

ACC

10000/100/527

95pp

10000/100/527

LABOR
DEC. 1937; DEC. 1939;
OCT. 1941;
APR. - JULY 1943

95pp

Sl. No.	Ref. No.	Date	Subject
1	141F/1007/35/16	21 May	From HQ 141
2	141F/1007/35/16	29 May	To: HQ 141
3	141F/1007/35/16	3 June	To: HQ 141
4	141F/1007/35/16	7 June	To: HQ 141
5	141F/1007/35/16	10 June	To: HQ 141
6	141F/1007/35/16	21 May	To: HQ 141
7	141F/1007/35/16	4 June	To: HQ 141
8	141F/1007/35/16	12 June	To: HQ 141
9	141F/1007/35/16	15 June	To: HQ 141
10	141F/1007/35/16	18 June	To: HQ 141
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12	141F/1007/35/16	24 June	To: HQ 141
13	141F/1007/35/16	27 June	To: HQ 141
14	141F/1007/35/16	30 June	To: HQ 141
15	141F/1007/35/16	3 July	To: HQ 141
16	141F/1007/35/16	4 July	To: HQ 141
17	141F/1007/35/16	7 July	To: HQ 141
18	141F/1007/35/16	10 July	To: HQ 141
19	141F/1007/35/16	13 July	To: HQ 141
20	141F/1007/35/16	16 July	To: HQ 141
21	141F/1007/35/16	19 July	To: HQ 141
22	141F/1007/35/16	22 July	To: HQ 141
23	141F/1007/35/16	25 July	To: HQ 141
24	141F/1007/35/16	28 July	To: HQ 141

4117

ANGOT H.Q.,
15 ARMY GROUP.

29th July 1943

To:- C.C.A.O.,
ANGOT Adv H.Q.,
FORTBASE.

Subject:- Payment of Railway Employees.

Reference ANGOT/207/HQ dated 25 July 43
as Officers of 15 Army Group dealing with
railway administration in Sicily have proceeded
to Sicily, I suggest that you take this matter
up direct with them.

ANGOT H.Q.,
15 Army Group
Field

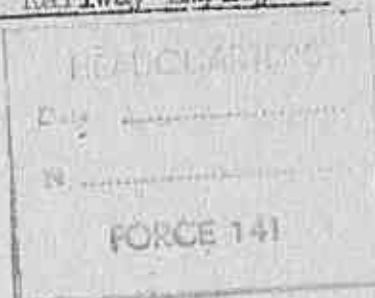
Colonel,
S.S.O. 4115

C.S.L.R.
(Laser)

To you
15/8

Noted
29/7

B/u at Sinks
P/a Wryze
15 Aug

Subject:- Payment of Railway Employees.Ref:- AMGOT/207/HQ.Chief Staff Officer.
AMGOT - FANTOX.25 July, 1943.

1. The practice operating for payment of Railway employees is different as between Areas controlled by 7 and 8 Armies.
2. 7 Army are asking AMGOT to pay railway employees, 8 Army has taken employees on R.E. payroll.
3. Temporarily it has been agreed that payments for Railway employees under 7 Army may be made on production of payroll records by 7 Army. 8 Army is continuing payment by R.E. but has been requested to ensure maintenance of adequate records.
4. Eventually it is considered that all Railway administration will be centred in the CAPO COMPARTIMENTO (Ferrovia della Stato) at PALERMO who will then handle all existing accounts.
5. Meanwhile will you please approach 15 Army Group with a view to straightening out the divergence in treatment of railway employees as between 7 and 8 Armies.

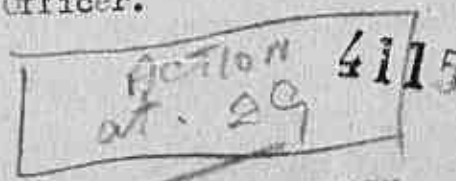
SEE para 8
of Encl. 23.

Shirley H. H. H.

Lieut-Colonel.
G.S.C.
Chief Staff Officer.

ADV AMGOT HEADQUARTERS,
FORTBASE.

To SEE
880



LT Col. F. H. H.

30/7

Labor File

12th Army Labor Order

27

1. All employees will be on daily rates of pay.
2. A full day's pay will not be paid for less than 8 actual working hours exclusive of meal times except where a full 8 hours work is not possible owing to the shortage of the hours of daylight or any existing curfew.
3. All employees will be paid twice a month, i. e. 15th and last day or as near these days as circumstances permit.
4. Muster pay rolls (M. E. Form 11 Revised) and the equivalent used by the R.N., R. A. F., etc., will be used by all units for the payment of employees.
5. Advances of pay are NOT permissible in any circumstances.
6. Wherever possible, employing units will pay their own labor from their own imprest account.

Authority for the engagement and employment of unskilled labor is not required but in the case of Artisans and Artisans' Rates, covering authority will be obtained from the A. D. P. L. Twelfth Army.

7. Artisans and Artisans Rates will be engaged at the minimum rates for a probationary period of 7 days. On the expiration of the period of probation they may be recommended from the date succeeding such period for a reassessment of pay.

8. Applications for increases and increments of pay will be made on A.F.O. 370 in quadruplicate to the A.D.P.L. Twelfth Army. Under no circumstances will an employee be paid at an increased rate until authorized on A.F.O. 370, one copy of which should be attached to the Muster pay roll on which the initial payment at the increased rate is made.

9. When A.F.O. 370 are submitted recommending increases, reassessments and regradings, the effective date of the increase will NOT be prior to the date of submission by the employing unit.

10. (a) An employee who is injured in the execution of his duty (other than by his own serious or wilful misconduct) or incapacitated by sickness specifically attributable to the nature of his work may, provided that such injury or illness is duly certified by a Medical Officer, or, in the absence of such officer, by a duly qualified medical practitioner, receive injury pay for such period as may be necessary within the following limits provided that there is a reasonable prospect of the employee's return to duty. Doubtful cases should be referred to the Director of Pioneers & Labor, GHQ., SEP

1. Full pay for three months,
11. Thereafter, at the discretion of the G.O.C. in C., three quarters pay for three months and half pay for any further period.

(b) Sickness not directly attributable to the nature of the work performed, but solely due to other causes, e.g., climatic conditions, cannot be compensated under this section. Doubtful cases should be referred to the Director of Pioneers & Labor GHQ. through his representative at local H.Q.

(c) Injuries due to enemy action whilst on duty will be dealt with under separate orders.

4. Muster pay Rolls (M. E. Form 11 Revised) and the equivalent used by the R.N., R. A. P., etc., will be used by all units for the payment of employees.
5. Advances of pay are NOT permissible in any circumstances.
6. Wherever possible, employing units will pay their own labor from their own imprest account.

Authority for the engagement and employment of unskilled labor is not required but in the case of Artisans and Artisans' rates, covering authority will be obtained from the A. D. P. L. Twelfth Army.

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1. Full pay for three months,
11. Thereafter, at the discretion of the G.O.C. in C., three quarters pay for three months and half pay for any further period.

(b) Sickness not directly attributable to the nature of the work performed, but solely due to other causes, e.g., climatic conditions, cannot be compensated under this section. Doubtful cases should be referred to the Director of Pioneers & Labor GHQ. through his representative at local H.Q.

- (c) Injuries due to enemy action whilst on duty will be dealt with under sub-para (a) above.

(d) An employee who meets with any kind of injury, however trivial, in the execution of his duty, will at once report the circumstances to his immediate superior, by whom the report will be notified to the Officer in charge. A certificate will be immediately prepared on APO 1664 in duplicate, and one copy will be used to support the first charge for injury pay on APO 1695. The second copy will be retained with the records of the employee.

(e) If, after three months absence on account of any injury sustained on duty, a civilian employee is still unfit for duty, the Commanding Officer should, on the recommendation of a Medical Officer, submit the case to the Director of Pioneers and Labor, GHQ., MEF. or to his representative at HQ for authority for the issue of further injury pay under the provisions of sub-para (a) above. The Medical Officer, should, if possible, give an indication as to the date on which it is anticipated that the

2.

civilian employee will be fit to resume duty.

(f) In the case of casual employees and other employees engaged on daily rates of pay who are normally employed for every day of the week, the period for which injury pay may be issued will count continuously within the limits laid down in subpara (a) above. APO 1695 will, in such cases, have the following certificate endorsed by the employing officer:

"CERTIFIED THAT the employees for whom injury pay is claimed continuously are normally employed on seven days a week."

(g) Injury pay will be claimed on APO 1695 accompanied in the case of initial payment by Injury Report (APO 1664). Subsequent claims should be supported by medical certificates.

11. ON NO ACCOUNT WILL COMPETITION BETWEEN SERVICES FOR THE EMPLOYMENT OF CIVILIAN LABOR BE TOLERATED IN THE INTERESTS OF ALL CONCERNED.

"CERTIFIED THAT THE EMPLOYEES FOR WHOM INJURY PAY IS
CLAIMED CONTINUOUSLY ARE NORMALLY EMPLOYED ON SEVEN DAYS A WEEK."

(g) Injury pay will be claimed on AFO 1695 accompanied in the case of initial payment by Injury Report (AFO 1664). Subsequent claims should be supported by medical certificates.

11. ON NO ACCOUNT WILL COMPETITION BETWEEN SERVICES FOR THE EMPLOYMENT OF CIVILIAN LABOR BE TOLERATED IN THE INTERESTS OF ALL CONCERNED.

4117

MOST SECRET

BIGOT

141F/7835/CA 26

18 June 43

Subject: Food Budget for a Worker's Family
in HOEREFID.

To: C.C.A.O.

1. From the best available but nevertheless somewhat contradictory sources of information, the following food budget for a typical worker's family has been prepared. The basic family is assumed to consist of the following:

man -	heavy worker
wife -	light worker or expectant mother
1 child -	aged 3 - 9 years
2 children -	adolescents (9 - 18 years)

Weekly Food Budget

Commodity	Weekly Ration in Grams		Total Amount in Kilos	Official Price in Lira per Kilo	Total Cost to Family in Liras	
	Man	Wife 1 child 2 children				
Bread	2700	2000	1050	3000	8.750	26.25
Pasta	775	750	750	1500	3.775	15.10
Meat	150	100	100	200	.550	11.00
Fats (olive oil)	150	150	150	300	.750	12.75
Sugar	300	300	250	300	1.150	11.50
Cheese	100	100	100	200	.500	15.00
Potatoes	1000	500	500	1000	3.000	4.80
Milk		(3½ litres)			(3½ litres)	17.50
Other items not mentioned (1)						60.00
Total						179.40

(1) It is assumed that the amount spent for wine, fresh fruits, vegetables, etc. approximates 50% of the amount spent for rationed items.

2. In addition to food, each family has other expenses including cost of shelter, clothing, compulsory insurance, medical care, etc. It is assumed that the cost of food will approximate one half of the family income. On

1 child - aged 3 - 9 years
2 children - adolescents (9 - 18 years)

Weekly Food Budget

Commodity	Weekly Ration in Grams		Total Amount in Kilos	Official Price in Lira per Kilo	Total Cost to Family in Liras
	Man	Wife 1 child 2 children			
Bread	2700	2000 1050 3000	8.750	3	26.25
Pasta	775	750 1500	5.775	4	15.10
Meat	150	100 200	.550	20	11.00
Fats (olive oil)	150	150 300	.750	25	18.75
Sugar	300	300 300	1.150	10	11.50
Cheese	100	100 200	.500	30	15.00
Potatoes	1000	500 1000	3.000	1.6	4.80
Milk		(3 1/2 litres)	(3 1/2 litres)	5	17.50
Other items not rationed (1)					60.00
Total					173.40

(1) It is assumed that the amount spent for wine, fresh fruits, vegetables, etc. approximates 50% of the amount spent for rationed items.

2. In addition to food, each family has other expenses including cost of shelter, clothing, compulsory insurance, medical care, etc. It is assumed that the cost of food will approximate one half of the family income. On that basis, the typical worker's family income would be 360 lira per week or 60 lira per day. Should the wife or a child work, the family income would be supplemented by about 50%.

A M G O T
141 Force
Field.

J.P.R. Seitz,
Lt. Col.

ALLIED FORCE HEADQUARTERS
LABOUR DISTRICT
2 July 43

7828

MOST SECRET
DI/SS/7/A

To : AMGOT,
Military Government Section,
(For the attention of Lt.-Col. Nolen)

SUBJECT:- Civil Labour - 141 Force - Twelfth Army.

Further to telephone conversation (Lieut. Batt -
Major Helm speaking).

Attached herewith are officers forming Civil Labour
Branches of 141 Force and Twelfth Army.

Please acknowledge receipt on enclosed A.F. A. 4611

2nd Jul. 43.
RICH/WD

To S.E. P/A
Civil Supply WMD
4 To SIGN FORM A16 at cover.

A. Innes-Kono. Brigadier,
Director of Labour.
A.F.H.Q.

CIVIL LABOUR BRANCHES - 141 FORCE.

A.D.L. (Civil) - Lt.-Col. W.E. Lyde.
Staff Capt (Civil) - Capt. N.E.S. Miller.

D.A.D.L. (Civil)
Maj. L. Koenigsbert.
Staff Lieuts.
Lt. Lanchester.
Lt. de Trafford.
1 W.O.II. 8 Sgts.
(Work Supervisors)

D.A.D.L. (Civil)
Maj. B.L. Morton.
Staff Lieuts.
Lt. F.A. Clarke.
Lt. Brannan.
1 W.O.II. 8 Sgts.
(Work Supervisors)

CIVIL LABOUR BRANCHES - TWELFTH ARMY

A.D.P.L.	-	Lt.-Col. C.N. Stather.
D.A.D.P.L.	-	Major J.W. Huntington.
Staff Capt.	-	Capt. B.W. Lane.

P.L.C.O. BRICK

Major E. Morris.
Capt. A.E. Sidders.
Lieut. Parker.
Lieut. R.D.H. Wade.

P.L.C.O. BRICK

Major J.J. Ratcliffe.
Capt. J.A. Pace Balzan.
Lieut. McKeone.
Lieut. Mitchell.

CIVIL LABOUR BRANCHES - 141 FORCE.

A.D.L.(Civil) - Lt.-Col. W.E. Lyde.
 Staff Capt(Civil) - Capt. N.E.S. Miller.

D.A.D.L.(Civil)
Maj. B.L. Morton.
Staff Lieuts.
Lt. F.A. Clarke.
Lt. Braman.
1 W.O.II. 8 Sgts.
(Work Supervisors)

D.A.D.L.(Civil)
Maj. M.A. Mayne.
Staff Lieuts.
Lt. Eggleshaw.
Lt. W. Clarke.
1 W.O.II. 8 Sgts.
(Work Supervisors)

CIVIL LABOUR BRANCHES - TWELFTH ARMY

A.D.P.L. - Lt.-Col. C.N. Stather.
 D.A.D.P.L. - Major J.W. Huntington.
 Staff Capt. - Capt. B.W. Lane.

P.L.C.O. BRICK

Major J.J. Ratcliffe.
 Capt. J.A. Pace Balzan.
 Lieut. McKeone.
 Lieut. Mitchell.

RESERVE P.L.C.O. BRICK

Major G. Holland.
 Capt. J. Wardle.
 Lieut. Michel.
 Lieut.D.G.H. Nugent.

SECRET

BIGOT

HUSKY.

Ref.No. Q-791

Copy No. 31

HEADQUARTERS FORCE 343
APO # 758, US Army

SUPPLEMENT #2

PROCUREMENT INFORMATION AND PRICE CONTROL LIST.I. INSTRUCTIONS ON REQUISITIONING.

1. Reference: Annex No. 7, Adm. Order #1, Field Order No. 1.

a. The third copies of all requisition forms are amended to read as follows:

"Authority: Annex No. 7 to Adm. Order No. 1 to Field Order No. 1"

II. PRICE CONTROL LIST. (Change #1)

1. Prices indicated herein are official prices and are representative as of this date. Care will be exercised not to exceed maximum official prices insofar as the tactical situation permits:

COMMODITY	UNIT	PRICE
Bread	kg	3.0 Lire
Pasta	"	4.0 "
Meat	"	16 to 20.0 "
Olive Oil	"	25.0 "
Sugar	"	10.0 "
Cheese	"	25 to 30.0 "
Potatoes	"	1.6 "
Flour (Whole wheat)	"	5.0 "
Rice	"	3.5 "
Chicken	"	18 to 20.0 "
Vegetables	"	2 to 3.0 "
Ham	"	20 to 25.0 "
Rabbits	"	12 to 15.0 "
Eggs	ed	4.0 "
Milk	Litre	5.0 "

III. WAGE RATE CONTROL.

1. Par. 5, Supplement No. 1 is amended as follows:

a. This wage schedule has been prepared from the latest available intelligence and is published for the information and guidance of all concerned. Under the circumstances, this schedule cannot fit all areas, but will serve as a rough guide as to representative wages to be paid initially in Morocco.

Common labor	55 Lire per 8 hour day
Heavy labor	65 " " "
Skilled building workers	75 " " "
Transport workers	80 " " "
Skilled factory workers	80 " " "
Unskilled factory workers	50 " " "
Supervisory workers	20% more than the workers.

b. While the above schedule can only be used as a rough guide by checking workers' employment cards. These cards contain the record of the workers' previous employment. All workers are supplied with these cards as part of the Enemy State employment system. They are similar in appearance to U.S. Army Officers' Pay Data Cards (W.D.A.C.O. Form 77).

c. Wage rates in existing services, e.g. railroad personnel, public utility concerns, etc., will be continued unchanged until further notice. In

SECRET
Date: 24/6/53
Auth: CG, IACR Dnl:

24 June 1943

FINANCE 7828
24

II. PRICE CONTROL LIST. (Change #1)

1. Prices indicated herein are official prices and are representative as of this date. Care will be exercised not to exceed maximum official prices insofar as the tactical situation permits:

COMMODITY	UNIT	PRICE
Bread	Kg	5.0 Lire
Pasta	"	4.0 "
Meat	"	16 to 20.0 "
Olive Oil	"	25.0 "
Sugar	"	40.0 "
Cheese	"	25 to 30.0 "
Potatoes	"	1.6 "
Flour (Whole wheat)	"	5.0 "
Rice	"	3.5 "
Chicken	"	18 to 20.0 "
Vegetables	"	2 to 3.0 "
Ham	"	20 to 25.0 "
Rabbits	"	42 to 45.0 "
Eggs	ea	4.0 "
Milk	Litre	5.0 "

III. WAGE RATE CONTROL.

1. Par. 5, Supplement No. 1 is amended as follows:

a. This wage schedule has been prepared from the latest available intelligence and is published for the information and guidance of all concerned. Under the circumstances, this schedule cannot fit all areas, but will serve as a rough guide as to representative wages to be paid initially in Morocco.

Common Labor	55 lire per 8 hour day
Heavy Labor	65 " " "
Skilled building workers	75 " " "
Transport workers	80 " " "
Skilled factory workers	80 " " "
Unskilled factory workers	50 " " "
Supervisory workers	20% more than the workers.

b. While the above schedule can only be used as a rough guide, it is to be used as a rough guide to ascertain existing local wage rates by checking workers' employment cards. These cards contain the record of the workers' previous employment. All workers are supplied with these cards as part of the Enemy State employment system. They are similar in appearance to U.S. Army Officers' Pay Data Cards (W.D.A.G.O. Form 77).

c. Wage rates in existing services, e.g., railroad personnel, public utility concerns, etc., will be continued unchanged until further notice. In such concerns, even when they are taken over by the Army, the operating personnel will continue to be paid by the existing local organization, if possible, e.g., by municipalities in the case of municipally owned utilities. In the event such practice is impossible, the Fiscal Division, G-4 Section, Force 3/3, will be notified immediately.

By command of Lieutenant General PATTON:

ROBERT R. GAY,
Colonel, G.S.C.,
Chief of Staff.

OFFICIAL:

W.G. CALDWELL,
Lt. Col., A.G.D.,
Adjutant General.

B I G O TFORCE 141 ADMINISTRATIVE INSTRUCTION
NO. 20.

RATES OF PAY FOR CIVILIAN LABOUR.

1. In explanation of para 3 of 141 Force Administrative Instruction No. 16, at Appx. "A" is a Wage Scale which will be accepted as standard during the initial phase of HUSKY.

2. Although slightly above the average now being paid in SICILY, the rates listed should not seriously disturb the economy of the area. It is emphasised, however, that should labour be paid at rates higher than these, the entire wage and price schedule of the territory is liable to upset with a resulting spiralling inflation.

3. The general principles outlined in HQ Force 141 Administrative Instruction No. 16, Labour, will in general govern the payment of wages during the operation HUSKY.

4. A full days pay will not be paid for less than 8 actual working hours exclusive of meal times except where a full 8 hours work is not possible owing to the shortage of the hours of daylight or any existing curfew.

5. Workers will be engaged at the minimum rates for a probationary period of seven days. On the expiration of the period of probation they may be recommended from the day succeeding such period for a re-assessment of pay.

6. Workers employed directly by the military forces will be paid by the military forces and those forces need not make any deductions for unemployment, sickness, etc. These latter payments will be the responsibility of the individual workers to make as and when they can. However, the military forces may provide medical care and benefits to sick or injured workers.

7. Contractors working for the Armed Forces will be bound by the labour and wage laws of the areas in which they operate and are not exempt because they are engaged on military projects. It will be necessary for them to make customary payroll deductions for unemployment, sickness, etc.

8. Wage rates in existing services e.g. Railroad, public utility, etc. will be continued unchanged until further notice. In such concerns, even when they are taken over by the Army Services, the local personnel should not be taken on the payroll of the Army Service concerned. Wage increases in these services must not be allowed in any circumstances since this will upset all the structure of wages and prices.

MOST SECRET

141F/5548/Q.

27 Jun 43.

Copy No 42.....

23

29 Jun 43.

7828/7988

No. 1

1. In amplification of para 3 of 141 Force Administrative Instruction No. 16, at Appx. "A" is a Wage Scale which will be accepted as standard during the initial phase of HUSKY.

2. Although slightly above the average now being paid in SICILY, the rates listed should not seriously disturb the economy of the area. It is emphasised, however, that should labour be paid at rates higher than these, the entire wage and price schedule of the territory is liable to upset with a resulting spiralling inflation.

3. The general principles outlined in HQ Force 141 Administrative Instruction No. 16, Labour, will in general govern the payment of wages during the operation HUSKY.

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FIELD.

To SEE:

CIVILIAN SUPPLY SEEN ON 7988.

No 73-1 COPY ON 7998

No 74-75-2 COPIES "SPARE MS."

FOUNDER.

FINANCE

2017

exp 30/6

dp 478
W. Major-General,
Major-General i/o Administration.
Force 141.

W. Looka Buz

SECRET.

MOST SECRET.

APPENDIX to Adm Instruction
No. 20 dated 27 Jun 43.

RATES OF PAY - - - - CIVILIAN LABOUR

SUPERVISORY & CLERICAL STAFF.

	<u>LIFE</u>	
	<u>Min. per day</u>	<u>Max. per day</u>
Clerks, male	70	110
" female	60	90
Interpreters, (Oral)	70	110
" (Translating)	90	110
Storemen	70	110
Typists, male	70	110
" female	60	90

CLASSIFIED ARTISANS

Armature Winder	75	120
Armourers	75	120
Blacksmiths	70	110
Battery Workers	70	100
Boiler Makers	75	110
Bookbinders	75	100
Bookbinders Assistants	70	90
Carpenters & Wheelers	70	100
Caulkers	70	90
Coppersmiths	75	120
Compositors	70	100
" Assistants	70	90
Drivers Engine Loco & I.C.	75	110
Drivers Engine Steam Stationary	70	100
Drivers Fitters	80	120
Electrical Wiremen	75	120
Electricians	75	120
Farmers	70	100
Fitters	80	120
Grinders, precision	90	120
Gasket Repairers	70	100
High Speed I.C. Erectors and Fitters	80	120
Machinists, Engineering	70	100
Machinists, Tool Room	75	110
Machinists, Woodworking	70	100
Mechanics Instrument Repairer	90	120
Mechanics Sewing Machine	90	90
Mechanics Typewriter	70	100
Mechanics Typewriter Assistant	70	80
Mechanics Wireless	90	120
Moulders	80	120
Painters, Polishers and Signwriters	70	100
Pattern Makers	75	110
Platers	70	100
Plumbers	70	100

4107

- 3 -

W. D. LAUNDRILIRE

Min. per day Max. per day

Ironing Section			
Driers & Preparers, male & female 14 yrs	-	13.3	
" " " 15 yrs	-	16.6	
" " " 16 yrs	-	16.6	
" " " 17 yrs	-	23.3	
" " " male 18 yrs & over 3/6	70	85	
" " " female 18 yrs & over 2/6	50	70	
Ironers, hand, male & female, 14 yrs	-	13.3	
" " " 15 yrs	-	16.6	
" " " 16 yrs	-	16.6	
" " " 17 yrs	-	23.3	
" " " male 18 yrs & over	70	85	
" " " female 18 yrs & over	50	70	
" " " machine male & female 14 yrs	-	13.3	
" " " 15 yrs	-	16.6	
" " " 16 yrs	-	16.6	
" " " 17 yrs	-	23.3	
" " " male 18 yrs & over	70	85	
" " " female 18 yrs & over	50	70	
" " " chief male	-	90	
" " " female	-	75	
Sorters (class I)	-	80	
" " " I)	-	90	

WASH SECTION

Washer, hand female	20
" " " male	30
" " " machine male	90

RETURN STORES EMPLOY

Chargehands, female	90
Clothing classifiers & repairers, female	90
Sock & Woollen Repairers, female	60
Tailors, own machine	80
Tailors, without machine	60
Tailors, own machine	60
" " without machine	43.3

MISCELLANEOUS

Boilerman	90
Mechanics	100

MISCELLANEOUS EMPLOYMENTS (1)

Butchers	90
Cooks in military hospitals,	1200 (monthly) 1800 (monthly)

"	"	male 13 yrs & over 3/6	70	85
"	"	female 18 yrs & over 2/6	50	70
Ironers, hand, male & female, 14 yrs	"	15 yrs	-	13.3
"	"	16 yrs	-	16.6
"	"	17 yrs	-	16.6
"	"	male 18 years & over	-	23.3
"	"	female 18 yrs & over	70	85
"	"	machine male & female 14 yrs	50	70
"	"	" 15 yrs	-	13.3
"	"	" 16 yrs	-	16.6
"	"	" 17 yrs	-	16.6
"	"	male 18 yrs & over	-	23.3
"	"	female 18 yrs & over	70	85
"	"	chief male	50	70
"	"	female	-	90
Sorters (class I)	"	I)	-	75
"	"	I)	-	80
"	"	I)	-	90

WASH SECTION

Washer, hand female	70	10
" hydro male	60	5
" machine male	70	90

RETURN STORES DEPOT

Chargehands, female	70	90
Clothing classifiers & repairers, female	70	90
Sock & Woollen Repairers, female	-	60
Tailors, own machine	-	84
Tailors, without machine	-	60
Tail. presses, own machine	-	60
" without machine	-	43.3

MISCELLANEOUS

Boilermakers	70	90
Mechanics	75	100

MISCELLANEOUS EMPLOYMENTS (1)

Butchers	60	90
Cooks in military hospitals, sergeants' & mens' messes	1200 (monthly)	1800 (monthly)
Cooks in military families, hospitals, nursing sisters and officers messes	1200 (monthly)	1800 (monthly)
Drivers MT	70	100
Orderlies, medical	800 (monthly)	1600 (monthly)
Orderlies, other	400 (monthly)	800 (monthly)
Orderlies, rank & file messes	800 (monthly)	1600 (monthly)

...../

- 4 -

E

	Min. per day	Max. per day
--	--------------	--------------

Waitresses in nursing sisters messes, military families, hospitals	400 (monthly) 800 (monthly) 800 (monthly) 60	800 (monthly) 1600 (monthly) 1600 (monthly) 90
Waiters in nursing sisters messes		
Waiters in officers messes		
Timekeepers		

MISCELLANEOUS EMPLOYMENTS (II)

Bakers	70	90
Watchmen	53.3	60
Stevadores	70	70
Stevadores Head	85	85
Supervisors, road	70	100
Trackers	70	100

UNSKILLED LABOUR

Unskilled labourers	-	50
Carpenter (a)	-	60
Chief fitters (b)	-	70
Boys, up to and including the age of 17 yrs	-	30
Unskilled women	-	40

(a) One may be employed for every 40 labourers.

(b) One may be employed for not less than 100 labourers.

DISTRIBUTION

FORCE 343
 TWELFTH ARMY
 AFHQ (Log Plans)
 AFHQ (Q-Maint)
 AFHQ (DD Labour)
 AFHQ (Financial Adviser)
 CG MATOUSA
 SOS MATOUSA
 LCA. MIDWEST
 TRIPBASE
 WAR OFFICE (Q Ops)
 W.D. WASHINGTON
 SOS WASHINGTON
 C in C MED
 MAC
 NAAF

HQ FORCE 141

MA for DC in C
 PA for CGS
 PA to MGA
 DCGS
 C of S (US)
 G (Ops)
 G (SD)
 G (I)
 AG (US)
 Q (Plans)
 Q (Maint) C-4
 Q (Logs)
 Q (Mov & Trn)
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 (X) SIGS
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 MEDICAL
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 ORD
 REME
 LABOUR
 NAVAL STAFF
 AIR STAFF
 ANGOT
 WAR DIARY
 FILE
 FLOAT
 SPARE

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LCA MIDEAST
TRIPBASE
WAR OFFICE (Q Ops)
W.D. WASHINGTON
SOS WASHINGTON
C in C MEND
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NAAF

HQ FORCE 141

MA for DC in C
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410

In 14 of AFA 16.

RECEIPT FORM

To Q (Maint.),
HQ Force 141.

Receipt is hereby acknowledged of Copy No(s)
of 1417/3548/Q dated 27 Jun 45.

Date Signature

No. 20

(22)
MOST SECRET

LJF/7828/CA

29 June 1943

SUBJECT: Proposed Army Rates of Pay for
Civilian Labor

Memorandum to: Major Morley Fletcher,
Military Government Section, AFHQ

1. Major General Lord Rennell has signed the enclosed memorandum on civilian rates of pay.

2. We have checked the rates of pay of washers, orderlies, etc. which you questioned and find that they are in agreement with the wage scale that was set up in Tripoli; therefore, it appears that they should not be altered.

J. F. R. SMITZ
Lt. Col., G.S.C.
Director Civilian
Supply & Resources

AMGOT Rear Hqs
AFHQ
Encl.

4101

C.C.A.O.

(21)

Ref attached.

1. I understand you have seen
 verbal authority of 141 R have
 issued AGM instructions 20
 also attached.

2. They ask if you will please
 sign where marked X &
 return as soon as possible.

3. Ratio of boys were flagged
 Y seems mal. adj. until 4103

viz.

washer, hand, female up to 40 hrs
day.

orderlies, other

13-26 hrs.

They ¹could be attained by
amendment. But they have had
to send them off for back pay.

S. Maly. Fletcher.
maj -P.S.

I propose coming up for your
final instructions on Tuesday
evening.

ARMY FORM C.

MESSAGE FORM

Register No. (20)

Call.	Srl. No.	Priority	Transmission Instructions
Above this line for Signals use only.			
From (A)	ORIGINATOR. FORTUNE	Date-Time of Origin. 262250 H	Office Date/Stamp. 28 June 43 7828
For Action. BIGOT			
To	(W) For Information (INFO).	Message Instructions	GR

ORIGINATOR's No. 2/0155

MOST SECRET -- BIGOT HUSKY (.)

Reference your 141P/7979/CA dated 25 Jun (.) Civilian rates of pay in HONORIFIED
agreed here but remarks of Financial Adviser being obtained prior to issue of
Administrative Instruction

To SEE:
CIVIL SUP Seen on 7979
FINANCE exp 1/1/43

This message may be sent
AS WRITTEN by any means
except

WIRELESS.

Signed.

If liable to be intercepted or
fall into enemy hands this message
must be sent IN CIPHER.

Signed.

Originators Instructions.
Degree of Priority.

ROUTINE

THI on TOL

TIME CLEARED.

BIGOTMOST SECRET144F/7828/CA25 June 43SUBJECT: Proposed Army Rates of Pay for Civilian Labour.TO : Chief Civil Affairs Officer.

1. The attached material has been cleared with the Finance Division.
2. Lt. Col. Poletti in his letter of 18 June 1943 stated the following in reference to HQ Force 141 Administrative Instruction No. 16, Labour:
- "2. This General Order appears to be more or less in compliance with the above Bigot memo with one exception namely that it makes no mention of certain deductions from wages in accordance with the last sentence of Para 2 of the memo.

3. This point has been discussed with the Fiscal Officer, G-4, Force 143. He had the view that it would be impracticable for the tactical forces to make any deductions owing to lack of time, personnel, etc. and that if the worker wishes not to lose his rights vis-a-vis the Social Insurance Institutions that is up to him to make the necessary contributions as and when he can.

To me this point seems very reasonable more so as the necessary insurance stamps will not be available. The alternative would be for tactical force disbursing officers to hold the reductions pending instructions as to whom such amounts should be paid. It is surely out of the question for tactical officers to be expected to do this.

In any case I understand that the greater part of the labour which will be employed by the tactical forces will be employed through contractors who will themselves be responsible for making the deductions."

3. The above suggestion is in contradiction of your memorandum of 12 June 1943 but it is not believed the social security system of HOLLAND will be seriously affected if the Task Forces do not make the deductions for unemployment, sickness, etc. So long as the Army does most of its hiring through contractors or Army controlled utilities, it is doubtful if the total number of persons employed directly will be great.

J. P. R. SMITH,
Lt. Col., G.S.C.

- 10 : Under Civil Affairs Officer.
- 14
1. The attached material has been cleared with the Finance Division.
 2. Lt. Col. Poletti in his letter of 18 June 1943 stated the following in reference to HQ Force 141 Administrative Instruction No. 16, Labour:

"2. This General Order appears to be more or less in compliance with the above Bigot memo with one exception namely that it makes no mention of certain deductions from wages in accordance with the last sentence of Para 2 of the memo.

3. This point has been discussed with the Fiscal Officer, G-4, Force 343. He had the view that it would be impracticable for the tactical forces to make any deductions owing to lack of time, personnel, etc. and that if the worker wishes not to lose his rights vis-a-vis the Social Insurance Institutions that is up to him to make the necessary contributions as and when he can.

To me this point seems very reasonable more so as the necessary insurance stamps will not be available. The alternative would be for tactical force disbursing officers to hold the reductions pending instructions as to when such amounts should be paid. It is surely out of the question for tactical officers to be expected to do this.

In any case I understand that the greater part of the labour which will be employed by the tactical forces will be employed through contractors who will themselves be responsible for making the deductions."

3. The above suggestion is in contradiction of your memorandum of 12 June 1943 but it is not believed the social security system of HONORIFIED will be seriously affected if the Task Forces do not make the deductions for unemployment, sickness, etc. So long as the Army does most of its hiring through contractors or Army controlled utilities, it is doubtful if the total number of persons employed directly will be great.

AMGOT
141 Force
Field

J. F. R. SKITZ,
Lt. Col., G.S.C.,
Director D.C.S. 4101

ALGOTMOST SECRET
141F/7979/CA
25 June 1943

MEMORANDUM FOR: M.G.A. Force 141

SUBJECT: Civilian Rates of Pay

1. Reference 141F/7979/CA, 25 June 1943, memorandum "Civilian Rates of Pay", the C.C.A.O. wishes to supplement that with the statements contained in the following paragraphs.
2. Wages paid in colonial areas such as Tripolitania are higher than those paid in HORRIFIED.
3. The monetary rates of exchange in HORRIFIED will not be the same as those in effect in Tripolitania.

ALGOT Rear Headquarters
AFHQfor C.C.A.O.
J. F. R. SEITZ
Lt. Col., G.S.C.
Director, D.C.S.
*Heinrich*Also On
7979

4100

SECRETSECRET1413/797D/CA

25 June 1943

MEMORANDUM FOR: M.G.A. Force 141

SUBJECT: Civilian Rates of Pay

1. Reference is made to memorandum of 21 June 1943, File No. 1413/3073/1/A signed by Colonel Ellis containing proposed rates of pay and regulations covering engagement of civilian labor in HERRIFIED.

2. It is suggested that the wage scale be expressed in lire rather than in Allied currency so long as the lira remains the common monetary unit of HERRIFIED. If lire are used, alterations in the rates of exchange between the currencies of the Allied Nations and that of the occupied area can be accomplished with a minimum effect on the wage scales and there should be little following confusion.

3. It is further suggested that the attached Wage Scale (Appendix A) and Explanatory Notes (Appendix B) be accepted as standard during the initial phase of HUSKY. The wages listed are about 20 percent less than those being paid in Tripolitania but they are still somewhat above the average now being paid in HERRIFIED. It is believed that these wages can be paid without seriously disturbing the economy of the area. However, should the military forces pay labor at rates higher than these; the entire wage and price schedule of the territory might be upset with a resulting spiraling inflation. Further reasons for adopting a common wage agreement among the military agencies involved are that it would assist in preserving one standard of army wages in HERRIFIED, eliminate competition between forces, and expedite the hiring of needed workers.

4. It is recommended that the M.G.A. of Force 141 include the attached Wage Scale and Explanatory Notes in his Administrative Instructions to the Task Forces.

ANGOT Rear Headquarters,
AFHQ
B.N.A.F.

Major General
C.O.A.O.
ANGOT

Encls. - 2

regulations covering engagement of civilian labor in HORRIFIED.

2. It is suggested that the wage scale be expressed in lire rather than in Allied currency so long as the lire remains the common monetary unit of HORRIFIED. If lire are used, alterations in the rates of exchange between the currencies of the Allied Nations and that of the occupied area can be accomplished with a minimum effect on the wage scales and there should be little following confusion.

3. It is further suggested that the attached Wage Scale (Appendix A) and Explanatory Notes (Appendix B) be accepted as standard during the initial phase of HUEKY. The wages listed are about 20 percent less than those being paid in Tripolitania but they are still somewhat above the average now being paid in HORRIFIED. It is believed that these wages can be paid without seriously disturbing the economy of the area. However, should the military forces pay labor at rates higher than these; the entire wage and price schedule of the territory might be upset with a resulting spiraling inflation. Further reasons for adopting a common wage agreement among the military agencies involved are that it would assist in preserving one standard of army wages in HORRIFIED, eliminate competition between forces, and expedite the hiring of needed workers.

4. It is recommended that the M.G.A. of Force 141 include the attached Wage Scale and Explanatory Notes in his Administrative Instructions to the Task Force.

Major General
C.O.A.O.
AMGOT

AMGOT Rear Headquarters,
ASHQ
B.N.A.F.

Encls. - 2

174
COPY 2

APPENDIX B

EXPLANATORY NOTES
ARMY WAGE SCALE
FOR CIVILIAN LABOR

1. The general principles outlined in H.Q. Force M.I. Administrative Instruction No. 16, Labour, will in general govern the payment of wages during the operation HUSKY.
2. A full day's pay will not be paid for less than 8 actual working hours exclusive of meal times except where a full 8 hours work is not possible owing to the shortage of the hours of daylight or any existing curfew.
3. Workers will be engaged at the minimum rates for a probationary period of 7 days. On the expiration of the period of probation they may be recommended from the date succeeding such period for a re-assessment of pay.
4. Workers employed directly by the military forces will be paid by the military forces and those forces need not make any deductions for unemployment, sickness, etc. These latter payments will be the responsibility of the individual workers to make as and when they can. However, the military forces may provide medical care and benefits to sick or injured workers.
5. Contractors working for the armed forces will be bound by the labour and wage laws of the areas in which they operate and are not exempt because they are engaged on military projects. It will be necessary for them to make customary payroll deductions for unemployment, sickness, etc.
6. Wage rates in existing services e.g. railroad, public utility, etc. will be continued unchanged until further notice. In such concerns, even when they are taken over by the Army Services, the local personnel should not be taken on the pay roll of the Army Service concerned. Wage increases in these facilities must not be allowed in any circumstances since this will upset all the structure of wages and prices.

409

RATES OF PAY . . . CIVILIAN LABOR

SUPERVISORY & GENERAL STAFF

SUPERVISORY & GENERAL STAFF		min. per day	max. per day
Clerks, male		70	110
" female		60	90
Interpreters, (incl)		70	110
" (translating)		90	110
Storeroom		70	110
Typists, male		70	110
" female		60	90
CLASSIFIED ARTISANS			
Armature Winder		75	120
Armourers		75	120
Electricians		70	120
Battery Workers		70	120
Boiler Makers		75	110
Bookbinders		75	120
" Assistants		70	90
Carpenters & Wheelers		70	100
Caulkers		70	90
Coppersmiths		75	120
Compositors		70	100
" Assistants		70	90
Drivers Engine Loco & L.C.		75	110
" " Steam stationery		70	100
" Pitters		80	120
Electrical Wiremen		75	120
Electricians		75	120
Farriers		70	100
Pitters		80	120
Grinders, precision		90	120
Gasket Repairers		70	100
High Speed L.C. Erectors and Fitters		80	120
Mechanists, Engineering		70	100
" Tool room		75	110
" Wood working		70	100
Mechanics Instrument Repairer		90	120
" Sewing Machine		90	90
" Typewriter		70	100
" Assistant		70	80
" Wireless		90	120
Moulders		80	120
Painters, Polishes & Signwriters		70	100
Pattern Makers		75	110
Platers		70	100
Plumbers		75	100
Riggers		70	90
Rivet Benters		70	100
Riveters		70	90
" Holders-exp		70	100

CLASSIFIED AGAIN

4607

Bricklayers	70	90
Chainmen	70	90
Concretors	70	100
Coppers	70	100
Drivers, Crane (refrigerating plant)	70	90
" Winch	70	90
" Crane	70	100
" Electric	70	90
Pironon, Oil Fuel	70	90
Pitters, Carriage	70	100
Pitters, Electrical	70	90
Foreman & Outlets, RAC	70	120
Foundrymen	80	100
Glassers	70	100
Grassers, Refrigerating plant	70	90
" Other	70	90
Hammomen	60	60
Labors, skilled	80	120
Lithotype operators	80	120
Lithographers	70	90
" Assistants	70	100
Machine mixers	70	90
Machine assistants	70	110
Masons	70	110
Permanent way inspectors	80	100
Plasterers	70	90
Platelayers	80	120
Printers	70	100
Process Workers	70	110
Shipwrights & Coachbuilders	70	90
Shunters	70	100
Slaters	70	90
Stokers & Pironon	70	110
Stoublers	80	90
" Assistants	70	90
Strikers (Barriers)	70	90
Tentmakers	70	90
Textile Refitters	70	90
Quarriesmen - stonecutters	70	90
Smelters	70	100

W. D. LAURENCE

Lining Section		
Drivers & preparers, male & female 14 yrs.		13.3
" " " " 15 "		15.6
" " " " 16 "		16.6
" " " " 17 "		23.3
" " " " male 18 yrs. and over 3/6	70	85
" " " " female 18 yrs. and over 2/6	50	70

min. per day max. per day

Ironers, hand, male & female, 14 yrs

15 yrs

16 yrs

17 yrs

Ironers, hand, male

18 yrs and over

Ironers, hand, female

18 yrs and over

Ironers, machine, male & female

14 yrs

15 yrs

16 yrs

17 yrs

Ironers, machine, male, 18 yrs & over

Ironers, machine, female, " " "

Ironers, chief, male

Ironers, chief, female

Sorters (Class II)

Sorters (Class I)

Washer, hand, female

" hydro, male

" machine, male

WASH SECTION

REPAIR STORIES DEPT

Charge hands, female

Clothing classifiers and repairs, female

Stock & Woolen repairs, female

Tailors, own machine

" without machine

Tailoresses, own machine

" without machine

Boilermen
Mechanics

MISCELLANEOUS

MISCELLANEOUS EMPLOYMENTS (1)

Butchers

Cooks in military hospitals,
Sgts. & Men's messes

Cooks in military families, hospitals,
Nursing Sisters and Officers messes

Drivers M

Orderlies, medical

Orderlies, other

13.3
16.6
16.6
23.3

85

70

13.3

16.6

16.6

23.3

85

70

90

75

80

90

140

60

90

90

90

90

80

60

60

43.3

90

100

20

1800 (monthly)

1800 (monthly)

1800 (monthly)

1600 (monthly)

1600 (monthly)

1200 (monthly)

1200 (monthly)

70

800 (monthly)

800 (monthly)

4095

Ironers, machine, male & female	70	13.3
14 yrs	-	16.6
15 yrs	-	16.5
16 yrs	-	23.3
17 yrs	-	85
Ironers, machine, male, 18 yrs & over	70	70
Ironers, machine, female, " " "	50	90
Ironers, chief, male	-	75
Ironers, chief, female	-	80
Sorters (Class II)	-	90
Sorters (Class I)	-	
WASH SECTION		
Washer, hand, female	-	40
" hydro, male	60	30
" machine, male	70	30
RETURN STORIES REPORT		
Charge hands, female	70	90
Clothing classifiers and repairers, female	70	90
Book & Woolen repairers, female	-	60
Tailors, own machine	-	30
" without machine	-	60
Tailoresses, own machine	-	60
" without machine	2	43.3
MISCELLANEOUS		
Boilermen	70	90
Mechanics	75	100
MISCELLANEOUS EMPLOYMENTS (1)		
Butchers	60	90
Cooks in military hospitals,	1200 (monthly)	1800 (monthly)
Sgt's & Men's messes	1200 (monthly)	1800 (monthly)
Cooks in military families, hospitals,	70	100
Nursing Sisters and Officers messes	800 (monthly)	1600 (monthly)
Drivers MI	400 "	800 "
Orderlies, medical	800 "	1600 "
Orderlies, other	400 "	800 "
Orderlies, Bank & file messes	800 "	1600 "
Waitresses in Nursing Sisters Messes,	400 "	800 "
Military families, hospital	800 "	1600 "
Waiters in Nursing Sisters Messes	800 "	1600 "
Waiters in Officers messes	60 daily	90 daily
Timekeepers		

4097

4. copy

	min. per day	max. per day
MISCELLANEOUS EMPLOYMENTS (11)		
Bakers	70	90
Hatchmen	53.3	60
Stevedores	70	70
" Head	85	85
Supervisors, road	70	100
Trackers	70	100
UNSKILLED LABOR		
Unskilled laborers		50
Gangers (a)		60
Chief Ganger (b)		70
Boys, up to and including the age of 17 yrs		30
Unskilled women		40
(a) One may be employed for every 40 laborers		
(b) One may be employed for not less than 100 laborers		

409

16.

Subject. Civilian Rates of Pay

To Civilian Supply.
From C.F.O.

I saw Lt. Col. Ellis at 141 Force yesterday afternoon and indicated to him that in our opinion rates should be expressed in lire as the rates of pay expressed in British currency pre-suppose that the Exchange rate in HOARRIFIED was the similar to that (480 lire to £1) prevailing in Tripoli. He agreed and ^{said} ~~that~~ that he would take up the matter asking for such rates to be expressed in lire.

23/6/43

A.P. Crappery ^{for Col.}

C.F.O.

I saw Lt. Col Ellis at 141 Force yesterday afternoon and indicated to him that in our opinion rates showed he expressed in line as the rates of pay expressed in British currency pre-suppose that the Exchange rate in HONORIFIED was he similar to that (480 line to £1) prevailing in Tripoli. He agreed and said that he would take up the matter asking for such rates to be expressed in line.

at 141 Force
for Col.

23/6/43

C.F.O.

Have we any further action on £14?

C.S. 

22/6/43 continuing

22/6

7828

Labor
Site

15

BIGOT
MOST SECRETSubject:- Civilian Rates of Pay141F/3073/1/A
21 June 1943A.M.G.O.T.

1. Attached proposed rates of pay for, and regulations covering engagement of, civilian labour in HORNIFIED have been received from 12th Army. They are based on experience in Tripolitania, and have been agreed by G.H.Q. Middle East.
2. In order that standard rates may be paid throughout the territory, and that competition between Forces and Services may be obviated, it is proposed to issue the attached to all concerned in the form of an instruction.
3. Have you any comments on the draft please?

See 17

W. A. D. L. 11/10/43

Colonel,
D.A.G.
141 Force.Field
SF

Copy to:- Float.

TO SER. CIVIL Supply FINANCE 14+15
 2/11/43
 4092
 AM GOT.
 2.4.

C.F.O. 2

2 copies

+ copies
#343 Procurement
Policy.

2 *

BIGOT

HEADQUARTERS FORCE 343
Civil Affairs Section

Most Secret

343F/100p6/CA

21 Jun 43 18 June 1943

7828.

To: Chief Civil Affairs Officer,
Civil Affairs Branch,
Force 141.

1. I refer to BIGOT 141F/7828/CA dated the 12th June 1943 and inclose herewith Stencil Order of Force 343 re "Procurement Policies and Procedures" (during the tactical period).

2. This General Order appears to be more or less in compliance with the above Bigot memo with one exception namely that it makes no mention of certain deductions from wages in accordance with the last sentence of Para 2 of the memo.

3. This point has been discussed with the Fiscal Officer, G-4, Force 343. He had the view that it would be impracticable for the tactical forces to make any deductions owing to lack of time, personnel, etc. and that if the worker wishes not to lose his rights vis-a-vis the Social Insurance Institutions that is up to him to make the necessary contributions as and when he can.

To me this point seems very reasonable more so as the necessary insurance stamps will not be available. The alternative would be for tactical force disbursing officers to hold the reductions pending instructions as to whom such amounts should be paid. It is surely out of the question for tactical officers to be expected to do this.

In any case I understand that the greater part of the labour which will be employed by the tactical forces will be employed through contractors who will themselves be responsible for making the deductions.

4. Re Para 2 lines 6-9 of the memo. I presume that this applies only to labour which might possibly be directly employed by AMGOT.

In fact it would seem to be out of place for CAOs to check up on wages paid by other units of the Army.

5. Your attention is drawn to Para 8(b) of the General Order which contrasts somewhat with Para 3 of the memo. However this point has been discussed with Fiscal Officer, G-4, and Force 343 is adamant on the point, in view of the very

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In any case I understand that the greater part of the labour which will be employed by the tactical forces will be employed through contractors who will themselves be responsible for making the deductions.

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In fact it would seem to be out of place for CAOs to check up on wages paid by other units of the Army.

5. Your attention is drawn to Para 8(b) of the General Order which contrasts somewhat with Para 3 of the memo. However this point has been discussed with Fiscal Officer, G-4, and Force 343 is adamant on the point, in view of the very unfortunate experiences they have had with official labour exchanges in North Africa.

6. Re Para 8(d) of the General Order. The Fiscal Officer, G-4, has agreed that he will discuss them with me when considering any changes before coming to any definite decision.

- 1 -
BIGOT

{ C.F.O. as mfr

{ And Suppl. to be early. J.G. 21/6.

SAKE COPY ON
"SOARES" FILE.

7. Re Para 6 of the memo. The contents of this Para will be incorporated in a supplement to the General Order which will be issued in due course.

8. I shall be pleased to have your comments.

Charles Poletti

CHARLES POLETTI,
Lt Colonel, AUS,
Senior Civil Affairs Officer.

DISTRIBUTION:

Fiscal Officer, G-4, 343.
~~S.C.A.O., 19th Army.~~

609

-2-
BIGOT

DISTRIBUTION:

Fiscal Officer, G-4, 343.
~~S.C.A.O., 18th Army.~~

SECRET

BIGOT-HUSKY

HEADQUARTERS FORCE 343
APO #758, U. S. ARMY

11 June 1943

PROCUREMENT POLICIES AND PROCEDURES
FORCE 343

1. The following instructions will govern all procurement of supplies and services for Force 343, and is published for the information and guidance of all concerned.

a. Procurement under this order will not be effected on the African Continent.

2. References:

- a. FM 27-10 Rules of Land Warfare.
- b. FM 27-5 Military Government.
- c. FM 100-10 Field Service Regulations.
- d. W.D. Circular #21, dated 15 January 1943.

3. Policy:

- a. To immediately secure supplies and services necessary to accomplish the tactical mission.
- b. To insure prompt payment for certain supplies and services as hereinafter described.
- c. To insure prompt consideration of those items for which immediate payment is not made.
- d. To provide for a uniform method of operation throughout Force 141, 343 and 12th Army.
- e. To establish a central control for purposes of coordination with other Allied Forces within the Theater.
 - (1) The Fiscal Division, G-4 Section, Force 343, consisting of forward and base echelons, is charged with the responsibility for control and coordination of all matters pertaining to this directive.
 - (2) An Assistant Fiscal Officer, G-4 Section, Force 343, will be attached to each Sub-Task Force, G-4 Section, to assist in the administration and accomplishment of procedures set forth herein.

4. Money Contributions:

- a. Money contributions will not be levied nor collected except upon direct command of the Commanding General, Force 343.

5. Purchases:

- a. It is the responsibility of the Commanding Generals of Sub-Task Forces and the Special Staff Officers, Force 343, charged with procurement functions, to secure the appointment of sufficient officers under their command to insure compliance with this order. Such officers to be appointed in orders of both Purchasing & Contracting Officers and Class B Agent Officers.

ANNEX NO. 7

BIGOT-HUSKY

PAGE NO. 3.

(1) Price lists will be furnished Purchasing Officers by Fiscal Officer, Force 343, and such prices will be strictly adhered to except in the case of immediate emergency.

(a) Price lists will be augmented and revised consistent with the situation.

b. Public Property:

(1) No property of the Enemy State will be purchased or paid for.
(Par. 6 b).

(2) Where the ownership of property is unknown, or doubt exists as to whether the property is public or private, it shall be treated as public property until ownership is definitely settled EXCEPT all such doubtful ownership property will be reported in accordance with Par. 6 b (3).

(3) Property of municipalities and that of institutions dedicated to religion, charity and education, the arts and sciences, even when Enemy State property shall be treated as private property.

c. Private Property:

(1) In general, all supplies, land and buildings owned by individuals and services needed by the United States will normally be obtained by agreement between the appropriate officers of the Army of the United States and the owners or persons whose services are desired.

(2) Exceptions to Par. 5 c (1) supra wherein requisitioning will be used rather than purchasing are as follows:

(a) All motor vehicles.
(b) All procurement involving large stocks or payments and continuing payments.

(c) In the event failure to reach an agreement occurs between appropriate officers of the Army of the United States and the vendor(s).

(3) The use of privately owned immovable property including billets will be acquired without agreement as to compensation, for convenience the requisition form will be used. (Par. 6 c).

d. Purchasing Procedure and Payments:

(1) Class B Agent Officers, who will also be designated as Purchasing & Contracting Officers, will act as procuring, receiving, and paying officers and all procurement will be so accomplished EXCEPT as limited in Par. 5 c and 6.

(2) Pertinent Army Regulations will apply in this instance with particular reference to AR 35-320 and AR 35-6300 with the following exceptions:

(a) The certificate required by Par. 5, AR 35-6300 will be modified to read:

"I certify that the supplies and/or services were purchased and received by me and that payment therefor was made by me as Agent Officer in cash this ____ day of ____ 19____, from funds entrusted to me by, _____, Finance Officer. Procurement Authority No. _____, the available balance of which is sufficient to cover the cost thereof."

(Name and Grade)
Agent Officer,
Purchasing & Contracting Officer.

SECRET

BIGOT-HUSKY

(3) Payment for purchases will be made in cash immediately.

6. Requisitions:

a. Requisitions for supplies and/or services will be made only upon the authority of the Commanding General, Force 343, and the Commanding Generals of Sub-Task Forces.

(1) Requisition forms and instructions for their use will be furnished by Fiscal Officer, G-4 Section, Force 343.

(2) Where possible, requisitioned supplies and services will be obtained by requisitioning on local Civil Officials, thru District Commanders, by Supply Services of Force 343 and the Sub-Task Forces, rather than by the smaller units.

(3) Complete records of requisitioned items will be maintained by all requisitioning agencies.

(4) Information appearing on all copies of requisitions will be compiled by Fiscal Officer, Force 343, and reports promptly made to interested Staff Sections.

b. Public Property:

(1) In general, Enemy State owned real property shall be utilized in accordance with FM 27-5 and FM27-10, but the occupation and/or use of such property will be reported by means of requisition forms as described thereon.

(2) With reference to property of municipalities, etc., See Par. 5 (b) (3).

(3) Procurement of all property wherein a question as to public or private ownership exists will be accomplished in accordance with Par. 6 b (1).

(4) Movable property of the Enemy State needed for military operations will be appropriated by the Army of the United States without further reference to this order.

c. Private Property:

(1) Requisitioning of private property will be made only under circumstances established in Par. 5 c (2).

d. Requisitioning Procedure and Payments:

(1) Appropriate Staff Sections, Force 343, and Commanding Generals of Sub-Task Forces will be furnished sufficient booklets of requisitioning forms for compliance with this order.

(a) Booklets will contain twenty-five (25) requisitions, each requisition to be in triplicate.

(b) Complete information concerning the filling out and distribution of requisitions will be printed on the back thereof for the guidance of the requisitioning officer.

(c) All requisitions will be serially numbered and strict accounting will be required for each requisition.

(2) Original copies of all accomplished requisitions will be forwarded immediately to Fiscal Officer, Force 343.

(3) Any and all payments for requisitioned supplies or services will be made by Fiscal Officer, Force 343, only.

7. Accounting:

a. All recipients of W.D. Form 23, War Department Procurement Authority for the purpose of procurement under this order will make report to the Fiscal Officer, Force 343, of monthly obligations only. Reports will be submitted on a calendar monthly basis and will be forwarded to reach the Fiscal Officer not later than the 10th of the month following the month being reported upon.

No particular form is prescribed for this report.

b. Requisitioning officers to whom serially numbered requisition blanks are issued will retain a copy of each requisition issued, and may at any time be required, by competent authority, to account for all requisition blanks issued them by either producing their copy of an accomplished requisition or the blank forms with which they are charged.

(1) The loss or misappropriation of requisition blanks will be reported immediately to Fiscal Officer, Force 343, in order that such blanks may be promptly invalidated.

8. Hire of Civilian Labor:

a. All civilian labor will be hired and paid by the using Arm or Service.

b. Labor will be hired by direct negotiation and not thru any labor agency, labor organization or labor service.

c. Contracting for construction, etc., will be accomplished in the usual manner, provided, such contracting is not in violation of Par. 8 b supra, and it has been determined that the Enemy State is not a party to the contract, either directly or indirectly.

d. Prevailing wage rates will be paid but in no case will the maximum rates of pay, as published in the price list, be exceeded without prior approval of the Fiscal Officer, Force 343.

e. Revised and detailed pay rate schedules will be issued at the earliest practicable date.

f. Pay periods will not be longer than on a calendar week basis, Sunday thru Saturday, except to provide for emergent conditions.

g. Payrolls will be promptly paid by Class B Agent Officers.

By command of LIEUTENANT GENERAL PATTON:

OFFICIAL:

W. G. Caldwell
W. G. CALDWELL,
Lt. Col. A.G.D.,
Adjutant General.

HOBART R. GAY,
Col. G.S.C.,
Chief of Staff.

BIGOT MUSKYSubject ; Rates of Pay - Civilian Labour.

C.S.O.,
H.Q. Angot,
141 Force,
E.N.A.F.
.....

20 Jun 43
7828.

ANGOT
24
MOST SECRET
OFFICER ONLY

ECA/8/2

12 Army,
Angot,
M.E.F.

17th June 1943.
.....

12 Army A.D.P.L. saw me today and produced a list of Rates of Pay for Civilian Labour which it is intended should be brought into force throughout 12 Army.

2. These rates are apparently based on those which were made applicable in Tripoli after its occupation.

3. I enclose a copy of the Schedule and have informed A.D.P.L. that I am sending it to you. In the meantime during the initial stages of the operations or until hearing from you, I propose to be guided by it.

4. I told A.D.P.L. that any Schedule of this nature must be adhered to by all concerned including Force 543, otherwise its value is gone and I was given to understand that steps were being taken to contact Force 543 on the subject.

P.S. Since writing have received your 'minutes a Labour question in HORRID'. I have from a copy to A.D.P.L. with which cooperation with him. He will have sent his Schedule to me.

Group Captain,
Commanding Officer,
Det. Angot,
12 Army.

INSTRUCTED TO
PASS ON.

Civil Supply

Appendix "A"

RATES OF PAY - CIVILIAN LABOR

10A

	min per day s. d.	max per day s. d.
--	----------------------	----------------------

SUPERVISORY & CLERICAL STAFF

Clerks, Male	3/ 6	5/ 6
" Female	3/ -	4/ 6
Interpreters (Oral)	3/ 6	5/ 6
" (Translating)	4/ 6	5/ 6
Storemen	3/ 6	5/ 6
Typists, Male	3/ 6	5/ 6
" Female	3/ -	4/ 6

CLASSIFIED ARTISANS

Armature Winder	3/ 9	6/ -
Armourers	3/ 9	6/ -
Blacksmiths	3/ 6	5/ 6
Battery Workers	3/ 6	5/ -
Boiler Makers	3/ 9	5/ 6
Bookbinders	3/ 9	5/ -
" Assistants	3/ 6	4/ 6
Carpenters & Wheelers	3/ 6	5/ -
Caulkers	3/ 6	4/ 6
Coppersmiths	3/ 9	6/ -
Compositors	3/ 6	5/ -
" Assistants	3/ 6	4/ 6
Drivers Engine Loco & I.C.	3/ 9	5/ 6
" " Steam Stationery)	3/ 6	5/ -
" Fitters	4/ -	6/ -
Electrical Wiremen	3/ 9	6/ -
Electricians	3/ 9	6/ -
Farriers	3/ 6	5/ -
Fitters	4/ -	6/ -
Grinders, Precision	4/ 6	6/ -
Gasket Repairers	3/ 6	5/ -
High Speed I.C. Erectors & Fitters	4/ -	6/ -
Machinists, Engineering	3/ 6	5/ -
" Tool Room	3/ 9	5/ 6
" Wood working	3/ 9	5/ 6

Typists, Male

" Female

CLASSIFIED ARTISANS

Armature Winder

Armourers

Blacksmiths

Battery Workers

Boiler Makers

Bookbinders

" Assistants

Carpenters & Wheelers

Caulkers

Coppersmiths

Compositors

" Assistants

Drivers Engine Loco & I.C.

" " Steam Stationery)

" Fitters

Electrical Wiremen

Electricians

Farriers

Fitters

Grinders, Precision

Gasket Repairers

High Speed I.C. Erectors & Fitters

Machinists, Engineering

" Tool Room

" Wood working

Mechanics Instrument Repairer

" Sewing Machine

" Typewriter

" " Assistant

" Wireless

Moulders

Painters, Polishers & Signwriters

pattern Makers

platers

plumbers

(2)

	Min	er day	max per day
	s.	d.	s.
Riggers	3/6		5/-
Rivet Heaters	3/6		4/6
Riveters	3/6		5/-
" Holders-up	3/6		4/6
Saddlers	3/6		5/-
Sailmakers	3/6		4/6
Sawyers	3/6		5/-
Saw Docters	3/9		5/6
Sheet Metal Workers	4/-		6/-
Tinsmiths	3/6		5/-
Toolsmiths	3/6		5/-
Trimmers	3/6		5/-
Turners	4/-		6/-
Tyre Operators	4/-		6/-
Vulcanisers	3/6		5/-
Welders	4/-		6/-
Wiremen O.H.L.	3/6		5/-

UNCLASSIFIED ARTISANS

Apprentices to all trades	1/6	3/6
Artisans Mates	3/-	4/-
Balers	3/6	4/4685
Brakesmen	3/6	4/6
Bricklayers	3/9	5/-
Chainmen	3/6	4/6
Concretors	3/6	4/6
Coopers	3/6	5/-
Drivers, Crane (Refrigerating Plant)	3/6	5/-
" Winch	3/6	4/6
" Crane	3/6	4/6
" Electric	3/6	5/-
Firemen, Oil Fuel	3/6	4/6
Fitters, Carriage	3/6	4/6
Fitters, Electrical	3/6	5/-
Foremen & Cutters RAOC	3/6	4/6
Foundrymen	4/-	5/-

Sheet Metal Workers

Tinsmiths	3/6	5/-
Toolsmiths	3/6	5/-
Trimmers	3/6	5/-
Turners	4/-	6/-
Tyre Operators	4/-	6/-
Vulcanisers	3/6	5/-
Welders	4/-	6/-
Wiremen O.H.L.	3/6	5/-

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Apprentices to all trades	1/6	3/6
Artisans Mates	3/-	4/-
Balers	3/6	4/6085
Brakesmen	3/6	4/6
Bricklayers	3/9	5/-
Chainmen	3/6	4/6
Concretors	3/6	4/6
Coopers	3/6	5/-
Drivers, Crane (Refrigerating Plant)	3/6	5/-
" Winch	3/6	4/6
" Crane	3/6	4/6
" Electric	3/6	5/-
Firemen, Oil Fuel	3/6	4/6
Fitters, Carriage	3/6	4/6
Fitters, Electrical	3/6	5/-
Foremen & Cutters RAOC	3/6	4/6
Foundrymen	4/-	5/-
Glaziers	3/6	5/-
Greasers, Refrigerating Plant	3/6	5/-
" other	3/6	4/6
Hammermen	3/6	4/6
Labourers, skilled	3/-	3/-
Linotype operators	4/-	6/-
Lithographers	4/-	6/-
" Assistants	3/6	4/6
Machine Minders	3/6	5/-
Machine Assistants	3/6	4/6
Masons	3/6	5/6

(3)

	Min per day s. d.	max per day s. d.
Permanent Way Inspectors	4/ -	5/ 6
Plasterers	3/ 6	5/ -
Platelayers	3/ 6	4/ 6
Printers	4/ -	6/ -
Process Workers	3/ 6	5/ -
Shipwrights & Coachbuilders	3/ 9	5/ 6
Shunters	3/ 6	4/ 6
Slaters	3/ 6	5/ -
Stokers & Firemen	3/ 6	4/ 6
Stonehands	4/ -	5/ 6
" Assistants	3/ 6	4/ 6
Strikers (Farriers)	3/ 6	4/ 6
Tentmenders	3/ 6	4/ 6
Textile Refitters	3/ 6	4/ 6
Quarrymen - Stone cutters	3/ 6	4/ 6
Smelterers	3/ 6	5/ -

W.D. LAUNDRYIroning Section

Driers and Preparers, male & female 14 yrs	-	8d
" " " " 15 yrs	-	10d
" " " " 16 yrs	-	10d
" " " " 17 "	-	1/ 2
" 18 yrs and over	3/ 6	4/ 3
" female 18 yrs and over	2/ 6	3/ 6
Ironers, hand, male & female 14 yrs	-	8d
" " " " 15 yrs	-	10d
" " " " 16 yrs	-	10d
" " " " 17 yrs	-	1/ 2
" 18 yrs and over	3/ 6	4/ 3
" Female 18 yrs and over	2/ 6	3/ 6
" machine, male & female 14 yrs	-	8d
" " " " 15 yrs	-	10d
" " " " 16 yrs	-	10d
" " " " 17 yrs	-	1/ 2
" 18 yrs and over	3/ 6	4/ 3
" female 18 yrs and over	2/ 6	3/ 6

Stokers & Firemen		4/ -	5/ 6
Stonehands		3/ 6	4/ 6
" Assistants		3/ 6	4/ 6
Strikers (Farriers)		3/ 6	4/ 6
Tentmenders		3/ 6	4/ 6
Textile Refitters		3/ 6	4/ 6
Quarrymen - Stone cutters		3/ 6	4/ 6
Smelters		3/ 6	5/ -

W.D. LAUNDRY

<u>Ironing Section</u>			
Driers and Preparers, male & female 14 yrs	-	-	8d
" " " " 15 yrs	-	-	10d
" " " " 16 yrs	-	-	10d
" " " " 17 "	-	-	1/ 2
" " " " 18 yrs and over	3/ 6	3/ 6	4/ 3
" " " " female 18 yrs and over	2/ 6	2/ 6	3/ 6
Ironers, hand, male & female 14 yrs	-	-	8d
" " " " 15 yrs	-	-	10d
" " " " 16 yrs	-	-	10d
" " " " 17 yrs	-	-	1/ 2
" " " " 18 yrs and over	3/ 6	3/ 6	4/ 3
" " " " Female 18 yrs and over	2/ 6	2/ 6	3/ 6
" , machine, male & female 14 yrs	-	-	8d
" " " " 15 yrs	-	-	10d
" " " " 16 yrs	-	-	10d
" " " " 17 yrs	-	-	1/ 2
" " " " 18 yrs and over	3/ 6	3/ 6	4/ 3
" " " " female 18 yrs and over	2/ 6	2/ 6	3/ 6
Ironers, Chief, male	-	-	4/ 6
" " female	-	-	3/ 9
Sorters (Class II)	-	-	4/ -
" (Class I)	-	-	4/ 6
Washer, hand, female	-	-	2/ -
Washer, hydro, male	3/ -	3/ -	4/ -
Washer, machine, male	3/ 6	3/ 6	4/ 6

WASH SECTION

(4)

RETURN STORES DEPOT

	min per day s. d.	max per day s. d.
Charge hands, female	3/ 6	4/ 6
Clothing Classifiers & Repairers, female	-	2/ 2
Sock & Woollen Repairers, female	-	3/ -
Tailors, Own machine	-	4/ -
" Without machine	-	3/ -
Tailloresses, Own machine	-	3/ -
" Without machine	-	2/ 2

MISCELLANEOUS

Boilermen
Mechanics

3/ 6 4/ 6
3/ 9 5/ -

MISCELLANEOUS EMPLOYMENTS (I)

Butchers

3/ - 4/ 6

Cooks in military hospitals,
Sgts and Mens Messes

min £3. max £4/10/- per month

Cooks in military families
hospitals, Nursing Sisters
and Officers Messes

min £3. max £4/10/- per month

Drivers MT

min 3/ 6 max 5/ - per day

Orderlies, Medical

min £2. max £4. per month

Orderlies, Other

" £1. max £2. "

Orderlies, Rank & File Messes

" £2. " £4. "

Waitresses in Nursing Sisters'
Messes, military families,
Hospital

" £1. " £2. "

Waiters in Nursing Sisters'
Messes

" £2. " £4. "

Waiters in Officers' Messes

" £2. "

Timekeepers

min 3/ - max 4/ 6 per day

MISCELLANEOUS EMPLOYMENTS (II)

Bakers

" 3/ 6 " 4/ 6

Watchmen

" 2/ 8 " 3/ -

Stevedores

" 3/ 6 " 3/ 6

" Head

" 4/ 3 " 4/ 3

Supervisors, Road

" 3/ 6 " 5/ -

4023

Without machine	-	3/-
Tailloresses, Own machine	-	3/-
" Without machine	-	2/2
Boilermen	3/6	4/6
Mechanics	3/9	5/-

MISCELLANEOUSMISCELLANEOUS EMPLOYMENTS (I)

Butchers	3/-	4/6
Cooks in military hospitals, Sgts and Mens Messes	min £3. max £4/10/- per month	
Cooks in military families hospitals, Nursing Sisters and Officers Messes	min £3. max £4/10/- per month	
Drivers MT	min 3/6 max 5/- per day	
Orderlies, Medical	min £2. max £4. per month	
Orderlies, Other	" £1. max £2. " "	
Orderlies, Rank & File Messes	" £2. " £4. " "	
Waitresses in Nursing Sisters' Messes, military families, Hospital	" £1. " £2. " "	
Waiters in Nursing Sisters' Messes	" £2. " £4. " "	
Waiters in Officers' Messes	" £2. " £4. " "	
Timekeepers	min 3/- max 4/6 per day	

MISCELLANEOUS EMPLOYMENTS (II)

Bakers	" 3/6	" 4/6
Watchmen	" 2/8	" 3/-
Stevedores	" 3/6	" 3/6
" Head	" 4/3	" 4/3
Supervisors, Road	" 3/6	" 5/-
Trackers	" 3/6	" 5/-

UNSKILLED LABOUR

Unskilled Labourers	2/6 per day
Gangers (a)	3/- " "
Chief Ganger (b)	3/6 " "
Boys, up to and including the age of 17 yrs	1/6 " "
Unskilled Women	2/- " "

(a) One may be employed for every 40 labourers
 (b) One may be employed for not less than 100 labourers.

Appendix "B"

1. All employees will be on daily rates of pay.
 2. A full day's pay will not be paid for less than 8 actual working hours exclusive of meal times except where a full 8 hours work is not possible owing to the shortage of the hours of daylight or any existing curfew.
 3. All employees will be paid twice a month, i.e. 15th and last day or as near these days as circumstances permit.
 4. Muster Pay Rolls (M.E. Form 11 Revised) and the equivalent used by the R.N., R.A.F. etc., will be used by all units for the payment of employees.
 5. Advances of pay are NOT permissible in any circumstances.
 6. Wherever possible, employing units will pay their own labour from their own imprest account.
- Authority for the engagement and employment of unskilled labour is not required but in the case of Artisans and Artisans' Mates, covering authority will be obtained from the A.D.P.L. Twelfth Army.
7. Artisans and Artisans' Mates will be engaged at the minimum rates for a probationary period of 7 days. On the expiration of the period of probation they may be recommended from the date succeeding such period for a re-assessment of pay.
 8. Applications for increases and increments of pay will be made on A.F.C. 370 in quadruplicate to the A.D.P.L. Twelfth Army. Under no circumstances will an employee be paid at an increased rate until authorised on A.F.C. 370, one copy of which should be attached to the Muster Pay Roll on which the initial payment at the increased rate is made.
 9. When A.Fs.C. 370 are submitted recommending increases, re-assessments and re-gradings, the effective date of the increase will NOT be prior to the date of submission by the employing unit.
 10. (a) An employee who is injured in the execution of his duty (other than by his own serious or wilful misconduct), or incapacitated by sickness specifically attributable to the nature of his work, may, provided that such injury or illness is duly certified by a Medical Officer, or, in the absence of such officer, by a duly qualified medical practitioner, receive injury pay for such period as may be necessary within the following limits provided that there is a reasonable prospect of the employee's return to duty. Doubtful cases should be referred to the Director of Pioneers & Labour, G.H.Q., M.E.F.

- (i) Full pay for three months,
- (ii) Thereafter, at the discretion of the G.O.C. in C., three-quarters pay for three months and half pay for any further period.

the nature of the work

4. Muster Pay Rolls (M.E. Form 11 Revised) and the equivalent used by the R.N., R.A.F. etc., will be used by all units for the payment of employees.

5. Advances of pay are NOT permissible in any circumstances.

6. Wherever possible, employing units will pay their own labour from their own imprest account.

Authority for the engagement and employment of unskilled labour is not required but in the case of Artisans and Artisans' Mates, covering authority will be obtained from the A.D.P.L. Twelfth Army.

7. Artisans and Artisans' Mates will be engaged at the minimum rates for a probationary period of 7 days. On the expiration of the period of probation they may be recommended from the date succeeding such period for a re-assessment of pay.

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(i) Full pay for three months,

(ii) Thereafter, at the discretion of the G.O.C. in C., three-quarters pay for three months and half pay for any further period.

(b) Sickness not directly attributable to the nature of the work performed, but solely due to other causes, e.g., climatic conditions, cannot be compensated under this section. Doubtful cases should be referred to the Director of Pioneers & Labour G.H.Q. through his representative at local H.Q.

(c) Injuries due to enemy action whilst on duty will be dealt with under sub-para (a) above.

(d) An employ who meets with any kind of injury, however trivial, in the execution of his duty, will at once report the circumstances to his immediate superior, by whom the report will be notified to the Officer in Charge. A certificate will be immediately prepared on A.F.O. 1664, in duplicate, and one copy will be used to support the first charge for injury pay on A.F.O. 1695. The second copy will be retained with the records of the employee.

(2)

(e) If, after three months absence on account of any injury sustained on duty, a civilian employee is still unfit for duty, the Commanding Officer should, on the recommendation of a Medical Officer, submit the case to the Director of Pioneers and Labour G.H.Q., M.E.F. or to his representative at H.Q. for authority for the issue of further injury pay under the provisions of sub-para (a) above. The Medical Officer, should if possible, give an indication as to the date on which it is anticipated that the civilian employee will be fit to resume duty.

(f) In the case of casual employees and other employees engaged on daily rates of pay who are normally employed for every day of the week, the period for which injury pay may be issued will count continuously within the limits laid down in sub-para (a) above. A.F.O. 1695 will, in such cases, have the following certificate endorsed by the employing officer:-

"CERTIFIED THAT the employees for whom injury pay is claimed continuously are normally employed on seven days a week."

(g) Injury pay will be claimed on A.F.O. 1695 accompanied in the case of initial payment by Injury Report (A.F.O. 1664). Subsequent claims should be supported by medical certificates.

11. ON NO ACCOUNT WILL COMPETITION BETWEEN SERVICES FOR THE EMPLOYMENT OF CIVILIAN LABOUR BE TOLERATED IN THE INTERESTS OF ALL CONCERNED.

4081

SECRET

12
SECRET

14AT/7979/CA

20 Jun 43

MEMORANDUM FOR: M.C.A. Force 141.

SUBJECT: Wage Scale and Price Schedule.

REFERENCE: 14AT/3921/Q 28 May 43

Attached are twenty-five (25) copies of the Wage Scale and Price Schedule prepared by AMGOT for the guidance of the Task Forces, together with a covering letter to S.C.A.O., 12th Army. A similar letter is being sent to S.C.A.O., Force 343.

FRANK J. McDERMID
Brig. General, USA
D.C.C.A.O.

Attachments:

Army Wage Scale and Price Schedule (25 copies)

4080

HQST SINGAPORE
BIGOT

144F/7835/CA

20 June 43

SUBJECT: Task Force Wage Scale and
Price Schedule.

TO : Group Captain Benson,
Senior Civil Affairs Officer,
12th Army.

1. The attached Wage Scale and Price Schedule should be transmitted to 12th Army as soon as possible, with the request that the information be furnished the various commanders to be involved in purchasing or hiring. Please emphasise that this is to be used only as a guide.
2. Additional copies are being forwarded under separate cover in order that you may make distribution.

Frank J. McSherry,
Brigadier General U.S.A.
D.C.C.A.O.

ALCOT
144 Force
In the Field

FJS/DWH

4079

file
~~MOOT SECRET~~

BIGOT

144F/7835/CA

20 June 1943

SUBJECT: Task Force Wage Scale and
Price Schedule.

TO : Lt. Col. Charles Poletti,
Senior Civil Affairs Officer,
H. Q. Force 343.

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2. Additional copies are being forwarded under separate cover in order that you may make distribution.

Frank J. McSherry,
Brigadier General U.S.A.
D.C.C.A.O.

AMCOT
144 Force
In the Field

FJM/DJH

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MOST SECRET
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AMCOT

SPECIAL ADMINISTRATIVE INSTRUCTIONS CIVILIAN SUPPLY NO. 2

ARMY WAGE SCALE AND PRICE SCHEDULE

TO: S.C.A.O.s and Civilian Supply Officers.

- 4 -

Wage Scale for Labor Employed by Military Forces

1. The following wage schedule has been prepared from the best available intelligence and you are requested to submit it to the Task and Sub-Task Forces for their information. They should be warned, however, that this schedule cannot fit all areas and should serve only as a rough guide although it is believed that the wages listed are representative of those which the military forces will find it necessary to pay initially in HONGKONG.

Common labor	55	live per 8 hour day
Heavy labor	65	" " " "
Skilled building workers	75	" " " "
Transport workers	80	" " " "
Skilled factory workers	80	" " " "
Unskilled factory workers	50	" " " "
Supervisory workers	20%	more than the workers

2. Although the above scale can be used as a rough guide, it is suggested that the Task Forces consult the S.C.A.O.s before fixing the wages paid workers employed by the Army. Civilian Supply Officers in each province should consult the local labor exchanges (uffici di collocamento) for the local prevailing wage rates. The exchange will have records disclosing this information and it can be checked against the work cards carried by each worker. The work cards are somewhat similar to the U.S. Army Officer Pay Data Card (War Department, A.G.O. Form 77) and contains a record of the worker's previous employment, wages received, payroll deductions, etc. From the information secured from the labor exchanges and the work cards, checked against the wage schedule shown above, Civilian Supply Officers should be able to arrive at a wage figure which should be satisfactory to the Army, the workers, and AMCOT.

3. The Task Forces should be notified that it will be necessary for them to make provision for payroll deductions and insurance payments the same as other employers of labor.

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BIGOTBIGOTMOST SECRETHQ FORCE 141141P/3543/QCopy No,.....18 Jun 43

19 Jun 43

7828

HQ FORCE 141 ADMINISTRATIVE INSTRUCTION NO. 16LABOUR1. PRINCIPLES OF EMPLOYMENT

The general principles upon which civil labour will be engaged and employed during operation HUSKY are laid down in the attached memorandum of advice issued by AKGOT. Task Forces will issue the necessary orders to ensure that the general principles laid down are complied with by all formations, and services employing civilian labour.

2. PROVISION OF LABOUR BY TASK FORCES(a) TWELFTH ARMY

The Directorate of Labour will be responsible for the engagement and allotment of all civil labour, and all demands for labour from employing services will be made through the Labour Directorate of the appropriate formation HQ.

(b) FORCE 343

Will issue instructions designating an organisation for the co-ordination of demands from services for civil labour and will set up the necessary machinery for the engagement and allotment of such labour as is required to meet demands.

3. WAGES AND CONDITIONS OF EMPLOYMENT

In order to preserve a common standard of wages, organisation and administration of all civil labour throughout the whole theatre of operations, it is essential that no scales of wages are fixed or conditions of employment laid down in either Task Force without prior consultation with the appropriate Civil Affairs Officer.

FIELD

C.H. MILLER.
Major-General i/c Administration.
Force 141.

W. Blocker

COPY ON 4988

"ADMINISTRATIVE INSTRUCTIONS"

TO SEE
Civil Supply

1. PRINCIPLES OF EMPLOYMENT

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FIELD

W. L. R. King

O. H. MILLER.
Major-General ~~140~~ Administration.
Force 141.

Copy On 4988

"ADMINISTRATIVE INSTRUCTIONS"

TO SEE

Civil Supply

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RECEIPT FORM In lieu of AF 4.16

TO: Q/initials
HQ FORM 141

Receipt is her by acknowledged of Copy No(s)
of 141P/3518/0 dated 13 Jun 43.

Date
No. 16,
Signature
.....

MOST SECRET

MINUTE ON LABOUR QUESTION IN HORRIFIED

RIGOT
441E/7828/CA

1. The general principle is that AMGOT will not undertake the supply or organisation of local labour for military formations; nor will AMGOT pay or administer labour for formations.
2. AMGOT will assist all formations on labour questions and is the duty of all C.A.O.s who are called upon by formations requiring labour to help to provide it. The correct and best channel for C.A.O.s to use is the local government authorities in towns and villages, through whom, or failing whom, local contractors who normally employ labour may be used, e.g. street lighting, concerns, road maintenance contractors, etc. It will be the duty of C.A.O.s to ensure by personal inspection and when necessary by posting enlisted or other supervising personnel to ensure that when wages are paid in bulk to contractors, that the latter or their agents actually pay out the wages to the approved scales to the men. When units employ direct labour without the services of a contractor they must ensure by their own supervision that the hands are paid daily or weekly. They should incidentally bear in mind that there are certain statutory deductions for unemployment and sickness, etc., provident funds which should be continued.
3. I have no objection to task forces setting up their own labour organisations and keeping registers of available men but generally spending existing local labour exchanges under the supervision of C.A.O.s will be more economical and efficient. In the case of 12th Army, the Assistant Director of Pioneers and Labour (ADPL) will deal direct with any local labour exchanges. I do not feel that the payment of a retaining fee for registers but not employed, labour is at all a good idea. It will lead to abuses and is a needless waste of money.
4. Current rates of wages at the time of occupation must be adhered to in the initial stages. Changes of wage rates in line from those found in the past be discussed with the local Senior C.A.O. available who will be very guarded in agreeing to rises in local wages. It will be fatal to allow a rise in one province which may affect labour in another until central government has started functioning, when a general labour policy has been agreed with Task Force Headquarters and 141 Headquarters for the whole theatre. For this, experience will be needed. It cannot be laid down now.
5. Rates of wages will be by category. The first one to be laid down will be for crude manual labour, followed by scales for trades, etc.
6. Wage rates in existing services e.g. railroad personnel, public utility concerns, etc. will be continued unchanged until further notice. In such concerns, even when they are taken over by the Army services, the local personnel should continue to be paid by the existing local organisation, e.g. municipalities in the case of municipal electricity undertakings. Army services will of course be full control of such undertakings. Any personnel should not be taken on the pay roll of the Army service concerned. If the undertaking requires further funds then it has available, the Affairs administration will provide the funds to the undertaking direct. Army services should therefore contact the local C.A.O. in regard to local payments. Rises of wages must not be allowed in any of these services.

4073

local contractors who normally employ labour may be used, e.g. stevedoring concerns, road maintenance contractors, etc. It will be the duty of C.A.O.s to ensure by personal inspection and when necessary by posting enlisted or other supervising personnel to ensure that when wages are paid in bulk to contractors, that the latter or their agents actually pay out the wages to approved scales to the men. When units employ direct labour without the services of a contractor they must ensure by their own supervision that hands are paid daily or weekly. They should incidentally bear in mind that there are certain statutory deductions for unemployment and sickness, etc., provident funds which should be continued.

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7. I do not propose to deal with, or discuss, unemployment now. In the unlikely event of there being manual labour unemployment in any area concerned, the subject will be dealt with by the Welfare and Relief Section of the Public Health Division.

8. Compulsory labour must be referred to 141 Headquarters. It is a very delicate and highly political matter and must be left to the discretion of local commanders. The movement of labour from one area to another can be arranged by units which will then be responsible for feeding and housing, etc., in labour camps, but it must be voluntary.

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9. Formations must remember that it is not allowed under international law to oblige a citizen of an occupied area to wage war against his own Army. It follows that local labour can for instance refuse to handle ammunition, but my experience has generally been that if properly handled, civil labour will not refuse to do such work.

Labour cannot be punished for refusing such work. The use of P of W is governed by international conventions.

10. To encourage labour especially in the event of difficulties arising about handling ammunition, etc., rations may be issued but this should be in lieu of pay and a deduction, even if of a nominal sum must be made for the value of the ration. The principle of some deduction is necessary to preserve wage scales.

11. I cannot impress too strongly on all concerned the necessity of preserving the existing force structure until consideration can be given at Headquarters to changes.

(Sd) Rennell
Major General
C.C.A.O.
AMGOT.

AMGOT.
141 Force
Field.
12 June 1943.

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AMGOT

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april

10/6

we will discuss
with Jim Miller
tomorrow

4075
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TWELFTH ARMY

7815 v 7828

Rptd

C.G.S. (as requested)
G.S.I.(b)
D.C.O.S. (Captain Brownrigg, R.N.)

CA/352

BIGOT HUSKY - MOST SECRET . For Civil Affairs

Navy desire earliest provision local native pilots at LADBROKE
FUSTIAN GLUTTON . Instruct your SCAOS arrange collect and after
investigation personalities families handover local naval authority
who will select this personnel not repeat not to be removed before
selection made.

BIGOT HUSKY - MOST SECRET

D. MORLEY FLETCHER
Major.

IMMEDIATE

4072 15/10

Action Copy
ON 7815 Ports.

MINUTE ON LABOUR QUESTION IN HORRIFIED

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3. I have no objection to task forces setting up their own labour organisations and keeping registers of available men but generally speaking existing local labour exchanges under the supervision of C.A.Os will be more economical and efficient. In the case of 12th Army, the Assistant Director of Pioneers and Labour (ADPL) will deal direct with any local labour exchanges. I do not feel that the payment of a retaining fee for registered, but not employed, labour is at all a good idea. It will lead to abuses and is a needless waste of money.

4. Current rates of wages at the time of occupation must be adhered to in the initial stages. Changes of wage rates in line from those found in force must be discussed with the local Senior C.A.O. available who will be very guarded in agreeing to rises in local wages. It will be fatal to allow a rise in one province which may affect labour in another until central government has started functioning, when a general labour policy has been agreed with Task Force Headquarters and 141 Headquarters for the whole territory. For this, experience will be needed. It cannot be laid down now.

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6. Wage rates in existing services, e.g. railroad personnel, public utility concerns, etc., will be continued unchanged until further notice. In such concerns, even when they are taken over by Army services, the local personnel should continue to be paid by the existing local organisation, e.g. municipalities in the case of municipal electricity undertakings. Army services will of course have full control of such undertakings. Army personnel should not be taken on to the pay roll of the Army service concerned. If the undertaking requires further funds than it has available, the Civil Affairs administration will provide the funds to the undertaking direct. Army services should therefore contact the local C.A.O. in regard to local payments. Rises of wages must not be allowed in any circumstances since this will upset all the structure of wages and prices in the whole area.

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To SEE CAPT FRASER

B/W 13/6 for Col Selby

K 13/6

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9. Formations must remember that it is not allowed under international law to oblige a citizen of an occupied area to wage war against his own Army. It follows that local labour can for instance refuse to handle ammunition, but my experience has generally been that if properly handled, civil labour will not refuse to do such work.

Labour cannot be punished for refusing such work. The use of P of W is governed by international conventions.

10. To encourage labour especially in the event of difficulties arising about handling ammunition, etc., rations may be issued but this should be in lieu of pay and a deduction, even if of a nominal sum, must be made for the value of the rations; the principle of some deduction is necessary to preserve wage scales.

11. I cannot impress too strongly on all concerned the necessity of preserving the existing wage structure until consideration can be given at Headquarters to changes.

AMGOT
141 Force
Field
12 June 1943

Major General
C.C.A.O.
AMGOT

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21 May 43

The attached copy of a study entitled "Availability of Labour in SICILY" has been prepared by the Board of Economic Warfare, WASHINGTON.

GSI(a)
HQ, 141 Force
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SECRET141E/30/1007/GSI(a)

21 May 43

SUBJECT :- Availability of Labour in SICILYSUMMARY

SICILY's total force may be estimated at 1.2 to 1.5 million. Over one-half of this force is usually engaged in agriculture which is carried on throughout the island. Non-agricultural workers are largely concentrated in and around the island's three main coastal cities: PALERMO, CATANIA and MESSINA. The availability of this force to an occupying army+ would depend upon the extent of the reported labour shortages that are due largely to the military draft and that will become more acute in April 1943, when the 18 and 19 year olds are to be called into service. With few exceptions, the available supply is likely to be of doubtful utility for tasks other than common labour because SICILIAN labour on the whole is rural, and has a comparatively high rate of illiteracy and a low level of mechanical skill.

The most fruitful source of labour supply - both from the standpoint of immediate availability and high quality of skill - will be found in some enterprises that are operating on a high level of activity at the present time, especially construction, shipbuilding, harbour work, and repair work. It is not unlikely that additional labour could be released, at least during the early period of an occupation, by the curtailment of some important pre-invasion activities, such as sulphur mining. Agricultural labour would be available mainly on a seasonal basis, mainly during the first three or four months of the year. Any large-scale withdrawal of labour from agriculture would, however, curtail output and thereby aggravate present-day food deficiencies.

Labour supply is under the control of a hierarchy of politico-economic bodies. On the lower level are the provincial and local government-controlled workers unions which operate Labour Exchanges under the general supervision of the Ministry of Corporations. The Labour Exchanges are the official hiring agencies and would be particularly useful to an occupying force because they have large files of employee and employer records. With the break-up of the Fascist *struttura*, labour recruitment could best be accomplished with minimum disturbance to the orderly relations between workers and private employers through the medium of a Provisional Labour Office set up under the supervision of occupation authorities. An early grant of a wage increase, coupled with the distribution of essential consumers' goods, may be expected to win great popularity with labour for the liberating forces.

- + This report is one of a series analyzing certain economic problems presented by EUROPEAN areas. Recommendations concerning such areas are designed to serve needs as determined by future developments.

I. POPULATION AND POPULATION DISTRIBUTION

SICILY had a population of four million in 1936. Allowing for normal increase, but not for the effect of the war, the population would now be about 4,120,000. The distribution of this population is shown in the appended maps

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I. POPULATION AND POPULATION DISTRIBUTION

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There has been an active inward and outward movement of people to and from the island during the war, especially since the occupation of NORTH AFRICA. Workers and possibly women and children evacuees have left for the mainland, while GERMAN personnel and mainland construction workers, as well as ITALIAN military units, have come onto the island. The exact numbers of these groups are not known.

About 40 percent of the island's population is normally concentrated along the coastal regions of the North, East, and West, and especially in the three main cities of PALERMO, CATANIA, and MESSINA, where close on one million people are now believed to be stationed. Secondary areas are around the cities of SYRACUSE and RAGUSA in the South-East, CALTANISSETTA in the middle of the island, and TRAPANI

/and MARSALA.....

and MARSALA on the West coast. It is doubtful whether this normal distribution has been appreciably affected by the war, although military construction activities in the interior and on the South coast have doubtless increased the population of those areas while civil evacuation from the cities of PALERMO and MESSINA, as a result of recent air bombardment, has been reported.

II. LABOUR SUPPLY - REGIONAL AND OCCUPATIONAL DISTRIBUTION

SICILY's total labour force at the present time may be estimated at between 1.2 and 1.5 million workers. This figure is based upon the normal SICILIAN labour supply (counted as 1,333,000 in the 1936 census), and assumes that recent inward and outward movements have generally balanced each other.

By and large, the geographic distribution of the island's labour supply follows the distribution of population (see Table 1). Thus, a large portion of the total supply is concentrated in the cities of PALERMO, CATANIA, and MESSINA and in their immediate neighbourhoods. Secondary concentrations exist in the dominantly coastal provinces of SYRACUSE, TRAPANI, and AGRIGENTO; while the provinces of ENNA, RAGUSA, and CAATANISSETTA are the poorest in manpower resources.

As much as 90 percent of the population is concentrated in a large number of centres where they can easily be reached by labour recruitment programmes. Only 10 percent are scattered over the countryside or reside in small rural communities. Most SICILIAN agriculturalists live in populous centres, which they leave each morning to work their fields.

Over one-half of the labour supply (686,000 in 1936), as a rule, is engaged in agriculture, the dominant occupation throughout the island. Although this supply may be smaller to-day due to the military draft, the highly ruralised character of SICILIAN manpower still persists. In fact, SICILIAN agricultural employment is greater than indicated in census returns, because many workers officially designated as having non-agricultural employment, such as those in "domestic service", engage in part-time agricultural pursuits.

Agriculture predominates in the central regions, where wheat is extensively cultivated and where sheep and goats are maintained. These regions, however, actually support smaller amounts of rural labour than the intensively-cultivated orchard regions or the Northern and Eastern coastal plains, where citrus fruits, grapes, olives, and nuts are the important produce.

One-quarter of the island's labour force (321,000 in 1936) is usually engaged in industry, including mining. As Table 2 of the Appendix shows, the remaining one-quarter is engaged in commerce (118,000), transportation and communications (72,000), and other miscellaneous activities. Industrial establishments (chiefly of small size) are spread throughout the island, though there is moderate concentration in the three main cities, especially PALERMO, with lesser industrial activity in SYRACUSE, TRAPANI, and MARSALA. The only important exception is mining which is carried on in many scattered points in the interior and also in the South, in the neighbourhood of the city of AGRIGENTO.

Child labour is of small importance in SICILY, except in agriculture, where it constituted about 20 percent of the labour force in 1936. The assistance of children on the farms is probably more marked at present, in view of the need to replace large numbers of farm workers called into the armed forces.

III. SUPPLY AVAILABLE TO OCCUPATION AUTHORITIES

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III. SUPPLY AVAILABLE TO OCCUPATION AUTHORITIES

The success of labour recruitment efforts may be expected to be limited by the reported labour shortages due primarily to the military draft. This shortage will become more acute in April 1943 when, according to official announcements, the 18 and 19 year old men are to be called to arms.

The usefulness of SICILIAN manpower is likely to be limited as a result of its largely unskilled character. The comparatively high rate of illiteracy among SICILIANS, and the scarcity of mechanical ability, indicate that, with the exceptions to be noted below, their usefulness is likely to be confined chiefly to common labour, such as road building and dock work.

/The extent,.....

- 3 -

The extent to which SICILIAN women could meet the labour needs of an occupying force, or replace men in its employ, is limited by the social traditions of SICILY, which hinder the movement of women into gainful employment. Except for laundry work, clothing repair, and miscellaneous work with textiles, which is customarily done in the home, there are strong prejudices against the employment of SICILIAN women. As a result of the comprehensive civil mobilization decree of January 30, 1943, however, it can be expected that in the near future, a large number of unemployed, unmarried young women will have become part of the labour force.

The most important sources of labour to an occupying force would be the shipbuilding, repair work, harbour work, construction, agriculture, and mining industries. 1968

Shipbuilding, Repair, Harbour and Construction Workers

Most of the labour so engaged is presumably under military contract at the present time, and would be available for immediate use.

The only important shipyard for new construction as well as for repair is located in PALERMO. Before the war, the daily labour force at this yard sometimes reached 1,500. There are other naval establishments at PALERMO, as well as in MESSINA, CATANIA, SYRACUSE, PORT EMPEDOCLE, and TRAPANI. At the beginning of 1939, SICILY's naval establishments were as follows:

	<u>Shipyards</u>	<u>Drydocks</u>	<u>Floating Drydocks</u>	<u>Ways</u>
MESSINA	11	1	1	2
CATANIA	8			3
SYRACUSE	26			4
PORT EMPEDOCLE	6			2
TRAPANI	7			2
PALERMO	13	1		1

A large but undetermined number of small repair shops are located in the main cities. The latest industrial directory of SICILY (1941-1942) reports these shops as experienced in naval, auto, engine, and radio repair. Though there are many such shops, each employs but a small number of workers. In addition, there are at least 1,800 workers engaged in the maintenance and repair of the locomotives and rolling stock of the island's railroads.

The supply of harbour labour can also be expected to be substantial. Because of pre-war experience with coal, rock phosphate, petroleum, lumber, and grain, as well as the recent absorption of a high volume of military shipments, these labourers can be relied upon to handle heavy cargo. PALERMO, MESSINA, CATANIA, SYRACUSE, PORT EMPEDOCLE, and TRAPANI contain most of the experienced harbour workers.

Construction workers of all kinds numbered around 25,000 in 1938 and were concentrated in the three main cities. Their number must be considerably larger to-day, through the enlarged use of island labour and perhaps through the influx of skilled mainland workers.

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Agricultural Labour

Agriculture would afford, primarily on a seasonal basis, a large potential source of labour for an occupying force.

Seasonal labour will be mainly available for three or four months in the wheat areas of the interior and South, after the harvesting and marketing operations of the summer and fall are completed. The customary secondary tasks, such as house repair and handicraft, could be easily postponed, if proper inducements were offered the peasants to enter the employ of an occupying force. SICILIAN farm labour has been accustomed to work on daily contract in the past, and is likely to welcome non-farm work on a part-time basis. Seasonal labour, however, is not likely to be plentiful along the Northern and Eastern coastal plains, where orchard crops (lemons, oranges, wine grapes, olives and nuts) and truck crops (tomatoes and other vegetables) are grown. Work on these crops is generally carried on the year-round.

/The widespread.....

The widespread recruitment of agricultural workers for permanent work would curtail food output, and would therefore not seem advisable in view of the current food scarcity. It is doubtful whether the production of orchard crops, normally in surplus, or of vegetables should be curtailed owing to the importance of these crops for Army consumption and for export. In any case, labour cannot be taken from the orchards without risking serious neglect of the trees.

Curtailement of the island's large cereal output, primarily wheat, would also prove inadvisable. By and large, the island's cereal trade consists of a net import of wheat and a net export of flour; in terms of flour the imports and exports approximately balance in peacetime. The import consists of bread wheat, and the export of the durum wheat flour that goes into the making of macaroni. In emergency conditions, the durum wheat could serve as a substitute for bread wheat, and thus take the place of the imported wheat.

Those agricultural workers who would be available to an occupation force, whether temporarily or permanently, would be able to perform only common labour tasks, such as unskilled construction, airfield maintenance, and road repair. Illiteracy is especially prevalent among rural workers and mechanical skills have not been well developed because tractors and other mechanized farm equipment have been little used.

Mine Workers

SICILIAN mining is confined primarily to the production of sulphur from about 200 mines. Most of these mines are small, and many are family-operated. Sulphur mines are scattered throughout Central SICILY; their product is shipped mainly through the ports of PORT EMPEDOCLE, LICATA, and CATANIA.

Approximately 10,000 men work in the mines at present, producing about 250,000 metric tons of sulphur a year, a large share of which is utilized in chemicals manufactured in Northern ITALY and GERMANY. Some sulphur is also used on the island as a fertilizer.

The release of labour for use by an occupying force could, therefore, be achieved without serious prejudice to the island's economy by ordering a reduction or cessation in the production of sulphur. The sulphur miners would be particularly useful because of the 10,000 are many experienced in construction work and in the operation of mechanical equipment. Sulphur miners are likely to prove most efficient in any case, in the groups and under the supervision to which they are accustomed.

The advisability of curtailing asphalt production in the neighbourhood of RAGUSA City should be determined in the light of probable road building needs. The fuel that is now extracted from asphalt would probably be unacceptable for Army use. Other mining activity is negligible, though salt is produced in exportable amounts near the cities of AUGUSTA, TRAPANI, and MARSALA.

Other Workers

The remaining occupations (see Table 4) that normally employ relatively large numbers of workers are clothing, food processing, fishing, hides and leather, and commerce. It is doubtful, however, whether these occupations would provide an adequate supply of labour because of the impact of the military draft. In any case, many of the

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Other Workers

The remaining occupations (see Table 4) that normally employ relatively large numbers of workers are clothing, food processing, fishing, hides and leather, and commerce. It is doubtful, however, whether these occupations would provide an adequate supply of labour because of the impact of the military draft. In any event, much of the labour that may be drawn from these occupations is likely to have little skill and to be accustomed to slow, handicraft methods. Many of the so-called industrial establishments are of small size (five to ten workers) and family-operated.

There are customarily available a large number of so-called craftsmen, especially in clothing and woodwork. Despite their simple, technically primitive operations, it is probable that many will be able to provide labour facilities for repairing clothing, parachute, canvas, and other textiles.

Comparatively large supplies of manpower are usually engaged in food processing, fish, and hides and leather. In 1938, the food industries employed about 60,000, the fish industry, 23,000, and hides and leather, 19,000 workers.

/Under ordinary.....

Under ordinary conditions, commerce employs significant numbers - about 118,000 in 1936. Despite the military draft and the allocation of labour to the munitions supply industries, which are generally absent in SICILY, it is possible that some clerical and minor administrative help would be available to an occupying force.

IV. LABOUR-EMPLOYER ORGANIZATIONS

The economic administration of ITALY, including the management of labour relations, is under the rigid control of the Fascist government in ROME. This control is exercised through the Ministry of Corporations which acts under the direct supervision of MUSSOLINI.

Ministry of Corporations

The Ministry has complete charge of the economic and labour organizations through which the Fascist economy functions. It acts as secretariat for the 22 category Corporations which directly or indirectly supervise the economic life of the country, and it has effective control over the hierarchy of syndical organizations through which all labour matters are controlled. All important officials of these economic and labour organizations must be appointed or at least approved by the Ministry. In the field of labour, the Ministry has the power, as a practical matter, to resolve all disputes that arise between the organizations representing employers and employees, and to impose any modifications of labour agreements that it deems necessary.

Labour Relations

Labour relations in ITALY are controlled by the following politico-economic bodies operating under the supervision of the Ministry :

- a. The National Confederations and Federations of employers and employees.
- b. The Provincial Unions of employers and employees.
- c. The local syndical associations of employers and employees.

There are nine Confederations, four for employers and four for employees in industry, agriculture, commerce, and credit and insurance, and one for professional people and artists. Each of the nine Confederations has supervision of a number of branch Federations. Beneath the Confederation of Industrial Employers, for instance, there are 43 Federations, one for the mining industry, one for the chemical industry, and so on. A similar breakdown into Federations exists among the Workers' Confederations.

The officials of the nine National Confederations and Federations are appointed by the Minister of Corporations. They are always politically acceptable to the Fascist Party, although in the case of employers organizations they are sometimes prominent industrialists and business men not closely identified with the Party. The main activity of these bodies is the negotiation of labour agreements, for all industry, agriculture, commerce, and credit and insurance, in the case of Confederations, or for particular branches, in the case of Federations. The contracts attain legal status after the approval of the Minister of Corporations.

On the provincial level, there are nine Provincial Unions located in every province, corresponding to the nine national Confederations. Where a certain

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On the provincial level, there are nine Provincial Unions located in every province, corresponding to the nine national Confederations. Where a certain occupation is important in a province, it forms a special branch or syndicate of the Provincial Union. The functions of these Unions include the handling of all day-to-day labour relations, like the negotiation of labour contracts in activities of provincial importance, the adjustment of working conditions to new circumstances, and so on. These Unions work under the close supervision of the National Confederations. All provincial collective labour agreements require the approval of the Prefect of the province.

An important function of the Provincial Union of Employees is to operate the Labour Exchanges which are located in the main city of each province. The exchange is the official medium through which all personnel in any occupation

/must be.....

- 6 -

must be hired. From its files a rounded view of the distribution and quality of skill of the provincial labour supply can be obtained. Because the exchange is usually operated by an official who is close to the Provincial Fascist party, Party members, the files may not be complete and strictly accurate, and therefore Exchange are supervised without corroboration. The activities of the Inspectors, mentioned below.

The Fascist Trade Unions, or Workers' Syndicates, act as labour exchanges in local communities. These Syndicates possess fuller details of local labour supply than are available at the Provincial Union, and whenever possible information should be sought from them. As they are removed from top Fascist control, they might also be more politically acceptable to the local workers, though in individual instances the Syndicate boss may be unpopular. These Syndicates sometimes include workers in all the occupations of the locality, rather than in one occupation alone. As they take no part in the negotiation of labour contracts, their functions are confined to maintaining labour supply information, proposing officials to the Provincial Unions subject to the approval of the Confederations, and carrying out minor administrative duties of the Provincial Unions.

All disputes involving collective labour contracts are settled before Labour Courts. These Courts are part of the Court of Appeals system of ITALY; Labour Courts for SICILY are in the cities of PALERMO, CATANIA and MESSINA. Individual labour disputes are settled in special sections of the lower courts. These consist of the tribunals which handle cases involving more than 5,000 lire, and the Preture which handles the smaller cases.

Economic Administration

The control of economic life in ITALY is carried on by the following bodies:

- a. Central Corporative Committee.
- b. The Category Corporations.
- c. The Provincial Councils of Corporations.
- d. Inspectors of the Ministry.

The Central Corporative Committee is the top-ranking, policy-making body of the ITALIAN government on economic matters, which gives direction to the Ministry and operates directly under MUSSOLINI. This Committee includes all the Ministers and under-secretaries of the government, and the highest officials of the Fascist party, the Category Corporations and the Confederations of Employers and Employees.

Each of the 22 Category Corporations represents a distinct field of economic activity, such as cereals, textile products, building and construction, metallurgy, and the like. These Corporations directly supervise all aspects of the industry's activity, including raw material procurement, fabrications, distribution, pricing, and so on, as well as some phases of employee-employer relations, covering such matters as family allowances, industrial accidents, and health conditions. The Corporation's decisions on these matters have the binding effect of law after they have been approved by the Central Corporative Committee and by MUSSOLINI. The membership of each Corporation includes Fascist party officials, and representatives of the interested employer and employee organizations.

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The members of the Provincial Councils of Corporations come from the Provincial Unions and are chosen to make up a representative body of the major economic interests of the province. These Provincial Councils have the function of applying and implementing the national directives to local circumstances. The chairman of each Provincial Council is the Prefect, the government head of the province. The vice-chairman is likely to be a prominent industrialist, land-owner or professional man. The Provincial Secretary of the Fascist Party is also a member of the Council and of its Executive Committee. Under each Council there is a Provincial office of Corporations which serves as the Council's Secretariat (as the Ministry serves as Secretariat for the Category Corporations). The secretary of the Provincial Office is trained in business administration and statistics and always has a good deal of information concerning economic and labour conditions in the province, including rationing, price control, business management, and distribution outlets.

/The local.....

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The local representatives of the Ministry of Corporations are called Corporative Inspectors. In SICILY, the main offices are located in PALERMO and in CATANIA. Branches exist in every province. Their duties are to observe the carrying out of collective labour agreements, to inspect establishments for the observance of labour and industry laws to supervise the operations of the labour exchanges and to collect local labour and related information. These inspectors are likely to prove valuable sources of local information to an occupying force. Because of their dependence upon the continuance of their government employment, it is not unlikely that many of them would be very willing to cooperate.

V. PROVISIONAL LABOUR OFFICE

As Provincial Unions, Local Syndicates, and Provincial Councils are integral parts of the Fascist system of government, immediate action should be taken towards their elimination. Such action, in conjunction with positive steps to disband the Fascist party, would probably prove to be of great popular appeal to SICILIANS.

A Provincial Labour Office should be set up under the supervision of occupation authorities and as a part of the general economic administration. This office would carry on necessary labour control functions of the disbanded bodies, and would secure an adequate and orderly movement of labour to the employ of occupation authorities without disturbing stability in the organized relations of workers and private employers. To the extent that any members of the Provincial and local Unions were employed in the new Labour Office, opportunity should be given to workers and employers to express opinions of these functionaries.

To guide labour administration, prompt action should be taken to obtain the files and records at the Labour Exchanges in the workers organizations and at the Provincial Offices of corporations. Additional records should be sought at the provincial offices administering unemployment insurance which are in the main cities of each province. Following examination of the records, and after discussion with various officials at these offices, the new Provisional Office could then schedule labour requirements, drawing men from communities and pre-occupation employment in an orderly manner, without disrupting the maintenance of the island's minimum consumption and operating needs. The task of the Provisional Office would be greatly facilitated by a temporary continuance of the present "freezing" of the workers in their jobs and a maintenance of existing wage contracts. The emergency character of the continuance of "freezing" should be made clear to the workers. Subsequently, an orderly re-allocation of labour could be carried out in line with the needs of occupation authorities, and contract adjustments could be made through the Provisional Office.

VI. WAGES AND HOURS

The living standard of the average SICILIAN is among the lowest in EUROPE. Before the war, many SICILIANS did not earn as much as the equivalent of one dollar for an 8-hour day.

In the middle of 1939, the scale of SICILIAN wages for construction workers was 3.8 lire per hour for a skilled man (carpenter, mason, ironworker, and so on), 3.0 lire for a second class construction worker, and about 2.3 lire for unskilled workers, called "manovali". Since then there have been a number of wage

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It is recommended that the wage "freeze" that is initially established be lifted as soon as possible, and that all employees of the occupying force be granted an increase over the prevailing wage (including supplementary payments).

/The wage

- 8 -

The wage policy of the Provisional Office should include workers in private employ, or else a disorderly movement of workers from private employ into the employ of the authorities may occur. Provision should also be made for continuance of the supplementary payments, including family allowances and the usual payments incurred in the operation of the social insurance system.

Wage payments should be made on a semi-monthly basis according to custom. It is suggested, however, that the initial increase, and any additional increases, be given monthly, so as to emphasize their special nature as well as to discourage labour turnover.

More important, however, than an increase in money wages is the early distribution of civilian articles to the population. As in FRENCH NORTH AFRICA, shortages of consumer goods have prevailed in SICILY for the last few years. Distribution of civilian goods would have most favourable effect if early shipments to SICILY concentrated on bread, macaroni, sugar, coffee, heavy-duty shoes, work clothes, and anti-malarial tablets.

The minimum work-week used to be 40 hours. Since the civil mobilization decree of last January, a minimum work-week of 48 hours has been established. Overtime pay is customarily time-and-a-half, though for overtime work during the night double pay is granted.

TABLE 1

SICILY: Number of Communes, Area, Population, and Density, 1936

Province	No. of Communes	Area in kilometres	Population	Density, inhabitants per km., Apr. 21, 1936
AGRIGENTO	41	3,036	418,265	138
CALTANISSETTA	22	2,106	256,687	122
CATANIA	53	3,568	713,160	200
ENNA	20	2,562	218,294	85
MESSINA	89	3,246	627,093	193
PALERMO	76	4,977	890,752	179
RAGUSA	12	1,508	223,086	148
SYRACUSE	19	2,199	277,572	126
TRAPANI	20	2,507	375,169	150
Total	352	25,709	4,000,078	156

Source: Annuario Statistico Italiano, 1939, p.15.

R.T.C.

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Source: Annuario Statistico Italiano, 1939, p.15.

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TABLE 2

SICILY : Occupational Distribution of Labour, by Provinces, 1937

	ALL OF SICILY	MESSINA	CATAN- ISSETTA	CATANIA	ENNA	MESSINA	PALERMO	TRIPOLI	SIRACUSA
Total gainfully employed	1,332,747	155,342	82,726	233,089	72,224	221,121	290,062	72,896	57,795
Agriculture	685,786	82,299	49,521	104,263	46,491	119,774	120,122	42,740	50,249
Industry	320,543	27,953	18,558	60,623	15,610	46,461	79,584	16,447	25,677
Transportation and Communication	72,140	5,804	2,779	15,564	1,669	12,875	18,248	2,732	5,638
Commerce	117,622	9,090	5,134	26,484	3,400	19,798	32,338	4,545	7,527
Banking and Finance	5,243	355	305	976	131	600	1,913	193	270
Arts and clergy	10,369	1,495	804	3,725	667	2,680	5,324	1,045	1,137
Public administration	64,140	5,254	3,242	10,666	2,486	11,213	19,215	2,713	4,713
Business executives	5,224	253	187	1,366	167	753	1,769	129	260
Domestic service	45,360	3,439	2,196	9,422	1,603	6,940	11,359	2,352	2,321

Source: Sicilia, Annuario di Statistica Economica, 1937, p. 28

TABLE 2

SICILY : Occupational Distribution of Labour, by Provinces, 1937

All of SICILY	MESSINA	CATAN- ISSETTA	CATANIA	ENNA	MESSINA	PALESTRO	TRAPANI	SARAGUSSA	TRAPANI
1,332,747	135,542	82,726	233,089	72,224	221,121	290,082	72,896	97,795	126,872
685,786	82,299	49,521	104,263	46,491	119,774	120,122	42,740	50,249	70,327
320,543	27,953	18,558	60,623	15,610	46,461	79,584	16,447	25,677	29,630
72,140	5,804	2,779	15,564	1,669	12,875	18,848	2,732	5,638	6,531
117,622	9,090	5,134	26,484	3,400	19,798	32,333	4,545	7,527	9,306
5,243	355	305	976	131	600	1,913	193	270	492
10,369	1,495	804	3,725	667	2,689	5,324	1,045	1,137	1,483
64,140	5,254	3,242	10,666	2,486	11,217	18,215	2,713	4,713	5,633
5,224	253	187	1,366	167	758	1,769	129	260	335
43,380	3,439	2,196	9,422	1,603	6,940	11,557	2,352	2,324	3,135

TABLE 3

SICILY: Occupational Distribution of Labour, by Provinces, by Percentage of Gainfully Employed

	All of SICILY	AGRIGENTO	CALTAN- ISSETTA	CATANIA	ENNA	MESSINA	PALERMO	RAGUSA	SYRACUSE
Agriculture	51.5	60.6	59.9	44.7	64.4	54.2	41.4	58.6	51.4
Industry	24.1	20.5	22.4	26.0	21.6	21.0	27.4	22.6	26.2
Transportation and Communication	5.4	4.3	3.4	6.7	2.3	5.8	6.5	3.7	5.8
Commerce	8.8	6.7	6.2	11.4	4.7	9.0	11.1	6.2	7.7
Banking and Finance	0.4	0.3	0.4	0.4	0.2	0.3	0.7	0.3	0.3
Arts and Clergy	1.4	1.1	1.0	1.6	0.9	1.2	1.9	1.5	1.1
Public adminis- tration	4.8	3.9	3.9	4.6	3.5	5.1	6.3	3.7	4.8
Business execu- tives	0.4	0.2	0.2	0.6	0.2	0.3	0.6	0.2	0.3
Domestic service	3.2	2.5	2.6	4.0	2.2	3.1	4.1	3.2	2.4

Source: Sicilia, Compendio di Statistica Economica, 1937, p. 28.

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TABLE 3

Occupational Distribution of Labour, by Provinces, by Percentage of Gainfully Employed, 1936

of ILLY	AGRIGENTO	CALTAN- ISSETTA	CATANIA	ENNA	MESSINA	PALERMO	RAGUSA	SYRACUSE	TRAPANI
5	60.6	59.9	44.7	64.4	54.2	41.4	58.6	51.4	55.4
1	20.5	22.4	26.0	21.6	21.0	27.4	22.6	26.2	23.4
4	4.3	3.4	6.7	2.3	5.8	6.5	3.7	5.8	5.1
8	6.7	6.2	11.4	4.7	9.0	11.1	6.2	7.7	7.3
4	0.3	0.4	0.4	0.2	0.3	0.7	0.3	0.3	0.4
4	1.1	1.0	1.6	0.9	1.2	1.9	1.5	1.1	1.2
8	3.9	3.9	4.6	3.5	5.1	6.3	3.7	4.8	4.4
4	0.2	0.2	0.6	0.2	0.3	0.6	0.2	0.3	0.3
2	2.5	2.6	4.0	2.2	3.1	4.1	3.2	2.4	2.5

rendio di Statistica Economica, 1937, p. 28.

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TABLE 4

SICILY: Types of Industrial Establishments,
Census of 1937-40 2

Industry	Number of Establishments	Number of Workers
Food	22,900	61,884
Fish	8,288	23,104
Hides and leather	16,271	19,163
Textiles	558	2,977
Clothing	8,276	13,119
Paper	42	134
Printing	906	2,386
Chemicals	622	4,151
Construction	5,944	25,263
Wood	10,782	16,577
Mechanical	7,194	14,994
Mining, including sulphur	1,439	17,543
Quarries	2,956	8,798
Power	694	3,218
Publishing, entertainment	485	1,840
Welfare services	493	4,232
Miscellaneous	90	1,620
Total	87,940	221,003

Source: Bollettino Mensile di Statistica dell' Istituto Centrale
di Statistica del Regno d'Italia, October 21, 1941, p. 162

a/ The above census does not include 8,588 establishments having

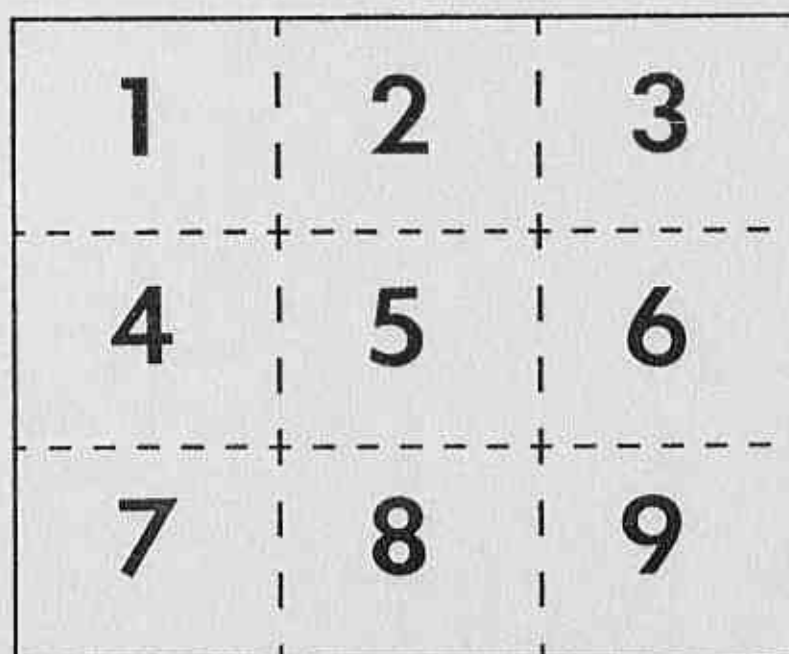
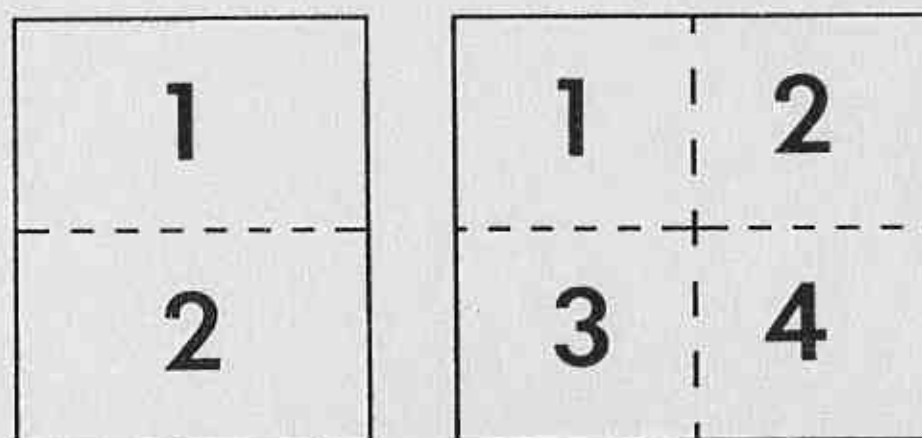
Food	22,900	61,834
Fish	8,288	23,104
Hides and leather	16,271	19,163
Textiles	558	2,977
Clothing	8,276	13,119
Paper	42	134
Printing	906	2,386
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a/ The above census does not include 8,588 establishments having an unknown size of labour force.

MAPS AND CHARTS TOO LARGE TO FILM
ON ONE EXPOSURE ARE FILMED CLOCKWISE
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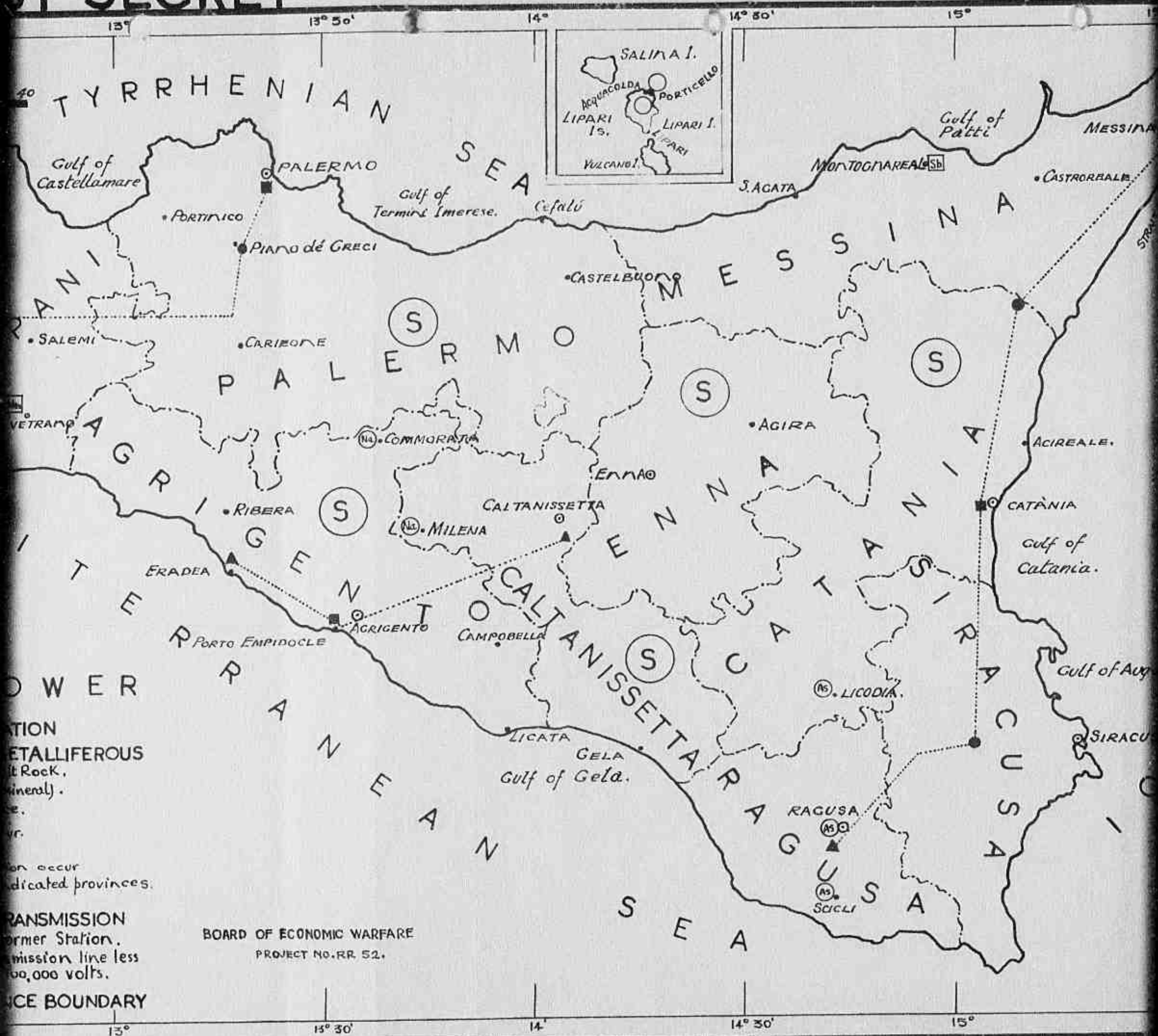
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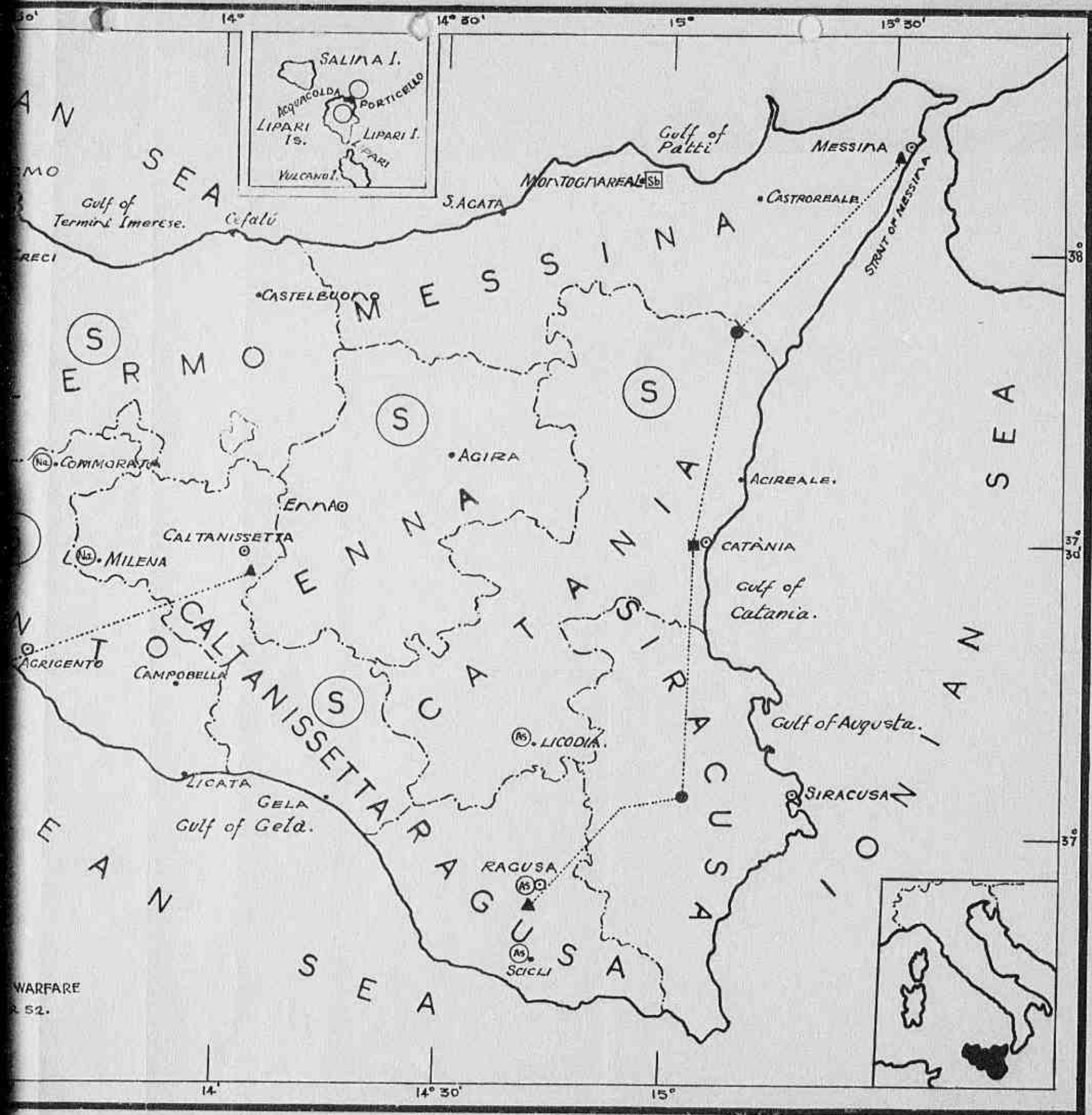
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ICE BOUNDARY

BOARD OF ECONOMIC WARFARE
PROJECT NO. RR 52.



BIGOTMOST SECRET

14117/7823/CA

3 June 1943

SUBJECT: Labour in HORRIFIEDRecommendation to C.C.A.A.O.

1. The following appears to be the present position in regard to labour in HORRIFIED:

- (a) Transportation Force 141 have put forward certain limited proposals regarding the use of labour for transportation and ports.
- (b) No director of labour has yet been appointed at Force 141.
- (c) The Division of Civilian Supply at AEGOT has undertaken a survey of the labour situation, which should be ready at an early date.
- (d) It is not known what stage of planning, if any, the task forces have reached on this subject except that Force 343 have contemplated the setting up of a type of labour exchange to which workers would report daily and would, if they were not required, be paid a small retaining fee.

2. The labour problem in HORRIFIED is, in any case, one of considerable complexity, and the following are among the questions which appear to require decision:

- (a) Method of recruitment. To what extent may recruitment be made through existing syndicates if this is considered desirable?
- (b) Wage level after occupation. Are wages frozen at pre-occupation levels?
- (c) If the answer to (b) is in the affirmative, what machinery is to be created to allow of modifications to allow for any increase in prices?
- (d) If wages are not to be frozen, is it proposed to have a small number of basic rates of pay for different types of labour?
- (e) What is the policy regarding unemployment?
- (f) What is the policy regarding forced labour and who is to indicate what items properly under international law can be the subject of forced labour?
- (g) Under what conditions may labour be moved from one district to another?
- (h) How are the proposals for increased rations for heavy labourers and where necessary and possible the issuance of army rations to civilian labourers to be implemented?

- ports.
- (b) No director of labour has yet been appointed at Force 141.
 - (c) The Division of Civilian Supply at AIGOT has undertaken a survey of the labour situation, which should be ready at an early date.
 - (d) It is not known what stage of planning, if any, the task forces have reached on this subject except that Force 345 have contemplated the setting up of a type of labour exchange to which workers would report daily and would, if they were not required, be paid a small retaining fee.

2. The labour problem in HONGKONG is, in any case, one of considerable complexity, and the following are among the questions which appear to require decision:

- (a) Method of recruitment. To what extent may recruitment be made through existing syndicates if this is considered desirable?
- (b) Wage level after occupation. Are wages frozen at pre-occupation levels?
- (c) If the answer to (b) is in the affirmative, what machinery is to be created to allow of modifications to allow for any increase in prices?
- (d) If wages are not to be frozen, is it proposed to have a small number of basic rates of pay for different types of labour?
- (e) What is the policy regarding unemployment?
- (f) What is the policy regarding forced labour and who is to indicate what items properly under international law can be the subject of forced labour?
- (g) Under what conditions may labour be moved from one district to another?
- (h) How are the proposals for increased rations for heavy labourers and where necessary and possible the issuance of Army rations to civilian labourers to be implemented?
- (i) Priorities for labour.

3. It is therefore recommended that the M.G.A. Force 141 should be invited to institute an immediate examination of the problem in order that a policy may be formulated quickly, and worked out in detail with Task Forces and with AIGOT.

Note.

The Naval authorities and Air Forces are also interested in the subject.

AIGOT
141 Force
Field

Maxwell
A.T. MAXWELL,
Lt. Col.,
Principal Administrative Officers.

C.M. SPURFORD
C.M. SPURFORD
Lt. Col., G.S.C.,
Principal Administrative Officers.

ENROLLMENT OF CIVILIANS (OTHER THAN UNSKILLED LABOUR) FOR EMPLOYMENT WITH ALLIED SERVICES, FORMATIONS AND UNITS.

The conditions governing the enrolment of skilled civilian workers for service with the Allied Forces are set out below.

1. GENERAL.

Civilians having technical qualifications, (provided they do not fall within the categories and ages for mobilization) may be enrolled by O's C. Allied Services, Formations and Units, for the performance of necessary work for which provision cannot reasonably be made from available Naval, Military or R.A.F. sources. They will in no circumstances be employed on combatant duties, or issued with arms or military uniforms, nor will they, without special authority from the Board of Control, be issued with rations, clothing, etc., either free or on payment at full or reduced rates.

2. AUTHORITY FOR ENROLLMENT.

The number of civilians enrolled will be kept to the minimum commensurate with military requirements.

The authorities for enrolment will be Commanders of Area and Sub Areas and heads of Services in each Branch of the Forces. This authority may be delegated where necessary to O's C. Formations or Units not below the rank of Commander, Lt. Colonel or Wing Commander as the case may be. Commanders and heads of Services will notify D.A.G., G.H.Q., 2nd Echelon of particulars of all Officers to whom this authority is delegated.

3. PROVISION, RATES OF PAY AND METHOD OF PAYMENT.

(a) The provision and rates of pay will be as laid down from time to time by the Board of Control, and will follow generally the rates pertaining in the districts concerned.

In Algeria minimum and maximum wages for the various classes of workers are prescribed by decree. At Appendix 'a' to this Order is a list of appropriate wages for types of workers likely to be employed by the Allied Forces. This list is compiled from the rates given in the current decrees, with the addition of rates as agreed, in cases where the trade etc., concerned is not covered by the decree.

Relevant extracts from the decrees are also incorporated in Appendix 'a'.

In cases where it is desired to employ a person for whose trade etc., a rate of pay is not specified in Appendix 'a' hereto, application should be made to the Board of Control for a ruling.

(b) O's C. Units employing civilians will pay them through imprest account, supported by completed A.F.O. 1603 D, or a suitable form of wages check list.

Particular care should be taken to show on these pay lists the nature of employment, in order that information is readily available regarding labour which is not chargeable to public funds (e.g. that supplied to R.P.I.).

4. HOURS OF WORK.

In the case of employees paid by hourly rates the normal working week in Algeria is 40 hours, but if necessary 48 hours will be worked at normal hourly

They will in no circumstances be employed on combatant duties, or issued with arms or military uniform, nor will they, without special authority from the Board of Control, be issued with rations, clothing, etc., either free or on payment at full or reduced rates.

2. AUTHORITY FOR ENROLMENT.

The number of civilians enrolled will be kept to the minimum commensurate with military requirements.

The authorities for enrolment will be Commanders of Areas and Sub Areas and heads of Services in each Branch of the Forces. This authority may be delegated where necessary to O.C. Formations or Units not below the rank of Commander, Lt. Colonel or Wing Commander as the case may be. Commanders and heads of Services will notify D.A.G., G.H.Q., 2nd Echelon of particulars of all Officers to whom this authority is delegated.

3. PROVISION, RATES OF PAY AND METHOD OF PAYMENT.

(a) The provision and rates of pay will be as laid down from time to time by the Board of Control, and will follow generally the rates pertaining in the districts concerned.

In Algeria minimum and maximum wages for the various classes of workers are prescribed by decree. At Appendix 'a' to this Order is a list of appropriate wages for types of workers likely to be employed by the Allied Forces. This list is compiled from the rates given in the current decrees, with the addition of rates as agreed, in cases where the trade etc., concerned is not covered by the decrees.

Relevant extracts from the decrees are also incorporated in Appendix 'a'.

In cases where it is desired to employ a person for whose trade etc., a rate of pay is not specified in Appendix 'a' hereto, application should be made to the Board of Control for a ruling.

(b) O's C. Units employing civilians will pay them through imprest account, supported by completed A.F.O. 1603 D, or a suitable form of wages check list.

Particular care should be taken to show on these pay lists the nature of employment, in order that information is readily available regarding labour which is not chargeable to public funds (e.g. that supplied to E.F.I.).

4. HOURS OF WORK.

In the case of employees paid by hourly rates the normal working week in Algeria is 40 hours, but if necessary 48 hours will be worked at normal hourly rates without payment of overtime; any hours in excess of 48 will be paid at hourly rates plus 10%.

5. WORKING CONDITIONS.

Particular attention should be paid by employing Formations and Units to observance as far as possible of the local working customs and conditions, e.g., as regards meal-times etc.

6. CONDITIONS OF SERVICE.

(a) Enrolment.

The enrolment of a civilian will be made on behalf of the British or Allied Military Authority by the commander, head of Service or O.C. Formation or unit

concerned, who will effect such enrolment only as agent for the British or All Military authority, and on a personal basis. So far as possible the normal local procedure as regards terms of engagement will be followed, but no civilian be engaged on a basis longer than monthly without reference to the Board of Control nor will a written contract be entered into without sanction of the Board.

Subject to para 6(c) below, no promise of recommendation for future issue of pay at a rate in excess of that laid down, or of extra grant or gratuity, will be made.

(b) Compensation for injuries.

The rights which such civilian employees would have enjoyed under the local law for workmen's compensation for injuries arising out of, and in the course of their employment, shall be secured to them in total exclusion of all other such rights conferred upon persons under a contract of service under British or Allied law.

In the event of an enrolled civilian receiving injury arising out of, and in the course of his employment, he will be examined by a Medical Officer of the Services who will give an estimate of the period, if any, of disability.

Should this period be less than three weeks, there shall be paid to the employee one half of his or her basic wage.

In the event of

(i) the injury proving fatal,

(ii) it being estimated that the disability will exceed three weeks, or in

(iii) there being any dispute as to whether the injury arose out of or in the course of employment,

or (iv) any difficulty or doubt,

notice of the accident, giving full particulars and with medical report attached, will be sent immediately to the Claims Officer of the Formation or Sub-Area concerned.

Half pay will be paid as directed above until receipt of advice to the contrary from the Claims Officer.

(c) Trade Testing and Classification.

All skilled workers will, before enrolment, be tested and classified under 4059 the supervision of a qualified officer.

Civilian employees will, where appropriate, be classified in a profession, trade, etc., according to their skill and the amount of responsibility attaching to their position. Within the conditions laid down by the Board of Control in accordance with para. 3 above, they may be promoted or reverted in grade by the Formation or Unit Commander subject to whose directions they perform their work. Such promotions or reversions will be reported to D.A.C., G.H.Q., 2nd Echelon as provided in para 10(b) hereof.

(d) Administration.

For the purpose of pay, correspondence, and documentation (but not otherwise) the Formation or Unit by which a civilian is engaged will be regarded as his unit.

7. MEDICAL.

All civilians will be medically examined before enrolment.

Those suffering from any infectious or communicable disease, or those who, on account of poor physique, are likely to prove unprofitable employees, will not be enrolled. Particular attention will be paid by examining Medical Officer to the following conditions:-

Leprosy, Small-pox, diarrhoea, trachoma, and active venereal disease.

In the event of an enrolled civilian receiving injury arising out of, and in the course of his employment, he will be examined by a Medical Officer of the Services who will give an estimate of the period, if any, of disability.

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Leprosy, Small-pox, diarrhoea, trachoma, and active venereal disease.

8. CHARACTER.

Before enrolling any civilians, C.O. Formation or Unit concerned will obtain a certificate from the local police or Civil Authorities that nothing is known to the civilian's detriment.

Particulars of all civilians enrolled will also be sent at the earliest opportunity to the Intelligence and Provost Branches of Formations concerned.

9. IDENTIFICATION ETC.

(a) All civilian employees will be furnished with a pass in the form shown

- 3 -

below. This pass will be impressed with the Formation or Unit senior stamp; a duplicate will be retained by the unit.

The period of validity of the pass will not exceed one month; if still required at the expiry of that period it will be renewed. On the termination of the employee's service the pass will be withdrawn.

SENGHISH.MILITARY PERSON.

Serial No. _____

Name. _____

Christian Name _____

Age. _____

Address. _____

Occupation. _____

Identity Card No. _____

The above-mentioned
has authority to _____

Signature or Mark of holder. _____

Validity from date _____
to _____

Issued by _____

Date. _____

4057

4057

Name _____
 Christian Name _____
 Age _____
 Address _____

 Occupation _____

 Identity Card No. _____

 The above-mentioned
 has authority to _____

 Signature or Mark of holder _____

 Validity from date _____

 to _____
 Issued by _____
 Date _____

(b) On appointment such civilians will also be furnished by the Formation or Unit concerned with a white brassard, with Formation or Unit Center Stamp, Serial Number of Pass and the letters "AP" thereon, to be worn at all times when on duty. Formations and Units concerned will insure in the normal way for these brassards. There may, however, be some delay before supplies of them are available. In the interim a white cloth patch should be provided under Formation or Unit arrangements.

Brassards and cloth patches will be withdrawn on the termination of the

employee's service; they will be retained by the Formation or Unit, if required, for release or will be returned to store if redundant.

10. DOCUMENTATION.

(a) Nominal rolls will be rendered by Formation and Unit Commanders, recording the following particulars in relation to each civilian employee:-

- (i) Name (IN BLOCK LETTERS).
- (ii) Civilian Identity number.
- (iii) Occupation and grade.
- (iv) Sex.
- (v) Date of birth.
- (vi) Date of commencement of employment.
- (vii) Date of Pay.
- (viii) Next of kin.

These rolls will be completed at the time of enrolment of each civilian and will be sent to D.A.C., G.H.Q., 2nd Echelon immediately after completion.

(b) Subsequent casualties of all natures, including date of leaving and reason, and particulars of any injuries sustained at work and any compensation paid for such injuries, will be notified to D.A.C., G.H.Q., 2nd Echelon, as they occur, on A.F. W3011A, B or C, or appropriate form in lieu, clearly marked at the head thereof "Civilian Employees".

405

BLACKSMITH
COPPERSMITH
TURNER
TINSMITH
WELDER
PAVEL BEATER
MACHINEIST-MILLER
MACHINEER
INST. REPAIRER
FITTER
ELECTRICIAN, AUTO
COACH TUNER
PATTERN MAKER
FARMER
WHEELER
SAW DOCTOR
ELECTRICIAN
DRAIN PIPELAYER & JOINTER
TILER
SCAFFOLDER
PAVOR
KIDSLAYER
WIRELESS MECHANIC
PLUMBER
DRAIN PIPELAYER & JOINTER
CARPENTER
JOINER

405-

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PAVEL BEATER
 MACHINIST-MILLER
 MOULDER
 INST. REPAIRER
 FITTER
 ELECTRICIAN, AUTO
 COACH TRIMMER
 PATTERN MAKER
 FARRIER
 MILLER
 SAW DOCTOR
 ELECTRICIAN
 DRAIN PIPELAYER & JOINER
 TILER
 SCAFFOLDER
 PAVOIR
 KITCHENLAYER
 WIRELESS MECHANIC
 PLUMBER
 DRAIN PIPELAYER & JOINER
 CARPENTER
 JOINER
 TINSMEITH
 SHUTTERING HAND
 BRICKLAYER
 PLASTERER
 STEAM OR MOTOR BOILER MAKER
 CHURCHMAN
 STEEL BENDER
 MASON

LOCKSMITH
STEEL RECTOR
SCAFFOLDER
PRECISION CRIDER
FOUNDER
MACHINIST TURNER
PAINTER
GLAZIER
NAVY DRIVER
LOGO DRIVER
TILTE
ASPHALTER
BOILER ATTENDANT
VULCANIZER
SADDLER
TAILOR
SHEE MAKER
TIMCKEPPER
GRAMS DRIVER
SEAMSTRESS
PIPE ATTENDANT
BOILER ATTENDANT
BRICKLAYERS LABOURER
CARPENTERS LABOURER
W. T. J. MAN
SHEWMAN
PIPERIES MATE

4051

4051

MACHINIST TURNER

PAINTER

GLAZIER

HAUTE DRIVER

LOCO DRIVER

TILER

ASPHALTER

BOILER ATTENDANT

VULCANIZER

SADDLER

TAILOR

SHOE MAKER

THICKENER

GRADE DRIVER

SEAMSTRESS

FOOT ATTENDANT

BOILER ATTENDANT

BRICKLAYERS LABOURER

CARPENTERS LABOURER

WATCHMAN

SIGNMAN

PLUMBERS WIFE

DRIVER I.O. (PASSENGER)

DRIVER I.O. (GOODS)

BUTCHER

BUTCHERS WIFE

1) LINGUAL SIL/TYPEST INTERPRETER

CLERK OF WORKS

DDING MACHINE OPERATORS

1) LINGUAL TYPEST

4057

- 3 -

SH/TYLIST INTERPRETER
SH/TYLIST
TYLIST INTERPRETER
INTERPRETER
AIDING MACHINE OPERATOR (ORDINARY)
CLERK (SKILLED) MALE
TYLIST
M.T. STOREMAN
CLERK - MALE (ORDINARY)

File
MOST SECRET

144P/762E/

10 Jun 15.

HA

MEMORANDUM for:
Major General LORD REMUELL.

1. Reference is made to our informal conversation re Labour at noon today.

2. I suggest that, if possible, 144's representative concur on the following points and, thus, we may have an agreed policy on which to plan.

- (i) Wages of Labour will be frozen as of D-day.
- (ii) Labour will be frozen by locale. Task force commanders must give written permission for workers to move from one locality to another.
- (iii) AMBCT will not act as a "hiring-hall" or Labour exchange. The Military will hire their labour directly.
- (iv) Existing labour machinery and organisations will continue under direction of AMBCT.
- (v) Labour disputes, revision of wage scales and other labour relations to be handled by AMBCT.

AMBCT,
144 Force,
In the Field.

JWB/egh

Lt. Col.
D.C.S.R.

4052

2/A 11/6

HIGOT

MOST SECRET

141F/7328/CA

7 June 1943

Memorandum for: Q(Mov & Tn), 141 Force

Subject: Employment of Civilians in HUSKY Ports
and Railways

1. Reference is made to note of 29 May 1943, file number 141/8643/TN1, same subject as above in which was discussed certain labor questions.

2. For your information, there is attached a copy of a memorandum forwarded to your section on 14 April 1943 which, I believe, sets forward my ideas on the operation of railways and, thus, indirectly that of the ports. The only modification since the date of this minute is that Tn officers will not be attached to Civil Affairs groups with Task Force Headquarters but will remain with AMGOT Headquarters until called forward.

3. The entire matter of labor will be discussed with the M.G.A. in the near future in order that coordinated policies may be established for both the task forces and AMGOT.

HQ AMGOT
141 Force
In the Field
Encl. - 1

MAJOR GENERAL
C.C.A.O. - AMGOT

TO SEE.
CIVIL Supplies

P/A 7/6

405

7/6

BIGOT-HUSKEY
MOST SECRET

Office of the Commander-in-chief
Mediterranean,
ALGIERS.

Med(W)/00558/6

3rd June, 1943.

ALLIED MILITARY GOVERNMENT
OCCUPIED TERRITORY.

(Copy to Force 141)

HUSKY - ITALIAN PILOTS IN CAPTURED PORTS

The services of local pilots are of extreme importance to the efficient working of captured ports and it is therefore requested that early steps be taken to ensure that these pilots are made available to the port authorities as soon as possible. On previous occasions considerable delay has sometimes been caused by the pilots being interned or imprisoned by the military authorities immediately on occupation.

INFORMATION
ORIGINAL 7815

DEPUTY CHIEF OF STAFF (PLANS)

COPY

MOST SECRET

14 Apr 42

Q (Mov & Tn)

Reference conversation (Major General Lord Rennell - Lt. Col. J. N. V. Duncan) on Railway Transportation HORRIFIED:-

1. There will be a Civil Affairs Transportation section with the Civil Affairs Administration. The duties of this section in the initial phases when active military operations are still in progress, will be solely to assist the Allied Military Movement and Transportation organization. It will not be concerned with running the railways or moving personnel or goods. This will be undertaken by Allied Military Movement and Transportation personnel, including, as appropriate, Railway operating and construction units etc.

2. The duties of the Civil Affairs Transportation section will be to make contact with the local Civil railway administration at the headquarters of the local railway division, with representatives as required at the local sub-division headquarters. A Civil Affairs Tn. representative will be attached to each task force headquarters with the C. A. administrative headquarters, which will accompany each task force headquarters. The senior C.A. Tn. officer will accompany the task force headquarters designed to occupy that place at which the local railway administrative division headquarters is located.

3. The duties of the C.A. Tn. Senior representative will be mainly to help the Allied military services concerned in fixing railway rates for accounting purposes, to advise on the provision of such funds as may be necessary, to ensure that essential civil traffic continues consistently with military requirements, to decide in collaboration with the local civil authorities, what classes of civil traffic shall be carried and, with what priorities, and generally to act as liaison between the local civil railway etc. authorities and the Allied Movement and Tn. services.

4. The general Mov. and Tn. instructions laid down for TORCH appear to me to be applicable for HUSKY, with the following additions;

- (i) to para 3(a) a brief addition summarising paras. 1, 2 and 3 above.
- (ii) to para 3(b) a statement in modification of existing text to the effect that while it is impossible to forecast the attitude of railway personnel in HORRIFIED, every effort must be made to secure their willing cooperation, the objective being to economize as far as possible the use of Allied Military personnel.
- (iii) at para. 3(d) (iii) add the words "bearing in mind that it is an obligation under international law for the occupying forces to ensure the maintenance of the civil population, which if deprived of local sources of supply must fall back on imported goods, which means using more allied shipping. This applies particularly to large urban centres of HORRIFIED which are all on the

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4. The general Mov. and Tn. instructions laid down for TORCH appear to me to be applicable for HUSKY, with the following additions;
 - (i) to para 5(a) a brief addition summarising paras. 1, 2 and 3 above.
 - (ii) to para 5(b) a statement in modification of existing text to the effect that while it is impossible to forecast the attitude of railway personnel in HORIZON, every effort must be made to secure their willing cooperation, the objective being to economize as far as possible the use of Allied Military personnel.
 - (iii) at para. 5(d) (iii) add the words "bearing in mind that it is an obligation under international law for the occupying forces to ensure the maintenance of the civil population, which if deprived of local sources of supply must fall back on imported goods, which means using more allied shipping. This applies particularly forcibly to large urban centres of HORIZON which are all on the coast and thus depend on their hinterland for supplies, and are not located in the centre of a circle of supply area." 400

MAJOR GENERAL
Civil Affairs

HQ Force 141.

SECRET

Subject: MUSKY - Employment of Civilians in
Ports and Railways.

144E/2643/TH1.

To : A.M.C.O.T.

29 May 45

1. This ~~is~~ note is intended to be of assistance to you in connection with the employment of civilians for the Tn. Service in HORNBIRED.

2. Tn. is responsible for the operation, construction and maintenance of ports and railways. Tn. units will be insufficient to carry out this work to meet all contemplated commitments, and we must therefore rely to a large extent on the cooperation of the civil authorities working under our control and the supply of civil labour, both skilled and unskilled.

3. In the initial stages of the operation Tn. work is likely to have to be undertaken wholly by military personnel, probably for a week or more until air cover, at any rate, is established. Subsequently with the prospect of regular wages and food it is hoped that civilians will be willing, or can be induced to work for us. An indiscriminate acceptance of all grades of civil labour will not be possible since, particularly in the case of technicians and other skilled labour, their acceptance will be dependent on the system of operation of transportation facilities at the time. Specially will this apply in the case of railways. The following, therefore, should be taken as a guide as to the order in which skilled labour is required :-

PORTS

1. Maintenance Staff for the upkeep of the power supplies, port machinery and equipment. This labour is usually employed regularly by the Port Authority with whom early contact should be made.
2. Lighterage Staff for manning tugs and lighters i.e. tug masters, engineers, and lightermen.
3. Ship and Shore Staff i.e. stevedores and crane-drivers, etc. It is not known what system applies in HORNBIRED but probably an approach to the local Chamber of Commerce (or its equivalent) would bear fruit.

RAILWAYS

1. Permanent Way Staff. Line maintenance men will be required as early as possible to release military construction personnel for re-construction and new work.
2. Workshop Staff can be usefully employed in the early stages working alongside military personnel.
3. Engine Drivers and Firemen. These can be absorbed as soon as trains can be run. This will be dependent on the availability of locomotives and the extent of damage to railway facilities. The men can be used, initially, as pilotmen to military personnel. They will know the road and can assist military personnel in becoming acquainted with the working of Italian locos.

4048

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4. Guards and Conductors. Can be employed early on to double-man trains and work with military personnel in railway yards. Their knowledge of the line (gradients, station layouts etc.) will be useful.
5. Signallmen. Cannot be employed as such in the initial stages when the military system of train working will be ⁱⁿ vogue, but as it is the intention to adopt the Italian system as soon as sufficient civilians are forthcoming, signallmen can be accepted to double-man signal cabins with military personnel, to assist the latter in learning the Italian system.

Planning
Civil ~~Authority~~ ^{Supply}

Plan also see 7813/1
at back (1) 30/11.

ITALIANS contd.

6. Station Staffs and Clerical Grades. Will be required mainly when complete sections of line can be handed over to civil working.

4. As regards unskilled labour, this will be required at all stages for general loading and re-construction work to supplement or relieve Pioneer Coys which will be employed by "In.

5. The following general points need to be borne in mind:-

(a). It is most desirable that civil labour should be employed on its "home ground" thus obtaining the benefit of its knowledge of local conditions.

(b). Supervisory grades should be engaged in due proportion and as soon as possible.

(c). In addition to official interpreters, which we have asked for through other channels, there can hardly be too many unofficial interpreters, i.e. the English speaking Italian, for use with "In. units who are likely to be dispersed in detachments. These men should be weeded out on engagement if possible.

(d). Any information obtained of the doubtful attitude of civilians from a security aspect would be valuable, so that they can be appropriately employed and supervised.

6. I would be glad to have any comments you wish to make regarding the matters dealt with in this note, and any advice you have to offer in regard to our relations with the civil authorities. I would also like to know how your work fits in with that of the Director of Labour so that I will be clear as to how the supply of civil labour will be arranged.

H.Q. 141 Force,
Field
HQR/IF

H.G. Pottle Col.,
D.D.In.,
Q(Rov & In), 141 Force.

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B I C O TMOST SECRET

141F/30/1007/GSI(E)

21 May 43

The attached copy of a study entitled "Availability of Labour in SICILY" has been prepared by the Board of Economic Warfare, WASHINGTON.

GSI(a)
HQ, 141 Force
BNAF

RECEIVED
Date 3 July 43
N 7828
FORC-141

404

MOST SECRET141F/30/1007/GSI(a)

21 May 43

P I G O TSUBJECT :- Availability of Labour in SICILYSUMMARY

SICILY's total force may be estimated at 1.2 to 1.5 million. Over one-half of this force is usually engaged in agriculture which is carried on throughout the island. Non-agricultural workers are largely concentrated in and around the island's three main coastal cities: PALERMO, CATANIA and MESSINA. The availability of this force to an occupying army+ would depend upon the extent of the reported labour shortages that are due largely to the military draft and that will become more acute in April 1943, when the 18 and 19 year olds are to be called into service. With few exceptions, the available supply is likely to be of doubtful utility for tasks other than common labour because SICILIAN labour on the whole is rural, and has a comparatively high rate of illiteracy and a low level of mechanical skill.

The most fruitful source of labour supply - both from the standpoint of immediate availability and high quality of skill - will be found in some enterprises that are operating on a high level of activity at the present time, especially construction, shipbuilding, harbour work, and repair work. It is not unlikely that additional labour could be released, at least during the early period of an occupation, by the curtailment of some important pre-invasion activities, such as sulphur mining. Agricultural labour would be available mainly on a seasonal basis, mainly during the first three or four months of the year. Any large-scale withdrawal of labour from agriculture would, however, curtail output and thereby aggravate present-day food deficiencies.

Labour supply is under the control of a hierarchy of politico-economic bodies. On the lower level are the provincial and local government-controlled workers unions which operate Labour Exchanges under the general supervision of the Ministry of Corporations. The Labour Exchanges are the official hiring agencies and would be particularly useful to an occupying force because they have large files of employee and employer records. With the break-up of the Fascist structure, labour recruitment could best be accomplished with minimum disturbance to the orderly relations between workers and private employers through the medium of a Provisional Labour Office set up under the supervision of occupation authorities. An early grant of a wage increase, coupled with the distribution of essential consumers' goods, may be expected to win great popularity with labour for the liberating forces.

- + This report is one of a series analyzing certain economic problems presented by EUROPEAN areas. Recommendations concerning such areas are designed to serve needs as determined by future developments.

1. POPULATION AND POPULATION DISTRIBUTION

SICILY had a population of four million in 1936. Allowing for normal increase, but not for the effect of the war, the population would now be about 4,120,000. The distribution of this population is shown in the appended maps.

ability of this force to an occupying army+ would depend upon the extent of the reported labour shortages that are due largely to the military draft and that will become more acute in April 1943, when the 18 and 19 year olds are to be called into service. With few exceptions, the available supply is likely to be of doubtful utility for tasks other than common labour because SICILIAN labour on the whole is rural, and has a comparatively high rate of illiteracy and a low level of mechanical skill.

The most fruitful source of labour supply - both from the standpoint of immediate availability and high quality of skill - will be found in some enterprises that are operating on a high level of activity at the present time, especially construction, shipbuilding, harbour work, and repair work. It is not unlikely that additional labour could be released, at least during the early period of an occupation, by the curtailment of some important pre-invasion activities, such as sulphur mining. Agricultural labour would be available mainly on a seasonal basis, mainly during the first three or four months of the year. Any large-scale withdrawal of labour from agriculture would, however, curtail output and thereby aggravate present-day food deficiencies.

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There has been an active inward and outward movement of people to and from the island during the war, especially since the occupation of NORTH AFRICA. Workers and possibly women and children evacuees have left for the mainland, while GERMAN personnel and mainland construction workers, as well as ITALIAN military units, have come onto the island. The exact numbers of these groups are not known.

About 40 percent of the island's population is normally concentrated along the coastal regions of the North, East, and West, and especially in the three main cities of PALERMO, CATANIA, and MESSINA, where close on one million people are now believed to be stationed. Secondary areas are around the cities of SYRACUSE and RAGUSA in the South-East, CALTANISSETTA in the middle of the island, and TRAPANI

/and MARSALA.....

- 2 -

and MARSALA on the West coast. It is doubtful whether this normal distribution has been appreciably affected by the war, although military construction activities in the interior and on the South coast have doubtless increased the population of those areas while civil evacuation from the cities of PALERMO and MESSINA, as a result of recent air bombardment, has been reported.

II. LABOUR SUPPLY - REGIONAL AND OCCUPATIONAL DISTRIBUTION

SICILY's total labour force at the present time may be estimated at between 1.2 and 1.5 million workers. This figure is based upon the normal SICILIAN labour supply (counted as 1,333,000 in the 1936 census), and assumes that recent inward and outward movements have generally balanced each other.

By and large, the geographic distribution of the island's labour supply follows the distribution of population (see Table 1). Thus, a large portion of the total supply is concentrated in the cities of PALERMO, CATANIA, and MESSINA and in their immediate neighborhoods. Secondary concentrations exist in the dominantly coastal provinces of SYRACUSE, TRAPANI, and AGRIGENTO; while the provinces of ENNA, RAGUSA, and COMISSINATA are the poorest in manpower resources.

As much as 90 percent of the population is concentrated in a large number of centres where they can easily be reached by labour recruitment programmes. Only 10 percent are scattered over the countryside or reside in small rural communities. Most SICILIAN agriculturalists live in populous centres, which they leave each morning to work their fields.

Over one-half of the labour supply (686,000 in 1936), as a rule, is engaged in agriculture, the dominant occupation throughout the island. Although this supply may be smaller today due to the military draft, the highly ruralised character of SICILIAN manpower still persists. In fact, SICILIAN agricultural employment is greater than indicated in census returns, because many workers officially designated as having non-agricultural employment, such as those in "domestic service", engage in part-time agricultural pursuits.

Agriculture predominates in the central regions, where wheat is extensively cultivated and where sheep and goats are maintained. These regions, however, actually support smaller amounts of rural labour than the intensively-cultivated orchard regions or the Northern and Eastern coastal plains, where citrus fruits, grapes, olives, and nuts are the important produce.

One-quarter of the island's labour force (321,000 in 1936) is usually engaged in industry, including mining. As Table 2 of the Appendix shows, the remaining one-quarter is engaged in commerce (118,000), transportation and communications (72,000), and other miscellaneous activities. Industrial establishments (chiefly of small size) are spread throughout the island, though there is moderate concentration in the three main cities, especially PALERMO, with lesser industrial activity in SYRACUSE, TRAPANI, and MESSINA. The only important exception is mining which is confined to a few scattered points in the interior and also in the South, in the neighbourhood of the city of AGRIGENTO.

Child labor is of small importance in SICILY, except in agriculture, where it constituted about 20 percent of the labour force in 1936. The assistance of children on the farms is probably more marked at present, in view of the need to replace large numbers of farm workers called into the armed forces.

III. SUPPLY AVAILABLE TO OCCUPATION AUTHORITIES

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The success of labour recruitment efforts may be expected to be limited by the reported labour shortages due primarily to the military draft. This shortage will become more acute in April 1943 when, according to official announcements, the 18 and 19 year old men are to be called to arms.

The usefulness of SICILIAN manpower is likely to be limited as a result of its largely unskilled character. The comparatively high rate of illiteracy among SICILIANS, and the scarcity of mechanical ability, indicate that, with the exceptions to be noted below, their usefulness is likely to be confined chiefly to common labour, such as road building and dock work.

/The extent.....

The extent to which SICILIAN women could meet the labour needs of an occupying force, or replace men in its employ, is limited by the social traditions of SICILY, which hinder the movement of women into gainful employment. Except for laundry work, clothing repair, and miscellaneous work with textiles, which is customarily done in the home, there are strong prejudices against the employment of SICILIAN women. As a result of the comprehensive civil mobilization decree of January 30, 1943, however, it can be expected that in the near future, a large number of unemployed, unmarried young women will have become part of the labour force.

The most important sources of labour to an occupying force would be the shipbuilding, repair work, harbour work, construction, agriculture, and mining industries.

Shipbuilding, Repair, Harbour and Construction Workers

Most of the labour so engaged is presumably under military contract at the present time, and would be available for immediate use.

The only important shipyard for new construction as well as for repairs is located in PALERMO. Before the war, the daily labour force at this yard sometimes reached 1,500. There are other naval establishments at PALERMO, as well as in MESSINA, CATANIA, SYRACUSE, PORT EMPEDOCLE, and TRAPANI. At the beginning of 1939, SICILY's naval establishments were as follows:

	<u>Shipyards</u>	<u>Drydocks</u>	<u>Floating Drydocks</u>	<u>Ways</u>
MESSINA	11	1	1	2
CATANIA	8			3
SYRACUSE	26			4
PORT EMPEDOCLE	6			2
TRAPANI	7			2
PALERMO	45	1		1

A large but undetermined number of small repair shops are located in the main cities. The latest industrial directory of SICILY (1941-1942) reports these shops as experienced in naval, auto, engine, and radio repair. Though there are many such shops, each employs but a small number of workers. In addition, there are at least 1,800 workers engaged in the maintenance and repair of the locomotives and rolling stock of the island's railroads.

The supply of harbour labour can also be expected to be substantial. Because of pre-war experience with coal, rock phosphate, petroleum, lumber, and grain, as well as the recent absorption of a high volume of military shipments, these labourers can be relied upon to handle heavy cargo. PALERMO, MESSINA, CATANIA, SYRACUSE, PORT EMPEDOCLE, and TRAPANI contain most of the experienced harbour workers.

Construction workers of all kinds numbered around 25,000 in 1938 and were concentrated in the three main cities. Their number must be considerably larger to-day, through the enlarged use of island labour and perhaps through the influx of skilled mainland workers.

Agricultural Labour

Agriculture would afford, primarily on a seasonal basis, a large potential source of labour for an occupying force.

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Seasonal labour will be mainly available for three or four months in the wheat areas of the interior and South, after the harvesting and marketing operations of the summer and fall are completed. The customary secondary tasks, such as house repair and handiwork, could be easily postponed, if proper inducements were offered the peasants to enter the employ of an occupying force. SICILIAN farm labour has been accustomed to work on daily contract in the past, and is likely to welcome non-farm work on a part-time basis. Seasonal labour, however, is not likely to be plentiful along the Northern and Eastern coastal plains, where orchard crops (lemons, oranges, wine grapes, olives and nuts) and truck crops (tomatoes and other vegetables) are grown. Work on these crops is generally carried on the year-round.

/The widespread.....

- 4 -

The widespread recruitment of agricultural workers for permanent work would curtail food output, and would therefore not seem advisable in view of the current food scarcity. It is doubtful whether the production of orchard crops, normally in surplus, or of vegetables should be curtailed owing to the importance of these crops for Army consumption and for export. In any case, labour cannot be taken from the orchards without risking serious neglect of the trees.

Curtailling of the island's large cereal output, primarily wheat, would also prove inadvisable. By and large, the island's cereal trade consists of a net import of wheat and a net export of flour; in terms of flour the imports and exports approximately balance in peacetime. The import consists of bread wheat, and the export of the durum wheat flour that goes into the making of macaroni. In emergency conditions, the durum wheat could serve as a substitute for bread wheat, and thus take the place of the imported wheat.

Those agricultural workers who would be available to an occupation force, whether temporarily or permanently, would be able to perform only common labour tasks, such as unskilled construction, airfield maintenance, and road repair. Illiteracy is especially prevalent among rural workers and mechanical skills have not been well developed because tractors and other mechanized farm equipment have been little used.

Mine Workers

SICILIAN mining is confined primarily to the production of sulphur from about 200 mines. Most of these mines are small, and many are family-operated. Sulphur mines are scattered throughout Central SICILY; their product is shipped mainly through the ports of PORT EMPEDOCLE, LICATA, and CATANIA.

Approximately 10,000 men work in the mines at present, producing about 250,000 metric tons of sulphur a year, a large share of which is utilized in chemicals manufactured in Northern ITALY and GERMANY. Some sulphur is also used on the island as a farm anti-parasite.

The release of labour for use by an occupying force could, therefore, be achieved without serious prejudice to the island's economy by ordering a reduction or cessation in the production of sulphur. The sulphur miners would be particularly useful because among the 10,000 are many experienced in construction work and in the operation of mechanical equipment. Sulphur miners are likely to prove most efficient if employed en bloc, that is, in the groups and under the supervision to which they are accustomed.

The advisability of curtailing asphalt production in the neighbourhood of RAGUSA City should be determined in the light of probable road building needs. The fuel that is now extracted from asphalt would probably be unacceptable for Army use. Other mining activity is negligible, though salt is produced in exportable amounts near the cities of AUGUSTA, TRAPANI, and MARSALA.

Other Workers

The remaining occupations (see Table 4) that normally employ relatively large numbers of workers are clothing, food processing, fishing, hides and leather, and commerce. It is doubtful, however, whether these occupations would provide an abundant supply of labour because of the impact of the war on the industry.

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Other Workers

The remaining occupations (see Table 4) that normally employ relatively large numbers of workers are clothing, food processing, fishing, hides and leather, and commerce. It is doubtful, however, whether these occupations would provide an abundant supply of labour because of the impact of the military draft. In any event, much of the labour that may be drawn from these occupations is likely to have little skill and to be accustomed to slow, handicraft methods. Many of the so-called industrial establishments are of small size (five to ten workers) and family-operated.

There are customarily available a large number of so-called craftsmen, especially in clothing and woodwork. Despite their simple, technically primitive operations, it is probable that many may be able to provide labour facilities for repairing clothing, parachute, canvas, and other textiles.

Comparatively large supplies of manpower are usually engaged in food processing, fish, and hides and leather. In 1938, the food industries employed about 60,000, the fish industry, 23,000, and hides and leather, 19,000 workers.

/Under ordinary.....

- 5 -

Under ordinary conditions, commerce employs significant numbers - about 118,000 in 1936. Despite the military draft and the allocation of labour to the munitions supply industries, which are generally absent in SICILY, it is possible that some clerical and minor administrative help would be available to an occupying force.

IV. LABOUR-EMPLOYER ORGANIZATIONS

The economic administration of ITALY, including the management of labour relations, is under the rigid control of the Fascist government in ROME. This control is exercised through the Ministry of Corporations which acts under the direct supervision of MUSSOLINI.

Ministry of Corporations

The Ministry has complete charge of the economic and labour organizations through which the Fascist economy functions. It acts as secretariat for the 22 category Corporations which directly or indirectly supervise the economic life of the country, and it has effective control over the hierarchy of syndical organizations through which all labour matters are controlled. All important officials of these economic and labour organizations must be appointed or at least approved by the Ministry. In the field of labour, the Ministry has the power, as a practical matter, to resolve all disputes that arise between the organizations representing employers and employees, and to impose any modifications of labour agreements that it deems necessary.

Labour Relations

Labour relations in ITALY are controlled by the following politico-economic bodies operating under the supervision of the Ministry :

- a. The National Confederations and Federations of employers and employees in ROME.
- b. The Provincial Unions of employers and employees.
- c. The local syndical associations of employers and employees.

There are nine Confederations, four for employers and four for employees in industry, agriculture, commerce, and credit and insurance, and one for professional people and artists. Each of the nine Confederations has supervision of a number of branch Federations. Beneath the Confederation of Industrial Employers, for instance, there are 43 Federations, one for the mining industry, one for the chemical industry, and so on. A similar breakdown into Federations exists among the Workers' Confederations.

The officials of the nine National Confederations and Federations are appointed by the Minister of Corporations. They are always politically acceptable to the Fascist Party, although in the case of employers organizations they are sometimes prominent industrialists and business men not closely identified with the Party. The main activity of these bodies is the negotiation of labour agreements, for all industry, agriculture, commerce, and credit and insurance, in the case of Confederations, or for particular branches, in the case of Federations. The contracts attain legal status after the approval of the Minister of Corporations.

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On the provincial level, there are nine Provincial Unions located in every province, corresponding to the nine national Confederations. Where a certain occupation is important in a province, it forms a special branch or syndicate of the Provincial Union. The functions of these Unions include the handling of all day-to-day labour relations, like the negotiation of labour contracts in activities of provincial importance, the adjustment of working conditions to new circumstances, and so on. These Unions work under the close supervision of the National Confederations. All provincial collective labour agreements require the approval of the Prefect of the province.

An important function of the Provincial Union of Employees is to operate the Labour Exchanges which are located in the main city of each province. The exchange is the official medium through which all personnel in any occupation

/must be.....

- 6 -

must be hired, from its files a rounded view of the distribution and quality of skill of the provincial labour supply can be obtained. Because the exchange is usually operated by an official who is close to the Provincial Fascist party, Party members, the files may not be complete and strictly accurate, and therefore Exchange are supervised by the Ministry of Corporations through the Corporate Inspectors, mentioned below.

The Fascist Trade Unions, or Workers' Syndicates, act as labour exchanges in local communities. These Syndicates possess fuller details of local labour supply than are available at the Provincial Union, and whenever possible information might also be sought from them. As they are removed from top Fascist control, they might also be more politically acceptable to the local workers, though in individual instances the Syndicate boss may be unpopular. These Syndicates sometimes include workers in all the occupations of the locality, rather than in one occupation alone. As they take no part in the negotiation of labour contracts, their functions are confined to maintaining labour supply information, proposing officials to the Provincial Unions subject to the approval of the Confederations, and carrying out minor administrative duties of the Provincial Unions.

All disputes involving collective labour contracts are settled before Labour Courts. These Courts are part of the Court of Appeals system of Italy; Labour Courts for SICILY are in the cities of PALERMO, CATANIA and MESSINA. Individual labour disputes are settled in special sections of the lower courts. These consist of the tribunals which handle cases involving more than 5,000 lire, and the Preture which handles the smaller cases.

Economic Administration

The control of economic life in ITALY is carried on by the following bodies :

- a. Central Corporative Committee.
- b. The Category Corporations.
- c. The Provincial Councils of Corporations.
- d. Inspectors of the Ministry.

The Central Corporative Committee is the top-ranking, policy-making body of the ITALIAN government on economic matters, which gives direction to the Ministry and operates directly under MUSSOLINI. This Committee includes all the Ministers and under-secretaries of the government, and the highest officials of the Fascist party, the Category Corporations and the Confederations of Employers and Employees.

Each of the 22 Category Corporations represents a distinct field of economic activity, such as cereals, textile products, building and construction, metallurgy, and the like. These Corporations directly supervise all aspects of the industry's activity, including raw material procurement, fabrications, distribution, pricing, and so on, as well as some phases of employee-employer relations, covering such matters as family allowances, industrial accidents, and health conditions. The Corporation's decisions on these matters have the binding effect of law after they have been approved by the Central Corporative Committee and by MUSSOLINI. The membership of each Corporation includes Fascist party officials and employees of the interested employer and employees.

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The members of the Provincial Councils of Corporations come from the Provincial Unions and are chosen to make up a representative body of the major economic interests of the province. These Provincial Councils have the function of applying and implementing the national directives to local circumstances. The chairman of each Provincial Council is the Prefect, the government head of the province. The vice-chairman is likely to be a prominent industrialist, land-owner or professional man. The Provincial Secretary of the Fascist Party is also a member of the Council and of its Executive Committee. Under each Council there is a Provincial office of Corporations which serves as the Council's Secretariat (as the Provincial serves as Secretariat for the Category Corporations). The secretary of the Provincial Office is trained in business administration and statistics and always has a good deal of information concerning economic and labour conditions in the province, including rationing, price control, business management, and distribution outlets.

/The local.....

- 7 -

The local representatives of the Ministry of Corporations are called Corporative Inspectors. In SICILY, the main offices are located in PALERMO and in CATANIA. Branches exist in every province. Their duties are to observe the carrying out of collective labour agreements, to inspect establishments for the observance of labour and industry laws to supervise the operations of the labour exchanges and to collect local labour and related information. These inspectors are likely to prove valuable sources of local information to an occupying force. Because of their dependence upon the continuance of their government employment, it is not unlikely that many of them would be very willing to cooperate.

V. PROVISIONAL LABOUR OFFICE

As Provincial Unions, local Syndicates, and Provincial Councils are integral parts of the Fascist system of government, immediate action should be taken towards their elimination. Such action, in conjunction with positive steps to disband the Fascist party, would probably prove to be of great popular appeal to SICILIANS.

A Provincial Labour Office should be set up under the supervision of occupation authorities and as a part of the general economic administration. This office would carry on necessary labour control functions of the disbanded bodies, and would secure an adequate and orderly movement of labour to the employ of occupation authorities without disturbing stability in the organized relations of workers and private employers. To the extent that any members of the Provincial and local Unions were employed in the new Labour Office, opportunity should be given to workers and employers to express opinions of these functionaries.

To guide labour administration, prompt action should be taken to obtain the files and records at the Labour Exchanges in the workers organizations and at the Provincial Offices of corporations. Additional records should be sought at the provincial offices administering unemployment insurance which are in the main cities of each province. Following examination of the records, and afterwards, discussion with various officials at these offices, the new Provisional Office could then schedule labour requirements, drawing men from communities and pre-occupation employment in an orderly manner, without disrupting the maintenance of the island's minimum consumption and operating needs. The task of the Provisional Office would be greatly facilitated by a temporary continuance of the present "freezing" of the workers in their jobs and a maintenance of existing wage contracts. The emergency character of the continuance of "freezing" should be made clear to the workers. Subsequently, an orderly re-allocation of labour could be carried out in line with the needs of occupation authorities, and contract adjustments could be made through the Provisional Office.

VI. WAGES AND HOURS

The living standard of the average SICILIAN is among the lowest in EUROPE. Before the war, many SICILIANS did not earn as much as the equivalent of one dollar for an 8-hour day.

In the middle of 1939, the scale of SICILIAN wages for construction workers was 3.8 lire per hour for a skilled man (carpenter, mason, ironworker, and so on), 3.0 lire for a second class construction worker, and about 2.3 lire for unskilled workers, called "manovali". Since then there have been a number of wage

V. PROVINCIAL LABOUR OFFICE

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It is recommended that the wage "freeze" that is initially established be lifted as soon as possible, and that all employees of the occupying force be granted an increase over the prevailing wage (including supplementary payments).

/The wage

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The wage policy of the Provisional Office should include workers in private employ, or else a disorderly movement of workers from private employ into the employ of the authorities may occur. Provision should also be made for continuance of the supplementary payments, including family allowances and the usual payments incurred in the operation of the social insurance system.

Wage payments should be made on a semi-monthly basis according to custom. It is suggested, however, that the initial increase, and any additional increases, be given monthly, so as to emphasize their special nature as well as to discourage labour turnover.

More important, however, than an increase in money wages is the early distribution of civilian articles to the population. As in FRENCH NORTH AFRICA, shortages of consumer goods have prevailed in SICILY for the last few years. Distribution of civilian goods would have most favourable effect if early shipments to SICILY concentrated on bread, macaroni, sugar, coffee, heavy-duty shoes, work clothes, and anti-malarial tablets.

The minimum work-week used to be 40 hours. Since the civil mobilization decree of last January, a minimum work-week of 48 hours has been established. Overtime pay is customarily time-and-a-half, though for overtime work during the night double pay is granted.

TABLE 1

SICILY: Number of Communes, Area, Population, and Density, 1936

Province	No. of Communes	Area in kilometres	Population	Density, inh. per km., 1936
AGRIGENTO	41	3,036	418,265	135
CALTANISSETTA	22	2,106	256,687	122
CATANIA	53	3,568	713,160	200
ENNA	20	2,562	218,294	85
MESSINA	89	3,246	627,093	193
PALERMO	76	4,977	890,752	179
RAGUSA	12	1,508	223,086	148
SYRACUSE	19	2,199	277,572	126
TRAPANI	20	2,507	375,169	150
Total	352	25,709	4,000,078	156

Source: Annuario Statistico Italiano, 1939, p.15.

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TABLE 2

SICILY : Occupational Distribution of Labour, by Provinces, 1936

	ALL of SICILY	AGRIGENTO	CALTAN- ISSETTA	CATANIA	ENNA	MESSINA	PALERMO	RAGUSA	SIRACUSA
Total gainfully employed	1,332,747	135,942	82,726	233,089	72,224	221,121	290,082	72,896	97,813
Agriculture	685,786	82,299	49,521	104,263	46,491	119,774	120,122	42,740	50,918
Industry	320,543	27,953	18,558	60,623	15,610	46,461	79,584	16,447	25,812
Transportation and Communication	72,440	5,804	2,779	15,564	1,669	12,875	18,848	2,732	5,000
Commerce	117,622	9,090	5,134	26,484	3,400	19,798	32,338	4,545	7,312
Banking and Finance	5,243	355	305	976	131	608	1,913	193	287
Arts and clergy	18,369	1,495	804	3,725	667	2,689	5,324	1,045	1,111
Public administration	64,140	5,254	3,242	10,666	2,486	11,218	18,215	2,713	4,712
Business executives	5,224	253	187	1,366	167	758	1,769	129	211
Domestic service	43,380	3,439	2,196	9,422	1,603	6,940	11,969	2,352	2,312

Source: Sicilia, Compendio di Statistica Economica, 1937, p. 28

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320,543	27,953	18,558	60,623	15,610	46,461	79,584	16,447	25,677	29,630
72,440	5,804	2,779	15,564	1,669	12,875	18,848	2,732	5,638	6,521
117,622	9,090	5,134	26,484	3,400	19,798	32,338	4,545	7,527	9,306
5,243	355	305	976	131	608	1,913	193	270	492
18,369	1,495	804	3,725	667	2,689	5,324	1,045	1,137	1,483
64,140	5,254	3,242	10,666	2,486	11,218	18,215	2,713	4,713	5,633
5,224	253	187	1,366	167	758	1,769	129	260	335
43,380	3,439	2,196	9,422	1,603	6,940	11,969	2,352	2,324	3,135

TABLE 3

SICILY: Occupational Distribution of Labour, by Provinces, by Percentage of Gainfully

	All of SICILY	AGRIGENTO	CALTAN- ISSETTA	CATANIA	ENNA	MESSINA	PALERMO	RAGUSA	SYRACUSA
Agriculture	51.5	60.6	59.9	44.7	64.4	54.2	41.4	58.6	51.4
Industry	24.1	20.5	22.4	26.0	21.6	21.0	27.4	22.6	26.2
Transportation and Communication	5.4	4.3	3.4	6.7	2.3	5.8	6.5	3.7	5.8
Commerce	8.8	6.7	6.2	11.4	4.7	9.0	11.1	6.2	7.7
Banking and Finance	0.4	0.3	0.4	0.4	0.2	0.3	0.7	0.3	0.3
Arts. and Clergy	1.4	1.1	1.0	1.6	0.9	1.2	1.9	1.5	1.1
Public adminis- tration	4.8	3.9	3.9	4.6	3.5	5.1	6.3	3.7	4.8
Business execu- tives	0.4	0.2	0.2	0.6	0.2	0.3	0.6	0.2	0.3
Domestic service	3.2	2.5	2.6	4.0	2.2	3.1	4.1	3.2	2.4

Source: Sicilia, Compendio di Statistica Economica, 1937, pp. 28.

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TABLE 3

SICILY: Occupational Distribution of Labour, by Provinces, by Percentage of Gainfully Employed, 1936

	All of SICILY	AGRIGENTO	CAITAN- ISSETTA	CATANIA	ENNA	MESSINA	PALERMO	RAGUSA	SYRACUSE	TRAPANI
ire	51.5	60.6	59.9	44.7	64.4	54.2	41.4	58.6	51.4	55.4
	24.1	20.5	22.4	26.0	21.6	21.0	27.4	22.6	26.2	23.4
ation										
unication	5.4	4.3	3.4	6.7	2.3	5.8	6.5	3.7	5.8	5.1
	8.8	6.7	6.2	11.4	4.7	9.0	11.1	6.2	7.7	7.3
nd										
	0.4	0.3	0.4	0.4	0.2	0.3	0.7	0.3	0.3	0.4
Clergy	1.4	1.1	1.0	1.6	0.9	1.2	1.9	1.5	1.1	1.2
minis-										
	4.8	3.9	3.9	4.6	3.5	5.1	6.3	3.7	4.8	4.4
execu-										
	0.4	0.2	0.2	0.6	0.2	0.3	0.6	0.2	0.3	0.3
service										
	3.2	2.5	2.6	4.0	2.2	3.1	4.1	3.2	2.4	2.5

Sicilia, Compendio di Statistica Economica, 1937, pp. 28.

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TABLE 4

SICILY: Types of Industrial Establishments,
Census of 1937-40. 2/

Industry	Number of Establishments	Number of Workers
Food	22,900	61,884
Fish	8,288	23,104
Hides and leather	16,271	19,163
Textiles	558	2,977
Clothing	8,276	13,119
Paper	42	134
Printing	906	2,386
Chemicals	622	4,151
Construction	5,944	25,263
Wood	10,782	16,577
Mechanical	7,194	14,994
Mining, including sulphur	1,439	17,543
Quarries	2,956	8,798
Power	694	3,218
Publishing, entertainment	485	1,840
Welfare services	493	4,232
Miscellaneous	90	1,620
Total	87,940	221,003

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Source: Bollettino Mensile di Statistica dell' Istituto Centrale
di Statistica del Regno d'Italia, October 21, 1941, p. 162

a/ The above census does not include 8,588 establishments having
an unknown size of labour force.

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