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## REGISTER OF DISABLED PERSONS.

The Register of Disabled Persons for which provision is made in Section 6 of the Disabled Persons (Employment) Act, 1944,\* was opened on 25th September, 1945.

The purpose of the Register is to identify those disabled persons who will qualify for the special schemes provided by the Act to assist their satisfactory resettlement. These schemes are (1) an obligation on employers with twenty or more workers to employ a quota of disabled persons; (2) the reservation for disabled persons of vacancies in certain "designated" classes of employment; and (3) the provision of facilities to enable the seriously disabled who cannot work under ordinary conditions to obtain employment or to undertake work on their own account under special or sheltered conditions, together with training for that purpose. These schemes can be brought into full operation only after the establishment of the Register, since they are limited by the Act to "persons registered as handicapped by disablement." There is no compulsion to register; application for registration will be purely voluntary. It is open to persons who are in employment equally with persons who are seeking employment.

**Conditions of Registration.**—The Act lays down two conditions of eligibility for registration:—

(1) The applicant must be a person who, on account of injury, disease or congenital deformity, is substantially handicapped in obtaining or keeping employment (or in undertaking work on his own account) of a kind which would otherwise be suited to his age, experience and qualifications.

(2) The disablement must be such that it is likely to continue for at least six months from the date of registration.

These two conditions will be regarded as satisfied in the case of ex-Servicemen still receiving a disablement pension from the 1914-1918 war. All other cases will be determined on the individual facts. The other conditions prescribed are that the applicant (a) must be above school-leaving age; (b) must

\* See the issues of the GAZETTE for December, 1943 (page 163), March, 1944 (page 47), and August, 1945 (page 125).

intend to take up some form of remunerative employment or work in Great Britain and must have a reasonable prospect of obtaining and keeping it; and (c) must be a person ordinarily resident in Great Britain. This last condition does not, however, apply to persons who have served in H.M. Forces, the Merchant Navy or in any of the Women's Services mentioned in the Act.

**Reference to Local Committees.**—Where the conditions are clearly satisfied, the applicant will be registered forthwith at the Local Office of the Ministry of Labour and National Service and will be given a certificate of registration. But where there is any doubt, the application will be referred to a Disablement Advisory Committee (or to a Panel) for their recommendation. No application will be rejected without reference to a Committee (or Panel). Disablement Advisory Committees, consisting of representatives of employers and workers and other persons with experience of or interest in the problem of disablement, and presided over by an independent Chairman, have been set up throughout the country. Medical advice will be available to the Committees and Panels.

**Period of Registration.**—The period of registration will be determined by the nature of the disablement and its handicap to employment. The initial maximum period will be five years, except that in the case of 1914-18 disablement pensioners the period will be for so long as they continue to receive such pensions. Registrations about to expire may be renewed. The regulations prescribe conditions of and disqualifications from retention in the Register, but no name will be removed from the Register without prior reference to a Committee.

**Method of application.**—An application, which must be on a form prescribed for the purpose, may be made at any Local Office (e.g., an Employment Exchange or Regional Appointments Office) of the Ministry of Labour and National Service. In the case of 1914-18 disablement pensioners, employers may apply for their registration, but the normal rule for others is that they should apply in person. Application may, however, be made if necessary by post and, exceptionally, an application can be accepted from a responsible person on behalf of an applicant.

An explanatory leaflet on the scheme (D.P.L.1) can be obtained from any Local Office of the Ministry.



## RELEASE FROM THE FORCES.

### STATEMENT BY THE MINISTER OF LABOUR AND NATIONAL SERVICE.

On 2nd October, the Minister of Labour and National Service issued the statement given below regarding release from the Forces.

#### PART I—GENERAL STATEMENT.

On 23rd August, the Minister of Labour and National Service stated in the House of Commons that, as a result of a rapid survey of the man-power situation made immediately on the termination of the Japanese War, the numbers of men and women released from the Forces this year would be increased from three-quarters of a million to about a million. The Minister further stated, on 5th September, that the numbers released before the end of the year would be almost 1,100,000 men and women. This represents an increased release of 350,000—or about 47 per cent.—compared with the plans announced before the end of the Japanese War.

A review of military requirements in the light of the present position has now been completed. It is the Government's aim to secure the earliest possible return to their homes of the maximum number of men and women, especially having regard to the needs of our civilian and export industries. But it is essential to maintain military forces adequate to meet our national commitments.

The Government intends to keep to the principle of release by age and length of service which has been accepted by men and women in the Services as fair and reasonable. The Government has also given its pledge to men and women in the Services to deal equitably between those at home and those overseas. At the time when the original estimate was made of the release of three-quarters of a million men and women by the end of the year, the limiting factor was the extent of our military commitments. The rate of release will now depend mainly upon transport facilities. It is the firm determination of the Government to organise those facilities so as to release at least three million men and women by June, 1946. By the end of this year nearly 1½ million men and women will be released in Classes A and B. Taking into account releases on compassionate grounds, and wastage due to discharge on medical or other grounds, over 1½ million men and women will have left the Services and will be free to take civilian employment. The effect of this new plan is greatly to accelerate the rate of release; in the last three months of the year the average weekly rate of release will be as high as 80,000, or an average of over 11,000 a day for seven days a week.

Large Forces are overseas and the return of men with a view to their release in their proper order will place a severe strain on the transport available. The Government will deal with this transport problem with the same urgency and resolution as with an operation of war, and every kind of transport, in both ships and aircraft, will be mobilised to achieve the new programme.

Between October, 1945, and May, 1946, the Royal Air Force is scheduled to transport about one million personnel and nearly 250,000 tons of freight. Most of this transport will be over vast distances and is indispensable to the arrangements for release, repatriation and leave in all three Services.

Every naval ship coming home is being filled to capacity with men due to return to this country. Fighting ships are being used to convey personnel, notably aircraft carriers conveying prisoners of war. Also a number of ships are being converted for troop transport purposes. In addition to the demands upon transport for implementing the release scheme, transport is required for the repatriation of ex-prisoners of war, of men whose overseas tour has expired and of Dominion and Colonial Forces, leave, moves of occupational Forces, drafting of replacements, moves of Allied Forces for occupational duties in the Far East, and the repatriation of civilians and other civilian movement.

There appears to be some misunderstanding about the way in which the release scheme works as between the men at home and those overseas. The release groups to be released in a given period are notified to Commands all over the world well in advance of the release dates. A period is laid down for the release of specified groups, and arrangements are then made so that all men in those groups, wherever they may be, reach a dispersal centre in this country within the prescribed period. Men at home are released in the prescribed period and their release is therefore not held up pending the arrival of those from overseas who may have been delayed by transport difficulties.

**Class B releases.**—The Class B release scheme will continue, but it is hoped that the needs of civilian industries and services will largely be met by the additional releases in Class A. For example, in addition to 70,000 workers to be released in Class B for building and ancillary industries, it is estimated that 150,000 workers in these industries will be released in Class A by the end of 1945.

The conditions of release in Class B were recently reviewed and the Prime Minister announced in his broadcast on 3rd September that those released in Class B would receive their war gratuity, post-war credit and leave payment as soon as possible after release instead of at the end of the present emergency. The position has been further examined and it has been decided to limit the period for which a man released in Class B is liable to special control over his employment. Under the present arrangements, those released in Class B are required to remain for an indefinite period in the employment for which

they are released. It has now been decided that men released in Class B should be free from special control at the time when they would have been released if they had waited for their normal turn in Class A, subject to control for a minimum period of six months from the date of their release.

Men released in Class B will, save in exceptional circumstances, be placed in work near their homes and, so far as possible, with their previous employer. In every case they will have a right of appeal to a Local Appeal Board against the direction to a particular job.

The following statement shows for industries and occupations the programme so far approved for Class B releases:—

Industries:—		Men:	
Building and civil engineering	.. .. .	60,000	
Industries ancillary to building and civil engineering	.. .. .	10,000	
Underground coal miners	.. .. .	30,000	
Cotton	.. .. .	2,200	
Food	.. .. .	1,800	
Wool	.. .. .	1,500	
Draughtsmen	.. .. .	1,050	
Gas	.. .. .	650	
Pottery	.. .. .	600	
Electricity	.. .. .	350	
			108,150

Essential Services:—		
School teachers	.. .. .	10,000
University students	.. .. .	3,000
Candidates for Colonial Service and similar Services	.. .. .	2,180
Theological students	.. .. .	1,500
University teachers	.. .. .	500
		17,180

Miscellaneous	.. .. .	2,250
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Total .. 127,580

Industries:—		Women:	
Wool textile	.. .. .	3,000	
Laundries	.. .. .	2,000	
Cotton	.. .. .	800	
Boots and shoes	.. .. .	600	
Clothing	.. .. .	500	
Cigarettes	.. .. .	500	
Flax	.. .. .	250	
Jute	.. .. .	250	
			7,900

Essential Services:—		
Hospital cooks	.. .. .	1,000
Telephone and telegraph	.. .. .	500
		1,500

Miscellaneous	.. .. .	600
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Total .. 10,000

Individual specialists Men and Women	.. .. .	10,000
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Cumulative Total .. 147,580

#### PART II—DETAILS OF REVISED PLANS.

**Total releases from 18th June, 1945, to 30th June, 1946.**—For the period from 18th June, 1945, when releases started, up to the end of June, 1946, it is estimated that the revised programme will provide for the release of about 3 million men and women.

**Releases from 18th June, 1945, to 15th September, 1945.**—Up to 15th September, 1945, 217,732 men and 77,139 women—a total of 294,871 men and women—had been released in Classes A and B. Of these, 12,374 were released in Class B since the middle of July. Details of these releases are given below:—

**Releases from the Forces and Auxiliary Services in Classes A and B: 18th June to 15th September, 1945.**

	Navy.	Army.	R.A.F.	Total.
<b>Men:</b>				
Class A	30,155	127,443	47,786	205,384
Class B	684	7,114	4,550	12,348
Total	30,839	134,557	52,336	217,732
<b>Women:</b>				
Class A	9,167	42,327	25,619	77,113
Class B	3	10	13	26
Total	9,170	42,337	25,632	77,139
<b>Men and Women:</b>				
Class A	39,322	169,770	73,405	282,497
Class B	687	7,124	4,563	12,374
Total	40,009	176,894	77,968	294,871

**Releases from 18th June, 1945, to 30th June, 1946.**—In the new programme it is estimated that, subject to transport facilities, about 1½ million men and women will be released by the end of



the year. This is double the figure of three-quarters of a million originally announced and represents an increase of about 400,000, or 37 per cent., over the figure of nearly 1,100,000 announced on 5th September. Further details are given below:—

*Programme of Releases and other Discharges.*  
(A) *Navy, Army and Air Force.*

Period.	Men.		Women.	
	Average Age and Service Groups (Class A Releases).	Number of Releases and Discharges.	Average Age and Service Groups (Class A Releases).	Number of Releases and Discharges.
NAVY.				
1945—June ..	1	4,000	Married and 1-35	1,500
July ..	3-8	12,000		3,000
Aug. ..	9-18	14,000		4,500
Sept. to Dec.	19-31(pt.)	169,000		10,000
Total ..	1-31(pt.)	199,000	Married and 1-35	19,000
1946—Jan. to June	31(pt.)-45	203,000	36-beyond 50	42,500
Grand Total	1-45	402,000	Married and 1-beyond 50	61,500
ARMY.				
1945—June ..	1-3	14,500	Married and 1-14(pt.) 14(pt.)-21 22-34	7,500
July ..	4-9	52,600		25,000
Aug. ..	10-13(pt.)	64,000		8,200
Sept. ..	13(pt.)-16(pt.)	60,000		7,100
Oct. to Dec.	16(pt.)-24(pt.)	682,200	22-34	27,200
Total ..	1-24(pt.)	873,300	Married and 1-34	75,000
1946—Jan. to June	24(pt.)-31	1,103,000	35-49	83,200
Grand Total	1-31	1,976,300	Married and 1-49	158,200
R.A.F.				
1945—June to Sept.	1-20	78,100	Married and 1-22 23-37	30,550
Oct. to Dec.	21-25(pt.)	197,400		31,950
Total ..	1-25(pt.)	275,500	Married and 1-37	62,500
1946—Jan. to June	25(pt.)-28(pt.)	140,300	38-41	27,000
Grand Total	1-28(pt.)	415,800	Married and 1-41	89,500

In the case of the Navy there is considerable variation between the various branches in the level of age and service groups to be released at the respective dates. The age and service group numbers set out in the second column of the Table above show the level up to which, taking the average for the Navy as a whole, dispersals of naval ratings and R.M. other ranks will be in progress. The dispersal of some rating groups will have proceeded beyond these numbers while other branches, in particular the Regulating, Engine Room, Sick Berth and Supply and Secretariat Branches will not reach these levels. In W.R.N.S. ratings, the branches where release will be slower are principally the Supply and Secretariat, Administrative, Switchboard Operators and M/T. Drivers. For officers, the average level is Age and Service Group 20 by December, 1945, and 32 by June, 1946; but the dispersal of Engineer, Instructor, Supply and Secretariat, and some categories of Warrant Officers will be slower.\*

For the Army the detailed programme by groups for 1946 cannot be given until the transport position has been further examined. The groups in this period vary very considerably in strength from Group 25, which is some quarter of a million strong, to Group 30, which is only 45,000. A purely provisional estimate, liable to variation on account of operational and administrative factors, is as follows:—January, Group 24; February, Group 25; March, Group 26; April, Group 27; May and June, Groups 28-31.

(B) *Nursing Services.*

Period.	Number to be Released or Discharged.			
	Navy.	Army.		R.A.F.
		Nursing Officers.	V.A.D.	
1945—June ..	50	216	149	167
July ..	120	611	249	
Aug. ..	100	460	239	
Sept. ..	100	400	353	
Oct. to Dec. ..	240	1,378	938	
Total ..	610	3,065	1,928	167
1946—Jan. to June ..	2,140	3,607	1,033	—
Grand Total ..	2,750	6,672	2,961	167

In the case of Nursing Services in the Navy and Army, the average Age and Service Groups (Class A) to be released are as follows:—Navy: June-December, 1945, married and 1-20; January to June, 1946, uncertain. Army: Nursing Officers, June, 1945, 1-3; July, 4-9; August, 10-13 (pt.); September,

13 (pt.) to 16 (pt.); October-December, 16 (pt.)-23; January to June, 1946, 24-43 (pt.). V.A.D.: June-December, married and 1-34.

(C) *Summary of Releases and Discharges.*

Period.	Men.	Women.	Total.
1945—18th June to 31st Dec. ..	1,347,800	162,270	1,510,070
1946—Jan. to June ..	1,446,300	159,480	1,605,780
Total ..	2,794,100	321,750	3,115,850

The group numbers shown above for release in each Service cannot be kept in exact parallel. A group in one Service may be far larger than a corresponding group in another Service. In each Service the number in one group may far exceed the number in the next group. Also there are differences between the needs of each Service according to their commitments. In all three Services release of individuals may have to be postponed on grounds of military necessity, but this step will be taken only in very exceptional cases and as a last resort. For example, in the interests of safety in air transport it may be essential to retain a certain proportion of experienced personnel.

*Intake into the Forces.*—The intakes into the Services which are planned for the period from mid-1945 to the end of the year are 160,000 men and 15,500 women. Of the 160,000 men, about 110,000 are youths of eighteen, either in employment or leaving school. The balance of 50,000 of the men will be recruited from munition industries. The women to be recruited are volunteers. Details for the Services are given below. This rate of recruitment is necessary to enable the release programme to be carried out.

*Intakes: 1st July to 31st December, 1945.*

Men.	Navy ..	30,000
	Army ..	85,000
	R.A.F. ..	45,000

Total .. 160,000

Women.	W.R.N.S. ..	3,000
	A.T.S. ..	10,000
	W.A.A.F. ..	2,500

Total .. 15,500

*Strength of the Forces.*—The effect of the releases on the revised basis on the total strength of the Forces at 31st December, 1945, and 30th June, 1946, is given in the following Table:—

*Strength of Forces.*

	18th June, 1945.	31st Dec., 1945.	30th June, 1946.*
<i>Men:</i>			
Navy ..	772,000	609,500	400,000
Army ..	2,962,400	2,212,900	1,109,900
R.A.F. ..	955,000	724,000	584,200
Total ..	4,689,400†	3,546,400	2,094,100
<i>Women:</i>			
W.R.N.S. ..	73,000	55,500	15,000
A.T.S. ..	197,700	130,200	47,000
W.A.A.F. ..	155,000	95,000	68,000
Nursing Services ..	21,300	15,600	8,700
Total ..	447,000	296,300	138,700
Total Men and Women: All Services ..	5,136,400	3,842,700	2,232,800

*Future Information.*—A statement will be issued monthly showing the progress of releases from the Forces. A statement will be issued at a later date showing the changes in numbers in civilian employment.

PROCEDURE FOR RELEASE IN CLASS B.

In reply to questions in the House of Commons on 11th October, the Minister of Labour and National Service made the following statement with regard to the procedure for release from the Forces in Class B:—

The scheme for release from the Forces in Class B is designed to supplement the labour force available for certain urgent reconstruction work, such as building or coal mining, and for certain essential services, such as education.

The scheme is not intended to provide a means whereby individual members of the Forces may seek their release out of turn on the ground of their special qualifications. On the contrary, the object is to enable certain industries and essential services to be re-established or developed by the recall of persons with certain experience or qualifications who can be identified and whose retention in the Forces is not essential for Service reasons.

There are three methods of release according to the procedure of identification:

(1) the "block" release of persons who can be identified by the Services by reference to their occupation before enlistment;

(2) the release of persons who can only be identified by their former employer in the absence of adequate information in the Service record; and

(3) the nomination of persons regarded as "individual specialists."

The procedure is as follows:

(1) The normal method is the "block" release method which is used, for example, in the releases for the building industry. In this method the Minister of Labour and National Service

\* The reasons for the difference in rate of release between various categories of officers and rating groups lie in the necessity to maintain a balanced Navy to carry out the many tasks which remain to be completed, notably in the East Indies and Pacific. The retention of certain personnel in the Supply and Secretariat and W.R.N.S. is also necessary in order to achieve the accelerated rate of release.

\* These figures will be increased on account of fresh intake in the first half of 1946. † Including prisoners-of-war returned to their units since V.E. Day.



specifies the occupational classes in which men are required for release in Class B, and indicates the numbers authorised. The individual men are then identified by the Service Departments by reference to their Central Records on which the men's pre-enlistment civilian occupations are recorded. The Service Departments select men in the specified occupations, in age and service order up to the numbers authorised, excluding those whose release in Class A is imminent, and then issue instructions that the men so selected should be offered release in Class B. The conditions attached to such release are explained when the offer is made. In the event of acceptances not reaching the numbers authorised for release, the offer is made to additional men selected as above in age and service order.

(2) A different method of selection is used in a limited number of cases where the Service records of pre-enlistment occupation do not enable the right men to be identified. In these cases the Government Departments concerned with the reconstruction work for which Class B releases are authorised obtain names of men with the required qualifications from the employers engaged on that work. The names are then forwarded through the Ministry of Labour and National Service to the appropriate Service Departments who then issue instructions for the men concerned to be offered release in Class B.

(3) A third method of selection is used in the case of "individual specialists."\* These are men whose release out of turn is considered to be necessary because they possess special qualifications which make them personally indispensable for filling key posts on urgent reconstruction work. In these cases the employer desiring the man's release must apply to the Government Department mainly concerned with the work for which he is wanted, explaining why his out-of-turn release is considered necessary. If the Government Department support the application they send it to the Ministry of Labour and National Service, who are responsible for ensuring that a common standard prevails, and after examination of the case may recommend to the Service Department concerned that the man should be offered release in Class B.

The above statement describes the methods of release and the procedure for identification, but it should be noted that for Service reasons it is not always possible for a member of the Forces to be released in Class B even though his release has been recommended. The Service Departments have, however, undertaken to restrict such cases to a minimum.

#### NUMBERS OF MEN AND WOMEN IN THE FIRST FIFTY AGE AND SERVICE GROUPS.

In reply to a question in the House of Commons, the Minister of Labour and National Service on 11th October supplied the following statement showing the numbers of men and women in the first 50 Age and Service groups in the Navy, Army and Air Force at dates about the middle of 1945† :

Group.	Numbers in each Group.†					
	Royal Navy.		Army.		Royal Air Force.	
	Men.	Women.‡	Men.	Women.‡	Men.	Women.‡
Married Women	—	3,007	—	40,945	—	25,366
1 } §	1,301	89	35,593	172	6,969	68
2 }	238	60	2,577	36	1,071	16
3	301	28	3,148	48	1,195	16
4	324	26	4,564	70	1,595	18
5	1,021	36	5,745	84	2,262	33
6	2,530	45	8,724	121	3,069	42
7	1,659	58	11,864	118	3,183	34
8	2,097	84	12,900	128	3,065	60
9	1,900	94	14,074	178	2,694	70
10	1,345	87	16,260	190	2,855	70
11	1,993	115	19,560	204	3,195	75
12	1,994	102	21,699	217	3,456	91
13	2,165	131	22,429	254	3,760	114
14	2,275	171	23,740	294	4,207	133
15	2,625	162	27,750	309	5,008	155
16	2,554	184	31,880	337	5,920	190
17	2,904	203	35,418	438	7,752	204
18	3,535	113	46,927	443	10,577	234
19	4,641	249	71,796	506	17,781	292
20	6,142	259	89,753	617	29,697	340
21	6,862	341	92,980	615	30,403	367
22	9,429	350	117,366	678	34,125	451
23	10,744	333	150,992	658	38,527	498
24	12,712	392	233,023	869	46,876	558
25	15,915	515	265,829	933	52,205	671
26	22,113	562	199,245	1,229	48,792	832
27	21,674	571	120,880	1,226	35,143	946
28	16,661	597	64,875	1,065	24,539	883
29	14,303	665	45,258	1,058	19,122	1,064
30	11,225	701	53,252	1,168	20,405	1,325
31	11,952	847	46,239	1,452	27,273	1,735
32	8,852	989	37,386	1,723	20,866	1,989
33	7,808	1,026	32,848	1,856	18,332	2,412
34	7,625	1,216	35,082	1,985	17,064	2,674
35	8,864	1,200	38,062	2,424	21,021	3,434
36	10,331	1,381	47,299	3,266	27,484	4,622
37	11,924	1,478	38,235	3,857	30,807	5,710
38	13,366	1,528	30,095	3,516	36,483	5,674
39	11,301	1,404	24,111	4,227	26,359	5,673
40	14,634	1,688	28,834	4,913	19,018	5,695
41	14,718	1,566	29,484	6,525	13,590	5,235
42	12,258	1,704	34,237	10,667	10,075	4,491
43	17,352	1,441	44,939	10,276	11,991	4,607
44	17,503	1,529	24,824	9,265	25,778	5,700
45	15,256	1,910	25,603	8,316	15,546	8,213
46	14,061	2,317	29,047	6,427	15,949	9,134
47	18,163	2,862	25,338	5,543	13,068	8,419
48	15,755	1,785	22,816	4,852	10,653	7,372
49	Not available		38,677	3,954	10,116	5,581

\* See also the issue of this GAZETTE for July, 1945, page 110.

† In the case of the Navy the figures relate to 31st July, 1945, and in the case of the Army and R.A.F. they relate to mid-June, 1945.

‡ Age and Service groups for women do not include married women, the numbers of whom are shown separately in the Table. Married women have the right to claim priority of release over all other women.

§ Age and Service groups 1 and 2 consist of persons born in 1895 or earlier.

## EXPANSION OF CIVILIAN INDUSTRIES.

Among the civilian industries and services which are vital to the social and economic well-being of the nation, and which, therefore, have a first claim on the additional man-power that is becoming available on demobilisation from H.M. Forces and on cessation of munitions and other war work, are those upon which the public depends for its supply of fuel and power—coal mining and coal distribution, gas and electricity. During the war these industries were already of high importance and, as is indicated below, special steps were taken to augment their labour forces, which had lost substantial numbers to the Forces and war production during the earlier stages of the war. With the cessation of hostilities, the importance of these industries and services has increased still further, and the need for building up their labour forces comes into the foreground. They are accordingly included in the short list of basic industries and essential services\* to which the Government is anxious to stimulate an inflow, both of workers having previous experience in those industries and services, and of newcomers looking for employment which offers the prospect of a regular livelihood.

### UNDERGROUND COAL MINING.

It is of the utmost importance that the output of coal in the country shall be not only maintained but increased. During the war, labour for underground coal mining employment was obtained from the following sources:—

*Ex-miners who returned to the industry.*—A special appeal to miners to return to their former employment was launched in 1941, but did not meet with a great deal of success. A compulsory registration was held in the summer of 1941, and large numbers of the ex-miners so registered were brought back to the coal mining industry. It is estimated that this number may have exceeded 40,000.

*Volunteers from other industries.*—In the summer of 1943, arrangements were completed for the training of men in underground coal mining employment, and since 1st September, 1943, about 10,750 volunteers from other industries have been placed in coal mining.

*Members of the Forces who volunteered to enter coal mining employment.*—Advantage was taken of the arrangements referred to in the foregoing paragraph to train also members of the Forces who volunteered for coal mining employment; about 7,000 men were released from the Forces under these arrangements. In addition, nearly 20,000 ex-miners have been specially released from the Forces since April, 1942.

*Men who opted for coal mining as an alternative to service in the Forces.*—After 30th September, 1942, men registering under the National Service Acts were given the option of employment in underground coal mining as an alternative to service in the Forces. About 17,000 men have been recruited to the industry in this way.

*Ballotees.*—The coal mining ballot, whereby men of 18 to 25 became liable to direction to coal mining employment in lieu of service in the Forces, was instituted at the end of 1943; 21,000 such men have been directed to the mines.

Upwards of 100,000 men were recruited by the means indicated above, and by February, 1945, the number of men engaged in the coal mining industry had reached a figure of 717,300. The coal mining ballot has since been suspended, so that the industry is now dependent for recruits on volunteers (including optants) and the return of ex-miners from other industries and the Forces. Moreover, many of those men who, during the European war, continued at work beyond the age of 65, or after they were no longer fully fit, are now retiring from the industry. The labour force of 717,300 reached in February had dropped to about 700,000 by the end of September. Some thousands of ex-miners will be released this year in Class A and every former underground miner now in the Forces for whom employment is available is to be given the opportunity of release under Class B, if he is willing to return to coal mining. Nevertheless there is still an urgent demand in all classes of underground coal mining for fit men who are prepared to make coal mining their career.

### COAL DISTRIBUTION.

The problem of coal distribution is most acute in the winter months, but there are already many vacancies. The serious difficulties which arose during the war came to a head last winter when severe weather conditions interfered with transport. Special efforts had been made to fill vacancies during the late summer and autumn of 1944, especially in London and South-Eastern England where flying bombs had limited the building up of summer stocks; but many vacancies could not be filled, and when the severe weather came it was necessary to employ 850 soldiers in the London area. Exceptional measures were also necessary in other areas. Early in September there was a demand for some 750 men for employment in coal distribution as loaders, porters, motor driver-loaders and horse carmen, mainly in London, South-Eastern, Eastern and Southern England. It is certain that the demand will increase substantially with the approach of winter, when there are likely to be vacancies in all areas.

### GAS AND ELECTRICITY SUPPLY.

During the war, the gas and electricity supply industries, in common with most other industries, lost a great many workers to the Forces and the munitions industry. At the same time, they

\* See the issue of this GAZETTE for September, 1945, page 154.



had to meet an increasing demand for the supply of heat and power. In recent years, the shortage of labour has made it increasingly difficult for them to fulfil their obligations to industry and the public. This year the problems of supply are being rendered even more difficult by the new housing requirements, the expansion of civilian industries and the restoration of street lighting. In order, therefore, to ensure that the supplies of gas and electricity in the coming winter will be sufficient to meet the demands, it is urgently necessary to strengthen the labour forces of the gas and electricity supply industries.

*Gas.*—This industry had, on 27th July, 1945, outstanding vacancies for 2,836 stokers and labourers and 1,753 workers in other categories (particularly gas fitters, purifier and boiler attendants, water gas plant operators, exhaustermen, maintenance fitters, and main layers). In addition, about 1,500 men are required in connection with the restoration and maintenance of street lighting. In conjunction with the Joint Industrial Council for the industry and the Ministry of Fuel and Power, the Ministry of Labour and National Service have taken the following steps to overcome the labour supply difficulties:—

- (1) The gas industry has been accorded the highest degree of preference in the filling of its vacancies.
- (2) About 2,000 men have been released by the Admiralty and the Air Ministry for work as stokers and labourers.
- (3) Men have been and are being recruited in Éire under arrangements with the Éire Government.
- (4) Prisoners-of-war are being used wherever possible.
- (5) Some men in key occupations have been released from munitions industries and Civil Defence Services to return to their work in the supply of gas.
- (6) Special arrangements have been made for securing the return to the industry of redundant munitions workers who were previously employed in it.
- (7) A "nominated workers" transfer scheme for gas fitters is in operation.
- (8) In the Class B block releases which are being arranged for building by the Ministry of Works, the gas undertakings will get their share of gas fitters.

The gas industry is undertaking a detailed review of possible releases under Class A of men with reinstatement rights in gas undertakings. So far as can be estimated the first 25 groups will produce about 2,200 gas fitters and 3,000 stokers and labourers, but these will not be available to the industry in time to solve its immediate problems. Further Class B releases are under consideration. All possible sources from which men could be recruited for the gas industry have thus been explored; but the wastage rate has been such that the number of vacancies filled has been more than offset by the number of people who have left, and very serious concern has been felt in the Ministries affected in regard to the labour position. Every effort will, therefore, be required to build up the labour forces in this industry.

*Electricity.*—In the electricity supply industry, only the minimum of new generating plant was installed during the war. It is, therefore, necessary to ensure that the maximum use should be made of all existing plant, and to secure this it is essential that the overhaul and maintenance programme should be completed in time for the plant to be available for use to meet the heavy load expected during the winter. Last year, owing to labour shortage, the overhaul programme was not finished before the winter and, in consequence, curtailment of supplies occurred in various parts of the country on several occasions. The only way to avoid a repetition of this—possibly on a bigger scale—this year is to supply labour to the undertakings without delay. Returns from the Electricity Commissioners show that the industry requires about 1,000 workers in various categories, for the operation, maintenance and overhaul of generating plant. The main occupations in which vacancies exist are: auxiliary plant attendants, stokers, turbine drivers, switchboard attendants, electrical and mechanical fitters and mates, boiler cleaners, electricians and wiremen, cable jointers, overhead linesmen, meter and instrument mechanics. The steps taken, or contemplated, by the Ministry of Labour and National Service and the Ministry of Fuel and Power are as follows:—

- (1) The electricity industry has also been accorded the highest degree of preference in the filling of its vacancies.
- (2) Small numbers of key workers have been returned to their work in electricity undertakings.
- (3) Special arrangements are being made for withdrawing redundant workers in munitions who have had experience in electricity undertakings.
- (4) Class B releases from the Forces are under consideration.

## NATIONAL INSURANCE (INDUSTRIAL INJURIES) BILL.

This Bill,\* which has been presented to Parliament by the Minister of National Insurance, is substantially the same as the Bill, with the same title, introduced into Parliament in June, 1945 (see the issue of this GAZETTE for July, 1945, page 112.) It is designed to give legislative effect to the proposals put forward by the Coalition Government for a new scheme of insurance against industrial injury, as set out in Part II of the White Paper on Social Insurance (Cmd. 6551).†

\* House of Commons Bill 5 (Session 1945-46). H.M. Stationery Office; price 1s. 3d. net (1s. 5d. post free).

† See the issue of this GAZETTE for October, 1944, page 163.

## TRAINING FOR THE COTTON SPINNING INDUSTRY.

There is at present a serious shortage of experienced operatives in cotton spinning. In order to obtain a sufficient number of skilled workers, it is of the utmost importance not only to attract juveniles to the industry but also to train adults. Some particulars are given below of the steps which are being taken by the Ministry of Labour and National Service, in conjunction with the Cotton Board, to apply the Government's Vocational Training Scheme\* to the cotton spinning industry.

*Government Training Centre.*—The Ministry have taken over a mill at Oldham as a Cotton Training Centre for adults eligible under the Vocational Training Scheme. The mill is fully equipped with 30,000 ring spindles and complementary card-room and preparation machinery. Arrangements are in hand for replanning and reconditioning the mill, and, when ready, it will accommodate between 120 and 150 trainees. Training will be given in certain skilled occupations and will occupy a period of three months.

Training will be given in (a) blowing room operations, (b) stripping and grinding, (c) drawing and speed frame operations, and (d) ring spinning. Trainees will pass through four stages—induction, progress, improvers and production—arranged to give progressive instruction and practice in the various occupations. The last stage will be arranged so far as possible as a production unit which will aim at the output achieved under normal mill conditions. Instruction in all sections will include talks on the functions of operations, mechanical breakdowns, safety measures, etc. During the training period trainees will receive the allowances payable under the Vocational Training Scheme.

The trainees who successfully complete the training course will be placed in employment in the trade for which they have been trained at rates of pay which have been agreed with both sides of the industry.

*Training in Individual Mills.*—The output of trained labour from the Government Training Centre will be comparatively small and it is hoped that a large number of employers will undertake training within their own mills. It may also be necessary to make arrangements for a group scheme of training covering several mills.

The Ministry of Labour and National Service are prepared to grant financial assistance to employers who undertake the training of men and women who are eligible under the Government Vocational Training Scheme, subject to the following conditions: (1) the training must be arranged on systematic and progressive lines, as far as possible in a separate section of a mill; (2) whole-time instructors must be available; (3) the training period should normally cover a period of three months; (4) training schemes must be submitted for the approval of the Ministry and include details of the methods it is proposed to follow, and a form of agreement completed; and (5) the training department or mill must at all times be open to inspection by officers appointed by the Ministry for this purpose.

*Extent of Financial Assistance.*—Where the trainees are to be held available for placing by the Ministry, a fee can be paid to the employer to cover net out-of-pocket expenses incurred in providing the training. When the trainees are to be retained by the training employer, the latter is normally required to make a contribution, as the training progresses, towards the allowances paid to the trainees.

*Higher Grade Training.*—Employers may wish to make arrangements for certain of their employees to take a course in one of the skilled occupations for which training is available. Such training may be arranged with a training employer if he has accommodation. No fees or allowances will be payable by the Ministry, and the employers of the workpeople concerned will continue to pay their wages.

Further information regarding the schemes outlined above can be obtained from the Ministry of Labour and National Service, Regional Office, Sunlight House, Quay Street, Manchester, 3, or from the Recruitment and Training Department of the Cotton Board, Fountain House, Fountain Street, Manchester, 2.

## TRAINING FOR NURSING.

A leaflet has recently been issued by the Ministry of Labour and National Service on the subject of training for nursing. The leaflet stresses the urgent need for nurses and states that many student and pupil assistant nurses are also required.

In regard to the training of nurses for State registration the leaflet gives brief particulars of the training required for general nursing, sick children's nursing, nursing of infectious diseases, and mental nursing and mental deficiency nursing. It is added that girls who do not wish to undertake the examinations necessary for State registration may now qualify as State Enrolled Assistant Nurses by a new form of training mainly of a practical character. Some information is also given in the leaflet as to training in midwifery.

Rates of allowances payable during training, together with some particulars respecting salaries and conditions of service after training, are set out in the leaflet, which also describes the opportunities available to fully qualified State Registered

\* See the issue of this GAZETTE for July, 1945, page 110.



Nurses, State Enrolled Assistant Nurses, and midwives. In addition it is pointed out that there are a number of opportunities in nursing open at the present time to those who do not wish to undergo training.

Copies of the leaflet (N.R.L. 6) may be obtained from any Local Office of the Ministry of Labour and National Service.

## TRAINING FOR BUSINESS ADMINISTRATION.

### REPORT OF COMMITTEE.

A Report\* has been issued by the Committee of business men, with Sir Frank Newson-Smith as Chairman, which was set up by the Minister of Labour and National Service in February, 1945, to consider the question of training in business administration and salesmanship for young men and women released from war service, to make recommendations respecting suitable courses of training and to advise on the best methods of securing recognition of such training (see the issue of this GAZETTE for February, 1945, page 20).

The Report sets out the Committee's recommendations respecting courses of training for the large class of young men and women who, having entered the Services either straight from school or college or after a short period only of employment in business, will be returning to civil life with little or no business experience, but with educational standards and character such as to qualify them for employment which will lead to administrative and executive posts. It is felt that young men and women of this type will wish to obtain employment as quickly as possible after their release from the Forces. The Committee therefore consider that the course of training best suited to facilitate the rapid absorption of such persons into business will have to be short in duration and general in character, covering no more than the rudiments of business organisation methods and terminology. A course of this description would, in the opinion of the Committee, give ex-Service men and women a chance to make good, although it could not be relied upon to fit them for immediate appointment to executive or administrative positions.

As regards the duration and conduct of the proposed course, the Committee consider that the practicable alternatives are a full-time course of approximately three months, to be taken either before engagement by an employer or after provisional acceptance, or engagement, by an employer, or a part-time day course to be taken after engagement in conjunction with practical training inside the firm. A syllabus of training is suggested which can be adapted either to a three-months' intensive course or to a longer part-time course; details of the syllabus proposed are set out in an appendix to the Report. The Committee are of the opinion that training should be given at technical and commercial colleges, and they recommend that the Education Departments should be asked, as a matter of urgency, to review existing accommodation and teaching facilities and to ensure, as far as possible, adequate supplies of text books and reference books. Financial assistance should be provided in appropriate cases, within the framework of the Further Education and Training Scheme (see the issue of this GAZETTE for May, 1943, page 63), or in some other way.

The Report discusses ways of securing the co-operation of employers and the business world generally in carrying out the scheme of training. It is suggested that well-integrated industries engaged in production might organise courses adapted to their own needs where this has not already been done, and that the Ministry of Labour and National Service, in furtherance of the same object, should initiate discussions with the appropriate organisations. The Committee recommend that the Retail Distributive Trades Conference should be asked to set up a small joint Committee with a view to devising and running, in London and provincial centres, courses more directly associated with the problems of retail distribution than the course of basic training proposed in the Report. It is suggested that the Ministry of Labour and National Service should take steps to summon a conference to consider the absorption of ex-Service men and women as "learners" in business firms in the City of London and the larger provincial cities. With regard to the special needs of middle-sized and smaller firms, the Report recommends that the Ministry should set up, in each of its Regions, small executive Committees to collate information about training requirements and teaching facilities in the Regions. The Committee are of the opinion that any schemes of post-release training which may be devised should, as far as possible, be co-ordinated with the courses which are available to persons while still in the Services. Finally, the Committee recommend that an individual of proved capacity and authority should be appointed by the Ministry of Labour and National Service to direct and supervise the necessary planning and enquiries, and that he should work with an Interdepartmental Committee consisting of representatives of the Ministry and of the Education and Service Departments.

After considering the recommendations of the Committee, the Ministry of Labour and National Service have announced the appointment of Mr. F. C. Hooper as Director of Business Training to supervise the planning and carrying out of a training scheme which forms an important part of the Ministry's plans, already far advanced, for helping men and women to secure posts suited to their capabilities.

\* Report on Training for Business Administration. Cmd. 6673. H.M. Stationery Office; price 3d. net (4d. post free).

## COAL MINING INDUSTRY.

### REGULATIONS RELATING TO TRAINING.

The Coal Mines (Training) General Regulations, 1945,\* made on 28th September, 1945, by the Minister of Fuel and Power under the Coal Mines Act, 1911, lay down rules for the provision of training for work in coal mines.

The Regulations stipulate in general terms that no person shall be employed in or about a mine on any work on which he has not been employed before the coming into force of the Regulations, except under competent instruction and supervision, unless and until he has been adequately trained and is competent to do the work without supervision.

The detailed provisions of the Regulations require that, before a person may work in a coal mine below ground, he must have been employed above ground for a period sufficient in length to enable him to receive training which comprises adequate instruction in safe and efficient methods of working below ground and suitable physical training, in accordance with an approved training scheme; the minimum duration and general conditions of training are specified. Further, no person may be employed at the coal face for the first time, otherwise than at a training face, until he has been employed for at least 80 working days below ground and has spent at least 60 working days under the close personal supervision of an instructor or supervising workman in training in one or more specified operations at the coal face; this training must include adequate instruction in the use of the appropriate tools, appliances and materials. The Regulations also provide that the first work performed below ground otherwise than at the coal face, or at the coal face on operations for which the specific minimum training has not been received, must be carried out for prescribed minimum periods under the close personal supervision of an instructor or supervising workman. In determining the period of training or supervision, any training or supervision received under the Coal Mining (Training and Medical Examination) Orders† may be taken into account. Certificates in respect of persons who have received the prescribed training must be issued by training officers to be appointed by the employers.

Before any person receives training under the Regulations, a training scheme in respect of the mine at which he is to be employed must have been submitted to the Minister of Fuel and Power and approved by him; the Regulations lay down rules as to the scope, etc., of such schemes. Moreover, every person who owns a mine normally employing more than 250 persons must, within nine months from the date of the Regulations, submit a training scheme to the Minister for his approval. Before the training schemes are submitted for approval, the appropriate local education authorities must be consulted in respect of subjects requiring attendance at classes and in respect of physical training.

The Regulations also contain detailed rules relating to the keeping of records and the appointment and duties of training officers.

Those sections of the Regulations which relate to the submission of training schemes came into force on 28th September, 1945; the remainder are to come into force on 1st January, 1947.

## DOCK WORKERS (REGULATION OF EMPLOYMENT) BILL.

The Dock Workers (Regulation of Employment) Bill‡ was introduced in the House of Commons on 11th October. The first proposal for a Bill to secure the permanent decasualisation of dock labour was made by Mr. Ernest Bevin while he was Minister of Labour and National Service. The Bill now introduced has been prepared under the direction of Mr. George Isaacs, the present Minister.

In an Explanatory and Financial Memorandum prefixed to the text of the Bill, it is pointed out that, at present, the employment of dock workers is regulated on Merseyside and Clydeside by means of schemes entered into voluntarily by the workers and their employers and administered by the Minister of War Transport, and elsewhere by means of schemes under the Essential Work (Dock Labour) Orders administered by the National Dock Labour Corporation. Unless further steps are taken, the existing schemes administered by the National Dock Labour Corporation will come to an end on the expiration of the Emergency Powers (Defence) Acts and those administered by the Minister of War Transport whenever the parties to those schemes (or any of them) so decide.

The Memorandum states that the object of the present Bill is to enable permanent schemes to be made for ensuring greater regularity of employment for dock workers and securing that an adequate number of dock workers is available for the efficient performance of their work. Schemes may be either general or for particular ports or classes of workers. The Bill lays down the procedure for making schemes, either jointly by representative bodies of workers and employers, subject to confirmation by the Minister, or, after 31st December, 1946, by the Minister in any case where a scheme is not already in force under the Bill. The Minister is further empowered to make schemes in the event of the earlier termination of any of the schemes at present administered by the Minister of War Transport. Provision is made for the laying of schemes before Parliament and for their

\* S.R. & O. 1945, No. 1217. H.M. Stationery Office; price 3d. net (4d. post free).

† See the issues of this GAZETTE for February, 1944 (page 22), and February, 1945 (page 42).

‡ House of Commons Bill 12 (Session 1945-46). H.M. Stationery Office; price 2d. net (3d. post free).



annulment by resolution of either House. Existing schemes administered by the National Dock Labour Corporation will continue in force until the 1st July, 1947, unless superseded by schemes under the Bill.

The schemes will provide for the way in which their cost is to be defrayed. It is not intended that this provision should create any permanent charge upon the Exchequer. The Minister may, however, with the consent of the Treasury, make loans towards the cost of the operation of schemes to tide over periods of temporary difficulty.

## DOCK LABOUR SCHEMES.

### PROVISION OF WELFARE SERVICES.

The Essential Work (Dock Labour) (No. 2) Order, 1945,\* was made by the Minister of Labour and National Service on 1st October under Regulation 58A of the Defence (General) Regulations, 1939. It relates to the provision of welfare services by the National Dock Labour Corporation.

A list of the provisions which must be included in a dock labour scheme submitted to the Minister for his approval by the Corporation is set out in the Essential Work (Dock Labour) Order, 1943, particulars of which were given in the issue of this GAZETTE for August, 1943 (page 111). The purposes of the new Order are (1) to add to that list such provision for welfare and port medical services wholly or primarily for port transport workers as shall be agreed with the National Joint Council for the Port Transport Industry or with a joint industrial body recognised for that purpose; and (2) to require that schemes already approved by the Minister which do not contain such provision shall be suitably amended as soon as practicable.

The Order came into force on 1st October.

## FACTORIES ACT, 1937.

### WOODWORKING (AMENDMENT OF SCOPE) SPECIAL REGULATIONS, 1945.

The above-mentioned Regulations† were made on 28th September, 1945, by the Minister of Labour and National Service under the Factories Act, 1937. They relate to the safety precautions required for woodworking machinery, and they amend the scope of the Woodworking Machinery Regulations. The new Regulations follow closely the lines of the draft Regulations, which were noticed in an article on page 57 of the issue of this GAZETTE for April, 1945.

The Woodworking Machinery Regulations were made in 1922 (and amended in 1927) under the Factory and Workshop Act, 1901. The main object of the Special Regulations is to bring the Principal Regulations into line with the Factories Act, 1937, by extending their scope to all factories, and to those premises, etc., to which the provisions of that Act respecting special regulations for the health and safety of workers apply; these include the sites of certain building operations and works of engineering construction to which the Act of 1901 did not apply.

The Special Regulations also formally revoke Regulation 14 of the Woodworking Machinery Regulations, 1922, relating to certain planing machines not fitted with cylindrical cutter blocks. Since March, 1924, this regulation has in effect been superseded by Regulation 13.

The Special Regulations will come into force on 1st November, 1945.

### DRAFT REGULATIONS RELATING TO WORK OF ENGINEERING CONSTRUCTION.

The Ministry of Labour and National Service have issued a pamphlet‡ which contains a preliminary draft of regulations under the Factories Act, 1937, as to safety, health and welfare in connection with work of engineering construction.

It will be remembered that, in January, the Ministry published a preliminary draft of a new code of regulations as to the safety, health and welfare of persons employed in constructional, repair, demolition and foundation work in connection with buildings (see the issue of this GAZETTE for February, 1945, page 19). That preliminary draft expressly excluded certain classes of building or structure presenting special features and the draft regulations in the present pamphlet are designed for the above classes of work when undertaken in connection with such buildings or structures and various other constructions referred to in the definition of "work of engineering construction" in the Factories Act.

Article 2 of the preliminary draft provides that the regulations shall apply to the following work or operations where undertaken by way of trade or business or for the purpose of any industrial or commercial undertaking, namely, the construction of any railway line or siding otherwise than upon an existing (public) railway, and the construction, structural alteration or repair (including re-pointing and re-painting) or the demolition of any

dock, harbour, inland navigation, tunnel, bridge, viaduct, waterworks, reservoir, pipe-line, aqueduct, sewer, sewage works or gasholder, except where carried on upon a (public) railway or tramway.

The pamphlet is published for study and consideration by persons affected, as a preliminary to conferences with the Ministry to consider and discuss points raised before the regulations, revised in the light of such discussions, are formally issued in draft under the statutory procedure which has to be followed before they can be finally made.

## UNEMPLOYMENT INSURANCE: MARRIED WOMEN.

### UNEMPLOYMENT INSURANCE (ANOMALIES) (AMENDMENT) ORDER, 1945.

This Order,\* made on 3rd October, 1945, by the Minister of National Insurance under the Unemployment Insurance Act, 1935, amends Regulation 4 of the Unemployment Insurance (Anomalies) Regulations, 1931, relating to the receipt of unemployment benefit by married women. The new Order provides that for a period of twelve months from 9th October, 1945, or such further period as the Minister of National Insurance may by Order direct, a married woman who has been employed in employment of a kind which the Minister of Labour and National Service certifies to have been employment on work of national importance will not, on making a claim for benefit, have to prove that she is normally employed in insurable employment, provided she has been employed on work of national importance for not less than 26 weeks in the two years immediately preceding the date on which she first claimed benefit.

The Order has been made in view of the fact that many married women, who have taken industrial work during the war or who have served in any of the Auxiliary Forces or Services eligible for a credit of contributions under the Unemployment Insurance Act, 1935, may previously have had no gainful occupation; others may have been occupied for gain in an uninsurable occupation such as nursing. In regard to these classes of married women it may be held under the Married Women Anomalies Regulation that they are not "normally employed in insurable employment" even though in the changed circumstances of the post-war period they are urgently in need of obtaining their livelihood by means of insurable employment and intend definitely to remain in the industrial field. The aim of the new Order is therefore to exclude the possibility that such claimants might be disallowed benefit only because they failed to show sufficient insurable employment to satisfy the "normally employed in insurable employment" part of the conditions.

The amending Order will not be operative unless the employment in question can be certified as employment on work of national importance. If the employment cannot be certified, the Married Women Anomalies Regulation will be applicable in its unamended terms.

## ROYAL COMMISSION ON POPULATION.

### PROPOSED SAMPLE CENSUS OF FAMILIES.

The Royal Commission on Population which was appointed in March, 1944, under the chairmanship of Viscount Simon, to examine the present trends of population in this country and to consider what measures should be taken in the national interest to influence the future trend,† have issued a short Statement‡ appealing for the help of the public in obtaining information which they require regarding the numbers and distribution of families of different sizes in Great Britain.

In this Statement the Commission discuss briefly the trend of the population before and during the war, the probable consequences of changes in the trend, the causes of the fall in the average size of family and the motives determining the size of families. They state that the evidence which they have taken indicates that for a long time the economic and social pressures have been in favour of the very small family, and they are therefore examining closely evidence on ways and means to reduce those pressures and to encourage parenthood. They point out, however, that the progress of their enquiry is handicapped by the existence of serious gaps in the population statistics of Great Britain, especially as regards the extent of childlessness and the numbers and distribution of families by size.

As a complete family census is not practicable at the present time, the Commission propose to ask for the help of a large number of married women, selected as a representative sample of the total population of married women, in obtaining the necessary facts. These women will be asked to supply, in confidence, a small number of particulars, of which the chief will be their age, date of marriage, and the dates of birth of their children, if any. The Commission add that the facts to be obtained in this way are simple, but they are the key to much that is obscure at present in the trend of population.

\* S.R. & O. 1945, No. 1260. H.M. Stationery Office; price 1d. net (2d. post free).

† The Woodworking (Amendment of Scope) Special Regulations, 1945. S.R. & O. 1945, No. 1,227. H.M. Stationery Office; price 1d. net (2d. post free).

‡ Factories Act, 1937. Work of Engineering Construction; Preliminary Draft of Regulations as to Safety, Health and Welfare in Connection with Such Work. H.M. Stationery Office; price 9d. net (11d. post free).

\* Unemployment Insurance (Anomalies) (Amendment) Order, 1945. S.R. & O. 1945, No. 1243. H.M. Stationery Office; price 1d. net (2d. post free).

† See the issue of this GAZETTE for March, 1944, page 50.

‡ Statement by the Royal Commission on Population, September, 1945. H.M. Stationery Office; price 2d. net (3d. post free).



## EDUCATION ACT.

### RAISING OF THE SCHOOL LEAVING AGE.

In a statement made on 28th September, regarding the school leaving age, the Minister of Education (the Rt. Hon. Ellen Wilkinson) pointed out that, under the Education Act, 1944, the school leaving age was to be raised to 15 as from 1st April, 1945, but that, if the Minister of Education was satisfied that the supply of teachers or of school accommodation was insufficient for this to be done, he was empowered to defer by Order the raising of the age to a date not later than 1st April, 1947. On 17th August, 1944, the then Minister of Education had made such an Order, which would remain effective until 1st April, 1947, unless withdrawn at an earlier date (see this GAZETTE for August, 1944, page 123).

Miss Wilkinson stated that the number of children in England and Wales who would receive an extra year's schooling on the raising of the age was estimated at 390,000 and that the number of additional teachers required for these children, on the basis of the present average ratio of one teacher to 30 children, was estimated at about 13,000. Building work to the value of about £6½ million would be required to provide the additional school accommodation needed, which would have to be of a temporary character. The Minister concluded that it would clearly be impracticable to raise the age to 15 before 1st April, 1947. If the age were raised on that date, the full effect would not be felt in the schools until September, 1948, by which date it was hoped that the necessary teachers and accommodation would be available. She had, accordingly, decided not to introduce amending legislation to delay the raising of the compulsory school leaving age to 15 beyond 1st April, 1947. The age will therefore be raised to 15 on that date.

Dealing with further reforms in the educational system, Miss Wilkinson alluded to the duty imposed by the Act upon Local Education Authorities to establish and maintain County Colleges within three years from the date of the raising of the school leaving age to 15, i.e., not later than 1st April, 1950, and to provide compulsory further education for young persons between the ages of 15 and 18. Moreover, if the full fruits of the raising of the school leaving age and of reorganisation were to be gathered, the size of classes would have to be reduced. Until such a general reduction had been effected, the raising of the school leaving age to 16 could clearly not be contemplated, and it was therefore impossible to set any date for this reform.

On the same date, a similar statement was made by the Joint Parliamentary Under-Secretary for Scotland as regards the position in Scotland, where the raising of the school leaving age to 15 will also be deferred until 1st April, 1947. The Joint Parliamentary Under-Secretary stated that the raising of the school leaving age to 15 would involve the making of provision for about 50,000 additional pupils in Scotland.

## THE TRADES UNION CONGRESS.

The seventy-seventh Annual Trades Union Congress was held at Blackpool on 10th September, 1945, and the four following days. The President was Mr. Ebby Edwards, Vice-Chairman of the General Council.

The number of delegates appointed to attend the Congress, as shown in the Statistical Statement compiled by the General Council, was 761. The number of organisations represented was 191 and the approximate membership represented was 6,576,000, including 1,341,000 female members. The total membership showed a decrease of about 66,000 as compared with the total membership represented at the previous year's Congress.

The following Table, extracted from the Statistical Statements relating to the 1945 and 1944 Annual Congresses, shows for each of seventeen trade groups the numbers of unions and of delegates, and the affiliated membership of the unions.

Trade Group.	1945 Congress.			1944 Congress.		
	No. of Unions.	No. of Delegates.	Membership.	No. of Unions.	No. of Delegates.	Membership.
Mining and Quarrying	6	128	638,094	5	125	627,944
Railways .. ..	3	42	561,903	3	41	560,835
Transport (other than Railways) ..	11	92	1,130,183	10	84	1,191,457
Shipbuilding ..	4	10	131,472	4	10	125,309
Engineering, Foundry and Vehicle Building ..	31	72	1,215,728	31	70	1,215,147
Iron and Steel and Minor Metal Trades	21	34	169,272	20	29	173,454
Building, Woodworking and Furnishing	20	43	444,651	20	43	437,549
Printing and Paper	14	40	189,428	14	40	186,084
Cotton .. ..	8	33	143,205	8	33	143,229
Textiles (other than Cotton) .. ..	20	32	92,877	19	31	90,987
Clothing .. ..	5	20	138,326	8	20	130,412
Leather and Boot and Shoe ..	6	18	107,104	6	18	108,192
Glass, Pottery, Chemicals, Food, etc. ..	19	61	493,270	19	52	455,557
Agriculture .. ..	1	11	104,400	1	12	87,100
Public Employees ..	5	29	185,511	5	29	211,206
Non-Manual Workers	13	36	163,283	13	32	165,111
General Workers ..	4	60	666,947	4	61	732,744
Totals ..	191	761	6,575,654	190	730	6,642,317

The President, in his address, reviewed some of the problems which would arise in connection with reconstruction and resettlement and the maintenance of world peace and security. He welcomed the proposed New World Federation of Trade Unions, and urged that Congress should demand for the organised trade union movement some status in the tasks of relief and rehabilitation. In the domestic field, he urged that the key to the problems of reconstruction was man-power and there should be still further acceleration of demobilisation. In order to overcome the unwillingness of large numbers of men and women to return to their pre-war occupations, and to encourage the recruitment of young workers, improvements would be necessary in the wage standards and conditions of employment in civilian industries, and he welcomed the lead given by the President of the Board of Trade in the case of the cotton industry, where full consultation, wage increases, and welfare developments were insisted on as a condition of Government support. The President added that trade unionists would need to overhaul their own organisation and must abandon restrictive practices which impeded maximum production and efficiency. As regards the proposed nationalisation of the coal mining industry, he said that the responsibility of the trade unions concerned would be seriously increased and declared that the re-organisation of an industry as a public service would entail the workers in it having a voice in the determination of its policy.

In a statement on the Trade Disputes and Trade Unions Act, 1927, the General Secretary, Sir Walter Citrine, said that he hoped the necessary legislation for the repeal of this Act would be passed before the end of 1945.

An emergency resolution of the General Council calling for the reconsideration of the general system of release of members of the armed forces so as to permit of speedier demobilisation, and urging the Government to give the fullest available information to the public on matters relating thereto, was adopted unanimously.

A composite resolution was passed by the Congress requesting the General Council to prepare proposals on such matters as the establishment of a guaranteed weekly wage in all industries, the enforcement by law of all negotiated wage agreements, the conditions governing the suspension or dismissal of workers to replace the provisions of the Essential Work Orders and the provision of minimum regulations to maintain planned production.

The Congress passed a resolution which urged that Government control over industry should be continued and that, where temporary redundancy arises during the change-over from war to peace production, the redundant worker should be paid the basic weekly wage until transfer to other work has been arranged. A composite resolution on workshop organisation, requesting that the shop steward system and joint production committees should be definitely established as a primary measure of post-war reconstruction, was passed. A resolution was also passed pledging support to farm workers in their demand for an adequate minimum wage.

After a discussion of a section of the General Council's report dealing with workmen's compensation and the National Insurance (Industrial Injuries) Bill, a resolution was adopted calling upon the General Council to take every possible step to obtain amendments to the Bill, which would provide that all those injured before 1924 should receive the same payments as those injured since that year, and that a workman who received an injury while a single man should, on becoming a married man, be compensated at a married man's rate. Congress also passed a resolution on industrial diseases, recommending the establishment of more chairs of industrial medicine at universities, together with a wide extension of the medical curriculum. Another resolution pressed for an extension of factory inspection and industrial health research and for improvements in the legislation for the protection of chemical workers.

A resolution was passed asking the General Council to establish a Scientific Advisory Committee so that authoritative advice and assistance could be available to the trade union movement on scientific and technical matters. Another resolution which was approved called upon the Government to set up a National Development Board which would undertake research and report on the natural resources and existing industries in every area with a view to developing them to their fullest capacity.

Discussions took place on that section of the General Council's report dealing with the 40-hour week and holidays with pay, and it was indicated that the Council's proposals for the introduction of the 40-hour week would consider provision for that measure to be reached in stages appropriate to the circumstances of each industry.

A resolution was adopted demanding certain immediate measures as necessary for a properly planned provision of housing in town and country. These included the publishing, by the Government, of a National Plan, including the location of industry, and the granting of powers to Local Authorities for speedy and compulsory purchase of any land in their areas required for proper planning.

Subjects covered by other resolutions included the setting up of an industrial board for the garment industry; recognition of trade unions in the national fire service; increased personal and dependants' allowances under the Pay-As-You-Earn income tax scheme; the full operation of the proposal for a national health service; the conditions governing the employment of young persons in industry; increased family allowances; and the abolition of night baking.



The Congress was addressed on the third day by the Prime Minister, and on the following day by the Minister of Labour and National Service. There were also addresses by representatives of the French Confederation of Labour, the All-Union Central Council of Trade Unions of the U.S.S.R., the American Federation of Labor, the Trades and Labour Congress of Canada, the International Federation of Trade Unions, the Co-operative Union, and by the Chairman of the British Labour Party.

Mr. Charles Dukes, C.B.E., J.P., General Secretary of the National Union of General and Municipal Workers, was elected Chairman of the General Council for the forthcoming year.

## DISTRIBUTION OF INDUSTRY ACT.

### FINANCIAL ASSISTANCE TO INDUSTRY.

The Treasury have announced the appointment of a Committee to advise them in giving financial assistance to industry under the provisions of Section 4 of the Distribution of Industry Act, 1945.\* This Section allows the Treasury, in accordance with recommendations of an Advisory Committee and on certain conditions, to make annual grants or loans to industrial undertakings which are being carried on, or which it is proposed to carry on, in a Development Area and which are approved by the Board of Trade as complying with the requirements of the proper distribution of industry.

The work of the Committee, which will be known as the Development Areas Treasury Advisory Committee, will be to examine applications and to make recommendations for financial assistance to be given by the Treasury to industrial undertakings established or to be established in a Development Area, with the approval of the Board of Trade, to enable such undertakings to raise necessary capital. Before recommending that assistance be given by the Treasury, the Committee must be satisfied that there are good prospects of the undertaking being ultimately able to be carried on without further Treasury assistance, and that the person carrying on the undertaking or proposing to do so cannot, for the time being, without such assistance, obtain the capital required for the purposes of the undertaking on the requisite terms.

## WAGES IN THE POTTERY INDUSTRY IN THE UNITED STATES.

The results of an investigation into earnings at October, 1944, of pottery workers in the East Liverpool (Ohio) area (described as one of the great pottery producing centres of the world) are published in the July issue of the *Monthly Labor Review*, the official journal of the United States Department of Labor.

The investigation covered all the potteries in the area, 29 in number, employing nine or more workpeople. Returns relating to earnings were obtained in respect of both male and female workers, in 33 selected occupations. About two-fifths of the male workers and one-half of the female workers were employed on an incentive or piecework basis. The earnings considered were "straight-time" hourly earnings, i.e., hourly earnings exclusive of extra payments for overtime and night shift working, but inclusive of incentive payments arising from piecework. The scheduled working week for both male and female workers varied from 40 to 48 hours; but, in all the potteries surveyed, overtime rates were paid for work in excess of 40 hours a week.

The following Table shows, for the more important occupations, the ranges of average earnings in the several potteries and the general average earnings in all the potteries covered by the investigation at October, 1944:—

Occupation.	Range of Average Hourly Earnings.†	General Average of Hourly Earnings.†
	Cents.	Cents.
Male workers :		
Batters out .. .. .	83—117	99
Casters .. .. .	88—210	159
Gilders and liners.. .. .	107—195	155
Inspectors .. .. .	75— 88	88
Jiggermen .. .. .	118—170	148
Kiln placers (tunnel kiln) .. .. .	73—162	118
Kiln unloaders (tunnel kiln) .. .. .	71—103	86
Hand Truckers (ware movers) .. .. .	65— 78	73
Female workers :		
Bisque cleaners .. .. .	52	52
Finishers .. .. .	41— 97	75
Gilders and liners.. .. .	90—151	117
Sorters .. .. .	40— 72	54
Transferers .. .. .	43—107	69
Ware dressers .. .. .	44— 76	56

The investigation revealed a wide range in the earnings of male workers which was stated to be due largely to the incentive method of wage payment and to the varying levels of skill found among the men in the industry. Nearly two-thirds of the male workers covered by the survey had average earnings between 99 and 159 cents an hour. The variation in the earnings of women was found to be much less than in those of men. About nine-tenths of the women were in occupations averaging from 52 to 75 cents an hour. The fact that the average earnings in occupations in which the majority of women were employed were below those for the majority of male occupations was

attributed to the employment of men in the higher paid and more skilled processing and maintenance occupations. Women were generally engaged in simpler and somewhat repetitive occupations, but in some cases they performed the more skilled occupations on the moderately priced ware.

## WAGES AND SALARIES IN SWITZERLAND.

A summary of the results of a comprehensive enquiry into wages and salaries in Switzerland at October, 1944, was published in the August issue of *La Vie Economique*, the journal of the Swiss Federal Department for Public Economy. This enquiry was the latest of a series of enquiries into wages and salaries which were carried out during the war period by the Swiss Federal Office for Industry, Arts and Handicrafts and Labour. Returns were obtained by the Office from about 15,800 undertakings, employing approximately 312,000 manual workers and 120,000 non-manual workers, in the principal manufacturing industries and in handicraft, commercial, banking and insurance and privately controlled transport activities throughout Switzerland. Returns were also furnished by a number of undertakings in the hotel, etc. industry but were not used by the Office in compiling the summary. The returns showed, in the case of manual workers, the total number of workers employed, the aggregate number of hours worked, and the gross total of wages paid during a pay-period in October, 1944, and, in the case of non-manual workers, the total number employed and the gross total of salaries paid during the whole of the month. The figures supplied were inclusive of the value of payments in kind, cost-of-living allowances and social and other allowances regularly received, and, for non-manual workers, a proportional amount of any bonuses granted at the end of the last preceding calendar or business year. From the data thus obtained the average hourly earnings of manual workers and the average monthly salaries of non-manual workers were calculated.

The earlier enquiries in the same series related to October, 1943, and October, 1942, comparable figures for June, 1939, being obtained retrospectively in connection with the October, 1942, enquiry. The statistics compiled from the returns received indicate that, between October, 1943, and October, 1944, the average hourly earnings of manual workers increased by about 7 per cent. and the average monthly salaries of non-manual workers by about 4 per cent.; between June, 1939, and October, 1944, the corresponding increases were 47 and 33 per cent., respectively. The principal results of the successive enquiries are shown in the Table below:—

Class of Worker.	Average Hourly Earnings or Monthly Salaries (in francs)*				Increase at Oct., 1944, compared with	
	June, 1939.	Oct., 1942.	Oct., 1943.	Oct., 1944.	Oct., 1943.	June, 1939.
	Average Hourly Earnings.				Per cent.	Per cent.
Manual workers:						
Men, skilled .. .. .	1.55	1.91	2.03	2.14	5.4	38.2
Men, semi-skilled and unskilled .. .. .	1.18	1.51	1.63	1.73	6.2	46.6
Women .. .. .	0.75	0.97	1.05	1.16	9.7	54.6
Youths and boys† .. .. .	0.58	0.87	0.91	0.94	3.7	61.4
Girls† .. .. .	0.50	0.71	0.77	0.85	10.0	71.5
	Average Monthly Salaries.					
Non-manual workers:						
Male staff .. .. .	432	523	546	571	4.6	32.2
Female staff .. .. .	249	298	321	332	3.2	33.0

It may be observed that, according to the Swiss official cost-of-living index figures, the increase in the cost of living in Switzerland was about 1½ per cent. between October, 1943, and October, 1944, and nearly 52 per cent. between June, 1939, and October, 1944. Some figures of the war-time increases in wage rates in certain occupations in Switzerland were given on page 159 of the September, 1945, issue of this GAZETTE.

## FOOD CONTROL.

### CHANGES IN MAXIMUM RETAIL PRICES.

The Minister of Food has recently made an Order prescribing the maximum retail prices for potatoes from 6th October onwards. These maximum prices vary according to season, district and class of potato, but are generally a little higher than the maximum prices in force a year earlier. New Orders have also been made by the Minister of Food, replacing earlier Orders, under which maximum retail prices are prescribed for green vegetables, carrots, swedes, turnips, beetroot and parsnips at levels substantially the same as those previously in force.

### RATIONING.

As from 16th September, an Order of the Minister of Food has withdrawn the arrangement, which has been in force since 1st April, under which 2 lb. of marmalade could be acquired with each four weeks' preserve coupon. From the same date, shredded and flaked suet has been included in the ration of cooking fats.

\* Inclusive of the value of payments in kind, cost-of-living allowances, social and other allowances regularly received, and, in the case of non-manual workers, a proportional amount of any bonuses paid at the end of the last preceding calendar or business year.

† Workers under 18 years of age or, in some industries, under 20 years of age.

\* See the issue of this GAZETTE for July, 1945, page 112.

† The figures are exclusive of extra payments for overtime and night shift working. The ranges given show the lowest and highest establishment average; in some cases individual workers had earnings below the lowest, or above the highest, establishment average.



## CHANGES IN RATES OF WAGES AND HOURS OF LABOUR IN SEPTEMBER.

## Rates of Wages.

In the industries covered by the Department's statistics,\* the changes in rates of wages reported to have come into operation in the United Kingdom during September resulted in an aggregate increase estimated at approximately £90,000 in the weekly full-time wages of about 600,000 workpeople, and in a decrease of £10,000 in the wages of 200,000 workpeople.

The principal groups of workpeople whose rates of wages were increased in September were women and girls employed in the engineering and allied industries, and railway workshop staff. Among other industries and services in which increases were reported were pottery manufacture, drug and fine chemical manufacture, the woollen and worsted industry in the South of Scotland, making-up of textiles, dressmaking and light clothing trade in Scotland, bacon curing, brewing and beer-bottling in London, inland waterway transport in England, and wholesale grocery and provisions distribution.

In the engineering and allied industries the national bonus of women (other than those whose wages are related to those of men) was increased by 1s. 6d. a week and the special additional bonus for time workers by 6d. In railway workshops the rates of wages of men were increased by amounts varying, according to occupation and locality, from 7s. to 10s. a week, and there were also increases in the wages of women, youths, boys and girls.

In pottery manufacture the rates of wages of men were increased by 10d. a day and those of women by 5d. a day, with proportional advances for younger workers. In drug and fine chemical manufacture minimum time rates were increased by 4s. a week. In the woollen and worsted industry in the South of Scotland the cost-of-living percentage addition to weekly base rates was increased from 100.5 to 105.5. The

statutory minimum rates fixed under the Wages Councils Act were advanced by amounts ranging from ½d. to 2½d. an hour in the case of adults employed in the made-up textile industry and by 3d. an hour for men and 2½d. an hour for women in the dressmaking and women's light clothing trade in Scotland. In the bacon-curing industry the rates for men were increased by ½d. an hour and for women by ¼d. an hour. The bonuses for men and women employed in certain London breweries were increased by 4s. and 3s. a week respectively, and the same increases were made in the minimum rates in beer-bottling stores. The war advance for adult shore workers on inland waterways in England was increased by 5s. a week. In wholesale grocery and provisions distribution minimum rates of wages were increased by 4s. a week for men and 3s. a week for women.

There were reductions in the cost-of-living bonuses payable to workpeople employed in iron-ore mining and limestone quarrying, the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.), tinplate manufacture, coopering, brush and broom making, tobacco manufacture and certain other industries.

Of the total increase of £90,000 about £10,000 was the result of arrangements made by joint standing bodies of employers and workpeople, about £30,000 was the result of arbitration awards, and most of the remainder was the result of direct negotiations between employers and workpeople or their representatives.

## Hours of Labour.

The normal weekly working hours of shift workers in coke and by-product works in South Wales and Monmouthshire were reduced from 56 to 48 a week. No other important changes in hours of labour were reported during the month.

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING SEPTEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Mining and Quarrying.	South and West Durham.	3 Sept.	Limestone quarrymen .. ..	Flat-rate addition to wages, previously granted, decreased† by 2d. a shift (3s. 1d. to 2s. 11d.) for men and youths 18 years and over, and by 1d. (1s. 6½d. to 1s. 5½d.) for youths and boys under 18 years.
	Cleveland .. ..	do.	Iron-ore miners .. ..	
	Cumberland .. ..	24 Sept.	Iron-ore miners .. ..	Cost-of-living bonus decreased† at the rate of 1.4d. a shift for men and youths 18 years and over, and of 0.7d. for boys (calculated to the nearest halfpenny). Cost-of-living bonus after change, for 6 shifts worked: men and youths 14s. 7d., boys 7s. 3½d.
	West Cumberland ..	do.	Limestone quarrymen .. ..	Flat-rate addition to wages, previously granted, decreased† by 1½d. a shift (2s. 4½d. to 2s. 3d.) for men and youths 18 years and over, and by ½d. (1s. 2d. to 1s. 1½d.) for boys.†
	North Lincolnshire ..	2 Sept.	Ironstone miners and quarrymen ..	Flat-rate addition to wages, previously granted, decreased† by 2d. a shift (4s. 1d. to 3s. 11d.) for men, by 1½d. (3s. 0½d. to 2s. 11½d.) for youths 18 and under 21 years, and by 1d. (2s. 0½d. to 1s. 11½d.) for boys.
	Notts., Leics., and adjoining parts of Lincs., Northants, and Banbury.	do.	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages, previously granted, decreased† by 2d. a shift (4s. 9d. to 4s. 7d.) for men, by 1½d. (3s. 6½d. to 3s. 5½d.) for youths 18 and under 21 years, and by 1d. (2s. 4½d. to 2s. 3½d.) for boys.
Slag and Tar Macadam.	Scunthorpe (certain firms).	3 Sept.	Men, youths and boys .. ..	Flat-rate addition to wages, previously granted, decreased† by 0.2d. an hour (5.2d. to 5d.) for men, by 0.15d. (3.9d. to 3.75d.) for youths 18 and under 21 years, and by 0.10d. (2.6d. to 2.5d.) for boys.‡
Coke and By-product Manufacture.	Cumberland, South Durham, Cleveland, Lincolnshire and Northamptonshire (certain firms).	2 Sept.	Men, youths, boys, women and girls employed at coke oven plants attached to blastfurnaces.	Flat-rate addition to wages, previously granted, decreased† by 2d. a shift (4s. 1d. to 3s. 11d.) for men and for women and youths employed on men's work, by 1½d. (3s. 0½d. to 2s. 11½d.) for youths 18 and under 21 years and for women employed on youths' work and by 1d. (2s. 0½d. to 1s. 11½d.) for boys and for girls on boys' work.
	South Wales and Mon.	1 Sept.	Shiftworkers .. ..	Increase of 10.66 per cent. on standard shift rates for a 48-hour week in lieu of 56 previously worked.¶
Cement Manufacture.	Great Britain ..	1st full pay week beginning on or after 17 Sept.	Adult male workpeople .. ..	Transference of 1½d. from hourly war bonus to basic rates. Minimum rates after change for able bodied adult male general labourers: group I 1s. 6d. an hour, group II 1s. 5½d., group III 1s. 4½d. (plus hourly war bonus ranging from 2½d. to 4d. according to group and locality).
Pottery Manufacture.	England and Scotland (various districts).**	Beginning of pay period prior to 14 Sept.	Men, women, youths, boys and girls, other than those whose wages are regulated by movements in other industries.	Increases in cost-of-living bonus of 10d. a day for men, 5d. for women, 4d. for youths and girls 18 and under 21 and 2d. for younger workers. Bonus rates after change: men 4s. a day, women 3s., youths and girls 18 and under 21 2s. 4d., younger workers 2s. 2d.**
Pressed Glass Manufacture.	Gateshead, Sunderland and Knottingley (certain firms).	7 Sept.	Men, Youths and Boys .. ..	War bonus increased† by 1s. a week (19s. to 20s.) for men and by proportional amounts for youths and boys.
Drug and Fine Chemical Manufacture.	Great Britain ..	Pay day in week beginning 9 Sept.	Men, youths, boys, women and girls	Increase of 4s. a week (48 hours) in minimum time rates. Minimum time rates after change: men—Class I occupations 92s., II 87s., III 82s.; women—Class I occupations 61s., II 55s.; youths and boys 29s. at 14 rising to 63s. at 20 and under 21; girls 27s. 6d. to 47s. 6d.
Glue and Gelatine Manufacture.	Great Britain (certain firms).	1st pay day on or after 24 Sept.	Men, youths, boys, women and girls	Increases of ½d. an hour for men and women and proportional amounts for youths, boys and girls. Rates after change include: men—day labourers 1s. 8½d. an hour, shift workers, 3-shift system 1s. 9½d., 2-shift system 1s. 9½d.; women on women's work, 21 years and over 1s. 1½d., on men's work for 1st month 1s. 2d., thereafter 1s. 4d.
Iron and Steel Manufacture.	Cleveland and Durham, West Cumberland and North Lincs., North Lincs., Derbyshire, Notts., Leics., Staffs., Northants., and S. Wales and Mon.	2 Sept.	Workpeople employed at blast-furnaces, other than those whose wages are regulated by movements in other industries.	Flat-rate addition to wages, previously granted, decreased† by 2d. a shift (4s. 1d. to 3s. 11d.) for men and for women and youths employed on men's work, by 1½d. (3s. 0½d. to 2s. 11½d.) for youths 18 and under 21 years and for women†† employed on youths' work and by 1d. (2s. 0½d. to 1s. 11½d.) for boys and for girls doing boys' work.

\* 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.

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

‡ Additional war bonus, previously granted, of 3s. a shift worked for men and youths and of 1s. 6d. for boys, remained unchanged.

§ Wages continue to be supplemented by incentive bonuses of ½d. to 4d. an hour according to output.

|| Women aged 21 years and over are not to receive less than 4s. 8d. a shift, plus an addition of 66.5 per cent. and a flat-rate addition of 3s. 11d.

¶ See also under "Changes in Hours of Labour." The rates after change are made up of the standard rates per shift, plus 10.66 per cent., plus 75 per cent. of the total, plus flat-rate advances at present amounting to 4s. 3d. a shift.

\*\* These increases were the result of an agreement which also dealt with other matters, including an increase in overtime rates. The districts covered by the agreement included North Staffordshire, Newcastle-on-Tyne, Yorkshire, Derbyshire, Worcester, Bristol, Bovey Tracey, Kilmarnock, Bo'ness, Glasgow, Paisley and Barrhead.

†† Women aged 21 years and over are not to receive less than 4s. 8d. a shift, plus additions of 53.7, 62.5, 66.5 or 67.5 per cent., according to district, and a flat-rate addition of 3s. 11d.



## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING SEPTEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Iron and Steel Manufacture (continued).	West of Scotland ..	Pay period beginning nearest 1 Sept.	Workpeople employed at certain blastfurnaces, other than those engaged on maintenance work.	<i>Flat-rate addition to wages, previously granted, decreased* by 2d. a shift (3s. 11d. to 3s. 9d.) for men, with usual proportions for youths and boys, by 2d. (2s. 7d. to 2s. 5d.) for women 21 years and over, and by 1d. (1s. 3.5d. to 1s. 2.5d.) for girls.</i>
	North-East Coast Area	2 Sept.	Iron puddlers and millmen ..	<i>Flat-rate addition to wages, previously granted, decreased* by 2d. a shift (4s. 1d. to 3s. 11d.) for men, by 1½d. (3s. 0½d. to 2s. 11½d.) for youths 18 and under 21 years, and by 1d. (2s. 0½d. to 1s. 11½d.) for boys.</i>
	Midlands and parts of South Yorkshire and South Lancashire.	Sunday preceding 1st pay day in Oct.	Workpeople employed at iron puddling furnaces and iron and steel rolling mills and forges, other than those engaged on maintenance work.	<i>Flat-rate addition to wages, previously granted, decreased* by 3d. a shift (4s. 3d. to 4s.) for men and women 21 years and over, and youths employed on men's work, by 2.25d. (3s. 2.25d. to 3s.) for youths 18 and under 21, and by 1.5d. (2s. 1.5d. to 2s.) for boys.</i>
	Great Britain†	2 Sept.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producers, semi-skilled workers and labourers, etc.).	<i>Flat-rate addition to wages, previously granted, decreased* by 2d. a shift (4s. 1d. to 3s. 11d.) for men and women, by 1½d. (3s. 0½d. to 2s. 11½d.) for youths and girls 18 and under 21 years, and by 1d. (2s. 0½d. to 1s. 11½d.) for those under 18.</i>
	Great Britain‡	3 Sept.	Workpeople employed at steel sheet rolling mills.	
	North-East Coast Area	2 Sept.	Workpeople employed at steel rolling mills.	
	Barrow-in-Furness ..	do.	Rail millmen, merchant millmen, enginemen, cranemen, etc.	
	Workington ..	do.	Steel millmen and labourers (datal workers).	
	Scunthorpe ..	do.	Steel millmen, wagon builders and repairers.	<i>Flat-rate addition to wages, previously granted, decreased* by 2d. a shift (4s. 1d. to 3s. 11d.) for men and women, by 1½d. (3s. 0½d. to 2s. 11½d.) for youths and girls 18 and under 21 years, and by 1d. (2s. 0½d. to 1s. 11½d.) for those under 18.</i>
	Bilston ..	do.	Steel millmen, maintenance men, etc.	
	West of Scotland ..	do.	Millmen, gas producers, enginemen, cranemen, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel rolling mills.	
	South-West Wales ..	do.	Workpeople employed in Siemens steel manufacture, other than bricklayers and carpenters.	<i>Flat-rate addition to wages, previously granted, decreased* by 2d. a shift (3s. to 2s. 10d.) for men and for women employed on men's work and by 1d. (1s. 6d. to 1s. 5d.) for youths and boys, and for women employed on youths' and boys' work.</i>
Engineering	Great Britain ..	Beginning of 1st full pay period after 28 Sept.	Women and girls employed in the engineering and allied industries other than those whose rates of wages are regulated by the Wages Councils Act, by agreements relating to other industries, or solely by reference to the wages of male labour.	Increases of 1s. 6d. a week in national bonus for women 18 years and over and of 6d., 9d. or 1s., according to age, for girls; increase of 6d. a week in timeworkers' additional bonus for women and girls. Bonus after change: national bonus 15s. 6d. at 18 years and over and 5s. at 14 rising, according to age, to 11s. at 17 and under 18; timeworkers' additional bonus 5s. 6d. at 18 and over and 2s. at 14 rising to 3s. 6d. at 17 and under 18.¶
Railway Workshops.	Great Britain ..	30 July	Railway workshop staff employed on timework or piecework by main line companies (other than the Great Central Section of the London and North Eastern Railway).	
			Men, 21 years and over ..	Increases in composite rates¶ varying according to occupation and locality from 7s. to 10s. a week.
			Apprentices, boys and youths..	Increases in composite rates¶ varying according to age from 1s. 8d. to 7s. 3d. a week in London and 1s. 8d. to 7s. 9d. a week in other places.
Galvanising	England and Wales**	3 Sept.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing.	Increases in composite rates¶ of 5s. a week in London and 6s. a week in other places for women 21 years and over, and of 1s. 8d. to 9s. 3d. a week, according to age, for girls under 21 years of age.
Tinplate Manufacture.	South Wales, Monmouthshire and Gloucestershire.	2 Sept.	Men, women and juveniles, other than those engaged on maintenance work.	<i>Flat-rate addition to wages, previously granted, decreased* by 2d. a shift (4s. 1d. to 3s. 11d.) for men and women, by 1½d. (3s. 0½d. to 2s. 11½d.) for youths and girls 18 and under 21 years, and by 1d. (2s. 0½d. to 1s. 11½d.) for those under 18.</i>
Tube Manufacture	Newport and Landore	2 Sept.	Men, youths and boys ..	<i>Flat-rate addition to wages, previously granted, decreased* by 2d. a shift (4s. 1d. to 3s. 11d.) for men and for women 21 years and over employed on men's work, and by 1d. (2s. 0½d. to 1s. 11½d.) for other women and juveniles.</i>
Gold, Silver, etc., Working.	London ..	1 Sept.	Men, women and apprentices ..	<i>Cost-of-living bonus decreased* by 1.95d. a shift (4s. 3.45d. to 4s. 1.5d.) for men and by 0.975d. (2s. 1.725d. to 2s. 0.75d.) for youths and boys.</i>
Frost Cog Manufacture.	Lye, Stourbridge and Old Hill.	1 Sept.	Frost cog makers ..	Adoption of revised minimum time rates including the following:—men 2s. 8d. an hour; women employed on burnishing, sawpiercing and hand colouring 1s. 6d. an hour at 21 years and over, 1s. 4½d. at 20 and under 21 and 1s. 3d. at 19 and under 20; women learners 26s. a week at 15 (1st year) rising, according to age or service, to 70s. at 20 (6th year).††
Horse-shoeing, etc.	Great Britain (various localities).‡‡	1 Sept.	Farriers and blacksmiths ..	Increase of 7½ per cent. on basis prices, making a total of 77½ per cent. above base price lists.
Iron, Steel and Non-Ferrous Scrap.	Great Britain ..	1st pay after 10 Sept.	Men, youths, boys, women and girls, other than transport workers.	Increase of 1d. an hour. Rates after change: London (within a 12-mile radius from Charing Cross), dayworkers—firemen 106s. 10d. a week, doormen 103s. 10d.; pieceworkers—firemen 17s. 2d. a day, plus 1d. an hour, doormen 16s. 8d. plus 1d. an hour; Glasgow district—firemen 101s. 10½d. a week, doormen 99s. 10½d.; other localities—firemen 95s. 11½d. to 101s. 10d. a week, doormen 92s. 0½d. to 99s. 10½d.
Woollen and Worsted.	South of Scotland (various districts).§§	1st full pay period in Sept.	Workpeople employed on time rates and on piece rates.	Increase of 1d. an hour in minimum rates for men and proportional increases for women and younger workers. Minimum rates after change: men 80s. a week (48 hours), youths and boys 25 per cent. of men's rate at under 16 years rising to 90 per cent. at 20 and under 21, women and girls (16 years and over) 80 per cent. of adult and juvenile male workers' rate; burner cutters to receive at least 1½d. an hour above the minimum rates.
	Rossendale Valley (certain firms).	1 Sept.	Men, women and juveniles employed in the manufacture of pressed felt.	<i>Cost-of-living percentage addition to weekly base rates increased* from 100.5 to 105.5 for workpeople paid on time rates and on piece rates: in the case of weavers, drawers, tuners and tuners' assistants paid according to uniform piece price lists, the prices are supplemented by a fixed percentage of 2.6 prior to the addition of the cost-of-living percentage, making the total percentage addition to prices 111.</i>

\* Under cost-of-living sliding-scale arrangements.

† These decreases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), the Midlands, South Wales and West of Scotland.

‡ These decreases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.

§ Women and girls employed in the allied industries include those employed in non-ferrous metal manufacture and rolling, drop forging, and the hollow-ware, spring, tube and wire trades. In addition, the increases applied to female workpeople employed by federated firms in railway carriage and wagon building, constructional engineering, sheet metal working, gas meter making, scale, beam and weighing machine making and the manufacture of plastic material and finished articles.

¶ These increases were the result of an award of the National Arbitration Tribunal (see page 188).

‡ Composite rates include base rates, war wages, war advances, and consequential increases granted in 1942.

†† These decreases affected mainly the employees of firms which are members of the Galvanising Conciliation Board.

‡‡ The agreement provides that piecework prices shall be based on the minimum rate plus 25 per cent.

§§ The localities include London (within a 12-mile radius from Charing Cross), Newcastle-on-Tyne, Yorkshire, Lancashire and Cheshire, Birmingham, Walsall, Wolverhampton, Edinburgh and Glasgow.

¶ Principally Peebles, Galashiels, Earlston, Selkirk, Dumfries, Langholm, Hawick, Jedburgh, Innerleithen, Walkerburn and Newton St. Boswells.



## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING SEPTEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Hosiery Manufacture.	Hawick .. ..	1st pay period in Sept.	Adult workers .. ..	Flat-rate bonus decreased* by 3s. 3d. a week (15s. 6d. to 12s. 3d.) for men and by 2s. 6d. (12s. to 9s. 6d.) for women; the percentage bonus of 40 per cent. on base rates remaining unchanged.
Made-up Textiles.	Great Britain ..	1 Sept.	Apprentices .. ..	Flat-rate bonus decreased* by 1s. 6d. a week; the percentage bonus of 30 per cent. remaining unchanged.
Dressmaking and Women's Light Clothing.	Scotland .. ..	10 Sept.	Men, youths and boys .. ..	New general minimum time rates fixed and cost-of-living sliding-scale adjustments discontinued, resulting in increases of approximately 1d. to 1½d. an hour, according to age, in general minimum time rates for males, of 1d. to 2½d. for females; increases of 1d. or 1d. an hour in piecework basis time rates for males and of 1½d. or 2½d. for females.†
Boot and Shoe Repairing.	Scotland .. ..	Pay day in week commencing 24 Sept.	Women and girls in wholesale manufacturing branch.	Increases of 3d. an hour in general minimum time rates for workers 22 years or over, of 3½d. for late entrants, of 1d. to 4½d., according to age, for younger workers, and of 3d. an hour in piecework basis time rate for workers of all ages.†
Baking	Midlands (including Birmingham, Nottingham and Leicester). Northern Ireland ..	3 Sept. 3 Sept.	Pieceworkers and workers under 21 years of age (including indentured apprentices and learners) employed by co-operative societies. Bakers, confectioners and bakery workers employed by co-operative societies.	Increases of 2½d. an hour in general minimum time rates for workers other than learners, of 1d. to 1½d. for learners, and of 2½d. an hour in piecework basis time rate for workers of all ages.†
Brewing	London (certain firms)	1st pay day after 3 Sept.	Men and women .. ..	Increase of 2½ per cent. (2½ to 5) in the addition to general minimum piece rates fixed under the Wages Councils Act for pieceworkers and revised rates adopted, consisting of general minimum time rates fixed under the Wages Councils Act plus 5 per cent., for indentured apprentices, learners and other junior workers.
Beer Bottling	Edinburgh district and Falkirk. London (certain firms)	1 Sept. 3 Sept.	Men and youths on men's work .. Men, women and youths 18 years and over.	Temporary war wage advances granted of 4s. a week for men and women 21 years and over, of 3s. for male and female workers over 18 but under 21, and of 2s. for younger workers.‡
Tobacco, etc., Manufacture.	Great Britain ..	1 Sept.	Men, women and juveniles .. ..	Increase of 3s. a week in general minimum time rates. Rates after change include: carters 80s. 6d. (Belfast), 78s. (Londonderry), 71s. 6d. (other areas); motor drivers—lorries, carrying capacity over 2 tons 89s. 6d., 87s., 77s. 3d., carrying capacity 2 tons and under 81s. 6d., 79s., 71s. 6d.; stablemen 77s., 74s. 6d., 71s. 6d.
Bacon Curing	Great Britain ..	Pay day in week beginning 3 Sept. (for preceding pay week).	Men, women, youths, boys and girls, (other than transport, clerical and administrative workers and workers engaged solely as enginemen, stokers and maintenance staff).	Bonus increased by 4s. a week (8s. to 12s.) for able-bodied men 21 years and over and by 3s. (6s. to 9s.) for women 18 and over. Minimum rates after change (inclusive of bonus): able-bodied men 92s., women in brewery 69s., women in bottling stores 61s. 6d.¶
Millsawing	England and Wales	1st full pay week after 5 Sept.	Woodcutting machinists and sawyers	Decrease* of 1s. a week in cost-of-living bonus. Rates after change, inclusive of bonus: malmen 89s., brewery labourers 83s.
Packing Case Making.	Hull and Grimsby .. Aberdeen (certain firms)	1st full pay week after 5 Sept. 17 Sept.	Fully skilled sawyers employed in sawmills (boxwood). Men 21 years and over and women 20 years and over engaged as unskilled workers.	Increases of 4s. a week (48 hours) in minimum rates for men and youths and of 3s. for women 18 years and over. Minimum rates after change for workers 21 years and over: male labourers 86s., women 55s.
Veneer Producing and Plywood Manufacture.	London (25-mile radius from Charing Cross).	1 Sept.	Men, youths, boys, women and girls	Decreases* of 11½d. a week for men and of 7½d. for women and juveniles in the existing additions on a time basis to the minimum rates of both time and pieceworkers.**
Coopering	Great Britain and Belfast.	1st pay day after 3 Sept.	Timeworkers, pieceworkers and apprentices.	Increases of 1d. an hour or 3s. a week (48 hours) for men 21 years and over, and of ½d. or 2s. for women 21 years and over and juveniles. Minimum rates after change: men 21 years and over—Grade 1 workers, 1s. 10½d. an hour or 90s. a week, grade 2, 1s. 9½d. or 85s., grade 3, 1s. 8d. or 80s.; women 21 years and over 1s. 1d. or 52s.
Asphalt Laying.	England and Wales (excluding Liverpool, Birkenhead and Wirral districts).	3 Sept.	Workpeople employed in mastic asphalt laying.	Increases of 1½d. an hour in "universal" minimum rate and in district basic rates for qualified adult male workers, and of proportional amounts for apprentices and female workers; percentages of the appropriate adult male rates increased to 65 per cent. for apprentices 19 and under 20 and to 85 per cent. for apprentices 20 and under 21. Rates after change for qualified adult male workers: universal minimum rate 1s. 11½d.; district basic rates—Cardiff and district, Hartlepool and Tees, Humber district, London, Tyne and district 2s. 3½d., Bristol and district, Barrow-in-Furness, and the West Riding of Yorkshire 2s. 2½d., Coventry, Leicester and Nottingham districts 2s. 2d., Cumberland 2s. 1½d., Hants. and Dorset 2s. 1d., Gloucester and district 2s. 0½d., South Coast (Sussex) Area 2s. 1½d., 2s. 0½d., 2s., East Anglia 2s. 0½d., 1s. 11½d.
Inland Waterways.	England .. ..	1st full pay week after 5 Sept.	Adult shore workers employed on inland waterways, including warehousemen, but excluding lock-keepers, weir-keepers, bridge-keepers and other workers with irregular working hours.	Increase of 1½d. an hour (2s. to 2s. 1½d.).
Local Authority Services.	Northumberland, Durham and North Riding of Yorkshire (certain local authorities). ††	1st full pay following 10 Sept.	Manual workers in non-trading services of local authorities, except those whose wages are regulated by movements in other industries.	Increases of 1d. an hour (1s. 6½d. to 1s. 7½d.) for men and of ½d. (1s. 0½d. to 1s. 1d.) for women.
Fellmongering	England and Wales	Beginning 1st pay period after 21 Sept.	Workpeople employed in fellmongering of imported sheep-skins.	Increases of 1½d. an hour for men 21 years and over, of 1d. for women 19 years and over and of proportional amounts for younger workers.

\* Under cost of living sliding-scale arrangements.

† These increases took effect under Orders issued under the Wages Councils Act. Details of the minimum rates are contained in the Schedules to the Orders (S.R. &amp; O. 1945, No. 981—Made-up Textiles; and S.R. &amp; O., 1945, No. 1065—Dressmaking, etc., Scotland) obtainable from H.M. Stationery Office.

‡ The war wage advances are granted in anticipation of increases to be conceded by the Wages Council for the Baking Industry and shall be merged in such increases when put into operation. Societies already paying advances equal to or in excess of the amounts shown shall not be called upon to operate the advances, and those already paying a part of the advances shall only make up the difference to the amounts 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 took effect under an Order issued under the Trade Boards Acts (Northern Ireland). Details are contained in the confirming Order of the Minister of Labour, obtainable from H.M. Stationery Office.

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

\*\* These increases took effect under an Order issued under the Wages Councils Act. Details are contained in the confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

†† This increase was recommended by the National Joint Council for the Inland Waterway Industry.

‡‡ This increase was the result of an award of the National Arbitration Tribunal regarding the application of a recommendation made in January 1945, by the Northern Provincial Council for Local Authorities Non-trading Services (Manual Workers). A large number of authorities made payment of the increase from earlier dates.

§§ These increases were the result of an Industrial Court award.



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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Brush and Broom Manufacture.	Great Britain ..	1 Sept.	Men, youths and boys .. ..	Decreases* of $\frac{1}{4}$ d. an hour in general minimum time rates and piecework basis time rates for workers of all ages who have served an apprenticeship of not less than 5 years and other workers 21 years or over (except indentured apprentices) with not less than 3 years' experience in specified occupations and for other workers 20 years or over and of $\frac{1}{4}$ d. an hour for younger workers in most age groups; general minimum piece rates decreased by $2\frac{1}{2}$ per cent. (15 to $12\frac{1}{2}$ per cent.).†
			Women and girls .. ..	Decreases* of $\frac{1}{4}$ d. or $\frac{1}{2}$ d. an hour in general minimum time rates for pan hands (except learners), drawing hands and proportional decreases for pan selling learners; decrease of $\frac{1}{4}$ d. or $\frac{1}{2}$ d. an hour in piecework basis time rates; general minimum piece rates decreased by $2\frac{1}{2}$ per cent. (15 to $12\frac{1}{2}$ per cent.).†
Hair, Bass and Fibre Manufacture.	Great Britain ..	1 Sept.	Men, youths, boys, women and girls	General minimum time rates increased by amounts ranging from $1\frac{1}{4}$ d. to $5\frac{1}{2}$ d. an hour, according to age and occupation, for male workers and of $1\frac{1}{4}$ d. to 4d. for females; increases of 6d. or $6\frac{1}{2}$ d. an hour for males and of $3\frac{1}{4}$ d. for females in piecework basis time rates.‡
Rubber Manufacture.	Great Britain ..	5 Sept.	Female workers employed in rubber manufacture and engaged in tyre rebuilding, retreading and repairing in an establishment wholly or mainly engaged in tyre repairing.	Enhanced minimum time rate discontinued in the case of female workers on men's work in tyre-rebuilding, etc.§
Wholesale Grocery and Provisions Distribution.	England and Wales ..	Beginning of 1st pay period after 6 Sept.	Warehouse and transport workers employed in the distribution of groceries and provisions other than by retail.	Increase of 4s. a week for adult men, of 3s. for adult females and of proportional amounts for juveniles in the minimum rates of remuneration fixed by the Joint Industrial Council for the Wholesale Grocery and Provision Trade (England and Wales).
Cinematograph Film Production.	Great Britain ..	1st pay day in Sept.	Laboratory workers .. ..	<i>Bonus decreased* by 1s. a week (26s. to 25s.) at 21 years and over and by 8d. (17s. 4d. to 16s. 8d.) at under 21.</i>
	do. ..	do.	Cine-technicians whose normal salaries do not exceed £17 10s. a week.	
	United Kingdom ..	do.	Technical workers, including learners, employed in producing newsreels.	
	Great Britain ..	do.	Technicians, whose normal salaries do not exceed £17 10s. a week, employed on the production of short films.	
				<i>Bonus decreased* by 1s. a week (26s. to 25s.) at 21 years and over and by 6d. (13s. to 12s. 6d.) at under 21.</i>

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING SEPTEMBER.

Coke and By-product Manufacture.	South Wales and Mon.	1 Sept.	Shiftworkers .. .. .	<i>Hours reduced from 56 to 48 a week.  </i>
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\* Under cost-of-living sliding-scale arrangements.  
† These decreases took effect under an Order issued under the Wages Councils Act. Details are contained in the Confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.  
‡ These increases took effect under an Order issued under the Wages Councils Act. Details of the minimum rates are contained in the Schedule to the Order (S.R. & O., 1945, No. 980) obtainable from H.M. Stationery Office.  
§ These changes took effect under an Order issued under the Wages Councils Act, and were the result of the discontinuation of rates whereby certain female workers were paid similar rates appropriate to male workers of the same age. Details of the minimum rates are contained in the Schedule to the Order (S.R. & O., 1945, No. 1021) obtainable from H.M. Stationery Office.  
|| See also under "Changes in Rates of Wages."

## 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 September† was 147, as compared with 110‡ in the previous month and with 168‡ in September, 1944. Details for separate industries are given below:—

MINES AND QUARRIES.†		FACTORIES—continued.	
Under Coal Mines Acts :		Paper, Printing, etc. . . .	3
Underground . . . .	45	Rubber Trades . . . .	1
Surface . . . .	3	Gas Works . . . .	1
Metalliferous Mines . . . .	3	Electrical Stations . . . .	1
Quarries . . . .	—		
TOTAL,		WORKS AND PLACES UNDER	
MINES AND QUARRIES	51	SS. 105, 107, 108, FACTORIES	
	—	ACT, 1937.	
FACTORIES.		Docks, Wharves, Quays	
Clay, Stone, Cement, Pot-		and Ships . . . .	3
tery and Glass . . . .	5	Building Operations . . . .	12
Chemicals, Oils, Soap, etc.	4	Works of Engineering	
Metal Extracting and		Construction . . . .	2
Refining . . . .	1	Warehouses . . . .	—
Metal Conversion and		TOTAL, FACTORIES ACT	79
Founding (including			—
Rolling Mills and Tube		RAILWAY SERVICE.	
Making) . . . .	8	Brakesmen, Goods Guards	1
Engineering, Locomotive		Engine Drivers, Motor-	
Building, Boilermaking,		men . . . .	5
etc. . . .	9	Guards (Passenger) . . . .	1
Railway and Tramway		Labourers . . . .	..
Carriages, Motor and		Mechanics.. . . .	..
other Vehicles and Air-		Permanent Way Men . . . .	3
craft Manufacture . . . .	4	Porters . . . .	2
Shipbuilding . . . .	14	Shunters . . . .	..
Other Metal Trades . . . .	2	Other Grades . . . .	5
Cotton . . . .	3	Contractors' Servants . . . .	..
Wool, Worsted, Shoddy	1		—
Tanning, Currying, etc.	2	TOTAL, RAILWAY SERVICE	17
Food and Drink . . . .	2		—
General Woodwork and		Total (excluding Seamen)	147
Furniture . . . .	2		—

\* Statistics of fatal accidents to seamen are not available.  
† For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 29th September, 1945, in comparison with the 5 weeks ended 1st September, 1945, and the 4 weeks ended 30th September, 1944.  
‡ Revised figure.

## INDUSTRIAL DISEASES.

The Table below shows the number of *cases\** and *deaths\** in the United Kingdom reported during September 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 .. .. .	3
Smelting of Metals ..	2	Tar .. .. .	1
Plumbing and Soldering ..		Paraffin .. .. .	3
Shipbreaking .. .. .		Oil .. .. .	—
Printing .. .. .		TOTAL .. .. .	7
Other Contact with Molten Lead .. .. .			
White and Red Lead Works .. .. .		CHROME ULCERATION.	
Pottery .. .. .		Manufacture of Bichromates .. .. .	2
Vitreous Enamelling ..		Dyeing and Finishing .. .. .	..
Electric Accumulator Works .. .. .	1	Chrome Tanning .. .. .	..
Paint and Colour Works ..		Chromium Plating .. .. .	1
Coach and Car Painting ..		Other Industries .. .. .	1
Shipbuilding .. .. .		TOTAL .. .. .	4
Paint used in other Industries .. .. .			
Other Industries .. .. .		Total, Cases .. .. .	18
Painting of Buildings ..			
TOTAL .. .. .	3		
		II. Deaths.	
OTHER POISONING.		OTHER POISONING.	
Mercurial .. .. .		Mercurial .. .. .	..
Aniline .. .. .	4	Aniline .. .. .	..
Toxic Anæmia .. .. .		Toxic Anæmia .. .. .	..
Toxic Jaundice .. .. .		Toxic Jaundice .. .. .	1
TOTAL .. .. .	4	Total, Deaths .. .. .	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 they have been included (as cases) in the same or previous returns.



## CHANGES IN RETAIL PRICES AND COST OF LIVING.

## Summary of Index Figures for 1st October, 1945.

		Food	All Items
Rise since July, 1914	.. ..	69%	103%
Change since 1st September, 1945	{ Index Points .. Per cent. ..	nil nil	nil nil

## FOOD.

Apart from a slight decline in the average price of potatoes, there was little change between 1st September and 1st October in the retail prices of food.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 1st October, 1945, with the corresponding prices at 1st September, 1945, 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 Oct., 1945, compared with—	
	1st Oct., 1945.	1st Sept., 1945.	1st Sept., 1939.	1st Sept., 1945.	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 $\frac{1}{2}$	..	35
Thin Flank ..	0 6	0 6	0 4 $\frac{1}{4}$	..	23
Mutton, British—					
Legs .. ..	1 5 $\frac{1}{2}$	1 5 $\frac{1}{2}$	1 3 $\frac{1}{2}$	..	13
Breast .. ..	0 8	0 8	0 7 $\frac{1}{2}$	..	8
Mutton, Frozen—					
Legs .. ..	1 0	1 0	0 10 $\frac{1}{4}$	..	16
Breast .. ..	0 4	0 4	0 4	..	..
Bacon* .. ..	1 10 $\frac{1}{2}$	1 10 $\frac{1}{2}$	1 3	..	50
Fish .. ..	—	—	—	..	27
Flour .. per 6 lb.	1 3	1 3	0 11 $\frac{1}{2}$	..	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 $\frac{1}{4}$	1	33
Butter—					
Fresh .. ..	1 8	1 8	1 4 $\frac{1}{2}$	..	21
Salt .. ..	1 1	1 1	0 10	..	31
Cheese .. ..	..	..	..	..	30
Margarine—					
Special .. ..	0 9	0 9	0 6 $\frac{1}{2}$	..	12
Standard .. ..	0 5	0 5	..	..	..
Eggs (fresh)† .. each	0 2	0 2	†	..	1
Potatoes .. per 7 lb.	0 8	0 8 $\frac{1}{4}$	0 6 $\frac{1}{2}$	—3	25

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st September, 1945, and 1st October, 1945, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Sept., 1945.	1st Oct., 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	64	64
Bread .. ..	42	56	56
Tea .. ..	52	85	85
Sugar (granulated) ..	46	93	93
Milk .. ..	92	154	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	72	66
All above articles (Weighted Average on July, 1914, basis)	38	69	69

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st October, 1945, of the articles of food specified was about 69 per cent. higher than in July, 1914, and about 22 per cent. higher than at the beginning of September, 1939.

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

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

‡ Of the two prices shown for eggs at 1st October and 1st September, 1945, 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 October was about the same as at 1st September, being about 2 to 3 per cent. above the level of 1st September, 1939, and about 66 per cent. above that of July, 1914.

As regards *clothing*, changes in retail prices during September were relatively slight. 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 October the average level of prices was about 66 per cent. higher than at 1st September, 1939, and about 245 per cent. above the level of July, 1914.

In the *fuel and light* group, the average levels of retail prices of coal and of gas at 1st October were about the same as a month earlier. Prices of coal averaged about 54 per cent. higher than at 1st September, 1939, and about 199 per cent. above the level of July, 1914; prices of gas averaged about 37 per cent. higher than at 1st September, 1939, and about 112 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 October was about 52 per cent. higher than at 1st September, 1939, and about 176 per cent. higher than in July, 1914.

As regards *other items*\* included in these statistics, there were relatively few changes in prices during September. In the group as a whole the average level of prices at 1st October was about 63 per cent. higher than at 1st September, 1939, and about 192 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 October, 1945, is approximately **103 per cent. over the level of July, 1914**, the same figure as at 1st September, 1945, as compared with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, *no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.*

The rise of 48 points since the beginning of September, 1939, is equivalent to about 31 per cent. Of these 48 points, about 4 $\frac{1}{2}$  points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately three-fourths of a point is due to increases resulting from the Purchase Tax.

## SUMMARY TABLE : ALL ITEMS.

Average Percentage Increase at the beginning of each month as compared with July, 1914.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920 ..	125	130	130	132	141	150	152	155	161	164	176	169
1921 ..	165	151	141	133	128	119	119	122	120	110	103	99
1922 ..	92	88	86	82	81	80	84	81	79	78	80	80
1923 ..	78	77	76	74	70	69	69	71	73	75	75	77
1924 ..	77	79	78	73	71	69	70	71	72	76	80	81
1925 ..	80	79	79	75	73	72	73	73	74	76	76	77
1926 ..	75	73	72	68	67	68	70	70	72	74	79	79
1927 ..	75	72	71	65	64	63	66	64	65	67	69	69
1928 ..	68	66	64	64	64	65	65	65	65	66	67	68
1929 ..	67	65	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	55
1931 ..	53	52	50	47	47	45	47	45	45	45	46	48
1932 ..	47	47	46	44	43	42	43	41	41	43	43	43
1933 ..	42	41	39	37	36	36	38	39	41	41	43	43
1934 ..	42	41	40	39	37	38	41	42	43	43	44	44
1935 ..	43	42	41	39	39	40	43	43	43	45	47	47
1936 ..	47	47	46	44	44	44	46	46	47	48	51	51
1937 ..	51	51	51	51	52	52	55	55	55	58	60	60
1938 ..	59	57	56	54	56	55	59	56	56	55	56	56
1939 ..	55	55	53	53	53	53	56	55	55	65	69	73
1940 ..	74	77	79	78	80	81	87	85	87	89	92	95
1941 ..	96	97	97	98	100	100	99	99	99	99	100	101
1942 ..	100	100	100	99	100	99	100	101	100	100	100	100
1943 ..	99	99	99	98	99	98	100	99	98	99	99	99
1944 ..	99	100	100	100	100	100	101	102	102	101	101	101
1945 ..	102	102	102	102	103	104	107	105	103	103	..	..

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 188 of this GAZETTE.

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



## TRADE DISPUTES IN SEPTEMBER.

**Number and Magnitude.**—The number of disputes involving stoppages of work\*, reported to the Department as beginning in September, was 183. In addition, 20 stoppages which began before September were still in progress at the beginning of that month. The approximate number of workers involved, during September, in these 203 stoppages, including workers thrown out of work at the establishments where the disputes occurred, is estimated at over 39,000. The aggregate number of working days lost at the establishments concerned, during September, was about 109,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in September, the coal mining industry accounted for 108, involving over 15,000 workers, and resulting in an aggregate loss of 24,000 working days.

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

Industry Group.	Number of Stoppages in progress in Month.			Number of Workers 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 .. ..	4	104	108	15,300	24,000
Metal, Engineering and Shipbuilding .. ..	11	43	54	11,700	44,000
Transport .. ..	3	20	23	10,900	36,000
Other Industries ..	2	16	18	1,400	5,000
<b>Total, September, 1945</b>	<b>20</b>	<b>183</b>	<b>203</b>	<b>39,300</b>	<b>109,000</b>
<b>Total, August, 1945 ..</b>	<b>21</b>	<b>179</b>	<b>200</b>	<b>43,300</b>	<b>110,000</b>
<b>Total, September, 1944</b>	<b>11</b>	<b>197</b>	<b>208</b>	<b>50,800</b>	<b>188,000</b>

In the 183 stoppages which began during September, over 27,000 workers were directly involved, and about 6,000 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 September, and were still in progress at the beginning of that month, the total number of workers involved during September, either directly or indirectly, was over 6,000.

**Duration.**—Of 187 stoppages of work, owing to disputes, which ended during September, 83, directly involving 6,300 workers, lasted not more than one day; 38, directly involving 6,400

workers, lasted two days; 23, directly involving 4,600 workers, lasted three days; 26, directly involving 5,400 workers, lasted four to six days; and 17, directly involving 3,400 workers, lasted over six days.

**Causes.**—Of the 183 disputes leading to stoppages of work which began in September, 30, directly involving 4,400 workers, arose out of demands for advances in wages, and 60, directly involving 6,500 workers, on other wage questions; 8, directly involving 2,600 workers, on questions as to working hours; 20, directly involving 4,700 workers, on questions respecting the employment of particular classes or persons; 60, directly involving 6,200 workers, on other questions respecting working arrangements; and 3, directly involving 2,000 workers, on questions of trade union principle. Two stoppages, directly involving 700 workers, were in support of workers involved in other disputes.

TOTALS FOR THE FIRST NINE MONTHS OF 1945 AND 1944.

The following Table gives an analysis, by groups of industries, of all stoppages of work\* through industrial disputes in the first nine months of 1945 and in the corresponding months of 1944:—

Industry Group.	January to Sept., 1945.			January to Sept., 1944.		
	Number of Stoppages beginning in period.	Number of Workers involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.	Number of Stoppages beginning in period.	Number of Workers involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.
Fishing and Agriculture ..	3	1,800	10,000	6	700	2,000
Coal Mining ..	892	189,000†	532,000	971	512,100†	2,322,000
Other Mining and Quarrying ..	7	700	1,000	16	2,700	11,000
Brick, Pottery, Glass Chemical, etc.	18	2,500	17,000	18	1,500	4,000
Engineering ..	189	63,600	267,000	179	101,700	496,000
Shipbuilding ..	150	23,400	102,000	145	33,800	314,000
Other Metal ..	124	14,100	44,000	111	13,100	54,000
Textile ..	30	2,000	7,000	31	3,800	18,000
Clothing ..	21	5,100	8,000	22	2,200	3,000
Food, Drink and Tobacco ..	8	1,600	5,000	6	700	3,000
Woodworking, Furniture, etc.	14	1,200	2,000	6	900	1,000
Building, etc. ..	28	2,900	4,000	40	4,800	7,000
Transport ..	127	73,800	364,000	49	19,500	47,000
Other Industries	44	5,600	22,000	40	4,700	11,000
<b>Total ..</b>	<b>1,655</b>	<b>387,300†</b>	<b>1,385,000</b>	<b>1,640</b>	<b>702,200†</b>	<b>3,293,000</b>

## PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING SEPTEMBER.

Occupations‡ and Locality.	Approximate Number of Workers involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	In-directly.‡	Began.	Ended.		
<b>COAL MINING:—</b> Packers, colliers and other colliery workers—Heath, Derbyshire (one colliery).	180	670	12 Sept.	15 Sept.	In support of a number of men who were dissatisfied with their wages for one shift and who considered that they were being asked to do too much work.	Work resumed on conditions in operation before the stoppage.
<b>ENGINEERING:—</b> Fitters, erectors, etc., employed in railway locomotive shops—Derby.	700	..	12 Sept.	25 Sept.	For the reinstatement of a man who had been dismissed for bad time-keeping; and other grievances.	Work resumed to permit of settlement of dispute by normal negotiating machinery.
Engineering workers—Wolverhampton (one firm).	1,530	..	13 Sept.	20 Sept.	Dispute respecting redundancy, workers demanding that no men should be declared redundant until all women had been discharged.	Work resumed on the advice of trade union officials to permit of settlement of dispute by normal negotiating procedure.
<b>RAILWAY CARRIAGE AND WAGON BUILDING:—</b> Fitters, erectors and machinists—near Birmingham (one firm).	860	..	31 Aug.§	5 Sept.	Dispute respecting percentage basis for piecework prices on post-war contracts.	Work resumed on the advice of trade union officials to permit of settlement of dispute by normal negotiating procedure.
<b>TRANSPORT:—</b> Railway engine drivers, firemen, shunters, goods guards, traffic inspectors and other railway workers.					Dissatisfaction with the terms of the national agreement arrived at in August, 1945, following negotiations between employers' and workers' representatives on claims for improvements in wages and other working conditions.	No settlement reported.
Omnibus drivers and conductors—Lanarkshire (one firm).	1,130	..	¶	¶	Dissatisfaction with delay in negotiations on a question of revisions in summer duty schedules.	Work resumed.
Dock workers—Liverpool and Birkenhead, London, Glasgow, Hull and other ports.	45,000**	..	24 Sept.**	..	For increases in wages, reductions in hours and other alterations in working conditions.**	No settlement reported.
Tram and omnibus drivers and conductors, permanent way men and maintenance workers, etc.—Leeds.	2,580	..	25 Sept.	2 Oct.	In support of a number of drivers who had refused to act as conductors, and grievances respecting time schedules and canteen facilities.	Work resumed to permit of negotiations.

\* 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 workers, and those which lasted less than one day, are also omitted from the statistics, except when the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

† Some workers, chiefly in the coal mining industry, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1945 was approximately 100,000 and in the corresponding period in 1944 was approximately 340,000. For all industries combined the corresponding net totals were approximately 280,000 and 520,000, respectively.

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

§ The stoppage began with the night shift of 30th–31st August.

|| Stoppages have occurred on each Sunday from 8th July onwards and also on Bank Holiday Monday, 6th August, the estimated numbers involved, on the various dates when the stoppages occurred, having ranged from less than 200 to about 3,000. The primary cause of the first stoppage, on 8th July, was objection to the cancellation of an early Sunday duty at one depot.

¶ Stoppages occurred on Saturdays, 8th and 15th September, only.

\*\* The stoppage began on 24th September at Birkenhead, where about 60 men ceased work in support of a claim for increased rates of pay for handling pit props. Over 2,000 workers at Birkenhead were involved on the following day, and during October the stoppages spread to Liverpool and thereafter to Hull, Manchester, London and various other ports, involving an estimated total of about 45,000 workers up to 22nd October.



## 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 29th Sept., 1945.	Thirteen weeks ended 30th June, 1945.	Fourteen weeks ended 30th Sept., 1944.
	£	£	£
(1) <i>General Account.</i>			
Contributions received from:—			
Employers .. .. .	5,560,000	5,808,000	6,501,000
Employed persons ..	5,559,000	5,807,000	6,500,000
Exchequer .. .. .	5,536,000	5,801,000	6,508,000
Miscellaneous Receipts ..	3,615,000	133,000	2,843,000
Total Income .. ..	20,270,000	17,549,000	22,352,000
Benefit† .. .. .	1,795,000	1,213,000	640,000
Cost of Administration ..	753,000	772,000	677,000
Miscellaneous Payments ..	62,000	66,000	73,000
Total Expenditure ..	2,610,000	2,051,000	1,390,000
(2) <i>Agricultural Account.</i>			
Contributions received from:—			
Employers .. .. .	176,000	111,000	172,000
Employed persons ..	175,000	110,000	172,000
Exchequer .. .. .	170,000	116,000	172,000
Miscellaneous Receipts ..	103,000	5,000	89,000
Total Income .. ..	624,000	342,000	605,000
Benefit† .. .. .	7,000	7,000	5,000
Cost of Administration ..	64,000	44,000	65,000
Miscellaneous Payments ..	1,000	1,000	1,000
Total Expenditure ..	72,000	52,000	71,000

## UNEMPLOYMENT ALLOWANCES.

For the period of thirteen weeks ended 29th September, 1945, 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 £564,000. During the thirteen weeks ended 30th June, 1945, the corresponding expenditure was £520,000, and during the fourteen weeks ended 30th September, 1944, £592,000.†

## EMPLOYMENT OVERSEAS.

## UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in July, 1945, is estimated by the United States Department of Labor to have been approximately 37,177,000. This is 1.0 per cent. lower than the figure for June, 1945, and 4.0 per cent. lower than that for July, 1944, but 22.5 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in July, 1945, is estimated to have been 3.3 per cent. lower than in June, 1945, and 13.2 per cent. lower than in July, 1944, but 43.5 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 July, 1945, was approximately 1,090,000, compared with 1,080,000 in June, 1945, and 1,000,000 in July, 1944.

## CANADA.

According to returns received by the Dominion Bureau of Statistics from nearly 15,700 employers in industries other than agriculture and private domestic service, the total number of workpeople in employment at 1st July, 1945, in the establishments covered by the returns was 0.1 per cent. higher than at 1st June, 1945, but 4.4 per cent. lower than at 1st July, 1944. The number of persons employed in manufacturing industries at 1st July, 1945, was 1.0 per cent. lower than the figure for the previous month and 8.3 per cent. lower than that for a year earlier.

## UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in June, 1945, the number of workpeople employed in manufacturing establishments generally and in mining and transport was 0.3 per cent. lower than in May, 1945, but 3.2 per cent. higher than in June, 1944. The figure for May, 1945, was 0.2 per cent. lower than that for April, 1945.

\* A detailed account of the Fund is presented to Parliament annually (see H.C. 17 of Session 1943-44 for the period ended 31st March, 1944).

† Comparison of the figures for the quarters shown is affected by the Unemployment Insurance (Increase of Benefit) Act, 1944, which came into operation on 2nd November, 1944.

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

## ÉIRE.

The number of unemployed persons on the live register of Employment Exchanges at 29th September, 1945, was 45,602, compared with 43,064 at 25th August, 1945, and 46,180 at 30th September, 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 July, 1945, was considerably higher than in June; the improvement was largely due to the resumption of work in the engineering industry, which had previously been affected by a trade dispute. The index number (based on the figure for September, 1939, as 100) was 101 in July, 1945, compared with 84 in June, 1945, and 92 in July, 1944.

Preliminary information received from trade unions with a total membership of nearly 784,000 showed that 3.4 per cent. of their members were unemployed at 30th June, 1945, compared with 3.8 per cent. (revised figure) at 31st May, 1945, and 3.2 per cent. at 30th June, 1944.

## 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 cost of living in overseas countries.

## CANADA.

At 1st August, 1945, the official cost-of-living index figure was 0.2 per cent. above the figure of 1st July, 1945, and 19.5 per cent. above that for 1st September, 1939. For food alone the index number showed an increase of 0.4 per cent. compared with the previous month and of 37.0 per cent. compared with the level of 1st September, 1939.

## UNION OF SOUTH AFRICA.

In July, 1945, the official cost-of-living index figure was 0.1 per cent. higher than the figure for the previous month and 33.9 per cent. above the level of August, 1939, compared with 33.8 per cent. in June, 1945. For food alone the index figure in July, 1945, was 0.4 per cent. higher than that for the previous month and 46.9 per cent. above the level of August, 1939, compared with 46.3 per cent. in June, 1945.

## SOUTHERN RHODESIA.

In July, 1945, the official cost-of-living index figure was 0.2 per cent. below the figure for June, 1945, and 26.4 per cent. above that for August, 1939. For food alone the index figure in July, 1945, was 2.3 per cent. lower than that for June, 1945, and 24.3 per cent. above the level of August, 1939.

## INDIA.

In July, 1945, the official cost-of-living index figure for the working classes in Bombay was 2.1 per cent. higher than that for the previous month and 128.6 per cent. above that for mid-July to mid-August, 1939. For food alone the index figure for July, 1945, was 3.7 per cent. higher than that for June, 1945, and 150.9 per cent. above the figure for mid-July to mid-August, 1939.

## CEYLON.

In the revised series of official cost-of-living index figures showing changes, since November, 1942, in the level of working class cost of living in Colombo Town, the figure for May, 1945, was 21 per cent. above the level of November, 1942, showing no change as compared with the previous month. Linked with the earlier series of index figures, the figure for May, 1945, showed a rise of 122 per cent. over the level of the base period November, 1938, to April, 1939.

## ÉIRE.

At mid-August, 1945, the official cost-of-living index figure was 0.3 per cent. above that for mid-May, 1945, and 69.4 per cent. above the level of mid-August, 1939. For food alone the index figure for mid-August, 1945, showed a rise of 0.8 per cent. above the figure for mid-May, 1945, and of 65.2 per cent. above the level of mid-August, 1939.

## ICELAND.

At 1st August, 1945, the official cost-of-living index figure in Reykjavik showed no change compared with the previous month, remaining at 172.3 per cent. above the level of 1st September, 1939.

## PORTUGAL.

In June, 1945, the official weighted index figure of the cost of food, fuel and light, and certain household articles in Lisbon remained the same as in May, 1945, and was 89.6 per cent. above the level of August, 1939, compared with 90.2 per cent. in April, and 89.6 per cent. in March, 1945. For food alone the index figure for June, 1945, also remained the same as in the previous month, and was 93.6 per cent. above the level of August, 1939.



## SWITZERLAND.

At the end of July, 1945, the official cost-of-living index figure was 0.1 per cent. higher than in June, 1945, and between 53 and 54 per cent. above the level of the end of August, 1939. For food alone the index figure for July, 1945, showed little change compared with that for June, 1945, and was about 66 per cent. above the level of August, 1939.

## UNITED STATES OF AMERICA.

At mid-July, 1945, the official index figure showing the changes in retail prices of selected goods and services bought by wage earners and lower-salaried workers in large cities was 0.3 per cent. higher than the figure for mid-June, 1945, and 31.2 per cent. above the level of mid-August, 1939. For food alone the index figure for mid-July, 1945, showed an increase of 0.4 per cent. above the level of the previous month and of 51.6 per cent. above that of mid-August, 1939.

## LEGAL CASES AFFECTING LABOUR.

MASTER AND SERVANT—OBLIGATION ON RAILWAY COMPANIES TO PROVIDE LOOK-OUT FOR MEN WORKING ON PERMANENT WAY.

Arising out of the death of her husband, the widow of a signal fitter, employed by the London and North Eastern Railway Company, brought an action for damages against them alleging a breach of statutory duty. The Railway Employment (Prevention of Accidents) Act, 1900, empowered the Board of Trade, with the object of reducing or removing the dangers and risks incidental to railway service, to make rules affording "protection to permanent way men when laying or repairing permanent way." In pursuance of this Act, the Board of Trade made the Prevention of Accident Rules, 1902, Rule 9 of which requires the provision of a good look-out and warning of danger "with the object of protecting men working singly or in gangs on or near lines of railway in use for traffic for the purpose of relaying or repairing the permanent way of such lines."

Whilst engaged on their work the plaintiff's husband and a fellow signal fitter were run over by a train and killed. Not having been called upon to carry out any specially needed repairs or adjustments to the signalling apparatus the deceased workmen were, at the time of the accident, going through the periodic process of oiling the various signal connections. The company admitted that no look-out was provided by them and the plaintiff contended that they thereby committed a breach of Rule 9.

The railway company's defence that Rule 9 was not applicable was twofold. First, they contended that the rule was for the protection of permanent way men and evidence was called to prove that, in the staffing of the railway company, signal fitters were regarded as coming within a different category. Secondly, the railway company contended that even if the plaintiff's husband was a permanent way man, he was not at the time of his death "relaying or repairing the permanent way." Mr. Justice Stable upheld this defence and dismissed the action.

The plaintiff's appeal to the Court of Appeal (Lords Justices MacKinnon, Lawrence and Morton) was allowed with costs and she was awarded £1,500 damages. The Court held that when using the expression "permanent way men" Parliament were referring to people engaged on work in a place which was part of the permanent way of a railway line; they did not have in contemplation any technical division made by the railway company between the various classes of their workmen. Whilst it was clear that the deceased was not relaying the permanent way, he was "repairing" it because in the present context this word meant "maintaining in a state of efficiency."—*Berriman v. London and North Eastern Railway Co.* Court of Appeal, 23rd May, 1945.

## OFFICIAL PUBLICATIONS RECEIVED\*.

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

EDUCATION FOR INDUSTRY.—*Education for Industry and Commerce. Building Crafts.* Pamphlet No. 4. Ministry of Education. Price 1s. (1s. 2d.).

POPULATION.—*Statement by the Royal Commission on Population.* September, 1945. Price 2d. (3d.).—See page 177.

REINSTATEMENT IN CIVIL EMPLOYMENT.—*Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944.* R.E. Code 1. Pamphlets Nos. 16 and 17. Ministry of Labour and National Service. Price 1d. each. (2d.).

SAFETY, HEALTH AND WELFARE.—*Factories Act, 1937. Work of Engineering Construction. Preliminary Draft of Regulations as to Safety, Health and Welfare in Connection with Such Work.* Ministry of Labour and National Service. Price 9d. (11d.).—See page 177.

TRAINING FOR BUSINESS ADMINISTRATION.—*Report on Training for Business Administration.* June, 1945. Cmd. 6673. Ministry of Labour and National Service. Price 3d. (4d.).—See page 176.

UNEMPLOYMENT INSURANCE.—*Selected Decisions given by the Umpire on Claims for Benefit during the Six Months ended 30th June, 1945.* U.I. Code 8B. Pamphlet No. 1/1945. Ministry of National Insurance. Price 2d. (3d.).

\* See footnote on page 188.

## WAGES COUNCILS ACT.

## NOTICES OF PROPOSAL.

During September, 1945, notices of intention to submit to the Minister of Labour and National Service wages regulation proposals were issued by the following Wages Councils:—

*Hat, Cap and Millinery Wages Council (Scotland).*—Proposal H.M.S. (25), dated 4th September, 1945.

*Milk Distributive Wages Council (Scotland).*—Proposal M.D.S. (40), dated 8th September, 1945.

*Milk Distributive Wages Council (England and Wales).*—Proposal M.D. (43) relating to statutory minimum remuneration, and Proposal M.D. (44) relating to holidays and holiday remuneration, both dated 18th September, 1945.

*Cutlery Wages Council (Great Britain).*—Proposal C.T. (36), dated 28th September, 1945.

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

## WAGES REGULATION ORDERS.

During September, 1945, the Minister of Labour and National Service made the following Wages Regulation Orders\* giving effect to proposals made to him by the Wages Councils concerned:—

*Boot and Floor Polish Wages Council (Great Britain).*—S.R. & O. 1945, No. 1139 (B.P.(25)), dated 18th September, 1945; effective from 1st October, 1945.

*Aerated Waters Wages Council (England and Wales).*—S.R. & O. 1945, No. 1166 (A. (29)), dated 25th September, 1945; effective from 5th October, 1945.

## TRADE BOARDS ACTS (NORTHERN IRELAND).

During September, 1945, the following proposal to vary minimum rates of wages in the trade concerned was issued:—

*Retail Bespoke Tailoring Trade Board (Northern Ireland).*—Proposal N.I.T.R.B. (N. 55), dated 25th September, 1945.

Further information concerning this proposal may be obtained by persons engaged in the trade from the Secretary of the Board at Tyrone House, Ormeau Avenue, Belfast.

No Orders confirming variations of minimum rates of wages were made during September, 1945.

## CATERING WAGES COMMISSION.

## APPOINTMENT OF SECRETARY.

Mr. I. McG. Robertson has been appointed to act as Secretary of the Catering Wages Commission in place of Mr. G. Grant, who has been released by the Commission and transferred to the Ministry of Labour and National Service.

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

## INDUSTRIAL COURT AWARDS.

During September, 1945, the Industrial Court issued four awards, Nos. 2021–2024. These awards are summarised below.

*Award No. 2021 (4th September).*—*Parties:* Hospitals and Welfare Services Union, and Monmouthshire County Council. *Claim:* That the schedule of conditions of service should be amended as regards payment for overtime and work done on Sundays and Bank and Public Holidays. *Award:* The Court awarded in favour of the claim.

*Award No. 2022 (6th September).*—*Parties:* Joint Industrial Council for the Wholesale Grocery and Provision Trade: Employees' Side and Employers' Side. *Claim:* That the rates for adult male employees be advanced by 6s. per week and adult female employees by 4s. per week with proportionate advances to juveniles. *Award:* The Court awarded that the rates for adult male employees be advanced by 4s. and adult female employees by 3s. per week, with proportionate advances to juveniles.

*Award No. 2023 (21st September).*—*Parties:* Amalgamated Society of Leatherworkers and Kindred Trades, and Fellmongers' Association of Great Britain and Ireland. *Claim:* For an increase of 2½d. an hour with an equivalent increase on piece-work rates. *Award:* The Court awarded an increase of 1d. per hour for adult male workers, with an equivalent increase on piece work rates, and proportionate increases to women and young persons.

*Award No. 2024 (21st September).*—*Parties:* Amalgamated Society of Leatherworkers and Kindred Trades, and British Fellmongers' Association. *Claim:* For an advance of 2½d. an hour on time rates with an equivalent increase on piece work rates. *Award:* The Court awarded an increase of 1d. per hour for adult males, with an equivalent increase on piece work rates, and proportionate increases to women and young persons.

\* See footnote on page 188.



### SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During September, 1945, one award, which related to an individual undertaking, was issued by a Single Arbitrator appointed under the Industrial Courts Act, 1919.

In addition, an award was issued by a neutral Chairman appointed under the Conciliation Act, 1896, to deal with a difference between the two Sides of the Board of Conciliation for the Cumberland Iron Ore Trade.

### CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

#### NATIONAL ARBITRATION TRIBUNAL AWARDS.

During September, 1945, the National Arbitration Tribunal issued ten awards\*, Nos. 767-776. One of these awards is summarised below; the others related to individual employers.

*Award No. 776 (28th September).—Parties:* Members of Associations federated with the Engineering and Allied Employers' National Federation; and women members of the Amalgamated Engineering Union, the National Union of General and Municipal Workers, and the Transport and General Workers' Union in their employment. *Claim:* For an increase in the schedule of wages for female workers provided under an agreement of 9th August, 1944, in the engineering industry. *Award:* The Tribunal awarded that the national bonus and timeworkers' bonus per week of 47 hours provided in the Schedule to paragraph 2 of the Women's National Agreement of 9th August, 1944, should be increased as follows:—

Age.	Increase in national bonus.	Increase in timeworkers' bonus.
18 years and over .. ..	1s. 6d.	6d.
17 " " under 18 years	1s. 0d.	6d.
16 " " " 17 " "	9d.	6d.
15 " " " 16 " "	6d.	6d.
14 " " " 15 " "	6d.	6d.

#### NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

Since last month's issue of this GAZETTE was prepared, the National Arbitration Tribunal (Northern Ireland) issued fourteen awards, Nos. 461-474. Three of these awards are summarised below.

*Award No. 462 (30th August).—Parties:* Harland & Wolff Ltd., Belfast, and certain of their employees. *Claim:* "That Messrs. Harland & Wolff Ltd. will recognise the Electrical Trades Union as the only competent authority to deal with and regulate the wages, also working conditions, of members of the Electrical Trades Union employed by Messrs. Harland & Wolff Ltd., as foremen and rate-fixers." *Award:* The Tribunal found that the claim had not been established and they awarded accordingly.

*Award No. 465 (5th September).—Parties:* The members of the Flax Spinners' Association Ltd., and certain employees of the member firms. *Claim:* That the basic rate for hackle setters who are members of the Amalgamated Engineering Union should be increased by 4s. 6d. per week as awarded by Award No. 718 of the National Arbitration Tribunal dated 24th April, 1945 (see the issue of this GAZETTE for May, 1945, page 89), in respect of the basic rates for adult male workers in the engineering industry. *Award:* That the basic rate for

the hackle setters concerned shall be increased by 4s. 6d. per week of 48 hours.

*Award No. 466 (6th September).—Parties:* The Northern Ireland Road Transport Board, and certain employees of the Board. *Claim:* Proposal by the Board that helpers should not accompany lorry drivers in certain circumstances. *Award:* Particulars of the Tribunal's findings are set out in full in the Award.

### STATUTORY RULES AND ORDERS.

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

*The Boot and Floor Polish Wages Council (Great Britain) Wages Regulation Order, 1945 (S.R. & O. 1945, No. 1139; price 2d. net (3d. post free)), dated September 18, 1945; and The Aerated Waters Wages Council (England and Wales) Wages Regulation Order, 1945 (S.R. & O. 1945, No. 1166), dated September 25, 1945, made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 187.*

*The Coal Mines (Training) General Regulations, 1945 (S.R. & O. 1945, No. 1217; price 3d. net (4d. post free)), dated September 28, 1945, made by the Minister of Fuel and Power under the Coal Mines Act, 1911.—See page 176.*

*The Woodworking (Amendment of Scope) Special Regulations, 1945 (S.R. & O. 1945, No. 1227), dated September 28, 1945, made by the Minister of Labour and National Service under the Factories Act, 1937.—See page 177.*

*The Unemployment Insurance (Anomalies) (Amendment) Order, 1945 (S.R. & O. 1945, No. 1243), dated October 3, 1945, made by the Minister of National Insurance under the Unemployment Insurance Act, 1935.—See page 177.*

*The Essential Work (Dock Labour) (No. 2) Order, 1945 (S.R. & O. 1945, No. 1260) dated October 1, 1945, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See page 177.*

### FACTORIES ACTS.

#### FACTORY FORMS.

From time to time the Ministry of Labour and National Service issue Factory Forms regarding Regulations and Orders made under the Factories Acts. The undermentioned Forms have been issued or reprinted since the previous list was published in the July, 1945, issue of this GAZETTE and may be purchased at the prices shown.\* The prices in brackets include postage.

No.	Title and Price.
278	Factories Act, 1937. Fencing and Other Safety Precautions for Power Presses. July, 1945, price 1d. (2d.).
294	Safety of Machine Tools and Other Plant. No. 4. Guillotines and Shears. August, 1945, 3d. (4d.).
2217	Factories Act, 1937. Pottery Regulations, 1913. Record of Inspection, July, 1938. (Reprinted 1945). Revised price 1s. 11½d. (2s. 2½d.).
2241	Factories Act, 1937. Pottery Regulations. Requirements applicable to Potters' Shops in Coarse Ware Factories under Exemption 3. (Reprinted June, 1945). Revised price 2d. (3d.).

\* 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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