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.