



REPORTS AND ENQUIRIES

Clauses restricting Freedom of Employment ("Radius Clauses") in the Employment Contracts of Technical Workers and Salaried Employees in Industry and Commerce: I

In response to a request made by the organisations of salaried employees and by the Advisory Committee on Intellectual Workers, the International Labour Office has undertaken a documentary study of the "radius clause" in the contract of employment of technical workers and salaried employees in industry and commerce. This question was placed on the agenda of the first meeting of the Committee, which was held at Geneva on 19-20 October 1928. The Committee took note of the report presented by the Office and adopted the following resolution:

The Committee is of the opinion that, in order to be valid, any clause of a contract of employment prohibiting a salaried employee, after the expiry of the contract, from carrying on another business by himself, or from joining with others for the purpose of carrying on another business, or from entering the service of other employers, should be restricted to safeguarding the legitimate interests of the employer against the prejudice that would be caused him by the disclosure of manufacturing processes and by competition making use of the special knowledge acquired in his service.

The Committee requests the International Labour Office to get into touch with the interests concerned in order to ascertain their views on the principles enumerated above.

The Committee decides to request the Governing Body of the International Labour Office to consider, on a suitable occasion, the question of clauses restricting freedom of re-employment, with a view to finding the most satisfactory solution.

The first part of this preliminary report submitted to the Committee by the Office is given below; it will be completed in the next number of the *Review*.

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The contract of employment of salaried employees and technical workers has for the last ten years been made the subject of special

legislative provision in a certain number of countries. In Austria, Belgium, Bolivia, Brazil, Chile, Denmark, Finland, Hungary, Italy, Luxemburg, Peru, and Poland Acts or Decrees have in fact been passed to regulate the legal status of salaried employees more definitely than had been the case previously. In other countries, for example in France, various Bills and proposals have been put forward for the same purpose. This desire to set up special protective measures for salaried employees and technical workers can be explained by the situation in which such persons are generally placed with regard to the possibilities of employment. In this domain, the legislations of certain countries contain provisions relating to the "radius" clauses which are often inserted in contracts of employment. The object of these clauses is to restrict the occupational activity of the employed person after the expiry of his contract of employment by prohibiting him, for instance, from entering into a contract of employment with any firm in the same line as the one he has just left, or to start a similar undertaking on his own account, either alone or as a partner. There may be similar clauses not only in contracts of employment, but also in contracts of association and of sale.

Even when there are no special provisions on this subject the necessity for protecting the employer against the revelation and use of trade secrets lends a certain justification to the radius clause. At the present moment, however, this justification is being very seriously discussed. It is pointed out in particular that this question falls under penal law and that the employer is already protected by the Acts on industrial and commercial patents, disloyal competition, etc. It is added, moreover, that, except in certain backward industries or certain new industries, there are no longer any trade secrets, because there is no marked difference between the methods employed by various firms for manufacturing the same products or objects. As far as general knowledge is concerned, which the employed person may have acquired during his engagement, it is counterbalanced by the fact that the employer has profited by the experience of the employee, who may have introduced improvements or sometimes even actual inventions, and who in any case has played his part in the development of the business. When he leaves his employment, therefore, he ought to keep complete freedom of action, especially if, as is usually the case, no compensation has been provided for in exchange for the restrictions imposed upon him. In commerce the situation is very similar. It may be said that the customers should not be considered the exclusive property of the employer, but that the salesman or representative who has built up or developed a clientele by his personal efforts should also have a certain claim upon it. It would appear that these are the principles on which legislation and legal practice at the present day base their interpretations, which tend to become more and more favourable to the employees.

This argument would not perhaps be sufficient to justify the position taken up by the organisations concerned, who demand that every clause prohibiting an employed person from accepting a situation in an undertaking similar to that which he is leaving within a given period after the expiry of his contract should be considered null and void. In support of this demand the organisations also point out that the right of the

employer to impose restrictions on the use which the employed person makes of his power to work is incompatible with the principles of the protection and freedom of labour. The concentration of undertakings, which has made great progress since the war, and which has very often brought different undertakings into the hands of a single employer, may make it impossible for the employed person to find work. As a result radius clauses tend to increase unemployment. Further, the abuses to which they have given rise, especially from the point of view of the period and area to which they apply, have aroused strong opposition among the parties affected. All this explains the position which has been taken up almost simultaneously by the International Confederation of Intellectual Workers and by the large international organisations of salaried employees and technical workers, which have asked the International Labour Office to undertake a documentary enquiry into the application of radius clauses in different countries.

The research undertaken by the Office in response to these requests has dealt in particular with the clauses which occur in contracts of employment between employers and employees. Almost all the considerations which might be suggested by an examination of the *de jure* and *de facto* situations in various countries might be applied to most radius clauses, quite apart from the nature of the contracts in which they occur.

Legislative or contractual provisions sometimes aim at regulating the right to prohibit competition not only after the expiry of the contract of employment, but even while it is in force. This study deals merely with prohibition which applies after the expiry of the contract. When special provisions have been made for prohibiting an employee from competing with his employer while the contract is still in force, they merely define or supplement general protective measures deriving from general law. These measures appear so amply justified that they raise no opposition. In any case the legislations which have special provisions on this subject are not numerous, and this aspect of the problem does not really enter into the scope of this study, which originated in the abuses which frequently occur in the enforcement or interpretation of restrictions imposed on the employee after the expiry of his contract.

In limiting this work to technical workers and salaried employees no arbitrary discrimination has been made. These limits are in fact entirely the result of the existing situation; there is no reason why these restrictive measures which are admitted for technical workers and salaried employees should not be applied equally to other classes of workers. For example, a worker who is employed in an engineering workshop could compete with his former employer if he set up on his own account in the neighbourhood; similarly, an articulated clerk on leaving the solicitor's office where he has been working becomes a competitor of his former employer if he remains in the same town. In practice, however, if radius clauses exist for industrial workers or for persons engaged in the liberal professions they are only very rare exceptions. It is doubtless on this account that in most countries legislative provisions on this subject deal solely with technical workers and salaried employees in industry and commerce.

From the information collected by the Office a survey has been prepared of the existing legislation and the clauses generally inserted in contracts, taking account only of the essential elements which may be of importance in a comparative study. This survey must be considered as purely provisional; it is hoped to complete it by further enquiry. The information so far collected refers to 18 countries; this has been classified so as to show the different aspects under which the questions connected with radius clauses may be examined, from both the moral and the legal points of view.

NATURE OF THE SYSTEMS OF REGULATION

There are numerous countries which have regulated the radius clause by legislative means. This legal system of regulation is sometimes very definite and very detailed (Austria, Czechoslovakia, Germany, Poland, Switzerland). In the majority of cases it merely lays down certain general principles to which the courts may refer in case of dispute (Belgium, Denmark, Italy, Luxemburg, the Netherlands).

In certain countries (Brazil, Bulgaria, France, Great Britain, Hungary, Japan) the radius clause is exclusively a matter of contract. In case of dispute it is governed by general law.

In *Austria* the Salaried Employees Act of 11 May 1921, sections 36-38, contains provisions regarding the radius clause. In general there is no clause of this type in collective labour agreements, but it is found in individual contracts for certain classes of employees.

In *Belgium* the Act of 7 August 1922 on contracts of employment prohibits radius clauses for technical workers and salaried employees earning less than 12,000 francs per year. Nevertheless, such clauses appear in numerous contracts for engineers, commercial employees, and commercial travellers.

In *Brazil* there are no special legal provisions concerning the radius clause.

It is not customary for such clauses to be included in contracts of employment. They are found in contracts entered into by foreign undertakings which have brought employees or experts from their own countries and who have conformed to the customs of these countries.

In *Bulgaria* there are no legal provisions, and radius clauses in contracts of employment are very rare.

In *Czechoslovakia* the radius clause is regulated by the Act of 16 January 1910 concerning the contract of employment for commercial employees (a former Austrian Act), sections 36-38.

In virtue of these provisions radius clauses are seldom included in contracts of employment. These clauses must not in fact be less favourable than the Act. In collective agreements there are no such clauses.

In *Denmark* section 38 of the Act of 8 May 1917 regulates the radius clause. It is very rare for written contracts to be concluded with ordinary salaried employees and for such persons there is usually no radius clause. Such a clause is, however, always inserted in contracts with managers, heads of branches, and other persons in positions of management, and particularly commercial travellers and representatives.

In *France* there are no legislative provisions concerning the radius clause. The use of such a clause is not general, but it tends to appear more and more frequently in individual contracts of employment proposed or imposed by employers.

In *Germany* the law does not prohibit competition after the expiry of a contract of employment, but there are agreements regulating the matter. The legal force of such agreements is subject to certain restrictions with reference to salaried employees in commerce and to technical employees :

(a) for commercial employees these restrictions are contained in section 74 and the following sections of the Commercial Code as amended by the Act of 10 June 1914 ;

(b) for technical employees the restrictions are regulated by section 133 f of the Industrial Code.

It is customary to insert radius clauses in contracts of employment. In general these take the following form :

If you should work in another firm after the expiry of your contract, you promise to inform us of the fact in advance. We reserve the right to grant you permission or not to enter the service of the firm in question. If we refuse permission, we shall pay you compensation of . . . for the period of

The most important method of regulating the radius clause is found in the collective agreement for higher employees in the German chemical industry, concluded between the Association of Employers in the Chemical Industry on the one hand and the Federation of Wage-Earning Chemists and Engineers and the Federation of Diplomaed Employees in Technical Occupations on the other hand. This agreement is valid for the whole of the Reich ; it has been declared compulsory for the whole chemical industry. The provisions of the radius clause included in this agreement conform to the prescriptions of the Commercial Code, even though they refer to technical employees, except for certain special provisions which are in favour of the employee.

Out of 808 collective agreements concluded in 1927, there are 210 which prohibit the radius clause and 36 which sanction it for higher employees. As regards other collective agreements, the legal provisions of the Commercial Code and the Industrial Code hold.

In *Great Britain* the radius clause is not subject to any special legislation, but is governed by the common law of contract. A person may

be restrained from carrying on his trade by reason of an agreement voluntarily entered into by him, and in such a case the general principle that an individual is entitled to exercise his occupation when and where he will must be applied with due regard to the following principles :

(a) public policy requires for men of full age and understanding the utmost freedom to contract ;

(b) it is public policy to afford an employer an unrestricted choice of assistants and the opportunity to instruct them in his trade and its secrets without fear of their being his competitors.

In *Hungary* there are no legal provisions regulating the radius clause. Such clauses do not often occur in contracts of employment, but are sometimes met with in contracts in large-scale industry, particularly in chemical factories and the textile industry.

In *Italy* this matter is regulated by section 8 of the Legislative Decree of 13 November 1924, which states that the employer may not, except within certain limits, enter into any special agreement to restrict in the future the occupational activity of an employee who has left his service.

It is not usual for collective agreements to include a clause prohibiting competition after the agreement has come to an end. Certain collective agreements refer to the provisions of section 8 of the Legislative Decree mentioned above.

In *Japan* there are no legislative provisions regarding the radius clause.

In *Luxemburg* the radius clause is regulated by the Act of 31 October 1919 concerning the engagement of confidential employees.

In general there is no radius clause in contracts of employment. Contracts with bank employees include a provision under which they pledge themselves not to work in any similar undertaking in the country during a period of one year after the expiry of their contract.

In the *Netherlands* the radius clause is regulated by section 1637 X of the Civil Code.

Radius clauses are met with in contracts of employment even when these contracts have been concluded with persons whose work is very simple and whose duties are very humble.

In *Poland* the situation is as follows :

In Polish Upper Silesia the legislative provisions regarding the radius clause are the same as in Germany (section 74 and following sections of the Commercial Code and section 133 f of the Industrial Code).

The Polish Government promulgated in a Decree of 16 March 1928 an Act concerning the contract of employment for non-manual workers (salaried employees), which came into force for the whole of Poland except the Voivodia of Silesia on 23 July 1928.

In Silesia the Act will come into force four months after it has been

accepted by the Silesian Sejm ; this has not yet taken place. In this Polish Act section 9 provides for the prohibition of competition.

Radius clauses are generally included in the contracts of technical employees who apply any method of manufacture which is still new and not generally known.

In *Spain* there are no legislative provisions regarding the radius clause.

In *Switzerland* the legal provisions regarding the radius clause are contained in sections 319-362 of the Code of Obligations. This system of legal regulation is largely based on the German Commercial Code and the former Austrian Act of 1910 concerning contracts of employment.

The radius clause is less frequent than it formerly was in contracts of employment. The conclusion of individual contracts is comparatively rare. Since the prohibition of competition is not valid unless stipulated in writing, it is limited to those cases where conditions of employment have been laid down in writing. On the other hand, the radius clause is much more frequent in the printed contracts of engagement used by large firms. In such cases, in fact, this clause appears automatically, even when the nature of the work and of the engagement do not at all require it. The law courts are not inclined to enforce such clauses.

In the *United States* the State of Michigan has promulgated an Anti-Trust Act in which it is expressly stipulated that a radius agreement between merchants who sell their undertakings does not come under the provisions of the Act. In the same State legal proceedings were instituted against an employee who had undertaken by agreement not to solicit orders nor to deliver tea or any other goods in the city of Detroit or in any other district in which he had worked under his contract of employment for a period of one year after the expiry of his contract, and who had not kept this undertaking. The court, however, refused to give a decision, stating that the contract in question was governed by the 1905 Trust Act, that it was contrary to the public interest and consequently illegal and invalid. This decision seems to have had the force of law in the State of Michigan until 1917, when the Act of 1905 was amended by adding to the existing exception concerning the buying and selling of businesses a further exception recognising the radius agreement as legal in cases where route lists are provided by the employer for his employee. Although a radius clause acts in restraint of trade, it is generally recognised by the courts as legal. Such a clause is found in numerous contracts. It would not be possible to find how widespread its use is, and what proportion of employers use it in their contracts, unless by finding out the number and type of disputes on this subject brought before the courts.

CONDITIONS OF VALIDITY

The majority of the systems of legislation regulating the radius clause stipulate a certain number of conditions necessary to make these clauses

valid. If such legislative provisions do not exist, the decisions of the law courts also make the validity of a radius agreement subject to certain conditions. The guiding principle is that the restraint of competition must not be of such a nature as to endanger the future of the employee to an unjust extent. The general conditions required for the validity of this agreement refer to the object of the restriction, that is to say, the type of work, the period of time, the area affected, the wages or salary, the compensation to be paid, and the age of the employee. The most complete system of regulations on this subject is to be found in Germany.

In *Austria* every agreement restricting the occupational activity of the employee after the expiry of a contract is void if the employee was a minor at the time when the contract was made or if his remuneration does not exceed 120,000 kronen per year at the date of expiry of the contract.

If the remuneration exceeds this figure the agreement is valid only under the following conditions :

(a) if the restrictions do not refer to any activity outside that branch of business in which the employer is engaged, and do not cover a period exceeding one year ;

(b) if the conditions of such restrictions, with reference to their object, area, and duration of their validity, do not, taking into account the interests which they have for the employer, put any unjust obstacle in the way of the employee in his future career.

The agreement is not valid if concluded with a minor.

The wages of the employee must be at least 12 schillings per day before the clause is valid. For this reason the clause is limited in practice to technical employees.

In *Belgium* all clauses forbidding an employee after the expiry of his contract to enter an undertaking or to become a partner for the development of any trade or to enter into the employment of other employers, are void.

This provision is laid down in section 20, subsection 1, of the Act of 7 August 1922. As this Act applies only to employees earning less than 12,000 francs per year, the above provision concerning the non-validity of radius agreements applies only to employees whose remuneration is less than 12,000 francs.

In *Czechoslovakia* the radius agreement is void if the employee was a minor at the date when the contract was concluded or if his remuneration does not exceed 4,000 crowns when the contract expires. When the remuneration of the employee exceeds 4,000 crowns the radius agreement takes effect only if the following conditions are complied with :

(a) if the limitation of occupational activity extends only to that line of business in which the former employer was engaged and does not exceed a period of one year ;

(b) if the limitation, as regards its object, its duration, the area to which it extends, and the commercial interests of the employer, does not unjustly endanger the occupational career of the employee.

In *Denmark* if an employee has undertaken not to carry on any undertaking or to accept a position in any undertaking, this agreement cannot be enforced if it exceeds, as regards time, area, and object, the limits necessary to ensure the protection of the employer against competition, or if it restricts the possibility of the employee's earning his living. In the latter case the interest of the employer in maintaining the radius agreement must be taken into account.

In case of dispute either party may institute proceedings before the Maritime and Commercial Court in Copenhagen. It is much to the interest of the employee that disputes should be laid before this Court, because it is composed partly of persons with a knowledge of trade and of employees, and because it is always possible to demand that one of these employees should take part in giving a decision on any disputes between employers and employed.

In *France* in default of any special legislation the interpretation of clauses of a contract of employment restricting the liberty of further employment is regulated according to general law. It is left to the law courts to decide to what extent a radius agreement may be considered valid. Judicial practice is unanimous in holding that agreements for a general and complete prohibition of competition are void; in other words, no employee may legally undertake, in an agreement with his employer, not to carry on that occupation or not to perform any particular work for the whole of his life or for an indefinite period. On the other hand, an agreement is valid if it stipulates that an employee shall not within a definite period perform a certain work in a definite locality or district. A radius clause has also been recognised as legal by certain courts when the restriction, although indefinite as regards time, was limited as regards place, or *vice versa*. Generally speaking the radius clause is recognised as valid only if the restrictions which it imposes are necessary to protect the employer from disloyal competition.

In *Germany* the provisions regarding commercial employees are as follows:

An agreement between an employer and an employee in trade limiting the occupational activity of the latter after the expiry of his contract of employment is valid only if it has been drawn up in writing and if the employer has given the employee a document signed by his hand and containing the said agreement.

The prohibition of competition is valid only if the employer undertakes to pay the employee, during the period of such prohibition, compensation amounting for every year during which the prohibition continues to at least half the wages that the employee was earning at the date of expiry of his contract.

Competition cannot be legally prohibited except for the purpose of safeguarding the legitimate occupational interests of the employer. Such prohibition is without effect if, taking into account the compensation granted in view of the area, duration, and type of work concerned, it is of such a nature that it unjustly endangers the future career of the

employee. The prohibition cannot apply over a period of more than two years from the date on which the contract of employment expired.

The prohibition of competition remains without effect if the annual salary to which the employee was entitled by virtue of his contract does not exceed 1,500 Reichsmarks multiplied by the cost-of-living index number; i.e. at the present time 2,250 Reichsmarks. It is also void if the employee was a minor at the date of the conclusion of the contract or if the employer has obtained from the employee a solemn undertaking or similar promise to observe this clause. Any agreement is void by which a third party undertakes in the place of the employee that the latter shall restrict his occupational activity after the expiry of his contract of employment. The provisions of the Civil Code concerning the nullity of legal acts contrary to good morals are in no way modified.

A radius clause without a promise to pay compensation is valid if the salary of the employee exceeds 8,000 Reichsmarks multiplied by the cost-of-living index number; i.e. at the present time 12,000 Reichsmarks.

For industrial employees the regulations are as follows :

An agreement for the restraint of the occupational activity of the employee after the expiry of his contract of employment is valid only if the restrictions of time, area, and object do not place too great obstacles in the way of the employee in his future career.

The agreement is void if the employee was a minor at the date when it was concluded.

In *Great Britain* in earlier times it would probably have been held that all contracts in restraint of trade, whether general or partial, were void. It then became the rule that a partial restraint might be good if reasonable, but a general restraint was of necessity void. A restraint was considered general if it did not apply to a given time or to a given place.

At present the rule observed is as follows : whether a restraint is general or partial, its validity is to be determined by the consideration whether it exceeds what is reasonably necessary for the protection of the covenantee.

In *Hungary* the law courts decide in each case whether a radius clause is valid or not. It has been decided that an agreement in terms of which an employee, after the expiry of his contract of employment, undertakes not to carry on any operations of the same type as those of his previous employer, is valid and that a penalty fixed in the contract may be demanded without its being necessary to prove that any injury has been caused.

It is not considered contrary to good morals to fix in the contract a penalty to prevent an employee from entering into competition with his former employer in a given town, on condition that the future career of the employee is not made too hazardous on this account.

In *Italy* the law recognises the necessity for the employee not to make any improper use of information regarding the business of his employer in the form of disloyal competition, whether during or after his contract of employment, and adds that the employer for his part cannot, after the contract has been broken, restrict by means of any special agreements the occupational activity of the employee beyond the above limits. Consequently, any agreement by which an employee undertakes, after the expiry of his contract, not to enter the service of any competing firm within a certain period is void.

In *Luxembourg* radius agreements are illegal and forbidden when the employee, at the moment of concluding the contract, is a minor, or when his salary does not exceed 4,000 francs at the termination of his engagement. When the salary is higher, such an agreement will take effect only :

(a) if the restriction of the activity of the employee refers to the line of business of the employer and does not exceed a period of two years ;

(b) if the limitation in question, in consideration of its object, time, and place and in proportion to the commercial interest of the employer, does not make it too difficult for the employee to earn a livelihood.

In the *Netherlands* a radius clause is valid only if it is drawn up in a written agreement with an employee who is of age. The courts may declare the whole or part of such a clause to be void if it is prejudicial to the employee to a degree which is out of all proportion to the necessity for safeguarding the interests of the employer.

In *Poland* a radius agreement is valid only if concluded with an employee who is of age. It must also be drawn up in writing, and the employer must undertake to pay the employee for the whole period of restriction at least half the average wages which the employee was receiving for the previous three years, or, if he has not been employed for so long, during the whole period of his employment.

Such a clause applies to the line of business in which the employee has worked. The restriction may last for one year at most.

In *Switzerland* the restraint of competition is legal only if the employee could, by taking advantage of his knowledge of the clientele and the secrets of his employer, cause appreciable injury to the latter. A radius agreement is void if the employee was a minor at the moment when the contract was concluded.

The restraint of competition is valid only in so far as it is stipulated for one line of business for a definite period of time and a definite area, and when it is not likely to endanger unjustly the future career of the employee.

The restraint of competition is valid only if stipulated in writing.

In the *United States* the conditions of validity are determined by the courts, which decide whether the prohibition provided for is necessary or not for safeguarding the business or the clientele of the employer, and whether it involves for the employee a greater restraint than is

necessary for the protection of the undertaking or the employer. When examining these facts the courts will determine whether society as a whole would be injured by losing the services and abilities of the employee and by the possibility of the latter's becoming a public charge. When the public interest is not involved the courts generally admit radius agreements provided they are drawn up justly.

When a radius agreement obviously seeks to set up a penal clause to the detriment of the employee rather than to protect the employer, when it aims at reducing the earning capacity of the employee rather than at providing reasonable protection for the interests of the employer, its application can hardly be supported by the courts, and it is very probable that such a contract would be declared void.

SCOPE OF APPLICATION

Generally speaking, the use of radius agreements is not limited to certain classes of undertakings nor to certain classes of employees. In countries where the question is regulated by provisions in Acts concerning contracts of employment (Austria, Italy, Luxemburg) the Act itself fixes the classes of workers who must be considered as coming under the term "salaried employees" for the application of the radius clause.

Elsewhere in the majority of cases no limits are set. The scope of radius agreements must then be considered in the widest sense both from the point of view of the undertakings and of the classes of workers affected, but in practice the use of the radius agreement is nearly always limited to the same occupations (technical workers in industry, commercial employees, agents, travellers, and representatives).

In *Austria* provisions regarding the radius agreement are valid for all employees who are subject to the Act of 11 May 1921 concerning the contract of employment. This Act applies to persons employed in commercial undertakings for purely commercial work, for more important duties, and for office work. It also applies particularly to the staff of undertakings of any kind covered by the Labour Code; to credit, welfare, and insurance institutions, publishing offices, offices of lawyers and engineers, and to engineers, architects, and doctors and dentists in private clinics.

In *Belgium* radius agreements, which are valid only for employees with a salary exceeding 12,000 francs, apply to persons considered as salaried employees according to the definition given in the Trades Councils Act of 9 July 1926, section 4.

In *Czechoslovakia* radius agreements apply to persons who are employed chiefly in commercial undertakings on commercial work or higher non-commercial duties, persons occupied in undertakings subject to the provisions of the Industrial Code, in credit, insurance, and publishing undertakings, in the offices of lawyers, engineers, architects, business agents, etc.

In *Denmark* the provisions of the Act of 8 May 1917 regarding radius agreements are valid for all shops or undertakings and for all salaried employees occupied in them.

In *France* radius agreements apply chiefly to commercial representatives, agents of selling houses, or generally to salaried employees whose duties have a certain importance or who might be in a position to learn certain trade secrets, and to technical workers in industry and commerce. The use of the radius clause in contracts is usually limited to these classes. There is, however, a certain tendency to extend this clause to other classes, particularly bank employees in provincial districts.

In *Great Britain* radius agreements do not apply to any special category, but there have been disputes over the exercise of many occupations, particularly for commercial agents, commercial travellers, bank managers and clerks, merchants, architects, doctors, dentists, opticians, and manufacturers.

In *Italy* section 8 of the Legislative Decree of 13 November 1923, which prohibits an employee from undertaking disloyal competition with his former employer by making use of knowledge acquired during his period of work in the undertaking, applies to all classes of workers who, in view of their duties, can be considered as salaried employees in the terms of section 1 of the Act mentioned (technical and administrative employees in industry and commerce and in all other occupations in general).

In *Luxembourg* provisions regarding the radius agreement are valid for all workers who come under the heading "salaried employees" as defined by the Act of 31 October 1919, section 3, that is to say, all persons, without distinction of sex or age, who under a permanent engagement or continuously carry out for some other person (but not for the State, municipalities, or other public or public utility undertakings), and for remuneration in cash or in some equivalent form, work which is either exclusively or chiefly non-manual.

In the *Netherlands* it is found that radius agreements are insisted upon by banks, import and export offices, and industrial undertakings. They also apply to persons engaged in scientific work or in management, or persons who have knowledge of trade secrets.

In *Poland* the legal provisions regarding radius agreements apply to commercial employees, engineers, technical workers, and foremen.

In *Spain* radius agreements apply especially to salaried employees of the higher categories, and in particular to technical managers in industries where there are trade secrets, and to sales agents of foreign firms which have businesses in Spain.

In *Switzerland* the provisions regarding radius agreements apply to all classes of workers, but in practice they do not apply to domestic

servants. They cover contracts relating to work which presupposes special scientific or artistic training and is remunerated by means of fees when these agreements show the necessary elements for being considered as contracts of employment. In commerce, the existence of conditions that justify a radius agreement is generally contested. There is, however, a tendency to admit that commercial travellers who represent a firm to a large number of clients should be subject to a radius agreement. It is not usual to insert such a clause in the contracts of bank employees. This clause does not appear to be very frequently used in the machine industries.

In the *United States* examination of the cases submitted to the courts in which a radius agreement was recognised as valid shows that these agreements apply particularly to commercial travellers and itinerant salesmen. The greatest number of cases of this type would seem to refer to town travellers whose sphere of action is restricted to one town or to one district.

Before the war radius clauses were found in all contracts with doctors and dentists. While such specialists were serving a period of probation with older colleagues they undertook not to compete with their employer during a certain period and within a certain radius. These contracts have become less frequent as a result of changes in American life. At present dentists and doctors have sufficient openings not to require to enter the service of older colleagues in order to work up a connection.

(To be continued.)

Standard of Living and Conditions of Employment of Rangoon Workers

There is a great lack of reliable information on standards of living and conditions of labour in a number of Asiatic countries. All the more welcome, therefore, is the report recently issued by the Burma Labour Statistics Bureau which gives the results of a survey of the working-class standard of living, cost of living, and conditions of employment in Rangoon.¹ Detailed information of great interest and value was obtained by systematic enquiries conducted under difficult conditions. In planning the results, the Resolutions of the Third International Conference of Labour Statisticians were taken into consideration, and, so far as practicable, applied.

STANDARD OF LIVING

The standard of living data cover skilled and unskilled factory workers, industrial and transport workers employed outside factories,

¹ BURMA LABOUR STATISTICS BUREAU : *Report of an Enquiry into the Standard and Cost of Living of the Working Classes in Rangoon.* By J. J. BENNISON, B.A., I.C.S. Rangoon, Superintendent, Govt. Printing and Stationery, 1928. v + 221 pp. Rs. 3; 4s. 6d.

including casual workers, and independent artisans. The races included are Burmese and the chief races of Indians in Rangoon. Budgets were obtained from a proportion of workers in each class of occupation and race, with a view to securing a representative sample for the working class as a whole. Altogether 3,317 budgets were obtained from Indians and 992 from Burmese. As the majority of married Indian workers in Burma leave their wives and children in India, the Indian budgets are mostly single budgets; from the Burmese workers only family budgets were collected. To avoid complication, families without boarders or lodgers were selected; as, however, the number of families containing them is small, it is considered that this restriction would not affect materially the representativeness of the sample. The collection of the budgets was spread over the years 1926 and 1927.

In consequence of the inability of the workers or members of their families to keep systematic records of income and expenditure, estimates were supplied by the workers and entered by investigators on the enquiry forms. The investigators, who had undergone a preliminary period of training, visited the houses of the workers one or more times during the month of the enquiry.

Burmese Families

The results show that the Burmese families consisted of an average of 3.71 persons representing 3.01 units (adult males) according to the Lusk scale. It is considered that these figures are somewhat lower than the average in the district covered by the enquiry. More than half the families had only one wage earner, more than one third had two, while less than 10 per cent. had three or more. The average income for all families was 58 rupees 8 annas 3 pies for the month, of which nearly 90 per cent. was provided by males 14 years of age and over.

The average expenditure on food was 52.8 per cent. of total expenditure, clothing 10.6 per cent., house rent 13.9 per cent., fuel and lighting 5.2 per cent., household requisites 2.6 per cent., and miscellaneous 15.0 per cent. For the various food items nutritive values are calculated. Of the average number of gross calories consumed per day, rice contributed 71.2 per cent. and sesamum oil 10.4 per cent.

For clothing, in addition to the information usually compiled in family budget enquiries, a suggestion made at the Third International Conference of Labour Statisticians was adopted. This was to compile separate information as to the expenditure of persons of different age and sex, so that a relative scale could be constructed for any group of items. The scale for clothing, according to information available for Burmese families, is as follows:

Age group	Relative expenditure on clothing for	
	Males	Females
Parents	100	74
Children:		
14 and over	79	88
10 and under 14	44	45
6 and under 10	31	29
2 and under 6	20	16
Under 2	13	11

Payments for housing accommodation by Burmese working-class families in Rangoon vary considerably. Some families live in very inferior quarters and pay less than a rupee per month, while others pay twenty rupees or more. "In order to reduce expenses Burmese families often join together and share a room. But though overcrowding exists to a certain extent among Burmese families, it is not to be compared with the overcrowding which exists in the registered lodging-houses occupied by the Indian labourers. About 9 per cent. of the families live in their own houses, about 15 per cent. in free quarters provided by employers, and the remaining 76 per cent. in rented houses."

Expenditure on fuel and lighting is mainly on firewood and kerosene oil. Household requisites are few. They consist mainly of thin mats, cotton blankets, pillows, cooking pots, and a small number of items of furniture. The chief item of miscellaneous expenditure is tobacco; there is no expenditure on liquor, while expenditure on education was found in only about 12 per cent. of the families.

Indian Single Budgets

The earning capacity and habits of expenditure of single Indian workmen in Rangoon differ according to race. The expenditure of Hindustanis and Chittagonians especially differs considerably from that of Tamils, Telugus, and Uriyas. The chief data as to the income and expenditure of each of these races are given in the following table :

INCOME AND EXPENDITURE OF SINGLE INDIAN WORKMEN IN RANGOON

Race	Average monthly income			Average monthly expenditure			Percentage expenditure on :					
							Food	Cloth- ing	Rent	Fuel- and light- ing	House- hold requi- sites	Miscel- laneous
	R.	A.	P.	R.	A.	P.						
Tamils	27	7	8	17	12	3	54.0	5.9	7.4	5.0	2.3	25.4
Telugus	28	14	10	19	11	10	53.6	6.2	7.4	4.7	2.0	26.1
Uriyas	35	0	3	20	2	8	51.2	6.7	7.9	4.8	2.1	27.3
Hindustanis	26	0	1	14	13	5	61.0	9.4	10.2	5.9	2.6	10.9
Chittagonians	29	5	3	17	5	1	60.0	9.7	7.5	4.6	2.2	16.0

In using the income figures for comparative purposes it should be remembered that Indian workmen in Burma are mainly unskilled. The amount saved represents from about 30 per cent. to over 40 per cent. of the income according to race. About three-quarters of the savings are remitted to India.

Interesting information is given as to the food consumption of the different races. The number of gross calories consumed and the percentages represented by the chief food items are given in the following table :

FOOD CONSUMPTION (IN CALORIES) OF INDIAN WORKMEN IN RANGOON

Race	Total gross calories consumed per day	Percentage of total calories represented by :				
		Rice	Wheat flour	Pulses	Vegetable oils	Fruit and vegetables
Tamils	3,051	74.2	2.6	6.8	5.3	5.2
Telugus	3,215	72.3	4.6	6.2	5.4	5.2
Uriyas	3,298	74.7	2.5	6.3	5.1	4.6
Hindustanis	3,184	45.5	28.3	14.1	2.5	2.7
Chittagonians	2,962	71.6	4.8	9.2	4.8	2.7

The average monthly expenditure on rent ranges from about $1\frac{1}{4}$ rupees to over $1\frac{1}{2}$ rupees per month. About three-quarters of the Hindustanis and Chittagonians, half of the Tamils and Telugus, and a third of the Uriyas live in free quarters supplied by employers. The remainder live mainly in rented dwellings, usually the lodging-houses registered by the Municipality. The living conditions in these registered buildings are appalling. "It is not unusual to find a tenement room $12\frac{1}{2}$ ft. \times 40 ft. occupied by as many as 40 or 50 people. The practice is for the room to be taken out by a maistry (labour contractor) at a fixed rent and with a view to making as much profit as possible he crams it with as many coolies as it will hold. In some rooms there are two sets of tenants, one set occupying it during the day and the other during the night. Families are often found in these lodging-houses, gunny-bag partitions being erected to secure a certain amount of privacy. In the dry season the men usually sleep on the footpaths and pavements and use the rooms only for cooking food and for storing their belongings — usually a deal-wood box. But during the rains they crowd into these lodging-houses until there is hardly an inch of space left either inside the room or outside on the stairs."

Household requisites generally consist of a mat, a blanket, and a few cooking pots. The furniture is usually a box. The chief items of miscellaneous expenditure are liquor (Tamils, Telugus and Uriyas only), tobacco, and betel. Telugus spend most on liquor — an average of over two rupees a month. It is pointed out that this is not surprising as "most of the hard manual work in Rangoon is done by them and when their work is over they are often too tired to take ordinary food. Bad housing conditions, no home life, and the absence of any healthy recreation are also factors." About 70 per cent. of the Hindustanis

do not incur any expenditure on tobacco ; among the other races the percentage not consuming tobacco was only about 5 to 10. The amounts paid as interest on debts were impossible to estimate. Various deductions are made by maistries from the wages of the coolies, but the coolies do not know exactly how much is deducted or for what purpose. Considerable sums are spent by certain races on marriages and funerals.

COST OF LIVING

The report gives index numbers showing changes in the cost of living each month from January 1914 to March 1928. Separate series of index numbers for each group of expenditure and for the total cost of living were compiled for Burmese workers and for the chief Indian races. The table below gives index numbers of the total cost of living for December of each year 1920 to 1927 and for the latest month included in the report (March 1928). The cost of living reached its highest level about the end of 1921. Throughout recent years the rise over the 1913 level has been considerably greater for Hindustanis than for the other races. " This is mainly due to the fact that they use ghee, which has gone up appreciably in price, whereas the other races use only sesamum or mustard oil, which have not gone up so much. "

INDEX NUMBERS OF THE COST OF LIVING OF THE WORKING CLASSES IN RANGOON

(Base year : 1913 = 100)

Period ¹	Burmese	Tamils, Tel gus, and Uriyas	Hindustanis	Chittagonians
1920	141	141	159	145
1921	158	154	175	164
1922	135	143	152	137
1923	137	137	144	138
1924	135	141	150	137
1925	129	135	146	130
1926	138	138	151	137
1927	131	133	147	132
1928	134	136	148	136

¹ December of each year except 1928 (March).

CONDITIONS OF EMPLOYMENT

The chief classes of employment are factory labour, especially in rice mills, and labour outside factories, including shipping and transport labour, and also casual labour (rickshaw and handcart pullers, sampan-wallas, etc.). The number of women and children employed in factories in Rangoon is small.

Rice milling is the most important industry in Rangoon. Large numbers of the labourers employed in rice mills are maistry coolies, i.e. coolies who are recruited and paid by the employers' labour contractors or maistries. Various abuses arise in the recruitment of labour by the maistries and in the deductions they make from the wages of the coolies. Advances and travelling expenses are paid by sub-maistries or their agents. "On arrival in the mill the recruits are usually made to sign their names or give their thumb impressions on a printed form of agreement or on a piece of blank paper. The amount is afterwards entered by the maistries." The paddy carriers recruited in India always arrive in Burma indebted to the sub-maistries and usually remain so for the rest of their lives.

"As a rule the employers know little or nothing about the relations between the maistries and their coolies. The coolies are afraid to represent their grievances to the employers, and the employers, on the other hand, do not think it their business to interfere. The main concern of the employers is, of course, to get the work done with as little trouble as possible. They do not claim that the maistry system has no faults, or that it is not expensive, but the majority are of the opinion that on the whole it works satisfactorily." They are naturally reluctant to change over from a system which, though it may have drawbacks, at any rate works.

The maistry system is also in operation for stevedore coolies, who are, however, usually recruited locally. "Stevedore gangs work in shifts, one from 6 or 7 a.m. to 5 p.m., and the other from 6 or 7 p.m. to 5 a.m., i.e. from 10 to 11 hours a day. The work goes on without any break, the operatives taking a short time off by turn for refreshments, etc."

In large mills and factories some sort of housing accommodation is usually provided for the majority of the workers, but in the smaller mills and factories housing is either not provided at all, or, if provided, can accommodate only a very small proportion. The Indian working classes who are not provided with quarters by employers usually obtain accommodation in the buildings registered in the Municipal books as lodging-houses. The appalling conditions in these lodging houses have already been indicated.

Migratory Child Workers in Pennsylvanian Agriculture¹

By the term "migratory" child workers is understood city children who accompany their parents (very occasionally adult persons not their parents) into the country and take part in fruit picking and other similar work there from spring to autumn (May to November). The children mostly come from the city of Philadelphia and cross into the State of New Jersey for this purpose. An investigation was carried out by the United States Federal Children's Bureau seven years ago.² Modern methods in the packing and even in the picking of fruits have since been introduced, and there had been an impression that the migratory work of children in this direction had declined; the present study was made with a view to ascertaining the present position.

The enquiry was made between 18 and 20 January 1928. It was ascertained that 1,920 children migrated for the fruit season; 1,617 or 85.7 per cent. were under 14 years of age. The Child Labour Laws both of Pennsylvania and of New Jersey make 14 years the minimum age at which children may be employed, but in neither State does this law cover agriculture. Children may therefore legally be employed in picking fruit (95 per cent. of all children employed in agriculture), packing, weeding, hoeing, etc. Canning is not considered an agricultural occupation and is an illegal occupation for children under 14; only 31 children reported that they had been employed on canning; of these 25 were under 14 and therefore had been illegally employed.

The children worked, as a rule, the same hours as their parents. Reports of an 8, a 9, and even an 11 or 12 hour day were given, and many school teachers stated that children worked seven days a week, especially during the busy season.

The principal attention of the report is directed to ascertaining the effects of this form of child labour on school attendance. Not only did the children absent themselves from school before the end of the spring term, but they returned very late in the autumn term; 80 per cent. of the children missed one month or more of school, and 20 per cent. three months or more; the school attendance year is approximately 8½ months. Of these only 119 children, or 6 per cent. of the whole number, had any opportunity of attending another school in the country, and such attendance was sporadic. Many children stated that they had been doing such harvest work for several years.

¹ COMMONWEALTH OF PENNSYLVANIA. DEPARTMENT OF LABOUR AND INDUSTRY: *Migratory Child Workers and School Attendance*. Special Bulletin No. 26. Harrisburg, 1928. 20 pp.

² UNITED STATES. DEPARTMENT OF LABOUR, CHILDREN'S BUREAU: *Work of Children on Truck and Small Fruit Farms in Southern New Jersey*. Publication No. 132.

The effects of this interference with the child's attendance at school were clearly traceable in the deficient standards of education attained. Of the migratory children 64 per cent. were over-age for the grade in which they were placed, as contrasted with a general average of only 36 per cent. over-age for their grade among all elementary school children in Philadelphia. The report further points out that even the children who remain at school suffer greatly from this interference with school attendance, as more than half the pupils in certain districts in the city are absentees, so that the whole work of the class is disorganised.

STATISTICS

Recent Wage Changes in Various Countries¹

Australia

The information available as to wage rates in Australia is obtained primarily from awards, determinations, and collective agreements under Commonwealth and State Acts and relates to the minimum wage rates prescribed. Where these were not available, the ruling union or predominant rate of wage has been ascertained from employers and trade unions. The particulars obtained relate to 4,256 adult occupations (3,948 male and 308 female), and the average figures (given in tables I and II) are weighted so as to take account of the individual rates, and the number of workers in the different occupations and the different States.

Wages of males during the last four years have pursued a steadily upward tendency, especially during the years 1924, 1925, and 1926. In 1927 and 1928, the level of wages in all industrial groups was slightly above that of the previous year. For females the increases have been more regular than for males. In both cases, however, the level of wages in 1928 was about 6 per cent. higher than in 1924.

For industrial occupations (i.e. omitting agriculture, domestic service, etc.) the range of average wages for males is very small, from 97s. 4d. in road transport to 114s. 1d. in books and printing, compared with a range of 48s. 10d. (shipping) to 65s. (building) in 1914. Thus the higher-paid groups in 1914 have received generally smaller increases than the lower-paid groups.

The increase in nominal wages in the years 1924, 1925, and 1926 was accompanied by an increase in the cost of living; in 1927, however, the slight increase in nominal wages was accompanied by a fall in the cost of living. The following table, published by the Australian Government, compares the movement of nominal wages and real wages (i.e. wages in terms of purchasing power). The figures in column (2) are based on averages of quarterly figures and differ slightly from those based on table I. The official figures relate to 1911 as base, but they have been recalculated for the base 1914 = 100.

¹ For previous articles in this series cf. *International Labour Review*, Vol. XVII, No. 5, May 1928 (Great Britain); No. 6, June (France, Belgium); Vol. XVIII, No. 1, July (Denmark, Norway, Sweden); No. 2, Aug. (Spain); No. 3, Sept. (Netherlands, Switzerland); Nos. 4-5, Oct.-Nov. (Germany); No. 6, Dec. (Austria, Poland); Vol. XIX, No. 1, Jan. 1929 (Czechoslovakia, Hungary); No. 2, Feb. (United States).

Year	Nominal wage index	Retail price index	Real wage index for full work
(1)	(2)	(3)	(4)
1914	100	100	100
1924	170	148	116
1925	172	151	114
1926	177	157	113
1927	180	153	117

As shown in previous wage studies of the International Labour Office¹, real wages remained below the 1914 level during the years 1914-1920 and rose above it during the years 1921-1923. As will be seen from the above table, real wages of adult male workers were 16 per cent. above the pre-war level in 1924, fell slightly in the two following years, and rose substantially in 1927 to about 17 per cent. above the 1914 level.

Detailed statistics for individual occupations are also published at yearly intervals for the capital city of each State. Figures for a few of the more important occupations for Melbourne and Sydney are given in table III. These figures show the same general tendency during the four years as those in tables I and II.

TABLE I. WEIGHTED AVERAGE NOMINAL WEEKLY WAGE RATES OF ADULT MALE WORKERS FOR A FULL WEEK'S WORK IN VARIOUS INDUSTRIES IN AUSTRALIA, 1914, AND 1925-1928¹

Industry	1914 30 April	1925 31 Dec.	1926 31 Dec.	1927 31 Dec.	1928 31 Mar. h
	s. d.	s. d.	s. d.	s. d.	s. d.
Wood, furniture, etc.	58 6	101 2	104 5	104 6	104 11
Engineering	57 0	100 4	102 0	102 10	102 11
Food, drink, etc.	55 0	96 6	98 9	99 8	99 10
Clothing, boots	52 3	93 2	96 6	98 3	99 4
Books, printing, etc.	63 3	109 6	111 5	113 7	114 1
Other manufacturing	55 1	98 4	100 6	101 4	101 7
Building	65 0	108 5	110 8	112 10	113 2
Mining	65 1	108 7	109 6	109 9	110 0
Railways, etc.	59 8	100 6	102 6	103 1	103 9
Other land transport	51 0	93 3	95 6	97 4	97 4
Shipping, etc. ²	48 10	104 8	103 7	103 7	104 8
Agriculture, etc. ²	49 5	87 4	93 5	94 3	95 10
Domestic, etc. ²	47 0	89 1	90 10	93 3	93 3
Miscellaneous	53 7	93 11	95 6	96 0	96 4
All industrial groups	55 1	96 9	99 4	100 2	100 9

¹ *Quarterly Summary of Australian Statistics.*

² Including estimated value of board and lodging, where provided.

¹ Cf. *Wage Changes in Various Countries, 1914-1925. Studies and Reports, Series D, No. 15.* Geneva, 1926.

TABLE II. WEIGHTED AVERAGE NOMINAL WEEKLY WAGE RATES OF ADULT FEMALE WORKERS FOR A FULL WEEK'S WORK IN VARIOUS INDUSTRIES IN AUSTRALIA, 1914, AND 1925-1928¹

Industry	1914 April	19'5 31 Dec.	19'6 31 Dec.	1927 31 Dec.	1928 31 March
	s. d.	s. d.	s. d.	s. d.	s. d.
Food, drink, etc.	22 6	45 8	47 8	48 9	48 9
Clothing, boots	24 9	50 1	51 7	52 7	53 11
Other manufacturing	26 11	51 2	52 10	53 2	53 8
Domestic, hotels*	31 1	51 0	52 0	54 5	54 5
Shop assistants, clerks, etc.	30 2	52 0	52 0	52 8	52 8
All groups	27 2	50 7	51 8	52 10	53 7

¹ Quarterly Summary of Australian Statistics.

* Including estimated value of board and lodging, where provided.

TABLE III. NOMINAL WEEKLY WAGE RATES OF VARIOUS GROUPS OF WORKERS IN SYDNEY AND MELBOURNE, 1914, 1920, AND 1922-1927¹

A. Sydney

Industry and group of workers	1914 July	1920	1922	1923	1924	1925	1926	1927
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Metal workers :								
Turners	70 0	126 5	107 0	113 0	108 6	112 6	115 6	114 6
Labourers	48 0	—	81 0	85 0	85 0	93 0	96 0	95 0
Building :								
Bricklayers	78 0	108 0	109 1	113 1	113 1	113 1	113 1	126 6
Carpenters	72 0	110 0	103 1 ½	107 4	121 0	121 0	125 7	127 6
Labourers	60 6	99 0	94 5	101 9	95 4	99 11	103 7	102 8
Printing (jobbing) :								
Compositors	65 0	105 0	98 0	102 0	102 0	110 0	114 0	112 0
Textiles (woollens) :								
Spinners	48 0	85 6	78 6	82 6	82 6	84 6	88 0	89 0
Transport :								
Engine drivers (1st class)	96 0	133 0	126 0	130 0	130 0	133 0	136 0	136 0
Firemen (1st class)	66 0	103 0	96 0	100 0	100 0	103 0	106 0	106 0
Miscellaneous :								
Cabinet makers	60 0	104 0	98 1	102 0	102 0	102 0	110 0	111 0
Bakers	50 0	102 6	96 6	100 6	100 6	102 6	127 6	128 6

¹ Commonwealth Bureau of Census and Statistics. The figures are minimum rates quoted from latest award, determination, or agreement in force at 31 December of each year.

TABLE III (cont.)

B. Melbourne

Industry and group of workers	1914 July	1920	1922	1923	1924	1925	1926	1927
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Metal works :								
Turners	66 0	122 10	106 6	115 6	108 6	111 6	113 6	113 6
Labourers	46 6	—	84 0	87 0	85 0	87 6	89 6	89 6
Building :								
Bricklayers	71 6	93 6	110 0	110 0	110 0	123 9	129 3	129 3
Carpenters	69 8	102 8	102 8	124 8	117 4	120 1	137 6	122 10
Labourers	56 10	82 6	94 5	105 5	97 2	99 11	101 9	102 8
Printing (jobbing) :								
Compositors	66 0	96 0	106 0	106 0	115 6	110 0	114 0	112 0
Textiles (woollens) :								
Spinners	50 0	79 0	85 0	85 0	85 0	84 0	85 0	88 6
Transport :								
Engine drivers (1st class)	87 0	123 0	123 0	117 0	122 6	135 0	136 0	137 0
Firemen (1st class)	57 0	96 0	96 0	93 0	98 6	105 0	106 0	107 0
Miscellaneous :								
Cabinet makers	60 0	93 6	101 6	101 6	112 0	108 6	109 6	108 0
Bakers	76 0	120 0	120 0	120 0	120 0	120 0	120 0	128 4

New Zealand

The material used in the compilation of wage statistics for New Zealand is collected almost entirely from the awards of the Arbitration Court. While it is recognised that such rates are minimum rates and that wages may in some cases be above the prescribed minima, yet for the purpose of tracing the movement in wage rates over a period of time, the award rates form a reliable basis. The figures are summarised in tables I and II, table I relating to industrial occupations, and table II to agricultural. The figures are carefully weighted averages.

During the period 1924-1927 wages remained fairly stable, with a tendency to increase, especially in 1927. The year of maximum money wages was in 1921, whereas the cost of living reached its maximum in 1920. The movement of nominal and real wages for certain years since 1914 is shown in the following table compiled by the New Zealand Government. The nominal wage index numbers are based on the weighted wage rates of both table I and table II.

Year	Nominal wage index	Real wage index
1914	100	100
1919	127.5	81.2
1921	158.7	89.4
1924	153.9	95.9
1925	156.5	96.5
1926	158.3	97.3
1927	159.4	98.7

This table shows the fall in real wages in 1919-1921, a sharp rise to 1924, and a steady increase since that date, real wages being in 1927 almost at their pre-war level.

The level of money wages for adult male workers does not show any very marked fluctuation between different occupations, and in 1927 the level of wages in different occupations was on the whole less dispersed than in 1914. Thus workers in building and construction, who received relatively high wages in 1914, have received up to 1927 the smallest increase, and low-paid occupations, such as the food, drink, and tobacco group, have received larger increases.

TABLE I. AVERAGE WEEKLY MINIMUM WAGE RATES IN VARIOUS INDUSTRIES IN NEW ZEALAND, 1914, AND 1924-1927¹

Industry and occupation	1914	1924	1925	1926	1927
	s. d.	s. d.	s. d.	s. d.	s. d.
Food and drink:					
Bakers (journeymen)	55 0	91 6	97 6	97 6	97 6
Butchers (first shopmen)	72 6	102 9	106 7	116 10	116 10
Meat freezing (chamber hands)	64 0				
Meat preservers	59 6	101 2	96 3	96 3	99 0
Brewing (labourers)	47 7 ½	80 1	82 10	83 0	83 0
Clothing and textiles:					
Tailors, factory hands	56 0	81 10	84 0	84 0	87 6
Tailoresses (shop), coat hands	30 0	45 10	45 11	47 8	50 0
Boot operators, males	52 6	84 4	85 3	85 3	85 3
Woollen mills:					
Male spinners	51 0	85 9	85 9	85 9	93 9
General hands	46 6	74 6	74 6	74 6	82 6
Adult females	26 3	41 0	41 0	41 0	45 0
Building industry:					
Bricklayers	68 5 ¼	99 11	99 11	99 11	99 11
Carpenters and joiners	64 3 ½	97 2	97 2	92 7	101 9
Plasterers	67 9 ½	96 10	96 10	96 10	99 11
Plumbers	66 0	94 5	95 4	95 4	95 4
Labourers (general)	52 6 ½	76 7	79 0	83 5	83 5
Sawmilling:					
Engine drivers	54 0	88 5	95 0	104 6	104 6
Sawyers	53 0 ½	94 11	100 0	103 4	103 4
Labourers	51 0	80 5	83 4	84 4	84 4
Ship and boat building:					
Shipwrights	62 8	95 7	100 4	100 4	101 2
Boatbuilders	58 9	92 4	92 4	92 4	99 4

¹ *New Zealand Official Year Book*, 1928. The figures are average rates in four principal industrial districts and refer to 31 March of each year.

TABLE I (cont.)

Industry and occupation	1914	1924	1925	1926	1927
	s. d.	s. d.	s. d.	s. d.	s. d.
Metal works, etc. :					
Blacksmiths	61 7	89 11	89 11	95 4	99 0
Boiler makers (journey-men)	62 8	94 3	95 4	95 4	99 0
Moulders (iron and brass)	64 7 ½	91 11	95 4	95 4	99 0
Engineering :					
Fitters, etc.	64 7 ½	94 5	95 4	95 4	99 0
Electrical workers	61 10 ½	94 1	95 4	95 4	99 0
Motor mechanics	64 11 ½	94 5	95 1	95 4	99 0
Skin and leather :					
Curriers	58 0	95 0	95 0	95 0	102 0
General hands	49 6	79 0	84 4	84 4	85 8
Mineral and stone workers :					
Brickmakers	53 11 ½	99 0	100 0	100 0	103 2
General hands	46 9 ¾	83 0	84 0	85 4	85 4
Coalmining :					
Surface tipplers	53 7 ½	84 2	85 10	85 10	90 8
Labourers	54 3 ¾	86 10	85 10	85 10	90 8
Miners (hewers)	63 3	103 4	99 9	99 9	110 2
Truckers	55 11	92 8	91 8	91 8	94 1
Railways :					
Engine drivers (1st grade)	75 0	108 1	109 11	109 11	109 11
Firemen	60 0	93 9	90 3	90 3	90 3
Shipping and cargo work- ing ¹					
Assistants, stewards (1st class)	40 4 ½	86 0	89 3	89 3	108 3
Ordinary seamen	41 1 ¾	68 6	74 3	74 3	89 3

¹ Including the estimated value of board and lodging.

TABLE II. AVERAGE NOMINAL WEEKLY WAGE RATES OF VARIOUS CATEGORIES OF AGRICULTURAL WORKERS IN NEW ZEALAND, 1914, AND 1924-1927¹

Category of workers	1914	1924	1925	1926	1927
	s. d.	s. d.	s. d.	s. d.	s. d.
Agricultural and pas- toral workers :					
General farm hands	41 8	51 7	50 11	50 11	54 4
Harvesters	64 4	105 5	101 10	101 10	105 6
Ploughmen	45 8	60 11	57 6	57 6	65 4
Musterers	53 10	102 1	105 0	105 0	110 0
Shepherds	46 6	55 5	56 8	56 8	75 0
Wool pressers	48 0	72 9	79 5	79 5	95 9

¹ New Zealand Official Year Book, 1928. The estimated value of board and lodging is included.

Union of South Africa

EUROPEAN LABOUR

Average weekly wage rates are published at yearly intervals by the Office of Census and Statistics. The data cover ten industrial groups and the nine principal industrial centres of the Union. In addition, average real wages are given both in money and as index numbers.

Table I summarises the figures for the Union as a whole for the four years 1923-1926, thus continuing the figures published by the International Labour Office in 1926.¹ Later figures are not available, but the figures for certain occupations in 1928 have recently been issued, and are given in table II for each of the nine localities. These figures are now published at quarterly intervals, but with one or two exceptions the rates have remained unchanged during the last four years.

Figures for female workers are given in table III for the years 1923-1925. No figures are available for 1926 and no averages for all industries are computed.

The level of money wages in the Union has remained almost unchanged in the last four years, the general average rate having increased from 132s. 5d. in 1923 to 132s. 8d. in 1926. The partial statistics available for 1928 indicate that since 1926 there has been little further change. The movement of real wages during the period covered has been very slightly upward, owing to a slight steady fall in the cost of living. The general index of real wages for the nine industries given in table I reached a maximum in 1921, when it stood at about 9 per cent. above the 1914 level. In 1923 it fell to about 3 per cent. above the 1914 level, remained at this level for 1924 and 1925, and rose to a little over 5 per cent. in 1926. The official real wage index numbers for the years 1925 and 1926 are also shown in table I. It should be noted, however, that these are based on the year 1910 (= 100), when real wages were somewhat higher than they were in 1914. With the two exceptions of mining, and engineering and metal working, where real wages are relatively low, all industries show a definite increase in real wages.

COLOURED AND NATIVE LABOUR

In occupations as a whole, the non-European element preponderates to a considerable extent. Wage rates for non-European workers in different occupations were collected for the first time in 1921. In skilled crafts many coloured workers have attained a degree of skill which enables them to command wages little below the rates for Europeans, although average rates are not available. In the manufacturing industries varying degrees of skill have been reached by coloured employees. Table IV gives the average weekly wage rates paid to non-European male unskilled workers in certain industrial areas at 30 September 1925. The highest averages are in respect of the Cape Peninsula, owing to the relatively higher level of skill and semi-skill reached by coloured workers in that area.

¹ Cf. *Wage Changes in Various Countries, 1914-1925*.

In mining, the work is carried on chiefly by non-Europeans, but in this industry the workers receive free quarters and food, and money wages do not reflect the total advantages of the worker. In September 1927 the average earnings of all native labourers in gold mining were 2s. 2d. per shift, *plus* allowances in kind estimated to cost 11d. per shift.

TABLE I. AVERAGE NOMINAL WEEKLY WAGE RATES AND INDEX NUMBERS OF REAL WAGES OF EUROPEAN ADULT MALE WORKERS IN VARIOUS INDUSTRIES IN SOUTH AFRICA, 1914, AND 1923-1926¹

Industrial group	Nominal weekly wage rates					Index numbers of real wages (1910 = 100)	
	1914 31 Dec.	1923 30 Sept.	1924 30 Sept.	1925 30 Sept.	1926 30 Sept.	1925	1926
	s. d.	s. d.	s. d.	s. d.	s. d.		
Mining*	115 11	139 10	141 8	138 4	140 8	81.8	84.3
Engineering, etc.	105 7	123 9	123 9	127 5	127 6	85.9	87.2
Building	100 7	135 1	135 1	135 4	135 4	97.6	99.0
Printing, bookbinding	99 9	153 5	144 2	144 2	144 2	104.2	105.7
Manufacturing	84 11	116 3	115 3	115 7	116 6	98.7	100.8
Transport	89 6	125 0	126 11	127 8	128 3	110.3	112.4
Trading	86 0	135 1	132 8	131 10	131 1	111.1	112.0
Clerical	102 0	142 11	143 6	143 3	143 1	100.1	101.5
Domestic (hotels, etc.)*	63 5	106 7	102 5	101 1	100 11	114.8	116.3
Miscellaneous	84 4	125 2	120 11	122 7	122 9	106.0	107.7
All groups	97 9	132 5	132 3	132 3	132 8	97.3	99.0

¹ *Official Year Book of the Union of South Africa*, No. 9.

* Including from 1920 onwards the estimated value of board and lodging, or in some cases board only.

TABLE II. STANDARD OR AVERAGE WAGE RATES OF EUROPEAN ADULT MALE WORKERS, 30 JUNE AND 30 SEPTEMBER 1928¹

Locality	Engineering and metal-working	Building		Printing, bookbinding, etc.			
	Per day	Per hour		Per week			
	(a)	(b)	(c)	(d)	(e)	(f)	(g)
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Cape Peninsula	20 8	2 2	2 10	134 9	148 3	122 6	134 9
Port Elizabeth	20 8	2 5	2 10	134 9	148 3	122 6	134 9
East London	21 0	2 5	2 10	134 9	148 3	122 6	134 9
Kimberley	22 6	2 3	2 10	145 9	160 4	132 6	145 9
Pietermaritzburg	20 0	2 10	3 2	134 9	148 3	122 6	134 9
Durban	22 0	2 10	3 2	156 9	172 5	142 6	156 9
Pretoria	22 0	3 3	3 5	167 9	184 6	152 6	167 9
Witwatersrand	22 0	3 3	3 5	167 9	184 6	152 6	167 9
Bloemfontein	20 4	2 11	3 5	156 9	172 5	142 6	156 9

¹ *Monthly Bulletin of Statistics*, Aug. 1928.

(a) Rates for blacksmiths, boilermakers, brassfinishers, coppersmiths, fitters, moulders, pattern-makers, turners, electricians, and wiremen.

(b) Rates for painters, glaziers, paperhangers, and decorators.

(c) Rates for all other building artisans, including electricians and wiremen.

(d) Rates for typesetting machine operators (day work).

(e) Rates for typesetting machine operators (night work).

(f) Rates for other printing occupations (day work).

(g) Rates for other printing occupations (night work).

TABLE III. AVERAGE NOMINAL WEEKLY WAGE RATES OF EUROPEAN ADULT FEMALE WORKERS IN VARIOUS INDUSTRIES IN SOUTH AFRICA, 1914, AND 1923-1925

Industrial group	1914 31 Dec.	1923 30 Sept.	1924 30 S pt.	1925 30 Sept.
	s. d.	s. d.	s. d.	s. d.
Printing	24 4	42 0	39 9	38 6
Manufacturing	26 7	52 10	51 2	50 2
Transport	47 8	74 9	79 1	79 8
Trading	39 6	54 11	53 9	55 3
Clerical	47 3	67 1	64 0	64 1
Domestics	29 1	59 0	57 11	58 3

TABLE IV. AVERAGE WEEKLY WAGE RATES OF COLOURED AND NATIVE MALE UNSKILLED WORKERS IN CAPE PENINSULA, PRETORIA, AND BLOEMFONTEIN, 30 SEPTEMBER 1925

Unskilled occupations connected with:	Cape Peninsula	Pretoria	Bloemfontein
	s. d.	s. d.	s. d.
Engineering	30 4	20 8	19 11
Building	27 10	19 3	14 11
Printing	33 9	23 11	24 11
Manufacturing	27 3	17 11	21 6
Trading	30 10	19 1	19 2
Municipal Service	36 5	16 0	17 4

A New Index Number of British Wages

THE EXISTING INDEX NUMBER

The London and Cambridge Economic Service has for some time been publishing an index number of wages in Great Britain. This number is an unweighted average of the percentage change, compared with pre-war rates, in eleven occupations or industries, namely, bricklayers, bricklayers' labourers, compositors, fitters, labourers in engineering, railwaymen, dock labourers, cotton operatives, wool and worsted operatives, coal miners, and agricultural labourers. These eleven figures were considered typical of wage movements in all occupations, and it was also thought that an unweighted average was more likely to reflect general changes than an average weighted in proportion to the numbers employed. It has been found, however, that its general level was too low in relation to 1914 for some of the applications made of it, and the results of the national enquiry into earnings in 1924 now enable a closer

estimate of the change in wages or earnings since 1914 to be made.

A careful calculation of the approximate increase in average earnings in a normal week between 1914 and 1924 was made, and the conclusion was reached that a general increase of 95 per cent. is the best estimate that can be made, but that it may be as low as 90 per cent. The index number of 195 is therefore taken for the end of the year 1924, without making any allowance for complete unemployment. This index number allows not only for (1) changes in time rates and piece rates, but also for (2) changes in facilities for earnings on piece rates, and for (3) the shifting of the relative numbers and re-grading within an industry. The last two changes are of considerable importance, for in the ten years since 1914 considerable changes in the arrangement of occupations in many industries, the readjustment of the work of men and women, and modification of machinery and equipment, have been made, which have caused average earnings to increase more rapidly than average rates. The Ministry of Labour in fact calculates a general index number of changes in average rates, ignoring all other factors, and reaches an estimate of 170 to 175 for December 1924, contrasted with the above figure of 195, in which facilities for increased earnings and the shifting of relative numbers in an industry are allowed for. A further factor is that of the influence of different rates of growth of the different industries, but it is assumed that this factor, though of considerable influence in pre-war periods, does not make any significant change for the period 1914-1924.

Hourly earnings are estimated to have increased between 110 and 120 per cent., since the reduction in hours of labour was at least 10 per cent. in the period.

On the basis of the official cost-of-living index number (175 at the end of 1924), real weekly earnings are estimated to be about 10 per cent., and real hourly earnings between 20 and 25 per cent., above the 1914 level.

THE PROPOSED NEW INDEX NUMBER

The basis of the new index number is that the level in December 1924 was 195 as given above, and subsequent monthly computations are based on an extended list of entries. It is necessary to limit the list to those changes which can be ascertained promptly every month and to such a number as can be conveniently handled in a short time. The new groups now included are shipbuilding (piece-rate changes); labourers in non-trading services (local authorities) (time rates); tram drivers and conductors (time rates); lorry drivers (time rates); boot and shoe making (national time rates for women); sugar and confectionery; ready-made tailoring; shirt making; and tobacco (minimum time rates for women). The total number of groups is now 20, and the changes in each of these groups are expressed as percentages of the level at December 1924, and a weighted average taken. It will be seen that, from December 1924, only changes in time and piece rates are taken into consideration; the changes due to other factors, such as facility of earnings and movements within an industry, will be brought in from time

to time as estimates of earnings by industries become available. At present only miners' earnings are available at frequent intervals.

The results are given (for quarterly intervals only) in the following table up to December 1928. On the basis of the Ministry of Labour cost-of-living index numbers, average real wages for the normal week (full employment) had risen about 16 per cent. from July 1914 to December 1928.

INDEX NUMBERS OF WAGES

(Base: July 1914 = 100; Dec. 1924 = 195)

Year	March	July	Sept.	Dec.
1925	196½	196	196	196
1926	196	196	196	197
1927	197	196	196½	196
1928	194½	194½	194	194

Employment and Unemployment

Table I giving unemployment statistics shows for certain countries the percentage of workers unemployed. In some cases these percentages are based on data compiled by the trade unions in respect of their members, while in other cases they refer to the workers covered by unemployment insurance laws. For some countries for which no such data are available information is given as to the numbers registered at various dates at the employment exchanges as unemployed or the number of unemployed workers who have received assistance. Table II gives index numbers of employment for certain countries.

In the *Review* for July 1924 and later months an outline was given of the methods by which the statistics given in the tables are compiled, together with particulars of the original sources in which they are published.

United States of America : American Federationist.

The American Federation of Labour has recently commenced the publication of a series of figures showing the percentage of its workers unemployed. The local unions in 23 cities now report monthly their membership and the number unemployed at the beginning of the month. The percentage unemployed is then calculated for the month and for the previous month by using the returns of unions which answer for the two months. This process is repeated a month later, and the average of the two figures so obtained for the central month of the three is taken as the final figure for that month. No information is available as to the number of workers covered, but it is stated that the reports cover all trades which are organised, factory workers as well as teachers and building workers.

TABLE I. STATISTICS OF UNEMPLOYMENT

Date (end of month)	Germany					Australia		Belgium			
	Trade unionists				Number unemployed in receipt of benefit	Trade unionists		Unemployment insurance societies			
	Wholly unemployed		Partially unemployed			Number unem- ployed	Per cent.	Wholly unemployed		Partially unemployed	
	Number	Per cent.	Number	Per cent.				Number	Per cent.	Number	Per cent.
1923 Feb.	431,765	10.4	151,616	3.6	1,237,504	*	*	7,480	1.2	24,932	4.0
March	383,224	9.2	155,797	3.7	1,121,150	45,638	10.7	5,294	0.8	17,108	2.7
April	295,135	6.9	180,712	4.2	729,329	*	*	4,922	0.8	17,769	2.8
May	270,103	6.3	215,759	5.0	629,470	*	*	4,092	0.7	22,574	3.6
June	268,443	6.2	255,090	5.9	610,697	46,656	11.2	3,709	0.6	19,115	3.0
July	273,696	6.3	283,562	6.5	564,034	*	*	4,471	0.7	23,798	3.8
Aug.	288,375	6.5	312,051	7.1	571,475	*	*	3,397	0.5	23,888	3.8
Sept.	293,601	6.6	303,466	6.9	577,093	47,745	11.4	3,464	0.6	20,561	3.3
Oct.	325,293	7.3	303,737	6.8	670,007	*	*	3,957	0.6	22,458	3.5
Nov.	427,516	9.5	339,461	7.6	1,009,653	*	*	3,407 ¹	0.6 ¹	13,832 ²	2.2 ²
Dec.	748,760	16.7	336,270	7.5	1,702,342	—	9.9	—	—	—	—
1924 Jan.	—	—	—	—	2,029,387 ²	*	*	—	—	—	—
Number on which latest percentages are based											
4,483,600					*	419,899		626,876			

¹ Approximate figures. ² Figure for 15 January.

The sign * signifies "no figures published". The sign — signifies "figures not yet received".

TABLE I (cont.)

Date (end of month)	Austria	Canada		Denmark		Estonia	United States		
	Compulsory insurance	Trade unionists		Trade union unemploy- ment funds		Number unemployed remaining on live register	Trade unionists		
		Number unem- ployed	Per cent.	Number unem- ployed	Per cent.		Percentage unemployed		
							Build- ing	Other industries	All industries
1928									
Feb.	223,964	12,522 ¹	7.0	71,200 ¹	25.9	4,113	39	10	18
March	193,449	11,965	6.5	61,600 ¹	21.3	3,134	38	10	18
April	154,817	9,573	5.2	42,243 ¹	16.6	2,162	32	9	16
May	130,393	6,657	3.7	39,117 ¹	14.0	1,470	25	8	13
June	118,737	5,800	3.2	37,503 ¹	13.5	883	22	7	11
July	115,211	4,500 ¹	2.5	37,087 ¹	13.6	486	24	8	12
Aug.	112,851	4,274	2.4	35,600 ¹	13.1	467	19	6	9
Sept.	112,595	4,068	2.2	33,100 ¹	12.2	706	—	—	—
Oct.	112,557	5,705	3.1	40,100 ¹	14.8	1,511	—	—	—
Nov.	155,235	—	—	47,700 ¹	17.6	4,369	—	—	—
Dec.	237,661	—	—	67,850 ¹	25.0	7,770	—	—	—
1929									
Jan.	—	—	—	74,900	27.6	—	—	—	—
Number on which latest percentages are based	*	184,580		272,428		*	*		

Date (end of month)	Finland	France	Great Britain and Northern Ireland				Hungary			Irish Free State	
	Number of unem- ployed registered	Number unemployed in receipt of benefit	Compulsory insurance				Trade unionists			Compulsory insurance	
			Wholly unemployed		Temporary stoppages		Christian	Social-Democratic		Compulsory insurance	
			Number	Per cent.	Number	Per cent.	Number unem- ployed	Number unem- ployed	Per cent.	Number unem- ployed	Per cent.
1928 Feb.	2,535	14,408	967,595	8.2	259,909	2.2	1,029	16,215	10.8	31,949	13.0
March	2,139	10,473	903,305	7.7	223,817	1.9	1,054	15,194	10.0	*	*
April	1,482	7,273	898,019	7.6	222,729	2.0	1,016	14,027	9.3	*	*
May	868	3,746	893,304	7.6	274,705	2.3	955	13,275	8.7	26,449	10.8
June	811	1,659	917,726	7.8	355,634	3.0	1,001	12,840	8.5	*	*
July	762	1,095	958,567	8.1	418,464	3.6	875	12,242	8.1	*	*
Aug.	857	1,010	979,926	8.3	395,293	3.4	832	12,523	8.3	22,843	9.3
Sept.	946	562	1,019,179	8.6	335,832	2.9	818	12,134	8.0	*	*
Oct.	1,630	453	1,059,429	8.9	344,482	2.9	1,003	12,212	9.3	*	*
Nov.	3,045	503	1,105,974	9.3	347,243	2.9	841	12,313	9.6	27,724	9.9
Dec.	2,868	895	1,083,207	9.1	250,504	2.1	825	14,362	—	*	*
1929 Jan.	—	1,664	1,169,633	9.8	296,104	2.5	—	—	—	*	*
Number on which latest percentages are based	*	*	11,681,500				*	151,100 ¹		280,905	

¹ Approximate figures.

The sign * signifies "no figures published".

The sign — signifies "figures not yet received".

TABLE I (cont.)

Date (end of month)	Italy		Latvia	Norway		New Zealand		Netherlands		
	Number of unemployed registered		Number unemployed remaining on live register	Trade unionists (10 unions)		Number unemployed remaining on live register	Trade unionists		Unemployment insurance societies	
	Wholly unempl.	Partially unempl.		Number unemployed	Per cent.		Number unemployed	Per cent.		Number unemployed
1928 Feb.	413,383	58,109	6,461	8,642	25.9	28,290	6,605	11.4	27,505	9.0
March	411,785	47,036	5,570	8,130	24.4	26,692	•	•	19,740	6.3
April	356,795	45,833	2,950	7,654	28.8	24,719	•	•	15,620	5.0
May	306,629	45,569	1,295	—	18.0	19,871	6,478	11.5	14,083	4.4
June	247,021	30,296	1,223	4,925	14.4	16,747	•	•	14,302	4.4
July	234,210	27,590	928	4,674	13.6	15,365	•	•	17,100	5.3
Aug.	248,100	24,319	965	4,834	13.9	15,817	6,298	11.3	16,670	5.2
Sept.	268,883	28,746	1,914	—	—	17,180	•	•	15,697	4.7
Oct.	252,379	25,339	5,179	5,677	16.1	20,464	•	•	15,038	5.1
Nov.	321,123	24,814	9,184	6,171	17.4	23,033	5,523	10.0	18,579	6.2
Dec.	363,551	27,278	14,030	—	—	24,228	•	•	35,000 ¹	10.6 ¹
1929 Jan.	—	—	62,840	—	—	24,393	•	•	—	—
Number on which latest percentages are based	•		•	35,383		•	55,843		335,000 ¹	

Date (end of month)	Poland	Russia	Serb-Croat-Slovene Kingdom	Sweden		Switzerland		Czechoslovakia	
	Number unemployed registered	Number unemployed remaining on live register	Number unemployed registered	Trade unionists		Unemployment funds		Trade union insurance funds	
				Number unemployed	Per cent.	Per cent. unemployed		Number unemployed in receipt of benefit	Per cent.
1928 Feb.	179,644	1,482,800	18,968	35,183	13.2	•	•	20,131	1.8
March	167,676	1,576,400	7,582	36,722	13.3	1.9	1.0	17,734	1.6
April	163,016	1,598,700	9,123	32,218	11.7	•	•	16,683	1.4
May	135,542	1,570,060	6,820	22,978	8.2	•	•	16,556	1.4
June	116,247	1,471,320	5,696	21,257	7.6	1.2	0.8	13,408	1.2
July	100,487	1,339,810	4,696	20,238	7.4	•	•	13,627	1.2
Aug.	90,976	1,314,000	4,108	19,826	7.1	•	•	15,588	1.4
Sept.	82,642	1,374,000	5,587	22,159	7.6	1.1	1.0	16,304	1.5
Oct.	79,478	—	—	27,008	9.1	•	•	13,228	1.1
Nov.	97,414	—	—	32,229	10.8	•	•	12,532	1.1
Dec.	123,144	—	—	51,298 ¹	17.2	—	—	—	—
1929 Jan.	161,189	—	—	—	—	•	•	—	—
Number on which latest percentages are based	•	•	•	298,246		262,538		1,308,249 ¹	

¹ Provisional figures.

The sign * signifies "no figures published".

The sign — signifies "figures not yet received".

TABLE II. STATISTICS OF EMPLOYMENT

Date (end of month)	Germany ¹	Canada ¹	Estonia ¹	United States	Switzerland
	Index number of employment				
	Membership of sickness funds on 1 Jan. 1925=100	Number employed on 17 Jan. 1920=100	Number employed on 1 Jan. 1927=100	Average number employed in 1923=100	Number employed in March 1925=100
1928 Feb.	104.2	101.4	108.9	85.5	•
March	105.3	101.1	110.0	86.1	106.7
April	109.5	105.5	111.7	85.7	•
May	111.8	112.4	119.1	85.5	•
June	112.3	116.3	118.7	85.6	110.1
July	112.4	119.9	120.4	84.7	•
Aug.	112.4	119.5	116.9	86.0	•
Sept.	112.1	118.9	112.1	87.3	—
Oct.	111.3	114.1	111.8	88.1	•
Nov.	—	116.7	110.3	87.7	•
Dec.	—	109.1 ²	—	87.8	—
1929 Jan.	—	—	—	—	•
Number of persons on which latest figures are based	•	981,723	39,131	4,168,820	220,819

¹ The figures relate to the 1st of the following month. ² From 1 January 1929 onward the number employed in 1926 = 100.

The sign • signifies "no figures published". The sign — signifies "figures not yet received".

Index Numbers of the Cost of Living and Retail Prices

Tables I to V give for a number of countries index numbers of the cost of living, food, clothing, heating and lighting, and rent. Notes on the sources and methods of compilation of the statistics were given in the *Review* for July 1924 and later months.

TABLE I. COST-OF-LIVING INDEX NUMBERS

(Base, as far as possible, July 1914 = 100)

Country	South Africa (Union)	Germany	Australia	Austria	Belgium	Bulgaria	Canada	Chile	Denmark	Danzig	Egypt	Estonia
Towns and localities	9	72	6	Vienna	59	12	60	Chile	100	Danzig	Cairo	Tallinn
1928 Jan.	132	151	*	107	209	2735	157	—	176	140	152	108
Feb.	131	151	*	107	206	2777	156	—	*	139	151	109
March	132	151	147	107	203	2791	156	—	*	140	151	111
April	133	151	*	107	204	2841	155	—	176	141	151	113
May	133	151	*	107	212	2857	155	—	*	139	149	113
June	132	151	—	109	204	2818	155	—	*	140	149	112
July	131	153	*	108	205	2801	155	—	176	140	151	116
Aug.	131	154	*	108	206	2742	157	—	*	141	153	114
Sept.	131	152	—	109	209	2757	157	—	*	141	153	112
Oct.	131	152	*	109	212	2796	157	—	172	140	155	112
Nov.	131	152	*	109	217	—	157	—	*	140	155	113
Dec.	131	153	—	109	215	—	158	—	*	142	155	113
1929 Jan.	—	153	*	109	—	—	153	—	—	—	—	—

Country	United States	Finland	France	Great Britain	Greece	Hungary	India	Dutch Indies	Irish Free State	Italy	Latvia	Lithuania
Towns and localities	32	21	Paris	630	Athens	Budapest	Bombay		105	Milan	Riga	84
1928 Jan.	*	1216	*	166	155	112	148	151	177	531	102	136
Feb.	*	1206	*	164	154	112	145	148	*	533	105	136
March	*	1214	507	164	153	114	144	148	*	531	105	135
April	*	1212	*	164	153	114	147	146	170	531	106	134
May	*	1207	*	165	153	117	140	145	*	526	107	136
June	170	1219	519	165	152	118	147	144	*	530	109	136
July	*	1236	*	165	148	118	146	145	173	526	113	139
Aug.	*	1258	*	165	146	120	145	147	*	522	120	144
Sept.	*	1249	519	166	145	121	146	150	*	526	113	137
Oct.	*	1254	*	167	148	119	146	150	176	523	114	136
Nov.	*	1262	*	168	148	118	147	—	*	534	114	136
Dec.	171	1260	521	167	146	118	148	—	*	541	114	137
1929 Jan.	*	1242	*	165	—	—	148	—	177	—	—	—

Country	Luxemburg	Norway	New Zealand	Netherlands	Peru	Poland	Rumania	Russia	Sweden	Switzerland	Czechoslovakia
Towns and localities	Luxemburg	31	4	Amsterdam	Lima	Warsaw	Whole country	229	49	33	Prague
1928 Jan.	800	194	*	*	178	120	4000	205	*	161	734
Feb.	797	194	161	*	177	118	4120	203	*	161	732
March	795	193	*	169	176	119	4061	203	171	160	730
April	794	193	*	*	176	121	4085	206	*	160	731
May	794	193	162	*	176	121	4090	206	*	160	736
June	805	193	*	170	177	122	4099	210	173	161	734
July	813	193	*	*	175	123	408	209	*	161	746
Aug.	821	192	161	*	175	122	4100	210	*	161	754
Sept.	811	185	*	169	175	122	4135	207	172	161	749
Oct.	816	184	*	*	169	123	4206	209	*	162	726
Nov.	844	184	163	*	163	125	4231	212	*	162	721
Dec.	845	181	*	—	168	125	4237	—	170	162	725
1929 Jan.	848	181	*	*	167	125	—	—	*	161	—

* 1921 = 100.

* 1913 = 100.

* 1911-1913 = 100

The sign * signifies "no figures published". The sign — signifies "figures not yet received".

TABLE II. FOOD INDEX NUMBERS

(Base, as far as possible, July 1914 = 100)

Country	South Africa (Union)	Germany	Australia	Austria	Belgium	Bulgaria	Canada	Denmark	Egypt	Spain	Estonia
Towns and localities	9	72	30	Vienna	59	12	60	100	Cairo	Madrid	Tallinn
1928 Jan.	119	152	153	118	210	2734	152	152	143	178	113
Feb.	118	151	152	117	207	2778	150	*	142	175	114
March	118	151	153	116	201	2790	149	*	139	176	117
April	119	151	154	117	202	2851	148	152	140	174	121
May	120	151	154	117	199	2899	147	*	139	171	121
June	118	152	154	122	203	2830	146	*	140	172	120
July	116	154	152	119	204	2874	147	153	144	173	127
Aug.	115	156	150	120	206	2747	151	*	143	174	124
Sept.	115	153	150	120	208	2760	152	*	148	178	119
Oct.	115	152	150	120	213	2794	154	146	151	179	120
Nov.	115	152	150	120	217	—	154	*	—	181	121
Dec.	115	153	152	119	218	—	154	*	—	—	120
1929 Jan.	—	153	—	120	—	—	154	—	—	—	—

Country	United States	Finland	France	Great Britain	Greece	Hungary	India	Dutch Indies*	Irish Free State	Italy
Towns and localities	51	21	Paris	630	Athens	Budapest	Bombay		105	Milan
1928 Jan.	151	1126	530	159	146	122	146	152	175	514
Feb.	148	1112	522	155	144	121	142	151	*	518
March	148	1123	524	155	143	124	140	150	*	516
April	149	1119	532	154	144	126	144	146	162	516
May	150	1113	546	156	145	130	142	145	*	513
June	149	1126	557	157	144	132	143	145	*	520
July	149	1155	547	156	138	131	142	146	166	513
Aug.	151	1191	540	156	134	133	141	147	*	506
Sept.	154	1174	544	157	132	133	142	148	*	513
Oct.	153	1183	566	159	138	129	142	148	171	515
Nov.	154	1194	585	160	137	127	144	—	*	526
Dec.	152	1186	555	159	133	126	145	—	*	539
1929 Jan.	—	1156	—	156	—	—	145	—	173	—

Country	Latvia	Norway	New Zealand	Peru	Poland	Russia	Sweden	Switzerland	Czechoslovakia
Towns and localities	Riga	81	4	Lima	Warsaw	229	49	33	Prague
1928 Jan.	143	170	146	153	143	208	152	159	845
Feb.	144	170	145	151	138	206	151	158	842
March	138	171	145	152	140	205	152	157	838
April	139	171	144	152	142	210	153	156	844
May	139	172	147	154	142	211	154	156	847
June	144	171	147	155	143	218	156	156	843
July	147	173	146	152	144	217	156	157	853
Aug.	151	170	146	151	143	210	156	156	871
Sept.	155	164	147	151	142	215	154	157	861
Oct.	155	163	149	142	144	214	152	158	821
Nov.	161	161	149	142	148	217	152	158	813
Dec.	—	161	152	142	147	—	151	158	820
1929 Jan.	—	158	—	142	146	—	149	—	—

* 1921 = 100.

* 1913 = 100.

The sign * signifies "no figures published". The sign — signifies "figures not yet received".

TABLES III TO V. INDEX NUMBERS OF CLOTHING, HEATING AND LIGHTING, AND RENT

Country	Germany	Austria	Belgium	Canada	Denmark	Spain	Estonia	United States	Finland	France	Great Britain	Hungary	India	Irish Free State	Italy	Norway	New Zealand	Poland	Sweden	Switzerland	Czechoslovakia
Towns and localities	72	Vienna	59	60	100	Madrid	Tallinn	32	21	Paris	680	Budapest	Bombay	105	Milan	31	4	Warsaw	49	33	Prague

TABLE III. CLOTHING INDEX NUMBERS (Base, as far as possible, July 1914 = 100)

1923 Jan.	167	185	236	155	196	•	150	•	1089	•	215	185	153	196	591	•	•	189	•	162	1013
Feb.	168	185	237	155	•	•	150	•	1040	•	215	185	151	•	591	•	145	189	•	162	1018
March	169	183	240	155	•	•	150	•	1043	681	218	185	153	•	591	169	•	189	184	162	1020
April	170	183	241	157	198	•	160	•	1043	•	220	185	155	200	•	•	•	169	•	166	1020
May	170	183	240	157	•	•	160	•	1014	•	220	184	156	•	566	•	146	169	•	166	1020
June	170	183	242	157	•	•	160	163	1048	581	220	184	158	•	566	169	•	169	195	166	1033
July	171	183	244	157	198	•	160	•	1048	•	220	184	159	206	561	•	•	169	•	166	1040
Aug.	171	183	243	157	•	•	160	•	1049	•	220	184	157	•	561	•	145	169	•	166	1040
Sept.	171	183	246	157	•	•	160	•	1052	591	220	184	156	•	561	168	•	169	186	166	1032
Oct.	171	183	247	157	198	•	160	•	1052	•	220	184	158	206	555	•	•	169	•	166	1026
Nov.	172	183	248	157	•	•	160	•	1054	•	220	184	158	•	558	•	144	169	•	166	1023
Dec.	173	183	250	157	•	•	160	•	1055	591	220	180	•	•	555	•	•	169	186	•	1023
1929 Jan.	183	•	•	•	•	•	160	•	1055	•	220	•	•	208	•	•	•	•	•	169	•

TABLE IV. HEATING AND LIGHTING INDEX NUMBERS (Base, as far as possible, July 1914 = 100)

1928 Jan.	146	100	176	159	190	168	82	•	1440	•	170	124	144	172	420	•	•	113	168	139	819
Feb.	146	100	170	159	•	169	82	•	1430	•	170	122	145	•	408	•	179	114	168	139	819
March	145	99	168	159	190	171	81	•	1438	647	170	122	145	172	407	167	•	115	168	139	819
April	144	99	168	158	•	171	81	•	1436	•	170	119	158	•	407	•	•	116	168	138	819
May	144	99	168	158	•	171	81	177	1436	504	168	119	168	•	407	162	179	120	165	137	819
June	144	99	170	158	185	171	81	•	1436	•	168	119	168	163	407	•	•	124	164	136	819
July	144	99	168	157	185	171	81	•	1424	165	165	122	168	103	407	•	•	121	•	136	819
Aug.	145	99	169	157	•	171	84	•	1421	•	165	121	161	•	407	•	179	121	•	135	819
Sept.	147	99	170	157	•	173	84	•	1429	510	168	127	144	•	407	169	•	123	162	135	842
Oct.	149	99	172	157	183	173	85	•	1429	•	170	129	144	173	407	•	•	130	160	136	842
Nov.	151	99	174	157	•	173	84	•	1441	•	170	129	143	•	408	•	178	135	160	136	842
Dec.	151	100	175	157	•	173	85	•	1452	515	170	129	143	•	408	•	•	137	159	138	842
1929 Jan.	•	100	•	•	•	174	•	•	1450	•	170-175	•	•	176	•	•	•	•	160	135	•

TABLE V. RENT INDEX NUMBERS (Base, as far as possible, July 1914 = 100)

1928 Jan.	126	14	208	159	189	•	52	•	1411	•	151	75	172	127	400	•	•	53	•	174	261
Feb.	126	14	209	159	•	•	52	•	1411	•	151	75	172	•	400	•	188	53	•	174	261
March	126	14	209	159	193	•	52	•	1411	275	151	75	172	•	400	179	•	53	189	174	261
April	126	14	209	159	•	•	52	•	1411	•	151	80	172	127	400	•	•	56	•	177	261
May	126	14	209	159	•	•	52	158	1411	275	151	80	172	•	400	179	189	56	199	177	261
June	126	14	209	159	193	•	52	•	1430	•	151	80	172	128	401	•	•	58	•	177	278
July	126	14	210	159	•	•	52	•	1430	•	151	80	172	•	401	•	190	58	•	177	278
Aug.	126	14	210	159	•	•	52	•	1430	300	151	85	172	•	401	179	•	58	190	177	278
Sept.	126	14	210	159	193	•	52	•	1430	•	150	85	172	127	408	•	•	58	190	177	278
Oct.	126	14	211	159	•	•	52	•	1430	•	150	85	172	•	408	•	•	58	•	177	278
Nov.	126	15	212	159	•	•	52	•	1430	800	152	86	172	•	408	190	•	58	199	177	278
Dec.	126	15	211	•	•	•	52	•	1430	•	152	172	•	•	•	•	•	58	•	177	276
1929 Jan.	•	15	•	•	•	•	•	•	1480	•	152	•	•	127	•	•	•	•	•	177	•

1921 = 100, 1918 = 100. The sign • signifies "no figures published". The sign — signifies "figures not yet received".

BIBLIOGRAPHY

Recent Labour Legislation

The list of laws and orders and international conventions given below continues the list published in previous numbers of the *Review*. The titles are, as a rule, given in the original language, with abbreviated translations of all those other than English, French, and German. A brief statement of the subject is added where the title itself does not indicate it. Abbreviated titles of sources have been used.¹ Those entries in the list marked with an asterisk (*) will be reproduced in full in English, French, and German in the *Legislative Series* of the International Labour Office.

LEGISLATION OF 1928

TERRITORY UNDER THE CONTROL OF THE LEAGUE OF NATIONS

Saar Territory

Verordnung zur Veröffentlichung des zwischen der Regierungskommission des Saargebietes und der französischen Regierung am 12. November 1928 zu Paris getätigten Abkommens, betreffend Gewährung steuerlicher Erleichterungen in Frankreich und im Saargebiete, hinsichtlich der Sozialabzüge und Herabsetzung der Steuergrundlage. Nr. 694. Vom 18. Dezember 1928. (Amtsblatt, 1928, No. 50, p. 911.)

MANDATED TERRITORY

New Guinea

An Ordinance to amend the Natives Contracts Protection Ordinance, 1921-1927. No. 25 of 1928. Dated 5 November 1928. (Commonwealth of Australia Gazette, 1928, No. 121, p. 3073.)

¹ *List of abbreviations*: A. N. = Amtliche Nachrichten des Oesterreichischen Bundesministeriums für Soziale Verwaltung; B. G. Bl. = Bundesgesetzblatt; B. I. R. S. = Boletín del Instituto de Reformas Sociales; B. M. T. = Bulletin du Ministère du Travail; B. O. M. T. = Boletín Oficial del Ministerio de Trabajo, Comercio e Industria; C. S. R. = Commonwealth Statutory Rules; D. R. A. = Deutscher Reichsanzeiger; Drj. Vest. = Drjaven Vestnik; E. K. N. = Ergatiké kai Koinoniké Nomothesia (parartéma B') (published by the Ministry of National Economy); Eph. Kyb. = Ephéméris tès Kybernésios (Teuchos proton); G. U. = Gazzotta Ufficiale; I. N. K. T. = Izvestia Narodnogo Komissariata Trooda; J. O. = Journal Officiel; Lik. = Likumu un Minustru Kabineta Noteikumu Krajums; R. Arb. Bl. = Reichsarbeitsblatt; R. d. T. = Revue du Travail; R. G. Bl. = Reichsgesetzblatt; S. R. & O. = Statutory Rules and Orders; Sb. z. a n. = Sbírka zákonu a narizení (Collection of Laws and Orders of the Czechoslovak Republic); L. S. = Legislative Series of the International Labour Office

An Ordinance to amend the Native Labour Ordinance, 1922-1927. No. 28 of 1928. Dated 5 November 1928. (Commonwealth of Australia Gazette, 1928, No. 121, p. 3075.)

INTERNATIONAL

Saar Territory-France

Convention concernant les réductions et dégrèvements en France et en Sarre pour charges de famille. Du 12 novembre 1928.

Abkommen betreffend die Gewährung von Erleichterungen auf steuerlichem Gebiete in Frankreich und im Saargebiet, hinsichtlich der Sozialbezüge und Herabsetzung der Steuergrundlage. Vom 12. November 1928. (Amtsblatt, 1928, No. 50, p. 911.)

AUSTRALIA

Commonwealth

Amendments of Transport Workers Regulations. (Regulations 2, 7, 9, 10, and 15 amended; 5A, 8A, and Form D added.) Dated 30 October 1928. (C.S.R., 1928, No. 111.)

Territory for the Seat of Government

An Ordinance relating to public health. No. 21 of 1928. Dated 5 November 1928. (Commonwealth of Australia Gazette, 1928, No. 121, p. 3044.)

Territory of Central Australia

An Ordinance to amend the Aborigines Ordinance, 1918-1927, as amended by the Aborigines Ordinance, 1928. No. 21 of 1928. Dated 5 November 1928. (Commonwealth of Australia Gazette, 1928, No. 121, p. 3049.)

An Ordinance to provide for the registration of nurses and midwives. Dated 5 November 1928. No. 22 of 1928. (Commonwealth of Australia Gazette, 1928, No. 121, p. 3050.)

Northern Territory

An Ordinance to amend the Aborigines Ordinance, 1918-1927, as amended by the Aborigines Ordinance, 1928. No. 23 of 1928. Dated 5 November 1928. (Commonwealth of Australia Gazette, 1928, No. 121, p. 3062.)

An Ordinance to provide for the registration of nurses and midwives. No. 24 of 1928. Dated 5 November 1928. (Commonwealth of Australia Gazette, 1928, No. 121, p. 3063.)

New South Wales

Regulations under the Industrial Arbitration Act, 1912, Industrial Arbitration (Amendment) Act, 1926, and Industrial Arbitration (Amendment) Act, 1927. Dated 21 September 1928. (N.S.W. Industrial Gazette, 1928, Vol. XXXIV, No. 3, p. 308.)

Queensland

An Act to make provision for the training, qualification, and registration of nurses and masseurs; and for other purposes. No. 10. Assented to 27 October 1928. (Queensland Government Gazette, 7 November 1928, No. 111, p. 1521.)

An Act to further amend "The Police Acts Amendment Act of 1921" (as amended by "The Police Acts Amendment Act of 1924") in certain particulars. No. 15. Assented to 30 October 1928. (Queensland Government Gazette, 7 November 1928, No. 116, p. 1559.)

An Act to amend "The Coal Mining Act of 1925" in certain particulars. No. 18. Assented to 14 November 1928. (Queensland Government Gazette, 21 November 1928, No. 133, p. 1707.)

An Act to amend "The State Children Acts, 1911 to 1924," in certain particulars, and to further amend "The Criminal Code". No. 19. Assented to 14 November 1928. (Queensland Government Gazette, 21 November 1928, No. 134, p. 1713.)

An Act to amend "The Aborigines Protection and Restriction of the Sale of Opium Act, 1897," in certain particulars. No. 20. Assented to 14 November 1928. (Queensland Government Gazette, 21 November 1928, No. 135, p. 1717.)

An Act to provide for the registration and to regulate the practice of architects; and for other incidental purposes. No. 21. Assented to 14 November 1928. (Queensland Government Gazette, 21 November 1928, No. 136, p. 1719.)

An Act to amend the laws relating to harbour boards in certain particulars. No. 22. Assented to 14 November 1928. (Queensland Government Gazette, 21 November 1928, No. 137, p. 1733.)

Order in Council to provide that the provisions of section 5A of the Unemployed Workers Insurance Acts, 1922 to 1927, shall, from and after the twenty-second day of October 1928, apply in respect of the employers of such workers as are engaged throughout the State of Queensland in the calling of waterside workers. Dated 1 November 1928. (Queensland Government Gazette, 1928, Vol. CXXXI, No. 110, p. 1496.)

AUSTRIA

Bundesgesetz vom 6. Dezember 1928, womit das Gesetz vom 25. April 1919, St.G.Bl. Nr. 245 (Invalidenentschädigungsgesetz), in der Fassung des Gesetzes vom 17. Februar 1927, B.G.Bl. Nr. 66, ergänzt wird (X. Novelle zum Invalidenentschädigungsgesetz). (B.G.Bl., 1928, 89. Stück, No. 318, p. 2077.)

Verordnung des Bundesministers für soziale Verwaltung im Einvernehmen mit den beteiligten Bundesministern vom 10. November 1928 über die Bewertung der Sachbezüge für Zwecke der Landarbeiterversicherung. (B.G.Bl., 1928, 81. Stück, No. 298, p. 1963.)

Verordnung des Bundesministers für soziale Verwaltung im Einvernehmen mit den beteiligten Bundesministern vom 22. November 1928, betreffend die Durchführung der Altersfürsorge nach dem Landarbeiterversicherungsgesetz. (B.G.Bl., 1928, 85. Stück, No. 307, p. 2044.)

Verordnung des Bundesministers für soziale Verwaltung vom 23. November 1928, betreffend die Abänderung der III. Durchführungsverordnung zum Angestelltenversicherungsgesetz. (B.G.Bl., 1928, 86. Stück, No. 310, p. 2047.)

Verordnung des Bundesministers für soziale Verwaltung im Einvernehmen mit den beteiligten Bundesministern vom 4. Dezember 1928 über die Einrichtung und Führung von Lohnlisten für Zwecke der Landarbeiterversicherung. (B.G.Bl., 1928, 90. Stück, No. 324, p. 2083.)

Verordnung des Bundesministers für soziale Verwaltung im Einvernehmen mit dem Bundesminister für Land- und Forstwirtschaft vom 6. Dezember 1928, betreffend die Durchführung der Landarbeiterversicherung hinsichtlich der bei mehreren Arbeitgebern und der unständig Beschäftigten. (B.G.Bl., 1928, 90. Stück, No. 326, p. 2084.)

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Salzburg

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BASUTOLAND

Proclamation to consolidate and amend the law with regard to trading in Basuto- and to provide for the payment of licence fees in connection therewith.

No. 28 of 1928. Dated 20 November 1928. (Official Gazette of the High Commissioner for South Africa, 1928, Vol. CIV, No. 1424, p. 15.)

BELGIUM

Loi approuvant l'accord relatif aux travailleurs frontaliers et saisonniers, conclu le 4 juillet 1928, entre la Belgique et la France. Du 10 novembre 1928. (Moniteur belge, 1928, No. 356, p. 5349.)

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BULGARIA

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CUBA

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Resolución. — 17 de septiembre de 1928. [Cierre de los establecimientos comerciales.] (Gaceta Oficial de Cuba, 1928, No. 69, p. 5418.)

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Resolución. — 15 de Octubre de 1928. [Cierre de los establecimientos comerciales.] (Gaceta Oficial de Cuba, 1928, No. 92, p. 7219.)

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FINLAND

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[Order respecting certificates of competency for regular pilots. Dated 15 June 1928.]

FRANCE

Décret fixant les conditions des élections des représentants du personnel et des représentants des exploitants à la caisse autonome mutuelle des retraites des agents des chemins de fer secondaires, des chemins de fer d'intérêt local et des tramways. Du 30 novembre 1928. (J.O., 1928, No. 286, p. 12672 ; errata : No. 287, p. 12704.)

Décret fixant le statut disciplinaire du personnel des établissements nationaux. Du 7 décembre 1928. (J.O., 1928, No. 293, p. 12934.)

Décret complétant le décret du 19 juin 1928 relatif à l'adaptation des dispositions des articles 63 et 65 à 69 de la loi de finances du 27 décembre 1927 au régime local des pensions d'Alsace et de Lorraine. Du 7 décembre 1928. (J.O., 1928, No. 294, p. 12950.)

Décret concernant les tarifs de la caisse nationale d'assurances en cas de décès. Du 8 décembre 1928. (J.O., 1928, No. 296, p. 13026.)

FRENCH COLONIES

Ivory Coast

Arrêté fixant le mode et le taux de rétribution des heures supplémentaires de travail fourni par les agents du Service du Wharf [de Grand-Bassam]. Du 4 mai 1928. No. 664. (J.O. de la Côte d'Ivoire, 1928, No. 9, p. 287.)

New Caledonia

Arrêté No. 934 fixant la réglementation et la rémunération des heures supplémentaires de travail pour les divers services de la Colonie autres que celui des Postes et Télégraphes. Du 24 août 1928. (J.O. de la Nouvelle-Calédonie et dépendances, 1928, No. 3459, p. 813.)

Arrêté No. 936 fixant la réglementation et la rémunération des heures supplémentaires de travail pour le Service de Postes et Télégraphes. Du 24 août 1928. (J.O. de la Nouvelle-Calédonie et dépendances, 1928, No. 3459, p. 813.)

GERMANY

Verordnung über Kurzarbeiterunterstützung. Vom 30. Oktober 1928. (R.Arb. Bl., 1928, No. 31, p. I 258.)

Verordnung über die Prüfung der Bedürftigkeit bei der Krisenunterstützung für Arbeitslose. Vom 6. November 1928. (R.G.Bl., I, 1928, No. 39, p. 385.)

Verordnung über die Ausdehnung des Bezirkes des Fachausschusses für die Papier- und Kartonnagen-Industrie, Sitz Stuttgart. Vom 8. November 1928. (R.G.Bl., I, 1928, No. 40, p. 398.)

Verordnung über Krankenbehandlung und Berufsfürsorge in der Unfallversicherung. Vom 14. November 1928. (R.G.Bl., I, 1928, No. 40, p. 387.)

Verordnung über Geschäftsberichte der Versicherungsämter und Obergesundheitsämter. Vom 17. November 1928. (R.G.Bl., I, 1928, No. 40, p. 391.)

Verordnung zur Aenderung der Verordnung über die Bildung von Betriebsvertretungen nach dem Betriebsrätegesetz im Bereiche der Reichs-Post- und Telegraphenverwaltung vom 18. Januar 1923. Vom 7. Dezember 1928. (R.G.Bl., I, 1928, No. 43, p. 404.)

Verordnung über Aenderung der Ausführungsbestimmungen zur Verordnung über Aerzte und Krankenkassen. Vom 18. Dezember 1928. (R.G.Bl., I, 1928, No. 44, p. 410.)

Prussia

Verordnung zur Abänderung der Verordnung zur Ausführung des § 61 des Betriebsrätegesetzes vom 4. Februar 1920 (Reichs-Gesetzbl. S. 147) bei den dem Minister für Handel und Gewerbe unterstellten Behörden, Schulen und Anstalten vom 21. Juli 1926 (Gesetzsamml. S. 222). Vom 10. Dezember 1928. (Preussische Gesetzsammlung, 1928, No. 37, p. 213.)

GREAT BRITAIN

An Act to provide that, for the purpose of the power of the Treasury to make advances to the Unemployment Fund during the period ending on the thirty-first day of December, one thousand nine hundred and thirty, the total amount of the advances which may be outstanding during the deficiency period shall be increased to forty million pounds. Dated 28 November 1928. (19 Geo. V, ch. 1.)

* The Horizontal Milling Machines Regulations, 1928, dated 10 July 1928, made by the Secretary of State under section 79 of the Factory and Workshop Act, 1901 (1 Edw. VII, ch. 22). (S.R. & O., 1928, No. 548.)

The National Health Insurance and Contributory Pensions (Voluntary Contributors) Amendment Regulations, 1928, dated 30 July 1928, made by the National Health Insurance Joint Committee, the Minister of Health and the Scottish Board of Health, acting jointly and in conjunction with the Treasury, under sub-sections (2) and (4) of section 13 of the Widows', Orphans' and Old-Age Contributory Pensions Act, 1925 (15 & 16 Geo. V, ch. 70). (S.R. & O., 1928, No. 677.)

The Contributory Pensions (Claims and Payment) Amendment Regulations, 1928, dated 1 August 1928, made by the National Health Insurance Joint Committee, the Minister of Health and the Scottish Board of Health, in conjunction with the Treasury and the Postmaster-General, under the Widows', Orphans' and Old-Age Contributory Pensions Act, 1925 (15 & 16 Geo. V, ch. 70). (S.R. & O., 1928, No. 683.)

The Trade Boards (Hat, Cap and Millinery Trade, England and Wales) (Constitution and Proceedings) Regulations, 1928, dated 15 October 1928, made by the Minister of Labour under section 11 of the Trade Boards Act, 1909 (9 Edw. VII, ch. 22). (S.R. & O., 1928, No. 678.)

Order M.D.(14), dated 20 November 1928, confirming general minimum time rates and overtime rates for male and female workers employed in those branches of the trade included by the Trade Boards (Milk Distributive Trade, England and Wales) (Constitution and Proceedings) Regulations, 1928, who were not included by the Trade Boards (Milk Distributive Trade, England and Wales) (Constitution and Proceedings) Regulations, 1926, and specifying 26 November 1928 as the date from which such minimum rates should become effective. (Ministry of Labour Gazette, 1928, Vol. XXXVI, No. 12, p. 465.)

The National Health Insurance (Medical Benefit) Consolidated Regulations, 1928, dated 26 November 1928, made by the Minister of Health under the National Health Insurance Act, 1924 (14 & 15 Geo. V, ch. 38). (S.R. & O., 1928, No. 965.)

The Unemployment Insurance (Associations) Regulations, 1928, dated 3 December 1928, made by the Minister of Labour under the Unemployment Insurance Act, 1920 (10 & 11 Geo. V, ch. 30). (S.R. & O., 1928, No. 961.)

The Coal Mines General Regulations (Rescue), 1928, 10 December 1928, made by the Board of Trade under sections 85 and 86 of the Coal Mines Act, 1911 (1 & 2 Geo. V, ch. 50). (S.R. & O., 1928, No. 971.)

Scotland

Order M.D.S.(16), dated 20 November 1928, confirming general minimum time rates and overtime rates for male and female workers employed in those branches of the trade included by the Trade Boards (Milk Distributive Trade, Scotland) (Constitution and Proceedings) Regulations, 1928, who were not included by the Trade Boards (Milk Distributive Trade, Scotland) (Constitution and Proceedings) Regulations, 1926, and specifying 26 November as the date from which such minimum rates should become effective. (Ministry of Labour Gazette, 1928, Vol. XXXVI, No. 12, p. 465.)

GREECE

Act to ratify the Legislative Decree of 12 December 1927, to ratify and amend the Legislative Decree of 10 September 1926, to amend and supplement the provisions in force respecting private commercial education and to add certain provisions respecting commercial education in general. Dated 17 July 1928. (Eph. Kyb., 1928, I, No. 153, p. 1205.)

INDIA

India : Passage (Subordinate) Rules : Amendment, made 22 August 1928, by the Secretary of State for India in Council under section 96B (2) of the Government of India Act. (S.R. & O., 1928, No. 686.)

India : Fundamental Rules : Amendment, made 5 September 1928, by the Secretary of State for India in Council under section 96B (2) of the Government of India Act. (S.R. & O., 1928, No. 682.)

[Calculation of leave in case of re-employment of retired employees.]

India : Superior Civil Services (Revision of Pay, Passage and Pension) Rules : Amendment, made 19 September 1928, by the Secretary of State for India in Council under section 96B (2) and (3) of the Government of India Act. (S.R. & O., 1928, No. 684.)

India : Superior Civil Services (Revision of Pay, Passage and Pension) Rules : Amendment, made 3 October 1928, by the Secretary of State for India in Council under section 96B (2) of the Government of India Act. (S.R. & O., 1928, No. 697.)

ITALY

R. decreto 4 novembre 1928, n. 2325. Disposizioni per l'unificazione legislativa nei territori annessi al Regno. (Numero di pubblicazione : 2785.) (G.U., 1928 No. 257, p. 5374.)

[Royal Decree No. 2325, to issue provisions respecting the rendering uniform of the legislation in the territories annexed to Italy. Dated 4 November 1928.]

LATVIA

Pargrozījumi un papildinājumi noteikumos par kuģniecības nelaimes gadījumu izmeklesanu. 1928. g. 30. oktobri. (Lik., 1928, 24. burtnīca, No. 199, p. 618.) [Amendments and supplements to the Order respecting enquiries into shipping casualties. Dated 30 October 1928.]

* Noteikumi par jurniekiem. 1928. g. 30. oktobri. (Lik., 1928, 25. burtnīca, No. 212, p. 624.)

[Order respecting seamen. Dated 30 October 1928.]

Noteikumi par tirdzniecības kugu aplukosanu. 1928. g. 30. oktobri. (Lik. 1928, 25. burtnica, No. 213, p. 635.)

[Order respecting the inspection of merchant vessels. Dated 30 October 1928.]

LITHUANIA

Zemes tvarkymo istatymo pakeitimas. 1928 m. rugsejo mėn. 1 dienos. Nr. 1879. (Vyriausybės Žinios, 1928, No. 287, p. 11.)

[Amendment of the Agrarian Reform Act, No. 1879. Dated 1 September 1928.]

LUXEMBURG

Arrêté du 9 novembre 1928, réglant l'organisation de la commission supérieure des maladies professionnelles.

Beschluss vom 9. November 1928, betreffend die Organisation der Höheren Kommission für die Berufskrankheiten. (Mémorial, 1928, No. 52, p. 849.)

Arrêté du 4 décembre 1928, concernant l'élection des délégués-ouvriers en matière d'assurance-accidents industrielle.

Beschluss vom 4. Dezember 1928, betreffend die Wahl der Arbeiter-Vertreter in Sachen der Unfallversicherung. (Mémorial, 1928, No. 55, p. 866.)

NEW ZEALAND

Order in Council issuing Rules for life-saving appliances under section 197 of the Shipping and Seamen Act, 1908. Assented to 9 November 1928. (New Zealand, Gazette, 1928, No. 85, p. 3266.)

Amended Regulations under the Mining Act, 1926. Dated 13 November 1928. (New Zealand Gazette, 1928, No. 86, p. 3343.)

NORWAY

Kongelig resolusjon i henhold til §§ 1 og 41 i lov om statskontroll med skibes sjødyktighet av 9 juni 1903 med tilleggslover. Den 9 november 1928. (Norsk Lovtidende, 1928, No. 42, p. 697.)

[Royal Resolution under sections 1 and 41 of the Act of 9 June 1903, respecting State supervision of the seaworthiness of vessels, and the Acts to amend it. Dated 9 November 1928.]

POLAND

Rozporządzenie Ministra Pracy i Opieki Społecznej, wydane w porozumieniu z Ministrem Przemysłu i Handlu i Ministrem Rolnictwa z dnia 26 września 1926 r. w sprawie zmiany podziału terytorjalnego Rzeczypospolitej Polskiej na okręgi i obwody inspekcyj Pracy. (Dziennik Ustaw, 1928, No. 89, poz. 782, p. 1989.)

[Order of the Ministry of Labour and Social Welfare in agreement with the Minister of Commerce and Industry and the Minister of Agriculture, to alter the division of the territory of Poland into labour inspection districts and local areas. Dated 26 September 1928.]

PORTUGAL

Decreto no. 15:897 — Declarando em vigor nos territórios sob a administração das Companhias de Moçambique e do Niassa o diploma legislativo colonial no. 37, do Governo Geral da Colónia de Moçambique, que aprova o regulamento dos tribunais privativos indígenas. 24 de Agosto de 1928. (Boletim Oficial da Moçambique, 1928, No. 39, p. 364.)

[Decree No. 15897, to bring into operation, in the territories under the control of the Mozambique and Nyasa Companies, Legislative Decree No. 37 of the Governor-General of Mozambique to approve the regulations for special native courts. Dated 24 August 1928.]

Decreto no. 16:055 — Promulga varias disposições sobre a construção e venda de casas economicas. 12 de Outubro de 1928. (Diário do Governo, 1928, No. 243, p. 2166; errata: No. 247, p. 2198.)

[Decree No. 16055, to issue various provisions respecting the erection and sale of cheap dwellings. Dated 12 October 1928.]

Decreto no. 16:072 — Declara não ficar sujeita a qualquer regime especial a concessão de passaportes a emigrantes portugueses para a Republica de Cuba. 26 de Outubro de 1928. (Diário do Governo, 1928, No. 247, p. 2196.)

[Decree No. 16072, to proclaim that the issue of passports to Portuguese emigrants to Cuba is not subject to any special restrictions. Dated 26 October 1928.]

Portaria no. 5:689 — Regulariza a emigração para a América do Norte. 31 de Outubro de 1928. (Diário do Governo, 1928, No. 252, p. 2264.)

[Order No. 5689, to issue regulations concerning emigration to the United States of America. Dated 31 October 1928.]

Decreto no. 16:102 — Altera o artigo 16º do decreto no. 10:782, que atribui as percentagens de 10 e 20 por cento as autoridades e agentes policiais que acusem transgressões pelo regulamento do horario do trabalho, revertendo essa percentagem a favor da assistencia publica local e o restante constituirá receita do Estado. 31 de Outubro de 1928. (Diário do Governo, 1928, No. 254, p. 2273.)

[Decree No. 16102, to amend section 16 of Decree No. 10782 (of 20 May 1925), which assigns to the police authorities and officers 10-20 per cent. of the fines imposed for the contraventions of the regulations respecting hours of work which they report, and to provide that the said percentage shall accrue to the local poor relief fund and the remainder shall be deemed to be State revenue. Dated 31 October 1928.]

Decreto no. 16:108 — Reorganiza o Conselho Superior das Colonias. 5 de Novembro de 1928. (Diário do Governo, 1928, No. 255, p. 2297.)

[Decree No. 16108, to reorganise the Superior Council for the Colonies. Dated 5 November 1928.]

Portaria no. 5:716 — Autoriza os departamentos maritimos e capitánias dos portos a inscreverem como telegrafistas nos navios da marinha mercante os individuos munidos de cartas de telegrafistas, provisórias e por viagem, passadas pela Direcção dos Serviços de Electricidade e Comunicações. 8 de Novembro de 1928. (Diário do Governo, 1928, No. 258, p. 2308.)

[Order No. 5716 of the Ministry of Marine, to authorise shipping offices and harbour authorities to sign on as wireless operators on board vessels belonging to the mercantile marine any persons who hold wireless operators' cards issued provisionally for a single voyage by the Directorate of the Electricity and Communications Services. Dated 8 November 1928.]

Decreto no. 16:135 — Regula as lotações das tripulações dos navios da marinha mercante nacional. 8 de Novembro de 1928. (Diário do Governo, 1928, No. 262, p. 2332 ; errata : No. 266, p. 2360 ; No. 271, p. 2385.)

[Decree No. 16135, to fix the strength of the crews of vessels in the mercantile marine. Dated 8 November 1928.]

PORTUGUESE COLONIES

Portuguese Guinea

Diploma legislativo no. 417, promulgando a nova organização administrativa da colonia. 20 de Julho de 1928. (Boletim Oficial da Colonia da Guiné, 1928, No. 30, p. 408.)

[Legislative Decree No. 417, to provide for the administrative reorganisation of the Colony. Dated 20 July 1928.]

Macao

Diploma legislativo no. 26, regulando a construção e arrendamento de casas aos funcionarios. 16 de Agosto de 1928. (Boletim Oficial da Colonia de Macau, 1928, No. 33, p. 598.)

[Order No. 26, respecting the construction and letting of dwellings for Government employees. Dated 16 August 1928.]

Mozambique

Diploma Legislativo da Colonia no. 37. Aprova o regulamento dos tribunais privativos indigenas que faz parte integrante dêste diploma. 12 de Novembro de 1927. (Boletim da Companhia de Moçambique, 1928, No. 19, p. 291.)

[Legislative Decree No. 37, to approve the regulations for special native courts. Dated 12 November 1927.]

SARAWAK

Notification No. 633. — General Order No. 19 (Subordinate Service Bonus Schem Regulations). Dated 7 November 1928. (Sarawak Government Gazette, 1928, Vol. XXI, No. DVIII, p. 295.)

SPAIN

Real orden haciendo las aclaraciones que se expresen relativas al importe de las multas exigidas a las Empresas navieras. 5 de Noviembre de 1928. (Gaceta de Madrid, 1928, No. 329, p. 1243.)

[Royal Order respecting the amount of fines imposed on shipping undertakings (for offences against the emigration laws). Dated 5 November 1928.]

SWITZERLAND

Loi fédérale sur la juridiction administrative et disciplinaire. Du 11 juin 1928. (Recueil des lois fédérales, 1928, No. 29, p. 837.)

Bundesgesetz über die eidgenössische Verwaltungs- und Disziplinarrechtspflege. Vom 11. Juni 1928. (Eidgenössische Gesetzsammlung, 1928, No. 29, p. 779.)

TRINIDAD AND TOBAGO

An Ordinance to amend the Prevention of Accidents Ordinance. No. 30 of 1928. Assented to 10 December 1928.

Book Notes

INTERNATIONAL PUBLICATIONS

Permanent Court of International Justice. *Jurisdiction of the Danzig Courts.* (Actions by certain railway officials against the Polish Administration.) Acts and Documents relating to Judgments and Advisory Opinions Given by the Court. No. 14-1. Thirteenth Session. Documents relating to Advisory Opinion No. 15. Leyden, A. W. Sijthoff, 1928. 592 pp.

International Conference on Cancer. *Report of the International Conference on Cancer, London, 17-20 July 1928, held under the auspices of the British Empire Cancer Campaign.* Bristol, John Wright and Sons, 1928. xxi + 588 pp.

Special mention may be made of the section of the report devoted to occupational cancer, which contains a number of general studies on the subject (J. C. BRIDGE and S. A. HENRY, W. J. O'DONOVAN, T. H. C. STEVENSON, L. CAROZZI, E. L. COLLIS, and A. H. SOUTHAM) and special studies on Schneeberg lung cancer (O. ROSTOSKI and G. SCHMORL), cancers in mineral oil refineries (A. SCOTT), mule spinners' cancer (A. H. SOUTHAM), pitch cancer (A. F. SLADDEN and W. M. de VRIES), and cancer of the scrotum (E. L. KENNAWAY).

Internationale Vereinigung der Schuh- und Lederindustrie-Arbeiter. *Protokoll über die Verhandlungen des Vierten Kongresses abgehalten in London 17-19 August 1927.* 77 pp.

International Federation for Housing and Town Planning. *International Housing and Town Planning Congress, Paris 1928.* Part III. *Report.* London. 233 pp.

The first two volumes of this report, to which attention was drawn in the *International Labour Review*, Vol. XVIII, No. 6, December 1928, p. 826, contained the documents submitted to the Congress. The third volume gives the reports of the plenary sittings and of the meetings of the committees. The speeches and discussions, together with the general reports presented at the last sitting, are given in the three official languages used (English, French and German) and are followed by a summary or a full translation in the other two.

12th International Tobacco Workers' Congress. *Report.* Paris, 1928, 176 pp.

OFFICIAL PUBLICATIONS

AUSTRALIA

Dominions Office. *Report of the Committee on Rural Credits in Australia, 27 April 1927.* Reprinted from the original as printed and published by His Majesty's Stationery Office, London, 1928. Melbourne. 14 pp.

QUEENSLAND

Department of Mines. *Annual Report of the Under-Secretary of State for Mines. Including the Reports of the Wardens, Inspectors of Mines, Government Geologists, and other Officers for the Year 1927.* Brisbane, 1928. iv + 138 pp.

TASMANIA

Mines Department. *Report of the Director of Mines for Year ending 31 December 1927.* Hobart, 1928. 38 pp.

AUSTRIA

Bundesamt für Statistik. *Statistisches Handbuch für die Republik Oesterreich. IX. Jahrgang.* Vienna, 1928. x + 208 pp.

Bundesministerium für soziale Verwaltung. *Die Amtstätigkeit der Gewerbe-Inspektorate im Jahre 1927.* Vienna, 1928. LXXIV + 178 pp.

BELGIUM

Commission pour l'Etude du problème de la main-d'œuvre au Congo Belge (1924-1925). Comité consultatif de la main-d'œuvre (1928). *Le problème de la main-d'œuvre au Congo belge. Rapports.* Brussels, 1928. 97 pp.

This brochure contains the reports furnished by the two committees set up in Belgium, at a three years' interval, to examine the increasingly acute problem of the labour supply in the Belgian Congo.

The report of the Committee appointed in 1924 first attempts an estimate of the labour resources and requirements of the colony, and concludes that, in the colony as a whole, the available labour supply should prove sufficient to satisfy the requirements of existing undertakings until 1930, on the condition, however, that the economic development of the colony is carried out circumspectly, in accordance with a programme drawn up for each district by the Government in collaboration with the undertakings interested. The report, moreover, indicates the proportion of the labour supply which, it would appear, may be drawn from the usual sources to be allocated to the requirements of colonisation without affecting the equilibrium of the native groups.

The report of the 1928 Committee is principally devoted to defining the "economic zones" outlined in the preceding report. The delimitation of these zones for the three provinces of Congo-Kasai, Equateur and Katanga was studied by sub-committees who defined those portions of the territories, already saturated, where it would seem advisable to prohibit further concessions of land and recruiting. In order to complete the constitution of these economic zones, the Committee has drawn up a questionnaire to be sent not only to employers, but also to organisations for assistance and missions, which is designed to collect accurate information on "native elements" — in other words, on possible labour resources — on the one hand, and on the "employer element", or labour requirements, on the other. The report also examines the question of recruitment and lays down the following principles: recruitment must only be carried out with due regard to the liberty of the native; the intervention of the administrative authorities, however, and an active propaganda campaign are indispensable to induce the natives to collaborate with the Europeans.

The publication of this brochure should help to enlighten the general public on the present state of the labour problem in the Belgian Congo and on the policy of the Belgian Government in regard to this delicate and complicated question.

BULGARIA

Direction générale de la Statistique. *Statistique de l'enseignement dans le Royaume de Bulgarie. Année scolaire 1923-1924.* Sofia, 1928. viii + 261 pp.

Statistics of education in Bulgaria for 1923-1924. Vocational education is dealt with in Part III.

CANADA

Department of Agriculture. Dominion Experimental Farms. *Report of the Director for the Year ending 31 March 1928.* Ottawa, 1928. 118 pp.

DENMARK

Sundhedsstyrelsen. *Medicinalberetning for den Danske Stat for aaret 1926.* By H. J. HANSEN. Copenhagen, 1928. vi + 185 pp.

Statistical report of the Danish Ministry of Health for 1926.

ESTONIA

Riigi Statistika Keskbüroo. *Eesti Põllumajandus. Statistiline Aastaraamat 1927.* VI. Annuaire de la Statistique agricole, 1927. Tallinn, 1928. viii + 207 pp.

Töö- ja Hooekandeministeerium. Ministère du Travail et de la Prévoyance sociale. *Töökaitse Eestis 1927. a. Tööinspektorite 1927. a. Aruannete Kokkuvõtt. La protection du travail en Estonie en 1927. Résumé des rapports des inspecteurs du travail pour l'année 1927.* Tallinn, 1928. 45 pp.

FRANCE

Office de Législation étrangère et de Droit International. *Code civil des Etats-Unis du Brésil. Loi No. 3071 du 1er janvier 1916 avec les modifications résultant de la loi No. 3725 du 15 janvier 1919.* Traduit et annoté par P. GOULÉ, C. DAGUIN et G. d'ARDENNE DE TIZAC. Paris, 1928. L + 480 pp.

Rapport annuel adressé par le Gouvernement français au Conseil de la Société des Nations, conformément à l'article 22 du Pacte, sur l'administration sous mandat du territoire du Togo pour l'année 1927. Paris, 1928. 198 pp.

GERMANY

Reichsversicherungsamt. *Gesundheitsfürsorge in der Invalidenversicherung 1927. Mit bildlichen Darstellungen.* Amtliche Nachrichten für Reichsversicherung, Jahrgang 1928, Nr. 11. Sonderausgabe des Reichsarbeitsblattes. Textliche Beilage. Berlin, 1928. 96 pp.

HESSE

Zentralstelle für die Landesstatistik. *Die Landwirtschaft im Volkstaat Hessen dargestellt besonders nach den Ergebnissen der landwirtschaftlichen Betriebszählung vom 16. Juni 1925.* Darmstadt, 1928. 95 pp. 1.50 marks.

This book contains statistics relating to agriculture in Hesse. The information given on the section of the population occupied in agriculture is interesting. For about forty years the number of farms has remained constant; the number of agricultural workers has steadily decreased. Before the war the members of farmers' families assisting on farms were also steadily decreasing in number; but the latest census, taken in 1925, shows an increase in this group so great when compared with the 1907 census that at present the total amount of labour employed in agriculture is higher than in 1907. This interesting fact is also true for most other German States.

GREAT BRITAIN

Home Office. *Fencing and Other Safety Precautions for Wood-Working Machinery.* Second Edition. Safety Pamphlet No. 8. London, H.M. Stationery Office, 1928. 79 pp. 1s.

— *Fourth Report on the Work of the Children's Branch, November 1928.* London, H.M. Stationery Office, 1928. v + 125 pp. 1s.

Ministry of Labour. *League of Nations. International Labour Conference, Eleventh Session, Geneva, 30 May-16 June 1928. Report by the British Government Delegates to the Minister of Labour.* London, H.M. Stationery Office, 1929. 32 pp. 6d.

INDIA

BOMBAY

Labour Office. *Report on an Enquiry into Working Class Family Budgets in Ahmedabad.* Bombay, 1928. 48 + v pp.

IRISH FREE STATE

Department of Industry and Commerce. *Census of Population 1926.* Vol. II. *Occupations of Males and Females in each Province, County, County Borough, Urban and Rural District.* Dublin, Stationery Office, 1928. viii + 228 pp. 2s. 3d.

At the Census of 1926 in the Irish Free State the same scheme of classification of occupations was adopted as at the British Census of 1921. In the preparation of this volume use was made of the *Classification of Occupations* published by H.M. Stationery Office in 1924, and of the *Dictionary of Occupational Terms* published by the British Ministry of Labour in 1927. Occupations are shown classified by sex and locality alone; in later volumes dealing with ages, conjugal condition, industries, unemployment, industrial status, the Irish language, etc., occupations will be classified in accordance with each of these subject matters. Certain considerations to be kept clearly in view when using the above publication are indicated in the explanatory notes at the beginning of the volume.

JAPAN

Annual Report to the League of Nations on the Administration of the South Sea Islands under Japanese Mandate for the Year 1927. 203 pp.

NETHERLANDS

Centraal Bureau voor de Statistiek. Bureau central de Statistique. *Overzicht van den Omvang der Vakbeweging op 1 Januari 1928. Statistique du mouvement syndical au 1er janvier 1928.* Statistique des Pays-Bas. The Hague, 1928. 59 pp. 90 cents.

DUTCH EAST INDIES

Departement van Landbouw, Nijverheid en Handel. Centraal Kantoor voor de Statistiek. *Statistisch Jaaroverzicht van Nederlandsch-Indië.* Vervolg van: Jaarcijfers v/h Koninkrijk der Nederlanden (Koloniën). *Jaargang 1927. Statistical Abstract for the Netherlands East Indies.* New Series of the Statistical Annual for the Netherlands (Part Colonies). Year 1927. Weltevreden; The Hague, Martinus Nyhoff. xxx + 474 pp.

NORWAY

Departementet for Sociale Saker. Arbeidsradet og Fabrikktilsynet. Arsbetinger fra Arbeidsradet og Fabrikktilsynet 1927. Oslo, O. Christiansen, 1928. 63 pp.

Report of the Labour Council and report of the Factory Inspectorate for 1927.

POLAND

Ministère du Travail et de l'Assistance sociale. *Aperçu sur l'inspection du travail en Pologne en 1926.* Warsaw, 1928. 49 pp.

SPAIN

Ministerio de Trabajo, Comercio e Industria. Instituto de Reeducación Profesional. *Organización Científica del Trabajo.* Reprinted from the review *Reeducación Profesional.* Madrid, 1928. 122 pp.

SWITZERLAND

Département fédéral de l'Economie publique. *Rapports des inspecteurs fédéraux des fabriques sur l'exercice de leurs fonctions dans les années 1926 et 1927.* Berne, 1928. 241 pp.

Eidg. Volkswirtschaftsdepartement. Preisbildungskommission. *Die Verarbeitungs- und Verschliessspanne im Fleisch- und Fleischwarenverkehr der Schweiz.* Berne, 1928. 60 pp. 1.50 fr.

UNION OF SOUTH AFRICA

Department of Labour. *Annual Report of the Chief Inspector of Factories for the Year 1927.* Pretoria, Govt. Printing and Stationery Office, 1928. 33 pp. 2s.

Department of Mines and Industries. *Report upon the Work of the Miners' Phthisis Medical Bureau for the Year ended 31 July 1927.* Pretoria, 1928. 51 pp.

UNITED STATES

Federal Board for Vocational Education. *A Study of Rehabilitated Persons. A Statistical Analysis of the Rehabilitation of 6,391 Disabled Persons.* Bulletin No. 132. Civilian Vocational Rehabilitation Series No. 16. Washington, Govt. Printing Office, 1928. ix + 46 pp. 10 cents.

— *Twelfth Annual Report to Congress, 1928.* Washington, Govt. Printing Office, 1928. ix + 70 pp. 10 cents.

NEW YORK

Department of Labour. Bureau of Statistics and Information. *Court Decisions on Workmen's Compensation Law, January 1927-August 1928. All Subjects.* Special Bulletin No. 156. Albany, 1928. 338 pp.

PENNSYLVANIA

Department of Labour and Industry. Bureau of Statistics. *Union Scale of Wages and Hours of Labour, 1927.* Special Bulletin No. 22. Harrisburg, 1928. 121 pp.

The Pennsylvania Department of Labour and Industry gives in this Bulletin the union scales of wages and hours of labour at 15 May 1927 for a number of important industries and occupations. The industries covered include the building, metal, printing and lithographing, electric railways, baking, and theatrical industries. Figures are given for a number of the chief occupations in each industry. Separate data are given for the chief cities of the State, and comparisons are made with figures for previous years (1919-1926).

NON-OFFICIAL PUBLICATIONS

Abramowski, Edward. *Kooperatywa Jako Sprawa Wyzwolenia Ludu Pracujacego.* Wydanie V. Warsaw, Związek Spółdzielni Spożywców, 1928. 176 pp. Study on "Co-operation as a means of deliverance for the workers".

Adler, Dr. Emanuel. *Von Verträgen über Dienstleistungen, im Kommentar zum Allgemeinen Bürgerlichen Gesetzbuch.* Herausgegeben von Dr. Heinrich KLANG. III. Band. Vienna, Oesterreichische Staatsdruckerei, 1928. Pp. 113-348.

Articles 1151-1171 of the Austrian Civil Code contain provisions relating to the hiring of service and the hiring of labour. Professor Adler gives, in the form of a commentary on these provisions, an exposition of the body of regulations applicable to contracts implying the obligation to furnish and the right to demand work or service. Bearing in mind all the different aspects of wage-paid work, executed under conditions determined by modern industrialisation and social evolution, he distinguishes between and defines clearly the various categories of contract (hiring of service, hiring of labour, employment contract, labour contract, mandate) designed to establish the rights and obligations of the respective parties. Developed according to a clear and logical plan, based on full theoretical and practical expositions, and furnished with detailed bibliographical references to the different theses supported by legal practice and theory, this commentary is a first-class legal handbook. It helps to throw light on the nature and legal structure of the labour contract and to show the present position in relation to the pre-war conceptions of civil law.

Algemeen Secretariaat der Christelijke Sociale Werken van België. *Vijftiende Vlaamse Sociale Week gehouden te Leuven in St. Pieters college van 27 tot 29 Augustus 1928. Volledig Verslag.* Brussels. 292 pp.

This volume, published by the General Secretariat of the Belgian Christian-Social Workers' Organisations, contains nine lectures given at Saint Peter's College during the "Flemish Social Week" at Louvain in August 1928.

Allgemeiner Freier Angestelltenbund. *Angestellte und Arbeiter. Wandlungen in Wirtschaft und Gesellschaft.* Drei Vorträge gehalten auf dem 3. AfA-Gewerkschaftskongress in Hamburg 1928 von Albert THOMAS, Dr. Emil LEDERER, Dr. Otto SUHR. Berlin, 1928. 83 pp.

American Federation of Labour. *Report of the Executive Council to the Forty-eighth Annual Convention, New Orleans, Louisiana, 19 November 1928.* Washington. 100 pp.

American Vocational Association. *Proceedings of the Second Annual Convention at Los Angeles, California, 17-20 December 1927.* Minneapolis, 1928. 196 pp.

Balodis, E. *Kooperacija Latvija. XIX. g.s. piecdesmitajos, sesdesmitajos un septindesmitajos gados.* Riga, 1928. 208 pp.

Study on co-operation in Latvia.

Baum, Dr. Georg. *Gerechtigkeit und Berufsinteresse im Arbeitsgerichtsprozess.* Schriften des Instituts für Arbeitsrecht an der Universität Leipzig. Herausgegeben von Prof. Dr. Erwin JACOBI. 19. Heft. Berlin, Reimar Hobbing, 1928. 32 pp.

Examines the influence of trade organisations on the verdicts of the Labour Courts in Germany. The influence exercised is twofold: the organisations have the exclusive right of representing the parties, and the assessors of the Courts are chosen from lists sent in by them. The assessors must, however, be independent of the organisations. In spite of the one-sided character of the experience of the different members of the Court, the author states, a homogeneous spirit soon arises, and the verdict is usually unanimous.

Beiträge zur ländlichen Siedlung. Herausgegeben von Paul SEYFERTH. Der Evangelische Wohlfahrtsdienst. Herausgegeben von D. J. STEINWEG. Heft 18. Berlin, Wichern-Verlag, 1928. 86 pp. 2.50 marks.

Contains articles on land settlement in Germany and its relation to general population problems.

Berg, Paal. *Lovene av den 5 Mai 1927 om arbeidstvister og tvungen voldgift.* Oslo, Grøndahl, 1928. 100 pp.

Commentary on the Acts of 5 May 1927 on Industrial Disputes and Compulsory Arbitration, by the President of the Industrial Court.

Berufsgenossenschaft der chemischen Industrie. *Die Unfallverhütungsvorschriften.* Sechste Auflage (Unveränderter Neudruck 1928). Berlin, Carl Heymann. 390 pp.

Commission syndicale de Belgique. *Rapports moral et financier pour les années 1926 et 1927.* Brussels, 1928. 312 pp.

Darmstaedter, Dr. Friedrich. *Das Wirtschaftsrecht in seiner soziologischen Struktur.* Beiheft Nr. 23 für die Mitglieder der Internationalen Vereinigung für Rechts- und Wirtschaftsphilosophie. Berlin-Grünwald, Dr. Walter Rothschild, 1928. 160 pp.

The author understands by the term *Wirtschaftsrecht* (economic law) the system of regulations covering private property (*privates Vermögensrecht*), national economy (*Reichswirtschaftsrecht*) and labour questions (*Arbeitsrecht*). He analyses the relations between national economy and law, and by means of a searching study seeks to determine the character of the law which should govern national economy. In his opinion, this "economic law" is designed, on the one hand, to encourage the accumulation of capital without lowering the standard of living of the masses, and, on the other, to safeguard this standard of living without raising obstacles to the accumulation of capital; it should reconcile the two tendencies.

Décailly, B. *Notes introductives à l'étude des intoxications professionnelles.* Lille, 1928. 68 pp. (typescript).

Mr. Décailly presents, in an original form, some considerations on the various physical and physiological problems connected with the absorption of poisons. He examines their pathological action, and arrives at a conception of occupational diseases which he summarises in a formula perhaps somewhat surprising at first: "Poisoning", he says, "is a staining (*teinture*) of the organism."

Denker, Dr. Wilhelm. *Unfallverhütung.* Betriebswissenschaftliche Bücher. Herausgeber Dr. Werner Bondt. Band 8. Berlin, Georg Stilke, 1928. 110 pp.

Deutscher Holzarbeiter-Verband. *Unfall- und Gesundheitsgefahren in der Holzindustrie. Richtlinien für die Tätigkeit der Unfall- und Gesundheitsschutzkommissionen im Deutschen Holzarbeiter-Verband.* Berlin, 1928. 32 pp.

Frois, M. *Conférence sur la prévention des accidents du travail.* Vannes, Imprimerie Lafoyle et J. De Lamarzelle, 1928. 22 pp.

The French Union of Employers in the Metal and Mining Industries inaugurated its Service for the Prevention of Industrial Accidents with an address delivered by Mr. Frois, Mining Engineer and Safety Expert collaborating with the International Labour Office. The full text of the address is given in this pamphlet.

Granovsky, A. *Les problèmes de la terre en Palestine.* Paris, Editions Rieder, 1928. 228 pp. 12 frs.

An authorised French translation of a valuable book dealing with the interesting land problems presented by the Jewish colonisation of Palestine. The Hebrew edition was published in 1925, and for the purposes of this translation, to which Professor Charles Gide contributes a preface, only a few modifications have been made. Attention was drawn to the German and English editions — published respectively in 1925 and 1926 — in the *International Labour Review*. Vol. XV, No. 1, January 1927 (p. 165).

Handbuch des Genossenschaftswesens (in 4 Bänden). Herausgegeben in Gemeinschaft mit Dr. Julius von GIERKE, Dr. Karl HILDEBRAND, von Dr. Ernst GRÜNFELD. I. Band. *Das Genossenschaftswesen volks wirtschaftlich und soziologisch betrachtet*, von Dr. Ernst GRÜNFELD. Halberstadt, H. Meyer, 1928. xiii + 349 pp.

This manual of co-operation will comprise four volumes. Volume I, which is devoted to the economic and social aspects of co-operation, is in three parts; the first is theoretical, the two others are historical and descriptive. The theoretical exposition is by far the shortest, but it is supplemented on several points in the later parts of the book. The author first seeks to throw light on the essential character of co-operation, and what, in his view, constitutes the common criterion of all genuine co-operative organisations, whatever their object. On the basis of this examination he attempts a classification of co-operative societies, then reviews in turn the co-operative movement as a whole, and each of the principal groups in the proposed classification (co-operative organisations of the middle classes, the people and the consumers) in their relation to the important problems of social economy. The second part is a general history of co-operation; the third contains a history and description of the co-operative movement in Germany. Each of the three parts is headed by a bibliography, which makes no claim to be exhaustive, but is designed as a guide to the student and the co-operator for whom the work is intended.

Harders, Nikolaas. *Die Siedlungsverhältnisse in Ostfriesland.* Arbeiten zur Landeskunde und Wirtschaftsgeschichte Ostfrieslands. Herausgegeben vom Staatsarchiv in Uurich. Drittes Heft. Uurich, D. Friemann, 1927. 95 pp.

Describes land settlement in East Friesland from a topographical point of view. The information given is also of interest to students of sociology.

Hauff, Dr. Lilly, and Lindner, Dr. Elli. *Der Lette-Verein in der Geschichte der Frauenbewegung.* Berlin, Joseph Jastrow, 1928. 447 pp.

In addition to a history of the *Lette-Verein*, founded in 1866 with a view to furthering the vocational education of women, this volume contains abundant data on the development of the feminist movement in its social and economic aspects.

Hauptverband deutscher Krankenkassen. *Bericht über den 32. deutschen Krankenkassentag, 5.-7. August 1928 in Breslau.* Berlin. 240 pp.

Hook, Alfred. *The Human Factor in Industry and Politics. An Appeal to the Churches.* London, P. S. King and Son, 1928. xi + 211 pp.

The author makes a special appeal to the Churches to take a leading part in that remoulding of human nature which is so urgently necessary for the establishment of peace and goodwill in industry and in other spheres of national life. After some chapters devoted to an outline of the nature of man, he examines some causes of industrial unrest. He finds the remedy to lie in a mutual effort at better understanding and in the education and early training of all classes to that end.

Kublsta, H., and Molzer, E. *O Pozemkové, Stavební a Bytové Politice v Českoslov. Republice. (Hozhovor na Schuzich Sociálního Ustavu CSR. Konaných 10. Listopadu 1927, 19. Ledna, 8. A 23. Unora A 8. Brezna 1928).* Publikace Sociálního Ustavu C. 36. Prague, 1928. 125 pp.

An account of the debate on housing policy at the Czechoslovak Social Institute.

Landøkonomiske Driftsbureau. *Undersøgelser over Landbrugets Driftsforhold. XI. Regnskabsresultater fra danske Landbrug i Aaret 1926-27.* Copenhagen, 1928. 190 pp.

Eleventh annual report on accounts on Danish farms published by the Farm Management Bureau, Copenhagen.

Landsorganisationen i Sverige. *Berättelse över Landsorganisationens verksamhet år 1927 avgiven till representantskapets möte den 24-28 april 1928.* Stockholm, 1928. 255 pp.

Leener, Georges de. *Les caisses de compensation des allocations familiales en Belgique. Leur rôle, leur législation, leur avenir.* Brussels, Maurice Lamertin, 1929. 195 pp.

The author, professor in the Free University of Brussels, traces the progress of the movement in favour of family allowances in Belgium and in France. He devotes a special chapter to the organisation of the Belgian equalisation funds. The greater number of these funds are inter-occupational district funds. The employers' contributions are usually calculated in proportion to the wages paid to their workers, and the allowances are paid by the district fund. As a general rule, only one member of a family is entitled to draw a family allowance. Penalties for abuses are provided. The principal difficulties with which the funds have to contend arise from the inadequate participation of the affiliated undertakings, which causes the contributions to be fixed at a relatively high figure. In 1928 the Belgian family allowance funds numbered twenty, and included nearly 1,300 affiliated undertakings employing approximately 300,000 workers, nearly 60,000 of whom were drawing family allowances. The author believes himself justified in stating that the institution of family allowances has contributed especially towards an increase in the birth rate and a decrease in infantile mortality. Belgian employers have been in favour of family allowances since their inception. After a period of distrust of this "employers' creation", the workers finally welcomed it. First the town of Liège, then communes, provinces, and, lastly, the State, have encouraged the development of family allowances.

A Decree of 10 February 1928 made contribution to a family allowance fund compulsory in all the specifications of work undertaken on behalf of the Ministry of Public Works. The Act of 14 April 1928 provided for a similar obligation in the specifications of State undertakings and of all public authorities.

The author concludes that family allowance funds are a permanent institution in Belgium. He recommends the creation of inter-occupational district funds

wherever special conditions do not render necessary the organisation of general occupational funds. In his opinion the importance of family allowance funds is increasing.

The text of the Act of 14 April 1928 and model rules for a family allowance fund are given in the appendix.

Meriam, Lewis, and others. *The Problem of Indian Administration.* Institute for Government Research. Baltimore, The Johns Hopkins Press, 1928. xxii + 872 pp.

This voluminous report is the result of a survey of the economic and social conditions of the American Indian, undertaken by the Institute for Government Research at the request of the Secretary of the Interior, with a view to the collection of authentic information as a basis for any reforms considered necessary to fit these peoples to withstand the impact of white civilisation and to maintain "at least a minimum standard of health and decency".

The enquiry was carried out in reservations, agencies, hospitals, schools, and many communities to which Indians have migrated, and in practically all Western States with any considerable Indian population.

As a result, a large quantity of information has been made available concerning Indian health and disease, education, general economic conditions, family and community life, migrant Indians, and missionary activities among Indians. The legal aspects of the Indian problem are also dealt with. The report shows that the overwhelming majority of the Indian population are poor and ill-adjusted to white economic and social civilisation, while the economic basis of their own social organisation has been destroyed. The past work of the Government on their behalf is stated to have been ineffective, owing mainly to the lack of a reasoned and effective Indian policy and of funds for the payment of efficient officers to deal with Indian questions. In a number of important recommendations, the report endeavours to lay down the basic principles of a new policy destined to achieve the education of the Indian in the real sense of the word, to remove his disabilities and to fit him ultimately to become absorbed in the general population of the country.

Michligk, Paul. *Dienen und Verdienen. Deutsche Experimente. Amerikanische Erfolge.* Zweite Auflage. Stuttgart, Verlag für Wirtschaft und Verkehr, 1927. 323 pp.

This is a volume of propaganda and makes no claim to be a scientific work. Its aim is simply to explain, for the enlightenment of Europeans interested in economic questions in their practical aspect, the ideas, the methods, and especially the mentality which have made possible in the United States the attainment of certain results in industrial relations. As the title indicates, the work lays special emphasis on the American conception of "service" as the primary function of all economic concerns. The book is provided with an introduction by the big Silesian manufacturer Kuno Grohmann, who describes two examples of the application of American methods in Czechoslovakia: the Bata and the Witkowitz systems. The work is abundantly documented, much information being furnished in particular on conditions in the United States, wage systems, profit sharing, and workers' participation in management.

Molitor, Erich, Nipperdey, Hans C., Schott, Richard. *Europäisches Arbeitsvertragsrecht. Unter Mitwirkung in- und ausländischer Gelehrten.* 1. Teil. (Belgien, Frankreich, Griechenland, Italien, Luxemburg, Portugal, Spanien) von Erich Molitor. *Arbeitsverträge zum Handels-, Gewerbe- und Landwirtschaftsrecht.* Herausgegeben von Dr. Ernst Heymann. Nr. 50. Marburg, G. Braun, 1928. x + 160 pp.

The first volume of this work contains a German translation of all the legal provisions governing the terms of and procedure relating to the labour contract in Belgium, France, Greece, Italy, Luxemburg, Portugal and Spain. The texts are preceded by a bibliography containing detailed indications concerning works on the laws and regulations in force, and on legal practice and theory. An introductory note, moreover, gives a rapid and clear survey of the different legal conceptions relating to the chief aspects of the labour contract. There are, as yet, it is recalled, few countries in which the legislator has provided, for the determination

of rights and obligations resulting from wage-paid work under modern conditions, a legal instrument in which account has been taken of all the special circumstances due to the economic and social evolution of the last century. Almost everywhere the labour contract is still governed by the regulations of the old civil law relating especially to the hiring of service and to the mandate. These were framed chiefly with a view to the protection of individual interests, and therefore neglect the social interests of the community. By its lucidity, as well as by the mass of information it contains, this study is a notable contribution to the efforts made in various countries to provide modern wage-paid labour with an adequate labour contract. Seamen's articles of agreement, which were the subject of a publication issued by the International Labour Office, and the law relating to collective agreements have purposely been omitted in this work. The next volume will deal with other European countries.

Müller, Dr. August. *Die unmittelbaren Beziehungen zwischen den Genossenschaften der Landwirte und der Verbraucher. Kritische Betrachtungen über Beschlüsse der Weltwirtschaftskonferenz in Genf.* Kieler Vorträge gehalten im Wissenschaftlichen Klub des Instituts für Weltwirtschaft und Seeverkehr an der Universität Kiel. Herausgegeben von Prof. Dr. Bernhard Harms. Jena, Gustav Fischer, 1928. 67 pp.

The author attaches special importance to a resolution passed at the International Economic Conference recommending the establishment of direct relations between co-operative societies for the sale of agricultural produce and distributive co-operative societies. This resolution of an official international conference, presented as an essential part of a programme of agricultural reconstruction, constitutes (he says) a success for the co-operative idea which until recently it was impossible to foresee, since in a large number of countries the co-operative movement has met hitherto with more indifference, or even hostility, than encouragement from public authorities. He regards with scepticism, however, the idea he detects at the base of the resolution, i.e. "the elimination of the conflict between buyer and seller, consumer and producer".

Murphy, Michael. *Co-operative Marketing of Agricultural Products.* Agricultural Bulletin No. 3. Cork University Press. London, Longmans Green and Co., 1928. 140 pp.

The book gives a very clear and complete analysis of the problem of marketing, and a description of the various types of co-operative marketing organisations (laying due stress on the difference between the centralised and the federated types), and of the commercial mechanism of co-operative marketing, with a brief outline of its main possibilities and limitations.

National Child Labour Committee. *Proceedings of the Twenty-fourth Annual Meeting held in Memphis, Tennessee, 4 May 1928.* New York. 35 pp.

Neufeld, Maria Magdalena. *Bischof Ketteler und die soziale Frage seiner Zeit.* Inaugural-Dissertation zur Erlangung der Doktorwürde der Wirtschafts- und Sozialwissenschaftlichen Fakultät der Universität Köln. Cologne, 1927. 70 pp.

Oesterr. Land- und Forstarbeiterverband in Wien. *Bericht des Vorstandes des Oesterr. Land- und Forstarbeiterverbandes an den 5. ordentlichen Verbandstag, Wien, im November 1928.* Vienna. 120 pp.

The Austrian Union of Agricultural and Forestry Workers has published its first printed report, which describes the history of the organisation since its constitution. The report cites interesting examples of the difficulties encountered in organising agricultural and forestry workers. It contains an important survey of the present state of collective agreements in Austrian agriculture and forestry. There is a section dealing with the development of Austrian legislation on social insurance in agriculture.

Opej radneci savez Jugoslavije. *Polozaj industrijskih radnika u Jugoslaviji. Izvestaj Opej radnickih saveza Jugoslavije za god 1926-1927.* By Josip BEKER. Zagreb, 1928. 120 pp.

Report of the Yugoslav General Federation of Industrial Workers for 1926-1927. Contains a short account of the living and working conditions of industrial workers and a brief review of the trade union movement in the Kingdom of the Serbs, Croats and Slovenes.

Phillip, André. *Henri de Man et la crise doctrinale du socialisme*. Editions de l'année politique française et étrangère. Collection des réformes politiques et sociales sous la direction de Bernard LAVERGNE. Paris, J. Gamber, 1928. 197 pp. 18 frs.

The aim of this book is to give an idea of the doctrines of Henri de Man as set forth especially in his work *Au delà du Marxisme*, the German edition of which (*Zur Psychologie des Sozialismus*) appeared in 1926 and the French edition in 1927. This concise, but accurate and perfectly clear, analysis has been written, Mr. Bernard LAVERGNE says in his preface, with a lucidity and penetration which have aroused the admiration of Henri de Man himself. It has been carefully checked by him.

Mr. Phillip, who recently spent two years in the United States, before proceeding to his analysis of the new doctrine, gives an outline of the relation between industrial and commercial rationalisation and the socialist doctrine.

Philips' Commercial Map of China. Edited by the late Sir Alexander Hosie, M.A., LL.D., F.R.G.S. Second edition. Size: 62 x 45 inches. Scale: 48 miles to 1 inch. With index. London, George Phillip and Son, 1928. Price: on rollers, 30s.; in case, 35s.

Sir Alexander Hosie was a former British Consul-General and Commercial Attaché in China. He had spent the greater part of his life in the British Consular Service in that country, and the fruit of his forty years' experience and many journeys was gathered in a number of books and in the map published as *Philips' Commercial Map of China*. This map was first issued in 1922. The present edition, issued in 1928, has been brought up to date by Lady Hosie, who had assisted the author in preparing the first edition.

This map should be invaluable to the student of the economics of China. It contains some 4,000 place names, and shows for each region and locality the principal animal and vegetable products, mineral products, and manufactures. Railways working or under construction, navigable rivers (with degree of navigability), canals, steamer routes, cables, ports, heights (in feet), caravan routes, telegraphs and wireless stations are also shown. Kilometre and Chinese *li* scales are given, as well as a scale for English statute miles. Provinces, capitals of provinces and other important cities are well marked.

Pitman's Dictionary of Industrial Administration. *A Comprehensive Encyclopaedia of the Organisation, Administration and Management of Modern Industry.* Edited by John LEE, O.B.E., M.A., M.Com.Sc. With Contributions by over 100 Eminent Specialists. London, Sir Isaac Pitman, 1928-1929. Part 24, pp. 1105-1151. 1s. 3d.

The contents and arrangement of this valuable encyclopaedia have already been indicated in the *International Labour Review*, Vol. XVII, No. 6, June 1928, p. 929. It was originally planned to appear in thirty fortnightly parts; this scheme, however, has been modified, and Part 24, recently issued, completes the work. In order to facilitate reference and render it convenient to handle, the dictionary is divided into two volumes and a complete index is provided in Vol. II. Binding cases for the different parts which make up Vols. I and II are obtainable from the publishers at the price of 2s. each.

Poerschke, Dr. Stephan. *Die Neugestaltung der Arbeitsaufsicht. Ein Beitrag zur Verwaltungsreform.* Berlin, Carl Heymann, 1928. 55 pp.

Potthoff, Dr. Heinz. *Die gesetzliche Regelung der Arbeitszeit in der Gärtnerei.* Kommentar zur Arbeitszeitverordnung vom 14. 4. 1927. Berlin, Verlagsgesellschaft "Gärtnerei-Fachblatt", 1928. 48 pp.

Raab, Dr. Friedrich, and Meyer, Dr. Walther. *Die Organisation der staatlichen Gewerbeaufsicht.* Reich und Länder. Zeitschrift für die Entwicklung der Verfassung und Verwaltung in Deutschland. Herausgegeben von Walter ADAMETZ,

Herbert CONRAD, Friedrich RAAB. Sonderhefte des zweiten Jahrgangs. Herausgegeben von Friedrich RAAB. Erstes Sonderheft. Stuttgart, Berlin, J. Hess, 1928. 74 + 24 pp.

Reichsverband der deutschen Landkrankenkassen. *Verbandstagung des Reichsverbandes der deutschen Landkrankenkassen, Dresden, 7-9 Juni 1928.* Berlin. 153 pp.

République tchécoslovaque. Annuaire 1928. Sous la rédaction de Bohuslav HORÁK. Prague, Editions "Orbis", 1928. xii + 351 pp., illustr.

The Czechoslovak yearbook for 1928, which is also published in German, contains a number of special articles on political, economic and social conditions in Czechoslovakia, contributed by different authors on the occasion of the tenth anniversary of the Republic. The chapter on social policy is written by Mr. Lev WINTER, and the chapter on occupational organisation by Mr. Josef CHMELAR. The volume is well illustrated.

Royal Agricultural Society of England. *Agricultural Research in 1927.* London, Murray, 1928. 190 pp. 1s.

This is the third annual review of scientific research in agriculture published for the use of farmers and other persons interested by the Royal Agricultural Society of England. The emphasis is principally on research in England, but there is some reference to research work in other countries. The section by Professor ORWIN on "Agricultural Economics" devotes a great deal of attention to labour problems — the upshot of a short analysis of the discussions and literature of the year would seem to point to the advisability of reducing the quantity of labour while maintaining as nearly as possible the present output, rather than of maintaining the present labour supply and increasing gross output. The section by Mr. OWEN on "Agricultural Engineering" includes a note on standardisation of implements and one on scientific organisation of agricultural labour. Very complete references are given at the end of each section.

Scheltz, Dr. Cornelius. *Public Health Service in Hungary. Medical Guide.* V. International Medical Congress for Industrial Accidents and Occupational Diseases, Budapest 1928. Budapest, 1928. 263 pp.

This work is also published in French.

Schwezin, Dr. Constance von. *Die Landarbeiterorganisationen Ostdeutschlands und ihre klassenmässige und ständische Struktur.* Schriften zur politischen Bildung. Herausgegeben von der Gesellschaft "Deutscher Staat". III. Reihe. Wirtschaft. Heft 12. Langensalza, Hermann Meyer, 1928. 78 pp.

This little book describes the agricultural workers' organisation in eastern Germany. It deals especially with the relations between the Socialist and Christian trade unions and the "Yellow" trade union of agricultural workers, whose members are recruited almost exclusively in the north-eastern part of Germany. The book contains much interesting information.

Secrétariat des Paysans suisses. *L'organisation de la mise en valeur du bétail de boucherie à l'étranger et en Suisse.* Brugg, 1928. 359 pp.

With a view to determining the principles and methods of a good organisation of the cattle market, the Swiss Peasants' Secretariat requested one of its collaborators to make a study tour in Germany, Denmark, the Netherlands and Czechoslovakia. The first part of the Secretariat's report summarises the data collected. The second part deals with the marketing of cattle in Switzerland itself.

Sierakowsky, Heinrich. *Veröffentlichungen des Zentralverbandes deutscher Konsumvereine als Quellen genossenschaftlichen Wissens.* Hamburg, 1928. 138 pp.

The collection of the *Konsumgenossenschaftliche Rundschau* published during the last twenty-five years, and the twenty-five *Jahrbücher* (of 2,000 to 2,500 pages each) issued by the Union of German Distributive Co-operative Societies, contain an exceptionally large and varied collection of documents bearing on theoretical and practical problems, the history and statistics, etc., of the co-operative move-

ment in general and, in particular, of the German distributive co-operative societies. This wealth of information was, for the student, an obstacle as well as an attraction. Mr. Sierakowsky's book, in which the questions dealt with are classified under 26 headings and 84 sub-headings, with references to the date and page of the publications of the Union in which the information desired will be found, should facilitate a methodical use of this abundant source of material.

Simonin. *Essai sur la question sociale.* Paris, Bibliothèque de l'Impartial français. 125 pp.

In the author's opinion, neither the programmes of the different political parties nor those of the trade unions of different tendencies provide a solution of the social problem; more important, he says, is the progress of science and invention. Profit sharing, co-operation, *commandites* and employers' institutions are mere palliatives. In every undertaking, of the three fundamental factors in profit getting the employer is the essential factor. As such, he should retain the authority and the management, as well as the first share in the net profit. The capitalist, by reason of the increasing dissociation of capital and management, is now only a secondary factor, and must be content with a smaller share in the profit. The worker is a far less important factor in profit getting, but, on the other hand, he is the essential factor in production; it is therefore in production rather than in the profit of a business that his interest should be enlisted. The means recommended by Mr. Simonin is "trade union endowment" (*dotation syndicale*). This consists in the grant to organised workers of a certain percentage on gross returns, in addition to their wages — the percentage being fixed by law according to the nature of the undertaking — and in leaving the members of the trade union free to manage as they think fit, for corporative ends, this yearly increasing collective property. In practice, the operation will usually reduce itself to a simple transfer of the yield of the tax on turnover from the State to the trade unions. For the undertakings which are not liable to this tax, the employers' contribution, it is suggested, should take the form of a percentage on wages. The author considers this method of "trade union endowment" applicable to all categories of workers (including civil servants and domestic servants); it would, in his opinion, have the advantage of establishing the solidarity of capital and labour, of encouraging the "economic education" of the workers, and, by giving a great impetus to trade unionism, of bringing about "a slow but sure slipping of political and legislative power from the hands of the politicians into those of the technicians".

Studnleki, Wladyslaw. *Przewroty i reformy agrarne Europy powojennej i Polski.* Warsaw, Gebethner and Wolff, 1927. 288 pp.

Study on agrarian reform in Russia, Estonia, Latvia, Lithuania, Rumania, Czechoslovakia and Poland.

The League of Nations. A Survey, a Directory and a Who's Who of the League, the International Labour Organisation, the Permanent Court of International Justice and the Institute of Intellectual Co-operation. Parchment Guides. London, Europa Publications. 221 pp.

Thomas, Dorothy Swaine. *Social Aspects of the Business Cycle.* New York, Alfred A. Knopf, 1927. xiv + 217 pp.

The purpose of this study, which gives the results of the most comprehensive statistical analysis which has so far been made of the sociological aspects of the business cycle, has been, in the words of the author, "to discover in what spheres of social activity the business cycle shows its influence, and to measure the relative degree of this influence in each of the fields considered". The book contains a critique of previous researches into the problem, and chapters on the relation between the business cycle and marriages, births, deaths, pauperism, alcoholism, crime and emigration. In the case of emigration the conclusion is reached that the decisive factor seems to be the degree of prosperity in the country to which the emigrants are going rather than that of the country they are leaving. Business prosperity abroad seems to be a cause of emigration, but business depression at home rarely seems to drive people to emigrate. Thus it is found that there is a

high correlation ($+0.77 \pm 0.06$ over the period 1870-1913) between the numbers of emigrants leaving the United Kingdom for the United States and the movements of the business cycle in the United States.

Trades and Labour Congress of Canada. *Report of the Proceedings of the Forty-fourth Annual Convention held at Toronto 10-14 September 1928.* 212 pp.

University of California. Heller Committee for Research in Social Economics. *Cost of Living Studies. Quantities and Cost Estimate of the Standard of Living of the Professional Class.* Berkeley, Cal.; London, Cambridge University Press, 1928. iv + 31 pp.

This is a very human document. It gives the Heller Committee's quantity and cost estimate of the consumption standard of a professional family in the San Francisco Bay district. In establishing the standard, actual earning power is taken into consideration. The average quantities are based on estimates submitted by a number of housewives. The family chosen as representative of the class under consideration consists of a man and wife, nearer 40 than 30, and two children — a boy of 11 and a girl of 5.

The distribution of expenditure among the different groups (food, clothing, housing and housing operation and miscellaneous) is shown at the level of prices current in November 1927. The total — \$6,500 a year — is the sum considered necessary "to pay for the goods and services required as part of that scale of wants which most professional people consider at once necessary and conservative".

Vogel, Victor de. *Les coopératives scolaires.* Rapport présenté au Conseil Général (Ligue de l'Enseignement) le 13 mai 1928. Supplément au "Bulletin de la Ligue de l'Enseignement", No. 2, mars-mai 1928. Brussels, 1928. 37 pp. 3 frs.

The author describes the experiments of Mr. Profit, Inspector of Primary Schools and originator of "scholastic co-operation" in France. He explains the principles on which this form of co-operation is based and describes the results attained and the educational advantages which it offers. He expresses a wish that a similar movement should be initiated in Belgium.

Walker, John H. *The International Labour Office.* Illinois State Federation of Labour. Forty-sixth Annual Convention, Herrin, Illinois, 8 November 1928. Supplemental Report of the President. 20 pp.

Important parts of the verbatim report of the Eleventh Session of the International Labour Conference (Geneva, 30 May-16 June 1928) were published in the *Illinois State Federation of Labour Weekly News Letter*. Mr. Walker, President of the Federation, who attended the Conference, gives in this additional report some personal experiences and impressions, together with his views on some important problems which the International Labour Organisation may be instrumental in settling, and on the position of the United States. "We not only need international regulations", he writes, "but we must have them if we are to proceed in the development of the human race, and in the utilisation of our material resources for the benefit of that race in an orderly, intelligent and civilised way."

Waller, Dr. Peter. *Probleme der deutschen chemischen Industrie.* Halberstadt, H. Meyer, 1928. xi + 241 pp.

This work, in which the author has amplified a thesis submitted to the Faculty of Law and Political Economy in the University of Hamburg, explains in detail the economic problems and the problems of organisation which have to be dealt with in the chemical industry in Germany. It contains valuable information on this important factor in German economy. The reader will find in it an interesting account of the origin and organisation of the *I. G. Farbenindustrie*, an analysis of the relations of the German chemical industry with similar industries in other countries, and a clear and concise description of the technical problems of the chemical industry.

World Peace Foundation. *Industry, Governments and Labour. Record of the International Labour Organisation 1919-1928.* Boston, 1928. 231 pp.

The first part of this book is devoted to the origin and establishment of the International Labour Organisation, and the second to its structure which is explained

in great detail. The third contains a summary of the results attained from 1919 to 1928. The arrangement adopted follows the scheme of the second section of the first part of the *Report of the Director* to the Eleventh Session of the Conference, in which, it will be recalled, for the first time, the many subjects under consideration were arranged under general headings.

No important aspect of the varied work of the International Labour Organisation or of its history has been overlooked in the compendium published by the World Peace Foundation, while the information supplied is presented in a clear and handy form. There can be no doubt of the value of this volume as a book of reference. It should prove helpful in promoting a more lucid understanding of the scope and policy of the International Labour Organisation and in stimulating interest in international effort in the cause of social progress.

OTHER PUBLICATIONS RECEIVED BY THE OFFICE

Charlemagne, Georges. *Quelques aspects de l'évolution agricole depuis la révolution. Le pays d'Ardents en Berry. Etude économique et sociale d'un canton rural en 1926.* Chateauroux, Imprimerie Langlois, 1926. 131 pp.

Elster, Alexander. *Das Konto des Alkohols in der deutschen Volkswirtschaft.* 3te. völlig neu bearbeitete Auflage. Berlin, Neuland-Verlag, 1927. 59 pp.

Programme de l'Internationale communiste (adopté par le VI^e Congrès mondial de 1er septembre 1928 à Moscou) suivi des Statuts de l'I.C. Paris, Bureau d'Editions. 85 pp. 1 fr.

Trentin, Silvio. *L'aventure italienne. Légendes et réalités.* Préface de M. A. AULARD. Paris, Les Presses universitaires de France, 1928. 332 pp. 15 frs.

Wer ist's ? Biographien von rund 15,000 lebenden Zeitgenossen. Angaben über Herkunft, Familie, Lebenslauf, Veröffentlichungen und Werke, Lieblingsbeschäftigung, Parteiangehörigkeit, Mitgliedschaft bei Gesellschaften, Anschrift, Andere Mitteilungen von allgemeinem Interesse. Auflösung von ca. 3,000 Pseudonymen. Begründet und herausgegeben von Hermann A. L. DEGENER. IX. Ausgabe. Volkommen neu bearbeitet und bedeutend erweitert. Unsere Zeitgenossen. Berlin, Herman Degener, 1928. XLIX + 1789 pp.



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SPECIAL ARTICLES

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An International Conference on Wage
Statistics

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