

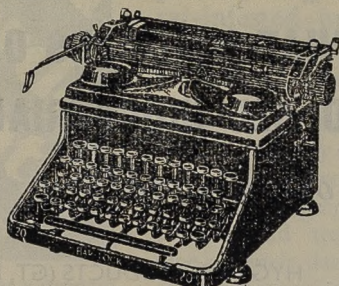
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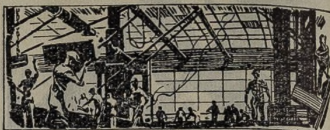
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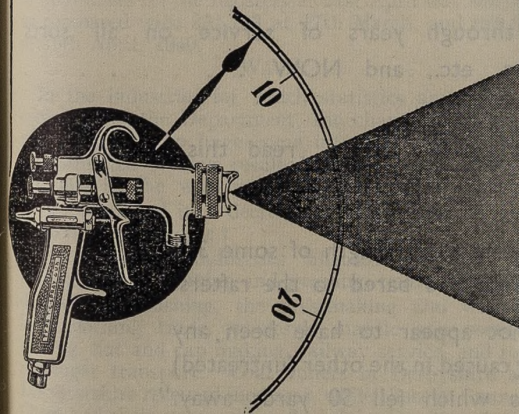
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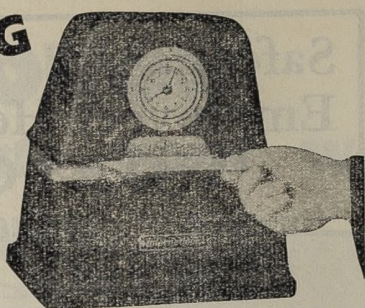
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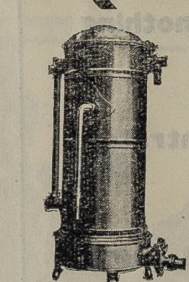
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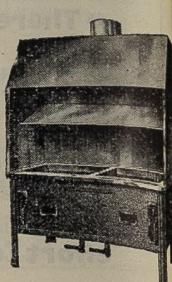
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THE MINISTRY OF LABOUR GAZETTE

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MAY, 1941.

[PRICE SIXPENCE NET.]

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

EMPLOYMENT AND UNEMPLOYMENT.

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 21st April was 157,239, a decrease of 15,421 as compared with 17th March. Of this total, 36,915 had been classified by interviewing panels as unsuitable for ordinary industrial employment.

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 41,795; this was an increase of 119 as compared with 17th March. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 15,515, a decrease of 1,485 as compared with 17th March.

The corresponding figures for women and girls on the registers at 21st April were 161,533 wholly unemployed (of whom 3,797* had been classified by interviewing panels as unsuitable for normal full-time employment), 33,578 temporarily stopped, and 851 unemployed casual workers. As compared with 17th March, the numbers wholly unemployed showed a decrease of 30,115, those temporarily stopped a decrease of 437, and unemployed casual workers a decrease of 68.

The number of applicants for unemployment benefit or allowances on the registers at 21st April was 305,061, as compared with 351,783 at 17th March, and 829,993 at 15th April, 1940.

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 in April are estimated to have resulted in an increase of about £161,000 in the weekly full-time wages of 1,250,000 workpeople, and in a decrease of about £200 in those of 18,000 workpeople.†

The principal industries affected included coal mining, cotton spinning and weaving, textile bleaching, dyeing and finishing, the dressmaking and women's light clothing trade, wholesale mantle and costume making, hat and cap making, railway service, and road passenger transport. Coal miners in Derbyshire and Leicestershire received increases, while those in Cannock Chase had their wages reduced, the changes in each case being due to the operation of sliding-scale agreements under which wage rates vary in correspondence with fluctuations in the ascertained proceeds of the industry. The rates of wages of cotton operatives were raised by nearly 2 per cent. Workpeople employed in the textile bleaching, dyeing and finishing industries had their wages advanced by about 1 per cent. on current rates in Yorkshire, and by 7d. or 8d. a week for men and 4d. a week

* As large numbers of wholly unemployed women on the registers at 21st April had still to be interviewed by the panels, the total numbers unsuitable for normal full-time employment would be considerably greater than the figure of 3,797 recorded at that date.

† The workpeople whose rates of wages were reduced in April had received increases of greater amount during the first three months of 1941.

for women in Lancashire and Scotland. Both in the cotton industry and in the textile bleaching, dyeing and finishing industries the increase took effect under the operation of agreements under which wage rates are periodically adjusted in accordance with the movement of the cost-of-living index figure.

The minimum rates of wages fixed under the Trade Boards Acts for workpeople employed in the dressmaking and women's light clothing trade were increased by 1d. an hour for men and ¾d. or 1d. an hour for women in England and Wales, and by 1d. an hour for men and ¾d. an hour for women in Scotland. In the wholesale mantle and costume trade the minimum rates were raised by 1½d. an hour for men and 1d. an hour for women; in the hat, cap and millinery trade they were raised by 1d. an hour for men and ¾d. or 1d. an hour for women in England and Wales, and by ¾d. an hour for both men and women in Scotland. Railwaymen (other than workshop staff) received a flat-rate advance of 4s. a week as the result of an Award of the Railway Staff National Tribunal, with retrospective effect to 6th January. Workpeople employed in the tram, trolley bus, and motor omnibus services in London and by municipalities on such services in the provinces received increases of 4s. a week in the case of men and of women employed to replace men, and of smaller amounts in the case of other women and juniors.

Other industries in which rates of wages were increased included quarrying in various districts, soap and candle manufacture, bobbin and shuttle making, and furniture manufacture in many of the principal centres of the industry.

The changes reported in the first four months of 1941 are estimated to have resulted in a net increase of about £940,000 a week in the full-time wages of 6,300,000 workpeople.

COST OF LIVING.

At 1st May the official cost-of-living index figure was 100 per cent. above the level of July, 1914, as compared with 98 per cent. at 1st April.

For food alone, the index figure at 1st May was 71 per cent. above the level of July, 1914, as compared with 70 per cent. at 1st April, the rise being due to increases in the prices of fish. Among items other than food, there was a further increase during April in the prices of clothing (including clothing materials), partly attributable to the effects of the Purchase Tax. Since this Tax came into operation, on 21st October last, the resulting increases in prices have raised the cost-of-living index figure by nearly 4½ points.

TRADE DISPUTES.

The number of trade disputes involving stoppages of work, reported to the Department as beginning in April, was 97. In addition, 20 disputes which began before April were still in progress at the beginning of that month. The approximate number of workpeople involved in these 117 disputes (including workpeople thrown out of work at the establishments where the disputes occurred) was 46,000, and the aggregate duration of the disputes in April was about 187,000 working days.

REGISTRATION FOR EMPLOYMENT ORDER, 1941.

REGISTRATION OF WOMEN BORN IN 1919 AND 1920.

The first registrations of women under the Registration for Employment Order, 1941*, took place on 19th April and 3rd May. The obligation to register applied to all female British subjects, in Great Britain, who were born in the years 1920 and 1919, respectively, except certain classes specifically exempted under the Order. The categories of women so exempted are the same, where appropriate, as those of men statutorily exempted from registration for military service; thus, women are not required to register if they are Dominions subjects not ordinarily resident in Great Britain, regular ministers of any religious denomination, mentally defectives, or blind persons. Women are also exempted while rendering paid whole-time service with the Armed Forces in the W.R.N.S., the A.T.S., the W.A.A.F., or the various recognised nursing services attached to the Armed Forces. On leaving such services, however, they must register if they are in a class of persons already called upon to register.

While the registrations affect all women of the age groups prescribed (subject to the exceptions specified), the fact that a woman has been required to register does not mean that she will necessarily be expected to take up employment or to transfer to other work. The registrations will show how the women concerned are occupied, and how many will be available for other work, of national importance. Women with young children or with vital household duties which make it difficult or impossible for them to take a job will not be asked to go to work. If it seems possible, after consideration of the particulars provided by the registration, that a woman can undertake work more vital than that on which she is engaged, she will be asked to attend for an interview, at a Local Office of the Ministry of Labour and National Service, when the whole question can be fully discussed. She should not throw up her present job, but if she feels she is not serving the country in her present employment, and wishes to get into something more vital, she should let the Employment Exchange know. It may be best to leave her in her present job, but if not the Exchange will try to find her more important work either locally or in another district.

It is hoped that from these two registrations it will be possible to find, in the main, women who are mobile. The problem of women's employment at the present time is to fill the large number of vacancies in the Women's Auxiliary Services, the Nursing Services, the N.A.A.F.I., and the Women's Land Army, which require that the women must be prepared to transfer to another district. Vacancies arising in industry in the near future will be filled, to a large extent, by releases of labour from industries affected by the Board of Trade scheme for the concentration of production,† although, of course, there will be shortages of local labour in some areas in any case. Mobile women will be wanted for such work also.

In the House of Commons, on 15th May, the Minister of Labour and National Service stated that by that date 429,820 women born in 1920 had registered, and that 281,961 women born in 1919 had registered on 3rd May at local offices of the Ministry, but that the returns of postal and belated registrations for this latter age-group were not yet complete.

INTERVIEWING OF REGISTERED WOMEN.

The interviewing of women who have registered under the Order is now in progress at Local Offices of the Ministry of Labour and National Service. Not everyone who has registered will be asked to attend for interview. Women with young children, for example, will not be asked to attend, and other categories who will not be called for interview include certain classes of voluntary workers (see below), full-time students of Universities and Technical Colleges, and students taking certain full-time professional or vocational courses at other establishments. The order in which women are to be called for interview and the method of interviewing have been settled after consultation with the Women's Consultative Committee.‡ The first group to be interviewed are women who are not in full-time paid employment: it is estimated that this group comprises about 125,000 women. An immediate start is being made with those who are unoccupied or unemployed. The interviews will in all cases be conducted by women officers. Every woman called for interview will have an opportunity of explaining exactly what her domestic circumstances are, and she will not be expected to take a job if she is fully occupied in running or helping to run a household. Wives of men in the Forces who are looking after their homes while their husbands are away will not be asked to move, and women who are doing useful work in billeting munition workers or evacuee children will not have to take a job. The question whether women in part-time employment, paid or unpaid, are available for full-time work will be determined with full regard to their domestic circumstances.

When, in due course, women in full-time paid employment are interviewed, those who are in occupations included in the

Schedule of Reserved Occupations and those working with firms mainly engaged on Government work will not, for the time being, be called. Those who are called will be asked to furnish full particulars of the work they are doing, so that it can be decided whether they should be expected to change to more important work or should stay where they are.

It is desired to give women as early and definite a notification as possible of the decision in their case, so that they will know whether they are expected to take work of national importance. Accordingly, a National Work Register is being established which will include all persons found to be available for such work. All persons put on this Register will be handed a National Work Notice in the following terms:—

"As a result of your registration under the Registration for Employment Order, 1941, your name has been entered in the National Work Register, which is a record of persons registered under the Order who are available for work of national importance or of greater importance than that on which they are already engaged. Arrangements will be made in due course to find such work for you. If, meanwhile, you find such work yourself, and it is not merely of a temporary nature, please inform this Office at once on the enclosed form. In this way you will save yourself from being asked to transfer again, if it is agreed that your new work is of sufficient importance.

"This notice is issued by order of the Minister of Labour and National Service under Article 2 (b) of the Registration for Employment Order, 1941."

If a woman in paid employment is put on the Register, her employer will be notified. Her name will be kept on the Register until she reports that she has obtained work of national importance or until she has been placed in such work by the Employment Exchange. So far as possible, she will be allowed to choose the work which attracts her most.

When it is thought that a particular woman should take a job or move from her present employment, the interviewing officer will usually be able to suggest a number of kinds of work from which the woman can choose. If she lives in a town where women workers are urgently needed in the factories, she will be asked to take work locally. In other districts, if she is free to move, she will be expected to do so. It may be suggested that she should go in for one of the Auxiliary Services, nursing, or N.A.A.F.I., or go to a district where there is a shortage of workers. Alternatively, she may be able to go to a Training Centre. In any case, the interviewer will be able to give full information not only about rates of pay, but also about the conditions of work and the arrangements which have been made for looking after the welfare of girls who are working away from home. If she wishes, the woman will be given a chance to think the matter over for a few days before she finally makes a decision.

It is not necessary for a woman to wait her turn to be called for interview. If she feels that she could be more useful to the war effort than she is at present, she should go to the Employment Exchange and her case can then be considered immediately; in no circumstances, however, should she throw up her job before she has been advised by the Exchange.

Voluntary Workers.—The Minister has been informed by a number of the voluntary organisations that, in connection with the registration of women in the younger age groups, they would welcome some general rule which would enable their members who are necessary to their organisations to be identified by the local officers of the Ministry. They have expressed themselves as particularly anxious that any procedure thus adopted should aim at uniformity of treatment, and be subject to the control of senior officers duly authorised by them. The Minister regards it as important that the services of the necessary volunteers should be retained for the vital and essential work which they are undertaking. He has accordingly referred the matter to the Women's Consultative Committee and, on their advice, has made the arrangements described below.

Voluntary unpaid workers who are engaged full time on A.R.P. and allied Civil Defence work, or in a hospital will not be required to attend for a selection interview after registration. They should obtain from the local Authority or the Hospital authority, as the case may be, a certificate which will enable them to be identified by the Local Office of the Ministry of Labour and National Service. This certificate should be handed in on registration, or as soon as possible thereafter. For this purpose "full-time" means working a regular week of not less than 44 hours (or the equivalent when shift systems are in operation).

Voluntary unpaid workers not engaged as above will be called for selection interview. Those who are working full time for an organisation recognised by a Government Department or for a Local Authority, however, will not be transferred to other work if they are regularly employed for a week of not less than 44 hours on work which is of importance to the war effort (including juvenile welfare work and other work of importance to the morale and general well-being of the community) and if they cannot reasonably be replaced by an older woman. A certificate by a properly authorised officer of the organisation or Local Authority will be necessary in such cases. Any voluntary organisation wishing to take advantage of these arrangements should communicate with the Secretary, Ministry of Labour and National Service (L.S.B.12), Hanway House, Red Lion Square, W.C.1. The Ministry of Labour and National Service will then

THE ESSENTIAL WORK (MERCHANT NAVY) ORDER, 1941.

The Essential Work (Merchant Navy) Order, 1941,* applies with certain modifications the provisions of the Essential Work (General Provisions) Order to the Merchant Navy. It was made by the Minister of Labour and National Service on 1st May, 1941, and comes into force on 26th May, 1941.

The Order provides for the establishment of a Merchant Navy Reserve Pool.

The Pool will consist of persons unemployed on 26th May who were employed as officers or ratings of the Merchant Navy in the previous four weeks; of officers or ratings of the Merchant Navy terminating their employment without being immediately re-engaged by the same employer as officers or ratings; and of other qualified persons who become members either voluntarily or by virtue of a direction by a National Service Officer.

The Pool will be under the control of the Shipping Federation Limited, which will work in conjunction with the appropriate Society representing the officer or rating concerned. In any matters concerning the Employers' Association of the Port of Liverpool or its members, the Federation is to be assisted by that Association. The engagement of officers and ratings of the Merchant Navy Reserve Pool will be made solely through the Shipping Federation Limited.

The Order makes provision for the submission of grievances to Local Appeal Boards constituted in accordance with the provisions of Article 5 of the Essential Work (General Provisions) Order, 1941. Special provision is made in this Order for dealing with cases of urgency by reference to the Chairman of the Local Appeal Board.

THE ESSENTIAL WORK (COALMINING INDUSTRY) ORDER, 1941.

By the Essential Work (Coalmining Industry) Order,† dated 15th May, 1941, the Minister of Labour and National Service has applied to the coalmining industry provisions similar, in general, to those of the Essential Work (General Provisions) Order, 1941.‡ The object of the Order is to maintain and make the most effective use of the labour force of the coalmining industry and to ensure for the men stability of employment on satisfactory conditions.

The Order comes into force for particular coalmine establishments or branches only as and when they are scheduled. The scheduling of coalmining undertakings is proceeding forthwith. Before scheduling an undertaking the Minister must satisfy himself in regard to the terms and conditions of employment and the welfare and training arrangements in the undertaking.

The Order includes restrictions on the right of employers to discharge their workpeople and on the right of the workpeople to leave their employment, on the same lines as those in the Essential Work (General Provisions) Order, 1941. Before an employer can discharge a worker or a worker can leave his employment the permission of the National Service Officer must be obtained, but an important feature of this Order is that such permission will always be granted to enable a worker to take up employment in another colliery. Permission will not, however, be given, save in exceptional circumstances, to enable a worker to leave coalmining for any other kind of work.

The employer must pay the worker a guaranteed wage, provided that the worker is capable of and available for work throughout each pay week, and is willing to perform any services which may reasonably be required of him. For time workers the guaranteed wage is the appropriate time rate for the normal working hours, and for piece workers it is their actual piece work earnings for work done, together with payment at the appropriate time rate for all shifts or parts of shifts normally worked by them for which work was not available, periods of time of less than an hour in any shift being disregarded.

Questions arising under the Order will be decided by National Service Officers, subject to appeal to Local Appeal Boards.

Provision is made in the Order for dealing with absenteeism, lateness, failure to comply with lawful orders and behaviour calculated to impede effective production. In these cases the National Service Officer will obtain the advice of the Pit Production Committee or District Production Committee, which are bodies representative of the management and workpeople for the purpose of dealing with all questions affecting production of coal. Provision is also made for obtaining the advice of these bodies when any question arises as to the services which a worker may reasonably be asked to perform outside his usual occupation.

Under the Order, as from 9th June, all engagements of labour

take the matter up with the Government Department concerned. The organisation or authority issuing a certificate will be required to notify the Ministry of Labour and National Service if the worker concerned leaves their service.

Women who are engaged only part-time in voluntary unpaid work will be asked to attend for interview after registration. If a woman can reasonably be expected to perform full-time work she will be asked to do so. The aggregation of a number of part-time duties will not ordinarily be regarded as equivalent to full-time working, even though a total working week of 44 hours can be shown. Effective part-time workers in Civil Defence Services (working not less than 48 hours per month) will not be asked to transfer to another district without consultation with the Local Authority concerned.

The above rules do not affect the position of women in full-time paid employment who are performing effective part-time voluntary service in addition to that employment. The fact of such part-time service will be fully taken into account when considering whether she should be expected to change to other work.

REGISTRATION OF MEN FOR MARINE ENGINEERING WORK.

Men with previous experience of marine engine building or repairing, or heavy engineering work of a similar kind, are required to register at an Employment Exchange under the Registration for Employment Order, 1941, on 29th or 30th May. Men who are unable to attend on either of these days because of their work, or because of sickness, or because they live more than six miles away from an Employment Exchange, may register by post, on a registration card (E.D.251), obtainable from an Exchange.

Marine engineering calls for skill of a special kind which cannot be readily acquired by every engineer, and more men are urgently wanted in the industry. The registration is being held with the object of discovering what reserves the country has of men with this skill or with experience of a similar kind which would make them particularly suitable for the work, and of transferring to marine engineering those who can be spared from their present jobs.

The Minister of Labour has appealed to every man required to register to signify his willingness to transfer to marine engineering work if called upon to do so; he has also appealed to employers to make every effort to release men who register, if asked to do so. The merits of each case will be considered individually, and employers should not assume that men who register will at once be transferred.

The men required to register are those aged 20 or over who are capable of work and have worked for twelve months or more since 1st January, 1929, on marine engine building or repairing as fitters, assemblers and erectors or as turners. Fitters, assemblers and erectors who have been accustomed to work on steam engines, steam turbines or diesel engines of 500 horse power or over, and men accustomed to turning shafts or similar parts of 6-inch diameter and over, and over 6 feet in length, are also required to register if they have done work of this kind for twelve months since 1st January, 1929.

Men are required to register whether or not they are at present employed on Government work. The only men not required to register are (a) men at present serving in the Armed Forces of the Crown (except the Home Guard), (b) men whose present employment is in shipbuilding or ship-repairing, marine engine building or repairing, or the Merchant Navy, and (c) men who are required to register under the registration of men who have served in the Merchant Navy which is to take place between 26th and 28th May.

REGISTRATION OF MEN WHO HAVE SERVED IN THE MERCHANT NAVY.

As part of a plan for manning ships of the Merchant Navy, the Minister of Labour and National Service has called for the registration, under the Registration for Employment Order, 1941,* of every male British subject born between 26th May, 1881, and 25th May, 1923, both dates inclusive (other than registered medical practitioners and dentists) who, at any time since 1st January, 1936, has been employed as the master or as a member of the crew of a ship other than a fishing boat, but is not so employed on 26th May, 1941. The registration took place between Monday, 26th May and Wednesday, 28th May. The officers and ratings affected were required to register even though they might have already registered particulars about themselves in some other connection.

This registration will enable the Minister to locate and mobilise the services of seamen who may now be unemployed or who have taken shore employment. It is not intended to call every seaman for the Merchant Navy immediately, or to take a man out of shore employment without considering the relative importance of his present job. It will be realised, however, that the needs of the Merchant Navy are imperative.

* See the March issue of this GAZETTE, page 51.

* See the March issue of this GAZETTE, pages 51 and 73.

† See the April issue of this GAZETTE, page 77.

‡ See the March issue of this GAZETTE, page 52.

* Statutory Rules and Orders, 1941, No. 634; H.M. Stationery Office, price 2d. net (3d. post free). The text of the Order is given on page 111.

† Statutory Rules and Orders, 1941, No. 707; H.M. Stationery Office, price 2d. net (3d. post free). The text of the Order is given on page 112.

‡ See the March issue of this GAZETTE, page 50.

for coalmining must be made through an Employment Exchange or with the permission of a National Service Officer. The Order also incorporates the existing rule under the Undertakings (Restriction on Engagement) Order, 1940,* which prohibits the engagement of men or boys normally engaged in coalmining for any other kind of work except through an Employment Exchange.

Fuller particulars are contained in a leaflet which is being issued to colliery undertakings, and will be available at Employment Exchanges.

NATIONAL SERVICE ACTS, 1939 to 1941.

NUMBER REGISTERED IN APRIL.

THE provisional total of men liable to be called up for service under the National Service Acts, 1939 to 1941, who registered at 12th April† was 295,162. The men who were required to register at this date were those born between 1st January and 31st December, 1903, both dates inclusive.

FURTHER REGISTRATIONS.

A further registration of men liable for service who were born in the year 1902 took place on 17th May, and is to be followed on 31st May by a similar registration of men born in 1901. Questions of the reservation, deferment, or postponement of calling up the men in these two age groups can then be considered together, so that both men and employers may, so far as the uncertainties of war allow, know their position. These registrations will facilitate the early discovery of men in these older age-groups who might be transferred to work of national importance, and thus make possible the release of younger men for the fighting forces.

The decision to register further classes under the National Service Acts involves no change of the previous intention to avoid, if possible, calling any of them for military service until some months, at least, have elapsed.

MEN UNDER 20 YEARS OF AGE.

Half-Yearly Registrations.

The general policy in regard to calling-up men under 20 has now been settled, namely, to register them as they become 19 by half-year classes. Thus, the men born in the first half of 1922, becoming 19 in the first half of 1941, will be registered in or soon after July, 1941; those born in the second half of 1922, becoming 19 in the second half of 1941, will be registered in or soon after January, 1942, and so on for the men born in 1923. It is hoped by this means to avoid calling up men under the age of 19. But this policy naturally is subject to change at any moment to meet the exigencies of war. The decision to call up regularly these younger men involves making arrangements in regard to those whose training for essential national purposes, whether as students in places of higher education or as industrial apprentices, should be continued after they reach 19 years of age.

University Students.

Retention of certain classes of students, after they reach 19 years of age, at universities and other places of higher education is necessary in order to maintain the supply of medical and dental practitioners, to train scientists, either for research or immediate technical work, and to provide training for the services of the State. Students now reserved by the Schedule of Reserved Occupations and Protected Work will continue to be reserved, subject to the two conditions mentioned below. All other students of the 1922 age group who desire to proceed to a university are advised to present themselves to a Joint Recruiting Board, and only those students should proceed to a university who are recommended to do so by the Board. Such students may undertake one of the specified scientific or technical courses. If they contemplate taking some other course they may, after enlistment in one of the Fighting Services, be placed to the Reserve. Students so placed to the Reserve will (subject to emergencies) be allowed to complete one year of academic study, but renewed deferment beyond that period will be granted only for special reasons. Students taking the specified scientific or technical courses will receive such deferment as is necessary in the national interest.

The Joint Recruiting Boards will be instructed to recommend a student for a university course in any but the specified scientific or technical subjects only if satisfied that the man in question has more than average ability to profit by such a course, having regard either to his intellectual ability or his promise of capacity for leadership. No deferment will be granted to students proceeding to a university without recommendation from a Joint Recruiting Board.

Reservation of university students by the Schedule of Reserved Occupations and Protected Work, and deferment of university students by Joint Recruiting Boards will be conditional upon their making satisfactory progress in their studies and becoming members of a Senior Training Corps or an Air Training Corps. Exemption from the latter requirement may be granted, on the recommendation of the educational authority, on such grounds as part-time membership of the Home Guard, the Royal Observer Corps, or a Civil Defence Service (other than fire watching), or on the ground that the course is so exacting as to make the requirement undesirable, or for other exceptional circumstances.

* See the June, 1940, issue of this GAZETTE, pages 156 and 181.
† See the March, 1941, issue of this GAZETTE, page 52.

Student Teachers.

All students who entered Teachers' Training Colleges in the Autumn Term, 1940, who had not attained the age of 18 years 6 months on 1st October, 1940, and who are due to take their final examination in March, 1942, will be reserved during the completion of their course. Students who enter Teachers' Training Colleges in the Autumn Term, 1941, and who have not attained the age of 18 years on 1st October, 1941, will also be reserved during the completion of their course. Reservation in both cases will be subject to the same conditions as apply to other reserved students.

Other Students.

Any other students who may be allowed, whether by reservation or by deferment, to continue their studies after they have reached 19 years of age, will do so subject to the same conditions as apply to university students.

Conscientious Objectors.

The position of students who are conscientious objectors and are not willing to give the part-time national service required of students reserved under the Schedule or deferred by Joint Recruiting Boards will be determined in accordance with the findings of the statutory tribunal in their cases.

Industrial Apprentices.

Arrangements are being made to defer the calling-up of apprentices in essential trades until the completion of their apprenticeship or until they attain the age of 20, whichever is the earlier. Application for such deferment* must be made by the apprentice and his employer jointly, and must relate to a man under a regular apprenticeship for a term of years, whether under indentures, under written agreement, or by arrangement between the parties in accordance with the custom of the occupation. Oral agreements are not excluded. Deferment will be granted only where the occupation for which the man is being trained is of first importance to the war effort. In general, those occupations only for which the age of reservation under the new Schedule of Reserved Occupations and Protected Work is 25 or under at all stages will be regarded as satisfying this condition. Where a dual age is shown in the Schedule, the lower age should be regarded as the age of reservation.

TRAINING OF INDIAN WORKERS FOR WAR WORK

A SCHEME is being developed for training workers in the armaments and munitions industries in India, and instructors are going out from Government Training Centres in this country to help in this work. In addition, arrangements are being made under which numbers of Indian workers will be brought to this country for training and will then return to India to use the knowledge they have gained to assist in developing war industries there. The object of the visit, however, is not merely to enable these Indians to be of greater assistance in the war industries; it is intended also to give them an insight into industrial life, and into the lives of workers in this country, and to enable them to become acquainted with the working of the British Trades Union movement, so that they may go back to India with as complete a picture as possible, not only of the technical processes employed in industry over here, but also with a knowledge of the workers' conditions and organisations.

The recruitment of the first party of Indians to arrive in this country, comprising 50 young men about 20 years of age from all parts of India, has been carried out by the Indian National Service Labour Tribunals. Another batch will follow, and if the scheme is a success these will be succeeded by further parties at later dates. The first part of the training period will be spent at one of the 40 Government Training Centres which are training workers in the production of armaments, and the training course will be similar to that given to British trainees. The men will also be given an opportunity of increasing their knowledge of industrial conditions here by visiting a number of factories. They will receive eight shillings a week pocket money, in addition to board and lodging, and dependants' allowances will be paid by the Government of India. For the initial period they will be accommodated in a hostel, under the charge of an Indian manager, and will be provided with food of the kind to which they have been accustomed; gradually, however, they will be accustomed to English food. After about a month, they will be moved to another Centre where they will no longer be living together in a hostel but will be billeted in the homes of work-people, from whom it is hoped that they will learn something about the organisation and aspirations of the Trade Union movement in this country. The men will stay at this Centre until they have spent altogether about four months in this country; during this time they will continue their training and their visits to industrial establishments. At the end of this period they will be trained for about eight weeks in a factory under the Government's Auxiliary Training Scheme. For this part of their stay they will actually be working in a factory where production for war purposes is being carried out. After concluding this training they will return to their own country to play their part in the war effort in Indian armament factories.

* Forms of application and detailed instructions may be obtained at Local Offices of the Ministry of Labour and National Service.

SEAMEN'S WELFARE.

RECENT ARRANGEMENTS AT HOME AND ABROAD.

PORT WELFARE COMMITTEES have recently been established at a number of ports, in accordance with a recommendation made at the first meeting of the Seamen's Welfare Board.* The ports concerned are London, Bristol, Hull (with Grimsby and Immingham), Merseyside, Newcastle (for the Tyne and Blyth), Glasgow (for the Clyde area), Leith (for the Firth of Forth), and Cardiff (including Barry Dock). The Port Welfare Committees, which comprise representatives of trade unions, officers' societies, ship owners, local authorities and voluntary organisations, are engaged in developing and co-ordinating various activities for the welfare of seamen in their respective areas, and are paying special attention, in collaboration with the existing Port Hospitality Committees at some of the above-mentioned ports, to the needs of Allied and foreign seamen.

Where Port Welfare Committees have been established the Minister has appointed Seamen's Welfare Officers, who act as secretaries of the Committees, and are responsible, in close collaboration with the local officers of other interested Government Departments, and with officers of local authorities, for promoting and co-ordinating work concerning seamen's welfare in their respective areas.

The difficulties in obtaining adequate supplies of food, cigarettes and tobacco, which are experienced by some voluntary organisations providing hostels for seamen; the lack of suitable accommodation for seamen in certain ports; and safety precautions at docks, are among the matters affecting British, Allied, and foreign seamen while on shore in Great Britain, to which attention is being given. Special consideration is also being devoted to the welfare of seamen suffering as a result of enemy action. As regards the welfare of British seamen while in ports abroad, a comprehensive survey has been made of the arrangements and facilities existing for this purpose in all such ports which are used by British shipping. Action is being taken, in the light of this survey, to improve these arrangements and facilities. The survey of ports in Canada and the United States of America was entrusted by the Minister of Shipping to a representative each of the seamen's unions and the Shipping Federation. In all the important Atlantic, Gulf and Pacific ports of the United States adequate welfare arrangements have already been established or are well in hand; the costs of these arrangements are being met by the generosity of United States citizens, to whom the gratitude of the Government was expressed by the Parliamentary Secretary to the Ministry of Shipping in the House of Commons on 6th May.

Special attention is also being paid by the Minister of Labour and National Service, in consultation with the Ministers of Health and of Shipping and Transport, to the promotion of measures for safeguarding the health of seamen. As a result, it has been decided to add two representatives from the Ministry of Labour and National Service to the Joint Advisory Committee on the Health of the Mercantile Marine and to charge this Committee with securing the continuity of health services between ship and shore, and the availability to seamen of developments in the health services for the nation generally.

SUMMER HOLIDAYS.

THE Government take the view that, for purposes of efficiency in war production and in the other essential business of the country, the customary summer holiday, so far as it does not exceed one week, should in general be taken this year. This does not mean that the holiday should necessarily be taken at the usual times or in the usual way. While a holiday should provide a physical and mental change from one's ordinary work, care should be taken to reduce travel to the minimum. Special facilities for travel cannot be made available and transport undertakings must continue to give first consideration to the movement of essential traffic.

Arrangements for holidays to be taken in rotation by individuals must be made on a much wider scale than has been usual under peace conditions, so as to avoid dislocation of the rhythm of production and of the ordinary routine of the country. In the case of some establishments it may be better from the point of view of efficiency to close down for the holiday period, if advantage can be taken of this to overhaul the plant. Arrangements should be made to enable goods to be received even though the establishments are closed. The Government consider it undesirable that there should be a general holiday period in a particular town or area, even though this may in a number of cases prevent members of a family from taking their holidays at the same time. The usual local holiday or wakes weeks should, therefore, be abandoned.

Wherever possible, the week's holiday should be in one spell, but in some cases it may be necessary to divide it into two spells, and it is contemplated that, as last year, the law will be modified to permit of such division in various cases in which it would have been illegal. Where the week is so divided, one spell should, if practicable, immediately precede or follow the workers' weekly rest-day.

Holidays should not be concentrated in the early part of August, but should be spread so far as possible over the period May to October, by an extensive use of rota systems and of staggering holidays as between different establishments.

Subject to unforeseen circumstances, it is contemplated that the Whit-Monday Holiday in England and Wales shall not be

* See the October, 1940, issue of this GAZETTE, page 264.

cancelled nor, in Scotland, the Victoria Day Holiday or corresponding one day holiday, though it will be necessary that people engaged on specially urgent production or services should work on those days. Work should not be suspended on Whit-Tuesday. As regards payment for holidays or payment for work done on days which would ordinarily be holidays, this should be governed by existing law or any provisions in agreement relating to this matter.

NEW JOINT INDUSTRIAL COUNCIL.

SLAUGHTERHOUSES IN THE MEAT TRADE.

A NEW Joint Industrial Council for work connected with slaughterhouses in the Meat Trade has recently been set up.

The employers' side of the Council is represented by the Federation of Wholesale Fresh Meat Traders of Great Britain and Ireland, which includes the under-mentioned local Associations:—Birmingham Wholesale Meat Salesmen's Association, Bradford Wholesale Meat Traders' Association, Coventry and Leicester Wholesale Meat Salesmen's Association, Halifax Wholesale Meat Salesmen's Association, Leeds Wholesale Meat Traders' Association, Liverpool Wholesale Fresh Meat Trade Association, Manchester Wholesale Meat Salesmen's Association, Notts., Lincs. and Derby Wholesale Fresh Meat Traders' Association, Sheffield Wholesale Fresh Meat Traders Limited, Stockport Wholesale Meat Traders' Association, South Wales and Monmouthshire Wholesale Meat Traders' and Cattle Dealers' Association, Woodside and Wallasey Lairage Livestock and Meat Traders' Association.

The employees' side of the Council is represented by the Journeymen Butchers' Federation of Great Britain, the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks, the National Union of Distributive and Allied Workers, and 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 regular consideration of remuneration and working conditions, and the constitution of the Council provides procedure for the settlement of differences.

DETERMINATION OF NEEDS ACT, 1941.

THE Regulations* under this Act, of which particulars in draft were given on page 76 of last month's issue of this GAZETTE, have now been approved by both Houses of Parliament and become effective, in the case of Unemployment Assistance from 2nd June, 1941, and in the case of Supplementary Pensions from the first pension pay-day after 2nd June.

Persons not at present in receipt of an unemployment assistance allowance or a supplementary pension, who think that they may be qualified under the new provisions, may make immediate application on a form obtainable at an Employment Exchange (for an unemployment allowance) or at any Post Office (for a supplementary pension). Persons already in receipt of an unemployment allowance or a supplementary pension should not re-apply; these cases will be reviewed by the Assistance Board in ordinary course and those who are eligible for an increase will be notified accordingly on or before 2nd August.

CAUSES OF EVERYDAY ACCIDENTS IN FACTORIES.

IN connection with a scheme which has been instituted by the Factory Department of the Ministry of Labour and National Service, with the collaboration of the Royal Society for the Prevention of Accidents, in order to reduce the number of accidents in factories, a pamphlet† has been issued containing a series of notes on the common hazards of industry, with suggestions as to the precautions which are desirable if accidents are to be prevented.

One-fourth of the total number of accidents in factories arise in the handling of goods; this is a higher proportion than is due to any of the other twenty-eight types of hazard under which factory accidents are classified by the Factory Department. When goods are moved by hand, accidents may range from cuts and punctures to serious back injuries and hernia. Cultivation of alertness and controlled movements, maintenance of balance, intelligent methods of holding, foresight in movement and, in the case of team-work, prompt obedience to an unhurried supervisor are among the precautions against accident detailed in the pamphlet. Common risks in the handling of goods by the use of lifting machines, and particularly in the manipulation of slings and hooks, are also described.

Falls of persons and falls of objects together cause almost as high a proportion of accidents as handling goods. It is surprising that one-half of the accidents due to falls of persons happen when people are walking on the level, and one-half of the accidents which are caused by falls of objects are due to falls from above—mostly of small objects—on to the persons injured.

Machinery (e.g., engines, motors, machine tools, woodworking machinery and transmission machinery) is involved in about one-sixth of all industrial accidents—a small proportion in relation to its universal use. It deserves, however, the utmost

* The full titles of the Regulations are given on page 110 of this issue.

† The Causes of Everyday Accidents in Factories: Royal Society for the Prevention of Accidents, 52, Grosvenor Gardens, London, S.W.2, price 6d. net (7d. post free).

respect as a hazard because the injuries due to it are relatively severe. The basic causes of many accidents are defects in fencing (due to absence, deliberate removal or defective design of guards) and inadvertent starting. Precautions to be observed are set out in detail in the pamphlet, which explains the unanticipated dangers which threaten workpeople in the neighbourhood of prime movers, shafting, driving-belts, etc., gearing and certain types of machines.

Hand tools account for roughly one-eleventh of factory accidents. They cause about twenty deaths a year—a high number when one considers the general lightness of hand tools. Defective and unsuitable tools and the misuse of good tools are the main origins of the accidents described.

The pamphlet also deals extensively with hidden risks under the headings of traffic, fires, ladders, lifts and lifting tackle, stacking and piling, electricity, untidiness and horse-play; the proper use of safety equipment and clothing is also discussed. Many of the less obvious dangers of poisoning, dermatitis and sepsis are referred to and the pamphlet points out that thousands of trivial wounds, that would take only a moment to attend to, turn septic for lack of a simple dressing.

STRIKES AND LOCKOUTS IN 1940 : STATISTICAL REVIEW.

In the issue of this GAZETTE for January, 1941 (page 5), some preliminary statistics were given of industrial disputes, involving stoppages of work, which occurred in Great Britain and Northern Ireland in 1940. More detailed statistics regarding these disputes, revised in accordance with the latest information received, are now available and are given below.

The number of disputes involving stoppages of work, reported to the Department as having begun in 1940 in Great Britain and Northern Ireland, was 922*, as compared with 940 in 1939. In these disputes about 225,100 workpeople were directly involved (i.e., on strike or locked-out), and about 74,000 indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In addition, about 300 workpeople were directly involved in 3 disputes which began in 1939 and were still in progress at the beginning of 1940. The total number of workpeople involved, either directly or indirectly, in all disputes in progress in 1940 was thus about 299,400†, as compared with 337,300† in the previous year. The aggregate time lost in 1940 by these workpeople owing to the disputes was 940,000 working days, as compared with 1,356,000 working days in 1939.

The great majority of disputes in 1940 involved only the employees of single firms, and over four-fifths of them were of under a week's duration. The aggregate time lost through the disputes was the lowest recorded for any year during the 48 years for which comparable statistics are available.

The following Table summarises by industries the number of disputes reported as beginning in 1940 and 1939 in Great Britain and Northern Ireland, and the number of workpeople involved in, and the aggregate duration of, all disputes in progress in each year:—

Industry group.	1940.			1939.		
	No. of disputes beginning in 1940.	Number of workpeople involved in all disputes in progress.	Aggregate duration in working days in all disputes in progress.	No. of disputes beginning in 1939.	Number of workpeople involved in all disputes in progress.	Aggregate duration in working days in all disputes in progress.
Fishing and Agriculture ..	5	4,400	28,000	8	1,000	41,000
Coal Mining ..	381	189,800†	505,000	404	205,800†	565,000
Other Mining and Quarrying ..	5	400	3,000	13	1,600	47,000
Brick, Pottery, Glass, Chemical, etc. ..	23	1,400	5,000	11	1,500	9,000
Engineering ..	71	18,800	79,000	61	30,100	167,000
Shipbuilding ..	65	10,100	37,000	39	4,300	37,000
Iron and Steel and other Metal ..	93	10,900	47,000	81	21,600	128,000
Cotton ..	15	1,500	5,000	14	1,500	14,000
Other Textile ..	45	8,100	72,000	59	7,200	86,000
Clothing ..	34	9,300	40,000	25	5,800	13,000
Food, Drink and Tobacco ..	13	5,000	13,000	14	1,600	11,000
Woodworking, Furniture, etc. ..	11	500	1,000	18	2,600	23,000
Paper, Printing, etc. ..	5	200	1,000	5	500	2,000
Building, Public Works Contracting, etc. ..	81	26,000	73,000	122	35,400	131,000
Transport ..	36	5,400	13,000	34	11,700	57,000
Commerce, Distribution and Finance ..	6	500	1,000	9	1,100	2,000
All other Industries ..	33	7,100	17,000	23	4,000	23,000
Total ..	922	299,400†	940,000	940	337,300†	1,356,000

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

† Workpeople are counted in the totals for each year as many times as they were involved in a dispute during the year. The resulting duplication during each of the above years was generally slight, except in the coal mining industry, in which the net number of workpeople involved was approximately 107,000 in 1940, and 124,000 in 1939. The net number of workpeople involved in all industries was approximately 212,000 in 1940, and 248,000 in 1939.

Of the total number of workpeople shown as involved in all disputes, approximately 74,000 in 1940 and 91,000 in 1939 were indirectly involved.

PRINCIPAL DISPUTES IN 1940.

There was no dispute of major importance in 1940, and only two disputes involved more than 5,000 workpeople. One of these occurred in January, when 26,000 colliery workpeople in Lanarkshire and parts of Dumbartonshire and West Lothian were idle for one day in sympathy with the employees at a single colliery. The other arose out of the dissatisfaction of colliery workpeople in Yorkshire with arrangements for a war addition to wages, and with the effect on wages of the monthly ascertaining of proceeds; about 130,000 working days were lost in the latter part of February and at the beginning of March by the 20,000 workpeople involved. One protracted dispute, arising out of the refusal of 1,450 weavers and other employees of a linen manufacturing firm in Belfast to work with non-unionists, resulted in the loss of nearly 57,000 working days.

CAUSES.

The numbers and proportions of disputes in 1940, and of workpeople directly involved therein, arising from the principal classes of causes, are given below. In some cases disputes originate from more than one cause, e.g., a claim for an advance in wages may be accompanied by a claim for a reduction in working hours. For the purpose of the statistics such disputes are classified according to what appears to be the principal cause of the stoppage.

Principal causes.	Number of disputes beginning in 1940.		Number of workpeople directly involved.	
	Total.	Percentage.	Total.	Percentage.
Wage increase questions ..	218	23.6	38,300	17.0
Wage decrease questions ..	33	3.6	5,500	2.5
Other wage questions ..	233	25.3	56,100	24.9
All wage questions ..	484	52.5	99,900	44.4
Hours of labour ..	27	2.9	7,500	3.3
Employment of particular classes or persons ..	196	21.3	36,800	16.4
Other working arrangements, rules and discipline ..	164	17.8	28,800	12.8
Trade unionism ..	35	3.8	10,000	4.4
Sympathetic action ..	12	1.3	39,500	17.5
Other questions ..	4	0.4	2,600	1.2
Total ..	922	100.0	225,100	100.0

Wage questions, as a whole, accounted for over one-half of the disputes occurring in 1940, and for over two-fifths of the workpeople directly involved in such disputes.

Disputes arising out of the employment of particular classes or persons accounted for one-fifth of the number of disputes, and one-sixth of the workpeople directly involved. Questions connected with other working arrangements, rules and discipline were also frequent causes of disputes.

METHODS OF SETTLEMENT.

The principal methods by which disputes beginning in 1940 were settled are shown in the following Table:—

Methods of settlement.	Number of disputes beginning in 1940.		Number of workpeople directly involved.	
	Total.	Percentage.	Total.	Percentage.
By direct negotiation between the parties or their representatives ..	544	59.0	144,400	64.1
By conciliation ..	48	5.2	11,900	5.3
By arbitration ..	11	1.2	2,600	1.2
By return to work on employers' terms, without negotiation ..	293	31.8	65,400	29.0
By replacement of workpeople ..	16	1.7	400	0.2
Otherwise ..	10	1.1	400	0.2
Total ..	922	100.0	225,100	100.0

The most frequent method of settlement of disputes in 1940, as in previous years, was direct negotiation between the parties or their representatives, about three-fifths of all the disputes being thus settled. In nearly one-third of the disputes work was resumed on employers' terms, without negotiation.

STATISTICS OF DISPUTES IN PREVIOUS YEARS.

The following Table shows the total number of disputes involving stoppages of work reported to the Department as beginning in each of the years 1913-1940, together with the approximate number of workpeople involved in these disputes, and the aggregate number of working days lost in all disputes in progress during the year at the establishments where the disputes occurred. In this Table the particulars of numbers involved relate to persons involved in disputes beginning in each year, whilst in the first Table in this article they relate to the total numbers involved in all disputes in progress, including

those beginning earlier which were still unsettled at the beginning of the year.

Year.	Number of disputes beginning in year.	Number of workpeople involved in disputes beginning in year.*			Aggregate duration in working days of all disputes in progress during year (to nearest 10,000).
		Directly.	Indirectly.	Total.	
1913 ..	1,459	497,000	167,000	664,000	9,800,000
1914 ..	972	325,000	121,000	447,000	9,880,000
1915 ..	672	401,000	47,000	448,000	2,950,000
1916 ..	532	235,000	41,000	276,000	2,450,000
1917 ..	730	575,000	297,000	872,000	5,650,000
1918 ..	1,165	923,000	193,000	1,116,000	5,880,000
1919 ..	1,352	2,401,000	190,000	2,591,000	34,970,000
1920 ..	1,607	1,779,000	153,000	1,932,000	26,570,000
1921 ..	763	1,770,000	31,000	1,801,000	85,870,000
1922 ..	576	512,000	40,000	552,000	19,850,000
1923 ..	628	343,000	62,000	405,000	10,670,000
1924 ..	710	558,000	55,000	613,000	8,420,000
1925 ..	603	401,000	40,000	441,000	7,950,000
1926 ..	323	2,724,000	10,000	2,734,000	162,230,000
1927 ..	308	90,000	18,000	108,000	1,170,000
1928 ..	302	80,000	44,000	124,000	1,390,000
1929 ..	431	493,000	40,000	533,000	8,290,000
1930 ..	422	286,000	21,000	307,000	4,400,000
1931 ..	420	424,000	66,000	490,000	6,980,000
1932 ..	389	337,000	42,000	379,000	6,490,000
1933 ..	357	114,000	22,000	136,000	1,070,000
1934 ..	471	109,000	25,000	134,000	960,000
1935 ..	553	230,000	41,000	271,000	1,960,000
1936 ..	818	241,000	75,000	316,000	1,830,000
1937 ..	1,129	388,000	209,000	597,000	3,410,000
1938 ..	875	211,000	63,000	274,000	1,330,000
1939 ..	940	246,000	91,000	337,000	1,360,000
1940 ..	922	225,000	74,000	299,000	940,000

The high totals for 1926 were due to the prolonged general stoppage in the coal mining industry and to the "general strike" which occurred in that year, and those for 1920 and 1921 were also due in great part to general coal mining stoppages. Disputes of exceptional magnitude in several important industries largely accounted for the high totals of 1919. Since 1926 some of the largest disputes have been in the cotton industry, in 1929, 1931 and 1932. The coal mining industry also contributed largely to the total for 1931; while in 1930 the wool textile industry was chiefly concerned. There have been no stoppages of corresponding magnitude since 1932.

MINISTRY OF LABOUR AND NATIONAL SERVICE HANDBOOK.

A HANDBOOK of the Ministry of Labour and National Service has been produced with the object of providing in a concise, non-technical form a summary of the main functions of the Ministry of Labour and National Service in time of war and to show how the work is divided between different Departments of the Ministry. It is intended primarily for the use of organisations of employers and workers and of individuals who are brought into touch with different aspects of the Ministry's work.

Copies of the Handbook have been distributed by the Ministry of Labour and National Service to associations of employers and workpeople and widely to individual employers throughout the country. Any interested association or employer who may not have received a copy of the Handbook is invited to make application to the Public Relations Department, Montagu House, Whitehall, S.W.1.

FOOD CONTROL

MAXIMUM RETAIL PRICES OF FOOD.

SINCE the issue of the Orders referred to in the April number of this GAZETTE, further Orders relating to retail prices have been made by the Minister of Food.

The maximum retail prices of potatoes of the 1940 crop during May, June and July are to be the same as in March and April (viz., from 8d. to 11d. per 7 lb., according to district and variety, for quantities less than 14 lb.), and maximum retail prices of new potatoes, per lb., are to be as follows: from 17th May to 15th June 5d., from 16th June to 22nd June 4d., from 23rd June to 6th July 3½d., from 7th July to 13th July 3d., from 14th July to 20th July 2½d., and from 21st July to 27th July 1½d.

Maximum retail prices were prescribed for packeted and processed nut kernels from 21st April, for the principal varieties of canned vegetables from 5th May, for canned sardines from 19th May, for tapioca and sago from 19th May, and for soft fruits from dates to be appointed; and maximum retail prices were revised for certain grades of canned salmon, for Caerphilly, Wensleydale and Stilton cheese, and for poultry.

* For the purpose of these totals, workpeople are counted in the total for each year as many times as they were involved in a dispute during that year. The resulting duplication, which is generally inconsiderable in relation to the year's totals, is mainly confined to the coal mining industry, with the addition in 1926 of all other industries involved in the "general strike." In the coal mining group duplication was largest in the years 1919-21, amounting to 150,000 in 1919, 300,000 in 1920, and 100,000 in 1921, which numbers should accordingly be deducted from the above totals to arrive at the net numbers of workpeople (i.e., numbers of separate individuals) involved in these years. Since 1926 the more considerable duplications in the totals for all industries have been as follows: 1931, 57,000; 1932, 70,000; 1935, 59,000; 1936, 66,000; 1937, 181,000; 1938, 66,000; 1939, 90,000; 1940, 87,000.

WOMEN REGISTERED AS WHOLLY UNEMPLOYED: ANALYSIS BY AGE, DURATION OF UNEMPLOYMENT, AND MARITAL CONDITION.

THE results are given below of an analysis, by age, duration of unemployment and marital condition, of wholly unemployed women, aged 18 and over, on the registers of Employment Exchanges in Great Britain at 24th March, 1941. The figures relate to all wholly unemployed women, including non-claimants as well as those applying for insurance benefit or unemployment allowances. Similar statistics were not obtained for those temporarily suspended from work or for unemployed casual workers.

The total number of wholly unemployed women on the registers at 24th March, 1941, was 159,982, of whom 94,469, or nearly three-fifths, were married. The number aged under 30 was 65,661, or about 41 per cent. of the total; 67,338, or 42 per cent. were aged 30-49; and 26,983, or about 17 per cent. were aged 50 or over. The Table below analyses the total by age and duration of unemployment* giving separate figures for single women and for married women (including widows):—

Age	Wholly Unemployed Women, aged 18 and over, who had been on the Registers:—					Total
	Less than 2 weeks	2 weeks but less than 4 weeks	4 weeks but less than 6 months	6 months but less than 1 year	1 year or more	
Numbers of Single Women.						
18-20 years ..	6,034	2,687	7,234	1,144	884	17,983
21-29 " ..	5,264	2,524	7,785	1,416	1,570	18,559
30-39 " ..	2,098	1,177	4,035	1,082	1,572	9,964
40-49 " ..	1,352	800	3,381	1,212	2,052	8,797
50 years and over ..	1,098	667	3,553	1,634	3,258	10,210
Total ..	15,846	7,855	25,988	6,488	9,336	65,513
Numbers of Married Women and Widows.						
18-20 years ..	1,245	501	1,526	241	239	3,752
21-29 " ..	6,237	3,023	11,525	1,838	2,744	25,367
30-39 " ..	5,790	2,759	11,688	2,086	4,090	26,413
40-49 " ..	4,523	2,041	9,277	2,179	4,144	22,164
50 years and over ..	2,456	1,336	6,843	2,452	3,686	16,773
Total ..	20,251	9,660	40,859	8,796	14,903	94,469
Percentages—Single Women.						
18-20 years ..	33.6	14.9	40.2	6.4	4.9	100.0
21-29 " ..	28.4	13.6	41.9	7.6	8.5	100.0
30-39 " ..	21.0	11.8	40.5	10.9	15.8	100.0
40-49 " ..	15.4	9.1	38.4	13.8	23.3	100.0
50 years and over ..	10.8	6.5	34.8	16.0	31.9	100.0
Total ..	24.2	12.0	39.7	9.9	14.2	100.0
Percentages—Married Women and Widows.						
18-20 years ..	33.2	13.3	40.7	6.4	6.4	100.0
21-29 " ..	24.6	11.9	45.5	7.2	10.8	100.0
30-39 " ..	21.9	10.4	44.3	7.9	15.5	100.0
40-49 " ..	20.4	9.2	41.9	9.8	18.7	100.0
50 years and over ..	14.6	8.0	40.8	14.6	22.0	100.0
Total ..	21.4	10.2	43.3	9.3	15.8	100.0

It will be seen from the Table that married women outnumbered single women in every age-group for which figures are available except the 18-20 group, the preponderance of married women being greatest among those aged 40 and under 50. About 56 per cent. of the single women registered as wholly unemployed were under 30 years of age, as compared with about 30 per cent. in the case of married women.

Of the single women about 36 per cent. had been unemployed for less than 4 weeks, nearly 40 per cent. for between 4 weeks and 6 months, and 24 per cent. for over 6 months. The corresponding proportions in the case of married women were nearly 32 per cent., 43 per cent., and 25 per cent. respectively. Nearly 16 per cent. of the married women registered as unemployed, and about 14 per cent. of the single women, had been on the registers for a year or more.

EMPLOYMENT IN APRIL.
GENERAL SUMMARY.

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 21st April was 157,239, a decrease of 15,421 as compared with 17th March. Of this total, 36,915 had been classified by interviewing panels* as unsuitable for ordinary industrial employment.

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 41,795, an increase of 119 as compared with 17th March. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 15,515, a decrease of 1,485 as compared with 17th March.

The corresponding figures for women and girls on the registers at 21st April were 161,533 wholly unemployed (of whom 3,797 had been classified by interviewing panels as unsuitable for normal full-time employment), 33,578 temporarily stopped, and 851 unemployed casual workers. As compared with 17th March, the numbers wholly unemployed showed a decrease of 30,115, those temporarily stopped a decrease of 437, and unemployed casual workers a decrease of 68.

The numbers of boys and girls on the registers at 21st April were higher than at 17th March owing to registrations for employment of large numbers of juveniles who had left school at Easter.

The number of applicants for unemployment benefit or allowances on the registers at 21st April was 305,061, as compared with 351,783 at 17th March, and 829,993 at 15th April, 1940.

The numbers registered as unemployed at 21st April are analysed below:—

	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
Great Britain.			
Men	139,895	40,992	15,479
Boys	17,344	803	36
Women	133,056	31,809	846
Girls	28,477	1,769	5
Total	318,772	75,373	16,366

Decrease (—) as compared with:			
17th March, 1941	— 45,536	— 318	— 1,553
15th April, 1940	— 521,255	— 14,809	— 26,120

	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
Great Britain and Northern Ireland.			
Men	153,110	42,387	16,755
Boys	18,626	851	36
Women	156,321	35,475	859
Girls	31,065	1,998	5
Total	359,122	80,711	17,655

Decrease (—) as compared with:			
17th March, 1941	— 45,416	— 108	— 1,672
15th April, 1940	— 543,173	— 12,590	— 27,093

UNEMPLOYMENT SUMMARY BY DISTRICTS.

The following Table shows the numbers of unemployed persons on the registers at 21st April in each administrative division:—

Division.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Wholly Unemployed.					
London	19,975	3,086	28,878	4,400	56,339
Eastern	6,111	571	9,338	1,570	17,590
Southern	3,498	482	5,579	1,181	10,740
South-Western	5,279	936	9,194	1,856	17,295
Midlands	3,770	737	4,145	916	9,568
North-Midlands	5,019	417	5,478	903	11,817
North-Eastern	10,508	1,051	7,399	2,046	21,004
North-Western	21,492	2,663	19,614	2,377	46,146
Northern	17,810	2,495	9,438	5,520	35,263
Scotland	23,862	2,459	24,210	3,892	54,423
Wales	22,571	2,447	9,783	3,786	38,587
Great Britain	139,895	17,344	133,056	28,477	318,772
Northern Ireland	13,215	1,282	23,265	2,588	40,350
Great Britain and Northern Ireland	153,110	18,626	156,321	31,065	359,122
Temporarily Stopped.					
London	858	12	3,799	202	4,871
Eastern	204	4	653	40	901
Southern	71	1	203	11	286
South-Western	232	4	529	27	842
Midlands	2,786	49	3,692	60	6,587
North-Midlands	2,741	4	1,413	100	4,258
North-Eastern	8,145	60	4,894	196	13,295
North-Western	5,337	64	8,017	165	13,583
Northern	7,276	110	1,268	161	8,815
Scotland	4,727	207	6,513	677	12,124
Wales	8,565	288	828	130	9,811
Great Britain	40,992	803	31,809	1,769	75,373
Northern Ireland	1,395	48	3,666	229	5,338
Great Britain and Northern Ireland	42,387	851	35,475	1,998	80,711

* See page 213 of the August, 1940, issue of this GAZETTE and page 12 of the January, 1941, issue.

† As large numbers of wholly unemployed women on the registers at 21st April had still to be interviewed by the panels, the total numbers unsuitable for normal full-time employment would be considerably greater than the figure of 3,797 recorded at that date.

Division.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Unemployed Casual Workers.					
London	5,179	1	319	3	5,502
Eastern	844	—	16	—	860
Southern	176	—	7	—	183
South-Western	807	—	10	—	817
Midlands	17	—	5	—	22
North-Midlands	510	—	61	—	571
North-Eastern	2,012	2	—	—	2,014
North-Western	1,175	17	108	—	1,300
Northern	1,805	11	139	2	1,957
Scotland	1,323	5	180	—	1,508
Wales	1,631	—	1	—	1,632
Great Britain	15,479	36	846	5	16,366
Northern Ireland	1,276	—	13	—	1,289
Great Britain and Northern Ireland	16,755	36	859	5	17,655

The changes between 17th March, 1941, and 21st April, 1941, in the numbers of persons on the registers in the various administrative divisions were as shown below:—

Division.	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
London	— 6,119	+ 2,118	— 540
Eastern	— 6,241	+ 87	+ 7
Southern	— 2,180	+ 353	— 7
South-Western	— 721	— 329	— 234
Midlands	— 2,050	+ 1,425	— 16
North-Midlands	— 6,846	— 163	+ 127
North-Eastern	— 3,335	— 1,914	— 7
North-Western	— 2,678	— 752	— 426
Northern	— 5,081	+ 89	— 199
Scotland	— 5,701	+ 1,481	— 605
Wales	— 4,584	+ 2,007	+ 260
Northern Ireland	+ 120	+ 210	— 119

UNEMPLOYMENT DURING THE PAST 12 MONTHS.

The following Table shows the numbers of persons (insured and uninsured) on the registers of Employment Exchanges at one date in each month since April, 1940:—

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.	
Wholly Unemployed.						
1940.						
15 April	538,570	21,528	243,480	36,449	840,027	902,295
20 May	468,990	15,843	217,832	28,108	730,773	790,956
17 June	382,337	14,047	225,777	26,153	648,314	708,069
15 July* (a)	344,086	18,363	248,025	33,852	644,326	704,452
12 August	336,292	27,168	235,192	46,817	636,532	696,658
16 September	303,979	25,145	227,293	42,999	613,671	675,642
14 October	309,357	24,579	257,300	44,195	635,431	695,864
11 November	285,790	22,341	255,055	40,055	603,241	665,471
9 December	248,068	16,943	244,166	32,723	541,900	602,495
1941.						
13 January	236,957	22,005	222,142	40,284	521,388	580,528
10 February	200,160	17,386	197,293	34,136	448,975	502,399
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
Temporarily Stopped.						
1940.						
15 April	54,786	1,092	32,748	1,556	90,182	93,301
20 May	56,266	1,317	43,012	2,135	102,730	107,224
17 June	38,681	988	39,522	2,189	81,380	86,918
15 July	76,958	2,765	69,293	4,226	153,242	162,659
12 August	75,407	2,603	71,993	4,377	154,380	163,362
16 September	97,548	3,056	78,995	5,401	185,000	194,401
14 October	92,886	2,739	71,593	3,864	171,082	178,472
11 November	93,738	2,839	63,247	3,540	163,364	171,210
9 December	82,435	2,415	53,952	3,046	141,848	148,753
1941.						
13 January	89,699	2,360	56,936	3,386	152,381	159,941
10 February	67,711	1,706	42,588	2,230	114,235	120,429
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
Unemployed Casual Workers.						
1940.						
15 April	40,590	103	1,786	7	42,486	44,748
20 May	45,456	125	1,736	2	47,319	49,572
17 June	35,390	94	1,654	3	37,141	39,227
15 July	35,716	103	1,665	8	37,492	39,359
12 August	30,265	91	1,554	6	31,916	33,889
16 September	29,486	110	1,561	18	31,175	33,394
14 October	26,898	131	1,299	10	28,338	30,144
11 November	23,471	77	1,012	15	24,575	26,132
9 December	20,372	63	1,076	20	21,531	23,674
1941.						
13 January	20,606	68	1,149	14	21,837	23,861
10 February	16,515	70	1,035	19	17,639	19,657
17 March	16,938	62	916	3	17,919	19,327
21 April	15,479	36	846	5	16,366	17,655

* The figures in line (a), and those for previous dates, include men at Government Training Centres, who are excluded from line (b) and from the figures for later dates (see page 223 of the issue of this GAZETTE for August, 1940).

UNEMPLOYMENT AMONG BOYS AND GIRLS.

On page 100 details are given of the number of boys and girls under 18 years of age on the registers of Employment Exchanges and Juvenile Employment Bureaux at 21st April, 1941. 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 the same date:—

Division.	Boys.			Girls.		
	Aged 14 and 15.	Aged 16 and 17.	Total.	Aged 14 and 15.	Aged 16 and 17.	Total.
London	1,741	1,358	3,099	2,382	2,223	4,605
Eastern	305	270	575	607	1,003	1,610
Southern	329	154	483	682	510	1,192
South-Western	636	304	940	986	927	1,913
Midlands	475	311	786	509	467	976
North-Midlands	255	166	421	518	485	1,003
North-Eastern	801	312	1,113	1,372	870	2,242
North-Western	1,836	908	2,744	1,551	991	2,542
Northern	1,735	891	2,616	3,175	2,508	5,683
Scotland	1,151	1,520	2,671	1,798	2,771	4,569
Wales	1,286	1,449	2,735	1,693	2,223	3,916
Great Britain	10,550	7,633	18,183	15,273	14,978	30,251
Northern Ireland	159	1,171	1,330	209	2,608	2,817
Gt. Britain and N. Ireland	10,709	8,804	19,513	15,482	17,586	33,068

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

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 April are estimated to have resulted in an increase of about £161,000 in the weekly full-time wages of 1,250,000 workpeople and in a decrease of about £200 in those of 18,000 workpeople.†

The majority of the workpeople affected by the increases were employed in the textile, clothing and transport groups of industries, while the decreases affected coal miners in Cannock Chase.

The principal increases in the textile group took place under cost-of-living sliding scales. In the cotton industry rates of wages were advanced by nearly 2 per cent. on current rates in both the spinning and the manufacturing sections, while in the textile bleaching, dyeing, printing and finishing industries there were increases amounting to about 1 per cent. on current rates in Yorkshire, and to 7d. a week for men on time rates, 8d. a week for men on piece rates and 4d. a week for women in Lancashire and Scotland.

In the clothing industries the minimum time rates fixed under the Trade Boards Acts were increased by 1d. an hour for men and ½d. or 1d. an hour for women employed in the dressmaking and women's light clothing trade in England and Wales, and by 1d. an hour for men and ½d. an hour for women in Scotland. In the wholesale mantle and costume trade in Great Britain the minimum time rates were increased by 1½d. an hour for men and by 1d. an hour for women, and in the hat, cap and millinery trade they were raised by 1d. an hour for men and ½d. or 1d. an hour for women in England and Wales, and by ½d. an hour for both men and women in Scotland. The minimum rates of workers employed in the retail bespoke tailoring trade in Scotland were also raised.

In the transport industry group, railwaymen (other than workshop staff) received a flat-rate advance of 4s. a week as the result of an Award of the Railway Staff National Tribunal, with retrospective effect to 6th January. Workpeople employed in tram, trolley-bus and motor omnibus services in London and by municipalities on such services in the Provinces had their

war bonus increased by 4s. a week in the case of men and of women employed to replace men and by smaller amounts for other women and juniors.

In other industry groups the principal increases occurred in the coal mining industry in Derbyshire and Leicestershire, the increases being due to the operation of sliding-scale agreements under which wage rates fluctuate in correspondence with changes in the ascertained proceeds of the industry, and in the furniture trade in various districts in Great Britain, in which wages were increased generally by ½d. an hour for men, ¼d. an hour for women and by 2½ per cent. on pre-war rates for pieceworkers. Other industries or services in which wages were increased included quarrying in various districts, soap and candle manufacture, bobbin and shuttle making and water supply.

The decreases affected workpeople employed in the coal mining industry in Cannock Chase, and were due to the operation of a sliding-scale agreement under which wage rates vary in correspondence with fluctuations in the ascertained proceeds of the industry.

Of the estimated total increase of £161,000 a week, about £1,800 was due to the operation of sliding scales based on fluctuations in the proceeds of the coal mining industry; £50,300 was due to arrangements made by joint standing bodies (including £2,400 under cost-of-living sliding scales arranged by such bodies); £15,450 was due to the operation of other sliding scales based on the cost of living; £90,900 was due to arbitration awards; and the remaining £2,550 was the result of direct negotiation between employers and workpeople or their representatives. The whole of the estimated decrease of £200 a week was due to the operation of sliding-scales based on the proceeds of the coal mining industry.

The changes reported in the first four months of 1941 are estimated to have resulted in a net increase of about £940,000 a week in the full-time wages of 6,300,000 workpeople. In the corresponding four months of 1940 there were net increases estimated at about £1,060,000 in the weekly full-time wages of 5,700,000 workpeople.

Hours of Labour.

No important changes were reported during April.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING APRIL.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Coal Mining	Derbyshire (except South Derbyshire).	1 Apr.	Workpeople employed in and about coal mines.	Increase of 0.26 per cent. on basis rates, making wages 7.15 per cent. above the basis rates.‡
	South Derbyshire ..			Increase of 12.33 per cent. on basis rates, making wages 56.06 per cent. above the basis rates.‡
	Leicestershire ..			Increase of 1.12 per cent. on basis rates, making wages 77.16 per cent. above the basis rates.‡
Coke, etc., Manufacture.	Cannock Chase ..	1 Apr.	Workpeople employed in and about coal mines other than engine winders, deputies and firemen, examiners and shotlighters.	<i>Decrease of 0.70 per cent. on basis rates, leaving wages 59.36 per cent. above the basis rates for shopmen, mechanics and surface workers not handling coal and 57.36 per cent. for all other workers.‡</i>
	Durham ..	1 Apr.	Cokemen and by-product workers ..	Increase of 3.5 per cent. on basis rates, making wages 66.5 per cent. above the basis rates.
Other Mining and Quarrying.	Cumberland ..	28 Apr.	Iron ore miners ..	War bonus increased by ½d. a shift (1s. 10d. to 1s. 10½d. for those 18 years and over, and 11d. to 11½d. for those under 18 years). Flat-rate addition to wages (previously granted) increased by 1d. a shift (1s. 10d. to 1s. 11d.) for those 18 years and over, and by ½d. a shift (11d. to 11½d.) for those under 18 years.
	West Cumberland ..	28 Apr.	Limestone quarrymen ..	War bonus increased by ½d. an hour (2½d. to 3d.). War bonus increased by ½d. an hour (2½d. to 3d.).
	Clitheroe and district England and Wales (various districts),	5 Apr. 1 Apr.	Limestone quarrymen .. Roadstone quarry workers ..	War bonus increased by ½d. an hour (2½d. to 3d.). War bonus increased by ½d. an hour (2½d. to 3d.).
	West Midlands ..	1st full pay period after 24 Apr. 1 Apr.	Roadstone quarry labourers ..	Base rate increased by ½d. an hour. Rate after change, 1s. 0½d. plus 3d. an hour war bonus.
	South Wales and Mon. shire.	1 Apr.	Pennant stone quarry workers ..	War bonus increased by ½d. an hour for those 18 years and over and by ¼d. for those under 18.† Rates after change (inclusive of bonus): drillers and barring down men, 1s. 6½d.; crusher men and breakers up, 1s. 5½d.; labourers, 1s. 4½d.; youths and boys, 7½d. at 15 years, increasing to 1s. 3½d. at 20 years.
Brickmaking	Belfast ..	Pay week commencing 17 Apr.	Workpeople employed in brick-making.	Increase of 2d. an hour (1s. 2d. to 1s. 4d.) for timeworkers and of 1d. a 1,000 (7½d. to 8½d.) for pieceworkers.
Glassworking	Glasgow, Edinburgh and Aberdeen.	1 Apr.	Glass bevellers, silverers, cutters and blockers.	Increase of ½d. an hour (1s. 10½d. to 1s. 11d.).
Soap and Candle Manufacture.	Great Britain ..	1st full pay week in Apr.	Workpeople employed in the soap and candle trades.	Further war allowance granted of 4s. a week to men, of 2s. a week to women and of proportional amounts to juveniles.** Minimum rates after change for timeworkers: men, 70s. to 76s.; women, 38s. or 40s.
	West of Scotland ..	28 Apr.	Workpeople employed at iron puddling forges and mills and sheet mills.	Flat-rate addition to wages (previously granted) increased by 0.8d. a shift (1s. 4d. to 1s. 4.8d.) for men and by 0.4d. a shift (8d. to 8.4d.) for youths and boys.
Iron and Steel Manufacture.	South Wales and Monmouthshire (certain firms),††	1 Apr.	Workpeople (excluding those engaged on maintenance work) employed in melting shops and iron and steel rolling mills.	Cost-of-living bonus increased by 6d. a week (13s. 6d. to 14s.) for adults and by 3d. a week (6s. 9d. to 7s.) for youths and boys. Minimum rate after change for labourers, 64s. (50s. plus 14s. cost-of-living bonus).

* The particulars of numbers affected and amount of change in the weekly wages and hours of labour exclude changes affecting Government employees, agricultural labourers, 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 change on weekly wages are based on normal conditions of employment and do not take into account the effect of overtime working, etc.

† The workpeople whose rates of wages were reduced in April had received increases of greater amount during the first three months of 1941.

‡ Flat-rate advances, previously paid in addition to basis rates and percentages, remained unchanged.

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

|| The districts affected are those affiliated to the National Joint Industrial Council for the Roadstone Quarrying Industry.

†† This increase applied to employees of firms affiliated to the District Joint Industrial Council for the Pennant Stone Industry in South Wales and Monmouthshire.

** This increase applied to employees of firms affiliated to the Joint Industrial Council for the Soap and Candle Trades.

††† This increase applied to employees of firms who are members of the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Stamped or Pressed Metal Wares.	Great Britain ..	28 Apr.	Women and girls employed as polishers, drop-stampers, hand-brush japanners, hand-brush lacquerers, blow pipe braziers, solderers and dippers. Other women and girls ..	Increase of ½d. an hour in the general minimum time rates for women, of ½d. for girls, and of ¼d. in the piecework basis time rates.*
Shuttlemaking	Lancashire and Yorkshire.	1st pay day in Apr.	Shuttlemakers ..	Increase of 2 per cent. on basis rates. Minimum day work rate after change for journeymen: 1s. an hour plus 85 per cent. (1s. 10.2d.).
			Shuttlemakers' apprentices ..	Increase of 2 per cent. on basis rates, making wages 85 per cent. above the basis piece rates and 67.5 per cent. above the basis time rates.
Bobbin Making	England and Wales ..	1st pay day in Apr.	Workpeople employed in the bobbin-making industry.	Increase of 1s. a week for men and of 6d. for women. Rates after change: higher-skilled, 71s. 6d. a week; lesser-skilled, 63s.; labourers, 53s.; women, 29s. 6d.
Farriery	Manchester, Hanley and Stoke-on-Trent.	7 Apr.	Farriers ..	Increase of 1d. an hour. Rates after change: firemen, 1s. 10d. an hour; doormen, 1s. 9½d.
	Large towns in Lancashire and Cheshire (except Manchester, Liverpool and Birkenhead).‡			Increase of 1d. an hour. Rates after change: firemen, 1s. 9½d. an hour; doormen, 1s. 9d.
	Other towns in Lancashire and Cheshire with Kendal and High Peak district.			Increase of 1d. an hour. Rates after change (week of 47 hours): firemen, 82s. 3d.; doormen, 79s. 3d.
Cotton Industry	Yorkshire	1st pay day in Apr.	Workpeople employed in the cotton spinning industry.	Increase of 4 per cent. (132 to 136) on standard piece price lists, equivalent to an increase of 1.724 per cent. on current wages, and increase of 1.724 per cent. on current wages in the case of workers for whom there are no standard price lists.
	Lancashire, Cheshire, Yorkshire and Derbyshire.		Workpeople employed in the cotton weaving industry.	Increase of 2½ per cent. (30 to 32½) on the rates operative in September, 1939.
Textile, Bleaching, Dyeing, Finishing, etc.	Yorkshire (majority of firms) and certain firms in Lancashire.¶	1st pay day in May.**	Workpeople employed in the dyeing and finishing trades.	Cost-of-living wage increased† from 96 to 98 per cent. on basic rates for timeworkers, from 76½ to 78½ for pieceworkers (except pressers) and from 57½ to 58½ for hand pressers. Minimum weekly rates after change for timeworkers††: adult male process workers, 32s. plus 98 per cent. plus 2s. 6d. special payment; women 18 years and over, 20s. plus 98 per cent. plus 1s. 6d. special payment.
	Lancashire, Cheshire and Derbyshire (majority of firms), and certain firms in Yorkshire; also Scotland.‡‡	1st pay day in May.**	Workpeople employed in the bleaching, dyeing, calico printing and finishing trades (except waste bleachers, machine calico printers, engravers, mechanics, firmers, etc.).	Cost-of-living wage increased† from 30s. 9d. to 31s. 4d. a week for male timeworkers 21 years and over; from 29s. 9d. to 30s. 5d. for male pieceworkers 21 years and over; from 18s. 3d. to 18s. 7d. for women 18 years and over in Lancashire, Cheshire and Derbyshire and 21 years and over in Scotland; and by proportional amounts for juveniles. Minimum weekly rates after change for timeworkers††: Lancashire, etc.—men, 21 years and over, 30s. plus 31s. 4d. plus 2s. 6d. special payment; women 18 years and over, 20s. plus 18s. 7d. plus 1s. 6d. special payment. Scotland—men 21 years and over, 27s. plus 31s. 4d. plus 2s. 6d. special payment; women 21 years and over, 17s. plus 18s. 7d. plus 1s. 6d. special payment.
Fustian Cutting, Dyeing and Finishing.	Lancashire, Cheshire, Derbyshire and Scotland.	1st pay day in May.**	Engravers, etc., employed in calico print works.	Cost-of-living wage increased† from 36s. 10d. to 39s. 5d. a week for engravers, and from 30s. 9d. to 31s. 4d. for turners, polishers and varnishers.
	Great Britain ..	10 Apr.	Engravers employed in engraving works.	Cost-of-living wage increased† from 36s. 10d. to 39s. 5d. a week for men and from 20s. 9d. to 22s. 1d. for women.
Fustian Cutting, Dyeing and Finishing.	Hebden Bridge ..	1st pay day in May.**	Timeworkers ..	Increase of 1d. or 1½d. an hour in the general minimum time rate for those other than learners, of 11d. to 3s. a week for learners, of 1½d. an hour in piecework basis time rate, and of 3s. to 12s. 7d. (per pair of pieces) in the piece rates, varying according to class and size of goods.*
	Pieciworkers ..	Cost-of-living wage increased† from 30s. 9d. to 31s. 4d. for men 21 years and over; from 18s. 3d. to 18s. 7d. for women 18 years and over and by proportional amounts for juveniles. Minimum weekly rates after change††: men, 34s. plus 31s. 4d.; women, 30s. plus 18s. 7d.
Textile Making-up and Packing.	Manchester ..	1st pay day in Apr.	Workpeople employed in the making-up and packing industry.	Cost-of-living wage increased† from 86 to 88 per cent. for netherwool cutters; from 79 to 81 per cent. for hand cutters; from 67 to 69 per cent. for menders; and from 74 to 76 per cent. for other piece workers.
Retail Bespoke Tailoring.	Scotland ..	10 Apr.	Workpeople employed in the retail bespoke tailoring trade.	War wage increased† by 10d. a week (16s. 8d. to 17s. 6d.) for men and by 6d. (10s. to 10s. 6d.) for women and by proportional amounts for juveniles.

* 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.

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

‡ Including Accrington, Altrincham, Ashton, Blackburn, Blackpool, Bolton, Burnley, Bury, Chorley, Clitheroe, Colne, Lancaster, Leigh, Middleton, Nelson and district, Oldham, Ormskirk, Preston, Rochdale, Rossendale, St. Helens, Southport, Warrington, Widnes and Wigan.

§ Including Alsager, Bentham, Cheadle, Chester, Congleton, Crewe, Furness district, Garstang, Kirkham, Knutsford, Macclesfield, Middlewich, Nantwich.

|| Including Barnsley, Bradford, Dewsbury, Halifax, Huddersfield, Hull, Keighley, Leeds, Rotherham, Sheffield and Todmorden.

¶ This increase applied to workers employed by firms who are members of the Yorkshire Master Dyers' Committee, The Bradford Dyers' Association, Ltd., and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms). Except in a few cases in the Bradford Area, the change did not apply in the dyeing and finishing departments of those woollen and worsted manufacturers who do their own dyeing and finishing.

** In respect of the preceding pay period.

†† Temporary payments, ranging up to 3s. a week for men, and up to 1s. for women are made, in addition, to certain timeworkers engaged in productive process work for which a system of collective piecework has not yet been introduced.

‡‡ This increase applied to workers employed by firms who are members of the Federation of Calico Printers, the Employers' Federation of Dyers and Finishers, the Employers' Federation of Bleachers, the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms), and the Scottish Federation of Dyers and Bleachers (Piece Goods).

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Wholesale Mantle and Costume Making.	Great Britain	7 Apr.	Men and boys	Increase of 1½d. an hour in general minimum time rates for those 22 years and over, of ½d. for those under 22, and of 1½d. in piecework basis time rates.*
			Women and girls	Increase of 1d. an hour in general minimum time rates for those other than learners, of ½d. or ¾d. for learners, and of 1d. in piecework basis time rates.*
Dressmaking and Women's Light Clothing.	England and Wales	7 Apr.	Men and boys	Increase of 1d. an hour in general minimum time rates for those 22 years and over, of ½d. or ¾d. for those under 22, and of 1d. in piecework basis time rates.*
			Women and girls	Increase of ¾d. or 1d. an hour in general minimum time rates for those other than learners, of ½d., ¾d. or 1d. for learners, and of 1d. in piecework basis time rates in the wholesale manufacturing branch.*
	Scotland	14 Apr.	Men and boys	Increase of ½d. to 1d. an hour in general minimum time rates, and of 1d. in piecework basis time rates.*
			Women and girls— Retail branch	Increase of ½d. an hour in general minimum time rates for those other than learners, of ¼d. or ½d. for learners, and of ½d. in piecework basis time rates.*
			Wholesale manufacturing branch	Increase of ½d. an hour in general minimum time rates for those other than learners, of ¼d., ½d. or ¾d. for learners, and of ½d. in piecework basis time rates.*
	England and Wales	7 Apr.	Men and boys	Increase of 1d. an hour in general minimum time rates for those 22 years and over, of ½d. or ¾d. for those under 22, and of 1d. in piecework basis time rates.*
Hat, Cap and Millinery.			Women and girls	Increase of ¾d. or 1d. an hour in general minimum time rates for those other than learners, of ½d. for learners, and of ¾d. or 1d. in piecework basis time rates.*
	Scotland	14 Apr.	Men and boys	Increase of ¾d. an hour in general minimum time rates for men, of ½d., ¾d. or 1d. for boys, and of ¾d. in piecework basis time rates.*
			Women and girls— Wholesale cloth hat and cap making branch	Increase of ¾d. an hour in general minimum time rates for those other than learners, of ½d. or ¾d. for learners, and of ¾d. in piecework basis time rates.*
			All other branches	Increase of ¾d. an hour in general minimum time rates for those other than learners, of ½d. or ¾d. for learners, and of ¾d. in piecework basis time rates.*
Millsawing	Nottingham, Derby and Burton-on-Trent.	1st pay day in Apr.	Woodcutting machinists and sawyers employed in sawmills.	Increase of 1d. an hour (1s. 8½d. to 1s. 9½d.).
	Leicester	1st pay day in Apr.	Woodcutting machinists and sawyers employed in sawmills, Labourers employed in sawmills and timber yards.	Increase of 1d. an hour.
Furniture Manufacture.	England and Wales (various districts)†	1 Apr.	Furniture trade operatives (excluding those whose wages are regulated by movements in other industries).	War bonus increased† by ½d. an hour for journeymen timeworkers, by ¼d. an hour for women timeworkers and by 2½ per cent. on basis rates of August, 1939, for pieceworkers.
	Scotland (various districts)‡	1 Apr.	Furniture trade operatives (excluding those whose wages are regulated by movements in other industries).	War bonus increased† by ½d. an hour for journeymen timeworkers, by ¼d. an hour for women timeworkers and by 2½ per cent. on basis rates of August, 1939, for pieceworkers. Rates after change: Glasgow—men, 1s. 11d.; women, 1s. 0½d.; other districts—men, 1s. 10d.; women, 1s.
	Sunderland	1st full pay day after 31 Mar.	Furniture trade operatives	War bonus increased by 1d. an hour. Rate after change for craftsmen; 1s. 9½d. an hour plus ½d. an hour "tool money" for woodworkers.
	Yorkshire‡	1st pay day after 18 Apr.	Furniture trade operatives (excluding those whose wages are regulated by movements in other industries).	War bonus increased† by ½d. an hour for journeymen timeworkers and by ¼d. an hour for female timeworkers. Rates after change: West Riding Area—craftsmen, 1s. 11d.; upholstresses, 1s. 0½d.; carvers, four cutters and spindle hands receive 1d. an hour above the minimum rate for machinists.
Building	Elgin	1 Apr.	Cabinet makers, upholsterers, and french polishers.	Increase of ½d. an hour (1s. 7d. to 1s. 7½d.).¶
	Scotland	1 Apr.	Apprentices	Adoption of schedule of rates of 15 per cent. in 1st year of apprenticeship increasing to 50 per cent. in 5th year, of the adult minimum time rate.¶
	North Derry and North Antrim.	Beginning of 1st full pay period after 8 Apr.	Bedding and mattress makers	Increase of ½d. an hour (1s. 9d. to 1s. 9½d.) for journeymen timeworkers and of 2½ per cent. for pieceworkers.
	Certain Undertakings in Yorkshire.††	1st full pay in Apr.	Building trade operatives	Increase of 1½d. an hour for craftsmen and of various amounts for labourers. Rates after change: craftsmen, 1s. 7½d.; labourers, 11½d.**
Waterworks Undertakings.	Certain Undertakings in the Midlands Area.††	Commencement of 1st full pay week in Apr.	Building trade operatives	Increase of ½d. an hour. Scheduled minimum rates after change for labourers: Grade A Undertakings, 1s. 5½d.; Grade B, 1s. 5d.; Grade C, 1s. 4d.
	Certain Undertakings in the South Midlands Area.††	1st complete pay week in Apr.	Building trade operatives	Increase of ½d. an hour. Minimum rates after change in Zone A include: trenchmen, turncocks and stokers, 1s. 5d.; lead pipe joiners, 1s. 8d.; meter readers, 1s. 6d.; labourers, 1s. 4d. The rates in Zone B and C Areas are 1d. and 1½d. an hour respectively less than in Zone A.
	Certain Undertakings in the Home Counties Area.††	1st pay day after 1 Apr.	Manual workers except those whose wages are regulated by movements in other industries.	Increase of 1s. a week for Grade D Areas, of 11d. for Grade C Areas of 10d. for Grade B Areas, and of 9d. for Grade A Areas. Minimum weekly rates after change for labourers: Grade D Areas, 6s. 6d.; Grade C, 5s. 11d.; Grade B, 5s. 4d.; Grade A, 5s. 4d.
	Certain Undertakings in South Wales and Monmouthshire.††	1 Apr.	Manual workers except those whose wages are regulated by movements in other industries.	Increase of 1s. a week. Weekly rates after change for labourers, Grade C Areas, 6s. 6d.; Grade B, 5s. 8s.; Grade A, 5s. 4s.
			Manual workers except those whose wages are regulated by movements in other industries.	Increase of 2s. a week for adults and of 1s. for juniors. Rates after change for labourers: Class 1 Area, 1s. 3d.; Class 2, 1s. 2d.; Class 3, 1s. 1d.; plus 12s. a week war bonus in each case.

* 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.

† The districts are those in which recommendations of the Joint Industrial Council for the British Furniture Manufacturing Trades are followed and include: London (15 mile radius of Charing Cross), Northumberland, Durham, North-East Lancashire, Liverpool, Nottingham and district, Birmingham and district, Bristol and certain towns in the West of England and South Wales.

‡ The districts are those in which recommendations of the Joint Industrial Council for the British Furniture Manufacturing Trades are followed and include: Ayr, Beith, Dundee, Dumfries, Falkirk, Glasgow, Kirkcaldy, Lochwinnoch, Menstrie, Paisley, Renfrew and Stirling.

¶ Including Barnsley, Bingley, Bradford, Brighouse, Dewsbury, Doncaster, Halifax, Hebden Bridge, Huddersfield, Keighley, Leeds, Scarborough, Shipley and York.

§ These increases took effect under an Industrial Court Award No. 1800 dated 21st April, 1941 (see page 108).

** This increase was the result of an Award of the National Arbitration Tribunal (Northern Ireland) (see page 110).

†† The Undertakings affected are mainly those affiliated to the District Joint Industrial Council for the Waterworks Undertakings Industry in the Area concerned.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Railway Service	Great Britain	6 Jan.*	Conciliation Grades	Special war advance increased by 4s. a week (7s. to 11s.) for men 20 years and over, by 2s. (3s. 6d. to 5s. 6d.) for youths, by 3s. (5s. 3d. to 8s. 3d.) for women, and by 1s. 6d. (2s. 9d. to 4s. 3d.) for girls. Special war advance increased by £10 per annum (£18 to £28) for men, by £5 (£9 to £14) for youths, by 3s. a week (5s. 3d. to 8s. 3d. for women, and by 1s. 6d. (2s. 9d. to 4s. 3d.) for girls.
Railway Electricity Generating Stations.	Great Britain	1 Apr.	Salaried staff and staff paid on a salary equivalent basis.	Men employed in main line railway companies' electricity generating stations and sub-stations and on high-tension cables between them (excluding electrical fitters, etc., engaged in installation work and other craftsmen whose wages are regulated by movements in their respective trades).
Road Passenger Transport.	Various towns in Great Britain (excluding Metropolitan Area) and Northern Ireland.	1st full pay period following 4 Apr.	Employees of municipal tramway, trolley bus and motor omnibus undertakings, other than those whose wages are regulated by movements in other industries.	War wage increased by 4s. a week (7s. to 11s.) for men, by 3s. 7d. (3s. 6d. to 7s. 1d.) for those 18 to 21 years, by 2s. (2s. 6d. to 4s. 6d., for those 16 to 18 years, and by 2s. (1s. 9d. to 3s. 9d.) for those under 16 years.†
	London (including Outer London Country Omnibus Zone).	Beginning of 1st pay period following 16 Apr.	Tramway, trolley bus and motor omnibus workers employed by the London Passenger Transport Board.	War wage increased by 4s. a week (7s. to 11s.) for men and by proportional amounts for women and juniors. Rates after change inclusive of war wage include: drivers and conductors (tram and trolley bus), starting, 36s., maximum, 95s. after 2 years; drivers (omnibus), starting, 93s. 6d., maximum, 101s. after 18 months; conductors (omnibus), 89s. to 95s. after 18 months.
	Various districts in Scotland.	1st full pay period following 26 Apr.	Omnibus employees:— Men and boys Women and girls	War bonus increased by 4s. a week for those 21 years and over, by 3s. for those 18 to 21 years, and by 2s. for those under 18.‡ War bonus increased by 3s. 6d. a week for those 21 years and over by 3s. for those 18 to 21 years, and by 2s. for those under 18.‡
	Northern Ireland (country services).	22 Apr.	Workpeople employed by the Northern Ireland Road Passenger Transport Board.	Increase of 1d. an hour.
Local Authorities (Non-Trading Services).	Glamorganshire‡	1 Apr.	Manual workers except those whose wages are regulated by movements in other industries.	War bonus increased† by 2s. a week for adults and by 1s. a week for juniors. Rate after change for labourers, 1s. 3d. an hour plus 12s. a week war bonus.
	Monmouthshire‡ Scotland.¶	1 Apr.	Manual workers except those whose wages are regulated by movements in other industries.	Increase of 3s. a week for able-bodied men, and of proportional amounts for others.
Waste Reclamation.	Great Britain	4 Apr.	Workpeople employed in the cotton waste reclamation trade.	Increase of 1½d. or 1d. an hour in the general minimum time rates for men 19 years and over, of ½d. for women 18 years and over and of proportional amounts for juveniles.**
Cemeteries	London	1st pay day in Apr.	Gravediggers, gardeners, etc., employed in certain non-municipal cemeteries.	Increase of 6s. 6d. a week for gravediggers and of 5s. for assistant gravediggers, gardeners and labourers.†† Weekly rates after change: gravediggers, 75s.; assistant gravediggers, 67s.; qualified gardeners, 68s.; labourers, 65s.

* These increases took effect under an Award of the Railway Staff National Tribunal, with retrospective effect to the date shown.

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

‡ These increases took effect under an Industrial Court Award No. 1795 dated 4th April, 1941 (see page 108). The increases applied also to women employed to replace men in conformity with Award No. 1755 dated 19th April, 1940, i.e., 90 per cent. of the full increase of 4s. for those 18 and under 21 years and for those in the first 6 months of service, and the full increase of 4s. thereafter.

§ 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.

¶ The Authorities affected are mainly those affiliated to the District Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers) in the Area concerned.

** These increases took effect under Orders 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 in February, 1941, in anticipation of the Trade Board Order.

†† These increases took effect under an Industrial Court Award, No. 1790, dated 12th March, 1941.

FATAL INDUSTRIAL ACCIDENTS.

STATISTICS of workpeople, other than seamen*, whose deaths in industrial accidents were reported in April,† in Great Britain and Northern Ireland, are given below:—

MINES AND QUARRIES† ... 101	Other Industries ... 2
MINES AND QUARRIES—continued.	
Other Industries ... 2	
FACTORIES.	
Clay, Stone, Cement, Pottery and Glass ... 6	Works and Places under ss. 105, 107, 108, FACTORIES ACT, 1937 ... 44
Chemicals, Oils, Soap, etc. ... 8	TOTAL, FACTORIES ACT ... 130
Metal Extracting, etc. ... 16	
Metal Conversion and Founding ... 16	
Engineering, Locomotive Building, etc. ... 15	
Railway and Tramway Carriages, Motor, etc., Vehicles and Aircraft ... 7	
Shipbuilding ... 9	
Other Metal Trades ... 4	
Cotton ... 1	
Wool, Worsted, Shoddy ... 2	
Other Textile ... 1	
Tanning, Currying, etc. ... 1	
Food and Drink ... 5	
General Woodwork, etc. ... 4	
Paper, Printing, etc. ... 1	
Rubber ... 1	
Gas Works ... 2	
Electrical Stations ... 3	
TOTAL (excluding Seamen) 256	

* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished and the figures cover the 5 weeks ended 3rd May, 1941. Of the 101 accidents, 93 were at coal mines (underground, 84; surface, 9), 1 was at a metalliferous mine and 7 at quarries.

‡ Docks, Wharves, Quays, Ships, 12; Building Operations, 26; Works of Engineering Construction, 5; Warehouses, 1.

INDUSTRIAL DISEASES.

THE Table below shows the number of cases* and deaths* in Great Britain and Northern Ireland, reported during April under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926:—

I. Cases.	I. Cases—continued.
LEAD POISONING.	
Among Operatives engaged in:	CHROME ULCERATION.
Contact with Molten Lead ... 1	Manufacture of Bichromates ... 1
Paint and Colour Works ... 1	Dyeing and Finishing ... 3
Painting of Buildings ... 1	Chromium Tanning ... 4
TOTAL ... 3	Chromium Plating ... 4
	Other Industries ... 1
	TOTAL ... 9
OTHER POISONING.	
Mercurial ... 1	TOTAL, Cases ... 72
Aniline ... 36	
Chronic Benzene ... 1	II. Deaths.
Toxic Jaundice ... 1	POISONING.
TOTAL ... 39	Chronic Benzene ... 1
ANTHRAX† ... 4	EPITHELIOMATOUS ULCERATION (SKIN CANCER).
	Tar ... 1
EPITHELIOMATOUS ULCERATION (SKIN CANCER)‡ ... 17	TOTAL, Deaths ... 2

* 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 included (as cases) in previous returns or not.

† Wool, 2; Handling and Sorting of Hides and Skins, 2.

‡ Pitch, 9; Tar, 4; Oil, 4.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st May, 1941.

	Food	All Items
Increase since July, 1914 ...	71%	100%
Change since 1st April, 1941 :—		
Index points ...	+1	+2
Per cent. ...	+½*	+1*

FOOD.

The principal changes in retail food prices between 1st April and 1st May were substantial increases in the prices of most of the varieties of fish, other than those for which maximum prices had been fixed by Orders of the Ministry of Food. On the other hand, there were seasonal reductions in the price of milk in many towns on 1st May.

The following Table compares the average retail prices in the United Kingdom generally at 1st May, 1941, with the corresponding prices at 1st April, 1941, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated— to the nearest ½d.) at—			Percentage Inc. or Dec. (—) at 1st May, 1941, compared with	
	1st May, 1941.	1st Apr., 1941.	1st Sept., 1939.	1st Apr., 1941.	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	—	26
Beef, Chilled or Frozen					
Ribs ...	1 0½	1 0½	0 9½	—	34
Thin Flank ...	0 6	0 6	0 4½	—	22
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	—	15
Breast ...	0 4	0 4	0 4	—	—
Bacon† ...	1 8½	1 8½	1 3	—	36
Fish ...				15	111
Flour ... per 7 lb.	1 1½	1 1½	1 1½	—	—
Bread ... per 4 lb.	0 8½	0 8½	0 8½	—	—
Tea ...	2 6	2 6	2 4	—	7
Sugar (granulated) ...	0 4½	0 4½	0 3	—	32
Milk ... per quart	0 8½	0 8½	0 6½	—3	27
Butter—					
Fresh ...	1 7	1 7	1 4½	—	15
Salt ...	1 1	1 1	1 3½	—	24
Cheese‡ ...	1 1	1 1	0 10	—	30
Margarine —					
Special ...	0 9	0 9	0 6½	—	12
Standard ...	0 5	0 5	—	—	—
Eggs (fresh) ... each	0 2½	0 2½	0 2	—	44
Potatoes ... per 7 lb.	0 9½	0 9	0 6½	—	43

The following Table shows the average percentage increases or decreases in prices at 1st September, 1939, 1st April, 1941, and 1st May, 1941, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Apr., 1941.	1st May, 1941.
	Per cent.	Per cent.	Per cent.
Beef, British—			
Ribs ...	44	59	59
Thin Flank ...	15	45	45
Beef, Chilled or Frozen—			
Ribs ...	32	77	77
Thin Flank ...	1	23	24
Mutton, British—			
Legs ...	48	66	67
Breast ...	14	23	23
Mutton, Frozen—			
Legs ...	51	74	74
Breast ...	—3	—3	—3
Bacon† ...	35	83	83
Fish ...	116	297	355
Flour ...	26	25	25
Bread ...	42	46	46
Tea ...	52	63	63
Sugar (granulated) ...	46	93†	93†
Milk ...	92	152	144
Butter—			
Fresh ...	13	30	30
Salt ...	7	33	33
Cheese‡ ...	16	50	50
Margarine ...	—3	3	3
Eggs (fresh) ...	58	127	127
Potatoes ...	33	88	90
All above articles (Weighted Average)	38	70	71

On the basis of the figures in the foregoing Table, the average level of retail prices of food at 1st May was rather more than one-half of one per cent. higher than at 1st April, and about 24 per cent. higher than at the beginning of September, 1939.

* A rise of 1 point on a total of 170 for food (the figure for July, 1914, being 100) is equivalent to rather more than ½ per cent.; similarly, a rise of 2 points on a total of 198 for "all items" is equivalent to about 1 per cent.

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

‡ The average rise of 1d. per lb. in the price of sugar since 1st September, 1939, is due to increased duty.

§ Mostly Canadian or New Zealand cheese, but in some districts the returns relate to another kind, locally representative.

|| On 1st April and 1st May, 1941, 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.

ITEMS OTHER THAN FOOD.

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

As regards clothing, information collected from representative retailers in a number of the principal towns indicates that at 1st May the retail prices of clothing of the kinds generally bought by working-class families averaged about 2 per cent. higher than at 1st April, and about 75 per cent. higher than at 1st September, 1939. The average increase during April was between 1 and 2 per cent. for men's suits and overcoats, about 2 per cent. for woollen materials, underclothing and hosiery, about 3 per cent. for cotton materials and hosiery, and about 2 per cent. for boots and shoes. These increases were partly the result of the operation of the Purchase Tax. 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 on the basis of such information as is available it is estimated that at 1st May the average rise over the level of July, 1914, was about 265 per cent.

In the fuel and light group the level of coal prices was about the same as at 1st April, about 19 per cent. higher than at 1st September, 1939, and about 131 per cent. above the level of July, 1914. The prices of gas at 1st May were about 1 per cent. higher, on the average, than at 1st April, about 23 per cent. higher than at 1st September, 1939, and about 89 per cent. higher than in July, 1914. Lamp oil, candles and matches showed little change in price during the month. In the fuel and light group as a whole, the average level of prices at 1st May was less than 1 per cent. higher than at 1st April, about 24 per cent. higher than at 1st September, 1939, and about 126 per cent. higher than in July, 1914.

As regards other items included in these statistics, changes in prices during April were relatively slight. In the group as a whole, the average level at 1st May was about the same as at 1st April, about 26 per cent. higher than at 1st September, 1939, and about 126 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 May, 1941, is approximately 100 per cent. over the level of July, 1914, as compared with 98 per cent. at 1st April, 1941, and 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 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 45 points since the beginning of September, 1939, is equivalent to about 29 per cent. Of these 45 points, about 2½ points are due to the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches, and nearly 4½ points are due to increases resulting from the Purchase Tax.

SUMMARY TABLE: ALL ITEMS.

The following Table shows the average percentage increase, as compared with July, 1914, for all the items included in the statistics, at the beginning of each month since January, 1920:—

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	63	65	65	65	66	67	68
1929	67	65	66	62	61	60	61	63	64	65	67	67
1930	66	64	61	57	55	54	55	57	57	56	57	55
1931	53	52	50	47	47	45	47	45	45	45	46	48
1932	47	47	46	44	43	42	43	41	41	41	43	43
1933	42	41	39	37	36	36	38	39	41	41	43	43
1934	42	41	40	39	37	38	41	42	43	43	44	44
1935	43	42	41	39	39	40	43	43	43	45	47	47
1936	47	47	46	44	44	44	46	46	47	48	51	51
1937	51	51	51	51	52	52	55	55	55	58	60	60
1938	59	57	56	54	53	53	56	56	56	56	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	—	—	—	—	—	—	—

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.

TRADE DISPUTES IN APRIL.*

Number, Magnitude and Duration.—The number of disputes involving stoppages of work, reported to the Department as beginning in April in Great Britain and Northern Ireland, was 97, as compared with 121 in the previous month and 91 in April, 1940. In these 97 new disputes about 19,900 workpeople were directly involved, and 5,100 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 20,700 workpeople were involved, either directly or indirectly, in 20 disputes which began before April, and were still in progress at the beginning of that month. The number of new and old disputes was thus 117, involving about 45,700 workpeople, and resulting in a loss, during April, estimated at 187,000 working days.

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

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	5	39	44	14,000	47,000
Metal, Engineering and Shipbuilding	11	31	42	25,100	122,000
Building, etc.	1	7	8	1,600	9,000
Other	3	20	23	5,000	9,000
Total, April, 1941	20	97	117	45,700	187,000
Total, March, 1941	8	121	129	63,400	285,000
Total, April, 1940	8	91	99	22,500	82,000

Causes.—Of the 97 disputes beginning in April, 20, directly involving 3,700 workpeople, arose out of demands for advances in wages, 4, directly involving 1,000 workpeople, out of proposed reductions in wages, and 30, directly involving 4,700 workpeople, on other wage questions; 6, directly involving 1,000 workpeople, on questions as to working hours; 18, directly involving 3,600 workpeople, on questions respecting the employment of particular classes or persons; 16, directly involving 3,700 workpeople, on other questions respecting working arrangements;

and 2, directly involving 500 workpeople, on questions of trade union principle. One stoppage of work, directly involving 1,700 workpeople, was in support of workers involved in another dispute.

Results.—Final settlements of disputes which terminated during April have been effected in the case of 90 disputes, directly involving 31,400 workpeople. Of these disputes, 17, directly involving 3,600 workpeople, were settled in favour of the workpeople; 42, directly involving 14,700 workpeople, were settled in favour of the employers; and 31, directly involving 13,100 workpeople, resulted in a compromise. In the case of 15 other disputes, directly involving 4,600 workpeople, work was resumed pending negotiations, between the parties to the disputes, as to the terms of settlement of the questions at issue.

TOTALS FOR THE FIRST FOUR MONTHS OF 1941 AND 1940.†

Industry Group.	January to April, 1941.			January to April, 1940.		
	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	152	44,300†	117,000	126	102,100†	295,000
Brick, Pottery, Glass, Chemical, etc.	10	900	3,000	11	700	3,000
Engineering and Shipbuilding	77	48,000	268,000	56	15,400	57,000
Other Metal	43	13,500	98,000	35	5,800	22,000
Textile	10	500	1,000	29	4,700	65,000
Clothing	8	2,000	8,000	11	4,300	14,000
Food, Drink and Tobacco	4	200	11,000	6	4,300	8,000
Building, etc.	21	4,500	11,000	20	6,600	35,000
Transport	22	4,200	11,000	18	3,100	8,000
Other	15	3,100	11,000	25	4,700	26,000
Total	362	121,200†	529,000	337	151,700†	533,000

TRADE DISPUTES IN 1940.

A special article dealing with disputes in 1940 appears on pages 98 and 99 of this issue.

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING APRIL.

Occupations‡ and Locality.	Approximate Number of Workpeople Involved.		Date when Dispute		Cause or Object.	Result.
	Directly.	Indirectly.†	Began.	Ended.		
COAL MINING:— Colliery workpeople—Yorkshire (one colliery).	1,838	..	9 Apr.	12 Apr.	Demand by certain colliers for increase in allowances.	Work resumed.
Colliery workpeople—Co. Durham (one colliery).	1,243	34	17 Apr.	26 Apr.	Employers' refusal to guarantee payment of minimum wage to certain coal cutters.	Work resumed on advice of trade union officials, pending negotiations.
Colliery workpeople—Co. Durham (three collieries).	1,723	113	21 Apr.	22 and 26 Apr.	In sympathy with the workpeople involved in the above dispute.	
BRICK MAKING:— Setters and drawers and other workpeople—Bedfordshire (one firm).	130	430	24 Apr.	25 Apr.	Claim by setters and drawers for increases in piece-work rates of wages.	Work resumed pending negotiations.
ENGINEERING:— Engineering apprentices—Manchester and district.	9,000	..	27 Mar. and later dates.	5 Apr.‡	Dissatisfaction with the terms of a new national agreement respecting rates of wages of apprentices.	Work resumed on the terms of the agreement; local negotiations to be opened in respect of the rates of wages of younger apprentices who were not covered by the national agreement.
SHIPBUILDING:— Riveters, caulkers, drillers and other workpeople—Dumbarton (one firm).	208	723	31 Mar.	8 Apr.	Alleged low pressure of air supply to pneumatic machines, involving reduction in earnings.	Work resumed pending negotiations.
TINPLATE, ETC., MANUFACTURE:— Clerical and works staff and other workpeople employed at tinplate works, sheet works, steel works and foundry—various towns in West Wales.	8,039	..	24 Mar. and later dates.	5 Apr.	Against suspension of a clerk for fourteen days for alleged breach of discipline, and in support of claim for recognition of clerical and works staff's trade union.	Work resumed; discussion to follow.
BUILDING:— Building trade operatives—Staffordshire (two firms).	954	198	22 Apr.	28 Apr.	Against application of the Uniformity Agreement, involving withdrawal of travelling time payments.	Work resumed on terms of the Uniformity Agreement, but working time of men travelling by train revised, involving increase of 4½ hours a week.
WHOLESALE MEAT DISTRIBUTION:— Humpers, porters and drivers—London.	1,100	700	28 Apr.	29 Apr.	Against issue of notices of dismissal to workpeople employed at a depot which had been closed.	Notices of dismissal withdrawn.

EMPLOYMENT OVERSEAS.

IRE.

The number of persons on the live registers of the Employment Exchanges rose from 69,278 at 29th March, 1941, to 70,188 at 26th April. The figures for both these dates are affected by the entry into force, on 5th March, 1941, of an Order issued under the Unemployment Assistance Act, 1933, the effect of which is to restrict, during the period from 5th March to 28th October, the eligibility for unemployment assistance of certain classes of persons living in rural areas. At 27th April, 1940, when two Orders, similar in character, but of more restricted scope, were in force, the total number of persons on the live registers was 87,131.

UNITED STATES.

Employment in the middle of January, 1941, showed a decline of 0.6 per cent. as compared with the previous month, according to information published in the official *Monthly Labour Review* for March, 1941, based on returns received by the Bureau of Labour Statistics from employers covering over 55 per cent. of the aggregate number of wage-earners in all manufacturing industries. If the average monthly index of employment in the establishments covered for the three years 1923-25 be represented by 100, the corresponding index (revised series) for January, 1941, was 115.5, as compared with 116.2 in December, 1940, and 105.0 in January, 1940.

According to estimates of the National Industrial Conference Board published in *The New York Times* for 7th April, 1941, the total number of unemployed persons in the United States was approximately 7,039,000 in February, 1941, as compared with 7,356,000 in January, 1941, and 9,357,000 in February, 1940. These estimates include a large number of persons provided with employment on public relief work schemes.

CANADA.

There was a further, considerable increase in industrial employment at 1st March, 1941, when, according to returns received by the Dominion Bureau of Statistics from 12,470 firms, the number of workpeople employed was 1,328,207, as compared with 1,326,388 at 1st February. If the average number of workpeople employed by the reporting firms in the year 1926 be represented by 100, the index of employment for 1st March, 1941, was 135.3, as compared with 135.2 for 1st February, 1941, and 113.5 for 1st March, 1940.

UNION OF SOUTH AFRICA.

Returns received by the Census and Statistics Office from selected industrial undertakings employing approximately 770,000 workpeople in January, 1941, show that there was an increase in employment during that month, according to information appearing in the official *Monthly Bulletin of Statistics* for March, 1941. If the average number of workpeople employed in the reporting firms in July, 1925, be taken as 100, the index of employment for January, 1941, was 180.2, as compared with 179.2 for December, 1940, and 168.9 for January, 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 oversea countries.

FINLAND.

In January, 1941, the official index figure relating to the cost of food was 1.3 per cent. above the figure for December, 1940, and 37.3 per cent. above the figure for August, 1939.

GERMANY.

In December, 1940, the official cost-of-living index figure showed an increase of 0.5 per cent. as compared with the figure for November, 1940, and of 2.7 per cent. as compared with the figure for August, 1939. For food alone, the index figure for December, 1940, showed no change as compared with the figure for November, 1940, and an increase of 0.9 per cent., as compared with the figure for August, 1939.

SWEDEN.

At 1st January, 1941, the official cost-of-living index figure was 3.6 per cent. above the figure for 1st October, 1940, and 20.7 per cent. above the figure for 1st July, 1939.

CANADA.

At the beginning of March, 1941, the official cost-of-living index figure showed no change as compared with the figure at the beginning of February, 1941, and an increase of 7.3 per cent. as compared with the figure at the beginning of September, 1939. For food alone, the index figure at the beginning of March, 1941, was 0.2 per cent. above the figure at the beginning of February, 1941, and 9.7 per cent. above the figure at the beginning of September, 1939.

INDIA.

In February, 1941, the official cost-of-living index figure for the working classes in Bombay City was 1.7 per cent. above the figure for January, 1941, and 13.3 per cent. above that for August, 1939. For food alone, the corresponding percentage increases were 0.8 and 17.9 respectively.

UNION OF SOUTH AFRICA.

The official cost-of-living index figure for February, 1941, was 0.3 per cent. above the figure for January, 1941, and 6.0 per cent. above the figure for August, 1939. For food alone, the corresponding percentage increases were 0.8 and 7.3 respectively.

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

INDUSTRIAL COURT AWARDS.

FILM ARTISTES, BRITISH NATIONAL FILMS, LIMITED. The Film Artistes' Association claimed that 2s. 6d. is payable to artistes in respect of each attendance, under rule 6 (b) of the Rules governing the employment of Film Artistes employed on a daily basis. The Court awarded that an artiste is entitled to a payment of 2s. 6d. for each separate attendance.—Award No. 1793; dated 31st March, 1941.

IRON AND STEEL TRADES, SCOTLAND.—The National Union of General and Municipal Workers, Scottish District Office, claimed an output bonus for labourers employed at the works of members of the Iron and Steel Trades Employers' Association in Scotland. The Court awarded that the matter should be further considered in the light of the provisions as to tonnage bonus to datal workers contained in an agreement between the parties.—Award No. 1794; dated 3rd April, 1941.

ROAD PASSENGER TRANSPORT INDUSTRY.—The employees' side of the National Joint Industrial Council for the Road Passenger Transport Industry asked for an advance as "war wage" of 10s. a week for both men and women. The employers' side opposed the claim, and contended that a further advance in the "war wage" was not justified at the present time, and that the industry could not afford the increased cost. The Court awarded an increase of 4s. a week to male employees, and that women should participate in the advance in conformity with I.C. Award No. 1755.—Award No. 1795; dated 4th April, 1941.

WOMEN EXAMINERS: NAVAL ORDNANCE INSPECTION DEPT.—The trade union side of The Shipbuilding Trade Joint Council for Government Departments asked for an increase of 5s. in bonus. The Court awarded an increase of 1s. a week on the basic rate of pay, and a bonus increase of 4s. a week.—Award No. 1796; dated 7th April, 1941.

FEMALE EXAMINERS: MINISTRY OF SUPPLY.—The trade union side of the Engineering Trade Joint Council for Government Industrial Establishments asked for an increase in the scale of wages. The Court awarded a scale of 28s. 6d., rising by three-monthly increments of 2s. to 32s. 6d., making with the war bonus of 18s. a total of 46s. 6d. to 50s. 6d. a week.—Award No. 1797; dated 7th April, 1941.

ELECTRICITY SUPPLY INDUSTRY.—The trade union side of the National Joint Industrial Council for the Electricity Supply Industry claimed an increase in wages for certain grades employed in high capacity stations in the No. 10 area (Greater London). As certain parts of the reference were withdrawn at the hearing the Court adjourned the proceedings for the further consideration of the position by the parties.—Award No. 1798; dated 9th April, 1941.

PAPER MAKERS.—The National Union of Printing, Bookbinding and Papermakers claimed that certain youths employed by Messrs. R. Craig & Sons, Airdrie, should receive adult pay. The Court awarded that, subject to probationary periods, the minimum adult wage should be paid if the whole of the duties of the adult concerned are performed.—Award No. 1799; dated 21st April, 1941.

HOUSE FURNISHERS.—The National Amalgamated Furnishing Trades Association claimed that certain agreements should be operated by the Elgin House Furnishers Association. The Court awarded *inter alia* a minimum rate of 1s. 7½d. an hour for cabinet makers, upholsterers and french polishers, the normal period of apprenticeship to be 5 years, with certain specified scales of pay.—Award No. 1800; dated 21st April, 1941.

EAST HAM FIRE BRIGADE.—The Fire Brigades Union claimed a weekly bonus of 10s. for regular firemen employed by the County Borough of East Ham. The Court awarded in favour of the claim.—Award No. 1801; dated 28th April, 1941.

CIVIL SERVICE ARBITRATION TRIBUNAL.

CLERICAL AND OTHER CLASSES.—The Staff Side of the Civil Service National Whitley Council asked for an interpretation of Award No. 59, relative to Sunday duty performed during wartime. The two sides of the Council agreed that the matter at issue should be determined by the Chairman of the Tribunal on the written statements submitted by the two sides. The Chairman ruled that he could not give a decision without an oral hearing. Award No. 64; dated 24th March, 1941.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

PASSENGER TRANSPORT: HUDDERSFIELD.—Mr. A. N. Shimmin was appointed under the Industrial Courts Act, 1919, to act as Arbitrator to determine a claim by the Transport and General Workers' Union that one of their members employed by the Huddersfield Corporation, Passenger Transport Department, as a driver had been wrongfully dismissed. Mr. Shimmin in his Award dated 2nd April, ruled that the action taken by the management was justified, but the employee should be reinstated without delay on the condition that he apologised in writing to the manager before resuming work.

MENTAL HOSPITALS: ENGLAND AND WALES.—Sir Arthur J. Hall was appointed under the Industrial Courts Act, 1919, to act as Arbitrator to determine a difference that existed between the two sides of the Joint Conciliation Committee for the Mental Hospital Services of England and Wales as to whether the nursing and indoor staff of public mental hospitals in England and Wales should be granted a further war wage increase. Sir Arthur Hall, on 19th April, awarded an increase to the indoor staff concerned.

BLAKEY'S BOOT PROTECTORS LIMITED: LEEDS. A difference between the National Union of General and Municipal Workers and Blakey's Boot Protectors, Limited, Armley, Leeds, was, by agreement, referred to arbitration for settlement. Mr. A. N. Shimmin was appointed to act as Arbitrator under the Industrial Courts Act, 1919, to determine the wages payable to employees of the firm working on certain operations. Mr. Shimmin, in his Award dated 8th April, fixed the minimum rates of wages and bonus, applicable to specified adult workers paid by time on a 49½ hours' working week.

COAL TRADE: CUMBERLAND.—A request having been received from the two sides of the Board of Conciliation for the Cumberland Coal Trade (Overmen, Deputies and Shot Firers) for the appointment of a neutral chairman in connection with a difference between them relating to an advance in the basis rate upon which no agreement could be reached, Mr. V. R. Aronson was appointed under the Conciliation Act, 1896, to act in that capacity. The claim on behalf of overmen and shot-firers was withdrawn at the hearing. Mr. Aronson in his Award dated 17th April, ruled that there should be no increase in the present basis rate for deputies.

CHLORIDE ELECTRICAL STORAGE CO. LTD., MANCHESTER.—A dispute was reported under the Conditions of Employment and National Arbitration Order, 1940, by the Transport and General Workers' Union concerning employees of the Chloride Electrical Storage Co. Ltd., Manchester, and as it had not been otherwise disposed of, the parties agreed that it should be 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, and he issued his Award on 19th April, granting an increase in the basis rate of day wage men employed by the firm.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDER, 1940.*

NATIONAL ARBITRATION TRIBUNAL AWARDS.

WAGES OF PLUMBERS EMPLOYED BY THE PORT OF BRISTOL AUTHORITY.

Parties: The Plumbers', Glaziers', and Domestic Engineers' Union and the Port of Bristol Authority.

Claim: For the application to plumbers employed by the Port of Bristol Authority of the rates of wages provided by the joint agreement in the engineering trade.

Award: The Tribunal noted that the workers concerned were paid in accordance with the terms of the Joint Agreement of the National Joint Council for the Building Industry. They found against the claim and awarded accordingly.

Award No. 81; dated 7th April, 1941.

OVERTIME RATES FOR ENGINEERING EMPLOYEES AT A FALMOUTH SHIPYARD.

Parties: The Amalgamated Engineering Union and Messrs. Silley Cox and Company Limited.

Claim: That members of the Union employed by the Company when called upon to work between 5 p.m. and 5.30 p.m., should be paid overtime rates in accordance with the terms of the joint agreement between the Union and the employers' organisation dated 5th May, 1937.

Award: The Tribunal noted the provisions of the agreement of May, 1937, the circumstances in which the rule relating to starting and stopping times was originally made and the different circumstances arising out of the war (particularly the extension of summer time to the winter months of 1940-1941), in which the starting and stopping times were put back half-an-hour with a view to securing the maximum output with the minimum of risk to the safety of the workmen. The Tribunal found that the claim was not established so far as relates to the payment of overtime for the half-hour between 5 p.m. and 5.30 p.m. in any period when, owing to war conditions, the normal working day is fixed to extend from 8 a.m. to 5.30 p.m., and they awarded accordingly. The award is without prejudice to the operation of overtime rates after 5 p.m., when the national emergency no longer exists.

Award No. 82; dated 12th April, 1941.

RATES OF WAGES OF ROLL TURNERS EMPLOYED IN A ROLL FOUNDRY IN SCOTLAND.

Parties: The British Roll Turners Trade Society and R. B. Tennent Limited.

* A summary of a case, referred under Article 2 of the Order and decided under the Industrial Courts Act, 1919, is printed above among awards by Single Arbitrators and Ad Hoc Boards of Arbitration.

Claim: For the application to roll turners employed by the Company of the provisions of the joint agreements between the Society and the Iron and Steel Trades Employers' Association.

Award: The Tribunal awarded that fully skilled roll turners should be paid, in respect of the time during which they were employed on finishing cogging rolls and grooved section rolls, at the rates provided by the joint agreements between the Iron and Steel Trades Employers' Association and the British Roll Turners Trade Society, subject to the substitution for the tonnage bonus provided in such agreements of an *ad hoc* bonus, the amount of which should be determined by negotiation between the Company and the Society.

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

Award No. 83; dated 17th April, 1941.

WAGES OF EMPLOYEES OF A FIRM OF RAYON MANUFACTURERS IN SCOTLAND.

Parties: The National Union of General and Municipal Workers and North British Rayon Limited.

Claim: For an increase of 15 per cent. on the time and piece rates of male and female employees.

Award: The Tribunal awarded:—

(i) As respects male workers:

That the wage rates (exclusive of war bonus) provided by the "Grading Plan" of the Company, as set out in Schedule I to their statement of case submitted to the Tribunal and communicated to the Union, be increased by ½d. an hour in the case of adult process and service men, and by ¼d. an hour in the case of labourers; the wages at such increased rates to be subject to a war bonus of 15 per cent.

(ii) As respects female workers:

That the existing time rates for time workers (exclusive of war bonus) be increased by ¼d. an hour in the case of workers of 18 years of age or over and by ½d. an hour in the case of workers under 18 years of age; and that the earnings of piece workers (exclusive of war bonus) on the existing piece rates be increased by ¼d. an hour in the case of workers of 18 years of age or over and by ½d. an hour in the case of workers under 18 years of age, in respect of each hour worked: the wages at such increased rates to be subject to a war bonus of 15 per cent.

This award is on the footing that the Company shall review the war bonus in the light of the increase in the cost-of-living index figure since September, 1940.

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

Award No. 84; dated 23rd April, 1941.

SCALES OF MINIMUM SALARIES FOR THE CHIEF OFFICE STAFF OF THE SCOTTISH LEGAL LIFE ASSURANCE SOCIETY.

Parties: The Guild of Insurance Officials and the Scottish Legal Life Assurance Society.

Claim: For improved salary scales.

Award: The Tribunal awarded in respect of the permanent male and female staffs at the chief office of the Society scales of minimum weekly salaries as specified in detail in the award.

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

Award No. 85; dated 29th April, 1941.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

SALARIES OF OFFICERS OF BELFAST CORPORATION.

Parties: Ulster Public Officers' Association and Belfast Corporation.

Claim of Association: For increase on existing salaries as follows—15 per cent. on salaries to £200 per annum, 12½ per cent. on salaries from £200 to £300, 10 per cent. on salaries from £300 to £400, and 10 per cent. on the first £400 of all salaries over £400.

Award: The Tribunal awarded that the Belfast Corporation shall observe the Whitley Council Scale up to a maximum of £500, with the necessary marginal adjustments.

Date of Operation: As from 1st January, 1941.

Award No. 36; dated 1st April, 1941.

WAGES OF PAINTERS EMPLOYED BY MASTER PAINTERS AT WARRENPOINT.

Parties: The National Society of Painters and Messrs. Grandy and Co., J. McGivern, Esq., and A. Caldwell, Esq., all of Warrenpoint.

Claim of Society: That the rate of wages for painters, *i.e.*, 1s. 11d. per hour, observed by the Newry Master Builders' Association, shall be observed by the Master Painters in Warrenpoint, and that wages in future be regulated in accordance with the War Emergency Agreement for the Building Industry.

Award: The Tribunal awarded that the Master Painters of Warrenpoint shall observe a rate of wages of 1s. 9d. per hour, that the rate of wages in future shall be regulated in accordance

with the War Emergency Agreement in the Building Trade, and that the Warrenpoint Master Painters, when carrying out work in Newry, shall observe the rate of wages operative for painters in Newry.

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

Award No. 37 : dated 7th April, 1941.

WAGES IN THE BUILDING TRADE.

Parties : The National Federation of Building Trade Operatives and the North Derry and North Antrim Building Trades Federation.

Claim : For a rate of 1s. 8d. per hour for craftsmen, 1s. per hour for labourers, and 1s. 1d. per hour for hodsmen and scaffolders, to operate from 1st February, 1941, wage rates on and after that date to be regulated in accordance with the Building Trade War Emergency Agreement in Northern Ireland.

Award : The Tribunal awarded a rate of 1s. 7½d. per hour for craftsmen and 11½d. per hour for labourers; and that wage rates for craftsmen and labourers shall in future be regulated in accordance with the Building Trade (Northern Ireland) War Emergency Agreement.

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

Award No. 38 : dated 8th April, 1941.

WAGES OF WOOLLEN TRADE WORKERS.

Parties : The Amalgamated Transport and General Workers' Union, and Messrs. Henderson and Eadie, Limited, Lisbellaw, Co. Fermanagh.

Claim : For increases of 10s. per week to adult male workers, and of 5s. per week to adult female workers, with proportionate increases to juveniles aged 14 and upwards.

Award : The Tribunal awarded an increase in current rates of 3s. per week to men and 1s. 6d. to women and young persons.

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

Award No. 39 : dated 17th April, 1941.

WAGES OF LABOURERS.

Parties : The Amalgamated Transport and General Workers' Union and Messrs. J. & E. Cull, Building and Engineering Contractors, Belfast.

Claim : That the wages of men employed on the General Post Office contract near Newtownards be increased from 11½d. to 1s. 2½d. per hour, and that on all contracts the firm should observe rates paid by the Electricity Supply Industry National Joint Industrial Council (N.I.).

Award : The Tribunal awarded a rate of wages of 1s. 0½d. per hour, and that the second part of the Union's claim be not granted.

Date of Operation : As from 3rd March, 1941.

Award No. 40 : dated 21st April, 1941.

WAGES OF EMPLOYEES IN THE WHOLESALE GROCERY AND DRUG TRADES.

Parties : The National Union of Distributive and Allied Workers; and Messrs. Shaw and Jamison and Messrs. Fred Storey, Limited, both of Belfast.

Claim of Trade Union : That the above-mentioned employers should observe the rates of wages and conditions of employment agreed upon between the Union and Messrs. Thomas McMullan and Company, Limited, of Belfast, in the Memorandum of agreement dated 15th January, 1941.

Award : The Tribunal awarded that the claim should be admitted as regards male workers, except registered apprentices and apprentices under an apprenticeship agreement.

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

Award No. 41 : dated 25th April, 1941.

UNEMPLOYMENT ASSISTANCE AND SUPPLEMENTARY PENSIONS.

DETERMINATION OF NEED AND ASSESSMENT OF NEEDS.

The Unemployment Assistance (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1941, made by the Minister of Labour and National Service under Sections 38 (3) and 52 (2) of the Unemployment Assistance Act, 1934.

The Supplementary Pensions (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1941, dated 5th May, 1941, made by the Minister of Health and the Secretary of State for Scotland, acting in conjunction under Part II of the Old Age and Widows' Pensions Act, 1940, and the Determination of Needs Act, 1941.

The Unemployment Assistance Regulations become effective from 2nd June, 1941, and the Supplementary Pensions Regulations from the first pension pay-day after 2nd June. Together they apply the provisions of the Determination of Needs Act, 1941, which abolishes the requirement that, in determining the need and assessing the needs of applicants for unemployment assistance or supplementary pensions, the resources of all members of their households must be taken into account. A summary of the Act and the draft Regulations, in the terms of which the Regulations have been made, appeared in last month's issue of this GAZETTE (page 76) and that summary may be read as including a summary of the Regulations.

UNEMPLOYMENT INSURANCE.

BANKING INDUSTRY SPECIAL SCHEME (AMENDMENT) ORDER, 1941.*

INSURANCE INDUSTRY SPECIAL SCHEME (AMENDMENT) ORDER, 1941.†

THE above Orders were made by the Minister of Labour and National Service on 7th April, 1941. Their main purpose is to bring the two Special Schemes into line with the State Scheme, as amended by recent legislation, as regards (a) disqualification from benefit of any person convicted under Regulation 58A† of the Defence (General) Regulations, for refusing or failing to apply for work of national importance of which he is deemed to be capable (see page 207 of the July, 1940, issue of this GAZETTE); and (b) inclusion of time spent in training in computing continuous periods of unemployment (see page 45 of the February, 1941, issue of this GAZETTE).

The Insurance Industry Order also provides that a member of the Board administering the Scheme shall vacate office if he fails to attend six consecutive meetings of the Board (the Scheme had hitherto provided that a member should vacate office if he failed to attend meetings during any continuous period of six months).

TRADE BOARDS ACTS.

A.—NOTICES OF PROPOSAL.

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

BAKING TRADE BOARD (ENGLAND AND WALES).

Proposal BK(8), dated 8th April, 1941, to vary minimum rates of wages for certain classes of male and female workers.

KEG AND DRUM TRADE BOARD (GREAT BRITAIN).

Proposal K. D. (17), dated 11th April, 1941, to vary minimum rates of wages for male and female workers.

HOLLOW-WARE TRADE BOARD (GREAT BRITAIN).

Proposal H (35), dated 22nd April, 1941, to vary minimum rates of wages for male and female workers.

MILK DISTRIBUTIVE TRADE BOARD (SCOTLAND).

Proposal M.D.S. (32), dated 25th April, 1941, to vary minimum rates of wages for male and female workers.

RETAIL BESPOKE TAILORING BOARD (NORTHERN IRELAND).

Proposal N.I.T.R.B. (N. 39), dated 4th April, 1941, to vary minimum rates of wages for male and female workers.

AERATED WATERS TRADE BOARD (NORTHERN IRELAND).

Proposal N.I.A. (N. 13), dated 12th April, 1941, to vary minimum rates of wages for certain male and female workers.

B.—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.

DRESSMAKING AND WOMEN'S LIGHT CLOTHING TRADE BOARD (SCOTLAND).

Order W.D.S. (28), dated 7th April, 1941, confirming a variation of minimum rates of wages and specifying 14th April, 1941, as the date from which such rates became effective.

HAT, CAP, AND MILLINERY TRADE BOARD (SCOTLAND).

Order H.M.S. (22), dated 7th April, 1941, confirming a variation of minimum rates of wages and specifying 14th April, 1941, as the date from which such rates became effective.

STAMPED OR PRESSED METAL WARES TRADE BOARD (GREAT BRITAIN).

Order Q (48), dated 18th April, 1941, confirming a variation of minimum rates of wages for female workers and specifying 28th April, 1941, as the date from which such rates became effective.

FURNITURE MANUFACTURING TRADE BOARD (GREAT BRITAIN).

Order F.M. (10), dated 25th April, 1941, confirming the fixing of minimum rates of wages for workers employed in the retail soft furnishing and the cane, wicker and woven fibre branches of the trade and specifying 7th May, 1941, as the date from which such rates became effective.

* *Statutory Rules and Orders*, 1941, No. 556. H.M. Stationery Office, price 1d. net.
† *Statutory Rules and Orders*, 1941, No. 557. H.M. Stationery Office, price 1d. net.
‡ See the June, 1940, issue of this GAZETTE, page 180.

AERATED WATERS TRADE BOARD (SCOTLAND).

Order A.S. (16), dated 30th April, 1941, confirming a variation of minimum rates of wages, and specifying 7th May, 1941, as the date from which such rates became effective.

LINEN AND COTTON HANDKERCHIEF AND HOUSEHOLD GOODS AND LINEN PIECE GOODS TRADE BOARD (NORTHERN IRELAND).

Order N.I.H.H.G. (72), dated 22nd April, 1941, confirming the variation of general minimum time rates and general overtime rates for a certain class of male workers, and specifying 28th April, 1941, as the date from which these rates became effective.

EMERGENCY POWERS (DEFENCE).

ESSENTIAL WORK (MERCHANT NAVY).

The Essential Work (Merchant Navy) Order, 1941,* dated May 1, 1941, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

WHEREAS it appears to the Minister of Labour and National Service (hereinafter referred to as "the Minister") that undertakings that are engaged in the owning, management or operation of British ships are engaged in essential work:

Now, therefore, 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 (Merchant Navy) Order, 1941, and shall come into force on the twenty-sixth day of May, 1941.

(2) In this Order—"appropriate society" means, in relation to matters concerning—

- navigating officers (including masters) and engineer officers—the Amalgamated Engineering Union, the Marine Engineers' Association, the Mercantile Marine Service Association and the Navigators and Engineer Officers' Union jointly;
- radio officers—the Radio Officers' Union;
- electrical engineers—the Electrical Trades Union;
- boilermakers—the Boilermakers' and Iron Shipbuilders' Society;
- plumbers—the Plumbers, Glaziers and Domestic Engineers' Union; and
- ratings (other than plumbers)—the National Union of Seamen

and includes a person authorised by an appropriate society to act on its behalf;

"officer or rating of the Merchant Navy" means a person who is for the time being employed as, or for service as the master or a member of the crew of any sea-going British ship (not being a fishing boat, salvage vessel, or tug-boat or a vessel engaged exclusively on the work of any Port, Harbour, Pilotage or Local Authority) of 200 gross tons and upwards, who has been engaged in the United Kingdom on an agreement with the crew entered into in accordance with the provisions of the Merchant Shipping Act, 1894;

"shipping services" means the owning, management or operation of ships.

2.—(1) There shall be established for undertakings engaged in shipping services a reserve (to be called the "Merchant Navy Reserve Pool") consisting of persons qualified to be officers or ratings of the Merchant Navy but for the time being not so employed.

(2) Subject to the approval of the appropriate society in any matter which by this Order is required to be so approved, the Merchant Navy Reserve Pool shall be under the management and control of the Shipping Federation Limited (hereinafter referred to as "the Federation") assisted in any matter concerning the Employers' Association of the Port of Liverpool or its members by that Association.

(3) The objects of the Merchant Navy Reserve Pool shall be to secure that enough workers are at all times available to meet the manning requirements of undertakings engaged in shipping services, to provide reliefs for officers and ratings on leave, to make provision for training and refresher courses, and to make such provision as may be necessary for the protection and maintenance of ships in port as the Federation shall with the approval of the appropriate society from time to time determine.

(4) A person shall be a member of the Merchant Navy Reserve Pool if—

- he has voluntarily become a member; or
- he has been directed to enter the employment of the Federation as a member of the Reserve Pool by virtue of a direction issued to him by a National Service Officer; or
- he has become a member by virtue of the provisions of paragraphs (5) or (6) of this Article.

(5) Every person who at the date of the coming into force of this Order is unemployed but who, at any time within the period of four weeks immediately before that date, was an officer or rating of the Merchant Navy shall be a member of the Merchant Navy Reserve Pool.

* *Statutory Rules and Orders*, 1941, No. 634; H.M. Stationery Office, price 2d. net (3d. post free).

(6) Every person who at the date of the coming into force of this Order is an officer or rating of the Merchant Navy or who thereafter becomes such an officer or rating shall at every termination of his employment as such (whether present or future) be a member of the Merchant Navy Reserve Pool unless upon such termination he has been immediately re-engaged by the same employer to become an officer or rating of the Merchant Navy.

3. Every person whilst he is for the time being a member of the Merchant Navy Reserve Pool shall be in the employment of the Federation on the following terms:—

- he shall continue in the employment of the Federation until this Order ceases to have effect unless he is discharged from that employment in the manner hereinafter provided or is for the time being employed as an officer or rating of the Merchant Navy;
- he shall from time to time perform such duties, carry out such instructions and report at such places and at such times as may be required by the Federation with the approval of the appropriate society or by a National Service Officer and shall accept any employment or undergo any training which may be notified to him by the Federation with the approval of the appropriate society or by a National Service Officer;
- his conditions of service, as regards pay, allowances, leave and other matters, shall be such as the National Maritime Board, or in the case of radio officers, the Federation and the Radio Officers' Union jointly, may from time to time determine.

4.—(1) Subject as hereinafter provided, the following provisions shall apply in relation to the employment by the Federation of members of the Merchant Navy Reserve Pool:—

- the Federation shall not terminate the employment of any person who is a member of the Reserve Pool except with the approval of the appropriate society and (save for serious misconduct, whenever or wherever committed) with the permission in writing of a National Service Officer;
- a person who is a member of the Reserve Pool shall not leave his employment except with such permission as aforesaid; and
- not less than one week's notice of the termination of the employment of a person who is a member of the Reserve Pool shall be given by that person or by the Federation as the case may be, so, however, that this provision shall not apply where the member is dismissed for serious misconduct or where he becomes employed as an officer or rating of the Merchant Navy.

(2) An application to a National Service Officer for such permission as aforesaid shall be in writing, and shall state the grounds on which the application is based.

(3) A National Service Officer shall, so far as is practicable, either grant or refuse his permission within seven days of the receipt of the application by him and where he grants any permission, he shall communicate the permission in writing to the Federation and to the person by or in respect of whom the application was made.

(4) Nothing in this Order shall affect the power conferred upon the Minister and a National Service Officer under paragraphs (1) to (3) of Regulation 58A of the Defence (General) Regulations, 1939, to give directions to persons to perform such services as they may be directed to perform.

5.—(1) If—

- the Federation or any person by or in respect of whom an application to a National Service Officer has been made is aggrieved by reason of the fact that the National Service Officer has given or refused the permission asked for; or
 - a person has been dismissed by the Federation from his employment for serious misconduct;
- the Federation or that person, as the case may be, may within fourteen days of the giving or refusal of such permission or of such dismissal (as the case may be) request the National Service Officer to submit the matter to a Local Appeal Board.

(2) The National Service Officer shall, on being so requested, forthwith submit the matter to the Board, and the Board shall make such recommendation to the National Service Officer as it thinks fit so far as is practicable within seven days of the matter being submitted to it.

(3) The National Service Officer, after considering any such recommendations as aforesaid, may cancel any permission already given or grant or refuse to grant any permission or direct any person who has left his employment to return to it or direct the reinstatement of any person who has been dismissed either under any permission so cancelled as aforesaid or for serious misconduct if the Board is of opinion that the dismissal was not justified on that ground.

(4) In this Order the expression "Local Appeal Board" means a Local Appeal Board constituted by the Minister in accordance with the provisions of Article 5 of the Essential Work (General Provisions) Order, 1941,† so, however, that where in any case it appears to a person appointed by the Minister under the said Article 5 to be chairman of any Local Appeal Board (hereinafter referred to as "the Chairman") that, having regard to all the circumstances of the case, it is expedient in the national interest that the case should be disposed of without delay and that undue delay would be caused by summoning a Local Appeal Board constituted as aforesaid to deal with the matter, the

† See the March, 1941, issue of this GAZETTE, page 70.

Chairman shall, for the purpose of that case, be deemed to constitute a Local Appeal Board for all the purposes of this Order.

6.—(1) If any person who is a member of the Merchant Navy Reserve Pool absents himself without leave and without reasonable excuse or fails to comply with any lawful instructions given to him by the Federation, the Federation may report such matters to a National Service Officer giving such particulars as the officer may require.

(2) The National Service Officer shall furnish a copy of such particulars to the person who is the subject of such report and if, after such further investigation as he may think necessary, he is satisfied of the truth of the matters so reported and that that person is capable of performing his work or complying with the instructions he may give such directions under Regulation 58A of the Defence (General) Regulations, 1939, to that person as he thinks fit.

(3) If any person to whom the National Service Officer has given such directions so requests within fourteen days of the date of the giving of the directions, the National Service Officer shall refer the matter to a Local Appeal Board for its report and recommendation, and the Board shall make such recommendation to the National Service Officer as it thinks fit so far as is practicable within seven days of the matter being submitted to it and shall also send a copy thereof to the person who is the subject of the report and to the Federation.

(4) The National Service Officer shall take into consideration any recommendation made by the Board and may give such directions to the person concerned with regard to the matters aforesaid as he thinks fit.

7.—(1) Subject as hereinafter provided, the following provisions shall have effect with respect to the engagement of any person as an officer or rating of the Merchant Navy or of any person who is such an officer or rating, that is to say—

(a) save as provided in sub-paragraph (b) of this paragraph, no person shall seek to engage or engage an officer or rating of the Merchant Navy or any person who is for the time being a member of the Merchant Navy Reserve Pool unless the person to be engaged has previously obtained the consent in writing of the Federation given with the approval of the appropriate society;

(b) a person carrying on an undertaking engaged in shipping services or in the provision of wireless transmitting apparatus and Radio Officers for ships shall only seek to engage a person for employment as an officer or rating of the Merchant Navy by notifying to the Federation particulars of the vacancy to be filled and shall only engage for the vacancy a member of the Reserve Pool submitted to him by the Federation with the approval of the appropriate society, or, in the event of there being no suitable person for the time being in the Reserve Pool, a person approved by the Federation and the appropriate society; and

(c) an officer or rating of the Merchant Navy or a person who is a member of the Reserve Pool shall not, without the consent in writing of the Federation given with the approval of the appropriate society, engage himself otherwise than as an officer or rating of the Merchant Navy or otherwise than by being submitted by the Federation for a vacancy with an employer carrying on an undertaking engaged in shipping services or in the provision of wireless transmitting apparatus and Radio Officers for ships.

(2) The foregoing provisions of this Article shall not apply to the engagement of any person as an apprentice to the sea service, or the re-engagement of any person by an employer if the re-engagement takes effect immediately on the termination of an existing engagement with the same employer or to the engagement as navigating officer of any apprentice or cadet who served his time with the employer engaging that navigating officer.

8. Anything required or authorised by this Order to be done by the Federation may be done by any person duly authorised by the Federation in that behalf, and for the purpose of 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 this Order—

(a) a certificate purporting to be under the seal of the Federation certifying that the person named in the certificate is so authorised as aforesaid shall be sufficient evidence of that fact unless the contrary is proved; and

(b) where in any matter the approval of an appropriate society is required by this Order to be given, that approval shall be presumed to have been given unless the contrary is shown.

9. The Federation and any person carrying on an undertaking that is engaged in shipping services shall—

(a) keep such records relating to the Merchant Navy Reserve Pool or to the undertaking (as the case may be) as the Minister may from time to time by notice direct;

(b) produce to such persons as may be designated by or on behalf of the Minister such records relating to the Reserve Pool or the undertaking and furnish such information relating thereto as may be set out in any notice or direction; and

(c) permit any person so designated as aforesaid to enter and inspect with a view to securing compliance with this Order, any premises used for the purposes of the Reserve Pool or for or in connection with the undertaking.

Signed by order of the Minister of Labour and National Service this 1st day of May, 1941.

T. W. PHILLIPS.

Secretary of the Ministry of Labour and National Service.

ESSENTIAL WORK (COALMINING INDUSTRY).

The Essential Work (Coalmining Industry) Order, 1941,* dated 15th May, 1941, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.

Whereas it appears to the Minister of Labour and National Service (hereinafter referred to as "the Minister") that undertakings that are engaged in the coalmining industry are engaged in essential work:

Now, therefore, 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 (Coalmining Industry) Order, 1941, and shall come into force as to the whole Order except Article 8 on the date hereof, and as to Article 8 on the 9th June, 1941.

(2) In this Order the following expressions have the meanings hereby assigned to them:—

"coalmining industry" means the industry in which coal-mines are worked or carried on;

"coalmine" includes every shaft in the course of being sunk and every level and inclined plane in the course of being driven, and all the shafts, levels, planes, works, tramways and sidings, both below ground and above ground, in and adjacent to and belonging to the coalmine, but does not include any part of such premises on which any manufacturing process is carried on other than a process ancillary to the getting, dressing, or preparation for sale of coal;

"District Production Committee" means the Committee set up in each coalmining district representing persons carrying on undertakings in the coalmining industry in that district and persons employed in such undertakings for the purpose of dealing with all matters affecting coal production;

"holidays" means days recognised as such in accordance with any custom or agreement existing in the district in which a scheduled undertaking is carried on;

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

"Pit Production Committee" means the Committee set up in each scheduled undertaking representing the person carrying on that undertaking and persons employed therein for the purpose of dealing with all matters affecting coal production;

"scheduled undertaking" means an undertaking that has been entered in the Schedule of Undertakings under this Order;

"trade dispute" means any dispute or difference between employers and workmen, or between workmen and workmen connected with the employment or non-employment, or the terms of the employment or with the conditions of labour of any person.

2. (1) Subject to the provisions of this Order, if the Minister is satisfied that:—

(a) an undertaking is engaged in the coalmining industry; and

(b) it is expedient for securing the defence of the realm or the efficient prosecution of the war or for maintaining supplies and services essential to the life of the community so to do;

he may enter the name of the undertaking in a Schedule of Undertakings to be kept by him and shall serve upon the person carrying on the undertaking a certificate that the undertaking is a scheduled undertaking.

(2) It shall be the duty of any person upon whom such a certificate is served to post up and keep posted up copies of the said certificate in a conspicuous place in any premises in which persons are employed which are used for or in connection with the undertaking.

(3) For the purpose of 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 this Order, a certificate by the Minister that the name of an undertaking has been entered in the Schedule of Undertakings shall be sufficient evidence of that fact unless the contrary is proved.

3. [This Article is identical with Article 3 of the Essential Work (General Provisions) Order, 1941, the text of which was given on pages 69 and 70 of the March issue of this GAZETTE.]

4. (1) Subject as hereinafter provided, where the name of an undertaking has been entered in the Schedule of Undertakings and a certificate has been served upon the person carrying on that undertaking, the following provisions shall apply:—

(a) the person carrying on the undertaking shall not terminate (except for serious misconduct) the employment in the undertaking of any person employed therein, or without terminating such employment cause him to give his services in some other undertaking (except in case of emergency for a period not exceeding fourteen days), except with the permission in writing of a national service officer;

* Statutory Rules and Orders, 1941, No. 707; H.M. Stationery Office, price 2d. net (3d. post free).

(b) a person employed in the undertaking, shall not leave his employment except with such permission as aforesaid, but the permission under sub-paragraphs (a) and (b) shall not be withheld if the national service officer is satisfied that the permission is required to allow a person employed in the undertaking to go immediately into another scheduled undertaking;

(c) not less than one week's notice of the termination of the employment of a person employed in the undertaking shall be given by that person or by the person carrying on the undertaking as the case may be, so, however, that this provision shall not apply where the person so employed is dismissed for serious misconduct;

(d) without prejudice to any terms and conditions of employment more favourable to persons employed in the undertaking that may be provided for by the Conditions of Employment and National Arbitration Order, 1940, or by that Order as amended by any subsequent Order, the person carrying on the undertaking shall in respect of every week pay to every person employed in the undertaking (other than a person of the description hereinafter referred to in this sub-paragraph) a sum which is not less than the guaranteed wage for that week if that person is during his normal working hours—

(i) capable of and available for work; and

(ii) willing to perform any services outside his usual occupation which in the circumstances he can reasonably be asked to perform during any period when work is not available for him in his usual occupation in the undertaking.

For the purpose of this sub-paragraph:—

"week" means the pay week of the undertaking;

"normal working hours" means in relation to a person in respect of any week the hours ordinarily worked in the undertaking during that week on the morning, afternoon or night shift as the case may be by the grade or class of persons to which the person concerned belongs;

"guaranteed wage" means:

(i) in the case of a piece worker his piecework earnings for the shifts or parts of shifts on which he is engaged on piecework and wages at the day wage rate applicable to members of the same grade or class employed in the same undertaking as the pieceworker in respect of the number of hours (if any) by which the time during which work was available for him during the normal working hours of the week falls short of the normal working hours, so, however that any period of less than one hour in any shift during which work was not available shall be disregarded;

(ii) in the case of a timeworker the wages applicable to such person in respect of the normal working hours;

Provided that:—

(a) the wages referred to in paragraphs (i) and (ii) above shall include any flat rate additions under a district wages agreement and the war wage addition payable to the person in question in respect of the normal working hours; and

(b) where any holiday occurs during any week, that week and the normal working hours in relation to that week shall be treated as reduced by the extent of the holidays and the normal working hours attributable to those holidays.

For the purposes of the qualification for and determination of the guaranteed wage under this sub-paragraph all overtime and time worked on week-end shifts (except where it is customary for men to work their sixth shift during the week-end), and all remuneration paid in respect thereof, shall be excluded.

The provisions of this sub-paragraph relating to the payment of the guaranteed wage shall not apply in respect of any week to persons of the following description, that is to say, persons employed in a scheduled undertaking who are not working on any day during that week by reason of the fact that other persons employed in the undertaking are taking part in a strike in connection with a trade dispute, and the strike is unlawful by virtue of the provisions of Article 4 of the Conditions of Employment and National Arbitration Order, 1940.

(2) An application to a national service officer for such permission as aforesaid shall be in writing and shall state the grounds upon which the application is based.

(3) A national service officer shall so far as is practicable, either grant or refuse his permission within seven days of the receipt of the application by him, and where he grants any permission he shall communicate the permission in writing to the person carrying on the undertaking and to the person by or in respect of whom the application was made.

(4) Notwithstanding any permission of a national service officer given under the provisions of this Order, the terms of any contract in so far as they relate to the giving by either party of notice to terminate the contract or the length of such notice shall remain in force, so, however, that where any such contract provides for the giving of less than one week's notice to terminate the employment, not less than one week's notice shall be given as provided for by sub-paragraph (c) of paragraph (1) of this Article.

(5) Nothing in this Order shall affect the power conferred upon the Minister and a national service officer under paragraphs

(1) to (3) of Regulation 58A of the Defence (General) Regulations, 1939, to give directions to persons to perform such services as they may be directed to perform.

5. [This Article is identical with Article 5 of the Essential Work (General Provisions) Order, 1941, the text of which was given on page 70 of the March issue of this GAZETTE.]

6. (1) If any person who is employed in an undertaking which has been entered in the Schedule of Undertakings by the person carrying on that undertaking upon whom a certificate has been served under this Order:—

(a) absents himself from work without leave or without reasonable excuse; or

(b) is persistently late in presenting himself for work; or

(c) fails to comply with any lawful orders given to him; or

(d) persistently behaves at his work in such a manner as to impede the effective production of the work carried on in the undertaking;

the person carrying on the undertaking may report such matters to a national service officer giving such particulars as the officer may require.

(2) The national service officer shall furnish a copy of such particulars to the person who is the subject of such report and, after such further investigation as he may think necessary, may refer such matters for advice to the Pit Production Committee or the District Production Committee. If he is satisfied of the truth of the matters so reported and that that person is capable of performing his work, he may give such directions under Regulation 58A of the Defence (General) Regulations, 1939, to that person as he thinks fit, and any such directions may contain provisions as to the method or manner of work and the times at which and during which that person shall present himself for and remain at work as the national service officer thinks fit.

(3) If any person to whom the national service officer has given such directions so requests within fourteen days of the date of the giving of the directions, the national service officer shall refer the matter to a Local Appeal Board for its report and recommendation. The Board shall make such recommendation to the national service officer as it thinks fit so far as is practicable within seven days of the matter being submitted to it, and shall also send a copy thereof to the person who is the subject of the report and to the person carrying on the undertaking.

(4) The national service officer shall take into consideration any recommendation made by the Board, and may give such directions to the person concerned with regard to the matters aforesaid as he thinks fit.

7. (1) If any question arises at any time as to the services which any person may reasonably be asked to perform outside his usual occupation:—

(a) in circumstances where in order to obtain the most effective use of the combined effort of the workpeople engaged on any work it is important that those services should be performed; or

(b) for a temporary purpose in circumstances of an emergency; the national service officer shall refer such question to the Pit Production Committee for its advice.

(2) If the Pit Production Committee is unable to agree on such matters, or if the national service officer thinks fit the matters shall forthwith be submitted to the District Production Committee for its advice.

8. (1) Subject to the provisions of Article 4 and of this Article:—

(a) a person carrying on an undertaking engaged in the coalmining industry shall not seek to engage or engage any person for work in that undertaking and an employer shall not seek to engage or engage any worker whose normal employment is employment in the coalmining industry or whose current unemployment book issued under the provisions of the Unemployment Insurance Acts, 1935 to 1940, bears the industry letters SA, except by notifying to a local office particulars of the vacancy to be filled, and by engaging for that vacancy a person submitted to him by a local office, or by obtaining from a national service officer his permission in writing to engage that person; and

(b) a person shall not engage for work with a person carrying on an undertaking engaged in the coalmining industry, except by registering himself for work at a local office, and by obtaining his employment by means of being submitted to such person by a local office or by obtaining from a national service officer his permission in writing to engage for that work.

(2) This Article shall not apply to the re-engagement of any person by an employer if the re-engagement of that person occurs:—

(a) within a period of not more than fourteen consecutive days immediately following the end of a period of sickness if his engagement with that employer was terminated by reason of such sickness; or

(b) on his resumption of work on the termination of any stoppage of work due to a trade dispute where he ceased to be employed owing to such stoppage of work.

(3) The following provisions of the Undertakings (Restriction on Engagement) Order, 1940, are hereby revoked, namely sub-paragraph (c) (i) of paragraph (1) of Article 2, and the definition of "coalmining industry" and "coalmine" in Article 4, but this

revocation shall not affect any right, privilege, obligation or liability acquired, accrued or incurred under those provisions or any legal proceeding or remedy in respect of any such right, privilege, obligation, or liability.

9. Any person carrying on a scheduled undertaking and upon whom a certificate has been served shall :—

- (a) keep such records relating to the undertaking as the Minister may from time to time by notice direct ;
- (b) produce to such person as may be designated by or on behalf of the Minister such records relating to the undertaking and furnish such information relating thereto as may be set out in any notice or direction ; and
- (c) permit any persons so designated as aforesaid to enter and inspect with a view to securing compliance with this Order any premises used for or in connection with the undertaking.

10. Nothing in this Order shall affect the power conferred on the Minister or a national service officer under paragraphs (1) to (3) of Regulation 58A of the Defence (General) Regulations, 1939, to give directions to persons to perform such services as they may be directed to perform.

Signed by order of the Minister of Labour and National Service this fifteenth day of May, 1941.

T. W. PHILLIPS.

Secretary of the Ministry of Labour and National Service.

SUMMER TIME

An Order in Council* amending the Defence (Summer Time) Regulations, 1939, made on 4th April, 1941, provides that from the first Sunday in May to the second Sunday in August summer time shall be two hours in advance of Greenwich mean time.

It is provided, however, in the Order 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 Scotland Agricultural Wages Board and the Agricultural Wages Board for Northern Ireland.

FACTORIES ACT

(NORTHERN IRELAND), 1938.

STANDARDS OF LIGHTING.

The Ministry of Labour for Northern Ireland has made the following Regulations :—

The Factories (Standards of Lighting) Regulations (Northern Ireland), 1941, made on 28th April, 1941, under sub-section (2) of Section 5 of the Factories Act (Northern Ireland), 1938, requiring the provision of lighting of a specified standard in factories in which persons are being regularly employed in a process or processes for more than 48 working hours a week or in shifts.

The Regulations came into force on 5th May, 1941.

COAL MINING EXAMINATIONS.

QUALIFICATIONS OF APPLICANTS FOR FIRST AND SECOND-CLASS CERTIFICATES OF COMPETENCY (MANAGERS AND UNDER-MANAGERS).

The Secretary for Mines gives notice that, by the Coal Mines (Mining Examinations and Certificates of Competency) Order, 1941, Section 9 of the Coal Mines Act, 1911, has been temporarily amended, changing the qualifications required of applicants for first and second-class certificates of competency, by providing that candidates who are within six months of the normal age limit, shall be allowed to sit the examinations, subject to certain conditions. Details of this arrangement were set out in M.D. Circular No. 130, issued on 27th March, 1941.

A consequential change in the Board's Rules governing these examinations has been effected by the Mining Examinations (Certificates of Competency) Rules, 1941, made by the Board for Mining Examinations and approved by the Secretary for Mines.

The new arrangement will be operative for the next examinations beginning on 2nd July, 1941.

* Statutory Rules and Orders, 1941, No. 476. H.M. Stationery Office, price 1d net (2d. post free).

FACTORIES 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 1st January, 1941. The prices in brackets include postage.

No.	Title and Price.
355.	Dermatitis. Official Cautionary Notice ; November, 1936. Reprinted 1941, revised price 2d. (3d.)
938.	Docks Regulations, 1934, as amended by First-Aid Regulations, 1937 ; September, 1938. Reprinted 1941, revised price 3d. (4d.)
944.	Locomotive, etc., Regulations ; August, 1938. Reprinted 1941, revised price 2d. (3d.)
954.	Electricity Regulations for the Generation, Transformation, Distribution and use of Electrical Energy in Premises ; July, 1937. Reprinted 1941, revised price 2d. (3d.)
971.	Cellulose Solutions Regulations, 1934 ; March, 1939. Reprinted 1941, revised price 2d. (3d.)
980.	Regulations for the Manufacture, Manipulation or Storage of Celluloid or of any article wholly or partly made of Celluloid ; July, 1938. Reprinted 1941, revised price 2d. (3d.)
984.	Chemical Works Regulations, 1922, as amended by the First Aid Regulations, 1937, and modified by the First-Aid in Factories Order, 1938 ; July 1938. Reprinted 1941, revised price 3d. (4d.)
999.	Horizontal Milling Machines Regulations ; September, 1938. Reprinted 1941, revised price 2d. (3d.)
1892.	Memorandum in connection with Building Operations and Works of Engineering Construction (Welfare and Safety Provisions) Order, 1941. February 5th, 1941, price 2d. (3d.)
1999.	Factories (Standards of Lighting) Regulations, 1941. Certificate of Exemption ; Chemical Works ; February, 1941, price 1d. (2d.)
2000.	Factories (Standards of Lighting) Regulations, 1941. Certificate of Exemption. Danger Buildings of Explosives Works ; April 2nd, 1941, price 1d. (2d.)

OFFICIAL PUBLICATIONS RECEIVED.

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

DETERMINATION OF NEED AND ASSESSMENT OF NEEDS.—(i) Explanatory memorandum by the Assistance Board on draft Unemployment Assistance (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1941, made by the Minister of Labour and National Service under the Unemployment Assistance Act, 1934. [Cmd. 6263 ; price 2d.] (ii) Explanatory memorandum by the Assistance Board on draft Supplementary Pensions (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1941, made by the Minister of Health and the Secretary of State for Scotland in conjunction, under the Old Age and Widows' Pensions Act, 1940, and the Determination of Needs Act, 1941. [Cmd. 6265 ; price 2d.]

NATIONAL SERVICE (ARMED FORCES).—Selected decisions given by the Umpire in respect of applications for postponement of liability to be called up for service in the Armed Forces of the Crown during the months of December, 1940, and January, 1941. N.S. Code 2. Pamphlets No. 12/1940 and 1/1941. Ministry of Labour and National Service. [S.O. publications ; price 2d.]

RESERVED OCCUPATIONS.—Schedule of reserved occupations and protected work. Revision 10th April, 1941. Ministry of Labour and National Service. [S.O. publication ; price 1s.]

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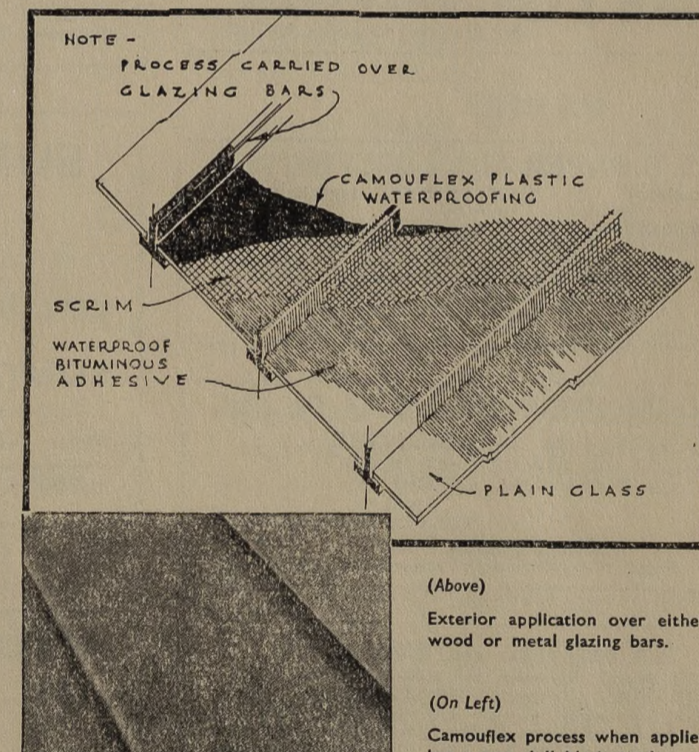
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