

153. Persons were directed only to undertakings declared essential, except in a few special cases, particularly farming. All persons compulsorily directed from their normal permanent work were brought within the scope of the Occupational Re-establishment Emergency Regulations, which required the predirection employer to reinstate them on expiry of the period under direction.

154. In those early months of 1942 the Department was working against time. Military mobilization rose during the year, until approximately one man in every three had been withdrawn from industry. A large part of the remaining labour force in industry had to be diverted to the construction of aerodromes, military camps and hospitals, and other military construction works. At the same time industry came under the most urgent demands for war equipment and food. Industrial mobilization had to keep pace with this quickly-developing situation. Within twelve months 114,772 men and 110,503 women had been registered and their availability for direction to more important work reviewed. The compulsory diversion of men and women into more important jobs reached the total of 166,264 directions complied with by the time that Japan surrendered. Less than 2 per cent. of workers thus directed found cause to appeal against the actions taken. Including employers' appeals, the total percentage of appeals against directions was slightly over 3 per cent.

155. In directing workers from one employment to another it was inevitable that in some cases the workers would suffer a pecuniary loss. To compensate persons for loss of earnings as a result of directions, financial assistance was paid by the Department up to a limit of £2 a week, with an overall maximum (including financial assistance) of £8 a week in the case of male workers and £5 a week in the case of female workers (see Table 40 of the Appendix for details of financial assistance payments). Payment was also made of travelling-expenses and fares in respect of workers directed to employment away from their homes. In addition, payment of a separation allowance of 30s. a week was made to married men who, on direction to another centre, continued to maintain a home in the centre from which directed.

(v) Restrictions on Engagement of Labour

156. To complete the effective control over man-power resources the regulations also empowered the Department to exercise a supervision over the inflow of labour into industries. This power was exercised through the Employment Restriction Order made under the regulations. This Order required engagements of labour (other than farm, waterfront, and hospital workers, nurses and coal-miners) within all important urban areas to be subject to the prior consent of the District Man-power Officer. Automatic consent was given to the engagement of young persons under eighteen years of age, widows of servicemen, and down-graded returned servicemen. The requirement to obtain consent meant that employers did not make application for labour unless they felt they had good grounds. Consequently, while the broad effect was to limit the applications for engagement and therefore the number of engagements in less essential work, in the great majority of cases where application was made the grounds were strong and consent was granted.

157. From 14th May, 1942, when the Employment Restriction Order first operated, to VJ Day (15th August, 1945) employers sought permission to engage 86,791 employees in work not covered by a declaration of essentiality. Permission was granted in 82,241 cases and refused in the remainder—*i.e.*, 4,550. Until 3rd April, 1944, only employers in non-essential undertakings were required to obtain consent under the Order. From that date onward, however, all employers had to do so. In addition to the applications from non-essential industry, applications to engage 46,522 employees in essential work were dealt with up to VJ Day, permission being granted in respect of 45,253 and refused in respect of the balance—*i.e.*, 1,269. Tables 30 and 31 of the Appendix further analyse applications dealt with.