N.I.W.D. (50)

The Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages

THE DRESSMAKING AND WOMEN'S LIGHT CLOTHING WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION ORDER, 1946, DATED 17TH OCTOBER, 1946, MADE BY THE MINISTRY OF LABOUR AND NATIONAL INSURANCE UNDER SECTION 10 OF THE WAGES COUNCILS ACT (NORTHERN IRELAND), 1945 (9 & 10 GEO. 6, CH. 21).

1946. No. 170

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) wages regulation proposals for fixing the minimum remuneration to be paid to certain workers in relation to whom the Council operates in substitution for the minimum remuneration fixed by the Wages Council and confirmed by the Order of the Ministry N.I.W.D. (47) dated the 7th day of February, 1945 (hereinafter referred to as " Order N.I.W.D. (47)") ;

NOW, THEREFORE, the Ministry by virtue of section 10 of the Wages Councils Act (Northern Ireland), 1945, and of every other power in that behalf hereby makes the following Order :—

Statutory minimum remuneration.

1. As from the specified date Order N.I.W.D. (47) shall cease to have effect and the statutory minimum remuneration set out in the Schedule to this Order shall be paid to the workers therein specified.

Commencement.

2. In this Order the expression " specified date " means the 23rd day of October, 1946. Provided that where, as respects any worker who is paid wages at intervals not exceeding seven days, the specified date does not correspond with the beginning of the period for which the wages are paid, this Order shall, as respects that worker, become effective as from the beginning of the next such period following the specified date.

Short title and interpretation.

3.—(1) This Order may be cited as the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation Order, 1946.

12 Geo. 5, Ch. 4.

(2) The Interpretation Act, 1921, applies to the interpretation of this Order as it applies to the interpretation of an Act of the Parliament of Northern Ireland.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this seventeenth day of October, nineteen hundred and forty-six, in the presence of

(L.S.)

J. W. McConnell,
Assistant Secretary to the Ministry of Labour and National Insurance for Northern Ireland.

SCHEDULE

STATUTORY MINIMUM REMUNERATION

FOR WORKERS EMPLOYED IN THE FACTORY BRANCH OF THE TRADE

GENERAL MINIMUM TIME RATES

MALE WORKERS

	Per hour s. d.
PARAGRAPH 1.	
MALE CUTTERS, as defined in paragraph 29 of this Schedule ...	2 0½
PARAGRAPH 2.	
MALE WORKERS other than MALE CUTTERS :—	
Workers of—	
22 years of age or over	1 7½
21 and under 22 years of age	1 4
20 ,, 21 ,, ...	1 2
19 ,, 20 ,, ...	1 0
18 ,, 19 ,, ...	0 10
17 ,, 18 ,, ...	0 8½
16 ,, 17 ,, ...	0 7½
15 ,, 16 ,, ...	0 6½
under 15 years of age	0 5½

LATE ENTRANTS

PARAGRAPH 3.

Notwithstanding the provisions of paragraph 2 above, a male worker commencing employment in the Factory Branch of the trade for the first time at or over the age of 19 years may be employed for a period of twelve months as follows :—

(*a*) for the first six months of employment, at a general minimum time rate of 10½d. per hour ;

(*b*) for the second six months of employment, at a general minimum time rate of 10¾d. per hour.

On the expiration of twelve months' employment in the trade such worker shall receive the general minimum time rate appropriate to his age under the foregoing provisions.

FEMALE WORKERS

	Per hour s. d.
PARAGRAPH 4.	
FEMALE WORKERS other than Conveyor Belt Machinists (as defined in paragraph 30 of this Schedule) and other than Learners (as defined in paragraph 31 of this Schedule) but excluding workers employed in hand embroidery, drawn thread work, thread drawing, and sparring on silk and artificial silk goods by hand :—	
(*a*) workers other than out-workers	1 0½
(*b*) out-workers (as defined in paragraph 32 of this Schedule) ...	1 0½
PARAGRAPH 5.	
CONVEYOR BELT MACHINISTS (as defined in paragraph 30 of this Schedule) other than Learners (as defined in paragraph 31 of this Schedule)	1 1½
PARAGRAPH 6.	
FEMALE WORKERS other than Learners (as defined in paragraph 31 of this Schedule) employed in hand embroidery, and in drawn thread work, thread drawing, and sparring on silk and artificial silk goods by hand :—	
(*a*) workers, including out-workers, employed in hand embroidery	0 4¾
(*b*) workers, including out-workers, employed in—	
(i) drawn thread work	0 4¾
(ii) thread drawing	0 6½
(iii) sparring on silk and artificial silk goods by hand ...	0 7¼

PARAGRAPH 7.

FEMALE LEARNERS (as defined in paragraph 31 of this Schedule) :—

1st six months	...	0 5¼
2nd six months	...	0 6
2nd year	...	0 7
3rd year	...	0 8½
4th year	...	0 10½

LATE ENTRANTS

PARAGRAPH 8.

A female learner who enters or who has entered the trade for the first time at 18 years of age or over shall be deemed, for the purposes of the minimum rates specified in paragraph 7 of this Schedule and the calculation of the period of learnership, to have completed one year's employment as a learner.

ADVANCES TO LEARNERS

PARAGRAPH 9.

The advances to be given to female learners commencing at under 18 years of age shall, during the first year of employment, become due as from the first Monday in January and July, the learner being entitled to the first advance as from the first Monday in January or July, as the case may be, provided that she has been in the trade at least three months. The advances to be given to such learners during the second and subsequent years of employment and to female learners commencing at 18 years of age and over, shall be payable at the expiration of each 12 months' employment in the trade.

COMPLETION OF LEARNERSHIP

PARAGRAPH 10.

A female learner shall cease to be a learner and shall be entitled to the full general minimum time rate applicable to a worker of her class upon the fulfilment of the appropriate conditions set out below :—

Age of entering employment	Conditions
Under 18 years of age	The completion of four years' employment in the trade.
18 years of age and over	The completion of three years' employment in the trade.

CERTIFICATES OF LEARNERSHIP

PARAGRAPH 11.

Application must be made to the Wages Council for a certificate of learnership in respect of every worker whom it is desired to employ at the special lower rates for female learners. Unless such certificate has been obtained or application made therefor, and the other conditions relating to learnership as laid down in this Schedule are complied with, the general minimum time rate payable shall be the appropriate rate for female workers other than learners.

GUARANTEED TIME RATE FOR CERTAIN PIECE WORKERS

PARAGRAPH 12.

Where an employer transfers a female worker, other than a learner (as defined in paragraph 31 of this Schedule), who is at the time employed by him in any trade other than the Dressmaking and Women's Light Clothing Trade, to employment on PIECE WORK on the employer's premises in any branch, process or method of manufacture or operation in the Dressmaking and Women's Light Clothing Trade (as defined in paragraph 37 of this Schedule) of which she has had no previous experience, that worker shall, during the first FOUR WEEKS of such employment, be paid a guaranteed time rate of 1s. 0½d. per hour.

Where, in accordance with the provisions of this paragraph, a guaranteed time rate is appropriate an employer must pay female workers of the class specified therein who are employed on piece work not less than the guaranteed time rate notwithstanding that their earnings on piece work are less than such sum, *i.e.*, the worker's earnings must be made up to the guaranteed time rate.

PIECE WORK BASIS TIME RATES

MALE WORKERS

	Per hour s.	d.
PARAGRAPH 13.		
MALE CUTTERS, as defined in paragraph 29 of this Schedule ...	2	1¾
PARAGRAPH 14.		
MALE WORKERS other than Male Cutters	1	8¾

FEMALE WORKERS

PARAGRAPH 15.

FEMALE WORKERS, including out-workers (as defined in paragraph 32 of this Schedule), but excluding workers employed in hand embroidery, and in drawn thread work, thread drawing, and sparring on silk and artificial silk goods by hand 1 1½

PARAGRAPH 16.

FEMALE WORKERS, including out-workers, employed in :—

(*a*) hand embroidery	0	4¾
(*b*) drawn thread work	0	4¾
(*c*) thread drawing	0	6½
(*d*) sparring on silk and artificial silk goods by hand	0	7½

APPLICATION OF PIECE WORK BASIS TIME RATES

PARAGRAPH 17.

An employer must pay to workers employed on piece work, 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. In determining whether any piece rate satisfies the foregoing condition regard shall be had only to the earnings of workers of ordinary skill and experience in the class of work in question and not to the earnings of workers of less than ordinary skill and experience.

GENERAL MINIMUM PIECE RATES

FEMALE WORKERS EMPLOYED IN HAND EMBROIDERY

ALL THE PIECE RATES SET OUT HEREUNDER ARE SUBJECT TO AN INCREASE OF 40 PER CENT. OR 8/- IN THE £.

PARAGRAPH 18.

SOLID WORK :

Dots, $\frac{1}{16}$″ joined or $\frac{1}{16}$″ PLAIN leaves forming star or flower	71 a 1d.
All other $\frac{1}{16}$″ dots or leaves	43 a 1d.
Dots, $\frac{1}{8}$″ joined or $\frac{1}{8}$″ PLAIN leaves forming star or flower	43 a 1d.
All other $\frac{1}{8}$″ dots or leaves	34 a 1d.
Leaves, $\frac{1}{4}$″ in length	21 a 1d.
,, $\frac{3}{8}$″ ,, ...	17 a 1d.
,, $\frac{1}{2}$″ ,, ...	13 a 1d.
,, $\frac{3}{4}$″ ,, ...	9 a 1d.

Leaves which are corded and seeded instead of solid shall be paid for at DOUBLE the rates for plain leaves.

Split leaves to count as two leaves.

PARAGRAPH 19.

SATINING OR WELTING ... ... 7 inches a 1d.

PARAGRAPH 20.

FRENCH LEAVES — SOLID OR HALF-SEEDED :

Leaves, $\frac{1}{4}$″ in length	9 a 1d.
,, $\frac{3}{8}$″ ,, ...	6 a 1d.
,, $\frac{1}{2}$″ ,, ...	5 a 1d.
,, $\frac{3}{4}$″ ,, ...	4 a 1d.
,, 1″ ,, ...	3 a 1d.

If corded and seeded to be paid for at DOUBLE the above rates.

PARAGRAPH 21.

CUT WORK :

Holes,	$\frac{1}{16}$"	joined	34 a 1d.
,,	$\frac{1}{16}$"	separate	23 a 1d.
,,	$\frac{1}{8}$"	joined	23 a 1d.
,,	$\frac{1}{8}$"	separate	17 a 1d.
Cut Leaves,	$\frac{1}{4}$"	in length	13 a 1d.
,,	$\frac{3}{8}$"	,,	12 a 1d.
,,	$\frac{1}{2}$"	,,	9 a 1d.
,,	$\frac{3}{4}$"	,,	7 a 1d.
,,	1"	,,	6 a 1d.

PARAGRAPH 22.

CORDING OR WHIPPING ... ... 21 inches a 1d.

PARAGRAPH 23.

SCALLOPING :

Plain	$8\frac{1}{2}$ inches a 1d.
French	7 inches a 1d.

In the case of scalloping, the measurements shall be taken from point to point where the scallops are not more than $\frac{1}{4}$ inch deep and along the edge or circumference of the scallops in all other cases.

PARAGRAPH 24.

SEEDING CIRCLES $\frac{1}{2}$ INCH DIAMETER :

Corded	$3\frac{1}{2}$ circles a 1d.
Not Corded	4 circles a 1d.

In the case of female workers employed on operations for which general minimum piece rates have been fixed, piece rates calculated to yield, in the circumstances of the case, to an ordinary worker not less than the piece work basis time rate applicable, shall be held to include all such general minimum piece rates.

OVERTIME

PARAGRAPH 25.

Overtime rates shall be payable as follows :—

A. WORKERS EMPLOYED ON TIME WORK :—

(1) On any day other than Saturday (or the weekly short day substituted therefor), Sunday or a customary holiday—

For the first two hours worked in excess of 9 hours TIME-AND-A-QUARTER
Thereafter ... ... TIME-AND-A-HALF

Provided that where it is the established practice of an employer to require the worker's attendance on only five days a week, the said overtime rates of time-and-a-quarter and time-and-a-half shall be payable on those five days after $9\frac{1}{2}$ and $11\frac{1}{2}$ hours' work, respectively.

(2) On a Saturday, not being a customary holiday—

(*a*) In respect of that class of worker who customarily attends on six days a week—

For all time worked in excess of 5 hours ... TIME-AND-A-HALF

(*b*) In respect of that class of worker who customarily attends on five days a week—

For all time worked ... ... TIME-AND-A-HALF

(3) On a Sunday or a customary holiday—

For all time worked ... ... DOUBLE TIME

(4) In any week—

For all time worked in excess of 48 hours ... TIME-AND-A-QUARTER except in so far as higher overtime rates may be payable under the provisions of sub-paragraphs A (1), (2) and (3) of this paragraph.

Provided that, where it is the established practice of an employer to require attendance on Saturday in alternate weeks only, the overtime rate shall be payable in the week in which attendance on Saturday is required only after 50 hours have been worked.

(5) Where it is the established practice of an employer to require attendance on Sunday instead of Saturday, the overtime rates as set out in this paragraph shall apply to workers in like manner as if the word " Saturday " were substituted for " Sunday " and the word " Sunday " for " Saturday."

B. MALE AND FEMALE WORKERS EMPLOYED ON PIECE WORK :—

(1) Male and female workers (other than those of the class specified in paragraph 12 of this Schedule) employed on piece work shall be entitled to receive, in respect of each hour of overtime worked in addition to 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 applicable

an amount equivalent to ONE-QUARTER, ONE-HALF, or THE WHOLE of the appropriate piece work basis time rate, according as the overtime rate payable under the provisions of sub-paragraph A of this paragraph, if the worker had been employed on time work, would have been equivalent to time-and-a-quarter, time-and-a-half, or double time, respectively.

(2) Female workers of the class specified in paragraph 12 of this Schedule shall, during the period of four weeks referred to in that paragraph, be entitled to receive, in respect of each hour of overtime worked, in addition to the guaranteed time rate

an amount equivalent to ONE-QUARTER, ONE-HALF, or THE WHOLE of the guaranteed time rate, according as the overtime rate payable under the provisions of sub-paragraph A of this paragraph, if the worker had been employed on time work, would have been equivalent to time-and-a-quarter, time-and-a-half, or double time, respectively.

PARAGRAPH 26.

Overtime rates shall be payable in respect of all overtime worked on any day, notwithstanding that the total number of hours worked in the week does not exceed 48.

PARAGRAPH 27.

The expression " customary holiday " means—

(*a*) Christmas Day (or, if Christmas Day falls on a Sunday, such other week day as may be appointed by national proclamation or, if none is so appointed, the next following Tuesday), Boxing Day, Easter Monday, Easter Tuesday, and two other days (being days on which the worker normally works) in the course of a calendar year to be fixed by the employer and notified to the worker not less than three weeks before the holiday ; or

(*b*) a day substituted by the employer for any one of the said days, being a day recognised by local custom as a day of holiday in substitution for the said day.

PARAGRAPH 28.

For the purpose of paragraph 25, the expressions time-and-a-quarter, time-and-a-half, and double time mean, respectively, one-and-a-quarter times, one-and-a-half times, and twice the amount of the minimum rate otherwise applicable.

THE HOURS OF WORK OF WOMEN AND YOUNG PERSONS ARE SUBJECT TO THE PROVISIONS OF THE FACTORIES ACT (NORTHERN IRELAND), 1938 (a).

GENERAL

DEFINITIONS

For the purpose of the application of the statutory minimum remuneration set out in this Schedule the following definitions shall apply :—

PARAGRAPH 29.

A MALE CUTTER is a worker who :—

(*a*) is wholly or mainly employed in cutting (including the operations of hooking-up, folding, marking-in or marking-out and dividing) ; and

(a) 2 Geo. 6, Ch. 23.

(*b*) has had not less than five years' experience in cutting in the Factory or Wholesale Manufacturing Branch of the Dressmaking and Women's Light Clothing Trade.

PARAGRAPH 30.

A CONVEYOR BELT MACHINIST is a female worker who :—

is employed in machining any work conveyed direct to or from the worker on a mechanical conveyor belt.

PARAGRAPH 31.

A FEMALE LEARNER is a worker who :—

(*a*) is employed during the whole or a substantial part of her time in learning any branch or process of the trade by an employer who provides the learner with reasonable facilities for such learning ; and

(*b*) has received a certificate or has been registered in accordance with rules from time to time laid down by the Wages Council or has made application for such certificate or registration which has been duly acknowledged and is still under consideration.

Provided that the certification or registration of a female learner shall become invalid if at any time during learnership the provisions set out in this Schedule relating thereto are not complied with.

Provided also that an employer may employ a female learner on her first employment in the trade without a certificate or registration for a probation period not exceeding four weeks, but in the event of such learner being continued thereafter at her employment the probation period shall be included in her period of learnership.

Provided further that notwithstanding compliance with the conditions contained herein, a person shall not be deemed to be a learner if she works in a room used for dwelling purposes and is not in the employment of her parent or guardian.

PARAGRAPH 32.

The expression " OUT-WORKER " shall be deemed to mean a worker who works in her own home or any other place not under the control or management of the employer.

PARAGRAPH 33.

The " FACTORY BRANCH OF THE TRADE " shall be deemed to be the Wholesale Manufacturing and all other branches of the trade not included in the Retail Bespoke Dressmaking Branch.

PARAGRAPH 34.

The " RETAIL BESPOKE DRESSMAKING BRANCH OF THE TRADE " shall be deemed to be that branch of the trade where no steam or other mechanical power is used in aid of the manufacturing process or processes, and where the employer supplies the garment direct to the wearer.

EMPLOYMENT OF JUVENILE WORKERS ON PIECE WORK

PARAGRAPH 35.

An employer shall, in any case where a learner or other juvenile worker is employed on piece work during the first six months of his employment in the trade, be deemed to pay wages at less than the minimum rate unless he shows that such worker has received in respect of his employment on piece work in each week during that period, at least the same amount of money as such worker would have been entitled to receive if employed on time work.

An employer shall, in any case where any such worker is so employed at any time subsequent to the first six months of his employment in the trade, be deemed to pay wages at less than the minimum rate unless he shows that such worker has, in respect of his employment on piece work, been paid at piece rates which would yield, in the circumstances of the case, to an ordinary worker (not being a juvenile worker) at least the same amount of money as the appropriate piece work basis time rate.

WAITING TIME

PARAGRAPH 36.

(1) A worker shall be entitled to payment of statutory minimum remuneration as aforesaid during all the time during which he is present on the premises of his employer unless he is so present either without his employer's consent, express or implied, or for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform.

(2) A piece worker shall during any time during which he is present as aforesaid and is not doing piece work be entitled to payment of the general minimum time rate applicable to the workers of the class to which he belongs.

Provisions (1) and (2) do not apply when—

(*a*) a worker is present on his employer's premises by reason only of the fact that he is resident thereon, or

(*b*) a worker is present on his employer's premises during normal meal times in a room or place in which no work is being done and is not waiting for work to be given to him to perform.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

PARAGRAPH 37.

The statutory minimum remuneration aforesaid shall apply, subject to the provisions of the Wages Councils Act (Northern Ireland), 1945, to workers in relation to whom the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) operates, that is to say, workers employed in Northern Ireland in the trade specified in the Trade Boards (Dressmaking and Women's Light Clothing Trade, Northern Ireland) (Constitution, Proceedings and Meetings) Regulations, 1925, dated 20th May, 1925, (a) namely :—

Those branches of the Women's Clothing Trade that are engaged in the making of Non-Tailored Garments, namely, the making from textile or knitted fabrics of (*a*) non-tailored wearing apparel (other than handkerchiefs) worn by women or girls or by children without distinction of sex, or (*b*) boys' readymade washing suits or sailor suits, where carried out in association with or in conjunction with the making of garments to be worn by women or girls or by children without distinction of sex :

Including—

(1) All operations or processes of cutting, making or finishing by hand or machine of dresses, non-tailored skirts, wraps, blouses, blouse-robes, jumpers, sports coats, neckwear, tea-gowns, dressing-gowns, dressing-jackets, pyjamas, underclothing, under-skirts, aprons, overalls, nurses' and servants' caps, juvenile clothing, baby-linen or similar non-tailored articles ;

(2) the making of field bonnets, sun-bonnets, boudoir caps or infants' millinery where carried on in association with or in conjunction with the making of any of the articles mentioned in paragraph (1) above ;

(3) (*a*) the altering, repairing, renovating or remaking of any of the above-mentioned articles ; (*b*) the cleaning of any of the above-mentioned articles, where carried on in association with or in conjunction with the altering, repairing, renovating or remaking of such garments ;

(4) all processes of embroidery or decorative needlework where carried on in association with or in conjunction with the making, altering, repairing, renovating or remaking of such articles, other than hand embroidery or hand-drawn thread-work on articles made of linen or cotton or of mixed linen and cotton ;

(5) the following processes if done by machine :—thread drawing, thread clipping, top sewing, scalloping, nickelling and paring ;

(a) S. R. & O. 1925, No. 60.

(6) laundering, smoothing, folding, ornamenting, boxing, packing, warehousing or other operations incidental to or appertaining to the making, altering, repairing, renovating or remaking of any of the above-mentioned articles ;

But excluding—

(*a*) the making of knitted articles, the making of underclothing, socks and stockings from knitted fabrics, and the making from knitted fabrics of articles mentioned in paragraphs (1) and (2) above, where carried on in association with or in conjunction with the manufacture of the knitted fabrics ;

(*b*) the making of gloves, spats, gaiters, boots, shoes and slippers ;

(*c*) the making of headgear, other than the articles mentioned in paragraph (2) above ;

(*d*) the branches of trade covered by the Trade Boards (Corset) Order, 1919 (**a**) ;

(*e*) the making of rubberised or oilskin garments ;

(*f*) the making of women's collars and cuffs and of nurses' stiff washing belts where carried on in association with or in conjunction with the making of men's or boys' shirts or collars ;

(*g*) warehousing, packing and other similar operations carried on in shops mainly engaged in the retail distribution of articles of any description that are not made on the premises ;

And excluding also—

Any processes or operations included in the Appendix to the Trade Boards (Shirtmaking) Order, 1920 (**b**).

CLASSES OF WORKERS FOR WHOM NO STATUTORY MINIMUM REMUNERATION HAS BEEN FIXED

PARAGRAPH 38.

Notwithstanding anything contained in this Schedule, the statutory minimum remuneration aforesaid SHALL NOT APPLY to workers employed as clerks, salesmen, saleswomen, travellers, engineers, mechanics, enginemen, firemen, stokers, carpenters, watchmen, carmen, charwomen, time-keepers and outside messengers.

EXPLANATORY NOTE.

(*This note is not part of the Order, but is intended to indicate its general purport*)

1. This Order specifies the statutory minimum remuneration payable as from 23rd October, 1946, to certain workers in relation to whom the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) operates.

2. The provisions of Order N.I.W.D. (47) cease to have effect when the new provisions under this Order come into force.

N.I.L. (26)

The Laundry Wages Council (Northern Ireland) Wages

THE LAUNDRY WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION ORDER, 1946, DATED 23RD JULY, 1946, MADE BY THE MINISTRY OF LABOUR AND NATIONAL INSURANCE UNDER SECTION 10 OF THE WAGES COUNCILS ACT (NORTHERN IRELAND), 1945 (9 & 10 GEO. 6. Ch. 21).

1946. No. 134

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the Laundry Wages

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(**a**) S. R. & O. 1919, No. 570. (**b**) S. R. & O. 1920, No. 711.