



*RECONSTRUCTION  
PROBLEMS  
3*

*PAMPHLETS  
IN THIS SERIES*

The Aims of Recon-  
struction. (Published)  
Housing in England  
and Wales. (Published)  
Demobilisation of the  
Army. (Published)

*or*

Resettlement of Civil  
War Workers,  
Raw Materials and  
Employment,  
New Fields for British  
Engineering,  
International Aspects  
of Reconstruction,  
Relations between  
Employers and Em-  
ployed,  
Adult Education,  
Housing in Scotland,  
Town Planning,  
Village Problems  
and others will follow.

THE DEMOBILISA-  
TION & RESETTLE-  
MENT OF THE  
ARMY

*TWO PENCE*

MINISTRY OF  
RECONSTRUCTION  
1918

RECONSTRUCTION PROBLEMS

3

THE DEMOBILISATION &  
RESETTLEMENT OF THE  
ARMY.

---

---

**I**N the latter part of the Book of Joshua we read of the division of the land of Canaan amongst the tribes of Israel. Of the actual process of demobilisation after the campaigns of Moses and Joshua, which began with the plagues of Egypt and ended, after forty years, with the battle of Hazor, when "the land rested from war," we are told nothing, save only that "Joshua let the people depart, every man unto his inheritance."

In some such fashion, one imagines, must all early demobilisations have taken place. After a successful war the general called his troops together and made them presents and allotments of land; after a disastrous campaign there were not, probably, many to demobilise. Those who were not slain, or captured and sold into slavery, simply dispersed. And, for the most part, even up to modern times, demobilisation was little more than a "paying off." We do not read, for instance, that elaborate preparations were made, or considered necessary, for the dispersal of Wellington's veterans at the close of the Peninsular campaign. It is something new that in our day the problem should be spoken of as that of the Demobilisation and Resettlement of the Forces.

But with a whole nation, or rather several nations, in arms the problem is not merely, or in its most difficult form, how to get the men out of the Army. The problem is also how to restore them as rapidly and equitably as possible to positions in which they can produce those commodities by the consumption and exchange of which a nation lives.

Our demobilisation, when it comes, will be something very much more intricate and complicated than a tremendous arrival of leave trains; or even than a more orderly and organised return of self-contained military units disembarking, say, at

---

## RECONSTRUCTION PROBLEMS

---

Southampton complete with equipment, guns, horses and auxiliary services just as they embarked in the early days of the war.

The Government cannot, at the termination of hostilities, simply "let the people depart, every man unto his inheritance." For one thing, the ensuing chaos would be indescribable and disastrous. For another, the inheritance of the twentieth century soldier is not, except in a few instances, like that of the Israelite, a strip of land which only demands tillage to provide the necessities of life, but a place in a vast industrial and economic machine. And with the cessation of hostilities that machine, which has been running at enormous pressure for over four years, will suddenly begin to run slow, some parts of it will even stop altogether. The power that drives it is an unsatisfied demand for the things it produces, and with the end of fighting that demand, as regards very many of its products, will cease. It is true that a demand will immediately spring up—indeed, it already exists—for other products; but until that demand can be made effective, until buyer and seller can be brought together again, terms of purchase arranged, machinery adapted to turning out the new product, plans prepared, necessary raw material collected, there will be dislocation. The machine will not run full pressure and the soldier's inheritance will not be ready for him. And yet it is of the most vital importance—to each individual, to the nation, and to the whole world—that this period of dislocation should be as short as it is humanly possible to make it.

No individual and no nation, unless in possession of accumulated wealth, can consume without first producing, and for four years and more we have been living on our accumulated wealth and mortgaging the future, in order that vast quantities might be produced of articles for which, to a great extent, the demand and the market will cease with the bursting of the last shell of the last battle.

The demand then will not be guns and high explosives and all the other paraphernalia of war that we have learnt how to turn out in such hitherto undreamed of quantities. It will be for all those other articles that will be so urgently needed for the rebuilding and restoration of the fabric of civilisation on a peace basis and by the production of which the peoples get their daily bread. That is the first and most urgent problem of Reconstruction, and consequently the first step is the transference of the nation's man-power from the business of war to the business of peace.

---

## DEMobilISATION

---

Obviously, then, the individual soldier will upon the declaration of peace assume a different importance, the measure of which, from the national standpoint, will be not his qualities as a soldier or the chance that he belongs to some particular military formation, but his craft or occupation. It is for this reason, therefore, that the Government has decided to adopt the, militarily more difficult, course of demobilising the Forces in accordance with the requirements of the reconstruction of industry, and by individuals instead of by military units.

That decision made, the next step to be taken is to prepare the industries of the country for the absorption of labour, and it is not the fighting men alone who will have to be absorbed. The war has resulted in hundreds of thousands of men and women being transferred from their normal occupations to factories and industries created and maintained solely for war purposes or to other industries that have increased in importance and suffered in man-power owing to the war. The national problem is thus to readjust all these groups in the occupations which they propose to follow hereafter. Moreover, it must be remembered that it would be unfair to the fighting men were the millions at home, either in military service or engaged in war production, to be given priority in securing work for the mere reason that they are on the spot.

A large number of industries cannot resume normal work at the rate of peace-time production until reorganised, and in many cases reconstructed, owing to the alterations that have been necessitated for the production of munitions of war. In all of them the governing factor will be the supply of materials. In some cases the supply may be abundant, though not always in an appropriate form, in others it will be deficient. Much readjustment and contrivance will be necessary to make the best use of what is available and to make good the shortage.

This preparation of industry for the absorption of labour necessitates, therefore, the immediate re-establishment on a peace basis of

1. The transportation system of the country.
2. The organisation for the distribution of labour.
3. The necessary buildings, factories, etc.
4. The distribution of raw material.

The principal questions to be considered in the actual military demobilisation may now be briefly described. They are as follows :—

- (a) The construction of the military machinery for the process of demobilisation.

---

## RECONSTRUCTION PROBLEMS

---

- (b) Transportation by sea.
- (c) Transportation by land.
- (d) The organisation of a new Army.
- (e) The care of those still unfit for civil life.
- (f) The storage of armaments, equipment, ammunition, etc.
- (g) The disposal of surplus animals, vehicles, stores, etc.
- (h) The dispersal of individuals on cessation of military employment.
- (j) The disbandment of units no longer required.
- (k) The final settlement of payments to individuals.
- (l) The final adjustment of accounts of units, etc.
- (m) Plans for remobilisation, should it be required.
- (n) The repatriation of Prisoners of War.

In addition, elaborate preparations have to be made by the officials of the Ministry of Labour to re-establish, perfect and extend the network of Employment Exchanges throughout the country, and through them to provide, as far as possible, that every man shall have a job to go to as soon as he is discharged; and by the military authorities for the prompt despatch of each individual to the district where his services are required in a civil occupation in the order of priority decided upon. This order of priority may be varied from time to time and arrangements must provide accordingly.

- (a) The Construction of the Military Machinery for Demobilisation.

An Army is not ordinarily organised for self-disintegration and consequently, marvellous as is the existing machinery and infinitely various the functions that it enables our armies to perform, it must be altered and supplemented in many directions for the business of demobilisation. Units will, for instance, be gradually, or even speedily, reduced to very small dimensions and the decision of the extent to which that reduction can be allowed to go in each and every case must be decided. In other words, cadres, or skeleton establishments, must be worked out. Arrangements must be made for the collection, transport and care of all guns, horses, transport and equipment that will be surplus to the requirements or capacity of these depleted units. Plans must be prepared and personnel provided to deal with the vast numbers of men at the various stages of demobilisation; for it is to be noted that they will then be individuals and that the collection, sorting, feeding, housing and transport of a thousand individual soldiers are very different and much more complicated problems than making the same arrangements for a battalion a thousand strong.

---

## DEMOBILISATION

---

Thus an entirely new set of Army Forms and other documents has had to be designed and issued for the recording of each man's industrial occupation, his destination, service and other information necessary for the settlement of his accounts, the termination of his service and his return to civil life.

(b) and (c) Transportation by Sea and Land.

This includes not only the provision of the necessary shipping, but also arrangements for wharfage accommodation, coaling and supply. The wharfage accommodation may prove to be the "bottle neck" that will govern the speed at which the whole complicated scheme can be made to work. The mere preparation of time-tables for the movement of the hundreds of ships and trains is in itself a most intricate problem, and land transportation is, moreover, governed by the amount of additional personnel and technical labour that can be made available by the early release of such men, termed "demobilisers," from the Colours.

(d) The Organisation of a New Army.

The old Regular Army of 1914 is but a glorious memory. The record of its achievements and the names of its units remain, but the men who filled its ranks are gone and will have to be replaced. For this legislation is necessary as to organisation, numbers, terms of service, etc., and arrangements must be made for recruiting, furlough, rejoining and refitting at depôts as well as for moving the reconstituted units to garrisons at home or overseas.

(e) The Care of those still unfit for Civil Life.

Many men will, at the conclusion of hostilities, be still in various stages of illness and convalescence and the arrangements for their accommodation and repatriation, without unnecessary delay, but without impeding the dispersal of the Army as a whole, are a study in themselves and must be made to fit in with all the other problems of transportation.

(f) The Storage of Armaments, Equipment, etc.

The immense stores accumulated at home have to be accommodated, but this is a simpler problem than that of those accumulated overseas in the various theatres of war. Transportation for these can only be supplied very gradually, but storage for an ever-increasing quantity of material, as it is slowly concentrated from forward areas, must be provided, as well as personnel for its care and safe custody.

---

## RECONSTRUCTION PROBLEMS

---

(g) The Disposal of Surplus Animals, Vehicles, Stores, etc.

The problem of armaments and equipments is not completely solved even when they have been collected and stored. They will represent millions of the nation's money and will be far in excess of future requirements. The questions of the manner, price, and place (in order to save unnecessary transportation) at which they shall be sold or otherwise disposed of, have all to be considered, as well as the effect upon trade prospects.

(h) The Dispersal of Individuals on Cessation of Military Employment.

Each individual must be returned to the place of his selection and relieved of his arms and equipment. His accounts must be settled, he must be re-clothed and insured against unemployment due to no fault of his own. Arrangements must be made for feeding him and caring for him generally while he is en route. It may here be mentioned that there are no less than seven categories of officers and other ranks, namely:—Regulars, Temporary Regulars, Reserve, Special Reserve, Militia, Territorials, and Volunteers.

(j) The Disbandment of Units no longer required.

It will be necessary first to decide which these are, in accordance with the scheme for the reorganisation of the Army. Next, their place of disbandment must be selected and arrangements made for the custody of their equipment, the completion of their records and the closing of their accounts.

(k) and (l) The final Settlement of Payments to Individuals and of Units.

The machinery necessary for this work will be very large, as may be imagined when the number of separate accounts is considered, and the items that must be included in them, such as furlough, pay, separation allowance, ration allowance, gratuity, plain clothes allowance, before the final balance can be effected.

Scarcely less complicated will be the closing of the accounts and ledgers of the thousands of units, in which not only payments to individuals, but all stores and equipment must be agreed.

(m) Plans for Remobilisation.

These may appear as some horrible phantasmagoria that nobody can be expected to take into consideration at such a time. But the military authorities must take it into consideration, however improbable the necessity for it may

---

## DEMOBILISATION

---

appear. And it may be remarked in this connection that, owing perhaps to the inadequate demobilisation schemes of those days (referred to above), Wellington's Army at Waterloo was largely composed not of his veterans from the Peninsula, but of raw militia levies.

### (n) The Repatriation of Prisoners of War.

Special arrangements must be made for the return of our own prisoners of war and the evacuation of those of our enemies, of so many and varied nationalities. Not only must this section of the transportation problem be dovetailed into the many others with due regard to priority, but preparation must also be made for supplies, accommodation and care for those repatriated until they are able to return to civil life.

Such is the problem—known officially as that of Demobilisation and Resettlement—and to solve it a detailed and elaborate scheme has been thought out and worked over for a space of many months in order that the dislocation and hardship of the transition period may be reduced to the minimum, that every contingency that can be foreseen may be provided for, that we may be organised for peace as thoroughly and efficiently as we have learnt by hard experience to organise for war.

But the individual soldier who is turning over in his mind this problem will inevitably reduce it to a personal one. He will be wondering what is going to happen to *him* at, and after, the end of the war, and will doubtless be asking the following questions :—

- (1) *How soon after the end of the War shall I get home?*
- (2) *How soon after getting home shall I be discharged?*
- (3) *How much cash am I going to get on discharge to enable me to carry on until I can get back to civilian employment?*
- (4) *What is the State going to do to help me to find a job if I have not got one waiting for me?*

The demobilisation of officers will proceed at the same time and along the same general lines as that of "other ranks," and it will be open to men in the ranks, who are of professional or business standing, to be dealt with, should they desire it, on the forms and according to the regulations laid down for officers. But the remainder of this pamphlet is intended to be descriptive of the process as it affects the non-commissioned officer and private soldier. There will be a further publication dealing with the commissioned ranks.

For the sake of brevity and simplicity the description is given in the form of question and answer.



---

## RECONSTRUCTION PROBLEMS

---

§ 1 Q. *How soon after the end of the War shall I personally get home?*

A. **T**HAT depends principally upon the nature of your employment in civil life and whether there is a definite job waiting for you on your return.

§ 2 Q. *Will not demobilisation take place then by military units?*

A. **N**O. The Government has adopted the general principle of demobilisation by individuals in accordance with the requirements of industry and commerce.

§ 3 Q. *How will the authorities know what my employment in civil life is and whether there is a job waiting for me?*

A. **Y**OUR Army Book 64, which every soldier carries, gives the number of your Industrial Group and your Trade or Calling. In addition, as long before the probable date of demobilisation as possible, you will be required to fill up a form stating your home address, whether you are married or single, and, if you require employment after the War, particulars of your previous employment, your Trade Union, if any, and as to any promise on the part of your employer to keep your place open for you.

¶ IT IS OF THE UTMOST IMPORTANCE, IF YOU WISH TO GET YOUR DISCHARGE AS EARLY AS POSSIBLE AND OBTAIN THE BEST CHANCE OF IMMEDIATE EMPLOYMENT IN CIVIL LIFE, THAT, WHEN THE TIME COMES, THIS FORM SHOULD BE FILLED UP FULLY, LEGIBLY AND ACCURATELY.

§ 4 Q. *But will not some of us have to be left behind with our unit to deal with guns, stores, horses, ammunition, etc.?*

A. **Y**ES. "Cadres," or skeleton units, will be required for this purpose and these will be made up of men who have not got a definite job waiting for them and whose work in civil life is not of urgent national importance.

Arrangements will be made for men who are continuing with the Colours in the Post-bellum army and men enlisted on attestations under which they have still more than two years to serve to have furlough before recom-

---

## DEMOBILISATION

---

mencing military duties, the majority being required for service abroad.

The actual order of demobilisation will be as follows :—

(1) " Demobilisers," *i.e.*, those required in their military or civil capacity to enable the work of demobilisation to be carried out.

" Pivotal Men," *i.e.*, those men in the various industries without whom the bulk of the men to be employed cannot get to work effectively.

The numbers to be demobilised in these two classes will be very limited, and only absolutely indispensable men will be included in them.

(2) Men who have definite jobs waiting for them on their return—hereafter referred to as " Slip " men (see Question 7)—in the order of the priority of their Industrial Groups.

(3) Men who have not got definite jobs waiting for them, but whose employment in civil life is in an industry which, because it is of high national importance from the point of view of reconstruction, is likely to be able to provide work for them immediately.

(4) Other " Non-Slip " men in the order of importance of their civil employment.

(5) The Cadres, some of which will, however, be returned concurrently with the above groups.

§ 5 Q. *Is no preference to be given to married men or to men with long service at the front?*

A. YES, *within each group* preference will be given to married men over single, and a certain proportion of each draft will be men with a long period of service in the field and men who are time-expired soldiers enlisted on normal attestations before the War.

§ 6 Q. *Can you explain exactly how my Commanding Officer would make up a draft of, say, one hundred men?*

A. AFTER the " demobilisers," the " pivotal men " and the men engaging for, or liable to serve in, the new Regular Army have gone home, he will make up his draft from men for whom he has received release slips, *i.e.*, men for whom definite jobs are known to be waiting. If he had 100 " slips " left in his battalion those 100 men would go. If, however, he had, say, 120, he would give

---

## RECONSTRUCTION PROBLEMS

---

preference to men whose Industrial Groups stood highest on the list of priority and to married men. In the same way, if he had only 90 slip men he would make up the other ten from "non-slip" men according to the priority of their Industrial Groups. In both cases he would include a proportion of men with a long period of service in the field and men who had enlisted on normal attestations before the war, if he had them, whether they have jobs waiting for them or not, or whether they belong to priority Groups or not.

§ 7 Q. *What exactly are those slips of which you speak?*

A. **I**N the answer to Question 3 it was stated that, before demobilisation began, every man would be required to fill up a form giving particulars of his previous employment, etc. These forms will be collected and forwarded to the Employment Department of the Ministry of Labour at the Claims and Record Office, Kew, where they will be sorted according to the Employment Exchanges, within the areas of which the men's pay addresses lie. In the cases where the man states that his employer has promised to keep his place open for him, this statement will be checked, and if it is found to be correct, the tear-off "Slip" at the bottom of the form will be returned to the man's commanding officer. That man, then, becomes a "slip" man. The same thing will happen where a job is found for the man, although it had not been previously promised.

§ 8 Q. *How will the Government know what are the trade requirements referred to in the answer to Question 2?*

A. **T**HE trades and occupations in the country have been divided into groups, and a "Priority List" of these Industrial Groups will be prepared, placing them in the order of their national importance from the point of view of the re-establishment on a peace basis of the essential industries of the country. Industries that it is vital to re-establish immediately will be placed high up on the list, which may be altered from time to time according to the season of the year (which would affect the claims of some) and the available supplies of raw material, shipping, etc. (which would govern the amount of employment in others). It must be remembered that it is not only of importance to the nation that the essential

---

## DEMOBILISATION

---

industries should be re-established first, but that it would be to the disadvantage of the individual to give him priority of discharge and thereby return him to a trade that had not had sufficient time to adapt itself to peace conditions and where unemployment was consequently inevitable and widespread.

§ 9 Q. *Is the order in which these Industrial Groups are now numbered the order in which they will be demobilised?*

A. **N**O, the present numbering is merely for reference purposes and bears no relation to their national importance or the order in which they will stand in the eventual Priority List.

§ 10 Q. *Are any steps being taken to prevent all the available jobs being obtained by the Army at Home?*

A. **T**HE Armies at Home and abroad will, as far as possible, be demobilised by equal numbers daily so that neither portion of the Forces shall get an unfair advantage. It must be remembered in this connection that the Home Army contains, at any particular moment, large numbers of men who have served long spells in theatres of active operations.

§ 11 Q. *At what average rate is it expected that demobilisation will be carried out?*

A. **T**HE rate of demobilisation must be dependent on the means of transportation available, e.g., ships and railway trains. No doubt use will be made of march route and mechanical transport, both Overseas and at Home. The limiting factor will probably be the amount of dock and wharf space available. The estimated daily rate is a high one, and there is no intention of keeping any man in the Army longer than is absolutely necessary. Prisoners of War, Sick and Wounded in medical care will be demobilised as they are repatriated and physically fit for return to civil life, irrespective of any other consideration.

§ 12 Q. *In the answer to Question 5 you said that units would be reduced to cadres who would be required for the care and transportation of stores, etc. How large will those cadres be?*

A. **A**BOUT one-third of War Establishment in some cases and less in others. All cadres will not necessarily be retained until all the individuals in the first

---

## RECONSTRUCTION PROBLEMS

---

four classes (see answer to Question 4) have been disbanded. Those required for the re-organisation of the new Regular Army will be brought home concurrently with parties for dispersal. The first to be brought home will be those detailed for foreign reliefs. The personnel of these cadres, if not continuing in the Service, will be demobilised in the ordinary course. A stream of cadres will be repatriated concurrently with the stream of dispersal drafts.

§ 13 Q. *Supposing that I am detailed by my Commanding Officer for a particular draft, can you explain exactly what will happen to me from the time I leave my unit until I reach my home?*

A. IF you are abroad your draft will be sorted out into parties for various Concentration Camps at suitable points behind the front which serve certain Dispersal Areas at Home. For instance, if your home is in Bradford you would be sent from your unit to the Concentration Camp for the West Riding of Yorkshire, where you will meet other men from other units, all of whom are going to the West Riding. From that Concentration Camp (or Collecting Place in the case of units serving at Home) there will be mapped out a particular route—sea, road or rail—by which parties will travel direct to the Dispersal Stations in their particular area at Home. On leaving your unit you will be provided with a Dispersal Certificate which will give you all the information required en route together with a list of the arms, equipment, etc., that you will carry with you.

§ 14 Q. *How long shall I be kept at the Dispersal Station, and what will happen to me there?*

A. EXPERIMENTS have been carried out which show that it will only be necessary for men to be kept at Dispersal Stations for a few hours. You will hand in there your arms and equipment, and will be liable to be charged for any deficiencies as shown by the list on your Dispersal Certificate. If you are in a unit serving in the United Kingdom you will not take your arms and equipment to a Dispersal Station. You will then receive :—

(1) A Protection Certificate,

---

## DEMOBILISATION

---

- (2) A Railway Warrant to your home,
  - (3) A Cash Payment,
  - (4) An Out-of-Work Donation Policy (see Question 20),
  - (5) A Ration Book,
- and will be at liberty to proceed to your home. There will be no further reporting or formalities except such as can be done through the post.

§ 15 Q. *Will that be the time of my final discharge?*

- A. **N**O, you will be entitled first to 28 days' furlough, during which time you will receive your pay and ration allowance, and the separation or family allowance to your wife or dependants will be continued. At the expiration of your furlough you will be finally demobilised. You should not, however, wait for this before beginning work in civilian employment.

§ 16 Q. *What will be the cash payment that I shall receive at the Dispersal Station?*

- A. **I**T will be a part payment on account of the following:—
1. Any credit balance of your accounts.
  2. Pay and ration allowance during your 28 days' furlough.
  3. Any Service or other gratuity you have earned.
  4. An allowance for the purchase of plain clothes.
- The balance of the total due to you on the above, with the exception of any war gratuity, which will be placed to your credit in the Post Office Savings Bank, will be forwarded to you through the post in three weekly payments during your period of furlough. The money or postal orders will only be cashable on production of the Protection Certificate that will be issued to you at the Dispersal Stations.

§ 17 Q. *What shall I have to do with my uniform?*

- A. **Y**OU will be allowed to retain it (except your great coat), together with your boots and underclothes, as your private property. You will be permitted to wear uniform during your 28 days' furlough, at the expiration of which you will be expected to have reclothed yourself in plain clothes and your great-coat will have to be returned.

---

## RECONSTRUCTION PROBLEMS

---

§ 18 Q. *Supposing that I am not a "Slip" man—i.e., that I have no definite job waiting for me—what assistance shall I get in obtaining work?*

I N the first place every effort will have been made by the local Employment Exchange, working in conjunction with the Local Advisory Committee (see Questions 21-23) and the appropriate trade organisation, to make you into a "Slip" man, to find a definite job for you before you come home. On the form that you will have filled up before demobilisation you will have stated whether, if your previous employer had not promised to keep your place open for you, you would like that employer to be asked to re-engage you, and if that cannot be arranged what precise nature of work you require. You will also have been asked for the names of other previous employers and to state any special experience you have gained while serving with the Colours—*e.g.*, as a signaller or artificer—which would be likely to be useful to you in obtaining civil employment. These employers and, if necessary, others will then be communicated with. In the second place you will yourself apply to the Exchange on your return and to your Trade Union if you belong to one.

§ 19 Q. *Will not most of the available jobs be already filled by munition workers and women?*

A. I N a large number of cases employers have undertaken to reinstate their former employees now serving with the Forces, and there is every reason to think that they will gladly fulfil their obligation. Even where no promise has been made, it may be anticipated that the discharged man will generally be given consideration. Moreover, in many of the organised industries formal agreements or undertakings exist between the employer and the Trade Unions under which priority of employment is to be given to men who have served in the Forces. As regards controlled establishments in munitions industries the Munitions Acts provide that in any readjustment of staff which may have to be effected after the War, priority of employment will be given to workmen in the owner's employment at the beginning of the War who have been serving with the

---

## DEMobilISATION

---

Colours or who were in the owner's employment when the establishment became a controlled establishment.

§ 20 Q. *Supposing that I fail to get a job, or that I am successful in obtaining one but lose it again owing to bad trade or other causes, is any provision being made for me during unemployment?*

A. **Y**ES, you will receive before your discharge a free Out-of-Work Donation Policy which will remain in force for one year from the date of your discharge, and will be payable for not more than 20 weeks in the year. The weekly payments under this policy will be at a higher rate than under the National Unemployment Insurance Scheme of 1911, and the benefits will be on a graduated scale according to the number of children under 14.

§ 21 Q. *Has any alteration been made in the ordinary procedure of the Employment Exchanges to meet the special needs of demobilisation?*

**Y**ES, working in close co-operation with the Employment Exchange there will be Local Advisory Committees to whom the ex-soldier will be able to apply for any information and advice in connection with demobilisation, employment or training.

§ 22 Q. *Of whom will these Local Advisory Committees consist?*

A. **T**HEY will be representative of all the industries of the district and of employers and workpeople in equal numbers, with a small number of members who are for various reasons likely to be able to give special help during the demobilisation period.

§ 23 Q. *But will such a body be able to deal in sufficient detail with any particular Trade?*

A. **I**T has been realised that some sub-division will be necessary, as representatives of agriculture, for instance, might not be sufficiently acquainted with the conditions in, say, engineering, and for this purpose Trade Sub-Committees will be set up where necessary, consisting of representatives of the employers and workpeople in equal numbers, to deal only with details in connection with their own trade. It is to these bodies of experts that the individual ex-soldier will be able to make personal application for assistance and advice in any difficulty.



---

## RECONSTRUCTION PROBLEMS

---

§ 24 Q. *In the reply to Question 21, you mentioned training. Can you tell me what help will be given to a man who finds himself unable through wounds or ill-health to follow his previous employment?*

A. **T**HE Local War Pensions Committee set up by the Ministry of Pensions will advise the partially disabled man on this and other points, will consider what other employment he might be fitted for, and will assist him in obtaining training for it.

§ 25 Q. *What will be the position of the man who was still an apprentice at the time he joined up?*

A. **T**HE whole question of interrupted apprenticeship has been gone into very carefully by the Government, in consultation with the Employers and the Trade Unions, and a scheme has been prepared. Further information on this question will be made public before demobilisation begins.

§ 26 Q. *Is any provision being made to give the men any opportunity of improving their educational training during the period of demobilisation?*

A. **Y**ES, it is hoped greatly to extend the scheme of Educational Training that, after being in operation at Home for some time, was started in France in March, 1918, and which has been received with enthusiasm by all ranks.

§ 27 Q. *Can you give me an idea of the sort of subjects in which instruction will be given?*

A. **C**LASSES are already being held in no less than eleven languages, in economics, political economy, mathematics, chemistry, electric lighting and power, art and design, the principles of machines, accountancy, agricultural science, and many other subjects, and it is intended to make the whole scheme much more comprehensive during the time following the cessation of hostilities, and to place facilities of real value at the disposal of all who may wish to take advantage of the period before their own discharge to improve their education and their equipment for civil life.

---

## DEMOBILISATION

---

§ 28 Q. *What will happen to men who came from abroad to join the Army for the War?*

A. **T**HEY will be repatriated, at the public expense, as soon as their services can be dispensed with. This facility will be extended to all who can prove that their home is Overseas, whether they joined the Army abroad, or came to the United Kingdom after the outbreak of War for that purpose.

The above description of the scheme shows how it applies to Forces in the United Kingdom or in France.

It is found that it applies with but slight alteration, not only to Expeditionary Forces in other Theatres of War than France, but also to Commands abroad which during the war have been garrisoned by troops for its duration.

In the case of these it will not be a hard-and-fast rule that all units are to be reduced to cadres before being embarked for the United Kingdom. In fact, the proportion of drafts of individual men for dispersal to the number of cadres to be embarked will almost entirely depend on the class and quantity of shipping available.

The repatriation of Dominions and Overseas contingents direct from Theatres of War or the United Kingdom, according as they are situated when demobilisation occurs, will be in accordance with the express wishes of their own Governments and will be as expeditious as transport facilities allow.

# RECONSTRUCTION PROBLEMS

## INDEX.

<p><b>A</b>BROAD, Men who</p> <p style="padding-left: 2em;">joined from - - 28</p> <p>Allowances, Family 15, 16</p> <p style="padding-left: 2em;">" Ration 15, 16</p> <p style="padding-left: 2em;">" Separation 15, 16</p> <p>Apprentices - - - 25</p> <p>Arms and Equipment 13, 14</p> <p><b>C</b>ADRES - - - 4, 12</p> <p>Cash Payment - 14, 16</p> <p>Civil Employment 3, 4, 18, 19</p> <p>Collecting Place - - 13</p> <p>Concentration Camp - 13</p> <p><b>D</b>EMOBILISATION,</p> <p style="padding-left: 2em;">Method of - - - 1, 2</p> <p style="padding-left: 2em;">Order of - - - 4, 9</p> <p style="padding-left: 2em;">Rate of - - - 11</p> <p style="padding-left: 2em;">" Demobilisers " - - 4, 6</p> <p style="padding-left: 2em;">Discharge, Final - - 15</p> <p style="padding-left: 2em;">Dispersal Areas - - 13</p> <p style="padding-left: 4em;">" Certificate 13, 14</p> <p style="padding-left: 4em;">" Station 13, 14, 16</p> <p>Drafts, Composition of 6</p> <p style="padding-left: 4em;">" Transport of - 13</p> <p><b>E</b>DUCATION - 26, 27</p> <p>Employment Exchanges</p> <p style="padding-left: 4em;">7, 18, 21</p> <p><b>F</b>OREIGN Reliefs - 12</p> <p>Furlough - - - 15, 16, 17</p> <p><b>G</b>RATUITY - - - 16</p> <p><b>H</b>OME Army, Demobilisation of - - 10</p>	<p><b>I</b>NDUSTRIAL</p> <p style="padding-left: 2em;">Groups - - - 3, 6, 8, 9</p> <p><b>L</b>OCAL Advisory</p> <p style="padding-left: 2em;">Committees - 18, 21, 22</p> <p>Long Service Men - - 5, 6</p> <p><b>M</b>ARRIED Men - 5, 6</p> <p>Munition Workers - 19</p> <p><b>O</b>UT-OF-WORK</p> <p style="padding-left: 2em;">Donation Policy 14, 20</p> <p><b>P</b>ENSIONS Committee, Local War - - 24</p> <p style="padding-left: 2em;">" Pivotal Men " - - 4, 6</p> <p>Plain Clothes, Allowance</p> <p style="padding-left: 2em;">for - - - - 16</p> <p style="padding-left: 2em;">" Priority List " - - 8</p> <p>Protection Certificate 14, 16</p> <p><b>R</b>AILWAY Warrant 14</p> <p>Regular Army, New 6, 12</p> <p>Repatriation - - - 28</p> <p><b>S</b>ERVING Soldiers - 4</p> <p style="padding-left: 2em;">" Slip Men " - - 4, 6, 7</p> <p><b>T</b>RADE Require-</p> <p style="padding-left: 2em;">ments - - - - 8</p> <p>Trade Sub-Committees 23</p> <p>Trade Unions 3, 18, 19, 22, 25</p> <p>Training - - - - 24</p> <p><b>U</b>NEMPLOYMENT 20</p> <p>Uniform, Disposal of - 17</p>
---	--

---

## DEMOBILISATION

---

NOTE : The following is a list of the publications already issued by the Ministry of Reconstruction and the Reconstruction Committee which preceded it. Other reports of a more confidential nature have been drawn up but not published.

1. ADULT EDUCATION : Interim Report by Committee on. (Cd. 9107, price 3d.)
2. AGRICULTURE. Part I. of the Report on the methods of effecting an increase in the home-grown food supplies. (Cd. 8,506, price 3d.)  
Report of the Agricultural Policy Sub-Committee. Parts I. and II. (Cd. 9,079, price 1s. 3d.)  
Ditto : Summary of Evidence. (Cd. 9,080, price 1s. 3d.)
3. AFFORESTATION. Final Report of the Forestry Committee. (Cd. 8,881, price 1s.)
4. CIVIL WAR WORKERS COMMITTEE. First Interim Report. (Cd. 9,117, price 2d.)
5. COAL CONSERVATION COMMITTEE. Final Report. (Cd. 9,084, price 1s.)
6. COMMERCIAL AND INDUSTRIAL POLICY AFTER THE WAR. Final Report. (Cd. 9,035, price 9d.)  
INTERIM REPORT ON CERTAIN ESSENTIAL INDUSTRIES. (Cd. 9,032, price 2d.)  
INTERIM REPORT ON THE IMPORTATION OF GOODS FROM THE PRESENT ENEMY COUNTRIES AFTER THE WAR. (Cd. 9,033, price 1d.)  
INTERIM REPORT ON THE TREATMENT OF EXPORTS FROM THE UNITED KINGDOM AND BRITISH OVERSEAS POSSESSIONS AND THE CONSERVATION OF THE RESOURCES OF THE EMPIRE DURING THE TRANSITIONAL PERIOD AFTER THE WAR. (Cd. 9,034, price 2d.)
7. CHEMICAL TRADE, THE. Report of Committee. (Cd. 8,882, price 1d.)
8. ELECTRIC POWER SUPPLY. Report of the Coal Conservation Committee. (Cd. 8,880, price 3d.)
9. EMPLOYERS AND EMPLOYED, RELATIONS BETWEEN. First and Second Reports on Joint Standing Industrial Councils. (Cd. 8,606 and 9,002, price 1d. each.)  
Supplementary Report on Works Committees. (Cd. 9,001, price 1d.)  
Memorandum by Minister of Reconstruction and the Minister of Labour on Industrial Councils and Trade Boards. (Cd. 9,085, price 1d.)  
Conciliation and Arbitration : Report of Committee on

---

## RECONSTRUCTION PROBLEMS

---

- Relations of Employers and Employed. (Cd. 9,099, price 1d.)  
Final Report. (Cd. 9,153, price 1d.)
10. HOUSING. Memorandum by the Advisory Panel on the Emergency Problem. (Cd. 9,087, price 3d.)  
Women's Housing Sub-Committee. First Interim Report. (Cd. 9,166, price 1d.)
  11. LAND, ACQUISITION AND VALUATION OF, FOR PUBLIC PURPOSES. First Report of Committee. (Cd. 8,998, price 6d.)
  12. "PERIOD OF THE WAR." Report of Committee on the legal interpretation of the term. (Cd. 9,106, price 6d.)
  13. POOR LAW. Report of Committee on the Transfer of functions of Poor-Law Authorities in England and Wales. (Cd. 8,917, price 3d.)
  14. POST-WAR QUESTIONS. List of Commissions and Committees dealing with questions that will arise at the close of the War. (Cd. 8,916, price 4d.)
  15. POWERS, ACQUISITION OF. Report of the Sub-Committee of the Reconstruction Committee. (Cd. 8,982, price 2d.)
  16. RECONSTRUCTION PROBLEMS, Pamphlets on. (2d. each.)
    - (1) Aims of Reconstruction.
    - (2) Housing in England and Wales.
    - (3) Demobilisation and Resettlement of the Army.
- [Note: All prices are net.]

These publications are *not* on sale at the Ministry of Reconstruction, but may be purchased through any Bookseller or directly from H.M. Stationery Office at the following addresses: Imperial House, Kingsway, London, W.C.2, and 28, Abingdon Street, London, S.W.1; 37, Peter Street, Manchester; 1, St. Andrew's Crescent, Cardiff; 23, Forth Street, Edinburgh; or from E. Ponsonby, Ltd., 116, Grafton Street, Dublin.

LONDON:  
PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE.

To be purchased through any Bookseller or directly from  
H.M. STATIONERY OFFICE at the following addresses:  
IMPERIAL HOUSE, KINGSWAY, LONDON, W.C. 2, and 28, ABINGDON STREET, LONDON, S.W. 1;  
37, PETER STREET, MANCHESTER; 1, ST. ANDREW'S CRESCENT, CARDIFF;  
23, FORTH STREET, EDINBURGH;  
or from E. PONSONBY, LTD., 116, GRAFTON STREET, DUBLIN.

1918.

*Price 2d. Net.*

---

Printed under the authority of His Majesty's Stationery Office  
By EYRE and SPOTTISWOODE, Ltd., East Harding Street, E.C. 4,  
Printers to the King's most Excellent Majesty.