

delegates at the annual Sessions of the Labour Conference. It has been pointed out that this representative of the Federation could be charged with the duty of attending the meetings of the International Organisation of Industrial Employers and might be something in the nature of an Indian Commissioner to the International Chamber of Commerce in Paris.

Proposals to this effect have repeatedly been made to the Federation, but it has been so entirely absorbed in constitutional problems of fundamental importance that it has not been able to take action in regard to the scheme. It is, however, not unreasonable to expect that given propitious circumstances the permanent employers' delegation contemplated will be established either in Geneva or in Paris.

Since India is still in the comparatively early stages of industrial development and from the outset has had to encounter severe competition from the industrially advanced countries, Indian employers are naturally apprehensive of embarking on policies which, in their view, might seriously hamper India's own industrial progress. At the same time they have fully realised the necessity of adopting such measures as would raise the well-being of Indian workers to a satisfactory level.

A policy for the improvement of the conditions of the workers was laid down in the following resolution passed at the fourth annual meeting of the Federation of Indian Chambers of Commerce and Industry held at Delhi in April 1931 :

"While fully recognising that, without adequate protection, patronage and co-operation of the State to withstand competition from foreign countries, it is not possible to bring in India conditions which will improve to a satisfactory standard the well-being of all workers, the Federation calls upon its member bodies to make strenuous efforts to bring about such improvements in wages, in hours of labour and conditions of work—agricultural, industrial, commercial and others—as is possible under the existing unsatisfactory conditions in respect of protection, tariffs and exchange and currency policy of the State."¹

The Work of the Conciliation and Arbitration Authorities in Germany in 1931

The *Reichsarbeitsblatt*² has recently published statistics showing the work of the conciliation and arbitration authorities in 1931 in comparison with previous years. These statistics have a special interest in view of the effects of the depression, and are summarised below.

¹ *Proceedings of the Fourth Annual Meeting of the Federation, Delhi, 1931*, p. 166.

² No. 31, Part II, pp. 465 et seq.

The following table gives details of the number of disputes settled by the conciliation procedure.

Year	Number of disputes settled by :		
	Conciliation committees	Permanent conciliators	Special conciliators
1924	16,480	1,785	310
1925	12,360	912	146
1926	4,653	322	68
1927	7,792	520	124
1928	7,548	381	108
1929	6,683	352	74
1930	3,760	218	39
1931	6,330	457	111

It is interesting to see that the number of disputes settled in 1931 showed a considerable increase over the figure for the previous year. This increase was relatively greatest for proceedings conducted by the permanent conciliators and by the conciliators appointed by the Federal Minister of Labour for special cases. The average for the years 1927-1929 was almost reached.

Most of the proceedings concerned the conditions of employment of manual workers, although the proportion of cases concerning salaried employees has increased slowly in the last few years.

Authority	Percentage of cases concerning :		
	Workers	Employees	Workers and employees
Conciliation committees	81.5	17.6	0.9
Permanent conciliators	89.9	9.2	0.9
Special conciliators	64.9	13.5	21.6
Total : 1931	81.7	17.0	1.3
1930	81.6	16.9	1.5
1929	83.9	15.0	1.1

Three-fourths of the proceedings before the conciliation committees were instituted at the request of the workers, whereas for the cases submitted to the permanent and special conciliators the initiative

came from the employers almost as often as from the workers. The following table shows that the proportion of requests by the workers has fallen in the last few years, while that of requests by the employers has risen.

Authority	Percentage of cases of conciliation initiated by :			
	Employers	Workers	Employers and workers	Conciliation authorities
Conciliation committees	34.2	63.0	2.0	0.8
Permanent conciliators	38.5	38.7	17.5	5.3
Special conciliators	40.5	45.1	2.7	11.7
Total : 1931	34.6	61.1	3.1	1.2
1930	20.9	74.1	3.1	1.9
1929	12.9	84.4	1.7	1.0

Among the subjects of disputes, wages hold the first place. In nearly two-thirds of the cases (61.5 per cent.) they were the only object of the proceedings. Since in a large number of cases the question of wages accompanied questions relating to the regulation of hours of work (3.9 per cent.) or other questions concerning conditions of work (20.4 per cent.), it follows that nearly nine-tenths of the disputes were at least partly concerned with wage regulation. The following table gives details on this point.

Authority	Percentage of cases of conciliation for specified subjects of dispute						
	Wages	Hours of work	Other conditions of work	Mixed disputes			
				Wages and hours	Wages and other conditions ¹	Hours and other conditions ²	Wages, hours, and other conditions
Conciliation committees	61.5	2.8	5.8	4.1	1.9	3.2	20.7
Permanent conciliators	64.5	4.6	4.8	2.2	1.1	6.8	16.0
Special conciliators	48.7	2.7	10.8	1.8	5.4	7.2	23.4
Total : 1931	61.5	2.9	5.8	3.9	1.9	3.6	20.4
1930	44.4	4.4	11.1	4.2	1.4	5.7	28.8
1929	54.7	3.0	6.6	3.9	2.0	5.5	24.3

¹ Not hours of work.

² Not wages.

After disputes concerning wages, the most numerous cases are those implying a general modification of a collective agreement. As a rule, wages, hours of work, and all other conditions of work are involved in these disputes. While the proportion of cases of general modification has fallen by about one-third as compared with the previous year, the proportion of disputes concerning wages alone has shown a relative increase, perhaps as a result of the general economic situation.

The official statistics distinguish for the first time between disputes concerning collective agreements in the strict sense and disputes concerning works agreements.

Authority	Disputes concerning :			
	Collective agreements		Works agreements	
	Number	Per cent.	Number	Per cent.
Conciliation committees	5,867	92.7	463	7.3
Permanent conciliators	450	98.5	7	1.5
Special conciliators	111	100.0	—	—
Total : 1931	6,428	93.2	470	6.8

It follows from these figures that disputes concerning works agreements do not even amount to 7 per cent. of the total.

The following table gives details of the manner in which conciliation proceedings were terminated in 1931.

Authority	Percentage of cases where proceedings were terminated :				
	Before or during the preliminary procedure, or otherwise	During the discussions before the conciliation court			
		Total	By agreement	By arbitration award	In some other way
Conciliation committees	29.5	70.5	9.4	55.7	5.4
Permanent conciliators	22.5	77.5	10.5	63.5	3.5
Special conciliators	11.7	88.3	11.7	73.9	2.7
Total : 1931	28.8	71.2	9.5	56.5	5.2
1930	29.9	70.1	9.1	52.4	8.6
1929	28.2	71.8	9.1	55.2	7.5

Thus nearly three-fourths of the disputes (71.2 per cent.) were settled in the course of the proceedings before the conciliation

court.¹ The remainder, about 28 per cent., were settled either before or during the preliminary procedure, or in some other way.

Of the disputes settled after the constitution of a conciliation court, about 13 per cent. were settled by an agreement between the parties and about 80 per cent. by an arbitration award. If these figures are compared with the whole number of proceedings instituted, it is found that more than half the total (56.5 per cent.) ended in an arbitration award, as against a proportion of only 52.4 per cent. in 1930. The explanation of this appreciable increase is perhaps that disputes have been intensified by the economic depression.

Authority	Percentage of cases settled before the conciliation court :		
	By agreement	By arbitration award	In some other way
Conciliation committees	13.3	79.0	7.7
Permanent conciliators	13.6	81.0	4.5
Special conciliators	13.3	83.7	3.0
Total : 1931	13.4	79.3	7.3
1930	13.0	74.8	12.2
1929	12.6	77.0	10.4

The majority (58.9 per cent.) of the arbitration awards were rejected by the parties. In spite of this, the tendency of the parties to accept arbitration awards shows an increase over the previous year, also, presumably, under the influence of the economic situation.

Authority	Percentage of cases in which .		
	The award was accepted	The award was rejected	Acceptance was not necessary
Conciliation committees	38.0	58.4	3.6
Permanent conciliators	34.1	62.8	3.1
Special conciliators	30.5	69.5	—
Total : 1931	37.6	58.9	3.5
1930	26.8	65.6	7.6
1929	30.6	63.7	5.7

¹ The conciliation court consists of the chairman of the conciliation committee for the area concerned, or the conciliator, and assessors representative of employers and of workers.

In the majority of cases the award was rejected by the employers. It is found, however, that in the last few years there has been a steady fall in the proportion of rejections by the employers, and an increase in rejections by the workers.

Authority	Percentage of cases in which the award was rejected :		
	By the employers	By the workers	By both employers and workers
Conciliation committees	68.0	26.5	5.5
Permanent conciliators	57.7	38.5	3.8
Special conciliators	50.9	42.1	7.0
Total : 1931	66.7	27.8	5.5
1930	68.4	24.6	7.0
1929	72.9	19.5	7.6

In all, 1,830 claims for an award to be declared binding were submitted to the permanent conciliators or to the Federal Minister of Labour.

Authority	Percentage of cases in which the claim for an award to be declared binding was made by :			
	Employers	Workers	Employers and workers	Conciliation authorities
Permanent conciliators	31.8	66.4	0.2	1.6
Federal Minister of Labour	38.0	58.9	—	3.1
Total : 1931	32.5	65.5	0.2	1.8
1930	27.0	72.3	0.1	0.6
1929	19.0	79.7	0.3	1.0

Thus about two-thirds of the claims came from the workers. It is interesting to note the reduction in the proportion of claims made by the workers and the increase in claims made by the employers.

The proceedings for a declaration that an award is binding ended in nearly 50 per cent. of the cases by an agreement between the parties, either during the discussion before the authorities (826 cases) or other-

wise (69 cases). In 100 cases (5.5 per cent.) the claim was withdrawn. In 310 cases (16.9 per cent.) the declaration was refused, and in 525 cases (28.7 per cent.) the award was declared binding.

Authority	Percentage of cases in which the procedure ended as follows :			
	Claim withdrawn	Agreement reached	Award declared binding	Declaration refused
Permanent conciliators	6.0	51.4	26.3	16.3
Federal Minister of Labour	1.8	30.8	45.5	21.9
Total : 1931	5.5	48.9	28.7	16.9
1930	4.6	44.5	23.7	27.2
1929	3.3	53.1	17.9	25.7

Results of the Austrian Agricultural Census of 1930.

An agricultural census was held in Austria on 14 June 1930, of which the results have now appeared, and include data of interest in connection with labour questions.¹ Some comparisons are possible with the last preceding agricultural census, that of 18 January 1902. Allowance must, however, be made for the length of time which has elapsed, the intervention of the war, and also for the fact that the 1902 census was taken in January and the 1930 census in June.

NUMBER OF AGRICULTURAL ENTERPRISES

The number of agricultural and forestry enterprises, omitting dwarf enterprises of less than 2 hectares in extent, has increased from 277,866 in 1902 to 286,166 in 1930², or by 8,300. The increase has been almost exclusively in enterprises of from 2 to 10 hectares,

¹ AUSTRIA. BUNDESAMT FÜR STATISTIK: *Landwirtschaftliche Betriebszählung in der Republik Österreich vom 14. Juni 1930: Gesamtergebnisse für Österreich*. Vienna, 1932.

L. OBERASCHER: "Österreich: Die Ergebnisse der landwirtschaftlichen Betriebszählung 1930", in *Wirtschaftsdienst*, 18 Nov. 1932, XVII. Jhrg., Hft 46.

² In all comparisons quoted between the two censuses, the area of pre-war territory used as a basis is identical with the present area of post-war territory, omitting Burgenland.