

workers on its list. The membership of one union represented on the first Tailoring Trade Board increased 200 per cent between the time when the Board was established and the outbreak of the War. Substantial increases in the membership of trade unions from the sugar confectionery, shirt-making, lace finishing, paper box, and tin box trades were also attributable in large degree to the influence of the early Trade Boards.

The amending act of 1918 became effective in a period when worker organization in general was rapidly gaining ground. By 1920 the total membership of employees' associations reached an all-time high at 8,347,000.⁸ Some 4 million remaining outside trade union ranks assumedly comprised those workers most difficult and perhaps impossible to organize. And it was primarily these workers who fell within the ambit of the Trade Boards. Nevertheless establishment of nearly every Trade Board in 1919, 1920, and the first months of 1921 was accompanied by a fresh spurt of organization among its workers. How strong the organizational impetus was depended largely upon the effort and conviction put into recruiting and, of course, to some extent upon other conditions peculiar to each trade.

The button-making trade, for example, represents one trade in which organization was definitely achieved as a result of establishment of a Trade Board early in 1920. Prior to that time only the male pearl button workers had been successfully unionized. Immediately following fixation of the initial Trade Board rates some 90 per cent of the women employed in London button factories were readily organized by the National Federation of Women Workers and the employers also became feder-

⁸ Ministry of Labour, *Twenty-Second Abstract of Labour Statistics of the United Kingdom*, p. 137.

BRITISH WAGE BOARDS

A STUDY IN INDUSTRIAL DEMOCRACY

BY

DOROTHY SELLS

What light does the British experience throw upon wage and hour legislation and administration in the United States?

How does the British wage-fixing machinery work?

What have been the results of British wages board action in industry and agriculture?

What is the best method of applying the minimum wage principle under a democratic regime?

X:952.3

G9

41722

Price, \$3.00

Published by

THE BROOKINGS INSTITUTE
WASHINGTON, D.C.

INDUSTRIAL PRICE POLICIES AND ECONOMIC PROGRESS

By

Edwin G. Nourse and Horace B. Drury

This book, which is a follow-up on the well-known series on "Income and Economic Progress," gets down to cases and examines in concrete realistic terms the factors which enter into the making of practical industrial prices under modern conditions. It shows how new technological developments have affected the operation of the industrial system. Under today's techniques and forms of business set-up, many prices have to be "administered." But the analysis shows that this does not necessarily mean harmful types of control. On the contrary, it shows that this situation is being used by far-sighted executives to develop a new and potentially more useful kind of competition.

314 Pages. 1938. \$2.50.

AMERICA'S STAKE IN INTERNATIONAL INVESTMENTS

By

Cleona Lewis

This volume tells the story of capital migrations to and from the United States, from the Revolutionary War period to the present time. Its purpose is to indicate the growth of the country's foreign obligations and foreign investments during this period of a century and a half; to show the net debtor or creditor position of the country in various years; to determine how foreign creditors have fared; to measure roughly the financial results of America's investing abroad; and to consider the outlook for foreign investments in the future. The basic investigation was largely statistical, but stories depicting the experiences of the borrowers and lenders give pleasing contours to the bony frame of statistical evidence.

686 Pages. 1938. \$4.00.

Dhananjayrao Gadgil Library



GIPE-PUNE-041722

**THE INSTITUTE OF ECONOMICS
OF
THE BROOKINGS INSTITUTION**

PUBLICATION No. 77

THE BROOKINGS INSTITUTION

The Brookings Institution—Devoted to Public Service through Research and Training in the Social Sciences—was incorporated on December 8, 1927. Broadly stated, the Institution has two primary purposes: the first is to aid constructively in the development of sound national policies; and the second is to offer training of a super-graduate character to students of the social sciences. The Institution will maintain a series of cooperating institutes, equipped to carry out comprehensive and interrelated research projects.

The responsibility for the final determination of the Institution's policies and its program of work and for the administration of its endowment is vested in a self-perpetuating Board of Trustees. The Trustees have, however, defined their position with reference to the investigations conducted by the Institution in a by-law provision reading as follows: "The primary function of the Trustees is not to express their views upon the scientific investigations conducted by any division of the Institution, but only to make it possible for such scientific work to be done under the most favorable auspices." Major responsibility for "formulating general policies and coordinating the activities of the various divisions of the Institution" is vested in the President. The by-laws provide also that "there shall be an Advisory Council selected by the President from among the scientific staff of the Institution and representing the different divisions of the Institution."

BOARD OF TRUSTEES

DWIGHT F. DAVIS, *Chairman*
DEAN G. ACHESON
ROBERT PERKINS BASS
HAROLD W. DODDS
CLARENCE PHELPS DODGE
MARSHALL FIELD
JEROME D. GREENE
ALANSON B. HOUGHTON

LEO S. ROWE, *Vice-Chairman*
JOHN C. MERRIAM
ROLAND S. MORRIS
HAROLD G. MOULTON
LESSING ROSENTHAL
ANSON PHELPS STOKES
HARRY BROOKINGS WALLACE
JOHN G. WINANT

HAROLD G. MOULTON, *President*
LEVERETT S. LYON, *Executive Vice-President*
EDWIN G. NOURSE, *Director*, Institute of Economics
LEWIS MERRIAM, *Chairman*, Institute for Government Research

BRITISH WAGES BOARDS
A Study in Industrial Democracy

BRITISH WAGES BOARDS
A Study in Industrial Democracy

BY
DOROTHY SELLS

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

1939

COPYRIGHT 1939 BY
THE BROOKINGS INSTITUTION

Set up and printed
Published April 1939

X:952.3

G9

41722

Printed in the United States of America
George Banta Publishing Company
Menasha, Wisconsin

DIRECTOR'S PREFACE

Nearly half a century has elapsed since New Zealand—a young agricultural country—inaugurated minimum wage legislation, and thirty years since Great Britain, then the stronghold of *laissez faire* doctrine and the foremost industrial nation of the world, took its first legislative step in the same direction. With the bringing into operation of the Fair Labor Standards Act on October 24, 1938, the United States takes its place among the large and growing number of nations whose governments have adopted legislation of this general type. In view of the complexity of the administrative task involved in this new phase of government activity, it is fortunate that we are privileged to draw upon so vast a body of experience as has been accumulated by other governments that have gone before us in this field.

It seldom proves feasible to import full-fledged the machinery or methods of operation which have been devised in another country to meet its peculiar needs. At the same time, it seems reasonable to suppose that out of the broad experience of other countries in dealing with minimum wage legislation as both to industry and to agriculture, certain principles, methods, and expedients have been developed, and even some illuminating mistakes made, which should afford guidance to those concerned with the administration of a similar undertaking at any time or in any place. We deem it opportune, therefore, to present at this time a detailed study of the British experience.

Miss Sells had an unusual opportunity to study at first hand the operation of the British Trade Boards system

during its early formative years. The outcome of that investigation was published in 1923 as one of the London School of Economics Studies in Economics and Political Science under the title, *The British Trade Boards System*. The present study may be regarded as essentially a sequel to that volume, incorporating the results of further study covering the more extended period of operation now available. For this further study, and at the suggestion of Mr. Leifur Magnusson, director of the Washington branch of the International Labour Organization, Miss Sells was sent to England in the winter of 1937-38 by the International Labour Organization and the Bureau of Labor Statistics of the United States Department of Labor. Since her return to the United States, she has been attached to the staff of the Institute of Economics in order to provide her opportunity for digesting the mass of materials collected and for developing her interpretation of their meaning.

It is our hope that this study of Great Britain's experience with minimum wage legislation will prove useful to legislators, administrators, members of wages committees, and others dealing with problems of this type, as well as to those members of the public to whom minimum wage laws apply and others who have a general interest in the relation between the state and industry.

The committee of the Institute cooperating with the author in the preparation of this volume consisted of E. G. Nourse, Horace B. Drury, and Maurice Leven.

EDWIN G. NOURSE

Director

Institute of Economics,
April 1939

AUTHOR'S ACKNOWLEDGMENTS

To the British Ministry of Labour, to the various Trade Boards, and to the Ministry of Agriculture and Fisheries, I am deeply indebted for access to their papers and for the generous help given by members of their staffs. Appreciative acknowledgment is made also to M. R. K. Burge, director of the London office of the International Labour Organization, and to those members of the Trade Boards, officers of employers' associations and trade unions, and others too numerous to mention who have unstintingly given both of their time and of their experience.

For efficient work connected with the charts, tables, and certain details of research, I am grateful to Miss Louise Bebb of the Brookings Institution staff. To P. S. King and Son, Ltd., of London I am indebted for permission to use parts of *The British Trade Boards System* published by them in 1923. But for the opinions and interpretations expressed herein I assume sole responsibility.

DOROTHY SELLS

41722

CONTENTS

	PAGE
DIRECTOR'S PREFACE	vii
AUTHOR'S ACKNOWLEDGMENTS	ix
FOREWORD	3

PART I. LEGISLATION

CHAPTER

I. DEVELOPMENT OF THE WAGES BOARD SYSTEM	13
The Beginnings of Minimum Wage Legisla- tion	13
Pre-War Legislation	19
War Legislation	24
Post-War Legislation	29
Recent Developments	35
II. WAGE-FIXING MACHINERY	44
Types	44
Coverage	48
Provisions	50
Comparison	70

PART II. ADMINISTRATION

III. ADMINISTRATIVE ORGANIZATION	75
Duties of the Ministry of Labour	76
Duties of the Trade Boards	77
Organizational Plan	77
Divisional Duties	81
Personnel Policy	82
Administrative Expenses	83
Cooperating Organizations	86
IV. SETTING UP THE TRADE BOARDS	88
Initiating Trade Boards	88
Selecting Trade Board Trades	89
Defining a Trade	96
Making "Special Orders"	104

CHAPTER	PAGE
Withdrawal of Trades from Operation of the Acts	107
Drawing up Trade Board Regulations	107
Appointing Trade Board Members	110
Number and Kinds of Trades Covered	115
V. THE TRADE BOARDS AT WORK	117
Size and Composition of the Trade Boards ..	117
Organization and Duties of the Trade Board Secretariat	119
Trade Board Meetings	120
The Process of Negotiation	123
Voting	128
The Function of Appointed Members	130
The Time Element	133
Consideration of Objections	135
Fixing Minimum Rates	137
Other Trade Board Functions	138
VI. THE AGRICULTURAL WAGES COMMITTEES ...	140
Comparison of Wage-Fixing Machinery in Industry and Agriculture	141
Coverage of the Agricultural Wages Acts ...	145
Composition and Organization of the Agricultural Wages Committees	146
The Agricultural Wages Board	148
Function and Policy of the Minister of Agriculture	149
Operation of the Agricultural Wages Committees	152
General Results of the Agricultural Wages Act, 1924	158
VII. DETERMINING DIFFERENTIAL MINIMA	163
Regional Differentials	164
Cost of Living Differentials	172
Sex Differentials	177
Age Differentials	182
Differentials for Industrial Homeworkers ...	196
Occupational Differentials	199
Policy Regarding Differentials	201

CONTENTS

xiii

CHAPTER	PAGE
VIII. MAKING WAGE DETERMINATIONS EFFECTIVE	205
Confirmation of Rates	205
Scope Opinions	209
Enforcement	212
Research or Special Inquiries	240
IX. THE TRADE BOARDS CRISIS	244
Internal Conflict	244
External Opposition	246
The Trade Boards Administration Committee Report	249
The Cave Committee Inquiry	251
The Significance of the Crisis	264
PART III. ECONOMIC AND SOCIAL ASPECTS	
X. PURCHASING POWER	269
Wages	270
Hours	290
Employment	294
XI. INDUSTRIAL PEACE AND EFFICIENCY	309
Effect of Wage Legislation upon Worker Organization	310
Effect of Trade Boards upon Employer Organization	317
Effect of Wage Legislation upon Industrial Disputes	320
Effect of Wage Legislation upon Industrial Efficiency	324
XII. MINIMUM WAGE DETERMINATION AND ECONOMIC DEMOCRACY	331
APPENDIXES	
A. ILLUSTRATIVE MATERIAL	341
Sample Agenda of a Trade Board Meeting	341
Trade Board Wage Order for Fustian Cutting	342
Agricultural Wage Order for Bedfordshire and Huntingdonshire	350
Classification of Trade Boards, with Year of Establishment	353

APPENDIXES	PAGE
Regulations with Respect to the Constitution and Proceedings of the Hollow-ware Trade Board	354
Trade Board General Minimum Time-Rates per Hour for the Lowest Grades of Experienced Adult Male and Female Workers, December 31, 1937	356
Definition of Stamped or Pressed Metal Wares Trade	358
List of Trade Unions Affiliated with the Trades Union Congress, with Number of Members on Trade Boards	359
Constitution of the Trade Boards Advisory Council	360
Extent of Representation on Trade Boards by Nominees of Employers' and Workers' Organizations	362
Areas Covered by Divisional Inspection Officers Envelope Form Used for Information Collected by Trade Board Inspectors	363
Number of Establishments and Estimated Number of Persons within the Scope of Trade Boards	364
Number of Establishments for which Offenses against Trade Boards Acts Were Reported, 1937	366
Application to the Retail Bespoke Tailoring Trade Board (England and Wales) for the Issue of a Certificate to an Apprentice	367
Form of Apprenticeship Indenture Used by the Fur Trade Board	368
Application for Certificate as a Learner Used by the Lace Finishing Trade Board	370
Summary of an Application for a Permit of Exemption	372
B. STATISTICAL TABLES	375
Wage Rates, Cost of Living, Wholesale Prices, and Agricultural Prices, 1914-37	376

CONTENTS

xv

APPENDIXES	PAGE
Monthly Indexes of Wage Rates, Cost of Living, and Wholesale Prices, January 1919-June 1922	378
Indexes of Cost of Living and Real Wage Rates, 1914-37	379
Wage Rates and Human Needs and Subsistence Levels of Living, 1914-37	380
INDEX	383

BRITISH WAGES BOARDS
A Study in Industrial Democracy

FOREWORD

"A living organism must take the place of a mechanical instrument if the public good is to be served."

—SIR RUPERT KETTLE

Prior to 1933, minimum wage laws had been adopted by 15 states of the Union, Puerto Rico, and the District of Columbia, but only 8 of these were operative in 1932. Moreover, the scope of these acts was confined to women and/or minors, whose wages were exceptionally low owing to lack of both individual and collective bargaining power. Fostered by expanding markets and technical improvements, both the nominal and real wages of the majority of employed persons had been rising almost steadily for a century or more and were high relative to the wages generally paid for similar work in other countries. There was consequently little pressure for extending wage legislation to include male workers before the decade of the thirties.

Following 1929, however, the scenes in the economic drama of the United States changed. Decreasing business activity, decreasing wages, and decreasing employment brought the minimum wage issue to the national stage in 1933. With passage of the National Industrial Recovery Act in that year the field of wage legislation was also extended to include male workers as well as women and minors. A decision of the Supreme Court rendered this first law embodying federal minimum wage provisions unconstitutional in 1935.¹ But in June 1938 another type

¹ Between 1933 and 1938, minimum wage legislation was adopted by 12 new states, one law applying to men as well as women and minors. Seven of the 9 laws inoperative in 1932 were revived and these, together with the 8 laws then operating, make a total of 27 state minimum wage laws including those of Puerto Rico and the District of Columbia.

of federal minimum wage legislation was adopted in the form of the Fair Labor Standards Act. The country is consequently faced with a new set of administrative problems involving application of federal wage and hour provisions to perhaps 11 million men, women, and children working in various industries throughout its continental area.

The new importance which the minimum wage has thus assumed in the United States raises two fundamental questions with regard to legislation of that kind, one a question of principle, the other of method: (1) Is minimum wage legislation advisable? and (2) What is the best method of applying the minimum wage principle under a democratic régime? The answer to the first of these questions obviously depends upon two factors: the social philosophy of the person attempting to answer it, and how application of a minimum wage works out in terms of its objectives. In the nature of the case the author must leave each individual reader to determine for himself whether a minimum wage is a good thing by the light of his private conception of the good society and of the economic requirements of our industrial system. It is rather to the method of applying the principle that the author addresses herself in this book, although the study of actual administrative experience under circumstances most nearly comparable with those in the United States will doubtless be found significant by anyone trying to make up his mind as to the soundness of the principle itself.

For the purpose of studying minimum wage adjustment in practice the wages board system of Great Britain has been chosen for intensive examination. This body of experience has been selected for the following reasons: (1) Great Britain is a country whose language, law, tra-

dition, aspirations, and political and economic organizations have most in common with those of the United States; (2) the British wages boards have been in operation for a sufficiently long period to be thoroughly tested; (3) the system is not only approved by employers, workers, and the public generally, but is conceded to be one of the most successful pieces of social legislation yet placed upon the British statute books; (4) the British wages boards offer the clearest example of democratic wage determination operating under a democratic form of government.

Emerging from the British experience with minimum wage legislation are constructive approaches to most of the problems with which those drafting or administering legislation of this kind are likely to be faced. Instead of pulling out these problems and their solutions by means of analysis, however, an attempt has been made, in so far as it is possible with words and figures, to create for the reader a dynamic picture of the living organism into which the wages boards of Great Britain have developed in the thirty years since their inception. Emphasis is therefore placed upon the legislative and administrative aspects rather than upon the economic. The process is described instead of the result's being weighed. The qualitative factors as opposed to the quantitative for the most part comprise the contents of the study.

But before embarking upon this joint exploration of the British Trade Boards, Agricultural Wages Committees, and other statutory wage-fixing bodies—how they came into existence, what they are, how they work, what they have accomplished, and what their significance is—the reader should be apprised of certain points of difference between Great Britain and the United States in order to render the following pages intelligible.

First, a difference in the use of the phrase "minimum wage" requires clarification. Though a *minimum wage*, as the term is used in Great Britain, originally implied a bare *subsistence* wage fixed by law for sweated workers, the conception of the term has grown with the development of industrial democracy. In current British usage a *minimum wage* does not necessarily mean a *subsistence wage* or even a *living wage* as it usually has in the United States. A minimum wage is exactly what the words say, simply the lowest wage legally payable in a trade. The level of living which it provides may vary somewhat from trade to trade. Actually, however, the minima fixed by the different wages boards represent the *prevailing* rate of wages in the industry for which they are fixed and they are determined with that objective in mind. The minimum is not the *standard* rate in the sense that rates agreed to by trade unions and employers' associations are standard, nor is it necessarily the *maximum* rate since trade union agreements may and often do stipulate that a higher rate shall be paid for the same occupation to which a minimum may apply; but it is the *prevailing* rate, that is to say, the *rate generally paid* and it is also intended to be a *fair* wage for that industry or occupation, taking into consideration the existing purchasing power of the pound, the work done, the rate actually paid for similar work in other trades, and what the particular trade involved can bear.

Though a comparison of money wages in Great Britain and the United States is quite beside the point of this study, it is important that the reader should have some idea of the relative cost of living in the two countries at the back of his mind. No definitive statement regarding this relationship can be made. A very rough estimate based upon the best available data indicates,

however, that during the years 1931-37, the cost of living in Great Britain approximated 75 per cent of that in the United States.² Expressed in monetary terms, this means that 9 pence in England bought something like what 25 cents would buy in the United States during those years. In attempting to obtain a relative value for wages in the two countries, a mental allowance should also be made for certain imponderables. For one thing, the material standard of living among all income groups is considerably lower in Great Britain than in the United States. Consequently wages are not expected to provide so much. What virtually amount to a further addition to wages are the various state insurance and pension schemes, to which the worker may or may not contribute a small sum, and most of which have existed in Great Britain for more than 25 years. The security thus gained, to say nothing of the greater stability of wage rates, in part incidental to existing social legislation itself, reduces the necessity for saving, so important to workers in the

²This figure is derived from cost of living index figures given in Table II, p. 31 of a publication entitled *A Contribution to the Study of International Comparisons of Costs of Living* (Ford Study), an inquiry into the cost of living of certain groups of workers in Detroit, U.S.A. and fourteen European towns, issued by the International Labour Office in 1932 (Studies and Reports, Series N (Statistics), No. 17, second revised ed.). It was obtained by using 71 per cent (the range being 69 to 73 per cent) of the Detroit cost as the cost in Manchester, England, in January 1931, of a standard of living approximately equivalent to that of an average working-class family in Detroit. Taking the relationship between these two cities as representative of that between Great Britain and the United States at that time, a common base was established by means of which the official British cost of living indexes could be converted for comparison with those of the United States. Using the weights of the I.L.O. study, the British cost of living index at the end of 1937 was found to be 81 per cent of that of the United States. The relative cost of living in Great Britain and the United States thus ranged between 71 per cent in 1931 and 81 per cent in 1937. The figure 75 per cent has been arbitrarily chosen to suggest the relationship obtaining over the whole of this seven-year period.

United States who are not as completely covered. In these ways the buying power of 9 pence is stretched to something more than the actual purchasing power of 25 cents in the United States.

The relative homogeneity of the British population and the smaller size of the country in comparison with the United States are also important points of difference because they facilitate administration of industrial legislation. A common ideology created by such conditions has proved advantageous in organization of responsible worker and employer associations and in the growth of a strong social consciousness which has developed in Great Britain especially since the War. Though British society is more definitely stratified than is that of the United States, a more unified population has nevertheless produced a highly developed and profound conception of democracy, which finds its source beneath superficial social customs, political forms, or economic standards in deep recognition of the inherent dignity of man. This profound belief in the right of every Englishman as an individual to govern himself, qualified by the more recent realization that every Englishman, being also a part of society, has a duty to govern himself accordingly, naturally expresses itself in parliamentary form with regard to both political and economic matters. If the United States has taken pride in her technical achievements, it is also well to remember that Great Britain is far advanced in the art of human relations.

The British wages boards represent an application of the parliamentary form of government to a particular economic field. The details of the legislation and the respects in which it has developed or been limited over a period of years are consequently significant for the United States, which has recently launched forth upon

a similar undertaking. But, however well conceived and drawn is any piece of legislation, its ultimate success or failure depends primarily upon how its provisions are interpreted, how they are carried out, and upon the relationship established between those who apply the law and those to whom it is applied, that is to say, upon its administration. Good administration being primarily a matter of human character, judgment, and understanding rather than one of forms, filing systems, reports, or similar techniques, we in the United States can learn much from Great Britain, especially on the administrative side.

Since the effectiveness of democracy is measured by the capacity of government to adjust to the growing needs of a living people, the author invites the reader to commence this study of British wages boards by observing how the concept of wage regulation has expanded with industrial and economic change and with the development of British democracy. It is the author's hope that those actively concerned with administrative problems will find the subsequent statement of how the British system works not too detailed to be followed through in all its intricacies. More general readers, however, may perhaps gain sufficient light on the broad problem through reading Chapters I, II, III, V, IX, and XII.

APPENDIXES

APPENDIX A

ILLUSTRATIVE MATERIAL

Sample Agenda of a Trade Board Meeting

OTB/.../1937.

Telegraphic Address:
TRADBORDS, SOWEST, LONDON

Telephone No.:
WHITEHALL 6200.

Cycle.../1937.
OFFICE OF TRADE BOARDS,
METROPOLE BUILDINGS,
NORTHUMBERLAND AVENUE,
LONDON, W.C.2.
10th November, 1937.

To members of the... Trade Board
(Great Britain).

You are hereby summoned to attend a meeting of the... Trade Board (Great Britain), to be held in *conference room B (first floor), Metropole Buildings, Northumberland Avenue, London, W.C.2. on Thursday, 25th November, 1937, at 10.30 a.m.*, for transaction of the following business:—

1. Minutes of proceedings at the 41st meeting of the Trade Board, held on 8th July, 1936 (cycle.../1936 previously circulated).
2. Chairman's business.
3. Report of Ministry of Labour on inspection and enforcement in the trade for the year 1936 (cycle.../1937 previously circulated), and in connection therewith review of the Board's approval to a reduction in the amount of inspection (see item 5 of the report of the Administrative Committee (cycle.../1936) submitted to the Board on 21st April, 1936).
4. Correspondence with Ministry of Labour regarding the confirmation of variations of minimum rates, in accordance with the Board's Notice of Proposal... (cycle.../1936 previously circulated).
5. Thirteen letters received from firms and associations of employers engaged in the... industry regarding the proposals in the Board's Notice... and received after the meeting on 8th July, 1936, as circulated herewith in cycle.../1936.
6. Motion, notice of which had been given by Mrs...., and particulars of which are contained in the preliminary notice of the meeting (cycle.../1937).
7. Letter dated 21st April, 1937, from Mr.... and others, regarding the minimum rates for workers engaged in making..., as circulated herewith in cycle.../1937.
8. Report of Special... Committee (cycles.../36;.../36 and.../36 previously circulated).
9. Report of Administrative Committee of a meeting held on 6th November, 1936, as circulated herewith in cycle.../1937.
10. Communications dated 6th February, 1937, and 30th August, 1937, from Ministry of Labour raising questions of scope regarding the making of certain (products) as circulated herewith in cycle.../1937.
11. Communication dated 22nd June, 1937, from Ministry of Labour raising a question of scope with regard to certain workers making..., as circulated herewith in cycle.../1937.
12. Other competent business.
13. Date of next meeting.

Secretary.

Trade Board Wage Order for Fustian Cutting
For Official Use

F.C. (11)

TRADE BOARDS ACTS, 1909 AND 1918

FUSTIAN CUTTING TRADE
(GREAT BRITAIN)

Order of the Minister of Labour confirming the variation of Minimum Rates of Wages for certain classes of Male and Female Workers, such variation of Rates being

EFFECTIVE FROM 30TH NOVEMBER, 1936,

together with a Schedule setting out particulars of the Rates as varied as aforesaid and setting out also particulars of Rates which became effective by virtue of previous Confirming Orders made by the Minister and which are unaffected by the present Confirming Order.

The Rates set out in the Schedule attached to this Order are also contained in the Notice F.C. (11) issued by the Fustian Cutting Trade Board (Great Britain) and dated 23rd November, 1936.

The Schedule to this Order contains all the Minimum Rates effective on 30th November, 1936, in the Fustian Cutting Trade in Great Britain.



LONDON

PRINTED AND PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE

To be purchased directly from H.M. STATIONERY OFFICE at the following addresses:
Admiral House, Kingsway, London, W.C.2; 129 George Street, Edinburgh 2;
26 York Street, Manchester 1; 1 St. Andrew's Crescent, Cardiff;
20 Chichester Street, Belfast;
or through any bookseller

1936

Price 3d. net

342

Whereas the Minister of Labour has received notification from the Trade Board established under the Trade Boards Acts, 1909 and 1918, for the FUSTIAN CUTTING trade in GREAT BRITAIN that the said Board has, in pursuance of the powers vested in it by the said Acts, varied the general minimum piece rates and overtime rates based thereon for male and female workers employed on hand cutting in the said trade, and the rates as varied are set out in the Schedule to this Order;

And whereas the Minister of Labour, having taken the matter into consideration, is of opinion that the variation of rates so made as aforesaid should be confirmed;

Now, therefore, the Minister of Labour in pursuance of the powers conferred by Section 4 of the Trade Boards Act, 1918, and of every other power in that behalf, hereby confirms the said variation of rates so made, and specifies the THIRTIETH day of NOVEMBER, 1936, as the date from which the same shall become effective.

Given under the Official Seal of the Minister of Labour, this nineteenth day of November, in the year One thousand nine hundred and thirty-six.

(L.S.)

T. W. Phillips,

Secretary of the Ministry of Labour.

The Minimum Rates varied and confirmed by this Order become effective from 30th November, 1936, and are those set out in Paragraph 1 of Part I of the Schedule below together with the overtime rates based thereon. In all other respects the Minimum Rates are in force under earlier Confirming Orders and remain in force without alteration.

SCHEDULE

I.—HAND CUTTING.

GENERAL MINIMUM PIECE RATES.

Paragraph 1.

General minimum piece rates for male and female workers (all ages) employed on hand cutting.

(a) SINGLE WIDTHS.

Goods known in the trade as:	Length of each piece in the "grey."	General minimum piece rates.	
		Per pair of pieces.	
		s.	d.
SKIR GOODS			
18 in. alips	150 to 154 yards	15	5
20 in. "	" " "	16	11
21 in. "	" " "	18	0
22½ in. "	" " "	18	7
24 in. "	" " "	20	9
27 in. "	" " "	23	11
28 in. "	" " "	25	1
30 in. "	" " "	27	0
36 in. cut all across	" " "	33	4
RACE GOODS			
18 in. race velvet	150 to 154 yards	28	4
20 in. "	" " "	30	8
22½ in. "	" " "	34	7
28 in. "	" " "	46	6
21 in. up to and including 23 in. twill velveteen	" " "	35	3
28 in. twill velveteen	" " "	47	7
36 in. "	" " "	60	3
28 in. common velveteen	110 to 112 yards	31	9
28 in. "	150 " 154 "	43	4
¾ in. coarse velveteen (31-32 in.)	110 " 112 yards	30	11
¾ in. " " " " "	150 " 154 "	42	3
28 in. ¾ velveteen 1 in. selvedge	110 " 112 "	28	7
28 in. ¾ " " " " "	150 " 154 "	38	10
28 in. jig velveteen	110 " 112 "	28	0
28 in. "	150 " 154 "	37	0
22½ in. twill velvet	" " "	37	0
28 in. " " "	" " "	49	11
36 in. " " "	" " "	65	6

In the application of the above general minimum piece rates, hand cutting includes any operation of beaming-up or liming, when performed by the worker who does the cutting.

ILLUSTRATIVE MATERIAL

345

(b) OVERLENGTHS.

In the case of goods for which the general minimum piece rates set out in paragraph 1 (a) are specified on the basis of a length of 150 to 154 yards, yardage in excess of 154 yards is subject to the following additional rates:

(a) SLIP GOODS:

	Per yard per piece. d.
18 in. to 27 in. goods 	½
28 in. to 36 in. goods 	1½

(b) RACE GOODS:

18 in. to 27 in. goods 	1
28 in. to 36 in. goods 	3

(c) DOUBLE WIDTHS (SPLITS).

WHERE SPLITS ARE DOUBLED the general minimum piece rate for the double width (splits) is twice the general minimum piece rate for the corresponding single width of the same length, as set out above, with the addition of 1s. 5d. per pair of double splits.

For example, the general minimum piece rate for cutting 40 in. double race velvet (splits) of 150 to 154 yards length "in the grey," is twice the general minimum piece rate for 20 in. single width race velvet (30s. 8d.) with the addition of 1s. 5d. i.e., 61s. 4d. + 1s. 5d. = 62s. 9d. per pair of pieces.

NOTE.—Every hand cutter, irrespective of age, when employed on piece work to which the general minimum piece rates apply, is entitled to be paid at not less than such general minimum piece rates. Hand cutters, when employed on piece work to which the general minimum piece rates do not apply, are entitled to be paid piece rates each of which would be sufficient to yield, in the circumstances of the case, to an ORDINARY worker (i.e., a worker of ordinary skill and experience in the class of work in question), at least the same amount of money as the appropriate general minimum time rate.

GENERAL MINIMUM TIME RATES.

Paragraph 2.

General minimum time rates for female workers employed on hand cutting (including any beaming-up and lining):

	Per week of 48 hours. s. d.
(a) LEARNERS, i.e. female workers who are employed in learning hand cutting and have not been employed on hand cutting (including any beaming-up and lining) for a period of more than one month	6 0
	Per hour. d.
(b) Workers other than learners to whom the minimum rates specified in Paragraph 2 (a) are applicable	5½

Paragraph 3.

General minimum time rates for male workers employed on hand cutting (including any beaming-up and lining):

(b) As respects workers employed on piece work:

(i) as respects workers employed on work to which general minimum piece rates apply:

the appropriate general minimum piece rates and in addition an amount equal to one-quarter of the general minimum time rate which would have been payable if the worker had been employed on time work.

(ii) as respects workers employed on work to which no general minimum piece rate but a piece work basis time rate applies:

piece rates each of which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the appropriate piece work basis time rate, and in addition an amount equal to one-quarter of the general minimum time rate which would have been payable if the worker had been employed on time work.

(iii) as respects workers employed on piece work to which no general minimum piece rate and no piece work basis time rate applies:

piece rates each of which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the appropriate general minimum time rate, and in addition an amount equal to one-quarter of the general minimum time rate which would have been payable if the worker had been employed on time work.

V.—GENERAL PROVISIONS.

LENGTH OF PIECES IN THE GREY.

Paragraph 10.

For the purpose of the minimum rates specified in this Schedule the standard of measurement in ascertaining the length of each piece in the grey is to be taken as 37 inches to the yard.

BASIS OF WEEKLY RATES.

Paragraph 11.

The weekly minimum rates specified in paragraphs 2, 3, 5, and 7 above are based on a week of 48 hours and are subject to a proportionate reduction according as the number of hours of employment in any week is less than 48.

APPLICABILITY OF MINIMUM RATES.

Paragraph 12.

The minimum rates of wages set out in this Schedule apply, subject to the provisions of the Trade Boards Acts, to all male and female workers in Great Britain, of the classes specified in this Schedule, who are employed during the whole or any part of their time in any branch of the trade specified in the Schedule to the Trade Boards (Fustian Cutting Trade, Great Britain). (Constitution and Proceedings) Regulations, 1933, which reads as follows:

Fustian Cutting, whether performed by hand or machine, and all processes or operations incidental or appertaining thereto, carried on in an establishment in which fustian is cut; but excluding the process or operation of stiffening.

DEDUCTIONS.

Paragraph 13.

The minimum rates set out in this Schedule are payable clear of deductions (other than deductions under the National Insurance Act, 1911, as amended by any subsequent enactments, or deductions authorized by any Act to be made from wages in respect of contributions to any superannuation or other provident fund) and notwithstanding that they are deductions which may lawfully be made from wages under the provisions of the Truck Acts.

PAYMENT OF HIGHER RATES.

Paragraph 14.

The minimum rates of wages are without prejudice to workers who are earning higher rates of wages, or to agreements made or that may be made for payment of wages in excess of the minimum rates.

NOTE A.—The employment of male workers under 18 years of age and of all female workers is restricted by the Factory and Workshop Acts; the Employment of Women, Young Persons and Children Act, 1920; the Children and Young Persons Act, 1933, and the Shops Acts. Nothing in this Order authorises any breach of the requirements of those Acts.

*Agricultural Wage Order for Bedfordshire
and Huntingdonshire*

Whereas the Agricultural Wages Committee for the area comprising the administrative counties of Bedford and Huntingdon, have, in pursuance of the above Act [Agricultural Wages (Regulation) Act, 1924], duly fixed minimum and overtime rates of wages for workers employed in agriculture for time work in that area and the said rates are set out in the Schedule to this Order. Now the Agricultural Wages Board, in pursuance of the said Act and for the purpose of carrying out the decision of the said Committee, hereby order that the provisions contained in the Schedule to this Order shall become effective on 31st October, 1937.

SCHEDULE.

1. The wages payable for the employment of male workers shall be not less than wages at the following minimum rates:—

<i>Years of age.</i>	<i>Per week.</i>	
	<i>s.</i>	<i>d.</i>
21 and over	34	0
20 and under 21	31	4
19 " 20	29	2
18 " 19	27	6
17 " 18	23	8
16 " 17	18	4
15 " 16	15	1
14 " 15	10	10
Under 14	9	9

For the purpose of this clause the expression "week" shall be deemed to mean a week consisting of the following number of hours:—

(a) In any week in summer 50, except in the weeks in which Easter Monday and Whit Monday fall, when the hours shall be 41.

(b) In any week in winter 48, except in the weeks in which Christmas Day and 27th December, 1937, fall, when the hours shall be 39½.

2. Where a whole-time male worker is employed by the week or any longer period and the hours of work agreed between the worker and the employer in any week (excluding hours of overtime employment) are less than the full number of hours mentioned above in respect of that week, the rate of wages applicable to that worker shall be such as to secure to the worker the wages which would have been payable if the agreed hours had been the full number of hours mentioned above in respect of that week.

3. The wages payable for the employment of female workers shall be not less than wages at the following minimum rates:—

<i>Years of age.</i>	<i>Per hour.</i>	
	<i>d.</i>	
18 and over	6½	
17 and under 18	5½	
16 " 17	4½	
15 " 16	3½	
14 " 15	3	
Under 14	2½	

4. For the purpose of all the above rates the hours of work shall not include meal times but shall include any time during which, by reason of weather conditions, an employer has

prevented from working a worker who was present at the place of employment and ready to work.

5. For the purpose of the above rates employment in summer shall be deemed to be employment during the period commencing on the first Sunday in March and ending on the last Saturday in October, and employment in winter shall be deemed to be employment during the remainder of the year.

6. The differential rates of wages for overtime employment shall be not less than the following minimum rates:—

Years of Age.	On Weekdays (except as provided in the next column).	On Easter Mon- day, Whit Mon- day, Christmas Day and 27th December, 1937.	On Sundays.
	<i>Per hour.</i> d.	<i>Per hour.</i> d.	<i>Per hour.</i> s. d.
(a) Male Workers:—			
21 and over... ..	10½	11½	1 0½
20 and under 21	9½	10½	11½
19 " " 19	9	10	11
18 " " 19	8½	9½	10
17 " " 18	7	8	8½
16 " " 17	6	6½	7
15 " " 16	5	5½	6
14 " " 15	3½	4	4½
Under 14	3	3½	4
(b) Female Workers:—			
18 and over... ..	8	9	9½
17 and under 18	7	7½	8
16 " " 17	5½	6	6½
15 " " 16	5	5½	6
14 " " 15	4½	5	5½
Under 14	3½	4½	5

7. These rates shall continue in operation until 29th October, 1938.

8. For the purpose of the application of the above differential rates of wages for overtime employment, the Bedfordshire and Huntingdonshire Agricultural Wages Committee have by Order dated 12th October, 1937, defined the following employment as the employment which is to be treated as overtime employment:—

(a) All employment in excess of 5½ hours on Saturday or on such other day (not being Sunday) in every week as may be agreed between an employer and a worker, provided that in any case overtime rates shall be paid in respect of all hours worked after 1 p.m. on such day.

(b) All employment on Sundays, Easter Monday, Whit Monday, Christmas Day and 27th December, 1937.

(c) (i) All employment in excess of 4½ hours (excluding all hours which are to be treated as hours of overtime employment) in the weeks in which Easter Monday and Whit Monday fall.

(ii) All employment in excess of 5½ hours (excluding all hours which are to be treated as hours of overtime employment) in any other week in summer.

(d) (i) All employment in excess of 3½ hours (excluding all hours which are to be treated as hours of overtime employment) in the weeks in which Christmas Day and 27th December, 1937, fall.

(ii) All employment in excess of 4½ hours (excluding all hours which are to be treated as hours of overtime employment) in any other week in winter.

9. For the purpose of the application of the above minimum rates of wages the Bedfordshire and Huntingdonshire Agricultural Wages Committee have by Order dated 6th January, 1925, defined the following as the benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash and the values at which they are to be so reckoned and prohibited the reckoning of any other benefit or advantage as payment of wages in lieu of payment in cash:—

(i) *Benefits or Advantages.*

- (a) New milk.
 (b) Skimmed or separated milk.
 (c) In the case of male workers only:—

Board (including any meals but not including intoxicating drink) and lodging, except in any case in which the Wages Committee shall have determined that the lodging accommodation provided is so defective as to be injurious to health.

(d) Cottage, including any garden provided with the cottage, except where the cottage is one in regard to which the Medical Officer of Health has reported that it is in a state so dangerous or injurious to health as to be unfit for human habitation.

(ii) *Values*

- (a) New milk—4d. per quart.
 (b) Skimmed or separated milk—8d. per gallon.
 (c) Board and lodging:—

<i>Male Workers.</i>				<i>Per week of 7 days.</i>	
<i>Years of Age.</i>				<i>s.</i>	<i>d.</i>
18 and over	...	...	...	15	0
17 but under 18	...	...	...	14	0
16 " "	17	...	...	13	0
15 " "	16	...	...	10	0
14 " "	15	...	...	8	0

(d) Cottage—3s. per week less any rent or rates paid by the occupier. Provided as follows:—

(1) In the case of a cottage with regard to which the Committee, on an application by or on behalf of a worker, have certified that by reason of inadequate accommodation, want of repair or sanitation or lack of water supply the value of such cottage is less than 3s., the value shall be such sum less than 3s. as the Committee shall determine on a consideration of the defects.

(2) In the case of a cottage with regard to which the Committee, on an application by or on behalf of an employer have certified that by reason of the cottage having 3 or more bedrooms, combined with other satisfactory accommodation, the value of such cottage is higher than 3s., the value shall be such sum greater than 3s. as the Committee shall determine on a consideration of the accommodation.

By Order of the Agricultural Wages Board.

A. Hodgson,
Secretary.

Kings Buildings,
 Smith Square
 London, S.W.1.

25th October, 1927.

Notes. 1. Applications for Permits of Exemption (which may be obtained in cases where a worker is affected by physical injury or mental deficiency or any infirmity due to age or to any other cause) should be addressed to the Secretary, Bedfordshire and Huntingdonshire Agricultural Wages Committee, Broadway House, The Broadway, Bedford.

2. Complaints as to non-payment of the prescribed rates of wages should be addressed to the Secretary, Ministry of Agriculture and Fisheries, Kings Building, Smith Square, London, S. W.1.

Classification of Trade Boards, with Year of Establishment

CLOTHING	
Corset	1919
Dressmaking and Women's Light Clothing (England and Wales).....	1920
Dressmaking and Women's Light Clothing (Scotland).....	1920
Fur.....	1919
Hat, Cap and Millinery (England and Wales).....	1920
Hat, Cap and Millinery (Scotland).....	1920
Ostrich and Fancy Feather and Artificial Flower.....	1921
Readymade and Wholesale Bespoke Tailoring ^a	1920
Retail Bespoke Tailoring (England and Wales) ^a	1925
Retail Bespoke Tailoring (Scotland) ^a	1925
Shirtmaking.....	1914
Wholesale Mantle and Costume.....	1919
TEXTILES	
Flax and Hemp.....	1920
Hair, Bass and Fibre.....	1920
Jute.....	1919
Lace Finishing.....	1920
Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods.....	1920
Made-up Textiles.....	1920
Rope, Twine and Net.....	1919
Sack and Bag.....	1921
METAL	
Button Manufacturing.....	1920
Chain.....	1910
Coffin Furniture and Cerement Making.....	1919
Cutlery.....	1933
Hollow-ware.....	1914
Keg and Drum.....	1920
Pin, Hook and Eye, and Snap Fastener.....	1920
Stamped or Pressed Metal Wares.....	1920
Tin Box.....	1914
FOOD	
Aerated Waters (England and Wales).....	1920
Aerated Waters (Scotland).....	1920
Baking ^b	1938
Sugar Confectionery and Food Preserving.....	1914
Tobacco.....	1919
DISTRIBUTIVE AND SERVICES^c	
Laundry.....	1919
Milk Distributive (England and Wales).....	1920
Milk Distributive (Scotland).....	1920
MISCELLANEOUS	
Boot and Floor Polish.....	1921
Boot and Shoe Repairing.....	1919
Brush and Broom.....	1919
Cotton Waste Reclamation.....	1920
Drift Nets Mending.....	1925
Fustian Cutting.....	1933
General Waste Materials Reclamation.....	1920
Paper Bag.....	1919
Paper Box.....	1910
Perambulator and Invalid Carriage.....	1920
Rubber Manufacturing ^d	1938
Toy Manufacturing.....	1920

^a The Tailoring Trade Board, established in 1910, covered all branches of the trade. It was replaced by the Retail Bespoke Tailoring Board, set up in December 1919, and the Readymade and Wholesale Bespoke Tailoring Board, set up in February 1920. Separate Boards for England and Wales and for Scotland were appointed in 1925 to take the place of the Retail Bespoke Tailoring Trade Board for Great Britain.

^b Two Boards, one for England and Wales and one for Scotland, are to be established in this trade.

^c Two Grocery and Provisions Trade Boards, one for England and Wales and one for Scotland, were established in 1920. These Boards were unable to fix any rates, and in 1926 they were dissolved, though the order bringing them under the Trade Boards Acts was never rescinded.

*Regulations with Respect to the Constitution and Proceedings
of the Hollow-ware Trade Board*

Whereas the Minister of Labour (hereinafter referred to as "the Minister") has established a Trade Board in Great Britain for the branches of work in the trade set out in the Appendix to the Trade Boards (Hollow-ware Making) Order, 1928,^a which are specified in the Schedule to these Regulations;

Now therefore the Minister by virtue of the powers conferred on him by Section 11 of the Trade Boards Act 1909, and of all other powers in that behalf, hereby makes the following Regulations with respect to the Constitution and Proceedings of the said Trade Board:—

1.—(a) These Regulations may be cited as the Trade Boards (Hollow-ware Trade, Great Britain) (Constitution and Proceedings) Regulations 1937, and shall come into force on the date hereof.

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

(c) The Trade Boards (Hollow-ware Trade, Great Britain) (Constitution and Proceedings) Regulations 1928^c are hereby revoked, but such revocation shall not affect any right, privilege, obligation or liability acquired, accrued or incurred under those Regulations, nor anything done or to be done thereunder.

2. The Trade Board shall consist of not less than 23 and not more than 33 persons of whom three shall be appointed members of Trade Boards and the remainder members representing employers and members representing workers in equal numbers.

3. The Appointed Members shall be such of the Appointed Members of Trade Boards as may be directed by the Minister to act on the Trade Board, provided that at least one shall be a woman.

4. The members representing employers in the trade and the members representing workers in the trade shall be selected and appointed by the Minister after considering names supplied by such employers and workers respectively, due regard being paid to the representation of the various classes of employers and workers in the trade and of the various districts in which the trade is carried on.

5. The Chairman and Deputy Chairman shall be appointed by the Minister from among the members of the Trade Board, and each of them shall hold office during his term of office as a member of the Trade Board.

6. Any member representing employers who after appointment ceases to be an employer and becomes a worker at the trade shall vacate his seat. Any member representing workers who after appointment becomes an employer in the trade shall vacate his seat. Whether a member representing employers or workers has vacated his seat under the provisions of this regulation shall be determined by the Minister.

7.—(a) If a representative member after appointment ceases to be engaged in or connected with the trade, the Minister may determine his appointment. Whether a member has ceased to be engaged in or connected with the trade under the provisions of this regulation shall be determined by the Minister.

(b) If any member fails to attend one-half of the total meetings of the Trade Board in any period of twelve months or, should only one meeting be held in any period of twelve months, two consecutive meetings, the Minister may, after giving the member an opportunity to be heard, determine his appointment.

(c) If the Minister is of opinion that any member is incapable of acting as a member of the Trade Board, the Minister may determine his appointment.

(d) Every member of the Trade Board shall notify in writing to the Secretary of the Trade Board any change of his address. If the Secretary does not receive such notification from any member and is thereby unable to summon that member to attend meetings of the Trade

^a S.R. & O. 1928 (No. 842) p. 1258.

^b 52 & 53 Vict. c. 63.

^c S.R. & O. 1928 (No. 843) p. 1272.

Board, the Secretary shall notify the Minister who may, after making such enquiries as seem to him to be necessary, determine the appointment of that member.

(e) Any member whose appointment has been determined by the Minister shall vacate his seat.

8. The term of office of a member of the Trade Board shall be for a period of not more than two years as may be determined by the Minister provided that:—

(a) the term of office of all members shall expire on the same date;

(b) a member appointed to fill a casual vacancy shall sit for the unexpired portion of the term of office of his predecessor and

(c) a seat rendered vacant by effluxion of time shall unless the Minister decides otherwise be temporarily occupied by the retiring member until a new appointment is made.

9. Any member vacating his seat on the Trade Board under any of the preceding regulations or for any other reason shall be eligible for re-appointment.

10.—(a) A vacancy among Appointed Members or representative members shall be filled in the manner prescribed in Regulation 3 or Regulation 4, as the case may be.

(b) A vacancy in the office of Chairman or Deputy Chairman shall be filled in the manner prescribed in Regulation 5.

11. Every member of the Trade Board shall have one vote. If at any meeting of the Board the numbers of members present representing employers and workers are unequal, it shall be open to the side which is in the majority to arrange that one or more of its members shall refrain from voting, so as to preserve equality. Failing such an arrangement the Chairman, or in his absence the Deputy Chairman, may, if he thinks it desirable, adjourn the voting on any question to another meeting of the Board.

12. The Trade Board shall continue in existence until dissolved by order of the Minister.

13. The Trade Board may be known under the short title of "The Hollow-ware Trade Board (Great Britain)."

Given under the Official Seal of the Minister of Labour this sixteenth day of April in the year one thousand nine hundred and thirty-seven.

(L.S.)

T. W. Phillips,
Secretary of the Ministry of Labour

**Trade Board General Minimum Time-Rates per Hour for the
Lowest Grades of Experienced Adult Male and Female
Workers, December 31, 1937^a**

Trade Board	Male Workers		Female Workers
	rs.	rd.	rd.
Aerated Waters (England and Wales) ..			7d.
Aerated Waters (Scotland)			
Orkney and Shetland Islands	10 ¹ / ₂		5 ¹ / ₂
Rest of Scotland	11 ¹ / ₂		6 ¹ / ₂
Boot and Floor Polish	1	1 ¹ / ₂	7 ¹ / ₂ ^b
Boot and Shoe Repairing	1	2 ¹ / ₂	10 ¹ / ₂ ^b
Brush and Broom		11 ¹ / ₂	6 ¹ / ₂ ^b
Button Manufacturing	1	1 ¹ / ₂	6 ¹ / ₂ ^b
Chain ^c	1	2 ¹ / ₂	5 ¹ / ₂ ^b
Coffin Furniture and Cerement-Making			
Coffin Furniture Section	1	1 ¹ / ₂ ^d	7 ¹ / ₂ ^b
Cerement-Making Section			7 ¹ / ₂ ^{e,f}
Corset	1	1 ¹ / ₂ ^e	7 ¹ / ₂
Cotton Waste Reclamation			
England and Wales		10 ¹ / ₂	6 ¹ / ₂
Scotland		10 ¹ / ₂	6 ¹ / ₂
Cutlery	1	0	6 ¹ / ₂ ^b
Dressmaking and Women's Light Cloth- ing (England and Wales)			
Retail Bespoke Dressmaking			
Branch	1	1 ¹ / ₂ ^e	7, 7 ¹ / ₂ , 8 ¹ / ₂ ^{f,h}
Other Branches	1	1 ¹ / ₂ ^e	7 ¹ / ₂ ^f
Dressmaking and Women's Light Cloth- ing (Scotland)			
Retail Branch	1	0 ^e	7, 7 ¹ / ₂ ^{f,h}
Other Branches	1	0 ^e	6 ¹ / ₂
Drift Nets Mending			6 ¹ / ₂
Flax and Hemp		10 ¹ / ₂ ^g	6 ¹ / ₂ ^f
Fur	1	1	7 ¹ / ₂
Fustian Cutting		10 ¹ / ₂ ^h	5 ¹ / ₂
General Waste Materials Reclamation ..		11 ¹ / ₂	6 ¹ / ₂
Hair, Bass and Fibre		11 ¹ / ₂	6 ¹ / ₂
Hat, Cap and Millinery (England and Wales)			
Hat, Cap and Millinery (Scotland)			
Wholesale Cloth Hat and Cap Mak- ing Branch	1	1 ^e	7 ¹ / ₂ ^f
Other Branches	1	2 ^e	7 ¹ / ₂ ^{f,h}
Hollow-ware	1	0 ¹ / ₂	7 ¹ / ₂
Jute		9 ¹ / ₂ ^g	6 ¹ / ₂
Keg and Drum	1	0 ¹ / ₂	7 ¹ / ₂
Lace Finishing ^g			6 ¹ / ₂
Laundry			
Cornwall and North of Scotland ..	1	2 ¹ / ₂	7 ¹ / ₂ ⁱ
Rest of Great Britain	1	2 ¹ / ₂	8 ¹ / ₂
Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods	1	0	6 ¹ / ₂
Made-up Textiles		10 ¹ / ₂	6 ¹ / ₂
Milk Distributive (England and Wales) ^h		10 ¹ / ₂	6 ¹ / ₂
	1	1 ¹ / ₂ ^h	6 ¹ / ₂ , 7 ¹ / ₂ , 8 ¹ / ₂ ^b
	1	2 ¹ / ₂ ^h	
Milk Distributive (Scotland)	1	0 ¹ / ₂	6 ¹ / ₂ ^b
Ostrich and Fancy Feather and Artificial Flower	1	0 ^e	7 ¹ / ₂
Paper Bag	1	1 ¹ / ₂	7 ¹ / ₂
Paper Box	1	0 ¹ / ₂ ^e	7 ¹ / ₂ ^b
Perambulator and Invalid Carriage ..		11 ¹ / ₂	6 ¹ / ₂ ^b
Pin, Hook and Eye and Snap Fastener ..	1	0	7 ¹ / ₂
Ready-made and Wholesale Bespoke Tailoring	1	0 ^e	7 ¹ / ₂ ^f

Trade Board	Male Workers	Female Workers
Retail Bespoke Tailoring (England and Wales) ^a		
Northern District.....	os. 11 ^d . to 1s. 2 ^d . ^m	8 ^d . to 9 ^d . ^m
Yorkshire District.....	X 0 " X 4 ^d m	8 " 9 ^d n
East Lancashire District.....	X 2 ^d " X 4 ^d m	9 ^d " 9 ^d n
West Lancashire District.....	X 1 " X 3 m	8 ^d " 9 ^d n
North Midland District.....	X 1 " X 4 m	8 ^d " 9 ^d n
Central Midland District.....	X 0 " X 4 m	7 ^d " 10 n
South Midland District.....	X 1 " X 3 ^d m	8 " 9 ^d n
Eastern District.....	X 1 " X 3 m	8 " 9 ^d n
South Eastern District.....	X 0 " X 3 m	8 " 9 ^d n
London District.....	X 1 " X 4 m	8 " 10 n
South Western District.....	X 0 " X 3 m	8 " 9 ^d n
Central Southern District.....	X 1 " X 4 m	8 " 9 ^d n
North Wales District.....	X 1 " X 3 m	9 " 9 ^d n
South Wales District.....	11 ^d " X 2 ^d m	8 ^d " 9 ^d n
Retail Bespoke Tailoring (Scotland) ^b	X X " X 1 d	7 " 9 ^d f
Kope, Twine and Net		
Net Section.....	10	6 ^d
Other Sections.....	10 ^d	6 ^d
Sack and Bag.....	10 ^d	6 ^d
Shirtmaking.....	X 2 s	7 ^d
Stamped or Pressed Metal Wares.....	X 0	7
Sugar Confectionery and Food Preserving.....	X X 0	7 ^d b
Tin Box.....	X 1	7 ^d b
Tobacco.....	X 3 ^d	9 ^d b
Toy Manufacturing.....	X 1	7 ^d b
Wholesale Mantle and Costume.....	X 0 s	7 ^d

^a Ministry of Labour Report, 1937, pp. 117-20. Except as otherwise noted, the rates apply to the whole of Great Britain and are operative at the age of 21 for males and 18 for females.

^b At 21 years of age.

^c The minimum rates in the chain trade and lace finishing trade are not fixed by reference to sex. The rates shown under the column "Female Workers" are those applicable to work usually performed by women, and the rates shown under the column "Male Workers" are those applicable to work usually performed by men.

^d On completion of 5 years' employment in the trade.

^e At 24 years of age.

^f On completion of 4 years' employment in the trade.

^g At 22 years of age.

^h Dependent on area as graded by the Trade Board.

ⁱ On completion of 2 years' employment in the trade.

^j At 19 years of age.

^k At 18 years of age.

^l At 20 years of age.

^m On completion of 8 years' employment in the trade.

ⁿ On completion of 7 years' employment in the trade.

Definition of Stamped or Pressed Metal Wares Trade

The minimum rates of wages apply, subject to the provisions of the Trade Boards Acts, to all workers in respect of all time during which they are employed in the stamped or pressed metal wares trade as specified in the Schedule to the Trade Boards (Stamped or Pressed Metal Wares Trade, Great Britain) (Constitution and Proceedings) Regulations, 1924, viz.:

(1) the manufacture from metal in sheet or strip form by cold stamping or cold pressing of articles known in the trade as metal small wares;

(2) the cutting, shearing, annealing and hardening of metal in an establishment in which the metal is used for such manufacture;

(3) the covering of corset steels prior to capping or tipping in an establishment in which the steels are capped or tipped;

(4) finishing (including dipping, nickelling, plating, tinning, japanning, stove-enamelling, lacquering, bronzing, colouring, painting, varnishing, barrelling, burnishing, grinding, planishing, polishing, and the capping, counting, lopping, studding, or tipping of corset busks or steels) and similar operations when done in conjunction with such manufacture;

(5) viewing, inspecting, testing, sorting, boxing, carding, carrying, delivering, despatching, labelling, packeting, packing, portering, warehousing, weighing and similar processes or operations when done in conjunction with such manufacture;

(6) the assembling of the above-mentioned wares or parts thereof, whether the things assembled are made inside or outside Great Britain; and

(7) any process or operation which is included in the button-making trade, as defined for the purposes of the Trade Boards Acts, when carried on in an establishment mainly engaged in any of the processes or operations defined in the preceding paragraphs hereof;

excluding:

(i) the production by the processes and operations defined in paragraphs (1) to (6) above of any article or part of any article in an establishment in which such article or part is incorporated with or fitted to any other article made in that establishment or part of any other article made in that establishment, unless

(a) such other article or part is wholly or mainly made by the processes or operations specified in paragraphs (1) to (4) and (6) above, or,

(b) the establishment is mainly engaged in the processes or operations specified in paragraphs (1) to (7) above.

(ii) any processes or operations included in the following Orders or any amendments or variations thereof:

the Trade Boards (Coffin Furniture and Cerement-making) Order, 1913;

the Trade Boards (Hollow-ware) Order, 1913;

the Trade Boards (Perambulator and Invalid Carriage) Order, 1910;

the Trade Boards (Pin, Hook and Eye and Snap Fastener) Order, 1919;

the Trade Boards (Toy) Order, 1920;

(iii) (a) the manufacture of articles known in the trade as real or imitation jewellery, and (b) the manufacture of any article or part of any article in an establishment mainly engaged in the manufacture of such jewellery;

(iv) (a) the manufacture of steel and base metal pens and loose leaf metals, and (b) the manufacture of any article or part of any article in an establishment mainly engaged in the manufacture of such pens or metals;

(v) (a) the manufacture of locks and latches (other than locks which are parts of fittings of bags or cases), and (b) the manufacture of any article or part of any article in an establishment mainly engaged in the manufacture of such locks or latches;

(vi) the manufacture of any article or part of any article in an establishment mainly

engaged in the manufacture of any electrical machinery appliances, apparatus or accessories other than small electric light fittings;

(vii) the manufacture of any article or part of any article in an establishment mainly engaged in the manufacture of cast iron hollow-ware;

(viii) any operation done in an establishment mainly engaged in work known in the trade as the work of an establishment of an outplater to the trade;

(ix) (a) the manufacture of the component parts of cycles, motor cars or motor cycles, and (b) the manufacture of any article or part of any article when made in an establishment mainly engaged in the manufacture of cycles, motor cars or motor cycles, or of component parts of cycles, motor cars or motor cycles;

(x) the manufacture of accessories or parts thereof primarily intended for use on motor cars;

(xi) the manufacture of any article or part of any article known in the trade as electroplate and articles of similar character if manufactured of Britannia metal or nickel or similar white alloys;

(xii) the manufacture of any article or part of any article from precious metals, or base metals covered when in sheet or strip form wholly or partially by any process or operation with precious metals;

(xiii) the manufacture of any article or part of any article from wire, either round, flat or shaped;

(xiv) the manufacture of lamps, medals, iron and steel hinges, harness furniture, driving chains, ammunition, domestic kitchen utensils or parts of such articles;

(xv) processes or operations specified in paragraphs (1) to (6) above, when performed in an establishment mainly engaged in any process or operation which is included in the Button-making Trade as defined for the purposes of the Trade Boards Acts.

List of Trade Unions Affiliated with the Trades Union Congress, with Number of Members on Trade Boards^a

Union	Total Membership
Transport and General Workers' Union	388,932
National Union of General and Municipal Workers	261,023
Tailors' and Garment Workers' Union	46,180
National Union of Distributive and Allied Workers	114,703
National Union of Printing, Bookbinding and Paper Workers	43,000
Amalgamated Society of Tailors and Tailoresses	11,936
National Amalgamated Union of Shop Assistants, Warehousemen and Clerks	38,597
National Society of Brushmakers	3,000
Amalgamated Society of Boot and Shoe Makers and Repairers	1,000
Dundee and District Jute and Flax Workers	13,634
National Union of Textile Workers	58,000
National Union of Boot and Shoe Operatives	79,279
National Union of Sheet Metal Workers and Braziers	14,000
National Cigar and Tobacco Workers' Union	2,500
Chainmakers' and Strikers' Association	1,500
National Society of Brass and Metal Mechanics	17,000
Operative Bleachers, Dyers' and Finishers' Association (Bolton)	21,766
Amalgamated Society of Dyers, Bleachers, Finishers and Kindred Trades (Bradford)	29,603
Amalgamated Society of Journeymen Felt Hatters	3,735
Amalgamated Society of Woodcutting Machinists	27,000
Harness and Saddlery Furniture Trades Association	200
National Society of Operative Printers and Assistants	20,616
Amalgamated Felt Hat Trimmers and Wool Formers' Association	3,583
Cigarette Machine Operators' Society	436
National Laundry Workers' Union	200
National Union of Clerks and Administrative Workers	6,424
National Union of Gold, Silver and Allied Trades	4,197

^a Report of the Proceedings of the 62nd Annual Trades Union Congress, 1930, pp. 20-46.

Constitution of the Trade Boards Advisory Council

OBJECTS.

The Trade Boards Advisory Council shall act as the representative and co-ordinating body for the Unions affiliated to the Trades Union Congress and represented on Trade Boards, in the following directions:—

- (a) To secure a common Trade Union Policy regarding the methods adopted by the Government in establishing Trade Boards.
- (b) To act in consultation with the General Council of the Trades Union Congress on all questions relating to Trade Boards which are of general interest to the Unions affiliated to Congress; and,
- (c) To make when necessary joint representations to the Government on behalf of the Trade Unions represented on Trade Boards; to secure joint consultation between the Unions represented on Trade Boards on all questions relating to Trade Boards regulations dealing with wages, hours, conditions of employment, or other occupational interests of the members of affiliated societies, and to make joint recommendations on these questions as and when necessary.

COMPOSITION OF TRADE BOARDS ADVISORY COUNCIL.

1. The Trade Boards Advisory Council shall consist of members appointed by the Executives of the Unions affiliated to the Trades Union Congress, and represented on Trade Boards.

2. Each Union, as qualified above, shall be entitled to appoint one of its members to the Advisory Council.

Where the Union is represented on three or more Trade Boards, it shall have the right to appoint two members.

3. The Annual meeting of the Advisory Council shall be called during July each year.

Included in the business of this meeting shall be the consideration and adoption of the Annual Report and the appointment and election of the Executive Committee in accordance with the following plan:—

ELECTION OF EXECUTIVE COMMITTEE.

1. Three members of the Executive Committee, one of whom shall be chairman, shall be appointed by the General Council of the Trades Union Congress.

2. Members of the Executive Committee representing the Advisory Council shall be appointed or elected, as the case may be, as follows:—

- (a) The Executives of those ten Unions concerned having the greatest number of seats on Trade Boards allocated to their members at the time of the appointment shall each appoint one member of the Executive Committee.

Provided that the Executives of those Unions amongst the first ten having more than fifty seats on Trade Boards allocated to them shall each appoint one additional member of the Executive Committee.

The Appointments shall be annual, and the retiring members shall be eligible for re-appointment provided that their Unions retain their position amongst the first ten.

- (b) Those members of the Advisory Council representing the remaining Unions concerned shall elect five members of the Executive Committee annually from persons nominated by the Executives of the Unions. No Executive shall be entitled to make more than one nomination.

DUTIES OF EXECUTIVE COMMITTEE.

1. The Executive Committee shall be responsible for giving effect to the decisions of the Advisory Council and shall consult with the Trades Union Congress General Council respecting any Trade Boards' question affecting Trade Union policy.

2. The Executive shall issue, as may be considered necessary, special reports to the Unions represented by the Advisory Council dealing with special phases of Trade Board activity.

It shall supply the Unions with information regarding Trade Boards' awards, and keep the Unions informed of the attitude of the Employers and the Government regarding Trades Boards' policy or regulations, and it shall from time to time submit reports to the General Council of the Trades Union Congress.

3. The Executive shall be the convening body for Advisory Council meetings and shall convene such meetings additional to the Annual Meeting, as and when these may be necessary.

On the request of five Unions for a meeting of the full Council, the same shall be called.

ADMINISTRATIVE DEPARTMENT AND FINANCE.

1. The administrative department necessary to give effect to the decisions of the Trade Boards' Advisory Council and Executive Committee shall be supplied by the Trades Union Congress General Council, which shall also appoint the necessary Secretarial Assistants to act for and with the Advisory Council.

2. The Trades Union Congress General Council shall be responsible for the administrative, Official and Office expenses in connection with the work of the Trade Boards Advisory Council, including the expenditure in connection with Advisory Council or Executive Committee meetings. This shall not include travelling or other personal expenses of delegates to Advisory Council or Executive Committee meetings.

3. The administrative department shall be responsible for collecting and filing of Trade Boards' awards, special reports dealing with Trade Board policy or activity, and shall supply, as requested, special reports or information to the Unions represented by the Trade Boards Advisory Council.

4. The officials of the Trade Boards' department of the General Council, Trades Union Congress, shall act with and on the instruction of the Trade Boards Advisory Council and Executive Committee, subject to a general supervisory control by the Trades Union Congress General Council.

*Extent of Representation on Trade Boards by Nominees of
Employers' and Workers' Organizations*

Trade Board	Total number of Employers' and Workers' seats on each side	Number of nominating bodies on each side with number of seats			
		EMPLOYERS		WORKERS	
		No. of nominating bodies	No. of seats held by nominees	No. of nominating bodies	No. of seats held by nominees
Aerated Waters (E. & W.)	16	2	16	3	6
Aerated Waters (Scot.)	10	1	10	2	5
Boot & Floor Polish	9	1	7	2	4
Boot & Shoe Repairing	22	4	21	4	21
Brush & Broom	16	1	16	4	15
Button Manufacturing	15	1	9	3	4
Chain	7	1	6	2	6
Coffin Furniture and Cerement Making	7	1	7	3	5
Corset	12	1	11	2	6
Cotton Waste Reclamation	10	1	10	3	5
Cutlery	14	2	11	1	14
Dressmaking and Women's Light Clothing (E. & W.)	20	5	16	5	15
Dressmaking and Women's Light Clothing (Scot.)	14	3	14	3	10
Drift Nets Mending	5	1	5	1	1
Fur	17	3	17	1	11
Flax & Hemp	20	3	19	5	19
Fustian Cutting	6	—	—	3	6
General Waste Reclamation	18	9	18	5	14
Hair Bass & Fibre	8	1	8	2	6
Hat, Cap & Millinery (E. & W.)	21	10	21	7	16
Hat, Cap & Millinery (Scot.)	9	2	6	3	4
Hollow-ware	12	1	12	3	12
Jute	15	2	14	9	15
Keg & Drum	7	4	7	2	5
Lace Finishing	8	1	6	1	2
Laundry	23	2	21	2	19
Linen and Cotton Handkerchief	10	—	—	6	7
Made-up Textiles	12	2	8	2	6
Milk Distributive (E. & W.)	25	5	23	4	18
Milk Distributive (Scot.)	11	6	9	4	10
Ostrich and Fancy Feather and Artificial Flower	11	4	9	1	1
Paper Bag	16	2	16	3	12
Paper Box	20	3	20	2	16
Perambulator & Invalid Carriage	12	—	—	5	8
Pin, Hook and Eye and Snap Fastener	6	1	6	1	2
Ready-Made and Wholesale Bespoke Tailoring	21	2	16	1	21
Retail Bespoke Tailoring (E. & W.)	22	4	21	3	21
Retail Bespoke Tailoring (Scot.)	12	2	11	1	12
Rope, Twine & Net	17	2	17	5	11
Sack & Bag	10	2	8	4	5
Shirtmaking	20	1	15	4	18
Stamped or Pressed Metal Wares	12	4	8	3	4
Sugar Confectionery and Food Preserving	22	1	22	4	18
Tin Box	16	1	16	3	10
Tobacco	18	5	18	6	18
Toy Manufacturing	16	2	15	4	9
Wholesale Mantle & Costume	22	4	20	3	21

Areas Covered by Divisional Inspection Officers

SOUTH EASTERN DIVISION I, London E.C.2

London	Essex
East	Huntingdonshire
East Central	Norfolk
Cambridgeshire	Suffolk

SOUTH EASTERN DIVISION II, London S.W.1

London	Surrey
South West	Sussex
West	

SOUTH EASTERN DIVISION III, London E.C.2

London	Bedfordshire
North	Buckinghamshire
North West	Hertfordshire
South East	Kent
West Central	Middlesex

SOUTH WESTERN DIVISION, Bristol

Oxfordshire	Wiltshire
Berkshire	Dorsetshire
Hampshire	Somersetshire
Isle of Wight	Devonshire
Gloucestershire	Cornwall

MIDLAND DIVISION, Birmingham

Warwickshire	Worcestershire
Northamptonshire	Herefordshire
Rutlandshire	Shropshire
Leicestershire	Derbyshire (except the Glossop New Mills and Buxton districts)
Nottinghamshire	
Staffordshire	

NORTH WESTERN DIVISION, Manchester

Lancashire	Cumberland
Cheshire	Derbyshire (the Glossop New Mills and Buxton districts only)
Westmorland	

NORTH EASTERN DIVISION, Leeds

Yorkshire	Northumberland
Lincolnshire	Durham

SCOTTISH DIVISION, Edinburgh

Scotland

WELSH DIVISION, Cardiff

Wales	Monmouthshire
-------	---------------

Envelope Form Used for Information Collected by Trade Board Inspectors

Front

T.B.I. (a) TRADE _____ No. _____ FIRST LIST ACTION ADD TO LIST DELETE FROM LIST ALTER { NAME ADDRESS		VICINITY _____ T.B.I.A. _____ SUBSEQUENT LIST ACTION ADD TO LIST DELETE FROM LIST ALTER { NAME ADDRESS							
R / C	DATE OF INSPECTION	TIME TAKEN DAYS	PERSONS SEEN AND STATUS	NOTICES } NOT POSTED INADEQUATE	WAGES } NOT KEPT RECORDS } INADEQUATE	TIME } NOT KEPT RECORDS } INADEQUATE			
No. OF WORKERS	TIME WORKERS				PIECE WORKERS	HOME WORKERS	TOTAL	G.T.B. to despatch - CURRENT NOTICES (____SETS) IN _____ TRADES _____ SETS IN _____ TRADES IN FUTURE LEARNERS' CERT. APPLN. FORMS M. _____ F. _____ , DO , FOR FUTURE USE M. _____ F. _____ APPTCE. REGN. APPLN. FORMS M. _____ F. _____ PERMIT APPLN. FORMS	
	adult rate doe		less than adult rate doe		M	F	M		F
EMPLOYED	M	F	M	F	M	F	M		F
UNDERPAID									
FORMS INSERTED - T.B.I. (a) (b) (c) (d)		T.B.I. (a) DESPATCHED Info. _____ Date _____		T.B.I. (a) DESPATCHED Info. _____ Date _____		T.B.I. (a) DESPATCHED Info. _____ Date _____		T.B.I. (a) ENTERED Info. _____ Date _____	

REMARKS

MARKINGS 1. _____ 2. _____ 3. _____	SIGNATURE of I.O.	COUNTERSIGNATURE of S.O.	CHECKED with T.B.I. (a) Info. _____ Date _____	RECORDS EXTRACTED Info. _____ Date _____ CHECKED
--	-------------------	--------------------------	---	--

Envelope Form Used for Information Collected by Trade Board Inspectors—Continued

Back

R C	DATE OF RE-INSPECTION	TIME TAKEN	PERSONS SEEN AND STATUS				NOTICES	NOT POSTED	WAGES NOT KEPT	TIME NOT KEPT
		DAYS					INADEQUATE	RECORDS INADEQUATE	RECORDS INADEQUATE	RECORDS INADEQUATE
Na. OF WORKERS	TIME WORKERS				PIECE WORKERS		HOME WORKERS		TOTAL	O.T. E. to dispatch - CURRENT NOTICES (.....SETS) IN.....TRADES .....SETS IN.....TRADES IN FUTURE LEARNERS' CERT. APPLN. FORMS M.....F..... . DO . FOR FUTURE USE M.....F..... APPTCE. REGN. APPLN. FORMS M.....F..... PERMIT APPLN. FORMS
	<small>adult rate day</small>		<small>less than adult rate day</small>							
	M	F	M	F	M	F	M	F		
EMPLOYED										
UNDERPAID										
FORMS INSERTED -			T.B.L (6) DESPATCHED			T.B.L (6) DESPATCHED			T.B.L (6) DESPATCHED	
<small>T.B.L (6) (6) (6) (6)</small>			<small>Info.....Date.....</small>			<small>Info.....Date.....</small>			<small>Info.....Date.....</small>	

REMARKS

MARKINGS	SIGNATURE of I.O.	COUNTERSIGNATURE of S.O.	CHECKED with T.B.L (6)	RECORDS EXTRACTED
1.....			for.....	Info.....Date.....
2.....				CHECKED
3.....	Date.....	Date.....	Info.....	Info.....Date.....

Number of Establishments and Estimated Number of Persons within the Scope of Trade Boards

Trade	Number of Establishments on Trade Board Lists, Dec. 31, 1937 ^a	Estimated Number of Persons within the Scope of Trade Boards ^b	Approximate Percentage of Females in the Trade ^c
Aerated waters (E. & W.)	1,418	10,530	50
Aerated waters (Scot.)	184		
Boot and floor polish	140	1,790	69
Boot and shoe repairing	12,166	27,390	2
Brush and broom	532	9,400	55
Button manufacturing	157	4,990	77
Chain	137	1,280	31
Coffin furniture and casket making	50	1,240	67
Corset	250	8,780	93
Cotton waste reclamation	171	2,980	60
Cutlery	869	13,630	45
Dressmaking and women's light clothing (E. & W.)	10,877	120,320 ^d	98 ^e
Dressmaking and women's light clothing (Scot.)	934		
Drift nets mending	150	1,690	100
Flax and hemp	93	14,160	79
Fur	1,582	12,280	54
Fustian cutting	28	1,350	85
General waste materials reclamation	1,998	10,590	49
Hair, bass and fibre	61	1,530	54
Hat, cap and millinery (E. & W.)	3,654	57,940 ^d	82 ^e
Hat, cap and millinery (Scot.)	209		
Hollow-ware	101	7,580	49
Jute	93	20,780	74
Keg and drum	112	2,690	20
Lace finishing	230	1,040	99
Laundry	6,453	119,560	93
Linen and cotton handkerchief, etc.	375	8,700	97
Made-up textiles	414	3,840	63
Milk distributive (E. & W.)	12,962	88,030	11
Milk distributive (Scot.)	2,605		30
Ostrich and fancy feather, etc.	122	2,740	94
Paper bag	402	8,590	85
Paper box	1,216	40,370	86
Perambulator and invalid carriage	87	4,500	40
Pin, hook and eye	35	2,050	82
Ready-made and wholesale bespoke tailoring	5,991	174,700	76
Retail bespoke tailoring (E. & W.)	8,558	48,230 ^d	56 ^e
Retail bespoke tailoring (Scot.)	1,194		
Rope, twine and net	405	17,980	73
Sack and bag	307	4,830	80
Shirtmaking	1,019	44,390	93
Stamped or pressed metal wares	355	9,030	78
Sugar confectionery and food preserving	1,619	85,560	81
Tin box	203	18,680	86
Tobacco	204	20,380	64
Toy manufacturing	416	15,380	78
Wholesale mantle and costume	4,138	64,470	73
All trades	85,272	1,135,870	73

^a *Ministry of Labour Report, 1937, p. 121.*

^b The same, 1935, pp. 126-27. Estimates based on 1935 inspections of persons normally seeking employment in occupations within the scope of the Boards. These estimates are the latest available figures and are currently used for inspection purposes.

^c Includes Scotland.

**Number of Establishments for Which Offenses against
Trade Boards Acts Were Reported, 1937^a**

Trade	Underpayments		Failure to Post Notices	Failure to Keep Adequate Records	
	Number of Establishments Paying Arrears	Number of Workers to Whom Arrears were Paid		Of Wages Paid	Of Time Worked
Aerated waters (E. & W.)	30	50	16	14	95
Aerated waters (Scot.)	3	3	7	1	4
Boot and floor polish	3	5	2	1	9
Boot and shoe repairing	186	235	350	306	835
Brush and broom	24	55	8	6	27
Button manufacturing	7	10	8	2	6
Chain	2	2	3	2	4
Coffin furniture and casket making	3	4	0	0	0
Corset	6	201	8	6	13
Cotton waste reclamation	3	11	4	1	6
Cutlery	33	129	7	18	26
Dressmaking and women's light clothing (E. & W.)	273	640	368	273	1,014
Dressmaking and women's light clothing (Scot.)	11	15	18	10	36
Drift nets mending	0	0	1	0	1
Flax and hemp	13	103	1	0	2
Fur	51	135	16	16	133
Fustian cutting	0	0	0	0	2
General waste materials reclamation	71	160	85	34	182
Hair, bass and fibre	4	21	1	1	6
Hat, cap and millinery (E. & W.)	65	88	77	40	277
Hat, cap and millinery (Scot.)	4	7	2	2	8
Hollow-ware	11	43	9	2	8
Jute	9	74	0	0	1
Keg and drum	3	6	3	0	0
Lace finishing	1	1	6	5	6
Laundry	146	533	186	73	319
Linen and cotton handkerchief, etc.	6	11	4	2	15
Made-up textiles	12	60	5	3	10
Milk distributive (E. & W.)	460	1,032	695	741	1,710
Milk distributive (Scot.)	67	155	136	129	294
Ostrich and fancy leather, etc.	5	9	1	2	5
Paper bag	14	66	7	1	12
Paper box	50	319	30	6	41
Perambulator and invalid carriage	2	5	3	1	2
Pin, hook and eye, etc.	4	6	0	0	0
Ready-made and wholesale bespoke tailoring	150	625	222	166	516
Retail bespoke tailoring (E. & W.)	192	362	200	278	652
Retail bespoke tailoring (Scot.)	16	28	16	21	39
Rope, twine and net	14	29	6	3	11
Sack and bag	7	11	4	1	9
Shirtmaking	37	184	21	8	50
Stamped or pressed metal wares	12	33	8	0	11
Sugar confectionery and food preserving	53	274	28	13	89
Tin box	6	130	1	0	3
Tobacco	4	34	0	1	4
Toy manufacturing	20	205	16	4	17
Wholesale mantle and costume	124	456	163	88	423
Total	2,229	6,771	2,773	2,286	6,935

^a Ministry of Labour Report, 1937, DD. 124-25.

**Application to the Retail Bespoke Tailoring Trade Board
(England and Wales) for the Issue of a Certificate
to an Apprentice**

1. Full name of apprentice.			
2. Full address of apprentice.			
3. Date of birth of apprentice (Give day, month and year).			
4. Full name of parent or guardian.			
5. Full address of parent or guardian.			
6. Full name of employer.			
7. Full address of employer.			
8. Garment or garments which the apprentice is to be taught to make throughout.			
9. Date from which the worker commenced to receive instruction as an apprentice in his/her present employment in making the garment or garments which he/she is to be taught to make. (See (8) above.) If this date is more than 3 months ago give particulars of the instruction already given to the worker.			
10. (a) Has the apprentice previously been employed in the Retail Bespoke Tailoring Trade on work coming within the scope of the Trade Board as defined in the Trade Board's Notice? (b) If so, give particulars of the previous employers and of the period served with each such employer.	(a)		
	(b)	Previous Employers	From To
11. Has the apprentice received continuous instruction after the age of 14 years in Tailoring in a Technical Class at any Institution or School? (If no such instruction state "None.") If so, state:— (a) Name and address of Institution or school. (b) Dates of commencement and termination of any such continuous instruction in the Technical Class in Tailoring. (c) Average number of hours per week during which the instruction was received. (d) Nature of instruction received.	(a)		
	(b)		
	(c)		
	(d)		
12. Is the apprentice to be supplied by the employer with dinner and tea?			
13. Is the apprentice to be supplied by the employer with full board and lodging?			
14. Is a premium to be paid? If so, state the amount.			
15. (a) How many apprentices (excluding the applicant) and learners are at present in the service of the Employer? (b) How many journey workers are at present in the service of the Employer?	(a)		
	(b)		

ILLUSTRATIVE MATERIAL

(A) Declaration by Employer.

I, the undersigned employer, hereby make application to the Retail Bespoke Tailoring Trade Board (England and Wales) for the issue of a certificate as an apprentice to the undersigned worker. I hereby declare that the apprentice is to be employed in the Retail Bespoke Tailoring Trade in England and Wales in accordance with the terms of an indenture of Apprenticeship, and in accordance with the provisions of the Trade Board's Notice for the time being in force setting out the Minimum Rates of Wages effective for indentured Apprentices.

(Signature of Employer).....

(Date).....

(B) Declaration by Apprentice.

I, the undersigned apprentice, hereby make application to the Retail Bespoke Tailoring Trade Board (England and Wales) for a certificate as an apprentice. I hereby declare that the above-mentioned particulars as to the date of my birth and previous instruction are to the best of my knowledge true and complete.

(Signature of Apprentice).....

(Date).....

(C) Application by Parent or Guardian.

I, the undersigned, the parent or guardian of the above apprentice hereby make application to the Retail Bespoke Tailoring Trade Board (England and Wales) for the issue of a certificate to the apprentice.

(Signature of Parent or Guardian).....

(Date).....

*Form of Apprenticeship Indenture Used by the
Fur Trade Board*

THIS INDENTURE made the* _____ day
of _____ One Thousand Nine Hundred and _____,
between _____,
of _____,
a minor of the age of _____ years (hereinafter called
the "Apprentice") of the first part, _____ of
Apprentice (hereinafter called the "Guardian") of the second part,
and _____
of _____ (hereinafter
called the "Employer") of the third part;

WITNESSETH as follows, that is to say:—

1. The Apprentice of his or her own free will and with the consent of the Guardian hereby binds himself/herself to serve the Employer as his Apprentice in his trade of Furrier for a term of five years from the

†

2. In consideration of the covenants and agreements entered into by the Guardian and the Apprentice, the Employer hereby covenants with the Guardian and the Apprentice and with each of them severally as follows:—

(a) That he will keep the Apprentice as his Apprentice during the said term and to the best of his power, skill and knowledge instruct the Apprentice or cause him/her to be instructed in cutting and nailing in the Furrier's section of the Fur Trade.

(b) That he will keep the Apprentice under his own supervision or place him/her under a fully qualified Journeyman (or Journeyman).

(c) That he will pay to the Apprentice every week during the said term wages in accordance with the appropriate scale of wages as fixed, or as varied from time to time by the Fur Trade Board (Great Britain) for Apprentices and made effective.

(d) That during the first three years of apprenticeship he will not require the Apprentice to work in excess of the number of hours declared by the Fur Trade Board (Great Britain) to be the normal number of hours of work in the trade.

(e) That during the first two years of the said term of apprenticeship he will not put the Apprentice on piece-work.

(f) That if the employer shall die or become permanently incapacitated through illness or injury (to be certified by a duly qualified Medical Practitioner) or cease to carry on the said trade of Furrier before the expiration of the said term of apprenticeship, then and in any such case, the Employer or his Executors or his Administrators, as the case may be, shall, subject to the consent and approval of the Guardian and of the said Apprentice being first obtained, find another suitable Employer for the Apprentice to take over this Indenture.

(g) That he will not hold the Apprentice liable to make good the value of any work which the Apprentice may spoil while learning his/her trade, except in the case of wilful or malicious damage.

(h) That he will cause the Apprentice to attend during the term of this Indenture such approved technical classes as may be agreed by the parties concerned in the Indenture, the Apprentice to suffer no loss of wages by reason of such attendance or by reason of his/her attendance at school in accordance with the Education Acts, and the time so spent to be reckoned as an equivalent part of the usual working hours and not extra thereto.

* Insert date on which the Indenture is signed.

† Insert date from which the apprenticeship is to begin.

3. In consideration of the premises, the Guardian and the Apprentice respectively severally covenant with the Employer as follows:—

(a) That the Apprentice shall truly and faithfully during the said term serve the Employer as his Apprentice and his secrets keep and shall diligently attend to the said trade and at all times willingly obey the lawful and reasonable commands of the Employer, and shall not absent himself/herself from the Employer's service without leave.

(b) That the Apprentice shall not do any damage or knowingly suffer any damage to be done to the goods, moneys or other property of the Employer.

(c) That the Apprentice shall willingly perform all such shop duties as are usually done by Apprentices.

(d) That the Apprentice shall attend such continuation classes between the hours of 9 a.m. and 7 p.m. as the Employer desires provided that the Apprentice suffer no loss of wages by reason of such attendance.

(e) That in case the Apprentice shall at any time during the said term be wilfully disobedient to lawful orders or commands of the said Employer, or be slothful or negligent or shall otherwise grossly misbehave himself/herself towards the Employer, then it shall be lawful to discharge the said Apprentice.

IN WITNESS whereof the said parties to these presents have hereunto set their hands and seals the day and year first above written.

Employer.....[SEAL]

Guardian.....[SEAL]

Apprentice.....[SEAL]

Signed, Sealed* and Delivered
by all the above-named parties
in the presence of

Witness*..... Witness*.....

of..... of.....

.....

Occupation..... Occupation.....

* NOTE.—(a) *In England and Wales* the indenture must be signed, sealed and delivered by each party in the presence of a witness who should add his name, address and occupation.

(b) *In Scotland* the indenture must be signed by each party in the presence of two witnesses, and the witnesses must add their names, addresses and occupations in their own handwriting. No seal is required.

**Application for Certificate as a Learner Used by the
Lace Finishing Trade Board**

**STATEMENT OF PARTICULARS IN CONNECTION WITH APPLICATION
FOR CERTIFICATE BY UNDER-MENTIONED WORKER.**

(Learner's name in full Learner's private address.....)

Date of birth.....

(Verified by employer by reference to birth certificate.)

Name and address of present employer(s).....

Branch of trade in which learner is, or is to be, employed.

Whether:—

(a) in a warehouse and regularly engaged upon work other than clipping, scolloping,
drawing or roving, namely:—

.....*

or
(b) in a warehouse or workshop and engaged in frame clipping.
(Strike out (a) or (b)).

Date of commencement of present employment.....

†Previous employment in the trade:—

Period of employment.		NAME AND ADDRESS OF FIRM	KIND OF WORK DONE (State whether Hair Nets, Warp, etc.)
From	To		

I hereby declare that I am being (am about to be) effectively employed in the practical learning of the above-mentioned branch of the trade and that the particulars set out above are true to the best of my knowledge and belief.

Signature of learner.....

Date.....

* State here on what work and in what branch of the trade the learner is to be employed.

† All previous employment should be stated. If the learner has not been previously employed in this trade say "None."

(To be filled in by employer.)

We hereby certify that to the best of our knowledge and belief the facts above stated are correct and that we have verified the dates mentioned above and have compared the date of birth with the birth certificate, and we declare that

..... (has been and) will be effectively employed by us from the
..... day of..... 19.....
in the practical learning of the above-mentioned branch of the trade.

Dated this..... day of..... 19.....

Signed.....

(The firm's name must be signed here by some person duly authorised.)

(After certification, this form will be detached and returned to the worker. It should then be carefully kept for production if required by or on behalf of the Trade Board, whose property it remains.)

TRADE BOARDS ACTS, 1909 AND 1918.
LACE FINISHING TRADE BOARD (GREAT BRITAIN).

A. PART I.
APPLICATION FOR CERTIFICATE AS LEARNER.

I hereby apply in accordance with the attached statement of particulars for a certificate to be employed as a learner in the Machine-made Lace and Net Finishing Trade.

Signature of learner.....
Address..... *Date*.....

The above-mentioned worker is employed by me as a learner, and the foregoing application is made with my knowledge and approval.

Signature of employer }
or authorized agent }.....
Name and address of employer.....

Date.....

The above application and the attached sheet should be sent at once to the Secretary, Lace Finishing Trade Board (Great Britain), Romney House, Marsham Street, London, S.W.1

B. CERTIFICATE.

(To be filled in at the Office of Trade Boards.)

The Trade Board established for the Machine-made Lace and Net Finishing trade do hereby grant permission to the above-named learner to be employed as a learner (strike out (a) or (b)):-

- (a) in a warehouse and regularly engaged upon work other than clipping, scolloping, drawing or roving;
- (b) in a warehouse or workshop, and engaged in frame clipping, at not less than the learners' rates as set out in the notices of the minimum rates of wages fixed from time to time by the above Trade Board and made effective.

This certificate is granted on the basis that the information furnished by the employer and worker in the statement of particulars is correct, and may be withdrawn if the Trade Board consider that the conditions of employment have ceased to be such as would have originally justified the grant thereof.

The following amongst other information appears on the statement of particulars:-

Date of learner's birth.....day of....., 1.....
Date of entering upon this employment.....
day of.....19.....
Total of all periods served in the trade prior to the above date.....years
.....months.

Signed.....
Secretary.

Date.....

C. TERMINATION OF EMPLOYMENT.

(To be filled in when the learner leaves the employment referred to in the above certificate.)

When the learner leaves her employment, the employer should enter the date of leaving in the space below, and return the form to the learner, in whose possession it should remain.

The learner above-mentioned left my employment on.....

Signature of employer }
or authorized agent }.....

BRITISH WAGES BOARDS

PART II.

SUBSEQUENT EMPLOYMENTS IN THIS TRADE.

The certificate overleaf and any certificate appearing below are valid only in respect of the specified employment. When the worker obtains new employment as a learner in this trade a fresh application for a certificate as a learner must be made. For this purpose the further particulars specified below must be supplied in the appropriate part below and forwarded to the Secretary, Lace Finishing Trade Board (Great Britain), Romney House, Marsham Street, London, S.W.1. Until the new certificate has been issued the worker is not certified as a learner in respect of the new employment.

A. APPLICATION.

Name and address of employer.....

Date of commencement of employment..... 19.....

Signature of employer }
or authorized agent }

Application is hereby made for a certificate in respect of the above employment.

Signature of learner*Date*

When the above particulars are filled in, this form should be forwarded by the employer to the Secretary of the Trade Board. If the application is granted, the form of certificate below will be completed and returned to the worker. Until this is done the worker is not a certificated learner. The employer will be informed of the issue of the certificate.

B. CERTIFICATE.

To be filled in at the Office of Trade Boards.

Certified on behalf of the Trade Board..... Date.....

C. TERMINATION OF EMPLOYMENT.

To be filled in by the employer when the learner leaves.

The learner above-mentioned left my employment on..... 19.....

Signature of employer }
or authorized agent }

Date

A. APPLICATION.

Name and address of employer.....

Date of commencement of employment..... 19.....

Signature of employer }
or authorized agent }

Application is hereby made for a certificate in respect of the above employment.

Signature of learner*Date*

When the above particulars are filled in, this form should be forwarded by the employer to the Secretary of the Trade Board. If the application is granted, the form of certificate below will be completed and returned to the worker. Until this is done the worker is not a certificated learner. The employer will be informed of the issue of the certificate.

B. CERTIFICATE.

To be filled in at the Office of Trade Boards.

Certified on behalf of the Trade Board..... Date.....

C. TERMINATION OF EMPLOYMENT.

To be filled in by the employer when the learner leaves.

The learner above-mentioned left my employment on..... 19.....

Signature of employer }
or authorized agent }

Date

*Summary of an Application for a Permit of Exemption**

Registered No. OTB/ . . . / . . . /1936.	.....
Name and Address of firm:	.....
Age and sex of worker:	27. Male.
Particulars of infirmity:	Under-sized and slight drag of one leg.
Length of time in present employment:	10 years.
Total experience in the trade:	10 years.
Particulars of work:	Roundsman.
Reason why piece-work impracticable:	Nature of work.
Rate of wages proposed:	39/1d. per week of 48 hours.
Trade Board rate:	42/- per normal week.

Permits have been granted as follows:—

<i>Date.</i>	<i>Rate.</i>	<i>Period.</i>
10th October, 1928.	14/- per week of 48 hours.	6 months.
18th April, 1929.	17/3d " " " " "	6 months.
6th January, 1930.	20/- " " " " "	12 months.
8th May, 1931.	20/- " " " " "	12 months.
8th July, 1932.	21/6d " " " " "	12 months.
16th July, 1933.	28/- " " " " "	12 months.
17th July, 1934.	28/- " " " " "	12 months.
8th August, 1935.	30/- " " " " "	12 months.
22nd October, 1936.	32/6d " " " " "	12 months.

In support of the present application, the following medical certificate has been furnished:—

"This is to certify that the worker is in good health and is small for his age."

An officer visited in 1928 and reported as follows:—

"This boy was weighed in my presence—weight 74 lbs, which is the average weight of a boy of twelve. He walks with a slight drag on one leg, due to the fact that his leg was broken twice in order to straighten it when he was about six years old. He could not lift a heavy weight or drive a horse and cart. Mr. . . . said that he was a willing boy and that he would be prepared to consider increasing his wages at the end of six months. The boy is very anxious to retain his position. He looks about twelve years old.

It is recommended that a permit should be issued on the lines proposed by the employer."

* The action taken by the Board on this application was to grant a permit of exemption for one year.

APPENDIX B

STATISTICAL DATA

I. WAGE RATES, COST OF LIVING, WHOLESALE PRICES, AND AGRICULTURAL PRICES, 1914-37

Year	Weekly Wage Rates (In shillings)			Indexes of Weekly Wage Rates (1914=100)				Indexes of Prices (1914=100)			
	Trade Board Rates ^a		Agricultural Rates for Males ^b	Trade Board Rates		Agricultural Rates for Males	General Rates ^c	Cost of Living ^d	Wholesale Prices ^e	Agricultural Prices ^f	Revised Agricultural Prices ^g
	Males	Females		Males	Females						
1914	25.3	13.3	18.0	100	100	100	100	100	100		
1915	25.3	13.3	18.0	100	100	100	111	123	117		
1916	25.3	13.3	18.0	100	100	100	121	146	160		
1917	31.5	17.5	25.0	125	132	130	155	176	206		
1918	34.1	20.9	30.5	135	157	169	165	203	226		
1919	54.1	30.6	37.9	214	230	211	214	215	242		
1920	58.7	34.2	43.0	232	257	230	271	240	295		
1921	56.2	31.9	40.9	222	240	261	210	226	182		
1922	51.8	29.2	31.9	205	220	177	170	183	154		
1923	49.5	27.8	28.0	196	209	156	167	174	152		
1924	49.7	27.8	28.0	196	209	156	172	175	164		
1925	49.8	27.9	31.4	197	210	174	173	176	160		
1926	49.8	27.9	31.7	197	210	176	173	172	148		
1927	49.0	27.5	31.7	194	207	176	170	168	144		
1928	48.9	27.6	31.7	193	208	176	169	166	141		
1929	48.9	27.6	31.7	193	208	176	168	164	135		
1930	48.9	27.6	31.7	193	208	176	167	158	114		
1931	48.6	27.3	31.5	192	205	175	163	148	97		
1932	48.2	27.2	31.1	191	205	173	160	144	94	113	
1933	47.6	27.1	30.6	188	204	170	160	140	94	110	
1934	47.3	27.0	30.8	187	203	171	162	141	96	113	
1935	47.5	27.1	31.8	188	204	177	164	143	99	116	
1936	47.0	27.1	32.2	188	204	170	170	147	104	121	
1937	49.2	28.0	33.3	194	211	185	177	154	121	132	

^a These figures represent the average weekly Trade Board rates for the lowest grades of experienced adult workers, male and female, applicable on December 31, for each of the years 1914-37. They were obtained by multiplying the average of the hourly rates for all the Trade Board trades by the usual number of hours worked per week in these trades. The hours usually worked per week between 1914 and 1918 were 52; since October 1919 they have been 48. If more than one rate was set by a Trade Board for adults of this class, the one applying to the largest number of workers was selected. The figures are not weighted owing to lack of data. But the fact that the rates fixed for the different trades clustered about the average indicates that weighting would make little difference.

The 1914 hourly figure (which is used as the base for the indexes) is the average of the hourly rates effective on Dec. 31, 1914, and the rates fixed during the following year by new Trade Boards, which were determined by pre-war conditions (Cave Committee Evidence, p. 108). The hourly rates for 1915-37 were obtained from Trade Board orders. Since 1922 these rates have been listed in annual reports of the Ministry of Labour.

^b These rates are average weekly summer rates for ordinary male agricultural workers. The summer rates were chosen as being the most significant rates for agriculture. The rates for the years 1914-17 and 1922-24, when there was no statutory regulation of wages, are derived from monthly estimates of prevailing rates as published in the Agricultural Wages Report, 1925, pp. 58-59. The rates for 1918-21 are derived from average rates applicable under the Corn Production Act, 1917, as published in the Agricultural Wages Report, 1925, p. 58. The rates for 1925-37 are the average summer rates fixed under the Agricultural Wages (Regulation) Act, 1924, as given in the annual reports of the Agricultural Wages Board. No data on weekly wage rates of female agricultural workers are available.

^c These are the Ministry of Labour indexes of rates of wages for adult workers on December 31 in certain industries and occupations in the United Kingdom converted to a December 1914 base. The Ministry of Labour indexes are weighted in accordance with the relative importance in 1914 of the industries considered. Though agriculture and a few Trade Board trades are included, their influence is negligible. The index is disproportionately influenced by male rates, however, since the proportion of men's rates to the total rates considered in the index is larger than the proportion of men to the total workers in all industries. The Ministry of Labour indexes for 1914-20 (*Nineteenth Abstract of Labour Statistics of the United Kingdom*, pp. 100-101) are based on rates of wages in 19 industries; for 1921-37 (*Twenty-Second Abstract of Labour Statistics of the United Kingdom*, p. 81, and *Supplement to the Ministry of Labour Gazette* for February 1938) they are based mainly on rates in the same 19 industries, but also take account of rates in 13 other industries.

^d These indexes are averages for the year based on monthly figures showing percentage increase since July 1914 of the working-class cost of living (all items) as published monthly in the *Ministry of Labour Gazette*. The working-class cost of living in July 1914 is taken as the base of the indexes since no average for the year of 1914 is obtainable.

^e These indexes are averages for the year of the weekly indexes of wholesale prices (general) as published in the *Statist*, converted to a 1914 base.

^f These figures are the indexes for the calendar year of prices paid to farmers for agricultural produce as published by the Ministry of Agriculture and Fisheries in *Agricultural Statistics*, converted to a 1914 base.

^g These figures are the revised indexes for the calendar year of prices paid to farmers for agricultural produce as published by the Ministry of Agriculture and Fisheries in *Agricultural Statistics*, converted to a 1914 base. This index includes payments under the Wheat Act, 1922, and the Cattle Industry (Emergency Provisions) Acts, 1934 and 1936.

2. MONTHLY INDEXES OF WAGE RATES, COST OF LIVING, AND
WHOLESALE PRICES, JANUARY 1919-JUNE 1922
(1914 = 100)

Year	Weekly Wage Rates				Cost of Living ^d	Wholesale Prices ^e	
	Trade Board Rates ^a		Agricultural Rates for Males ^b	Rates in Selected Industries ^c			
	Males	Females					
1919	Jan.	135	160	169	206	220	226
	Feb.	144	167	169	207	215	221
	Mar.	144	167	169	207	210	217
	Apr.	144	167	169	207	205	217
	May	144	171	210	209	205	220
	June	144	171	210	210	208	225
	July	157	184	210	216	215	243
	Aug.	157	184	210	216	215	250
	Sept.	157	197	210	218	220	253
	Oct.	193	220	210	218	225	264
	Nov.	205	229	210	220	225	272
	Dec.	214	230	210	226	225	277
1920	Jan.	218	234	210	229	230	289
	Feb.	218	234	210	229	230	296
	Mar.	217	236	210	234	232	308
	Apr.	220	241	239	235	241	313
	May	222	241	239	253	230	306
	June	224	244	239	261	251	301
	July	227	246	239	264	255	300
	Aug.	228	251	260	266	261	298
	Sept.	229	253	260	270	264	293
	Oct.	231	257	260	270	276	282
	Nov.	231	257	260	274	269	265
	Dec.	232	257	260	276	265	244
1921	Jan.	233	258	260	277	251	232
	Feb.	234	258	260	276	241	215
	Mar.	234	258	260	275	233	209
	Apr.	236	261	260	271	228	200
	May	237	260	260	269	219	191
	June	236	258	260	264	219	183
	July	236	259	260	253	222	186
	Aug.	232	254	260	243	220	182
	Sept.	228	249	235	237	210	176
	Oct.	224	245	222	233	203	163
	Nov.	223	245	210	227	199	161
	Dec.	222	240	205	223	192	157
1922	Jan.	220	239	186	217	188	156
	Feb.	218	235	183	214	186	156
	Mar.	216	234	180	214	182	157
	Apr.	214	232	179	206	181	159
	May	218	227	178	202	180	160
	June	211	227	178	197	184	160

^a These figures are end of the month indexes read from the chart on p. 158, *The British Trade Boards System*, by Dorothy Sells, adjusted to meet the conditions as to base and hours described in note a, table 1.

^b These figures are based on monthly percentage increases over 1914 as given in the *Agricultural Wages Report, 1925*, pp. 38-50.

^c These indexes are the average of the index numbers of the rates of wages paid for a normal week to (1) bricklayers and laborers, (2) engineering fitters and laborers, (3) compositors, (4) dock laborers, (5) railwaymen, (6) woolen workers, (7) cotton workers, (8) miners, and (9) agricultural laborers. In general they include changes reported up to the end of the month. From March 1922 they include those reported by the middle of the month. They were prepared by Prof. A. L. Bowley and published in the "Reconstruction in Europe" numbers of the *Manchester Guardian Commercial*, sec. 12, p. 769. The base is not specified but from the discussion it appears to be 1914.

^d These are end of the month indexes derived from Ministry of Labour cost of living figures described in note d, table 1.

^e These are end of the month indexes as published in the *Statist* and converted to a 1914 base.

3. INDEXES OF COST OF LIVING AND REAL WAGE RATES, 1914-37
(1914 = 100)

Year	Cost of Living ^a	Real Weekly Wage Rates ^b			
		Trade Board Rates		Agricultural Rates for Males	General Rates
		Males	Females		
1914	100	100	100	100	100
1915	123	81	81	81	90
1916	146	68	68	68	83
1917	176	71	75	79	88
1918	203	67	77	83	96
1919	215	100	107	98	100
1920	249	93	103	96	109
1921	226	98	106	115	93
1922	183	112	120	97	93
1923	174	113	120	90	96
1924	175	112	119	89	98
1925	176	112	119	99	98
1926	172	115	122	102	101
1927	168	115	123	105	101
1928	166	116	125	106	102
1929	164	118	127	107	102
1930	158	122	132	111	106
1931	148	130	139	118	110
1932	144	133	142	120	111
1933	140	134	146	121	114
1934	141	133	144	121	115
1935	143	131	143	124	115
1936	147	128	139	122	116
1937	154	126	137	120	115

^a See note d, table 1.

^b These indexes were obtained by dividing the indexes for Trade Board, agricultural, and general rates of wages given in table 1 by the cost of living index.

4. WAGE RATES AND HUMAN NEEDS AND SUBSISTENCE LEVELS OF LIVING, 1914-37

(In shillings per week)

Year	Weekly Wage Rates ^a			Human Needs Level			Subsistence Level		
	Trade Board Rates		Agricultural Rates for Males	Urban Family ^b	Urban Female ^c	Rural Family ^d	Urban Family ^e	Urban Female ^f	Rural Family ^g
	Males	Females							
1914	25.3	13.3	18.0	34.0	19.9	26.6	23.0	10.0	19.9
1915	25.3	13.3	18.0	40.2	23.5	32.1	28.0	12.3	24.6
1916	25.3	13.3	18.0	47.0	27.7	37.9	33.0	14.7	29.3
1917	31.5	17.5	25.0	56.1	33.6	45.9	39.7	18.0	35.7
1918	34.1	20.9	30.5	67.2	40.4	54.9	46.8	21.3	42.3
1919	54.1	30.6	37.9	72.4	43.5	59.0	50.1	22.7	45.2
1920	58.7	34.2	43.0	83.4	50.3	68.1	57.8	26.4	52.3
1921	56.2	31.9	40.9	76.1	44.7	61.1	52.1	23.0	46.3
1922	51.8	29.2	31.0	63.7	37.3	50.2	42.6	18.6	37.3
1923	49.5	27.8	28.0	60.4	35.5	47.7	40.4	17.7	35.4
1924	49.7	27.8	28.0	60.4	35.4	47.7	40.7	17.8	35.6
1925	49.8	27.9	31.4	60.6	35.7	47.9	40.9	17.9	35.8
1926	49.8	27.9	31.7	60.1	34.9	47.3	40.4	17.4	35.2
1927	49.0	27.5	31.7	58.6	34.4	46.1	39.2	17.1	34.2
1928	48.9	27.6	31.7	58.1	34.3	45.7	38.7	17.0	33.8
1929	48.0	27.6	31.7	57.9	34.0	45.4	38.5	16.9	33.5
1930	48.0	27.6	31.7	56.1	33.0	43.9	37.2	16.2	32.3
1931	48.6	27.3	31.5	53.5	31.2	41.5	35.2	15.1	30.2
1932	48.2	27.2	31.1	52.2	30.4	40.4	34.2	14.7	29.4
1933	47.6	27.1	30.6	51.3	29.8	39.5	33.4	14.3	28.6
1934	47.3	27.0	30.8	51.7	30.0	39.9	33.7	14.4	28.8
1935	47.5	27.1	31.8	52.0	30.2	40.2	34.1	14.6	29.2
1936	47.6	27.1	32.2	53.0	30.8	41.0	35.0	15.0	30.0
1937	49.2	28.0	33.3	55.2	32.1	42.9	36.7	15.8	31.6

^a See notes a and b, table 1.^b These figures are based upon the estimate made by B. Seebohm Rowntree in *The Human Needs of Labour*, p. 123, of the weekly amount required to maintain a family consisting of a man, wife, and three children in a town at the "human needs" level of living. The Rowntree estimate is based on 1936 prices of food, clothing, rent, fuel and light, and sundries. This estimate has been adjusted for other years to meet changes in the cost of each group of items as indicated by the Ministry of Labour cost of living figures.^c The figures for urban females are based upon Rowntree's estimate of the weekly amount required to maintain a single woman in a town at the human needs level (*The Human Needs of Labour*, p. 119). Rowntree does not give separate amounts for food and for rent in this budget, but combines them in one board and lodging figure. In computing these estimates, 70 per cent of the board and lodging figure has been allocated to food and the rest to rent. The total estimate has been adjusted to meet changes in the cost of each item of the budget as indicated by the Ministry of Labour cost of living figures.^d These figures are based upon the estimate made by Rowntree (*The Human Needs of Labour*, p. 123) of the weekly amount required to maintain a family consisting of a man, wife, and three children in the country. The estimate is based on 1936 prices of food, clothing, rent, fuel and light, and sundries. This estimate has been adjusted for other years to meet changes in the cost of each group of items as indicated by the Ministry of Labour cost of living figures.^e Estimates of the weekly amounts required in successive years to provide a subsistence level of living are based on the benefit allowed in 1936 to a man, wife, and three children under the Unemployment Insurance Act (general scheme). On the assumption that the amount would be allocated in the same proportion as the Rowntree budget exclusive of sundries for an urban family, the benefit has been adjusted to meet changes in the cost of each group of items as indicated by the Ministry of Labour cost of living figures.^f The estimates of the weekly amounts required in successive years to provide a subsistence level of living are based on the benefit allowed in 1936 to a single woman with no dependents under the Unemployment Insurance Act (general scheme). On the assumption that the amount would be allocated in the same proportion as the Rowntree budget exclusive of sundries for a single woman living in a town, the benefit has been adjusted to meet changes in the cost of each group of items as indicated by the Ministry of Labour cost of living figures.^g These estimates of the weekly amounts required in successive years to provide a subsistence level of living are based on the benefit allowed in 1936 to a man, wife, and three children under the Unemployment Insurance (Agriculture) Act. On the assumption that the amount would be allocated in the same proportion as the Rowntree budget exclusive of sundries for a rural family, the benefit has been adjusted to meet changes in the cost of each

INDEX

INDEX

- Administrative organization of
 Trade Boards,
 bipartite nature, 76
 conflict, 244-65
 duties of Ministry of Labour,
 76-77
 duties of Trade Boards, 77
 organizational plan, 77-82
 report of Trade Boards Admin-
 istration Committee on,
 249-51
- Aerated waters, 165, 318, 319
- Aged workers, differentials for, 53,
 57, 61, 157-58, 182-87, 228-
 29
- Agenda for Trade Board meeting,
 341
- Agricultural Wages Acts, 34-35,
 37-38, 48, 70-71, 78, 85, 140-
 62, 163-64, 323-24
 coverage, 48-50, 145
 enforcement, 236-40
 provisions of, 55-59
 report on operation of, 59, 151-
 52
 results of, 158-62
 sample wage order under, 350-
 52
See also Corn Production Act
- Agricultural Wages Boards, 55-
 56, 59, 142-44, 148-49
- Agricultural Wages Committees,
 56-58, 142-44, 152-58
 composition of, 146-48
 duties of, 153-54
 effect on industrial peace, 323-24
 organization of, 146-48
- Agricultural workers, 26, 37, 49,
 315-17
- Agriculture, definition of, 55, 150-
 51. *See also* Wage rates
- Amalgamated Weavers' Associa-
 tion, 37
- Anti-Sweating League, 17, 19, 88
- Appointed members,
 Agricultural Wages Committees,
 56, 147-48
 Trade Boards, 53, 85
 function of, 125-27, 130-33
 occupations of, 114-15
 selection of, 112-14
 voting, 128-31
- Apprentices, 192-95, 328, 368-72
- Area Boards, road haulage, 63,
 168n
- Arrears. *See* Enforcement
- Australia, 18-19, 34n, 51, 127, 140
 Factory and Shops Act, 18, 19-
 20
- Aves, Ernest, 19
- Baking, 42-43, 92-93, 115n, 170
- Beet sugar, 47
- Board of Trade, 16, 51-52, 60,
 77-78, 244
- Boot and floor polish, 189-90
- Boot and shoe repairing, 171, 179,
 181, 185, 191, 193
- Booth, Charles, 15
- Bowley, A. L., 378n
- Box making. *See* Paper Box
- Brush and Broom, 174-76, 181,
 191, 193
- Building trades, 44, 279
- Bulkey, M. E., 272n
- Button making, 99, 179
- California, 227
- Catering, 91, 94, 105
- Cave Committee, 170, 251-64
- Chain, 15, 21, 96, 109, 168, 174-
 75, 180-81, 190-92, 198, 231,
 287, 293
- Chesterton, G. K., 17
- Churchill, Winston, 19
- Civil Service, 79-84, 114, 217

- Clothing trades, 115, 285
 Coal Mines Act, 22-24, 43, 48-50, 59-61, 70-71, 163-64, 280-81
 Coffin furniture and cerement making, 99, 104, 179
 Collective bargaining, 3, 26-31, 39, 44-45, 76, 124, 288-90, 324, 334-37
 agriculture, Scotland, 161-62
 coal mining, 22-24
 cotton, 36-37, 48, 67-68
 distributive trades, 40-42
 Combination Acts, 14n
 Compliance. *See* Enforcement
 Confirmation of rates,
 agriculture, 58, 150
 Trade Boards, 54, 81, 205-09
 Conspiracy and Protection of Property Act of 1875, 14n
 Co-operative Congress, 40
 Co-operatives, 39-40, 129, 289
 Corn Production Act, 25-26, 34, 47, 141, 143, 276
 Corn Production Act (Repeal) Act, 34, 141, 143
 Cost of living, 172-77, 269-90, 376-80
 comparison of Great Britain and United States, 6, 7n
 rural family, 269-90, 380
 sliding scales, 173-77
 urban family, 269-90, 380
 urban female, 269-90, 380
 Cotton manufacturing, 13, 36-37, 46, 48, 66-69, 71, 281
 Cotton Spinners and Manufacturers' Association, 37
 Cotton Waste Reclamation, 165
 Cutlery, 129, 179, 230
 Definition,
 agriculture, 55, 150-51
 trade, 90-92
 Trade Board trades, 96-104, 259, 358-59
See also Scope
 Democracy, 4, 9, 21, 27-28, 30
 agriculture and, 333
 education for, 332-35
 ideal of, 27
 industrial, 18, 30, 36, 50-51, 75, 331-37
 safeguards to, under Agricultural Wages Acts, 145
 Differential rates, 164n, 201-04
 age, 182-96
 aged workers, 157, 183-86
 apprentices, 192-95
 cost of living, 172-77
 homeworkers, 196-99
 juveniles, 187-90, 195-96, 258-59
 learners, 190-92, 258-59
 occupational, 153, 199-201
 overtime, 155-56, 290-94
 regional, 144-45, 163-72
 sex, 154-55, 177-82
 skilled workers, 287
 Dilke, Sir Charles and Lady, 15-16
 Distributive trades, 39-42, 99, 115, 168n, 170, 231, 303
 District of Columbia, 3
 District trade committees, 166-72
 Dressmaking and women's light clothing, 101-04, 254-55, 290
 Drift nets mending, 90, 181, 187n, 198, 291
 Earnings and Hours Enquiry, 17n, 88
Edinburgh Gazette, 135
 Education acts, 14n, 187n, 302-03
 Employers' associations, 18, 37, 41, 43, 44, 48, 67-68, 86-87, 146, 160, 288n, 317-20, 362
 Employment, 3, 20, 244, 247
 effect of Trade Boards on, 294-308
 homeworkers, 303-07
 minors, 15, 292-93, 301-03
 prices and, 141
 women, 15, 53
 Enforcement,
 agriculture, 58, 236-40
 coal mining, 60-61

- cotton manufacturing, 69
 Trade Boards, 54, 80-82, 212-43, 260, 367
See also Inspection
- Engineering, 44, 279
- Exemption, permits of
 agriculture, 57, 157-58
 coal mining, 61
 Trade Boards, 53, 183-87, 228-29, 259, 368-75
- Expenses under
 Agricultural Wages Acts, 59, 152
 Cotton Manufacturing Act, 69
 Road Haulage Act, 66
 Trade Boards Acts, 55, 83-86
- Factory acts, 14n, 15, 18-20, 198, 213
- Fair Labor Standards Act, 1, 281-82, 333-34
- Fair Wages Resolution, 38, 45-47, 50n
- Flax and hemp, 97, 116, 255, 297
- Food Manufacturers' Federation, 317
- Food trades, 115
- Fur, 181, 370-71
- Furniture, 43
- Fustian cutting, 117n, 342-49
- Gloves, 43, 306
- Hat, cap, and millinery, 290
- Henderson, Arthur, 20, 27n, 28
- Hobhouse, L. T., 170
- Holidays with Pay Act, 42
- Hollow-ware, 168, 191, 310, 354-55
- Homework, 89
 concept of, 196-97
 extent of, 197-99
 hours, 292
 observance of rates, 229-30
 proportion of, 116
 Select Committee on, 19
- Homeworkers, 15, 19-20, 22, 53
 differentials for, 123, 196-99
- employment, 305-08
 inspection of, 229-30
 representation on Boards, 53, 110
- Hours, 14, 15, 25, 53
 agriculture, 56-57, 155-56
 Earnings and Hours Enquiry, 17n, 88
 legislation, 15
 payment for holidays, 42, 155-56
 Trade Boards, 290-94
- Hotel Cecil, 90
- Incorporated Association of Purveyors of Light Refreshments, 91n
- Industrial Conference of 1919, 32-33, 36
- Industrial Court, 47, 65-66
- Industrial Court Act, 29, 32
- Industrial efficiency, 318-20, 324-30
- Industrial peace, 27, 30, 309-24
- Inspection,
 agriculture, 239-40
 Trade Boards, 79-82, 212-43, 325-27, 363-65, 367
See also Enforcement
- Institution of British Launderers, Ltd., 318, 319-20
- Interim Court of Arbitration, 32
- Interim Industrial Reconstruction Committee, 288n
- International Labour Office, 7n, 24n
- Ireland, 22
- Jevons, H. Stanley, 24n
- Joint District Boards, 23, 43, 60-61, 70-71, 78, 163-64
- Joint Industrial Councils. *See* Whitley Councils
- Jute, 93, 97, 165-66, 179, 255, 297, 299-300
- Juveniles. *See* Minors
- Keg and drum, 177

- Labor exchanges, 78, 195
 Labour party, 14, 20-21, 27, 35, 94, 164
 Lace finishing, 21, 96, 109, 129, 168, 181, 196, 198, 291, 372-75
 Lambert v. Hotel Cecil Ltd., 90n
 Laundry, 90, 165, 170, 319-20
 Learners, 123, 190-92, 258, 296-97, 372-75
 Leggett, F. W., 323n
 Liberal party, 16, 21
London Gazette, 68, 105, 135
 London School of Economics, 229-30, 305, 325n

 Macarthur, Mary, 17
 Made-up textiles, 97, 109, 115, 163n, 167n, 296
 Making-up trades. *See* Manufacturing trades
 Mallon, J. J., 17
 Manufacturers of Cocoa and Chocolate, 288n
 Manufacturers of Sugar Confectionery and Fruit Preserves, 288n
 Manufacturing trades, 165, 170, 172-73, 231, 295
 Meetings,
 Agricultural Wages Committees, 152
 Trade Boards, 120-23, 341
 Members,
 Agricultural Wages Boards, 148-49
 Agricultural Wages Committees, 146-48
 Trade Boards, 53-54, 108-15
 See also Appointed members
 Metal trades, 98-99, 115
 Milk distribution, 39, 151, 165, 179, 181, 230-31
 Mill, John Stuart, 18
 Miners' Federation of Great Britain, 22-23
 Minimum wage,
 bill of 1808, 13-14
 concept of, 5, 57, 128
 democratic technique, 331, 37
 flat minimum, 23, 26, 33-34, 204
 legislative history, 13-43
 United States, 3
 See also Wage rates
 Ministry of Agriculture and Fisheries, 55-59, 141-45, 149-52, 236-40, 323-24
 Ministry of Labour, 40-42, 54-55, 67-69, 70-71, 76-77, 88-116, 142, 205-43, 244-65
 Ministry of Munitions, 25, 172
 Ministry of Transport, 38, 49n
 Minors,
 differentials for, 187-96
 employment, 15, 302-04
 wage legislation, U. S., 3
 See also Apprentices and Learners
 Motor transport. *See* Road Haulage
 Munitions tribunals, 25, 133
 Munitions of War Acts, 25

 National Confederation of Employers Organizations, 86-87
 National Farmers' Union, 146
 National Federation of Women Workers, 17, 310-11
 National Industrial Recovery Act, 3
 National Union of Agricultural Workers, 146
 National Trade Defence Association, 91n
 National Union of Distributive and Allied Workers, 288n
 National Union of General and Municipal Workers, 288n
 Net making. *See* Rope, twine, and net
 New Zealand, 140

 Objections,
 agriculture, 57-58, 153
 cotton, 68

- road haulage, 64
Trade Boards, 52, 54, 105-06,
135-37, 259-60
Old age pensions, 7
-Orders,
provisional, 21, 52
special, 52, 76, 104-06
See also Wage orders
Ordinary worker, 153, 224-28,
270, 287
- Paper bag, 104n, 195-96, 287
Paper box, 21, 104n, 172, 290
Passfield, Lady. *See* Webb, Beatrice
and Sidney
Penalties under
Agricultural Wages Acts, 58-59
Cotton Manufacturing Act, 69
Road Haulage Act, 66
Trade Boards Acts, 55, 234-36
Personnel, 76-86, 110-15, 214-17,
251. *See also* Appointed mem-
bers
Pin, hook and eye, and snap fas-
tener, 99, 117n, 197n
Potter, Beatrice. *See* Webb, Beatrice
and Sidney
Prices, 34, 47, 94, 141, 159, 246-
47, 270-90, 376-80
Production, effect of wages boards
on, 320-30
Prosecutions. *See* Enforcement
Puerto Rico, 3
Purchasing power, 269-308, 376-
80
comparison of, United States and
Great Britain, 6-7
concept of, 269-70
prices and, 141
- Reconstruction Committee, 27, 29,
88
Reform Act of 1867, 14n
Regulations, Trade Board, 54,
107-10, 124
Research, 240-43
Richardson, J. Henry, 24n, 44n,
49n
- Road Haulage, 38-39
Central Wages Board, 61-66, 77
Wages Act, 38-39, 46, 48, 50n,
61-66, 70, 168n, 170
Road and Rail Traffic Act, 38
Roche, Mr. Justice, 150
Rope, twine, and net, 97, 297
Rope, Twine, and Net Employers'
Association, 317
Rowntree, B. Seebohm, 282n, 284,
380
Rubber manufacturing, 42-43,
115n, 163
- Sack and bag, 97
Scope, 107-08, 209-11, 259. *See
also* Definition
Secretary of Trade Boards, duties
of, 119-20, 244-46
Select Committee on Homework,
19
Select Committee on the Sweating
System, 15
Sells, Dorothy, 100n, 129n, 178n,
225n, 275n, 295n, 318n,
325n, 327n, 378n
Service trades, 165, 168n, 170,
231, 295
Shaw, George Bernard, 17
Skilled workers,
agriculture, 153
Trade Boards, 199-201, 287-88
Skinner v. Jack Breach Ltd., 90n
Socialism, 20
Stamped or pressed metal wares,
99, 100, 104, 116, 179, 210,
287, 358-59
Standard of living, 7, 14, 174, 177
human needs level, 282-86
national, 27
subsistence level, 282-86
Stark, J. J., 319-20
Statute of Artificers, 13
Statute of Labourers, 13
Strand Hotels, Ltd., 91n
Strikes, 44, 320-24
coal, 22-23
road haulage, 39-65

- Subsidies, 26, 34, 35, 46-47, 159
 Sugar confectionery and food preserving, 99, 100, 104, 181, 288, 317
 Sugar (Subsidy) Act, 46-47
 Sweated Industries Bill, 16
 Sweating, 15-19, 51, 128, 319-20
- Tailoring, 15, 21, 96, 107, 109, 129, 295, 326
 readymade and wholesale bespoke, 166
 retail bespoke, 170, 178, 191, 193, 230, 368-69
- Tawney, R. H., 275n
- Textile trades, 115
- Tobacco, 115, 164n, 166
- Trade, concept of a, 90-92
- Trade Boards Acts, 19-22, 70-71
 compliance, 229-33
 coverage, 48-50, 115-16, 353, 366
 objectives, 29-31
 offenses, 222-23, 367
 provisions, 51-55
- Trade Boards,
 charges against, 127, 253-56, 312-17, 335-36
 composition of, 117-18
 concept of adequate machinery, 92-93
 concept of expediency, 93-94
 constitution and proceedings, 354-55
 definition of trades, 81, 90, 96-104, 358-59
 dissolution of, 53, 107, 259
 duties of, 77, 138-39, 244-65
 effects of, 269-337
 extension of, 32-33
 history, 13-43, 244-65
 limited application of, 94-95
 meetings, 54, 120-23, 124, 341
 process of negotiation, 123-28
 regulations, 54, 107-10
 requests for establishment of, 88-89
 selection of members, 110-15
 selection of trades, 89-96
 size of, 117-18
 types of rates fixed, 123-24, 202-03, 356-57
 voting, 128-30
See also Administrative organization
- Trade Boards Advisory Council, 40, 86-87, 313, 315, 360-61
- Trade Boards Consultative Committee, 86-87
- Trade Union Act of 1871, 14n
- Trade unions, 18, 20, 44, 288n, 310-17
 agricultural workers, 146, 160, 315-17
 beginning of, 14
 cotton manufacturing workers, 48-67
 distributive workers, 40
 growth of, 26-27
 representation on Trade Boards, 359, 362
 road haulage workers, 38
 sweated workers, 16-17
See also Collective bargaining
- Trades Union Congress, 40, 86-87, 112n, 160, 313-15, 359
- Transport and General Workers' Union, 146, 288n
- Unemployment. *See* Employment
- Unemployment insurance, 7, 78, 150-51, 154, 215, 217, 285n
- United States,
 purchasing power, 6-7, 281-82
 technical achievement, 8-9
 wage legislation, 3, 227, 333-34
- Voting, 128-30
- Wage-fixing machinery, 320-24
 comparison of, 70-71, 141-45
 coverage, 48-50
 provisions of, 50-71
 time required by, 133-35
 types of, 44-48

- Wage orders,
 agriculture, 58, 153-54, 350-52
 cotton, 68-69
 road haulage, 64
 Trade Boards, 54, 77, 81, 137,
 342-49
- Wage rates,
 agriculture, 26, 34, 154, 269-
 90, 376-80
 level of, 159-60, 281
 payment in kind, 59, 156-57
 skilled workers, 153
 general, 270-79, 376-80
 level of, 279-82
 male and female, 17, 154-55,
 177-82, 270-90, 356-57,
 376-80
 pre-war, 17
 relation between industrial and
 agricultural, 140-41, 281-
 82, 376-80
 Trade Boards, 269-90, 376-80
 apprentices, 123
 confirmation of, 205-09
 cost of living sliding scales,
 173-77
 homeworkers, 123
 learners, 123
 process of fixing, 124-38
 skilled workers, 199-201, 287
 time required for fixing, 133-
 35
 types fixed, 123-24, 202-03,
 356-57
- Wages,
 fair, 6, 30, 46, 65-66
 living, 6, 23, 128, 380
 maximum, 6, 13, 45, 288-89
 nominal, 3, 14, 271-79
 prevailing, 6, 128, 288
 real, 3, 271-79
 stabilization of, 31
 standard, 6, 25, 45
 subsistence, 5-6, 128, 282-86,
 380
- undercutting, 36
- Wages boards,
 agriculture, 34
 Australia, 19
 beginnings, 16, 18
 conflict, 20-31, 247, 251-54,
 263, 312-17
 educational influence of, 332-35
 effects, 318-37
 munitions tribunals, 25
 See also Agricultural Wages
 Committees, Joint District
 Boards, Road Haulage
 Central Wages Board, *and*
 Trade Boards
- Wages (Temporary Regulation)
 Act, 31-32
- War,
 effect on Trade Boards, 26
 wage regulation, 25-29
- War Cabinet Committee on Women
 in Industry, 31, 179-80
- Webb, Beatrice and Sidney, 15, 18,
 28, 321n
- Wells, H. G., 17
- Whitley, Rt. Hon. J. H., 27
- Whitley Committee, 27-29, 309-
 10
- Whitley Councils, 29, 36, 44-47,
 49n, 89, 309
- Whittaker, Sir Thomas, 18
- Wolfe, Humbert, 249, 253n
- Women,
 agricultural occupations, 154-55
 appointed members, 53, 56, 112,
 114, 118
 differentials for, 177-82
 employment of, 15, 53
 number covered by Trade
 Boards, 366
 organization of, 16, 17, 20, 31,
 310-11
 unorganized, protection of, 31-
 32
 wage legislation, U. S., 3

CHECKED
2003-04

THE RECOVERY PROBLEM IN THE UNITED STATES

710 pages. 1937. \$4.00.

**THREE YEARS OF THE AGRICULTURAL ADJUSTMENT
ADMINISTRATION**

By EDWIN G. NOURSE, JOSEPH S. DAVIS and JOHN D. BLACK
570 pages. 1937. \$3.50.

MARKETING AGREEMENTS UNDER THE AAA

By EDWIN G. NOURSE
446 pages. 1935. \$2.50.

**THE NATIONAL RECOVERY ADMINISTRATION:
AN ANALYSIS AND AN APPRAISAL**

By LEVERETT S. LYON, PAUL T. HOMAN, GEORGE TERBORGH,
LEWIS L. LORWIN, CHARLES DEARING and L. C. MARSHALL
947 pages. 1935. \$3.50.

LABOR RELATIONS BOARDS

By LEWIS L. LORWIN and ARTHUR WUBNIG
477 pages. 1935. \$3.00.

HOURS AND WAGES PROVISIONS IN NRA CODES

By LEON C. MARSHALL
115 pages. 1935. 50 cents.

**PERSONNEL ADMINISTRATION IN THE FEDERAL
GOVERNMENT**

By LEWIS MERIAM
62 pages. 1937. 50 cents.

WAR DEBTS AND WORLD PROSPERITY

By HAROLD G. MOULTON and LEO PASVOLSKY
498 pages. 1932. \$3.00.

IS THERE ENOUGH GOLD?

By C. O. HARDY
212 pages. 1936. \$1.50.

THE INCOME STRUCTURE OF THE UNITED STATES

By MAURICE LEVEN
177 pages. 1938. \$1.50.

THE THIRTY-HOUR WEEK

By HAROLD G. MOULTON and MAURICE LEVEN
20 pages. 1935. 15 cents.

PUBLIC PERSONNEL PROBLEMS

By LEWIS MERIAM
440 pages. 1938. \$3.00.

REORGANIZATION OF THE NATIONAL GOVERNMENT

By LEWIS MERIAM and L. F. SCHMECKEBIER
261 pages. 1939. \$2.00.