of 1926 who should have registered on 22nd July, 1944, but who failed to do so, that they were liable and should also register on 20th January, 1945.

* See the issue of this GAZETTE for August, 1944, page 122.

HIGHER APPOINTMENTS: RESETTLEMENT PLANS.

The Minister of Labour and National Service has recently announced his plans for assisting the resettlement of men and women in what are known as "higher appointments"—that is, posts which call for administrative, supervisory, managerial, professional or technical qualifications or capacity.

The plans, which have been prepared in the light of the recommendations made in their recently published Report* by the Committee set up in July, 1943†, under the chairmanship of Lord Hankey, provide for the reorganisation of the existing Appointments Department of the Ministry of Labour and National Service, and for its re-orientation to meet the needs of men and women from the Forces or other forms of war service who are seeking to resume or start their careers in the higher ranks of industry, commerce or the professions. The Department is to be equipped in the best way possible to undertake increased responsibilities, both in the interim period between the end of the war with Germany and the defeat of Japan, and subsequently, as an integrated part of the Ministry's post-war machinery.

REPORT OF THE HANKEY COMMITTEE.

The Committee presided over by Lord Hankey was appointed to consider the arrangements which should be made to facilitate the employment after the end of hostilities of men and women qualified to undertake responsible work in the professions or elsewhere, with particular reference to the organisation, premises and staff of the Appointments Department, and to the arrangements which should be made for co-operation between that Department and other organisations and institutions (including professional, industrial and commercial organisations) and universities, at home and abroad. The membership of the Committee included men of standing in industry, shipping and commerce, trade unionism, the co-operative movement, universities and technical colleges, professional organisations and overseas governmental administration.

Starting from the premise that "in the new world likely to follow this war it will be a matter of urgent public need to avoid any waste of trained ability," the Committee come to the conclusion that a nation-wide, State-provided agency for employment in the field of higher appointments is essential and that it should be based on the existing Appointments Department.

But the mere provision of an employment agency will not by itself be enough. Evidence given before the Committee shows that men and women in the Forces and on war service of all kinds are deeply concerned about their future careers and the opportunities for training which will be available to them after the war. The "placing" work of the Appointments Department is therefore regarded by the Committee as the focal point of a service of information, advice and help. It is impossible to over-estimate the value of the rôle that the Appointments Department can play in the re-settlement period if properly equipped to give authoritative advice on training opportunities, employment trends, opportunities overseas, and other similar questions. The Committee recognise that this is a high aim, and express the opinion that the task is one which can only be done at all if it is done supremely well and commands the confidence of everyone whom it is designed to serve.

In addition to detailed recommendations relating to the staffing, housing and procedure of Appointments Offices, the Committee made a number of recommendations of general public interest relating, *inter alia*, to the scope, organisation and activities of the Appointments Department, and the contacts and relations between the Department and the public, the Services, employers, universities and professional bodies. The action taken, or in course of being taken, on these recommendations is indicated below.

Action taken on the Report.—In order that the field of vacancies available to the applicants registered at each office may be wider, and prospective employers may have a bigger choice of candidates, the number of Appointments Offices is being reduced from 31 to 13, situated in the following places: London, Reading, Bristol, Cambridge, Birmingham, Nottingham, Manchester, Liverpool, Leeds, Newcastle-upon-Tyne, Edinburgh, Glasgow and Cardiff. The present Offices, however, will be maintained in nucleus form as sub-Offices to deal with nurses and midwives.

Vacancies likely to be filled by engineers with full professional qualifications, as well as vacancies for scientists (*e.g.*, physicists and biologists) and applicants likely to be acceptable for such vacancies, are being dealt with centrally.

A Careers Research Section has been established as part of the Appointments Department, to give advice upon the choice of a career and upon training for a career. Information has been collected about professions and callings, in collaboration with professional associations, educational bodies and Government Departments, and a Committee under Lord Hankey's Chairmanship has taken evidence about prospects in different careers. The results of these enquiries will be made available shortly in a comprehensive Careers Handbook and a series of booklets devoted to individual careers.

The Appointments Offices will continue to receive applications for grants under the Further Education and Training Scheme, and prepare the cases for consideration by the appropriate panel. Under the Scheme, which has already been announced,†

financial assistance is provided to enable suitably qualified men and women who have been engaged in the Services or in other work of national importance to undertake or continue education or training for a career.

Information about trends of employment and particulars regarding various occupations will be made available to the public; and applicants who propose to invest capital in business enterprises will in appropriate cases be advised as to enquiries they should make before they reach a decision.

Every means is being and will be utilised to enlist the interest of all persons and organisations able to help in the work of the Appointments Offices; *e.g.*, arrangements are being made for local contacts with all Chambers of Commerce. The Advisory Committees on Architecture and Public Utilities, Chemistry, Civil Engineering, Electrical Engineering, Mechanical Engineering and Scientific Research, which were set up to assist the Central (Technical and Scientific) Register, have agreed to continue to advise the Appointments Department on matters affecting those professional appointments which are still to be dealt with nationally. Sir Frank Lindley, C.B., lately Comptroller-General of the Patent Office, and Dr. W. Wardlaw, Professor of Physical Chemistry, University of London, have been appointed scientific advisers to the Appointments Department.

It is intended that the Appointments Department shall work in close co-operation with University Appointment Boards, in order so far as possible to enlarge the field of employment for which University graduates may be considered suitable. It is not intended, however, that the new organisation shall have a monopoly of the work of filling higher appointments. The co-operation of industry and commerce will be welcomed in a co-ordinated effort to ensure the best use of specialised knowledge and ability.

Special measures will be taken to bring the services offered by the Appointments Department to the notice of the public and, in particular, members of the Forces. For example, the Careers Handbook (referred to above) and pamphlets will be made available to the Forces through their Commanding Officers, and to others through the Appointments Offices, Re-settlement Advice Offices and Employment Exchanges.

Contact is being made with representatives of every branch of industry in which suitable employment is likely to be available, and eventually contact will be made with any large employer engaged in these industries.

As regards higher appointments overseas, a number of such posts have already been filled through the machinery of the Appointments Department, but these are mainly technical posts, directly connected with the war effort. Close attention is being given to the prospects of post-war overseas jobs, and contacts are being made with the Government Departments interested, and with undertakings which have overseas establishments.

ADDITIONAL PLANS FOR DEALING WITH SPECIAL EX-SERVICE PROBLEMS.

The Minister's plans, however, are not limited by the scope of the Report of the Hankey Committee in preparing for the re-settlement period. In order that the Appointments Department may be fully and constantly aware of the point of view of men and women who will desire to avail themselves of its employment and advice services when they are released from the Forces, an Inter-Service Advisory Committee has been set up to assist the Department. A number of ex-Officers have been appointed to fill senior posts in the Appointments Offices. A special section has been opened in the London Appointments Office, staffed by officers seconded by the Service Departments, for the special purpose of placing ex-Regular officers in suitable employment on their release from the Forces. As necessary, similar sections will be opened in Regional Appointments Offices.

Further Education and Training.—Men and women who have had little or no experience of civilian employment may wish to enter upon a full course of training for a professional career. The Further Education and Training Scheme referred to above is designed to meet their want.

Placing Men and Women who have developed their Abilities during War Service.—Many ex-service men and women may be reluctant to return to their former occupations, in view of the organising and administrative ability which they have brought into use and developed during their war service. Many large firms are already giving careful thought to this aspect of re-instatement and are considering how best to utilise the higher capacity acquired by their ex-employees.

Placing Young Men and Women with little previous Experience.—There will, however, still be many men and women who will look to the Appointments Department for help, and especially those young men and women who will have neither an occupation nor a job to which they can return. Numbers of these will be seeking immediate employment at salaries high enough to live on, and, in the case of married men, sufficient to keep their families as well. For these it is necessary that every likely opportunity of suitable employment should be noted and available for reference.

For the above purposes the Appointments Department is inviting the special co-operation of employers in the notification of prospective vacancies. Contact will be made with every large employer in all branches of industry and commerce in which suitable employment is likely to be available, and it is hoped with their help to build up and maintain a complete "register of opportunities of employment," which will be open

* *Higher Appointments*. Cmd. 6576. H.M. Stationery Office; price 1s. net (1s. 2d. post free).

† See the issue of this GAZETTE for July, 1943, page 95.

‡ See the issue of this GAZETTE for April, 1943, page 50.

to young ex-Service men and women whose qualifications are potential and latent rather than documented. Further, facilities for part-time training will be made available to those who, while holding employment, look to an advancement in their new careers. Steps are also being taken to set up a Committee of influential business men, who will be asked to recommend a curriculum for a short course of training in business administration and salesmanship.

SEAMEN'S WELFARE IN PORTS.

REPORT OF COMMITTEE.

The Report* has recently been published of the Committee on Seamen's Welfare in Ports, which, under the Chairmanship of Mr. H. Graham White, M.P., was set up towards the end of 1943 jointly by the Minister of Labour and National Service and the Minister of War Transport with the following terms of reference:—"Having regard to the Government's acceptance of the Recommendation of the International Labour Conference, concerning the promotion of seamen's welfare in ports, to consider the activities and functions respectively of the Government, the shipping industry and the voluntary organisations in the establishment and maintenance of hotels, hostels, clubs, recreational facilities and other amenities for merchant seamen in ports in Great Britain, and in that connection to consider in consultation with the voluntary organisations primarily concerned with merchant seamen, their appeals for funds not only for welfare but for benevolent and samaritan purposes whether for expenditure in Great Britain or elsewhere."

Reviewing seamen's welfare work in the years before and after the outbreak of war, the Committee state that, in general, only the voluntary organisations were active in this work before the war, and neither the Government nor the shipping industry came into the field to any extent until 1940. An important stage in the history of seamen's welfare was marked by the adoption by the International Labour Conference in 1936 of Recommendation No. 48 relating to the welfare of seamen in ports. This Recommendation was officially adopted by the British Government in 1938, and in 1940, when great changes in the shipping position which were occasioned by the war situation necessitated the urgent provision of additional welfare facilities in certain ports, machinery comprising the Seamen's Welfare Board, Port Welfare Committees, Seamen's Welfare Officers and the Central Consultative Committee of Voluntary Organisations, was set up to implement the provisions of the Recommendation and to assist the Ministry of Labour and National Service in the work which it undertook on behalf of merchant seamen during the war. As a result of this machinery, the Committee state, a measure of co-ordination of effort has been successfully achieved under Government supervision for the first time in the history of seamen's welfare. One of the most valuable results of the new machinery was the encouragement given to the raising of the standards of accommodation and of the general recreational and other facilities provided in the hostels and institutes of the voluntary organisations, and an important development was the establishment by the Ministry of Labour and National Service, under the management of the National Service Hostels Corporation,† of a new type of residential club called the Merchant Navy House, and a new type of non-residential club called the Merchant Navy Club.

Regarding the problem of seamen's welfare in the post-war period, the Committee state that they sought the views both of the representatives of the shipping industry, through the National Maritime Board, and of voluntary organisations, on the main questions with which they are concerned. Concerning these matters the Committee reached conclusions which are summarised in their Report as follows:—(1) Special residential and non-residential clubs for seafarers are necessary, but after the war a number of clubs may be redundant, and the reduction must be controlled; (2) the standard laid down by the Seamen's Welfare Board for clubs for seafarers must be maintained as a minimum; (3) appeals to the public for money must be controlled; (4) the shipping industry should take over the functions of co-ordination and supervision of the provision of residential and non-residential clubs exercised by the Government during the war; and (5) voluntary organisations should continue the work which they have been doing with success in the provision of residential and non-residential clubs, subject to the supervision of a controlling body representing the industry, and subject to registration and to control of their appeals for money.

On the basis of these conclusions the Committee make a number of recommendations. Their main proposal is that the Seamen's Welfare Board should be dissolved and that a Merchant Navy Welfare Board should be set up by statute, to deal with all questions concerning the welfare of seafarers in ports in Great Britain. This Board, which should be composed of equal numbers of representatives of shipowners and of seafarers and be assisted by a Standing Joint Advisory Council including representatives of voluntary organisations concerned with Merchant Seamen, should have powers to decide what clubs are required in each port, to establish new clubs, and to close those considered to be redundant. The Board should also have the

power to lay down standards as to the type of accommodation, amenities, meals and prices which must be observed in all clubs for seafarers, and power to close those clubs not up to the standard laid down or otherwise improperly administered.

The expenses of the Board should be met by a levy on the members of the shipping industry based on a joint contribution not exceeding 6d. per head per week, payable half by shipowners and half by seafarers. A contribution to the capital expenditure to be incurred by the Board should be made by the State. This contribution, it is suggested, should be 75 per cent. of the capital expenditure during the first five years, up to a maximum of £500,000 in all.

All voluntary organisations which claim to work for the benefit of Merchant Seamen and their dependants "in the fields of temporal, benevolent and samaritan welfare" should be required to register under the Board, and no organisation not so registered should be allowed to appeal in any form in the name of merchant seamen or their dependants.

Regarding appeals to the public for money for purposes claimed to benefit merchant seamen or their dependants, the Committee recommended that all such appeals should require the prior approval of the Board, which should be obliged to consult the Standing Joint Advisory Council before coming to a decision on any application. So far as possible, national appeals should be combined and made under the auspices of King George's Fund for Sailors.

The Committee also propose that there should be a right of appeal by a voluntary organisation from decisions of the Board on certain matters; e.g., a decision that an existing voluntary club or institute should be closed, or a new club opened, or that registration should be refused, or that permission to make a public appeal for funds should be withheld. The appeal would be heard by a permanent arbitrator or standing panel of arbitrators nominated by the appropriate Minister.

Detailed recommendations are also made as regards the provision of licensed clubs, admission of women guests, and provision for married couples and for younger seamen; and various proposals are made relating to the welfare of Indian, Chinese and Colonial seamen.

EXPENDITURE ON PUBLIC SOCIAL SERVICES.

In reply to a question in the House of Commons on 14th December, 1944, the Financial Secretary to the Treasury furnished a statement, which is printed in the *Official Report*,* showing the total expenditure (other than expenditure out of loans for capital purposes or out of capital receipts) on specified public social services during the financial year commencing 1st April, 1942 (or the latest available year), and estimates, where available, of the expenditure for the financial year 1943. The statement also gives figures, so far as available, of the total numbers of persons in Great Britain who benefited directly from the expenditure for 1942 (or the latest available year) in respect of the several services. The following particulars relating to expenditure on the services specified have been extracted from the statement:—

Service.	Great Britain. Financial Year Commencing 1st April	
	1942 (or latest available year). (1)	1943 (estimated). (2)
	£000	£000
Unemployment Insurance and Unemployment Assistance Acts:		
(i) Unemployment Benefit, etc., General Scheme	6,016	5,239
(ii) Unemployment Benefit, etc., Agricultural Scheme	280	248
(iii) Unemployment Allowances	1,976	1,735
(iv) Prevention and Relief of Distress	738	658
National Health Insurance Acts	50,691†	53,205†
Widows', Orphans' and Old Age Contributory Pensions Acts	60,458	62,415
Old Age Pensions Acts	52,638	55,347
Old Age and Widows Pensions Act, 1940 (Supplementary Pensions)	39,795	47,089
War Pensions Acts and the Ministry of Pensions Act (i.e., War of 1914-18)	33,531	32,715
Pensions (Navy, Army, Air Force and Mercantile Marine) Act, 1939: Personal Injuries (Emergency Provisions) Act, 1939; Military Training Act, 1939; Reserve and Auxiliary Forces Act, 1939	25,916	35,150
Education Acts	137,375	145,465
Physical Training and Recreation Act	13	2
Acts relating to Approved Schools	1,706	1,894
Public Health Acts so far as they relate to:—		
(i) Hospitals and Treatment of Disease	20,022	Not available
(ii) Maternity and Child Welfare Work	6,377	
Midwives Acts	55,101	
Housing Acts	43,822	
Acts relating to the Relief of the Poor	9,123	
Lunacy and Mental Treatment Acts		
Mental Deficiency Acts		
Totals	545,578	—

A statement giving particulars of comparable expenditure in the years 1941 and 1942, which was given in the *Official Report* for 16th December, 1943, was summarised in the issue of this GAZETTE for January, 1944.

* *Seamen's Welfare in Ports: Report of the Committee appointed by the Minister of Labour and National Service and the Minister of War Transport in 1943.* H.M. Stationery Office; price 9d. net. (10d. post free).

† The term "seamen" or "seafarers" in the Report covers all ranks of the Merchant Navy.

‡ See the issue of this GAZETTE for July, 1941, page 135.

* *Parliamentary Debates, House of Commons: Official Report*, vol. 406, No. 10, 14th December, 1944; H.M. Stationery Office, price 6d. net (8d. post free).

† The figures given relate to the calendar years 1943 and 1944 respectively.

APPRENTICESHIP TRAINING ON SPECIAL BUILDING WORKS.

In order to provide greater opportunities for the training of boys in building crafts under present conditions, which are prejudicial to the recruitment of an adequate number of apprentices by normal industrial methods, a scheme for the training of apprentices on special building works has recently been approved by the Government on the recommendation of the Building and Apprenticeship Training Council.

The activities of the building industry on essential peace-time building have been much reduced during the war and for several years boys have had few opportunities for becoming apprentices in the building industry because there has not been suitable work on which to train them. Consequently, immediately after the war there will be large arrears of work that will have to be made up and at the same time there will be a great shortage of craftsmen. To make good this shortage of craftsmen it is necessary to recruit many more boys to the industry, and the object of the scheme sponsored by the Building and Apprenticeship Training Council is to enable boys of 15 years and over to learn the various trades by the performance of building work under the supervision of skilled craftsmen.

Under the scheme Apprenticeship Committees have been set up all over the country, and these Committees will make arrangements with local building firms of standing for work to be organised for the purpose of training boys in the various building crafts. The selected building firms will act as Apprentice Masters and boys aged 15 years or over, whether they are already in the building industry or not, can apply to enter the scheme as apprentices. Boys aged 14 may also apply to be taken into the scheme as probationers, with a view to becoming apprentices at the age of 15. Applicants must be willing to be apprenticed for five years. The initial period of apprenticeship will be served under an Apprentice Master, but as soon as possible arrangements will be made for the transfer of the apprentice to an ordinary apprenticeship with an employer, and the period spent in training under the Apprentice Master after the age of 15 will count fully towards the apprenticeship. Boys already apprenticed who are without suitable training at present may, with the consent of their employer, be transferred to the scheme. For this purpose application should be made to the Local Office (Juveniles Branch) of the Ministry of Labour and National Service or to the Juvenile Employment Bureau of the Local Education Authority, where information and advice can be obtained.

Boys entering the employment of Apprentice Masters under the scheme will work under the supervision of skilled craftsmen and be employed from the start on actual building work in the shop or on the job. Arrangements will also be made whenever possible to release them from work on one day a week to attend classes. When the apprentices are for any reason prevented from working in their own craft, they must be prepared to do any other work which will add to their knowledge and experience of the industry; there will be no reduction in the wages paid. The rates of wages payable to boys aged 15 and over will be those payable to apprentices in the district, representing the following proportions of the rates paid to skilled craftsmen:—*First Year*, one-fourth; *Second Year*, one-third; *Third Year*, one-half; *Fourth Year*, two-thirds; *Fifth Year*, three-fourths. For those aged under 15 there are special rates, particulars of which can be obtained from the Juvenile Employment Officer. In the case of boys who are placed in an apprenticeship at a distance from home and who travel daily to and from their work the cost of fares in excess of 3s. a week may be paid by the Ministry of Labour and National Service, if it is not met by the employer.

If there is no scheme working, or if there is no vacancy, in the home district, the apprentice may be transferred, subject to the prior consent of his parents. Boys aged under 15 will not, however, be transferred. Apprentices transferred away from home will be given a free fare for the journey, a travelling allowance and, on arrival, 10s. to tide them over until the first wage day. The Juvenile Employment Officer in the home town will make arrangements for the transfer. Lodgings will be found and the Ministry of Labour and National Service will pay the apprentice a maintenance allowance until his wages are enough to enable him to keep himself. The allowance paid will be 21s. a week during the first year of apprenticeship, 18s. a week during the second year, and 8s. a week during the third year. If the apprentice has to lodge more than two miles away from his place of work, and if the Apprentice Master does not provide free transport to the job or for any part of the journey, the Ministry of Labour and National Service will pay the daily fares. The Ministry will also pay train fares, in whole or in part, in certain cases. Thus, if the apprentice is ill and has to go home, or if his parent has to visit him on account of his illness, the fare is paid. Twice a year a return warrant is supplied which will not cost more than 7s. 6d., whatever the length of the journey may be. If the apprentice falls sick while away from home he will be entitled to assistance. Full details of emergency payments of the kind indicated above can be obtained from the Juvenile Employment Officer.

Copies of a leaflet (P.L. 157/1944) and any other information regarding the scheme outlined above can be obtained from the Local Office (Juveniles Branch) of the Ministry of Labour and National Service or the Juvenile Employment Bureau.

EMERGENCY DOMESTIC HELP FOR PRIVATE HOUSEHOLDS.

In a recent official announcement particulars have been given of a scheme for the organisation by Local Authorities of arrangements for providing domestic help to households who, owing to sickness, etc., are in urgent need of such assistance.

The Government have for some time been concerned about the hardship arising in private households owing to the lack of domestic help, particularly during periods of sickness, childbirth or other emergency. The problem began to become acute when full mobilisation took place and when, as a result, relations and friends who would in normal times have been available to give such domestic help were themselves working. The present situation, if it continues, is bound to have serious repercussions if members of the Services feel that their wives, children or parents are unable to get assistance in time of need, and there may be a loss to production because workers are having to stay at home in times of emergency. It has therefore been considered necessary that some effort should be made to relieve these difficulties as soon as possible.

The Minister of Health and the Secretary of State for Scotland have been in consultation with the Minister of Labour and National Service in this matter, and a Defence Regulation* has been made giving Local Authorities powers to make arrangements for providing domestic help to households suffering hardship owing to sickness or emergency. Their knowledge of local conditions and their responsibility for Health Services make it suitable to ask them to undertake the organisation of the new service. The Ministry of Health have therefore sent a circular to all Local Authorities asking them to organise this service in areas where it is needed and where enough domestic helps are likely to be forthcoming to give help, at any rate, to the more serious cases of hardship. For the time being the provision of the new service on an organised basis will be limited mainly to urban areas, but rural areas can be included if the Ministry of Health agree that the circumstances justify an organised scheme. The new service will be made as flexible as possible and full use will be made of part-time workers.

Local Authorities already have powers in connection with their maternity and child welfare arrangements, to provide for the supply of "Home Helps" for maternity cases. The new powers enable them to supply domestic help to households where there is sickness or other emergency. Domestic help can therefore now be supplied to:—

- (a) households falling under the Maternity and Child Welfare Scheme, *e.g.*, when the mother is confined at home, or during the ante-natal period if the mother is requested by the doctor to rest or enter hospital, or where the mother with children under five is ill;
- (b) households coming within the extended scheme—
 - (i) where the housewife falls sick or must have an operation;
 - (ii) where the wife is suddenly called away to see her husband in hospital and arrangements have to be made to look after the children;
 - (iii) where there are elderly people who are infirm, or one of whom suddenly falls ill;
 - (iv) where several members are ill at the same time, *e.g.*, during an influenza epidemic.

Some of the households referred to above will not be able to afford the prevailing rates for domestic help. It has been arranged, therefore, that the "Domestic Helpers" will be employed and paid by the Local Authority and that the Local Authority should recover all or part of the cost from the household in so far as the resources of the household permit, as is already done when a "Home Help" is supplied for a maternity case.

Local Authorities will be required to ensure that cases are properly sponsored, whether by officials of the health services or by voluntary organisations of standing, such as the District Nursing Association or other voluntary body. General practitioners in areas where the new service is instituted will be informed of the establishment of the service.

The amount of help required in different households may vary widely. Elderly people who are infirm for example, may need only one or two hours' help a week or a day for shopping or for the heavier part of house cleaning. A household seriously affected by sickness may, for a period, require whole-time help. Accordingly, women who can give whole-time or regular part-time help, or who can be called upon in an emergency, will all be needed as Domestic Helpers, and women who can only give a few hours a week can be fitted into the scheme.

Success will depend on sufficient suitable women coming forward to do the work. Women who act as Domestic Helpers will be performing important social service, and a high priority will be given to recruitment for this work. Women who are willing to help in this new type of service either whole time or part-time or for intermittent work will be asked to enrol at Local Offices of the Ministry of Labour and National Service or to get in touch with the Local Authority. The institution of these new schemes by Local Authorities may take a little time, so that it may not be possible in all areas to make immediate use of offers of service. Arrangements will be made to announce in each locality the institution of the service as it is organised.

* S. R. & O. 1944, No. 1313. H. M. Stationery Office; published with Nos. 1311 and 1312 as one document, price 2d. net (3d. post free)—see the issue of this GAZETTE for December, 1944, page 210.

EMPLOYMENT, WAGES, HOURS OF LABOUR, COST OF LIVING AND TRADE DISPUTES IN 1944.*

EMPLOYMENT.

The needs of industry continued, in 1944, to absorb the whole of the available man-power, and there was widespread shortage of labour. Towards the end of the year there was a slight rise in the numbers of persons on the registers of the Employment Exchanges, largely owing to the registration of fire-watchers released from private employment; but apart from this the relatively small numbers recorded as unemployed consisted almost wholly of persons who were either changing from one job to another or, owing to age, physical disability or other reasons, were suitable only for light work, married women or others not available for transfer to employment in other districts, and school-leavers who had recently registered for employment but had not yet begun work. At 16th October, 1944, the latest date for which figures are at present available, the total number of persons registered as unemployed in the United Kingdom, exclusive of about 18,400 who had been classified as unsuitable for ordinary employment, was approximately 93,300, as compared with 86,500 at 18th October, 1943, and 118,800 at 12th October, 1942.

The Table below shows the numbers on the registers, exclusive of persons classified as unsuitable for ordinary employment, at quarterly* dates from October, 1943, to October, 1944, distinguishing those wholly unemployed (*i.e.*, out of a situation) from persons registered as on short time, or otherwise only temporarily suspended from their employment, and unemployed casual workers who normally seek a livelihood by means of jobs of short duration.

Date	Numbers on the Registers of Employment Exchanges† in the United Kingdom.				
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Wholly Unemployed.					
1943. 18 October	46,106	9,063	18,604	8,853	82,626
1944. 17 January	50,458	10,351	21,289	9,536	91,634
17 April	48,459	11,692	16,769	9,514	86,434
17 July	44,310	8,296	13,779	7,176	73,561
16 October	52,806	9,508	18,760	8,866	89,940
Temporarily Stopped, and Unemployed Casual Workers.					
1943. 18 October	2,834	11	1,023	36	3,904
1944. 17 January	2,553	5	1,988	155	4,701
17 April	2,853	12	1,439	65	4,369
17 July	2,493	35	1,693	102	4,323
16 October	2,261	15	1,039	78	3,393

These figures exclude persons classified as unsuitable for ordinary employment. At 16th October, 1944, there were 18,019 men registered as wholly unemployed who had been classified by interviewing panels as unsuitable for ordinary industrial employment, and 411 women classified as unsuitable for normal full-time employment. The corresponding figures for 18th October, 1943, were 19,405 men and 569 women.

The numbers of unemployed persons† on the registers of Employment Exchanges in each administrative Region at 18th October, 1943, and 16th October, 1944, were as shown below :—

Region.	Wholly Unemployed.†		Temporarily Stopped and Unemployed Casual Workers.	
	18th October, 1943.	16th October, 1944.	18th October, 1943.	16th October, 1944.
London and South				
Eastern	13,500	10,380	349	187
Southern	2,285	2,141	33	48
South Western	1,683	1,950	28	1
Midlands	2,063	2,779	151	126
North Midlands	2,195	3,204	60	93
North Eastern	1,579	1,994	17	17
North Western	4,172	5,606	55	166
Northern	9,945	10,650	311	269
Scotland	7,747	10,704	249	410
Wales	16,521	18,491	311	447
Great Britain	10,563	11,336	119	71
Northern Ireland	72,253	79,235	1,683	1,835
United Kingdom	10,373	10,705	2,221	1,558
Total	82,626	89,940	3,904	3,393

Between October, 1943, and October, 1944, there were reductions in the numbers registered as unemployed in the London and South-Eastern Region and in the Eastern Region, but increases in the other Regions of Great Britain. In Northern Ireland a slight increase in the number wholly unemployed was more than counterbalanced by a decrease in the number of temporarily stopped and unemployed casual workers.

* Since January, 1943, unemployment statistics have been compiled only at quarterly intervals, *vis.*, in January, April, July and October.
† Men classified by interviewing panels as unsuitable for ordinary industrial employment, and women classified as unsuitable for normal full-time employment, are excluded from these figures.

The following Table shows, for each of the last eighteen years, the average numbers of (a) persons wholly unemployed, (b) persons temporarily stopped, and (c) unemployed casual workers, on the registers of Employment Exchanges in the United Kingdom. For 1926—the only earlier year for which statistics analysed on this basis are available—the figures were affected by a prolonged stoppage of work, owing to an industrial dispute, in the coal mining industry.

Year.	Average Numbers on the Registers of Employment Exchanges in the United Kingdom.		
	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
1927	769,982	278,018	68,144
1928	869,573	309,359	75,972
1929	900,553	268,595	79,440
1930	1,347,840	527,720	98,941
1931	1,994,471	587,719	115,678
1932	2,136,052	574,315	102,675
1933	2,037,517	456,743	94,098
1934	1,763,911	369,002	88,150
1935	1,706,783	312,757	86,581
1936	1,491,051	251,568	79,081
1937	1,284,123	205,369	67,509
1938	1,433,248	380,484	67,625
1939	1,308,212	220,990	60,599
1940	829,458	165,962	39,252
1941	314,507	62,124	14,890
1942	125,311*	8,615	5,346
1943†	93,408*	2,825	2,842
1944†	85,392*	2,332	1,865

In each category the figures for 1944 were below those for 1943 and 1942, and much lower than the corresponding figures for any other year in the whole period for which similar statistics are available.

RATES OF WAGES.

The rise in the general level of wage rates, which has been in progress throughout the war, continued during 1944.

In the industries for which statistics as to changes in rates of wages are regularly compiled by the Department,† the changes reported during 1944 are estimated to have resulted in an aggregate net increase of approximately £1,850,000 in the weekly full-time rates of wages of over 8 million workpeople, compared with a net increase of approximately £1,400,000 in the weekly wage rates of 6½ million workpeople in the same industries during 1943. While there have been wide variations in the amounts of increase granted in different industries, it is estimated that at the end of 1944 the average level of full-time weekly rates of wages in *all* the industries (including agriculture) for which information is available was about 5 per cent. higher than at the end of 1943, and about 45 or 46 per cent. higher than at the beginning of the war. These figures relate to *rates* of wages for a normal week, and take no account of the marked increases in average earnings during the war which have resulted from the operation of other factors such as fuller employment, overtime working, and the extension of systems of payment by results.§

PRINCIPAL CHANGES IN 1944.

Rates of wages were increased, during 1944, in most of the industries for which information is available. Particulars are given below of the changes in some of the principal industries and services :—

Agriculture.—The minimum rate fixed under the Agricultural Wages Regulation Acts for men in all districts in Scotland was raised in May from 60s. to 65s. a week, and the higher minimum rates fixed for men whose work involves the care of animals (shepherds, stockmen, ploughmen, etc.), were increased by 6s. a week. There were also increases of varying amounts in the minimum rates for youths, boys, women and girls. In Northern Ireland, the statutory minimum rates for men were raised by 3s. a week and those for youths and boys by 1s. 3d. to 2s. a week. There were no changes during 1944 in the statutory minimum rates of wages in England and Wales, the minimum rate for men employed as ordinary agricultural workers having been raised to 65s. a week in December, 1943.

Coal Mining.—The great majority of workers in the coal mining industry received increases in rates of wages during the early months of 1944. Following an application by the workpeople for an increase in the national minimum wage, with consequential increases for pieceworkers, the National Tribunal set up under the conciliation scheme for the coal mining industry issued an award in January, raising the national

* The figures for 1942, 1943 and 1944 exclude persons classified as unsuitable for ordinary employment.

† For 1943 and 1944 the figures are averages for only four dates, at quarterly intervals; for other years they are averages for twelve dates, at monthly intervals.

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

§ Some particulars of the increases in average earnings between October, 1938, and January, 1944, with figures for certain intermediate periods, were given in the issue of this GAZETTE for August, 1944.

minimum wages for men from 83s. to 100s. a week for underground workers and from 78s. to 90s. a week for surface workers. The minima for youths and boys were also increased, by amounts varying at different ages. No increases in piecework rates were awarded. The Tribunal stated that they regarded the award as a temporary expedient, pending a general review of the wage structure of the industry, and negotiations subsequently took place between the representatives of the employers and workpeople which resulted, in April, in an agreement, based upon proposals made by the Government, regulating the wages to be paid in the industry for a period of approximately four years. The operation of the sliding scales under which percentage additions to basis rates of wages in each district had hitherto been adjusted periodically in relation to the proceeds of the industry was suspended for the period of the agreement, and the current district percentage additions were merged into the day-wage basis rates and piecework rates. The existing flat-rate additions to wages (ranging for adult workers from 3s. 6d. to 4s. 6d. a shift in different districts), other than the cost-of-living allowance of 2s. 8d. a shift, were also merged into the day-wage rates, and for pieceworkers were converted into percentage additions on piece rates. This resulted in increased earnings for large numbers of pieceworkers, varying according to their output. An additional increase of 1s. a shift in day-wage rates was granted to certain specified classes of skilled craftsmen and to some other day-wage workers. The district output bonus scheme which had been in operation since September, 1942, was discontinued.

In the earlier part of 1944, before the four-years' agreement took effect, the operation of the sliding scales based upon the ascertained proceeds of the industry resulted in slight increases in the percentage additions to basis rates in Warwickshire and Somerset and in a small net reduction in Leicestershire; and, under the district output bonus scheme, bonuses of 6d. to 1s. 9d. a shift in Leicestershire and of 3d. or 9d. a shift in South Derbyshire were paid for varying periods.

Other Mining and Quarrying.—In iron mining there were advances in wage rates, in the various districts, amounting for men to approximately 1s. a shift, as a result of alterations in the bases of the sliding scales under which rates of wages are regulated in accordance with the official cost-of-living index, and there were small further net increases, during the year, resulting from the operation of these scales. At limestone and igneous rock quarries in various districts the war bonus for men was increased by $\frac{1}{2}$ d. an hour. There were also increases in the rates of wages of granite quarry workers in Cornwall, china clay workers in Cornwall and Devon, slate quarrymen in North Wales, workpeople engaged in the production of ballast, sand and gravel, and shale miners and oil workers in Scotland.

Chemical, Brick, etc., Industries.—In the heavy chemical industries the majority of the workpeople had been granted an increase of $\frac{1}{2}$ d. an hour in December, 1943, and there was no further change in the wage rates of these workers during 1944. The adoption of revised scales of standard basic rates, however, by certain firms whose employees had not participated in that increase resulted, in January, 1944, in advances of 1d. an hour for men, and of varying amounts for other workers, employed by these latter firms. In the drug and fine chemical industry, minimum weekly rates were raised by 4s. for men and youths, 3s. for boys, 2s. 6d. for women and 1s. 6d. for girls. In soap, candle and edible fat manufacture, revised scales of basic wage rates and war allowances resulted in increases, at different establishments, of 2s., 4s. or 6s. a week for men and of 2s. or 4s. a week for women. In the paint, colour and varnish industry the minimum rates for men and for most classes of women were raised by 4s. a week. In the brickmaking industry in various districts of England and Wales there were increases in wage rates, generally of $\frac{1}{2}$ d. an hour or 2s. a week for both men and women. There were also increases in the rates of wages of workpeople engaged in various branches of the glass industry, in the chemical manufacturing side of the plastics industry, and in the manufacture of chemical fertilisers, glue and gelatine, refractory goods, cement, and matches.

Metal, Engineering, etc., Industries.—In the iron and steel industry, increases varying in different sections from 9d. to about 11 $\frac{1}{2}$ d. a shift for men, and of smaller amounts for other workers, were brought about by alterations in the bases of the sliding-scale arrangements under which rates of wages are adjusted periodically in accordance with movements of the official cost-of-living index. In addition, there was a net increase in wages, during the year, under the operation of these agreements, the total increase during 1944 ranging, for men, from 11 $\frac{1}{2}$ d. to about 1s. 1 $\frac{1}{2}$ d. a shift in different sections of the industry. The national bonus for men employed in the engineering and allied industries was increased by 4s. a week in May, and there were proportionate increases for apprentices, youths and boys and for female dilutees whose rates of wages are related to those of men. In the case of other women in these industries the national bonus was increased in August by 4s. a week and a special bonus payable to timeworkers was increased by 3s. 6d. a week at 18 years, 3s. at 19 years, 2s. 6d. at 20 years and 2s. at 21 years and over. There were also adjustments in the national bonus and basic rates of those women by the transference of 12s. from the national bonus to the basic rates, and it was further agreed that their piecework prices and "bonus or basis times" should be such as to enable women of average ability to earn at least 27 $\frac{1}{2}$ per cent. over the new basic time

rates (exclusive of the national bonus) instead of 25 per cent. over the old basic time rates. There were smaller increases and adjustments in the wages of girls under 18 years of age. In railway workshops, the special war advance for men and women employed by main-line companies was increased by 5s. a week, and there were increases of 2s. 6d. or 1s. 3d. a week for juniors. Men employed in the shipbuilding and ship-repairing industry were granted an increase in bonus, at the beginning of April, of 4s. a week, smaller increases being granted to youths, boys, women and girls. Other industries in which wage rates were increased included road vehicle repairing, the light castings industry, electrical cable manufacture, tinplate manufacture, tin box manufacture, the stamped and pressed metal wares trade, the hollow-ware trade, cutlery manufacture, iron and steel wire manufacture, the brass trades in Birmingham and Yorkshire, and chain and anchor making at Cradley Heath.

Textiles.—For workpeople employed in the cotton industry, wage rates were increased in January by 4s. a week for those employed in adult occupations and 2s. a week for juveniles; later in the year additional increases were granted to cloth-lookers and certain warehouse workers. In the woollen and worsted industry in the West Riding of Yorkshire there were general increases, in March, equivalent to about 6 $\frac{1}{2}$ per cent. on current rates in the case of timeworkers and 4 $\frac{1}{2}$ per cent. in the case of pieceworkers; in addition, increases of various amounts were made in the basis rates of women and most classes of juveniles. In the textile bleaching, dyeing and finishing industry there were increases of varying amounts due to advances in basis time rates, increases in cost-of-living wages and the introduction of a guaranteed minimum rate for men on time-work. For men in receipt of the minimum time rates the total amount of increase was 4s. 2d. a week in Yorkshire and 6s. 2d. a week in Lancashire and Scotland; for women the corresponding increases were 2s. 5d. a week in Yorkshire, 3s. 5d. in Lancashire and 3s. 4d. in Scotland. Among other textile industries in which increases occurred were hosiery manufacture, flax spinning in Northern Ireland, the manufacture of linen and cotton handkerchiefs and household goods and linen piece goods in Great Britain and in Northern Ireland, the flax and hemp industry in Great Britain, the jute industry, sack and bag manufacture, rope, twine and net manufacture, the silk industry at Leek, and textile making-up and packing at Manchester.

Clothing Industries.—In boot and shoe manufacture, the minimum time rates for men aged 22 years and over, and for women aged 20 years and over, were raised in January by 4s. a week and by varying amounts for younger workers. There were further increases in September, under cost-of-living sliding-scale arrangements, of 3s. a week for men, 2s. a week for women, and 1s. to 3s. a week, according to age, for juveniles. The increase for pieceworkers during the year amounted to 8 per cent. on basic statement prices. For men employed in boot and shoe repairing, the minimum time rates fixed under the Trade Boards Acts were raised by 3s. a week, with increases of 3s. or 1s. a week, according to occupation, for women; the war-time advance on piece rates was raised from 22 $\frac{1}{2}$ to 25 per cent. In the ready-made and wholesale bespoke tailoring trade and the shirtmaking trade there were increases of 1 $\frac{1}{2}$ d. an hour for men and 1 $\frac{1}{2}$ d. an hour for women, and of smaller amounts for learners. In the retail bespoke tailoring trade the increases on pre-war rates were raised from 22 $\frac{1}{2}$ per cent. to 37 $\frac{1}{2}$ per cent. in England and Wales and from 17 $\frac{1}{2}$ or 20 per cent. (according to area) to 40 per cent. in Scotland. Increases were also granted in the statutory minimum rates applicable to the fur dressing trade, and to the dressmaking and women's light clothing trade in Northern Ireland, and in the agreed rates of workpeople employed at laundries scheduled under the Essential Work (General Provisions) Order.

Food, Drink and Tobacco Industries.—In the flour milling industry, the war supplements were raised, in April, by 4s. a week for men in most occupations and by amounts ranging from 2s. to 4s. a week for women, and there had previously been increases in the basis rates of some of the women employed. The minimum time rates fixed under the Trade Boards Acts for bakery workers in many of the lower-paid districts of England and Wales were raised by amounts varying up to 1d. an hour. In Northern Ireland, the Trade Board minimum time rates for most adult workers in bakery establishments, other than small bakeries, were raised by 3s. a week in Belfast and 2s. 9d. a week elsewhere. There was no general wage change in the baking trade in Scotland, but increases took effect in some districts under local agreements. The operation of a cost-of-living sliding scale in the tobacco industry resulted in net increases of 11 $\frac{1}{2}$ d. a week for men, and 7 $\frac{1}{2}$ d. a week for women and juveniles, in the minimum rates fixed under the Trade Boards Acts. Increases in rates of wages were also reported in the biscuit industry, beet sugar manufacture, seed crushing, compound food and provender manufacture, the corn trade, sugar confectionery, cocoa and chocolate manufacture and food preserving, and brewing in some areas.

Woodworking.—In the vehicle building industry (carriages, carts, etc.), the war bonus was increased by 1d. an hour for men and women and by smaller amounts for younger workers, making a total bonus for men of 6 $\frac{1}{2}$ d. an hour. Men employed in the timber trade in England and Wales were granted an increase of 1d. an hour. In sawmills and packing case shops there were increases of 1d. an hour for men in various districts.

In the furniture and bedding manufacturing industry a special war bonus of 1½d. an hour or less was granted to those adult timeworkers who were being paid wage rates less than 1½d. an hour above the district wage rate; there were no increases for pieceworkers or in the minimum rates fixed under the Trade Boards Acts. Journeymen coopers were granted increases amounting to 2d. an hour, with 1d. an hour for apprentices.

Paper, Printing, etc., Industries.—In paper making there were increases of 1d. an hour in the basic rates of men and ¾d. an hour in those of women and juveniles. Revised Trade Board minimum time rates were adopted in the paper box industry in Great Britain, resulting in increases of various amounts; the general minimum time rate for men was raised by 5s. a week and that for women by 3s. 9d. a week, and the age at which the adult rate for male workers becomes payable was lowered from 24 or 22 to 21 years.

Building and Contracting.—In the building industry in England and Wales (other than the Liverpool and Birkenhead area) the rates of wages of craftsmen were increased by 1d. an hour and those of labourers by ¾d. an hour, from 1st November. In certain small towns and country districts there were additional increases due to the transfer of all localities formerly assigned to the four lowest of the nine provincial wages grades to one or other of the five higher grades. In Scotland there was a general increase in November of 1½d. an hour for both craftsmen and labourers; for bricklayers in Glasgow and the West of Scotland, however, there had been a previous reduction of ½d. an hour, in February, as a result of the discontinuance of a differential rate above the standard rate for other craftsmen, and the general rate for plasterers had also been reduced by ½d. In Northern Ireland, craftsmen's rates were increased by 1d. an hour and labourers' rates by 1½d. an hour in Belfast and 1d. in other districts. Men employed by civil engineering contractors in Great Britain were granted an increase of 1d. an hour from 1st November. The cost-of-living bonus for electricians employed by electrical contractors was increased by 1½d. an hour in England and Wales and Northern Ireland; in addition, basic rates were raised by ½d. an hour in the lower-paid districts, resulting from a reclassification of districts into three instead of four wage grades. There were increases amounting to 1½d. an hour in the rates for journeymen employed by electrical contractors in Scotland.

Gas, Electricity and Water Supply.—Men employed in the gas industry were granted a general increase, at the end of March, of 1d. an hour for day-workers, and 8d. a shift for shift-workers, with an additional increase of 8d. a shift for shift-workers engaged in connection with gas production. In the electricity supply industry the war bonus for men was increased by 1d. an hour at the end of April. For men employed at waterworks there were advances, in most districts of England, amounting to 6s. a week or 1½d. an hour.

Transport Industries.—In the railway service, workpeople employed in connection with the manipulation of traffic were granted increases, in April, of 5s. a week in the case of men and women and 2s. 6d. a week in the case of juniors under 20 years. Clerical and supervisory staffs were granted increases of £13 a year or 5s. a week for men, 5s. a week for women and 2s. 6d. a week for juniors under 18 years. For men employed in the road haulage of goods the statutory minimum rates were raised in April by 2s. 6d. a week. Men employed by tram, trolley-bus and motor omnibus undertakings were granted an increase in war wage of 5s. a week, or 1½d. an hour, in May, with smaller increases for women not qualified to receive the full men's rate and for younger workers. Dock labourers and other port workers received an advance of 1s. a day or 6d. a half-day as from 6th March.

Distributive Trades.—The minimum rates of remuneration agreed upon by the Joint Industrial Councils for the retail distribution of food, drapery, clothing and footwear, and furnishings, etc., in England and Wales were raised by 4s. a week for men and 3s. a week for women, and those for men and women employed in the retail distribution of books, stationery, newspapers, tobacco, etc., by 8s. and 6s. a week, respectively. In general butchers' shops there were increases of 4s. a week for men and 2s. or more a week for women. In Scotland, increases of 6s. a week for men and 4s. 4d. a week for women were granted in the retail grocery and provisions trade, and minimum rates of remuneration were adopted by the Joint Industrial Council for the retail drapery, outfitting, footwear, etc., trade. Men and women employed in the wholesale grocery and provisions trade in England and Wales received increases of 4s. and 3s. a week, respectively. Shop assistants and other classes of distributive workers employed by wholesale and retail co-operative societies were granted a further war advance of 3s. a week, irrespective of age or sex, making their total war advance 21s. in the case of men and 20s. in the case of women. In the milk distributive trade increases of 5s. a week for men and 4s. a week for women in England and Wales and of 3s. a week for men and women in Scotland were made in the Trade Board minimum rates and in the higher rates agreed upon for workpeople employed in establishments scheduled under the Essential Work Order. Increases were also granted, in a number of districts, to workpeople engaged in the distribution of coal.

Central and Local Government Services.—In Government engineering and shipbuilding establishments there were increases and adjustments in the rates of wages of workpeople paid on an engineering basis similar to those in the engineering industry

generally. For clerical staffs and other non-industrial employees the bonuses were increased in November by 4s. a week for men and 3s. a week for women, employed on a whole-time basis, to a total of 23s. and 18s. 6d. a week (or £60 and £48 a year), respectively, with smaller increases in bonus for part-time employees and those under 21 years of age. In the non-trading services of local authorities in most areas in Great Britain, men employed as manual workers were granted advances amounting to 6s. 6d. a week, with advances of proportionate amounts for women and juveniles. In the administrative, technical and clerical services of local authorities the war bonuses were increased by amounts varying in England and Wales and in Scotland, and also for different ranges of salaries.

Other Industries and Services.—Other branches of industry in which rates of wages were increased included asbestos manufacture, tanning, currying and leather goods manufacture, cast stone and cast concrete products manufacture in Scotland, the brush and broom trade, button manufacture, general waste reclamation, cotton waste reclamation, rubber manufacture, cinematograph film production, and cinema theatres.

INDUSTRIES IN WHICH THERE WAS NO GENERAL CHANGE IN 1944.

The principal industries or branches of industry in which no general changes in rates of wages were reported during 1944 included agriculture in England and Wales; the pottery industry; heating, ventilating and domestic engineering; the woollen and worsted industry in the South of Scotland; the Macclesfield silk industry; the weaving section of the textile industry in Northern Ireland; the dressmaking and women's light clothing trade in England and Wales; millinery, etc.; printing and bookbinding; the merchant navy; cast stone and cast concrete products manufacture in England and Wales; and the rubber reclamation trade.

CHANGES IN ACTUAL EARNINGS.

The particulars given above relate only to increases in rates of wages for a full normal week and do not take account of increases in actual earnings resulting from other factors such as fuller employment, longer working hours, the extension of nightshift working and of systems of payment by results, and the transference of workpeople from relatively low-paid to higher-paid occupations and industries. Statistics showing the changes in average weekly and hourly earnings and average weekly working hours in a large number of industries between October, 1938, and January, 1944, were published in the issue of this GAZETTE for August, 1944.

CHANGES IN RATES OF WAGES IN THE YEARS 1925-1944.

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

Year.	Approximate number of separate individuals† reported as affected by		Estimated Net Weekly Amount of Change in Rates of Wages.		Estimated Net Weekly Increase (+) or Decrease (—) in Rates of Wages of the Workpeople affected.
	Net Increases.	Net Decreases.	Increases.	Decreases.	
1925 ..	873,000	851,000	£ 80,900	£ 159,000	— 78,100
1926 ..	420,000	740,000	133,000	83,700	+ 49,300
1927 ..	282,000	1,855,000	30,700	388,500	— 357,800
1928 ..	217,000	1,615,000	21,800	163,800	— 142,000
1929 ..	142,000	917,000	12,900	91,700	— 78,800
1930 ..	768,000	1,100,000	59,500	116,100	— 56,600
1931 ..	47,000	3,010,000	5,150	406,300	— 401,150
1932 ..	33,500	1,949,000	2,600	251,800	— 249,200
1933 ..	179,500	894,000	17,250	82,500	— 65,250
1934 ..	1,344,000	85,500	95,500	4,000	+ 91,500
1935 ..	2,366,500	49,600	198,900	6,800	+ 192,100
1936 ..	4,062,400	800	493,075	175	+ 492,900
1937 ..	5,161,200	4,400	788,250	1,350	+ 786,900
1938 ..	2,381,500	322,200	262,100	18,800	+ 243,300
1939 ..	5,655,000	65,800	939,900	8,500	+ 931,400
1940 ..	8,040,000	—	2,213,000	—	+2,213,000
1941 ..	8,185,000	—	2,120,000	—	+2,120,000
1942 ..	6,527,000	400	1,630,000	50	+1,629,950
1943 ..	6,507,000	152,100	1,423,900	2,900	+1,421,000
1944‡ ..	8,133,000	—	1,870,000	—	+1,870,000

In view of the limitations to which attention has been drawn above,* and especially of the fact that certain large groups of workpeople (notably agricultural workers) are not covered by the statistics, the figures in this Table should not be regarded as affording more than a general indication of the movement in rates of wages in any year in comparison with that in other years, and special significance should not be attached to small differences in the amount of change as between one year and another. The figures indicate, however, that the amounts of increase in weekly rates of wages in each year during the war have been much greater than in any previous year in the period covered by the Table.

* See footnote ‡ in the second column on page 7.

† In addition to the workpeople for whom figures are given in this Table, there were considerable numbers in most years (other than 1940, 1941 and 1944) who were affected by increases, and also by reductions of equal amount, within the same year.

‡ The figures for 1944 are preliminary and subject to revision.

HOURS OF LABOUR.

No changes were reported to have occurred during the year 1944 in the hours constituting a normal week's work. The following Table shows the number of workpeople, in the industries for which statistics are regularly compiled by the Department,* whose hours were reported as changed in each of the past twenty years, and the aggregate net amount of the change.

Year.	Approximate Number of Workpeople whose Normal Hours of Labour were		Aggregate Net Increase (+) or Decrease (—) in Weekly Hours.
	Increased.	Reduced.	
1925	1,300	3,925	— 11,750
1926	934,200	340	+ 3,985,000
1927	18,700	1,700	+ 59,000
1928	1,400	2,000	+ 200
1929	4,050	1,050	+ 8,750
1930	13,175	349,225	— 873,500
1931	294,000	111,000	+ 142,000
1932	6,000	3,750	+ 7,000
1933	2,500	12,500	— 36,000
1934	520	5,000	— 11,500
1935	2,450	43,700	— 153,850
1936	600	160,600	— 804,500
1937	1,500	390,650	— 960,000
1938	1,950	166,650	— 371,100
1939	—	380,000	— 1,380,000
1940	1,200	144,800	— 604,000
1941	1,500	150	+ 1,500
1942	4,100	—	+ 13,150
1943	1,500	15,000	— 73,500
1944	—	—	—

The comparatively large numbers affected in the years 1926, 1930 and 1931 consisted mainly of coal miners. In 1937 the workpeople affected were mainly printers, coal miners and flour millers, in 1938 mainly boot and shoe operatives, and in 1939 and 1940 mainly juvenile workers under 16 years of age employed in a large number of industries.

COST OF LIVING.

There was a slight rise in the general level of working-class costs of living during 1944, the official index figure at 1st January, 1945, being 102 per cent. above the level of July, 1914, compared with 99 per cent. at 1st January, 1944, and the average for the year 1944 being nearly 101 per cent. above the July, 1914, level, compared with an average of 99 per cent. for 1943.

In his Budget statement in April, 1944, the Chancellor of the Exchequer stated that it was the Government's firm intention to continue the policy (first announced in the Budget statement of 1941) of controlling retail prices and subsidising essential goods and services with a view to stabilising the cost of living, apart from minor seasonal changes. He added, however, that should increasing wage costs, not offset by increased output, raise the cost of vital commodities such as coal, these increases should not be artificially masked by making arbitrary reductions in the prices of other articles in order to maintain the level of the cost-of-living index unchanged, but should be allowed to reflect themselves in the cost-of-living index in the natural way. The rise in the index figure during 1944 was, in fact, largely due to increases in the price of coal.

The following Table shows, for 1st September, 1939, and for each month in 1944, the figures for each of the five main groups of items included within the scope of the cost-of-living index :—

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

Date.	Food.	Rent (including Rates).	Clothing.	Fuel and Light.	Other Items included.	All Items included.
1939.						
1st September ..	38	62	108	82	79	55
1944.						
1st January ..	68	64	240-245	144	191	99
1st February ..	68	64	240-245	152	191	100
1st March ..	68	64	240-245	151	191	100
1st April ..	68	64	240-245	152	191	100
1st May ..	68	64	245	152	191	100
1st June ..	68	64	245	153	191	100
1st July ..	69	64	245	153	191	101
1st August ..	70	64	245	163	191	102
1st September ..	69	64	245	163	191	102
30th September ..	68	64	245	163	191	101
1st November ..	68	64	245-250	164	191	101
1st December ..	68	64	245-250	164	191	101
1945.						
1st January ..	68	64	245-250	165	191	102

The relatively small movements in the "all items" index during 1944 were principally due to upward movements in the fuel and light index and to slight increases in the average prices of clothing. The only changes in the index of food prices were those resulting from seasonal variations in the prices of potatoes during the summer months, while the index figures for rent and for the "other items" group remained unchanged throughout the year.

Of the rise of 47 points in the index between 1st September, 1939, and 1st January, 1945, the increases in the taxes on sugar, tobacco and cigarettes, and matches account for about 4½ points; and approximately three-fourths of a point is due to increases in prices resulting from the Purchase Tax.†

* See footnote ‡ in the second column on page 7.

† Of the commodities of which account is taken in the cost-of-living index, non-utility clothing (including clothing materials and adults' footwear), domestic ironmongery and pottery were still subject to Purchase Tax at 1st January, 1945.

Food.—From 1st January to 1st June, inclusive, the average level of retail prices of the articles of food included within the scope of the statistics was 68 per cent. above the level of July, 1914, as compared with 38 per cent. at 1st September, 1939. The percentage rose to 69 at 1st July and to 70 at 1st August in consequence of the seasonal replacement of old potatoes by the new crop at higher prices. During the following two months there were successive reductions in the average price of potatoes, in consequence of which the food index reverted to 68 per cent. above the July, 1914, level by the end of September and remained at that level for the rest of the year.

The following Table shows the average retail prices at 1st January, 1945, in comparison with those a year earlier and at the outbreak of the war :—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ¼d., at—			Average Percentage Increase or Decrease (—) at 1st Jan., 1945, compared with	
	1st Jan., 1945.	1st Jan., 1944.	1st Sept., 1939.	1st Jan., 1944.	1st Sept., 1939.
	s. d.	s. d.	s. d.	Per cent.	Per cent.
Beef, British—					
Ribs	1 3½	1 3½	1 2½	..	11
Thin Flank ..	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen—					
Ribs	1 1	1 1	0 9½	..	35
Thin Flank ..	0 6	0 6	0 4½	..	23
Mutton, British—					
Legs	1 5½	1 5½	1 3½	..	13
Breast	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs	1 0	1 0	0 10½	..	16
Breast	0 4	0 4	0 4	..	..
Bacon*	1 10½	1 10½	1 3	..	50
Fish	—	—	—	..	27
Flour .. per 6 lbs	1 2½	1 2½	0 11½	1	30
Bread .. per 4 lbs	0 9	0 9	0 8½	..	9
Tea	2 10	2 10	2 4	..	21
Sugar (granulated) ..	0 4	0 4	0 3	..	32
Milk .. per quart	0 9	0 9	0 6½	..	33
Butter—					
Fresh	1 8	1 8	1 4½	..	21
Salt	1 1	1 1	0 10	..	31
Cheese	1 1	1 1	0 10	..	30
Margarine—					
Special	0 9	0 9	0 6½	..	12
Standard	0 5	0 5	—	..	..
Eggs (fresh)† .. each	0 2	0 2	—	..	1
Potatoes .. per 7 lbs	0 7	0 6½	0 6½	1	7

Throughout 1944 the retail prices of all the articles included in the above Table were controlled by the Ministry of Food. There were seasonal variations in the maximum permitted prices of potatoes, and also in the maximum prices of milk in some parts of the United Kingdom. Apart from these seasonal variations there were no changes, during 1944, materially affecting the average level of prices for any of the articles of food shown in the Table.

Rent.—The rents of unfurnished working-class dwellings remained subject to the control of the Rent Restrictions Acts, and the average level of such rents (including local rates) was practically stationary throughout 1944, being about 64 per cent. above the level of July, 1914, and about 1 per cent. higher than at 1st September, 1939. The rise of 1 per cent. since the latter date is due to increases in local rates in some districts.

Clothing.—The downward movement in the average prices of working-class clothing and clothing materials, which began during 1942, was arrested by the end of 1943, and during 1944 there was a slight upward movement in the average level of prices. The earlier downward movement had been chiefly due to the progressive replacement of "non-utility" clothing by "utility" clothing, which is exempt from purchase tax. During 1944, however, this process of substitution had largely ceased, and the relative proportions of "non-utility" and "utility" goods showed little change, on the whole, during the year. Changes in the prices of such non-utility clothing as remained on sale were relatively slight, but the retail ceiling prices of some kinds of utility clothing were raised during 1944, and there were some increases in actual prices, particularly in those of men's suits. For working-class clothing as a whole, the returns furnished to the Department indicate that at 1st January, 1945, the average level of prices was between 1 and 2 per cent. higher than at 1st January, 1944, and about 67 per cent. higher than at 1st September, 1939. For men's suits and overcoats the average increase in prices during 1944 was equivalent to about 5 per cent.; for each of three other groups of items which are covered by the figures, viz., woollen materials, woollen underclothing and hosiery, cotton materials and cotton hosiery, and boots and shoes, the average change in price levels during 1944 was equivalent to less than 1 per cent.

Fuel and Light.—There were substantial increases in the retail prices of coal during 1944. A general increase of 3s. a ton came into operation at 1st February, followed by a general increase of 4s. a ton on 1st August, with corresponding increases in each case in the prices per cwt. As a result of these increases, the average level of the retail prices of coal at 1st January, 1945, was about 12 per cent. higher than a year earlier, and about 46 per cent. above the level of 1st September, 1939. The price of gas was raised in some areas during 1944, and the

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

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

‡ Of the two prices shown for eggs at 1st January, 1945, and at 1st January, 1944, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

average level of prices rose by about 4 per cent. during the year. There was practically no change in the average level of prices of lamp oil, candles and matches.

Miscellaneous Other Items.—There was a slight upward movement in the average price of soda during 1944, but for the remaining articles included in this group, *viz.*, soap, domestic ironmongery, brushes and pottery, tobacco and cigarettes, fares, and newspapers, such changes in prices as occurred were relatively unimportant.

Comparison with previous years.—The following Table compares the averages of the percentage increases recorded for the beginning of each of the twelve months of 1944 with the corresponding averages for each of the previous nineteen years:—

Average Percentage Increase over the level of July, 1914.

Year.	Food.	Rent (including Rates).	Clothing.	Fuel and Light.	Other Items included.	All Items included.
1925 ..	71	47	129	82	80	76
1926 ..	64	49	121	105	80	72
1927 ..	60	51	114	83	80	67½
1928 ..	57	51	119	69	80	65
1929 ..	54	52½	118	71	80	64
1930 ..	45	53	111	72½	77½	58
1931 ..	31	54	96	74	75	47½
1932 ..	26	54	89	72	73	44
1933 ..	20	56	84	70	72½	40
1934 ..	22	56	86	70	72½	41
1935 ..	25	57	87	70	70	43
1936 ..	30	59	89	74	70	47
1937 ..	39	59	102	78	74	54
1938 ..	40½	60	109	81	75	56
1939 ..	41	62	114	84	79	58
1940 ..	64	63	185	110	108	84
1941 ..	68	64	269	127	127	99
1942 ..	61	64	299	135	155	100
1943 ..	66	64	251	144	182	99
1944 ..	68	64	245	156	191	101

It should be noted that the foregoing figures are designed to indicate the average percentage increase in the cost of maintaining unchanged the standard of living prevailing among working-class households at July, 1914, no allowance being made for any changes in the standard of living since that date or for any economies or readjustments in consumption and expenditure resulting from the war.

TRADE DISPUTES.

The number of industrial disputes involving stoppages of work,* reported to the Department as having begun in 1944 in the United Kingdom, was 2,185, as compared with 1,785 in the previous year.

The total number of workpeople involved in all stoppages in progress in 1944 was about 830,000,† of whom about 105,000 were indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). The total number of workpeople involved in all stoppages in progress in the previous year was about 560,000.‡

The aggregate number of working days lost on account of stoppages, at the establishments where the disputes occurred, is estimated at about 3,700,000 in 1944, compared with about 1,800,000 in 1943.

Principal Disputes in 1944.—The coal mining industry accounted for more than one-half of all the stoppages in 1944 and for two-thirds of the aggregate number of working days lost. Most of the loss of time in this industry was caused by stoppages of work in the early months of 1944 following an Award of the National Reference Tribunal for the industry, issued on 22nd January, providing for increases in the minimum weekly wages for underground and surface workers, but rejecting a claim for increased piece-work rates while recommending a general review of the wage structure of the industry. A series of stoppages through dissatisfaction with this Award occurred in Lancashire, Staffordshire, Yorkshire, Durham, Wales and Monmouthshire, and Scotland at various dates during January to March. Altogether over 170,000 workpeople were involved and about 850,000 working days were lost as a result of these stoppages, the largest of which affected numerous collieries in Wales and Monmouthshire during the second and third weeks of March, about 100,000 workpeople being involved with a loss of over 550,000 working days. There was also a stoppage of work in the Yorkshire coalfield, arising from dissatisfaction at the inclusion of 3s. 6d. a week, in respect of "home coal" allowance, in the minimum wage payable under the National Tribunal Award. This dispute affected a number of collieries on different dates and for varying periods between the middle of March and the end of the first week in April; it is estimated that approximately 120,000 workpeople were involved and that about 1,000,000 working days were lost. In the first half of October, about 45,000 working days were lost in a stoppage affecting about 9,000 colliery workpeople in Durham, resulting from the rejection, by the District Conciliation Board, of a claim by deputies for increased wages.

* 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 given for 1944 are preliminary and subject to revision.

† Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage in the year, and have therefore been counted more than once in the year's total. The *net* number of individuals involved in stoppages in progress during the year was approximately 590,000 in 1944, compared with approximately 410,000 in 1943. For coal mining alone the corresponding totals were approximately 350,000 in 1944 and 180,000 in 1943.

The metal, engineering, and shipbuilding industries accounted for more than one-fourth of the total number of stoppages of work in 1944 and of the aggregate number of working days lost. At the end of February a stoppage of work began at Belfast involving fitters employed by a large firm of engineers and shipbuilders, arising from a demand for an increase in the wages of time workers. During March several thousand additional engineering and shipyard operatives and aircraft workers became involved; and early in April there was a further large extension, in protest against the prosecution and imprisonment of certain shop stewards for their participation in the strike of aircraft workers. It is estimated that, in all, about 36,000 workpeople were involved (directly and indirectly) at the establishments where the stoppages occurred, with an aggregate loss of over 400,000 working days. A stoppage of work involving over 2,000 engineering operatives at Glasgow began at the end of August and continued for nearly two months, with a loss of more than 100,000 working days: in the first place the workers concerned demanded the dismissal of an employee who, it was alleged, had not served a recognised apprenticeship, but claims for increases in wages were subsequently added. About 55,000 working days were lost by 5,000 engineering operatives at Accrington and Blackburn owing to a dispute in the second and third weeks of August on a question of the employment of women on certain work which had previously been done by men.

In the following Table, the disputes involving stoppages of work* in the United Kingdom in 1944 are classified by industry, and corresponding figures are given for 1943:—

Industry Group.	1944.			1943.		
	Number of Stoppages beginning in 1944.	Number of Workpeople involved in all stoppages in progress in 1944.	Aggregate Number of Working Days lost in 1944 through all Stoppages in progress.	Number of Stoppages beginning in 1943.	Number of Workpeople involved in all stoppages in progress in 1943.	Aggregate Number of Working Days lost in 1943 through all Stoppages in progress.
Coal Mining ..	1,244	567,000†	2,480,000	843	294,000†	890,000
Other Mining and Quarrying ..	22	3,400	13,000	19	1,700	3,000
Brick, Pottery, Glass, Chemical, etc. ..	22	1,600	4,000	30	1,600	4,000
Engineering ..	261	130,000	600,000	288	121,000	437,000
Shipbuilding, etc. ..	199	44,000	370,000	196	32,000	137,000
Iron and Steel and Other Metal ..	150	23,000	78,000	128	18,200	61,000
Textile ..	48	6,600	46,000	52	6,100	17,000
Clothing ..	30	2,800	5,000	23	3,100	7,000
Food, Drink and Tobacco ..	8	900	3,000	17	8,800	27,000
Woodworking, Furniture, etc. ..	10	1,200	2,000	4	600	1,000
Building, Public Works Contracting ..	43	5,100	7,000	71	13,200	25,000
Transport ..	82	32,000	85,000	68	53,500	130,000
Commerce, Distribution and Finance ..	10	600	1,000	8	500	1,000
All Other Industries ..	51	6,800	16,000	38	4,700	20,000
Total ..	2,185	825,000†	3,710,000	1,785	559,000†	1,810,000

Summary for 1925-1944:—In the following Table comparable figures are given for each of the years 1925-1944*:—

Year.	Number of Stoppages beginning in Year.	Number of Workpeople involved in Stoppages beginning in Year.†			Aggregate Number of Working Days lost in all Stoppages in progress during Year.
		Directly.	Indirectly.	Total.	
1925 ..	603	401,000	40,000	441,000	7,950,000
1926 ..	323	2,724,000	10,000	2,734,000§	162,230,000§
1927 ..	308	90,000	18,000	108,000	1,170,000
1928 ..	302	80,000	44,000	124,000	1,390,000
1929 ..	431	493,000	40,000	533,000	8,270,000
1930 ..	422	286,000	21,000	307,000	4,400,000
1931 ..	420	424,000	66,000	490,000	6,980,000
1932 ..	389	337,000	42,000	379,000	6,490,000
1933 ..	357	114,000	22,000	136,000	1,070,000
1934 ..	471	109,000	25,000	134,000	960,000
1935 ..	553	230,000	41,000	271,000	1,960,000
1936 ..	818	241,000	75,000	316,000	1,830,000
1937 ..	1,129	388,000	209,000	597,000	3,410,000
1938 ..	875	211,000	63,000	274,000	1,330,000
1939 ..	940	246,000	91,000	337,000	1,360,000
1940 ..	922	225,000	74,000	299,000	940,000
1941 ..	1,251	297,000	63,000	360,000	1,080,000
1942 ..	1,303	350,000	107,000	457,000	1,530,000
1943 ..	1,785	453,000	104,000	557,000	1,810,000
1944 ..	2,185	715,000†	105,000	820,000†	3,710,000

It will be seen that the total number of workpeople involved in stoppages of work through industrial disputes in 1944 was greater than in any year since 1926 and that the aggregate number of working days lost through such disputes was greater than in any year since 1932.

* See footnote * in previous column.

† Workpeople involved in more than one stoppage in any year are counted more than once in the year's total: see note † in previous column.

‡ In addition, about 5,000 workpeople were involved in stoppages which began in 1943 and continued into 1944.

§ In 1926 there was a general stoppage of work in the coal mining industry, which lasted from May to December, and a general stoppage of work in a large number of other industries, in support of the miners, during the early part of May.

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

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 December resulted in an aggregate increase estimated at approximately £14,000 in the weekly full-time wages of about 90,000 workpeople and in a slight decrease in the wages of about 1,000 workpeople.

The principal increases in rates of wages in December affected building operatives in certain districts of England and Wales and workpeople employed in the rubber manufacturing industry. Other industries in which increases were reported included pre-cast concrete products manufacture in Scotland, the ready-made and wholesale bespoke tailoring trade in Northern Ireland, the dressmaking and women's light clothing trade in Scotland, inland waterways transport in England, and cotton waste reclamation.

In the building industry, increases ranging from ½d. to 3d. an hour for craftsmen and from ½d. to 2½d. an hour for labourers took effect in a number of the lower-paid districts in Yorkshire, the North-Western and South-Western Counties of England, and Wales and Monmouthshire, consequent upon the transference of these districts to higher-paid grades under the national grading scheme of the National Joint Council for the Building Industry. In the rubber manufacturing industry there were increases in the minimum rates of wages recognised by the Joint Industrial Council for the industry of 1d. an hour for workers 19 years of age and over, and ½d. or ¾d. an hour for younger workers. Men employed in pre-cast concrete products manufacture in Scotland were granted an increase of 1d. an

hour. In the readymade and wholesale bespoke tailoring trade in Northern Ireland, the minimum rates fixed under the Trade Boards Acts were raised by 1½d. an hour in the case of men and 1¼d. an hour in the case of women. In the retail branch of the dressmaking and women's light clothing trade in Scotland, the Trade Board minimum rates were raised by 1d. an hour for female learners and 1½d. an hour for other women and girls. Adult shore workers employed on inland waterways in England received increases in minimum rates of 1s. a week in some areas and 2s. a week in others. The Trade Board minimum rates in the cotton waste reclamation trade were raised by 1d. an hour for men and women.

In the pressed felt manufacturing industry in the Rossendale Valley there were slight decreases in wage rates under the operation of a sliding scale by which wages are regulated in accordance with variations in the official cost-of-living index number.

Of the total increase of £14,000, about £5,000 was the result of arrangements made by joint standing bodies of employers and workpeople; £8,000 took effect under arbitration awards; and nearly all the remainder was the result of negotiations between employers and workpeople or their representatives.

Hours of Labour.

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

Changes in Wages and Hours in 1944.

A special article dealing with these changes is published on pages 7 to 10.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING DECEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decrease in Italics.)
Coke Manufacture.	Durham	1 Dec.	Cokemen and by-product workers..	Increase of 3 per cent. on basis rates, making wages 101 per cent. above the basis rates†
Pre-Cast Concrete Products Manufacture.	Scotland	1 Nov.†	Men, youths, boys and women ..	Increases of 1d. an hour for men, of ½d. for youths 18 to 21 years and for women 18 years and over, and of ¼d. for boys. Rates after change: men—1s. 8d. to 1s. 11½d. an hour, according to occupation, women—1s. 1d. to 1s. 4d., according to length of service.
Engineering, etc.	Bath district ..	1st full pay period after 1 Dec.	Labourersemployedintheengineering and allied industries.	Increase of 2s. a week (47 hours) on the minimum rate, consequent upon the fixing of a base rate of 49s., plus national bonus of 25s. 6d. for a 47-hour week.§
Agricultural Implement and Machine Knife Grinding.	Sheffield	1st full pay period after 1 Dec.	Jobbing and slacks machine grinders employed on piecework.	Increase of 5 per cent in the percentage bonus (jobbing grinders—30 to 35 per cent. on gross earnings, 45 to 50 per cent. on net earnings; machine grinders—40 to 45 per cent.), and a further increase of 4s. a week (22s. 6d. to 26s. 6d.) in the flat-rate bonus.||
Pressed Felt Manufacture.	Rossendale Valley (certain firms).	31 Dec.	Men, youths, boys, women and girls	Decreases¶ of 3d. a week for men and of 2d. for women and juveniles. Minimum rates after change: men 79s. 11d., youths and boys 33s. at 14 years rising to 59s. 6d. at 20; females—felt production processes 62s., cutting and stitching 55s. 2d.
Readymade and Wholesale Bespoke Tailoring.	Northern Ireland ..	8 Dec.	Men, youths and boys	Increases of 1½d. an hour in general minimum time rates for men 22 years or over, of ¾d. or 1d. for late entrants under 22 and of ¼d., 1d. or 1½d., according to age, for other workers under 22; increase of 1½d. an hour in piecework basis time rates.**
			Women and girls	Increases of 1½d. an hour in general minimum time rates for women and girls other than learners and of 3s. or 4s. a week, according to age and length of service, for learners; increase of 1½d. an hour in piecework basis time rates.**
Dressmaking and Women's Light Clothing. Baking	Scotland	27 Dec.	Women and girls employed in the retail branch.	Increases of 1½d. an hour in general minimum time rates for female workers other than learners and of 1d. for learners; increase of 1½d. in piecework basis time rates.**
	Brecon, Monmouth, East Glamorgan, Mid-Glamorgan and South Wales.	2 Oct.††	Men, boys, women and girls employed by co-operative societies.	Increases of 2s. a week (3s. to 5s.) in the additions to general minimum time rates fixed under the Trade Boards Acts in Area C for men and of 1s. for women 21 and over (2s. to 3s.) and for boys and girls 14 to 17 years (1s. to 2s.).
	Morayshire	1st full pay week in Dec.	Bakers, confectioners and bakery workers employed by private traders.	Minimum weekly rates adopted, for a normal working week of 48 hours, as follows: journeymen 73s. plus cost-of-living bonus of 20s.; apprentices 18s. plus 9s. in 1st year of apprenticeship rising to 53s. plus 13s. 6d. in 5th year.
	Northern Ireland ..	19 Dec.	Night workers employed in baking establishments other than home bakeries.††	Increases of 3s. a week in the additions to general minimum time rates for male bakers and transport workers, of 1s. 6d. for apprentices, stablemen, and harness cleaners and van washers in Belfast and Londonderry, and of 2s. 3d. for bakehouse labourers, etc.**
Packing Case Making.	Aberdeen (certain firms).	Beginning of 1st full pay period following 4 Dec.	Men, youths, boys, women and girls engaged as semi-skilled and unskilled workers.	Minimum hourly rates fixed of 1s. 6½d. for men 21 years and over, of 7½d. for male workers under 16 years rising to 1s. 3½d. at 20 and under 21, of 1s. 0½d. for women 20 years and over and of 6½d. for female workers under 16 years rising to 11d. at 19 and under 20, resulting in increases of ½d. an hour for adult workers and of varying amounts for younger workers.§§
Furniture Manufacture.	Derbyshire, Nottinghamshire, Leicestershire, Lincolnshire and Rutlandshire.||||	1 Dec.	Men and women.	Basic minimum time rates fixed, resulting in increases of various amounts. Rates after change: men—journeymen 1s. 7d. an hour, packers 1s. 4½d., labourers 1s. 3d., plus bonus of 6d. an hour in each case; women 19 years and over—polishers, sewers and sewing machinists 11d. p us 4½d.

* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting Government employees, agricultural workers, shop assistants and clerks, for which classes the information available is not sufficient to form a basis for statistics. Where information is available, however, details of changes in the wages and hours of these classes are shown in the list of principal changes recorded. The estimates of the effects of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect either of short time or of overtime.

† This increase took effect under an arrangement whereby 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.

‡ This change was agreed upon on 7th December, by the Scottish National Joint Industrial Council for the Pre-Cast Concrete Products Industry, and made retrospective to the date shown above.

§ This rate is to apply in establishments in the Bath district affiliated to the Engineering and Allied Employers' West of England Association; it is not to affect labourers who are already in receipt of an inclusive wage of 74s. 6d. a week, however constituted, or semi-skilled men who are already in receipt of a base rate of 2s. or more above the new inclusive weekly rate.

|| The percentage increases were the result of an award by the National Arbitration Tribunal, given on the understanding that the flat-rate increases would be made by agreement.

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

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

†† These increases were agreed upon in December and made retrospective to the date shown.

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

§§ These increases were the result of an award of the National Arbitration Tribunal. The award provides that the rates, which are minima, shall not operate either to reduce existing rates which are in excess of the appropriate minima or to prevent the payment of additional merit rates for special skill or ability.

|||| Excluding the towns of Derby and Leicester.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Building	North-Western Counties (including North Wales), Yorkshire, South-Western Counties, South Wales and Monmouthshire.*	6 Dec.	Craftsmen and labourers	Increases ranging from $\frac{1}{4}$ d. to 3d. an hour for craftsmen and from $\frac{1}{4}$ d. to 2 $\frac{1}{2}$ d. for labourers, resulting from the transfer of districts from Grades B1, B2 or B3 to Grade B or higher of the national grading scheme.
	Isle of Man	1st full pay week in Dec.	Craftsmen and labourers	Increases of 1d. an hour for craftsmen and of $\frac{1}{2}$ d. for labourers. Rates after change, for Eastern District and Other Districts respectively: craftsmen 2s., 1s. 11d., labourers 1s. 7d., 1s. 6 $\frac{1}{2}$ d.
Electrical Contracting.	Scotland	4 Dec.	Apprentices employed on shore work	Increase of $\frac{1}{4}$ d. an hour (6d. to 6 $\frac{1}{2}$ d.) for 2nd-year apprentices.
Asphalt Manufacture.	London	1 Nov.†	Workpeople employed in the manufacture of mastic asphalt.	Increase of $\frac{1}{4}$ d. an hour. Minimum rates after change: crane drivers 1s. 11 $\frac{1}{2}$ d., chargehands on machines 1s. 10 $\frac{1}{2}$ d., labourers 1s. 9 $\frac{1}{2}$ d.
Inland Waterways.	England	1st pay day in Dec.	Adult shore workers, including warehousemen, but excluding lock-keepers, etc., and other workers with irregular working hours.	Increases in minimum rates of 1s. a week in the London area and East Midland and North-Eastern Regions and of 2s. elsewhere. Minimum rates after change, for a 48-hour week, inclusive of war advance: London area 81s., elsewhere 75s.‡
Cotton Waste Reclamation.	Great Britain ..	4 Dec.	Men, youths and boys	Increases of 1d. an hour in general minimum time rates for workers 20 years and over, of $\frac{1}{4}$ d. for those 17 and under 20 and of $\frac{1}{4}$ d. for those under 17. General minimum time rates after change: 7 $\frac{1}{2}$ d. at under 15 years rising to 1s. 6d. at 21 or over (workers employed on piece work must be paid piece rates each of which would yield in the circumstances of the case to an ordinary worker at least the same amount of money as the general minimum time rate).§
			Women and girls	Increases of 1d. an hour in general minimum time rates for workers 16 years and over and of $\frac{1}{4}$ d. for those under 16. General minimum time rates after change: 5d. at under 15 years rising to 11d. (England and Wales) or 10 $\frac{1}{2}$ d. (Scotland) at 18 or over (workers employed on piece work must be paid piece rates each of which would yield in the circumstances of the case to an ordinary worker at least the same amount of money as the general minimum time rate).§
Rubber Manufacture.	Great Britain ..	Payday in week ending 16 Dec.	Men, youths, boys, women and girls	Increases of 1d. an hour in the flat war bonus for workers 19 years of age and over and of $\frac{1}{4}$ d. or $\frac{1}{2}$ d., for younger workers.||

* The localities affected are as follows: *North-Western Region*—Kirkby Lonsdale, Sedburgh and Tebay (B2 to A3), Appleby and Kirkby Stephen (B3 to A3), Counties of Merionethshire (except Barmouth, Harlech and Towyn) and Montgomeryshire (B1 to B); *Yorkshire Region*—Hatfield Woodhouse and Thorne (B3 to A1), Market Weighton (B3 to A2), Boroughbridge, Dishforth, Kirby Moorside, Masham, Pateley Bridge, Pickering (B3 to A3); *South-Western Region*—Clevedon (B1 to A1), Frome (B2 to A2), Midsomer Norton including Radstock (B1 to A2), districts graded B1 and B2 in Devonshire, Cornwall, Dorsetshire, Gloucestershire, Herefordshire, Somersetshire and Wiltshire (to B); *South Wales Region*—Hay and Talgarth (B2 to B), Pencader (B1 to B), Knighton, New Radnor and Presteign (B3 to B), districts in Cardiganshire (B1 to B), Pembroke Dock and Pembroke Town (B1 to A3), Fishguard, Haverfordwest, Narberth, St. David's and Tenby (B3 to A3). In addition a number of districts were graded for the first time.

† This increase was agreed upon in December, and made retrospective to the date shown.

‡ These increases were recommended by a resolution of the National Joint Council for the Inland Waterway Industry.

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

|| These increases applied to the workpeople of firms covered by the National Joint Industrial Council for the Rubber Manufacturing Industry.

FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople, other than seamen,* whose deaths from accidents in the course of their employment occurred or were reported in the United Kingdom in December† was 162 as compared with 176‡ in the previous month and with 209† in December 1943. Details for separate industries are given below:—

MINES AND QUARRIES.†	Factories—continued.
Under Coal Mines Acts:	Paper, Printing, etc. .. 3
Underground 38	Gas Works 1
Surface 4	"Other" Industries .. 3
Metalliferous Mines	
Quarries 2	
TOTAL, MINES AND QUARRIES 44	WORKS AND PLACES UNDER ss. 105, 107, 108, FACTORIES ACT, 1937.
	Docks, Wharves, Quays and Ships 10
Factories.	Building Operations .. 12
Clay, Stone, Cement, Pottery and Glass 3	Works of Engineering Construction 1
Chemicals, Oils, Soap, etc. 4	Warehouses 1
Metal Conversion and Founding (including Rolling Mills and Tube Making) 9	TOTAL, FACTORIES ACT 86
Engineering, Locomotive Building, Boilermaking, etc. 13	RAILWAY SERVICE.
Railway and Tramway Carriages, Motor and other Vehicles and Aircraft Manufacture .. 8	Brakesmen, Goods Guards 1
Shipbuilding 8	Engine Drivers, Motor-men 6
Other Metal Trades .. 3	Firemen 1
Cotton 1	Labourers 3
Wool, Worsted, Shoddy .. 1	Mechanics 3
Textile Printing, Bleaching and Dyeing 1	Permanent Way Men .. 9
Food and Drink 3	Porters 1
General Woodwork and Furniture 2	Shunters 2
	"Other" Grades 6
	TOTAL, RAILWAY SERVICE 32
	Total (excluding Seamen) 162

* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 30th December, 1944, in comparison with the 5 weeks ended 2nd December, 1944, and the 5 weeks ended 1st January, 1944.

‡ Revised figure.

INDUSTRIAL DISEASES.

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

I. Cases.	I. Cases—continued.
LEAD POISONING.	EPITHELIOMATOUS ULCERATION (SKIN CANCER).
Among Operatives engaged in:	Pitch 8
Smelting of Metals	Tar 7
Plumbing and Soldering	Paraffin
Shipbreaking	Oil 14
Printing	TOTAL 29
Other Contact with Molten Lead 1	CHROME ULCERATION.
White and Red Lead Works	Manufacture of Bichromates
Pottery	Dyeing and Finishing
Vitreous Enamelling	Chrome Tanning
Paint and Colour Works	Chromium Plating 1
Coach and Car Painting 1	"Other" Industries 8
Shipbuilding	TOTAL 9
Paint used in other Industries	Total Cases 49
"Other" Industries .. 2	
Painting of Buildings .. 1	II. Deaths.
TOTAL 5	OTHER POISONING.
	Compressed Air Illness .. 1
OTHER POISONING.	
Aniline 2	EPITHELIOMATOUS ULCERATION (SKIN CANCER).
Toxic Jaundice 2	Pitch
Compressed Air Illness .. 1	Tar 2
TOTAL 5	Oil 10
	TOTAL 12
ANTHRAX	Total Deaths 13
Handling and Sorting of Hides and Skins 1	

* 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.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st January, 1945.

Rise since July, 1914	Food	68%	All Items	102%
Rise since 1st { Index Points	Food	nil	All Items	1
December, 1944 { Per cent.	Food	nil	All Items	$\frac{1}{2}$ *

FOOD.

Retail prices of food at 1st January, 1945, showed little change, on average, as compared with those at 1st December, 1944.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 1st January, 1945, with the corresponding prices at 1st December, 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 Jan., 1945, compared with	
	1st Jan., 1945.	1st Dec., 1944.	1st Sept., 1939.	1st Dec., 1944.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
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 $\frac{1}{4}$	..	33
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 2	..	1
Eggs (fresh)§ .. each	0 1 $\frac{1}{4}$	0 1 $\frac{1}{4}$	0 1 $\frac{1}{4}$	..	7
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 December, 1944, and 1st January, 1945, respectively, as compared with July, 1914 :—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Dec., 1944.	1st Jan., 1945.
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	55
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	42
All above articles (Weighted Average on July, 1914, basis)	38	68	68

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st January, 1945, 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.

* A rise of 1 point on a total of 201 for "all items" (the figure for July, 1914, being 100) is equivalent to one-half of one per cent.

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

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

§ Of the two prices shown for eggs at 1st January, 1945, and 1st December, 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 January was about the same as at 1st December, 1944, 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 December 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 January 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 level of retail prices of coal at 1st January was about the same as a month earlier, being about 46 per cent. higher than at 1st September, 1939, and about 183 per cent. above the level of July, 1914. At 1st January the prices of gas were higher than a month earlier in several towns, the average level of prices being between 1 and 2 per cent. higher than at 1st December, 1944, about 35 per cent. higher than at 1st September, 1939, and about 108 per cent. higher than in July, 1914. There were no appreciable changes during the month in the prices of lamp oil, candles, or matches. For the fuel and light group as a whole the index figure at 1st January was about 46 per cent. higher than at 1st September, 1939, and about 165 per cent. higher than in July, 1914, as compared with 164 per cent. at 1st December, 1944.

As regards *other items** included in these statistics, there were relatively few changes in prices during December. In the group as a whole the average level of prices at 1st January was about the same as a month earlier, about 63 per cent. higher than at 1st September, 1939, and about 191 per cent. above the level of July, 1914.

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 1st January, 1945, is approximately **102 per cent. over the level of July, 1914**, as compared with 101 per cent. at 1st December, 1944, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, *no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.*

The rise of 47 points since the beginning of September, 1939, is equivalent to about 30 per cent. Of these 47 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	44
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	53	53	56	55	55	65	69	73
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	100	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
1945 ..	102	..	..	..	..	..	..	..	..	..	..	..

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 18 of this GAZETTE.

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

TRADE DISPUTES IN DECEMBER.

Number and Magnitude.—The number of disputes involving stoppages of work* reported to the Department as beginning in December, was 133. In addition, 20 stoppages which began before December were still in progress at the beginning of that month. The approximate number of workpeople involved in these 153 stoppages, including workpeople thrown out of work at the establishments where the disputes occurred, is estimated at over 32,000, and the aggregate number of working days lost at those establishments during December is estimated at 64,000.

In the 133 stoppages which began during December, about 22,000 workpeople were directly involved and over 1,000 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 20 stoppages which began before December, and were still in progress at the beginning of that month, the total number of workpeople involved during December, either directly or indirectly, was nearly 9,000.

Of all the stoppages of work through industrial disputes known to have been in progress at some time in December, the coal mining industry accounted for 72, involving over 8,000 workpeople and resulting in an aggregate loss of 15,000 working days.

Duration.—Of 150 stoppages of work, owing to disputes, which came to an end during December, 66, directly involving 13,000 workpeople, lasted not more than one day; 30, directly involving 4,100 workpeople, lasted two days; 14, directly involving 1,600 workpeople, lasted three days; 30, directly involving 5,300 workpeople, lasted four to six days; and 10, directly involving 700 workpeople, lasted over six days.

Causes.—Of the 133 disputes leading to stoppages of work beginning in December, 11, directly involving 700 workpeople, arose out of demands for advances in wages, 5, directly involving 400 workpeople, out of proposed reductions in wages, and 30, directly involving 1,900 workpeople, on other wage questions; 4, directly involving 900 workpeople, on questions as to working hours; 20, directly involving 4,100 workpeople, on questions respecting the employment of particular classes or

persons; 55, directly involving 12,500 workpeople, on other questions respecting working arrangements; and 7, directly involving 1,400 workpeople, on questions of trade union principle. One stoppage, directly involving 100 workpeople, was in support of workers involved in another dispute.

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

Industry Group.	Number of Stoppages in progress in Month.			Number of Workpeople involved in all Stoppages in progress in Month.	Aggregate Number of Working Days lost in all Stoppages in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Coal Mining	6	66	72	8,100	15,000
Metal, Engineering and Shipbuilding	11	47	58	18,200	43,000
Transport	1	7	8	5,300	5,000
Other Industries	2	13	15	600	1,000
Total, December, 1944	20	133	153	32,200	64,000
Total, November, 1944	21	193	214	47,400	125,000
Total, December, 1943	17	136	153	46,300	131,000

STATISTICS FOR YEAR 1944.

The total number of disputes involving stoppages of work reported as having begun in 1944 was 2,185. The total number of workpeople involved in all disputes in progress during the year (including disputes which began in 1943 and extended into 1944) was about 830,000. The aggregate duration in 1944 of all disputes in progress during the year was approximately 3,700,000 working days.

A summary of the statistics of disputes in 1944, with comparative statistics for 1943 and, in less detail, for earlier years, is given in the annual review on page 11 of this GAZETTE.

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING DECEMBER.

Occupations and Locality.	Approximate Number of Workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.†	Began.	Ended.		
ENGINEERING:—						
Workpeople employed in constructional engineering—Glasgow (one firm).	90	220	17 Nov.	5 Dec.	Dispute respecting bonus payable to non-production time workers.	Work resumed to permit of settlement of dispute through normal negotiating machinery.
Toolroom workers, patternmakers and maintenance workers employed in aircraft manufacture—near Birmingham (one firm).	560	..	30 Nov.	6 Dec.	Dissatisfaction with decrease in amount of production bonus following a change-over in type of work.	Work resumed on conditions in operation before the stoppage.
Engineering operatives employed in aircraft components and instruments manufacture—Treforest, Glam. (one firm).	920	20	5 Dec.	9 Dec.	Demand for the re-instatement of a production bonus scheme and for recognition of shop stewards.	Work resumed on advice of trade-union officials to permit of negotiations.
Engineering operatives employed by a firm of motor cycle manufacturers—near Birmingham (one firm).	490	..	16 Dec.	22 Dec.	In protest against the proposed sale of the undertaking to another firm, workpeople asserting that no provision had been made to safeguard their future security and post-war prospects and that the transaction would jeopardise these.	Work resumed following explanations that safeguards for the present employees had been included in the terms of the sale and that the undertaking would continue to be operated as a separate entity.
Engineering operatives employed in aircraft manufacture—near Stockport (one firm).	1,960	..	27 Dec.	27 Dec.	Dispute regarding the class of labour to be employed on pre-production development work.	Work resumed.
SHIPBUILDING:—						
Riveters, platers, holders-on, caulkers, welders, etc.—Walker-on-Tyne (one firm).	500†	200	16 Oct.	13 Jan.	Against employment of unskilled labour on certain machines, which, it was claimed, should be used by skilled workers only; following the temporary withdrawal of the machines, the workpeople involved in the stoppage refused to resume work except at time rates.	Work resumed at piece-work rates of wages in operation before the stoppage.
Riveters, caulkers, platers and welders—Greenock (one firm).	580	..	29 Nov.	5 Dec.‡	Demand for the dismissal of a number of men who were in arrears with their trade union contributions.	Some of the men concerned paid their arrears; others obtained their release from the firm's employment.
TRANSPORT:—						
Underground railway workers—London.	4,510	..	25 Dec.	25 Dec.	Demand for two days' holiday in lieu of time worked on Christmas Day and Boxing Day.	Work resumed after one-day stoppage.

* 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.

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

‡ In addition, about 4,600 platers, riveters, caulkers, welders, etc., employed at other shipbuilding and ship-repairing yards in the Tyneside district, ceased work on one day, on 28th December, in sympathy with 127 workpeople who were being prosecuted for participating in this stoppage.

§ Work was resumed on 4th December, but the stoppage re-commenced at 2 p.m. the same day.

UNEMPLOYMENT FUND.

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

	Thirteen weeks ended 30th Dec., 1944.	Fourteen weeks ended 30th Sept., 1944.	Thirteen weeks ended 25th Dec., 1943.
(1) <i>General Account.</i>	£	£	£
Contributions received from:—			
Employers	5,536,000	6,501,000	5,911,000
Employed persons	5,536,000	6,500,000	5,910,000
Exchequer	5,535,000	6,508,000	5,909,000
Miscellaneous Receipts	138,000	2,843,000	374,000
Total Income	16,745,000	22,352,000	18,104,000
Benefit	1,028,000	640,000	654,000
Cost of Administration	705,000	677,000	640,000
Miscellaneous Payments	72,000	73,000	64,000
Total Expenditure	1,805,000	1,390,000	1,358,000
(2) <i>Agricultural Account.</i>			
Contributions received from:—			
Employers	91,000	172,000	95,000
Employed persons	91,000	172,000	94,000
Exchequer	91,000	172,000	94,000
Miscellaneous Receipts	6,000	89,000	12,000
Total Income	279,000	605,000	295,000
Benefit	8,000	5,000	6,000
Cost of Administration	33,000	65,000	36,000
Miscellaneous Payments	1,000	1,000	1,000
Total Expenditure	42,000	71,000	43,000

UNEMPLOYMENT ALLOWANCES.

For the period of thirteen weeks ended 30th December, 1944, expenditure on unemployment allowances at Local Offices of the Ministry of Labour and National Service and of the Assistance Board† (excluding the cost of administration), amounted approximately to £520,000. During the fourteen weeks ended 30th September, 1944, the corresponding expenditure was £592,000, and during the thirteen weeks ended 25th December, 1943, £460,000.

Comparison of the figures for the September and December quarters of 1944 with those for earlier periods is affected by the Unemployment Assistance (Determination of Need and Assessment of Needs) Regulations, 1943. Particulars of these Regulations were given on pages 2-3 of the issue of this GAZETTE for January, 1944.

EMPLOYMENT OVERSEAS.

UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in September, 1944, is estimated by the United States Department of Labour to have been approximately 38,559,000. This is 0.5 per cent. lower than the figure for August, 1944, and 2.8 per cent. lower than that for September, 1943, but 27.0 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in September, 1944, is estimated to have been 1.3 per cent. lower than in August, 1944, 8.3 per cent. lower than in September, 1943, but 56.0 per cent. above the average for the year 1939.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America in September, 1944, was approximately 780,000, compared with 840,000 in August, 1944, and with 960,000 in September, 1943.

AUSTRALIA.

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in June, 1944, showed little change compared with May, 1944, but was 2.5 per cent. lower than in June, 1943.

CANADA.

According to returns received by the Dominion Bureau of Statistics from over 14,800 employers, the total number of workpeople in employment at 1st September, 1944, in industries other than agriculture and private domestic service was 0.7 per cent. higher than at 1st August, 1944, 0.4 per cent. lower than at 1st September, 1943, and 85.5 per cent. above the average number for the year 1926.

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

† Payments at offices of the Assistance Board have not hitherto been included in the statements of expenditure on unemployment allowances published at quarterly intervals in this GAZETTE, which have related to payments made at local offices of the Ministry of Labour and National Service. The figures now given for the periods ended 30th September, 1944, and 25th December, 1943, have been revised to include payments of unemployment allowances made at offices of the Assistance Board.

UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in September, 1944, the number of workpeople employed in manufacturing establishments generally and in mining and transport was 0.1 per cent. higher than in August, 1944, and 2.8 per cent. higher than in September, 1943. The figure for August, 1944, was 0.5 per cent. lower than the revised figure for July, 1944.

ÉIRE.

The number of unemployed persons on the live register of Employment Exchanges at 30th December, 1944, was 77,676, compared with 71,003 at 25th November, 1944, and 78,780 at 1st January, 1944.

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 October, 1944, was slightly higher than in September. The index number (based on the figure for September, 1939, as 100) was 96 in October, 1944, compared with 94 both in September, 1944, and in October, 1943.

Preliminary information received from trade unions with a total membership of nearly 779,000 showed that 2.9 per cent. of their members were unemployed at 30th September, 1944, compared with 2.8 per cent. (revised figure) at 31st August, 1944, and 3.5 per cent. at 30th September, 1943.

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-September, 1944, the official cost-of-living index figure was 0.1 per cent. higher than the revised figure for mid-August, 1944, and 28.3 per cent. above the level of mid-August, 1939. For food alone the index figure for mid-September, 1944, was 0.5 per cent. lower than that for mid-August, 1944, and 46.5 per cent. above the level of mid-August, 1939.

CANADA.

At 1st October, 1944, the official cost-of-living index figure showed a decline of 0.2 per cent. below the figure for 1st September, 1944, and a rise of 17.7 per cent. above the level of 1st September, 1939.

AUSTRALIA.

In the second quarter of 1944 the official cost-of-living index figure for the six capital cities was 0.1 per cent. higher than the figure for the previous quarter and 22.7 per cent. above that for the second quarter of 1939.

UNION OF SOUTH AFRICA.

In October, 1944, the official cost-of-living index figure was 1.6 per cent. higher than the figure for September, 1944, and 31.0 per cent. above the level of August, 1939, as compared with 29.0 per cent. at September, 1944. For food alone the index figure in October, 1944, was 0.5 per cent. higher than the figure for September, 1944, and 39.5 per cent. above the level of August, 1939, as compared with 38.8 per cent. at September, 1944.

ÉIRE.

At mid-November, 1944, the official cost-of-living index figure showed no change as compared with the figure for the previous quarter, and there was also no change in the index figure for food alone. As compared with the level of mid-August, 1939, the all items index figure showed an increase at mid-November, 1944, of 71.1 per cent., the corresponding increase in the case of the index figure for food alone being 66.5 per cent.

INDIA.

In September, 1944, the official cost-of-living index figure for the working classes in Bombay was 4.4 per cent. lower than that for August, 1944, and 127.6 per cent. higher than the figure for mid-July to mid-August, 1939. For food alone the index figure for September, 1944, was 5.9 per cent. lower than that for the previous month, and 141.1 per cent. above the level of mid-July to mid-August, 1939.

JAMAICA.

In July, 1944, the official cost-of-living index figure for the working classes and peasantry in Kingston was 0.9 per cent. lower than the figure for the previous month and 58.4 per cent. above the level of August, 1939. For food alone the index figure for July, 1944, showed a decline of 3.8 per cent. below the figure for the previous month, and a rise of 35.9 per cent. over that for August, 1939.

PALESTINE.

In September, 1944, according to the new combined series of index figures based on prices in Arab and Jewish markets in three principal towns, the cost of living was 149 per cent. above the level of the pre-war period; in August, 1944, the corresponding figure was 155.

SOUTHERN RHODESIA.

In October, 1944, the official cost-of-living index figure (unadjusted for seasonal movements) showed no change as compared with the figure for the preceding month, which was 0.6 per cent. above the level of August, 1944, and 24.2 per cent. above that of August, 1939. For food alone the index figure for October, 1944, was 0.1 per cent. above the figure for the previous month and 22.2 per cent. above the level of August, 1939.

ICELAND.

At 1st November, 1944, the official cost-of-living index figure showed no change as compared with the figure for the previous month, which was 0.4 per cent. lower than that for September, 1944, and 168.3 per cent. above the level of September, 1939. For food alone the index figure at 1st November, 1944, was 0.3 per cent. higher than that for 1st October, and 237.6 per cent. above the level of 1st September, 1939, as compared with 236.6 per cent. at 1st October, 1944.

LEGAL CASES AFFECTING LABOUR.

THE FACTORIES ACT—WOODWORKING REGULATIONS 1922.

In the case of *Miller v. William Boothman and Sons, Ltd.*, which was reported in the issue of this GAZETTE for April, 1944, the Court of Appeal decided that the Secretary of State had power to modify by regulation the strict provisions of Section 14 of the Factories Act, 1937, regarding the duty to fence dangerous machinery. The present case which came before the Court of Appeal (Mackinnon and Lawrence L.JJ. and Cassels, J.) involves the same point. The facts were as follows:—

The plaintiff was employed by the defendants at a wood-working machine. The operator of this machine stood in front of the bench of a circular saw and the pieces of wood to be cut were moved towards the saw, being assisted in that motion by a belt under the machine. While the plaintiff was carrying out her work a sliver which came from a piece of wood in the process of its being cut by the circular saw flew out and injured her hand. She would have had a claim for compensation under the Workmen's Compensation Act, but instead she brought an action against the defendants for breach of statutory duty under the Factories Act, 1937, and alternatively for breach of a Common Law duty to provide a safe system of working. The plaintiff relied on Section 14 of the Act which provides as follows:—"Every dangerous part of any machinery, other than prime movers and transmission machinery, shall be securely fenced unless it is in such a position or of such construction as to be as safe to every person employed or working on the premises as it would be if securely fenced."

Under Section 159 of the Factories Act, 1937, regulations made by the Secretary of State under the Factory and Workshop Act, 1901, are continued in force. The Woodworking Regulations, 1922, applied in the present case. Mr. Justice Stable who tried the action found as a fact that Regulation 10 of these Regulations (which applies to circular saws) had been fully complied with. He nevertheless held that, notwithstanding such compliance, there remained a further collateral or additional duty imposed by the general words of Section 14 and that this duty had not been complied with.

The Court of Appeal reversed this decision and held that there had been no breach of any statutory duty and no negligence at Common Law. Lord Justice MacKinnon said that if Section 14 stood alone it would perhaps have been open to the plaintiff to argue that the machine did not have every dangerous part of it securely fenced but the strict provisions of Section 14 had been modified by the Regulations. Mr. Justice Stable's decision was therefore in conflict with the decision of the Court of Appeal in *Miller v. William Boothman and Sons Ltd.*—*Nicholls v. F. Austin (Leyton) Ltd.* Court of Appeal, October 23rd, 1944.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During December, 1944, the National Arbitration Tribunal issued thirteen awards,* Nos. 662 to 674. Five of these awards are summarised below; the other awards related to cases affecting individual employers.

Award No. 662 (1st December).—Parties: Members of Associations affiliated to the Sheffield Lighter Trades Employers' Association and members of the Jobbing and Slacks Machine Knife Grinders' Society employed by them. *Claim:* For the existing percentage bonuses to be increased by 20 per cent. *Award:* The Tribunal awarded that the existing percentage bonuses for jobbing grinders on piecework of 30 per cent. on gross earnings and of 45 per cent. on net earnings be increased by 5 per cent. to 35 per cent. and 50 per cent. respectively, and that the existing percentage bonus of 40 per cent. for machine grinders on piecework be increased by 5 per cent. to 45 per cent. The Tribunal made no award in respect of percentage bonus for datal workers.

* See footnote * on page 18.

Award No. 666 (7th December).—Parties: Members of associations federated with the Engineering and Allied Employers' National Federation and members of the Clerical and Administrative Workers' Union employed by them. *Claim:* That the Engineering and Allied Employers' National Federation should establish for clerical and administrative workers employed by its members graduated scales on the basis of minimum basic salary for age in various grades, along the lines of certain proposals made by the Union. *Award:* The Tribunal found that the claim as specified had not been established.

Award No. 668 (11th December).—Parties: Members of the Bedford and District Coal Merchants' Association and members of the National Union of Distributive and Allied Workers employed by them. *Claim:* For an increase of 5s. a week in the existing minimum rates for motor drivers, horse drivers, yardmen and porters. *Award:* The Tribunal awarded that the minimum basic rates for workers whose home depot is situated in the Borough of Bedford should be increased by 2s. per week to the following amounts:—yardmen, porters and horse drivers, 73s. 6d. per week; motor drivers, 77s. per week.

Award No. 673 (18th December).—Parties: Members of the Engineering and Allied Employers' Association (Birmingham, Wolverhampton and Stafford District) and members of the Iron, Steel and Metal Dressers' Trade Society employed by them. *Claim:* For a minimum basic rate for metal dressers in the Birmingham area of 61s. per week of 47 hours. *Award:* The Tribunal found that the claim had not been established.

Award No. 674 (22nd December).—Parties: A. Hall and Company, Ltd., J. Lewis & Sons Ltd., and Hall Russell & Company Ltd. (members of the Aberdeen Shipbuilders' Association), and members of the National Union of General and Municipal Workers employed by them. *Claim:* For improved allowances in respect of certain operations performed by red-leaders and labourers. *Award:* The Tribunal awarded certain allowances to be paid over and above the appropriate plain time rates.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

Since last month's issue of this GAZETTE was prepared, the National Arbitration Tribunal (Northern Ireland) issued five awards, Nos. 393-397. Two of these awards are summarised below; the others related to cases affecting individual undertakings.

Award No. 394 (29th November).—Parties: The members of the Coal Merchants' Section of the Londonderry Employers' Federation, Ltd., and certain employees of the member firms. *Claim:* For an increase of 2s. per day per man for all day workers, and 2d. per ton for tonnage workers; that all men employed as fillers and trimmers be granted one week's holiday with pay; and that dockers ordered out for ships be paid a minimum of four hours' waiting time when the ship does not arrive. *Award:* The Tribunal awarded an increase of 1s. per man per day to day workers and of 1d. per ton to tonnage workers; and that in the event of the non-arrival of a vessel dockers ordered out for work on that vessel be paid, in the case of day workers, a minimum of two hours at the appropriate time-rate, or, in the case of tonnage workers, a minimum payment of 4s. 3d., to include the first two hours of waiting. As regards holidays with pay, the Tribunal were of opinion that such holidays should be allowed to fillers and trimmers but, on the understanding that the parties concerned would endeavour to introduce an agreed holiday scheme, they made no award in respect of that part of the claim.

Award No. 395 (6th December, 1944).—Parties: Member firms of the County Derry and North Antrim Quarry Owners' Association and certain employees of the member firms. *Claim:* That the rate for lorry drivers be increased to 1s. 7d. per hour and for all other workers to 1s. 6d. per hour. *Award:* The Tribunal found that the claim had not been established and they awarded accordingly.

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

INDUSTRIAL COURT AWARDS.

During December, 1944, the Industrial Court issued three awards, Nos. 1991-1993. Two of these related to interpretations of earlier awards. The other award is summarised below.

Award No. 1993 (15th December).—Parties: The Shipbuilding Trade Joint Council for Government Departments—Trade Union Side and Official Side. *Claim:* For an increase in the allowance paid to mechanics employed on the examination of stores and for the allowance to be paid in addition to the rate of pay within the classified range of the grade of the mechanic concerned. *Award:* The Court awarded that the present range of the allowance of 9s. to 14s. a week should be increased to 12s. to 18s. a week and that, on appointment to Survey of Stores, mechanics should continue to receive their existing rate of pay (basic or classified) and subsequently the benefit of any advance which may be made in their classified rates whilst so serving.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During December, 1944, four awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. One of these awards is summarised below; the other three related to individual undertakings.

Parties: The City of Glasgow Boot and Shoemakers' Society and the City of Glasgow Master Boot Makers' Association. *Claim:* For an increase in wages on the current rates for "repair work". *Award:* The Arbitrator in his award, dated 4th December, 1944, granted an increase of 10 per cent. on the current rates including certain extras.

CIVIL SERVICE ARBITRATION TRIBUNAL.

During December, 1944, the Civil Service Arbitration Tribunal issued two awards, Nos. 83 and 84. *Award No. 83* related to a claim for revised basic rates of pay for Inspectors, Sergeants and Park-keepers in the Royal Parks and Gardens. The Tribunal awarded revised basic rates for each class of employee concerned. *Award No. 84* related to a claim that Chief Officers, Matrons, the Superintendent of Weaving and the Superintendent of Printing and Binding employed in certain establishments under the jurisdiction of the Prison Commissioners should be entitled to payment at time rate-and-a-quarter for all hours worked in excess of 88 a fortnight. The Tribunal awarded in favour of the claim but limited the operation of the Award to a period of three years ending 31st December, 1947, when the matter can be reviewed in the light of the circumstances then obtaining.

ENQUIRY.

After discussions with the employer and trade union representatives concerned, the Minister of Labour and National Service has appointed Sir John Forster to conduct an enquiry under the Conciliation Act, 1896, with the following terms of reference:—"To enquire into and report on questions that have arisen between certain trade unions and certain company omnibus undertakings, members of the National Council for the Omnibus Industry, as to terms and conditions of employment of workers in those undertakings."

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

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

Laundry Trade Board (Great Britain).—Proposal W. (48) and (49), dated 6th December, 1944.

Boot and Floor Polish Trade Board (Great Britain).—Proposal B.P. (22), dated 7th December, 1944.

Perambulator and Invalid Carriage Trade Board (Great Britain).—Proposal I. (41), dated 29th December, 1944.

Laundry Trade Board (Northern Ireland).—Proposal N.I.L. (N. 23), dated 11th December, 1944.

Dressmaking and Women's Light Clothing Trade Board (Northern Ireland).—Proposal N.I.W.D. (N. 46), dated 18th December, 1944.

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

CONFIRMING ORDERS.

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

Dressmaking and Women's Light Clothing Trade Board (Scotland).—Order W.D.S. (32), dated 15th December, 1944; effective from 27th December, 1944.

Toy Manufacturing Trade Board (Great Britain).—Order Y. (35), dated 18th December, 1944; effective from 1st January, 1945.

Baking Trade Board (Northern Ireland).—Order N.I.Bk. (30), dated 12th December, 1944; effective from 19th December, 1944.

Boot and Shoe Repairing Trade Board (Northern Ireland).—Order N.I.B.S. (45), dated 29th December, 1944; effective from 8th January, 1945.

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*. The price of each Order* is 1d. net (2d. post free).

The Wages Board (Unlicensed Place of Refreshment) Order, 1944 (S. R. & O. 1944, No. 1399), dated December 14, 1944, made by the Minister of Labour and National Service under the Catering Wages Act, 1943.—See page 2.

The Unemployment Insurance (Banking Industry Special Scheme) (Amendment) Order, 1944 (S. R. & O. 1944, No. 1421).—By this Order, made by the Minister of Labour and National Service on 18th December, 1944, provision has been made in relation to the Banking Industry Special Scheme for increases, where required, in the rates of benefit payable under the Scheme, so as to bring these rates up to the level of the increased rates provided for persons insured under the general provisions of the Unemployment Insurance Acts by the Unemployment Insurance (Increase of Benefit) Act, 1944, particulars of which were given in the issue of this GAZETTE for November, 1944, page 180. The Order took effect on 18th December, 1944.

The Essential Work (Building and Civil Engineering) Order, 1944 (S. R. & O. 1944, No. 1435), dated December 19, 1944, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See page 1.

The Conditions of Employment and National Arbitration (Amendment) Order, 1944 (S. R. & O. 1944, No. 1437), dated December 5, 1944, made by the Minister of Labour and National Service under Regulation 58AA of the Defence (General) Regulations, 1939.—See page 3.

The Weekly Hours of Young Persons under Sixteen in Factories (Various Textile and Allied Industries) (Continuance) Regulations, 1944 (S. R. & O. 1944, No. 1461), and *The Weekly Hours of Young Persons under Sixteen in Factories (Printing and Book-binding) (Continuance) Regulations, 1944* (S. R. & O. 1944, No. 1462), dated December 29, 1944, made by the Minister of Labour and National Service under Section 71 (2) of the Factories Act, 1937.—See page 3.

The Delegation of Emergency Powers (Ministry of Education for Northern Ireland) Order, 1944 (S. R. & O. 1944, No. 1464).—By this Order, made on 30th December, 1944, under Regulation 102A of the Defence (General) Regulations, 1939, the Home Secretary delegated certain of his powers to the Ministry of Education for Northern Ireland for the purpose of the provision of nursery centres for the children of women war workers.

The Essential Work (General Provisions) (Amendment) Order, 1944 (S. R. & O. 1944, No. 1467), dated December 22, 1944, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See page 1.

OFFICIAL PUBLICATIONS RECEIVED.*

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

CATERING WAGES COMMISSION.—*Report on the Recommendation for the Establishment of a Wages Board for Unlicensed Non-Residential Catering Establishments.* Cmd. 6569. Ministry of Labour and National Service. Price 3d. (4d.).—See page 2 of this GAZETTE.

HIGHER APPOINTMENTS.—*Report of the Committee appointed by the Minister of Labour and National Service in July, 1943.* Cmd. 6576. January, 1945. Price 1s. (1s. 2d.).—See page 4 of this GAZETTE.

REINSTATEMENT IN CIVIL EMPLOYMENT.—*Selected Decisions given by the Umpire in respect of Applications under the Re-instatement in Civil Employment Act, 1944.* R.E. Code 1. Pamphlets Nos. 1, 2 and 3. Ministry of Labour and National Service. Price 1d. each (2d.).

SCOTTISH COALFIELDS.—*Report of Scottish Coalfields Committee.* Cmd. 6575. Scottish Home Department. Price 3s. (3s. 4d.).

SEAMEN'S WELFARE IN PORTS.—*Report of the Committee appointed by the Minister of Labour and National Service and the Minister of War Transport in 1943.* November, 1944. Price 9d. (10d.).—See page 5 of this GAZETTE.

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

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