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EMPLOYMENT, WAGES, COST OF LIVING, AND TRADE DISPUTES IN MARCH.

EMPLOYMENT AND UNEMPLOYMENT.

THE number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 16th March, 1942 (exclusive of men numbering 25,973 who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 67,437, showing a decrease of 5,983 as compared with the corresponding total for 16th February. Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 4,167; this was a decrease of 6,497 as compared with 16th February. At the latter date, however, employment had been affected by severe weather conditions, which had temporarily restricted outdoor work. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 5,627, showing a decrease of 3,036 as compared with 16th February.

The corresponding figures for women and girls at 16th March, 1942, were 54,209 wholly unemployed (exclusive of those, numbering 1,709, who had been classified by interviewing panels as unsuitable for normal full-time employment), 4,069 temporarily stopped, and 253 unemployed casual workers. Of the 54,209 wholly unemployed, 1,607 had been classified as unable for good cause to transfer to another area. As compared with 16th February, the numbers wholly unemployed showed a decrease of 5,973, those temporarily stopped a decrease of 2,534, and unemployed casual workers a decrease of 59.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for 16th March was 94,368, as compared with 115,640 at 16th February, and 316,975 at 17th March, 1941.

WAGES.

In the industries for which statistics are regularly compiled by the Department, the changes in rates of wages reported to have come into operation during March resulted in an aggregate increase estimated at nearly £90,000 in the weekly full-time wages of about 460,000 workpeople, and in a decrease estimated at £8,600 in those of about 150,000 workpeople.*

The principal industries affected by increases in rates of wages included electrical cable making, motor vehicle repairing, heating and domestic engineering, sugar confectionery and food preserving, seed crushing, and railway and road passenger transport services. In the electrical cable making industry, rates of wages were increased by 3s. a week for men in some districts and by 4s. 6d. a week for women in all districts. Men engaged in road vehicle repair workshops received an increase of 1½d. an hour. In heating, ventilating and domestic engineering there were increases of ½d. an hour for men and ¼d. an hour for apprentices. The minimum rates fixed under the Trade Boards Acts for workers

* Of the 150,000 workpeople whose rates of wages were reduced in March, about 80,000 had received increases of the same amount in February.

engaged in sugar confectionery manufacture and food preserving were raised by various amounts, the increases ranging according to age and occupation from ½d. to 4d. an hour. In seed crushing, compound and provender manufacture there were increases of 3s. a week for men and 2s. a week for women. In the railway service, an increase of 4s. 6d. a week was awarded to the lowest paid classes of men in the traffic grades and to women taking the place of men in these classes. Men employed on tramway, trolley-bus and motor omnibus services in the London area received an increase of 4s. a week. Employees of various company-owned motor omnibus undertakings in England and Wales, outside the London area, were granted increases of from ¼d. to 1d. an hour, according to age.

Other industries and services in which increases occurred included the woollen and worsted industry in the South of Scotland, furniture manufacture in High Wycombe and district, paper bag making, cotton waste reclamation and the wholesale provision trade in London.

The reductions in rates of wages mainly affected coal miners, whose rates of wages were reduced in some districts under the operation of sliding scales based on the proceeds of the industry. There were also reductions in the boot and shoe industry, under a cost-of-living sliding scale, of 3s. and 2s. a week for men and women, respectively, on time work and of about 3½ per cent. for piece-workers.

The changes reported in the first three months of 1942, in the industries for which statistics are compiled, are estimated to have resulted in a net increase of over £250,000 a week in the wage rates of about 2,000,000 workpeople, and in a net decrease of about £3,700 in those of nearly 90,000 workpeople. In the corresponding three months of 1941, approximately 5,500,000 workpeople in these industries received a net increase of about £770,000 a week. Further particulars relating to changes in rates of wages in March are given on pages 90 to 92.

COST OF LIVING.

At 1st April the official cost-of-living index figure was 99 per cent. above the level of July, 1914, as compared with 100 per cent. at 28th February. For food alone, the index figure at 1st April was 60 per cent. above the level of July, 1914, as compared with 62 per cent. at 28th February, the decline being due to reductions in the prices of eggs, as from 30th March, under an Order of the Minister of Food. There was little change, on average, in the prices of other items covered by the statistics.

TRADE DISPUTES.

The number of trade disputes involving stoppages of work, reported to the Department as beginning in March, was 62. In addition, 4 disputes which began before March were still in progress at the beginning of that month. The approximate number of workpeople involved in these 66 disputes (including workpeople thrown out of work at the establishments where the disputes occurred) was 15,000, and the aggregate duration of the disputes in March was about 43,000 working days.

ESSENTIAL WORK (GENERAL PROVISIONS) (AMENDMENT) ORDER, 1942.

NEW PROVISIONS RESPECTING ABSENTEEISM.

THE Minister of Labour and National Service has made an Order* amending the provisions of the Essential Work (General Provisions) Order, 1942,† which relate to absenteeism and persistent lateness for work. The Order was made on 25th March and came into force on 2nd April, 1942.

The object of the new provisions is to simplify and expedite the procedure for dealing with any case in which, without reasonable excuse, a worker in an undertaking scheduled under the Essential Work (General Provisions) Order absents himself from work or is persistently late in presenting himself for work. Hitherto, in such cases the worker concerned was not guilty of an offence rendering him liable to prosecution unless and until, having been given a direction by a National Service Officer as to the method or manner of his work and as to the times at which and during which he should present himself for work and remain at work, he failed to comply with it. Under the new provisions, it is an immediate offence for a person to whom the Essential Work (General Provisions) Order applies either (a) to absent himself from work, or (b) to be persistently late in presenting himself for work, unless in either case he has reasonable excuse; and proceedings can be taken for such an offence without the necessity for a specific direction to be given by the National Service Officer to the person concerned or for an opportunity to be afforded to the worker to appeal to a Local Appeal Board. It is provided, however, that where there is in the undertaking a works committee or other joint council which, in the opinion of the National Service Officer, can appropriately deal with the matter, the case must be referred to that appropriate committee. The committee must notify the person concerned and give him an opportunity of making representations to the committee within four days after notification, and they must also make a report to the National Service Officer before proceedings for an offence can be instituted against the person concerned.

Amendments on similar lines of the Essential Work Order relating to the building and civil engineering industry are included among the amendments of that Order which have been effected by the Essential Work (Building and Civil Engineering) (Amendment) Order, 1942 (see below). The question of the amendment, so far as may be necessary, of the Essential Work Orders relating to other special industries is to be discussed with the industries concerned. In the shipbuilding and coal-mining industries, the Yard Committees and Pit Production Committees, respectively, already participate in dealing with these offences.

It is proposed to use the general power given by Article 7 of the Essential Work (General Provisions) Order, 1942, to require persons carrying on scheduled undertakings to keep records relating to absenteeism and to produce them to such persons as may be designated by or on behalf of the Minister. It is intended, by a suitable amendment of the Article, to enable the officials of appropriate trade unions to have access to the records.

ESSENTIAL WORK (BUILDING AND CIVIL ENGINEERING) (AMENDMENT) ORDER.

By an Order‡ made by the Minister of Labour and National Service on 27th March, 1942, with effect as from 2nd April, 1942, the Essential Work (Building and Civil Engineering) (No. 2) Order, 1941,§ has been amended in certain respects. The more important of the amendments relate to (a) the suspension by the employer of the guaranteed wage in any case where no work is available for a specified person because other workers are taking part in an illegal strike, (b) the dismissal of a specified person for serious misconduct, and provision for reinstatement, (c) absenteeism and persistent lateness, and (d) the effects on the guaranteed wage of the disciplinary suspension of a specified person.

Regarding (a) and (b), the new Order provides for the insertion in the Essential Work (Building and Civil Engineering) (No. 2) Order of provisions corresponding to the relevant provisions recently embodied in the Essential Work (General Provisions) Order (see last month's issue of this GAZETTE, page 58).

As regards absenteeism and persistent lateness, the amendments are on similar lines to those incorporated in the Essential Work (General Provisions) Order, 1942, of which particulars are given in the relevant article on this page. As, however, works committees are not, at present, common in the building and civil engineering industry, special provision has been made whereby the Minister may make or approve arrangements for cases of absenteeism or persistent lateness to be considered by committees or other bodies established for particular sites. Until such arrangements are made, however, a worker engaged on a scheduled site who absents himself from work or is persistently late without reasonable excuse will be liable to prosecution without reference to a committee or other body.

* Statutory Rules and Orders, 1942, No. 583; H.M. Stationery Office, price 1d. net (2d. post free). The text of the Order is given on page 99.
† See the issue of this GAZETTE for March, 1942, pages 58 and 77-80.
‡ The text of the Order is given on page 100.
§ See the issue of this GAZETTE for January, 1942, pages 7 and 22.

The amendments made by the new Order which relate to the effects on the guaranteed wage of the disciplinary suspension of a specified person correspond to those already made in July, 1941, to the Essential Work (General Provisions) Order. Thus, where a worker is suspended from work for a period not exceeding three days without pay and such suspension is in accordance with the conditions of his service, he is not entitled to the guaranteed minimum wage for the period of suspension. Any worker so suspended may, however, appeal to a Local Appeal Board within three days from the beginning of the period of suspension and if he wins his appeal he is not, by reason of the suspension, disentitled to a guaranteed minimum wage for the days of suspension.

ESSENTIAL WORK (CHAIN MANUFACTURING INDUSTRY) ORDER.

THE Minister of Labour and National Service has made the Essential Work (Chain Manufacturing Industry) Order,* dated 31st March, 1942, modifying in certain respects the provisions of the Essential Work (General Provisions) Order, 1942,† in their application to the chain manufacturing industry. For the definition of the "normal wage" contained in these Orders a revised definition is substituted as regards chain manufacturing undertakings. Provision is also made to enable a specified person in a scheduled chain manufacturing undertaking to be transferred in certain circumstances to temporary employment in another such scheduled undertaking without obtaining the permission of a National Service Officer or giving the statutory week's notice.

The text of the Order, which took effect on 7th April, 1942, is given on page 101.

UNDERTAKINGS (RESTRICTION ON ENGAGEMENT) ORDER.

DIRECTIONS REGARDING WOMEN AGED 31 AND OVER.

THE Minister of Labour and National Service has issued Directions,‡ dated 26th March, 1942, under the Undertakings (Restriction on Engagement) Order, 1941,§ enabling employers in building, civil engineering contracting, electrical installation and general engineering undertakings to advertise for and make direct engagements of women who have attained the age of 31 years; and these women are similarly permitted to obtain employment directly in the undertakings concerned.

Until the issue of the Directions, employers in these undertakings were prohibited by the Undertakings (Restriction on Engagement) Order, 1941, from advertising for or engaging labour, irrespective of age or sex, otherwise than through an Employment Exchange or an approved trade union arrangement. In practically all other industries, the engagement of women aged 20 to 30 years, inclusive, is regulated by the Employment of Women (Control of Engagement) Order, 1942,|| but, in these industries, employers are free to advertise for and to engage directly women who have attained the age of 31. The present Directions therefore concede to the employers concerned the rights exercised by employers in other industries in regard to the engagement of women who have attained the age of 31 years.

The registrations of women over the age of 30 have shown that a very high proportion are married and engaged on household duties. Accordingly, while the Directions are in force, it is hoped that employers in the engineering industry, and also in other industries, will take active steps to institute part-time working in their undertakings for women aged 31 and over who are found to be available for part-time employment. Local Employment Committees have been asked to appoint sub-committees to promote schemes for part-time work in their area, and employers wishing for advice about part-time employment or the local supply of labour should, therefore, consult the Local Office.

The scope of the Employment of Women (Control of Engagement) Order is, in due course, to be extended to cover women in wider age ranges than the present range of 20-30 years; but, while the Directions are in force, administrative measures are to be taken for the control of mobile female labour in the higher age groups. The Local Offices have instructions in regard to the allocation of mobile labour, based on a system of preferences, determined in accordance with general Government policy, that take full account of the supply and demand. No facilities will, therefore, be afforded to any employer wishing to recruit such female labour from other parts of the country. Moreover, the rule will be rigidly enforced that a woman's position under the Registration for Employment Order must be considered in

* Statutory Rules and Orders, 1942, No. 614; H.M. Stationery Office, price 1d. net (2d. post free).

† See the issue of this GAZETTE for March, 1942 (pages 58 and 77-80) and also this page (first col.) and page 99 of this issue.

‡ The text of the Directions is given on page 100.

§ See the issue of this GAZETTE for January, 1942, pages 8 and 27.

|| See the issue of this GAZETTE for February, 1942, pages 32 and 52.

relation to her occupation at the time of registration. If she changes her employment between registration and interview and it is found that she is mobile, she will be regarded as available for transfer in accordance with existing instructions.

NATIONAL SERVICE ACTS, 1939-1941.

REGISTRATION OF SECOND HALF OF THE 1923 AGE CLASS.

MEN constituting the second half of the 1923 age class, i.e., those born in the period from 1st July to 31st December, 1923, both dates inclusive, were required to register on 18th April, 1942, those born in the first half of 1923 having already registered on 13th December, 1941.

The age of 18½ years remains, for the time being, the minimum age at which men are actually posted to the Forces, and it is unaffected by the Royal Proclamation, signed on 5th March, 1942, of which particulars were given in last month's issue of this GAZETTE (page 58). Accordingly, it is not proposed that any of the men who registered on 18th April shall join the Forces before reaching the age of 18½ years; they will, however, be medically examined so that they may be available to join their units as and when required.

Before the registration of the first half of the 1923 age class last December, a public announcement was made and a communication was sent to the Universities and schools with regard to the special arrangements for certain groups of students in that age class. These arrangements apply also to the second half of the age class.

PROPOSED ARRANGEMENTS FOR CALLING UP THE 1924 AGE CLASS.

For the calling up of the 1924 age class, the following arrangements are proposed, on the assumption that the minimum age of calling up remains as at present; the programme is, however, necessarily provisional and will be subject to alteration if circumstances so require.

Dates of Registration and Call-up.—Men in the first half of the 1924 age class, i.e., those born in the half-year from 1st January to 30th June, 1924, inclusive, may expect to be registered and medically examined in about six months' time, i.e., in September or October next, and to join the Forces by the end of 1942. Men in the second half of the age class, i.e., those born in the half-year from 1st July to 31st December, 1924, inclusive, may expect to be registered and medically examined about a year hence, i.e., about March or April, 1943, and to join the Forces by the end of June, 1943.

Position of Certain Groups of Students.—Subject to any later alteration which circumstances may require, the following arrangements for students, on the general lines of those already made for men in the 1922 and 1923 age classes, will be applied to men born in 1924. Men who are not dealt with under these arrangements will, if liable, be called up for service in the normal course.

The current arrangements which reserve medical and dental students and provide for the deferment of the calling up of students taking certain specified scientific and technical courses will apply to men born in 1924.

Other students (mainly Arts students) born in 1924 who show more than average ability and have reached the Higher School Certificate or equivalent standard will be permitted to have a year's course at a University, provided that, on entry to the University, they attest into the Forces and receive training in the Senior Training Corps or University Air Squadron. After attestation they will be placed to the Reserve, and, subject to satisfactory progress and to the exigencies of the Service, they will be allowed to complete three terms in all at the University, after which they will be called up by the Service Departments. These arrangements apply to boys entering the University not later than October, 1942; but boys of scholarship standard sitting subsequently for a scholarship examination may enter the University in January, 1943, provided that they will not reach the age of 19 years six months before completing three terms at the University.

DEFERMENT OF THE CALLING-UP OF MEN.

As indicated in the December, 1941, issue of this GAZETTE (page 232), the system of block reservation under the Schedule of Reserved Occupations is being gradually replaced by a system of individual deferments under which each individual case will come under review. The transition is being effected by the raising of the age of reservation, as shown in the current Schedule of Reserved Occupations, by one year on the first day of each month, commencing from 1st January, 1942. Men below the prevailing ages of reservation for their occupations will be retained in industry, where this is necessary, by means of individual deferment of their calling-up.

A leaflet (P.L.100/1942) dealing in detail with the new arrangements has been issued by the Ministry of Labour and National Service, and copies of this leaflet may be obtained from any Employment Exchange.

NATIONAL SERVICE FOR WOMEN.

CALLING-UP OF WOMEN STUDENTS.

For the calling-up of full-time women students at Universities and Technical and Training Colleges who are within the scope of the National Service Acts and the Registration for Employment Order, special arrangements have been made by the Ministry of Labour and National Service, after consultation with the Committee of Vice-Chancellors and Principals. Particulars of these arrangements are given below.

University Students.—A woman will not normally be permitted to remain at a University for the purpose of graduating or obtaining a diploma in an approved course of study beyond the end of the academic year in which she reaches her 20th birthday. A woman whose birthday falls on or after 1st July will, however, be allowed to complete the academic year which ends in the next calendar year.

Women who proceed immediately after graduation to diploma courses or to courses of professional training in approved subjects not exceeding one year in duration will be permitted to complete such courses.

In the case of students who are already at a University or who enter a University in Michaelmas Term, 1942, exceptional arrangements are to apply. Thus, women who are already in the penultimate year of their training and women already at a University who are recognised students under the Board of Education Regulations for the Training of Teachers will be permitted to finish their courses. Any other woman among those already at a University who gives an undertaking to the satisfaction of the University authorities that she intends to teach will be allowed to complete her degree course. Women who enter a University in Michaelmas Term, 1942, will be permitted to remain at the University for two academic years for the purpose of graduating or obtaining a diploma in an approved course of study, provided that on 1st October, 1942, they have not exceeded the age of 19 years and 6 months.

Women students of medicine, dentistry and veterinary surgery are to be permitted to complete their full courses without regard to any of the foregoing arrangements.

Students at Technical or Training Colleges.—The foregoing rules governing University students will also be applied, where appropriate, to women taking approved courses at Technical Colleges or Training Colleges in certain specified subjects. In the case of students of acting and dramatic art, architecture, art and music, no exception is to be permitted from the general rule under which students may be permitted to pursue their studies only up to their 20th birthday.

MEASURES TO PROMOTE THE EMPLOYMENT OF PART-TIME WORKERS.

As part of the general plan to encourage the use of part-time workers to the maximum extent possible, the Minister of Labour and National Service, after consultation with both sides of industry, has made the Unemployment Insurance (Emergency Powers) (Amendment) (No. 2) Regulations,* dated 2nd April, 1942, whereby employers and workers have been relieved, as from 13th April, 1942, from liability for the payment of unemployment insurance contributions in respect of specified part-time employment. Part-time employment to which the Order relates is 'employment for not more than thirty hours in any week where the employment began on or after 3rd September, 1939, and the services rendered are such as in the Minister's opinion are not ordinarily performed or would not be performed by persons rendering not more than thirty hours' service weekly.'

Unemployment insurance contributions paid in respect of part-time work of this nature before 13th April remain valid and available for benefit for the usual period in accordance with the ordinary rules.

It is hoped that the Order, which does not apply to contributions in respect of Health and Pensions insurance, will remove one of the difficulties sometimes felt by employers in introducing schemes of part-time work and by women who are available to take part-time jobs. Employers are urged to make the maximum use of this reserve of woman power, both on direct war production and in substitution for women who can undertake full-time employment elsewhere. The Local Office of the Ministry of Labour will give employers every possible assistance in finding part-time workers.

As a further measure to encourage persons available for part-time work to take up such work, part-time workers covered by the above Regulations have also been excluded as from 13th April, 1942, from the operation of the Essential Work (General Provisions) Order,† and their exclusion from other Essential Work Orders is under discussion. This is intended to remove the doubts of people who would volunteer for part-time work but for the fear that they would be unable to leave if their circumstances changed. Although they would be able to leave their work, it is confidently expected that such workers will not leave without very good cause.

* Statutory Rules and Orders 1942, No. 693; H.M. Stationery Office, price 1d. net (2d. post free). The text of the Regulations is given on page 98.

† The text of the relevant Order is given on page 102.

MARRIED WOMEN IN INDUSTRY AND COMMERCE.

LEAVE FOR WIVES OF MEN IN THE FORCES AND THE MERCANTILE MARINE.

THE Minister of Labour and National Service wishes to call the attention of all employers, whether or not directly engaged in war production, to the increasing necessity for employing married women in factories, shops and offices. Regard being had to that necessity, it is essential that all practicable encouragement shall be given to married women to take up employment. The care of their children must be facilitated; their shopping must be made reasonably convenient; but perhaps the greatest encouragement to them will be the knowledge that apart from a real emergency, they will be assured of leave of absence when their husbands come home on their leave.

Most employers are already giving reasonable leave on these occasions; but the greater influx of married women into employment makes it desirable that a definite basis should be laid down for the guidance both of employers and workers.

The Minister of Labour therefore wishes it to be understood that any married woman whose husband is in the Army or Air Force stationed in this country shall be entitled to leave of absence without pay for any period when her husband is home on leave, up to a maximum of fourteen days in a year. This leave is to be additional to any annual or other holidays to which she may be otherwise entitled. The 48-hour privilege leave, normally occurring at week-ends, are not covered by the foregoing requirements as regards leave for the men's wives.

In the case of soldiers or airmen on leave from overseas and of naval and mercantile marine personnel, whose leave periods are necessarily irregular, the wife is to be entitled to a *minimum* of fourteen days' leave without pay, in addition to any other leave or holidays to which she is entitled by the terms of her employment.

Cases in which the husband is on embarkation leave or other compassionate leave are to be treated specially, and it is anticipated that all employers will deal sympathetically with such cases.

The Government regards the observance by employers of the foregoing arrangements as important in the national interests, since they are conducive to the better ordering of production and to the contentment of the workers. They must, however, always be subject to cancellation by the employer, should any situation of urgent national necessity arise; but it is hoped that employers will refrain from disappointing their workers unless it is absolutely unavoidable.

It is not possible to prescribe special leave for workers who have parents, sweethearts, sons or daughters in the Forces. Any arrangements to cover such workers must be made between the worker and the management and must always have regard to the claims of production.

TRAINING FOR WAR WORK.

NEW ARRANGEMENTS FOR TRAINING IN DRAUGHTSMANSHIP.

CHANGES have recently been made in the basis of training for draughtsmanship provided at Government Training Centres. Applicants for such training are now to be offered an initial course of sixteen weeks qualifying them for employment as Detail Draughtsmen, and they may be placed at the end of this course if suitable vacancies are available. An extended course lasting for a maximum period of 39 weeks and covering a more comprehensive syllabus will be available for specially suitable trainees, if there is a demand for draughtsmen trained to this standard.

Women as well as men are now eligible for training in draughtsmanship. In view of the present man-power situation, it is anticipated that there will be an increasing demand for women in drawing offices. They will, it is thought, normally be required as Detailers, and the sixteen weeks' course should provide all the training required. If, however, there are reasonable prospects that they will be placed in vacancies requiring the additional training, they may be trained on the longer course.

Under the new arrangements the two incremental trade tests will take place at or about the eighth and twelfth weeks of training, instead of, as hitherto (see the issue of this GAZETTE for January, 1942, page 8), eight and twelve weeks after the trainees enter the drawing office; in this respect, therefore, they are now brought into line with other trainees. Those trainees who do not show the required rate of progress will be placed as tracers or in other suitable occupations before the first test.

CONTROL AND ORGANISATION OF DOCK LABOUR.

Dock Labour Schemes under the Essential Work (Dock Labour) Order* have recently come into operation at London, Southampton, Hull and Goole, Barrow-in-Furness, Sharpness, Grimsby and Immingham, Middlesbrough and Hartlepool, and the Tyne and Wear ports. Under these Schemes the terms of employment are those laid down in the agreement of the National Joint Council for Dock Labour of 16th July, 1941, which were summarised on page 32 of the issue of this GAZETTE for February, 1942.

* See the issues of this GAZETTE for August, 1941, page 155, October, 1941, page 208, and February, 1942, page 32.

JOINT PRODUCTION CONSULTATIVE AND ADVISORY COMMITTEES.

ENGINEERING ESTABLISHMENTS.

AN agreement dated 18th March between the Engineering and Allied Employers' National Federation, the Amalgamated Engineering Union, the National Union of Foundry Workers and the Confederation of Shipbuilding and Engineering Unions provides for the setting-up of Joint Production Consultative and Advisory Committees in federated establishments. The purpose of these Committees is to provide means for a regular exchange of views between the management and the workers on matters relating to the improvement of production, to increase efficiency for this purpose, and to make recommendations thereon. The terms of the agreement correspond in the main with those of the agreement dated 26th February, 1942, covering Royal Ordnance Factories, details of which were given on page 61 of the last issue of this GAZETTE. The principal difference between the two agreements occurs in the Clauses relating to the election of members of the Committees. The following Clauses V and VI in the engineering agreement replace Clauses V, VI and VII in the agreement relating to Ordnance Factories:—

V.—MANAGEMENT REPRESENTATIVES.—

5. The management shall nominate their representatives who shall not exceed the number appointed by the workers.

VI.—WORKERS' REPRESENTATIVES.—

6. *Number.*—Representatives of the workers shall be elected by ballot conducted jointly by the management and the Union representatives in the shops, and shall cover, as far as possible, the various shops, departments, or sections of the factory.

The Committees shall be as small as possible subject to effective representation and shall not in any case exceed 10 on either side.

7. *Eligibility.*—(a) *For membership of the Committee:* All adult organised workers with not less than two years' continuous service at the factory concerned shall be eligible for election. In the case of the establishments which have been in operation for less than two years, the service qualification may be reduced accordingly.

(b) *To vote in the elections:* Workpeople's representatives on these Committees shall be elected by ballot as outlined in Clause 6 and voting is open to all adult workers.

8. *Filling Vacancies.*—In the event of a worker-representative on the Committee ceasing to be employed in the establishment or being transferred to another Shop or Department or retiring, a successor shall be elected by ballot as provided for in paragraph 6.

The engineering agreement also contains the following additional provisions in Clause 2:—

Where machinery exists satisfactory to the Federation and the Trade Unions, and where it is agreed that such machinery should be used, no further step need be taken.

The provision of a Production Advisory Committee shall not be considered as necessary, except by mutual desire, in establishments employing less than 150 workpeople.

There are no clauses with regard to meetings of the management and workers' sides of the Committees, respectively, corresponding to paragraphs 16 and 17 of the agreement for Ordnance Factories, and there are also minor differences in certain other clauses.

HOURS OF EMPLOYMENT OF WOMEN AND YOUNG PERSONS.

GENERAL EMERGENCY ORDER FOR COTTON SPINNING OR DOUBLING.

By a General Emergency Order* made by the Minister of Labour and National Service on 5th February, 1942, under Regulation 59 of the Defence (General) Regulations, provision was made whereby factories in which the spinning or doubling of cotton yarn is carried on were exempted, as respects women and young persons employed in accordance with specified conditions, from the provisions of the Factories Act, 1937, as to hours of employment and holidays. The right of occupiers of factories to avail themselves of the Order was, however, limited to cases in which written permission to do so was granted by the Inspector of Factories for the District, and such permission could be granted subject to limitations.

The operative period of the Order was originally limited to 28th March, 1942, but by a further Order made on 27th March, 1942, the period was extended until 30th May, 1942.

POTTERY INDUSTRY.

In reply to a question in the House of Commons on 16th April, the Minister of Labour and National Service announced that the General Emergency Order of 23rd December, 1941, relating to the hours of employment of women and young persons in the pottery industry was to be revoked as from 3rd May, since a general order of the kind was no longer necessary or appropriate in view of altered conditions in the industry. The Minister added, however, that some relaxations of the Factory Acts might still prove necessary in special cases.

* The text of the Order is given on page 99.

JOINT INDUSTRIAL COUNCILS.

ESTABLISHMENT OF NEW COUNCILS.

A NEW Joint Industrial Council has recently been established for the Wholesale Grocery and Provision Trade in England and Wales. This Council is representative, on the employers' side, of the Liverpool Provision Trade Association Ltd., the Bristol and West of England Wholesale Provision Trade Association, the Co-operative Wholesale Society Ltd., the Wholesale Produce Merchants' Association, the Manchester Provision Exchange Ltd., the Employers' Council of the London Wholesale Provision Trade, and the National Federation of Produce Merchants Ltd., and, on the employees' side, of the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks, the National Union of Distributive and Allied Workers, the National Union of General and Municipal Workers, the Transport and General Workers' Union. The object of the Council is to secure the largest possible measure of joint action between employers and employees in the trade, including the consideration of remuneration and working conditions and the settlement of differences.

Three new Councils have been set up under the *aegis* of the Chemical Trade Joint Industrial Council, representing the Fertilizer Industry, the Glue and Gelatine Industry and the Chemical and Plastic making side of the Plastics Industry. The employers' side consists, in each case, of representatives from the Association of Chemical Employers, and the employees' side is representative of the National Union of General and Municipal Workers and the Transport and General Workers' Union, with the addition, in the case of the Glue and Gelatine Council, of the Amalgamated Society of Leather Workers. The Councils for the Fertilizer and Glue and Gelatine Industries have entered into agreements with regard to minimum rates of wages and general conditions of employment, while that for the Plastics Industry has agreed to adopt the wage rates and working conditions of the Chemical Trade Council.

A Ministry of Supply Industrial Council has been established to provide for regular joint discussions between representatives of the Ministry and representatives of the Trade Unions.

CONDITIONS OF EMPLOYMENT IN THE HAIRDRESSING TRADE.

THE National Joint Industrial Council for the Hairdressing Trade* has agreed upon rates of remuneration and conditions of employment for workpeople in Great Britain. These rates of wages and conditions, which are to come into operation on the first pay day in May, 1942, and which are summarised below, are stated to be minima and are not to prevent the payment of higher rates or the operation of better conditions, or to prejudice any worker who is already in receipt of higher wages or is working under more favourable conditions.

WAGES.

The agreement provides for the following scales of minimum weekly rates of wages, exclusive of commission:—

Assistants, in gentlemen's saloons only.—Males, 16s. at 15 years, increasing to 65s. at 24 years, with weekly supplements of 5s. for charge hands, first hands, or foremen, and 15s. for managers; females, 16s. at 15 years, increasing to 55s. at 24 years.

Assistants, in ladies' saloons or in both ladies' and gentlemen's saloons.—Males, 16s. at 15 years, increasing to 75s. at 24 years, with weekly supplements of 10s. for charge hands, first hands, specialists or foremen, and 20s. for managers; females, 16s. at 15 years, increasing to 65s. at 24 years, with weekly supplements of 5s. for charge hands, first hands or specialists, and 15s. for managers.

Receptionists and counter hands.—Males, 21s. 6d. at 16 years, increasing to 65s. at 25 years; females, 19s. 6d. at 16 years, increasing to 43s. at 24 years.

Both male and female casual workers are to be paid 15s. a day from Monday to Thursday, 2s. 6d. an hour (with a minimum of four hours) on Friday, and 20s. for the day on Saturday or, in saloons which close for the half-day on Saturday, 2s. 6d. an hour.

The minimum weekly rates of wages of male and female assistants in hairdressing saloons set out above are to be supplemented by a commission of 10 per cent. on all service takings over £4 a week.

CONDITIONS OF EMPLOYMENT.

The wage rates laid down in the agreement are applicable to a normal working week of not more than 48 hours, exclusive of meal intervals of one hour for lunch and half-an-hour for tea, daily. In weeks in which one or two public or statutory holidays occur, the maximum duration of the working week is reduced to 42 or 38 hours, respectively.

All time worked in excess of the maximum weekly working hours is to be paid for at the rate of time-and-a-quarter for the first six hours and time-and-a-half for all other overtime during the week. Twenty minutes are allowed after closing time each day for clearing the shop of customers, without extra remuneration; but if more than twenty minutes are so occupied, overtime rate is to be paid from the normal closing time of the shop.

In the case of workpeople with at least six months' service, wages are to be paid for all days of absence from work through duly certified illness, up to a minimum of twelve working days in any one year.

* See the issue of this GAZETTE for February, 1941, page 32.

Every worker who begins work before 1st April is to be entitled, after six months' service, to a paid holiday of three days in the first year, six days in the following year, and nine days in every subsequent year. These holidays are additional to all public and statutory holidays.

The agreement provides for the settlement by the National Joint Industrial Council, through the Appeals Committee, or, if the Committee fails to agree, by the Independent Chairman, of claims for special relief made by employers who consider that, owing to economic, financial or trading difficulties, they are unable to operate the agreement, in whole or in part.

The number of workers under 18 years of age is not to exceed the proportion of one for each three or part of three of the staff, including the working owner, who are over 21 years of age.

EMPLOYMENT OF FOREIGN NATIONALS.

THE Ministry of Labour and National Service have recently issued a leaflet (P.L.97/1942) reviewing Government policy and the action taken with regard to the employment of foreign nationals in this country.

The leaflet reproduces a statement made in the House of Commons on 27th November, 1941, by the Parliamentary Secretary to the Ministry of Labour and National Service to the effect that it is the policy of the Government to make the most effective use of genuinely friendly foreign nationals in this country, subject to suitable safeguards, and that, as the result of the arrangements made and the facilities provided for this purpose, many thousands of foreign men and women are contributing to the country's war effort.

Reviewing the results of the arrangements made for the registration of foreign nationals under the International Labour Force Registration Orders, 1941 (see the issues of this GAZETTE for June and August, 1941), the leaflet states that 85.7 per cent. of the persons so registered were found to be in employment. The industrial distribution of those in employment showed that the largest number were in the clothing, textile, engineering, shipbuilding and aircraft industries, in building and reconstruction, agriculture and fishery, clerical and professional occupations and in the hotel industry and the distributive trades.

Since the review of the registration took place the number of foreign nationals unemployed has shown a steady decrease, but among those still unemployed there are many possessing qualifications which should prove of the greatest value in wartime industry. Accordingly, employers who are unable to secure British subjects for technical, clerical and certain professional positions are invited to notify their nearest Employment Exchange or the International Labour Branch of the Ministry of Labour and National Service, Hanway House, Red Lion Square, W.C.1, that they are prepared to consider suitable foreigners if available.

WOMEN SUPERVISORS: COURSES OF LECTURES.

THE Ministry of Labour and National Service, in conjunction with the Board of Education and the Scottish Education Department, is organising courses of lectures at Technical Colleges throughout the country on the work of Women Supervisors. The establishment of a course in any particular locality will be dependent upon there being sufficient local demand.

The lectures will cover the following subjects: General Principles of Workshop Supervision; Factory Organisation; Method of Timekeeping and Payment; Elementary Workshop Practice; Factory Legislation (including special wartime measures).

The courses will normally be of thirty hours duration and classes will be held *outside working hours* at meetings usually lasting two hours. No allowances or expenses will be paid by the Ministry to students but they will not be charged any fees for the course.

It is appreciated that both personality and industrial experience are required to make a Woman Supervisor and that it is impossible to produce one simply by a course of lectures. The intention of the courses is to give the wider background which will be useful to women already possessing these qualifications. On this account only existing Women Supervisors and other women who have had not less than six months experience in industry (including any period of training) will be accepted, and only these should apply for admission to the courses. Employers are invited to put forward women of a similar type whom they consider will benefit from taking the course.

Names and addresses of women applying for the course should be sent to the local Employment Exchange, with a reference to the scheme and with full details of experience and present employment. Women who have applied will be notified when the number of applications justifies the establishment of a course at a Technical College in their locality.

An examination will be held at the conclusion of each course. A written statement will be given by the Technical College to those who qualify to the effect that they have attended the course and passed the examination successfully.

EXPENDITURE ON PUBLIC SOCIAL SERVICES.

In reply to a question in the House of Commons on 24th March, 1942, the Financial Secretary to the Treasury furnished a statement, which is printed in the *Official Report*,* showing the total expenditure (other than expenditure out of loans for capital purposes or out of capital receipts) on specified public social services during the financial year commencing 1st April, 1939 (or the latest available year), and estimates, where available, of the expenditure for the financial year 1940. This statement, except in so far as it contains figures relating to the numbers of persons directly benefiting from the expenditure in respect of the several services, is reproduced in the Table below:—

Service.	England & Wales. Financial Year commencing 1st April.		Scotland. Financial Year commencing 1st April.	
	1939 (or latest available year). (1)	1940 (estimated) (2)	1939 (or latest available year). (3)	1940 (estimated) (4)
Unemployment Insurance and Un-employment Assistance Acts:	£000	£000	£000	£000
(i) Unemployment Benefit, etc., General Scheme	39,765	22,503	5,079	3,113
(ii) Unemployment Benefit, etc., Agricultural Scheme	911	558	148	70
(iii) Unemployment Allowances	25,559	13,241	5,679	2,906
(iv) Prevention and Relief of Distress	860	1,375	120	88
National Health Insurance Acts	35,932†	33,780†	4,135†	4,000†
Widows', Orphans' and Old Age Contributory Pensions Acts	43,827	50,128	5,152	5,876
Old Age Pensions Acts	43,785	44,590	5,078	5,141
Old Age and Widows' Pensions Act, 1940 (Supplementary Pensions)	—	14,022	—	1,544
War Pensions Acts and the Ministry of Pensions Act (i.e., War of 1914-18)	32,803	22,328	3,575	3,504
Pensions (Navy, Army, Air Force and Mercantile Marine) Act, 1939; Personal Injuries (Emergency Provisions) Act, 1939; Military Training Act, 1939; Reserve and Auxiliary Forces Act, 1939	514	5,114	69	554
Education Acts	105,833	107,880	15,255	15,391
Physical Training and Recreation Act	294	126	35	7
Acts relating to Approved Schools	993	1,068	162	176
Public Health Acts so far as they relate to:				
(i) Hospitals and Treatment of Disease	19,644		1,709	1,672
(ii) Maternity and Child Welfare Work	4,280		482	448
Midwives Acts	1,471		58	84
Housing Acts	42,850	Not available	8,285	8,550
Acts relating to the Relief of the Poor	43,345		5,845	5,077
Lunacy and Mental Treatment Acts	3,450			
Mental Deficiency Acts	3,760		1,604	1,694
Totals	449,876	—	62,470	59,895

A statement giving particulars of comparable expenditure in the years 1938 and 1939 was contained in the *Official Report* for 5th February, 1941. On the basis of this statement a Table, similar to that above, was given in the issue of this GAZETTE for March, 1941 (page 55), and similar Tables in respect of earlier years have also been published from year to year.

For information as to the basis on which the returns are compiled, reference should be made to the Return for 1937 and certain earlier years (Cmd. 5906),† but it is pointed out that the explanatory notes given in that return are no longer accurate in all respects.

FOOD CONTROL.

MAXIMUM RETAIL PRICES OF FOOD.

THE Minister of Food has recently made Orders relating to the prices of flour, eggs, and a number of other articles of food.

The Flour and Flour Mixtures (Current Prices) Order, 1942, revoking the Flour (Maximum Retail Prices) Order, 1941, prohibits, from 10th March, the sale of any flour or flour mixture (except food substitutes made under licence) at a price in excess of that charged on 31st January, 1942.

The Eggs (Control and Prices) (No. 3) Order, 1941, has been amended by an Order under which the maximum retail prices of eggs in Great Britain (except in certain scheduled areas) were reduced, from 30th March, by ½d. each, to a maximum price of 2d. each for eggs in Categories I and III, 1½d. each for eggs in Categories II and IV, and 1d. each for eggs in Category V. The majority of eggs will thus be subject to the maximum price of 2d. Category I consists of eggs marked with the Ministry of Food's approved mark A or B (i.e., of large home-produced eggs of first quality, as defined by Statutory Order) together with large eggs imported from Eire; category II consists of eggs marked C or S (i.e., of small home-produced eggs of first quality

and home-produced eggs of second quality) together with small eggs imported from Eire; category III covers sales of fresh eggs direct to consumers by persons owning 50 head of poultry or less, and sales of home-produced preserved eggs; category IV consists of imported eggs other than those from Eire; category V consists of "cooking eggs." Prices of eggs in Northern Ireland are subject to a separate Order, which also prescribes maximum retail prices of 2d. and 1½d. for eggs in categories I and II respectively.

Other recent Orders apply to the prices of home-grown cucumbers, from 17th March; green onions, from 17th March in Great Britain and 6th April in Northern Ireland; honey, from 29th March; sardines and certain other canned fish, from 30th March; imported jam, from 30th March; dripping, from 30th March; nuts and nut kernels, from 1st April.

FOOD RATIONING.

Points rationing was extended, from 6th April, to include condensed milk and cereal breakfast foods, the number of points per person being raised from 20 to 24 per four weeks.

SUPPLY OF LABOUR.

REPORT BY THE SELECT COMMITTEE ON NATIONAL EXPENDITURE.

THE Select Committee on National Expenditure have recently published simultaneously two Reports,* which are intended to be read the one with the other, dealing with (i) the organisation of production and (ii) the supply of labour. The principal features of the latter Report are reviewed below, and particulars are also given of those aspects of the Report on the organisation of production which are immediately concerned with labour.

As regards the supply of labour, the Committee state that their Report is based on evidence given by the Ministers of Labour, Supply, Aircraft Production and Works and Buildings; the Board of Trade; regional officers of the Admiralty and the Ministers of Supply, Aircraft Production and Labour in the Welsh, Scottish and Midland Regions; and a number of representative employers, trade unions and workers. Sir William Beveridge, K.C.B., was also heard on man-power. As a result of their investigations the Committee express the general opinion that the nation's man-power resources are still far from fully deployed. As the basis of man-power policy, the Committee consider it essential to determine what distribution of labour between industry and the armed forces will secure the maximum strength for defeating the enemy, and accordingly they recommend the establishment of a permanent committee, which should be independent of Departments and report directly to the War Cabinet, with responsibility for constantly reviewing the distribution of man-power between industry and the Fighting Services and also between the broad categories of industries.

As regards the recruitment of labour into the munition industries, the Committee emphasise the vital need for the efficient utilisation of labour and for ensuring that the expansion of output is not met by further recruitment of labour when more careful employment of the workers already engaged would achieve the same end. Stricter action should be taken for dealing with absenteeism, and, where necessary, employers should be compelled to employ available women workers in suitable occupations. The increased employment of women should also be promoted by the institution of arrangements for making known to interested officials and firms new methods of breaking down engineering work into simpler processes (de-skilling), the grant to small firms of assistance towards the costs of necessary factory amenities for women, the improvement and extension of welfare arrangements, the encouragement of employers to institute schemes of part-time employment, the extension of home-work arrangements, and the acceleration of the arrangements at Employment Exchanges for interviewing women registered under the Registration for Employment Order.

About six-sevenths of the total of new workers recruited to expand the labour force, the Committee assert, require some sort of training, and a number of recommendations are made by the Committee with a view to improving and extending the existing arrangements for training. In particular, they recommend that powers should be used to require employers to train whatever quota of workers may be deemed necessary in the light of a survey of the available training capacity of undertakings.

Various recommendations are also made concerning the concentration of industry and the re-absorption of labour thus made available, and also concerning adjustments of the existing Departmental administrative machinery so as to promote the allocation of labour in accordance with production requirements.

In their Report on the organisation of production the Committee emphasise that 'the main need appears to be a better use of the available forces, rather than a mere increase in their volume.' There is, they state, a general symptom of so-called 'idle-time'; concerning this, however, they record their provisional impression that the actual measure of under-employment tends to be exaggerated.

Among matters affecting the spirit of the workers employed in

industry, the Committee refer to arrangements for taking workers into the confidence of their employers, and they recommend that the formation of Joint Production Consultative and Advisory Committees should be encouraged.

THE USE OF SKILLED ENGINEERS IN THE SERVICES.

COMMITTEE'S FURTHER INVESTIGATIONS.

THE Committee on Skilled Men in the Services* are continuing to review cases brought to their notice in which there is reason for believing that skilled men in the Forces are not being used to the best advantage, and the Committee accordingly announce that they are prepared to receive from any employers who have not already furnished such information, particulars of skilled men now in the Forces, who were previously employed by them in any of the following occupations: blacksmith, boilermaker, coppersmith, electrician, fitter, metal machinist/setter-operator, millwright, moulder, patternmaker, plater, scientific instrument maker, sheet metal worker, shipwright, toolmaker, toolsetter, turner, draughtsman (shipbuilding and engineering). Particulars of men of other occupations, whether skilled or not, are not required; nor should semi-skilled assistants to skilled men in the above occupations be included.

It is not the intention of the Committee to obtain the release of men from the Services, but to ensure that tradesmen who are necessary for the maintenance and repair of fighting equipment in action are adequately used in their trade capacity. Every skilled engineer who can be found in the Services not adequately employed at his trade and available for transfer will save unnecessary withdrawal from industry of other skilled men.

The information asked for should be sent to the Secretary, Committee on Skilled Men in the Services, Queen Anne's Chambers, Westminster, London, S.W.1, and should include the man's Service number, his rank, full name, the Service and unit or corps in which he is serving, and his normal civilian occupation. If the service trade in which the man is mustered is known, this should also be stated, together with any information available as to the extent to which he is employed in that trade. Men serving in the Merchant Navy should not be included.

WAR-TIME PRICE CONTROL IN CANADA.

A SYSTEM of maximum prices for goods and services was introduced in Canada by the Maximum Prices Regulations issued by Order in Council on 1st November, 1941. This system and the revised system of control over wages and salaries instituted by the War-time Wages and Cost of Living Bonus Order, dated 24th October, 1941 (an account of which was given in the issue of this GAZETTE for March, 1942), are together designed to check inflation and to provide a comprehensive and interlocking war-time control of wages and prices.

The Maximum Prices Regulations make it an offence on or after 17th November, 1941, for anyone to sell or supply any goods or services at a price in excess of the highest price lawfully charged for goods or services of the same kind or quantity during the basic period of four weeks from 15th September to 11th October, 1941, inclusive. Excess payments are unenforceable and may be recovered, and goods bought or sold in violation of the Regulations are liable to seizure by the Crown. Lower prices are not forbidden.

The Regulations do not apply to sales to the Canadian Department of Munitions and Supply, the sale of goods for export, nor to the sale by any person of his personal or household effects. Bills of exchange, securities, title deeds and other similar instruments and auction sales are outside the scope of the control. Prices hitherto fixed by the Wartime Prices and Trade Board (see below), or by any other Federal, Provincial or other authority with the written concurrence of the Board, are also unaffected by the Regulations.

The services covered by the Regulations are specified in detail and include the supplying of electricity, gas, steam, heat and water, the transportation of goods and persons, laundering, cleaning, tailoring and dressmaking, repairing of all kinds, and the supplying of meals, refreshments and beverages. Additional services may be added at the Board's discretion. By an Order in Council issued on 21st November, 1941, the rents of real property, including furnished and unfurnished dwelling accommodation, were also brought within the scope of the Regulations.

The authority responsible for the administration of the Regulations is the War-time Prices and Trade Board, whose powers have been specially extended for this purpose. The Board, which was originally set up in September, 1939, to exercise control over prices within the limits set by prevailing Government policy, is now given full powers to vary prices, prescribe terms and conditions of sale, and to exempt any person, goods or services wholly or partly from the Regulations. The Board may also recommend the removal or reduction of duties or taxes, or the payment of subsidies.

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

MEASURES AFFECTING LABOUR IN THE UNITED STATES.

NATIONALISATION OF THE EMPLOYMENT SERVICE.

FOR the purpose of converting the existing Federal-State Employment Service in the United States of America "into a truly national service" which would assure the fullest possible utilisation of all the man-power and woman-power of the country to increase the production of war materials, the President on 19th December, 1941, requested the Governors of the various States and territories to transfer to the United States Employment Service all the personnel, records and facilities required to establish one national service for the entire country. By the end of the month this transfer had been effected, and for the first time one agency now has complete responsibility for the labour recruitment functions of the Government, outside of the Civil Service. The union of the separate State employment agencies into one national service will assure, the President stated, that there will be "complete responsiveness to the demands of national defence and speedy, uniform, effective action to meet rapidly changing needs."

SURVEY OF MAN-POWER.

THE United States Social Security Board recently announced that early in March the United States Employment Service would begin an occupational survey of the nation's man-power, covering all male civilians between the ages of 18 years and 64 years. Eventually, it will provide occupational data in respect of some 40 million men. The survey is to be based on the answers to a questionnaire regarding the primary and secondary occupational qualifications of each person for any one of 20,000 jobs. The questionnaire will also ask for details of experience and qualifications in respect of 225 specially listed jobs, many of which are vital to war production. The completed questionnaires are to be examined by the appropriate local employment office; and persons who are already qualified or can be quickly trained for work in essential war industries are to be interviewed. Those willing to be trained and transferred to such work are to be given an opportunity to do so.

The survey is intended primarily to provide detailed data of the supply of labour which is or can be made available for meeting the estimated eventual need of the war industries for ten million additional workers. When the survey is completed, it is stated, the United States Employment Service will have the most comprehensive occupational classification of its workers ever possessed by the country.

ESTABLISHMENT OF NATIONAL WAR LABOUR BOARD.

By an Executive Order of the President of the United States of America, a National War Labour Board was established on 12th January, 1942, within the Office of Emergency Management. The decision to set up the Board was taken at a representative conference of labour and industry convened by the President on 17th December, 1941, at which it was agreed that, for the duration of the war, there should be no strikes or lock-outs, that all labour disputes should be settled by peaceful means and that a National War Labour Board should be established for the peaceful adjustment of such disputes.

The Order establishing the Board prescribes that, for the purpose of the adjustment and settlement of labour disputes that might interrupt work which contributes to the effective prosecution of the war, the parties must first resort to direct negotiations or to the procedures for the settlement of disputes prescribed by collective agreements. If the dispute is not settled by this means, the conciliation authorities of the Department of Labour are to be notified, unless they have already intervened in the dispute. If the dispute is not promptly settled by conciliation, the Secretary of Labour is to certify the dispute to the National War Labour Board, or the Board, at its discretion after consultation with the Secretary, may take jurisdiction of the dispute on its own motion. After the Board has taken jurisdiction, it is to determine the dispute finally, and for this purpose it may use mediation, voluntary arbitration or arbitration under rules established by the Board. It is expressly stipulated, however, that the Order is not to apply to labour disputes for which procedures for adjustment or settlement are otherwise provided, until those procedures have been exhausted.

The Board is to be composed of twelve commissioners, representative in equal numbers of the public, the workers, and the employers. Six members, including not less than two members from each of the three groups represented on the Board, are to form a quorum.

Mr. William H. Davis, head of the former National Defence Mediation Board and a representative of the public, has been appointed as Chairman of the Board.

NOTICE.

The fact that goods made of raw materials in short supply owing to war conditions are advertised in this GAZETTE should not be taken as an indication that they are necessarily available for export.

* *Parliamentary Debates, House of Commons: Official Report*, Vol. 378, No. 48, 24th March 1942; H.M. Stationery Office, price 6d. net (8d. post free).

† The figures relate to the calendar years 1940 and 1941.

‡ This Command Paper was reviewed in the issue of this GAZETTE for February, 1939, page 45.

* Seventh and Eighth Reports from the Select Committee on National Expenditure. Session 1941-1942. H.C.75 and 76. H.M. Stationery Office, price 6d. and 3d. net (8d. and 4d. post free), respectively.

EMPLOYMENT IN MARCH.

THE number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 16th March, 1942 (exclusive of men numbering 25,973 who had been classified by interviewing panels as unsuitable for ordinary industrial employment), was 67,437, showing a decrease of 5,983* as compared with the corresponding total for 16th February. Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 4,167, a decrease of 6,497 as compared with 16th February. At the latter date, however, employment had been affected by severe weather conditions, which had temporarily restricted outdoor work. Those registered as unemployed casual workers numbered 5,627, a decrease of 3,036 since 16th February.

The corresponding figures for women and girls at 16th March were 54,209 wholly unemployed (exclusive of those numbering 1,709 who had been classified by interviewing panels as unsuitable for normal full-time employment), 4,069 temporarily stopped, and 253 unemployed casual workers. Of the 54,209 wholly unemployed 1,607 had been classified as unable for good cause to transfer to another area. As compared with 16th February, the numbers wholly unemployed showed a decrease of 5,973,* those temporarily stopped a decrease of 2,534, and unemployed casual workers a decrease of 59.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for 16th March was 94,368,† as compared with 115,640 at 16th February, and 316,975 at 17th March, 1941.

The figures for 16th March, 1942, are analysed below:—

	Wholly Unemployed.*			Temporarily Stopped.			Unemployed Casual Workers.		
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.
Great Britain.	58,353	9,084	44,154	4,110	57	3,926	5,621	6	253
Men	58,353	9,084	44,154	4,110	57	3,926	5,621	6	253
Boys	9,084	57	3,926	57	—	—	—	—	—
Women	44,154	3,926	40,228	3,926	—	—	3,926	—	—
Girls	10,055	143	9,912	143	—	—	143	—	—
Total	121,646	8,236	113,410	5,880	—	—	5,880	—	—
Decrease (—) as compared with:									
16th February, 1942	—11,956	—9,031	—2,925	—3,095	—	—	—3,095	—	—
17th March, 1941	—204,243	—67,455	—136,788	—12,039	—	—	—12,039	—	—
Great Britain and Northern Ireland.	66,823	4,779	62,044	6,731	6	287	7,024	6	287
Men	66,823	4,779	62,044	6,731	6	287	7,024	6	287
Boys	4,779	6	4,773	6	—	—	6	—	—
Women	53,990	6,513	47,477	6,513	—	—	6,513	—	—
Girls	11,216	272	10,944	272	—	—	272	—	—
Total	141,887	11,651	130,236	7,024	—	—	7,024	—	—
Decrease (—) as compared with:									
16 February, 1942	—13,910	—9,189	—4,721	—2,937	—	—	—2,937	—	—
17 March, 1941	—224,232	—69,168	—155,064	—12,303	—	—	—12,303	—	—

The numbers of unemployed persons on the registers at 16th March in each administrative region are shown below:—

Region.	Wholly Unemployed.*					Total.
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.	
London and South-Eastern	16,686	1,942	14,744	1,793	29,552	
Eastern	2,715	350	2,365	467	9,542	
Southern	1,628	385	1,243	409	3,670	
South-Western	2,273	321	1,952	313	4,560	
Midlands	1,107	264	843	245	2,520	
North-Midlands	1,532	201	1,331	380	5,843	
North-Eastern	4,310	288	4,022	516	7,277	
North-Western	5,980	1,140	4,840	815	12,089	
Northern	4,372	1,213	3,159	2,241	11,280	
Scotland	10,571	1,807	8,764	1,566	22,733	
Wales	7,179	1,173	6,006	1,310	12,271	
Great Britain	58,353	9,084	44,154	10,055	121,646	
Northern Ireland	8,470	774	9,336	1,161	20,241	
Great Britain and Northern Ireland	66,823	9,858	53,990	11,216	141,887	
Temporarily Stopped.						
London and South-Eastern	185	—	594	7	786	
Eastern	92	5	252	15	364	
Southern	18	—	78	—	96	
South-Western	42	—	114	—	156	
Midlands	270	1	116	—	387	
North-Midlands	191	3	329	12	535	
North-Eastern	990	6	747	22	1,765	
North-Western	876	6	389	8	1,279	
Northern	558	19	359	27	963	
Scotland	550	14	876	43	1,483	
Wales	338	3	72	9	422	
Great Britain	4,110	57	3,926	143	8,236	
Northern Ireland	669	30	2,587	129	3,415	
Great Britain and Northern Ireland	4,779	87	6,513	272	11,651	

* The numbers wholly unemployed at 16th March, 1942, and the decreases since February, 1942, and March, 1941, exclude men classified as unsuitable for ordinary industrial employment and women unsuitable for normal full-time employment. The numbers so excluded from the wholly unemployed at 16th March, 1942, were 25,973 men and 1,709 women. In previous issues of this GAZETTE persons in these categories have been included in the numbers wholly unemployed.

† For further details see the Table at the top of the second column on page 89.

Region.	Unemployed Casual Workers.				Total.
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	
London and South-Eastern	933	—	124	—	1,057
Eastern	196	—	5	—	201
Southern	91	—	—	—	91
South-Western	427	—	2	—	429
Midlands	3	—	20	—	23
North-Midlands	441	—	26	—	467
North-Eastern	1,213	—	—	—	1,213
North-Western	216	3	1	—	220
Northern	1,222	3	11	—	1,236
Scotland	429	—	64	—	493
Wales	450	—	—	—	450
Great Britain	5,621	6	253	—	5,880
Northern Ireland	1,110	—	34	—	1,144
Great Britain and Northern Ireland	6,731	6	287	—	7,024

The increases (+) or decreases (—) between 16th February and 16th March in the numbers on the registers in the various administrative regions were as shown below:—

Region.	Wholly Unemployed.*		Temporarily Stopped.		Unemployed Casual Workers.		Total.
	Males.	Females.	Males.	Females.	Males.	Females.	
London and South-Eastern	—1,108	—1,095	—727	—350	—2,999	+19	—
Eastern	—1,097	—1,262	—1,710	—336	—3,133	+5	—
Southern	—384	—245	—57	—18	—1	+1	—
South-Western	—152	—136	—46	—58	—1	+1	—
Midlands	—171	—129	—234	—102	—4	+9	—
North-Midlands	—529	—717	—795	—426	+188	—26	—
North-Eastern	—153	—107	—794	—525	+458	—59	—
North-Western	—983	—493	—600	—309	+32	—1	—
Northern	—540	—624	—665	—124	+32	+8	—
Scotland	—1,139	—902	—876	—256	—326	+4	—
Wales	+273	—263	+7	—30	—102	—	—
Northern Ireland	—968	—986	+10	—168	+160	—2	—

UNEMPLOYMENT DURING THE PAST 12 MONTHS.

The following Table shows the numbers on the registers at one date in each month since March, 1941:—

Date.	Great Britain					G. Britain & N. Ireland.
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.	
1941.						
17 March	159,638	13,022	165,319	26,329	364,308	404,538
21 April	139,895	17,344	133,056	28,477	318,772	359,122
12 May	127,733	14,251	122,002	26,326	290,312	334,887
16 June	110,428	11,134	102,181	19,913	243,656	278,238
14 July	102,010	11,652	88,852	17,063	219,577	252,002
11 August	98,737	17,390	82,208	21,436	219,771	247,294
15 September	87,638	12,410	78,854	17,692	196,594	220,597
13 October	85,598	11,436	72,789	16,027	185,850	210,645
17 November	86,173	9,162	64,093	12,556	171,984	194,810
8 December	84,235	8,108	62,058	10,823	165,224	189,020
1942.						
12 January	87,943	12,272	56,101	14,546	170,862	195,558
16 February	89,443	10,485	50,728	11,519	162,175	184,370
16 March (a)	84,326	9,084	45,863	10,055	149,328	169,569
16 March (b)	58,353	—	44,154	—	121,646	141,887
Temporarily Stopped.						
17 March	40,856	820	31,786	2,229	75,691	80,819
21 April	40,992	803	31,809	1,769	75,373	80,711
12 May	27,261	523	36,016	1,944	65,744	70,643
16 June	17,656	390	28,268	1,419	47,733	51,419
14 July	20,340	522	23,854	1,311	46,027	50,998
11 August	15,131	435	21,235	1,129	37,950	42,447
15 September	7,828	96	15,465	584	23,973	28,106
13 October	6,544	76	13,288	544	20,452	24,098
17 November	5,838	76	9,352	746	16,012	19,371
8 December	4,356	70	7,957	878	13,261	16,505
1942.						
12 January	7,214	74	7,047	401	14,736	18,848
16 February	10,426	238	6,255	348	17,267	20,840
16 March	4,110	57	3,926	143	8,236	11,651
Unemployed Casual Workers.						
17 March	16,938	62	916	3	17,919	19,327
21 April	15,479	36	846	5	16,366	17,655
12 May	12,028	27	873	4	12,932	14,338
16 June	9,786	17	742	5	10,550	11,888
14 July	10,986	19	670	1	11,676	12,898
11 August	11,958	24	585	1	12,568	13,679
15 September	9,495	16	537	6	10,054	11,107
13 October	9,412	8	476	1	9,897	11,031
17 November	10,773	11	319	3	11,106	12,245
8 December	9,506	17	346	—	9,869	10,993
1942.						
12 January	8,946	5	299	—	9,250	10,324
16 February	8,654	9	311	—	8,975	9,961
16 March	5,621	6	253	—	5,880	7,024

* See footnote (*) in previous column.

† The figures on line (a) include, while those on line (b) exclude, men classified by interviewing panels as unsuitable for ordinary industrial employment and women classified as unsuitable for normal full-time employment (see footnote* in previous column). The figures given in the Table for previous dates are inclusive of persons in these categories.

UNEMPLOYMENT AMONG BOYS AND GIRLS.

ON page 88 details are given of the numbers of boys and girls under 18 years of age on the registers of Employment Exchanges and Juvenile Employment Bureaux at 16th March, 1942. The following Table shows the total numbers of juveniles, (a) aged 14 and 15 years, and (b) aged 16 and 17 years, on the registers at that date:—

Region.	Boys.			Girls.		
	Aged 14 and 15.	Aged 16 and 17.	Total.	Aged 14 and 15.	Aged 16 and 17.	Total.
London and South-Eastern	731	1,211	1,942	907	893	1,800
Eastern	149	206	355	196	286	482
Southern	243	142	385	240	169	409
South-Western	170	151	321	155	158	313
Midlands	106	159	265	105	140	245
North-Midlands	79	125	204	164	228	392
North-Eastern	133	161	2			

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

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 Great Britain and Northern Ireland during March resulted in an aggregate increase estimated at nearly £90,000 in the weekly full-time wages of about 460,000 workpeople, and in a decrease estimated at £8,600 in those of about 150,000 workpeople.†

The principal industries in which wages were increased were electrical cable making, road vehicle repairing, heating, ventilating and domestic engineering, sugar confectionery manufacture and food preserving, seed crushing, compound and provender manufacture, and railway and road passenger transport. Those in which wages were reduced included coal mining in certain districts and boot and shoe manufacture.

In the electrical cable making industry there were increases in weekly wage rates of 3s. for men and from 7½d. to 3s. 3½d. for youths and boys in some districts, and of 4s. 6d. for women and 2s. 3d. for girls in all districts. The hourly rates for men employed in road vehicle public repair workshops were increased by 1½d. In heating, ventilating and domestic engineering, wages were increased by ½d. an hour for men and ¼d. an hour for apprentices. In sugar confectionery manufacture and food preserving, Trade Board minimum rates were raised by amounts ranging from ¼d. to 4d. an hour. There were increases of 3s. a week for men and 2s. a week for women in seed crushing, compound and provender manufacture. The Railway Staff National Tribunal awarded an increase of 4s. 6d. a week to men, and to women taking the place of men, in receipt of the lowest scale of rates in the traffic grades, and granted certain extensions in salary scales for the clerical staff. Tramway, trolley-bus and motor omnibus workers in the London area received increases of 4s. a week for men and of proportional amounts for other workers. Employees of various company-owned motor omnibus undertakings in England and Wales, outside the London area, were granted increases ranging from ¼d. an hour

at 14 years of age to 1d. an hour at 21 years and over. Other industries and services in which wage rates were increased included the woollen and worsted industry in the South of Scotland, furniture manufacture in High Wycombe and district, paper bag making, cotton waste reclamation, and the wholesale provision trade in London.

In the coal mining industry there were decreases in Derbyshire, Cannock Chase, Leicestershire, and the Radstock and Newbury districts of Somerset, due in each case to the operation of sliding-scale agreements under which wage rates fluctuate in correspondence with the ascertained proceeds of the industry. In boot and shoe manufacture, wages were reduced, under a cost-of-living sliding-scale agreement, by 3s. and 2s. a week for men and women, respectively, on time work, and by approximately 3½ per cent. for pieceworkers.

Of the estimated total increase of £90,000 a week, about £24,000 was due to arrangements made by joint standing bodies; £1,000 was due to the operation of sliding scales based on the cost of living; £51,000 was due to arbitration awards; and the remainder was the result of direct negotiations between the employers and workpeople or their representatives. The whole of the estimated decrease of £8,600 was due to the operation of sliding scales based on fluctuations in the proceeds of the coal mining industry or in the cost of living.

The changes reported in the first three months of 1942, in the industries covered by the statistics, are estimated to have resulted in a net increase of over £250,000 a week in the full-time wages of about 2,000,000 workpeople, and in a net decrease of about £3,700 a week in those of nearly 90,000 workpeople. In the corresponding three months of 1941 there was a net increase estimated at about £770,000 in the weekly full-time wages of approximately 5,500,000 workpeople.

Hours of Labour.

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

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING MARCH.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Coal Mining	Derbyshire (except South Derbyshire).	1 Mar.	Workpeople employed in and about coal mines.	Decrease of 0.87 per cent. on basis rates, leaving wages 5.85 per cent. above the basis rates.‡
	South Derbyshire			Decrease of 0.19 per cent. on basis rates, leaving wages 75.31 per cent. above the basis rates.‡
	Leicestershire	1 Mar.	Workpeople employed in and about coal mines, other than engine winders, deputies and firemen, examiners and shotlighters.	Decrease of 0.83 per cent. on basis rates, leaving wages 82.48 per cent. above the basis rates.‡
	Cannock Chase			Decrease of 1.17 per cent. on basis rates, leaving wages 48.06 per cent. above the basis rates for shopmen, mechanics and surface workers not handling coal and 46.06 per cent. above the basis rates for all other workers.‡
Boot and Floor Polish Manufacture.	Radstock district of Somerset.	1 Mar.	Workpeople employed in and about coal mines, other than bailiffs and examiners.	Decrease of 2.08 per cent. on basis rates, leaving wages 40 per cent. above the basis rates.‡
	Newbury district of Somerset.	1 Mar.	Workpeople employed in and about coal mines.	
Road Vehicle Repairing.	Great Britain	12 Mar.	Male workers employed in public repair workshops.	Increase of 1½d. an hour on minimum hourly rates for men, with proportional increases for apprentices, youths and boys. Minimum rates after change for men in the London Area and Provinces, respectively: skilled craftsmen, 1s. 10½d., 1s. 9½d.; semi-skilled, 1s. 8½d., 1s. 7½d.; other workers, 1s. 6½d., 1s. 5½d.
Electrical Cable Making.	Middlesex, Kent, Surrey, Sussex, Hertfordshire, Buckinghamshire, Berkshire and Essex.	1st pay day after 7 Mar.	Women and girls	Increase of 4s. 6d. a week for women, 18 years and over (and Service Bonus made irrespective of length of service), and of 2s. 3d. a week for girls. Rates after change for timeworkers: women, 40s. to 44s., according to occupation, plus 3s. Service Bonus; girls, 19s. 9d. to 24s. 3d., according to age, plus service bonus varying according to length of service.¶
	Great Britain, other than the above counties.	1st pay day after 7 Mar.	Men, youths and boys, women and girls.	Increase of 3s. a week for men, of 7½d. to 3s. 3½d. a week for youths and boys, of 4s. 6d. a week for women, 18 years and over (and Service Bonus made irrespective of length of service), and 2s. 3d. a week for girls. Rates after change, for timeworkers, include: men, 65s. 6d. to 73s. 6d., according to occupation; women, 18 years and over, 40s. to 44s., according to occupation, plus Service Bonus of 3s.; girls, 19s. 9d. to 24s. 3d., according to age, plus service bonus varying according to length of service.¶
Heating, Ventilating and Domestic Engineering.	England and Wales	2 Mar.	Skilled craftsmen	Increase of ¼d. an hour. Rates after change: London—within a 12 mile radius of Charing Cross, 2s. 1½d.; between radii of 12 and 15 miles of Charing Cross, 2s. 1d.; other towns with over 500,000 population, 2s. 0½d.; all other areas, 2s.
	Adult mates and assistants		Increase of ¼d. an hour. Rates after change: London, within 15 miles radius of Charing Cross, 1s. 8d.; all other areas, 1s. 6d.	
	Apprentices	Increase of ¼d. an hour. Rates after change: London, 6½d. at under 16 years, rising to 1s. 1½d. at 20 and under 21 years; Provinces, 5½d. at under 16 years, rising to 1s. 0½d. at 20 and under 21 years.¶		
Scotland	2 Mar.	Heating, ventilating and domestic engineers (pipe fitters).	Increase of ¼d. an hour for men and of ¼d. for apprentices. Rates after change: men, 2s. 0½d.; apprentices, 6½d. in 1st year of apprenticeship, rising to 1s. 0½d. in 5th year.	

* The particulars of numbers affected and amount of change in the 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 of overtime working, etc.
 † Of the 150,000 workpeople whose rates of wages were reduced in March, about 80,000 had received increases of the same amount during February.
 ‡ Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.
 § This change took effect under an Order issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Order of the Minister of Labour, obtainable from H.M. Stationery Office.
 ¶ These increases resulted from an Arbitration Award of the Chairman of the Joint Industrial Council for the Electrical Cable Making Industry.
 ¶ The London and Provincial scales for apprentices who have attended, for not less than two years, an approved Junior Technical School or other approved Day Course of Instruction are advanced by one yearly stage throughout, the hourly wages for age 20 to 21 in such cases being: London, 1s. 3½d., Provinces, 1s. 2½d.
 ** Charge hands receive 1d. an hour extra at Glasgow and Paisley and ¼d. an hour extra at Edinburgh.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Tin Box Manufacture.	Great Britain	11 Mar.	Workpeople employed in the manufacture of tin boxes and other metal containers.	Increase of 1½d. an hour in general minimum time rates for men, of 1d. for women, 18 years and over, and of ¼d. to 1d. for juveniles. (Piecework basis time rates to continue to be 15 per cent. above the appropriate minimum time rates).*
Keg and Drum Manufacture.	Great Britain	11 Mar.	Men, women (18 years and over), youths, boys and girls.	Increase of ¼d. an hour in general minimum time rates and piecework basis time rates for men and women, of ¼d. to ½d. for youths and boys, and of ¼d. to ½d. for girls.†
			Men	Deduction from piecework rates reduced from 10 to 5 per cent. and from day work rates over 1s. 3d. an hour from 7½ to 2½ per cent.; deduction of 5 per cent. from daywork rates of 1s. 3d. or less discontinued. Rates after change, for dayworkers, include: frame setters, 1s. 4d. an hour (45 hours), less 2½ per cent. cupola men, 1s. 3d. (56 hours), general minimum day work rate, 1s. 1½d.; plus flat-rate bonus of 20s. a week in each case.
Metallic Bedstead Manufacture.	Birmingham, Smethwick, Dudley, Bilston, Manchester, Warrington, Sowerby Bridge and Keighley.	6 Mar.	Women	Deduction from piecework rates for black dippers reduced from 17½ to 12½ per cent.; deductions of 5 and 2½ per cent. from other piecework rates and from day work rates, respectively, discontinued. Rate after change for day workers, 18 years and over, 7d. or 8d. an hour, plus flat-rate bonus of 10s. a week.
			Timeworkers and pieceworkers	Cost-of-living percentage addition to weekly base rates increased from 95.5 to 100.5 for timeworkers and pieceworkers (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 106). Decreases of 3d. a week. Minimum rate after change, for men paid at time rates, 68s. 8d.
Woollen and Worsted Industry.	South of Scotland‡	1st full pay period in Mar.	Timeworkers and pieceworkers	Cost-of-living percentage addition to weekly base rates increased from 95.5 to 100.5 for timeworkers and pieceworkers (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 106). Decreases of 3d. a week. Minimum rate after change, for men paid at time rates, 68s. 8d.
	Rossendale Valley district (certain firms).	31 Mar.	Workpeople employed in the manufacture of pressed felt.	
Flax Processing	Great Britain	1 Mar.	Men, youths and boys, women and girls.	Scales of general minimum hourly rates adopted, as follows:—Men youths and boys: overlookers, 1s. 6d. to 1s. 7d., leading hands, 1s. 5d., fibre dressers, 1s. 5½d., leading hands on scutching machines, 1s. 5d., overlookers scutchers, 1s. 7d. to 1s. 8d., storemen, 1s. 5½d., storekeepers, 1s. 6½d., stokers, 1s. 5d. to 1s. 7d., lorry drivers, 1s. 6½d., stackers (leading hands), 1s. 5d., unskilled workers, 9d. at under 17 years, increasing to 1s. 4d. at 21 and over. Women and girls: overlookers, 1s. 1½d. to 1s. 2d., leading hands, 1s. 0½d., fibre dressers, 1s. 1d., leading hands on scutching machines, 1s. 0½d., overlookers scutchers, 1s. 2½d. to 1s. 3d.
Rope, Twine and Net Manufacture.	Northern Ireland	9 Mar.	Timeworkers	Increase of ¼d. to 2d. an hour in general minimum time rates for men, youths and boys, and of ¼d. to 1d. an hour for women and girls.†
			Pieceworkers	Increase of 2d. an hour in piecework basis time rate for men and of ¼d. or 1d. for women and girls.†
Boot and Shoe Manufacture.	Great Britain	1st pay day in Mar.	Male timeworkers	Decreases of 3s. a week for those 21½ years and over, and of 1s. to 2s. 9d. according to age, for those under 21½ years. Minimum weekly rates after change: 18s. at 15 years, increasing each year to 27s. at 17 years, and then each half-year to 46s. at 20 years and over.
			Female timeworkers	Decreases of 2s. a week for those 19½ years and over, and of 1s. to 1s. 9d., according to age, for those under 19½ years. Minimum weekly rates after change: 16s. at 15 years, increasing each year to 27s. at 17 years, and then each half-year to 46s. at 20 years and over.
Baking	Scotland	6 Mar.	Apprentices	Increase of 4s. a week in Trade Board minimum time rates.†
	Aberdeen	6 Mar.	Apprentices	Increase of 4s. a week. Rates after change: 25s. 6d. in 1st year of apprenticeship, increasing to 45s. 6d. in 5th year.
Baking	Huntly, Aberdeenshire (certain firms).	1st full pay period following 12 Mar.	Journeymen	Minimum basic rate adopted, of 65s. a week (48 hours), to be subject to the existing cost-of-living additions operative in the baking industry in Scotland.¶
	Northern Ireland	16 Mar.	Male and female workers (other than transport workers, stablemen, etc.) employed in baking establishments other than home bakeries:— Men, apprentices, youths and boys. Women, learners and girls	Increase in Trade Board minimum time rates of from 3s. 3d. to 4s. a week, according to occupation and area, for men, and of from 6d. to 3s. 6d., according to age and area, for apprentices, youths and boys. Minimum time rates for men, after change, include: bakers, 74s., 78s. 3d., 87s.; bakehouse labourers, 60s. 3d., 64s., 71s., according to area.† Increases in Trade Board minimum time rates of 1s. 9d. or 2s. a week, according to area, for women over 21 years of age, and of from 6d. to 1s. 6d., according to age and area, for learners and girls. Minimum time rates for women bakers, after change, 43s., 45s. 6d., 50s. 6d., according to area.†
Sugar Confectionery, Cocoa and Chocolate Manufacture and Food Preserving.	Great Britain	23 Feb.	Timeworkers and pieceworkers employed in cocoa and chocolate manufacture.	Increase of 4s. a week in minimum time rates, with corresponding addition to piecework earnings, for men, 21 years and over, and for women, 18 years and over, of from 2s. to 10s. for youths and boys, and of 2s. for girls. Minimum time rates, after change, include: men, other than shiftworkers, 67s., shiftworkers, 73s., plus war allowance of 5s. in each case; women, 39s., plus war allowance of 2s. 6d.**
			Timeworkers and pieceworkers, other than shiftworkers, employed in sugar confectionery, preserved foods and jam manufacture.	Increase of 4s. a week in minimum time rates, with corresponding addition to piecework earnings, for men and for women, 18 years and over, of from 2s. to 11s. for youths and boys, and of 2s. for girls. Minimum time rates, after change, include: men, 67s., plus war allowance of 3s. 6d.; women 39s., plus war allowance of 1s. 6d.**
Sugar Confectionery, Cocoa and Chocolate Manufacture and Food Preserving.	Great Britain	30 Mar.	Workpeople employed in sugar confectionery, cocoa and chocolate manufacture and food preserving: Men, youths and boys, and certain classes of women and girls.	Increase in Trade Board minimum time rates, ranging from 4d. an hour at 21 and under 22 years to 1d. at 24 years and over, for men and women, and of from ¼d. to 3½d. for younger workers, and increase of 1½d. in piecework basis time rates.†
			Other women and girls	Increase in Trade Board minimum time rates of 1d. an hour for women, 18 years and over, and of ¼d. for girls, and increase of 1d. an hour in piecework basis time rates.†

* These increases took effect under an Order issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Order of the Minister of Labour, obtainable from H.M. Stationery Office. Corresponding increases had already been put into operation voluntarily as from the first full pay period after 1st January, 1942, in anticipation of the Trade Board Order.
 † These increases took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.
 ‡ Principally Peebles, Galashiels, Earlston, Selkirk, Dumfries, Langholm, Hawick, Jedburgh, Innerleithen, Walkerburn and Newtown St. Boswells.
 § Under cost-of-living sliding-scale arrangements.
 ¶ This change was the result of an Award of the National Arbitration Tribunal (see page 96).
 ** 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 on occupations within the scope of the Trade Board does not exceed six.
 *** These increases took effect under agreements arrived at by the Interim Industrial Reconstruction Committee of the Cocoa, Chocolate, Sugar Confectionery and Jam Industries.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Seed Crushing, Compound and Provender Manufacture.	Various districts in Great Britain.	29 Mar.	Men, women and youths	War supplement increased by 3s. a week (12s. to 15s.) for men, by 2s. (6s. to 8s.) for women, and by proportional amounts for youths. Minimum weekly rates, after change, including war supplements: labourers—seed crushing, 69s. to 75s., provender manufacture, 64s. to 75s., according to district.
Millsawing	Glasgow	1st pay day in Mar.	Women and girls employed in saw-mills on work normally done by women and girls, or by youths up to the age of 19 years.	Scale of rates adopted, for a working week of 47 hours, of 4½d. an hour at 14 years, increasing to 10½d. at 20 years of age and over.*
Furniture Manufacture.	High Wycombe and district.	Pay day in week ending 21 Mar.	Men, women and apprentices	Standard rates adopted, being the minimum time rates fixed from time to time under the Trade Boards Acts for the respective classes of workers, supplemented by 1d. an hour for fully qualified journey-men mechanics, ½d. for labourers and for women workers, and 2½ per cent. for apprentices, resulting in an increase of ½d. an hour (½d. in the Wycombe section) for adult workers and increases of varying amounts for apprentices. Rates after change, for adult workers: fully qualified journey-men mechanics, 1s. 10d., labourers, 1s. 5½d., women workers, 1s. 0½d., workers engaged on nightshift, 3d. an hour extra.†
Paper Bag Making.	Great Britain	20 Mar.	Men, youths and boys, and women and girls employed on timework.	New schedule of general minimum time rates adopted and cost-of-living sliding scale abandoned, resulting in wage increases of varying amounts. Minimum time rates, after change, include: men—machine tappers and paper bag cutters, 80s., hydraulic pressers, slitters, stock keepers, packers and despatchers, 71s.; female workers (including homeworkers) other than learners, 37s. 6d. (Enhanced minimum rates are laid down for shiftworkers).‡
Building	Isle of Man	1st full pay week in Mar.	Women and girls (including homeworkers) employed on piecework. Craftsmen and labourers	Increase of 4s. 6d. a week (35s. to 39s. 6d.) in piecework basis time rate and cost-of-living sliding scale abandoned.‡ Increase of ½d. an hour. Rates after change, for Eastern and other districts respectively: craftsmen, 1s. 10d., 1s. 8½d.; labourers, 1s. 5½d., 1s. 4½d.
Railway Service.	Great Britain	1st pay day after 9 Mar.	Clerical workers	Increase of 4s. 6d. a week. Rates after change (inclusive of war allowances of 11s. for men and 8s. 3d. for women), in rural areas, industrial areas and the London area respectively: men, 62s. 6d., 63s. 6d., 65s. 6d.; women (including carriage cleaners) taking the place of men, 59s. 9d., 60s. 9d., 62s. 9d.‡
Road Passenger Transport.	London (including Outer London Country Omnibus Zone).	Beginning of pay period following 6 Mar.	Tramway, trolley-bus and motor omnibus workers employed by the London Passenger Transport Board:— Men, women (18 years and over) employed to replace men, and juniors.	For male clerical workers, Class 5 scale extended by one annual increment of £10 to a maximum of £210 a year at 32 years of age, and Class 4 scale made to commence at £220 instead of £210, plus in each case the existing war allowance of £28 a year. For women clerks, Class 2 scale extended by one annual increment of 2s. 6d. a week to a maximum of 62s. 6d. a week at 32 years, plus the existing war allowance of 8s. 3d. a week.‡
	Various districts in England and Wales (excluding Metropolitan Area).	1st full pay week following 18 Mar.	Employees of various company-owned omnibus undertakings, other than those whose wages are regulated by movements in other industries.	War wage increased by 4s. a week (11s. to 15s.) for men and by proportional amounts for women employed to replace men, and for juniors. Rates after change, inclusive of war wage, for men include: drivers and conductors (tram and trolley-bus), starting, 90s., maximum, 99s. after 2 years; drivers (omnibus), 97s. 6d. to 105s., after 18 months; conductors (omnibus), 93s. to 99s., after 18 months.‡
	Various districts in Scotland.	Pay week commencing 11 Mar.	Omnibus employees:— Drivers and conductors Running shed staff (cleaners, etc.).	War wage increased by 3s. a week for those 21 years and over, by 90 per cent. of 3s. for those 18 and under 21 years, and by 1s. 6d. for those under 18 years.‡
	England and Wales	30 Mar.	Branch managers and managers, in all towns, and shop assistants, cashiers, clerks, etc., in small towns, employed in retail drapery, outfitting and footwear distribution.	War bonus increased by 1d. an hour (2½d. to 3½d.) for all employees, 21 years and over, by ½d. (1½d. to 2½d.) for those 19 and 20 years, by ¼d. (1½d. to 1½d.) for those 17 and 18 years, and by ¼d. (½d. to 1d.) for those 14 to 16 years.‡
Distributive Trades.	London	1st pay day in Mar.	Workpeople employed in the wholesale provision trade.	War bonus increased from 11s. a week to 3½d. an hour for men, from 5s. 6d. and 8s. 6d. to 3½d. for youths and from 7s. 6d. and 8s. 6d. to 3½d. for women, 18 years and over.**
Cotton Waste Reclamation.	Great Britain	11 Mar.	Men, youths and boys, women and girls.	Scales of general minimum weekly rates of wages adopted, for a working week of 48 hours. Minimum rates after change:—Branch managers and branch managers, respectively, in branches with a staff of less than 3 (including branch manager or manageress): London, 75s., 63s., Provinces "A," 72s., 60s., Provinces "B," 70s., 58s.; in branches with a staff of 3 or more (including branch manager or branch manageress): London, 80s., 68s., Provinces "A," 77s., 65s., Provinces "B," 75s., 63s. Sales staff, cashiers and clerks: Provinces "B," males, 16s. 6d. at 16 years, increasing to 60s. at 25; females, 14s. 6d. at 16 years, increasing to 38s. at 24. Other male workers (excluding craftsmen, productive staff and transport workers): Provinces "B," 15s. 6d. at 16 years, increasing to 55s. at 24.††

* This scale of rates was agreed upon by the Scottish Timber Merchants' and Sawmillers' Associations and the Transport and General Workers' Union.
 † These changes took effect under an agreement between the High Wycombe and District Furniture Manufacturers' Federation, the High Wycombe Furniture Association and the National Amalgamated Furnishing Trades Association.
 ‡ These increases took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.
 § These increases took effect under an Award of the Railway Staff National Tribunal. The principal classes of workers affected included Grade II porters, receiving office porters, goods porters, permanent way men, carriage cleaners, and engine cleaners aged 20 years and over. Negotiations are in progress with respect to the granting of consequential increases to certain other classes of railway workers.
 ¶ These increases resulted from an Award of an Arbitration Tribunal. The increase of 4s. a week was applied to women employed to replace men in the proportions laid down in Industrial Court Award, No. 1755, dated 19th April, 1940, viz., women, 21 years and over, not less than 90 per cent. of the full increase during the first six months of service and the full increase thereafter; women under 21, not less than 90 per cent. of the full increase.
 ** These increases resulted from an Award of the Tribunal of Arbitration set up under the Constitution of the National Council for the Omnibus Industry.
 †† These increases were the result of an agreement between an important company (and its subsidiaries) operating in Scotland and the Transport and General Workers' Union.
 ‡‡ These rates took effect as the result of an Agreement made by the Retail Drapery and Allied Trades National Joint Industrial Council and do not supersede agreements providing for the payment of higher rates or the operation of better conditions of employment (see the issues of this GAZETTE for October, 1941, page 196, and March, 1942, page 62).
 §‡‡ These increases were agreed upon by the Joint Conciliation Board of the London Wholesale Provision Trade.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st April, 1942.

Increase since July, 1914	Food	60%	All Items	99%
Change since 28th February, 1942 {	Index Points	-2	Per cent.	-1
	Per cent.	-1*		-½*

FOOD.

THE only appreciable change, during March, in the retail prices of the articles of food of which account is taken in these statistics was a reduction of ½d. each in the prices of eggs, the maximum prices of which were reduced by that amount, as from 30th March, under an Order of the Minister of Food.

The following Table compares the average retail prices in the United Kingdom at 1st April, 1942, with the corresponding prices at 28th February, 1942, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated—to the nearest ¼d.)—			Percentage Increase or Decrease (—) at 1st April, 1942, compared with	
	1st April, 1942.	28th Feb., 1942.	1st Sept., 1939.	28th Feb., 1942.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs	1 3½	1 3½	1 2½	..	11
Thin Flank	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen					
Ribs	1 1	1 1	0 9½	..	34
Thin Flank	0 6	0 6	0 4½	..	23
Mutton, British—					
Legs	1 5½	1 5½	1 3½	..	13
Breast	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs	1 0	1 0	0 10½	..	16
Breast	0 4	0 4	0 4	..	..
Bacon†	1 8½	1 8½	1 3	..	36
Fish	1 3½	1 3½	1 1½	..	15
Flour per 7 lb.	0 8	0 8	0 8½	..	42
Bread per 4 lb.	2 6	2 6	2 4	..	-8
Tea	0 3	0 3	0 3	..	-7
Sugar (granulated)	0 8½	0 8½	0 6½	..	31
Milk per quart	1 7	1 7	1 4½	..	15
Butter—					
Fresh	1 1	1 1	0 10	..	24
Salt	0 9	0 9	0 6½	..	30
Cheese	0 5	0 5	0 5	..	12
Margarine‡					
Special	0 2	0 2½	0 2	..	-20
Standard	0 1½	0 2½	0 2	..	1
Eggs (fresh)§ each	0 8½	0 8½	0 6½	..	28
Potatoes per 7 lb.					

The following Table shows the average percentage changes in prices at 1st September, 1939, 28th February, 1942, and 1st April, 1942, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	28th Feb., 1942.	1st April, 1942.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs	44	59	59
Thin Flank	15	46	46
Beef, Chilled or Frozen			
Ribs	32	78	78
Thin Flank	1	24	24
Mutton, British—			
Legs	48	67	67
Breast	14	24	24
Mutton, Frozen—			
Legs	51	74	74
Breast	-3	-3	-3
Bacon†	35	83	83
Fish	116	206	206
Flour	26	45	45
Bread	42	38	38
Tea	52	63	63
Sugar (granulated)	46	45	45
Milk	92	153	152
Butter—			
Fresh	13	30	30
Salt	7	34	34
Cheese	16	51	51
Margarine‡			
Special	-8	3	3
Standard	58	100	59
Eggs (fresh)§	33	71	71
Potatoes			
All above articles (Weighted Average) on July, 1914, basis..	38	62	60

On the basis of the data given in the foregoing Tables the average index figure of retail food prices at 1st April, 1942, was rather more than 1 per cent. lower than at 28th February, about 16 per cent. higher than at the beginning of September, 1939, and about 60 per cent. higher than in July, 1914.

ITEMS OTHER THAN FOOD.

The average level of working-class *renis* (including rates) at 1st April showed no appreciable change as compared with 28th February, being about 1 per cent. above the level of 1st September, 1939, and about 64 per cent. above that in July, 1914.

* A fall of 2 points on a total of 162 for food (the figure for July, 1914 being 100) is equivalent to rather more than 1 per cent. Similarly, a fall of 1 point on a total of 200 for "all items" is equivalent to ½ of one per cent.
 † The description of bacon specified for quotation is streaky, but where this kind was seldom being sold the returns relate to another kind, locally representative.
 ‡ On 28th February and 1st April, 1942, two brands of margarine, "special" and "standard," were on sale at 9d. and 5d. per lb., respectively. The figures for 1st September, 1939, and July, 1914, are averages calculated from the prices of various brands on sale at those dates.
 § Of the two prices shown for eggs at 1st April, 1942, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). The corresponding prices at 28th February were 2½d. and 2¼d., respectively. The figures for 1st September, 1939, and July, 1914, are averages of the various prices charged at those dates.

As regards *clothing*, information collected from representative retailers in a number of the principal towns indicates that at 1st April the retail prices of clothing of the kinds generally bought by working-class families averaged about the same as at 28th February, and about 95 per cent. higher than at 1st September, 1939. There were increases, during March, averaging about one per cent. in the prices of men's suits and overcoats and less than one-half of one per cent. in the prices of boots and shoes. On the other hand, there were decreases, on average, of between one-half and one per cent. in the prices of woollen materials, underclothing and hosiery, and of less than one-half of one per cent. in the prices of cotton underclothing materials and hosiery, resulting from the fact that some items of "utility" cloth and apparel became available in considerable quantities at prices controlled by Orders of the Board of Trade. 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 an exact comparison over a long period of years, but such information as is available indicates that at 1st April the average rise over the level of July, 1914, was about 305 per cent.

In the *fuel and light* group, the average level of the prices of coal was about the same at 1st April as a month earlier, being about 22 per cent. higher than at 1st September, 1939, and about 136 per cent. above the level of July, 1914. There was an increase in the price of gas in London, as a result of which the index figure for the prices of gas was between 3 and 4 per cent. higher at 1st April than a month earlier, about 27 per cent. higher than at 1st September, 1939, and about 97 per cent. higher than in July, 1914. As a result of an Order by the Board of Trade imposing maximum prices for candles, many prices were reduced, and the average level of prices at 1st April was about 7 per cent. lower than at 28th February. Prices of lamp oil and matches showed little change during the month. In the fuel and light group as a whole, the average level of prices at 1st April was about one per cent. higher than a month earlier, about 27 per cent. higher than at 1st September, 1939, and about 132 per cent. higher than in July, 1914.

As regards *other items** included in these statistics, there were increases, averaging about 1 per cent. in the prices of domestic ironmongery, brushes and pottery during March, but the remaining items showed little change. In the group as a whole, the average level at 1st April was about one-half of 1 per cent. higher than at 28th February, about 31 per cent. higher than at 1st September, 1939, and about 135 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 April, 1942, is approximately 99 per cent. over the level of July, 1914, as compared with 100 per cent. at 28th February and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.

The rise of 44 points since the beginning of September, 1939, is equivalent to about 28 per cent. Of these 44 points, about 2½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately 6 points are due to increases resulting from the Purchase Tax.

SUMMARY TABLE: ALL ITEMS.

Average percentage increases as compared with July, 1914.

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

A detailed account of the method of compilation of these statistics, "The Cost of Living Index Number: Method of Compilation," is obtainable, price 3d. net, from H.M. Stationery Office at any of the addresses shown on the cover of this GAZETTE.
 * Soap, soda, domestic ironmongery, brushes, pottery, tobacco and cigarettes, fares and newspapers.

TRADE DISPUTES IN MARCH.*

Number, Magnitude, and Duration.—The number of disputes involving stoppages of work, reported to the Department as beginning in March in Great Britain and Northern Ireland, was 62, as compared with 55 in the previous month and 121 in March, 1941. In these 62 new disputes about 10,600 workpeople were directly involved, and 3,800 workpeople indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, though not themselves parties to the disputes). In addition, about 800 workpeople were involved, either directly or indirectly, in 4 disputes which began before March, and were still in progress at the beginning of that month. The number of new and old disputes was thus 66, involving about 15,200 workpeople, and resulting in a loss, during March, estimated at 43,000 working days.

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

Industry Group.	Number of Disputes in progress in Month.			Number of Workpeople involved in all Disputes in progress in Month.	Aggregate Duration in Working Days of all Disputes in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Mining and Quarrying..	2	32	34	11,800	38,000
Metal, Engineering and Shipbuilding..	1	14	15	1,900	3,000
Building, etc.	1	8	9	700	1,000
Other . . . . .	..	8	8	800	1,000
Total, March, 1942 ..	4	62	66	15,200	43,000
<i>Total, February, 1942 ..</i>	<i>2</i>	<i>55</i>	<i>57</i>	<i>14,900</i>	<i>28,000</i>
<i>Total, March, 1941 ..</i>	<i>8</i>	<i>121</i>	<i>129</i>	<i>63,400</i>	<i>285,000</i>

Causes.—Of the 62 disputes beginning in March, 14, directly involving 1,000 workpeople, arose out of demands for advances in wages, 3, directly involving 800 workpeople, out of proposed

reductions in wages, and 21, directly involving 4,100 workpeople, on other wage questions; 5, directly involving 1,500 workpeople, on questions as to working hours; 5, directly involving 100 workpeople, on questions respecting the employment of particular classes or persons; 12, directly involving 2,300 workpeople, on other questions respecting working arrangements; and 2, directly involving 800 workpeople, on questions of trade union principle.

Results.—Final settlements of disputes which terminated during March have been effected in the case of 40 disputes, directly involving 6,600 workpeople. Of these disputes, 7, directly involving 1,100 workpeople, were settled in favour of the workpeople; 23, directly involving 4,000 workpeople, were settled in favour of the employers; and 10, directly involving 1,500 workpeople, resulted in a compromise. In the case of 21 other disputes, directly involving 3,600 workpeople, work was resumed pending negotiations.

TOTALS FOR THE FIRST THREE MONTHS OF 1942 AND 1941.†

Industry Group.	January to March, 1942.			January to March, 1941.		
	No. of Disputes beginning in period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.	No. of Disputes beginning in period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.
Mining and Quarrying..	92	28,700†	106,000	107	29,800†	68,000
Engineering ..	17	6,600	7,000	39	29,800	140,000
Shipbuilding ..	10	800	2,000	20	10,500	58,000
Other Metal ..	17	1,400	3,000	29	10,600	37,000
Food, etc.	6	1,000	3,000	3	100	1,000
Building, etc. . . .	19	3,700	7,000	13	2,800	3,000
Transport ..	10	2,000	4,000	13	2,300	8,000
Other ..	12	1,100	1,000	32	3,600	16,000
Total ..	183	45,300†	133,000	256	89,500†	331,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING MARCH.

Occupations † and Locality.	Approximate Number of Workpeople involved.		Date when Dispute		Cause or Object.	Result.
	Directly.	In-directly.‡	Began.	Ended.		
COAL MINING:— Colliery workpeople—Prestwick, Ayrshire (one colliery).	145	625	11 Mar.	12 Mar.	Demand by oncost workers for permission to ascend the pit before recognised finishing time, provided that work in their section had been finished.	Work resumed; demand subsequently conceded.
Colliery workpeople—Castle Eden, Co. Durham (one colliery).	608	908	16 Mar.	30 Mar.	Dissatisfaction with existing arrangements for weighing coal, and demand for introduction of a system of "average" weighing.	Work resumed; settlement subsequently effected providing for the introduction of a system of "average" weighing.
Underground and surface workers—Bargoed, Glam. (one colliery).	750	250	24 Mar.§	25 Mar.	Arising out of a proposed reduction in the yardage rate payable in respect of a seam to which no price list applied.	Work resumed on old terms, pending negotiations.
Colliery workpeople—Stepps, Lanarkshire (one colliery).	837	..	31 Mar.	8 Apl.	Against action of management in posting a notice to the effect that men must remain at work during normal hours.	Work resumed pending negotiations.
BRICKMAKING:— Brick workers—Co. Tyrone (four firms).	200	..	23 Mar.	24 and 25 Mar.	For an increase in wages.	Work resumed pending negotiations.
ENGINEERING:— Workpeople employed in electrical engineering—Glam. (one firm)	700	..	14 Mar.||	14 Mar.||	For reinstatement of a shop steward whose appeal against his dismissal for absenteeism had been rejected by the local Appeal Board; workpeople alleging victimisation.	Work resumed; employers subsequently agreed to consider reinstatement of dismissed shop steward after a period of three months, if he then wished to be re-employed.
BUILDING, PUBLIC WORKS CONTRACTING, ETC.:— Carpenters, bricklayers and labourers—Huddersfield (one firm).	182	..	6 Mar.	9 Mar.	Workpeople's dissatisfaction with welfare arrangements and with the withdrawal of an allowance in respect of walking time.	Welfare arrangements settled by mutual agreement; question of walking time allowance referred to constitutional machinery.
Carpenters, concretors, labourers, lorry drivers and excavator drivers—Wilts. (one firm).	150	18	12 Mar.	13 Mar.	Dispute arising out of delay in arrival of supply of morning tea.	Work resumed.

* Disputes involving less than 10 workpeople, and those which lasted less than one day, have, as usual, been omitted from the statistics, except when the aggregate duration (*i.e.*, number of workpeople multiplied by number of working days, allowing for workpeople replaced, etc.), exceeded 100 days.

† In making up these totals the figures have been amended in accordance with the most recent information. Workpeople involved in more than one dispute are counted more than once in the totals; the amount of such duplication, however, is slight, except in mining and quarrying, in which the net number of workpeople involved was approximately 24,000 in 1942, and 24,000 in 1941. For all industries combined the net totals were approximately 40,000 in 1942, and 82,000 in 1941.

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

§ Only 35 of these workpeople were idle on 24th March.

|| The stoppage lasted about two hours.

EMPLOYMENT OVERSEAS.

ÉIRE.

THE number of persons on the live registers of the Employment Exchanges fell from 96,836 at 28th February, 1942, to 90,681 at 28th March. The decline was partly due to the entry into force on 11th March, 1942, of an Order made under the Unemployment Assistance Act, 1933, the effect of which is to restrict during the period from 11th March to 27th October, 1942, the eligibility for unemployment assistance of a certain class of persons living in rural areas. At 29th March, 1941, when an Order of similar nature was in force, the total number of persons on the live registers was 69,278.

AUSTRALIA.

Information supplied by the Commonwealth Bureau of Census and Statistics, Canberra, indicates that unemployment continued to decline during the fourth quarter of 1941. The percentage of members of trade unions who were out of work for three days or more during a specified week in that quarter was 2.9, as compared with corresponding percentages of 3.2 in the preceding quarter, and 6.2 in the fourth quarter of 1940.

CANADA.

According to returns received by the Dominion Bureau of Statistics from 12,795 employers, the number of workpeople employed at 1st December, 1941, was 1,688,005 as compared with 1,675,645 at 1st November. If the average number of workpeople employed by the reporting firms in the year 1926 be taken as 100, the index of employment was 168.8 at 1st December, 1941, 167.6 at 1st November, 1941, and 139.1 at 1st December, 1940.

At the end of November, 1941, 3.3 per cent. of the aggregate membership (approximately 324,000) of trade unions were unemployed, as compared with 3.1 per cent. at the end of October, 1941, and 6.2 per cent. at the end of November, 1940.

UNION OF SOUTH AFRICA.

According to information published in the official *Monthly Bulletin of Statistics* for January, 1942, returns received by the Office of Census and Statistics from selected industrial undertakings employing approximately 802,000 workpeople in November, 1941, show that employment declined slightly during that month. If the average number of workpeople employed in the reporting firms in July, 1925, be taken as 100, the index of employment was 190.0 in November, 1941, 190.3 in October, 1941, and 179.0 in November, 1940.

RETAIL PRICES OVERSEAS.

In the following paragraphs a summary is given of the latest information contained in official publications received since last month's issue of this GAZETTE was prepared, relating to changes in retail prices and the cost of living in overseas countries.

UNITED STATES OF AMERICA.

In the middle of January, 1942, the official cost-of-living index figure showed a rise of 1.3 per cent. over the figure for December, 1941, and of 13.5 per cent. over that for June, 1939. For food alone, the official index figure for the middle of January, 1942, was 2.7 per cent. above the figure for December, 1941, and 24.3 per cent. above that for August, 1939.

AUSTRALIA.

In the fourth quarter of 1941, the official cost-of-living index figure for the six capital cities showed an increase of 1.9 per cent. as compared with the figure for the preceding quarter, and of 12.1 per cent. as compared with that for the second quarter of 1939. In December, 1941, the official index figure relating to the cost of food in thirty towns was 0.3 per cent. above the figure for September, 1941, and 4.0 per cent. above that for August, 1939.

CANADA.

At the beginning of January, 1942, the official cost-of-living index figure was 0.3 per cent. below the figure for 1st December, 1941, but 14.5 per cent. above that for 1st September, 1939. For food alone, the official index figure for 1st January, 1942, was 1.2 per cent. below the figure for 1st December, 1941, but 23.0 per cent. above that for 1st September, 1939.

NEW ZEALAND.

In December, 1941, the official cost-of-living index figure showed an increase of 0.5 per cent. above the figure for the previous month and of 10.5 per cent. above that for August, 1939. For food alone, the corresponding percentage increases were 1.6 and 9.4.

UNION OF SOUTH AFRICA.

The official cost-of-living index figure for December, 1941, was 0.1 per cent. above the figure for the previous month and 11.4 per cent. above that for August, 1939. For food alone, the official index figure was 0.2 per cent. below the figure for the previous month, but 16.5 per cent. above that for August, 1939.

PORTUGAL.

At 15th November, 1941, the official index figure relating to the cost of food, fuel and light, showed an increase of 2.8 per cent. as compared with the figure for the preceding month, and of 28.4 per cent. as compared with that for 15th August, 1939.

FATAL INDUSTRIAL ACCIDENTS.

THE number of workpeople, other than seamen,* in Great Britain and Northern Ireland, whose deaths from accidents in the course of their employment occurred or were reported in March† was 228, as compared with 215‡ in the previous month and with 257§ in March, 1941. Details for separate industries are given below:—

MINES AND QUARRIES.		FACILITIES—continued.	
Under Coal Mines Acts:—		Paper, Printing, etc.	1
Underground	52	Rubber	1
Surface	10	Gas Works	6
Metalliferous Mines	1	Electrical Stations	2
Quarries	4	Other Industries	1
TOTAL :	67		
MINES AND QUARRIES		WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937.	
FACILITIES.		Docks, Wharves, Quays and Ships	
Clay, Stone, Cement, Pottery and Glass	7	Building Operations	14
Chemicals, Oils, Soap, etc.	8	Works of Engineering Construction	1
Metal Extracting and Refining	3	Warehouses	1
Metal Conversion and Founding (including Rolling Mills and Tube Making)	11	TOTAL, FACTORIES ACT	135
Engineering, Locomotive Building, Boilermaking, etc.	21	RAILWAY SERVICE.	
Railway and Tramway Carriages, Motor and other Vehicles and Aircraft Manufacture	5	Brakemen, Goods Guards	2
Shipbuilding	18	Engine Drivers, Motor-men	1
Other Metal Trades	6	Firemen	1
Cotton	1	Guards (Passenger)	1
Wool, Worsted, Shoddy	1	Labourers	6
Other Textile Manufacture	2	Mechanics	7
Textile Printing, Bleaching and Dyeing	2	Permanent Way Men	4
Tanning, Currying, etc.	5	Porters	1
Food and Drink	5	Shunters	1
General Woodwork and Furniture	3	Other Grades	3
		Contractors' Servants	1
		TOTAL, RAILWAY SERVICE	26
		Total (excluding Seamen)	228

INDUSTRIAL DISEASES.

THE Table below shows the number of cases§ and deaths§ in Great Britain and Northern Ireland reported during March, under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926. Details for separate industries are given below:—

I. Cases.		I. Cases—continued.	
LEAD POISONING.		EPITHELIOMATOUS ULCERATION (Skin Cancer)**	
Among Operatives engaged in:		CHROME ULCERATION.	
Smelting of Metals . . . . .	..	Manufacture of Bichromates	
Plumbing and Soldering . . . . .	..	Dyeing and Finishing	
Shipbreaking . . . . .	..	Chrome Tanning	
Printing . . . . .	..	Chromium Plating	
Other Contact with Molten Lead	1	Other Industries	
White and Red Lead Works	1	TOTAL	
Pottery	1	Total Cases	
Vitreous Enamelling . . . . .	..	II. Deaths.	
Electric Accumulator Works . . . . .	..	LEAD POISONING.	
Paint and Colour Works . . . . .	..	White and Red Lead Works	
Coach and Car Painting . . . . .	..	Works	
Shipbuilding . . . . .	..	OTHER POISONING.	
Paint used in Other Industries	1	Toxic Jaundice	
Other Industries	1	Toxic Anaemia	
Painting of Buildings	3	TOTAL	
TOTAL	8	ANTHRAX.	
OTHER POISONING.†	29	Handling and Sorting of Hides and Skins	
ANTHRAX.¶	2	Total Deaths	

* 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 28th March, 1942, in comparison with the 4 weeks ended 28th February, 1942, and the 4 weeks ended 29th March, 1941.

‡ Revised figure.

§ Cases include all attacks reported during the month, and not previously reported, so far as is known, during the preceding 12 months. Deaths include all fatal cases reported during the month, whether or not included (as cases) in the same or previous returns.

¶ Aniline, 24; Toxic Jaundice, 4; Toxic Anaemia, 1.

** Wool, 1; Handling and Sorting of Hides and Skins, 1.

** Pitch, 12; Tar, 5; Paraffin, Nil; Oil, 1.

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

NON-TRADING SERVICES: BOROUGH OF MITCHAM.—The National Union of Public Employees claimed that the manual employees engaged in the non-trading departments of the Borough of Mitcham be paid double time rates for the time actually worked on Whit-Monday, 1940, and in addition an equivalent number of hours off with pay therefor. The Union contended that Whit-Monday, 1940, should be treated for pay purposes as a Bank Holiday and the men remunerated for work done on that day in accordance with the provisions of the Wages and Conditions Schedule for the Joint Industrial Council. The Borough Council claimed that for work done on Whit-Monday, 1940, they were under no obligation to pay in accordance with the provisions set out in the Wages and Conditions Schedule of the Joint Industrial Council. The matter had been left to the discretion of each Local Authority and the Mitcham Borough Council took the view that as the Bank Holiday was cancelled no additional payment should be made for work done on that day. The Court were of the opinion that the decision of the Borough Council should not be disturbed and awarded accordingly.—Award No. 1853; dated 18th March, 1942.

ELECTRICITY SUPPLY INDUSTRY: TECHNICAL STAFF—HOLIDAYS.—The Employers' Side of the National Joint Board and Members of Staff (Electricity Supply Industry) claimed that for the year 1942, clauses 10, 11 and 12—relating to holidays—of the National Joint Board Schedule should be suspended, and that an employee who on 1st April, 1942, had been in the continuous service of an undertaker for six calendar months should be entitled to a holiday of fourteen days including all Bank Holidays; such holiday to be taken between 1st April, 1942, and 31st October, 1942. In support of their claim the Employers' Side referred to the present emergency; the liability of the employees for National Service; the increased demand for output; the recommendation of the Government for workers employed on munitions; the present arrangements for holidays in the Civil Service, the Railways, and in industrial establishments engaged on the production of electrical plant, etc. The Trade Union Side contended that the output of electrical power had greatly increased, and that owing to the long hours of work and war-time conditions the health of the employees had been affected. The Court awarded under Clause 10 of the Schedule that an employee who on 1st April, 1942, had been in the continuous service of an undertaker for six calendar months should be entitled to seven consecutive days' holiday to be taken between 1st April, 1942, and 31st October, 1942. The Court also made certain alterations in Clause 11, but made no amendment in the Clause relating to Bank Holidays (Clause 12). The award to be applicable only to the year 1942.—Award No. 1854; dated 25th March, 1942.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION

ENGINEERING: NORTHAMPTONSHIRE.—A dispute was reported under the Conditions of Employment and National Arbitration Order, 1940, by the Transport and General Workers' Union concerning overtime conditions applicable to employees of Pianoforte Supplies Ltd., Northants. The matter, not having been otherwise disposed of, the parties agreed to the dispute being referred for settlement to a Single Arbitrator. Mr. A. N. Shimmin was appointed under the powers conferred on the Minister by the Order and by the Industrial Courts Act, 1919, to act as Arbitrator. Mr. Shimmin in his Award dated 13th March found that the claim of the Union that the Company should observe overtime conditions as agreed between the Engineering and Allied Employers' Federation and Trade Unions concerned had not been established.

ENGINEERING: MONMOUTHSHIRE.—Sir Charles Doughty, K.C., was appointed under the Industrial Courts Act, 1919, to determine a difference between the Amalgamated Engineering Union and Richard Thomas & Co. Ltd., whether roll turners should undertake slinging when heavy articles have to be placed on the roll turning lathe or heavy lathe fittings removed or replaced. In an Award dated 27th March, the Arbitrator decided that the men concerned may reasonably and properly be required to undertake the work of this nature.

ALUMINIUM INDUSTRY: SOUTH WALES.—The Transport and General Workers' Union, with the consent and approval of the British Aluminium Co. Ltd. by letter dated 20th March, requested Sir Charles Doughty, K.C., to give a decision on a wages question concerning the furnacemen referred to in his Award issued on 24th December, 1941, relating to a difference that existed between the Union and the Company. Sir Charles Doughty gave his decision on 27th March, that no case had been established for any present grant of a war wage or other increase to the furnacemen.

IRON AND STEEL TRADE: SOUTH WALES.—A difference between the Iron and Steel Trades Employers' Association and the Iron and Steel Trades Confederation regarding double payment instead of payment and a half when additional production hours are worked on Sunday at certain works of Guest Keen Baldwins Iron and Steel Co. Ltd. was referred to arbitration for settlement. Sir Charles Doughty, K.C., was appointed under the Industrial Courts Act, 1919, to act as Arbitrator. In his Award issued 30th March, Sir Charles Doughty determined that when production hours are worked on Sundays by the men concerned on these special or extra shifts, double rate or double time as the case may be shall be payable.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS, 1940 AND 1941.*

NATIONAL ARBITRATION TRIBUNAL AWARDS.

WAGES OF LABOURERS IN THE SHIPBUILDING INDUSTRY.

Parties: The Members of the constituent Associations of the Shipbuilding Employers' Federation and certain Workers employed by such Members.

Claim: (Made on behalf of the workers by the Transport and General Workers' Union and the National Union of General and Municipal Workers.) For an increase in wages to labourers.

Award: The Tribunal found against the claim and they awarded accordingly.

Award No. 194; dated 5th March, 1942.

WAGES AND CONDITIONS OF EMPLOYMENT OF BOX AND PACKING CASE MAKERS IN OLDHAM.

Parties: The National Union of Packing Case Makers (Wood and Tin), Box Makers, Sawyers and Mill Workers and Platt Bros. & Co. Ltd.

Question raised: Whether the Company are observing terms and conditions which are not less favourable than "the recognised terms and conditions."

Claim: That the Company shall pay the Oldham district rate of the box and packing case making trade to members of the Union employed as box and packing case makers.

Award: The Tribunal found that it had not been established that the rates and conditions observed by the Company were less favourable than the recognised terms and conditions in the industry in the district, and they awarded against the claim.

Award No. 195; dated 6th March, 1942.

WAGES OF BRICKLAYERS' LABOURERS ASSISTING IN THE REPAIR OF RETORTS AT A LONDON GAS WORKS.

Parties: Messrs. Drakes Ltd. and certain of their Employees.

Claim: (Made on behalf of the employees by the Transport and General Workers' Union.) For the payment of 1d. per hour over and above the building trade labourers' rate.

Award: For reasons set out in detail in the award, the Tribunal made no award on the claim.

Award No. 196; dated 12th March, 1942.

WAGES AND CONDITIONS OF EMPLOYMENT OF BAKERY TRADE WORKERS IN HUNTLY.

Parties: Eight firms in Huntly and certain Workers employed by them.

Claim: (Made on behalf of the workers by the Scottish Union of Bakers, Confectioners and Bakery Workers.) For the observance of certain wage rates and conditions of employment.

Award: The Tribunal awarded that the employers should observe, as respects journeymen bakers who are members of the Union, a basic rate of not less than 65s. per week of 48 hours, such rate to be subject to the cost-of-living additions as operative from time to time in the trade. The Tribunal made no award in respect of the other items in the claim.

Date of Operation: As from the beginning of the first full pay period following the date of the award.

Award No. 197; dated 12th March, 1942.

REMUNERATION OF CERTAIN CATEGORIES OF WORKMEN IN THE RAILWAY COMPANIES' OUTDOOR MACHINERY DEPARTMENTS.

Parties: The London Midland and Scottish Railway Co., the London and North Eastern Railway Co., the Great Western Railway Co. and the Southern Railway Co. and certain Employees of the Companies.

Claim: (Made on behalf of the employees by the National Union of Railwaymen.) For the payment of a 4s. per week allowance to certain categories of workers employed in the outdoor machinery departments.

Award: The Tribunal found against the claim and awarded accordingly.

Award No. 198; dated 13th March, 1942.

REMUNERATION OF BOILERMEN EMPLOYED IN A RAILWAY COMPANY'S WORKS IN GLASGOW.

Parties: The London and North Eastern Railway Company and certain Workmen employed by them.

Claim: (Made on behalf of the workers by the National Union of Railwaymen.) That the boilermen should be employed on piecework or paid a lieu rate.

Award: The Tribunal found against the claim and awarded accordingly.

Award No. 199; dated 13th March, 1942.

REMUNERATION OF FULL-TIME AGENTS OF THE LONDON AND MANCHESTER ASSURANCE COMPANY LIMITED.

Parties: The London and Manchester Assurance Co. Ltd. and certain Employees of the Company.

Claim: (Made on behalf of the employees by the National Amalgamated Union of Life Assurance Workers.) For the

* A summary of a case referred under Article 2 of the Order, and decided under the Industrial Courts Act, 1919, is printed among Awards by Single Arbitrators and ad hoc Boards of Arbitration.—See previous column.

payment of a cost-of-living increase to, and the establishment of a minimum weekly commission or salary for, full-time agents.

Award: The Tribunal found that the claim had not been established and awarded accordingly.

Award No. 200; dated 19th March, 1942.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

PAYMENT OF OUTWORKING ALLOWANCES.

Parties: An Ulster engineering firm, and certain employees of the firm.

Claim: To determine "whether the Amalgamated Engineering Union's claim should apply to all workers employed in the dispersal factories, as follows:—(i) inside City boundary, free travel to dispersal factories; (ii) outside City boundary to 5 miles from City centre, 1s. per day plus free travel; (iii) City centre to 15 miles outside, 2s. per day plus free travel; (iv) from City centre to 25 miles and outside 15 miles, 2s. 6d. per day (4s. if person has to take lodgings) plus free travel; (v) outside 25 miles and maximum of 40 miles, 5s. per day, free travel once outward and home weekly; (vi) over 40 miles, 7s. per day once outward and homeward weekly; (vii) single time for travelling, (viii) status quo for maintenance men and temporary outworkers; (ix) owing to transport difficulties, men to be paid fares and find the most suitable method of conveyance."

Award: As regards item (viii) of the claim set out above, the parties to the dispute being agreed upon this item, the Tribunal awarded that the provisions in operation for maintenance men and temporary outworkers should continue unchanged. The Tribunal found that the other parts of the claim, as set out above, had not been established and they awarded accordingly. The Tribunal further awarded that the firm should continue to apply the provisions of the Ministry's scheme as regards assisted travel to such of their employees as might come within the scope of the scheme who had been, or might be, transferred to one or other of the firm's dispersal factories.

Date of Operation: With effect as from the beginning of the first full pay period following the date of the award.

Award No. 96; dated 13th March, 1942.

RATES OF WAGES OF LIMESTONE QUARRY AND COAL QUAY WORKERS.

Parties: The Eglinton Limestone Co. Ltd., and certain Employees of the Company.

Claim: For an increase of 6s. per week for all time workers and an increase of 10 per cent. on earnings for all piece workers.

Award: The Tribunal awarded an increase of 2s. 6d. per week on the current rate of wages of time workers and a 5 per cent. increase on tonnage rates of pieceworkers.

Date of Operation: With effect as from the beginning of the first full pay period following 12th February, 1942.

Award No. 97; dated 16th March, 1942.

WAGES AND CONDITIONS OF EMPLOYMENT OF FARRIERS.

Parties: Several Belfast firms employing farriers, and certain employees of the several firms.

Claim: That (i) the working week should be 47 hours, made up as follows:—8½ hours Monday to Friday, 4½ hours Saturday; (ii) the wages of firemen and floormen should be £3 19s. 6d. and of firemen £4 4s. 6d.; (iii) all hours worked in excess of the normal day should be paid at the rate of time and a half and that double time should be paid to all men called upon to work on Sunday or any of the statutory holidays; (iv) all men with three months' service and over should be paid for the following holidays:—Christmas Day, Boxing Day, Easter Monday, Easter Tuesday, and 12th and 13th July.

Award: The Tribunal awarded that (i) the normal working week for farriers should be 47 hours; (ii) the current rates of wages of firemen and floormen should be increased by 3s. and 3s. 6d. per week, respectively; (iii) any time worked (Monday to Saturday inclusive) before the normal starting time of the firm concerned, or after the normal stopping time of the firm concerned, provided it exceeds 10 minutes, should be paid at the rate of time and one half, and all work done on Sundays, Easter Monday, Easter Tuesday, 12th July, 13th July, Christmas Day and Boxing Day should be paid at the rate of double time; (iv) all men with three months' service and over should be paid for the following holidays:—Easter Monday, Easter Tuesday, 12th July, 13th July, Christmas Day and Boxing Day.

Date of Operation: With effect as from the beginning of the first full pay period following the date of the award.

Award No. 98; dated 18th March, 1942.

WAGES OF EMPLOYEES IN THE WHOLESALE GROCERY AND DRUG TRADES.

Parties: Messrs. Thomas McMullan & Co. Ltd., Shaw & Jamison Ltd., Fred Storey Ltd., and J. & J. Haslett Ltd., all of Belfast, and certain Employees of the Firms.

Claim: For increases of 8s. per week in the rates of wages for all age scales over 18 and of 5s. per week for all age scales under 18.

By permission of the Tribunal, the claim of the workers was amended to read as follows:—That the rate of wages be (i) increased by 8s. per week for all age scales of 18 years and over;

(ii) increased by 5s. per week for all age scales under 18 years; (iii) 63s. per week for journeymen of 23 years and over.

Award: The Tribunal awarded an increase of 1s. per week on the current rates of wages of all age scales under and over 18 years and of journeymen aged 23 years and over.

Date of Operation: As from the beginning of the first full pay period following the date of the Award.

Award No. 99; dated 20th March, 1942.

WAGES OF IRON MOULDERS IN A NORTHERN IRELAND FOUNDRY.

Parties: Messrs. H. Kennedy & Son Ltd., and certain Employees of the Firm.

Claim: That the rate of wages of iron moulders in the employment of the firm shall be increased to the rate of wages of iron moulders prevailing in Londonderry.

Award: The parties to the dispute having agreed that (i) the weekly rate of wages of iron moulders in the employment of the firm should be increased to 70s., (ii) the working foreman or leading hand should receive an additional 5s. per week, and (iii) the position be reviewed by the parties to the dispute on 30th June, 1942, the Tribunal awarded accordingly.

Date of Operation: With effect as from the beginning of the first full pay period following the date of the award.

Award No. 100; dated 27th March, 1942.

UNEMPLOYMENT INSURANCE.

DECISIONS GIVEN BY THE UMPIRE.

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

Synopses of recent decisions of general interest are given below.

Case No. 37/42. (30.1.42).

SECTION 24 (1) OF UNEMPLOYMENT INSURANCE ACT, 1935: ESSENTIAL WORK (GENERAL PROVISIONS) ORDER, 1941 (S.R. & O., 1941, No. 302): LEFT EMPLOYMENT IN SCHEDULED UNDERTAKING ON ACCOUNT OF SICKNESS: REFUSED TO RESUME EMPLOYMENT ALTHOUGH PERMISSION TO LEAVE HAD NOT BEEN GRANTED: HELD AVAILABLE FOR EMPLOYMENT ELSEWHERE: BENEFIT ALLOWED.

The following is a synopsis of the Decision:—

Claimant was employed as a foundry labourer by an undertaking scheduled under the Essential Work (General Provisions) Order, 1941.

On 25th April, 1941, he ceased work on account of illness, and on recovery from his illness he made a claim to benefit on 1st September, 1941, and he refused to resume his employment because he alleged it was detrimental to his health. The medical evidence produced by the claimant was not conclusive.

The claimant did not apply to a National Service Officer for permission to leave his employment, in accordance with Article 4 (1) (b) of the aforesaid Order as amended by Article 2 of S.R. & O., 1941, No. 1051. He was liable to prosecution under Regulation 92 (1) of the Defence (General) Regulations, 1939 (S.R. & O., 1939, No. 927) for leaving his employment without such permission.

As there is no provision in the Essential Work Order above-mentioned that a worker who is required to obtain such permission and who leaves his employment without obtaining permission is not available for work elsewhere, and having regard to the definition of availability in Decisions 8872/30† and 11161/30‡ the Umpire held that the fact that the claimant had not obtained permission from a National Service Officer to leave his employment does not affect his availability for employment elsewhere.

The claim to benefit of 1st September, 1941, was therefore allowed.

Case No. 39/42. (30.1.42).

SECTION 23 OF UNEMPLOYMENT INSURANCE ACT, 1935: ESSENTIAL WORK (COAL MINING INDUSTRY) ORDER, 1941 (S.R. & O., 1941, No. 707): HELD THAT CLAIMANT WAS UNEMPLOYED AND ENTITLED TO BENEFIT FOR DAY OF ENFORCED NON-EMPLOYMENT IN WEEK WHEN GUARANTEED WAGE NOT PAYABLE.

The following is a synopsis of the Decision:—

The claimant, a coal filler, was employed at a colliery which was scheduled under the Essential Work (General Provisions) Order, 1941, and the provisions of Article 4 (1) (d) of the Essential Work (Coal Mining Industry) Order, 1941, relating to the payment of a guaranteed wage applied.

He was a piece-worker, and his pay-week ended on Thursday. During the week ended 30th October, 1941, he was absent through illness on 24th and 25th October. He worked on 27th and 28th October. He did not report at the colliery on 29th October, as he "slept the call." No work was available for him on 30th October, as the colliery was not working on that day.

He did not receive for that week the guaranteed wage, since he was not entitled to it by reason of not being available on 29th October, "during his normal working hours" as these words are defined in Article 4 (1) (d) above-mentioned.

The Umpire decided that the fact that the claimant did not receive the guaranteed wage for the week in question would not

* Selected decisions of the Umpire are published (i) in monthly pamphlets—U.I. Code 8s; (ii) in annual volumes. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on the front cover of this GAZETTE.

† U.I. Code 8s, Vol. IX, page 112 (Pamphlet No. 8/1930).

‡ U.I. Code 8s, Vol. IX, page 140 (Pamphlet No. 9/1930).

debar him from receiving benefit in respect of any day in that week on which work was not available for him, provided that he otherwise satisfied the statutory conditions for the receipt of benefit in respect of that day and that his non-employment was not due to any conduct on his part which would have deprived him of the right to receive the guaranteed wage. The claimant would have been deprived of benefit in respect of 30th October, only if he had received the guaranteed wage for that week, in which case the principle enunciated in Decision 1/33* and referred to in Decisions 2631/27† and 958/41‡ would have operated. That principle stated that where a minimum guaranteed wage is paid in respect of any week in which work is done, the recipient is not unemployed during that week, since the wage is a payment made in respect of each and all of the days of that week and is a payment for the whole week.

The claimant was not entitled to receive benefit in respect of 29th October, as on that day he neglected to avail himself of a reasonable opportunity of suitable employment. As his non-employment on 30th October, had no connection with his failure to report for work on 29th October, benefit is allowable for that day.

Case No. 115/42 (26.3.42).

SECTION 27 OF UNEMPLOYMENT INSURANCE ACT, 1935: ESSENTIAL WORK (GENERAL PROVISIONS) ORDER, 1941 (S.R. & O., 1941, No. 302); LEFT EMPLOYMENT AS AN OMNIBUS CONDUCTOR TO TAKE UP EMPLOYMENT IN AN ARMAMENT FACTORY: PERMISSION OF NATIONAL SERVICE OFFICER OBTAINED: HELD THAT GOOD CAUSE FOR LEAVING EMPLOYMENT WAS SHOWN: BENEFIT ALLOWED.

The following is a synopsis of the Decision:—

The claimant, aged 42, was employed as an omnibus conductor in an undertaking scheduled under the Essential Work (General Provisions) Order, 1941.

He had previously had experience as a sheet-metal worker and when interviewed under the Registration for Employment Order on 15th July, 1941, he had expressed a desire to be considered for work on munitions in which his skill and experience could be utilised if his release from the omnibus company could be obtained. He was assured that no difficulty would be experienced in placing him in such work.

He applied to the National Service Officer for permission to leave his employment as a conductor and, permission being granted, he left his employment on Saturday, 6th December, 1941.

On 8th December, 1941, he applied at the Employment Exchange for work on munitions and made a claim to benefit. He was immediately submitted for employment in an armament factory and was engaged to commence on 15th December.

In these circumstances the Umpire held that the claimant had shown just cause for leaving his employment and benefit was allowed.

The Umpire drew a distinction between a case of this kind, in which employment in a scheduled undertaking (which could be performed by a woman) was left with the permission of the National Service Officer for the purpose of obtaining employment on work of vital national importance which was readily available and for which the claimant was qualified, and a case in which a claimant may have sought and obtained permission to leave his employment in a scheduled undertaking because he was dissatisfied with his work or not working satisfactorily. In the latter type of case, although it may have been in the national interest that such a worker should be replaced by another who would make greater endeavours to assist in the output of the undertaking, just cause for so leaving would not have been shown.

The Umpire held that when a claimant has left his employment in a scheduled undertaking with the permission of a National Service Officer the question whether he had just cause for so leaving must be determined on a review of all the circumstances which induced the claimant to apply for such permission, and which induced the National Service Officer to give it.

NEW REGULATIONS.

The Unemployment Insurance (Emergency Powers) (Amendment) Regulations, 1942, dated 21st March, 1942, made by the Minister of Labour and National Service under the Unemployment Insurance (Emergency Powers) Act, 1939 (2 & 3 Geo. 6. c. 92).

These Regulations, which came into force on 21st March, 1942, make special provision under the unemployment insurance scheme, during the present emergency, for certain classes of persons.

Regulation 2 of the Regulations dispenses with the existing requirement of co-residence with the claimant in the case of a dependant in respect of whom a claimant is otherwise qualified to receive dependants' benefit, provided that the dependant is a person who, having resided with the claimant, ceased so to reside by reason of circumstances arising out of the present war.

Regulation 3 removes a technical anomaly by providing that employment as members (other than officers) of the British Red Cross Society and of the Order of St. John of Jerusalem at

auxiliary hospitals and convalescent homes carried on by the War Organisation of the British Red Cross Society and Order of St. John of Jerusalem shall be added to the categories of employment in auxiliary nursing services which are excluded from the exception from the liability to unemployment insurance of employment as a female professional nurse or probationer.

Regulation 4 makes provision to enable persons transferred or appointed to the National Fire Service to continue to be excepted from the liability to unemployment insurance in cases where, before such transfer or appointment, they were so excepted in respect of employment in the service of a local authority or a police force. This Regulation also safeguards the benefit rights, with regard to the fulfilment of the first statutory condition for the receipt of benefit, of persons employed by British Governments outside the United Kingdom in war occupations.

Regulation 5 renders inoperative the existing provision whereby credits of contributions may not be granted on discharge to seamen, marines, soldiers or airmen in respect of periods, amounting to one week or more, for which service pay is forfeited for any reason.

The Unemployment Insurance (Emergency Powers) (Amendment) (No. 2) Regulations, 1942,* dated 2nd April, 1942, made by the Minister of Labour and National Service under the Unemployment Insurance (Emergency Powers) Act, 1939 (2 & 3 Geo. 6. c. 92).

Whereas the Minister of Labour has made the Unemployment Insurance (Emergency Powers) Regulations, 1939 (hereinafter referred to as "the principal Regulations") and the said Regulations have been amended and it is desirable further to amend the said Regulations;

Now therefore the Minister of Labour and National Service (hereinafter referred to as "the Minister") by virtue of the powers conferred on him by the Unemployment Insurance (Emergency Powers) Act, 1939, the Minister of National Service Order, 1939, and of all other powers in that behalf, with the approval of the Treasury, hereby makes the following Regulations:—

1.—(1) These Regulations may be cited as the Unemployment Insurance (Emergency Powers) (Amendment) (No. 2) Regulations, 1942, and shall come into force on the 13th day of April, 1942, and shall be included among the Regulations which may be cited together as the Unemployment Insurance (Emergency Powers) Regulations, 1939 to 1942.

(2) The Interpretation Act, 1889, applies to the interpretation of these Regulations as it applies to the interpretation of an Act of Parliament.

2.—After Regulation 31 of the principal Regulations there shall be inserted the following new Regulation:—

32. During the operation of these Regulations Part II of the First Schedule to the 1935 Act (which contains the general list of excepted employments) shall have effect as if there were included therein the following employment, that is to say:—

Employment for not more than thirty hours in any week where the employment began on or after 3rd September, 1939, and the services rendered are such as in the Minister's opinion are not ordinarily performed or would not but for circumstances arising out of the war ordinarily be performed by persons rendering not more than thirty hours' service weekly.

Signed by order of the Minister of Labour and National Service this 2nd day of April, 1942.

T. W. PHILLIPS,
Secretary of the Ministry of Labour
and National Service.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

PROPOSALS to vary minimum rates of wages have been issued as shown below. Further information may be obtained by persons engaged in the respective trades on application to the Secretary of the Board concerned at Sunnyside Mansions Hotel, Knowsley Road, Southport, Lancashire, in the case of Boards in Great Britain, or at Stormont, Belfast, in the case of Boards in Northern Ireland.

BUTTON MANUFACTURING TRADE BOARD (GREAT BRITAIN).

Proposal V. (30), dated 6th March, 1942, to vary minimum rates of wages for male and female workers.

HOLLOW-WARE TRADE BOARD (GREAT BRITAIN).

Proposal H. (37), dated 13th March, 1942, to vary minimum rates of wages for male and female workers.

MILK DISTRIBUTIVE TRADE BOARD (SCOTLAND).

Proposal M.D.S. (34), dated 17th March, 1942, to vary minimum rates of wages for male and female workers.

RETAIL BESPOKE TAILORING TRADE BOARD (NORTHERN IRELAND).

Proposal N.I.T.R.B. (N.41), dated 20th March, 1942, to vary minimum rates of wages for male and female workers.

* Statutory Rules and Orders, 1942, No. 693. H.M. Stationery Office, price 1d. net (2d. post free).

CONFIRMING ORDERS.

In pursuance of the powers conferred by the Trade Boards Acts, the Minister of Labour and National Service in Great Britain and the Ministry of Labour in Northern Ireland, have made Orders confirming minimum rates of wages as varied by the Trade Boards indicated below. Copies of the Orders may be purchased from H.M. Stationery Office, either directly or through any bookseller:—

PAPER BAG TRADE BOARD (GREAT BRITAIN).

Order P. (31), dated 7th March, 1942, confirming a variation of minimum rates of wages and specifying 20th March, 1942, as the date from which such rates became effective.

SUGAR CONFECTIONERY AND FOOD PRESERVING TRADE BOARD (GREAT BRITAIN).

Order F. (29), dated 14th March, 1942, confirming a variation of minimum rates of wages and specifying 30th March, 1942, as the date from which such rates became effective.

BOOT AND FLOOR POLISH TRADE BOARD (GREAT BRITAIN).

Order B.P. (17), dated 20th March, 1942, confirming a variation of minimum rates of wages and specifying 30th March, 1942, as the date from which such rates became effective.

LAUNDRY TRADE BOARD (GREAT BRITAIN).

Order W. (41) and (42), dated 23rd March, 1942, confirming a variation of minimum rates of wages and specifying 6th April, 1942, as the date from which such rates became effective.

ROPE, TWINE AND NET TRADE BOARD (GREAT BRITAIN).

Order R. (70) and (71), dated 31st March, 1942, confirming a variation of minimum rates of wages and specifying 13th April, 1942, as the date from which such rates became effective.

BOOT AND SHOE REPAIRING TRADE BOARD (NORTHERN IRELAND).

Order N.I.B.S. (39), dated 2nd March, 1942, confirming the fixation, variation and cancellation of certain general minimum piece rates for male and female workers, and specifying 9th March, 1942, as the date from which these rates became effective.

ROPE, TWINE AND NET TRADE BOARD (NORTHERN IRELAND).

Order N.I.R. (38), dated 3rd March, 1942, confirming the variation of general minimum time rates, piecework basis time rates and general overtime rates for male and female workers, and specifying 9th March, 1942, as the date from which these rates became effective.

BAKING TRADE BOARD (NORTHERN IRELAND).

Order N.I.Bk. (10), dated 4th March, 1942, confirming the variation of general minimum time rates and general overtime rates for certain classes of male and female workers employed in establishments other than Home Bakeries, and specifying 16th March, 1942, as the date from which these rates became effective.

EMERGENCY POWERS (DEFENCE).

FACTORIES ACT, 1937: HOURS OF WOMEN AND YOUNG PERSONS.

General Emergency Order of February 5, 1942, for Cotton Spinning or Doubling.

BY virtue of the powers conferred on him by Regulation 59 of the Defence (General) Regulations, 1939, and of all other powers enabling him in that behalf, the Minister of Labour and National Service (hereinafter referred to as "the Minister") hereby exempts from the provisions of the Factories Act, 1937, as to hours of employment and holidays as respects women and young persons employed in accordance with the conditions specified in the Schedule to this Order, factories in which the spinning or doubling of cotton yarn is carried on.

Provided that the occupier of a factory shall not be entitled to avail himself of this Order or any part thereof unless he has obtained from the Inspector of Factories for the District, and holds, permission in writing so to do, which permission may be restricted to particular processes or work as specified by the Inspector and may be granted for a limited period and may be revoked at any time by the Inspector if he is not satisfied that the conditions laid down in the Order are being complied with or if so directed by the Minister.

This Order shall remain in force until the 28th March, 1942,* unless sooner revoked by order of the Minister.

Signed by order of the Minister of Labour and National Service this 5th day of February, 1942.

T. W. PHILLIPS,
Secretary of the Ministry of Labour
and National Service.

SCHEDULE.

[The Schedule specifies the conditions according to which, subject to the provisions of the Order, women and young persons may be employed. These conditions prescribe, *inter alia*, that "the total hours worked in any week, exclusive of intervals

for meals and rest, may exceed 48 but shall not exceed such number of hours, being not greater than 52, as may be specified in writing by the District Inspector for the purposes of this condition, and shall not exceed 9½ hours on any week-day other than Saturday or, on Saturday, 5 hours or such greater number of hours not exceeding 7 as may be specially sanctioned by the District Inspector." Other conditions limit the period of employment to 10½ hours in any day, regulate the duration of continuous spells of employment, prohibit Sunday work, and require the occupier to post up in his factory a notice specifying the conditions according to which the workers are employed.]

SUMMER TIME.

An Order in Council,* made on 19th March, 1942, amends Regulation 2 of the Defence (Summer Time) Regulations, 1939, so as to provide that the period during which summer time is to be two hours in advance of Greenwich mean time shall begin on the first Sunday in April (instead of the first Sunday in May) and shall end on the second Sunday in August.

No change is made by the Order in the existing Regulation, made by an Order in Council dated 4th April, 1941,† which provides that where any contract for the employment of a worker in agriculture specifies the time at which work is to commence or end on any day, or the time after which employment on any day is to be treated as overtime employment, the contract shall, unless the parties agree otherwise, be construed as if summer time were at all times one hour in advance of Greenwich mean time; a similar construction is to be employed in applying any Order made by the Agricultural Wages Board for England and Wales, the Scottish Agricultural Wages Board and the Agricultural Wages Board for Northern Ireland.

ESSENTIAL WORK (GENERAL PROVISIONS) ORDER.

The Essential Work (General Provisions) (Amendment) Order, 1942,‡ dated March 25, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

The Minister of Labour and National Service by virtue of the powers conferred on him by Regulations 58A and 98 of the Defence (General) Regulations, 1939, hereby makes the following Order.

1. This Order may be cited as the Essential Work (General Provisions) (Amendment) Order, 1942, and shall come into force on April 2, 1942, and this Order and the Essential Work (General Provisions) Order, 1942§ (hereinafter referred to as "the principal Order") may be cited together as the Essential Work (General Provisions) Orders, 1942.

2. Article 6 of the principal Order (which deals with absenteeism) shall have effect as though sub-paragraphs (a) and (b) of paragraph (1) were omitted.

3. After the said Article 6 there shall be inserted the following new Article:—

"6A.—(1) A specified person shall not—

(a) absent himself from work; or
(b) be persistently late in presenting himself for work, unless in either case he has reasonable excuse.

(2) Where a specified person has absented himself from work or has been persistently late in presenting himself for work, the person carrying on the undertaking may report the matter to a national service officer, and that officer shall, if there exists in the undertaking a works committee or other joint council which in his opinion can appropriately deal with the matter (hereinafter in this Article referred to as an "appropriate committee"), require the person carrying on the undertaking to refer the matter to that committee unless the matter has already been referred to it.

(3) Where at the date of any such report as aforesaid an appropriate committee exists in the undertaking in which the specified person is employed, proceedings shall not be instituted against that person for an offence against Regulation 58A of the Defence (General) Regulations, 1939, for a contravention of or failure to comply with any of the provisions of paragraph (1) of this Article unless—

(a) the matter has been referred to the committee; and
(b) the committee before considering the matter has notified the person who is the subject of the reference so as to give him an opportunity of making within four days of the sending or giving of the notification to him such representations to the committee, either orally or in writing, as he may desire; and
(c) the committee has made a report to the national service officer.

(4) On the prosecution of any person for an offence against Regulation 58A of the Defence (General) Regulations, 1939, for a contravention of or failure to comply with any of the provisions of paragraph (1) of this Article—

* Statutory Rules and Orders, 1942, No. 506; H.M. Stationery Office, price 1d. net (2d. post free).

† See the issue of this GAZETTE for May, 1941, page 114.

‡ Statutory Rules and Orders, 1942, No. 583; H.M. Stationery Office, price 1d. net (2d. post free).

§ Statutory Rules and Orders, 1942, No. 371. (The text of this Order was given on pages 77-80 of the March, 1942, issue of this GAZETTE).

* The operation of the Order has been extended until 30th May, 1942, by a further Order dated 27th March, 1942.

* U.I. Code 8s, Vol. XII, page 1 (Pamphlet No. 1/1933).

† U.I. 440, Vol. VI, page 172 (Pamphlet No. 10/1927).

‡ U.I. Code 8s, page 10 (Pamphlet No. 2/1941).

§ Statutory Rules and Orders, 1942, No. 610. H.M. Stationery Office, price 1d. net (2d. post free).

- (a) a certificate purporting to be signed by a national service officer that at the date of any such report to him as aforesaid an appropriate committee did not exist in the undertaking;
- (b) a certificate purporting to be signed by or on behalf of the chairman of the appropriate committee that the reference, notification and report referred to in paragraph (3) of this Article have been made;
- shall be sufficient evidence of the facts stated therein unless the contrary is proved."

4. Article 7 of the principal Order (which deals with the duties of employers as to information, records and inspection) shall have effect as if—

- (a) in paragraph (b) thereof after the word "person" there were inserted the words "or to a person of such class or description"; and
- (b) in paragraph (c) thereof instead of the words "so designated as aforesaid" there were substituted the words "designated by or on behalf of the Minister."

5. Article 8 of the principal Order (which deals with persons employed by the Crown) shall have effect as if in paragraph (1) thereof for the words "and Article 6" there were substituted the words "and Articles 6 and 6A."

Signed by order of the Minister of Labour and National Service this twenty-fifth day of March, 1942.

T. W. PHILLIPS,
Secretary of the Ministry of Labour
and National Service.

THE UNDERTAKINGS (RESTRICTION ON ENGAGEMENT) ORDER, 1941.

Directions by the Minister of Labour and National Service.

In pursuance of the provisions of Article 4 of the above Order* the Minister of Labour and National Service hereby gives the following Directions:—

1. The following persons shall be exempted from the provisions of paragraph (1) of Article 2 of the above Order, that is to say:—

- (a) every person carrying on an undertaking to which the above Order applies to the extent that the provisions of paragraph (1) of Article 2 thereof prevent them from seeking to engage or engaging any of the persons specified in paragraph (b) hereof otherwise than in accordance with those provisions; and
- (b) every woman to be employed or seeking to engage for work in any such undertaking who has attained the age of thirty-one years.

2. These directions shall continue in force until cancelled or modified by further directions.

Signed by order of the Minister of Labour and National Service this 26th day of March, 1942.

T. W. PHILLIPS,
Secretary of the Ministry of Labour
and National Service.

ESSENTIAL WORK (BUILDING AND CIVIL ENGINEERING) ORDER.

The Essential Work (Building and Civil Engineering) (Amendment) Order, 1942,† dated March 27, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

The Minister of Labour and National Service (hereinafter referred to as "the Minister") by virtue of the powers conferred on him by Regulations 58A and 98 of the Defence (General) Regulations, 1939, hereby makes the following Order.

1. This Order may be cited as the Essential Work (Building and Civil Engineering) (Amendment) Order, 1942, and shall come into force on the 2nd April, 1942, and this Order and the Essential Work (Building and Civil Engineering) (No. 2) Order, 1941‡ (hereinafter referred to as the "principal Order") may be cited together as the Essential Work (Building and Civil Engineering) Orders, 1941 and 1942.

2. Article 4 of the principal Order (which contains provisions as to employment in scheduled undertakings) shall be amended as follows:—

- (a) after sub-paragraph (f) of paragraph (1) there shall be inserted the following two new sub-paragraphs:—

(g) if a specified person is in accordance with the conditions of his service suspended without pay from his work for a period not exceeding three consecutive days for reasons of a disciplinary character, then if he is paid otherwise than on a time rate basis, the provisions of sub-paragraph (d) of this paragraph shall not apply to him during the period of suspension, and if he is paid on a time rate basis those provisions shall apply as though the prescribed period as regards that person and the normal working hours were reduced by the days in the course of which he was so suspended and the normal working hours attributable to those days:

Provided that if—

- (i) within three days of the beginning of the

period of suspension the specified person requests in writing a national service officer to submit the question of the suspension to a Local Appeal Board; and

- (ii) (a) the Board, after considering any representations that may be made by or on behalf of that person or the person carrying on the undertaking, is unanimously of the opinion that the suspension was not justified or was justified as to a part only of the period thereof; or

- (b) where the Board is not unanimous, the national service officer is of opinion that the suspension was not justified or was justified as to a part only of the period thereof;

the specified person shall not by reason only of the suspension be disentitled to the payment of the sum set out in the said sub-paragraph (d) and where part only of the period of suspension was so justified as aforesaid, that part shall be treated as the period of suspension;

- (h) (i) where a person carrying on a scheduled undertaking is unable to provide work for a specified person by reason of the fact that other persons employed in the undertaking are taking part in an illegal strike, he may give to the specified person not less than four days' notice, exclusive of a Sunday, of his intention to discontinue payment of the sum provided for by sub-paragraph (d) of this paragraph (hereinafter referred to as "a notice suspending the guaranteed wage"), and where such a notice has been given the person carrying on the undertaking shall, as soon as he is in a position to provide work for the specified person, give to that person a further notice specifying the day on which such work will be available (hereinafter referred to as "a notice that work is available");

- (ii) where a notice suspending the guaranteed wage has been given in accordance with the foregoing provisions of this sub-paragraph the following provisions shall have effect, that is to say—

- (a) the person carrying on the undertaking shall not be liable to make any payment to the specified person under the said sub-paragraph (d) in respect of any day which occurs during the period beginning with the day after the expiration of the notice suspending the guaranteed wage and ending with the day immediately preceding the day specified in the notice that work is available (which period is hereinafter referred to as "the authorised suspense period");

- (b) the expression "prescribed period" which occurs in the said sub-paragraph (d) shall be construed as not including any day which occurs during the authorised suspense period;

- (c) on giving such notice as may be provided for in the contract with his employer the specified person may, on the expiration of that notice, leave his employment at any time during the authorised suspense period without obtaining the permission or giving the notice required by sub-paragraphs (b) and (c) of this paragraph; and

- (d) if a specified person who does not leave his employment during the authorised suspense period fails without reasonable excuse to present himself for work on the day specified in the notice that work is available, his employment shall be deemed to have terminated on the day immediately preceding that day;

- (iii) in this sub-paragraph the expression "illegal strike" means a strike in connection with a trade dispute which is unlawful by reason of the provisions of Article 4 of the Conditions of Employment and National Arbitration Order, 1940; and

- (b) at the end of the said Article there shall be inserted the following new paragraph—

"(5) The dismissal of a specified person for serious misconduct shall, in the first instance, be provisional only, and if

- (a) within the period allowed by paragraph (1) of the next succeeding Article he requires the national service officer to submit the matter to a Local Appeal Board; and

- (b) the national service officer directs the reinstatement of the specified person under paragraph (3) of that Article;

the dismissal shall be treated as having been ineffective and sub-paragraph (d) of paragraph (1) of this Article shall have effect accordingly in respect of any period elapsing after the dismissal until the reinstatement takes place; but if the specified person fails to require the matter to be submitted as aforesaid within the time so limited or the national service officer notifies him and the person carrying on the undertaking that he does not intend to direct his reinstatement, the dismissal shall be treated as having been always operative."

ESSENTIAL WORK (CHAIN MANUFACTURING INDUSTRY) ORDER.

The Essential Work (Chain Manufacturing Industry) Order, 1942,* dated 31st March, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

The Minister of Labour and National Service (hereinafter referred to as "the Minister") by virtue of the powers conferred on him by Regulation 58A of the Defence (General) Regulations, 1939, hereby makes the following Order.

1.—(1) This Order may be cited as the Essential Work (Chain Manufacturing Industry) Order, 1942, and shall come into force on the 7th April, 1942.

(2) The following expressions have the meanings hereby assigned to them—

"local office" means an Employment Exchange or other office appointed by the Minister as a local office for the purposes of this Order;

"principal Order" means the Essential Work (General Provisions) Order, 1942, as amended by the Essential Work (General Provisions) (Amendment) Order, 1942;

"undertaking engaged in the chain manufacturing industry" means an undertaking wholly or mainly engaged in the manufacture of hand-hammered, drolled, tommed, side-welded and machine or electrically welded chain, and fittings thereto.

2. Where, under the provisions of the principal Order, the Minister enters the name of an undertaking in the Schedule of Undertakings kept under that Order as respects specified persons and the undertaking is an undertaking engaged in the chain manufacturing industry, then and in that case there shall be substituted for the definition of "normal wage" in sub-paragraph (d) of paragraph (1) of Article 4 of the principal Order the following definition—

"normal wage" means a wage calculated as follows, that is to say—

(a) in respect of a person paid on a time rate basis, by reference to the time rate applicable to the person concerned and to the normal working hours during the prescribed period; and

(b) in respect of a person paid otherwise than on a time rate basis, 13s. 6d. a day, or the average daily earnings of the person concerned during the previous thirty days on which he has worked or, if he has not worked for so long in the undertaking concerned, the average daily earnings over the same period of persons in the same grade or class as the person concerned employed in the same undertaking and in the same district, whichever sum is the less."

3. Notwithstanding the provisions of the principal Order or of this Order, a specified person who is employed in a scheduled undertaking engaged in the chain manufacturing industry may be employed for temporary employment only in another such scheduled undertaking without obtaining the permission of a national service officer and without the giving of any notice if such employment is obtained through a local office in accordance with arrangements approved by the Minister.

Signed by order of the Minister of Labour and National Service this 31st day of March, 1942.

T. W. PHILLIPS,
Secretary of the Ministry of Labour
and National Service.

FACTORIES.

The Factories (Luminising) (Health and Safety Provisions) Order, 1942, dated April 1, 1942, made by the Minister of Labour and National Service under Regulation 60 of the Defence (General) Regulations, 1939.

The above Order† imposes on the occupiers of factories (within the meaning of the Factories Act, 1937) in which luminising is carried on, and on other persons in those factories, obligations with regard to the protection of health and safety in the factories.

The Order provides, *inter alia*, that no person under 16 years of age shall be employed in luminising processes unless he is over 15 years of age and was so employed prior to the commencement of the Order, *i.e.*, before 3rd May, 1942, and that no person shall be employed in the processes for more than 48 hours in any week.

Various other provisions determine the obligations of occupiers of factories with regard to the provision in the factories of health and safety arrangements and equipment and specify the duties of other persons in the factories with regard to the use of appliances for securing health or safety and to the observance of precautions.

In so far as all or any of the requirements of the Order are, for any reason, not necessary for the protection of persons employed in a factory, the Chief Inspector of Factories may issue a certificate in writing exempting the factory, or any part of the factory, from all or any such requirements, subject to such conditions as he may prescribe in the certificate.

* Statutory Rules and Orders, 1942, No. 614; H.M. Stationery Office, price 1d. net (2d. post free).
† Statutory Rules and Orders, 1942, No. 703. H.M. Stationery Office, price 2d. net (3d. post free).

* See the issue of this GAZETTE for January, 1942, page 27.
† Statutory Rules and Orders, 1942, No. 591. H.M. Stationery Office, price 2d. net (3d. post free).
‡ Statutory Rules and Orders, 1941, No. 2067. See the issue of this GAZETTE for January, 1942, pages 22-25.

3. Article 6 of the principal Order (which deals with absenteeism etc.) shall have effect as if—

- (a) in paragraph (1) thereof sub-paragraphs (a) and (b) were omitted, and the words "in writing" were inserted after the word "report"; and

- (b) in paragraph (2) thereof instead of the words "furnish a copy of such particulars" there were substituted the words "communicate the particulars."

4. After the said Article 6 there shall be inserted the following new Article—

- "6A.—(1) A specified person shall not—
(a) absent himself from work; or
(b) be persistently late in presenting himself for work; unless in either case he has reasonable excuse.

(2) Where a specified person has absented himself from work or been persistently late in presenting himself for work, the person carrying on the undertaking may report the matter to a national service officer.

(3) The Minister may, after consultation with such organisations as he may think fit, being organisations which in his opinion represent respectively a substantial number of persons carrying on and persons employed in building or civil engineering undertakings, make or approve arrangements in connection with a person carrying on a scheduled undertaking and specified persons employed in the undertaking on any particular site which contain provisions for establishing a committee or other body of persons and for the reference to that committee or body of the case of any such specified person in respect of whom a report is made that he has been absent from work or persistently late in presenting himself for work; and where any such arrangements have been made or approved proceedings shall not be instituted against any such specified person for an offence against Regulation 58A of the Defence (General) Regulations, 1939, for a contravention of or failure to comply with any of the provisions of paragraph (1) of this Article until the case has been referred to and considered by such committee or body as aforesaid in accordance with the arrangements.

(4) On the prosecution of any person for an offence against Regulation 58A of the Defence (General) Regulations, 1939, for a contravention of or failure to comply with any of the provisions of paragraph (1) of this Article—

- (a) a certificate signed by or on behalf of the Minister that at the date of the report referred to in paragraph (2) hereof no arrangements had been made or approved which were applicable to that person;

- (b) a certificate purporting to be signed by or on behalf of the chairman of the committee or body of persons so established as aforesaid that the case had been referred to and considered by it in accordance with the arrangements; shall be sufficient evidence of the facts stated therein unless the contrary is proved."

5. In Article 7 of the principal Order (which deals with the scheduling of sites) the following proviso shall be inserted at the end of paragraph (3) thereof:—

"provided that where a number of sites in a particular area is included as a scheduled site and the works carried on there are being executed by or on behalf of a local authority, it shall be a sufficient compliance with the provisions of this paragraph if the person upon whom the notice is served—

- (a) secures that copies of the notice are posted up and kept posted up in a conspicuous place in the offices of the local authority; and

- (b) posts up and keeps posted up in a conspicuous place at each of the sites a notice that that site is included in a scheduled site particulars of which are given in a notice posted up in those offices."

6. Articles 8 and 11 of the principal Order (which deal respectively with the application of the Order to scheduled sites and to employment of registered persons in essential work) shall have effect as if for the words "and 6" there were substituted the words "6 and 6A."

7. Article 13 of the principal Order (which deals with the duties of employers as to information, records and inspection) shall have effect as if—

- (a) in paragraph (b) thereof after the word "person" there were inserted the words "or to a person of such class or description"; and

- (b) in paragraph (c) thereof instead of the words "so designated as aforesaid" there were substituted the words "designated by or on behalf of the Minister."

8. Article 14 of the principal Order (which deals with persons employed by the Crown) shall have effect as if—

- (a) in paragraph (1), in the sub-paragraph substituted for sub-paragraph (a) of paragraph (1) of Article 3 the words "or suspension" were inserted after the word "dismissal"; and

- (b) in paragraphs (1), (2) and (3) instead of the words "and Article 6" there were substituted the words "and Articles 6 and 6A."

Signed by order of the Minister of Labour and National Service this 27th day of March, 1942.

T. W. PHILLIPS,
Secretary of the Ministry of Labour
and National Service.

ESSENTIAL WORK (GENERAL PROVISIONS) (PART-TIME WORKERS EXCLUSION) ORDER.

The Essential Work (General Provisions) (Part-time Workers Exclusion) Order, 1942,* dated April 11, 1942, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

The Minister of Labour and National Service (hereinafter referred to as "the Minister") by virtue of the powers conferred on him by Regulation 58A of the Defence (General) Regulations, 1939, hereby makes the following Order.

1. This Order may be cited as the Essential Work (General Provisions) (Part-time Workers Exclusion) Order, 1942, and shall come into force on the 13th April, 1942, and shall be construed as one with the Essential Work (General Provisions) Orders, 1942.

2.—(1) Where an undertaking is a scheduled undertaking under the Essential Work (General Provisions) Order, 1942, there shall not be included among the specified persons employed in that undertaking any persons of the following class or description unless those persons are particularly included as regards that undertaking, that is to say—

persons whose employment ordinarily involves not more than thirty hours' service weekly where the employment began on or after 3rd September, 1939, and the services rendered are such as, in the opinion of the Minister, are not ordinarily performed or would not, but for circumstances arising out of the war, ordinarily be performed by persons rendering not more than thirty hours' service weekly.

(2) Where such persons are, on the date of the coming into force of this Order, included amongst the specified persons employed in a scheduled undertaking as aforesaid, they shall on that date cease to be so included.

Signed by order of the Minister of Labour and National Service this eleventh day of April, 1942.

T. W. PHILLIPS,
Secretary of the Ministry of Labour
and National Service.

FACTORY ACTS.

FACTORY FORMS.

FROM time to time the Ministry of Labour and National Service issues Factory Forms regarding regulations and orders issued under the Factory Acts. The undermentioned Forms have been issued or reprinted since the previous list was published in the January issue of the MINISTRY OF LABOUR GAZETTE. The prices in brackets include postage.

No.	Title and Price.
329.	Electric Arc Welding. Memorandum on; 3rd Edition, 1937. Reprinted March, 1942, revised price 2d. (3d.).
682.	Factories Act, 1937. Certificate of Exemption No. 18 (General). Steam Boilers—Cylindrical Multi-Tubular Type Fired by Town Gas or Oil. February, 1942, 1d. (2d.).
686.	Certificate of Exemption No. 22 (General). Air Receivers—Fire Sprinkler Installations. January, 1942, 1d. (2d.).
951.	Regulations made by the Secretary of State for Factories in which East Indian Wool is used. January, 1942, 1d. (2d.).

* Statutory Rules and Orders, 1942, No. 687; H.M. Stationery Office, price 1d. net (2d. post free).

SUPERANNUATION SCHEMES (WAR SERVICE) ACT, 1940.

CERTIFICATE BY THE MINISTER OF LABOUR AND NATIONAL SERVICE.

Employment in the National Fire Service.

THE Minister of Labour and National Service hereby certifies the employment specified in the Schedule to this certificate to be such as, in his opinion, may properly be treated for the purposes of the Superannuation Schemes (War Service) Act, 1940, in the same manner as service in the forces of the Crown. Signed by order of the Minister of Labour and National Service this 16th day of February, 1942.

T. W. PHILLIPS,
Secretary of the Ministry of Labour
and National Service.

SCHEDULE.

Employment as a member of the National Fire Service either as a person holding rank therein or as a person not holding rank therein.

OFFICIAL PUBLICATIONS RECEIVED.

[NOTE.—The prices are net, and do not include postage.]

NATIONAL SERVICE.—Selected decisions given by the Umpire during the months of November and December, 1941, in respect of applications for postponement of liability to be called up for service under the National Service Acts, 1939-1941. N.S. Code 2; Pamphlets Nos. 9 and 10/1941. Ministry of Labour and National Service. [Stationery Office publications; price 2d. each.]

PAYMENT BY RESULTS.—Trade operations for which bonus rates have been fixed. Memorandum on Essential Work (Building and Civil Engineering) Order, 1941. Ministry of Works and Buildings. [Stationery Office publication; price 4d.]

SKILLED MEN.—Second report of the Committee on Skilled Men in the Services and a memorandum by the War Office. Ministry of Labour and National Service. [Cmd. 6339; price 1s. 3d.]

UNEMPLOYMENT FUND.—Unemployment Fund Accounts, 1940, showing the receipts and payments for the year ended 31st March, 1941, together with the report of the Comptroller and Auditor General thereon. [H.C. 35; price 2d.]

NOTICE.

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