

# THE LABOUR GAZETTE

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## EMPLOYMENT, DISPUTES, WAGES, AND PRICES IN JANUARY.

### EMPLOYMENT.

EMPLOYMENT continued to decline during January, and there were large increases both in the number of workpeople unemployed and in the number working short time. In a few industries, including pottery, brick and cement manufacture, and shale mining, employment continued good, and it was fairly good in the building trades. In most of the other industries, however, it was slack, and the tinplate, textile, clothing, boot and shoe, furnishing and leather trades were especially depressed.

The percentage unemployed among members of Trade Unions (mainly of skilled workpeople) from which returns are received rose from 6·0 at the end of December to 6·9 at the end of January, and the percentage unemployed among the 12,000,000 workpeople insured under the Unemployment Insurance Act rose from 5·8 to 8·2 in the same period. In addition 254,000 males and 383,000 females were registered as working systematic short time, at the end of January, to such an extent as to entitle them to benefit under the Unemployment Insurance Act or the Out-of-Work Donation Scheme. At the end of December the corresponding numbers were 186,000 and 260,000.

The number of workpeople registered at the Employment Exchanges as unemployed at 28th January was approximately 1,065,000, of whom 685,000 were men, 278,000 were women, and the remainder were boys and girls. At the end of December the corresponding number was 757,000, of whom 508,000 were men, and 188,000 were women. The number of vacancies notified by employers to the Exchanges and unfilled at the end of January was 47,000, of which 18,000 were for men and 25,000 for women. At the end of December the total was 50,000, of which 19,000 were for men and 25,000 for women. Further details, showing the state of employment in the principal industries, are given on pages 76 to 87.

### TRADE DISPUTES.

The total number of trade disputes, involving stoppages of work, reported to the Department as beginning in January was 44. In addition, 49 disputes which began before January were still in progress at the beginning of that month. The total number of workpeople involved in all disputes in progress in January was about 23,000, as compared with 72,000 in the previous month, and 119,000 in January, 1920. Of these 23,000 workpeople, approximately 10,000 were ship joiners, who had been on strike since 1st December, 1920, against a proposed reduction in wages.

The estimated aggregate duration of all disputes during the month was about 408,000 working days, as compared with 429,000 days in December, 1920, and

1,793,000 days in January, 1920. Detailed statistics, together with particulars of the principal disputes, are given on page 91.

### WAGES.

In the industries for which statistics are available changes in rates of wages reported to the Department as having been arranged to come into operation in January affected over 2,100,000 workpeople, of whom nearly 700,000 received a net increase, amounting to over £54,000, in their weekly wages, and 1,450,000 sustained a net decrease amounting to about £168,000 per week. The latter figures include coal miners, who received an increase and also sustained a decrease during the month, the wages of men 18 years of age and over being increased by 1s. 6d. a day or shift in the early part of the month, and reduced at the end of the month by 2s. a day or shift. Other bodies of workpeople whose rates of wages were reduced included woollen and worsted operatives in Yorkshire, iron and steel workers in the North of England and West of Scotland, and blast furnace workers in North Staffordshire. Railwaymen received an increase of 1s. per week under the operation of their "cost of living" sliding scale, and there were slight increases in the wages of workpeople in the bleaching, dyeing, etc., trades in Lancashire and Yorkshire, and increases varying from 2s. 6d. to 4s. per week in the wages of adult workpeople in the heavy chemical and soap and candle trades. Details of these and other changes will be found on pages 92-100.

Orders made by the Minister of Labour, under the Trade Boards Acts, fixing minimum rates of wages, came into operation in January for workpeople in the flax and hemp trade in Ireland, certain classes of workpeople in the boot and shoe repairing trades in Ireland and for workpeople in the cotton waste reclamation trade in Great Britain.

### RETAIL PRICES.

At 1st February the average level of retail prices of all the commodities taken into account in the statistics prepared by the Ministry of Labour (including food, rent, clothing, fuel and light, and miscellaneous items) was 151 per cent. above that of July, 1914, as compared with 165 per cent. at 1st January. The decrease during the month was mainly due to reductions in the prices of food and clothing. For further particulars reference should be made to the article on page 74.

The statistics are designed to indicate the average increase in the cost of maintaining unchanged the average pre-war standard of living of the working classes. Accordingly, in making the calculations, the changes in the prices of the various items included are combined in proportions corresponding with the relative importance of those items in pre-war working-class expenditure, no allowance being made for any changes in the standard of living. A detailed account of the scope of these statistics and of the methods employed in their compilation appears on pages 69 to 72.









Union Congress, the National Executive of the Labour Party, the Parliamentary Labour Party and the various local Labour Parties, to bring all possible pressure to bear with a view to securing an immediate reversal of the decision of the Government. It was further resolved that, in the event of such a reversal not taking place, the Parliamentary Committee of the Trades Union Congress and the National Executive of the Labour Party should be asked to bring the whole question before the adjourned meeting on the 23rd February, of the Joint Delegate Conference which has been convened under the auspices of these bodies to formulate Labour Policy towards Unemployment.

The Delegate Conference ratified an agreement, which had already received the sanction of the Amalgamated Engineering Union, under which the members of the latter union employed in and about collieries will be controlled by miners' associations in matters involving "industrial," as opposed to "craft," considerations. In the case of mining disputes, for example, the members of the Amalgamated Union covered by the agreement will tender notices simultaneously with the miners, nationally or locally, and will be officially supported in such action by their Executive. They will also be included in all applications for improved wages and conditions of service put forward by the Miners' Federation. In addition to their own trade union cards, they will be granted cards of membership in the district miners' associations. For other trade union purposes, however, such as benefits, contributions, political fund, etc., they will remain under the control of the Amalgamated Engineering Union.

#### NATIONAL ASSOCIATION OF UNIONS IN THE TEXTILE TRADES.

The annual meeting of this body was held in Bradford on the 8th January. Delegates representing operatives in all parts of Yorkshire attended. The meeting was presided over by Alderman Ben Turner, President of the Association. The position with regard to unemployment in the Textile Industry was the main subject of discussion; a resolution was passed to the effect that the Conference viewed with great concern the situation brought about by the shortage of work in the Textile Trades, and disclaimed any responsibility for this on the part of the trade unions. A further resolution was adopted calling the attention of the employers in the industry to the fact that the unions considered that a joint pledge had been given by trade unions and employers that they would jointly undertake to deal with unemployment and under-employment in the industry. The unions, therefore, urged the employers to co-operate with them in a scheme of this description. The annual report of the Executive Council was presented; and the following officers were elected to the Council for the ensuing year:—President, Mr. Ben Turner; Secretary, Mr. Arthur Shaw; members of the Executive Council: Messrs. E. Barlow, F. Dickinson, A. Gee, T. Grundy, F. J. Heywood, H. Lockwood, T. Murgatroyd, W. J. Riley, W. Rushworth, R. F. Smith, M. F. Titterton, and A. Wagstaffe.

## LABOUR PARTY AND TRADES UNION CONGRESS.

### UNEMPLOYMENT POLICY.

A JOINT DELEGATE CONFERENCE, convened by the National Executive of the Labour Party and the Parliamentary Committee of the Trades Union Congress, was held at the Kingsway Hall, London, on the 27th January, to receive and consider a Report presented by the Joint Committee on Unemployment which had been appointed at a meeting of these two bodies on the 11th January.

This meeting of the 11th January had been summoned to consider the policy which the Labour Movement should adopt towards the invitation of the Government that Labour should co-operate with the Government and the employers in a Committee of Inquiry into measures for the alleviation of unemployment, and also to declare its attitude towards the proposal of the Government that short-time working should be extended throughout industry as a means of distributing, in the most expedient manner, the amount of available employment. The short-time proposal was condemned on the ground that it was made without any consideration of the diminution of home demands for commodities which would follow upon it, in consequence of the general decrease in purchasing power which it would involve. After very full consideration, the invitation to co-operate with the Government in the Committee of Inquiry was rejected, although the terms of reference of the proposed committee had been altered and extended to overcome the objection that they were limited to the investigation of measures of alleviation only, and did not comprise an inquiry into the root causes of unemployment and the methods of removing these. The meeting then proceeded to appoint a Joint Committee with instructions to draft "a definite programme and policy" with regard to unemployment, for endorsement at the delegate conference on the 27th January. This committee was composed of the following members:—Mr. Sidney Webb (Chairman of the Committee), Miss Susan Lawrence, L.C.C., Mr. Robert Williams

(National Transport Workers' Federation), and Mr. Arthur Henderson, M.P. (Secretary to the Labour Party), appointed by the National Executive of the Labour Party, and Miss Margaret Bondfield (Secretary, Women's Section of the National Union of General Workers), Mr. E. L. Poulton (General Secretary, National Union of Boot and Shoe Operatives), Mr. A. A. Purcell (National Amalgamated Furnishing Trades Association) and Mr. C. W. Bowerman, M.P. (Secretary to the Parliamentary Committee), appointed by the Parliamentary Committee of the Trades Union Congress. Mr. Arthur Greenwood acted as Secretary to the Committee.

The "joint delegate conference" which met on the 27th January, for the purpose of considering the report of this committee, was a meeting of the full executives, or their representatives, of the trade unions and local Labour organisations, and may therefore be regarded as empowered not merely to recommend a policy for adoption, but to authorise action to secure its adoption. The findings of the Joint Committee were issued in the form of a printed report; and the Joint Delegate Conference was asked to vote upon two resolutions, the first endorsing and accepting the report as submitted by the committee, the second providing for the communication of the report to the Cabinet and the House of Commons, and the adjournment of the Conference until the 23rd February, when, if no action were taken by the Government in respect of the report, further steps to secure its adoption would be considered. No amendments of any importance were proposed to the report, and the Conference unanimously adopted the two resolutions.

The proposals for dealing with unemployment contained in the report thus adopted fall under two heads—firstly, the maintenance of the unemployed and under-employed; and, secondly, the provision of work. With regard to the first, it is recommended "that a person for whom no work is available at the Employment Exchanges, or through his or her Trade Union, shall be entitled to maintenance, and that the rate of maintenance (including benefits under the Unemployment Insurance Act, 1920) shall be at least 40s. per week for each householder, and 25s. per week for each single man or woman above the age of 18, with additional allowances for dependants." Also "that the payment of benefit should be continued so long as a person remains unemployed." Where short time is being worked, payment of maintenance rates calculated on the total number of days lost is recommended. The inauguration of training schemes for men and women, and the limitation of juvenile labour by the immediate enforcement of those sections of the Education Act, 1918, which relate to the attendance at school and employment of children and young persons, are also proposed, with the suggestion that the national expenditure involved would be fully justified by the results. With regard to the second head, namely, the provision of work, a large number of recommendations are put forward relating to the better organisation of the requirements of public departments and local authorities; housing and the encouragement of building guilds; control of materials by the Government where production is restricted through the operation of trusts; the withdrawal of juvenile labour, with provision for educational training; land cultivation, repair of railways, roads, waterways and harbours, and other works of a socially productive character. In order to avoid the necessity for short time working, the committee further advocate an immediate legal restriction of hours of work to a maximum of 44 per week without reduction in wages, accompanied by a drastic limitation of overtime. The removal of exceptional restrictions on borrowing by local authorities, in order to enable them to undertake larger schemes, and the placing of the credit of the State at the service of the local authorities by raising and advancing money to them are, together with provision for increased grants-in-aid, proposed as measures to meet the financial questions raised by such an ambitious programme.

The committee also devote considerable space to measures for the restoration of industry and commerce abroad, recommending, in particular, an immediate resumption of trade with Russia. The final section of the report is taken up with a more detailed discussion of the financial considerations involved in the proposals, and with a justification of the very considerable national expenditure which they would entail.

## JOINT COMMITTEE ON THE COST OF LIVING.

### REPORT ON TAXATION AND NATIONAL EXPENDITURE.

The Joint Committee appointed to consider the cost of living, comprising representatives of the Parliamentary Committee of the Trades Union Congress, the Labour Party, the Co-operative Union, the Triple Alliance, the Federation of Engineering and Shipbuilding Trades, the National Federation of General Workers and the National Federation of Building Trades Operatives,\* have presented a further Interim Report† dealing with the problem of national taxation and expenditure and its relation to the cost of living.

\* See LABOUR GAZETTE, October, 1920, p. 541, for summary of first interim report.

† Joint Committee on the Cost of Living. Second Interim Report on Taxation and the Cost of Living. (Co-operative Printing Society, Ltd., Tudor Street, London, E.C.) Price 1s.

The Committee are of opinion that, in order to reduce the cost of living, immediate steps should be taken to redeem the floating and external debts, and to reduce the annual expenditure on debt services by means of a levy on all forms of accumulated wealth. It is maintained that the taxpayer is faced with the alternatives of a slow reduction of debt, coupled with the continuance for a long term of years of heavy taxation to meet the amount of interest on the loan outstanding, and a bold attempt to extinguish speedily a substantial proportion of the total debt. The former alternative is said to represent the present Government policy, and is condemned by the Committee, who allege that in a "normal year" 15s. out of every £1 of the revenue will be devoted to the payment of obligations incurred as a result of the last great war, and for the maintenance of the fighting forces in preparation for possible future wars. They also draw attention to the facts that, whereas in 1914 the National Debt averaged about £15 a head of the population, and the annual levy to meet interest charges, etc., was about half a guinea a head; in 1920, the former figure had risen to £170 per head, while the latter was well over £7 per head. In view of these facts, and acting on the assumption that both prices and the rate of interest will fall, the Committee maintain that the continuance of the war debt will involve an increasing and not a diminishing burden in future years, since it will be necessary to provide interest and money for the redemption of the debt in a currency far superior to that which was originally lent to the State. The Committee also expect a rise in the market value of Government securities, which will further increase the cost of their redemption. They, therefore, conclude that unless these disadvantages are anticipated by a rapid reduction of the war debt, the future generation may have to pay for the war over again, and perhaps even several times. In considering the possible disadvantage that such a levy might diminish the mobile capital available for investment, the Committee suggest that this would not occur, since, although wealth would change hands, its total volume would not be affected.

The outline of a scheme for a graduated levy on all forms of accumulated wealth is put forward by the Committee, who believe that a scale, varying from 1 per cent. on total possessions above an exemption level of £5,000 up to 50 per cent. on the largest fortunes could be made to yield £4,000,000,000. The scheme includes proposals concerning the methods of valuation, graduation, and the forms in which payment would be allowed. The proceeds of this levy would be used as follows:—

- Where the levy was paid in Government securities it would result in direct cancellation of those securities.
- The proceeds derived from the payment of the levy in other forms would be devoted in the first place to the extinction of the floating debt.
- The next priority would be given to the repayment of the external debt.
- The remainder of the yield of the levy would be devoted, as it was paid, to the cancellation of the remainder of the internal debt.

In dealing with other questions of taxation bearing on the cost of living, the Committee advocate the abolition of food and entertainment taxes, and a 50 per cent. reduction of the tobacco taxes; this is estimated to entail a reduction in the annual revenue of £97,350,000, which could be met, if necessary, by a corresponding increase in direct taxation. It is stated that, even if this were done, the wage-earning class would still contribute at least £150,000,000 per annum in drink and tobacco taxes. Both the Excess Profits Duty and the proposed tax on business profits are condemned, the latter on the ground that taxation of individuals is preferable to taxation of groups of individuals. The principle of the Income Tax is supported, but the Committee recommend more generous allowances for dependants, the raising of the exemption level, and the inclusion within the scope of this tax of certain kinds of income which are at present untaxed. A further proposal relates to the steepening of the Death Duties and their increase "at each successive transference of inherited wealth to the point of ultimate extinction."

The Report states that the whole of the foregoing proposals are directed towards a re-distribution of the national financial burdens, so as to ease the lot of those sections of the community who can least afford to have added to the difficulties of the high cost of living a weight of taxation beyond their real ability to pay.

The proposals of the Committee for the reduction of national expenditure below the £1,000,000,000 anticipated in a "normal year" comprise the introduction of the levy on wealth outlined in the earlier part of the Report, thereby reducing the amount required for debt services, the reduction of expenditure on the fighting forces through an international agreement for universal disarmament, and economies in expenditure on Civil Departments of State in accordance with the reports of the Committee on National Expenditure. It is expressly stated, however, that there should be more generous expenditure on education, housing

and public health, and that the Committee would deprecate any attempt to save the taxes at the expense of the efficiency of the Civil Service.

The Report concludes with remarks on tariffs and local taxation. The Committee emphasise the difficulties of distinguishing the "key industries" of future wars, and urge that any industry which can successfully maintain its claim to be so regarded should be conducted as a public enterprise, and not "left to the mercy of private adventure." In the opinion of the Committee, the remedy for dumping can be found in the spread of trade unionism and concerted international trade union action, together with extension of international Labour agreements and minimum wage laws.

The reasons for the recent increases in local taxation are examined, and the increase and extension of "grants in aid" is recommended, together with a method of roughly equalising the local taxation between area and area by means of additional and varying grants, based on the rateable value per head of each area. The Committee suggest also that local authorities should be empowered to levy a local tax on land values by assessing site value for rating purposes, and assert that the Manchester City Council have decided to seek statutory powers to put this principle into effect.

The Report also contains a brief reference to the desirability of municipal banking, and states that it is the intention of the Committee to deal in detail with the policy of municipalisation in a later report. A summary of the conclusions of the Committee on the whole subject of taxation in relation to the cost of living concludes the Report.

## RETAIL PRICES STATISTICS: SCOPE AND METHOD OF COMPILATION.

IN view of the interest attaching to the statistics which are published each month in this journal, relating to the increase in retail prices since July, 1914, a statement was published in the LABOUR GAZETTE for March, 1920, explaining the scope of the statistics and the methods by which they are compiled. An increasing amount of attention has recently been directed towards these statistics, and as copies of the LABOUR GAZETTE referred to are no longer obtainable, it has been thought desirable that the statement should be reprinted with certain amplifications which have been suggested by experience and with some minor revisions on points of detail which have become necessary owing to changes in conditions (e.g., the operation of the Increase of Rent and Mortgage Interest (Restrictions) Act, 1920) since March, 1920.

### GENERAL SIGNIFICANCE OF THE STATISTICS.

As the phrase "increase in the cost of living," which is frequently applied to these statistics, can be interpreted in various ways, it should at the outset be observed that the statistics prepared by the Ministry of Labour are designed to measure the average increase in the cost of maintaining unchanged the pre-war standard of living of the working classes. By this is meant the average standard actually prevailing in working-class families just before the war, irrespective of whether or not such standard was adequate.

Pre-war family expenditure, of course, varied widely in different cases according to the total family income, and the actual increase in shillings and pence per week which would be necessary to maintain this standard unchanged would vary in a corresponding manner. For example, if the cost of every commodity had increased by 150 per cent. since 1914, the money increase necessary to maintain the pre-war standard would be 30s. per week in the case of a family whose weekly pre-war expenditure was 20s. (making a total of 50s.), whilst it would be 90s. in the case of a family whose pre-war expenditure was 60s. (making a total of 150s.), it is therefore more generally convenient to express the increase in the form of a percentage, which can be applied to different amounts of pre-war expenditure. Even where the total weekly expenditure was the same in different families, however, the distribution of this expenditure over different commodities varied considerably according to the numbers of persons in the family, their ages, sex and mode of living; and as some articles have risen less in price than others, even the percentage increase would vary to some extent with different families. It is obvious, in these conditions, that no single figure with regard to the increase in cost of living can apply exactly to every individual case, and that if the increase is to be expressed in the form of a single percentage the only practicable method is to calculate a fair general average, from which the actual figures for individual families will diverge, the increase being somewhat lower in some cases and higher in others than the figure quoted. This is the method adopted by the Department, but it may be observed that in actual practice these variations from the average would not as a rule be very great, assuming that the articles and the quantities of each article bought at the present time were exactly the same as were bought before the war.









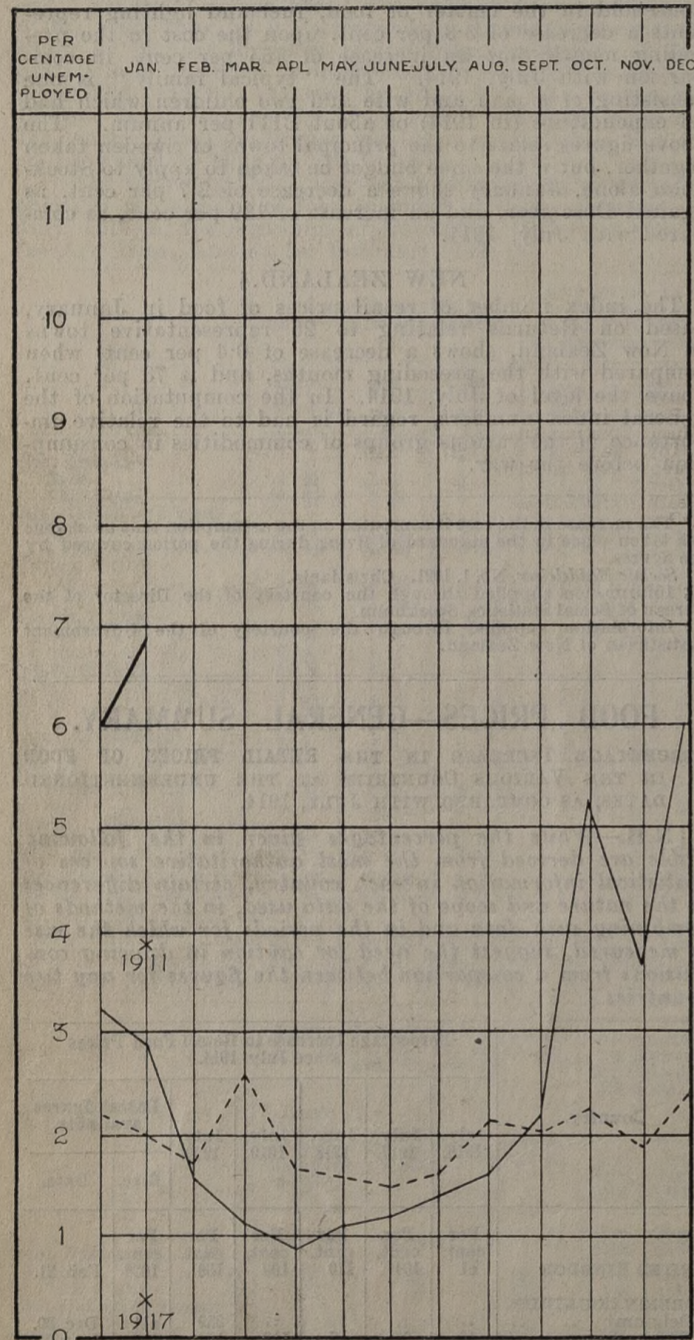
EMPLOYMENT IN THE UNITED KINGDOM.

EMPLOYMENT CHART.\*

SHOWING PERCENTAGE UNEMPLOYED OF MEMBERS OF TRADE UNIONS MAKING RETURNS.

Thick Curve = 1921. Thin Curve = 1920. Dotted Curve = Mean of 1911-20.

The crosses indicate the maximum and minimum percentages of unemployed, in the months named, during the years 1911-20.



EMPLOYMENT SUMMARY FOR JANUARY.

EMPLOYMENT in January continued to decline and at the end of the month was seriously depressed. Large numbers of workpeople were totally unemployed and many others were working only three or four days a week.

workers were claiming benefit at Employment Exchanges at the end of January. The number of workpeople on the Live Register of the Employment Exchanges at 28th January was approximately 1,065,000, of whom men numbered 685,000, and women 278,000 the remainder being boys and girls.

Employment at coal mines on the whole was fair. The number of workpeople employed at the mines covered by the Returns was slightly greater than in December and over 5 per cent. greater than a year ago.

In the pig iron industry employment showed a decline, and though fairly good in Cleveland, was moderate or bad in most of the other districts. At iron or steel works it varied from bad to moderate in the various districts.

In the cotton trade there was a further decline; organised short time continued in the spinning section, and at the end of the month employment was very bad throughout the industry.

Employment in the linen trade continued very bad; in the jute trade it showed a further decline and was bad; short time was general in both industries.

The depression in the lace and hosiery trades continued, and there was much unemployment and short time. In the silk trade employment again declined and was slack.

In the boot and shoe trades employment was very bad, and much short time and unemployment were reported. In the paper trade employment was very slack; much short time was worked, and in some districts mills were entirely closed down.

In the building trades employment continued fairly good; in some districts, however, there was a further decline, attributable mainly to a falling-off in jobbing and general contracting work as distinct from work on housing schemes.

In the pottery trades employment generally continued good; in the glass trades it showed a marked decline, and was very quiet. A decline was also reported in the food preparation trades generally.

Agricultural operations in England and Wales were hindered by wet weather, and though there were local shortages of skilled men, unskilled labourers were in excess of the demand.

With dock and riverside workers employment was slack generally, and at some ports was worse than in the previous month. Employment with seamen was quiet in the early part of January, but improved as the month progressed.

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TRADE UNION PERCENTAGES of UNEMPLOYED.

Trade Unions with a net membership of 1,586,507 reported 109,970 (or 6.9 per cent.) of their members as unemployed at the end of January, 1921, compared with 6.0 per cent. at the end of December, 1920, and 2.9 per cent. at the end of January, 1920. In addition large numbers were on short time.

Table with columns: Trade, Member-ship at end of January, 1921, Unemployed at end of January, 1921 (Num-ber, Per-centage), Inc. (+) or Dec. (-) in percentage Unemployed as compared with a Month ago, and Year ago.

SUMMARY OF EMPLOYERS' RETURNS.

(a) CERTAIN MINING AND METAL TRADES.

Table with columns: Trade, Workpeople included in the Returns for Jan., 1921, January, 1921 (Days Worked per week by Mines, Days, Days), Inc. (+) or Dec. (-) as compared with a Month ago, and Year ago.

(b) OTHER TRADES.

Table with columns: Trade, Number of Workpeople (Week ended 29th Jan., 1921, Inc. (+) or Dec. (-) on a Month ago, Year ago), Total Wages Paid to all Workpeople (Week ended 29th Jan., 1921, Inc. (+) or Dec. (-) on a Month ago, Year ago).

\* The figure for December has been revised since the publication of the January GAZETTE. † Short time and broken time are not reflected in the figures. ‡ These figures (the latest available) relate mainly to December. § Based mainly on returns relating to carpenters and plumbers. ¶ Comparison of earnings is affected by increases in rates of wages.

UNEMPLOYMENT IN INSURED TRADES.

The number of persons insured under the Unemployment Insurance Act, 1920, was about 12,000,000 on 31st January, 1920, and the number unemployed at that date was 977,296, or 8.2 per cent., as compared with 5.8 per cent. at 31st December, 1920.

The following Table shows by trades the number of persons whose unemployment books or out-of-work donation policies remained lodged on 28th January, 1921, (1) in respect of total unemployment, and (2) in respect of short time. The persons included in Table (2) are employed in establishments where owing to the depressions in trade the number of working days has been reduced on a systematic basis in such a manner as to entitle claimants to benefit under the Act.

Table with columns: Trade, No. of Unemployment Books and Out-of-Work Donation Policies remaining lodged on Friday, 28th January, 1921 (Males, Females, Total), Inc. (+) or Dec. (-) as compared with 31st December, 1920 (Males, Females, Total).

(1) TOTAL UNEMPLOYMENT.

(2) SHORT TIME.

Table with columns: Trade, No. of Unemployment Books and Out-of-Work Donation Policies remaining lodged on Friday, 28th January, 1921 (Males, Females, Total), Inc. (+) or Dec. (-) as compared with 31st December, 1920 (Males, Females, Total).

\* Persons working one day short time per week, or reduced hours each day or on certain days, are not eligible for benefit and are not included.















## MINISTRY OF LABOUR EMPLOYMENT EXCHANGES.

STATISTICS from the Employment Exchanges during the four weeks ended 28th January showed that, compared with 31st December, there was an increase of 308,497 in the number of workpeople on the Live Register. This increase was common to all departments, men accounting for an increase of 176,854, women 89,655, and juveniles 41,988. The average weekly number of applications from workpeople during the four weeks ended 28th January was 169,245, compared with a weekly average of 125,607 during the five weeks ended 31st December.

The following Table summarises the work of the Exchanges during the four weeks ended 28th January, 1921:—

Week ended	Applications by		Vacancies Filled.	Applications outstanding at end of week.	
	Work-people.	Employers.		From Work-people (Live Register).	From Employers.
31st Dec., 1920	144,892	14,524	10,564	756,823	49,603
7th Jan., 1921	178,344	23,423	18,360	855,526	48,118
14th Jan. "	170,782	22,350	17,241	830,764	48,171
21st Jan. "	161,732	20,863	16,111	998,429	45,783
28th Jan. "	166,121	25,706	20,623	1,065,320	47,417
<b>TOTAL (4 weeks)</b>	<b>676,979</b>	<b>92,342</b>	<b>72,344</b>	—	—

Of the total number of workpeople on the Live Register at 28th January, 685,218 were men, 47,758 were boys, 277,759 were women, and 54,585 were girls. Of the 47,417 vacancies unfilled, 17,599 were for men, 25,380 were for women, and 4,438 for juveniles. The daily average number of vacancies notified shows an increase of 21.9 per cent., and the daily average of vacancies filled an increase of 23.3 per cent., as compared with the preceding period.

Details of the figures given above are not at present available, but the outstanding features of the work of the Employment Exchanges during the four weeks ended 7th January, 1921, are dealt with in the following notes:—

**Applications from Work-people.**—The daily average number of applications from workpeople (25,704) during the four weeks ended 7th January showed an increase of 7,903, or 44.4 per cent., over the previous month. Of this daily average, men accounted for 15,280, women for 7,337, and juveniles for 3,087, increases of 41.6 per cent., 47.5 per cent., and 51.9 per cent., respectively, compared with the previous month. There was an increase in the number of applications from men in all the principal groups of trades, the industries showing the largest increases being miscellaneous metal trades (160.6 per cent.), dress, including boots and shoes, (81.2 per cent.), transport trades (52.6 per cent.), commercial occupations (46.3 per cent.), and building and construction of works (39.3 per cent.). In the case of women, the only industries in which an increase did not take place were domestic service and agriculture; the principal increases in the other trades were: food, tobacco, drink and lodgings (142.9 per cent.), textiles (90.5 per cent.), dress, including boots and shoes, (88.7 per cent.), transport trades (66.0 per cent.), and miscellaneous metal trades (55.4 per cent.).

Of the total applications from men, 16.7 per cent. were in engineering and ironfounding, 14.4 per cent. in building and construction of works, and 14.1 per cent. general labourers. In the women's department, 33.5 per cent. of the total applications were in the textile trades, while domestic service accounted for 15.7 per cent.

**Vacancies Notified.**—The average daily number of vacancies notified by employers during the four weeks ended 7th January was 3,454, as compared with 2,971 during the previous four weeks. Of this daily average, 1,822 were for men, 1,186 for women, and 446 for juveniles, increases of 45.9 and 1.2 per cent., respectively, in the case of men and women, and a decrease of 18.9 per cent. in the case of juveniles. The increase in the men's department was accounted for by a rise in the number of vacancies notified in building and construction of works, in commercial and clerical occupations, in the transport trades, and as general labourers. Of the total vacancies notified for men, 32.6 per cent. were in building and construction of works, 7.0 per cent. in the transport trades, 5.7 per cent. in engineering and ironfounding, and 26.2 per cent. as general labourers.

In the women's department, the vacancies notified in domestic service and commercial occupations increased by 5 per cent. and 26 per cent., respectively. Of the total vacancies notified for women, 20,225 were in domestic service, the percentage (81.2) of the total vacancies for women being the highest ever recorded for this occupation.

**Vacancies Filled.**—The average daily number of vacancies filled during the period ended 7th January was 2,630, as compared with 2,226 during the previous four weeks and 3,257 during the corresponding period a year ago. An

increase of 55.8 per cent. occurred in the men's department, while the vacancies filled by women and juveniles decreased by 11.0 per cent. and 20.4 per cent., respectively, compared with the previous month. The proportion of vacancies filled to vacancies notified during the period was 76.2 per cent., as compared with 74.9 per cent. during the previous month.

Of the vacancies filled by men, 31.5 per cent. were in building and construction of works, 7.0 per cent. in the transport trades, and 29.1 per cent. as general labourers. In the women's department, domestic service accounted for 74.5 per cent. of the vacancies filled.

An increase of 123 per cent. occurred in the number of general labourers placed; in building and construction of works and commercial occupations there were increases of 67 per cent. and 19 per cent., respectively. Most of the other occupations showed little change compared with the previous month. In the women's department, vacancies filled in domestic service decreased by about 9 per cent.

**Juveniles.**—With reference to juveniles, 30,110 applications were received from boys and 4,460 vacancies were notified for boys. Of the vacancies notified, 3,865, or 86.7 per cent., were filled. Of the total vacancies filled, 28.2 per cent. were in the transport trades, 15.2 per cent. in engineering and ironfounding, and 10.7 per cent. in commercial and clerical occupations.

The number of applications received from girls was 34,711. The number of vacancies notified was 4,892, of which number 3,655, or 74.7 per cent., were filled. Of the total vacancies filled, domestic service accounted for 41.5 per cent., commercial and clerical occupations for 9.4 per cent., and the transport trades for 8.0 per cent.

The proportion of vacancies filled to vacancies notified for boys among the more important trades was greatest in engineering (95.2 per cent.), building (93.0 per cent.), transport trades (86.0 per cent.), and commercial occupations (83.3 per cent.). In the case of girls, the following percentages of vacancies notified were filled in the principal occupations:—Dress (including boots and shoes), 100 per cent.; commercial and clerical, 84.5 per cent.; shop assistants, 83.2 per cent.; transport trades, 74.7 per cent.

Of the total vacancies (7,520) filled by juveniles, 1,488, or 19.8 per cent., were filled by applicants who obtained their first situation since leaving school.

The following Tables show, for men and for women, the number of applications from workpeople, vacancies notified, and vacancies filled during the four weeks ended 7th January, and the number remaining on the Live Register at that date, in the principal groups of trades:—

Group of Trades.*	Men.			
	Applications from work-people.	Live Register.	Vacancies Notified.	Vacancies Filled.
Building .. .. .	41,108	60,988	5,059	3,789
Construction of Works .. ..	5,087	6,938	7,432	6,887
Engineering and Ironfounding .. .	53,582	108,200	2,192	1,847
Shipbuilding .. .	18,886	28,451	1,369	1,337
Construction of Vehicles .. .	1,727	3,539	192	139
Miscellaneous Metal Trades .. .	27,802	85,629	291	160
Domestic Service .. .	4,862	9,782	840	630
Commercial and Clerical .. .	7,572	12,767	1,815	1,588
Conveyance of Men, Goods, and Messages .. .	35,476	63,569	2,664	2,333
Agriculture .. .	4,382	8,880	671	502
Textiles .. .	20,049	34,426	189	149
Dress (including Boots and Shoes) .. .	13,971	23,547	135	92
Food, Tobacco, Drink and Lodgings .. .	3,761	6,123	169	118
General Labourers .. .	45,389	94,818	10,141	9,858
All other Trades .. .	37,235	55,183	6,195	4,443
<b>TOTAL .. .</b>	<b>320,889</b>	<b>552,840</b>	<b>38,264</b>	<b>33,917</b>
	Women.			
Engineering and Ironfounding .. .	4,828	12,592	104	79
Miscellaneous Metal Trades .. .	5,124	8,763	223	188
Domestic Service .. .	24,115	27,651	20,225	10,289
Commercial and Clerical .. .	5,044	8,026	1,325	1,057
Conveyance of Men, Goods, and Messages .. .	3,386	5,222	252	218
Agriculture .. .	220	279	91	63
Textiles .. .	51,873	62,020	422	299
Dress (including Boots and Shoes) .. .	29,176	42,865	736	534
Food, Tobacco, Drink and Lodgings .. .	6,418	7,740	217	167
General Labourers .. .	5,299	12,356	88	55
All other Trades .. .	17,890	26,207	1,261	836
<b>TOTAL .. .</b>	<b>154,076</b>	<b>213,720</b>	<b>24,914</b>	<b>13,795</b>

It should be noted that the number of workpeople on the Live Register of Employment Exchanges does not include persons on short time.

\* Casual occupations (dock labourers and coal labourers) are excluded from this Table and from all other figures above except those in the first three paragraphs. The number of casual jobs found for workpeople in these occupations during the period of four weeks ended 7th January, was 2,078.

## TRADE DISPUTES.\*

**Number, Magnitude and Duration.**—The number of trade disputes, involving a stoppage of work, reported to the Department as beginning in January was 44, as compared with 34 in the previous month, and 86 in January, 1920. In these new disputes about 8,000 workpeople were directly involved, and nearly 1,000 indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, though not themselves parties to the disputes). In addition to the numbers involved in new disputes, nearly 14,000 workpeople were involved, either directly or indirectly, in 49 disputes which began before January, and were still in progress at the beginning of that month. The total number of disputes in progress in January was thus 93, involving about 23,000 workpeople, as compared with 72,000 workpeople involved in 99 disputes in progress in December, 1920, and 119,000 workpeople involved in 142 disputes in progress in January, 1920.

The following Table classifies the disputes by groups of trades and indicates the number of workpeople involved (whether directly or indirectly) at the establishments concerned, and the approximate time lost by these workpeople during January:—

Groups of Trades.	Number of Disputes in progress in January.			Number of Work-people involved in all Disputes in progress in Jan.	Aggregate Duration in Working Days of all Disputes in progress in Jan.
	Started before 1st Jan.	Started in Jan.	Total.		
Building .. .	8	9	17	3,000	46,000
Mining & Quarrying .. .	7	7	14	3,000	23,000
Metal, Engineering and Shipbuilding .. .	8	9	17	12,000†	293,000
Other Trades .. .	22	15	37	4,000	99,000
Local Authority Services .. .	4	4	8	1,000	7,000
<b>Total, Jan., 1921.</b>	<b>49</b>	<b>44</b>	<b>93</b>	<b>23,000†</b>	<b>408,000</b>
<b>Total, Dec., 1920.</b>	<b>85</b>	<b>34</b>	<b>99</b>	<b>72,000</b>	<b>429,000</b>
<b>Total, Jan., 1920.</b>	<b>56</b>	<b>86</b>	<b>142</b>	<b>119,000</b>	<b>1,793,000</b>

## PRINCIPAL TRADE DISPUTES IN PROGRESS IN JANUARY, 1921.

Occupations and Locality.‡	Approximate Number of Work-people Involved.		Date when Dispute		Cause or Object.‡	Result.‡
	Directly.	Indirectly.‡	Began.	Ended.		
<b>BUILDING TRADES:—</b> Building trades workpeople—Belfast.	1,500	..	1921. 1 Jan.	..	Against proposed reduction in wages and increase in working hours.	No settlement reported.
Building trades workpeople—Bideford.	200	..	6 Jan.	5 Feb.	For advance in wages of 1½d. per hour.	Immediate advance of 1d. per hour granted, with further advance of ½d. per hour in March, men agreeing to a modification of the working rule as to "walking time."
<b>COAL MINING:—</b> Miners, etc.—Swansea (near) ..	1,308	..	3 Jan.	12 Jan.	Dispute arising out of work-people's demand for dismissal of certain men who were alleged to have been treated preferentially by employers.	Strikers resolved to resume work, but pits remained closed in consequence of depression in trade. (One pit restarted on 7th Feb.) Subsequently the men in question were transferred to other working places.
<b>METAL, ENGINEERING AND SHIP-BUILDING TRADES:—</b> Boilermakers (railway)—Dublin and Limerick.	300	..	1920. 30 Aug.	28 Jan.	For advance in wages.	Work resumed pending arbitration.
Shipyards joiners and carpenters and other shipyard workers—Great Britain.	10,000§	†	..	1 Dec.	Against proposed reduction in wages of 12s. per week.	No settlement reported.
Railway locomotive fitters, erectors, turners, smiths, labourers, etc.—Doncaster, etc.	923	190	13 Dec.	15 Feb.	For advance in wages and other concessions.	Provisional settlement effected.
<b>TEXTILE TRADES:—</b> Woolen and worsted weavers, overlookers, warp dressers, twisters, menders, etc.—Bradford.	184	212	1921. 7 Jan.	..	Lock-out in consequence of alleged refusal of trade unionists to work peaceably with non-unionists.	No settlement reported.
<b>TRANSPORT TRADES:—</b> Tugboatmen—Tyne .. .. .	300	..	1920. 5 Nov.	12 Jan.	For advance in wages and other concessions.	Men accepted employers' offer of modified advance in wages. (See also page 87.)
<b>OTHER TRADES:—</b> Bakers, confectioners, etc.—Swansea.	156	..	13 Dec.	23 Jan.	For advance in wages.	Work resumed pending negotiations.
Bakers, confectioners, etc.—Various small towns in Scotland.	300	..	27 Dec.	8 Jan.‡	For advance in wages.	Modified advance granted in some cases, in others men resumed work on employers' terms, or were replaced.
Trawl fishermen—Grimsby .. .	1,000¶	..	1921. 29 Jan.	10 Feb.	Demand by skippers and mates for increased share in earnings of boats.	Work resumed on old terms.
<b>EMPLOYERS OF PUBLIC AUTHORITIES:—</b> Labourers, etc. (waterworks construction), Merthyr Tydvil (near).	83	2	1920. 9 Aug.	29 Jan.	For building trade rates of wages.	Work resumed pending negotiations.
Municipal employees (manual workers, clerical, technical and electricity works staff and tramway workers)—Ilford.	521	145**	1921. 14 Jan.	19 Jan.	For local adoption of recommendations or agreements of various joint bodies as to wages and other conditions of employment.	Provisional settlement effected pending negotiations.

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

† Considerable numbers of other workers are reported to have been rendered idle as a result of the strike of ship joiners, but the information at present available is insufficient to enable a trustworthy estimate of the total number to be made.

‡ The occupations printed in italics are those of workpeople "indirectly involved," i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes. The statements of cause and result do not apply to these persons.

§ Estimated number of workpeople originally involved. A number of joiners, etc., have since obtained work in the building trades.

¶ At Girvan the dispute remained unsettled until early in February, when work was resumed pending arbitration.

\*\* Estimated number. Men were imported from other ports, and after the first few days the sailings of boats were very little affected by the strike.

\*\* In addition, about 5,000 employees of works in the district were rendered idle owing to loss of electric power.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR.

[Based on Returns from Employers and Workpeople.]

Rates of Wages.

In the industries covered by the Department's statistics (see Note in next column) the changes in rates of wages arranged to come into operation in January, with effect either from that month or from earlier dates, affected over 2,100,000 workpeople, of whom nearly 700,000 received increases amounting to over £54,000 on their weekly wages and 1,450,000 sustained a net decrease amounting to about £168,000 per week. Included in the latter figures are over 1,200,000 coal and other miners, who received an increase and also sustained a decrease in wages during the month, the latter being the greater in amount. The groups of industries in which the workpeople affected by the changes in wages during January were employed are shown below:—

Table with 4 columns: Groups of Trades, Approximate Number of Workpeople affected by, Amount of Change in Weekly Wages (Increases, Decreases).

The principal changes included in the figures for the mining and quarrying group affected coal miners who, in accordance with the arrangements made in October, 1920, for the automatic adjustment of wages every four weeks (see page 592 of November LABOUR GAZETTE), received increases in the early part of the month amounting to 1s. 6d. per shift or day for those 18 years of age and over, to 9d. for those 16 and 17 years of age, and to 6½d. for those under 16, followed, at the end of the month, by decreases of 2s., 1s., and 9d. per shift or day for the three age groups respectively. Similar changes took place in the wages of coke oven workers and fireclay, etc., miners in certain districts, and of ironstone miners in Ayrshire. Iron ore miners received an increase of 6d. per shift in their "bargain price" in Cumberland, and those in the Furness District sustained a decrease of 3s. 1d. per day.

In the iron and steel trades there were increases, under sliding scale arrangements, for blast furnace workers in various districts, including Cleveland, but in North Staffordshire similar workers sustained a small decrease. Iron and steel workers in South Wales and Monmouthshire received an increase of 11½ per cent. on standard rates, while iron puddlers and millmen, and steel millmen, etc., in the North of England and West of Scotland sustained reductions of from 5 to 15 per cent. on standard rates.

The principal changes in the textile trades took effect under sliding scales by which wages fluctuate in correspondence with the Ministry of Labour index number of retail prices and rents. The most important of such changes was a reduction in the "cost of living wage" of woollen and worsted operatives in Yorkshire and Lanca-

shire, amounting usually to 10 per cent. on current basis rates for time-workers, to 8-26 per cent. for male pieceworkers, and to 8-70 per cent. for female pieceworkers. Under similar arrangements there were also decreases in the wages of flannel workers in Wales, silk workers at Brighouse, and linen workers at Kirkcaldy, while workpeople employed in the bleaching, dyeing, etc., trades in Yorkshire and Lancashire received small increases. Under the Trade Boards Acts minimum time-rates were fixed for female workers employed in the flax and hemp industry in Ireland.

The great majority of workpeople affected in the transport group were railway servants, who received an increase, under sliding scale, of 1s. per week in the case of adult male workers and of 6d. per week for engine cleaners under 18 years of age.

In the chemical, etc., trades the principal changes affected workpeople in the heavy chemical and in the soap and candle trades, who received increases amounting to about 4s. per week for adult male workers and 2s. 6d. for women and youths. There was a decrease of about 14 per cent. in the wages of glass bottle makers in London.

Other important bodies of workpeople whose wages were changed during January included processmen employed in tinsplate works in South Wales, for whom a revised scale of bonuses with a maximum percentage determined by the selling price of steel tin bars was adopted, which resulted in a decrease in the percentage bonus for men with earnings below a certain amount and slight increases in the percentage on higher earnings. There was a decrease of 4d. per hour in the time-rate of wages of adult male silversmiths, etc., in London. Workpeople in the bobbin and shuttle-making industry received increases varying from 3s. to 5s. per week; and the wages of brewery workers at Burton were increased by 5s. or 6s. per week for men and by smaller amounts for women. Minimum time-rates were fixed, under the Trade Boards Acts, for workpeople in the cotton waste reclamation trade.

Of the changes taking effect in January, 9, affecting 76,000 workpeople, were arranged by arbitration; 52, affecting 2,016,000 workpeople, took effect under sliding scales; and the remaining 33 changes, affecting over 59,000 workpeople, were arranged directly between employers and workpeople, or their representatives, or took effect as the result of Orders under the Trade Boards Acts. In only 1 case, involving less than 500 workpeople, was a change preceded by a dispute, causing stoppage of work.

Hours of Labour.

There were no important changes in recognised hours of labour during January.

[NOTE.—The statistics given above, both as regards wages and hours, are exclusive of changes affecting Government employees, domestic servants, seamen, agricultural labourers, shop assistants and clerks, for which classes the information available is not sufficient to provide a basis for statistics. Details of changes in current rates of agricultural labourers, shop assistants and clerks, however, so far as reported to the Department, are included in the Table below.]

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY, 1921.

[NOTE.—The following Table relates mainly to changes which came into operation in January, with effect either from that month or from earlier dates. Certain earlier changes, however, of which particulars were received during January, are also included.]

Table with 5 columns: Trade, Locality, Date from which change took effect, Occupations, Particulars of change.

\* It has been reported that in some cases the increased rates were paid from an earlier date. † See also under "Changes in Hours of Labour."

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY, 1921—(continued).

Table with 5 columns: Trade, Locality, Date from which change took effect, Occupations, Particulars of change. (Decreases in italics).

\* The changes given above apply to workpeople at plants connected with collieries and whose wages in the past have been regulated by movements in the coal mining industry. The changes do not apply to workpeople at plants (e.g. those connected with blastfurnaces in Cleveland) whose wages are regulated by changes arranged in some industry other than coal. † The changes generally applied to workpeople mining fireclay, ganister and silica when worked in conjunction with coal. ‡ Owing to the depression in trade it was agreed between the representatives of the employers and workpeople to accept January ascertained price of Hematite Pig Iron (mixed nos.) to regulate February wages, in lieu of that for November and December. § The increase applies only to members of the Amalgamated Engineering Union. ¶ The 55s. per week referred to is based on the standard rates plus 45 per cent.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY, 1921—(continued).

Table with columns: Trade, Locality, Date from which change took effect, Occupations, Particulars of change. Includes sections for Iron and Steel Manufacture, Engineering and Shipbuilding Trades, and Other Metal Trades.

\* The 55s. per week referred to is based on the standard rates plus 45 per cent. † This entry should be substituted for the entry on p. 33 of the January LABOUR GAZETTE, where the minimum base rate after the change was erroneously stated as 36s. per week.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY, 1921—(continued).

Table with columns: Trade, Locality, Date from which change took effect, Occupations, Particulars of change. Includes sections for Other Metal Trades, Textile Trades, and Woollen and Worsted Industry.

\* The increases took effect as a result of an agreement made by the Joint Industrial Council for the Bobbin and Shuttle Making Industry. † The principal towns affected include Accrington, Blackburn, Bolton, Burnley, Bury, Chorley, Colne, Darwen, Haslingden, Heywood, Nelson, Padiham, Preston, Ramsbottom, and Rochdale Districts.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY, 1921—(continued).

Table with columns: Trade, Locality, Date from which change took effect, Occupations, Particulars of change. Includes sections for Textile Trades, Clothing Trades, and Boot and Shoe Repairing.

\* Of the rates quoted the first applies to workers employed within a radius of 10 miles from the City Centre, Belfast, the second to those employed within the County of Cork, and the third to those employed in other districts (except in the case of hank winders where the first rate applies to Belfast and the second to other districts, no rate being fixed for the County of Cork.)

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY, 1921—(continued).

Table with columns: Trade, Locality, Date from which change took effect, Occupations, Particulars of change. Includes sections for Transport Trades, Agriculture and Fishing, Paper, Printing and Allied Trades, Furniture and Woodworking Trades, and Chemical, Glass, Brick, Pottery, etc., Trades.

\* It has been reported that the change has not yet taken effect as regards workers employed by lace manufacturers and beer bottlers. † The rates quoted are for those employed in London; for those employed in the Provinces the rates to be 10 per cent. less for the last four years of apprenticeship. ‡ A "day" refers to a fixed output varying in quantity with the article made.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY, 1921—(continued).

Table with columns: Trade, Locality, Date from which change took effect, Occupations, Particulars of change. Includes sections for Chemical, Glass, Brick, Pottery, etc. trades; Soap and Candle Manufacture; Food, Drink, and Tobacco Trades; and Miscellaneous Trades.

\* The increases took effect under a Decision of the Industrial Court to which the Employers' and Trades Unions' sides of the Chemical Trade Joint Industrial Council were parties. † The increases were arranged in January, with retrospective payment from the date shown. ‡ The increases took effect under a Decision of the Industrial Court to which the Employers' and Trades Unions' sides of the Soap and Candle Trades Joint Industrial Council were parties. § Viz., Birmingham, Bristol, Glasgow, Leeds, Liverpool, London, Manchester, Warrington and Widnes. ¶ The minimum rates described were embodied in an Agreement arrived at by the Joint Industrial (District) Council for Indoor Brewery Workers, Beer Bottlers and Maltsters, North Midland Area. The towns included in the various grades are Grade A.—Beeston, Chesterfield, Daybrook, Derby, Grimsby, Ilkeston, Lincoln, Mansfield, and Nottingham. Grade B.—Boston, Chapel-en-le-Frith, Grantham, Kimberley, Melbourne, Newark, Shardlow, and Stamford. Grade C.—Alford-Brigg, Crowle, Langham, Market Rasen, Spilsby, Wainfleet, and Spalding.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY, 1921—(continued).

Table with columns: Trade, Locality, Date from which change took effect, Occupations, Particulars of change. Includes sections for Miscellaneous Trades and Public Utility Services.

\* Shift workers to receive 1d. per hour in addition to the above rates. † The above minimum rates are in accordance with recommendations made by the Midland District Joint Industrial Council for Waterworks Undertakings. Full details as to the names of the Undertakings which have adopted the recommendations of the Council are not yet available, but the rates are reported to have been recognised in the following Districts:—Zone A.—Birmingham, Derby, Leicester, Northampton and Nottingham. Zone B.—Chesterfield, Kettering, Mansfield, Nuneaton, Shrewsbury, Potteries and Sutton-in-Ashfield. Zone C.—Alfreton, Buxton, Coalville, Hinckley, Melfort, Mowbray and Warsop. Zone D.—Ashby-de-la-Zouch and Chapel-en-le-Frith. ‡ The following Waterworks Companies have also adopted the recommendations of the Council:—South Staffordshire and East Worcestershire. § The District Council recommended that the minimum rates should date from 1st July, 1920, but in the case of Nuneaton and most of the districts to which Zone C and D rates were applied, the date of operation varied from September to November. ¶ The increase took effect from the date shown as a result of recommendations made by the West Riding of Yorkshire Joint Industrial Council for Local Authorities (non-trading services: manual workers). Full details as to the names of the Authorities which have granted the increase are not yet available, but it is known that it is being paid in the following localities:—Ardley, Ardwick-le-Street, Bolton-upon-Dearne, Castleford, Cudworth, Darfield, East Ardsley, Featherstone, Holmfirth, Huddersfield, Keighley (Rural), Normanton, Otley, Pontefract, Rotherham, Rothwell, Stanley, Skipton (Urban and Rural Districts), Whitwood, Wombwell and Yeadon.



## LEGAL CASES, OFFICIAL NOTICES, ETC.

## LEGAL CASES AFFECTING LABOUR.

## (1) Workmen's Compensation Acts.

WHO IS A "WORKMAN"? REMUNERATION EXCEEDING STATUTORY LIMIT: PERSON EMPLOYED OTHERWISE THAN BY WAY OF MANUAL LABOUR: MASTER OF TUG.

A person injured by accident arising out of and in the course of his employment is not entitled to compensation under the Act unless he is a "workman" as defined in the Act. That definition excludes "any person employed otherwise than by way of manual labour whose remuneration exceeds £250 a year." The Act applies to masters, seamen, and apprentices to the sea service, serving on a British ship, provided that such persons are "workmen" within the meaning of the Act.

A steam tug of 35 tons was worked by a master and a crew of four hands. Owing to the inexperience of the mate and the inadequacy of the crew a good deal of work was thrown on the master which usually he would not have done under his contract of service. Thus, he had to handle ropes, paint the vessel, assist in coaling and do other things which a master in his position did not usually do, and which he would not have done if he had had a competent mate. The usual duties of a master of such a tug were to navigate the vessel, to make contracts for towage, and generally to exercise control and maintain discipline.

By an accident arising out of and in the course of his employment the master was drowned and his dependant claimed compensation under the Act. As the remuneration of the deceased exceeded £250 a year the employers resisted the claim. The claimant, however, contended that owing to the unusual conditions of his work the employment of the deceased was by way of manual labour and that therefore the statutory limitation of remuneration did not apply. The County Court judge decided that having regard to the duties which the deceased was engaged to perform apart altogether from manual labour, the fact that his actual work was different from that of other tug masters in a similar position did not prevent his employment being "otherwise than by way of manual labour"; therefore he was not a "workman" within the meaning of the Act, and compensation was not payable.

The dependant appealed.

The Court of Appeal dismissed the appeal, holding that the decision of the judge was one of fact which could not be interfered with, and that it was justified by previous decisions.—*Jacques v. Owners of Steam Tug Alexandria*.—*Court of Appeal*—13th November, 1920.

WHO IS A "WORKMAN"? PERSON EMPLOYED OTHERWISE THAN BY WAY OF MANUAL LABOUR: QUAY FOREMAN: REMUNERATION EXCEEDING £250 A YEAR: CONSEQUENCE OF RISE IN WAGES: WHAT IS AN "ACCIDENT"? INJURY BY ASSAULT.

In another case a claimant for compensation was a quay foreman in the employment of a shipping company. His duties were to supervise the work of two or more gangs of dock labourers, and (according to his own account), occasionally, if necessary, to give them a helping hand. One day he had to find fault with one of the labourers for the unsatisfactory way in which he was doing his work, when the man struck him a violent blow in the eye with his fist. The eye was seriously injured, and as his other eye was very defective, he became in consequence almost blind. He was at the time being paid £21 a month, *i.e.*, at the rate of £252 a year. His claim coming before a County Court judge an award was made in his favour. The employers appealed.

Their appeal was put forward on three grounds: (1) that the injury was not due to accident arising out of the employment; (2) that the claimant was not employed by way of manual labour; and (3) that his remuneration exceeded £250 a year, and therefore he was not entitled to the benefits of the Act.

On the first ground the Court of Appeal held that injury by the wilful act of another may be an accident within the meaning of the Act, the risk of injury by wilful design being a question of fact in every case. Here the men over whom the claimant had to exercise supervision were a rough lot amongst whom an assault was not improbable. Therefore, the assault was an accident within the meaning of the Act.

On the second ground they held that the test was whether the real substantial employment for which the claimant was engaged was manual labour, or whether manual labour was merely incidental thereto. It was clear that he was engaged to look after several gangs and distribute the men among the different jobs; and even if he did occasionally lend a hand, the work for which he was engaged was supervision, and he was a person employed otherwise than by way of manual labour.

On the third ground the Court held that the question was whether the claimant's remuneration exceeded £250 a year. He was earning £21 a month, and his engagement was subject to a month's notice on either side. There was, therefore, a contract of employment which unless determined by notice, or by death, or other extraneous cause, would last a year

and produce a remuneration of over £250. The claimant had been over 20 years in the service of the company who were thoroughly satisfied with him. No doubt, £250 a year to-day is nothing like £250 a year in pre-war conditions; and many persons who were intended to benefit under the Act, and who would have benefited under it in 1914, are now excluded owing to the general rise of wages. The claimant appeared to be one of those persons. He was employed otherwise than by way of manual labour at a remuneration exceeding £250 a year; therefore, he was excluded from the benefits of the Act.

The appeal was accordingly allowed. *Reid v. British & Irish Steam Packet Co., Ltd.*—*Court of Appeal*, 4th February, 1921.

## INDUSTRIAL DISEASE: ULCERATION OF EYE: REMOVAL OF EYE: CERTIFICATE OF DISABLEMENT.

The Act provides that where the certifying surgeon for the district certifies that a workman is suffering from any one of the diseases known as "industrial diseases," and that he is thereby disabled from earning full wages, and that this disease is due to the nature of his employment, he is entitled to compensation as if the disease were a personal injury by accident arising out of and in the course of the employment, and the disablement is to be treated as the happening of the accident. If either employer or workman is aggrieved by the action of a certifying surgeon in giving or refusing to give a certificate, the matter must be referred to a medical referee, whose decision is final. One of these "industrial" diseases is "ulceration of the corneal surface of the eye, due to tar, pitch, bitumen, mineral oil or paraffin, or any compound, product or residue of any of these substances."

A workman was employed breaking up blocks of pitch for the manufacture of briquettes. On 21st April, 1919, he left his work, complaining of severe pain in his right eye. He consulted his doctor, who sent him at once to an eye hospital. After some weeks in hospital the eye was removed on 9th June. On 3rd July the certifying surgeon for the district certified that the workman "is suffering from" an industrial disease, *i.e.*, ulceration of the corneal surface of the right eye, due to pitch, that the disablement began on 21st April, and that the loss of the eye was due to corneal ulceration. The employers appealed from this certificate to the medical referee, who refused to interfere with the certificate, but wrote that as the eye had been removed he could not say whether the operation was performed for ulceration of the cornea.

The claim for compensation came before the sheriff-substitute, who adopted the contention of the employers that the certificate was invalid. He held that a certificate can only be given in accordance with the Act on a personal examination of the workman by the certifying surgeon; and that as the certifying surgeon did not see the workman till after his eye had been removed he could not certify that the man was then suffering from corneal ulceration of an eye which had ceased to exist.

The workman appealed to the Court of Session, who allowed the appeal, but only on the ground that as the medical referee had refused to interfere, his decision was final and the certificate must be accepted as valid for the purposes of the Act.

The employers appealed to the House of Lords.

The House of Lords dismissed the appeal. They held that the words of the Act, "is suffering, etc.," must not be construed too literally or too technically. The expression "suffering from an industrial disease" includes suffering from the results of a surgical operation properly incidental to the treatment of the disease. Therefore the certificate was perfectly valid and the decision by the medical referee could not be effectively challenged.

*Archibald Russell, Ltd. v. Corser*.—*House of Lords*—6th December, 1920.

## (2) Emergency Legislation.

INCREASE OF RENT, &c., ACT, 1920: HOUSE REQUIRED BY LANDLORD FOR PERSON IN HIS EMPLOYMENT: HOUSE LET IN CONSEQUENCE OF EMPLOYMENT: ALTERNATIVE ACCOMMODATION: TENANCY CONTINUED AFTER TERMINATION OF EMPLOYMENT: AGRICULTURAL LABOURER.

It is provided by the Increase of Rent, &c., Act, 1920, that no order for possession of a dwelling-house to which the Act applies shall be made by any Court except in certain circumstances. One case in which such order may be made is where the house is reasonably required by the landlord for some person in his whole time employment and the Court is satisfied that alternative accommodation, reasonably equivalent as regards rent and suitability, is available. Proof of the existence of such alternative accommodation is, however, not necessary where the tenant was in the employment of the landlord and the house was let to him in consequence of that employment and he has ceased to be in that employment.

An agricultural labourer, as a condition of his employment, was required to occupy a cottage on the farm where he was employed, and 3s. a week was deducted from his wages therefor. In November, 1919, his employment was terminated, but he was allowed to continue his occupation of the cottage, paying 3s. a week rent. Later notice to

quit was given to him, and as he refused to surrender the cottage proceedings were taken in a Court of Summary Jurisdiction for an order of ejection. The landlord required the premises for another person in his employment, and did not prove that any alternative accommodation was available for the man whom he sought to eject. The magistrates made an order for possession. The tenant appealed.

The High Court allowed the appeal. They held that as the tenant's employment had come to an end nine months before the application to the justices, he was not at the time of the application a tenant in consequence of his employment, but an ordinary tenant at 3s. a week rent. While he was in the employment of the farmer he was not a tenant; he became a tenant as soon as he left the employment and was allowed to continue in occupation on the new terms. Therefore he was not within the exception in the Act and was not liable to ejection on the grounds put forward.

*Bond v. Pettle*.—*King's Bench Division*—14th January, 1920.

## RECENT CONCILIATION AND ARBITRATION CASES.

## THE INDUSTRIAL COURT CONSTITUTED UNDER THE INDUSTRIAL COURTS ACT, 1919.

## Building and Allied Trades.

PAINTERS, SCOTLAND.—*Scottish Painters' Society v. National Federation of Master Painters in Scotland*. Decision—The claim of the painters concerned to general equality in respect of wages with other skilled sections of the building trades is sustained; the rate for Grade A towns should coincide with that laid down in the scheme contained in the Report of the Building Trades' Joint Committee. Overtime rate to be time-and-a-half from ordinary stopping time till starting time next morning. Sunday work to be paid for at double rates. The claim for 21s. a week lodging allowance is considered reasonable and is accordingly upheld. The decision effective as regards overtime and lodging allowance from first pay period following date hereof, and in other respects as may be agreed to by the parties. Issued 25th January. (605)

## Engineering, Shipbuilding and Other Metal Trades.

WIRE ROPE WORKERS, CARDIFF.—*Workers' Union v. Excelsior Wire Rope Co., Cardiff*. Decision—The men concerned, 18 years of age and over, to receive an advance of 3s. a full ordinary week; women 18 years of age and over to receive an advance of 2s. a full ordinary week. The claim for a yearly holiday of one week with pay not established. Issued 6th January. (591)

ENGINEERING AND FOUNDRY TRADES, GLOUCESTER.—*Amalgamated Engineering Union v. Engineering Employers' Federation* (now incorporated in the Engineering and National Employers' Federations). Decision—*Industrial Court decision No. 450* increased the base rate of fitters and turners in Gloucester from 48s. to 49s. a week. It did not affect the men whose base rate was more or less than 48s. a week. The only machinists in Gloucester entitled under decision No. 450 to an advance of 1s. a week are those who on the date of the decision were in receipt of a base rate of 48s. a week or less. The advance of 1s. a week to be paid to smiths and patternmakers except in cases where the time rate was already in excess of the district time rate. No advance to smiths' strikers. No ruling given with regard to frame fitters. Issued 18th January. (596)

RAILWAY SHOPMEN, SWINDON.—*Workers' Union, National Union of Railwaymen, Swindon Railway Federation of Trades Unions v. Great Western Railway Company*. Decision—*Arising out of questions in connection with Decision No. 531* (Great Western Railway Company, Swindon Workshops) the Court define in a number of cases the grade under which the particular class of work should fall. The decision is supplementary to and explanatory of No. 531 and applicable from the date of that award. Issued 20th January. (598)

RAILWAY ELECTRICAL SHOPMEN, LONDON DISTRICT.—*Electrical Trades Union v. Negotiating Committee of Railway General Managers*. Decision—The rates to be paid to workmen under Clause 16 of the Court's decision No. 542, must be read as laying down a special rate for men when engaged on the installation of new plant and other similar work usually done by electrical contractors. Such special rate would not apply when the men were engaged on other classes of work, *e.g.*, maintenance and repair. Where the work is substantial it should be regarded as coming within the category of new plant. When the work is not substantial it should be regarded as of the class which is payable at the rates provided by the Agreement of January, 1920. The Court express the view, by way of example, that the work of re-wiring a set of office buildings is to be regarded as new work and as coming within the special rate of 2s. 3d. an hour, while the re-winding of armatures, being work of maintenance, would not come within such rate. Men

covered by Award No. 2773 of the Committee on Production do not come within the terms of decision No. 542 of the Court. Issued 24th January. (603)

BOBBIN AND SHUTTLE MAKERS, SCOTLAND.—*National Union of General Workers v. Scottish Bobbin and Shuttle Manufacturers' Association*. Decision—The rates paid to higher skilled men, lesser skilled men and labourers to be increased by 4s. a week. The claim for women, boys, and girls not established. Issued 28th January. (608)

## Textile Trades.

WOOLLEN TRADE, SCOTLAND.—*The Scottish Industrial Woollen Workers' Union, National Union of General Workers, and the Workers' Union v. Scottish Woollen Trade Employers' Association*. Decision—The Court are of the view that no circumstances have occurred to warrant a general variation of the position as determined by their decisions Nos. 403 and 404 of 19th July, 1920. Issued 18th January. (597)

## Transport Workers.

TUGBOATMEN AND RIVER MAINTENANCE WORKERS, TEES.—*Dock, Wharf, Riverside and General Workers' Union v. Tees Conservancy Commissioners*. Decision—(1) The Court consider the offer of Conservancy Commissioners to raise to the level of the neighbouring ports the rates on the Tees that are below that level a fair one. (2) The claim for overtime rates for all hours worked over 47 in each week not established. (3) The claim that the rates and working conditions obtaining on the Commissioners' ordinary tugboats to apply also to the watch boat not established. (4) The Court after inspecting the hoppers at work will issue a supplementary decision as to the crew required to work these craft. (5) The Commissioners are prepared to provide additional watchmen, and this has been agreed to. (6) The claim for an increase in the tonnage rate to coal craft men not established. (7) The payment of divers to be increased to 6s. each dip. The decision to take effect from 1st December, 1920. Issued 6th January. (590)

COAL PORTERS.—*METROPOLITAN AREA*.—*National Amalgamated Coal Workers' Union, National Union of Vehicle Workers v. Society of Coal Merchants*. Decision—The rates at present paid to the men concerned for loading and carting to be increased by 1½d. a ton from first pay period following date hereof. Issued 24th January. (602)

TUGBOAT MEN, ETC., TEES.—*Dock, Wharf, Riverside and General Workers' Union v. Tees Conservancy Commissioners*. Decision—The claim that large towed hoppers (Nos. 10 and 19) should be worked by a crew of three instead of two not established. The Court recommend that (1) wooden roller handles be fitted to the winches when desired; (2) winches to be fixed so that men can face their work; (3) winches to be inspected by an officer of the Commissioners at short intervals to discover any defects, etc., and testing the operation of pawls. Issued 26th January. (606)

## Chemical and Allied Trades.

CHEMICAL WORKERS.—*The Employers v. Trades Unions' side of the Chemical Trade Joint Industrial Council*. Decision—From first pay period after 21st December, 1920, men aged 21 years and over, employed on time work and not in receipt of the 12½ per cent. bonus, to receive an advance of 4s. a week. Men aged 21 years and over, time-workers and who are in receipt of the 12½ per cent. bonus, to receive an advance of 3s. 6d. a week. Boys and youths aged 18 and under 21 years to receive 2s. 6d. a week. Women aged 18 years and over to receive an advance of 2s. 6d. a week. Pieceworkers to receive advances equivalent to those granted to timeworkers. Issued 4th January. (589)

SOAP AND CANDLE WORKERS.—*The respective sides of the Soap and Candle Trade Joint Industrial Council*. Decision—From first pay period following 1st December, 1920, the men concerned aged 18 years and over to receive an advance of 4s. a week; boys and youths 18 years of age and under 21 years to receive an advance of 2s. 6d. a week; women 18 years and over to receive advance of 2s. 6d. a week. Piece and bonus workers to receive equivalent advances. Issued 6th January. (592)

CHEMICAL WORKERS, SHOREHAM-BY-SEA.—*National Union of General Workers v. Forbes, Abbot & Lennard, Ltd., Shoreham-by-Sea*. Decision—The men concerned aged 21 years and over and in receipt of the 12½ per cent. bonus to receive an advance of 3s. 6d. a week; men aged 21 years and over and not in receipt of the 12½ per cent. bonus to receive an advance of 4s. a week; boys and youths 18 years of age and over, but under 21 years, to receive an advance of 2s. 6d. a week. Decision to take effect from first pay period after 1st December, 1920. Issued 7th January. (595)

## Food, Drink and Tobacco Trades.

BEER BOTTLERS AND CARTERS, LONDON.—*Workers' Union, National Union of Vehicle Workers, United Vehicle Workers, National Federation of Women Workers v. London Beer Bottlers' Association*. Decision—The expression "agreed working week" contained in the decision of the Court No. 572 (Beer Bottlers and Carters, London) in the case of the transport and delivery workers is intended to imply a week consisting of such number of hours as had been or was about to be agreed between the parties by negotiation. The







I.—Proposed General Minimum Time-Rates.

For Female Weaving Learners (as defined by the Board) during one (and not more than one) period of learnership which shall not exceed 2 months ... 18 0

II.—Proposed Overtime Rates.

The Overtime Rates proposed for Female Weaving Learners employed on time-work shall be calculated on the General Minimum Time-Rate specified above.

- (a) in the manner set out in Part I. of the Notice of Proposal issued by the Trade Board and dated 29th October, 1920, in the case of those employed in the Municipal Burgh of Brechin, the Parish of Brechin, the Municipal Burgh of Forfar, the Parish of Forfar, the Burgh of Kirriemuir, the Parish of Kirriemuir, the Burgh of Blairgowrie, the Burgh of Carnoustie or the Parish of Logie Pert, who, in accordance with the established practice of the establishment, attend (i) for nine hours per day on five days of the week and for three hours on Saturday, or (ii) only on five days a week; or

Made-up Textiles Trade Board (Great Britain).

The Board have issued a Notice of Proposal dated 3rd February, 1921, to fix General Minimum Time-Rates, Piece-Work Basis Time-Rates and Overtime Rates for male and female workers as follows:—

I.—Proposed General Minimum Time-Rates and Piece-Work Basis Time-Rates.

1. For male and female workers employed as:—

Table with columns: General Minimum Time-Rates, Piece-Work Basis Time-Rates, Male Workers, Female Workers. Rows include Machinists (Sewing), Cutters, Foremen, Waterproofers, and Mixers, etc.

2. For all other Male and Female Workers.

Table with columns: General Minimum Time-Rates, Piece-Work Basis Time-Rates, Male Workers, Female Workers. Rows include age groups from 21 years and over down to under 15 years of age.

Provided that a female worker entering the trade for the first time at or over the age of 16 years or a male worker entering the trade for the first time at or over the age of 18 years may be employed for a period not exceeding six months at a General Minimum Time-Rate which is less by ¼d. per hour than the rate applicable under the above scale.

II.—Proposed Overtime Rates.

The overtime rates proposed for male and female workers employed on time-work are:—

- (i) For the first two hours of overtime on any day except Sundays and Customary Public and Statutory Holidays, TIME-AND-A-QUARTER. (ii) For overtime after the first two hours on any day except Sundays and Customary Public and Statutory Holidays, TIME-AND-A-HALF. (iii) For all time worked on Sundays and Customary Public and Statutory Holidays, DOUBLE TIME. (iv) For all hours worked in any week in excess of 48, TIME-AND-A-QUARTER, except in so far as higher overtime rates are payable under the above provisions.

The overtime rates proposed for male and female workers employed on piece-work to correspond with the rates of time-and-a-quarter, time-and-a-half and double time proposed for time-workers above are one-quarter, one-half and the whole, respectively, of the appropriate piece-work basis time-rate in addition to piece-rates which would yield in the circumstances of the case to an ordinary worker not less than the appropriate piece-work basis time-rate.

For the purpose of these overtime rates the Board propose to declare the normal number of hours of work to be: in any week, 48; on any week-day other than Saturday, 9; on Saturday, 5; provided that where it is or may become the established practice of an employer to require attendance only on five days a week, the overtime rates shall only be payable on such days after 9½ hours have been worked.

Ready-made and Wholesale Bespoke Tailoring Trade Board (Great Britain).

A.—The Board have, with the consent of the Minister of Labour, issued a Notice of Proposal dated 13th January, 1921, to vary General Minimum Time-Rates, Piece-Work Basis Time-Rates and Overtime Rates for Male Workers.

I.—Proposed General Minimum Time-Rates and Piece-Work Basis Time-Rates.

1. For Male Workers of certain classes (as defined by the Board):—

Table with columns: General Minimum Time-Rates, Piece-Work Basis Time-Rates. Rows include Measure Cutters, Cutters (other than Measure Cutters or Knife Cutters or Knifemen), Fitters-up, Tailors, Pressers, Machinists or Passers, Under-Pressers, Plain Machinists, Warehousemen, and Porters.

Table with columns: General Minimum Time-Rates, Piece-Work Basis Time-Rates. Rows include Passers, Five years after the age of 19, Three years and less than five years after the age of 19, Measure Cutters, Cutters (other than Measure Cutters or Knife Cutters or Knifemen), and Knive Cutters or Knifemen.

- (viii) Passers who have been employed not less than:— (a) Five years after the age of 19 as a Passer or Tailor ... 1 10 (b) Three years and less than five years after the age of 19 as a Passer or Tailor ... 1 7½ (ix) Measure Cutters, Cutters, or Knife Cutters or Knifemen who have had not less than five years' experience as specified in Sub-Sections (i), (ii) and (iii) of this Section, and are employed in the London District, as defined by the Board:— (a) Measure Cutters ... 2 2½ (b) Cutters (other than Measure Cutters), or Knife Cutters or Knifemen ... 2 0¼

- (x) Cutters, Measure Cutters, Knife Cutters or Knifemen, Fitters-up, Tailors, Pressers, Machinists or Passers, who have had not less than five years' experience, as specified in Sub-Sections (i) to (viii) of this Section and are engaged wholly or mainly upon the making of heavy cotton clothing, as defined by the Board:— (a) Measure Cutters ... 1 11 (b) Cutters (other than Measure Cutters), or Knife Cutters or Knifemen ... 1 9 (c) Fitters-up, Tailors, Pressers, Machinists or Passers ... 1 8 (xi) Under-Pressers who have been employed not less than three years after the age of 19 as an Under-Presser or Presser ... 1 5½ (xii) Plain Machinists who have been employed not less than three years after the age of 19 as a Plain Machinist or a Machinist ... 1 5½ (xiii) Warehousemen, Workers, with experience as Warehousemen, of:— (a) 24 years of age and over with not less than two years' experience after the age of 22 ... 1 6 (b) 23 years of age and over with not less than one year's experience after the age of 22 ... 1 4½ (c) 22 years of age and over with less than one year's experience ... 1 3 (xiv) Packers, Workers, with experience as Packers, of:— (a) 24 years of age and over with not less than two years' experience after the age of 22 ... 1 5 (b) 23 years of age and over with not less than one year's experience after the age of 22 ... 1 4 (c) 22 years of age and over with less than one year's experience ... 1 3 (xv) Porters:— Workers of 22 years of age and over ... 1 3

2. For all other Male Workers, not included within any of the classes of workers specified above:—

Table with columns: General Minimum Time-Rates, Piece-Work Basis Time-Rates. Rows include age groups from 22 years of age and over down to Under 15 years of age.

Provided that workers who enter the trade at or over the age of 19 shall receive during the first 12 months' employment in the trade a General Minimum Time-Rate of 9½d. per hour, and provided also that this General Minimum Time-Rate shall be increased by 1½d. per hour, in the case of any such worker who is 22 years of age or over.

II.—Proposed Overtime Rates.

Overtime Rates, calculated on the Minimum Rates of Wages set out above in the manner specified in Part II of the Schedule to the Minister's Order, dated 6th August, 1920.

B. The Board have also, with the consent of the Minister of Labour, issued a Notice of Proposal, dated 13th January, 1921, to vary General Minimum Time-Rates, Piece-Work Basis Time-Rates and Overtime Rates for Female Workers.

I.—Proposed General Minimum Time-Rates.

1. For Female Workers (other than Learners):—

Table with columns: General Minimum Time-Rates, Piece-Work Basis Time-Rates. Rows include Workers employed as Cutters, Trimmers and Fitters-up, and Other Workers.

Provided that a worker being employed for the first time as a Cutter, Trimmer or Fitter-up at or over the age of 19 years, shall be paid during the first two months of her employment at 1d. per hour less than the above rate appropriate to her age.

2. For Female Learners (as defined by the Board):—

(a) Learners who are occupied wholly or mainly in (a) Fitting-up; (b) Hooking-up material composed solely of Cotton or Linen to be used in making overalls and other similar washable garments:—

Table with columns: General Minimum Time-Rates, Piece-Work Basis Time-Rates. Rows include age groups: Under 16 years of age, 16 and under 17 years of age, 17, 18, 19, 20 years of age and over.

Table for Learners commencing at different ages (14, 15, 16, 18, 21 years) with columns for Period of employment after the age of 14 years and Per week of 48 hours.

For Learners under 14 years of age 2¼d. per hour is proposed.

II.—Proposed Piece-Work Basis Time-Rate.

For all Female Workers (other than those in 1 (a) and 2 (a) above ... 11d. per hour.

III.—Proposed Overtime Rates.

Overtime Rates, calculated on the Minimum Rates of Wages set out above in the manner specified in Part III. of the Schedule to the Minister's Order, dated 2nd October, 1920.

\* Provided that learners commencing at 16 and under 18 years of age shall on attaining the age of 18 years, be entitled, during the remainder of their learnership period, to receive 6s. per week of 48 hours in addition to the rates in this column.









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