



## REPORTS AND ENQUIRIES

### The Termination of Contracts of Employment of Salaried Employees and Technical Staff (Notice of Termination of Contracts and Compensation for Dismissal): II<sup>1</sup>

#### Belgium

##### NATURE OF THE REGULATIONS

Holidays with pay and leaving grants for salaried employees and technical staff are regulated by the Act of 7 August 1922, as amended by the Act of 2 May 1929 (sections 12-17). The Act of 1922 applies, however, only to contracts of employment where the remuneration agreed upon does not exceed 24,000 Belgian francs a year, other contracts being theoretically covered, with respect to notice of dismissal, by local custom.

Prior to the Act of 7 August 1922, contractual relations between employees and heads of undertakings were governed by custom and general legal principles. As a result there was uncertainty on many points and an instability that gave rise to difficulties and disputes. A Bill concerning contracts of employment, which had been drafted with the assistance of the Superior Labour Council, was first introduced in 1908. It was largely influenced by the Act of 10 March 1900 concerning contracts of employment, which to some extent determines the legal status of manual workers. This first Bill was brought up again in 1913 and 1920 and completely redrafted by parliamentary committees. With amendments and additions it became the Act of 7 August 1922, which settled some essential points while leaving legal relations between employers and employed in private commercial and industrial undertakings and in the liberal professions to be governed by the general law, in other words, by the principles regarding the hiring of work which are laid down in the Civil Code.

The Act does not define the term "employee". In cases of uncertainty, the matter must therefore be referred to the courts.<sup>2</sup> The

<sup>1</sup> For the first part of this article, cf. *International Labour Review*, Vol. XXXV, No. 4, April 1937, pp. 528-554.

<sup>2</sup> The Act of 9 July 1926 amended by the Act of 25 June 1927, concerning probiviral courts, gives a list of the persons who are to be considered as employers, workers, and salaried employees respectively for the purpose of disputes referred to such courts.

explanatory memorandum accompanying the Act stated that the term "employee" is generally speaking to be interpreted as broadly as possible (clerks, salesmen, typists, cashiers, book-keepers, technical staff, draughtsmen, commercial travellers). As mentioned above, the Act does not apply to higher staff receiving more than 24,000 francs a year.

## NOTICE OF DISMISSAL

### *Rules as to the Giving of Notice*

"If an engagement has been concluded for an indefinite period, either of the parties may terminate it by notifying the other. The right shall only be exercised by notice given in advance" (Act of 7 August 1922, section 12).

When an engagement which is not governed by the Act is concluded for an indefinite period, the duration of the contract depends on local custom, and either party may give the notice of termination prescribed by such custom.

A party who has given notice may withdraw that notice, and withdrawal may be presumed when, in the case of a contract concluded for an indefinite period, the employer or employee who has given notice continues to fulfil his obligations for some time after the date at which they were to terminate.

An employee who has given notice must, while the notice is running, fulfil all his obligations under the contract. He must, in particular, refrain from any act of unfair competition. If an employee who is dismissed fails, while the notice is running, to fulfil his obligations in respect of his daily work, he is guilty of a breach of contract justifying his immediate dismissal.

### *Form, Period, and Beginning of Notice*

The period of notice is reckoned from the end of the month during which it is given. It is fixed as follows :

- (a) If the employer gives notice, the term is thirty clear days if the employee's remuneration is not more than 500 francs per month ; Ninety clear days if that remuneration exceeds 500 francs per month.

The term is six months for employees who have remained for ten years in the service of the same employer. (Act of 2 May 1929.)

- (b) If the employee gives notice, the periods mentioned above are reduced by one-half. (Act of 7 August 1922, section 12.)

Notice must be given to the employee in person or at his domicile. It should be given in writing ; in practice it is very often given orally. It is the custom to reckon the period of notice in clear days, i.e. excluding the day on which it is given and the day on which it expires.

In cases where the remuneration exceeded 24,000 francs a year, decisions have been given by the court as to what notice was due or as to the amount which should have been paid as a leaving grant. These

decisions, however, cannot be considered as establishing rules applicable to all cases where the same remuneration is paid. One decision was to the effect that an employee earning 25,000 francs a year should have four months' notice.

In fixing the period of notice, and the amount of the leaving grant, the courts consider length of service.

### *Exceptions to the Rules concerning Notice of Dismissal*

"An employee shall not be dismissed without notice otherwise than for serious reasons, as to the adequacy of which the judge shall decide. Reasons shall not be alleged in support of dismissal unless they have been notified by means of a registered letter despatched within three days of the dismissal". (Act of 7 August 1922, section 14.)

It has been held by the courts that an employer may dismiss an employee without notice only in cases of fraud or of some grave offence which is fully established. The following have been held to be grave offences: the prohibited acceptance of some other employment, turning away customers or business, acts of disloyalty, illicit or immoral acts, categorical and unjustified refusal to carry out the employers' formal instructions, supplying erroneous and prejudicial information in regard to the solvency of customers, handing the employer fictitious orders, refusal to obey, insults, threats, violence, simulated illness, etc. On the other hand, the courts have held that inefficiency, mistakes, negligence, absenteeism, unpunctuality, and abrupt departure are not grave offences within the meaning of the Act.

### *Transfer of the Undertaking*

The Court of Cassation, in an award of 20 June 1934, held that where an undertaking was transferred to another proprietor a new contract of employment was concluded as between the workers and the joint-stock company which had purchased the business of their former employer.

It follows that in spite of previous decisions to the contrary, the years spent in the service of the person who has transferred the business may not be taken into account in calculating the period of notice to which an employee is entitled.

## COMPENSATION FOR DISMISSAL

### *Conditions Governing the Right to a Compensation for Dismissal*

#### *(a) Contracts concluded for an indefinite period.*

"If a contract is concluded without its duration being specified, the party who breaks the engagement without sufficient reason or without observing the time limit fixed in section 12 shall be bound to pay the other party compensation equal to the current salary either for the period of notice or for the part of such period yet to run". (Act of 7 August 1922, section 15, sub-section 1.)

(b) *Contracts concluded for a specified period.*

"If a contract which has been concluded for a specified period is rescinded before the end of the period without sufficient reason, the injured party shall be entitled to compensation equal to the total amount of the remaining salary and emoluments due up to the end of the period, provided that this shall not exceed twice the salary and emoluments due for the term of notice which should have been observed if the contract had been concluded for an indefinite period". (Act of 7 August 1922, section 16.)

It has been held that a business representative paid on a commission basis may bring an action for damages against his employer in respect of offences committed by the latter against his own customers which destroyed the credit of the representative, if those offences were grave and repeated or were such as would harm the commercial reputation of the representative.

*Nature and Composition of the Compensation*

"Any clause fixing a time limit shorter than that mentioned in section 12, or providing for more compensation than that specified in sections 15 and 16 in case of a breach of engagement, shall be void in so far as it concerns dismissal by the employer". (Act of 7 August 1922, section 17.)

According to decisions given by the courts, a judge in an action for payment of the customary leaving grant may not consider the extent of the loss really suffered, the customary grant alone being due, whatever the extent of the loss.

Owing to the fact that the amount of the grant is fixed, no consideration can be given to economic conditions at the time of dismissal, assuming that these conditions were normal when the employment began.

In certain exceptional cases, the amount of the leaving grant need not be proportionate to the duration of the contract, the position of the employee, and the amount of his remuneration. The termination of the contract may in fact have been brought about by grave offences committed by one of the parties against the other.

*Calculations of the Compensation: Conditions of Payment*

"Compensation for dismissal shall cover not only salary, but also any advantages acquired under the agreement". (Act of 7 August 1922, section 15, sub-section 2.)

Generally speaking, the leaving grant made to the employee should include not only the fixed amount of the remuneration due to him for the period of notice under the contract, but also any variable advantages he would have acquired under the contract if the latter had been regularly and normally carried out during that period.

It has been held that in the case of a commercial traveller the grant must include any commission he would have earned had he been able to travel and conclude sales, and in the case of a manager that the grant

should include any remuneration he would have earned in the form of board and lodging.

Any share in profits or percentage of sales which the employee has been promised must be taken into account on the same basis as fixed remuneration.

If the employee received a commission proportionate to the amount of sales, this should be included in the leaving grant and calculated as if he had been able to continue in employment during the period of notice.

An agent or commercial traveller on commission who is not in receipt of any fixed remuneration under his contract of employment is entitled to compensation equal to the amounts he would have received during the customary period of notice, whether he be in the service of a single employer or selling goods on commission for several firms.

In calculating the leaving grant to which an employee is entitled, no Christmas boxes, tips or gratuities he may previously have received from his employer may be taken into account.

Advantages freely granted by an employer are not included in remuneration and may not be taken into account in calculating the compensation due to an employee who has been unfairly dismissed.

A share in profits, pay for a thirteenth month and allowances granted at the end of the financial year, when stipulated in the contract of employment, are taken into account in calculating the leaving grant.

An employee who for some time after he has left his employer's firm refrains from claiming the leaving grant to which he is entitled may be held to have waived his claim.

#### SETTLEMENT OF DISPUTES

Actions brought by commercial employees against their employers are within the jurisdiction of the commercial courts, while those brought by a commercial employer against his employees are within the jurisdiction of the magistrates or the courts of first instance. However, most disputes arising between employers and employed in regard to conditions of employment must be referred to the probiviral courts, which settle them by conciliation or an award. The limits of the probiviral courts' jurisdiction depend, as regards both notice of dismissal and all other disputes arising out of a contract of employment, on the employee's remuneration.

These courts were set up under the Act of 9 July 1926, as amended by the Act of 25 June 1927. They are special tribunals and their organisation is similar to that of the probiviral courts in France. Their functions and procedure need not, therefore, be described separately.

#### PROPOSED AMENDMENT OF THE ACT OF 7 AUGUST 1922

A Bill drafted by the General Union of Belgian salaried employees, technical staff, storekeepers and commercial travellers in 1930, and brought up again in 1935, is at present before the Senate. It was drafted in agreement with the General Federation of Independent Unions of Employees, Technical Staff and Commercial Travellers in

Belgium and the Belgian Trade Union Committee. With regard to notice of dismissal it proposes that section 12 of the Act of 7 August 1922 be amended as follows :

Employees who have completed ten years' service would, irrespective of three months' notice, be entitled to a leaving grant equal to nine months' pay. If the employee's salary is over 24,000 francs a year, he would, after completing ten years' service, be entitled to a leaving grant equal to twelve months' pay and to three months' notice. In the event of the employee giving notice, the period of notice would be reduced to a fortnight if his salary exceeds 500 francs a month and one month if it exceeds 24,000 francs a year or he has completed ten years' service. The Bill would also amend the Act of 9 July 1926 concerning probiviral courts, the most important amendment being a definition of commercial travellers and representatives.

Another Bill, drafted by the National (Christian) Union of Salaried Employees, is also before the Senate. The most important amendments for which this Bill provides, in regard to notice of dismissal, also refer to section 12 of the Act of 7 August 1922. The periods of notice proposed are as follows :

<i>Where notice is given by the employer.</i>						Period of notice to be given by the employer
Where yearly salary does not exceed 6,000 francs						One month
"	"	"	is between	6,000 and 12,000 francs		3 months
"	"	"	"	"	12,000 " 16,000	4 "
"	"	"	"	"	16,000 " 20,000	5 "
"	"	"	"	"	20,000 " 24,000	6 "

In the last category the period of notice is increased by one month per year of service with a maximum of twelve months for employees whose salary exceeds 24,000 francs a year.

The periods of notice would be twice as long in the case of employees who have been ten years in the service of the same employer or of the same undertaking, even if the latter has been transferred or purchased, etc. If the employee has been in the service of the same employer or undertaking for twenty-five years, he would further be entitled to a leaving grant equal to the total amount of his salary for the last three years.

*Where notice is given by the employee.*

The periods of notice mentioned above would be reduced by half, and the maximum period would not exceed three months. An employee who had been given notice would, in spite of any agreement to the contrary, be entitled to leave his employer, on concluding a new contract of employment, provided he gives seven clear days' notice, exclusive of the days on which notice is given and expires.

## Chile

### NATURE OF THE REGULATIONS

The regulations governing the termination of a contract of employment are laid down in Legislative Decree No. 178 of 13 May 1931,

ratifying the Labour Code, and by Act No. 5405 of 8 February 1934, amending certain provisions of the Labour Code.

The legal definition of a contract of employment is as follows :

A "contract of employment" is an agreement by which an employer and a wage-earning or salaried employee bind themselves mutually, in the case of the latter to perform any manual or intellectual work or services, and in the case of the former to pay specified remuneration for such work or services.

For the purposes of the Code an "employer" is defined as an individual or body corporate engaged on his or its own account or for another in carrying on an undertaking or work (irrespective of the nature or magnitude thereof) in which wage-earning or salaried employees are engaged, irrespective of the number of such employees, while a "salaried employee" is taken to mean any person in whose work the intellectual effort predominates over the physical effort required.

A contract of employment may be individual or collective.

An individual contract is defined as a contract concluded between an employer or an association of employers and a wage-earning or salaried employee.

A collective contract is defined as an agreement concluded between an employer or an association of employers on the one hand and a trade union or a federation of trade unions on the other hand, for the purpose of laying down certain common conditions of employment or remuneration, either in a particular undertaking or in a group of undertakings.

Any employer who fails to conclude a contract of employment in writing within thirty days of the engagement of a salaried employee becomes liable to a fine of not less than 100 nor more than 2,000 pesos, payable to the Treasury.

A contract of employment is terminated :

- (1) by the expiry of the prescribed time limit ;
- (2) by notice given by one of the parties ; and
- (3) for any of the causes of rescission specified below.

The following are deemed to be reasons for the rescission of a contract :

(1) Desertion by the employee of his post for two consecutive days without due cause ;

(2) Absence on account of illness for more than four months in one year ;

(3) The death of the employee ;

(4) The declaration of the employer's bankruptcy ;

(5) The winding-up of the business or undertaking owing to the employer's death ;

(6) Any fraudulent action or breach of trust ;

(7) Operations carried out by the employee within the business which were prohibited by the employer in writing in the contract of employment ;

(8) Any insults, ill-treatment or actions of one of the parties which are prejudicial to the personal safety, honour or interests of the other ;

(9) Retention of the salary and commission due to the employee for more than one month ;

(10) Serious breach of any of the obligations imposed by the contract.

The contract of employment is deemed to be renewed for a period equal to the preceding period merely by the employee's continuing to render his services with the knowledge of the employer.

### PERIOD OF NOTICE

#### *Regulations Governing the Period of Notice*

##### *Contracts for unspecified periods.*

If the contract has not been concluded for a fixed period, neither of the parties may terminate it without due notice to the other. Notice must be given in writing at least one month in advance. The employer may terminate the employment at any time by paying to the employee the amount due for the month's notice and compensation for years of service.

Every employer is bound to pay reasonable travelling expenses for the employee both to and from the place of employment if the latter is obliged to change his place of residence in order to render the services required.

If the salaried employee prefers to settle in another place, the employer must pay his travelling expenses to such place up to the amount of travelling expenses necessary to return to the place where he formerly resided.

The travelling expenses of the salaried employee are deemed to include the travelling expenses of the members of his family living with him.

#### *Exceptions*

These provisions do not apply in cases where the contract of employment is terminated by the fault or at the wish of the salaried employee.

### COMPENSATION FOR DISMISSAL

"Compensation for years of service" means the compensation which the employer must pay to the employee in respect of continuous service.

Any clause in the contract of employment which tends to interrupt or to limit the continuity of the service rendered is deemed to be null and void.

#### *Conditions Governing the Right to Compensation*

Compensation for years of service is not paid in the following cases :

(1) When the employee has not been in the service of one and the same employer for a full year ;



(2) When the employee resigns voluntarily, whether he gives notice to his employer or not ; and

(3) When the contract lapses for general reasons, including desertion of post for two consecutive days without due cause, the death of the employee, fraudulent action or breach of trust, etc.

### *Assessment of Compensation*

If an employer dismisses a salaried employee who has been in his service for more than one full year, or if for any reason the parties fail to agree to continue the employment, the employer must pay the employee compensation in conformity with the following provisions, except in the case of voluntary resignation of the employee.

The compensation for years of service must be equal to one month's salary for each full year's service, taking into account the whole salary up to a maximum of 1,000 pesos. The period of service is reckoned from the day on which the salaried employee entered the service of the employer to the day on which he leaves it.

The month's salary is deemed to mean the average of the salary and commission (or of commission alone) received during the last six months worked.

Compensation will be due for the period served since 31 December 1924.

Compensation at the rate of 50 per cent. of the month's salary will be due for each full year's service prior to the above-mentioned date.

If the employee's salary exceeds 1,000 pesos a month, he becomes entitled in addition to 30 per cent. of the excess of the salary over that amount for each year's service after 31 December 1924, and to 15 per cent. for each year's service prior to that date.

### *Protection of the Right to Compensation in Case of Transfer of the Undertaking*

The employee will be considered to have been in the service of the same employer when undertakings, establishments or parts of establishments have been amalgamated or have changed owners since 31 December 1934.

Salaried employees of undertakings or establishments which changed owners prior to 31 December 1924 will not be entitled to require that their period of service with previous employers be taken into consideration by the new employer.

The employer's refusal to renew the contract entitles the salaried employee to compensation for years of service.

### SETTLEMENT OF DISPUTES

The settlement of disputes falls within the competence of the labour courts.

Labour courts will be set up in the towns and localities specified by the President of the Republic.

The labour judges will take cognisance as courts of sole instance of cases where the sum involved does not exceed 1,000 pesos, and as courts of first instance in cases where the sum involved exceeds that amount.

They will take cognisance as courts of sole instance with respect to denunciations of contraventions of social legislation in which the fine proposed does not exceed 500 pesos, and as courts of first instance in other cases. They will take cognisance as courts of first instance of cases for which it is not possible to fix a pecuniary value, such as those relating to the ascertainment of the legal status of certain persons, which are referred to them under the Labour Code.

The labour appeal courts are courts of second instance and are set up in the towns specified by the President of the Republic; they consist of the chairman of the labour court, an employer and salaried employee or a wage-earning employee; all of whom are appointed by the President of the Republic.

Applications may be made orally or in writing and must contain the following particulars:

- (1) The name in full, occupation and address of the plaintiff and of the defendant;
- (2) A clear and precise statement of the facts giving rise to the application;
- (3) A statement of the evidence which it is intended to produce in proof of the facts, and the name in full, occupation and address of each of the witnesses, and whether the person concerned will summon them to appear or request the court to do so;
- (4) The pleas submitted for decision of the court.

The court will summon the parties concerned to attend not later than the fifth working day after the receipt of the application. The relevant decision fixes the date of the hearing.

If an agreement is reached it must be recorded in a minute signed by the judge and the parties and having the force of a *res judicata*.

If the agreement refers only to a part of the dispute, the proceedings will be continued with respect to the part of the matter at issue not covered by the agreement.

If a complete agreement is not reached and there are no facts on which evidence must be taken, the court will issue an award at the same hearing or at a subsequent hearing not more than three days later; if there are facts respecting which evidence must be taken, the court will specify the points on which evidence is to be heard and will immediately hear any relevant evidence produced by the parties.

The award must contain the following particulars:

- (1) The place and date of its issue;
- (2) The names of the parties to the dispute;
- (3) A brief statement of the claims made and the allegations made by the parties;
- (4) An analysis of the evidence produced;
- (5) The grounds in law or equity on which the award is based;

- (6) The decision respecting the matter at issue ;
- (7) The party sentenced to pay costs.

The award must be signed by the judge and countersigned by the clerk, and a copy must be entered in the register of awards and agreements kept by the latter.

## Finland

### NATURE OF THE REGULATIONS

Rules as to notice of dismissal and leaving grants are laid down by the Act of 1 June 1922 concerning contracts of employment and the Act of 22 March 1924 concerning collective agreements.

The provisions of the Act of 1 June 1922 apply to every contract in virtue of which one party, the worker, binds himself to the other party, the employer, to carry out work under his direction and supervision in return for remuneration.

A contract of employment may be concluded with regard to the carrying out of any kind of work, and the Act is applicable unless any other special Act concerning the matter contains different provisions or the work is covered by an order from a public service.

A contract of employment may be concluded either orally or in writing. If it is concluded orally, either party is bound to furnish a written certificate of the contractual conditions at the request of the other party.

A contract of employment may be entered into for a specified period not exceeding three years or until further notice.

A contract under which the employment is to begin more than one year later is null and void.

If employment is continued beyond the contractual period without the conclusion of any express agreement concerning it, the employment is deemed to be continued under the original conditions until further notice.

A contract of work concluded for more than three years is void in respect of the period by which it exceeds that term.

The basic Act of 1 June 1922 concerning contracts of employment contains very definite provisions, the application of which is compulsory, in regard to termination of employment.

### NOTICE OF DISMISSAL

#### *Rules as to the Giving of Notice*

##### *Contracts concluded for an indefinite period.*

When a contract is concluded for an indefinite period, either party may withdraw after giving due notice.

##### *Collective agreements.*

When a collective agreement has not been concluded for a fixed period, three months' notice of termination may be given at any time by either party in default of any agreement to the contrary as to the period of notice. A collective agreement entered into for

more than four years is deemed, after the expiry of the four years, to be a collective agreement the period of validity of which has not been specified. The same rule applies, failing any agreement to the contrary, if a collective agreement entered into for any other fixed period is continued in operation beyond the agreed period, or in case of failure to give notice within the prescribed period to terminate the agreement.

*Contracts concluded for a specified period.*

The contract expires when the stipulated term of employment comes to an end.

If employment is continued beyond the contractual period without the conclusion of any express agreement concerning it, the employment is deemed to be continued under the original conditions until further notice.

*Form, Period, and Beginning of Notice*

*Form in which notice is given.*

The Act of 1 June 1922 concerning contracts of employment contains no special provisions as to the form in which notice shall be given. On the other hand, the Act of 22 March 1924 concerning collective agreements stipulates that notice to terminate such agreements must be given in writing.

*Period of notice.*

The period of notice may not exceed six months, and must be the same for both parties.

If a longer term of notice than six months or different terms for the parties have been agreed upon, in the former case the term of six months is to apply, and in the latter case the shorter of the terms contracted for, but not more than six months in any case. Failing any other stipulation, the term of notice is to be held to be equal to the period between two pay-days, or, if wages are not paid at regular intervals, a period of a fortnight.

Thus in practice the employee's position is that either party may terminate the contract by giving two to four weeks' notice, but that they may agree on a longer period of notice, not exceeding six months.

*Right to reduce the period of notice in special cases.*

In the event of the death of the employer, both his heirs and the workers are entitled to give four weeks' notice of termination, even if the prescribed term of notice or of the contract is longer.

A woman engaged to be married is entitled to leave work before her marriage on giving a fortnight's notice, even if the prescribed term of notice or of the contract is longer.

If an employer goes into bankruptcy a fortnight's notice may be given by either party to terminate the contract, even if the prescribed term of notice or of the contract is longer.

*Beginning of notice.*

Notice must be given on pay-day for the following pay-day or for the stipulated period if that period exceeds the interval between two pay-days.

*Exceptions to the Rule concerning Notice of Dismissal**Temporary appointments and periods of probation.*

In the case of casual work, notice may be given at the end of a working day, for the following day.

Any contract of work may provide that part of its period of validity shall be a special period of probation not exceeding three months, during which the contract may be rescinded by either party without notice.

*Other grounds for exceptions.*

*Withdrawal by the employee.* — Irrespective of the stipulated period for employment and notice, the worker is entitled to rescind the contract of employment forthwith in the following cases :

(1) When the employer has seriously misled the worker by false statements at the time of the conclusion of the contract ;

(2) when the life, reputation or morals of the worker or of a member of his family is imperilled under the contract of employment ;

(3) when the employer or his representative is guilty of violence, slander or gross insult towards the worker or a member of his family, or attempts to incite such person to commit an illegal act, or is guilty of a crime against the worker entailing a heavier penalty than a fine ;

(4) if the stipulated work involves danger to the worker's health which could not be foreseen, or if the employer, his representative, or a fellow worker with whom the worker is necessarily in direct contact suffers from a loathsome or contagious disease ;

(5) in case of failure to pay wages in the manner prescribed in the contract or to provide sufficient employment for a worker whose wages are reckoned according to the work done ;

(6) if the employer is guilty of a serious breach of the provisions contained in the contract of employment or of the customs which ought to be observed in pursuance of common usage in respect of the employment in question, or if the conditions of the contract of employment are materially altered through the employer's action.

On the other hand, the worker may not exercise this right on account of the reasons mentioned under Nos. 1, 3, 5, and 6 more than a week after the occasion of its coming to his knowledge. If the employer dismisses forthwith the representative mentioned under Nos. 3 and 4, or the worker suffering from a loathsome or contagious disease, the right to rescind the contract of employment lapses in these cases also.

*Withdrawal by the employer.* — Irrespective of the stipulated period for work or notice, the employer is entitled to rescind the contract of employment forthwith in the following cases :

(1) If a worker has seriously misled the employer by false statements at the time of the conclusion of the contract ;

(2) if a worker who is lodged on the employer's premises leads a scandalous life in spite of warning ;

(3) if a worker is guilty of violence towards the employer, a member of his family, his representative, or a fellow-worker, or threatens his life or slanders or grossly insults him, or endangers his morals, or is guilty of embezzlement; fraud, theft or any crime entailing a heavier penalty than a fine ;

(4) if the worker is unable, or unfit on account of the danger to persons or objects about him, to perform the work stipulated by the contract of employment owing to an illness lasting longer than the period specified in the Act or any other lasting cause ;

(5) if a worker proves manifestly unsuitable for the work which he has undertaken ;

(6) if a worker wilfully or through gross negligence spoils machinery, tools, materials, products or other property of the employer, unlawfully divulges the employer's business or trade secrets, or is found guilty of any of the actions prohibited by the Act, or comes to work under the influence of intoxicating drink or brings intoxicating drink to work with him or consumes it at the workplace ;

(7) if a worker is guilty of a serious breach of the provisions of the contract of employment or of any custom which ought to be observed in respect of such work in accordance with general usage.

On the other hand, the employer may not exercise this right on account of the reasons mentioned under Nos. 1, 3, 6, and 7 more than a week after the occasion of its coming to his knowledge. Further, the employer is not entitled to rescind a contract of employment with a female worker during any period when she is absent from work under the legal provisions for the protection of maternity.

If the employer furnishes a worker who has a family with a dwelling as an allowance in kind included in his wages, in default of any special contract of tenancy respecting the dwelling, the worker is entitled on the termination of the contract of employment to make use of the dwelling for a further fortnight for himself and his family, unless the employer places another dwelling at his disposal for this period. If the contract of employment expires after a shorter period of notice than a fortnight, the worker has the same right reckoned from the date of giving notice. If the contract has been rescinded for a reason for which the worker is responsible, he must pay compensation to the employer for the use of the dwelling during the period in question. Any stipulation to the contrary is void.

These provisions do not apply if the contract of employment is concluded for a specified period and this period has expired, nor do they apply to a worker engaged for casual employment.

## COMPENSATION FOR DISMISSAL

Finnish legislation does not provide for the payment of leaving grants in the strict sense of the term. On the other hand, it does provide that if an employer dismisses a worker contrary to the contract or the law, or if a worker leaves his employment in the same circumstances, or if any other breach of the contract of employment is committed, the offending party must pay compensation for damages.

Further, any person who rescinds a contract of employment with just cause is entitled to damages in the same way as if the contract were improperly broken by the other party.

## SETTLEMENT OF DISPUTES

In principle, disputes concerning notice of dismissal are referred to arbitration. The enforcement of legislation concerning contracts of employment is supervised by the labour inspectors.

## France

## NATURE OF THE REGULATIONS

Notice of dismissal is governed by Book I, section 23, of the Labour Code as amended by the Act of 19 July 1928. The provisions contained therein apply to persons (salaried employees, workers, and technical staff) employed under a contract for the hiring of services for an indefinite period.

Special provisions were made in the Act of 26 April 1924 concerning the compulsory employment of disabled ex-service men and the Act of 29 March 1935 concerning journalists' conditions of employment. A Bill which was passed by the Chamber of Deputies in 1935 likewise contains special provisions applying to commercial travellers and representatives.

## NOTICE OF DISMISSAL

*Rules as to the Giving of Notice*

"A contract for the hiring of services concluded for an unspecified period may be terminated at any time at the will of either of the contracting parties.

"Any clause in an individual contract or in rules of employment fixing a period of notice less than that established by custom or by collective agreements shall *ipso facto* be null and void." (Section 23 of the Labour Code, amended by the Act of 19 July 1928.)

The principle of notice of dismissal was introduced in legislation by the Act of 19 July 1928. Previously such notice might be shortened or suppressed in rules of employment or individual contracts. The Act of 1928 provides that such rules and contracts may not alter the rules of usage, which may be done only by collective agreements concluded by organisations acting in the general interest. The provision applies in the case of a clause for shortening or suppressing the period of notice. A clause to extend the period of notice would, however, be valid.

### *Form, Period, and Beginning of Notice*

"The giving of notice and the duration of the period of notice shall be fixed in accordance with local and trade custom, or in default of such custom by collective agreements." (Section 23 of the Labour Code, amended by the Act of 19 July 1928.)

Generally speaking, the period of notice for ordinary salaried employees, employed by the month at a fixed rate of salary (commercial and office employees), is one month. In the case of employees who are employed and paid weekly or fortnightly, the period of notice is equal to that of employment. For higher employees the period is three months. The status of higher employees (commercial managers, technical managers, agents holding a power of attorney, heads of departments, etc.) is determined with reference to the importance of the employment and to salary.

### *Exceptions to the Rule as to Notice of Dismissal*

"Exceptions to the period of notice fixed by custom may be made by collective agreements.

"If any change takes place in the legal situation of the employer, owing in particular to inheritance, sale, amalgamation, alteration of the form of the business or constitution of a company, all contracts of employment in force on the date of the change shall remain in operation as between the new occupier and the staff of the undertaking.

"The winding-up of the undertaking, except in case of *force majeure*, shall not relieve the occupier of the obligation to observe the period of notice." (Section 23 of the Labour Code, amended by the Act of 19 July 1928.)

Thus the Act provides that a contract of employment loses none of its force when one employer replaces another. That is an exception to the rule of common law. In order to decide the issue in civil law it would be necessary to enquire in each case whether the new head of the undertaking is or is not the representative of the former head; i.e., whether he is taking over the succession from the former head or is independent. In the first case (inheritance) the contract would have remained in force; in the second (sale) it would have lapsed, except where tacitly renewed; and an employee who was dismissed could have claimed compensation in lieu of notice from his former employer. Thus in this respect the Act of 1928 has introduced considerable changes which are to the employee's advantage.

As regards bankruptcy and winding-up of an undertaking, these are not treated as cases of *force majeure*. In either case the receiver or the liquidator is substituted for the employer and takes over the contract. He is therefore bound by the employer's undertakings concerning notice of dismissal. *Force majeure* would be held to exist if through no fault of either party (prolonged illness or an industrial accident) the contract of employment could no longer be carried out.



## COMPENSATION FOR DISMISSAL

*Conditions Governing the Right to Compensation for Dismissal*

"The termination of a contract at the will of one only of the contracting parties may give rise to damages.

"The damages which may be granted for failure to observe the period of notice shall be kept separate from any compensation to which the wrongful termination of the contract at the will of one of the contracting parties may give rise ; the court, in order to ascertain whether wrongful action took place, may make an enquiry into the circumstances of the termination of the contract. The judgment shall state expressly in every case the motive alleged by the party who terminated the contract." (Section 23 of the Labour Code, amended by the Act of 19 July 1928.)

Thus the unfair termination of the contract may give rise to damages, the amount of which is left to the discretion of the court. When the termination is merely abrupt, the court must fix the period of notice or the amount of compensation in lieu of notice with reference to custom. Before the provisions of the Act of 1928 were enforced, it was held that provided due notice was given either party was free to terminate the contract without giving reasons. The rule that reasons must be given may permit of detecting unfair termination. If a fictitious reason is alleged, the other party is in a position to prove that the allegation was made in bad faith. The court may even enquire into this spontaneously if it sees fit.

*Nature and Composition of the Compensation for Dismissal*

In pursuance of section 23, Book I, of the Labour Code, an employee who has been dismissed may claim a fixed amount as compensation in lieu of notice, the amount being equal to the remuneration he would have earned during the period of notice. The court may neither increase nor diminish the amount of compensation, since by contract the employee is entitled only to a lump sum in lieu of notice. Moreover, whatever the reasons for termination, the employee may not claim damages, apart from the compensation mentioned, unless he proves that in dismissing him the employer exercised his right of dismissal unlawfully. This rule follows from decisions given by the Court of Cassation. It must be clearly understood that the courts, when dealing with claims for compensation, cannot create a custom ; they can only ascertain what the custom is and apply it. The employers' and workers' organisations alone have the power to create such custom.

*Calculation of the Compensation ; Conditions of Payment*

"For the purpose of fixing the compensation to be granted (if any), account shall be taken of custom, the nature of the services to be performed, the duration of the employment in relation to the age of the worker or salaried employee, any deductions from pay or payment of contributions with a view to a retiring pension, and in general, all

circumstances likely to prove the existence or define the extent of the loss caused" (Section 23 of the Labour Code, amended by the Act of 19 July 1928).

This paragraph introduces in the Act the principle that, when fixing the amount of the grant, length of service and age are to be taken into account. Inasmuch as the Act leaves the amount of compensation to the discretion of the court, the fear has been expressed that errors and abuses might ensue.

In order to avoid this, one of the Bills laid before Parliament provided for a minimum scale. The memorandum accompanying the Bill pointed out that the cost of such compensation would be included in the overhead expenses of the undertaking in the same way as the costs arising out of the depreciation of materials.

### *Damages*

"The parties shall not be entitled to waive in advance their right to claim compensation in accordance with the above provisions.

"The privilege established by No. 4 of section 2101 of the Civil Code<sup>1</sup> shall be extended to the compensation mentioned in this section for failure to observe the period of notice and for wrongful cancellation of the contract." (Section 23 of the Labour Code, amended by the Act of 19 July 1928.)

Under previous legislation, wages alone were treated as a privileged claim. The extension of the privilege to compensation for termination of contract confers a new advantage on employees.

### SETTLEMENT OF DISPUTES

"When disputes arising out of the administration of the above paragraphs are referred to the civil courts and the court of appeal, they shall be dealt with by summary procedure and treated as urgent cases." (Section 23 of the Labour Code, amended by the Act of 19 July 1928.)

Disputes in regard to notice of dismissal and leaving grants are referred to the probiviral courts, an appeal lying to the civil or commercial courts.

The purpose of the probiviral courts set up by the Act of 21 June 1924 is to settle by means of conciliation any differences which may arise between employers or their representatives and the workers, salaried employees, and apprentices of both sexes whom they employ in connection with contracts for the hiring of labour in commerce and industry.

A probiviral court may be divided into sections, each of which is autonomous. Workers and salaried employees must belong to different sections. Commercial occupations, whether grouped in one class

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<sup>1</sup> This item places wages and salaries fourth on the list of claims on the estate of a deceased person, the items taking precedence thereof being legal expenses, funeral expenses, and the expenses of the last illness of the deceased.

or in two or more classes, are in all cases to be brought together in a special section.

The courts consist of an equal number of workers or salaried employees and of employers for each class of occupations. There must be at least two members who are employers and two members who are workers or salaried employees in each class. The members of the court are elected for six years.

The president must be alternately a worker or salaried employee and an employer.

Each section of a probiviral court includes a conciliation committee and a judicial committee.

The parties may appear voluntarily before the conciliation committee at any time. When they do not appear voluntarily, they are bound to appear in person before the conciliation committee or the judicial committee on the day and at the hour appointed. They have the right to be assisted and in the case of absence or illness to be represented by a worker or salaried employee or by an employer engaged in the same occupation.

In localities where there is no probiviral court, the disputes in question are referred to the magistrate.

Disputes between salaried employees and their employers may be brought by the plaintiff before the ordinary courts when the amount of the claim is more than a capital sum of 2,000 francs.

The judgments of probiviral courts are final and not liable to appeal, except on a question of competence, when the amount of the claim is not more than a capital sum of 300 francs.

In case of appeal the civil court must give judgment within three months from the date of the appeal.

Final judgments given by probiviral courts may be contested by an appeal to the Court of Cassation on the ground that the courts have exceeded their powers or transgressed the law.

Judgments given by civil courts on appeal may be contested by an appeal to the Court of Cassation on the ground that the court in question had no jurisdiction in the case, exceeded its powers, or transgressed the law.

#### SPECIAL PROVISIONS APPLYING TO CLASSES OF WORKERS

##### *Disabled Ex-service Men*

Under section 12 of the Act of 26 April 1924 concerning the compulsory employment of disabled ex-service men, pensioners whose physical invalidity exceeds 60 per cent. are entitled to a fortnight's notice of dismissal in the case of a worker paid by the day or the week and two months' notice in the case of a worker paid by the month, unless a longer period is customary or is provided for in the contract.

Thus in the case of disabled ex-service men the period of notice depends not on custom but on the method of payment.

Decisions given by the probiviral court of the Seine Department have laid down the rule that pensioners whose physical invalidity exceeds 60 per cent. and who have been dismissed without the special

notice prescribed in their case may claim compensation without prejudice to their normal rights as dismissed workers under the Act of 19 July 1928 concerning notice of dismissal.

### *Journalists*

The Act of 29 March 1935 concerning journalists' conditions of employment provides that if a contract for the hiring of services is concluded for an indefinite period and one of the parties thereto is a person with the legal status of a professional journalist, either party may give one month's notice of termination when the contract has been in force for three years or less and two months' notice when the contract has been in force for more than three years.

If the employer gives notice, he must pay the other party a leaving grant, the amount of which may not be less than one month's salary, at the most recent rate, for each year or fraction of a year of service, but not more than fifteen months' salary. If the number of years' service exceeds fifteen, the amount of the grant must be fixed by an arbitration committee.

The committee consists of two arbitrators appointed by the employers' organisations and two arbitrators appointed by the employees' organisations. The chairman of the committee is a senior official, either retired or still in public service, who should preferably be a member of the legal profession.

If one or both of the parties fail to appoint arbitrators, the latter are to be appointed by the president of the civil court.

In the event of serious or repeated offences, the leaving grant mentioned above may be reduced in a proportion to be fixed by the arbitration committee, or may even be suppressed.

There is no appeal from a decision given by the arbitration committee.

### *Commercial Travellers and Representatives*

In the present state of legislation, since the Bill introduced by the Government in February 1935 has not been finally adopted, a distinction must be drawn between representatives paid at a fixed rate and those on commission. If a commercial traveller receives a fixed remuneration with or without commission he may be dismissed only with a month's notice. If he works on commission only, whether for one or more firms, his employer may dismiss him without notice. He is in fact assimilated to an agent whose mandate can be withdrawn.

The Bill introduced by the Government and passed by the Senate on 18 March 1937 contains the following provisions, applicable to contracts concluded for an indefinite period.

Such contracts shall in all cases mention the period of notice.

The period of notice mentioned in the contract may not be less than that prescribed by collective agreement or, in the absence of such agreement, by custom.

It may never be less than one month during the first year of the contract, two months during the second year, and three months thereafter.

The period of notice for commercial travellers and representatives employed abroad is to be increased by a period equal to that of the normal return journey when termination of the contract involves the traveller's or representative's return to France.

Notice need not be given in the event of a serious offence or during the period of probation.

If a written contract which has been concluded for an indefinite period is terminated by the employer or owing to *force majeure* and termination is not due to a serious offence committed by the traveller, representative or agent, the latter is entitled to a grant calculated with reference to the amount and value of any custom he has personally brought, introduced or developed, allowance being made for any special remuneration granted him in that respect while the contract was still in force.

This grant is to be kept separate from any compensation to which the wrongful termination of the contract may give rise and which will be fixed in accordance with the provisions of section 23, Book I, of the Labour Code.

When a traveller, representative or agent is employed under a contract concluded for a specified period, it must provide that on its expiry, or in the event of premature termination at the will of the employer which is not due to any grave offence committed by the traveller, representative or agent, the latter shall be entitled to the grant mentioned above, without prejudice to any compensation due in the event of premature termination for failure to carry out obligations arising out of the contract.

This Bill will be again submitted to the Chamber of Deputies.

#### PROPOSED LEGISLATION

Since the Act of 19 July 1928 was passed, new claims have been advanced and the following proposals and Bill have been submitted to Parliament.

Legislation was proposed in April 1930 by the Federation of Employees (Independent Unions) with a view to applying to contracts concluded for a specified period the provisions contained in section 23, Book I, of the Labour Code, as amended by the Act of 19 July 1928.

Legislation was proposed in April 1929 by the National Federation of Employees' Unions, affiliated to the General Confederation of Labour, with a view to supplementing existing legislation by laying down a minimum scale for leaving grants payable to dismissed workers. Under the Act of 19 July 1928 the amount of the grant is left to the discretion of the court.

A Bill was introduced by the Government on 28 February 1935 and passed by the Chamber of Deputies concerning conditions of employment for commercial and industrial travellers and representatives ; it contains provisions relating to notice of dismissal and compensation for dismissal.

## Great Britain

### NATURE OF THE REGULATIONS

The rules concerning notice of dismissal of salaried employees and technicians are, in most cases, a matter of agreement between the employers' organisations and the professional associations of employees and technicians. There are, however, exceptions; and it frequently happens that these rules are fixed by local custom and usage.

The information given below refers to the main services, establishments or undertakings which employ large numbers of non-manual workers, and is classified under the names of the organisations of which the employees in question are members.

#### *National Union of Press Telegraphists*

Agreements have been negotiated for termination of contracts of service, but these depend upon the length of service or grade. Fort-night's notice in writing must be tendered on a Saturday. No exceptions are provided for, except that grave misconduct renders the person liable to dismissal. Appeal lies to an Arbitration Board composed of equal numbers of employers and employees or to an independent arbitrator. There is no provision for compensation on dismissal.

#### *Amalgamated Textile Warehousemen*

The custom of the industry provides that one week's notice shall be given verbally on "making-up" day. On the spinning side one week's notice still remains, but on the manufacturing side no notice required either way. There is no provision for compensation on dismissal.

#### *Mental Hospital and Institutional Workers' Union*

No agreements have been negotiated by this Union on this point, but in the public service the length of notice given depends on the grade of the officer; notice can be given in the case of grave misconduct. Established custom is the guiding line and for ordinary staff one month's notice is usual, while medical superintendents, clerks and stewards usually receive three months' notice. There is no provision for compensation on dismissal.

#### *Society of Lithographic Artists, Designers, Engravers and Process Workers*

All agreements specify period of notice, in most cases one fortnight. Departmental overseers by individual arrangement get from one to three months' notice for termination of contract, which may be given on any day of the week. Discharge for misconduct may be submitted to conciliation through the Joint Industrial Council for the trade. There is no provision for compensation on dismissal.

*National Association of Theatrical Employees*

Agreements have been negotiated with employers, the period of notice depending upon the salary and grade of the person concerned. There is a considerable variation—fortnightly notice is usually required, or the contract may be for the “run of the play”. Such arrangements provide for dismissal in the case of breach of contract and/or grave misconduct and also failure to carry out obligations owing to *force majeure*. There is an appeal to the Conciliation Committee if necessary. There is no compensation payable for dismissal.

*National Union of General and Municipal Workers**Contracts of Service.*

The major portion of the salaried employees of this Union is in the Local Government Service, and notice of termination is an established custom, depending upon the grade of the individual. Juniors receive one week's notice, graded officers one month, officers and professional grades three months' notice. Contracts are terminated in writing and must be given each week, month, or three months according to pay period. Breach of contract or grave misconduct are provided for. In the case of officers towards whose salary there is a Government grant (for example, medical officers of health, sanitary inspectors, etc.), their services cannot be terminated without the approval of the Minister of Health.

*Compensation for Dismissal.*

Under the Electricity Supply Acts 1882 to 1935, any officer “regularly employed” in or about any authorised undertaking and who loses his employment or refuses alternative employment because “not analogous”, or suffers diminution of salary by reason of amalgamation, transfer, closing, or cessation of operation in whole or part of an undertaking in consequence of provisions in these Acts has a claim for compensation which “must be based upon but not exceed” the provisions relating to the Civil Service in the Local Government Act 1888.

Also the Local Government Act 1929, which abolished Poor Law Guardians and transferred their powers, provides for compensation in similar manner. In addition the Local Government Act 1888 provides compensation for officers losing employment by reason of amalgamation of authorities. These Acts make no provision for bankruptcy of the firm in question unless compensation is actually in progress at the time, in which case it ranks as a preferential credit. Regarding the nature of the compensation indicated above, the basis is a commutable pension of one-sixtieth of loss for each year of service. Thus a loss of £60 per annum at the age of 50 with 25 years' service would mean a pension of £25 per annum, which is commutable at that age by 12.78 years or a lump sum of £320. Where compensation is calculated upon the term “based upon but not exceed”, awards are usually less than the maximum by 10 to 20 per cent. Where loss of employment

includes loss of superannuation rights, years of service are added as follows :

20	years' service or more	add 10 years.
15/20	" "	" 7 "
10/15	" "	" 5 "
5/10	" "	" 3 "
Under 5 years' service add 1 year.		

Thus the case given above, if eligible for superannuation, would have 10 years added, making the pension £35 per annum and the commuted sum £447. Appeals lie as follows :— Under the Electricity Supply Acts 1882 to 1935 and the Local Government Act 1929, to the Industrial Court. Under the Local Government Act 1885, to the Minister of Health.

#### *Association of Correctors of the Press*

No agreements have been negotiated, but a fortnight's notice is customary in the trade and is usually insisted upon by both employer and employee ; but, for an engagement of less than a fortnight's duration, the employee may leave or be discharged at the end of any day's work. It is usual to give notice of termination in writing, which can take effect from any day of the week. There is no provision for compensation on dismissal.

#### *Association of Women Clerks and Secretaries*

No agreements have been negotiated, but the custom is for one week's notice to be tendered in the case of workers paid on a weekly basis, and a month's notice for those paid on a monthly basis.

#### *Transport and General Workers' Union*

No agreements have been negotiated, but written notice of resignation is required, varying from one week to one month. The Bristol Corporation have a Joint Consultative Committee to which all questions of dispute in relation to salaries and conditions of service are referred ; but the findings are advisory only. One undertaking pays compensation for dismissal, apart, of course, from misconduct. Pension is payable after 10 years' service at the rate of one-sixtieth of salary multiplied by the number of years of service, while compassionate allowance is usually made.

#### *National Union of Distributive and Allied Workers*

Agreements have been negotiated for termination of contracts, but do not depend upon the length of service or grade of the individual concerned. All employees are entitled to at least one month's notice ; and, in the case of employees whose notice deprives them of annual holidays, they are entitled to payment in lieu thereof. No arrangements have been made providing for exceptions for period of notice.

Members of the Union not covered by agreements are subject to the established customs obtaining in their occupations, which, in



the main, provide for a week's notice. In some cases, however, a fortnight's notice is required, while in the higher grades a month's and even three months' notice is the general rule.

In some firms the practice is for notice to be given in writing and in others verbally. Notice is usually given on the day upon which wages are payable.

There is no provision for compensation on dismissal.

#### *National Union of Clerks and Administrative Workers*

Agreements have been negotiated which provide for the employee to receive at least one month's notice to terminate engagement, and, where notice deprives the individual concerned of annual holidays, to receive payment in lieu thereof.

It is a fairly general practice for the length of notice to follow the payment of salaries period; but with those holding positions of responsibility or having special qualifications, three or six months' notice would be held necessary, although salary were paid monthly. In such cases, the period of notice for termination is often stipulated at the time the contract of service is entered into.

Compensation for dismissal is compulsory in employment covered by the Electricity Act, 1926.

#### *Electrical Trades Union*

In the Electricity Supply Industry agreements specify 7 days' notice on either side for all weekly employees and 14 days' notice for all salaried employees. The notice to be given in writing to terminate at end of pay period. Exceptions are provided for breach of contract or grave misconduct, and also for transfer of undertaking. All cases of dispute are referred to the Industrial Court.

In general, all employees other than hourly workers are subject to 7 days' notice on either side. This is established by negotiation and/or custom as the case may be.

Compensation for dismissal is payable to workers who become redundant owing to the taking over by the Government of electricity supply undertakings, and who are employed in electricity generation and distribution, under the Electricity Supply Acts. It is payable in a lump sum and any dispute is referred to the Industrial Court.

#### *National Union of Printing, Bookbinding and Paper Workers.*

Agreements have been negotiated providing for one month's notice on either side. Notices are usually tendered in writing and are given at the end of any week. Grave misconduct usually entails instant dismissal; but, even so, in many cases one month's salary in lieu of notice is generally given.

No agreements have been negotiated providing for compensation for dismissal, but claims are usually made on behalf of members dismissed for reasons other than misconduct, who have been in a firm's employ for long periods; and with reputable firms these claims are usually met by lump-sum payments.

*National Amalgamated Union of Shop Assistants, Warehousemen and Clerks*

One such agreement has been negotiated, providing for one month's notice to terminate engagement.

Custom in the distributive trades is to give one week's notice to terminate the contract of service ; but for more responsible positions, such as departmental managers and buyers, a longer period of notice may be given, although in such cases the position is usually determined by a written contract of service.

In the case of commercial travellers, even in the absence of a written contract of service, it has been held that a reasonable period of notice of termination of the contract is three months.

There is no provision for compensation on dismissal.

*National Union of Commercial Travellers*

No agreements have been negotiated ; but usually three months has been considered a reasonable period of notice by the Courts ; and is generally claimed by the Union on behalf of its members. Usually, however, agreements specify the period of notice ; and this varies from one week to three months.

There is no provision for compensation on dismissal.

*National Foremen's Association*

Members of the Workshop Supervisory Staff employed in Mechanical, Civil and Electrical Engineering Departments on Railways, Municipal Undertakings, Electricity Supply Undertakings, London Passenger Transport Board and Government Industrial Establishments, are protected by legislation.

*Railways*

Compensation is payable in accordance with the provisions contained in Section 120 of the Local Government Act, 1888, as laid down in the Third Schedule of the Railways Act 1921, relating to existing Officers and Servants.

*Municipal Services*

Compensation is payable in accordance with Section 120 of the Local Government Act, 1888, relating to existing Officers.

*Electricity Supply Undertakings*

Compensation is payable in accordance with Section 16 of the Electricity (Supply) Act, 1919, as amended by Section 21 of the Electricity Supply Act, 1922, relating to Officers and Servants of authorised undertakings.

*London Passenger Transport Board*

Compensation is payable in accordance with the provisions of Part VII of the London Passenger Transport Act, 1933, relating to

transfer and compensation rights of existing Officers and Servants, and in the manner prescribed in the Fourteenth Schedule of the Act.

### *Government Industrial Establishments*

Compensation allowances are made in accordance with the Superannuation Act, 1859, Section 7 of which provides "That it shall be lawful for the Commissioners of the Treasury to grant to any person retiring or removed from the public service in consequence of the abolition of his office, or for the purpose of facilitating improvements in the organisation of the department to which he belongs, by which greater efficiency and economy can be effected, such special annual allowance by way of compensation as on a full consideration of the circumstances of the case may seem to the said Commissioners to be a reasonable and just compensation for the loss of office".

Compensation is paid both by way of a lump sum and as an annuity.

No agreements covering termination of service contracts have been negotiated; but members of the supervisory staff usually receive one month's notice or one week's notice according to the customary practice of the employing company.

### *National Union of Country Officers*

The general practice in Local Government service is that notice required for termination of contracts of service depends upon the grade of the official concerned, varying from one week to three months; and the notice is usually in writing. Arrangements provide for exceptions in cases of grave misconduct, transfer of undertaking, and bankruptcy. The majority of Local Government Authorities are always prepared to consider an appeal.

Provision is also made for compensation on dismissal, but depends upon whether the dismissal or termination arises out of Parliamentary legislation or local circumstances or local administration. If the former, compensation is awarded on the number of years of service, plus added years, on the basis of one-sixtieth of the average salary and emoluments for the past five years, in respect of each such year of service. Superannuation contributions are also returnable.

In the case of the latter, when covered for superannuation purposes, the return of contributions is made, plus compound interest at 3 per cent. Authorities also have discretionary power to award a compensatory allowance, not exceeding two years' salary and emoluments. Compensation is, however, automatically suspended should the officer obtain a post under either the Crown or a Local Authority and receive remuneration equal or in excess of the total remuneration upon which compensation was based.

Compensation is not paid upon any dismissal in the case of misconduct, but only on the ground of redundancy; or possibly when, owing to certain factors, the continuation of the officer's services are not required.

Generally compensation is paid by way of annuity. In the event of the compensation being a small annual amount, the authorities

have power to commute in accordance with a scale of commutation laid down by the Ministry of Health. This applies in those cases where a right to compensation arises under statutory provisions or Ministerial Orders. In the application of compensatory provisions by Local Authorities, compensation is always made by way of lump-sum payment.

In the event of a dispute arising under Parliamentary process or Ministerial Order, a right of appeal is given to the employee through the Minister of Health, who acts in a judicial capacity. The decision of the Minister is final and binding. In the case of a Local Authority, and the exercise of its discretion in this matter, there is no appeal, except to the authority itself for revision.

### *National Society of Operative Printers and Assistants*

Agreements have been negotiated which provide for one week's notice on either side. Disputes have to be referred to a Joint Committee comprising employers' and employees' members, who shall appoint a referee; the referee's decision is final. There is no provision for compensation for dismissal.

### *Railway Clerks Association*

No agreements have been negotiated specifying the period of notice to be given, owing to the peculiarities of railway salaried employment; but the Rule Books of the various Railway Companies lay down that one month's notice shall be given on either side. Exception is made in the case of serious misconduct, when the company has the right to suspend and/or dismiss without notice. Machinery has been set up for appeal against punishment of any sort.

Largely because the principle of permanency has been established in railway salaried employment, it has been possible to secure provision for compensation in legislation enacting the amalgamation of railways. Under the Railway Act of 1921 provision is made for compensation to be paid to employees whose services are dispensed with as a result of reorganisation arising from amalgamation, or whose conditions of service as a whole are worsened, or who otherwise suffer direct pecuniary loss. A more recent example is to be found in Part VII and the Fourteenth Schedule of the London Passenger Transport Act, 1933.

Compensation for dismissal from the railway service is based upon arrangements obtaining in the Civil and Local Government Services, and takes the form of an annuity for life, rising to a maximum after 30 years' service to two-thirds of the average salary and emoluments during the last five years of service. The amount of such annuity is calculated as the equivalent of one-sixtieth of such salary multiplied by the years of service, and added years of service.

The legislation mentioned above provides for the appointment of an arbitrator to decide all disputed cases.

*(To be continued.)*

## The Effects of Lump-Sum Settlements in Workmen's Compensation Cases in New York State

Whether compensation for permanent incapacity should normally take the form of periodical payments or of a lump sum, and, where periodical payments constitute the normal form, what safeguards should surround commutation — these are questions upon which a difference of opinion exists in several countries. Hitherto it has been difficult to reach a reasonable decision on these questions for lack of a sufficient body of factual evidence against which the opposing opinions could be tested. By collecting the after-histories of over three hundred cases settled by lump-sum payments, the Rehabilitation Division of the Education Department of New York State has made an important contribution<sup>1</sup> to the solution of this problem. Although the cases investigated constituted a select class, their nature being, in particular, limited by the conditions of the New York workmen's compensation scheme, they do not seem to differ so widely from those arising under other schemes, even outside the United States, that the conclusions drawn from the investigation do not possess a considerable measure of general validity.

### CIRCUMSTANCES AND PURPOSE OF THE INVESTIGATION

Compensation for permanent incapacity in New York State (as in other parts of the United States) is administered in a form which is normally that of fortnightly payments continuing for a number of weeks proportional to the degree of incapacity as indicated by a schedule embodied in the law. Where it is clearly in the interest of the claimant, the periodical payments may be wholly or partly commuted for a lump sum of equivalent value. Commutation, however, is allowed only after the Rehabilitation Division has found that commutation is likely to prove of advantage to the claimant.

Certain injuries of a lasting or permanent character are not mentioned in the schedule. Thus the law does not specify the number of weeks for which payments are to be made in case of fracture of the skull, strained back, or combinations of injuries. The fixing of compensation in such cases is left to the judgment of the Industrial Board or its representatives, the referees.

The procedure is apt to be protracted, since not only is the extent of the injury difficult to discern but its causal relationship with the

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<sup>1</sup> CARL NORCROSS: *Vocational Rehabilitation and Workmen's Compensation*. Introduction by RILEY McMillan LITTLE. New York City, Rehabilitation Clinic, 1936. xvi + 126 pp., diagrams. \$1.

accident may also be hard to decide, and these questions give rise to conflicting medical, as well as legal, testimony and arguments. Persons suffering from such injuries usually receive fortnightly payments, but in some cases they receive nothing until their claim is settled. Where it appears that further progress towards recovery has ceased — possibly two years or more after the accident — one of the parties or the referee himself, all of them tired of the dispute, may suggest that the claim should be definitely settled by the payment of a lump sum. If the suggestion is taken up, the parties proceed to bargain, and, after negotiations lasting perhaps several months, they agree upon a sum. The agreement must be submitted for approval to the referee: approval is rarely refused. These cases, which are called "compromise cases", form the subject-matter of the present investigation.

The Rehabilitation Division is consulted by the referees before approving compromise agreements, but its instructions are to consent to the agreement "unless there is clear evidence that the money will be wasted". Save in the case of habitual drunkards and persons who have already wasted large sums, such clear evidence cannot be adduced. In practice therefore the Rehabilitation Division consents to the great majority of compromise agreements.

The powers of the Rehabilitation Division in relation to commutations in case of scheduled injuries and to compromise agreements in cases of non-scheduled injuries respectively are quite different. In cases of scheduled injuries, the Division refuses consent to commutations unless there is evidence that the money will be properly utilised, and, where commutation is allowed, it sees that the money is devoted to the purposes authorised. In cases of non-scheduled injuries, on the contrary, the onus is upon the Division to show that the lump sum payable under a compromise agreement will be misused, while no power is given to it to control the spending of the money. The Division does indeed succeed in rehabilitating a few of the compromise cases, but the proportion of successes is notably smaller than is obtained among commutation cases. Many of the persons who are compensated under compromise agreements do not avail themselves of the services of the Division, which has therefore been unable to follow their future career.

It was in order to ascertain the consequences of compromise settlements that the present investigation was undertaken.

"Does the payment of a lump sum accomplish any therapeutic purpose? Do the injured men recover? Do they return to work? How do they spend their money? In short, what is the effect of the cash settlement upon them?"

These were the questions which it was the purpose of the investigation to answer.

#### GENERAL DESCRIPTION OF CASES INVESTIGATED

The subjects of the investigation were 322 men in New York State who had received under compromise agreements lump sums of \$1,000

or more between 1 July 1930 and 31 August 1933. For reasons which are fully explained in the report the cases investigated may be considered as typical of all cases compensated under like conditions. No women were included, since there are very few cases in which women receive compensation in this form.

The investigation was made by experienced officials of the Rehabilitation Division, who interviewed the men after having studied all the reports concerning their cases. The majority of the interviews took place in 1934, when a year or more had elapsed since the settlement.

There were shown to exist four outstanding characteristics which distinguish the cases investigated from the bulk of compensation cases: indefinite injury, long period before settlement, high age, and high cost.

It is because the permanent physical and economic effects of certain injuries are very difficult to assess (and are therefore omitted from the schedule) that recourse is had to compromise in order to settle the claims which result from them. Hence compromise cases are marked by the indefiniteness of the injuries they involve. Of the cases investigated, 35 per cent. involved back injuries, 20.8 per cent. head injuries, and 23.3 per cent. multiple injuries, in most of which a head or back was concerned.

The settlement represented by a compromise is not reached until a long period has elapsed since the accident, the referee having held numerous hearings without being able to determine a fair amount of compensation. More than half the cases investigated were not settled until more than two years after the accident; 11 per cent. were prolonged for more than six years. This period is occupied with a long series of medical examinations by the doctors of the hospital staff, the insurance company, and the Workmen's Compensation Division, and by the claimant's own doctor, with visits to lawyers, and with hearings before the referee. As a rule, in these cases, the man does not return to work before the settlement. These circumstances of anxiety and uncertainty are strongly conducive to the development of neurosis.

Compromise cases are mainly recruited from the older age groups, 55 per cent. being over 40 years of age, whereas the corresponding percentage for compensation cases generally is 37. Higher age means slower recovery, and greater difficulty in learning a new trade or in securing fresh employment.

The average total compensation paid in compromise cases settled in 1932 was \$3,751, as compared with \$764 for cases of scheduled injuries involving permanent partial incapacity. The average total comprised fortnightly payments amounting to \$1,763 and a lump sum of \$1,988. The medical, legal and administrative costs were of course very high also.

It may be added that more than half of the men covered by the investigation were foreign-born, two-thirds had two or more dependants (and were therefore liable to incur debts pending settlement), and over half had not completed their elementary education (and were therefore difficult to train for a new occupation).

According to the work they were doing at the time of the accident, the cases investigated were classified as skilled (38 per cent.), semi-skilled (31 per cent.), unskilled (27 per cent.), clerks and salesmen (4 per cent.).

The weekly earnings of the men concerned at the time of the accident varied from \$11 to over \$70 ; 41.5 per cent. of the men earned over \$40 a week and 17 per cent. over \$60.

#### PHYSICAL CONDITION OF CASES AT DATE OF INVESTIGATION

The health of the men was appraised partly by an experienced doctor and partly by rehabilitation officials, who have a working knowledge of the effects of accidents.

The men's health was considered from the practical standpoint of their fitness for work. It was found that 5 men had died, and that the 317 remaining could be classified as follows : good health, 104 ; fair health, 98 ; poor health, 115. Those in good health were strong enough to work in their old trades. Those in fair health had not entirely recovered but were able to do less strenuous work than formerly. Those in poor health were, for the most part, suffering constantly from their injuries. In 60 per cent. of the cases the accident had had a serious effect on physical health.

#### EMPLOYMENT AND WAGES AT DATE OF INVESTIGATION

The investigation was made at a time of severe unemployment, and therefore men suffering from any kind of physical handicap were at an exceptional disadvantage in seeking work.

At the date when they were interviewed, 45 per cent. of the men were in work, viz. 38 per cent. in genuine jobs and 7 per cent. in relief schemes.

The author of the report estimates that in normal times not more than 60 per cent. of the cases investigated would have found employment, the remaining 40 per cent. being in practice unfit for work.

Thus, whether or not a lump-sum settlement serves, as it is supposed to do, as a stimulus to find work, in only half the cases, more or less, is work actually found.

Of the 123 men at work, 55 were in the same occupation as before the accident or in a closely related one, and 68 were in a different occupation. These together constitute the 38 per cent. of the men who were in genuine jobs. The wages of the former had decreased by 40 per cent. and those of the latter by 60 per cent.

The reduction in wages is closely correlated with the state of health, as might be expected and as the following figures demonstrate :

Health	Number at work	Wage at date of accident \$	Wage at date of investigation \$	Decrease (per cent.)
Good	54	42	24	43
Fair	49	39	18	54
Poor	20	42	16	62

The general level of wages had, however, fallen during the period elapsing between the accidents and the interviews. The author of the



report estimates that the level fell by about 20 per cent. between 1929 and 1934-35. The average decrease in wages in the 123 cases of men at work was 50 per cent. or two-and-a-half times as much.

### MODE OF SPENDING LUMP SUMS

The average lump sum amounted to about \$2,000. The manner in which it was expended is shown in the following table :

Purpose	Number of men spending specified percentage of sum for specified purpose					Total
	1-20 %	21-40 %	41-60 %	61-80 %	81-100 %	
Debts	93	66	27	16	5	207
Living expenses	59	50	71	59	32	271
Real estate	18	11	7	13	17	66
Business	13	8	17	4	9	51
Legal service	137	3	—	—	—	140
Travel	10	—	—	—	—	10
Medical service	36	9	1	—	—	46
Miscellaneous	18	8	6	1	4	37
Balance	33	31	15	9	8	96

The discharge of debts accumulated between the accident and the settlement absorbed a considerable proportion of the lump sums : two-thirds of the men used some part, and one-third of them used more than one-fifth, of their compensation for this purpose. These debts were incurred in spite of the fact that fortnightly payments were made in most cases pending the settlement. These payments were not sufficient, however, to cover the living expenses of a family, and as, in the majority of cases, more than two years elapsed between the accident and the settlement, considerable debts were bound to accumulate.

More money was devoted to living expenses, and more people devoted money to them, than to any other purpose ; this was reasonable and to be expected.

Only one-fifth of the men bought property. This proportion may seem low, but it must be mentioned that two-thirds of the men lived in or about New York City, where it is customary to rent rather than own houses.

As regards the smaller items, it may suffice to explain that the cost of legal service amounted to about 7 per cent. of the lump sum on the average, the fee being fixed as a rule by the referee, while medical

expenses were those incurred after the settlement, and for which the insurance company was not liable.

Before describing in some detail the most interesting object of expenditure, namely, that involved in setting up a business, it may be noted that the balance left in the hands of the beneficiaries at the date of the interviews was very small: only 96 men had any balance, and only 63 more than one-fifth of their lump sums. Thus, at the date of the interview the great majority of men had spent their compensation, and a final assessment could therefore be made of the utility which their lump sums had been to them.

About one-fifth of the men invested some part of their lump sum in an enterprise which was intended to render them self-supporting: 51 bought businesses and 8 bought farms. At the date of the interview these ventures had yielded the following results: 14 men were earning \$20 or more per week (average: \$26); 16 men were earning \$15 or less per week (average: \$12); 29 men had failed.

In the opinion of the author of the report only the 14 men who earned \$20 or over could be considered to have been successful. He draws the conclusion that only 4 per cent. of the entire group could be cited in justification of the argument, often advanced, that lump sums enable men to rehabilitate themselves by establishing themselves in business.

The report gives numerous examples of unsuccessful undertakings, of which a few may be quoted at random.

"A carpenter invested \$500 in a bakery. His money had been used to pay debts which the bakery had already incurred. He did not have sufficient shrewdness to see that his investment could not materially improve the business."

"Three claimants lost \$1,500 each, one in a gasoline station, another in the wholesale oil business, a third in a restaurant. Another injured workman went into the sawdust business and lost \$800. Four men bought auto trucks and went into various kinds of delivery or hauling business. The amounts lost were \$250, \$400, \$500 and \$700."

Apart from business failures, some twenty men squandered their money, mainly on drink or in speculations in land or stock, for which they had no experience.

"There were serious losses on the part of 51 men or 16 per cent. of the group. The average loss of these men was approximately \$900 each. It is estimated from \$60,000 to \$70,000 [in all] was spent unwisely. In the great majority of cases the money would have lasted longer and served a better purpose if paid in instalments. The settlement money played a small part in the rehabilitation of these claimants."

#### NEUROTIC CASES

In view of the widespread belief that lump-sum settlements serve as a cure for neurosis, special attention was given in the investigation to neurotic cases. Of the 322 cases investigated 64 had been diagnosed as neurotic at the time of settlement.

Among the causes to which the neuroses may be attributed are the severity of the injury, especially if the head is affected, and the long delay before the settlement, with the accompaniment of frequent medical examinations.

Forty-three of these men were examined by a doctor. It was found that 14 were in good health, 18 were in fair health, and 32 were either no better or else worse than at the time of the settlement. Interviews were held with 62 of the men (2 having died) by officials of the Rehabilitation Division, and their mental attitudes were reported to be as follows: 11 were content, 22 had vague complaints, and 29 were quarrelsome or bitter. It was considered that 17 men out of the 64 had improved in physical and mental health since the settlement. "Entire credit for the improved condition of the men cannot be given to the settlement. Some of them would have recovered their health in any case. But if there was any therapy in the settlement it was a factor in these 17 cases." For 41 cases there was no evidence of any therapeutic effect from the settlement, and for 6 other cases the investigator was doubtful.

Furthermore, 29 men who were not classed as neurotics at the time of the settlement had become such by the date of the interview, according to the specialist who examined them. Thus in these cases also the settlement had not had beneficial results.

Seventeen of the men diagnosed as neurotic at the time of the settlement were in genuine jobs and 4 were in relief schemes. The proportion of neurotics in genuine jobs, namely, 26.6 per cent., was notably smaller than the proportion of non-neurotics so employed, namely, 40.7 per cent.

"In the way in which they spent their settlement money there was little that distinguished the neurotic men from the group as a whole. There were some tragic losses and a few wise investments. On the whole the money was spent for debts, living expenses and miscellaneous items as was the compensation of the other 258 men who were not neurotic. In only a few instances did the money last as long as if it had been paid in bi-weekly instalments. From all the evidence the lump sum played an insignificant part in the rehabilitation of the neurotic men.

"Many of the neurotic men here studied reacted in a childish manner to the obstacles of life. They could not face the future after their accidents. Yet they were blandly given from one to eight thousand dollars in a lump sum and expected to act in a mature, shrewd manner. Such optimism on the part of the State is a tribute to the claimant, but it is hardly in keeping with a sound, conservative policy of workmen's compensation."

#### RECOMMENDATIONS

The author of the report concludes that lump-sum settlements in compromise cases do not, as a rule, improve the physical or mental health of the injured man or stimulate him to find work.

If any therapeutic effect follows from the settlement, it results, not from the form of the compensation, but from the ending of litigation.

These findings lead to certain recommendations, which tend to assimilate compromise cases to cases of scheduled injuries. Thus, in cases of non-scheduled injuries also, the compensation should be fixed by the referee, and not by agreement, and should likewise be paid in the form of periodical payments continuing for a fixed number of weeks. The settlement should be reached within a year of the accident. Even after the settlement medical aid may be continued for a limited time, in order to deal with those cases in which the doctor reports that "nothing can be accomplished by treatment while litigation is pending". The periodical payments may be commuted wholly or in part in those exceptional cases where the Rehabilitation Division considers that the interests of the beneficiary so require, the resultant lump sum being spent under its supervision.

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# STATISTICS

## Employment and Unemployment

Statistical tables on employment, unemployment, hours of work, wages, and cost of living in different countries are compiled and published at quarterly intervals in this *Review* (in the January, April, July, and October issues). In view, however, of the interest taken in the statistics of employment and unemployment and their frequent changes, the tables on these two subjects are compiled at monthly intervals, and they appear also in the issues of the *Review* intermediate between the quarterly issues. For further information on the scope and method of presentation of these data, reference should be made to the introductory statement given in the quarterly issues.

Tables I and II give statistics on the *general level of employment* and the *general level of unemployment*. As these series purport to measure different aspects of the same phenomenon, the two tables should be read in conjunction. Figures for the different industries or occupations covered by these series are given in the *Year-Book of Labour Statistics*, 1935-36, which also gives figures for unemployment among males and females where available.

*Employment* (Table I). The employment series relate to persons in employment or to hours worked, and may be roughly classified in two groups: (1) those (the majority) based on employers' returns, indicating changes in the number of workers employed or hours worked in a sample of mainly industrial establishments; they do not furnish information on the absolute extent of employment, and as a rule only *index numbers* are reproduced here; (2) those based on returns of employed members in various schemes of social insurance (usually compulsory) and covering the great majority of the working population; as these series give a more reliable picture of changes in the total level 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 hours worked per day or per worker, though in some cases they relate to the number of hours worked during a certain period and thus record fluctuations in the *volume* of employment.

Owing to differences in scope and methods of compilation and classification of the various series, international comparisons of the

absolute level of employment and its fluctuations are rarely possible. The chief value of the statistics is in indicating the trend of short-period fluctuations.

*Unemployment* (Table II). The series relate to persons applying for work or recorded as unemployed, and in most cases are incomplete in scope and vary considerably in their representative character: the figures are affected by changes in legislation, in administrative practice, and in the frequency of registration of the unemployed; changes in the amount of "short time", and other means of rationing work, also affect the figures; they are also influenced by changes in the population of working age and in the proportion of the population seeking gainful occupation. For these reasons, the figures do not directly show changes in the *time lost* through unemployment.

Their principal value lies in indicating fluctuations from time to time, and only between such movements are international comparisons possible. The various series, however, are not equally sensitive to changes in the labour market, and an equal change in any two series does not necessarily represent a corresponding change in the countries concerned. Percentages are, as a rule, more reliable than absolute numbers as measures of changes in the level of unemployment. The figures of unemployment relate, unless otherwise stated, to wholly unemployed; where available, figures of "partial unemployment" are given, but they are uncertain, incomplete, and based on different definitions, and here also international comparisons are rarely possible.

#### 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.

TABLE I. STATISTICS OF EMPLOYMENT<sup>1</sup>

Date	GERMANY			AUSTRIA	BELGIUM	CANADA *	DENMARK	
	Sickness insurance statistics	Statistics of establishments		Sickness insurance statistics	Unemployment insurance statistics	Statistics of establishments	Statistics of establishments	
	Number employed	Employment as percentage of possible number of :		Number employed	Index (1929)	Index (1926)	Total number of hours worked per day <sup>7</sup>	
		Workers	Hours of work				Number (thousands)	Index (1931)
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	100.0	*	*
1930	16,408,528	61.2	56.2	1,378,330	96.6	94.5	*	*
1931	14,336,418	50.7	44.5	1,255,353	87.4	85.3	962	100.0
1932	12,517,882	41.9	35.7	1,107,256	78.2	72.5	881	91.6
1933	13,015,614	46.3	41.0	1,022,942	81.1	70.6	985	102.4
1934	15,040,852	58.5	53.7	1,010,993	78.3	80.9	1,092	113.5
1935	15,949,332 *	63.9	58.6	967,330 <sup>†</sup>	79.9	83.7 <sup>†</sup>	1,185	123.2
1936	17,105,771	69.1	65.0	935,411	85.3	87.3	1,175 <sup>†</sup>	122.1 <sup>†</sup>
1936 March	16,415,690	65.4	61.1	907,915	83.0	81.7	528 *	54.9 *
April	17,038,756	67.4	63.8	936,265	84.6	83.5	1,162	120.8
May	17,520,183	69.3	66.1	958,700	85.0	85.6	1,272	132.2
June	17,675,483	70.4	65.7	963,059	86.6	87.8	1,276	132.6
July	17,838,872	71.2	65.8	969,092	87.4	88.6	1,276	132.6
Aug.	17,895,919	71.6	66.6	978,483	88.3	89.8	1,292	134.3
Sept.	17,886,222	72.4	68.3	977,006	88.8	92.4	1,300	135.1
Oct.	17,785,115	72.4	68.9	969,426	89.4	93.1	1,310	136.2
Nov.	17,597,812	72.3	69.9	940,644	87.6	92.4	1,287	133.8
Dec.	16,954,844	71.0	68.4	881,692	84.9	87.1	1,244	129.3
1937 Jan.	16,599,462	69.4	64.7	866,157	85.0	87.3	1,189	123.6
Feb.	17,014,107	69.6	65.6	877,691	86.5	86.2	1,219	126.6
March	17,497,000 <sup>†</sup>	71.7 <sup>†</sup>	68.6 <sup>†</sup>	921,911	—	86.4	1,252	130.1
Persons covered	*	*	*	*	909,816 *	978,913 <sup>†</sup>	*	*

Date	ESTONIA *		UNITED STATES					
	Statistics of establishments		Statistics of establishments <sup>10</sup> (Manufacturing industries)					
			Index (1923-1925)				Estimates of :	
			Employed		Hours worked	Payrolls	Wage earners employed	Weekly payrolls (\$1,000's)
	Index (1 Jan.1927)		Unadjusted	Adjusted				
1927	93.0	94.5	*	*	95.1	93.2	8,288,400	206,980
1928	98.2	94.3	*	*	95.5	93.9	8,285,800	208,334
1929	100.0	100.0	*	*	100.0	100.0	8,785,600	221,937
1930	95.8	87.2	*	*	80.7	81.1	7,668,400	180,507
1931	88.1 *	73.8	*	*	62.9	61.8	6,484,300	137,256
1932	82.7	62.6	*	*	46.1	42.5	5,374,200	93,757
1933	84.3	68.8	*	*	52.8	45.3	5,778,400	98,623
1934	97.5	78.8	*	*	57.7	57.6 <sup>†</sup>	6,605,600 <sup>†</sup>	126,000 <sup>†</sup>
1935	109.7	82.1	*	*	63.6 <sup>†</sup>	65.4	6,968,500 <sup>†</sup>	143,180
1936	126.3	87.8	*	*	72.4	75.5	7,468,600 <sup>†</sup>	165,007 <sup>†</sup>
1936 March	123.4	84.0	83.8	83.8	68.4	71.1	7,050,800	155,321
April	126.5	85.1	84.6	84.6	69.4	72.7	7,131,200	158,607
May	132.8	85.8	85.8	85.8	71.0	74.1	7,182,900	161,266
June	131.5	86.1	86.3	86.3	71.2	74.3	7,210,200	160,087
July	128.1	87.1	88.6	88.6	70.7	73.5	7,272,400	158,301
Aug.	125.2	89.3	89.2	89.2	74.2	76.5	7,461,500	165,099
Sept.	128.1	91.2	89.6	89.6	74.4	76.6	7,980,800	169,489
Oct.	129.0	92.4	90.2	90.2	78.9	81.6	8,081,100	180,580
Nov.	130.4	92.6	91.9	91.9	70.4	83.1	8,100,300	183,983
Dec.	127.4	93.7	94.2	94.2	81.2	87.2	8,220,000 <sup>†</sup>	193,389 <sup>†</sup>
1937 Jan.	135.4	92.2	94.4	94.4	77.0	83.0	8,082,000 <sup>†</sup>	184,264 <sup>†</sup>
Feb.	135.1	94.6	95.2 <sup>†</sup>	95.2 <sup>†</sup>	80.6	87.8	—	—
March	138.6	96.6 <sup>†</sup>	96.3 <sup>†</sup>	96.3 <sup>†</sup>	—	92.8 <sup>†</sup>	—	—
Persons covered	50,031 <sup>†</sup>			3,704,660 <sup>†</sup>			*	*

<sup>1</sup> The figures in brackets after the word "Index" denote the original base period 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. <sup>2</sup> Since November 1935, including the Saar Territory. <sup>3</sup> Figure for July. <sup>4</sup> Since May 1935, excluding voluntarily insured. <sup>5</sup> Workers covered by the statistics, including unemployed. <sup>6</sup> The figures relate to the 1st to the following month. <sup>7</sup> The monthly figures are more restricted in scope than the yearly figures. <sup>8</sup> Figure affected by industrial dispute. <sup>9</sup> Since January 1931, excluding "building". <sup>10</sup> The figures relate to the 15th of the month.

TABLE I. STATISTICS OF EMPLOYMENT <sup>1</sup> (cont.)

Date	FINLAND <sup>2</sup>		FRANCE		GREAT BRITAIN		HUNGARY	
	Statistics of establishments		Returns of labour inspectors		Unemployment insurance statistics		Social insurance statistics	
	Index (1926)		Index (same month of 1930)		Estimated number employed	Index (1924)	Number employed	Index (1927)
	Number employed	Hours worked	Number employed <sup>3</sup>	Hours worked				
1927	99.5	101.3	*	*	10,018,000	98.0	1,033,609	98.3
1928	103.1	107.4	*	*	10,023,000	98.0	1,064,599	101.3
1929	100.0	100.0	*	*	10,223,000	100.0	1,051,169	100.0
1930	87.0	81.9	100.0	100.0	9,809,000	96.0	990,776	94.3
1931	77.5	71.1	92.5	88.6	9,437,000	92.3	937,298	89.2
1932	77.6	71.9	80.9	73.6	9,367,000	91.7	862,469	82.0
1933	83.1	77.6	79.4	74.3	9,684,000	94.8	853,203	81.1
1934	93.2	88.0	76.9	71.4	10,142,000	99.3	913,068	86.8
1935	101.4	97.6	73.5	68.1	10,386,000	101.6	958,234	91.2
1936	101.8	98.2	74.1	70.5	10,902,000	106.6	1,026,510	97.6 <sup>4</sup>
1936 March	*	*	72.5	68.1	10,693,000	104.7	1,018,379	96.9
April	98.9	95.3	72.9	68.5	10,791,000	105.6	1,018,817	97.1
May	*	*	73.2	69.5	10,925,000	106.9	1,037,323	98.7
June	*	*	73.8	69.5	10,938,000	107.0	1,031,078	98.1
July	107.2	102.4	75.8	71.6	11,008,000	107.7	1,033,027	98.2
Aug.	*	*	75.0	71.7	11,074,000	108.3	1,059,842	100.8
Sept.	*	*	75.1	72.4	11,086,000	108.5	1,058,704	100.7
Oct.	102.9	99.7	75.2	72.5	11,112,000	108.7	1,070,579	101.9
Nov.	*	*	75.0	72.0	11,125,000	108.9	1,055,385	100.4
Dec.	*	*	75.4	71.9	11,141,000	109.0	1,004,722	95.6
1937 Jan.	102.2	100.0	75.0	67.6	11,118,000	108.8	1,008,849	96.0
Feb.	*	*	75.8	66.7	11,189,000	109.4	1,033,323	98.3
March	*	*	76.1	66.1	11,252,000	110.1	—	—
Persons covered	61,409	5,775,427	2,212,390		*	*	*	*

Date	ITALY			JAPAN	LATVIA		LUXEMBURG <sup>7</sup>		
	Statistics of establishments	Statistics of establishments		Statistics of establishments	Sickness insurance statistics		Statistics of establishments		
		Index <sup>*</sup> (1934)	Index <sup>*</sup> (1929)		Number employed	Index (1930)	Number employed	Index (1929)	
			Number employed						Number of hours worked
1927	*	*	*	104.1	148,288 <sup>*</sup>	87.4 <sup>*</sup>	41,129	93.6	
1928	*	*	*	99.2	161,483	94.7	42,927	97.7	
1929	*	100.0	100.0	100.0	171,195	100.0	43,944	100.0	
1930	*	97.3	94.2	90.0	179,636	105.3	43,122	98.1	
1931	*	88.8	83.5	81.7	166,939	97.9	36,942	84.1	
1932	*	78.5	72.4	82.0	141,296	83.2	29,696	67.6	
1933	*	79.2 <sup>*</sup>	75.5 <sup>*</sup>	89.9	150,236	88.4	28,483	64.8	
1934	100.0	82.9	77.8	100.2	162,837	95.8	28,803	65.5	
1935	117.1	94.0	81.0	109.7	172,615	101.1	29,334	66.8	
1936	121.6	94.9	81.0	115.8	183,291	107.5	30,255	68.8	
1936 March	122.1	92.1	79.3	112.5	176,259	103.2	29,882	68.0	
April	121.9	93.0	78.1	116.0	177,232	104.2	30,283	68.9	
May	121.6	95.2	82.8	116.6	182,783	107.4	30,379	69.1	
June	118.0	94.2	79.8	116.5	185,608	108.4	30,576	69.6	
July	115.7	94.8	84.6	116.5	186,606	109.5	30,604	69.6	
Aug.	116.8	97.8	79.3	116.6	186,714	109.5	30,772	70.0	
Sept.	122.6	102.2	89.9	117.6	186,341	109.5	30,729	69.9	
Oct.	125.0	99.6	87.1	118.0	190,250	111.6	30,819	70.1	
Nov.	127.2	98.4	82.5	118.7	193,740	113.7	30,521	69.5	
Dec.	127.9	95.2	80.8	119.1	188,050	110.5	30,461	69.3	
1937 Jan.	127.7	—	—	—	185,146	108.4	20,649	69.7	
Feb.	130.6	—	—	—	185,755	108.4	30,757	70.0	
March	—	—	—	—	187,837 <sup>†</sup>	110.5 <sup>†</sup>	31,829	72.4	
Persons covered	1,051,523	1,288,137		1,149,366	*	*	*	*	

<sup>1</sup> The figures in brackets after the word "Index" denote the original base period 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. <sup>2</sup> Revised series. <sup>3</sup> Figures for the first month of each quarter. <sup>4</sup> The figures relate to the first of the month. <sup>5</sup> Ministry of Corporations. The figures relate to the last week of each month. <sup>6</sup> Fascist General Industrial Confederation. <sup>7</sup> Figures for 1927-1930: yearly averages, based on average number insured each month. <sup>8</sup> The figures relate to the first of the following month.



TABLE I. STATISTICS OF EMPLOYMENT <sup>1</sup> (cont.)

Date	NORWAY			NETHERLANDS <sup>4</sup>		POLAND		SWEDEN	
	Statistics of establishments			Unemployment insurance statistics		Statistics of establishments		Statistics of establishments	
	Index (September 1935)			Index (1929)		Index		Social Board	
	All industries	Manufacturing industries				Number employed (1928) (all industries)	Hours worked per week (1929) (manufactures)		Index (1926-1930)
	Number employed *	Hours worked <sup>5</sup>							
1927	*	*	*	98.3		*	90.0	*	*
1928	*	*	*	100.3		99.0	103.0	*	*
1929	*	*	*	100.0		100.0	100.0	*	*
1930	*	*	*	98.0		87.2	81.1	*	*
1931	*	*	*	90.5		74.5	66.3	*	*
1932	*	*	*	79.4		64.1	53.2	*	*
1933	*	*	*	77.7		63.8	54.6	89.1	*
1934	*	*	*	76.5		69.1	63.6	97.4	*
1935	*	99	101	72.6		72.8	69.1	103.1	*
1936	101	104	108	71.5		77.8	74.7	108.7	*
1936 March	94	98	101	70.2		72.8	64.3	104.5	*
April	*	*	*	71.7		75.3	72.9	*	*
May	*	*	*	72.6		77.8	74.6	*	*
June	102	105	107	73.2		78.4 <sup>†</sup>	74.5	109.2	*
July	*	*	*	72.9		79.9	73.1	*	*
Aug.	*	*	*	73.4		81.6	77.5	*	*
Sept.	105	106	110	73.3		82.9	82.4	111.1	*
Oct.	*	*	*	73.2		87.2	85.0	*	*
Nov.	*	*	*	73.1		83.8	87.7	*	*
Dec.	104	108	113	71.5		76.0	78.9	109.8	*
1937 Jan.	*	*	*	69.8 <sup>†</sup>		75.2	70.9	*	*
Feb.	*	*	*	72.4 <sup>†</sup>		78.0	—	*	*
March	101	106	110	74.8 <sup>†</sup>		81.2	—	111.8	*
Persons covered	200,700	101,600		459,364 <sup>†</sup> *		696,785 <sup>†</sup>	16,502 *	252,384 <sup>†</sup>	

Date	SWITZERLAND	CZECHOSLOVAKIA <sup>7</sup>		UNION OF SOUTH AFRICA		YUGOSLAVIA	
	Statistics of establishments	Social insurance statistics		Statistics of establishments		Social insurance statistics	
	Index (1925)	Number employed	Index (1927)	Index (July 1925)		Number employed	Index (1926)
				Europeans	Total *		
1927	91.2	*	*	94.2	95.9	510,321	84.4
1928	97.3	2,488,252	99.3	97.2	98.2	565,798	93.5
1929	100.0	2,505,537	100.0	100.0	100.0	605,064	100.0
1930	96.5	2,444,690	97.5	97.4	98.1	631,182	104.4
1931	88.5	2,314,990	92.4	93.5	93.8	609,262	100.7
1932	76.1	2,085,244	83.2	87.6	87.2	537,238	88.9
1933	73.0	1,887,650	75.4	90.3	91.2	520,980	86.2
1934	73.3	1,879,372	75.0	100.3	102.3	543,566	89.9
1935	70.2	1,918,567	76.6	109.7	114.1	564,288	93.3
1936	70.1	2,063,611 <sup>†</sup>	82.3 <sup>†</sup>	117.6	124.8	616,211	101.9
1936 March	68.8	1,846,820	73.7	115.9	123.6	574,326	94.9
April	*	1,994,359	79.6	116.6	124.2	598,363	98.9
May	*	2,118,652	84.6	117.3	124.9	625,871	103.5
June	69.7	2,177,392	86.9	117.5	124.6	630,720	104.2
July	*	2,207,818	88.2	117.9	125.0	629,490	104.0
Aug.	*	2,209,947	88.2	118.6	125.5	644,093	106.5
Sept.	69.6	2,223,483	88.8	119.3	126.4	651,649	107.7
Oct.	*	2,234,184	89.2	119.6	126.9	646,300	106.8
Nov.	*	2,206,696	88.1	119.9	126.7	656,962	108.6
Dec.	72.2	2,035,226	81.2	120.3	127.5	635,499	105.1
1937 Jan.	*	1,880,357	75.1	120.7	128.6	596,965	98.7
Feb.	*	1,913,310 <sup>†</sup>	76.4	—	—	—	—
March	75.5	1,999,822	79.8	—	—	—	—
Persons covered	214,161	*	*	*	*	*	*

<sup>1</sup> The figures in brackets after the word "Index" denote the original base period 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. <sup>2</sup> The figures relate to about the 15th of each month. <sup>3</sup> During the week preceding the 15th of each month. <sup>4</sup> Weekly averages. <sup>5</sup> Workers covered by the statistics, including unemployed. <sup>6</sup> Hours worked (thousands). <sup>7</sup> Average for the month. <sup>8</sup> Including "Natives".

TABLE II. STATISTICS OF UNEMPLOYMENT

Date	GERMANY				AUSTRALIA		AUSTRIA		
	Employment exchange statistics				Trade union returns		Unemployment insurance statistics		Employment exchange statistics
	Applicants for work registered	Unemployed registered		Per cent.	Unemployed		Unemployed in receipt of benefit		Applicants for work registered
		Number	Per cent.		Number	Per cent.	Number	Per cent.	
1927	*	1,353,000*	*		31,032	7.0	172,450	13.6	200,112
1928	*	1,353,000*	*		45,669	10.8	156,185	12.1	182,444
1929	1,919,917 <sup>1</sup>	1,891,956	*		47,359	11.1	164,477	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	5,575,492	30.1		120,454	29.0	309,968	26.1	377,894
1933	5,083,140	4,804,428	25.8		104,035	25.1	328,844	29.0	405,741
1934	3,306,628	2,718,309 <sup>4</sup>	14.5 <sup>4</sup>		86,865	20.5	287,527	26.3	370,210
1935	2,567,523 <sup>2</sup>	2,151,039 <sup>2</sup>	11.6 <sup>2</sup>		71,823	16.5	261,768	23.4	348,675
1936	1,889,626	1,592,655	8.1		53,992	12.2	259,185	22.9	349,663
1936 April	2,117,803	1,762,774	9.2	*	*	*	267,047	23.5	358,087
May	1,808,664	1,491,235	7.7	57,001	12.8	*	242,227	21.3	333,482
June	1,593,386	1,314,731	6.8	*	*	*	230,844	20.4	322,501
July	1,429,656	1,169,860	6.0	*	*	*	221,323	19.6	310,395
Aug.	1,353,734	1,098,498	5.6	52,482	12.0	*	217,991	19.3	304,705
Sept.	1,287,179	1,035,237	5.3	*	*	*	217,211	19.3	303,981
Oct.	1,301,976	1,076,469	5.6	*	*	*	228,624	20.2	317,201
Nov.	1,428,137	1,197,140	6.2	46,863	10.7	*	257,063	22.8	341,008
Dec.	1,698,129	1,478,862	7.8	*	*	*	290,452	26.2	381,921
1937 Jan.	2,052,483	1,853,460	9.7	*	*	*	316,050	28.3	407,475
Feb.	1,816,794	1,610,947	8.4	43,290 <sup>†</sup>	9.9	*	309,178	27.6 <sup>†</sup>	398,355
March	1,474,031	1,245,338 <sup>†</sup>	6.5	*	*	*	277,126 <sup>†</sup>	24.5 <sup>†</sup>	367,897
April	—	960,833 <sup>†</sup>	5.0 <sup>†</sup>	*	*	*	239,280	21.2 <sup>†</sup>	—
Base figure	*	19,263,878 <sup>†</sup>		437,246			1,131,260 <sup>†</sup>		*

<sup>1</sup> Average for 11 months. <sup>2</sup> Since March 1935, including the Saar Territory. <sup>3</sup> Figures calculated by the *Institut für Konjunkturforschung*. <sup>4</sup> Since 31 July 1933, not including persons employed in labour camps.

Date	BELGIUM				CANADA			CHILE
	Unemployment insurance statistics				Trade union returns	Employment exchange statistics	Employment exchange statistics	
	Percentage unemployed <sup>1</sup>		Unemployed (daily average during the month)	Days of unemployment per month <sup>2</sup>				
	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	14,996 <sup>†</sup>	*
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	33,625	16.8	69,719 <sup>†</sup>	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	211,533 <sup>‡</sup>	4,835,337	25,336	15.4	84,050	10,672
1936	13.4	10.0	154,531	3,631,990	23,500 <sup>†</sup>	13.2 <sup>†</sup>	90,133	6,474 <sup>†</sup>
1936 April	13.1	11.2	155,322	3,639,044	26,312	15.1	92,112	7,043
May	12.3	9.7	151,895	3,567,980	26,442	14.8	84,936	5,076
June	11.0	10.9	139,771	3,295,711	24,970	13.9	83,829	7,482
July	11.4	9.1	137,120	3,252,785	22,305	12.5	85,304	6,471
Aug.	11.5	9.8	131,151	3,118,630	19,591	10.8	77,215	5,998
Sept.	11.4	8.5	127,165	3,021,986	19,699	10.9	86,706	5,845
Oct.	10.8	8.0	124,303	2,951,688	20,322	11.0	99,505	5,737 <sup>†</sup>
Nov.	12.1	10.1	141,371	3,360,574	23,287	12.7	104,312	5,516
Dec.	14.4	10.2	159,617	3,793,618	26,546	14.3	93,372	4,786
1937 Jan.	14.5	10.7	163,039	3,881,345	27,379	14.5	99,016	3,774 <sup>†</sup>
Feb.	13.7	9.0	148,941	3,546,437	26,001 <sup>†</sup>	13.7	99,041	3,115
March	—	—	131,435	3,128,345	24,260 <sup>†</sup>	12.9	101,508	3,916
April	—	—	113,382 <sup>†</sup>	2,695,083	—	—	—	—
Base figure	909,816				188,047		*	*

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

TABLE II. 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		Trade union returns			Employment exchange statistics	
							Percentage unemployed <sup>1</sup>				
	Unemployed		Applicants for work registered	Unem- ployed registered	Unemployed		Weighted	Unweighted		Applicants for work registered	
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	*	*	
1930	39,631	13.7	40,551	18,291	*	*	14.5	21	*	*	
1931	53,019	17.9	59,430	24,898	*	*	19.1	26	19	*	
1932	99,508	31.7	126,039	33,244	*	*	23.8	32	21	*	
1933	97,478	28.8	121,115	31,408	*	*	24.3	31	21	*	
1934	81,756	22.1	97,595	20,326	381,278	240,541	20.9	26	24	*	
1935	76,195	19.7	92,406	17,983	434,931	262,059	18.5	23	22	7,422,615	
1936	78,669 <sup>†</sup>	19.3 <sup>†</sup>	93,299	13,553	—	—	13.3	17	22	7,681,297	
1936 April	77,289 <sup>†</sup>	19.5	93,044	16,560	—	—	15.1	18	21	8,996,649	
May	52,403 <sup>†</sup>	12.9	65,748	14,966	—	—	13.7	17	22	8,786,138	
June	46,138 <sup>†</sup>	11.3	57,846	11,890	—	—	12.8	17	23	6,666,599	
July	49,605 <sup>†</sup>	12.1	61,285	8,619	—	—	12.3	17	19	6,604,425	
Aug.	50,693 <sup>†</sup>	12.3	61,432	8,587	—	—	11.7	14	22	6,804,922	
Sept.	53,181 <sup>†</sup>	12.9	64,945	8,306	—	—	11.2	13	21	6,837,054	
Oct.	67,674 <sup>†</sup>	16.3	80,508	9,243	—	—	11.0	12	20	6,887,629	
Nov.	83,552 <sup>†</sup>	20.0	96,492	10,764	—	—	10.7	12	20	6,832,222	
Dec.	127,478 <sup>†</sup>	30.3	141,946	14,933	—	—	11.1	14	21	6,300,707	
1937 Jan.	140,262 <sup>†</sup>	33.0	156,209	16,797	—	—	11.7	15	21	6,273,119 <sup>†</sup>	
Feb.	133,795 <sup>†</sup>	31.4	145,627	16,724	—	—	11.9	14	21	6,115,843	
March	122,687 <sup>†</sup>	28.6 <sup>†</sup>	131,335	14,909	—	—	10.9 <sup>†</sup>	13 <sup>†</sup>	19	—	
April	73,193 <sup>†</sup>	17.1 <sup>†</sup>	86,446	8,776	—	—	9.9 <sup>†</sup>	12 <sup>†</sup>	20	—	
Base figure	428,511 <sup>†</sup>	*	*	*	*	*	964,000			*	

<sup>1</sup> Unemployed occupied on public and civil work excluded.

Date	ESTONIA <sup>1</sup>	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 (16-64 years)			
						Wholly unemployed (including casuals)		Unemployed owing to temporary stoppages	
	Unem- ployed registered	Unem- ployed registered	Unem- ployed	Unemploy- ed in receipt of relief	Applica- tions for work	Number	Per cent.	Number	Per cent.
1927	2,960†	1,848†	*	33,549	47,289	899,093	7.4	279,744†	2.3
1928	2,628†	1,724†	*	4,834	15,275	980,326	8.2	309,903	2.6
1929	3,172†	3,877†	*	828	10,052	994,001	8.2	268,410†	2.2
1930	3,089	8,009†	*	2,514	13,859	1,464,347†	11.8	526,604	4.3†
1931	3,542	11,495†	*	56,112	75,215	2,129,359	16.7	587,494	4.6
1932	7,121	17,351†	63,972	273,412†	308,096	2,254,857†	17.6	573,805	4.5
1933	8,284†	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	2.8†
1935	1,779	7,163	13,362	426,931	465,875	1,714,844	13.1	312,598†	2.4
1936	1,276	4,796	*	432,120	475,224	1,497,587	11.3	251,379	1.9
1936 April	1,274	5,836	13,323	443,245	488,178	1,555,829	11.7	251,667	1.9
May	582	2,795	8,182	422,036	465,089	1,467,097	11.0	229,823	1.8
June	365	1,877	2,409	419,887	459,368	1,401,665	10.5	305,875	2.3
July	352	2,129	1,647	420,776	466,124	1,357,343	10.2	302,271	2.2
Aug.	476	2,431	996	413,351	458,543	1,362,033	10.2	249,906	1.9
Sept.	684	3,086	1,702	408,589	451,439	1,384,090	10.4	236,118	1.7
Oct.	1,285	4,594	3,097	406,595	452,901	1,417,391	10.6	196,370	1.5
Nov.	2,102	5,348	*	407,831	453,821	1,429,736	10.7	191,585	1.5
Dec.	1,988	4,398	*	413,450	447,046	1,424,451	10.7	197,722	1.5
1937 Jan.	2,388	6,805	*	426,072	465,051	1,489,092	11.2	187,874	1.4
Feb.	2,064	5,383	*	410,219	441,207	1,460,026	10.9	164,739	1.3
March	1,801	4,482	*	386,254†	415,179	1,406,530	10.5	169,740	1.3
April	1,191	—	*	368,381	395,996	1,305,280†	9.8	130,788	1.0
Base figure	*	*	*	*	*	13,338,700			

<sup>1</sup> Until December 1934, the figures relate to the 1st of the following month. Since January 1935, applicants for work registered; the figures relate to the end of the month. <sup>2</sup> From July 1932 onwards, including unemployed in receipt of relief from the welfare offices. <sup>3</sup> There were in addition 23,475 persons unemployed in agriculture aged 16-64 and 18,747 unemployed insured juveniles under 16 years.

TABLE II. STATISTICS OF UNEMPLOYMENT (cont.)

Date	GREAT BRITAIN	HUNGARY	NETHERLANDS EAST INDIES	IRISH FREE STATE <sup>4</sup>		ITALY	JAPAN <sup>7</sup>	
	Employment exchange statistics	Employment exchange statistics	Employment exchange statistics	Employment exchange statistics		Social insurance fund statistics <sup>6</sup>	Official estimates	
	Applicants for work registered	Applications for work registered	Applicants for work registered	Applicants for work registered		Wholly unemployed	Unemployed	
				With claims to unem- ployment benefit	Total		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 <sup>1</sup>	*	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 <sup>2</sup>	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	*	356,044	4.6
1936	1,754,975	52,114	19,700	16,318	99,834	*	338,365 <sup>3</sup>	4.3
1936 April	1,831,230	54,421	20,042	14,679	116,621	*	352,501	4.5
May	1,705,042	52,932	19,841	13,555	109,185	*	344,927	4.4
June	1,702,676	47,738	19,705	13,589	70,274	*	337,998	4.3
July	1,652,072	46,713	19,519	14,035	68,959	*	333,634	4.2
Aug.	1,613,940	48,221	20,154	13,973	67,045	*	330,290	4.2
Sept.	1,624,339	50,166	19,839	14,312	68,278	*	327,578	4.1
Oct.	1,611,810	50,655	19,737	16,151	71,743	*	322,948	4.1
Nov.	1,623,602	50,371	19,106	16,456	110,859 <sup>4</sup>	*	322,969	4.1
Dec.	1,628,719	50,863	18,859	20,423	105,078 <sup>5</sup>	*	329,760 <sup>6</sup>	4.2
1937 Jan.	1,689,223	54,407	19,316	20,076	100,177	*	332,830 <sup>7</sup>	4.2
Feb.	1,627,845	56,192	—	20,322	91,680	*	—	—
March	1,601,201 <sup>1</sup>	56,782	—	20,009	93,426	*	—	—
April	1,454,443	—	—	18,165	92,363	*	—	—
Base figure	*	*	*	*	*	*	7,924,615	

<sup>1</sup> The extension of the scheme of unemployment assistance resulted in an addition in March of some 20,000 persons to the register. <sup>2</sup> Since January 1930, including non-fee-charging private employment agencies.

<sup>3</sup> From 17 April 1935 to 21 May 1935 and from 4 March 1936 to 27 October 1936 fluctuations in numbers are due largely to the special employment period for the occupiers of land of which the rateable value exceeds £ 4.

<sup>4</sup> From 17 July 1935 to 1 October 1935 and from 3 June 1936 to 27 October 1936 fluctuations in numbers are due largely to the special employment period for single men without dependents. <sup>5</sup> Extended series. <sup>6</sup> Since July 1933, employment exchange statistics. <sup>7</sup> The figures relate to the 1st of the following month.

Date	LATVIA	MEXICO	NORWAY		NEW ZEALAND			PORTUGAL
	Employ- ment exchange statistics	Official estimates	Trade union fund returns	Employ- ment exchange statistics	Employment exchange statistics			Employ- ment exchange statistics
	Applica- tions for work registered	Number unem- ployed	Unemployed		Unemployed (men)			Un- employed registered
			Number	Per cent.	Regis- tered <sup>1</sup>	In full-time subsidised employment (not registered)	Total	
1927	3,131	*	8,561	25.4	23,889	1,973	*	*
1928	4,700	*	6,502	19.2	21,759	2,563	*	*
1929	5,617	*	5,902	15.4	19,089	2,895	*	*
1930	4,851	75,695 <sup>1</sup>	7,175	16.6	19,353	5,318	*	*
1931	8,709	257,979	*	22.3	27,479	41,431	*	*
1932	14,587	339,378	14,790	30.8	32,705	51,549	*	33,352
1933	8,156	275,774	16,588	33.4	35,591	46,944 <sup>2</sup>	25,719 <sup>3</sup>	25,255
1934	4,972	234,538	15,963	30.7	35,121	39,235	64,521	34,711 <sup>4</sup>
1935	4,825	189,026	14,783	25.3	36,103	38,234	18,477	56,711
1936	3,851	—	13,267	18.8	32,643	36,890	13,260	50,152
1936 April	4,450	198,152	14,214	21.0	37,756	33,277	16,542	49,819
May	1,840	179,637	10,858	15.7	30,923	35,270	15,938	51,208
June	1,074	160,804	9,921	12.8	26,139	39,038	13,996	53,034
July	1,223	173,948	9,013	12.5	22,145	42,939	11,299	54,238
Aug.	1,128	159,340	9,647	13.2	23,477	44,263	6,584	50,847
Sept.	1,283	185,446	10,535	14.2	28,122	41,908	7,511	49,419
Oct.	2,015	160,927 <sup>5</sup>	12,635	16.8	31,332	39,056	7,084	46,140
Nov.	4,025	143,109 <sup>6</sup>	14,330	18.8	35,119	35,467	6,874	42,341
Dec.	5,613	—	16,632	21.7	36,260	32,286	6,786	39,072
1937 Jan.	6,358	—	18,045	23.2	35,435	31,416	6,404	37,820
Feb.	6,178 <sup>7</sup>	—	18,163	23.1	34,440	28,941	6,781	35,722
March	6,044 <sup>8</sup>	—	—	—	32,951	27,907	6,619	34,526
April	3,290 <sup>9</sup>	—	—	—	31,824	—	—	—
Base figure	*	*	78,768	*	*	*	*	*

<sup>1</sup> Figure for the month of May according to the population census. <sup>2</sup> The figures relate to the 15th of the month. <sup>3</sup> For the period 1927-1932, numbers of unemployed males remaining on registers of Government Labour Bureaux. <sup>4</sup> Since 1933, the figures do not always relate to the end of each month. <sup>5</sup> Average for eleven months.

TABLE II. STATISTICS OF UNEMPLOYMENT (cont.)

Date	NETHERLANDS				POLAND		SWEDEN			
	Unemployment insurance statistics <sup>1</sup>			Employment exchange statistics	Employment exchange statistics		Trade union returns		Statistics of local unemployment committees	
	Unemployed		Days of unemployment <sup>2</sup>	Wholly unemployed registered	Applications for work registered		Unemployed		Applicants for relief registered	
	Number	Per cent.	Per cent. <sup>3</sup>		Number	Per cent.	Number	Per cent.		
1927	25,000	9.0	7.5	*	163,953	7.5	31,076	12.0	19,229	
1928	20,300	6.8	5.6	*	125,552	5.0	29,716	10.6	16,662	
1929	24,300	7.1	5.9	*	129,450	4.9	32,621 <sup>4</sup>	10.7 <sup>4</sup>	10,212	
1930	37,800	9.7	7.8	*	226,659	8.8	42,016	12.2	13,723	
1931	82,800	18.1	14.8	138,231 <sup>4</sup>	299,502	12.6	64,815	17.2	46,540	
1932	153,500	29.5	25.3	270,633 <sup>4</sup>	255,582	11.8	90,677	22.8	113,907	
1933	163,000	31.0	26.9	322,951	249,660	11.9	97,316	23.7	164,773	
1934	160,400	32.1	28.0	332,772	342,166	16.3	84,685	18.9	114,802	
1935	173,673	36.3	31.7	384,691	381,935	16.7	81,385	16.1	61,581	
1936	169,388	36.3	32.7	414,512	367,327	15.6	71,884	13.6	35,601	
1936 April	169,619	36.2	32.5	415,743	407,734	17.6	79,071	15.1	46,628	
May	164,957	35.3	31.7	392,884	343,043	14.5	58,787	11.2	34,571	
June	162,198	34.8	31.1	378,796	314,014	13.2	53,979	10.3	25,863	
July	163,125	35.1	31.4	375,674	284,000	12.0	48,496	9.2	21,510	
Aug.	160,252	34.5	30.9	381,427	269,464	11.3	49,174	9.2	20,783	
Sept.	159,689	34.4	31.0	390,091	265,954	11.0	51,965	9.7	20,903	
Oct.	157,793	34.0	31.1	394,444	282,239	11.4	60,803	11.3	24,712	
Nov.	156,575	33.7	31.2	419,480	339,395	13.8	72,306	13.2	28,742	
Dec.	163,361	35.0	32.7	455,209	466,004	19.4 <sup>4</sup>	100,278	18.5	30,814	
1937 Jan.	172,014 <sup>4</sup>	36.3 <sup>4</sup>	34.3	466,242	535,563	21.9	91,542 <sup>4</sup>	16.4 <sup>4</sup>	33,509	
Feb.	151,606 <sup>4</sup>	33.1 <sup>4</sup>	31.9	439,553	547,986	22.4 <sup>4</sup>	80,637 <sup>4</sup>	15.1 <sup>4</sup>	31,280	
March	140,755 <sup>4</sup>	30.7 <sup>4</sup>	29.6 <sup>4</sup>	403,365	521,793	21.3 <sup>4</sup>	83,024 <sup>4</sup>	14.9 <sup>4</sup>	27,750	
April	128,239 <sup>4</sup>	27.9 <sup>4</sup>	26.7 <sup>4</sup>	—	—	—	—	—	—	
Base figure	460,480 <sup>4</sup>			*	2,447,351 <sup>4</sup>		564,439 <sup>4</sup>		427 <sup>4</sup>	

<sup>1</sup> Weekly averages. <sup>2</sup> Days of unemployment, as a percentage of the number of days which could have been worked, had there been no unemployment. <sup>3</sup> From 1929 onwards, including forestry workers and timber floaters. <sup>4</sup> Number of relief funds.

Date	RUMANIA <sup>1</sup>	SWITZERLAND			CZECHOSLOVAKIA			YUGOSLAVIA
	Employment exchange statistics	Unemployment insurance statistics		Employment insurance 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	10,373	2.1	1.1	8,380	16,348	1.4	38,636	5,721
1929	7,288	1.8	1.7	8,131	23,763	2.2	41,630 <sup>r</sup>	8,370
1930	25,335	3.4	7.2	12,881	51,372	4.5	105,442 <sup>r</sup>	8,198
1931	35,737	5.9	12.1	24,208	102,179	8.3	291,332 <sup>r</sup>	9,930
1932	38,890	9.1 <sup>a</sup>	12.2 <sup>a</sup>	54,366	184,555	13.5	554,049	14,761
1933	29,063	10.8	8.5	67,867	247,613	16.9	738,267 <sup>r</sup>	15,997
1934	17,253	9.8	6.1	65,440	245,953	17.4	676,994	15,647
1935	13,852	11.8	5.9	82,468	235,623	15.9	686,269	16,752
1936	13,549	13.2	5.3	93,009	208,539	13.1	622,687	19,436
1936 April	14,878	13.0	5.9	89,370	232,159	14.6	719,166	25,695
May	12,923	11.1	5.7	80,004	208,601	13.2	637,385	16,670
June	9,291	10.4	5.2	75,127	188,900	11.8	565,799	14,002
July	7,628	10.6	5.4	78,948	185,259	11.5	508,081	10,501
Aug.	7,496	10.9	5.1	79,281	180,410	11.2	483,502	12,135
Sept.	8,852	11.3	5.1	82,962	171,456	10.6	479,268	11,593
Oct.	9,549	11.5	4.3	86,866	166,575	10.3	441,679	13,780
Nov.	11,526	12.3	3.6	96,541	176,658	10.8	510,205	14,239
Dec.	16,224	14.4	3.3	104,842	198,492	12.1	619,143	22,069
1937 Jan.	18,778	16.6	3.3	110,754	210,894	12.9	667,486	35,170
Feb.	—	16.0	3.0	105,736	221,464	13.2	677,947	39,510
March	—	—	—	89,346	210,244	12.4	627,258 <sup>r</sup>	35,324
April	—	—	—	—	—	—	502,809 <sup>†</sup>	—
Base figure	*	472,796		*	1,696,000		*	*

<sup>1</sup> The figures relate to the 1st of the following month. <sup>2</sup> Up to 1931, quarterly statistics; afterwards, monthly statistics.

## International Index Numbers of Employment

In the present article the International Labour Office publishes for the first time certain international employment index numbers covering the period 1929-1936. The indexes, which, with few exceptions, are calculated on the basis of *official* statistics, are of three distinct kinds, each providing a different measure of employment :

- A. Index of the number in employment.
- B. Index of the degree of employment.
- C. Index of aggregate hours worked.

They are shown below in both tabular and graphical form. As it is essential that these three measures should not be confused, a brief description is first given of each.<sup>1</sup>

### DESCRIPTION OF THE INDEXES

The first index (series A) relates to the *number of workers in employment* at a certain day, as given by statistics of social insurance and selected series of statistics of establishments ; it indicates the growth and fluctuations of the population in employment. It should especially be noted that this series—owing to population increases, etc.—may increase while unemployment, absolutely and relatively, also increases. The index is based on the statistics of persons in employment in 16 countries, with an aggregate population of nearly 500 million and an industrial population (persons gainfully occupied in mining, manufacturing industries, and handicrafts) of 65 million. As figures are available for the U.S.S.R. at annual intervals only, a special yearly index has been added including this country and bringing the total population of the countries included to over 660 million.<sup>2</sup> The index relates, with few exceptions, to the industrial population only.

The second index (series B) shows the *degree of employment* or *proportion of persons in employment*. It is based on percentages of workers in employment as deduced from the unemployment statistics and supplemented by selected series of statistics of establishments. It is intended to show the state of the labour market ; it reaches, in principle, its maximum when all available workers are employed,

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<sup>1</sup> For a more complete discussion, see above in this *Review*, pp. 608-642 : "Some Problems of International Employment Statistics", by John LINDBERG. For particulars of the countries and statistics covered, see below, pp. 727-729.

<sup>2</sup> The actual number of persons covered by the statistics may be estimated at about 49 million excluding, and 61 million including, the U.S.S.R.

regardless of the absolute number in employment. This index, which moves in the opposite direction to the percentage of unemployment, is of special value in a study of the effects of the business cycle and connected phenomena. It covers 17 countries, with an aggregate population of some 500 million and an industrial population of 69 million, and is subject to the same general reservations as the preceding series.

The third index (series C) relates to *aggregate hours worked* during a period of time and indicates fluctuations in the absolute level of the *volume of employment*. It thus allows for the effects of short time, overtime, changes in normal hours of work, etc. The index is calculated indirectly, the index of the number in employment (series A) being multiplied by a special international index of average hours worked per worker, calculated for this purpose by the Office. The second of these indexes is of more restricted scope than the first; it covers 9 countries, with a population of some 400 million. The final index, however, may be taken to represent conditions in industry in roughly the same area as the index of the number in employment; it is subject to the same reservations as this index, and in addition to such reservations as arise out of the character of the index of average hours worked. It can be calculated on a yearly basis only, and is approximate in character.

None of the three indexes described above gives any information beyond what is contained in the national statistics; their value, and the possibility of improving them, depend on the value and corresponding possibilities of these statistics. They are tentative and (particularly as regards aggregate hours worked) approximate, and are subject to revision as old series are discontinued or revised or new series become available. They relate to *industrial* workers mainly. They are intended to show relative *fluctuations* of employment in time. They cannot safely be used for comparisons covering long periods of time, but it is believed that they give a fairly comprehensive picture of *short-period* fluctuations of the world's industrial employment and that they can be used as standards of reference in studying changes in the various countries.<sup>1</sup> These indexes are less influenced than the original data of which they are composed by chance circumstances, since these tend, on the average, to balance each other. They will be published in future at regular intervals; it is hoped gradually to improve and extend them as more satisfactory and complete data become available for the various countries.<sup>2</sup>

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<sup>1</sup> For the period up to 1936 the index of the *number* in employment (series A) would appear to give a more reliable picture of the movement of the *degree* of employment than series B itself. For a discussion of the causes of this anomaly, see the previous article in this *Review*, pp. 638-640.

<sup>2</sup> In particular it is hoped in the future to publish indexes for separate industries; at present an examination of the available data has shown this to be impossible owing to the restricted scope of most national data and the different classifications used in them.

## METHODS OF CONSTRUCTION OF THE INDEXES

The technical statistical problems of constructing international indexes of employment are practically identical with those of constructing international indexes of unemployment. For a discussion of these problems reference should be made to other publications of the Office.<sup>1</sup>

It has not been deemed possible to carry the indexes further back than the year 1929, which has been used as the base year = 100. This is the year which was chosen in 1934 as the base for the indexes of unemployment, and the reasons which dictated this choice (which in itself is far from ideal) still hold good.<sup>2</sup>

For each country the average of the monthly data for 1929 has, so far as possible, been taken as base = 100. The international index is the geometric average of the component national indexes. This type of average was chosen on the same grounds as in the case of the international index of unemployment. The national series are given weights roughly proportional to the size of the industrial population of each country in 1930 or the nearest year of population census.<sup>3</sup>

For each of the two monthly series (A and B) a further series has been calculated, with the object of eliminating seasonal variations. These smoothed series have been computed by the method of moving averages; the figures for the first and thirteenth months are divided by two and the sum of the 13 terms divided by 12. This method was adopted on the same grounds as those for which it was used in smoothing the international indexes of unemployment.

Technically, the employment indexes are constructed according to the same general principles as the unemployment indexes. This has the important advantage of making the different international indexes as comparable as the nature of the national data permits.

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<sup>1</sup> Cf. especially: "Some Problems in the Construction of Index Numbers of Unemployment", by John LINDBERG, in *International Labour Review*, Vol. XXIX, No. 4, April 1934.

<sup>2</sup> In the meantime both the League of Nations and the International Labour Office have adopted 1929 as base for practically all their series of index numbers, viz. production, foreign trade, cost of living, and wages, and the use of 1929 as base has thus become a practical necessity in this case also.

<sup>3</sup> The weights (approximate industrial population, in millions) are the same as those adopted for the international index of unemployment and are as follows: Germany, 13.1; Australia, 0.9; Austria, 1.1; Belgium, 1.5; Bulgaria, 0.3; Canada, 1.0; Denmark, 0.4; Estonia, 0.1; United States of America, 15.5; Finland, 0.3; France, 7.3; Great Britain, 9.7; Hungary, 0.9; Italy, 5.3; Japan, 5.7; Latvia, 0.2; Luxemburg, 0.1; Norway, 0.3; Netherlands, 1.2; Poland, 1.5; Sweden, 1.0; Switzerland, 0.9; Czechoslovakia, 2.5; Yugoslavia, 0.6. For the U.S.S.R. a figure of 7.6 million has been chosen, representing the average number of persons employed from 1929 to 1934 in large-scale industry, building, transport, and public utilities.



## SERIES SELECTED

It has been sought to make the list of countries as wide as the circumstances would allow. There is reason to recall, however, that the practical importance of including or excluding minor countries is exceedingly small; in the main, the height and movement of the index are determined by a few important industrial countries. A brief account is given below of the countries included and the series used for each of the three indexes.<sup>1</sup>

A. *Number in Employment*

Two main sources are used: social insurance statistics and statistics of establishments. Both practically and theoretically the former series are the more satisfactory. Of the latter series, those which owing to their construction clearly represent the degree of employment have been excluded.<sup>2</sup> A list of the countries represented by series from each source, with notes on the series, is given below.

(1) *Social Insurance Statistics.*

**Germany:** Index calculated by the International Labour Office on the basis of the number insured against sickness.

**Austria:** Index calculated by the International Labour Office on the basis of the number insured against sickness.

**Great Britain and Northern Ireland:** Index based on the estimated number of persons insured against unemployment. Quarterly data for the period 1929-1932 adjusted by the International Labour Office so as to fit the yearly averages published for this period, and monthly data estimated by interpolation.

**Hungary:** Index based on social insurance statistics. Monthly indexes for the period 1929-1932 estimated by the International Labour Office by means of a seasonal index based on monthly data for the period 1933-1934.

**Latvia:** Index based on sickness insurance statistics.

**Czechoslovakia:** Index based on sickness insurance statistics.

**Yugoslavia:** Index based on social insurance statistics.

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<sup>1</sup> For a discussion of the theoretical considerations guiding the Office in its choice reference should be made to the article on "Some Problems of International Employment Statistics" published above, and for a description of the sources, scope, and method of each series to the *I.L.O. Year-Book*, 1934-35, Vol. II: *Labour Statistics*, pp. 169-183, and the *Year-Book of Labour Statistics*, 1935-36, pp. 215-217.

<sup>2</sup> The statistics of establishments of type I and type III (United States), as described in the article cited in the preceding note, belong to the category of numbers in employment. Of the "intermediate type", which includes statistics falling between statistics of degree of employment and numbers in employment, it has been judged possible and desirable to include here certain series. The inclusion or exclusion of these series, however, is mainly a matter of judgment; they have been included here on the ground that the increase in scope so obtained is considered to offset the loss caused by their indeterminate statistical character. It should be added, however, that experiments have shown that the final index would not be materially affected by their exclusion.

(2) *Statistics of Establishments.*

**United States :** Series of the Bureau of Labour statistics.

**Bulgaria.**

**Estonia.**

**Luxemburg** (Yearly averages only for the period 1929-1931).

**Canada.**

**France :** Returns of Labour Inspectors. The base year is 1930 ; it has been assumed that the index in 1930 was the same as in 1929.

**Italy :** Series of the Fascist General Industrial Confederation.

**Japan.**

**Poland.**

B. *Degree of Employment*

Two main sources are used : statistics of unemployment and statistics of establishments. The former are the more important. For countries publishing fairly reliable percentages of unemployment, these have been subtracted from 100 and the resulting percentages indexed with the twelve-month average for 1929 as base = 100. These indexes are subject to the same reservations as unemployment indexes, for a discussion of which the reader is referred to the article on them already cited.<sup>1</sup> In countries where no unemployment percentages are available, series of the second kind have been included in those cases where they give an indirect measure of the degree of employment.<sup>2</sup> The list of countries represented is as follows :

(1) *Unemployment Statistics.*(a) *Insurance Statistics.*

Austria<sup>3</sup> ; Belgium<sup>4</sup> ; Great Britain and Northern Ireland ; Netherlands<sup>4</sup> ; Switzerland<sup>3</sup>.

(b) *Trade Union and Trade Union Fund Returns.*

Australia<sup>3</sup> ; Canada ; Denmark ; Norway ; Sweden ; United States of America ; Czechoslovakia.

<sup>1</sup> See above, p. 726, footnote <sup>1</sup>.

<sup>2</sup> Type II in the article " Some Problems of International Employment Statistics ", published above.

<sup>3</sup> For Australia for the whole period, for Austria for the years 1929 and 1930, and for Switzerland for the period 1929-1932 quarterly figures only are available. In calculating the international index the difference between the quarterly indexes is spread equally over the intervening months.

<sup>4</sup> For the Netherlands and Belgium, the unemployment percentages ordinarily published in the unemployment tables in this *Review* have been discarded in favour of the following : Belgium : " days lost by unemployment as a percentage of the total number of working days " ; the Netherlands : figures " representing the number of days lost by unemployment as a percentage of the number of days which could have been worked if there had been no unemployment ". The Office has subtracted these figures from 100 and converted the resulting figures into index numbers ; cf. the employment table in this *Review*.

*(c) Employment Exchange Statistics and Official Estimates.***Japan**<sup>1</sup>; **Poland**.*(2) Statistics of Establishments.*

**Germany**: Number of workers employed during each month as a percentage of workers who would have been employed had industry worked at full capacity (*Arbeiterplatzkapazität*).

**France**: Returns of labour inspectors.

**Italy**: Series of the Fascist General Industrial Confederation.

*C. Aggregate Hours Worked*

This index is obtained by multiplying the index of the number in employment (series A above) by a special international index of average hours worked per worker. For a description of the nature and character of the available statistics of average hours in the various countries the reader should consult other publications of the Office.<sup>2</sup> The series of average hours per worker, per day, week, or month, have been indexed by the Office with 1929 as base, and averaged according to the same principles as the other international indexes described in this article.<sup>3</sup> The list of countries represented is as follows:

*Statistics of Establishments.*

**Germany**: Average hours per worker per day.

**Estonia**: Yearly averages based on figures for June and December of average hours per worker per day.

**United States**: Series of the National Industrial Conference Board: average hours per worker per week.

**Finland**: Average hours per worker per fortnight.

**France**: Returns of the Labour Inspectors: index of hours per worker per week. The series starts in 1930 and it has been assumed that hours were the same in 1929 as in 1930.

**Hungary**: Average hours per worker per day.

**Italy**: Series of the Fascist General Industrial Confederation: average hours per worker per month.

**Japan**: Series of the Imperial Cabinet: average hours per worker per day.

**Poland**: Average hours per worker per week.

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available*

<sup>1</sup> For Japan figures are available from August 1929 onwards. Figures for the period from January 1929 to July 1929 have been calculated by assuming that the seasonal variations are relatively the same as in the following years.

<sup>2</sup> Cf. *I.L.O. Year-Book*, 1934-35, Vol. II: *Labour Statistics*, pp. 183-185; *Year-Book of Labour Statistics*, 1935-36, pp. 217-218.

<sup>3</sup> For purposes of comparison, the diagram for series C shows also the series A and B (all on a yearly basis).

SERIES A. INTERNATIONAL INDEX OF NUMBER IN EMPLOYMENT,  
1929-1936

(Base : 1929 = 100)

Month	1929 <sup>1</sup>	1930	1931	1932	1933	1934	1935	1936 <sup>2</sup>
(a) Smoothed series								
Jan.	—	97 <sup>1</sup>	87	78	75	83	86	90
Feb.	—	97 <sup>1</sup>	86	77	75	83	86	90
March	—	96 <sup>1</sup>	86	76	76	83	87 <sup>2</sup>	91
April	—	95 <sup>1</sup>	85	76	76	84	87 <sup>2</sup>	91
May	—	94 <sup>1</sup>	84	75	77	84	87 <sup>2</sup>	92
June	—	93 <sup>1</sup>	84	75	77	84	88 <sup>2</sup>	92
July	100	92	83	75	78	85	88 <sup>2</sup>	—
Aug.	100	91	82	74	79	85	88 <sup>2</sup>	—
Sept.	100	90	81	74	80	85	89 <sup>2</sup>	—
Oct.	99	89	81	74	81	85	89 <sup>2</sup>	—
Nov.	99	88	80	74	81	86	89 <sup>2</sup>	—
Dec.	98	88	79	74	82	86	90 <sup>2</sup>	—
(b) Original (monthly) series								
Jan.	95	94	83	75	71	79	82	87
Feb.	95	94	83	75	72	81	84	87
March	97	94	84	75	73	83	86	89
April	101	95	86	75	74	85	88	91
May	102	95	86	75	77	87	89	93
June	102	94	85	75	79	86	89	93
July	103	93	85	74	80	86	89	94
Aug.	103	92	84	74	82	86	90	95
Sept.	103	92	84	76	83	86	90 <sup>2</sup>	96
Oct.	102	91	82	76	83	86	90 <sup>2</sup>	96
Nov.	100	88	80	75	82	85	90 <sup>2</sup>	96
Dec.	96	85	77	73	79	84	88 <sup>2</sup>	94
Average :								
Excluding U.S.S.R.	100	92	83	75	78	85	88	93
Including U.S.S.R.	100	96	90	83	86	93	—	—

<sup>1</sup> Excluding France.<sup>2</sup> Excluding Italy.

SERIES B. INTERNATIONAL INDEX OF DEGREE OF EMPLOYMENT,  
1929-1936

(Base : 1929 = 100)

Month	1929 <sup>1</sup>	1930	1931	1932	1933	1934	1935	1936 <sup>2</sup>
(a) Smoothed series								
Jan.	—	97 <sup>1</sup>	89	82	79	84	87	90
Feb.	—	97 <sup>1</sup>	89	81	79	84	88	91
March	—	96 <sup>1</sup>	88	80	79	85	88 <sup>2</sup>	91
April	—	95 <sup>1</sup>	88	80	80	85	88 <sup>2</sup>	91
May	—	94 <sup>1</sup>	87	79	80	85	88 <sup>2</sup>	92
June	—	94 <sup>1</sup>	86	79	81	86	89 <sup>2</sup>	92
July	100	93	86	79	81	86	89 <sup>2</sup>	
Aug.	100	92	85	79	81	86	89 <sup>2</sup>	
Sept.	100	91	85	79	82	86	89 <sup>2</sup>	
Oct.	99	91	84	79	82	87	89 <sup>2</sup>	
Nov.	99	90	83	79	83	87	90 <sup>2</sup>	
Dec.	98	90	82	79	83	87	90 <sup>2</sup>	
(b) Original (monthly) series								
Jan.	97	96	86	79	76	81	85	88
Feb.	96	95	86	79	76	82	85	88
March	99	95	87	79	78	84	87	89
April	101	95	88	79	79	85	88	91
May	102	95	89	80	80	87	89	92
June	102	94	88	80	81	87	90	93
July	102	94	87	79	82	87	90	94
Aug.	102	93	87	79	83	87	91	94
Sept.	102	93	86	79	83	88	90 <sup>2</sup>	95
Oct.	101	92	85	80	84	88	90 <sup>2</sup>	95
Nov.	99	90	84	79	84	87	90 <sup>2</sup>	94
Dec.	97	88	81	78	82	86	89 <sup>2</sup>	93
Average	100	93	86	79	81	86	89	92

<sup>1</sup> Excluding France.<sup>2</sup> Excluding Italy.

**SERIES C. INTERNATIONAL INDEX OF AGGREGATE HOURS WORKED,  
1929-1935**

*(Base : 1929 = 100)*

Year	Index of aggregate hours worked	International indexes used in computation	
		Number in employment (series A)	Average hours worked per worker
1929	100	100	100
1930	88	92	95
1931	76	83	91
1932	64	75	85
1933	69	78	88
1934	74	85	88
1935	78	88	89
1936	85	93	91

**FIGURE I. INTERNATIONAL INDEXES OF NUMBER OF PERSONS  
IN EMPLOYMENT (SERIES A), 1929-1936**

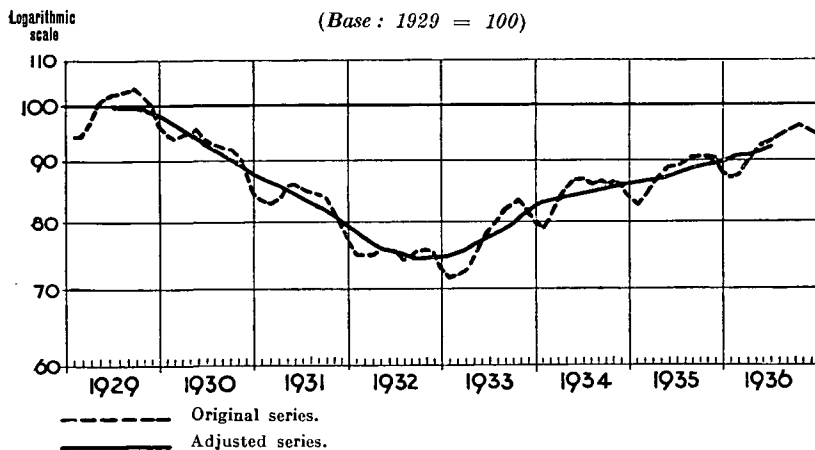


FIGURE II. INTERNATIONAL INDEXES OF DEGREE OF EMPLOYMENT  
(SERIES B), 1929-1936

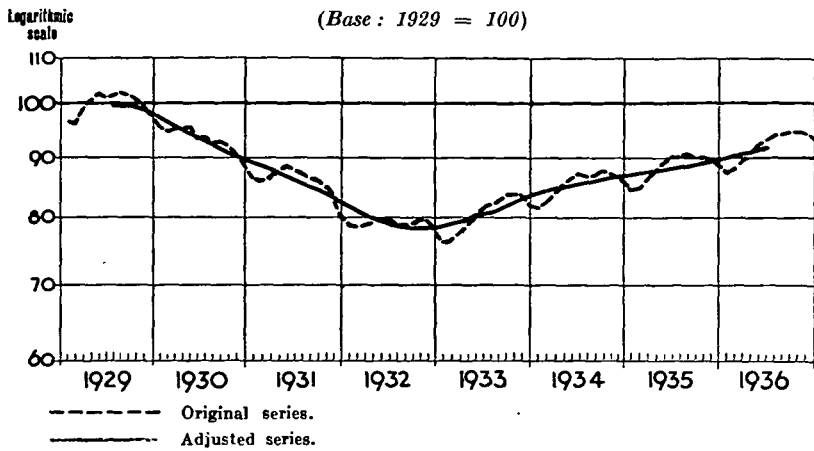
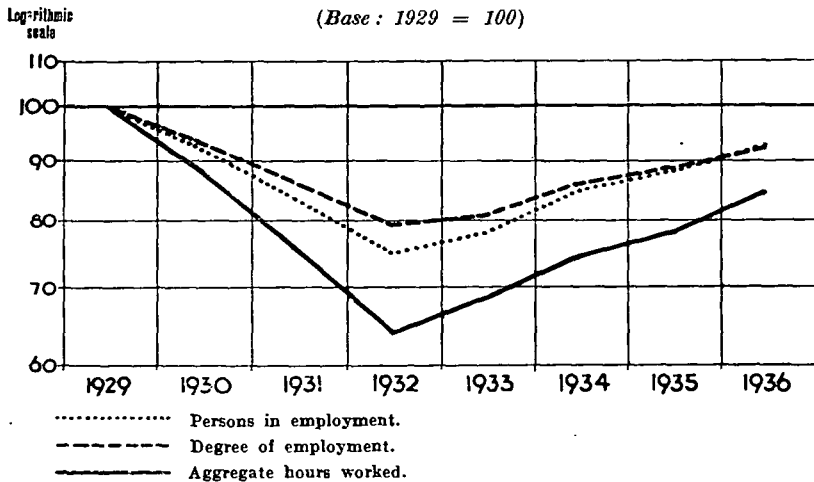


FIGURE III. INTERNATIONAL INDEXES OF AGGREGATE HOURS WORKED  
(SERIES C), NUMBER OF PERSONS IN EMPLOYMENT (A), AND DEGREE OF  
OF EMPLOYMENT (B) : ANNUAL AVERAGES, 1929-1936



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The question of the reduction of hours of work in the textile industry appears on the agenda of the Twenty-third Session of the International Labour Conference as a result of a decision taken by the Conference at its Twentieth Session in June 1936. At that Session the Conference had before it a report prepared by the International Labour Office, in accordance with the directions of the Governing Body, in such a form as to enable the Conference either to follow the double-discussion procedure or, if it so desired, to take a final decision on the adoption of a Draft Convention at once. The Conference considered it expedient to follow the usual procedure of double discussion, decided to place the question on the agenda of the Session of the Conference to be held in 1937, and directed the Office to frame and address to Governments a Questionnaire the replies to which would provide the basis for a report to be submitted to the Conference for the purpose of the second discussion. Pending this decision by the full Conference, however, the Committee set up by the Conference to consider the question of the reduction of hours of work in the textile industry had proceeded with the consideration of the proposals for a Draft Convention included in the Office's Report, and these proposals as revised by the Committee (referred to as the "draft text of 1936"), together with the discussions of the Committee, furnished the basis on which the Office framed the Questionnaire addressed to the Governments.

The replies received from 26 Governments are reproduced in Chapter I of the report. Chapter II gives a general survey of the replies, and also gives, in relation to the several replies, the draft text of 1936. Chapter III gives the conclusions which the Office has drawn from the additional information available since the discussions at the Conference in 1936 and explains the proposals which it submits to the Twenty-third Session of the Conference as a basis for the second stage of the consideration of the question. The text of these proposals will be found at the end of the volume.

— *Report of the Director.* International Labour Conference, Twenty-third Session, Geneva, 1937. Geneva, 1937. 82 pp., diagrams.

A general review of the measure of recovery achieved during the past year leads Mr. Harold Butler to point out that although the economic machine has been set in motion again after a serious breakdown there is yet no certainty that stability or equilibrium has been attained. With the help of charts of production and unemployment he describes the progress in the different countries; he then examines the indices of world trade, and stresses the importance of the Agreement of 26 September 1936 between the British, French and United States Governments as a first step in international co-operation in the economic field. "If the depression has shown one thing more clearly than anything else", he says, "it is that economic and social security depend more on monetary policy than on any other single



factor". How to reconcile stability in exchange rates with the necessary degree of elasticity in the internal manipulation of currency in order to prevent violent fluctuations in business activity and the price level is one of the problems which can only be solved by such co-operation. And here he points to the economic dangers of extravagant armaments programmes. This general review of the situation is followed by a consideration of the lessons to be drawn from the slump as regards unemployment and technological changes, social insurance, wage policy, hours of work and the effects of the adoption of the 40-hour week. Special attention is again given to monetary policy as the field in which lies "the key to economic prosperity and social progress". Ground for hope is found in the fact that, for the first time, we are witnessing an attempt to avert another economic cataclysm and that "instead of passively awaiting the onset of the next hurricane in the old spirit of fatalism, some measure of forethought, contrivance and calculation is now being applied in order to withstand it".

Turning next to the evidences of expanding vitality and usefulness of the International Labour Organisation, Mr. Butler reviews the tasks it has accomplished in the different social spheres during the year under review, the further steps towards universality, the ratifications of Conventions, and the results of the American Labour Conference at Santiago and those of the Maritime Conference. The last part of the report consists in an examination of current problems and tendencies, and touches on State intervention, the drive for self-sufficiency in the majority of countries, the prevention of slumps, and experiments in social reconstruction—in particular the structural transformations in France and in New Zealand—which aim at securing a higher and better standard of life for the whole community through the co-ordination of monetary, economic and social policy. "In so far as the general goal is a higher standard of life enabling the realisation of social justice and the broadening and deepening of culture", Mr. Butler says, "there is a vast field of common enterprise, to which the experiences and experiments of every nation make some contribution of value". . . . But, he adds, "social justice is only attainable if the forces of production are harnessed to the causes of peace, without which the general progress of mankind is impossible . . . Collective security is not merely a political conception, but demands for its realisation an economic order, national and international, of which the cornerstone is social justice."

— *Safety Provisions for Workers in the Building Industry with reference to Scaffolding and Hoisting Machinery*. International Labour Conference, Twenty-third Session, Geneva, 1937. First Item on the Agenda. Report I. Geneva, 1937. 225 pp. 5s.; \$1.25.

The question with which this report deals was placed on the Agenda of the Twentieth Session of the International Labour Conference by a decision of the Governing Body of the International Labour Office at its Sixty-ninth Session in 1935. At the Twentieth Session of the Conference the question was the subject of a first discussion in accordance with the Standing Orders. After consideration of a preliminary report then before it, the Conference decided to place the question on the Agenda of its Twenty-third Session and also decided the points on which the Governments should be consulted for the purpose of preparing for the second discussion and final decision to be taken at that Session. On this basis the Office framed a Questionnaire which was addressed to the Governments of the Members of the Organisation on 24 July 1936. The present report was drawn up on the basis of the replies of 25 Governments to this Questionnaire. The replies received are reproduced in Chapter I. Chapter II gives a comparative analysis of these replies. In Chapter III will be found the conclusions drawn from the comparative analysis contained in the previous chapter together with the texts of the proposals which the Office, on consideration of the replies, submits to the Conference as a basis for the second discussion of the question.

*Internationale Bund der Bau- und Holzarbeiter. Der Internationale Bund der Bau- und Holzarbeiter in den Jahren 1934-1935*. Amsterdam, 1936. 146 pp., tables.

This report of the activities of the International Federation of Building and Wood Workers for the years 1934-1935 is of exceptional interest. It contains chapters on general economic developments in the years under review, and a

useful chapter on housing policy, giving comparative statistical information on building activities in the years 1926 to 1935. Other tables relate to membership, building trade unions in different countries, and the strength and financial resources of building workers' trade unions in the countries considered.

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In this volume Dr. Bustos, Chief of the Social Insurance Department of the Chilian Ministry of Health, Social Insurance and Assistance, has assembled a description of the numerous insurance institutions in operation in Chile, an account of their working during the last ten years, and some proposals for their amendment, with a view to facilitating the establishment of a co-ordinated system. The book is in three parts. The first or introductory part deals with the necessity and purpose of social insurance, which is shown to be concerned with a variety of contingencies having the common result of "inability to work, whether from physical or mental impossibility, social difficulty or inevitable loss of life". This part also contains general mortality statistics for Chile, indicating the relative importance of the different causes of death, and leading up to the demand for a vigorous preventive policy. The second or descriptive part is a detailed review of the working of the 41 funds placed under the supervision of the Social Insurance Department: they comprise all the insurance and provident funds which accumulate capital, as distinct from the private mutual benefit societies which, to the number of several hundred, provide sickness and funeral benefit. By far the most important funds are the Compulsory Insurance Fund, which administers the general scheme of sickness, invalidity and old-age insurance for 800,000 manual workers, and the accident insurance section of the National Savings Bank, which insures 165,000 workers. Of the remaining funds, five are engaged in accident insurance and 34 are essentially superannuation funds for public servants and salaried employees, which are more in the nature of savings banks than insurance institutions, and the membership of which varies from a few hundred to 50,000.

The third or constructive part establishes the general principles of the organisation of a national system of social insurance in accordance with the most modern tendencies, and makes recommendations for the amendment of the legislation administered by the six principal funds, namely, the workmen's compensation law, the law relating to compulsory insurance for manual workers, and the laws relating to the superannuation funds for salaried employees, civil servants, municipal employees, and railway workers. The essential changes proposed are that accident insurance should be made compulsory and entrusted to a single public fund, that the superannuation funds should add sickness insurance to their functions and place their pensions on an insurance basis, and finally that a single medical service should be established for all the funds in common.

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**Department of Labor. Bureau of Labor Statistics.** *National Conference on Labor Legislation, Asheville, N.C., 4-5 October 1935.* From the *Monthly Labor Review*, November 1935. Washington, Govt. Printing Office, 1935. 18 pp.

— **Division of Labor Standards.** *Reports of Committees and Resolutions adopted by Third National Conference on Labor Legislation, 9-11 November 1936.* Washington, Govt. Printing Office, 1936. 39 pp.

— **Women's Bureau.** *Employment Conditions in Department Stores in 1932-33. A Study in Selected Cities of Five States.* By Mary L. SULLIVAN. Bulletin No. 125. Washington, Govt. Printing Office, 1936. v + 24 pp. 10 cents.

This report covers conditions in forty-six stores employing 6,923 women. It contains summaries of working hours and wages in 1933 and comparable wage data of about two years earlier, statements of age and marital status of employees, and the length of time employed in the store where they worked at the time the information was collected.

— — *Gainfully Employed Women in 1936.* News Letter. Washington, 1937. 15 pp. (typescript).

This annual report of the Women's Bureau includes simple tables showing the increase in the employment of women in the United States between 1932 and 1936 (less than the increase in the employment of men), the percentages of placement in private and public employment, the increase in women's earnings (greater than in those of men during the period when the codes fixed minimum rates for all workers, less than those of men since the invalidation of the codes), the relation between the earnings of men and those of women (women's about 56 per cent. of men's), and the gradual increase in hours worked, partly accounting for the increase in wages (with average weekly hours still below 40). The figures quoted are sometimes only samples from individual States, as certain types of records are rarely kept separately for the two sexes. The report also contains a summary of the application of minimum wage standards in the different States, a special note on the work of the International Labour Office and its present study of the economic position of working women and their conditions of employment, and a descriptive list of the studies made by the Women's Bureau during the past year.

— — *Piece-work in the Silk Dress Industry. Earnings, Hours and Production.* By Ethel L. BEST. Bulletin No. 141. Washington, Govt. Printing Office, 1936. 68 pp., tables. 10 cents.

The object of this study was to ascertain the effect of a minimum wage on piece-workers in the silk dress industry in the United States, and the variations in production under uniform hours in different areas. It describes the geographical distribution of the industry and gives particulars of hours, average weekly earnings, and production. It also compares present average weekly hours and earnings and piece rates with those current before limits were set by a national "code" and later by trade union agreements.

**Farm Credit Administration. Co-operative Division.** *Membership Relations of Co-operative Associations. Some Methods and Costs of Membership Contacts.* By J. W. JONES. Bulletin No. 9. Washington, Govt. Printing Office, 1936. iv + 111 pp.

**Federal Emergency Administration of Public Works.** *The First Three Years.* Washington, Govt. Printing Office, 1936. 44 pp., illustr.

A review of the achievements of the Public Works Administration during its

first three years of existence in creating employment in the construction industry and indirect employment in other industries, and the establishing undertakings of durable social value.

**Federal Emergency Relief Administration.** *Statistical Summary of Emergency Relief Activities, January 1933 through December 1935.* Washington. vi + 44 pp. (typescript).

Monthly data concerning the number of persons receiving direct or work relief and the expenditure incurred.

**Washington Committee on Housing.** *Report of the Conference on Better Housing among Negroes, Washington, 18 April 1936.* Compiled by Campbell C. JOHNSON. Washington. 53 pp.

**Works Progress Administration. Division of Research, Statistics and Records.** *Employment on Projects in March 1936. WPA including NY A.* 133 pp. (typescript).

#### NEW JERSEY

**Emergency Relief Administration.** *Negroes on the Road. A Survey of the Negro Transient in New Jersey, January-June 1934.* 28 pp.

#### NEW YORK

**Governor's Commission on Unemployment Relief.** *Public Relief for Transient and Non-Settled Persons in the State of New York. A Study of the Nature and Administration of the Care extended to Destitute Persons not having a Legal Settlement in the Community where they receive Aid.* Albany, 1936. 171 pp.

#### OHIO

**Industrial Commission. Division of Safety and Hygiene.** *Annual Statistical Report. A Statistical Study of all Accident and Occupational Disease Claims filed with the Industrial Commission of Ohio during the Calendar Year 1934 with a Summary of the Years 1926-1934 inclusive.* Columbus, 1935. 27 pp.

#### PENNSYLVANIA

**State Emergency Relief Administration. Division of Research and Statistics.** *Census of Employable Workers in Urban and Rural Non-Farm Areas of Pennsylvania, 1934.* Harrisburg, 1936. vi + 69 pp.

This census is interesting not only on account of the subject matter, but also because of the fact that it gave employment at one time or another to approximately 22,000 unemployed "white-collar" and professional workers.

#### RHODE ISLAND

**Department of Labor. Division of Women and Children.** *Survey of Hours, Wages and Other Conditions of Employment in the Jewellery Industry in the State of Rhode Island.* Providence, 1936 (typescript).

The first study of wages and employment conditions made preparatory to setting minimum wage rates under the newly enacted Minimum Wage Act of the State of Rhode Island.

### NON-OFFICIAL PUBLICATIONS

**American Bar Association. Special Committee on Social Security and Unemployment Insurance Law.** *Report.* 72 pp.

Comprises a majority report and a minority report of the Committee appointed by the American Bar Association to study the constitutionality of the various titles of the Social Security Act. The majority report, signed by seven members of the Committee, concludes "that the general subject of 'social security' as indicated in the Federal Act is not within the delegated powers of the Federal Government; and that there is no such similarity of conditions in the various States that



your committee can at this time make any recommendation which is general enough in its character to be applicable to all States, except that each State should study its own problems and make its own decision as to what, if any, law it shall adopt".

The minority report, signed by the one remaining member, is a vigorous defence of the constitutionality of the entire Act. "By any fair test on legal principles and long established administrative and judicial precedents, the Social Security Act is constitutional as a whole and in every substantial part."

**American Federation of Labor. Executive Council.** *Report to the Fifty-sixth Annual Convention, Tampa, Florida, 16 November 1936.* Washington. 168 pp.

**Arbeidernes fagliga Landsorganisasjon i Norge.** *Den Internasjonale Arbeidsorganisasjon (Arbeidsbyraet i Genève). Hvordan den er oppbygget og hvad den har utrettet.* Oslo, 1936. 82 pp.

A survey of the origin, constitution, methods of work, and achievements of the International Labour Organisation, published by the Norwegian Confederation of Trade Unions.

**Australian Council of Trade Unions.** *Why the 40-Hour Week?* Melbourne. 24 pp. 3d.

**Bellegarde, Dantés.** *Haiti and Her Problems.* Four lectures delivered in the University of Puerto Rico under the auspices of the Ibero American Institute of the University, April 1936. The University of Puerto Rico Bulletin. Series VII, No. 1. 57 pp.

**Bondas, J., and Rens, J.** *Nouveau départ. La grève de juin 1936.* Brussels, Commission syndicale de Belgique. 153 pp.

**Bowen, Howard.** *Unemployment Compensation as Applied to Iowa.* Iowa Studies in Business, No. XVI. Bureau of Business Research, College of Commerce, State University of Iowa, 1936. 54 pp. \$1.

A Study of unemployment insurance in the State of Iowa made prior to the passage of the State Act. Statistical and other data are furnished relative to the cost, coverage, and effects of unemployment compensation in that State in contemplation of a programme to be undertaken in co-operation with the Federal Government under the terms of the Social Security Act.

**Building Industries National Council. Special Committee for Public Relations.** *Report on Long-Term Public Works Policy.* London, 1935. 18 pp. 1s.

**Busschau, W. J.** *The Theory of Gold Supply. With special reference to the problems of the Witwatersrand.* Oxford Studies in Economics. General Editors: D. H. MACGREGOR, G. D. H. COLE, and J. MARSCHAK. London, Humphrey Milford, Oxford University Press, 1936. x + 193 pp., diagrams. 10s. 6d.

Study of the economics of gold mining in South Africa with a discussion of the relation of the State to gold mining. One of the author's conclusions is that in South Africa the incidence of income taxation is such as to cause a transfer of productive resources from gold mining to other activities.

**Butler, H. B.** *Poprawa gospodarcza czy zaostrzenie kryzysu?* Sprawozdanie Dyrektora Międzynarodowego Biura Pracy złożone XX Sesji Międzynarodowej Konferencji Pracy. Warsaw, Ferdynanda Hościńska, 1936. 104 pp.

Polish translation of the Report of the Director of the International Labour Office to the Twentieth Session of the International Labour Conference.

**Chambers, Walter.** *Labour Unions and the Public.* New York, Coward-McCann, 1936. ix + 269 pp.

**Chen, Han-Seng.** *Agrarian Problems in Southernmost China.* Shanghai, Hong Kong, Singapore, Kelly and Walsh, 1936. viii + 144 pp.

**Childs, Marquis W.** *Sweden, the Middle Way.* New Haven, University Press, 1936. xvi + 171 pp., illustr.

A survey of the economic, social, and political life of modern Sweden, which, in spite of certain inaccuracies and misunderstandings, contains much interesting matter. The author analyses the causes of Sweden's material prosperity and social stability, and endeavours to show how that country has found a middle way between the individualist and the collectivist State and has brought democracy into line with modern needs. He emphasises the modification and control of capitalism resulting from the great development of consumers' co-operation (to which he devotes the larger part of his book), from the competition of the State, "so efficient in many fields that private enterprise has been prevented from establishing extortionate monopolies", and also from "an all-powerful trade union movement". The book ends with an interesting chapter on the reasons for Sweden's striking recovery from the depression.

**Comitato italiano per lo studio dei problemi della popolazione.** *La sezione italiana dell' Istituto internazionale di sociologia al Congresso di Bruxelles, 25-29 Agosto 1935.* Rome, 1935. vi + 241 pp.

Among the papers presented by the Italian Section of the International Institute of Sociology at the Congress of Brussels (1935) special mention may be made, from the social standpoint, of the report of Giordina Levi della Vida on Pareto's cyclical theory of social change and Gini's theory of social metabolism, the report of Robert Michels on social metabolism in general and post-war social metabolism in particular, the report of Vincenzo Castrilli on the social origin of students, and that of Corrado Gini on apparent and real exceptions to the law of the lowest natural increase in the highest social classes.

**Commons, John R., and Andrews, John B.** *Principles of Labour Legislation.* Fourth revised edition. New York, Harper, 1936. xviii + 606 pp.

A most welcome revised edition of a standard work which had already rendered useful service during the twenty years since it was first published. It is not, as the title might suggest, a mere theoretical dissertation on the relative merits of the different principles at the basis of social legislation; it also contains a practical survey of the principal labour laws in force in the great majority of countries, particularly the labour laws which have been enacted in the United States in recent years. Probably the most significant testimony of the real value of this work is to be found in the authors' statement that no important stand taken in the first edition has had to be modified.

**Corbaley, Gordon C.** *Group Selling by 100,000 Retailers. The Evolution of Food Distribution in Voluntaries and Co-operatives.* New York, American Institute of Food Distribution, 1936. xi + 196 pp.

**Das, Rajani Kanta.** *The Rise of Labour Legislation in India.* Reprinted from *The Asiatic Review*, October 1936. London. 21 pp.

*Das Verwaltungsverfahren.* Vierte, neubearbeitete Auflage der Verwaltungsverfahrensgesetze. Mit erläuternden Bemerkungen, Materialien und der einschlägigen Rechtsprechung. Herausgegeben von Dr. Egbert MANNLICHER und Dr. Emmerich CORETH. Handausgabe österreichischer Gesetze und Verordnungen, Nr. 228. Vienna, 1936. xx + 479 pp.

**Deutscher Genossenschaftsverband.** *Jahrbuch des Deutschen Genossenschaftsverbandes für 1935.* Berlin. 135 + XLVIII pp. tables.

*Federal Support for Public Education. A Report of an Investigation of Educational Need and Relative Ability of States to support Education as they bear on Federal Aid to Education.* Made under the direction of Paul R. MORR and under the auspices of Columbia University Council for Research in the Social Sciences. New York, Teachers' College, Columbia University, Bureau of Publications, 1936. xvi + 334 pp.

**Fédération nationale des caisses départementales d'assurances sociales.** *Congrès national, 24-26 mai 1936.* Paris. 71 pp.

**Fong, H. D.** *Rural Weaving and the Merchant Employers in a North China District.* Nankai Institute of Economics, Nankai University. Industry Series. Bulletin No. 7. Tientsin, 1935. 80 pp.

— *Toward Economic Control in China.* Documentation for the Yosemite Conference, 1936. Vol. III. Shanghai, China Institute of Pacific Relations, Honolululu, Institute of Pacific Relations, 1936. 91 pp. 75 cents (China) ; 50 cents (U.S.A.).

**Foster, W. Z.** *Industrial Unionism.* New York, Workers' Library Publishers, 1936. 47 pp. 5 cents.

— *Unionising Steel.* New York, Workers' Library Publishers, 1936. 46 pp.

**Gewerkschaftsbund der österreichischen Arbeiter und Angestellten.** *Bericht 1934-35.* Vienna. 32 pp.

**Gottl-Ottilienfeld, Dr. Friedrich von.** *Volk, Staat, Wirtschaft und Recht.* Erster, grundlegender Teil. Berlin, Junker und Dünnhaupt, 1936. v + 197 pp.

**Grill, Fritz.** *Die Statistik der landwirtschaftlichen Verschuldung in Deutschland.* Inaugural-Dissertation zur Erlangung der Doktorwürde der Wirtschafts- und Sozialwissenschaftlichen Fakultät der Johann Wolfgang Goethe-Universität, Frankfurt am Main. Zeulenroda, Bernhard Sporn, 1935. 160 pp.

**Hall, W. Scott.** *The Journeymen Barbers' International Union of America.* The Johns Hopkins University Studies in Historical and Political Science. Series LIV. No. 3. Baltimore, The Johns Hopkins Press, 1936. 121 pp.

**Hardy, Margaret.** *The Influence of Organised Labour on the Foreign Policy of the United States.* Thèse présentée à l'Université de Genève pour l'obtention du grade de docteur es sciences politiques. Liège, H. Vaillant-Carmanne, 1936. 270 pp.

**Harvey, D. C.** *The Colonization of Canada.* Toronto, Clarke, Irwin, 1936. ix + 154 pp.

A collection of fourteen broadcast lectures presenting the story of the discovery of Canada, the establishment of trading posts, eventual colonisation and later immigration. The immigrant population in 1631 was one hundred. It reached more than ten million in 1931. Mr. Harvey states that, from a social and political standpoint, the rapid increase of the last forty years has not been very satisfactory, and that the mere desire for numbers should not induce the Government to jeopardise the future of Canadian unity. He suggests some measures to be taken before any increase of immigration is contemplated.

**Haslam, E. P.** *Social Legislation in New Zealand. A Comparison.* Auckland University College. Economics Reprint No. 1. Reprint from *The Economic Record*, December 1935. Auckland, 1936. 19 pp.

**Hollander, Herbert S.** *Spoils!* Washington, William Ullman, 1936. 127 pp.

**Hopkins, Harry L.** *Spending to Save. The Complete Story of Relief.* New York, W. W. Norton, 1936. x + 197 pp.

As the sub-title indicates, this book is a review by the Federal Emergency Relief Administrator of the relief activities undertaken in the United States during the depression. Mr. Hopkins first describes critically the attitude of the Hoover administration. He then describes the various measures adopted by the Roosevelt administration, both direct relief and work relief in all its phases. He asserts that adequate relief has never been given, but he strongly recommends the work programme as a means of rehabilitating men and women to make them valuable citizens. He also advocates a work programme for the army of workers who cannot

be absorbed for some time to come, although these may be relieved by raising the school age, lowering the retirement age, introducing higher wages and shorter hours, and extending the principles of the Social Security Act. Mr. Hopkins feels there should be no need for destitution and illiteracy among Americans, and believes social betterment can be accomplished within the framework of the present political system.

**Hosei University.** *Keihin Chiho Chingin Chosa Hokoku.* (An Enquiry into Wages in Tokyo and Yokohama Districts). Tokyo, 1936. 214 pp.

Report by students of the Hosei University in Tokyo of an enquiry carried out during the summer of 1935 into the wages and hours of work of a small number of workers employed in ten factories located in the Tokyo and Yokohama district. The report deals with the method of computing wages, various items which are deducted from the total amount of wages earned, the trend of wages in recent years, hours of work, etc. The chief interest of the report lies in the detailed account it gives of the complicated method of wage computation.

**Iden, Paul.** *Der Arbeitsdienst und seine Einflussmöglichkeiten auf die Landwirtschaft.* Inaugural-Dissertation zur Erlangung der Würde eines Doktors der Landwirtschaft an der Abteilung für Landwirtschaft in der Landwirtschaftlich-Tierärztlichen Fakultät der Friedrich-Wilhelms-Universität Berlin. Berlin, Brandenburgische Buchdruckerei und Verlagsanstalt, 1936. 72 pp.

**Institute of Pacific Relations. U.S.S.R. Council.** *Indices of Socialist Construction in the Union of Soviet Socialist Republics.* Advance Sheets of a Chapter from the *Statistical Year-book* of the Central National Economy Accounting Department of the State Planning Commission of the Union of Soviet Socialist Republics. Socialist Construction of the U.S.S.R., 1936. Prepared for the Sixth Conference of the Institute of Pacific Relations held at Yosemite Park, California, 15-29 August 1936. U.S.S.R. Council Papers, No. 1. Moscow, 1936. 11 + 30 pp.

— — — *The Economic Development of the Soviet Far East.* Compiled by B. KIREEV from papers by E. RAIKHMAN and B. VVEDENSKY. Prepared for the Sixth Conference of the Institute of Pacific Relations, held at Yosemite Park, California, 15-29 August 1936. U.S.S.R. Council Papers No. 2. Moscow, 1936. 50 pp.

**International Association for Social Progress. British Section.** *Report on Liberty of Trade Unions and Professional Associations.* London, 1936. 30 pp.

**Irish Trade Union Congress.** *Forty-second Annual Report. Being the Report of the National Executive for 1935-1936, and the Report of the Forty-second Annual Meeting held in Tralee, 5-7 August 1936.* Dublin, 1936. 180 pp.

**Jongepier, H. C.** *De Steigemaker.* Foreword by Dr. A. H. W. HACKE. Algem. Nederlandse Bouwarbeidersbond, De Rooms-Katholieke Bouwvakarbeidersbond, De Nederl. Christelijke Bouwarbeidersbond, 1936. 91 pp., illustr.

**Joyeux, Lucien.** *La protection de l'enfance dans le département de la Seine (loi du 23 décembre 1874, modifiée par le décret-loi du 30 octobre 1935). Thèse pour le doctorat.* Université de Paris, Faculté de droit. Verneuil-sur-Avre. Imprimerie E. Dierville, 1936. 178 pp.

**Jung, Robert.** *Loi du 20 décembre 1911 sur l'assurance des employés en vigueur en Alsace et Lorraine. Texte français mis à jour, conformément aux lois, décrets et arrêtés publiés jusqu'au 1<sup>er</sup> octobre 1935 et annoté.* Strasbourg, Heitz, 1936. 24 pp.

**Kimml, Anton.** *Das Lehrverhältnis und seine gesetzlichen Grundlagen.* Vierte erweiterte Auflage. Vienna, Kammer für Arbeiter und Angestellte, 1936. 103 pp.

**Klatz, Dr. Hans.** *Die Besonderheiten des Vollstreckungsrechtes für die Sozialversicherung.* Schriftenreihe zur Sozialversicherung. Herausgegeben von der

Vereinigung deutscher Krankenversicherungsanstalten in der Tschechoslowakischen Republik. Bd. Nr. 28. Prague, 1936. 75 pp.

**Labour Party.** *The Demand for Colonial Territories and Equality of Economic Opportunity.* London, 1936. 52 pp. 4d.

**Landau, Ludwik.** *Bezrobocie i stopa zyciowa ludnosci dzielnic robotniczych Warszawy. Unemployment and Standard of Life in Working-Class Districts of Warsaw.* Instytut Spraw Społecznych. Sprawy rynku pracy i bezrobocia, Nr. 8. Institute for Social Problems. Labour Market and Unemployment Series, No. 8, Warsaw, 1936. 71 pp.

This study was analysed in *Industrial and Labour Information*, Vol. LIX, No. 9, 31 August 1936, pages 274-276.

**Levenbach, Marius G.** *Maatschappelijke Verhoudingen. De Achtergrond van sociale politiek en maatschappelijk werk.* Haarlem, H. D. Tjeenk Willink, 1936. vi + 388 pp.

— *Rechtvaardig Arbeidsloon in het bijzonder in verband met de Arbitrages krachtens de Landbouwcrisiswetgeving.* Overdruk uit het *Rechtsgeleerd Magazijn*, Jaargang 56, aflevering I. Haarlem, D. Erven F. Bohn, 1937. 60 pp.

After giving an account of the emergency legislation relating to agriculture adopted in the Netherlands in 1933 and 1934, the author analyses some hundred arbitration decisions under this legislation, with the object of determining the principles that guided the arbitrators in the fixing of wages rates. He concludes that there is in this matter no formula or logical deduction leading to a scientifically certain result. However numerous the objective elements considered, the determination of the "just wage" involves a choice between these elements, and, consequently, is a matter for the judge to decide in equity and as his conscience directs.

**Marshall, H., Southard, F. A., and Taylor, K. W.** *Canadian-American Industry. A Study in International Investment. With an Excursus on The Canadian Balance of Payments.* By Frank A. KNOX. Carnegie Endowment for International Peace, Division of Economics and History. New Haven, Yale University Press; Toronto, Ryerson Press. 1936. xiii + 360 pp., maps. \$3.

This volume is the first detailed survey of the movement of industrial capital across the Canadian-American frontier, and the first in a series of studies dealing with various aspects of Canadian-American relations.

**McKenzie, G. Grant.** *Unemployment Assistance Guide. 1936-37 edition.* London, Labour Party. 55 pp. 6d.

**Messner, Karl.** *"Jugend in Arbeit". 3 Jahre im Dienste der erwerbslosen Jugend.* Vienna, Selbstverlage des Freiwilligen Arbeitsdienstes "Jugend in Arbeit", 1936. 145 pp., illustr.

Account of the achievements during the first three years of its existence of the *Jugend in Arbeit* association, which organises the labour service for young people in Vienna. The author analyses in turn the public works carried out, the employment of young unemployed workers in handicraft workrooms, the work provided for young unemployed professional workers, the labour service for young girls, and the intellectual and physical training of the young unemployed.

**Mezhlauk, V. I.** *The Fourth Year of the Second Five-Year Plan.* Report delivered 11 January 1936. Second Session of the Central Executive Committee of the U.S.S.R. Moscow, Co-operative Publishing Society of Foreign Workers in the U.S.S.R., 1936. 67 pp.

**Mikoyan, A. I.** *The Soviet Food Industry.* Report delivered 16 January 1936. Second Session of the Central Executive Committee of the U.S.S.R. Moscow, Co-operative Publishing Society of Foreign Workers in the U.S.S.R., 1936. 77 pp.

**Mills, Frederick C.** *Prices in Recession and Recovery. A Survey of Recent Changes.* New York, National Bureau of Economic Research, in co-operation with the Committee on Recent Economic Changes, 1936. xv + 581 pp., diagrams.

Professor Mills's work on price movements is sufficiently well known to all economists and statisticians to need no recommendation. The present volume describes the behaviour of various price groups in the United States over the period 1929-1936. It also contains a chapter on the world price structure in recession and recovery. As with Professor Mills' other contributions in this field, the book is written primarily for the specialist; but the comments throughout are enlightened by a practical wisdom of value to everyone interested in adjusting the economic mechanism to social ends.

**Mitchell, Nicholas Pendleton.** *State Interests in American Treaties. A Study in the Making and Substantive Content of Certain International Agreements.* Richmond, Virginia, Garrett and Massie, 1936. x + 220 pp.

**Moore, F. C.** *Safety Principles in Mines. A Book for Young Mining Students.* Oxford, Basil Blackwell, 1936. x + 86 pp., illustr. 1s. 6d.

**Mortara, Giorgio.** *Prospettive economiche.* Quindicesima edizione. I grandi mercati. Milan, Università Bocconi, 1936. xv + 492 pp. 50 lire.

**National Federation of Business and Professional Women's Clubs and Alabama Federation of Business and Professional Women's Clubs in collaboration with Alabama College.** *A Study of the Employability of Women in Alabama, 1929-1935.* Vol. XXIX, No. 1, July 1936. Special Bulletin. Montevallo, Alabama, 1936. 88 pp.

Contribution to a composite survey which is being made, with the co-operation of various agencies, by the National Federation of Business and Professional Women's Clubs, through personal interviews based on and supplementing a standard questionnaire. In its present stage it is dealing with the "employability" of women as determined by the equipment which they bring to business and professional work, the opportunities accorded or denied them on grounds of sex or of personal qualifications, and the terms on which their services are accepted. It covers education and training, age and marital status as factors in employment, health, personal traits and working relations, occupations of the group interrogated, part-time or temporary employment, and tenure of office. Emphasis is laid on conditions of success and the degree of success attainable. General conditions of women's employment in the different business and professional fields, the relative demand for and acceptability of women in different occupations, and the relative requirements and opportunities for women and men are outside the scope of the survey. The particular study under review summarises, in text and tables, the personal experience of 460 women and gives a full description of the methods of the extensive composite survey and of its general character.

**National Safety First Association.** *Works Safety Committees.* Accident Prevention Pamphlets, No. 8. London. 8 pp. 6d.

**Norges Rederforbund.** *Beretning angaaende forbundets virksomhet i perioden 1ste juli 1935-31te august 1936 med fortegnelse over styre, kretsinndeling, innmeldte medlemmer og tonnasje.* Oslo. 116 pp.

**Nowakowski, Dr. Brunon.** *Organizacja pierwszej pomocy w zakładach pracy. The Organisation of First Aid and Workshops.* Instytut spraw społecznych. Sprawy bezpieczeństwa i higieny pracy, Nr. 24. Institute for Social Problems. Industrial Accidents and Hygiene Series, No. 24. Warsaw, 1936. 131 pp.

**Old-Age Revolving Pensions.** *The Townsend Plan. National Recovery Programme.* Ready Reference. Second edition, illustrated. Chicago. 95 pp. 25 cents.

**Oesterreichisches Genossenschaftsverband.** *Mitteilungen über den 59. Genossenschaftstag abgehalten zu Wien, 5-6 September 1936.* Herausgegeben vom Verbands- warte Karl REHLING. Vienna, 1936. 88 pp.

**Pares, Bernard.** *Moscow Admits a Critic.* London, Edinburgh, Paris, Melbourne, Toronto, New York, Thomas Nelson, 1936. 94 pp.

**Paterson, D. G., and Darley, J. G.** (With the Assistance of R. M. ELLIOTT.) *Men, Women and Jobs. A Study in Human Engineering. A Review of the Studies of the Committee on Individual Diagnosis and Training.* Employment Stabilization Research Institute, University of Minnesota. Minneapolis, University of Minnesota Press, 1936. v + 145 pp., illustr., diagrams. \$2.

Describes the results obtained chiefly through case studies and psychological tests of men and women, both employed and unemployed. The purpose of these studies, as stated in the foreword, was (1) to test various methods of diagnosing the vocational aptitudes of unemployed workers; (2) to provide a cross-section of the basic re-education problems of the unemployed; and (3) to demonstrate methods of re-education and industrial rehabilitation of workers dislodged by industrial changes.

**Patterson, H. S.** *Dust.* Second and extended edition. Transvaal Chamber of Mines, 1936. 22 pp., illustr.

**Pillai, Dr. P. P.** *The I.L.O. and Social Reconstruction.* Reprinted from *Contemporary India*. Lahore. Pp. 121-134.

**Princeton University, Department of Economics and Social Institutions, Industrial Relations Section.** *Social Security. Selected List of References on Unemployment, Old-Age and Health Insurance.* Prepared by Helen BAKER. Princeton, 1936. 31 pp.

During the last few years, and especially since the passage of the Social Security Act, there has come into existence an important American literature on social insurance. The output is rapid and increasing, and the utility of this select bibliography should be widely appreciated by legislators, administrators, students and others interested in the three branches of insurance with which it deals.

**Public Affairs Committee.** *The South's Place in the Nation.* Washington, 1936. 32 pp., diagrams. 10 cents.

**Raiffeisenzentrale des Grossherzogtums Luxemburg.** *10 Jahre Spar- und Darlehnskassen (System Raiffeisen) in Luxemburg.* Luxemburg. 224 pp.

**Reale Accademia dei Georgofili.** *La mezzadria negli scritti dei Georgofili, 1833-1872.* Biblioteca di coltura per i rurali. Vol. 1. Florence, G. Barbèra, 1934. viii + 306 pp. 20 lire.

**Reichsknappschaftsverein.** *Geschäftsbericht der Reichsknappschaft in Berlin für das Jahr 1935.* Berlin. 111 pp., tables, diagrams.

**Roberts, S. H., and others.** *Australia and the Far East. Diplomatic and Trade Relations.* Edited by I. CLUNIES ROSS. Foreword by Sir Thomas BAVIN, K.C.M.G., K.C. Sydney, Angus and Robertson, in conjunction with the Australian Institute of International Affairs, 1936. ix + 310 pp.

**Ruppe, Fritz.** *Das Problem der Landflucht im heutigen Frankreich und seine Aktualität im Werke René Bazins.* Inaugural-Dissertation zur Erlangung der Doktorwürde der Philosophischen Fakultät der Friedrich-Schiller-Universität Jena. Jena, 1936. x + 117 pp.

**Sato, Naotake.** *Le problème de la population et l'industrialisation du Japon.* Reprinted from *Politique étrangère*. Paris, 1936. 18 pp.

An address delivered by the Japanese Ambassador to France before the members of the "Centre d'études de politique étrangère" in which he reviews the territorial and population problems of Japan, her industrial development and

expansion. He discusses the dangers of restricted immigration, trade barriers, and monopolistic practices of countries supplying raw materials. He believes better understanding between nations and negotiations with a view to freer trade will go far towards promoting world peace.

**Schweizerischer Handels- und Industrie-Verein.** *Bericht über Handel und Industrie der Schweiz im Jahr 1935.* Zurich. vii + 275 pp.

**See-Berufsgenossenschaft.** *Schiffssicherheit!* Sonderabdruck der Unfallverhütung aus dem Verwaltungsbericht der See-Berufsgenossenschaft, 1935. Berlin, 1936. 35 pp., illustr.

*Sixty Letters.* *Foreign Workers write of their Life and Work in the U.S.S.R.* Moscow, Co-operative Publishing Society of Foreign Workers in the U.S.S.R. xix + 183 pp.

**Social Science Research Council. Committee on Social Security.** *The Labour Supply of the United States. Occupational Statistics of the 1930 Census tabulated by Class of Work and Industry, as well as by Sex, Race and Age Groups.* Prepared by W. S. WOYTINSKY. Washington, 1936. 129 pp. (typescript). \$1.50.

This extensive report presents a rearrangement of the 1930 census figures showing the number and distribution of employers and workers in the United States, classified to meet the needs of old-age benefit and unemployment compensation administration under the Federal Social Security Act, and to ensure comparability of occupational statistics with those supplied by other censuses. The author does not suggest any definite conclusions but offers his report to facilitate investigation of the many problems relating to social security and the supply of labour.

**Subramanian, N. S.** *Survey of a South Indian Village.* Foreword by Dr. Z. A. AHMAD, B.Sc., Ph.D., Econ. (London). Congress Political and Economic Studies, No. 11. Allahabad, K. M. Ashraf, 1936. 13 pp.

**Taylor, George W., and Goodman, Lillian P.** *Recent Changes in Hourly Earnings of Employees in the Hosiery Industry, by Occupational and Geographical Classifications for the Full-Fashioned and Seamless Branches, for One Selected Week in each of the Years 1929, 1933, 1934 and 1935.* Industrial Research Department. Wharton School of Finance and Commerce. University of Pennsylvania, in co-operation with the National Association of Hosiery Manufacturers. Philadelphia, 1936. 39 pp. (typescript). \$1.

**Trades and Labour Congress of Canada.** *Report of the Proceedings of the Fifty-second Annual Convention held at Montreal, 8-12 September 1936.* Ottawa. 216 pp.

**Tweedy, Rosamond.** "Consider Her Palaces". *A Study of the Housing Problem of Lower Paid Single Women Workers in London. Being a Report of an Enquiry undertaken for the Over Thirty Association.* London, 1936. 39 pp. 6d.

An appeal to housing authorities and voluntary housing associations to consider the need of single-room flats for low-paid women workers living alone. The plea is supported by evidence volunteered by 239 women working in London for wages of less than £2 a week. One-half of the group were clerical workers. Calculations are submitted suggesting that large and probably increasing numbers of single, widowed, or otherwise isolated workers, both men and women, in London and in other cities, find it necessary or desirable to live alone. The evidence adduced indicates that, in the absence of deliberate provision of habitable one-room flats such persons are commonly forced to accept deplorable arrangements for house-keeping in single rooms of decadent one-family houses.

**Union des villes suisses.** *Compte rendu des délibérations de l'Assemblée des délégués de l'Union des villes suisses réunis à Lugano les 26 et 27 septembre 1936.* Brugg, 1936. 94 pp.



**Verband ostschweizerische Landwirtschaftlicher Genossenschaften.** *Festschrift zum fünfzigjährigen Bestehen, 1886-1936.* Verfasst von Dr. Ernst JUDTSCHI. Winterthur, G. Binkert. VIII + 385 pp.

**Verbond van Nederlandsche Werkgevers.** *Tiende Verslag July 1935-July 1936.* The Hague, 1936. 124 pp.

**Wickwar, W. H.** (with the collaboration of K. M. WICKWAR). *The Social Services. A Historical Survey.* London, Cobden-Sanderson, 1936. 268 pp.

History of the ideas and purposes which have found expression in the present social services of Great Britain; facts and figures are not so much cited for their own sake as selected from a great wealth of knowledge to illustrate or mark a movement. Separate chapters deal with poor relief, education, public health, natural contingencies, and economic contingencies. In a book of this size and scope, the treatment of each of these subjects cannot be very thorough, and is necessarily more suggestive than comprehensive. Two final chapters deal with general problems such as the relative importance of central and local administration, and the rôles of the layman and the expert.

**Willcox, O. W.** *Can Industry Govern Itself? An Account of Ten Directed Economies.* Social Action Books. Edited by Alvin JOHNSON. New York, W. W. Norton, 1936. 285 pp.

The author, emphasising the fundamental changes involved, for most industries in the transition from a market which has reached saturation to one which has passed into a condition of supersaturation, and basing his argument on the experiments in the control of production and prices in the sugar industry in some ten countries, advocates as a general solution of the disturbances brought about by supersaturation what he calls "proration", i.e. an agreement between Government and industry, by which the latter, vertically integrated, fixes the quota of production of its members, and binds itself to ensure continuity of production and adequacy of supplies at prices enabling capital to be maintained and labour to be remunerated. The Government, on the other hand, would compel producers remaining outside the agreement to conform to it and would influence the fixing of prices. Its rôle, however, should not go beyond a minimum amount of assistance, and the widest measure of autonomous control should be left to the industry concerned. Minimum wages, for the number of workers necessary for efficient production, could be fixed by free negotiation between employers and workers, or by statutory enactment.

**Wolman, Leo.** *Ebb and Flow in Trade Unionism.* New York, National Bureau of Economic Research, 1936. XVIII + 251 pp.

**Yanouloff, Ilia.** *Kompetentsia na mejdunarodnata organizatsia na truda. La compétence de l'Organisation internationale du Travail.* Part I. Annuaire de l'Université de Sofia. Faculté de droit. Tome XXXI. Sofia, 1936. 118 pp.

After recalling the first steps leading to the constitution of the International Labour Organisation, the author analyses the fundamental causes at the root of international legislation, describing its determining factors and its aims. He then describes with insight the executive competence of the Organisation and the legal character of the International Labour Conference and of its decisions, and the relations in law and in fact between the Organisation and the League of Nations. He considers that the International Labour Organisation, in leading the masses towards a higher civilisation, renders a social revolution inoperative thanks to the evolutionary methods of a bold universal social policy, and at the same time, strengthens the only solid and common basis that exists between the nations, that of peace.

**Zenkoku Sangyo. Dantai Rengo Kai.** (National Confederation of Industrial Associations.) *Dai Nijutkai Kokusai Rodo Sokai nikansuru Hokoku.* (Report of the Proceedings of the Twentieth Session of the International Labour Conference.) Tokyo, 1936. 67 pp.

**Zentralgewerkschaftskommission des Deutschen Gewerkschaftsbundes in der Tschechoslowakischen Republik.** *Bericht an den V. ordentlichen Gewerkschaftskongress in Reichenberg vom 23. bis 26. Mai 1936.* Reichenberg. 470 pp.

**Ziegler, Heinz O.** *Die berufliche und soziale Gliederung der Bevölkerung in der Tschechoslowakei.* Rechts- und Staatswissenschaftliche Abhandlungen. Herausgegeben im Auftrage der Rechts- und Staatswissenschaftlichen Fakultät der Deutschen Universität in Prag von den Professoren Oskar ENGLÄNDER, Edgar M. FOLTIN und Wilhelm WEIZSÄCKER. 10. Heft. Brunn, Prague, Leipzig, Vienna, Rudolf M. Rohrer, 1936. 239 pp., tables.

**Zoretti, Ludovic.** *Elite, sélection, culture.* Paris, Editions Liberté, 1935. 238 pp. 12 frs.