



REPORTS AND ENQUIRIES

Family Allowances in Belgium

by

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In Belgium, there have been several well-marked stages in the history of intervention by the public authorities in regard to family allowances. The principal aim was to give official recognition to and increase the number of the schemes which had already been introduced on a very wide scale by industrial employers.¹ The present article is mainly concerned with the Act passed in 1930, which extended the benefit of such allowances to all persons in wage-earning or salaried employment, the Royal Order (which has the force of law) dated 30 March 1936, and the Act of 28 July 1936.

EMPLOYERS' SCHEMES PRIOR TO THE ACT

The first Belgian fund for family allowances was set up in 1921 by the Verviers employers. It was based on the principle of equalisation which was first introduced in France and had given good results there. By 1922, quite a number of these equalisation funds had been instituted in Belgium by the various employers' organisations; some were regional and others occupational. A Research Committee on Family Allowances was then set up on the proposal of the late Mr. Henri Lechat, first Chairman and founder of the Equalisation Fund for Family Allowances of the Liège district. This Committee, which subsequently became the Belgian Association of Family Allowances Funds, supported the work of the funds by keeping them in touch

¹ For information concerning the economic and social aims pursued by Belgian employers when setting up schemes for family allowances, the reader is referred to existing literature and in particular to a work by Mr. Georges DE LEENER of the University of Brussels: *Les caisses de compensation des allocations familiales en Belgique* (Brussels, Maurice Lamertin, 1929). Cf. also: Claire HOFFNER: "The Compulsory Payment of Family Allowances in Belgium, France, and Italy", in *International Labour Review*, Vol. XXXII, No. 4, Oct. 1935. For the text of the Act, cf. INTERNATIONAL LABOUR OFFICE: *Legislative Series*, 1930, Bel. 9.

viding credit facilities for handicraftsmen might be reorganised, and their scope extended to the co-operative organisation of the purchase of raw materials, production, and marketing. Vocational education, well organised so far as the Native arts are concerned, might be supplemented, in the field of the "utility" trades, by credit facilities and technical help for ex-pupils, and by the training of handymen in the interior. Unemployment is still acute among handicraftsmen. And existing labour legislation, which is already applicable to handicraftsmen who employ paid workmen and apprentices other than members of their families, might be completed and rendered more effective in such matters as hours of work, the employment of young children, apprenticeship, nutrition, wages, and hygiene.

If a solution is to be found for all these problems, and for many others mentioned in the preceding pages, the following fundamental conditions seem to the writer to be essential: a definition of handicrafts accepted by the different services concerned; a census, kept up to date, of the persons engaged in the principal handicrafts, and a catalogue of their needs; and a clear perception of the possibilities of modern handicrafts in the country's economic equipment, and of the vital and delicate problem, for a large section of the population, of gradually adapting old trades to the new conditions of life.

The writer's own conviction is that the measures to be taken on behalf of handicrafts should be centralised in a permanent administrative organ, which would, under a forceful and inspiring head, carry out a continuous and detailed study of the principal elements of the problem¹, and co-ordinate and stimulate the activities of the authorities concerned and of the organisations representing European and Tunisian handicrafts. In view of the character of Tunisia, where the population still consists of strongly diversified groups, and protective guidance by the State and psychological insight on the part of all those in authority are of such great importance; in view also of the varied conditions of handicrafts, requiring in turn the application of highly flexible and varied methods of treatment, such centralisation under adequate leadership would seem to be a primordial condition of success.

¹ "The real remedy . . . lies in the application of a programme drawn up with extreme care by an administrative organ under other advisers and with different equipment." (Lecture given by Mr. Hassan KADDOUR at the *Cercle des amitiés tunisiennes* at Tunis in February 1936 on the problem of unemployment and Tunisian industries.)

with one another, and helping to develop the movement still further.¹

While the methods adopted by the funds varied, their objects were essentially as follows :

(1) to pay family allowances in respect of the children dependent on the staff of affiliated undertakings ;

(2) to collect contributions for this purpose from the undertakings or to supervise the payment of such allowances directly by them to their staff ;

(3) to equalise the cost of allowances among the employers so as to make them individually independent of the family responsibilities of their staff.

The legal status of the funds was usually that of an " association not pursuing gainful objects ", as defined by the Act of 27 June 1921 concerning such associations. Their resources were derived exclusively from the contributions of affiliated undertakings. They received no subsidy from the public authorities, and were subject to no control by them. Workers were not required to pay any contribution. The bodies prescribed by the Act (governing body and general meeting) were solely responsible for the management of the funds.

Apart from equalising the burden of family allowances, many of the funds took on other functions, such as paying maternity and layette allowances, sending delicate children to settlements or sanatoria, providing attendance by visiting nurses, organising the prevention of children's diseases, keeping in touch with child welfare institutions, etc.

During a Congress held under the auspices of the Association of Family Allowances Funds in November 1930, before the Act passed in that year had come into force, statistics were published showing the extent to which the movement had spread by the end of 1929, or a year before the general payment of family allowances became compulsory.

At 31 December 1929, there were 44 occupational or regional equalisation funds with an aggregate membership of 3,852 industrial firms, employing 581,605 persons in all. The number of families in receipt of allowances was 192,700, having a total of 331,220 children under 14 years of age. A total amount of 92,630,511 francs was distributed in 1929. Since the movement started, 430 million francs had been paid by private industry in respect of family allowances.

If to these figures are added those of the similar schemes organised by public departments and services for their staff, it will be found that the total number of manual and non-manual workers in receipt of allowances in 1929 amounted to 800,000, and the total amount distributed in the year to 220 million francs.

The resulting increase in the income of workers' families varied from case to case. Increases of 21.5, 23, 31.5, 53, 57, and 78 per cent. have been mentioned for families with 3, 4, 5, 6, 7, and 10 children respectively.

¹ The present Chairman of the Association is Mr. Maurice van der Rest.

THE BASES OF THE COMPULSORY SCHEME

The first step taken by the public authorities was to insert in specifications for work carried out on behalf of local authorities (provincial and communal) a provision that contractors must pay their staff family allowances. Under an Act of 14 April 1929, which was due to the initiative of Count Henri Carton de Wiart, the same clause was inserted in State contracts for public works, and, above a certain amount, for supplies.

Under the Act of 4 August 1930, which was introduced in both Chambers by Mr. Henri Heyman, then Minister of Industry, Labour, and Social Welfare, the scheme was made compulsory for all employers. The Act was amended by a Royal Order of 30 March 1936, for which Mr. Achille Delattre, Minister of Labour and Social Welfare, was responsible.¹ This Order, which was issued in virtue of the special powers conferred on Mr. van Zeeland's Government, has the force of law. Finally, the rates of both allowances and contributions have been raised by an Act dated 28 July 1936.

In the following pages the *technical* and *legal* aspects of the Act will be examined in turn.

Technical Basis

Types of Funds.

The Act gives official recognition to the equalisation funds *voluntarily set up* and exclusively financed by the employers. The management of the funds is entrusted to boards of employers appointed by members from among their own number, and at their own discretion. The funds must be approved by the Government.

The Act also provides for three new types of funds :

(a) A limited number of special funds for persons whose work is performed under special conditions : home workers, dock workers, persons who work for several employers, persons engaged by the day, workers in the diamond industry, etc. The funds are set up by Royal Order and administered by a board appointed by the competent Minister. When such a fund is constituted all the employers in the occupation concerned are *ipso facto* members of it.

(b) An Auxiliary Fund set up and administered under the same conditions as the special funds. Employers subject to the Act who have not chosen to join an approved equalisation fund and are not obliged to join one of the special funds are *ipso facto* affiliated to the Auxiliary Fund.

(c) Special funds set up for the staff of public authorities and undertakings carried on by them.

Minimum Rates of Allowances and Contributions.¹

Under the Act, the minimum rates shown in the following table apply throughout the country irrespective of demographic conditions

¹ The Order was drafted by a temporary Committee set up by Mr. Delattre, under the chairmanship of Mr. Hector Mavaut, Honorary General Secretary of the Ministry of Labour and Social Welfare.

in any given district or occupation. The rates came into force on 1 July 1936.¹

Allowances :

	Per day's work	Per month (lump sum)
	Frs.	Frs.
1st child	0.60	15.00
2nd „	1.00	25.00
3rd „	1.95	50.00
4th „	3.40	85.00
5th „	4.80	120.00
Each child after the 5th	4.80	120.00

Contributions :

For each male employee : 0.90 franc per day's actual work, or a lump sum of 22.50 francs per month.

For each female employee : 0.48 franc per day's actual work, or a lump sum of 12 francs per month.

There are also supplementary payments to cover the expenses of management and to form a reserve fund ; separate accounts are kept for these.

These rates are to apply as long as the index of retail prices published by the Ministry of Economic Affairs does not rise above 700. If the index rises above that level, the rates may be raised in accordance with an established scale, by a Royal Order after the competent authorities have been consulted. The same may be done when the index rises above 750 or above 800. When an industry is depressed, the rates of allowances and contributions may also be lowered by Royal Order by not more than 15 per cent.

Employers Covered by the Scheme ; Progressive Enforcement.

The scheme is compulsory for all employers in industry, commerce, and agriculture, and in respect of all persons employed by them, whatever their number. Special regulations apply in the case of persons residing with their employers and to certain categories of handicraftsmen. The scheme came into force progressively ; by 1 January it applied to all employers.

Secondary Equalisation.

Since the receipts and expenditure of a fund which distributes the minimum allowances are determined by the demographic charac-

¹ The rates established by the Act of 4 August 1930, which remained in force from 1931 to 1934, were as follows :

	Francs per month
1st child	15
2nd „	30
3rd „	40
4th „	70
5th „ and each child after the 5th	100

teristics of the staff employed by member undertakings, such funds will show a surplus or a deficit according as the working population they cover has few or many children. The Act provides for secondary equalisation between the funds themselves. It was felt, however, when the Act was being drafted, that funds instituted in favour of a population with relatively few children ought not to have too high a proportion of their resources taken from them, and accordingly it is provided that only half the surplus in each case is to be used for equalisation. The other half, up to 25 per cent. of the total allowances distributed, remains at the disposal of the fund, which may spend that half on family benefits or on increasing the rates of the allowance it pays.

Secondary equalisation is effected by a special institution, the National Equalisation Fund for Family Allowances, which was set up by a Royal Order and is administered by a board consisting of delegates from the funds and representatives of beneficiaries and of workers' organisations.

The National Fund also pays allowances to certain special classes of beneficiaries, such as pensioners, the victims of industrial accidents, domestic servants, charwomen, and persons called up for compulsory military service. It also pays the allowances due to large families with small means in respect of the work of an elder brother.

Auxiliary Benefits.

The various auxiliary benefits provided by the funds, and in particular those instituted before the funds were made compulsory (augmented allowances, maternity benefit, visiting nurses, etc.) are not explicitly covered by the Act, which authorises only such benefits as are intended to improve the conditions in which families live. These are financed either by special contributions or out of that part of the surplus which is not earmarked for secondary equalisation, as explained above.

Legal Bases

The worker to whom family allowances are due is defined in the Act by the contract establishing the relation between him and his employer, viz. his contract of wage-earning or salaried employment or other contract for the hiring of services, and by his family responsibilities.

Every person who employs one or more persons, irrespective of their age or sex, must join a family allowances fund. The employment must be regular. The State pays family allowances to its staff directly.

Approval of funds, implying approval of their rules, is granted or withdrawn by Royal Order on the advice of a Board established for the purpose.

Allowances and bonuses may not be deemed in any way to constitute an increase of wages or salaries. They are not liable to assignment

or attachment. They are paid directly to the persons entitled to draw them by the funds or, in exceptional cases, through the employers. Allowances due in respect of work performed by a married woman may be drawn by her independently of her husband.

The allowances are granted in proportion to the number of days actually worked during the month. Interruptions due to sickness or accident are, however, taken into account. When the allowance is due in respect of 23 days in any one month the monthly lump sum is paid.

Sundry Provisions

The Act contains special provisions for the following: grandchildren, children (other than his or her own, or stepchildren) whose maintenance has been undertaken by the worker; recognised illegitimate children; the children of foreign workers; children brought up abroad; workers having young brothers and sisters dependent on them; persons in receipt of an old-age or invalidity pension; cases in which a husband and wife are both entitled to allowances in respect of their employment, etc.

In certain circumstances, a fund may apply a different scale of allowances from that laid down in the Act, provided the aggregate expenditure involved is not less.

Special provision is made for cases in which the receipts of a fund, including any grant it receives from the National Equalisation Fund, are insufficient to cover the payment of allowances at the legal minimum rate.

The State pays an annual subsidy to the National Equalisation Fund, which distributes the amount as provided in the Act.

The Act also deals with the competence of the various courts in regard to disputes arising out of the application of the scheme, the time limit for the submission of claims, supervision, penalties, penal procedure, etc.

ESTIMATED AND ACTUAL RESULTS

In the course of the preparatory work connected with the drafting of the Act, the ministerial department concerned drew up various demographic and financial estimates. For different reasons, and in particular owing to the unemployment caused by the depression, these estimates were not entirely borne out by events. This was also due to the fact that the Act was not fully applied. The extent of the divergence may be seen by comparing the estimates with the actual results during the first five years of application, with the reminder that during the first year the Act was only partly enforced.

Estimates

In 1929, the Ministry of Industry, Labour, and Social Welfare drew up separate estimates for industry, commerce, agriculture, and the liberal occupations.

It was assumed in the estimates that employers would contribute 0.60 franc for male and 0.40 franc for female employees, the figures provisionally adopted while the Act was being drafted.

The calculations were based on the Belgian census of 31 December 1920; a margin of safety of 10 per cent. was allowed in respect of certain classes of workers, and "frontier workers" (Belgian workers employed abroad) were deducted from the totals. The following results were obtained:

Branch	Probable number of persons employed			Employers' yearly contributions
	Males	Females	Total	
				Frs.
I. Industry	1,027,500	304,700	1,332,200	269,508,700
II. Commerce	337,700	42,900	380,600	80,219,700
III. Agriculture	171,000	20,000	191,000	40,369,000
IV. Liberal professions	60,000	35,000	95,000	18,250,000
Totals	1,596,200	402,600	1,998,800	408,347,400

In the estimates a State subsidy of 30 million francs, which has not been paid, was added to the above total of 408,347,400 francs. Allowing for this, and for the fact that the basic contributions as finally fixed in the Act were not 0.60 franc for males and 0.40 franc for females, but 0.65 and 0.35 franc respectively, the total charge on the employers would have been about 480 million.

The calculations did not include the cost of administration or of constituting reserve funds.

No estimates were made of the number of employers subject to the Act, of the families that would draw allowances, or of the children who would benefit by them, nor of the probable distribution of families according to the number of children in them.

Statistical Results of the Application of the Act

The figures given below were calculated by the National Equalisation Fund for Family Allowances. They show the operating results of the approved equalisation funds, the special funds, the Auxiliary Fund, and the National Fund itself. Since the membership of many of these funds includes employers in industry, commerce, agriculture, and liberal professions, it is not possible to give figures for each of these groups separately, and the table shows only the results for all four groups together.

STATISTICS OF THE OPERATION OF THE FAMILY ALLOWANCES SCHEME¹

Year	Number of funds				Affiliated undertakings	Number of persons employed		
	Approved	Special	Auxiliary Fund	National Equalisation Fund		Males	Females	Total
1931 ...	79	6	1	1	28,620	988,542	244,145	1,257,891
1932 ...	79	6	1	1	83,931	1,026,216	248,971	1,309,312
1933 ...	79	7	1	1	96,222	997,173	246,560	1,277,674
1934 ...	79	7	1	1	101,887	964,670	240,571	1,234,484
1935 ...	80	7	1	1	109,091	1,049,694	268,221	1,358,119

Year	Employers' contributions	Allowances paid	Number of families drawing allowances	Number of children covered
	Frs.	Frs.		
1931 ..	213,351,463.47	168,241,920.13	459,458	802,677
1932 ..	242,869,112.92	292,262,430.61	491,245	884,846
1933 ..	270,868,902.05	246,857,378.80	488,410	881,097
1934 ..	257,000,621.52	232,685,712.59	473,428	858,970
1935 ..	197,419,994.63	170,005,331.10	501,524	891,653

Year	Distribution of families by number of children					
	1 child	2 children	3 children	4 children	5 children	6 children
1931 ..	256,983	121,308	46,487	19,592	8,882	3,845
1932 ..	268,354	130,701	51,293	23,198	11,105	5,137
1933 ..	267,237	127,260	51,065	22,999	10,866	5,185
1934 ..	258,757	122,552	49,893	22,311	10,752	5,141
1935 ..	275,149	130,641	51,544	23,654	11,000	5,396

Year	Distribution of families by number of children (cont.)							
	7 children	8 children	9 children	10 ch.	11 ch.	12 ch.	13 ch.	14 ch.
1931 ..	1,550	522	194	46	18	6	1	—
1932 ..	2,258	861	315	83	22	7	—	—
1933 ..	2,356	944	355	110	28	3	2	—
1934 ..	2,385	1,077	387	127	38	6	2	—
1935 ..	2,520	998	441	139	42	7	2	1

¹ For 1935, provisional figures are given.

These figures call for the following remarks :

(1) from 1931 to 1934 the scale applied was that laid down in the Act of 4 August 1930, and involuntary unemployment was not taken into account. From 1 January 1935, involuntary unemployment was taken into account when calculating the number of days for which benefit was payable ; and the rates were lowered. As from 1 July 1936 they have been raised to the amounts already indicated ; as stated above, the allowances will from now onward be calculated in proportion to the number of days actually worked during the month.

These changes are partly reflected in the figures for contributions and allowances, both of which fell considerably in 1935. The working of the scheme established by the Act of 4 August 1930 is well illustrated by the figures for the years 1931-1934.

(2) The difference between the total amount of employers' contributions and of allowances paid is due to the fact that secondary equalisation applies only to half the surplus of the funds having a balance, the other half being kept by the fund concerned.

(3) The figures showing demographic data, such as the number of persons employed, the number of families in receipt of allowances, etc., are only approximately accurate, since they refer to a particular date, namely, the end of the financial year, and the number of persons employed at that date may be reduced by short time or other circumstances. Further, some funds do not give separate figures for male and female employees, so that the figure in the last column is not equal to the sum of the other two.

This does not apply to the figures for contributions received and allowances paid, which are exact totals for the year in question.

(4) The statistics of the National Equalisation Fund, from which the figures given here are taken, do not include the results of the scheme for persons employed by the State, nor of that for persons employed by public authorities and establishments which are not affiliated to equalisation funds. Further, they do not include contributions collected by the funds for the constitution of reserves, to cover the expenses of management, etc.

(5) In theory, the Act was fully enforced only as from the first quarter of 1932. It was applied progressively, and, for undertakings employing five persons or less, it only became compulsory on 1 January 1932.

The application of the scheme was extended at the beginning of each quarter of 1931.

(6) From the end of 1931 to the end of 1935, the number of affiliated employers increased from 28,260 to 108,954 ; the total number of persons employed, which at the end of 1931 was 1,257,891, subsequently rose to 1,309,312, then fell to 1,234,484, and finally, at the end of 1935, rose again to 1,358,119. These fluctuations are due to various causes, the most important of which is clearly unemployment.

(7) If the figures for the number of families in receipt of allowances and the number of children concerned are carefully compared, it will

be observed that while the former may temporarily contract, the latter tend to remain stable, or even to increase, especially in the case of families with a large number of children. No doubt the tendency observed corresponds to the facts and may easily be explained. During a depression, employers keep on men with family responsibilities, rather than bachelors, when both are of equal value, and among heads of families they prefer to keep on the men with the largest families, who would be hardest hit by unemployment. This very humane practice tends to upset equalisation estimates.

There is also reason to fear that improper payments of allowances, which will be referred to later, are chiefly made to families with a large number of children.

(8) Owing to the circumstance mentioned in the preceding paragraph, the cost of the scheme steadily increased from 1931 to 1934, while the receipts, on the other hand, were falling. Although the total contributions received were always in excess of the allowances paid, from 1934 onward the margin has been insufficient to ensure the equilibrium of the scheme, allowing for the part of their surplus which the funds have at their own disposal. This point will be examined later.

(9) Although the number of affiliated undertakings steadily increased, it was in 1935 still considerably below what it would be if the Act were fully enforced. Reference will also be made to this later. In the absence of adequate statistics, experts give different explanations of the shortage. It seems, however, reasonable to place the total number of undertakings which might be affiliated in present circumstances at 140,000 to 160,000. This shortage in the number of employers largely explains the shortage in the number of persons employed.

DIFFICULTIES AND CRITICISMS

During the five years under review various difficulties have been encountered in applying the Act and also a certain amount of criticism, either from beneficiaries, employers subject to the Act, family allowances funds, economists, sociologists, or mere onlookers.

These difficulties and criticisms will be summarised here and an indication given of the changes they have tended to bring about in the application of the Act.

Affiliation of Employers subject to the Act

The criticism that a large proportion of the employers to whom the Act applies succeed in evading it is confirmed by the statistics reproduced above.

Generally speaking, it may be said that large and medium-sized undertakings and a substantial proportion of the small undertakings fulfil their obligations. This, however, does not apply to the great majority of the very small employers, handicraftsmen, shopkeepers, and especially agriculturists, who have often been able to evade the Act because they are very scattered and because supervision was for a long time inadequate. It is noticeable that a number of the

employers in this rather heterogeneous mass only join a fund when they stand to benefit by equalisation, i.e. when the amount of the allowances payable to their employees is larger than that of the contribution they would have to pay. When the contrary is true, they do not join a fund. This means that in neither the primary nor the secondary equalisation funds do the receipts come up to expectation.

Other Abuses

Abuses are rare in connection with the staff of organised undertakings, since in these the accounts show the exact amounts paid to the employees.

The same is not always true of very small employers. When these join a fund, the inadequate accounts they keep makes it possible for them either to declare only some of the persons they employ, or to have allowances paid to persons who have no right to them because they are employed irregularly or even not at all. In cases of this kind, the employer and the person drawing the allowance are usually both guilty of the abuse. Cases also arise in which one person fraudulently obtains allowances for others by pretending to be an employer. Such frauds are rendered possible by the insufficient supervision exercised by certain funds, which rely on the grants from the National Equalisation Fund and are somewhat slipshod in applying the Act.

Other irregularities are due to beneficiaries making fraudulent statements as to their family responsibilities.

Deficit on Secondary Equalisation

When the Act was first applied, the accounts of the National Equalisation Fund showed a surplus of receipts over expenditure.

By 1933, however, as has already been stated, the equilibrium of the National Equalisation Fund broke down. This was due partly to the shortage of receipts resulting from the non-affiliation or incomplete returns of a proportion of the large mass of very small employers, partly to the number of fraudulent claims for allowances, and partly to unemployment. Nevertheless, at least partial equilibrium might have been secured had the State maintained its subsidy.

Under the special powers conferred on the Government, various measures were taken to overcome the difficulties arising out of this lack of equilibrium. They were subsequently revoked as the National Equalisation Fund has continually shown a deficit since the rates adopted for 1935 came into force.

*Other Criticisms*¹

Other measures had been proposed with a view to making good the deficit. It was suggested that secondary equalisation might be made complete by withdrawing the right of the funds to deal as they pleased with half of any surplus they might have. This proposal was

¹ Claims put forward by persons other than those bound by a contract of employment or engagement for the hiring of services do not come within the scope of the Act of 4 August 1930 and are therefore not considered here.

not adopted. It would have been to the advantage of families drawing allowances from funds which showed a deficit, usually those operating in rural or semi-rural districts where the birth rate is high and where it does not cost much to bring up children. On the other hand, the measure would have penalised families drawing allowances from funds which showed a surplus, in urban and industrial districts where the birth rate is low and the cost of living high. It may be remarked that this objection holds against any scheme for secondary equalisation. The Act of 1930, when it stipulated that the surplus should be halved, steered a middle course between two sets of arguments, either of which might have been upheld but which contradicted each other. It was by way of a compromise that the existing provision was accepted by the interested parties and included in the Act.

In general, the employers, who originally instituted family allowances, find fault with the Act for making the rates of contributions and allowances too uniform, and thereby destroying the elasticity which they themselves introduced at the outset and which allowed of adjustment to the different demographic conditions prevailing in different districts and occupations.

The employers also consider that the number of approved funds is too large and that the existence of many of these funds can only be explained by political considerations which are in fact irrational and likely to weaken the supervision required to prevent fraud.

Decisions of the Courts

Various sections in the Act have given rise to contradictory decisions which have led to some confusion on points of interpretation.

The competent Government department, the National Equalisation Fund, the Auxiliary State Fund, the approved funds, the Association of Family Allowances Funds, and the Supervisory and Legal Consultative Committee have all tried to secure uniform interpretation of the more important points. An Order of 30 March 1936 confirmed a certain number of decisions which had been given by the courts up to that date.

Development of Auxiliary Services

As in the days before the funds were made compulsory, one of their main objects is still to develop auxiliary services. The Act has not tended to limit the employers' initiative in this respect, since it only stipulates that the activities of the funds should be confined to promoting the welfare of the family.

The principal service provided by the funds is attendance by visiting nurses. A nurse calls as a matter of course whenever a beneficiary gives notice of the birth of a child. If necessary, the nurse arranges for the mother to be visited by a medical practitioner before confinement, pays over the maternity benefit, and brings the layette, if any; makes sure that the child is born and brought up under hygienic conditions. If any of the children fall ill, the nurse is called in again, sends for a doctor, and sees that his advice is followed. The nurse draws the attention of any specialised bodies for the prevention of

infectious diseases to cases which concern them, and arranges for children to go to a sanatorium, or, if they are simply in a poor state of health, to a holiday settlement.

Many of the family allowances funds consider that these auxiliary services are a most important feature of the scheme devised by the employers to promote the welfare of the workers' families.

Labour in Hong Kong in 1934

Government reports for Hong Kong contain the following information regarding the labour situation in that colony during 1934.¹

GENERAL FEATURES OF 1934

Local trade was very dull during the year under review and the improvement of business, of which there were faint signs at the end of 1933, did not materialise. The chief causes remained the same, viz. the world depression and the high tariffs imposed by the Chinese and other Governments, while a new factor hindering exports to foreign countries was the steadily maintained appreciation of the silver dollar in relation to gold and sterling. The hosiery and knitting trades were particularly hard hit. The heavy industries such as shipbuilding and engineering also suffered from lack of business, but on the other hand several smaller industries, such as those involving the manufacture of felt hats, sweets, electric torches and dry batteries, mosquito sticks, etc., appeared to be flourishing. The printing and book-making industries and the rubber shoe trade had a fair measure of prosperity, and although several factories closed down others were opened. In spite of the depression the total number of factories in the colony continued to increase, and at the end of the year there were 550 factories and workshops registered under the Factories and Workshops Ordinance. It should be noted, however, that the majority of these were quite small establishments.

UNEMPLOYMENT

Unemployment became more marked, but it cannot be said to have become acute as in Western countries. Many Chinese who were unable to find employment in the colony returned to their native districts in the neighbouring provinces of China.

EMIGRATION

Owing to its geographical situation Hong Kong is an important port of emigration for labour recruited in China for employment abroad.

¹ GREAT BRITAIN. COLONIAL OFFICE : *Annual Report on the Social and Economic Progress of the People of Hong Kong, 1934*. London, H.M. Stationery Office, 1935.

HONG KONG : *Report of the Secretary for Chinese Affairs for the Year 1934*.

In 1934 the number of "assisted emigrants"—i.e. male emigrants who intend to work for hire in some place beyond the limits of the colony and who have received assistance in the way of payment of passage money, subsistence, or otherwise in order to enable them to carry out their intention—was 1,565 as compared with 459 in 1933. Although this number is comparatively small, as compared with 8,316 in 1930, it may be taken as an indication that the demand for Chinese labour in the South Sea territories was again on the increase. The majority of the "assisted emigrants" went to the Netherlands Indies, to which country emigration was practically at a standstill in the previous year.

The emigration of women and children showed a very large increase, the total being 33,467 as compared with 12,190 in 1933. Most of these women and children went to Malaya, from which it may be gathered that Chinese returning to that country were sufficiently confident of the future to take their wives and children with them.

FACTORY LABOUR

The working of the Factories and Workshops Ordinance, which came into force on 1 March 1933, resulted in a considerable improvement in general factory conditions. Factory owners were as a rule found willing to carry out such improvements as were considered necessary in order to safeguard their employees or their factory premises, and in some cases major alterations and reconstructions were effected in order to comply with the provisions of the Ordinance.

The employment of children under 16 years of age practically ceased in organised industries, and is not likely to recur since Chinese factory owners have realised that it is not essential and is economically unsound.

Five prosecutions were instituted during the year against factory owners for breaches of the factory regulations. Four of these were for employing female workers during prohibited hours at night, the other prosecution being for a breach of the regulations regarding the protection against fire risks.

MUI-TSAI

During 1934 the number of registered *mui-tsai*—i.e. Chinese girls taken over from their parents by other families for the purpose of performing menial services in the household—decreased from 2,726 to 2,263. This reduction is mainly accounted for by permanent departures from the colony, restoration to parents or other relatives, and marriage.

The inspection of the labour and living conditions of *mui-tsai* continued to be entrusted to one European inspector with two Chinese lady assistants. A total of 3,076 visits were made by the labour inspectors to the homes of registered *mui-tsai*, while numerous visits were also made to ex-*mui-tsai* who had obtained employment as domestic servants.

The number of prosecutions under the Female Domestic Servants Ordinance concerning *mui-tsai* was 57, with 63 convictions.

STATISTICS

Unemployment

The following table gives statistics on the *general level* of unemployment ; figures for the different industries and occupations covered by these series will be found in the *Year-Book of Labour Statistics* 1935-36, which also gives separate figures for males and females where available.

If not otherwise stated, the figures relate to persons recorded as *wholly* unemployed, and in most cases fall far short of the reality. Their principal value is in indicating the fluctuations from time to time, and only between such movements are international comparisons possible ; the various series are not equally sensitive to changes on the labour market and an equal change in any two series does not necessarily represent a corresponding change in the countries concerned. Moreover, changes in legislation, in administrative practice, in the frequency of registration of the unemployed, in the amount of "short time" worked, and in "normal" hours often result in a decrease (or increase) in the recorded level of unemployment which does not correspond to changes in employment. Percentages are, however, more reliable than absolute numbers as measures of changes in the level of unemployment. Where available, figures of "partial unemployment" are also given, but they are uncertain, incomplete, and based on different definitions ; thus here, too, international comparisons are not possible.

The principal problems of these statistics are examined in other publications of the Office¹ ; for figures based on unemployment insurance statistics additional information as to the scope and working of these schemes will be found in a special study by the Office.²

EXPLANATION OF SIGNS USED IN THE TABLES

The sign	*	signifies :	" no figures exist ".
"	"	—	" figures not yet received ".
"	"	†	" provisional figure ".
"	"	r	" figure revised since the previous issue ".

Figures in thick faced type : base of the index numbers.

Figures in italics : index numbers with a year other than 1929 as base.

The sign — between two figures of a series signifies that the former series is replaced by another, or otherwise modified.

¹ *Methods of Statistics of Unemployment* ; Studies and Reports, Series N, No. 7 ; Geneva, 1925. *Report on the Proceedings of the Second International Conference of Labour Statisticians* (containing resolutions on the best methods of compiling unemployment statistics) ; Studies and Reports, Series N, No. 8 ; Geneva, 1925.

² *Unemployment Insurance and Various Forms of Relief for the Unemployed*. International Labour Conference, Seventeenth Session, Geneva, 1933.

STATISTICS OF UNEMPLOYMENT

Date	GERMANY				AUSTRALIA		AUSTRIA				BULGARIA ²
	Employment exchange statistics				Trade union returns		Unemployment insurance statistics		Employment exchange statistics		Official estimates
	Applicants for work registered	Unemployed registered		Per cent.	Unemployed		Unemployed in receipt of benefit		Applicants for work registered	Number unemployed	
		Number	Per cent.		Number	Per cent.	Number	Per cent.			
1927	—	1,353,000 ^a	*		31,032	7.0	172,450	13.6	200,112	*	
1928	—	1,353,000 ^a	*		45,669	10.8	156,185	12.1	182,444	*	
1929	1,919,917 ¹	1,891,956	*		47,359	11.1	164,509	12.3	192,062	*	
1930	3,130,082	3,075,580	*		84,767	19.3	208,389	15.0	242,612	*	
1931	4,618,537	4,519,704	23.7		117,866	27.4	253,368	20.3	300,223	*	
1932	5,703,088	5,575,491	30.1		120,454	29.0	309,968	26.1	377,894		22,153
1933	5,083,140	4,804,428	25.8		104,035	25.1	328,844	29.0	405,741		24,977
1934	3,306,628	2,718,309 ⁴	14.5 ⁴		86,865	20.5	287,527	26.3	370,210		32,762
1935	2,567,523 ¹	2,151,039 ⁴	11.6 ⁴		71,823	16.5	261,768	23.4	348,675		38,148
1935 July	2,124,701	1,754,117	9.3		*	*	220,599	19.6	303,157		34,369
Aug.	2,060,627	1,706,230	9.1		69,575	15.9	209,493	18.6	292,560		30,220
Sept.	2,053,649	1,713,912	9.1		*	*	204,908	18.1	289,944		30,171
Oct.	2,161,851	1,828,721	9.7		*	*	214,094	19.0	301,790		35,440
Nov.	2,335,116	1,984,452	10.6		59,992	13.7	242,759	21.4	335,552		42,760
Dec.	2,836,291	2,507,955	13.7		*	*	284,914	25.4	383,785		50,710
1936 Jan.	2,880,373	2,520,499	13.5		*	*	317,200	28.0	414,649		49,498
Feb.	2,863,109	2,514,894	13.5		59,621 ¹	13.4	321,529	28.3	415,803		52,521
March	2,344,284	1,937,120	10.3		*	*	298,714	26.1	392,223		50,710
April	2,117,803	1,762,774	9.2		*	*	267,047	23.5	358,087		42,072
May	1,808,664	1,491,235	7.7		57,000	12.8	242,227	21.3	333,482		35,879
June	1,593,386	1,314,731	6.8 ¹		*	*	230,844	20.4	322,501		—
July	—	1,170,000 ¹	6.0 ¹		*	*	221,323 ¹	19.6 ¹	—		—
Base figure	19,443,901 ¹				445,294 ¹		1,129,109 ¹		*		*

¹ Average for 11 months. ² Since March 1935 including the Saar Territory. ³ Figures calculated by the *Institut für Konjunkturforschung*. ⁴ Since 31 July 1933 not including persons employed in labour camps. ⁵ The figures relate to the 1st of the following month.

Date	BELGIUM				CANADA			CHILE
	Unemployment insurance statistics				Trade union returns	Employment exchange statistics	Employment exchange statistics	
	Percentage unemployed ¹		Unemployed (daily average during the month)	Days of unemployment per month ²				
	Wholly	Partially			Unemployed	Number	Per cent.	Applicants for work registered
1927	1.8	3.9	16,103	361,185	8,142	4.9	13,541	*
1928	0.9	3.5	11,317	253,848	8,120	4.5	12,758	*
1929	1.3	3.0	12,636	283,434	11,488	5.7	14,966	*
1930	3.6	7.9	36,102	809,775	22,873	11.1	33,008	*
1931	10.9	16.9	110,392	2,476,071	22,625	16.8	71,385	29,345
1932	19.0	20.7	210,575	4,723,170	38,777	22.0	75,140	107,295
1933	17.0	17.2	210,007	4,710,445	33,488	22.3	81,809	71,805
1934	19.0	17.2	234,730	5,264,969	28,320	18.2	88,888	30,055
1935	17.9	12.8	211,536 ³	4,831,482	25,336	15.4	84,050	10,672
1935 July	15.1	11.9	176,526	3,967,181	24,736	15.1	78,171	7,710
Aug.	14.9	11.7	180,339	4,105,503	23,640	14.2	71,114	7,848
Sept.	14.9	11.9	174,806	3,876,191	21,759	13.0	71,016	8,037
Oct.	14.5	10.6	166,042	4,205,665	22,583	13.3	78,312	8,288
Nov.	15.9	10.3	176,950	4,067,620	22,575	13.3	90,447	8,234
Dec.	17.9	11.3	203,558	4,495,767	24,868	14.6	85,095	8,173
1936 Jan.	18.6	11.1	206,625	4,724,361	24,830	14.8	92,247	8,766
Feb.	18.7	11.2	209,276	4,876,344	23,310	13.8	89,470	7,854
March	15.6	10.5	170,759	3,981,164	24,384	14.5	92,588	7,117
April	13.1	11.2	155,322	3,639,044	26,312	15.1	92,112	7,043
May	12.2	9.7	151,895	3,567,980	26,442	14.8	84,936	7,482
June	—	—	139,771	—	24,840†	13.8	83,829	—
July	—	—	—	—	—	—	—	—
Base figure	894,716†				180,000†		*	*

¹ Having received a control card during the month. ² Until April 1935, estimates. ³ Standard month of 24 working days.

STATISTICS OF UNEMPLOYMENT (*cont.*)

Date	DENMARK			DANZIG (Free City of)	SPAIN		UNITED STATES					
	Trade union fund returns	Employment exchange statistics	Employment exchange statistics	Employment exchange statistics	Employment exchange statistics		Trade union returns		Estimates (American Federation of Labor)	Employment exchange statistics		
							Percentage unemployed ¹					
							Unemployed				Weighted	Unweighted
Number	Per cent.	Wholly	Partially	Wholly	Partially							
1927	61,705	22.5	65,620	*	*	*	*	*	*	*	*	
1928	50,226	18.5	51,864	*	*	*	9.2	13	*	*	*	
1929	42,817	15.5	44,581	12,905	*	*	8.2	12	*	1,864,000	*	
1930	39,631	13.7	40,551	18,291	*	*	14.5	21	*	4,770,000	*	
1931	53,019	17.9	59,430	24,898	*	*	19.1	26	19	8,738,000	*	
1932	99,508	31.7	126,039	33,244	*	*	23.8	32	21	13,182,000	*	
1933	97,478	28.8	121,115	31,408	*	*	24.3	31	21	13,723,000	*	
1934	81,756	22.1	97,595	20,326	381,278	240,541	20.9	26	24	12,364,000	*	
1935	76,195	19.7	92,406	17,983	434,931	262,059	18.5	23	22	12,208,000	7,422,615	
1935 July	48,937	12.6	63,109	14,341	346,837	231,996	19.4	27	21	12,475,000	7,531,926	
Aug.	53,041	13.7	68,478	14,445	415,120	275,985	18.4	23	23	12,219,000	8,234,833	
Sept.	57,923	14.9	71,582	14,610	449,820	269,593	17.9	20	21	11,789,000	8,696,821	
Oct.	67,390	17.3	80,812	16,447	486,635	293,607	17.3	20	21	11,449,000	8,735,671	
Nov.	84,907	21.7	100,077	19,213	508,783	297,438	16.7	20	22	11,672,000	8,387,179	
Dec.	124,612	31.7	140,037	21,039	416,198	257,963	16.9	23	22	11,397,000	8,954,017	
1936 Jan.	111,898	27.7	131,013	19,746	457,458	291,352	17.2	22	22	12,646,000	9,010,309	
Feb.	120,907	30.0	139,716	20,959	—	—	16.7	22	21	12,570,000	9,196,423	
March	104,644	25.9	125,607	18,066	—	—	16.2	21	21	12,183,000	9,252,488	
April	77,915	18.9	93,044	16,560	—	—	15.1	18	21	11,503,000	8,996,649	
May	52,924	12.8	65,748	14,966	—	—	13.7	17	22	11,259,000†	8,786,138	
June	46,513	11.2	57,846	11,890	—	—	12.8†	16†	23	—	—	
July	50,824†	12.3†	61,285	—	—	—	—	—	—	—	—	
Base figure	414,712 †		*	*	*	*	964,000			*	*	

¹ Unemployed occupied on public and civil works excluded.² Including those employed on public works, etc.

Date	ESTONIA ¹	FINLAND		FRANCE		GREAT BRITAIN AND NORTHERN IRELAND			
	Employment exchange statistics	Employment exchange statistics	Statistics of local unemployment committees	Public relief fund statistics	Employment exchange statistics	Unemployment insurance statistics			
	Unem- ployed registered	Unem- ployed registered	Unem- ployed	Unemployment in receipt of relief	Applica- tions for work	Wholly unemployed (including casuals)		Unemployed owing to temporary stoppages	
						Number	Per cent.	Number	Per cent.
1927	2,957	1,868	*	33,549	47,289	899,093	7.4	263,077	2.3
1928	2,629	1,735	*	4,834	15,275	980,326	8.2	309,903	2.6
1929	3,181	3,906	*	928	10,052	994,091	8.2	268,400	2.2
1930	3,089	7,993	*	2,514	13,859	1,467,347	11.8	526,604	4.2
1931	3,542	11,522	*	56,112	75,215	2,129,359	16.7	587,494	4.6
1932	7,121	17,581	63,972	273,412 *	308,096	2,272,590	17.6	573,805	4.5
1933	8,207	17,139	44,656	276,033	307,844	2,110,090	16.4	456,678	3.5
1934	2,970	10,011	23,802	345,033	376,320	1,801,913	13.9	368,906	2.9
1935	1,779 *	7,163	13,362	426,879	465,796	1,714,844	13.2	312,958	2.3
1935 July	752	3,122	3,732	380,559	415,041	1,589,590	12.2	402,271	3.1
Aug.	592	4,003	4,684	380,664	415,964	1,605,036	12.3	344,767	2.6
Sept.	503	4,755	5,786	373,446	408,426	1,644,723	12.6	308,011	2.4
Oct.	977	6,446	9,739	385,330	427,672	1,658,720	12.7	243,644	1.9
Nov.	1,717	8,538	14,841	409,466	453,838	1,679,912	12.9	225,763	1.7
Dec.	2,007	7,427	17,778	439,782	481,099	1,648,256	12.6	209,983	1.6
1936 Jan.	2,316	10,117	19,912	477,173	522,634	1,780,412	13.6	350,822	2.7
Feb.	2,101	8,257	20,591	487,374	528,624	1,752,279	13.4	264,299	2.0
March	1,791	6,687	18,665	465,127	508,921	1,638,720	12.5	240,092	1.9
April	1,274	5,836	13,323	443,245	488,178	1,555,829	11.9	251,667	1.9
May	582	2,795	8,182	422,036	465,089	1,467,097	11.2	229,823	1.8
June	365	1,877	2,409	419,887	459,368	1,401,665	10.7	305,875	2.4
July	352	—	—	420,776	466,124	—	—	—	—
Base figure	*	*	*	*	*	13,058,000			

¹ Until December 1934, the figures relate to the 1st of the following month. applicants for work registered; the figures relate to the end of the month. including unemployed in receipt of relief from the public charitable offices.² Since January 1935
³ From July 1932 onwards,

STATISTICS OF UNEMPLOYMENT (cont.)

Date	GREAT BRITAIN	HUNGARY	NETHERLANDS EAST INDIES	IRISH FREE STATE		ITALY	JAPAN *	
	Employment exchange statistics	Employment exchange statistics	Employment exchange statistics	Employment exchange statistics		Social insurance fund statistics *	Official estimates	
				Applicants for work registered			Unemployed	
	Applicants for work registered	Applications for work registered	Applicants for work registered	With claims to unem- ployment benefit	Total	Wholly unemployed	Number	Per cent.
1927	1,091,271	13,881	*	13,728	21,284	278,484	*	*
1928	1,246,022	14,715	*	14,821	22,487	324,422	*	*
1929	1,237,880	15,173	*	14,679	20,702	300,786	*	*
1930	1,953,935	43,592 ¹	*	16,378	22,398	425,437	369,408	5.3
1931	2,636,805	52,305	6,964	17,852	25,230	734,454	422,755	6.1
1932	2,744,789	66,235	10,922	20,217	62,817 ²	1,006,442	485,681	6.8
1933	2,520,616	60,595	14,576	19,897	72,255	1,018,955	408,710	5.6
1934	2,159,231	52,157	15,784	20,558	103,671	963,677	372,941	5.0
1935	2,036,422	52,048	17,418	18,410	119,498	*	356,103	4.6
1935 July	1,972,941	46,069	16,779	16,117	82,371 ³	637,972	349,880	4.6
Aug.	1,947,964	46,480	17,889	15,767	82,697 ³	628,335	346,758	4.5
Sept.	1,958,810	48,707	18,366	15,627	83,191 ³	609,094	348,229	4.5
Oct.	1,916,390	52,331	18,247	17,324	123,705 ³	*	346,870	4.5
Nov.	1,918,562	52,674	19,524	17,407	129,403	*	351,469	4.5
Dec.	1,868,565	52,225	18,831	19,246	133,319	*	359,636	4.6
1936 Jan.	2,159,722	57,916	19,236	21,382	144,764	*	357,736	4.6
Feb.	2,025,021	57,199	20,177	20,136	141,858	*	356,613	4.6
March	1,881,531	58,177	20,182	17,117	123,336	*	343,426	4.4
April	1,831,230	54,421	—	14,679	116,621	*	—	—
May	1,705,042	52,932	—	13,555	109,185	*	—	—
June	1,702,676	—	—	13,589	70,274	*	—	—
July	1,652,072	—	—	14,035	68,959	*	—	—
Base figure	*	*	*	*	*	*	7,778,498†	

¹ Since January 1930, including non-fee-charging private employment agencies.² Extended series.³ See note in *Review* for November 1935, p. 694.⁴ Since July 1933, employment exchange statistics.⁵ The figures relate to the 1st of the following month.

Date	LATVIA	MEXICO	NORWAY		NEW ZEALAND	PALESTINE	PORTUGAL
	Employ- ment exchange statistics	Official estimates	Trade union fund returns	Employ- ment exchange statistics	Employment exchange statistics	Official esti- mates	Employ- ment exchange statistics
	Applica- tions for work registered	Number unem- ployed ¹	Unemployed		Unemployed (men) registered	Number unem- ployed	Un- employed registered
			Number	Per cent.			
1927	3,131	*	8,561	25.4	23,889	*	*
1928	4,700	*	8,502	19.2	21,759	*	*
1929	5,617	*	5,902	15.4	19,089	2,895	*
1930	4,851	75,695 ²	7,175	16.6	19,353	5,003	4,833
1931	8,709	257,979	*	22.3	27,479	41,430 ⁴	24,083
1932	14,587	339,378	14,790	30.8	32,705	51,549	18,239
1933	8,156	275,774	16,588	33.4	35,591	46,971 ⁵	25,255
1934	4,972	234,538	15,963	30.7	35,121	39,235	34,711 ⁶
1935	4,825	182,072	14,783	25.3	36,103	38,234	42,315
1935 July	2,077	156,207	11,241	19.1	26,228	41,499	43,341
Aug.	1,595	165,293	11,846	19.7	28,281	42,745	42,363
Sept.	1,819	164,020	12,099	19.8	32,548	42,200	42,323
Oct.	2,334	152,172	13,264	21.2	36,549	39,681	41,884
Nov.	6,347	145,418	14,000	22.0	39,270	35,979	41,002
Dec.	8,130	146,174	16,752	26.0	40,950	35,653	41,119
1936 Jan.	7,949	191,815	18,264	28.0	40,177	34,777	41,660
Feb.	8,302	146,174†	17,627	26.7	40,263	32,384	41,749
March	7,148	—	16,426	24.6	39,999	32,019	41,872
April	4,450	—	14,214	21.0	37,756	33,277	—
May	1,840	—	—	—	30,923	—	—
June	1,074†	—	—	—	26,139	—	—
July	—	—	—	—	—	—	—
Base figure	*	*	67,696	*	*	*	*

¹ Revised series.² Figure for the month of May according to the population census.³ The figures

relate to the 15th of the month.

⁴ Including persons employed on public relief works.⁵ The figures do

not always relate to the end of each month.

⁶ Average for eleven months.

STATISTICS OF UNEMPLOYMENT (cont.)

Date	NETHERLANDS			POLAND		RUMANIA ^a	SWEDEN		
	Unemployment insurance statistics ¹		Employment exchange statistics	Employment exchange statistics		Employment exchange statistics	Trade union returns		Statistics of local unemployment committees
	Unemployed		Un-employed registered	Applications for work registered		Un-employed registered	Unemployed		Applicants for relief registered
	Number	Per cent.		Number	Per cent.		Number	Per cent.	
1927	25,000	9.0	*	163,953	7.5	*	31,076	12.0	19,229
1928	20,300	6.8	*	125,552	5.0	10,373	29,716	10.6	16,662
1929	24,300	7.1	*	129,450	4.9	7,288	32,621 ^b	10.7 ^c	10,212
1930	37,800	9.7	*	226,659	8.8	25,335	42,016	12.2	13,723
1931	82,800	18.1	138,200	299,502	12.6	35,737	64,815	17.2	46,540
1932	153,500	29.5	271,092	255,582	11.8	38,890	90,677	22.8	113,907
1933	163,000	31.0	322,951	249,660	11.9	29,063	97,316	23.7	164,773
1934	160,400	32.1	332,772	342,166	16.3	17,253	84,685	18.9	114,802
1935	173,673	36.3	384,691	381,935	16.7	13,852	81,385	16.1	61,581
1935 July	161,891	33.9	336,941	305,560	13.2	10,792	58,826	11.3	42,582
Aug.	164,068	34.5	353,076	270,158	11.8	9,392	58,782	11.6	41,723
Sept.	166,474	35.4	366,045	254,704	11.1	9,071	62,338	12.3	41,190
Oct.	166,479	35.2	381,936	263,211	11.3	8,667	71,652	14.0	47,045
Nov.	173,262	36.6	415,180	308,916	13.4	11,034	82,789	16.2	54,167
Dec.	192,273	40.7	471,924	402,814	18.4	17,040	114,176	22.5	57,965
1936 Jan.	200,319	42.6	475,890	472,004	21.0	22,247	100,241	19.3	61,400
Feb.	193,987	41.2	465,463	488,576	21.5	23,458	95,927	18.4	58,127
March	180,758	38.5	429,046	475,498	20.5	18,514	90,728	17.4	53,162
April	169,619 ^d	36.2 ^d	415,743	407,734	17.6	—	78,694 ^d	15.1 ^d	46,628
May	159,169 ^d	34.6 ^d	392,884	343,043	14.8 ^d	—	57,214 ^d	11.1 ^d	34,571
June	157,142 ^d	34.2 ^d	—	314,014	13.5 ^d	—	—	—	—
July	161,965 ^d	35.4 ^d	—	—	—	—	—	—	—
Base figure	458,072 [†]		*	2,321,932 [†]		*	516,134 [†]		759 ^a [†]

¹ Excluding agriculture.^a The figures relate to the 1st of the following month.^b From 1929 onwards, including forestry workers and timber floaters.^c Number of relief funds.

Date	SWITZERLAND			CZECHOSLOVAKIA			YUGOSLAVIA
	Unemployment insurance statistics		Employment exchange statistics	Trade union fund returns		Employment exchange statistics	Employment exchange statistics
	Percentage unemployed		Applications for work registered	Unemployed in receipt of benefit		Applicants for work registered	Unemployed registered
	Wholly	Partially		Number	Per cent.		
1927	2.7	2.0	11,824	17,617	1.6	52,869	*
1928	2.1	1.1	8,380	16,348	1.4	38,636	5,721
1929	1.8	1.7	8,131	23,763	2.2	41,671 ^r	8,370
1930	3.4 ¹	7.2 ¹	12,881	51,372	4.5	105,439 ^r	8,198
1931	5.9	12.1	24,208	102,179	8.3	291,327 ^r	9,930
1932	9.1	12.2	54,366	184,555	13.5	354,049 ^r	14,761
1933	10.8	8.5	67,867	247,613	16.9	738,310 ^r	15,997
1934	9.8	6.1	65,440	245,953	17.4	676,994	15,647
1935	11.8	5.9	82,468	235,623	15.9	686,269	16,752
1935 July	8.3	5.2	63,497	203,787	13.6	566,559	11,215
Aug.	8.7	5.5	66,656	198,757	13.3	557,706	12,260
Sept.	9.2	5.4	69,123	194,063	12.9	573,362	12,544
Oct.	10.7	5.4	82,386	192,429	12.8	601,390	10,564
Nov.	12.8	5.8	95,740	203,626	13.4	678,870	11,917
Dec.	16.9	6.8	118,775	236,641	15.5	794,407	18,685
1936 Jan.	19.0	6.8	124,008	267,471	17.2	850,010	27,624
Feb.	18.6	6.9	119,795	272,019	17.5	860,239	34,136
March	15.6	6.7	98,362	254,471	16.2	797,770	30,783
April	13.0	5.9	89,370	232,159	14.6	719,166	25,695
May	11.1	5.7	80,004	208,601	13.2	637,385	16,670
June	—	—	75,127	—	—	565,970†	14,002
July	—	—	—	—	—	—	—
Base figure	496,377		*	1,581,451		*	*

¹ Up to 1929, quarterly statistics; afterwards, monthly statistics.

NOTES ON SOURCES AND METHODS

Belgium : *Revue du travail* (Ministère du Travail et de la Prévoyance sociale) ; communication to the International Labour Office (Office national du placement et du chômage du Ministère du Travail et de la Prévoyance sociale).

Unemployment insurance statistics.

The legislation on voluntary unemployment insurance authorises the admission to the approved unemployment funds of all wage earners and salaried employees between the ages of 15 and 65 years, excluding workers in agriculture and fishing and a few other special categories. Special conditions are provided for home workers, seasonal workers, workers in the hotel industry, and dock workers. The right to benefit is not acquired until after a qualifying period of one year, during which contributions must be paid. There are special conditions for young persons aged from 15 to under 18 years. Insured persons who reach the age at which they become entitled to an old-age pension automatically cease to be entitled to unemployment benefit and allowances. These statistics have recently been reorganised and the following series are at present reproduced in the *Review* :

(a) *Unemployed controlled* (during the month). These series refer to the number of control cards issued to unemployed during the month, and not, as previously stated, to the number of unemployed registered at the end of each month. The "wholly unemployed" are persons definitely discharged for an unspecified period or for a period of more than one month. Any unemployed person whose discharge satisfies neither of these conditions is regarded as "partially unemployed".

(b) *Unemployed controlled* (daily average). These statistics, which are published weekly, show for each working day the number of unemployed controlled by the communes. The figures shown in the table are daily averages for each working month.

(c) *Number of days of unemployment controlled* (per month). These figures show the number of man-days lost per month. The total includes an allowance for partial unemployment (unemployment of half a day).

Latvia : *Meneša Biletens* (Bureau of Statistics).

Employment exchange statistics.

Further details have become available on this series. It excludes applicants for work occupied on public works ; all applicants are so employed unless they are incapable of performing heavy work (persons having a working capacity of 31-50 per cent. of the normal), widows with children, or heads of families having several children in their charge. Persons with a working capacity of less than 50 per cent. are transferred to poor relief.

Employment

The following table gives statistics on the *general level* of employment ; figures for the different industries covered by these series will be found in the *Year-Book of Labour Statistics*, 1935-36.

According to their source the series in the following tables may be roughly classified in two groups : (1) those (the majority) based on employers' returns and indicating the changes in the number of workers employed or hours worked in a sample of mainly industrial establishments ; these statistics do not furnish information on the absolute extent of employment, and as a rule index numbers only are reproduced here ; (2) those based on returns of employed members in compulsory sickness or unemployment insurance schemes and covering the great majority of the working population ; as these statistics give a more reliable picture of the fluctuations in the absolute extent of employment, absolute figures are generally given as well as index numbers.

In the great majority of cases the figures relate to workers recorded as in employment at a certain date, irrespective of the number of hours worked per day and per worker. In some cases, however, the statistics relate to the number of hours worked during a certain period of time, and in this case they record the fluctuations in the *volume* of employment.

Owing to the different scope of the various series and the different methods used in their compilation and classification, international comparisons of the absolute level of employment and its fluctuations are rarely possible. The chief value of the statistics, therefore, is in indicating the trend of short-time fluctuations in employment.

For explanation of the signs used in the table, see above, p. 234.

STATISTICS OF EMPLOYMENT ¹

Date	GERMANY			AUSTRIA	BELGIUM	BULGARIA *		CANADA *
	Sickness insurance statistics	Employers' returns		Sickness insurance statistics	Voluntary unemployment insurance statistics	Employers' returns		Employers' returns
	Number employed	Employment as percentage of possible number of :		Number employed	Index (1929)	Number employed	Index (1929)	Index (1926)
		Workers	Hours of work					
1927	*	*	*	1,376,049	100.0	*	*	88.1
1928	17,436,100	74.5 *	70.5 *	1,446,027	100.2	*	*	94.2
1929	17,595,347	70.4	67.4	1,448,845	100.0	68,032	100.0	100.0
1930	16,408,528	61.2	56.2	1,378,330	96.6	67,823	99.7	94.5
1931	14,336,418	50.7	44.5	1,255,353	87.4	66,485	97.7	85.3
1932	12,517,882	41.9	35.7	1,107,256	78.2	68,525	100.7	72.5
1933	13,015,614	46.3	41.0	1,022,942	81.1	57,960	85.2	70.6
1934	15,040,864	58.5	53.7	1,010,993	78.3	60,111	88.4	80.9
1935	15,949,332	63.9	58.6	967,330 ^a	80.0 ^r	61,919	91.0	83.8
1935 June	16,504,322	65.2	59.3	972,342	82.3	67,102	98.6	83.5
July	16,640,207	65.9	59.1	981,056	84.1	71,322	104.8	84.8
Aug.	16,689,880	66.2	59.6	990,971	82.0	75,356	110.8	86.2
Sept.	16,634,277	66.3	61.3	1,001,091	84.5	74,594	109.6	89.0
Oct.	16,507,509	66.1	61.3	989,332	82.9	70,396	103.5	90.4
Nov.	16,496,708 ^a	65.6	61.7	961,571	82.8	65,733	96.6	87.8
Dec.	15,581,790	63.8	59.7	895,165	82.2	53,742	79.0	83.1
1936 Jan.	15,672,053	62.8	57.4	871,158	79.6	56,659	83.3	82.6
Feb.	15,674,824	63.3	58.2	871,497	78.9	57,210	84.1	83.0
March	16,415,690	65.4	61.1	907,915	83.0	62,289	91.6	81.7
April	17,038,756	67.4	63.8	936,265	84.6	67,707	99.5	83.5
May	17,520,183	69.1 [†]	65.9 [†]	958,700	85.0	75,658	111.2	85.6
June	—	—	—	963,059	—	80,126	117.8	—
Persons covered	*	*	*	*	894,716 *	*	*	963,513

Date	DENMARK		ESTONIA *	UNITED STATES					
	Employers' returns		Employers' returns	Employers' returns (Manufacturing industries)*					
	Total number of hours worked per day		Index (1 Jan.1927)	Index (1923-1925)			Estimates of:		
	Number (thousands)	Index (1931)		Employed		Hours worked	Pay-rolls	Wage earners employed	Weekly payrolls (\$1,000's)
				Unad-justed	Ad-justed				
1927	*	*	93.0	94.4	*	95.0	93.3	8,288,400	206,980
1928	*	*	98.2	94.4	*	95.6	93.9	8,285,800	208,334
1929	*	*	100.0	100.0	*	100.0	100.0	8,785,600	221,937
1930	*	*	95.8	87.3	*	80.8	81.3	7,668,400	180,507
1931	962	100.0	88.1 ^a	73.9	*	63.0	61.9	6,484,300	137,256
1932	881	91.6	82.7	61.2	*	45.0	42.3	5,374,200	93,757
1933	985	102.4	84.3	65.8	*	50.5	44.5	5,778,400	98,623
1934	1,092	113.5	97.5	75.2	*	55.2	56.7	6,605,700	125,997
1935	1,141	118.6	109.7	78.4	*	60.8	64.4	6,890,900	142,990
1935 June	1,177	122.3	115.2	76.0	76.4	56.8	60.9	6,683,000	135,121
July	1,184	123.1	110.5	76.0	76.7	56.5	59.9	6,682,400	133,019
Aug.	1,180	122.7	111.6	78.2	78.0	60.4	63.9	6,871,600	141,879
Sept.	1,201	124.8	111.3	79.9	78.1	63.0	66.2	7,014,500	146,876
Oct.	1,208	125.6	112.3	81.4	79.8	66.8	68.7	7,146,300	152,629
Nov.	1,186	123.3	114.4	81.1	80.9	64.6	68.3	7,124,000	151,626
Dec.	1,177	122.3	111.1	80.7	81.7	65.9	70.0	7,093,400	155,909
1936 Jan.	1,098 ^r	114.1	114.4	79.1	81.0	62.3	66.6	6,955,800	146,917
Feb.	1,056 ^r	109.8 ^r	118.4	79.3	80.1	62.6	66.6	6,984,200 [†]	147,043 [†]
March	528 ^r	54.9 ^r	123.4	80.2	80.3	65.3	69.9	7,059,100 [†]	154,313 [†]
April	1,162	120.8	126.5	81.2	81.0	66.3 [†]	71.4	—	—
May	1,272	132.2	132.8	81.8	81.9	—	72.7	—	—
June	1,276	132.6	—	82.1 [†]	82.3 [†]	—	72.9 [†]	—	—
Persons covered	*	*	47,954 [†]	4,200,590 [†]			*	*	*

¹ The figures in brackets after the word "Index" denote the original base year of the series. When they are in heavy type this base has been retained (= 100); in all other cases the series have been recalculated on the base 1929 = 100.

² Including the Saar Territory. ³ Figure for July. ⁴ Since May 1935, excluding voluntarily insured. ⁵ Workers covered by the statistics, including unemployed. ⁶ The figures relate to the 1st of the following month. ⁷ Figure affected by industrial dispute. ⁸ Since January 1931, excluding "building". ⁹ The figures relate to the 15th of the month.

STATISTICS OF EMPLOYMENT ¹ (cont.)

Date	UNITED STATES (cont.)		FINLAND ^a		FRANCE		GREAT BRITAIN	
	Estimates (American Federation of Labor)		Employers' returns		Returns of labour inspectors		Unemployment insurance statistics	
	Number employed (1,000's)	Index (1929)	Index (1926)		Index (same month of 1930 = 100)		Estimated number employed	Index (1924)
			Number employed	Hours worked	Number employed ^a	Hours worked		
1927	*	*	104.2	*	*	*	10,018,000	98.0
1928	*	*	107.3	*	*	*	10,023,000	98.0
1929	46,192	100.0	100.0	100.0	*	*	10,223,000	100.0
1930	43,982	95.2	88.5	83.5	100.0	100.0	9,809,000	96.0
1931	40,679	88.1	80.2	74.2	92.5	88.6	9,437,000	92.3
1932	36,878	79.8	81.3	75.3	80.9	73.6	9,367,000	91.7
1933	36,959	80.0	88.5	82.5	79.4	74.3	9,684,000	94.8
1934	38,924	84.3	100.0	94.8	76.9	71.4	10,142,000	99.3
1935	39,685	85.9	105.8	101.8	73.5	68.1	10,380,000	101.6
1935 June	39,470	85.4	111.5	107.2	73.6	67.6	10,393,000	101.7
July	39,433	85.4	*	*	75.0	69.6	10,418,000	102.0
Aug.	39,740	86.0	*	*	74.1	68.8	10,472,000	102.4
Sept.	40,218	87.1	106.3	101.0	74.6	69.7	10,481,000	102.5
Oct.	40,607	87.9	*	*	74.6	69.7	10,537,000	103.1
Nov.	40,622	87.9	*	*	74.3	69.8	10,548,000	103.2
Dec.	40,758	88.2	102.1	99.0	73.8	69.9	10,604,000	103.7
1936 Jan.	39,558	85.6	*	*	72.6	69.9	10,352,000	101.3
Feb.	39,683	85.9	*	*	72.6	68.4	10,485,000	102.6
March	40,119	86.9	103.1	99.0	72.5	68.1	10,634,000	104.0
April	40,848	88.4	*	*	72.9	68.5	10,718,000	104.9
May	41,143†	89.1†	*	*	73.2	69.5	10,838,000	106.1
June	—	—	—	—	73.8	69.5	10,837,000	106.1
Persons covered	*	*	*	*	2,217,384		*	*

Date	HUNGARY		ITALY			JAPAN	LATVIA	
	Social insurance statistics		Employers' returns			Employers' returns	Sickness insurance statistics	
	Number employed	Index (1927)	Index ^a (1934)	Index ^a (1929)		Index (1926)	Number employed	Index (1930)
				Number employed	Number of hours worked			
1927	1,033,609	98.3	*	*	*	104.1	148,288*	87.4*
1928	1,064,599	101.3	*	*	*	99.2	161,483	94.7
1929	1,051,169	100.0	*	100.0	100.0	100.0	171,195	100.0
1930	990,776	94.3	*	97.3	94.2	90.0	179,636	105.3
1931	937,298	89.2	*	88.8	83.5	81.7	166,939	97.9
1932	862,469	82.0	*	78.5	72.4	82.0	141,296	83.2
1933	853,203	81.1	*	79.4	75.1	89.9	150,236	88.4
1934	813,068	86.8	100.0	82.9	77.8	100.2	162,837	95.8
1935	958,234	91.2	*	*	*	109.7*	172,615	101.1
1935 June	955,937	91.0	114.1	97.7	83.1	110.9	174,768	102.1
July	957,418	91.1	115.1	98.3	88.7	110.8	175,879	103.2
Aug.	981,136	93.3	117.6	100.1	85.4	110.4	174,428	102.1
Sept.	1,002,705	95.4	*	*	*	110.9	175,591	103.2
Oct.	1,015,721	96.7	*	*	*	110.8	180,429	105.7
Nov.	1,008,261	95.9	*	*	*	111.0	181,180	106.3
Dec.	933,768	88.8	*	*	*	111.0	174,099	102.1
1936 Jan.	956,422	91.0	*	*	*	110.6	172,875	101.1
Feb.	973,837	92.6	*	*	*	111.3	173,038	101.1
March	1,018,379	96.9	*	*	*	112.5	176,259	103.2
April	1,022,676	97.2	*	*	*	—	177,253†	104.2
May	—	—	*	*	*	—	—	—
June	—	—	*	*	*	—	—	—
Persons covered	*	*	946,517	1,208,621		1,085,219	*	*

¹ The figures in brackets after the word "Index" denote the original base year of the series. When they are in heavy type this base has been retained (= 100); in all other cases the series have been recalculated on the base 1929 = 100. ^a The figures relate to the beginning of the following month. ^b The figures relate to the first of the month. ^c Ministry of Corporations. ^d Fascist General Industrial Confederation. ^e Yearly averages for 1927-1930, based on average number insured each month.

STATISTICS OF EMPLOYMENT ¹ (cont.)

Date	LUXEMBURG ^a		NETHERLANDS ^b	POLAND		SWEDEN	
	Employers' returns		Unemployment insurance statistics	Employers' returns		Employers' returns	
	Number employed	Index (1929)	Index (1929)	Index		Social Board	Federation of Industries
				Number employed (1928) (all industries)	Hours worked per week (1929) (manufactures)	Index (1926-1930)	Index (1925-1930)
1927	41,129	93.6	98.3	89.5	90.0	*	94.2
1928	42,927	97.7	100.3	99.7	103.0	*	98.1
1929	43,944	100.0	100.0	100.0	100.0	*	100.0
1930	43,122	98.1	98.0	86.8	81.1	*	100.0
1931	36,942	84.1	90.5	73.9	66.3	*	91.3
1932	29,696	67.6	79.4	63.3	53.2	*	85.6
1933	28,483	64.8	77.7	62.9	54.6	89.1	84.6
1934	28,803	65.6	76.5	68.0	63.6	97.4	91.6
1935	29,334	66.7	72.5	71.4	69.1	103.1	*
1935 June	29,585	67.3	75.6	71.8	70.2	104.2	*
July	29,596	67.3	75.0	72.6	67.0	*	*
Aug.	29,549	67.2	74.6	74.1	72.0	*	*
Sept.	29,750	67.7	73.6	75.3	75.5	104.6	*
Oct.	29,770	67.7	73.6	80.0	77.7	*	*
Nov.	29,927	68.1	71.8	76.9	81.0	*	*
Dec.	29,778	67.8	67.6	69.4	72.2	104.4	*
1936 Jan.	29,396	66.9	66.1	67.4	61.6	*	*
Feb.	29,540	67.1	67.4	68.7	64.3	*	*
March	29,557	67.3	70.2	71.4	64.3	104.5	*
April	29,882	68.0	71.7	73.7	72.9	*	*
May	30,283	68.9	—	76.0	74.6	*	*
June	30,379	69.1	—	76.5	74.5	—	*
Persons covered	*	*	468,425 ^c	645,239 [†]	17,379 ^a	231,612	*

Date	SWITZERLAND	CZECHOSLOVAKIA ^a		UNION OF SOUTH AFRICA		YUGOSLAVIA	
	Employers' returns	Social insurance statistics		Employers' returns		Social insurance statistics	
	Index (1925)	Number employed	Index (1928)	Index (July 1925)		Number employed	Index (1928)
				Euro-peans	Total ^a		
1927	91.2	*	*	94.2	95.9	511,493	84.5
1928	97.3	2,488,252	99.3	97.2	98.2	565,796	93.5
1929	100.0	2,505,537	100.0	100.0	100.0	605,065	100.0
1930	96.5	2,444,690	97.5	97.4	98.1	631,181	104.3
1931	88.5	2,314,990	92.4	93.5	93.8	609,190	100.7
1932	76.1	2,085,244	83.2	87.6	87.2	535,617	88.5
1933	73.0	1,887,650	75.4	90.3	91.2	520,980	86.1
1934	73.3	1,879,372	75.0	100.3	102.3	543,559	89.8
1935	70.2	1,917,030	76.5	109.7	114.1	564,287	93.3
1935 June	70.6	2,047,508	81.7	109.2	113.7	585,130	96.7
July	*	2,082,051	83.1	110.0	114.6	576,573	95.3
Aug.	*	2,065,547	82.4	110.6	115.2	586,688	97.0
Sept.	70.5	2,056,261	82.1	111.6	116.5	594,340	98.2
Oct.	*	2,069,013	82.6	111.8	117.0	601,622	99.4
Nov.	*	2,049,338	81.8	112.5	117.6	599,655	99.1
Dec.	68.7	1,874,683	74.9	113.2	118.7	571,418	94.4
1936 Jan.	*	1,733,500	69.2	113.2	119.4	548,309	90.6
Feb.	*	1,766,414	70.5	115.1	122.5	552,948	91.4
March	68.8	1,846,820	73.7	115.9	123.6	574,326	94.9
April	*	1,994,359	80.2	116.6	124.2	598,363	99.0
May	*	2,118,652	84.6	—	—	—	—
June	—	2,177,392	86.9	—	—	—	—
Persons covered	192,148	*	*	*	*	*	*

¹ The figures in brackets after the word "Index" denote the original base year of the series. When they are in heavy type this base has been retained (= 100); in all other cases the series have been recalculated on the base 1929 = 100. ^a The figures relate to the 1st of the month. ^b Excluding agriculture. ^c Workers covered by the statistics, including unemployed. ^d Hours worked (thousands). ^e This series is temporarily discontinued pending revision. ^f Average for the month. ^g Including "Natives".

Statistical Survey of Non-Manual Workers

The following article is a first attempt to bring together the information available in different countries on the number of "non-manual workers" and the changes in their numbers in recent times. Such information is of interest for a variety of reasons. The classical concept of master and servant, or employer-owner and worker, no longer corresponds to reality. Modern industry has progressively given growth to new social stratifications, and in fact labour legislation is frequently enacted specially for categories such as "salaried employees", wage earners, and so on. Thus, in the field of social insurance many countries have separate legislation for non-manual workers, and even countries which do not enact separate laws frequently insert special provisions regarding this class, as their conditions of employment are generally dissimilar from those of manual workers.

DEFINITION OF NON-MANUAL WORKERS

It is first necessary, therefore, to discover what is meant by "non-manual workers", a term which has been chosen here to describe a class which exists under a variety of names.¹ Many countries do not give the exact scope of the terms they use, especially of the numerous border-line cases. The explanation of this situation is to a large extent due to the difficulty of finding a simple criterion to distinguish the groups here considered from other groups. In actual practice there are two different criteria which overlap and render it difficult to arrive at clear-cut definition. With the first criterion (and this appears to be the point of view in, for instance, some English statistics) the system of *wage payment* is the guiding principle in determining the classification, persons paid per hour, day, or week being regarded as wage earners, and persons receiving a regular monthly payment as "salaried employees". When logically applied, however, this principle breaks down. Directors, managers, State officials, and so on, although in a sense "salaried non-manual employees", are not generally included with this category, and, whether explicitly or implicitly admitted, a *functional* criterion is almost always used in delimiting this category. Sometimes the "place of work" is also used as a criterion. The chief interest in this connection, however, attaches to the class of persons who perform clerical work, etc., in industry, commerce, transport, etc., as distinguished from those working "in factories", on productive work", etc.; and in the following pages an attempt has been made to show as far as possible the importance and development of this class.

¹ In the English language the following terms are used among others: "employment otherwise than by way of manual labour" (Great Britain: Unemployment Insurance Act); "administrative, technical and clerical staff" (Great Britain: Census of Production, 1930); "salaried persons" (Great Britain: Census of Production, 1907); "office workers", etc.; "black-coated workers" and "white-collar workers" are also used, especially United States. In French the indefinite term "*employés*" is used; in German, "*Angestellte und Beamten*"; and so on.

But even when thus limited the problem remains whether at the present day it is possible to make a distinction between those employed by way of manual labour and those not so employed. A recent British report¹ states that this distinction is "in many cases, so fine as to be unreal". In many cases the distinction, although anomalous, is maintained by tradition or convention.² In the following pages it has been necessary to follow more or less closely the classifications adopted in the national sources, and the laying down of a general applicable definition falls outside the scope of this survey.

STATISTICAL SOURCES

The possibility of arriving here at practically useful results depends largely on the scope and character of the national statistical sources, and before proceeding any further it is necessary to give some attention to them. The sources of the data on this subject are, broadly speaking, of three kinds: censuses of population, censuses of establishments (or production, or manufactures), and social insurance statistics.

Censuses of Population. These sources have the advantage of covering the whole of the population. They give, therefore, the most complete record available, but they generally suffer from the fact that it is difficult to obtain from the individual an exact or uniform description of his industrial or social status. In these statistics the population is divided into occupied and unoccupied; the former category again is often divided into: (a) independent persons and employers, (b) non-manual workers, and (c) wage earners.

As regards the group (b), there are, as already indicated, great difficulties in arriving at a uniform classification. Foremen and supervisors, for instance, are sometimes included, sometimes not; in some cases non-manual workers are included with (c) in a common group "operatives" or "working for employers", etc. Instances could easily be multiplied and for details the reader is referred to the notes on methods given at the end of this article. A further difficulty of more general character, however, should be mentioned here. It is not only

¹ *Report of the Unemployment Insurance Statutory Committee on the Remuneration Limit for Non-Manual Workers.* London, 1936.

² The British report just quoted gives an interesting example of this:

"Another difficulty is that distinction between the 'manual' work of using a hand guided by the brain, and the 'non-manual' work of using a hand as the instrument of the brain, is by now unreal. The typist who strikes the keys of a typewriter, or a computer who strikes the keys of a calculating machine, are held to be non-manual, while a compositor striking the keys of a linotype or monotype machine is held to be manual. Press telegraphists and correctors of the press are non-manual, but work together on the same terms with their fellow craftsmen. Lithographic artists are sometimes held to be employed by way of manual labour and sometimes not. . . . The skilled manual labourer of the past has become to a very large extent the supervisor of a machine or machines, as the 'non-manual' foreman is a supervisor of men." Compare also the statement in this report supplied by the Trades Union Congress General Council: "The distinction which previously existed between manual and non-manual work has now largely disappeared owing to the introduction of machinery which can be operated without manual work as previously understood."

of interest to know the absolute numbers of non-manual workers, but particularly for international comparison it is essential to know their relation to other categories of workers. Thus in calculating percentages showing the relation between non-manual and manual workers, the results will be affected by the system of classifying not only the non-manual workers but also the manual workers. Thus the whole question of the classification of the occupied population is raised. It is obviously not possible to deal with this wide and complex question in the brief space of this article. It may be pointed out, however, that the exclusion or inclusion of domestic servants, home workers, and family assistants with the wage earners will very considerably modify the relative figures of non-manual workers in the gainfully employed population. Practices in this respect differ from country to country, and in interpreting the figures reference should therefore be made to the individual notes on method.

In this connection it should be mentioned also that the practices as regards the unemployed are also different in the various countries. In most cases they are included in the gainfully occupied population. In some cases they are given as a separate group and it is impossible to divide them into salaried employees and wage earners, or manual and non-manual workers; in still other cases the unemployed are returned as gainfully occupied in the category where they were last employed.

Censuses of Establishments, etc. These relate to a limited sphere of economic activity. The main emphasis is on industry, commerce, and transport, and it should be observed that in most cases they exclude small establishments employing, for instance, less than 5 workers or not using mechanical power, or having a yearly value of output of less than a certain sum. Home workers are, as a rule, not included. These statistics throughout do not take into account the unemployed. The classification of the population according to status is more detailed than that of the population censuses; and it is difficult to establish full comparability between the two kinds of source. In addition to owners and employers, the censuses of establishments employ distinctions such as "clerical, technical, and administrative staff", "wage earners", etc. In many cases, therefore, it is difficult to determine the categories which properly belong to non-manual workers. To take one example only, the technical staff (engineers, etc.) may from one point of view be regarded as belonging to the managerial staff, and from another either to salaried employees or to wage earners. In the following pages, therefore, these sources are as far as possible treated separately, and the technical staff has either been given separately or has been included with the non-manual workers. What has been said of the censuses of establishments applies in full to the statistics of manufactures, it being recalled, however, that these statistics relate to manufacturing industries only.

Social Insurance Statistics. In some countries separate statistics are available as to the working of social insurance funds, but the data are extremely difficult to use, and sometimes important categories of employees are excluded from insurance. In particular, in the case of

non-manual workers, an income limit is frequently laid down above which the worker is not insured. For these and other reasons, it has not been possible to use data derived from this source.

SUMMARY OF RESULTS

For the purpose of this article the original data have been brought together in the series of national tables reproduced farther on. They cover 21 important countries. Information on sources, scope, and methods has been added in a series of brief notes. The population censuses, as being the most complete, have been used as the main source. Censuses of establishments have been used as giving supplementary information, particularly for manufacturing industry and mining. In the following international tables the percentages have throughout been calculated by the International Labour Office. Although attempts have been made to render these as comparable as possible, they differ from country to country as regards the groups used in their calculation, and reference should be made to the notes on method in each case.

Relative Importance of the Class of Non-Manual Workers about 1930

In order to obtain a general idea of the relative importance of the non-manual class at the present time, table I has been compiled; it is based exclusively on population censuses, so as to give as far as possible comparable figures. Owing to the different systems of classification adopted in different countries, relatively few censuses give the possibility of ascertaining the total number of non-manual workers in the population as a whole, and the table therefore gives data for 11 countries only.

TABLE I. NUMBER AND PERCENTAGE OF NON-MANUAL WORKERS IN VARIOUS COUNTRIES ACCORDING TO CENSUSES OF POPULATION ABOUT 1930¹

Country	Date	Non-manual workers		Wage earners		Total	
		Number	Per cent.	Number	Per cent.	Number	Per cent.
Germany	1933	5,516,974	27.0	14,946,048	73.0	20,463,022	100
Austria	1934	455,385	23.0	1,520,341 ²	77.0	1,975,726	100
Bulgaria ³	1926	28,102	6.4	408,776	93.6	436,878	100
Chile	1930	172,600	19.8	699,049	80.2	871,649	100
Denmark	1930	217,229	20.1	864,190 ²	79.9	1,081,419	100
France	1931	3,024,885	24.9	9,143,545 ²	75.1	12,168,430	100
Italy ⁴	1931	636,300	12.0	4,647,681 ²	88.0	5,283,981	100
Norway	1930	158,484	18.8	684,853	81.2	843,337	100
Switzerland	1930	321,156	21.7	1,161,871	78.3	1,483,027	100
Czechoslovakia	1930	965,188	22.7	3,281,238	77.3	4,246,426	100
United States ⁵	1930	11,387,670	30.0	26,517,457	70.0	37,905,127	100

¹ For footnotes cf. also the national tables below.

² Including family assistants.

³ Excluding professional service, administration, and domestic service.

⁴ Excluding agriculture, banking, public and private administration, and domestic service.

⁵ Private estimate (cf. *International Labour Review*, Vol. XXXI, No. 1, Jan. 1935, p. 128).

It should be noted that the figures for Bulgaria and Italy relate to part of the population only, which tends to decrease the proportion of non-manual workers, and in a few cases (Austria, Denmark, France, Italy) family assistants are given along with wage earners, which has the same tendency. In the case of the United States, on the other hand, a certain number of independent workers are included among the non-manual workers, which of course has the opposite effect.

In general, the non-manual group would appear to constitute some 20 per cent. of the gainfully employed¹, and the proportion tends to increase with the degree of industrialisation. It is very high (above 25 per cent.) in the United States and Germany, moderately high in France, Austria, Czechoslovakia, and Switzerland, and low in Bulgaria and Norway.

In order to complete the general picture table II gives results based on statistics of establishments (production and manufactures) for 18 countries. The scope of these statistics differs from case to case; groups such as commerce, trade, communications, etc., which employ a high proportion of salaried employees², are sometimes included and sometimes excluded in the original censuses, or limited to establishments over a certain size. Figures based on these data would not therefore be comparable, and in order to increase the comparability

TABLE II. NUMBER AND PERCENTAGE OF NON-MANUAL WORKERS AND OTHER CATEGORIES IN MANUFACTURING INDUSTRIES (INCLUDING MINING) IN DIFFERENT COUNTRIES ACCORDING TO CENSUSES OF ESTABLISHMENTS AND PRODUCTION ABOUT 1930¹

Country	Date	Administrative and clerical staff		Technical staff		Wage earners		Total	
		Number	Per cent.	Number	Per cent.	Number	Per cent.	Number	Per cent.
Germany	1933	557,150	8.5	244,667	3.8	5,717,520	87.7	6,519,337	100
Australia	1933-34	22,990	5.9	15,511	4.0	348,876	90.1	387,377	100
Austria	1930	52,230	7.2	26,161	3.6	651,383	89.2	729,774	100
Belgium	1930	124,686 ²	8.3 ²	—	—	1,369,449	91.7	1,494,135	100
Bulgaria	1926	3,490	2.7	4,234	3.3	121,294	94.0	129,018	100
Canada ³	1934	99,730 ²	18.3 ²	—	—	445,432	81.7	545,162	100
Chile	1928	4,950	5.7	1,971	2.3	80,456	92.0	87,377	100
Denmark	1925	12,646	4.0	15,612	5.0	286,608	91.0	314,866	100
United States ³	1933	803,000 ²	11.7 ²	—	—	6,056,000	88.3	6,859,000	100
Finland	1934	6,408	3.7	4,985	2.9	161,682	93.4	173,075	100
Great Britain ³	1930	723,920 ²	10.1 ²	—	—	6,417,514	89.9	7,141,434	100
Irish Free State	1931	12,414 ²	11.1 ²	—	—	98,964	88.9	111,378	100
Italy ³	1927	130,446 ²	5.1 ²	—	—	2,424,776	94.9	2,555,222	100
Poland ³	1933	48,188 ²	10.0 ²	—	—	439,812	90.0	488,000	100
Sweden	1931	55,967	7.5	25,081	3.3	670,023	89.2	751,071	100
Switzerland	1929	44,068	6.6	14,782	2.2	611,030	91.2	669,880	100
Czechoslovakia	1930	61,817	3.4	71,804	3.9	1,707,276	92.7	1,840,897	100
Union of South Africa	1932-33	13,171 ²	7.1 ²	—	—	1,727,732	92.9	185,903	100

¹ For footnotes cf. also the national tables below.

² Including technical staff.

³ Excluding mining.

¹ Including unemployed.

² Cf. table V below.

of the results the table is limited to manufacturing industries (including mining) alone. The proportion of non-manual workers, therefore, is throughout lower than in table I. Many countries make the distinction between administrative and technical staffs; this subdivision is retained in table II.

It is seen from the figures that the proportion of salaried employees to total employed is about 10 per cent. in manufacturing industry. It is highest in highly industrialised countries such as Germany, the United States, Great Britain, and Sweden; it is relatively low in industrially less developed countries such as Bulgaria and Finland. The conclusions based on the censuses of establishments thus confirm the general conclusions obtained on the basis of table I.

Development of the Non-Manual Class since before the War

In order to show the development of the relative importance of the class of non-manual workers during the last 30 years, table III has been compiled.

TABLE III. NUMBER OF NON-MANUAL WORKERS PER 100 WAGE EARNERS IN DIFFERENT PERIODS ¹

Country	1905-1911	1919-1925	1929-1934
Population censuses			
Germany	27.1	36.5	36.9
Australia	12.9	—	29.0
Denmark	—	22.7	25.1
France	26.8	30.8	33.1
Hungary	—	8.7	10.0
Norway	—	22.3	23.1
Switzerland	22.5	27.2	31.0
Censuses of establishments, etc. (manufacturing and mining only)			
Germany	—	11.9	14.0
Australia	7.1	9.4	12.1
Belgium	4.9	—	9.1
Canada	8.6	15.8	16.9
United States	11.9	15.9	15.4
Finland	5.7	8.2	8.7
Great Britain	7.6	9.5	11.3
Sweden	9.0 ²	10.2	13.1
Switzerland	6.8	—	9.6
Union of South Africa	—	5.6	7.6

¹ For the exact date of each enquiry cf. the national tables below.

² 1914.

Few countries have comparable data for a series of years, but the information appears sufficient to enable certain conclusions as to the

general trend of development to be drawn. It will be seen that in practically all cases the proportion of non-manual workers to wage earners has constantly increased. The population censuses show that the proportion per 100 increased in Germany from 27 before the war to 37 at the present time; in Australia from 18 to 29; in France from 27 to 33; and in Switzerland from 23 to 31. A similar tendency is shown by the returns of censuses of establishments. The increase has continued after 1920 but in a somewhat less degree.

A few countries make the distinction between the clerical-administrative and the technical staffs. The available data are summarised in table IV.

TABLE IV. NUMBER OF ADMINISTRATIVE-CLERICAL AND TECHNICAL STAFF PER 100 WAGE EARNERS ACCORDING TO CENSUSES OF ESTABLISHMENTS AND PRODUCTION (MANUFACTURES AND MINING)

Country	Date	Administrative-clerical staff	Technical staff	Total
Germany	1925	7.5	4.4	11.9
	1933	9.7	4.3	14.0
Australia	1911	3.3	3.8	7.1
	1921-22	4.1	5.3	9.4
	1931-32	5.1	7.0	12.1
Finland	1910	2.7	3.0	5.7
	1920	4.0	4.2	8.2
	1930	4.2	4.5	8.7
Switzerland	1905	4.1	2.7	6.8
	1929	7.2	2.4	9.6

The material is not sufficient to enable definite conclusions to be drawn, but, as far as it goes, it would seem to suggest that the increase of the technical staff is less pronounced than that of the clerical-administrative staff.

Non-Manual Workers in Different Branches of Economic Activity

Table V summarises the available data on the proportion of non-manual workers to wage earners in the main branches of economic activity.

Broadly speaking, the proportion of non-manual workers is low in agriculture. It should be noted, however, that in countries having an

intensive form of agriculture, such as Denmark and Czechoslovakia, where also agricultural co-operation has reached a high degree of development, the proportion is relatively high; thus in Denmark there are 7.8 non-manual workers to 100 wage earners. It should be noted, however, that this proportion is affected also by the form of ownership; where the proportion of independent farmers is high, as in Denmark, the relative importance of the wage-earning class is obviously lessened. The proportion of non-manual workers will then, of course, appear higher than in countries having another social structure.

TABLE V. NON-MANUAL WORKERS (INCLUDING TECHNICAL STAFF) PER 100 WAGE EARNERS IN DIFFERENT BRANCHES OF ECONOMIC ACTIVITY ABOUT 1930 ¹

Country	Nature of census	Date	Branch of economic activity					
			Agri- culture	Min- ing	Manu- facture	Com- merce	Trans- port	Total
Germany	Population ^{3, 4}	1933	4.5	—	13.3	—	126.2	36.9
Australia	Manufactures ⁵	1933-34	—	—	11.0	—	—	—
Austria	Population	1934	3.3	8.9	14.3	142	47.1	30.0
Belgium	Establishments ³	1930	—	6.1	9.6	186.4	54.8	—
Bulgaria	Establishments ^{3, 5}	1926	—	9.0	7.9	72.1	18.7	—
Canada	Manufactures ⁶	1929	—	—	16.2	—	—	—
Chile	Population ^{3, 4, 5}	1930	3.2	11.1	10.4	190.7	31.3	24.7
Denmark	Population	1930	7.8	—	11.8	223.0	81.4	25.1
U.S.A.	Manufactures ⁵	1933	—	—	13.3	—	—	—
Finland	Manufactures ⁵	1934	—	—	7.0	—	—	—
France	Population ⁵	1931	0.3	4.3	12.2	290.0	32.4	33.1
Great Britain	Production ⁵	1930	—	—	11.3	—	—	—
Hungary	Population ⁶	1930	0.4	3.4	6.9	68.7	25.5	10.0
Irish Free State	Production ⁵	1931	—	—	12.5	—	—	—
Italy	Population ⁶	1931	—	2.8	4.9	160.0	35.1	—
Norway	Population	1930	2.2	—	7.2	185.7	39.2	23.1
Poland	Manufactures ⁵	1933	—	—	11.0	—	—	—
Sweden	Establishments ⁵	1931	—	—	16.0	189.6	35.1	—
Switzerland	Population	1930	1.5	—	15.1	128.3	65.7	27.6
Union of South Africa	Manufactures ⁵	1932-33	—	—	7.6	—	—	—
Czechoslovakia	Population ⁴	1930	5.0	10.1	12.4	177.2	219.9	29.4

¹ For footnotes cf. also the national tables below.

² Including other branches not mentioned.

³ Excluding family assistants.

⁴ Excluding domestic servants.

⁵ Excluding unemployed.

⁶ Occupational classification.

Mining has throughout a proportion of non-manual workers which is slightly lower than in manufacturing industry, but considerably higher than in agriculture. In many cases, however, it is included with manufacturing. Generally, for 100 wage earners in manufactures there are 10 to 15 non-manual workers in industrially advanced countries such as Sweden, Germany, the United States, and Great Britain. In

industrially less advanced countries, such as Hungary and Finland, the proportion falls to about 7 per 100.

While in the previous branches non-manual workers represent a small fraction of the total, the situation is reversed in commerce. The proportion is obviously affected by the structure of commerce in the various countries, the prevalence of small shops, the extent to which family members help the head of the family, etc. As a rule, however, for 100 wage earners there are between 100 and 200 non-manual workers; in France and Denmark even higher figures are found. The proportion in transport is considerably lower than in commerce, but is still several times higher than in manufacturing.

Non-Manual Workers by Sex

Table VI gives information on the proportion of males and females in the group of non-manual workers about 1930. The proportion of females increases from 11 per cent. in Bulgaria to about 35 per cent. in France, Austria, and Switzerland and 38 per cent. in Norway.

TABLE VI. DISTRIBUTION OF NON-MANUAL WORKERS BY SEX ACCORDING TO POPULATION CENSUSES ABOUT 1930

Country	Date	Males		Females		Total	
		Number (1,000's)	Per cent.	Number (1,000's)	Per cent.	Number (1,000's)	Per cent.
Germany	1933	3,819	69.2	1,698	30.8	5,517	100
Austria	1934	299	65.7	156	34.3	455	100
Bulgaria	1926	25	89.3	3	10.7	28	100
Chile	1930	137	79.7	35	20.3	172	100
Denmark	1930	147	67.4	71	32.6	218	100
France	1931	1,958	64.7	1,067	35.3	3,025	100
Hungary	1930	177	70.0	76	30.0	253	100
Italy	1931	814	74.7	275	25.3	1,089	100
Norway	1930	98	62.0	60	38.0	158	100
Switzerland	1930	211	64.7	115	35.3	326	100
Czechoslovakia	1930	440	77.7	126	22.3	566	100

Table VII shows the changes in the number of males and females in certain countries.

Both the number of males and that of females appear to have increased very considerably, but the increase for females is much more rapid and their proportion has therefore increased. It should be noted, however, that the relative increase between 1920 and 1930 is much

slower. In a few cases (Hungary, Norway, Czechoslovakia) the proportion has even somewhat decreased.

TABLE VII. CHANGES IN THE NUMBER OF MALE AND FEMALE NON-MANUAL WORKERS AND PROPORTION OF FEMALES IN DIFFERENT YEARS

Country	Date	First year = 100		Females per 100 males
		Males	Females	
Germany	1907	100.0	100.0	18.2
	1925	143.7	295.3	37.5
	1925 ¹	153.1	296.9	35.4
	1933	143.0	348.7	44.5
France	1906	100.0	100.0	20.2
	1921 ²	98.8	230.6	47.2
	1921	104.6	240.4	46.5
	1931	111.2	299.7	54.5
Hungary	1920	100.0	100.0	47.0
	1930	118.8	108.6	42.9
Norway	1920	100.0	100.0	63.6
	1930	111.4	107.1	61.2
Switzerland	1910	100.0	100.0	46.9
	1920	124.5	140.6	53.0
	1930	143.5	166.7	54.5
Czechoslovakia	1921	100.0	100.0	32.1
	1930	141.0	126.0	28.6

¹ Data comparable with 1933 census.

² Data comparable with 1906 census.

SUMMARY

The material presented above gives rise to reservations in several directions. It is difficult to draw any definite or precise conclusions, but it is nevertheless possible to discern certain broad tendencies.

(1) In modern industrial countries non-manual workers constitute generally between 20 and 30 per cent. of all gainfully employed. The proportion is higher in more industrialised than in industrially less advanced countries.

(2) The proportion of non-manual workers to wage earners has increased very considerably since before the war; this development still continues, but at a somewhat reduced rate since 1920.

(3) The proportion of non-manual workers is relatively low in agriculture and similar occupations; it increases in a very marked fashion in manufactures; the highest proportions are found in commerce and, to a less degree, in transport.

(4) The proportion of females among non-manual workers has increased very much since before the war; in some countries, however, the proportion has decreased since 1920 and in other cases the rate of increase has slowed down since that time.

STATISTICS OF NON-MANUAL WORKERS

Germany

A. *Population Census, 1933 (and 1907 and 1925)*

Branch of economic activity	Non-manual workers			Wage earners		
	Males	Females	Total	Males	Females	Total
Agriculture, forestry	95,793	18,823	114,616	1,672,502	857,818	2,530,320
Industry, handicrafts	995,942	328,305	1,324,247	7,980,570	1,955,937	9,936,507
Commerce, transport	1,539,087	793,768	2,332,855	1,449,342	398,561	1,847,903
Public and private services (incl. hygiene)	1,186,815	540,001	1,726,816	346,042	252,242	598,284
Domestic service ¹	1,726	16,714	18,440	10,426	22,608	33,034
Total, 1933	3,819,363	1,697,611	5,516,974	11,458,882	3,487,166	14,946,048
Total, 1925 ²	4,008,148	1,446,347	5,454,495	11,015,072	3,693,919	14,708,991
„ 1925	3,836,577	1,437,655	5,274,232	10,929,928	3,503,826	14,433,754
„ 1907 ³	2,670,475	486,502	3,156,977	8,801,285	2,837,745	11,639,030

¹ Excluding private domestic servants.² Data adjusted for comparison with 1933 census.³ Data adjusted for comparison with 1925 census.B. *Census of Establishments, 1925 and 1933*

Branch of economic activity	Date	Administrative and clerical staff	Technical staff and supervisors	Wage earners
Gardening (non-agricultural), stock raising, fishing	1925	1,661	1,505	34,707
	1933	1,042	1,595	20,472
Industry, handicrafts	1925	704,269	415,530	9,408,659
	1933	557,150	244,667	5,717,520
Commerce, transport	1925	1,552,557	421,842	1,534,000
	1933	1,326,098	542,399	1,284,068
Total	1925	2,258,487	838,877	10,977,366
	1933	1,884,290	788,661	7,022,060

STATISTICS OF NON-MANUAL WORKERS (*cont.*)

Australia

Production Statistics, 1933-34 (and 1911-1932)

Industry	Managers and overseers			Accountants and clerks			Wage earners		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Bricks, pottery, glass	406	7	413	306	122	428	7,602	321	7,923
Chemicals, etc.	710	52	762	680	681	1,361	7,730	3,163	10,893
Metals, machines	4,088	20	4,108	3,905	2,079	5,984	89,827	2,651	92,478
Clothing	1,007	566	1,573	451	1,313	1,764	15,280	49,922	65,202
Food, drink, tobacco	3,046	137	3,183	3,346	2,319	5,665	42,784	13,008	55,792
Wood	751	4	755	662	345	1,007	16,248	137	16,385
Paper, printing, book-binding	1,340	90	1,430	1,314	1,458	2,772	18,525	7,576	26,101
Heat, light, power	786	—	786	521	175	696	6,820	21	6,841
Total, 1933-34 ¹	14,460	1,051	15,511	12,785	10,205	22,990	244,733	104,143	348,876
Total, 1931-32	13,405	1,056	14,461	11,317	8,709	20,026	197,562	87,863	285,425
" 1930-31	13,999	1,109	15,108	11,889	8,672	20,561	204,451	82,018	286,469
" 1929-30	15,245	1,322	16,567	13,778	9,511	23,289	262,745	98,952	361,697
" 1928-29	15,720	1,321	17,041	14,375	9,711	24,086	285,849	105,005	390,854
" 1927-28	16,049	1,391	17,440	14,665	9,441	24,106	296,897	106,139	403,036
" 1926-27	15,201	1,316	16,517	14,262	8,705	22,967	302,148	106,955	409,103
" 1925-26	14,704	1,255	15,959	13,859	8,066	21,925	294,106	100,296	394,402
" 1924-25	14,293	1,235	15,528	14,042	7,789	21,831	286,912	97,771	384,683
" 1923-24	13,996	1,286	15,282	13,663	7,234	20,897	278,415	97,308	375,723
" 1922-23	13,282	1,345	14,627	13,202	6,729	19,931	263,526	97,266	360,792
" 1921-22	12,977	1,212	14,189	12,307	6,100	18,407	254,289	92,784	347,073
" 1920-21	12,671	1,185	13,856	12,114	5,661	17,775	253,499	86,621	340,120
" 1917-18	9,950	1,145	11,095	9,620	3,969	13,589	202,642	81,597	284,239
" 1911	8,282	1,038	9,320	8,593	2,089	10,682	201,060	77,378	278,438

¹ Including various industries not given in the table.

Austria

A. Population Census, 1934 (and 1910)

Branch of economic activity	Non-manual workers			Wage earners ¹		
	Males	Females	Total	Males	Females	Total
Agriculture, forestry, fishing	10,695	789	11,484	214,299	132,749	347,048
Mining, salt works, peat digging	1,698	151	1,849	20,078	780	20,858
Manufacturing industries, handicrafts	75,252	27,140	102,392	542,455	174,568	717,023
Hotels, restaurants, etc.	3,306	2,972	6,278	24,220	34,954	59,174
Commerce	59,104	38,428	97,532	23,451	6,632	30,083
Transport, communication	35,043	8,290	43,333	89,898	2,199	92,097
Credit, insurance	21,657	6,157	27,814	2,478	965	3,443
Public administration, defence	41,362	15,112	56,474	59,492	3,932	63,424
Professional services	44,673	48,093	92,766	12,598	11,992	24,590
Hygiene, cleaning, etc.	671	1,157	1,828	11,275	11,407	22,682
Domestic service ²	88	2,072	2,160	4,705	54,222	58,927
Unspecified	5,369	6,106	11,475	53,466	27,526	80,992
Total, 1934	298,918	156,467	455,385	1,058,415	461,926	1,520,341
Total, 1934 ³	—	—	454,916	—	—	1,569,998
" 1910 ³	—	—	233,076	—	—	1,805,132

¹ Excluding apprentices.² Excluding private domestic servants.³ Excluding the Burgenland (figures for 1930 adjusted for comparison with those of 1910).

STATISTICS OF NON-MANUAL WORKERS (*cont.*)**Austria (*cont.*)****B. Census of Establishments, 1930**

Branch of economic activity	Administrative and clerical staff	Technical staff and supervisors	Wage earners
Gardening (non-agricultural), stock raising, fishing	140	91	4,906
Mining, peat digging, salt works	553	1,033	19,263
Manufacturing industries, handicrafts	51,677	25,128	632,120
Hotels, restaurants, etc.	2,879	459	64,606
Commerce	97,784	2,701	48,831
Transport	3,441	201	13,999
Credit, banking, insurance	19,253	121	3,367
Miscellaneous	8,404	8,723	35,388
Total	184,131	38,457	822,480

C. Census of Establishments, 1902 and 1930 ¹

Date	Administrative and clerical staff			Wage earners		
	Males	Females	Total	Males	Females	Total
1902	70,410	41,297	111,707	512,842	196,591	709,433
1930	128,828	65,635	194,463	473,813	195,658	669,471

¹ Data relating to the provinces of Vienna, Upper and Lower Austria, Salzburg, Carinthia, and Vorarlberg.

Belgium**Census of Industry and Commerce, 1910 and 1930**

Branch of economic activity, and sex		1910		1930	
		Non-manual workers	Wage earners	Non-manual workers	Wage earners
Fishing :	Males	124	1,520	51	1,643
	Females	—	1	1	3
	Total	124	1,521	52	1,646
Mining, quarrying :	Males	9,278	182,317	11,550	191,178
	Females	31	7,699	388	5,280
	Total	9,309	190,016	11,938	196,458
Manufacturing industries, building :	Males	44,587	699,746	91,716	911,086
	Females	2,742	277,231	21,032	261,905
	Total	47,329	976,977	112,748	1,172,991
Transport :	Males	29,746	100,318	56,236	107,989
	Females	955	1,652	3,876	1,669
	Total	30,701	101,970	60,112	109,658
Commerce :	Males	36,364	36,124	80,363	52,444
	Females	14,079	4,370	38,623	11,374
	Total	50,443	40,494	118,986	63,818
Total :	Males	120,099	1,020,025	239,916	1,264,340
	Females	17,807	290,953	63,920	280,231
	Total	137,906	1,310,978	303,836	1,544,571

STATISTICS OF NON-MANUAL WORKERS (*cont.*)**Bulgaria****A. Population Census, 1926 (and 1920)**

Occupational group	Non-manual workers			Wage earners		
	Males	Females	Total	Males	Females	Total
Agriculture, fishing, hunting	772	50	822	117,613	93,394	211,007
Mining	348	4	352	7,156	66	7,222
Industry, handicrafts	6,170	626	6,796	127,189	27,305	154,494
Transport, communication	6,908	1,013	7,921	20,959	238	21,197
Commerce, banking, etc.	11,003	1,208	12,211	13,887	969	14,856
Total, 1926	25,201	2,901	28,102	286,804	121,972	408,776
Total, 1926 ¹	518,898 ²	1,151,366 ²	1,670,264 ²			
Total, 1920	465,003 ²	961,080 ²	1,426,083 ²	233,243	123,243	356,845

¹ Figures adjusted for comparison with 1920 census.² Including family assistants.**B. Census of Establishments, 1926**

Industrial group	Directors, managers, higher clerical staff	Clerical staff	Technical staff, supervisors	Wage earners	Family assistants
Gardening (non-agricultural), stock raising, etc.	45	37	16	1,915	2,184
Mining, salt works	54	215	305	6,370	51
Manufacturing, industries, building	1,825	3,275	3,929	114,924	19,180
Transport, communication	19	120	106	1,313	555
Commerce	2,901	10,521	224	18,936	12,074
Entertainments, education	154	284	409	729	46
Hygiene, hospitals, etc.	185	326	211	1,657	67
Total	5,183	14,778	5,200	145,844	34,157

STATISTICS OF NON-MANUAL WORKERS (*cont.*)

Canada

A. *Census of Manufactures, 1934 (and 1910-1933)*

Industry	Salaried employees			Wage earners		
	Males	Females	Total	Males	Females	Total
Vegetable products	12,292	3,133	15,425	42,780	19,259	62,039
Animal products	8,676	1,954	10,630	36,518	10,051	46,569
Textiles	8,354	3,937	12,291	46,128	57,276	103,404
Wood and paper products	19,227	4,685	23,912	83,889	8,890	92,779
Iron and its products	9,817	2,522	12,339	66,840	2,603	69,443
Non-ferrous metal products	4,767	1,535	6,302	20,462	3,413	23,875
Non-metallic mineral products	3,469	804	4,273	17,187	499	17,686
Chemicals and chemical products	4,329	1,500	5,829	8,760	2,541	11,301
Miscellaneous industries	1,866	575	2,441	7,703	1,947	9,650
Central electric stations	4,924	1,364	6,288	8,686	—	8,686
Total, 1934	77,721	22,009	99,730	338,953	106,479	445,432
Total, 1933	—	—	94,494	—	—	399,409
„ 1932	—	—	95,070	—	—	400,328
„ 1931	—	—	99,798	—	—	457,628
„ 1930	—	—	92,943	—	—	551,496
„ 1929	—	—	96,607	—	—	597,827
„ 1928	—	—	91,243	—	—	566,780
„ 1927	—	—	85,483	—	—	533,450
„ 1926	—	—	81,794	—	—	499,745
„ 1925	—	—	77,623	—	—	460,602
„ 1924	—	—	76,230	—	—	432,273
„ 1923	—	—	78,273	—	—	446,994
„ 1922	—	—	76,040	—	—	398,390
„ 1921	—	—	74,873	—	—	381,203
„ 1920	—	—	83,015	—	—	526,571
„ 1917	—	—	68,726	—	—	552,968
„ 1910 ¹	—	—	44,077	—	—	515,203
„ 1900 ¹	—	—	30,691	—	—	339,173

¹ Establishments employing 5 hands and over.B. *Population Census, 1931*

Occupation	Number of clerical workers		
	Males	Females	Total
Stenographers, typists	3,540	64,986	68,526
Book-keepers, cashiers	28,169	21,328	49,497
Office appliance operators	239	1,504	1,743
Other clerical (office clerks)	90,272	28,845	119,117
Total	122,220	116,663	238,883

STATISTICS OF NON-MANUAL WORKERS (*cont.*)**Chile***Population Census, 1930*

Branch of economic activity	Non-manual workers			Wage earners		
	Males	Females	Total	Males	Females	Total
Agriculture and fishing	10,715	406	11,121	333,329	12,593	345,922
Mines and quarries	7,160	399	7,559	68,108	225	68,333
Manufacturing industries	15,151	3,984	19,135	151,768	32,581	184,349
Commerce	38,917	9,871	48,788	20,273	5,317	25,590
Transport, communication	12,036	2,471	14,507	45,904	482	46,386
Public administration	25,574	5,181	30,755	10,012	1,973	11,985
Defence	16,659	75	16,734	1,939	111	2,050
Liberal professions	6,590	11,806	18,396	2,257	721	2,978
Others	4,363	1,242	5,605	10,406	1,050	11,456
Total	137,165	35,485	172,600	643,996	55,053	699,049

Denmark*A. Population Census, 1930 (and 1921)*

Branch of economic activity	Non-manual workers			Wage earners		
	Males	Females	Total	Males	Females	Total
Agriculture, forestry, fishing	24,975	170	25,145	211,097	110,844	321,941
Industry, handicrafts	24,424	9,433	33,857	255,698	43,930	299,628
Commerce, banking, insurance (incl. hotels)	54,904	34,366	89,270	28,517	11,506	40,023
Transport, communication	26,213	5,165	31,378	38,304	230	38,534
Professional service	15,316	21,352	36,668	9,205	1,233	10,438
Personal and domestic service	748	163	911	3,939	149,687	153,626
Total, 1930	146,580	70,649	217,229	546,760	317,430	864,190
Total, 1921	—	—	166,742	—	—	734,335

STATISTICS OF NON-MANUAL WORKERS (*cont.*)Denmark (*cont.*)B. *Census of Establishments, 1914 and 1925*

Branch of economic activity, and industrial status	1925			1914 ¹
	Males	Females	Total	Total
Industry and handicrafts :				
Owners, managers	69,050	8,559	77,609	82,296
Clerical staff	7,993	4,653	12,646	14,008
Higher technical staff (including foremen)	14,596	1,016	15,612	10,856
Industrial workers in the strict sense	207,536	62,294	269,830	227,626
Auxiliary wage earners	15,750	1,028	16,778	15,408
Total	314,925	77,550	392,475	—
	—	—	377,992 ²	350,194
Commerce :				
Owners, managers	56,083	7,892	63,975	—
Clerical staff	34,229	33,278	67,507	—
Agents, representatives	3,242	8	3,250	—
Other higher staff	2,166	167	2,333	—
Other lower staff	30,312	16,392	46,704	—
Total	126,032	57,737	183,769	—
Total, industry, handicrafts, and commerce	440,957	135,287	576,244	—

¹ Figures calculated by the International Labour Office.² Figure comparable with 1914 census.

United States of America

A. *Census of Manufactures, 1899-1933*

Date	Salaried officers and employees			Wage earners		
	Males	Females	Total	Males	Females	Total
1899 ¹	—	—	364,120	—	—	4,712,763
1904 ¹	—	—	519,556	—	—	5,362,030
1909 ¹	646,297	143,970	790,267	5,252,293	1,362,753	6,615,046
1914 ¹	770,039	194,178	964,217	5,590,907	1,445,340	7,036,247
1919 ²	1,057,796	389,431	1,447,227	7,267,030	1,829,342	9,096,372
1929 ²	987,502	371,273	1,358,775	6,918,503	1,860,240	8,838,743
1931 ²	—	—	—	—	—	6,507,000
1933 ²	—	—	802,626	—	—	6,055,736

¹ Excluding factories with products valued at less than \$500.² Excluding factories with products valued at less than \$5,000.

STATISTICS OF NON-MANUAL WORKERS (*cont.*)United States of America (*cont.*)

B. Population Census, 1910, 1920, and 1930

Occupation		Number of clerical workers		
		1910	1920	1930
Bookkeepers, cashiers, and accountants :	Males	299,545	375,564	447,937
	Females	187,155	359,124	482,711
	Total	486,700	734,688	930,648
Clerks (except clerks in stores) :	Males	597,833	1,015,742	1,290,447
	Females	122,665	472,163	706,553
	Total	720,498	1,487,905	1,997,000
Clerks in stores :	Males	275,589 ¹	243,521 ¹	238,844
	Females	111,594 ¹	170,397 ¹	163,147
	Total	387,183 ¹	413,918 ¹	401,991
Messengers, errand and office boys and girls ² :	Males	96,748	98,768	81,430
	Females	11,287	14,254	8,949
	Total	108,035	113,022	90,379
Stenographers and typists :	Males	53,378	50,410	36,050
	Females	263,315	564,744	775,140
	Total	316,693	615,154	811,190
Total clerical occupations ³ :	Males	1,323,093	1,784,005	2,094,708
	Females	696,016	1,580,682	2,136,500
	Total	2,019,109	3,364,687	4,231,208

¹ Including a certain number of "salesmen" and "saleswomen".² Except telegraph messengers.³ Not including "agents, canvassers, and collectors".

Finland

Statistics of Manufactures, 1934 (and 1909-1933)

Industry	Clerical workers			Technical staff			Wage earners		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Metallurgy	130	129	259	173	10	183	4,482	995	5,477
Manufacture of metals, machines, vehicles	649	478	1,127	1,410	18	1,428	19,530	1,394	20,924
Stone, peat, glass	185	151	336	243	23	266	7,264	2,930	10,194
Leather, skin, rubber	151	182	333	195	36	231	3,418	4,151	7,569
Textiles	333	486	819	383	95	478	4,234	22,563	26,797
Paper	291	319	610	668	35	703	10,461	6,937	17,398
Wood	585	374	959	683	11	694	36,039	15,239	51,278
Food, drink, tobacco	366	463	829	263	44	307	4,940	5,950	10,890
Electricity, gas and water supply	168	196	364	337	2	339	2,594	210	2,804
Printing, polygraphing	172	318	490	171	3	174	3,289	1,780	5,069
Total, 1934 ¹	3,150	3,258	6,408	4,694	291	4,985	98,173	63,509	161,682
Total, 1933	2,963	2,984	5,947	4,544	286	4,830	86,229	54,507	140,736
" 1932	2,845	2,875	5,720	4,694	250	4,944	77,083	49,539	126,622
" 1931	2,820	2,889	5,709	5,812	310	6,122	79,553	50,026	129,579
" 1930	2,999	3,085	6,084	6,130	329	6,459	89,640	55,291	144,931
" 1929	3,030	3,175	6,205	6,386	350	6,736	103,566	61,507	165,073
" 1928	3,123	3,132	6,255	6,280	357	6,637	106,831	62,349	169,180
" 1927	3,044	2,924	5,968	6,192	318	6,510	100,993	58,148	159,141
" 1926	2,983	2,654	5,637	5,876	321	6,197	95,517	53,850	149,367
" 1925	2,866	2,602	5,468	5,488	254	5,742	90,360	50,645	141,005
" 1924	2,879	2,513	5,392	5,471	403	5,874	89,924	49,505	139,429
" 1923	3,044	2,628	5,672	5,695	297	5,992	92,852	50,459	143,311
" 1922	3,037	2,538	5,575	5,379	313	5,692	86,753	46,089	132,842
" 1921	2,763	2,451	5,214	5,167	223	5,390	78,528	41,789	120,317
" 1920	2,473	2,262	4,735	4,697	212	4,909	75,162	42,067	117,229
" 1915	2,166	1,311	3,477	3,503	120	3,623	71,605	29,300	100,905
" 1910	1,639	913	2,552	2,745	87	2,832	66,646	26,282	92,928
" 1909	1,469	809	2,278	2,587	58	2,645	63,710	25,112	88,822

¹ Including mining, and various other industries not given in the table.

STATISTICS OF NON-MANUAL WORKERS (*cont.*)

France

Population Census, 1931 (and 1906, 1921, and 1926)

Branch of economic activity	Non-manual workers			Wage earners		
	Males	Females	Total	Males	Females	Total
Fishing	505	126	631	18,789	1,517	20,306
Agriculture, forestry	4,823	1,058	5,881	1,543,364	576,961	2,120,325
Mining, quarrying	16,431	1,295	17,726	401,330	9,881	411,211
Manufacturing industries	347,368	191,213	538,581	3,221,360	1,196,231	4,417,591
Transport, warehousing	159,531	25,132	184,663	538,908	31,626	570,534
Commerce, banking, entertainments	576,812	446,355	1,023,167	269,327	83,522	352,849
Professional service	141,323	182,779	324,102	34,318	43,639	77,957
Domestic and personal service	31,313	12,617	43,930	79,786	665,775	745,561
Public services	679,934	206,270	886,204	384,478	42,733	427,211
Total, 1931	1,958,040	1,066,845	3,024,885	6,491,660	2,651,885	9,143,545
Total, 1926	1,826,328	906,435	2,732,763	6,528,269	2,745,497	9,273,766
„ 1921 ¹	1,842,809	855,821	2,698,630	5,934,289	2,827,393	8,761,682
Total, 1921	1,739,278	820,692	2,559,970	5,612,036	2,695,321	8,307,361
„ 1906 ²	1,761,351	356,136	2,117,487	5,373,953	2,533,006	7,906,959

¹ Figures adjusted for comparison with 1926 census.² Figures adjusted for comparison with 1921 census.

Great Britain

A. Census of Production, 1924 and 1930 (and 1907)

Industry	Date	Administrative, technical and clerical staff	Operatives
Engineering, shipbuilding, vehicles	1930	161,228	913,521
	1924	133,447	852,131
Textiles	1930	64,968	997,282
	1924	63,781	1,198,203
Food, drink, tobacco	1930	83,154	389,283
	1924	70,191	369,596
All factory trades	1930	589,174	4,286,385
	1924	511,638	4,344,999
Non-factory trades	1930	134,746	2,131,129
	1924	121,099	2,320,379
Total	1930	Males	531,650
		Females	192,270
		Total	723,920
	1924	Males	479,891
		Females	152,846
		Total	632,737
	1907	Males	421,856
		Females	69,091
		Total	490,947
	1930	Males	4,829,163
		Females	1,588,351
		Total	6,417,514
	1924	Males	5,025,893
		Females	1,639,485
		Total	6,665,378
	1907	Males	4,830,847
		Females	1,662,282
		Total	6,493,129

STATISTICS OF NON-MANUAL WORKERS (*cont.*)Great Britain (*cont.*)B. *Population Census, 1931 (and 1921)*

Occupation	Number of persons occupied		
	Males	Females	Total
Secretaries and registrars of companies, etc.	21,582	2,740	24,322
Heads or managers of commercial office departments	32,365	2,557	34,922
Draughtsmen	53,067	6,142	59,209
Costing and estimating clerks	25,552	5,088	30,640
Typists	5,218	238,799	244,017
Other clerks	726,974	402,070	1,129,044
Total, 1931 ¹	864,758	657,396	1,522,154
„ 1921 ²	627,792	474,891	1,102,683
Total occupied population, 1931 ¹	14,789,586	6,265,100	21,054,686
„ „ „ 1921 ²	13,612,528	5,672,819	19,285,347

¹ 14 years and over.² 12 years and over.

Hungary

A. *Population Census, 1930 (and 1920)*

Occupational group	Non-manual workers			Wage earners		
	Males	Females	Total	Males	Females	Total
Agriculture, forestry, fishing	5,409	202	5,611	974,698	350,676	1,325,374
Mining	996	169	1,165	33,681	306	33,987
Manufacturing industries, building	31,840	11,532	43,372	508,946	117,842	626,788
Commerce, banking, etc.	40,941	16,924	57,865	69,231	14,992	84,223
Transport, communication	14,489	6,635	21,124	81,031	1,799	82,830
Public administration, army, religion	83,390	40,213	123,603	79,772	13,724	93,496
Domestic service	—	—	—	10,139	166,848	176,987
Day labourers	—	—	—	40,056	20,990	61,046
Other	163	132	295	6,908	29,125	36,033
Total, 1930	177,228	75,807	253,035	1,804,462	716,302	2,520,764
Total, 1920	149,284	70,031	219,315	1,713,546	815,126	2,528,672

STATISTICS OF NON-MANUAL WORKERS (*cont.*)**Hungary (*cont.*)****B. Census of Establishments, 1930**

Branch of economic activity	Non-manual workers			Wage earners			
	Clerical	Technical	Total	Foremen	General workers, lower clerical staff, day labourers, family assistants, apprentices	Others	Total
Mining, metallurgy	817	247	1,064	1,568	29,507	1,224	32,299
Manufacturing industries, building	24,151	5,653	29,804	9,132	181,884	13,044	204,060
Commerce	23,833	110	23,943	2,411	9,685	2,952	15,048
Total	48,801	6,010	54,811	13,111	221,076	17,220	251,407

Irish Free State*Census of Industrial Production, 1926, 1929, and 1931*

Industrial status, and sex		1926	1929	1931
Salaried employees :	Males	8,483	9,174	9,486
	Females	2,387	2,593	2,928
	Total	10,870	11,767	12,414
Wage earners :				
(a) Industrial workers :	Males	66,464	70,155	68,910
	Females	15,095	17,877	18,074
	Total	81,559	88,032	86,984
(b) Others (packers, carters, etc.) :	Males	9,032	8,656	9,757
	Females	2,202	2,084	2,223
	Total	11,234	10,740	11,980
Total :	Males	75,496	78,811	78,667
	Females	17,297	19,961	20,297
	Total	92,793	98,772	98,964

STATISTICS OF NON-MANUAL WORKERS (*cont.*)

Italy

A. *Population Census, 1931 (and 1901, 1911, and 1921)*

Occupational group	Non-manual workers			Wage earners		
	Males	Females	Total	Males	Females	Total
Fishing	249	12	261	53,002	169	53,171
Mining, quarrying	2,925	202	3,127	108,825	1,086	109,911
Manufactures, building	144,172	43,774	187,946	2,866,781	981,363	3,848,144
Transport, communication	143,937	20,083	164,020	463,755	3,670	467,425
Commerce	216,773	64,173	280,946	140,633	28,397	169,030
Total	508,056	128,244	636,300	3,632,996	1,014,685	4,647,681
Agriculture	25,629	1,397	27,026	—	—	—
Banking, insurance	76,532	12,003	88,535	—	—	—
Public administration	150,644	18,789	169,433	—	—	—
Private administration	12,230	8,511	20,741	—	—	—
Religion	707	154	861	—	—	—
Teaching	40,575	105,478	146,053	—	—	—
Total	306,317	146,332	452,649	—	—	—
Grand total, 1931	814,373	274,576	1,088,949	—	—	—
Adjusted totals ¹ , 1931	—	—	898,860	—	—	—
„ „ 1921	—	—	762,804	—	—	—
„ „ 1911	—	—	504,669	—	—	—
„ „ 1901	—	—	592,081	—	—	—

¹ Excluding certain occupational groups, viz. transport and communication, religion, insurance agents, officials of trade unions, etc.

B. *Census of Establishments, 1927*

Branch of economic activity	Administrative and technical staff	Shop assistants	Wage earners
Industries connected with agriculture	562	241	32,346
Fishing	131	276	25,817
Mining	1,872	116	90,183
Manufacturing industries, construction	101,720	28,746	2,424,774
Transport, communication	77,686	3,458	324,000
Other	1,148	86	13,611
Total	183,119	32,923	2,910,731

STATISTICS OF NON-MANUAL WORKERS (*cont.*)**Norway***Population Census, 1930 (and 1920)*

Branch of economic activity	Non-manual workers			Wage earners		
	Males	Females	Total	Males	Females	Total
Agriculture, forestry	3,887	162	4,049	161,006	21,361	182,367
Fishing	933	12	945	11,748	30	11,778
Manufacturing industries (incl. building)	12,779	4,603	17,382	191,313	48,566	239,879
Transport	21,999	5,885	27,884	70,758	464	71,222
Commerce	32,791	34,495	67,286	22,409	13,815	36,224
Public services, defence	8,610	2,521	11,131	5,879	244	6,123
Liberal professions	17,017	12,330	29,347	4,122	9,709	13,831
Domestic service	—	—	—	749	119,595	120,344
Unspecified	353	107	460	3,035	50	3,085
Total, 1930	98,369	60,115	158,484	471,019	213,834	684,853
Total, 1920	88,186	56,169	144,355	441,229	206,945	648,174

Poland*Factory Statistics, 1933 (and 1930-1932)*

Industry	Non-manual workers	Wage earners
Minerals	2,288	28,993
Metals	11,301	90,589
Electrotechnical	1,966	10,107
Chemicals	6,877	43,269
Textiles	7,177	128,333
Paper	1,200	13,200
Leather	667	7,190
Wood and timber	3,161	38,119
Clothing	1,439	12,595
Printing, etc.	2,463	12,350
Toy	19	293
Food	9,630	54,774
Total, 1933	48,188	439,812
Total, 1933 ¹	35,574	361,497
„ 1932 ¹	34,143	319,209
„ 1931 ¹	—	350,412
„ 1930 ¹	—	430,117

¹ Figures relating to industries which are comparable for the period 1930-1933.

STATISTICS OF NON-MANUAL WORKERS (*cont.*)

Sweden

A. *Census of Establishments, 1931*

Industry	Non-manual workers					Wage earners			
	Owners and managers	Clerical workers	Technical staff	Shop assistants, waiters, cooks	Total	Workers in production	Workers not directly engaged in production	Home workers	Total
Gardening	4,119	94	98	335	4,646	9,356	403	—	9,759
Forestry	596	836	1,998	2	3,432	40,589	376	—	40,965
Industry and handicrafts not combined with other industries	83,300	27,681	20,629	3,376	134,986	542,712	35,576	14,123	592,411
Industry and handicrafts combined with other industries	18,400	10,934	4,452	13,976	47,762	54,495	14,053	9,064	77,612
Wholesale trade	9,611	22,603	862	406	33,482	1,455	14,240	54	15,749
Retail trade (also combined with wholesale trade)	51,654	7,452	382	60,834	120,322	3,430	20,222	321	23,973
Banking	1,676	8,364	13	100	10,153	19	2,036	—	2,055
Insurance	918	6,329	62	40	7,349	16	950	—	966
Transport, communication	25,313	21,449	7,212	3,532	57,506	5,420	86,197	4	91,621
Hotels, restaurants, pensions, etc.	9,011	2,338	709	30,083	42,141	438	7,378	—	7,816
Private nursing, etc.	454	141	539	1,028	2,162	199	2,228	—	2,427
Professional service (incl. estate agents)	3,301	3,441	1,460	72	8,274	573	3,105	2	3,680
Hygiene, cleaning, etc.	6,818	382	220	159	7,579	11,396	1,838	8	13,242
Entertainment	669	847	1,358	450	3,324	290	3,294	1	3,585
Other	489	404	13	79	985	27	179	12	218
Unspecified	142	77	51	—	270	343	490	5	838
Total	216,471	113,372	40,058	114,472	484,373	670,758	192,565	23,594	886,917

B. *Factory Statistics, 1934 (and 1914-1933)* ¹

Industry	Non-manual workers	Wage earners	Totals	Non-manual workers	Wage earners
Mining, metallurgy	21,924	139,546	Total, 1933	53,404	393,191
Stone, earth	2,454	31,924	" 1932	52,727	400,943
Wood	3,617	56,709	" 1931	52,740	430,070
Paper, printing	6,757	53,994	" 1930	51,508	454,716
Food	7,211	43,724	" 1929	49,762	453,244
Textiles, clothing	6,954	70,663	" 1928	47,430	438,532
Leather, skin, rubber	2,669	22,190	" 1927	44,385	410,062
Chemicals	2,878	12,470	" 1926	43,126	406,691
Power, electricity and water supply	2,769	7,147	" 1925	40,064	391,692
			" 1924	38,678	379,523
			" 1923	37,363	358,083
			" 1920	45,685	417,381
			" 1914	32,862	364,845
Total, 1934	57,233	438,367			

¹ The population census of 1930 does not give a clear distinction between non-manual workers and wage earners for all the main branches of economic activity. For mining and manufacturing industries data are, however, available. The number of non-manual workers in these branches in 1930 was 50,686, as against 555,399 wage earners.

STATISTICS OF NON-MANUAL WORKERS (*cont.*)

Switzerland

A. *Population Census, 1930 (and 1910 and 1920)*

Branch of economic activity	Non-manual workers			Wage earners		
	Males	Females	Total	Males	Females	Total
Agriculture, forestry, fishing (incl. mining and quarrying)	3,295	81	3,376	188,531	35,022	223,553
Industry, handicrafts	67,365	25,283	92,648	462,247	149,604	611,851
Commerce, banking, insurance	56,845	49,327	106,172	28,935	5,797	34,732
Hotels, restaurants, etc.	3,238	7,636	10,874	15,080	41,450	56,530
Transport	25,724	6,179	31,903	47,310	1,230	48,540
Public administration, profes- sional services	45,934	20,776	66,710	9,131	5,059	14,190
Domestic services, day labourers	67	332	399	8,616	131,319	139,935
Hospitals, prisons, boarding schools, etc.	3,877	5,197	9,074	10,925	21,615	32,540
Total, 1930	206,345	114,811	321,156	770,775	391,096	1,161,871
Total, 1930 ¹	211,394	114,689	326,083	770,158	280,657	1,050,815
„ 1920	182,889	96,796	279,685	706,713	332,005	1,028,718
„ 1910	147,237	69,343	216,518	666,908	295,713	962,621

¹ Figures adjusted by the International Labour Office in order to be comparable with previous figures; they include managers but exclude private domestic servants.

B. *Census of Establishments, 1929 (and 1905)*

Branch of economic activity	Date	Administrative and clerical staff	Technical staff	Wage earners
Mining, quarrying	1905	58	122	7,393
	1929	99	46	5,766
Industry, handicrafts	1905	17,932	11,960	437,573
	1929	44,068	14,782	611,030
Commerce	1905	27,131	4,317	71,816
	1929	90,179	3,074	101,304
Transport	1905	10,753	1,714	60,711
	1929	18,196	1,691	51,434
Other	1905	1,343	2,415	7,893
	1929	4,685	5,255	17,057
Total	1905	57,217	20,528	585,386
	1929	157,407	24,848	786,591

STATISTICS OF NON-MANUAL WORKERS (*cont.*)

Czechoslovakia

A. Population Census, 1930 (and 1921)

Branch of economic activity	Higher salaried staff	Lower salaried staff	Wage earners and day labourers	Appren- tices	Family assistants
Agriculture, forestry, fishing	13,247	24,059	750,772	2,882	1,001,739
Mining	5,259	6,475	116,298	176	72
Manufacturing industries	113,836	114,190	1,649,529	183,658	22,468
Commerce, banking, insurance	85,416	118,407	84,825	30,190	43,672
Transport, communication	58,443	127,931	84,439	300	760
Public administration, army, liberal professions	199,484	96,715	183,108	1,989	735
Domestic and personal services ¹	147	1,040	78,208	13,353	882
Other	59	480	101,421	—	1,270
Total, 1930 :					
Males	439,963	423,461	2,324,692		378,999
Females	125,928	65,836	956,546		692,599
Total	475,891	489,297	3,048,690	232,548	1,071,598
Total, 1921 :					
Males	312,359		2,443,600		405,206
Females	99,803		859,527		245,669
Total	412,162		3,303,127		650,875

¹ Excluding private domestic servants.

B. Census of Industrial Establishments, 1930

Branch of economic activity	Direc- tors and mana- gers	Higher salaried staff		Lower salaried staff		Wage earners	Appren- tices	Family assistants
		Techni- cal	Adminis- trative and clerical	Techni- cal	Adminis- trative and clerical			
Mining, manufacturing industries (including construction)	10,671	58,961	67,039	2,856	4,765	1,532,313	174,963	80,457
Commerce, banking, insurance	9,040	7,039	141,345	207	28,365	101,453	6,259	120,779
Transport (excl. rail- ways and post office)	168	221	895	3	26	15,370	44	2,532
Entertainment, sports, teaching	367	4,782	933	54	23	6,142	27	2,253
Hygiene	866	4,318	2,113	1,656	67	33,454	12,355	2,509
Total	21,112	75,321	212,325	4,776	33,246	1,688,732	193,648	208,530

STATISTICS OF NON-MANUAL WORKERS (*cont.*)

Union of South Africa

Statistics of Production, 1932-33 (and 1917-18 to 1928-29)

Industry	Managers, accountants, and clerical staff			Wage earners			Home workers		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Stone, clay, glass	342	41	383	12,774	7	12,781	61	—	61
Metal, engineering, etc.	1,322	225	1,547	31,391	178	31,569	1	—	1
Food, drink, tobacco	2,251	526	2,777	24,845	5,456	30,301	55	—	55
Clothing, textiles	601	311	912	6,222	10,702	16,924	360	70	430
Books, paper, printing	1,287	528	1,815	5,086	1,848	5,934	8	—	8
Vehicles	469	192	661	6,905	51	6,956	15	—	15
Leather, leather ware	367	131	498	6,281	2,134	8,415	2	—	2
Building and contracting	250	80	330	10,182	7	10,189	3	—	3
Total (private establishments) ¹	8,948	2,418	11,366	125,146	21,700	146,846	522	70	592
Government, municipal, and railway undertakings	1,700	105	1,805	25,687	199	25,886	2	—	2
Total, 1932-33	10,648	2,523	13,171	150,833	21,899	172,732	524	70	594
Total ² , 1928-29	8,039	1,864	9,903	149,127	19,087	168,217	475	59	534
" 1926-27	7,110	1,463	8,573	138,765	16,470	155,235	533	53	586
" 1924-25	6,604	1,095	7,699	124,678	13,733	138,411	687	121	808
" 1923-24	7,656	1,002	8,658	154,761	12,987	167,748	604	94	698
" 1922-23	7,523	1,010	8,533	144,698	12,489	157,187	573	81	654
" 1921-22	7,618	994	8,612	143,866	12,064	155,930	618	94	712
" 1919-20	8,166	1,107	9,273	146,712	13,101	159,813	727	151	878
" 1917-18	6,397	964	7,361	109,885	11,787	121,672	516	196	712

¹ Including various industries not given in the table.² Private establishments only.

NOTES ON SOURCES AND METHODS

In the following notes, the terms used for describing the different categories of workers have been reproduced as far as possible *in extenso* (or sometimes summarised), in their original English form, but it should not be assumed that the same term has the same meaning in all cases. For countries in which the terms are not given in English an approximate translation is given; but it is not possible to guarantee that the correct term has always been used, as certain words are indefinite or defy translation into current English. Moreover, several countries themselves give translations of their national titles into English; these have generally been reproduced, but they cannot be considered as wholly uniform. It is hoped to undertake a special analysis of the terminology used in different countries for describing the various categories of occupied or employed persons at some future date.

Germany. A. STATISTISCHES REICHSAMT : *Berufszählung 1925 (Statistik des Deutschen Reiches, Bd. 408)* ; *Berufszählung 1933 (Wirtschaft und Statistik (Sonderbeilage), Jg. 14, Nr. 24)*.

B. IDEM : *Gewerbliche Betriebszählung 1925 (Statistik des Deutschen Reiches, Bd. 413 II)* ; *Gewerbliche Betriebszählung 1933 (Wirtschaft und Statistik (Sonderbeilage), Jg. 15, 1935, Nr. 15)*.

A. The *population census* of 1925 and 1933 considers as " non-manual workers " (" Angestellte und Beamte ") clerical and technical employees, including soldiers,

nuns, etc., but excluding high officials, directors and managers, and family assistants; the definition of "wage earners" ("Arbeiter") varies slightly in the different censuses, but in the table adjusted totals allowing for these discrepancies are given. *Private* domestic servants ("Hausangestellte") are excluded throughout; the unemployed are included.

B. The *census of establishments* is taken at the same date as the general population censuses; in 1933, it covered non-agricultural gardening, industry and handicrafts, transport, and commerce. Distinctions are made between (a) administrative and clerical staff (including apprentices but excluding directors and managers); (b) technical staff and supervisors; and (c) wage earners (including apprentices). Family assistants are excluded throughout.

Australia. COMMONWEALTH BUREAU OF CENSUS AND STATISTICS: *Summary of Australian Production Statistics*, Bulletins Nos. 6-28.

The annual *statistics of production*, covering all industrial establishments employing 4 or more hands or using mechanical power, give figures of (a) working proprietors, (b) managers and overseers, (c) accountants and clerks, (d) engine drivers and firemen, (e) workers (including home workers), (f) carters, messengers, etc. In the tables (d), (e), and (f) are considered as wage earners.

Austria. A. BUNDESAMT FÜR STATISTIK: *Die Ergebnisse der österreichischen Volkszählung vom 22. März 1934: Bundesstaat* (Textheft) (*Statistik des Bundesstaates Österreich*, Heft 1).

B. IDEM: *Gewerbliche Betriebszählung in der Republik Österreich vom 14. Juni 1930: Gesamtergebnisse für Österreich*.

A. The *population census* of 1934 gives data of "non-manual workers" and "wage earners". The former group covers on the whole non-manual workers (including managers, etc.), and the latter manual workers, both excluding family assistants and apprentices. The principles of classification are somewhat different from those employed in the 1910 census, but for the purpose of rough comparison figures are added giving an approximate idea of the changes in social structure.

B. The *census of industrial establishments* of 1930 covers non-agricultural gardening, mining, manufacturing industries, commerce, transport, and miscellaneous professional services; it distinguishes between (a) administrative and clerical staff (excluding directors and managers, but including apprentices and family assistants); (b) technical staff and supervisors; and (c) wage earners (skilled, unskilled, home workers, apprentices, and family assistants). A table is added showing the change in the number of "administrative and clerical workers" and "wage earners" between 1902 and 1930.

Belgium. MINISTÈRE DE L'INDUSTRIE ET DU TRAVAIL: *Recensement de l'industrie et du commerce, Première Partie: recensement professionnel* (*Revue du Travail*, June 1934); *Annuaire statistique de la Belgique et du Congo Belge*, 1915-1919.

The *census of industry and commerce* of 1930¹ covers all persons following an industrial or commercial occupation. "Non-manual workers" include managers, directors, engineers, supervisors, and foremen. Unpaid family assistants are shown separately; but the unemployed are included throughout.

Comparable figures are available for the census of 1910.

Bulgaria. A. CENTRAL STATISTICAL OFFICE: *Annuaire statistique du Royaume de Bulgarie*, 1933.

B. IDEM: *Résultats du recensement des établissements industriels et commerciaux*, 31 décembre 1926, Tome I.

A. The *population census* gives data on "non-manual workers" and "wage earners" (in 1926 excluding family assistants) in agriculture, mining, manufacturing industries, transport, and commerce. In 1920 non-manual workers included family assistants.

B. The *census of establishments* covers all non-agricultural establishments. Figures are available for (a) directors, managers, higher clerical staff; (b) clerical

¹ The results of the 1930 population census are not yet available.

staff; (c) technical staff (including supervisors); (d) wage earners; and (e) family assistants.

Canada. A. DOMINION BUREAU OF STATISTICS: *The Manufacturing Industries of Canada, 1933* (Summary Report); *Advance Report on the Manufacturing Industries of Canada, 1934*.

B. IDEM: *Seventh Census of Canada, 1931*: Bulletin No. XXXIV (Ages of the gainfully employed ten years of age and over for Canada and the provinces).

A. The *census of manufactures* covers all establishments in manufacturing industries, excluding mining and building.

B. The *population census* does not make a clear distinction between "salaried employees" and "wage earners". A table is given showing the number of clerical workers in 1931.

Chile. CENTRAL STATISTICAL OFFICE: *X Censo de la población, 27 noviembre 1930*, Vol. III (ocupaciones).

The *population census* distinguishes between "non-manual workers" and "wage earners". The unemployed and domestic servants are excluded.

Denmark. A. STATISTICAL DEPARTMENT: *Folketaellingen i Kongeriget Danmark, den 5 November 1930*.

B. IDEM: *Erhvervstaellingen 1925*.

A. The *population census* distinguishes between "non-manual workers" and "wage earners". The former include the higher and lower technical staff, shop assistants, etc., but exclude managers.

B. The *census of establishments* covers manufacturing industries, handicrafts, and commerce. The persons employed are distributed according to industrial status; the classes, however, are not the same for industry as for commerce.

United States of America. A. U.S. DEPARTMENT OF COMMERCE: *Manufactures, 1929*, Vol. I (General Report); *Census of Manufactures, 1923* (Summary for the U.S. by industries).

B. IDEM: *Statistical Abstract of the United States, 1935*.

A. The *census of manufactures* distinguishes between non-manual workers and "wage earners" in manufactures. As non-manual workers are considered principal salaried officers of corporations and other salaried officers and employees; wage earners are defined as "skilled and unskilled workers of all classes including foremen and overseers in minor positions who perform similar work to that done by the employees under their supervision".

B. The *population census* does not give the distribution of the population according to industrial status; a table has been added showing the total number of clerical workers in 1930.

Finland. CENTRAL BUREAU OF STATISTICS: *Finlands officiella statistik: Statistique des industries, 1910-1934*; *Annuaire statistique de Finlande, 1935*.

The annual *statistics of manufactures* give the average number of wage earners, clerical workers, and technical staff occupied during the year in manufacturing industries (including mining).

France. STATISTIQUE GÉNÉRALE DE LA FRANCE: *Résultats statistiques du recensement général de la population effectué le 8 mars 1931*, Tome I, 3^{me} partie.

The *population census* of 1931 distinguishes between persons "engaged in establishments", persons working on their own account, and unemployed. The distinction between non-manual workers ("employés") and "wage earners" ("ouvriers") relates to the first of these groups only, and the unemployed are therefore excluded in the table. The non-manual workers group is defined as including managers, clerks, shop assistants, supervisors and soldiers. "Wage earners" include apprentices, domestic servants, and family assistants. Home workers are excluded.

Owing to a change in classification the figures in the 1911 census are not comparable with other census returns, but comparable totals, adjusted for territorial changes, are added for the years 1906, 1921 and 1926.

Great Britain. A. BOARD OF TRADE : *Fourth Census of Production, 1930.*

B. MINISTRY OF HEALTH : *Census of England and Wales, 1931*; GENERAL REGISTRY OFFICE (CENSUS OFFICE) : *Census of Scotland, 1931.*

A. The *census of production* of 1930 covers all establishments employing more than 10 persons in mining, manufacturing industries, building and contracting, public utility services and Government departments. "Administrative, technical and clerical staff" was defined as including the office and management staff (i.e. working proprietors, managing directors, managers, salesmen, designers, clerks and travellers); "operatives" include all workpeople employed by the firm in connection with the output returned (including foremen, carters, van and lorry drivers and warehousemen). In 1907 the terms used were "salaried persons" and "wage-earners" respectively.

The results of the 1924 census (covering establishments of all sizes) as given in the table are adjusted for comparison with the 1930 census; the results of the 1907 census are not strictly comparable with later censuses.

B. The *population census* (1921 and 1931) does not distinguish between manual and non-manual workers. A table is however given showing the number of in clerical occupations the occupied population.

Hungary. A. CENTRAL OFFICE OF STATISTICS : *Recensement general de la population en 1930, II^e partie : Données sur les professions.*

B. *Ibid.*, III^e partie : *Résultats détaillés sur les professions et statistiques des établissements.*

A. The *population census* distinguishes between "non-manual workers" on the one hand and "auxiliary staff" on the other hand. "Auxiliary staff" is defined as covering family assistants, foremen, lower clerical staff, day labourers, wage earners, and apprentices; the totals are given in the table.

B. The *census of establishments*, which is taken at the same date as the general population census, covers mining, manufacturing industries, and commerce. Data on non-manual workers and wage earners are available for establishments employing more than 20 persons ("non-manual workers" and "auxiliary staff"). The definitions are the same as those adopted in the population census.

Irish Free State. DEPARTMENT OF INDUSTRY AND COMMERCE : *Census of Industrial Production, 1926, 1929, and 1931.*

The *census of industrial production* (1926, 1929 and 1931) covers mining, quarries, manufacturing industries, building and contracting, transport, public utility services, local authorities and Government departments. In 1929 and 1931 smaller industrial firms are excluded. Data are given on the numbers employed in October of each year. As "salaried employees" are considered administrative, technical, and clerical staff (excluding working proprietors); "wage earners" exclude out-workers.

Italy. A. CENTRAL INSTITUTE OF STATISTICS : *VII Censimento generale della popolazione, 21 Aprile 1931-IX, Vol. IV, Parts I and II.*

B. IDEM : *Censimento industriale e commerciale al 15 Ottobre 1927.*

A. The *population census* gives the number of "non-manual workers" by main occupational groups; figures of wage earners are, however, available for fishing, mining, manufacturing industries, transport, and commerce only. "Non-manual workers" include supervisors, technical and clerical staff, but not managers and directors; "wage earners" do not include home workers. Owing to important changes in classification the results of consecutive censuses are not comparable. Adjusted figures relating to the total number of "non-manual workers" are however available and are given in the table.

B. The *census of establishments* of 1927 covers fishing, mining, manufacturing industries, and transport; it gives figures of (a) administrative and technical staff (excluding managers and directors), (b) shop assistants, and (c) wage earners.

Norway. CENTRAL STATISTICAL OFFICE : *Folketellingen i Norge, 1 desember 1930, Vols. 7 and 8.*

The *population census* gives data on "non-manual workers" and "wage earners" aged 15 years and over. Unemployed and family assistants are included.

Non-manual workers cover directors, managers, engineers, and clerical and technical staff; "wage earners" include foremen.

Poland. CENTRAL OFFICE OF STATISTICS : *Concise Statistical Year Book of Poland, 1935.*

The Year Book gives the number of "salaried mental workers" and of "work-people" in manufacturing industries. Comparable data are published for the years 1930-1933.

Sweden. A. BOARD OF TRADE : *Preliminära resultat från 1931 års företagsräkning (Kommersiella Meddelanden, Year XXII, No. 6, 31 March 1935).*

B. IDEM : *Sveriges Officiella Statistik : Industrierättelse för 1913-1934.*

A. The census of establishments of 1931 covers establishments in manufacturing industry, commerce, banking, etc., but excludes agriculture; as "non-manual workers" are considered owners, managers, technical staff, shop assistants, and clerical workers. "Wage earners" include home workers.

B. The yearly factory statistics relate to medium-sized and large establishments and exclude small establishments. The definitions of "non-manual workers" and "wage earners" are the same as those above.

Switzerland. A. OFFICE FÉDÉRAL DE STATISTIQUE : *Recensement fédéral de la population, 1^{er} décembre 1930, 21^{me} volume : Suisse (Statistiques de la Suisse, 66^{me} fascicule).*

B. IDEM : *Les exploitations industrielles et commerciales en Suisse (Recensement des entreprises) (Statistiques de la Suisse, 17^{me} fascicule).*

A. The classification in the population census is not the same in the various years. As "non-manual workers" are considered higher and lower technical staff, higher and lower administrative staff, and apprentices in commerce, excluding directors, managers, and owners; the "wage earners" do not cover home workers. Comparable totals for the censuses of 1910-1920-1930 have been calculated by the International Labour Office.

B. The census of establishments of 1905 and 1929 is confined to all establishments in manufacture, mining, commerce (including hotels, etc.), transport, and communication. "Non-manual workers" include administrative staff, technical staff, and apprentices, excluding owners and managers.

Czechoslovakia. A. CENTRAL STATISTICAL OFFICE : *Rapports, série D, Nos. 4-5 : Profession objective de la population.*

B. IDEM : *Annuaire statistique de la République tchécoslovaque, 1936.*

A. The population census of 1930 classifies the gainfully occupied population according to industrial status, distinguishing between (a) higher salaried staff, (b) lower salaried staff, (c) wage earners (including day labourers), (d) apprentices, and (e) family members assisting the head of the household. Private domestic servants are excluded from the table.

B. The census of industrial establishments, covering mining, manufacturing industries, commerce, entertainments, sports, and transport (excluding railways and post office), distinguishes between "non-manual workers" and "wage earners". Separate data are available on (a) managers and directors, (b) higher salaried staff (technical and clerical), (c) lower salaried staff (technical and clerical), (d) wage earners, (e) apprentices, and (f) family assistants.

Union of South Africa. OFFICE OF CENSUS AND STATISTICS : *Statistics of Production (Annual Censuses of Factories and Productive Industries).*

The statistics of production cover all manufacturing or other establishments (excluding mining and quarrying) (a) employing 3 or more hands, (b) utilising any form of motive power other than manual labour, (c) employing any boiler for steam-heating purposes. Non-manual workers include managers, accountants, and clerical staff, but not working proprietors. "Wage earners" do not include persons regularly employed at their homes, who are shown separately.

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Book Notes

INTERNATIONAL PUBLICATIONS

International Labour Office. *Year-Book of Labour Statistics 1935-36.* First Year of Issue. Geneva, 1936. viii + 227 pp. 6s.; \$1.50.

Under the above title the International Labour Office has just published, for the first time as an independent volume, a collection of labour statistics corresponding to those which last year formed Volume II of the *I.L.O. Year-Book*.

The scope of this volume is virtually unchanged. New tables have been added giving the results of family budget enquiries, and a special section is devoted to this branch of labour statistics. The table on the general level of wages has been remodelled, and now shows money wages, index numbers of money wages and index numbers of real wages for each country. Many new series have been added to the tables, in particular to those on wages by industry. Index numbers are given on a uniform base of 1929 = 100. Annual data are given so far as possible for each year, 1927 to 1935, and in addition most of the tables contain monthly or quarterly figures for the year 1935 and for the first quarter of 1936.

The tables given are divided into seven sections, dealing with the following subjects: unemployment and employment; hours of work; wages; cost of living and retail prices; workers' family budgets; emigration and immigration; agreements and disputes. An appendix gives the population of the different countries of the world at the end of 1934.

OFFICIAL PUBLICATIONS

AUSTRALIA

International Labour Organisation of the League of Nations. *Nineteenth Conference held at Geneva, 4-26 June, 1935. Reports of the Australian Delegates.* Canberra, Govt. Printer, 1935. 36 pp.

QUEENSLAND

Department of Labour and Industry. *Fifth Annual Report upon the Operations and Proceedings under "The Income (Unemployment Relief) Tax Acts, 1930 to 1935," together with Financial Statements for the Year ended 30 June 1935.* Brisbane, 1935. 65 pp., illustr.

This report was analysed in *Industrial and Labour Information*, Vol. LVIII, No. 4, 27 April 1936, pages 91-92.

VICTORIA

Department of Labour. *Report of the Chief Inspector of Factories and Shops for the year ended 31 December, 1934.* Melbourne, Govt. Printer, 1935. 32 pp.

Select Committee on the Working Week, Unemployment Insurance, and Other Industrial Matters (Shorter Working Week). *Progress Report. Together with the Minutes of Evidence.* Melbourne, Govt. Printer, 1935. 10 pp.

This report summarises the results of the hearings and taking of evidence by

the Select Committee of the Legislative Assembly of Victoria appointed to enquire into the question of a shorter working week in industry, and the bearing upon this question of the ever-increasing use of machinery in all processes of production and distribution. The Committee concludes that the establishment of a shorter working week without reduction in pay is a social and economic necessity, and believes that a maximum working week of 40 hours should be established by law in the State of Victoria. It recommends that, if the Commonwealth Government asks the States to ratify the general Convention establishing the principle of a 40-hour week, the Victorian Parliament should pass the necessary legislation; and that, because of the possible consequences upon unemployment relief and Government finances, the matter should be made a question for consideration by a Premiers' Conference in order that united action by the States may be decided on.

BELGIUM

Ministère de l'instruction publique. Office de l'enseignement technique. *Code de l'enseignement technique.* Brussels, 1934. 804 pp.

Ministère de l'Intérieur. Office central de statistique. *Recensements des maisons et autres bâtiments et des logements en 1930.* Brussels, 1935. 151 pp.

The Belgian Census of 1930 shows that the number of dwellings had increased by 19 per cent. as compared with 1920, as against an increase of 16 per cent. for the period 1900-1910, and a decrease of 0.4 per cent. for the period 1910-1920. The fall in the density of inhabitants was greater during the last decade than during the two preceding decades.

Ministère du travail et de la prévoyance sociale. Direction générale de l'assurance et de la prévoyance sociale. *Rapport sur l'exécution de la loi du 25 juin 1930 relative au contrôle des entreprises d'assurances sur la vie pendant l'année 1933.* Brussels, 1935. 108 pp.

BULGARIA

Direction générale de la statistique. *Statistique des accidents du travail. Années 1931, 1932, 1933.* Sofia, 1935. 53 pp.

CHILE

Dirección general de Estadística. *Anuario estadístico de Chile, año 1934.* Volumen I. *Demografía y asistencia social.* Santiago, 1935. xvii + 126 pp.

CUBA

Secretaria del Trabajo. Negociado de cultura y acción social. *El examen médico-social del obrero.* By Dr. Manuel García AVILA. Havana, 1935. 29 pp.

Pamphlet issued for the purpose of propaganda by the head of the Industrial Hygiene Service of the Cuban Ministry of Labour, relating to the medical examination of workers (examination before engagement and periodical examination). After briefly recalling the occupational and other factors detrimental to health, the author dwells more particularly on the manner in which the medical examinations of workers should be carried out, and gives an example of a very detailed medical record card.

CZECHOSLOVAKIA

Ústřední Sociální pojistovna. *Statistika nemocenského pojištění za rok 1932. Statistik der Krankenversicherung für das Jahr 1932. Statistique de l'assurance-maladie pour l'année 1932.* Prague, 1935. 192 pp.

The Central Social Insurance Institute of Czechoslovakia continues, in this fourth volume of the series, the publication of the results of the application of the sickness insurance system, giving statistics for 1932, presented according to the same method as those for the years 1927-1931. A systematic account in three languages (Czech, German, and French), with numerous and detailed statistical tables, gives a general idea of the situation of the sickness insurance institutions; it contains particulars of the following items: number of insured persons, contributions, benefits, cost of administration, balance sheet, financial resources, and investment of funds.

DENMARK

Beretning fra Direktøren for Sygekassevæsenet om Statens Tilsyn med anerkendte Sygekasser, statskontrollerede Sygeforeninger (Fortsættelsessygekasser), Begravelseskasser m. v. samt om Bestyrelsen af Invalidforsikringsfonden i Aaret 1934. Reprinted from *Socialt Tidsskrift*, January 1936. Copenhagen, 1936. 84 pp.

EGYPT

Ministère des finances. Département de la statistique générale de l'Etat. Annuaire statistique 1933-1934. Cairo, 1936. xvi + 632 pp. P.T. 50.

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Sosiaaliministeriö. Socialministeriet. Ministère des affaires sociales. Omakotirakennusten tyyppipiirustuksia ja rakennusopas. Työritningar till egnahemsbyggnader samt handledning för deras byggande. Projets, modèles et manuel de construction de foyers populaires. Elias PAAANEN. Helsingfors, 1935. 56 pp., illustr.

Tilastollisen Päätoimisto. Statistiska Centralbyran. Bureau central de statistique. Suomen Tilastollinen Vuosikirja, 1935. Statistisk årsbok för Finland, år 1935. Annuaire statistique de Finlande, 1935. Helsingfors, 1935. xxviii + 382 pp.

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— *Statistical Statements relating to the Co-operative Movement in India during the year 1933-34.* Delhi, 1935. 21 pp. Rs. 1-8, or 2s. 6d.

Statistics of Factories subject to the Indian Factories Act (XII of 1911) for the year ending December 31st, 1934, together with a note on the working of the Factories Act during the year. Delhi, 1935. 34 pp. Rs. 1-6-0, or 2s. 3d.

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Department of Commerce. Annual Report on the Administration of the Indian Factories Act in Bengal. For the Year 1934. Alipore, Govt. Printing Press, 1935. 104 pp. Rs. 1-8, or 2s. 6d.

Revenue Department. Migration Branch. Report on the Working of the Indian Emigration Act VII of 1922 and the Rules framed thereunder in the Presidency of Bengal for the year 1934. Delhi, 1935. ii + 8 pp. Re. 1, or 1s. 9d.

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Annual Report on the working of the Indian Factories Act in the province of Bihar and Orissa 1934. By H. W. Brady, M.I., Mech. E., M.I., Struct. E., M.I.E. Patna, 1935. 29 pp. Rs. 1-8.

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MADRAS, TRAVANCORE

Co-operative Enquiry Committee. *Report 1934.* Trivandrum, Govt. Press, 1935. 379 pp., map.

In this report the Travancore Co-operative Enquiry Committee, presided over by the late Mr. Devadhar, brings up to date the information concerning the progress and position of the co-operative movement in Travancore, examines the possible lines of development, and makes a number of recommendations. The appendices include, among other matter, the questionnaire issued by the Enquiry Committee, and notes and documents on co-operation, and on the problem of relief of agricultural debt.

NORTH-WEST FRONTIER PROVINCE

Annual Report on the Working of the Indian Factories Act in the North-West Frontier Province for the Year 1934. Peshawar, 1935. 5 + vi pp. Re. 0.12.0 or 1s. 3d.

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INDO CHINA

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Valsts Statistiskās Parvalde. *Pilsetu gruntsgabali un dzīvokļi. (Pēc 1935 gada tautas skaitīšanas materiāliem). Fonds de terre et logements des villes. (D'après le matériel du recensement de la population en 1935.)* By V. SALNAIS and A. MALDUFS. Riga, 1936. 163 pp.

This collection of statistics relating to different urban centres in Latvia has the special feature that housing problems (density of inhabitants, distribution according to nationality, comfort) are studied according to the floor inhabited.

MEXICO

Secretaría de Educación Pública. *Plan de Acción de la Escuela Primaria Socialista.* Mexico, 1935. 46 pp.

Pamphlet published by the Mexican Public Education Department with a view to defining what the State understands by a socialist orientation of the primary school. After an analysis of the rights and duties of schoolchildren and the rôle of the teacher, it includes a general plan of studies and an account of the principles on which the curriculum should be based.

PERU

Ministerio de Salud Pública, Trabajo y Previsión Social. *Proyecto de Ley de Seguro Social Obligatorio. Exposición de Motivos e Informe Técnico Actuarial.* Lima, 1935. 41 pp.

A Government Bill was recently introduced in the Peruvian Parliament concerning compulsory insurance against sickness, maternity, invalidity, old age, and death for persons working habitually for an employer and persons working on their own account whose annual wage or income does not exceed 3,000 gold soles (cf. *Industrial and Labour Information*, Vol. LVII, No. 7, 17 February 1936, pages 175-177). This pamphlet reproduces the text of the Bill, the statement of its objects and reasons by Mr. Armando MONTES, Minister of Public Health, Labour, and Social Welfare, and a technical and actuarial study by Dr. Franz SCHRÜEFER.

SPAIN

Presidencia del Consejo de Ministros. Instituto Geográfico, Catastral y de Estadística. *Extranjeros inscritos en el censo de población de 1930 clasificados por los países de su nacionalidad en combinación con el sexo, estado civil, edad y profesión.* Madrid, 1935. xi + 497 pp.

SWEDEN

Socialdepartementet. Arbetslöshetskommission. *Arbetslöshetsundersökningen den 31 Juli 1935.* Stockholm, Isaac Marcus, 1936. 274 pp.

Report of an enquiry carried out by the Swedish Unemployment Committee into the extent of unemployment in the middle of 1935 and the measures applied to combat it.

Stockholms Stads Statistik. *Arbetslöshetshjälpen i Stockholm 1934. Statistique de la ville de Stockholm. Assistance aux chômeurs à Stockholm, 1934.* Stockholm, K. M. Beckman, 1936. vi + 44 pp.

Account of the measures taken by the Stockholm municipal authorities in 1934 to assist the unemployed, including the organisation of relief works and educational courses, and the grant of monetary assistance and subsidies for rent.

UNITED STATES

Department of Labour. Women's Bureau. *Summary of State Hour Laws for Women and Minimum-Wage Rates.* By Mary Elizabeth PIDGEON. Bulletin No. 137. Washington, Govt. Printer, 1936. v + 54 pp., tables. 10 cents.

Gives daily and weekly limits for hours of work and overtime in the separate States for all occupations covered by legislation or regulations, with tables. On the subject of the minimum wage, tables give the following particulars: occupations or industries covered, class of employees (experienced and inexperienced), minimum rate, standard hours, and recommendations of Wage Boards. Definitions and methods of application in certain important women-employing industries are briefly noted. There is also a brief account of the history of minimum-wage legislation in the United States and some discussion of legislative methods and of the recommendations made by a recent Conference of Governors of the States having minimum-wage laws.

— — — *The Employment of Women in the Sewing Trades of Connecticut. Hours and Earnings. Employment Fluctuation. Home Work.* By Caroline MANNING and Harriet A. A. BYRNE. Bulletin No. 109. Washington, Government Printing Office, 1935. v + 45 pp., charts, tables. 5 cents.

In addition to statistics of hours and wages, gives some information with respect to the sewing trades and to the physical conditions in factories, and some data concerning the lives of the workers.

— — — *Women in Texas Industries. Hours, Wages, Working Conditions and Home Work.* By Mary Loretta SULLIVAN and Bertha BLAIR. Bulletin No. 126. Washington, Govt. Printer, 1936. v + 81 pp., tables. 15 cents.

This study deals with hours of work, lunch periods, earnings, and length of time in the employment of the same establishment, together with certain social data on more than 15,000 women workers in a large number of towns in the United States. Physical conditions in 268 sample establishments are reported, and conditions of home work in 119 homes. Successive chapters deal with: (a) factories, stores, and laundries; (b) hotels and restaurants; (c) telephone establishments; (d) social data on the group of employed women studied; (e) physical conditions of workplaces of various types; and (f) industrial home work. Data are assembled separately for Negro, white, and Mexican workers, and proportions of men and women workers in various industries are noted.

National Resources Committee. *The Effects upon Operating Efficiency of the British Experiment in Production Control in the Coal Industry.* Prepared for the

Planning Committee for Mineral Policy and the National Resources Board, by George W. STRASSER. Washington, 1936. 88 pp. (typescript), diagrams.

Unfortunately, this carefully conceived and executed study of the operation of the British Coal Mines Act of 1930 is not carried beyond 1933. In spite of this, the study reaches the following highly significant conclusions: (1) coal prices were notably stable in the years following the passage of the Act, although the primary factor in such stability was probably the buoyant effect of devaluation upon sterling prices rather than the system of quotas and minimum prices; (2) the liquidation of excess capacity during the period of "control" (as expressed by declines in calculated annual capacity, in number of workers employed, and in number of mines in operation), from 1930 to 1933, proceeded at much the same rate as during the period of "competition", from 1921 to 1930; (3) operating efficiency (as measured by extent of mechanisation, degree of electrification, and level of labour productivity) moved forward under "control" at approximately the same rate as under "competition"—a result attributed to the displacement of labour by machinery; to the existence of a substantial measure of competition, inter-colliery, inter-district, and international, within the framework of control; and to the persistence of the entrepreneur's desire for profits as a motive to reduce costs. Of particular interest is the comparison between British and American experience during the period 1921 to 1933, especially for the depression years up to 1933. The principal findings are two-fold. First, whether stability be measured in terms of prices, profits, or wages, the British coal-mining industry manifested much more stability during the depression years than the American coal-mining industry. This circumstance is attributed to the suspension of the gold standard in 1931; to the greater collective bargaining strength of bituminous coal miners in Great Britain; and to the measures taken under the Act of 1930. Secondly, the greater stability of the British coal-mining industry was not purchased at the price of efficiency. By all the accepted tests of technological progress, "operating efficiency of the British industry during the period of control advanced quite as rapidly in terms of pre-control performance as did that of the American industry, operating throughout under unregulated competition."

Works Progress Administration. Division of Research. Statistics and Records. *Report on the Works Programme.* 1936. 113 pp., illustr.

A comprehensive report of the works programme undertaken by the United States Government. It reviews the background and purpose of the works programme, its administration and expansion, the distribution of funds, the experiences of the participating agencies, and the provisions governing the operation of the programme.

— **Division of Social Research.** *The Transient Unemployed. A Description and Analysis of the Transient Relief Population.* By John N. WEBB. Washington, 1935. 132 pp. (typescript).

Report on problems of the transient unemployed dealt with by the Federal Emergency Relief Administration from July 1933 to June 1935.

— **National Youth Administration.** *Youth on Relief.* 1936. Illustr.

A series of pictographs presenting some of the basic facts relating to young persons on relief in the United States. The data, with few exceptions, apply to conditions in May 1935, before the beginning of the Works Progress Administration activities.

NON-OFFICIAL PUBLICATIONS

Adler, Max. *Métamorphoses de la classe ouvrière.* Translated from the German by Edmond SCHLESINGER. Paris, Editions "Nouveau Prométhée", 1935. 79 pp. 3 frs.

The eminent Austrian exponent of socialist theories, Mr. Max Adler, examines how the political ideas and actions of the working class have been affected by the double differentiation in the upper and lower strata of the masses resulting from

the constitution of an aristocracy of workers, in which working-class bureaucracy plays a great part, and at the same time of an ever-growing volume of chronic unemployment.

All-India Organisation of Industrial Employers. *Report of the Proceedings of the Committee for the Year 1935.* Cawnpore, 1936. 10 pp.

Altgelt, Ingeborg. *Wegweiser durch die NS-Volkswohlfahrt.* Mit einem Geleitwort von Erich HILGENFELDT. Berlin, Weidmannsche Buchhandlung, 1935. 75 pp.

General survey of the activities of the German Public Welfare Organisation (*N. S. Volkswohlfahrt*), which constitutes an important section of the National Socialist Party, comprising 22,000 local groups and about 4 million members. Its activities include assistance to families, young people, and prisoners, the anti-tuberculosis campaign, etc.; it also organises the yearly winter relief work (*Winterhilfswerk*) for the assistance of necessitous persons of German nationality.

American Management Association. *Practical Aspects of Unemployment Insurance and Old-Age Security.* By John D. BLACK and others. New York, 1936. 51 pp.

A discussion of the United States Social Security Act by several industrialists, a lawyer, and a consulting actuary.

Barker, Ernest. *The Uses of Leisure.* London, World Association for Adult Education. 14 pp. 3d.

Belshaw, H., and others. *Agricultural Organisation in New Zealand. A survey of land utilisation, farm organisation, finance and marketing.* New Zealand Institute of Pacific Relations. International Research Series. Melbourne, Melbourne University Press; London, Oxford University Press, 1936. xx + 818 pp., tables, maps.

This book is one of a number of surveys of land utilisation in Pacific countries carried out under the auspices of the Institute of Pacific Relations. The work of 28 specialists in New Zealand, it represents the first comprehensive survey of the agricultural industry in that country. No essential subject has been omitted, though some matters have received less attention than others, in particular agricultural labour, owing to the paucity of available statistical and other authoritative information on the subject. The topics dealt with include the history and technique of land utilisation, land tenure, transport, markets, price movements, agricultural institutions, agricultural education, soil, climate, topography, scientific development and research, agricultural industries, agricultural finance, etc. Each section contains statistical tables. There are 21 maps and an extensive bibliography.

Bortkiewicz, Karol. *Jak pracować bezpiecznie przy maszynach i urządzeniach rolniczych. Comment se servir de machines et installations agricoles pour éviter les accidents du travail.* Instytut spraw społecznych. Institut des problèmes sociaux. La sécurité et l'hygiène du travail, n° 16. Warsaw, 1935. viii + 103 pp., illustr.

Böttcher, Paul. *Der Weg der Berufsschule ins Dritte Reich.* Foreword by Prof. HEERING. Langensalza, Julius Beltz, 1935. 124 pp.

Brannon, Max. *La investigación estadística. Origen, desarrollo y estado actual de la investigación estadística en el Salvador comparada con la de varios países americanos y del Caribe. Un plan de reorganización de los servicios.* San Salvador, 1935. 217 pp.

Chamber of Commerce of the United States. Special Committee on Housing. *Review of Residential Construction.* Washington, 1936. 25 pp.

According to the estimates of the Chamber of Commerce of the United States, owing to the shortage resulting from the almost complete cessation of building during the period 1930-1935, the total provision of new urban dwellings should approximate 400,000 per annum during the next ten years. Special attention should be given to the improvement of neglected areas ("blighted" districts and slums).

China Foundation for the Promotion of Education and Culture. *Tenth Report.* Peiping, San Yu Press, 1935. 68 pp.

Comité central des caisses de maladies. *L'assurance-maladie dans le Grand-Duché de Luxembourg pendant l'exercice 1934.* 48 pp. illustr.

Commission syndicale de Belgique. *Le statut légal des syndicats. Compte rendu sténographique des journées d'étude tenues à Ostende du 21 au 23 décembre 1935.* Brussels, 1936. 217 pp. 30 frs.

Confederazione Fascista dei Lavoratori del Commercio. *L'attività confederale del 1934-XII.* Collana di Propaganda e Studi. Rome, 1935. 78 pp.

Co-operative Wholesale Society. *The Co-operative Wholesale Society. Yesterday and To-day.* Manchester, London, Bristol. 109 pp., illustr.

Sketches the growth of the Co-operative Wholesale Society from its foundation to the present day and briefly describes its manifold activities.

Dabrowski, Leslaw. *Praca w młynach pod względem higieny i bezpieczeństwa. Le travail dans la meunerie au point de vue de l'hygiène et de la sécurité.* Instytut spraw społecznych. Institut des problèmes sociaux. La sécurité et l'hygiène du travail, n° 14. Warsaw, 1935. VIII + 167 pp., illustr.

Davis, Kingsley. *Youth in the Depression.* Chicago. University of Chicago Press, 1935. 47 pp., illustr. 25 cents.

A general non-technical discussion of the conditions of young people in business depressions and the various measures taken in different countries to alleviate those conditions.

Desvernine, Raoul E. *Democratic Despotism.* New York, Dodd, Mead, 1936. XI + 243 pp.

Deutsches Ausland-Institut. *DAI im Neuen Reich.* Stuttgart, Ausland und Heimat Verlags-Aktiengesellschaft, 1935. 110 pp.

Dodge, Arthur F. *Occupational Ability Patterns.* Teachers College, Columbia University Contributions to Education, No. 658. New York, Bureau of Publications, Teachers College, Columbia University, 1935. v + 97 pp.

Döllner, Dr. *Kurzer Leitfaden der Unfallverhütung in der Krankenpflege. Für das Pflegerpersonal, auch das der Säuglings- und Kleinkinderpflege.* Leipzig, Georg Thieme, 1936. 30 pp.

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Douglas, F. C. R. *Land-Value Rating. Theory and Practice.* London, Hogarth Press, 1936. 76 pp.

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that it will be possible to create a new organisation, in which initiative in any form will not remain unutilised, and in which industry will succeed in eliminating the waste that subsists even in the best organisation of a purely technical nature, and thus finally reach the highest standard of efficiency. The means advocated by the author is the suppression of the present wage system, and the constitution of autonomous and responsible groups of workers in the undertaking. The possibility of the subdivision of undertakings on the threefold basis of technique, budget and responsibility can no longer be doubted. Each group of workers of a subdivision of the undertaking that could technically be isolated would select its own chief, carry out the work under its own responsibility, and sell the finished product to the owner of the undertaking, who would, in a measure, become a client. The distribution of the results of the sale between the workers of the group would be made according to the method they deemed suitable. The author expects from such a reform not only a higher output, but an entirely new state of social harmony and solidarity that would put an end to the "systematic non-utilisation" of the workers' moral capacities, since each would no longer feel himself a "misfit", and all would find themselves on the starting line with equal chances. The author sees clearly the difficulties that the reform he advocates would meet with, for the traditional regulation of work done under compulsion has distorted the worker's deeper sense and conception of his task and destroyed the happiness that he could find in it. The workers won over to this reorganisation would therefore have to defend their scheme not only against the employers, but also against some of their comrades. To open the way to freedom it will therefore be necessary to overcome the lack of understanding among those who have all to hope for from the change. But this difficulty does not appear to the author to warrant discouragement. He ends his work by quoting a Chinese proverb that says: "A journey of a thousand miles begins with a simple step."

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This collection of essays by well-known writers, which is designed for students already possessing a grounding in the classical literature of the subjects dealt with, covers political, economic, social, scientific, and educational questions, war, religion and morals, literature and art. Various aspects of the development and history of the United States are considered in the last part of the book. The compilers have sought to hold the collection to issues of the present day "treated in terms of the present day, and with a catholic representation of all useful points of view." Editorial notes are contributed by Mr. A. NEVINS, and a bibliography is included.

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Starting from strict Marxian concepts—more particularly, the concept that the economic order in the United States of America is passing through the phase of "high finance capitalism"—this study examines the present-day concentration of effective ownership and *de facto* control in American industry. Although the doctrines put forward did not originate with the author, and although she uses material already familiar to students of the problem, all the available sources of authoritative information are canvassed very thoroughly. Speaking broadly, the author digests and synthesises almost every accepted study made to date of concentrated financial control in the country where industrial capitalism may be said to have reached its highest development. One section of the book is devoted to a full and richly documented description of the financial and industrial ramifications of the Morgan, Rockefeller, and Mellon interests, three groups which are portrayed as being, in the most significant sense, the true "rulers of America". Another section is devoted to picturing the emergence of monopoly and quasi-monopoly power in the oil, copper, electricity, chemical, aviation, steel, railroad, and retail trade industries. The situation in each industry is described in considerable detail. It may be noted, however, that the author does not treat the automobile and farm equipment industries. So far as concerns the factual data presented, which indicate a high degree of concentrated financial control in most of the important branches of American industry, there can be little dissent. In this respect at least, the author merely reproduces and supports findings already well established. The interpretation of the facts, however, depends on whether the reader accepts or rejects the Marxian analysis of the necessary evolution of economic forces under capitalism.

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Mr. Strickland visited China in 1934 on behalf of the Universities' China Committee in London. His book contains valuable observations and suggestions for the promotion of the co-operative movement in that country.

Syndicat du Nord. *Société d'assurance mutuelle contre les accidents du travail. Compte rendu sur les travaux du service de la prévention des accidents du travail au cours de l'année 1935 (exercice 1934).* Roubaix, 1936. 73 pp.

Vanek, Dr. Josef. *Bída a Blahobyť Národu. Základy Hospodárského Myšlení XX. Veku.* Prague, "Orbis", 1935. 226 pp.

Without wishing to present a new theory or a new plan, but with a view to helping to create a common basis for all economic thought, the author analyses closely the principal functions of economic organisation. After a brief analysis of past experience, he examines the factors of economic "statics" and "dynamics", with the help of diagrams that serve in particular to illustrate "the economic progress of commodities", concomitant phenomena, such as the creation of income, and the national and international effects. The major part of the book is taken up by this technical analysis, which is clear and concise, and detailed as well as condensed. The ideological conclusions of this technical study can be summarised as follows. In its economic history humanity has as yet only reached the threshold of the machine age; mechanisation, however, must be disciplined in order that it may serve man. Consumption being the object of economic activity, it is with consumption that economic science should start. The aim of the economic efforts of the twentieth century should be a regular and balanced movement of "economic motive power", the world level of prices normally acting as regulator. State intervention is justified during a depression by the necessity of apportioning fairly the sacrifices involved, but in the long run a solution can be found only in interior discipline and in the efforts of each of the different groups of interests, assisted at the same time as controlled by the State, in order that these efforts should not be detrimental to one another. If the Manchester liberalism is no longer sufficient in the twentieth century, a rigid system of economic planning directed by the State would also be prejudicial to economic development; the latter can only be ensured by "enlightened liberalism", inspired by solidarity and interdependence. If world economy appears to-day to be seeking equilibrium at a lower level than that of the first post-war decade, and perhaps even than that of pre-war years, it must be remembered that the progress of economic civilisation shows itself always by a slow fall in the price of commodities and of services necessary to man, and that there should not be a reaction in regard to this fall of prices—an interdecennial phenomena—as there would be in regard to a simple cyclical fall. If the younger nations with a lower standard of living are at present nearer to the level of world prices and receive in the future a larger share of the world income, there is a risk that the nations possessing an older mechanical civilisation will pay by temporary stagnation for the coming superior degree of well-being of humanity as a whole. The small success of the different national efforts leads to the conclusion that loyal collaboration is the only rational means to employ against the depression.

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