

to any other process upon which the worker may be engaged.

(b) Has received a certificate or has been registered in accordance with rules from time to time laid down by the Trade Board, 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 Learner may be cancelled if the other conditions of Learnership are not complied with.

Provided that an employer may employ a Female Learner on her first employment without a certificate or registration for a probation period not exceeding eight weeks, but the probation period shall be included in her period of Learnership.

Provided that, notwithstanding compliance with the conditions contained in this Section, 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.

SECTION II.—The expression "Home-worker" means a worker who works in her own home or in any other place not under the control or management of the employer.

PART VI.

The above Minimum Rates shall apply subject to the provisions of the Trade Boards Acts, to

(a) All Male Workers of the classes specified in Part I. of this Schedule in respect of all time during which they are employed in that branch of the Box Trade in Great Britain which is engaged in the making of boxes or parts thereof, made wholly or partially of paper, cardboard, chip or similar material; and to

(b) All Female Workers in Great Britain who:

(i) Are engaged in manufacturing processes upon boxes or parts thereof made wholly or partially of paper, cardboard, chip or similar material, and generally, to all workers directly connected with such processes; or

(ii) Are engaged in transferring material from the store-room to the factory or workshop, and to workers engaged in transferring finished boxes from the factory or workshop to the warehouse, if such workers are also to any considerable extent

engaged in connection with the work of distributing the material among, or collection of the finished boxes from, the workers engaged in the processes of box-making.

They shall not apply to Female Workers who:—

(i) Are wholly or mainly engaged, in occupations in a store-room which involves no change in, or treatment of, the material necessary to its being made into boxes; or

(ii) Are wholly or mainly engaged in a warehouse on occupations directly connected with the storage or despatch of finished boxes which involve no examination or change in the form of such boxes; or

(iii) Are wholly or mainly engaged in transferring material *in bulk* from the store-room to the factory or workshop; or

(iv) Are wholly or mainly engaged in transferring finished boxes from the factory or workshop to the warehouse, or from the warehouse for despatch to customers; or

(v) Wherever employed are engaged as clerks, telephone attendants, and others whose work stands in relationship to the trade similar to that of such workers.

PART VII.

The above Minimum Rates of wages shall be paid clear of all deductions other than deductions under the National Insurance Act, 1911, as amended by any subsequent enactments or deductions authorised by any Act to be made from wages in respect of contributions to any Superannuation or other Provident Fund.

Signed by Order of the Trade Board and in pursuance of an Order of the Minister of Labour confirming the Minimum Rates as varied by the Trade Board and set out above and specifying the 4th day of November, 1921, as the date from which they should become effective.

This third day of November, 1921.

F. Popplewell,

Secretary.

Office of Trade Boards,
7-11, Old Bailey, London, E.C. 4.

The above rates are Minimum Rates, and do not prevent the payment of higher rates of wages.

TRADE BOARDS ACTS, 1909 and 1918.

PAPER BAG TRADE BOARD (GREAT BRITAIN).

MINIMUM RATES OF WAGES AS VARIED FOR MALE AND FEMALE WORKERS.

Effective as from 4th November, 1921.

Should this date not correspond with the beginning of the period for which wages are paid by an employer who pays wages at intervals not exceeding seven days, the rates shall become effective as from the beginning of the next full pay period, but in any case not later than 10th November, 1921.

General Minimum Time-Rates.

	Per hour.		
	s.	d.	s. d.
A.—Male Workers of 21 years of age and over :—			
I. Certain special classes of workers	1	2½	— 1 6¾ (according to age and experience).
II. All other workers	1	3¼	
B.—Male Workers under 21 years of age....			See Sections I. and III. of Part I. below.
C.—Female Workers :—			
I. Workers other than Learners	0	8¼	
II. Learners			See Section II. of Part II. below.