



SUPPLEMENT

TO THE

Board of Trade Labour Gazette

for JUNE, 1917.

Rules and Orders made under the Munitions of War Act, 1915, and the Munitions of War (Amendment) Acts, 1915 and 1916.

STATUTORY RULES AND ORDERS UNDER THE MUNITIONS OF WAR ACTS, 1915 AND 1916.

No. 389.

EMPLOYMENT OF EX-MUNITION WORKERS.

ORDER, DATED APRIL 16, 1917, MADE BY THE MINISTER OF MUNITIONS IN PURSUANCE OF SECTION 7 OF THE MUNITIONS OF WAR ACT, 1915 (5 & 6 GEO. 5, C. 54), AS AMENDED BY SECTION 5 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, C. 99).

The Minister of Munitions, in exercise of the powers conferred upon him by Section 7, subsection 1, of the Munitions of War Act, 1915, as amended by Section 5 of the Munitions of War (Amendment) Act, 1916, hereby makes the following Order:—

The provisions of Section 7 of the Munitions of War Act, 1915, as amended by Section 5 of the Munitions of War (Amendment) Act, 1916 (which relate to the prohibition of the employment of persons who have left work in munitions factories), shall apply to the following class of establishments in addition to the classes of establishments specified in the Orders already made by the Minister of Munitions under that Section:—

Any proving or testing establishment at London, Bristol, Tipton, Netherton, Saltney, Monkwearmouth, Sunderland and Low Walker, or elsewhere, belonging to or under the control or management of the committee of Lloyds' register of British and foreign shipping licensed under the Anchors and Chain Cables Act, 1899.

Dated this 16th day of April, 1917.

U. Wolff,

Assistant General Secretary.

Ministry of Munitions,
6, Whitehall Gardens, S.W.1.

No. 466.

TRIBUNALS.

THE MUNITIONS (TRIBUNALS) AMENDMENT RULES, 1917.
DATED MAY 16, 1917.

1. The Munitions (Tribunals) Rules, 1916, as amended by the Munitions (Tribunals) Amendment Rules, 1916, shall be amended by the insertion after Rule 20 of the following Rule:—

20A. Any person against whom a decision of a Tribunal has been given may apply to the Tribunal to set aside that decision and re-hear the case, on the ground that the notice to appear did not in fact reach him, and the Tribunal may, if they think fit, and on such terms as to costs or otherwise as the Tribunal may impose, set aside the decision and re-hear the case accordingly.

2. These Rules may be cited as the Munitions (Tribunals) Amendment Rules, 1917, and shall come into force as from the sixteenth day of May, 1917.

George Cave,

One of His Majesty's Secretaries of State.

Home Office,
Whitehall, S.W.1.

Christopher Addison,

Minister of Munitions.

Ministry of Munitions,
6, Whitehall Gardens, S.W.1.
16th May, 1917.

1917, No. 467.

S. 50.

1. The Munitions Tribunals (Scotland) Rules, 1916, as amended by the Munitions (Scotland) (Amendment) Rules, 1916, and the Munitions Tribunals (Scotland) Amendment (No. 2) Rules, 1916, shall be amended by the insertion after Rule 19 of the following Rule:—

19A. Any person against whom a decision of a Tribunal

has been given may apply to the Tribunal to set aside that decision and re-hear the case, on the ground that the notice to appear did not in fact reach him, and the Tribunal may, if they think fit, and on such terms as to costs or otherwise as the Tribunal may impose, set aside the decision and re-hear the case accordingly.

2. These Rules may be cited as the Munitions (Tribunals) (Scotland) Amendment Rules, 1917, and shall come into force as from the sixteenth day of May, 1917.

Robert Munro,

His Majesty's Secretary for Scotland.

Scottish Office,
Whitehall, S.W.1.

Christopher Addison,

Minister of Munitions.

Ministry of Munitions,
6, Whitehall Gardens, S.W.1.
16th May, 1917.

No. 468.

THE MUNITIONS (TRIBUNALS) (IRELAND) AMENDMENT RULES, 1917. DATED MAY 16, 1917.

1. The Munitions (Tribunals) (Ireland) Rules, 1916, as amended by the Munitions (Tribunals) (Ireland) Amendment Rules, 1916, shall be amended by the insertion after Rule 20 of the following Rule:—

20A. Any person against whom a decision of a Tribunal has been given may apply to the Tribunal to set aside that decision and re-hear the case, on the ground that the notice to appear did not in fact reach him, and the Tribunal may, if they think fit, and on such terms as to costs or otherwise as the Tribunal may impose, set aside the decision and re-hear the case accordingly.

2. These Rules may be cited as the Munitions (Tribunals) (Ireland) Amendment Rules, 1917, and shall come into force as from the sixteenth day of May, 1917.

Wimborne,

Lord Lieutenant-General and General Governor of Ireland.

Dublin Castle.

Christopher Addison,

Minister of Munitions.

16th May, 1917.
Ministry of Munitions,
6, Whitehall Gardens, S.W.1.

No. 489.

THE MUNITIONS (EMPLOYMENT AND REMUNERATION OF WOMEN ON MEN'S WORK) ORDER, No. 7, DATED APRIL 16, 1917, MADE BY THE MINISTER OF MUNITIONS, IN PURSUANCE OF SECTION 6 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, C. 99).

Whereas Section 6 of the Munitions of War (Amendment) Act, 1916, provides as follows:—

6.—(1) Where female workers are employed on or in connection with munitions work in any establishment of a class to which the provisions of Section seven of the principal Act as amended by this Act are for the time being applied by an Order made thereunder, the Minister of Munitions shall have power by Order to give directions as to the rate of wages, or (subject, so far as the matter is one which is dealt with by the Factory and Workshops Acts, 1901 to 1911, to the concurrence of the Secretary of State) as to hours of labour, or conditions of employment of the female workers so employed.

(2) Any directions given by the Minister of Munitions under this section shall be binding on the owner of the establishment and any contractor or sub-contractor employing labour therein and the female workers to whom the directions relate, and any contravention thereof or non-compliance therewith shall be punishable, in like manner as if the order in which the direction is con-

tained was an award made in settlement of a difference under Part I. of the principal Act.

(3) No direction given under this section shall be deemed to relieve the occupier of any factory or workshop from the obligation to comply with the provisions of the Factory and Workshops Acts, 1901 to 1911, or of any orders or regulations made thereunder, or to affect the liability of any person to be proceeded against for an offence under the Employment of Children Act, 1903, so, however, that no person be twice punished for the same offence.

And whereas the establishments named in the Second Schedule hereto are establishments of a class to which the provisions of Section 7 of the principal Act, as amended by the Munitions of War (Amendment) Act, 1916, are for the time being applied by an Order made thereunder. Now, therefore, in pursuance of the above-mentioned powers the Minister of Munitions hereby orders and directs that the directions contained in the First Schedule hereto regarding the wages of female workers employed on munitions work shall take effect and be binding upon the owners of the establishments named in the Second Schedule hereto and any contractor or sub-contractor employing labour in any such establishment and the female workers to whom the directions relate as from 8th April, 1917.

This Order may be cited as "The Munitions (Employment and Remuneration of Women on Men's Work) Order No. 7."

This Order supersedes the directions commonly known as L2 given in the Munitions (Employment and Remuneration of Women on Men's Work) Orders Nos. 1, 2, 3, 4, 5 and 6.

Dated this 16th day of April, 1917.

Signed on behalf of the Minister of Munitions.

U. Wolff,
Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, London, S.W.

First Schedule.

DIRECTIONS RELATING TO THE EMPLOYMENT AND REMUNERATION OF WOMEN OF 18 YEARS OF AGE OR OVER ON MUNITIONS WORK OF A CLASS WHICH PRIOR TO THE WAR WAS CUSTOMARILY DONE BY MEN OF 18 YEARS OF AGE OR OVER IN DISTRICTS WHERE SUCH WORK WAS CARRIED ON.

(NOTE.—(1) These directions are on the basis of the setting up of the machines being otherwise provided for.

(2) These directions are confined to the War period and are subject to the observance of the provisions of Schedule II. of the Munitions of War Act, 1915.

(3) Proposals under paragraph 1 (a) (ii) of these directions for advances to classes of women upon the time-rates prescribed by paragraph 1 (a) (i) are proposals for changes in rates of wages within Section 4 (2) of the Munitions of War Act, 1915, and must accordingly be submitted to the Minister of Munitions for his sanction.)

1.—(a) (1) Women employed on time on work customarily done by men shall, except as provided in paragraphs 1 (a) (ii) and 1 (b) be paid:—

Where the working week is 48 hours, 24s.

Where the working week is less than 48 hours, 24s. for the working week and for additional hours, if any, worked up to 48.

Where the working week exceeds 48 hours, as follows:—

	£	s.	d.
For 49 hours	1	4	6
" 50 "	1	5	0
" 51 "	1	5	6
" 52 "	1	6	0
" 53 "	1	6	6
" 54 "	1	7	0

(a) (ii). Women employed on time, (a) on work of a class customarily done by semi-skilled men, or (b) on work of a specially laborious or responsible nature, or (c) where special circumstances exist shall be paid according to the nature of the work and the ability of the women, but in no case less than the time-rates specified in paragraph 1 (a) (i).

(a) (iii). Overtime, night shift, Sunday and holiday allowances as customarily paid to men, shall be paid to the women to whom paragraphs 1 (a) (i) and 1 (a) (ii) refer. The basis for overtime shall be the working week for women in the establishment in question. For this purpose, the working week for women shall in no case be reckoned as less than 48 hours or more than 54 hours. The rate for overtime for women other than those referred to in paragraph 1 (a) (ii) and 1 (b) shall be computed on the basis of 24s. for 48 hours.

(b) (i). Women employed on the work customarily done by fully-skilled tradesmen shall in all cases be paid as from commencement the time-rates of the tradesmen whose work they undertake.

(b) (ii). A woman shall be considered as not employed on the work customarily done by fully-skilled tradesmen, but a part or portion only thereof if she does not do the customary setting up, or when there is no setting up, if she requires skilled supervision to a degree beyond that customarily required by fully-skilled tradesmen undertaking the work in question.

(b) (iii). Women who undertake part or portion only of the

work customarily done by fully-skilled tradesmen shall serve a probationary period of three months. The wages of such women for this period shall be reckoned as follows:—

They shall be rated for a period of four weeks at the time-rate of wages to which they are entitled under these directions when employed on time, and from that rate shall then rise from the beginning of the fifth week until the end of the thirteenth week by equal weekly increases to the district time-rate of the fully-skilled tradesman, and shall thereafter be rated at the district rate of the tradesman whose work they are in part or portion undertaking.

(b) (iv). In any case where it is established to the satisfaction of the Minister that additional cost is being incurred by extra setting up or skilled supervision due to the employment of women in place of fully-skilled tradesmen, the rates payable to women under these directions may, with the sanction of the Minister, be subject, for so long as such additional cost is incurred, to deductions not exceeding 10 per cent., to meet such additional cost. Provided that no woman shall in any case be paid at lower rates than those prescribed by paragraph 1 (a) (i) of these directions.

(b) (v). No woman shall be called upon to serve more than one probationary period.

(b) (vi). Every woman who has served the probationary period shall receive from her employer a certificate to that effect.

(b) (vii). Any time immediately before the date on which these directions take effect during which a woman has been employed on part or portion of the work customarily done by fully-skilled tradesmen shall be reckoned in diminution or extinction as the case may be of the probationary period prescribed by these directions.

(b) (viii). The same overtime, night-shift, Sunday and holiday allowances shall be paid to women employed on the work customarily done by fully-skilled tradesmen or part or portion thereof as are customarily paid to the tradesmen. The basis for overtime for such women shall be on the working week for the tradesmen in the establishment in question. For this purpose the working week for such women shall be the same as that of the tradesmen.

2. Where women are prevented from working owing to breakdown, air raids or other causes beyond their control, they shall be paid for the time so lost at three-fourths of their time-rate unless they are sent home.

3. Women shall not be put on piece-work or premium bonus system until sufficiently qualified. The period of qualification on shell work shall not exceed four weeks without the express sanction of the Minister of Munitions.

4. Where women are employed on piece-work they shall be paid the same piece-work prices as are customarily paid to men for the same job.

5. Where women are engaged on premium bonus systems, the time allowed for the job shall be that customarily allowed to men for the same job, and the earnings of the women shall be calculated on the basis of the man's time rate.

6. Where the job in question has not hitherto been done on piece-work or premium bonus system in the establishment in question, the piece-work price, or the time allowed, shall be based on a similar job previously done by men, on piece-work or premium bonus system as the case may be.

7. Where in the establishment in question, there are no data from previous operations to enable the parties to arrive at a piece-work price or time to be allowed, the price or the time to be allowed shall be so adjusted that the woman shall receive the same percentage over the time-rate of the class of men customarily employed on the job as such man would have received had he undertaken the job on piece-work or premium bonus system as the case may be.

8. The principle upon which these directions proceed is that on systems of payment by results equal payment shall be made to women as to the men for an equal amount of work done.

9. Piece-work prices and premium bonus basis times shall be fixed by mutual agreement between the employer and the woman or women who perform the work.

10. On piece-work every woman other than a woman to whom paragraph 1 (b) relates shall be guaranteed, irrespective of her piece-work earnings, the time-rate prescribed by paragraph 1 (a) (i), or where special circumstances exist such higher time-rate as the Minister of Munitions may direct. Every woman to whom paragraph 1 (b) relates shall be guaranteed the time-rate prescribed by paragraph 1 (b).

Debit balances shall not be carried forward from one week to another.

11. On premium bonus systems every woman other than a woman to whom paragraph 1 (b) relates shall, in all cases, be paid the time-rate prescribed by paragraph 1 (a) (i), or where special circumstances exist, such higher time-rate as the Minister of Munitions may direct. Every woman to whom paragraph 1 (b) relates shall, in all cases, be paid the time-rate prescribed by paragraph 1 (b).

12. Overtime and night shift and Sunday and holiday allowances shall be paid to women employed on piece-work or premium bonus system on the same conditions as customarily prevail in the case of men for time work.

13. Piece-work prices and premium bonus time allowances, after they have been established, shall not be altered unless the means or method of manufacture are changed.

14. All wages and balances shall be paid to women through the office.

15. For the purpose of these directions, the term "woman" or "women" means a woman or women of the age of 18 years

or over, and the term "man" or "men" means a man or men of the age of 18 years and over.

16. Any question which arises as to the interpretation of these directions shall be determined by the Minister of Munitions.

Second Schedule.

LIST OF ESTABLISHMENTS.

No. 490.

THE MUNITIONS (EMPLOYMENT AND REMUNERATION OF GIRLS ON MEN'S WORK) ORDER, No. 5, DATED APRIL 16, 1917, MADE BY THE MINISTER OF MUNITIONS, IN PURSUANCE OF SECTION 6 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, c. 99).

Whereas Section 6 of the Munitions of War (Amendment) Act, 1916, provides as follows:—

6.—(1) Where female workers are employed on or in connection with munitions work in any establishment of a class to which the provisions of Section 7 of the principal Act as amended by this Act are for the time being applied by an Order made thereunder, the Minister of Munitions shall have power by Order to give directions as to the rate of wages, or (subject, so far as the matter is one which is dealt with by the Factory and Workshops Acts, 1901 to 1911, to the concurrence of the Secretary of State) as to hours of labour, or conditions of employment of the female workers so employed.

(2) Any directions given by the Minister of Munitions under this Section shall be binding on the owner of the establishment and any contractor or sub-contractor employing labour therein and the female workers to whom the directions relate, and any contravention thereof or non-compliance therewith shall be punishable, in like manner as if the order in which the direction is contained was an award made in settlement of a difference under Part I. of the principal Act.

(3) No direction given under this Section shall be deemed to relieve the occupier of any factory or workshop from the obligation to comply with the provisions of the Factory and Workshops Acts, 1901 to 1911, or of any orders or regulations made thereunder, or to affect the liability of any person to be proceeded against for an offence under the Employment of Children Act, 1903, so, however, that no person be twice punished for the same offence.

And whereas the establishments named in the Second Schedule hereto are establishments of a class to which the provisions of Section 7 of the principal Act, as amended by the Munitions of War (Amendment) Act, 1916, are for the time being applied by an Order made thereunder. Now, therefore, in pursuance of the above-mentioned powers the Minister of Munitions hereby orders and directs that the directions contained in the First Schedule hereto regarding the wages of female workers employed on munitions work shall take effect and be binding upon the owners of the establishments named in the Second Schedule hereto and any contractor or sub-contractor employing labour in any such establishment and the female workers to whom the directions relate as from 8th April, 1917.

This Order may be cited as "The Munitions (Employment and Remuneration of Girls on Men's Work) Order, No. 5."

This Order supersedes the directions given in the Munitions (Employment and Remuneration of Girls on Men's Work) Orders, Nos. 1, 2, 3 and 4.

Dated this 16th day of April, 1917.

Signed on behalf of the Minister of Munitions.

U. Wolff,
Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, London, S.W.

First Schedule.

DIRECTIONS RELATING TO THE EMPLOYMENT AND REMUNERATION OF GIRLS UNDER 18 YEARS OF AGE ON MUNITIONS WORK OF A CLASS WHICH PRIOR TO THE WAR WAS CUSTOMARILY DONE BY MEN OF 18 YEARS OF AGE AND OVER IN DISTRICTS WHERE SUCH WORK WAS CARRIED ON.

(NOTE.—These directions are strictly confined to the war period and are subject to the observance of the provisions of Schedule II. of the Munitions of War Act, 1915.)

(1) Girls under 18 years of age employed on work customarily done by men shall be paid as follows:—

(a) In the case of time-workers—

Working week.	Age.			
	17 to 18 years.	16 to 17 years.	15 to 16 years.	Under 15 years
48 hours	s. d.	s. d.	s. d.	s. d.
49 "	20 0	18 0	16 0	14 0
50 "	20 6	18 6	16 6	14 6
51 "	21 0	19 0	17 0	15 0
52 "	21 6	19 6	17 6	15 6
53 "	22 0	20 0	18 0	16 0
54 "	22 6	20 6	18 6	16 6
55 "	23 0	21 0	19 0	17 0

Where the working week is less than 48 hours the rate above prescribed for 48 hours shall be paid for the working week and for additional hours, if any, worked up to 48.

(b) In the case of piece-workers—
17 to 18 years—the piecework price paid or allowed for the same or similar work when customarily done by men, less 10 per cent.
16 to 17 years—Ditto, less 20 per cent.
Under 16 years—Ditto, less 30 per cent.

(c) In the case of premium bonus workers—
17 to 18 years—the time allowed shall be that customarily allowed to men for the same or similar work, and the earnings of the girls shall be calculated on the basis of the man's time rate, less 10 per cent.
16 to 17 years—Ditto, less 20 per cent.
Under 16 years—Ditto, less 30 per cent.

(2) Where girls are prevented from working owing to breakdown, air raid, or other cause beyond their control, they shall be paid for the time so lost at the rate of three-fourths of their above time-rates, unless they are sent home.

(3) Girls shall not be put on piecework or premium bonus systems until sufficiently qualified. The period of qualification on shell work shall not exceed four weeks without the express sanction of the Minister of Munitions.

(4) On piecework, each girl's time-rate as prescribed by paragraph 1 (a) shall be guaranteed irrespective of her piece-work earnings. Debit balances shall not be carried forward from one week to another.

(5) On premium bonus systems, each girl's time-rate as prescribed by paragraph 1 (a) shall in all cases be paid.

(6) Overtime and night shift and Sunday and holiday allowances shall be paid to girls employed on time, piecework or premium bonus systems on the same conditions as customarily prevail in the case of men for time-work. The basis for overtime shall be the working week for girls in the establishment in question. For this purpose the working week for girls shall in no case be reckoned as less than 48 hours or more than 54 hours, and the rate for overtime shall be computed on the basis of the rate prescribed in paragraph 1 (a) for 48 hours.

(7) Piecework prices and premium bonus time allowances, after they have been established, shall not be altered unless the means or method of manufacture are changed.

(8) All wages and balances shall be paid to girls through the Office.

(9) The foregoing rates and conditions shall not operate to prejudice the position of any person who has better terms and conditions, nor prevent employers from recognising special ability or responsibility.

(10) Any question which arises as to the interpretation of these directions shall be determined by the Minister of Munitions.

Second Schedule.

LIST OF ESTABLISHMENTS.

No. 491.

THE MUNITIONS (EMPLOYMENT AND REMUNERATION OF WOMEN AND GIRLS ON WOOD-WORK FOR AIRCRAFT) ORDER, No. 2, DATED APRIL 16, 1917, MADE BY THE MINISTER OF MUNITIONS, IN PURSUANCE OF SECTION 6 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, c. 99).

Whereas Section 6 of the Munitions of War (Amendment) Act, 1916, provides as follows:—

6.—(1) Where female workers are employed on or in connection with munitions work in any establishment of a class to which the provisions of Section 7 of the principal Act as amended by this Act are for the time being applied by an Order made thereunder, the Minister of Munitions shall have power by Order to give directions as to the rate of wages, or (subject, so far as the matter is one which is dealt with by the Factory and Workshops Acts, 1901 to 1911, to the concurrence of the Secretary of State) as to hours of labour, or conditions of employment of the female workers so employed.

(2) Any directions given by the Minister of Munitions under this section shall be binding on the owner of the establishment and any contractor or sub-contractor employing labour therein and the female workers to whom the directions relate, and any contravention thereof or non-compliance therewith shall be punishable, in like manner as if the order in which the direction is contained was an award made in settlement of a difference under Part I. of the principal Act.

(3) No direction given under this section shall be deemed to relieve the occupier of any factory or workshop from the obligation to comply with the provisions of the Factory and Workshops Acts, 1901 to 1911, or of any orders or regulations made thereunder, or to affect the liability of any person to be proceeded against for an offence under the Employment of Children Act, 1903, so, however, that no person be twice punished for the same offence.

And whereas the establishments named in the Second Schedule hereto are establishments of a class to which the provisions of Section 7 of the principal Act, as amended by the Munitions of War (Amendment) Act, 1916, are for the

time being applied by an Order made thereunder. Now, therefore, in pursuance of the above-mentioned powers the Minister of Munitions hereby orders and directs that the directions contained in the First Schedule hereto regarding the wages of female workers employed on munitions work shall take effect and be binding upon the owners of the establishments named in the Second Schedule hereto and any contractor or sub-contractor employing labour in any such establishment and the female workers to whom the directions relate as from 8th April, 1917.

This Order may be cited as "The Munitions (Employment and Remuneration of Women and Girls on Wood-work for Aircraft) Order, No. 2."

This Order supersedes the directions given in the Munitions (Employment and Remuneration of Women and Girls on Wood-work for Aircraft) Order, No. 1 (Statutory Rules and Orders, 1916, No. 621).

Dated this 16th day of April, 1917.

Signed on behalf of the Minister of Munitions.

U. Wolff,
Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, London, S.W.1.

First Schedule.

DIRECTIONS RELATING TO THE EMPLOYMENT AND REMUNERATION OF WOMEN AND GIRLS ON WOOD-WORK PROCESSES FOR AIRCRAFT.

(1) Women and girls employed on processes other than machine processes shall for the first eight weeks of such employment be rated as follows:—

	Per hour.
Women 18 years and over	5d.
Girls 17 " under 18	4d.
" 16 " " 17	3d.
" 15 " " 16	2½d.
" under 15 years	2d.

(2) Women and girls employed on processes other than machine processes shall, after such period of eight weeks, be rated as follows:—

(a) Inspectors and Gaugers:—

	Per hour.
Women 18 years and over	6½d.
Girls 17 " under 18	5½d.
" 16 " " 17	4½d.
" 15 " " 16	4d.
" under 15 years	3½d.

(b) Workers customarily on time-work other than those referred to in paragraph (a) above:—

	Per hour.
Women 18 years and over	6d.
Girls 17 " under 18	5d.
" 16 " " 17	4d.
" 15 " " 16	3½d.
" under 15 years	3d.

(c) Workers employed on piece-work or premium bonus systems:—

	Per hour.
Women 18 years and over	5½d.
Girls 17 " under 18	4½d.
" 16 " " 17	3½d.
" 15 " " 16	3d.
" under 15 years	2½d.

(3) Women of 18 years of age and over employed on machine processes shall be rated as follows:—

	Per hour.
For the first 4 weeks of such employment	5½d.
For the second 4 weeks of such employment	6½d.
On completion of 8 weeks of such employment	7½d.

(4) No girl of under 18 years of age shall be employed on any machine process.

(5) The appropriate time rate shall in the case of any woman or girl on piece-work or premium bonus systems be guaranteed and paid. Debit balances shall not be carried forward from one week to another.

(6) Overtime allowances shall be paid to women and girls on the same conditions as customarily prevail in the case of men in the establishment in question or, failing such conditions, then on the following basis, each day standing by itself:—

For the first two hours, at the rate of time and a quarter. Thereafter, at the rate of time and a half.

(7) Night-shift allowances shall be paid to women and girls on the same conditions as customarily prevail in the case of men in the establishment in question or, failing such conditions, then on the basis of time and a quarter for all hours worked.

(8) Sunday work allowances shall be paid to women and girls on the same conditions as customarily prevail in the case of men in the establishment in question or, failing such conditions, then on the basis of double time between midnight on Saturday and midnight on Sunday.

(9) Except in cases where they are sent home women and girls on piece-work or premium bonus systems shall, between

jobs, be booked on to and paid at their respective time rates, and women and girls who are prevented from working owing to breakdown, air raid, or other cause beyond their control shall be paid for the time so lost at the rate of three-fourths of their respective time rates. This provision, however, shall not apply in cases where machines are stopped in the usual course of operations for setting up, replacement or grinding of tools, or similar reasons.

(10) Piece-work prices and premium bonus basis times shall be fixed by mutual agreement between the employer and the worker or workers who perform the work and shall be such as to enable a woman or girl of ordinary ability to earn at least 33½ per cent. over her time-rate.

(11) Piece-work prices and premium bonus basis times, after they have been established, shall not be altered unless the means or method of manufacture are changed.

(12) All wages and balances shall be paid to women and girls through the office.

(13) The above rates and conditions shall be recognised as war rates and conditions, and as due to and depending on the exceptional circumstances resulting from the present war.

(14) The foregoing rates and conditions shall not operate to prejudice the position of any person who has better terms and conditions, nor to prevent the recognition of special ability or responsibility.

(15) Any question which arises as to the interpretation of these directions shall be determined by the Minister of Munitions.

Second Schedule.

LIST OF ESTABLISHMENTS.

No. 492.

THE MUNITIONS (REMUNERATION OF WOMEN AND GIRLS ON WORK NOT RECOGNISED AS MEN'S WORK) CONSOLIDATED ORDER, No. 4, DATED APRIL 16, 1917, MADE BY THE MINISTER OF MUNITIONS IN PURSUANCE OF SECTION 6 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, c. 99).

Whereas Section 6 of the Munitions of War (Amendment) Act, 1916, provides as follows:—

6.—(1) Where female workers are employed on or in connection with munitions work in any establishment of a class to which the provisions of Section 7 of the principal Act as amended by this Act are for the time being applied by an Order made thereunder, the Minister of Munitions shall have power by Order to give directions as to the rate of wages, or (subject, so far as the matter is one which is dealt with by the Factory and Workshops Acts, 1901 to 1911, to the concurrence of the Secretary of State) as to hours of labour, or conditions of employment of the female workers so employed.

(2) Any directions given by the Minister of Munitions under this section shall be binding on the owner of the establishment and any contractor or sub-contractor employing labour therein and the female workers to whom the directions relate, and any contravention thereof or non-compliance therewith shall be punishable, in like manner as if the order in which the direction is contained was an award made in settlement of a difference under Part I. of the principal Act.

(3) No directions given under this section shall be deemed to relieve the occupier of any factory or workshop from the obligation to comply with the provisions of the Factory and Workshops Acts, 1901 to 1911, or of any orders or regulations made thereunder, or to affect the liability of any person to be proceeded against for an offence under the Employment of Children Act, 1903, so, however, that no person be twice punished for the same offence.

And whereas the establishments named in the Second Schedule hereto are establishments of a class to which the provisions of Section 7 of the principal Act, as amended by the Munitions of War (Amendment) Act, 1916, are for the time being applied by an Order made thereunder. Now, therefore, in pursuance of the above-mentioned powers the Minister of Munitions hereby orders and directs that the directions contained in the First Schedule hereto regarding the wages of female workers employed on munitions work shall take effect and be binding upon the owners of the establishments named in the Second Schedule hereto and any contractor or sub-contractor employing labour in any such establishment and the female workers to whom the directions relate as from 8th April, 1917.

This Order may be cited as "The Munitions (Remuneration of Women and Girls on Work not recognised as Men's Work) Consolidated Order, No. 4."

This Order supersedes the directions given in the Munitions (Remuneration of Women and Girls on Work not recognised as Men's Work) Consolidated Order, No. 2 (Statutory Rules and Orders, 1917, No. 9).

Dated this 16th day of April, 1917.

Signed on behalf of the Minister of Munitions.

U. Wolff,
Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, London, S.W.1.

First Schedule.

DIRECTIONS RELATING TO THE REMUNERATION OF WOMEN AND GIRLS ON MUNITIONS WORK OF A CLASS WHICH PRIOR TO THE WAR WAS NOT RECOGNISED AS MEN'S WORK IN DISTRICTS WHERE SUCH WORK WAS CUSTOMARILY CARRIED ON.

1. Where women or girls are engaged on munitions work of a class which prior to the war was not recognised as men's work in districts where such work was customarily carried on, the time-rates for piece-workers and premium bonus workers shall be as follows:—

	Per hour.
Workers 18 years and over	4½d.
" 17 " under 18	3½d.
" 16 " " 17	3d.
" 15 " " 16	2½d.
" under 15 years	2d.

2. The rates for such women and girls when customarily on time shall be as follows:—

	Per hour.
Workers 18 years and over	5½d.
" 17 " under 18	4½d.
" 16 " " 17	3½d.
" 15 " " 16	3d.
" under 15 years	2½d.

3. Women and girls in danger zones shall be paid ½d. per hour in addition to the above rates. Allowances for other processes which are dangerous or injurious to health will be decided on the merits of such cases.

4. In an establishment in which a custom prevailed prior to the war of differentiating between the rates of wages paid to women and girls employed in warehouses and those otherwise employed, an application may be made to the Minister of Munitions for special directions as to the rates of wages to be paid to women and girls employed in warehouses.

5. Women and girls may be rated at ½d. per hour less than their appropriate time-rate under these directions for probationary periods not exceeding:—

	Months.
In the case of workers of 18 years and over	1
In the case of workers of 16 years and under 18	2
In the case of workers under 16 years	3

Such probationary periods shall be reckoned from the date when women or girls are first employed, and no woman or girl shall be called upon to serve more than one probationary period.

6. The appropriate time-rate shall, in the case of any woman or girl on piece-work, be guaranteed irrespective of her piece-work earnings. Debit balances shall not be carried forward from one week to another.

7. On premium bonus systems every woman's and girl's appropriate time-rate shall in all cases be paid.

8. Women or girls shall not be put on piece-work or premium bonus systems until sufficiently qualified. The period of qualification should not generally exceed four weeks.

9. Additional payment in respect of overtime, night shift, Sunday, or holiday work shall be made to women and girls employed on munitions work of a class which, prior to the war, was not recognised as men's work in districts where such work was customarily carried on. Such additional payments shall be made in accordance with the custom of the establishment for the class of workpeople concerned in cases where such a custom exists. Where no custom providing for such additional payment exists in the establishment, such additional payments shall be made at the rates and on the conditions prevailing in similar establishments or trades in the district. Where there are no similar establishments or trades in the district, the rates and conditions prevailing in the nearest district in which the general industrial conditions are similar shall be adopted. In the absence of any custom prevailing in the establishment, or in the district, or elsewhere, such additional payments shall be made at such rates and on such conditions as the Minister of Munitions may direct.

10. Piece-work prices and premium bonus basis times shall be fixed by mutual agreement between the employer and the worker or workers who perform the work and shall be such as to enable a woman or girl of ordinary ability to earn at least 33½ per cent. over her time-rate, except in the case of an establishment where an application that this provision should be dispensed with either generally or as regards any particular class of workpeople has been approved by the Minister of Munitions.

11. The above rates and conditions shall be recognised as war rates and conditions, and as due to and depending on the exceptional circumstances resulting from the present war.

12. The position of any person or persons whose existing rates of remuneration exceed the rates herein prescribed shall not be prejudiced by this Order either by reduction in existing rates or by replacement by another person or other persons at lower rates, nor shall employers be prevented from recognising special ability or responsibility.

13. For the purpose of this Schedule the term "men" means males of 18 years of age and over.

14. Any question which arises as to the interpretation of these directions shall be determined by the Minister of Munitions.

Second Schedule.

LIST OF ESTABLISHMENTS.

No. 493.

THE MUNITIONS (REMUNERATION OF WOMEN AND GIRLS ON WORK NOT RECOGNISED AS MEN'S WORK) CONSOLIDATED ORDER, No. 5, DATED APRIL 16, 1917, MADE BY THE MINISTER OF MUNITIONS IN PURSUANCE OF SECTION 6 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, c. 99).

Whereas Section 6 of the Munitions of War (Amendment) Act, 1916, provides as follows:—

6.—(1) Where female workers are employed on or in connection with munitions work in any establishment of a class to which the provisions of Section 7 of the principal Act as amended by this Act are for the time being applied by an Order made thereunder, the Minister of Munitions shall have power by Order to give directions as to the rate of wages, or (subject, so far as the matter is one which is dealt with by the Factory and Workshops Acts, 1901 to 1911, to the concurrence of the Secretary of State) as to hours of labour, or conditions of employment of the female workers so employed.

(2) Any directions given by the Minister of Munitions under this section shall be binding on the owner of the establishment and any contractor or sub-contractor employing labour therein and the female workers to whom the directions relate, and any contravention thereof or non-compliance therewith shall be punishable, in like manner as if the order in which the direction is contained was an award made in settlement of a difference under Part I. of the principal Act.

(3) No directions given under this section shall be deemed to relieve the occupier of any factory or workshop from the obligation to comply with the provisions of the Factory and Workshops Acts, 1901 to 1911, or of any orders or regulations made thereunder, or to affect the liability of any person to be proceeded against for an offence under the Employment of Children Act, 1903, so, however, that no person be twice punished for the same offence.

And whereas the establishments named in the Second Schedule hereto are establishments of a class to which the provisions of Section 7 of the principal Act, as amended by the Munitions of War (Amendment) Act, 1916, are for the time being applied by an Order made thereunder. Now, therefore, in pursuance of the above-mentioned powers the Minister of Munitions hereby orders and directs that the directions contained in the First Schedule hereto regarding the wages of female workers employed on munitions work shall take effect and be binding upon the owners of the establishments named in the Second Schedule hereto and any contractor or sub-contractor employing labour in any such establishment and the female workers to whom the directions relate as from 8th April, 1917.

This Order may be cited as "The Munitions (Remuneration of Women and Girls on Work not recognised as Men's Work) Consolidated Order No. 5."

This Order supersedes the directions in the Munitions (Remuneration of Women and Girls on Work not recognised as Men's Work) Consolidated Order, No. 2 (Statutory Rules and Orders, 1917, No. 10).

Dated this 16th day of April, 1917.

Signed on behalf of the Minister of Munitions.

U. Wolff,
Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, London, S.W.1.

First Schedule.

DIRECTIONS RELATING TO THE REMUNERATION OF WOMEN AND GIRLS ON MUNITIONS WORK OF A CLASS WHICH PRIOR TO THE WAR WAS NOT RECOGNISED AS MEN'S WORK IN DISTRICTS WHERE SUCH WORK WAS CUSTOMARILY CARRIED ON.

1. Where women or girls are engaged on munitions work of a class which prior to the war was not recognised as men's work in districts where such work was customarily carried on, the time-rates for piece-workers and premium bonus workers shall be as follows:—

	Per hour.
Workers 18 years and over	4½d.
" 17 " under 18	3½d.
" 16 " " 17	2½d.
" 15 " " 16	2½d.
" under 15 years	1½d.

2. The rates for such women and girls when customarily on time shall be as follows:—

	Per hour.
Workers 18 years and over	5½d.
" 17 " under 18	4½d.
" 16 " " 17	3½d.
" 15 " " 16	2½d.
" under 15 years	2½d.

3. Women and girls in danger zones shall be paid ½d. per hour in addition to the above rates. Allowances for other processes which are dangerous or injurious to health will be decided on the merits of such cases.

4. In an establishment in which a custom prevailed prior to the war of differentiating between the rates of wages paid to women and girls employed in warehouses and those otherwise

employed, an application may be made to the Minister of Munitions for special directions as to the rates of wages to be paid to women and girls employed in warehouses.

5. Women and girls may be rated at $\frac{1}{4}d.$ per hour less than their appropriate time-rate under these directions for probationary periods not exceeding:—

	Months.
In the case of workers of 18 years and over ...	1
In the case of workers of 16 years and under 18 ...	2
In the case of workers under 16 years ...	3

Such probationary periods shall be reckoned from the date when women or girls are first employed, and no woman or girl shall be called upon to serve more than one probationary period.

6. The appropriate time-rate shall, in the case of any woman or girl on piece-work, be guaranteed irrespective of her piece-work earnings. Debit balances shall not be carried forward from one week to another.

7. On premium bonus systems every woman's and girl's appropriate time-rate shall in all cases be paid.

8. Women or girls shall not be put on piece-work or premium bonus systems until sufficiently qualified. The period of qualification should not generally exceed four weeks.

9. Additional payment in respect of overtime, night shift, Sunday, or holiday work shall be made to women and girls employed on munitions work of a class which, prior to the war, was not recognised as men's work in districts where such work was customarily carried on. Such additional payments shall be made in accordance with the custom of the establishment for the class of workpeople concerned in cases where such a custom exists. Where no custom providing for such additional payment exists in the establishment, such additional payments shall be made at the rates and on the conditions

prevailing in similar establishments or trades in the district. Where there are no similar establishments or trades in the district, the rates and conditions prevailing in the nearest district in which the general industrial conditions are similar shall be adopted. In the absence of any custom prevailing in the establishment, or in the district, or elsewhere, such additional payments shall be made at such rates and on such conditions as the Minister of Munitions may direct.

10. Piece-work prices and premium bonus basis times shall be fixed by mutual agreement between the employer and the worker or workers who perform the work and shall be such as to enable a woman or girl of ordinary ability to earn at least $33\frac{1}{2}$ per cent. over her time-rate, except in the case of an establishment where an application that this provision should be dispensed with either generally or as regards any particular class of workpeople has been approved by the Minister of Munitions.

11. The above rates and conditions shall be recognised as war rates and conditions, and as due to and depending on the exceptional circumstances resulting from the present war.

12. The position of any person or persons whose existing rates of remuneration exceed the rates herein prescribed shall not be prejudiced by this Order either by reduction in existing rates or by replacement by another person or other persons at lower rates, nor shall employers be prevented from recognising special ability or responsibility.

13. For the purpose of this Schedule the term "men" means males of 18 years of age and over.

14. Any question which arises as to the interpretation of these directions shall be determined by the Minister of Munitions.

Second Schedule.

LIST OF ESTABLISHMENTS.