



REPORTS AND ENQUIRIES

The Termination of Contracts of Employment of Salaried Employees and Technical Staff (Notice of Termination of Contracts and Compensation for Dismissal) : III¹

Greece

NATURE OF THE REGULATIONS

The rules concerning notice of dismissal are contained in the following :

Act (No. 2112) of 11 March 1920 respecting obligatory notice of the termination of the contract of employment of salaried employees ;

Act (No. 4558) of 19 April 1930 to amend and supplement the above-mentioned Act respecting obligatory notice of the termination of the contract of employment and salaried employees.

The legal provisions are imperative, but it is open to the parties to agree on more favourable conditions as to notice of termination.

NOTICE OF DISMISSAL

Rules as to the Giving of Notice

The legal provisions concerning notice of dismissal apply only to contracts concluded for an indefinite period. Nevertheless, they apply also to contracts of employment concluded for a specified period if the fixing of the period is not justified by the nature of the contract but is adopted with a view to evading the provisions of the Act concerning the period of notice.

A salaried employee who has been engaged for an indefinite period may not be dismissed without previous notice.

A contract of employment for an indefinite time is taken to mean any contract under which a company or a private person engages

¹ For the first and second parts of this article, cf. *International Labour Review*, Vol. XXXV, No. 4, April 1937, pp. 528-554, and No. 5, May 1937, pp. 679-706.

for an indefinite period, and for the service of an undertaking, the occupational activity of a salaried employee. A "salaried employee" for the purposes of the Act is any person who works as a paid employee in an office or undertaking of any kind and who performs tasks which are exclusively or mainly of a non-manual kind.

The legal provisions concerning compulsory notice to terminate the contract of employment of salaried employees do not apply to employees in public administrations nor to those in undertakings for whom special provision has been made by law or by an order approved by the Government.

Every contract which is not in conformity with the statutory provisions concerning obligatory notice of termination is invalid unless it is more favourable to the employee than is the Act.

Form, Period, and Beginning of Notice

(a) Duties of the employer.

"A salaried employee engaged for an indefinite period whose engagement has lasted for more than two months shall not be dismissed without previous notice of the termination of the contract of employment, which shall be given in accordance with the following provisions :

- (a) for salaried employees who have not completed more than one year's service, 30 days before dismissal ;
- (b) for salaried employees who have completed more than one year's service but not more than four years' service, 60 days before dismissal ;
- (c) for salaried employees who have completed four years' service, 3 months before dismissal ;
- (d) for salaried employees who have completed six years' service, 4 months before dismissal ;
- (e) for salaried employees who have completed eight years' service, 5 months before dismissal ;
- (f) for salaried employees who have completed ten years' service, 6 months before dismissal ;
- (g) for each year of service in excess of ten years, the above-mentioned period shall be increased by 30 days up to a maximum of two years."

The period of notice is reckoned from the first or fifteenth of any month.

(b) Duties of the employee.

An employee who wishes to terminate his contract of employment must likewise give his employer notice of termination. The period of notice amounts to one-half of that prescribed for the employer, but may in no case exceed three months. Compensation for failure to fulfil the duty of giving notice may not exceed the amount of the payments specified for a quarter of a year.

Exceptions to the Rule concerning Notice of Dismissal

The employer may terminate the contract without notice if a complaint is preferred against the employee respecting a punishable act committed in the course of his duties or a contravention of the law which partakes of the nature of a misdemeanour.

If the employee is acquitted of the above-mentioned charge by a decree or a judicial decision, he is entitled to compensation.

COMPENSATION FOR DISMISSAL

*(a) Duties of the employer.**Conditions Governing the Right to a Compensation for Dismissal*

An employer who fails to comply with the legal provisions concerning notice to terminate the contract of employment must pay the dismissed employee, by way of compensation, a sum equivalent to the total amount of the payments which the latter would have received during the period of notice, except in cases where higher compensation is due in accordance with an agreement or a local custom.

The giving of notice does not relieve the employer of the obligation to pay the salaried employee one-fourth of the compensation which he would be bound to pay in conformity with the above provision, unless higher compensation is due under agreement or in accordance with local custom.

Nature and Composition of the Compensation

Compensation for dismissal is payable only if the legal provisions concerning notice have not been complied with or have been complied with only partially. The amount of compensation is then fixed with reference to remuneration and length of service.

Calculation of the Compensation; Conditions of Payment

The amount of the compensation is equal to the remuneration which the employee would have received during the legal period of notice, except in cases where higher compensation is due under an agreement or in accordance with local custom. For the purpose of fixing the amount of compensation, the remuneration due to an employee includes his wages and any other allowance in kind, such as board. Shares in profits or receipts and other participation in the undertaking are not included in the ordinary payments in so far as they are given independently of the legal wages, except where there is an agreement or a local custom to the contrary.

Protection of the Right to a Compensation

Changes of any kind in the person of the employer do not affect the application to the salaried employee of the legal provisions concerning compensation for failure to observe the legal provisions in

regard to notice. In the event of the bankruptcy of the undertaking, the salaried employee is entitled only to one-half of the legal compensation. In such cases all the provisions of the Commercial Code which guarantee the protection of the employee's claims apply.

A salaried employee dismissed on account of an interruption of work due to fire or some other case of *force majeure* against which the employer is insured is entitled to two-thirds of the legal compensation. The transference of a salaried employee to an office situated abroad is deemed to be notice to terminate the contract unless the employee accepts the transference.

(b) Duties of the employee.

An employee who fails to comply with the provisions concerning notice to terminate the contract of employment must pay his employer compensation, the amount of which may not, however, exceed three months' salary.

SETTLEMENT OF DISPUTES

All disputes arising in connection with the application of the Act respecting obligatory notice of the termination of the contract of employment of salaried employees are referred to the special judicial authorities set up by the Act of 31 December 1911 to deal with disputes between employees and employers concerning remuneration.

Italy

NATURE OF THE REGULATIONS

The main provisions governing the period of notice and compensation for dismissal are contained in:

(a) Legislative Decree No. 1825 of 13 November 1924, relating to contracts of private employment;

(b) The Labour Charter approved by the Fascist Grand Council on 21 April 1927 and published in the Italian Official Gazette of 30 April 1927, No. 100, which lays down that in undertakings working throughout the year, if a worker is dismissed through no fault of his own, he is entitled to compensation proportionate to the number of years for which he has served. Such compensation is also payable in the event of the death of the worker;

(c) Royal Decree No. 1251 of 6 May 1928 issuing rules for the filing and publication of collective agreements, which in section 8 lays down that a collective agreement may not be published unless it contains definite provisions respecting disciplinary regulations, the probationary period, the rate of remuneration and method of payment, hours of work, weekly rest, and, in the case of undertakings with continuous processes, annual holidays with pay, the termination of the employment by the dismissal of the employee without any fault on his part or by his death, the transfer of the undertaking to another owner, etc.

(d) Royal Decree No. 740 of 22 March 1928, which authorises the employer to deduct any sum due on dismissal to the employee in respect of welfare measures taken by the employer on his behalf from the compensation payable under section 10 of Royal Decree No. 1825 of 13 November 1924 to an employee dismissed by an employer.

(e) Act No. 401 of 22 January 1934, which limits the annual remuneration to be taken into account in assessing compensation for dismissal to 60,000 lire, except in the case of certain special agreements more favourable to the employee.

The legislative provisions expressly state that the conditions governing notice may be improved either by custom or by individual or collective labour agreements. In practice the very great majority of the collective agreements and in many provinces local customs improve on the statutory conditions governing notice and compensation for dismissal.

PERIOD OF NOTICE

Regulations Governing Period of Notice

Definition of Contracts of Private Employment.

A contract of private employment is deemed to mean any contract (other than an engagement solely for manual work) whereby a society or a private person, being the head of any undertaking, engages for the said undertaking, usually for an indefinite period, the professional services of the other party to the contract, as a member of the staff as regards both the scope and the grade of his duties.

Contracts for a Definite Period.

The legislative provisions governing notice do not apply to contracts for a definite period.

Nevertheless if a contract of private employment is concluded for a definite period, the provisions laid down by law with regard to notice apply as though the contract were for an indefinite period if it appears that the specification of the period of engagement has been inserted only with a view to evading legal obligations.

In default of a written contract an engagement for a definite period is deemed to be made for an indefinite period.

Scope of the Legislation.

The legislation governing contracts of private employment which regulate conditions of notice and compensation for dismissal apply also to salaried employees of incorporated associations, administrative institutions and other public bodies, except where such employment is otherwise regulated by law. These provisions do not however apply to employees of the State, provinces and communes.

Necessity of bringing the Regulations to the Notice of the Staff.

In every undertaking which usually employs more than twenty salaried employees the employer is required to display in a conspicuous

place on the premises of the undertaking the rules defining the obligations laid down in connection with contracts of private employment and the period of notice.

Compulsory Notice, Duration and Beginning of the Period of Notice
Compulsory Notice.

A contract of employment in which the period of engagement is not specified may not be terminated by either of the parties without previous notice and the payment of compensation as established by the law.

The legal provisions governing notice will also apply in case of the closing, liquidation or reduction of an undertaking, provided that such event is not brought about exclusively by *force majeure*.

Length of Notice.

Termination of a contract of private employment by the employer. — Italian legislation establishes the principle that the length of the legal notice must vary with the actual length of service and the importance of the duties performed by the employee or technical worker.

The period of notice in case of dismissal by an employer will be fixed, provided that more liberal terms have not been established by local custom or by agreement, as follows :

Employees who have not completed five years' service at the end of their period of probation :

Two months' notice for managers, agents, representatives with a fixed salary or not acting exclusively on their own responsibility, commercial travellers abroad, technical and managing directors, and employees with equivalent rank and duties ;

One month's notice for ordinary commercial travellers, managers and heads of special branches and other employees of similar rank ;

A fortnight's notice for employees in offices and shops, technical assistants and other lower grade staff.

Employees who have completed five or more years' service but who have not completed ten years :

Three months' notice for the first class ;

Forty-five days' notice for the second class ;

Thirty days' notice for the third class.

Employees who have completed ten years' service :

Four months for the first class ;

Two months for the second class ;

Forty-five days for the third class.

These provisions must be observed notwithstanding any agreement to the contrary, except in cases where special agreements or customs are more favourable to the employee or where exceptions are specially authorised.

Termination of contract of private employment by the employee. — If the employee gives notice he must observe the same periods of notice as those laid down for the employer, in default of which he

must pay equivalent compensation. If an employee fails to fulfil his obligations in respect of notice, the employer is entitled to make a deduction from the sum due to the employee, not exceeding the amount of the compensation for which he is liable.

If an employee has been engaged owing to special technical qualifications, a special agreement may be made stipulating for a longer period of notice or a larger sum in compensation than that fixed in the event of the employee's terminating the contract.

As examples of collective agreements providing more liberal terms, the following may be quoted :

The National Collective Agreement for employees in the service of the Italo-American Petroleum Company and the Italian Company for Petroleum and Allied Products, which was published in section 115 of the Official Bulletin of the Ministry of Corporations of 15 May 1935, and partially reproduced in the Italian Official Gazette of 18 May 1935, No. 112, Part II. This contract fixes notice as follows :

One month for employees who have not completed one year's service at the end of their period of probation ;

Two months for employees who have completed one year of service but have not completed three years ;

Three months for employees who have completed three years' service but have not completed five years ;

One month for each year of completed service up to a maximum of twelve months for employees who have completed five years of service.

Beginning of the Period of Notice.

Notice takes effect compulsorily from the middle or the end of a month.

Probation. Exceptions to the Rules governing Notice

During the period of probation a contract of private employment may be dissolved at any time without previous notice or compensation.

The period of probation may in no case exceed : six months for managers, agents, representatives with a fixed salary, technical and managing directors and employees with equivalent rank and duties, or three months for all other classes of employees.

Grave Misconduct.

Notice is not compulsory if either party gives sufficient cause for the immediate dissolution of the contract by misconduct so grave as to make its continuation impossible, even provisionally.

Force Majeure.

The closing, liquidation or reduction of an undertaking does not free the parties from the obligation to observe the legal provisions governing notice, unless such event is brought about exclusively by *force majeure*.

Authorities responsible for Supervision, Arbitration and Enforcement of Penalties in case of Failure to Observe the Legal Provisions

Supervision.

The task of supervising and checking the application of all labour and social legislation is at present entrusted to the Corporative Inspectorate set up by Royal Decree No. 2183 of 14 November 1929, in place of the Labour Inspectorate and the Technical Inspectorate for Industry which had been established by Act No. 1316 of 22 December 1912.

Failure to comply with instructions issued by the inspectors in the exercise of their duties is punishable by a fine of 2,000 lire, unless other laws provide for special penalties for such cases.

The Corporative Inspectorate consists of a nucleus of central corporative inspectors, regional offices, and a Medical Inspectorate with headquarters in Rome and offices in the provincial areas.

Arbitration.

The rules governing the establishment of probiviral courts (Act No. 295 of 15 June 1893), which acted with limited competence in each branch of industry as conciliation courts for disputes relating to contracts of employment, and the rules governing the establishment, composition and working of central and provincial arbitration courts for private salaried employment, as amended by Legislative Decree No. 2686 of 2 December 1923, were cancelled by Royal Decree No. 471 of 26 February 1928.

By the Decree of 26 February 1928, the settlement of individual disputes arising out of a contract of private employment or collective labour agreements is left to the magistrates and the law courts within the limits of their respective jurisdiction.

Under Legislative Decree No. 2299 of 4 October 1928, special sections may be established in the law courts and magistrates' courts to deal with individual labour disputes.

The effect of this new legislation has been twofold. In the first place it extends the competence of the magistracy to all employment relations which are or may be covered by collective agreements, to disputes relating to share-farmers, and to the employment relations of employees in public institutions. In the second place, it strengthens the conciliatory functions of the trade associations by requiring that all disputes shall be brought to the notice of the trade union organisation concerned before any legal proceedings are taken, and that the trade union organisation shall try measures of conciliation. Force of law is even given to the conciliation awards drawn up by the secretaries of the competent unions when the amount in dispute does not exceed 5,000 lire.

Penalties.

In addition to the penalties already mentioned as coming within the competence of the Corporative Inspectorate and those for which provision is made in special labour legislation, Section 509 of the Penal

Code deals with failure to observe the rules governing employment relations and the decisions of labour courts. Section 509 reads as follows :

“ If an employer or an employee fails to comply with the obligations imposed upon him by a collective agreement or the rules issued by corporative bodies, he is liable to a fine of not more than 5,000 lire. If an employer or employee refuses or in any way fails to comply with a decision of the Labour Judge issued in a dispute respecting the regulation of collective employment relations, he is liable to imprisonment for not more than one year or a fine of not more than 10,000 lire, provided that the act does not constitute a more serious offence. ”

COMPENSATION FOR DISMISSAL

Conditions governing the Right to Compensation

In default of previous notice corresponding to legal requirements, compensation must be paid, equal to the salary due for the period of notice.

Over and above any compensation granted in connection with legal notice or the default of such notice, compensation must also be paid for dismissal.

Nature of the Compensation

Compensation for dismissal is paid in the form of a lump sum which is assessed on the basis of the salary earned and the length of service completed by the employee or technical worker.

Assessment of Compensation

The legislation fixes the minimum rate of compensation for dismissal. The parties to the agreement have thus the right to introduce clauses more favourable to the employee than those required by law.

The minimum value of the compensation for dismissal may not be less than half a month's salary for every year's service.

All allowances which are continuous and fixed in amount, commissions, bonuses on output, and shares in profits, are deemed to be salary, and are reckoned in the same way. If the employee is paid wholly or partly in commissions, bonuses on output, or shares in profits, these are valued on the basis of the average for the last three years, or, if the employee has not completed three year's service, on the basis of the average for the number of years' service which he has completed.

In case of the closing down or of any alteration of the undertaking, or when the original firm has not given the employees concerned the proper legal notice, the new firm is bound to carry out the duties which would have been incumbent upon the original firm if dismissal has actually taken place, unless it arranges to take over the employees concerned without prejudice to their rights and duties as determined by previous service.

If a firm becomes bankrupt, each employee is entitled to the compensation indicated above.

The compensation for dismissal mentioned above must be paid to the employee on the termination of his service.

On the death of an employee, his wife and relatives to the fourth degree dependent upon him are entitled to the compensation payable in case of dismissal, less the amount which they are entitled to receive from the pension fund and from insurance societies in respect of insurance effected by the employer.

In virtue of the sole section of Royal Decree No. 1181 of 23 March 1928, the employer is authorised to deduct any money coming to the employee from welfare measures taken on his behalf by the employer from the amount due to him as compensation for dismissal.

*Agreements containing Clauses more Liberal than those
required by Law*

A fairly large number of agreements make provision for compensation for dismissal at a higher rate than that required by law. The conditions adopted in a number of establishments are described below.

Bank Clerks.

Under the collective agreement (rules) for the staff of the Bank of Rome compensation for dismissal is fixed as follows :

If a contract of employment is terminated by the Bank in accordance with the usual procedure, the employee concerned is entitled to one month's notice and compensation based on his salary.

Compensation is assessed as follows :

A. Higher officials : One hundred per cent. of the monthly salary up to 1,500 lire, in respect of each complete year of service ;

Salaried employees : One hundred per cent. of the monthly salary up to 1,000 lire, in respect of each complete year of service ;

Higher officials and salaried employees : Seventy per cent. of that portion of the monthly salary falling between 1,501 or 1,001 lire respectively and 2,000 lire ;

Sixty per cent. of the monthly salary falling between 2,001 lire and 3,000 lire ;

Fifty per cent. of the monthly salary over 3,000 lire.

B. Female Staff : One hundred per cent. of the monthly salary. up to 400 lire and seventy per cent. of salary over 400 lire.

C. Clerks : One hundred per cent. of the monthly salary up to 600 lire and seventy per cent of salary over 600 lire.

The total amount payable on the dissolution of a contract of employment, including salary for the period of notice and compensation for dismissal, may not be less than the amount required by law, the enforcement of general and special customs applying to a class of worker, district or locality being prohibited in all cases.

The national collective labour agreement for banking institutions and that for establishments employing less than twenty persons

contain provisions under which dismissed employees are entitled, in addition to notice, to compensation at the rate of one month's salary for each complete year of service.

Salaried Employees and Technical Workers in Large-Scale Commercial or Industrial Undertakings

At present, compensation is equal to thirty days' salary for each year's service for many classes of workers including staff of educational establishments, and of credit and banking institutions, and to twenty days' salary for a large number of other classes including commercial travellers and the staff of commercial establishments; for classes which have suffered most from the economic depression compensation is fixed by the respective collective agreements at twenty days' salary for each year of service.

Under such agreements, a leaving grant is due when a female employee resigns in order to marry. A full leaving grant must be made to employees who resign on attaining a certain age and after a given number of years' service, whatever the reason for their resignation.

In addition to the general information given above, the following collective agreements may be mentioned by way of example.

Under the collective labour agreement for persons in the service of the "Italia" and "Cosulich" shipping lines (published in the Official Bulletin of the Ministry of Corporations of 28 February 1932, No. 47, Part II) employees are entitled to compensation for dismissal equal to the last month's remuneration for each year of service up to the twenty-sixth year; after the twenty-sixth year of service a fortnight's remuneration is granted for each year of service.

Under the national collective labour agreement for employees in the service of agricultural undertakings (published in the Official Bulletin of the Ministry of Corporations of 1 February 1934, Section 98, and partially reproduced in the Italian Official Gazette of 29 January 1934, No. 23, Part II), non-manual workers are entitled to compensation at the rate of one month's salary for each year of service, while members of lower-grade staff receive twenty days' pay for each year of service.

The same rates of compensation are also paid in the event of voluntary resignation when the employee reaches sixty-five years of age; or when he has completed thirty-five years of continuous service in the undertaking; or if he can furnish proof of permanent incapacity for work; or in case of death.

Under the national collective agreement for employees of gas works in Italy (published in the Official Bulletin of the Ministry of Corporations, Section 43 of 31 December 1930, and partially reproduced in the Italian Official Gazette of 30 December 1930, No. 302, Part II), employees are entitled to compensation at the rate of one month's salary for each year of service with the undertaking in the event of dismissal, permanent incapacity, death, dismissal after sixty-five years of age and thirty years' service or after sixty years of age and thirty-five years' service. -

Under the national collective labour agreement for employees of the General Insurance Company of Trieste and Venice (published in the Official Bulletin of the Ministry of Corporations of 15 December 1931, No. 284, Part II), employees are entitled to compensation at the rate of one month's salary for each year of service in the event of termination of the contract of employment by the undertaking in case of sickness, invalidity or death.

Termination of Contract of Employment by the Employee

If the employee gives notice he must observe the same periods of notice as those laid down for the employer, in default of which he must pay equivalent compensation. If an employee fails to fulfil his obligations in respect of notice, the employer is entitled to make a deduction from the sum due to the employee, not exceeding the amount of the compensation for which he is liable.

Right of Compensation in case of Closing Down or Bankruptcy

Compensation for dismissal and allowances due to the employee are not affected by a moratorium. They are considered as privileged claims, as defined in section 773 of the Commercial Code, except when it is a matter of a small bankruptcy governed by the Act of 24 May 1924.

SETTLEMENT OF DISPUTES

All individual disputes arising out of labour or employment relations which are or may be covered by collective labour agreements or other measures having the same effect as collective agreements in accordance with Act 563 of 3 April 1926 and Royal Decree No. 1130 of 1 July 1936 come within the competence of the ordinary courts under the procedure laid down by Decree No. 1073 of 1 May 1934.

Proposed Revision of the Regulations Governing Compensation for Dismissal

Compensation for dismissal for salaried employees is generally fixed by collective labour agreements which ensure considerably better terms for the worker than those required by legislation on private employment.

For some time back, however, the trade associations and the higher political and corporative organs have been making a thorough study of the whole system with a view to abolishing difficulties encountered in actual practice and to perfecting the present system by introducing uniform treatment from the standpoint of length of service and welfare for each of the classes of employees in the various economic branches.

It is hoped, by amending the legislation governing contracts of private employment, (a) to make it compulsory to establish a common fund responsible for the collection and payment of compensation and all other sums due under contracts of employment from employers and workers for social welfare schemes; (b) to require that

methods of administration and the amount of the various payments are fixed by the collective agreements, which must also establish the amounts of all payments made in connection with dismissal, permanent invalidity and death, unemployment, or the termination of employment relations for other reasons.

In order to ensure the necessary continuity of welfare schemes intended to provide for old age, it is considered that collective labour agreements should contain provisions regulating payments in the case of dismissal so as to permit the capitalisation of such payments. The establishment of welfare funds should be made more general and if possible compulsory. The welfare funds should be authorised to provide the assistance required as a result of dismissal, unemployment, permanent invalidity and death.

Resolutions to this effect were adopted in various forms by the Congress of Salaried Employees in Industrial Undertakings attached to the National Federation of Industrial Workers (February 1935) and by the Congress of the Fascist Federation of Employees in Credit and Insurance Institutions (May 1935).

Luxemburg

NATURE OF THE REGULATIONS

Notice of dismissal and leaving grants are governed by the Act of 31 October 1919 respecting the legal regulation of the contract of service of salaried employees.

The Act provides (section 2) that the contracting parties are entitled to supplement the contract referred to in the Act by different or more detailed provisions, provided that these are more favourable to the employee. Any clause which may injure the position of the employee is declared invalid.

All persons, irrespective of age and sex, who are appointed to a permanent post or are temporarily engaged in return for remuneration in money or for any other form of payment, either for full time or part time, to perform work on account of a third person (other than the State, a commune or any other public institution or institutions performing public services) which, if not exclusively of an intellectual nature, is mainly so, are deemed to be salaried employees for the purposes of the Act.

A contract for the hiring of services may be concluded between an employer and an employee for a definite or indefinite period, orally or in writing.

NOTICE OF DISMISSAL

Rules as to the Giving of Notice

Contracts Concluded for a Specified Period.

Section 15 of the Act provides that a contract of service concluded for a specified period expires legally when the term fixed in the contract has elapsed.

If employment is tacitly continued beyond this term it is deemed to be a new engagement for an indefinite period.

Contracts Concluded for an Indefinite Period.

A contract which has been concluded for an indefinite period may be terminated by either party without the consent of the other, provided the terms of notice laid down in the Act are respected. These terms vary with length of service and according as the contract is terminated by the employer or the salaried employee.

Form, Beginning, and Period of Notice.

The Act expressly provides (sections 21 and 22) that notice, whether given by the salaried employee or the employer, must be given in writing. It follows that the party to whom notice is given may consider that notice null and void so long as it has not been given in writing.

During the period which elapses between the giving and the expiry of notice, the contract is enforceable in every respect and the parties are bound to carry out their respective obligations.

Duties of the Employer.

Under section 21, when the employer terminates the contract he must give notice as follows :

- (1) two months if the employee has been in the employment for less than five months ;
- (2) four months if the employment has lasted five to ten years ;
- (3) six months if the employment has lasted ten years or more.

Duties of the Employee.

Under section 22, the period of notice is reduced by half when the employee terminates the contract.

In either case the period of notice begins on the 15th or the last day of the calendar month.

*Exception to the Rule concerning Notice of Dismissal**Employment on Probation.*

When the parties enter into a contract for employment on probation which contains no provision as to termination, notice to terminate need not be given. In such a contract, a stipulation that the employer may dismiss the employee without notice is therefore valid.

In order to prevent the parties from evading the obligation to give notice by concluding a contract for employment on probation, section 5 of the Act provides that the period of probation may not exceed six months. If the employment is continued beyond this period, the contract is deemed to be permanent and to have been concluded for an indefinite period dating from the beginning of the period of probation.

Serious Reasons for Termination.

If one of the parties fails to carry out his obligations, the other party is entitled to sue for termination of the contract with damages

(section 1184 of the Civil Code). Section 16 of the Act of 31 October 1919 makes an exception to this rule, for it provides that the injured party may of his own authority immediately terminate the contract of employment without taking the matter into court. No distinction is drawn in this case between a contract concluded for a specified and one for an indefinite period.

The Act does not give a list of the serious reasons which may be urged, but merely provides that they must arise owing to the conduct of either of the contracting parties. It is generally recognised that the circumstances must be such as to make it impossible for the relations between employer and employee to continue without grave disadvantage.

According to decisions given by the courts, the reasons which may be urged by the employer include refusal to obey orders, absence without good reason for a certain time, persistent unpunctuality without good reason, insult and assault, commercial operations by the employee without the employer's permission, unfaithfulness in service, the acceptance of commission without the employer's knowledge, indiscretion concerning commercial or manufacturing secrets, inability on the part of the employee to perform his work, persistent carelessness and reluctance to perform duties, repeated drunkenness in working hours, criminal offences and sentences even if these last are not in any way connected with the employee's work.

Among the reasons which may be urged by the employee the decisions given by the courts have recognised refusal to pay salary, late payment of salary, refusal to enable the employee to work, refusal to provide the necessary conditions of health and safety, failure to comply with social legislation, inadequate board and lodging when the contract provides for such payments in kind, serious insults and assault, falsification of the accounts with a view to reducing the amount of commission or gratuities.

Notification and Proof.

When one of the parties decides to terminate the contract for a serious reason, he must inform the other party of his decision unequivocally. The Act does not lay down the form in which the decision should be notified ; this may be done orally or in writing. According to decisions given by the courts, notice must be given very soon after the reason which justifies it is discovered and the other party must be informed of that reason.

The courts have held that the onus of proof is on the party which adduces the serious reason for terminating a contract. Either the employer or the employee may call witnesses to prove his allegation.

Transfer of the Undertaking.

An employer who has transferred his undertaking may not, in his dealings with employees, invoke any agreement concluded with the purchaser in regard to the transfer of staff. The employee, on the other hand, may invoke such an agreement in his dealing with the

purchaser. The employee may sue either the former owner or the purchaser.

If the purchaser does not take over the staff of the undertaking, all the rules concerning the termination of contracts apply. In other words, the employee must be given notice for which provision is made in the Act.

Winding Up.

Section 17 of the Act provides that the contract may be terminated forthwith in the event of the employer's retiring from business or in the event of his bankruptcy. In such cases the employee is entitled to the total amount of his salary for the month in which the event occurred and also to his salary for the next month. In the event of bankruptcy the employee has a privileged claim. If the employee carries out work for the receiver, he is entitled to special remuneration. His contract of employment terminates at the date on which his employer is declared to be a bankrupt and from that date onwards he is released from all his obligations.

Death of the Employee.

In the event of the employee's death, the contract is terminated forthwith (section 17).

COMPENSATION FOR DISMISSAL

Conditions Governing the Right to Compensation for Dismissal

Under section 22 a party who fails to comply with the legal provisions concerning notice of termination must pay the other party damages. In order to avoid any difficulty in fixing the amount of damages, the Act stipulates a fixed rate of compensation for abrupt termination of a contract concluded for an indefinite period. The compensation is to be equal to the amount of salary due in respect of the period of notice which has not been respected. This provision applies both to termination by the employer and to termination by the employee.

Nature and Composition of the Compensation

The amount payable as compensation under the Act is fixed by law irrespective of the actual loss suffered.

The parties are entitled to agree on some other compensation than that for which provision is made in section 22 of the Act, provided such compensation is more favourable to the employee.

While the Act mentions the compensation due in respect of contracts concluded for an indefinite period, it is silent as to contracts concluded for a specified period. The termination of these contracts is regulated by the general principles laid down in the Civil Code. In other words, the compensation varies in each case according to the actual loss suffered by the injured party. Account is taken of the time for which the

contract would have remained in force and the difficulty experienced by the employer in finding another employee or by the employee in finding an appointment equivalent to the one he held.

Compensation is due on the termination of the appointment and not on the expiry of the period of notice or the term of the contract.

Calculation of the Compensation

For the purpose of fixing the amount of compensation, the words "remuneration" and "salary" are taken to mean the total income of the employee, including, in addition to the money remuneration, any other advantages and additional payments, namely, tips, percentages, discounts, premiums, free dwellings, and other similar benefits (section 29).

When the remuneration depends on the employer's profits, the total remuneration for the current financial year is ascertained and the monthly share of that total is determined. This calculation can be effected only after the end of the financial year, so that the final amount of compensation cannot be ascertained until then. Since, however, the remuneration always includes a fixed amount, or at least a fraction, which is paid to the employee monthly on account of his share, the compensation corresponding to that amount is payable forthwith.

When an employee is paid by a commission on the business he brings to his employer, it has been held by the courts that compensation must be fixed with reference to the average commission earned throughout the employment.

An employer is entitled to withhold salary as a guarantee that the compensation due by an employee who has abruptly terminated his contract will be paid.

SETTLEMENT OF DISPUTES

The Act of 31 October 1919 set up cantonal arbitration courts to deal with disputes respecting agreements between employers and employees. Each arbitration court consists of the magistrate or his representative as president and two assessors, of whom one is chosen from among employers and the other from among employees who have attained the age of 21 years. The assessors and the two substitute assessors, of whom one must be an employer and the other an employee, are nominated by the Government for a term of three years. Their mandate may be renewed. The seat of the undertaking in the Grand Duchy is the determining factor in the decision as to which is the competent court. If the monthly remuneration of the salaried employee exceeds a certain amount, an appeal from the decisions of the arbitration court lies to the Supreme Court. Appeals from the arbitration court are held to be urgent and are investigated and decided upon as such. The Supreme Court decides summarily.

A plea of nullity may be raised against the final decisions issued by the arbitration courts and also against the decisions of the Supreme Court.

Switzerland

NATURE OF THE REGULATIONS

Apart from rare exceptions, cantonal legislation¹ concerning notice of dismissal applies only to a few classes of employees, such as domestic servants. The judicial authorities in a few cantons have laid down rules and principles in regard to claims for remuneration when the contracts of employment of salaried employees and technical staff are terminated by employers. Thus, the Provirial Court of Berne has established the following rules in regard to notice of dismissal, their application being subject to modification in special cases (with regard to the employee's position, usage, custom, etc.).

Length of service	Claim for remuneration
2 months	2 to 4 days
3 months	1 week
6 months	2 weeks
9 months	3 weeks
1 year	1 month
2 to 4 years	2 months
5 to 9 years	3 months
10 to 14 years	4 months
15 to 19 years	5 months, etc.

In this brief study it would be impossible to mention the results obtained in the various cantons either by legislative action or by the decisions of ordinary or provirial courts. Reference will be made only to Federal legislation.

Federal law in regard to notice of dismissal is embodied in the following Statutes :

(a) The Swiss Code of Contract Law, dated 30 March 1911, Book X, on the contract of employment, sections 345, 348, and 352-355,

(b) The Federal Act of 11 April 1889, respecting actions for debt and bankruptcy (privileged claims for remuneration).

In Federal law the regulations concerning dismissal and legal notice apply only when a contract of employment has been concluded.

A contract of employment is an agreement in which one person (the employee), in consideration of wages or salary, agrees to work for another (the employer) during a specified or indefinite period.

A contract of employment is also held to exist when the remuneration is paid after the work has been done, provided the employee is engaged or occupied either for a specified or for an indefinite period. Failing any provisions to the contrary, no special form is prescribed for contracts of employment. In particular, the contract is presumed

¹ Since Switzerland is a Federal State, the right to legislate is not exclusively vested in the Federal Parliament. The cantons, which together form the Helvetic Confederation, do not merely have to apply Federal legislation ; in virtue of cantonal constitutions they may themselves adopt regulations concerning conditions of work for employees and technical staff in commerce and industry.

to have been concluded whenever work has been accepted for a given time, and, in view of the circumstances, the work was only to be done in consideration of payment.

Regulations concerning work and discipline which are drawn up by an employer in an industrial or commercial undertaking are binding on the employee only if they are set out in writing and communicated to him before his engagement.

Conditions of work may be freely stipulated provided they are contrary neither to law nor to morals.

NOTICE OF DISMISSAL

Rules as to the Giving of Notice

Contracts Concluded for an Indefinite Period.

If the duration of the employment is fixed neither by the contract nor by the purpose for which the work was promised, either party may terminate the employment, subject to giving the legal notice.

Contracts Concluded for a Specified Period.

If, failing any agreement to the contrary, a contract of employment is concluded for a specified period, or its duration is limited by the purpose for which work was promised, the employment terminates when the period in question has elapsed, and there is no obligation to give notice.

There are, however, exceptions to this rule. For instance, in the hotel industry it is recognised that, even in the case of contracts for the "season", notice must be given a fortnight before the contract expires.

Form, Period and Beginning of Notice

Although the Code of Contract Law contains no express provision to this effect, notice must, according to usage, be given in writing.

In the case of office employees, when a period of notice has been laid down neither by the contract nor by law, either party may terminate the employment by giving one month's previous notice, for the end of a month. In the case of other employees, at least a fortnight's previous notice must be given for the end of the next week but one. If the employment has lasted more than one year, it may be terminated by either party with two months' previous notice for the end of a month. The parties may agree on some other period of notice, provided it is not less than one month for office employees and a fortnight for other employees.

The contractual period of notice must by law be the same for both parties. Accordingly, if the employee terminates the contract, he must observe the rules mentioned above.

If a contract of employment is concluded for the lifetime of one of the parties or for more than ten years, it may be terminated by the employee after ten years without compensation, provided he gives ten months' previous notice.

Exceptions to the Rule Concerning Notice of Dismissal

Both the employer and the employee may, if they have good reason, terminate the contract without previous notice. Any circumstance which, with regard to morality or in virtue of the rules of good faith, would justify one of the parties in refusing to carry out the contract, is held to be a good reason for termination forthwith. The decision as to whether such reasons exist is left to the judge; but the latter may not allow termination without notice on account of a comparatively short illness incurred by the employee through no fault of his own, or of compulsory military service under Federal legislation.

If the employment is terminated because one of the parties refuses to carry out certain clauses of the contract, that party must pay full compensation for the loss suffered. For the purpose of calculating such compensation, subsidiary profits arising out of the contract of employment must be taken into account.

Further, the judge must estimate the pecuniary consequences of premature termination with reference to the circumstances and to local usage.

In the event of the employer's insolvency, the employee may break the contract if the security he claims for the payment of his remuneration is not given him within a reasonable time.

LEAVING GRANTS

Federal 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 when a contract of employment is terminated owing to the death of the employer, the employee may claim fair compensation for the loss suffered owing to premature termination.

The amount of such compensation is fixed by the judge, with due regard for all the circumstances of the case and for the rules of law and equity.

Damages

Further, if the employment is terminated because one of the parties refuses to carry out the clauses of the contract, that party must pay full compensation for the loss suffered. In such cases, subsidiary profits arising out of the contract of employment must be taken into account.

The judge must estimate the pecuniary consequences of premature termination with reference to the circumstances and to local usage.

SETTLEMENT OF DISPUTES

As a general rule, disputes in regard to the application of legal provisions concerning notice of dismissal, compensation and damages must be submitted to the probiviral courts of the cantons or to the ordinary courts.

CLAIMS AND PRINCIPLES FORMULATED BY THE SWISS FEDERATION OF SALARIED EMPLOYEES' UNIONS

In 1928 the Swiss Federation of Salaried Employees' Unions drew up a detailed list of claims with a view to the preparation of a Bill

concerning conditions of employment in commerce and handicrafts. This Bill is at present being drafted.

The programme lays down the following principles in regard to the termination of contracts of employment :

Except in the case of auxiliary and temporary employment, if an employer concludes a contract with an employee for more than one month, he must give the employee a signed contract stating the rights and duties of the parties. The contract must contain provisions in regard to the following points at least :

- (a) the beginning and duration of the contract ;
- (b) the nature of the employment ;
- (c) daily hours of work ;
- (d) amount of remuneration, including subsidiary payments ;
- (e) period of notice ;
- (f) the earliest date at which the contract may be terminated.

In occupations for which standard contracts or collective agreements containing the essential provisions of a contract of employment have been drawn up, it is sufficient that the employer should confirm the engagement in writing. This confirmation should mention all the points specified above, and make reference either to the standard contract or to the collective agreement as an integral part of the contract of employment.

As regards notice of dismissal, the following rules must be observed :

Form. Notice must be given in writing.

Restrictive Rules. The employment may not be terminated :

- (1) during incapacity for work due, through no fault of the employee, to an accident or illness ;
- (2) owing to military service or during compulsory military service under Swiss law ; the period of notice may not be concurrent with such service ;
- (3) because the employee has exercised a constitutional right.

Compensation for Unjustified Dismissal. An employer who prematurely terminates a contract of employment, without having good reason to do so owing to some serious fault of the employee, must pay the employee compensation. The compensation shall be equal to twice the amount of the last monthly salary after three years' service ; it shall be three times that amount after five years' service ; four times after ten years', six times after fifteen years', nine times after twenty years', and twelve times after twenty-five years' service.

Compensation shall not be due :

- (1) when the undertaking is wound up, and the employer is clearly unable, for financial reasons, to pay compensation ;
- (2) when the employee is retired.

When the contract is terminated on the death of the employee, the surviving consort or children under 18 years of age shall be entitled

to compensation in the form of continued remuneration, unless a pension equal to such compensation is payable and the employer has paid at least half of the regular contributions towards that pension.

Right of Appeal. An employee may appeal against notice of dismissal when such dismissal is unfair, and is due neither to the employee's conduct nor to the circumstances of the undertaking. If, in spite of the appeal, the dismissal is not revoked, the court shall decide whether dismissal is to be allowed.

General Principles. In undertakings where the workers form part of the employer's household, the notice of dismissal prescribed for salaried employees shall apply to all workers employed in commercial or supervisory work. In such undertakings, one month's notice of dismissal shall also be due in the case of contracts of employment which have lasted more than one year.

The periods of notice to terminate prescribed by the Code of Contract Law shall be inserted in the provisions of industrial and commercial (handicrafts) legislation.

Czechoslovakia

NATURE OF THE REGULATIONS

The right of dismissal is regulated by Act No. 154 of 11 July 1934 concerning contracts of employment for private employees and by the Act of 4 July 1931 concerning labour courts.

The scope of the first Act covers a great many categories of salaried employees including technical staff. The regulations concerning the right of dismissal apply more especially to :

Persons employed in business houses mainly in the performance of commercial duties (commercial employees) or of higher-grade non-commercial duties ;

Persons working under contract of employment as commercial travellers, representatives or agents acting for their employer and in his name ;

Persons employed mainly in the performance of commercial duties or of higher-grade non-commercial duties in undertakings or establishments to which the Industrial Code (Industrial Act) applies, and likewise in all other undertakings, institutions, and establishments carried on (even though not for purposes of gain) by public or private occupiers or members of the liberal profession, e.g., in banks, savings banks, loan funds, producers' and consumers' co-operative societies, pawnbroking establishments, provident and pension institutions, and federations of these institutions ; in insurance institutions, whether they engage in private insurance business or subserve the purposes of the public insurance system, and in federations of these institutions ; in the editing, management or sale of periodical publications ; in the offices of advocates, notaries and patent agents ; in the businesses of

civil engineers, architects not officially recognised, and surveyors (licensed surveyors) ; in tobacconists' shops and lottery ticket agencies ; in the businesses of brokers, in private business agencies, and in enquiry offices ; in the performance of higher-grade duties for other individuals or for bodies corporate (societies, foundations, etc.) and similar associations.

Nevertheless, the provisions of the Act do not apply to the employment of persons who perform subordinate duties only by way of exception or temporarily.

The relations between the employer and his employee are regulated by a contract of employment, which may be written or oral.

If the contracting parties are members of employers' and employees' associations which have concluded a collective contract, the conditions laid down by the collective contract constitute the terms of the individual contract, except where an agreement is made to the contrary.

If there are no provisions either in the individual contract or in the collective contract respecting this matter, the nature, form and scope of the work and the remuneration due for it are governed by the local custom applying to the undertaking in which the employee works ; in default of local custom, the work to be performed and the remuneration to be paid for it must be appropriate to the circumstances and size of the undertaking.

NOTICE OF DISMISSAL

Rules as to the Giving of Notice

The employer must deliver to the employee within a fortnight of his entry into employment a certificate of his principal rights and duties under the contract of employment which has been concluded. This certificate must contain at least particulars of the amount of remuneration, the term of notice to leave, and the nature of the employment.

If the employer fails to perform this duty within the prescribed time limit, the employee may apply to him at any time for delivery of the certificate.

If an employment is entered into for a specified period, it ends on the expiry of that period.

An employment entered into upon probation may be terminated by either party at any time during the first month of probation. When a period of probation has been agreed to, it may not be prolonged.

An employment entered into for the duration of a temporary need may be terminated by either party at any time during the first month ; but thereafter until the end of the third month it may not be terminated without at least fourteen days' notice. When an employment has lasted for three months, it is deemed to have been entered into for an indefinite period.

If the employee remains in his employment after the expiry of the agreed period and the employer is aware of this, an employment for an indefinite period is deemed to have begun.

Period and Beginning of Notice

If an employment is entered into for an indefinite period or prolonged for an indefinite period in pursuance of the Act, it may be terminated by notice in accordance with the following provisions :

(a) Six weeks' notice, to expire at the end of a calendar quarter, if employment within the meaning of the Act with one and the same employer or in one and the same undertaking has lasted for not more than fifteen years on the day on which notice is given ;

(b) Three months' notice, to expire at the end of a calendar quarter if such employment has lasted for more than fifteen years but not more than twenty years on the day on which notice is given ;

(c) Five months' notice, to expire at the end of a calendar month, if such employment has lasted for more than twenty years on the day on which notice is given.

It may be stipulated by agreement between the employee and the employer that six weeks' notice, to expire at the end of a calendar month, may be given to terminate an employment which will not have lasted more than five years on the day on which notice is given. It may also be stipulated that the three months' notice specified under (b) shall always expire at the end of a calendar year.

The period of notice must be the same for both parties. If unequal periods have been stipulated, the longer period applies to both parties.

If an employee is engaged for the lifetime of any person or for a period exceeding five years, he may give six months' notice to terminate it at any time after the expiry of a period of five years.

Exceptions to the Rule concerning Notice of Dismissal

An employment may be terminated by either party for serious reasons.

The following are deemed to be serious reasons entitling an employee to leave his employment prematurely :

That he becomes incapable of performing his duties or cannot continue to perform them without injury to his health or morals ;

That the employer unlawfully withholds or reduces the remuneration or allowances due to him, and in particular that he provides him with insufficient or unwholesome food or unhealthy housing in cases where such allowances have been agreed upon, or that he infringes any other essential terms of the contract ;

That the employer refuses to fulfil his statutory obligations in respect of the protection of the life, health or morals of the employee ;

That the employer acts unjustly toward the employee or members of his family, commits an immoral act affecting them or a gross offence against their honour, or refuses to protect the employee from such treatment by a member of the employer's family or another employee.

The following are deemed to be serious reasons entitling the employer to dismiss the employee prematurely :

That the employee is unfaithful in service, that without the knowledge and consent of the employer he accepts unlawful benefits from a

third party, and in particular accepts commission or other reward contrary to the provisions of the Act, or that he is guilty of any action which shows that he is unworthy of the employer's trust ;

That the employee is incapable of performing the duties incumbent upon him ;

That the employee contravenes the prohibitions laid down in the Act (in regard to competition, etc.) ;

That the employee without lawful hindrance fails during a period which in the circumstances is considerable to perform his duties, or persistently refuses to perform his duties or to obey orders given by the employer which are justified by the nature of the work, or that he endeavours to incite other employees to disobey the employer ; the employer has the same right if the employee fails without sufficient reason to notify the employer of his absence owing to sickness or accident within three days or submit to the employer at his request a medical certificate, as required by the Act ;

That the employee is unable to perform his duties during a longer period than a fortnight beyond the date to which he is entitled to his remuneration, owing to sickness or accident, or that owing to a serious hindrance of a private nature he has been unable for more than thirty days in a calendar year to perform his duties, or that he is unable to perform these during a period which in view of the circumstances is considerable, because he is called up for military service exceeding the duration of the statutory training period or owing to absence or any other reason ;

That the employee is guilty of assaulting the employer, his representative, a member of his family, or another employee, or of committing immoral acts or serious offences against their honour.

In certain cases the employment may not be terminated without notice more than eight days after the other party has become aware of any of these reasons.

Nevertheless, the employer may invoke a reason excluded as above if the employee refuses to perform work or obey orders or if he is guilty of serious offences against honour, etc.

COMPENSATION FOR DISMISSAL

While Czechoslovak legislation does not strictly speaking provide for the payment of leaving grants, it does on the other hand contain very definite provisions concerning compensation for damages suffered by the injured party owing to the premature termination of a contract of employment.

If an employee leaves his employment without a serious reason, the employer is entitled to claim compensation for the injury suffered. Until the employer and the employee have effected a settlement, the employer may withhold from the employee the instalments of remuneration already due to him or subsequently falling due.

As regards services already performed for which remuneration is not yet due, the employee is entitled to a proportionate part of the remuneration in so far as the said services have not become wholly

or almost entirely valueless to the employer owing to the premature termination of the employment.

If an employer dismisses an employee prematurely without serious reason, or if an employee leaves his employment without notice on account of an offence committed by the employer, the employee is entitled, without prejudice to any further claim for damages, to claim not only the part of the remuneration proportionate to the services rendered down to the termination of the employment, but also the remuneration and the value of the other allowances which are due to him under the contract for the period yet to run until the termination of the employment by the expiry of the contractual period or after due notice to leave. Nevertheless, if this period does not exceed one year, the employer is entitled to deduct the sums which the employee has saved in consequence of the cessation of his work, or has earned or has wilfully refrained from earning in other employment.

The remuneration and the value of the other allowances are due on the date of the termination of the employment for a period not exceeding one year, and at the end of each month for any further period.

The provisions concerning damages also apply to cases where the employment is terminated by notice given improperly and where the notice is not revoked as soon as the other party calls attention to the defect.

Neither of the parties is bound to renew an employment terminated prematurely without serious reason or by notice given improperly by the other party.

If both parties are to blame for the premature termination of the employment, a court of law decides whether and to what extent compensation is due, taking into account the nature and degree of the culpability of each party.

Claims for compensation for premature termination of the employment without sufficient cause are to be lodged with the court within six months of the date of the termination of the employment, and claims in respect of the period in excess of one year must be so lodged within six months of the date on which the sum in question falls due.

Special Provisions

Czechoslovak legislation contains the following provisions regulating the conditions under which parties may withdraw from the contract.

The employer may withdraw from the contract if the employee fails to enter on his employment on the stipulated date although not prevented from doing so by any unavoidable hindrance beyond his control, or if his entry into employment is delayed by more than a fortnight owing to any such hindrance. Nevertheless, the employee is bound to notify the employer without unnecessary delay of such hindrance; otherwise the contract lapses.

The employer may also withdraw from the contract at any time before the employee has entered upon his employment if after the contract is concluded he becomes aware of a circumstance which entitles him to terminate the employment without notice.

The employee may withdraw from the contract before entering on the employment if after the contract is concluded he becomes aware of a circumstance which entitles him to leave the employment without notice. Further, he may withdraw from the contract if entry into employment is delayed by more than a fortnight through the employer's fault or in consequence of an event affecting the employer.

The party withdrawing from the contract must notify the other party, stating the reason for withdrawal, not more than five days after the period the expiry of which entitles him to withdraw, or not more than five days after he has become aware of the event entitling him to withdraw, and in any case before the employee actually enters upon his employment; otherwise he is not entitled to withdraw thereafter for the reason in question.

If the employee enters on his employment although his entry has been delayed through the employer's fault or in consequence of an event affecting the employer, he is entitled to his remuneration from the date on which he should have entered on his employment according to the contract.

Nevertheless, if the employer withdraws from the contract without lawful cause before the employee enters on his employment, or if by misconduct he gives the employee sufficient cause to withdraw from the contract before he has entered into employment, he is bound to pay the employee compensation as follows :

(a) If the engagement was made upon probation, the remuneration for the stipulated period on probation, but in any case for at least one month ;

(b) If the engagement was made for a specified period not exceeding three months, the remuneration for the whole of the stipulated period, or, if the stipulated period exceeds three months, the remuneration for three months ;

(c) If the engagement was made for an indefinite period, the remuneration due from the date on which the employee should have entered upon his employment according to the contract to the date when the employment would have ended if notice to leave had been duly given on the former date.

The provisions mentioned above do not constitute a hindrance to damages for any further loss incurred, provided that the employee consents to the deduction from these damages of the remuneration, if any, which he has earned in other employment or has wilfully failed to earn.

If the employee without lawful cause fails to enter on his employment or withdraws from the contract, or if by misconduct he gives the employer sufficient cause to withdraw from the contract, the employer has, *mutatis mutandis*, the rights and claims conferred on the employee.

If both parties are to blame for the cancellation of the contract, the court decides whether and to what extent compensation is due, taking into account the nature and degree of the culpability of each party.

A claim to compensation lapses if not expressly admitted or established in a court of law within six months of the date on which the employee should have entered on his employment.

SETTLEMENT OF DISPUTES

Disputes are referred to the special courts set up by the Act of 4 July 1931.

These labour courts alone are competent to give judgment in disputes between an employee and an employer or between employees of the same employer arising out of an employment, service or apprenticeship based on a private contract, irrespective of the sum involved. They are in particular competent to give judgment in disputes respecting :

- (a) wages, commission, and other remuneration ;
- (b) the beginning, continuation, and termination of an employment, service or apprenticeship ;
- (c) other allowances and rights to compensation arising out of an employment, service or apprenticeship, including deductions from wages, penalties under the contract, repayment of security deposits, leaving grants, the use of requisites for the employment, or annual leave ;
- (d) the issue of certificates of employment, their contents, and claims to compensation arising therefrom.

All expenses of the labour courts are borne by the State.

A labour court consists of a chairman, one or more vice-chairmen as required, and assessors and substitutes.

The chairman and vice-chairmen are appointed by the Minister of Justice from among the professional judges exercising their functions at the seat of the labour court, with due regard for their knowledge of labour law and social conditions.

Factory Inspection in Switzerland, 1929-1935

Under the Swiss Constitution the Confederation has power to legislate on all matters concerning work in factories and in arts and handicrafts. When it makes use of this power the provisions it enacts apply to the whole country. The cantons are not then permitted to legislate on subjects already dealt with by Federal legislation, and Federal law takes precedence over any existing cantonal law.

The cantons are responsible, subject to the supervision of the Confederation, for the enforcement of Federal legislation for the protection of the workers. The inspection service is partly Federal and partly cantonal.

The work of the Federal inspectorate is restricted to the field covered by the Federal Factory Act of 1914-1918¹ and the Administrative Order of 8 October 1919 under that Act, as amended by the Order of 7 September 1923.² This Act provides that the legislation shall be enforced by the cantons under the control of the Federal Council and that the Federal Factory Inspectorate shall act as the supervisory body. The Orders of 1919 and 1923 prescribe that the Federal Council shall exercise its right of control through the Federal Department of Public Economy and the Federal inspection services attached to it.

For inspection purposes the territory of the Confederation is divided into four districts, in each of which the inspectorate consists of one inspector, two or three assistants, and a clerk. As a general rule the inspectors or their assistants must visit the factories³ in their districts at least once a year. Industrial establishments not on the register of factories must also be visited if there is any reason to suppose that they fulfil the conditions which would render them subject to the legislation. The factory inspectors have no power to issue regulations, but they invite the manufacturer to take such steps as they consider necessary. If he refuses to do so, the inspection service proposes to the Cantonal Government the measures to be taken. The Cantonal Government informs the inspectorate of its decision. If it does not give effect to the request made by the inspectorate the latter can appeal to the Federal Department of Public Economy.

The supervision thus exercised extends to all the fields covered by the Act: hygiene, accident prevention, works regulations, holidays, wages, hours of work, employment of women and young persons, measures organised by the employers (holidays with pay, employers' insurance funds, workers' housing, etc.), and the weekly rest.

In connection with accident prevention and measures for combating occupational diseases the Federal inspectorate collaborates with the Swiss National Accident Insurance Fund, which is an independent institution managed by a governing body and an executive. The Federal inspectors inform the Fund of their findings when the instructions they have given for the prevention of accidents or occupational diseases cannot be applied without difficulty or when the employer refuses to comply with them.

A certain number of cantons, more particularly those with a highly developed industry, have set up special bodies for ensuring

¹ *Bulletin of the International Labour Office* (Basle), Vol. IX, 1914, p. 269, and Vol. XIV, 1919, p. 205.

² *Idem*, Vol. XIV, 1919, p. 215; INTERNATIONAL LABOUR OFFICE: *Legislative Series*, 1923, Switz. 3.

³ Factories within the meaning of the Act are taken to be industrial establishments using mechanical power and employing 6 or more workers, or not using mechanical power but employing 6 or more workers of whom one at least is under the age of 18 years (a young person), or not using mechanical power or employing young persons but employing 11 or more workers, and industrial establishments employing fewer workers than the numbers specified above, but in which there is special danger to the health and lives of workers or which are unmistakably of the nature of factories as regards the manner in which their work is carried on.

compliance with the Federal legislation. Some of them have a cantonal inspection service (Aargau, Basle Town, Fribourg, Geneva, Solothurn, St. Gallen, Valais and Zurich); Lucerne has an office for dealing with matters concerning industry and arts and crafts; in the Cantons of Berne, Neuchâtel and Vaud the enforcement of the legislation is supervised by the Prefects, with the assistance of the police or the local authorities. In other cantons this task is usually entrusted to the communal authorities or the police.

The Federal inspectors submit annual reports to the Federal Department of Public Economy on their work (before 1932 the reports were made every second year). The reports made every second year by the Cantonal Governments to the Federal Department were published separately until 1932; in 1934 they were for the first time published as an appendix to the report of the Federal inspectors. The present analysis of the work of the Swiss factory inspectorate from 1929 to 1935 is based on those reports.¹

THE WORK OF THE FEDERAL FACTORY INSPECTORS FROM 1929 TO 1935

The following table provides a summary of the activities of the Federal inspectors from 1929 to 1935 (no corresponding figures are available for the work of the cantonal authorities).

ACTIVITIES OF FEDERAL INSPECTORS, 1929-1935

	1929	1930	1931	1932	1933	1934	1935
Number of factories covered by legislation	8,325	8,406	8,394	8,282	8,217	8,193	8,170
Number of workers employed in the factories covered	409,651	392,232	363,190	322,610	314,868	319,912	311,093
Number of inspectors and assistants	— ¹	15	15	16	14	15	15
Factories inspected once	6,127	7,052	7,453	7,456	7,544	7,482	7,447
Factories inspected more than once	207	118	184	193	209	251	293
Other establishments inspected	359	396	377	495	383	393	436
Total number of inspections	6,930	7,699	8,242	8,403	8,431	8,443	8,583
Number of workers employed in the factories inspected	311,216	240,230 ²	220,982 ²	300,238	292,054	292,368	282,773

¹ This figure is lacking.

² Number of workers employed in the factories inspected in the first, third and fourth districts; no figures are available for the second district.

¹ *Rapports des inspecteurs fédéraux des fabriques sur l'exercice de leurs fonctions, 1928-1929, 1930-1931, 1932, 1933, 1934 and 1935. Rapports des gouvernements cantonaux et du gouvernement de la principauté de Liechtenstein, 1929-1930 and 1931-1932, and Appendix to the reports of the Federal inspectors, 1934.*

THE INDUSTRIAL SITUATION

After the economic revival which reached its culminating point in 1928-1929, a far-reaching change took place during 1930-1931. The report of the Federal inspector for the third district for 1930-1931 states: "The difficulties began in the summer of 1930 and made themselves felt first of all in the cotton industry and soon afterwards in the silk industry. The next branch to be affected was machine construction for the textile industry in all its branches, and eventually all the export industries. In consequence of the lack of markets, undertakings were obliged to reduce production by stopping some of their machines and then by reducing hours of work and wages, dismissing employees and workers, and sometimes even closing down altogether. Unemployment became very extensive, and at the present time all the authorities concerned are striving to provide relief for the unemployed and their families."¹

The depression became much worse in 1932, and the number of workers employed in factories fell by 40,580 as compared with the preceding year. Every branch of industry without exception was affected; the worst sufferers, however, were the export industries, which had to reduce their production to a very marked extent. The measures taken to protect home production—prohibition or restriction of imports, quotas and increased customs tariffs—relieved the situation somewhat in a certain number of industries, such as the clothing and boot and shoe industries. Other branches which had hitherto worked for export adapted their production to the needs of the home market.

In 1933 the downward trend slackened. The decrease in the number of workers employed was only 7,742. In certain industries (wool, linen, clothing, paper and metals) there was even an improvement, largely as a result of the protective measures still taken by the public authorities. But these measures also induced a certain number of foreign undertakings to establish branches in Switzerland, thus intensifying competition on the home market.

In 1934 the economic recovery seemed to be more definite. For the first time since 1929 the number of workers increased (by 4,669) in all branches of industry except cotton, embroidery, wood-working, watch-making and pottery. The inspectors expressed the opinion that this improvement was due entirely to the measures for the protection of the home market. At the same time, while noting the increasing difficulties of exportation, they drew attention to the greatly increased competition on the home market which had resulted in many undertakings being forced to lower their prices to such an extent that they were working without any profit at all.

In 1935 the curve began to fall again. The number of workers declined by 8,444, and this decrease affected all branches of industry except watch-making, in which there was a slight improvement.

¹ Subsequent references to the Federal reports in the text of this article will be indicated simply by the number of the district and the year in question.

The other export industries were still struggling with the same difficulties. In the case of industries working for the home market and protected by quotas and other similar measures, the great problem was that of prices. "During our visits we are frequently told that it would be possible to obtain orders but that they cannot be accepted at the low prices at present current" (third district, 1935).

INDUSTRIAL HYGIENE, ACCIDENT PREVENTION AND THE APPROVAL OF NEW PREMISES

Much space is taken up in the inspectors' reports by questions of industrial hygiene, safety and accident prevention. From their observations it is clear that although a large number of employers endeavour to improve the conditions of hygiene and safety in their undertakings as far as they can, the inspectors have nevertheless been obliged to intervene on many occasions. "As is always the case during periods of industrial depression, the inspectors have had to restrict their demands to the financial capacity of industry. Improvements have had to be put off until better times and we have had to be satisfied with the normal upkeep of plant, although vigorous action has been taken wherever the life or safety of the workers was in danger" (first district, 1931). In 1932 the inspectors of all four districts reported that the upkeep of workplaces left much to be desired in many cases. "It is often difficult to secure any far-reaching improvements, even when the head of the undertaking admits the necessity for them, because he frequently finds it difficult to obtain the money required for making the change" (fourth district, 1933). "The slogan: 'Avoid all unnecessary expense'—and by this is meant any expenditure that does not tend to increase output—is constantly heard in every undertaking. It is sometimes employed without due cause, and in many cases we have had to take a firm line. . . . On the other hand, we are glad to note, more often than might be imagined, improvements undertaken by the manufacturer on his own initiative" (first district, 1934). "The occasions on which the inspectors have to intervene in matters of industrial hygiene naturally become less frequent as the volume of employment decreases, especially when only the existing plant is being kept working. . . . This is why the number of observations made by the inspectors with regard to the general hygiene of workplaces fell last year to a third of what it had been in years of normal activity. This does not mean that the inspectors close their eyes to all defects; on the contrary, they have had to make a distinction between what could be tolerated because the safety of the workers was not directly endangered, and what must be changed immediately, even if only roughly and provisionally" (first district, 1935).

The number of plans for the building, extension or transformation of factories or workshops submitted to the Federal inspectors for approval has fallen considerably since the beginning of the depression. In 1928-1929 it was 2,035, but it fell to 1,565 in 1930-1931, to 606 in 1932, rising again to 668 in 1933 and 719 in 1934, and falling slightly to 714 in 1935. The great majority of these plans did not refer to new

plant but to the extension or rearrangement of existing premises. In many cases they did not reach the inspectors until after the work had actually begun. The inspectors have endeavoured to secure closer and more rapid collaboration with the cantonal authorities on this matter.

Permits to open undertakings are granted by the cantons, and the Federal inspectors report that the cantons are developing the habit of consulting them regularly before granting permission. One canton expressed the opinion that before permission to open an undertaking was granted the Swiss National Accident Insurance Fund should take more active steps to ensure compliance with the regulations for the prevention of accidents by threatening to charge a higher premium to heads of undertakings who refused to follow the principles laid down by it.

STAFF LISTS, WORKS REGULATIONS, WAGES AND CONTRACTS OF EMPLOYMENT

With regard to the statutory staff lists, one Federal inspector reports that they are generally satisfactorily kept, although it is frequently necessary to draw the attention of employers to the subject (second district, 1928-1929). "Cases of failure to keep staff lists generally occur in the smaller undertakings where it is easiest to keep them up to date" (fourth district, 1930-1931). One inspector mentions that the employers do not seem to appreciate the value of these staff lists as much as formerly, "when the lists contained a variety of information concerning the ability of the worker, his wages, his family responsibilities, etc. Does the gradual neglect of this old custom mean slackness and a loss of interest in everything that does not directly affect industrial output?" (first district, 1935).

According to the legislation, employers are obliged to draw up regulations concerning the organisation of the work in their undertakings, hours of work, factory discipline and the payment of wages. These regulations have to be approved by the cantonal authorities, who consult the Federal inspectorate before giving a decision. According to the reports of the Federal inspectors, those legislative provisions are generally complied with, although the draft regulations are sometimes submitted rather late. Most of the regulations are drawn up on the basis of the standard form suggested in the Administrative Order issued under the Act. The inspectors have often certain criticisms to make. "During our visits we frequently have to point out that the works regulations are not posted up, or that orders contrary to the regulations are posted up, as for instance, regulations concerning fines or alterations in the rules for giving notice, which are not permissible unless expressly stipulated in the contract of employment" (fourth district, 1933). "There is still a tendency among certain employers to consider the works regulations as a contract of service and to include in them provisions which are quite out of place.... We frequently find that the regulations are not posted up or handed to the workers, or that manuscript changes or erasures have been made" (first district, 1935). One inspector states that neither the employers

nor the workers pay much attention to the works regulations (first district, 1933).

Disciplinary fines are not permitted by Federal law unless stipulated in the works regulations, and the reports indicate that they are less frequently applied than formerly. Nevertheless, "even when the employer in practice does not impose fines, he is unwilling to abandon the regulations which leave this possibility open to him. He wishes to have the right to use this form of punishment when he feels it necessary.... In many undertakings fines are imposed only when the worker arrives late or has been absent without proper excuse" (fourth district, 1928-1929). "There is little to report on the subject of fines, as will readily be understood; for who can expect a worker in times of depression when he is intermittently employed to adhere to the strict letter of the regulations?" (first district, 1932). Similar comments may be found in most of the reports, which also mention that some undertakings which had abandoned the practice of imposing fines had reintroduced it, sometimes after altering their works regulations, but sometimes quite arbitrarily. In the latter case the employers were requested to alter their regulations accordingly.

The question of wages and their payment received much attention from the inspectors. The reports for 1928 and 1929 refer more particularly to the difficulty of enforcing the provisions of the Federal legislation whereby wages should be paid at intervals of not more than fourteen days, on a working day (not being Saturday) and during working hours. From 1930 onwards, when the depression began to make itself felt, there were considerable irregularities and delays in the payment of wages, and the question of reductions in wage rates became acute. "Many workers are working only a few days, or sometimes only a few hours, weekly; and it is therefore not surprising that wages are not paid regularly. The employer finds it difficult to collect the money due to him, and he cannot count on the same warm welcome from the bank that he received when business was flourishing. As a result of the depression many employers are in arrears in the payment of wages; and complaints are made to the inspectors when the sums owing to the workers exceed reasonable limits" (first district, 1930-1931). In the branches of industry particularly affected by the depression, such as watch-making, "wages are paid when the money comes in and when the workers are there to receive them, for the factory is not open every day" (first district, 1932). "In some cases the inspectors had to take energetic action to prevent the workers from suffering on account of the financial difficulties of certain undertakings" (fourth district, 1932). Similar difficulties are frequently mentioned in the reports from 1933 to 1935.

Whereas some of the reports in 1928-1929 mentioned that wages were comparatively high, all the reports for 1930-1931 mentioned reductions. "The majority of the workers affected seem to realise that such a reduction has become inevitable. They have often proved their realisation of this fact by accepting a compromise with the employer. Though there have been cases of dissatisfaction among the workers, leading in many instances to conflicts, the cause has always been the way in which the reduction was applied or its extent" (fourth district,

1930-1931). In 1932 and 1933 the reduction in hours of work, which often occurred along with the fall in wages, reduced still further the workers' income (second and third districts, 1933). At the same period the reports mentioned that certain undertakings were trying to reduce working costs either by paying job rates or piece rates or else by applying certain special systems of calculating wages. "The tendency to fix wages by the job or the piece on the basis of studies made by engineers in the undertaking or from outside has made further progress and will probably spread to other undertakings" (third district, 1933). "In general the workers are keenly interested in task rates or piece rates when such a system gives them an opportunity of additional earnings in proportion to their greater output and when the surplus received on pay day acts as a stimulus. But the inspectors have discovered systems of job rates or piece rates applied to groups or to individual workers which have been far from increasing the workers' joy or satisfaction in their work" (fourth district, 1933).

Certain comments are made on the payment of time and a quarter for overtime. "As a result of the depression the employers are more inclined than in the past to contest their obligation to pay a higher rate of wages for overtime. Frequently, and more especially in the textile industry, they say that they cannot afford the higher rate because of foreign competition" (third district, 1932). Many complaints were made by the workers concerning the failure of employers to pay higher rates (second district, 1934; fourth district, 1934 and 1935). Any infringements that were noted were dealt with more severely than formerly.

There were not many disputes concerning contracts of employment. Those that did occur generally referred to deductions from wages or failure to give due notice of dismissal. The inspectors pointed out that this question was outside their competence; when complaints were made to them they generally referred the parties to the appropriate courts or sometimes tried conciliation measures. The Federal inspector for the fourth district pointed out after 1933 that the employers tended more and more to claim the right to dismiss workers without notice. In 1935 he added: "Whereas salaried employees are usually engaged under a written contract, the workers' contracts are concluded verbally in most cases. I have been struck by the fact that in the case of workers a written contract is not used even when there is some departure from the statutory regulations—for instance, in the case of notice of dismissal—whereas such exceptions are not legal unless stipulated in writing." The reports of the inspector for the same district in 1932 and 1933 mentioned that questions of industrial relations were arising much more frequently and that the need had therefore been felt for closer touch between employers and workers. The staff committees in certain undertakings had thus gained in importance.

HOURS OF WORK

During 1928-1929 much progress was made in the application of the 48-hour week. "The normal working week has proved its value.... As many branches of industry are very busy and have to

deliver goods on short notice it has proved necessary to some extent to go beyond the manifestly narrow limits of the 48-hour week, but the principle is now firmly established " (second district, 1929).

A census made during the week from 19 to 24 August 1929 showed that of the 409,083 workers employed on 22 August by the undertakings covered by the Factory Act, 20,871 were working less than 48 hours, whereas 261,295 were working 48 hours a week ; thus 282,166 (69 per cent.) were working within the normal limits. For 84,080 workers the working week was not more than 52 hours and for 22,789 it did not exceed 50 hours. The remaining 20,048 workers (4.9 per cent.) were employed in successive shifts, and some of them were not working more than 48 hours a week.

From 1930 onwards the effects of the depression began to be felt and were noted by the inspectors. " It is difficult to express an opinion as to whether the principle of the 48-hour week as a standard has become more firmly established in industry during the last two years or not. The economic depression has seriously interfered with the normal course of development and has often led to much shorter hours than are acceptable to any of the parties concerned. Nevertheless, it seems possible to give an affirmative reply to the question ; and in some cases even the employers have expressed the view that it is impossible to stop the evolution towards still shorter hours—apart from the present abnormal situation—and that hours of work will be reduced to 46 or 44 in the week " (second district, 1931). According to the report from the third district for the same period the shortage of work had induced an increasing number of undertakings in practically every branch of industry to abandon the normal 48-hour week from the summer of 1930 onwards. Hours of work had often fallen to 40 or 36 in the week or even less. Hours of work were much more irregular than formerly, and in many factories it had proved impossible to maintain the normal working week or even the normal working day. In 1932 the normal 48-hour week had spread to large groups of undertakings not covered by the Factory Act (second district, 1932). Industries working for export or menaced by foreign competition were among the first to reduce hours of work to 44, 40, 36 or even less (fourth district, 1932). In 1933 employment was very irregular in most undertakings. " Some of those included in the staff lists as workers are only employed occasionally ; others are employed irregularly, sometimes working very short time for several weeks and sometimes working full time. Employers constantly ask for permission to work an average week of 48 hours, and this is understandable in view of the great irregularity in the volume of work in many branches of industry. On the other hand, such a step might have very serious consequences " (third district, 1933). In 1934 the employers, although accepting as a general rule the principle of the 48-hour week, found that the volume of employment was so irregular, and that a rush of work occurred so frequently and unexpectedly—not only in seasonal industries in the strict sense of the term—that they complained of the rigidity of the provisions concerning the normal working week and regretted that they were unable to calculate average hours over a certain period. In 1935 the

tendency to reduce hours seemed to have come to an end, for the number of workers employed had to some extent been adapted to the volume of work available. The Federal inspectors for the second and fourth districts mentioned that the suggestion of a legal working week of 40 hours was not generally received favourably. "The employers wish to be able to return to the 48-hour week as soon as the needs of production require such a step, either temporarily or, preferably, as a permanent measure" (fourth district, 1935).

Since 1929, less and less advantage has been taken of the provision of the Factory Act which enables the Federal Council to permit certain industries to work 52 hours a week or longer when very important reasons justify such a step. This can be seen from the following table, which shows the number of factories which took advantage of this exception and the number of workers to whom it applied from 1930 to 1935.

FACTORIES AND WORKERS PERMITTED TO WORK A FIFTY-TWO-HOUR WEEK

Factories and workers affected	1930		1931		1932	
	June	Dec.	June	Dec.	June	Dec.
Number of factories	1,865	1,083	1,571	830	792	391
Number of workers	81,194	56,899	59,330	34,890	26,391	18,063
	1933		1934		1935	
	June	Dec.	June	Dec.	June	Dec.
	June	Dec.	June	Dec.	June	Dec.
Number of factories	306	280	247	206	228	216
Number of workers	16,610	15,746	11,835	7,232	6,700	6,121

The amount of overtime has also decreased steadily since 1930. The numbers of exemption permits of various kinds issued by the Federal authorities have not shown any marked change; 108 permits to alter the limits of the working day were granted in 1929 (affecting 1,301 workers) and 154 in 1935 (1,504 workers); 345 permits to work in two shifts by day were granted in 1929 (8,015 workers) and 553 in 1935 (7,908 workers); 50 permits for permanent night work in 1929 (377 workers) and 67 in 1935 (298 workers); 35 permits for permanent Sunday work in 1929 (159 workers) and 12 in 1935 (32 workers); 43 permits for continuous work in 1929 (177 workers) and 43 in 1935 (144 workers); 44 permits for subsidiary work in 1929 and 27 in 1935.

In general the temporary permits granted by the cantons tended to become less numerous; in 1929 and 1935 respectively 7,686 and 5,443 permits were granted for an extension of the daily hours, 612 and 445 for night work and 348 and 290 for Sunday work.

EMPLOYMENT OF WOMEN AND YOUNG PERSONS

The proportion of women employed in factories did not vary much from 1929 to 1935, being 35.99 and 35.82 in those years. The only industries in which the number of women increased were the clothing, wool, linen and chemical industries. In every other branch the number of women workers decreased, the decline being most marked in the silk, cotton and embroidery industries.

As far back as 1931 the inspector for the first district touched on what had become of the women workers who had been dismissed. "The married women have returned to their homes, or, especially in the towns, have tried to find employment of various kinds, usually as charwomen. The girls seem to have remembered that there is a shortage of domestic servants which has led to the granting of numerous permits to foreign women to be employed as general servants or cooks in private houses and as pantry-maids, cooks, washerwomen and laundry-maids in hotels". In 1930 alone 17,534 permits of this kind were granted to foreigners. The number subsequently fell as more strict supervision was exercised over foreigners. In the fourth district, where there are many embroidery undertakings and textile and clothing factories and where the proportion of women employed in factories is appreciably higher than in the other districts, the Federal inspector noted that although many women workers found it impossible to obtain fresh employment there was a shortage of skilled labour in some industries, such as the clothing industry. In many places efforts were made to deal with this situation by organising training courses and occupational re-apprenticeship (fourth district, 1932-1935; and cantonal reports, 1933-1934). The report for the fourth district for 1935 mentioned some isolated cases of undertakings which had tried to replace male workers by women at lower rates of pay. In other cases steps had been taken to prevent plural earnings in the same family: one large textile undertaking, after consulting the staff as a whole, dismissed about 20 women workers whose husbands were working in the factory; compensation was granted to the women in question.

Generally speaking, hygiene and safety measures are carefully observed. Some undertakings provide their women workers with working clothes, suitable seats for their type of work, etc., and do what they can to improve hygienic conditions. The inspectors have expressed the hope that these examples will be followed. Very few cases were reported in which women were employed on prohibited or unduly strenuous tasks.

The inspectors found that the rule prohibiting the employment of women on overtime for more than 140 hours a year was sometimes infringed. "It is very difficult to check the observance of this regulation, for it would be necessary to know whether the same women are really employed for all the hours of overtime that are worked" (first district, 1930-1931). The other offences reported concern the payment of time and a quarter for overtime, the closing of workshops on Saturday afternoons, etc.

The prohibition of work at night and on Sundays is generally

observed. The inspectors for the first and second districts reported certain cases in which the local authorities in error granted permits for night work. In the first district (1930-1932) the question of women workers employed on Sunday mornings in winding up watches that were under observation and adjusting some regulators caused concern to the inspectors and apprehension in the watchmaking world; the matter was settled on appeal by the Supreme Court of the Canton of Berne in accordance with the legislation, which strictly prohibits such work. A certain number of preserving factories were obliged to employ women at night in the busy season. "In accordance with the international Convention concerning the employment of women during the night, the Federal Office provisionally permits the cantonal authorities to allow exceptions of this kind" (fourth district, 1930-1931).

The Federal inspectors have not had to intervene very frequently in connection with the provisions concerning childbirth. The most frequent infringements of the regulations are failure to grant the full statutory rest period of six weeks, failure to keep a complete list of women absent on account of childbirth, and the absence (complete or at least in the prescribed form) of certificates showing the date of the confinement. One inspector expressed the view that the existing legislative measures constituted "a minimum that could not be considered adequate" and hoped that a system of maternity insurance would be introduced at some future date (second district, 1930-1931). An enquiry showed that "a considerable number of pregnant women continue to go to work until the day before or the actual day of their confinement. On the other hand, more than half the women covered by the enquiry did not return to work until after a rest period of more than eight weeks. Many women are obliged by their financial situation to return to the factory even after several confinements; in all such cases a system of assistance is of great value. Many undertakings try to deal with this matter by means of special maternity or assistance funds or by providing benefits in kind to women before and after childbirth" (fourth district, 1935).

The number of young persons employed in factories decreased very greatly from 1929 to 1933. In 1929, out of a total of 409,577 workers, there were 46,943 young persons between the ages of 14 and 18 years, of whom 23,012 were boys and 23,931 girls. The corresponding figures for 1935 were 311,093 workers and 21,487 young persons, of whom 10,521 were boys and 10,966 girls. The decrease in the number of young persons was therefore about 54 per cent., the proportion being approximately the same for boys and for girls, while the fall in the total number of workers was only about 24 per cent. The decrease affected every branch of industry without exception.

In 1930-1931 the Federal inspectors drew attention to this phenomenon, which they attributed partly to the lack of employment resulting from the depression and partly to the decline in the birth-rate during the war years. "In our opinion the grouping of the available juvenile labour has changed and there is a tendency for young persons to enter other occupations than industry. Vocational

guidance must have played an important part in this development. The two main activities which have absorbed a certain number of these young persons are domestic service in the case of girls and the building industry in the case of boys " (first district, 1932). The same report referred to the activities of domestic and vocational schools and of the employment exchanges, which directed young persons into occupations where opportunities for work were available. In 1934 the decrease in the proportion of young persons stopped ; but this should not be taken as meaning that the opportunities for employment had increased for young persons leaving school. " The demand that the age for admission of young persons to occupational life should be raised from 14 to 15 years is more than ever of fundamental importance. It would be a most desirable step from the point of view of the protection of the workers. Industrial employers would not be likely to make any difficulties, for the number of young persons under the age of 15 employed in factories is comparatively small and many industrial undertakings already refuse, on principle, to engage them " (fourth district, 1934).

Infringements of the regulations concerning the minimum age, prohibited or unhealthy tasks and night work have been comparatively rare. There have been rather more cases in which the inspectors had to intervene to ensure compliance with the regulations concerning certificates of age, which were often not provided or not drawn up in due form. They have also had to prohibit the employment of young persons under the age of 16 to clean premises outside the normal hours of work. In the first and third districts a few young persons over the age of 16 were permitted to work at night in glass-works, but their number is gradually falling.

The inspectors have devoted considerable attention to apprenticeship. They found that in many places the depression was making employers hesitate to engage apprentices, although on the other hand some large undertakings requiring skilled and specialised workers were making great efforts to train them by means of apprenticeship. There were very few cases in which apprentices were exploited ; these occurred mainly when the apprentice lived with his employer (fourth district, 1932).

MEASURES ORGANISED BY EMPLOYERS

Under this head the reports deal with all institutions set up or measures taken by undertakings and employers or at their suggestion for the benefit of the workers (insurance funds, holidays with pay, workers' dwellings, canteens, libraries, sports, etc.). In this field also the progress noted in the reports for 1928-1929 became less marked from 1930 onwards. " The present depression compels employers to reduce expenditure everywhere With regard to holidays for workers, which were referred to in the preceding report as making satisfactory progress, more especially in the watch-making industry, the inspectors have noted a reduction in the allowances granted from 1930 onwards. In 1931 unemployment became so widespread that there could no longer be any question of granting holidays The

situation is not the same as during the previous depression, for unemployment insurance has now taken the place of unemployment relief. Under the new system many unemployment insurance funds have sprung up throughout the whole area" (first district, 1930-1931). Many employers endeavoured to retain the existing institutions. "It is satisfactory to note that the difficulties of all kinds which exist at the present time have not prevented the employers in the more important industries from devoting attention to the material well-being of their workers, more especially when sickness or infirmity compels them to abandon their work" (first district, 1935). "In many cases the works sickness funds have ended the year with a deficit, and it is a matter for satisfaction to find that the employers very often contribute handsomely to covering this deficit" (fourth district, 1935). Some of the reports pointed out that workers employed in undertakings with a pensions fund were placed on the retired list before they were entitled to the full benefits of the fund (first district, 1934; fourth district, 1935).

ENFORCEMENT OF THE LEGISLATION BY THE CANTONS

Generally speaking, the reports of the Cantonal Governments show that the competent authorities or services have done all in their power to ensure the fullest possible application of the legislative provisions.

Certain cantons pointed out that the measures taken by the communal authorities to supervise the hours of work authorised by Federal or cantonal permits were not always very effective. Others regretted the great delay that sometimes took place in making known the decisions of the courts with regard to infringements of the legislation, so that it was often impossible to lodge an appeal.

The following table shows the number of fines imposed by the cantonal authorities from 1929 to 1935 on account of infringements of the Factory Act:

FINES IMPOSED BY CANTONAL AUTHORITIES, 1929-1935

For infringements of the regulations concerning	Number of fines						
	1929	1930	1931	1932	1933	1934	1935
Hygiene, accident prevention and premises	15	12	11	15	7	15	9
Staff lists and works regulations	38	42	27	30	30	36	33
Hours of work	368	444	347	318	328	319	249
Employment of women	20	27	34	34	30	31	22
Employment of young persons	25	35	23	23	12	17	14
Other provisions and decisions	3	8	9	17	13	16	13

The Federal inspectors, while paying tribute to the efforts made by the higher cantonal authorities to ensure complete compliance with the legislation, complained in their reports of difficulties arising out of the great diversity of authorities responsible for the supervision of the legislation in the different cantons. "In most cases those difficulties arise from the fact that the activities of the bodies responsible for direct supervision, which are the communal or district officials, are not on a par with the anxiety of the higher authorities to enforce the legislation more strictly. This may be attributed in part to the organisation of the local inspectorate and in part to the very different attitudes taken up by the various persons responsible for the work of inspection" (fourth district, 1928 and 1929). Similar difficulties were noted in many of the reports from 1929 to 1935.

Most of the comments made by the Federal inspectors on the detailed points with regard to which the cantonal authorities failed to apply the legislation strictly concerned the granting of permits in circumstances not permitted by law, the question of hours of work and the lack of effective supervision of the hours actually worked. Some comments were also made with regard to night work and Sunday work and the protection of women and young persons. The fact that the Federal inspectors did not receive the plans for the building, extension or rearrangement of factories and workshops in due time was also noted. The Federal inspectors also reported a certain negligence in deciding whether certain undertakings or workshops were subject to the Factory Act or not.

The Federal inspectors have endeavoured to improve this situation by entering into closer collaboration with the cantonal authorities and more particularly with the district and communal authorities, who had to be made to realise the importance of applying the legislation strictly (first and third districts, 1933; third district, 1935).

The Federal inspectors attach great importance to the decisions given by the courts. They have found that while in industrial districts the fines are generally appropriate to the seriousness of the offence, the courts in districts where industry is of little importance sometimes fail to realise the necessity for dealing severely with offences. The inspectors have drawn the attention of the cantonal authorities to certain judgments which they consider faulty. They also express regret that such a long period elapses before they are informed of judicial decisions, which are sometimes not brought to their notice until after the expiration of the period for lodging an appeal.

Statistics of the Working of the Social Insurance Act in France from 1932 to 1935¹

Compulsory social insurance was introduced in France for all workers by an Act of 30 April 1930, which supplemented the special schemes for certain categories of workers (e.g. railwaymen, miners, seamen) and the local scheme for Alsace-Lorraine.

An analysis of the results of the application of the 1930 Act in 1931 and 1932 has been published in this *Review*². Since then, the Social Insurance Act has been amended by the Legislative Decrees of 28 and 30 October 1935 and the Act of 26 August 1936. The changes made are too recent, however, to allow of numerical estimates of the results, and what is given below is a brief summary of the statistics of the working of the Act which were presented to the French Parliament in connection with the preparatory work on the Budget for 1937.

These statistics, which relate in the main to the period 1932 to 1935, are given here under the same headings as those previously published in the *Review*. There will be no need, therefore, to repeat the explanations already given in the previous analysis in regard to each item.

SCOPE

Industry and Commerce

Number of Persons Registered.

The following table shows the number of persons registered under the general insurance scheme for industry and commerce at 31 December of each year (after deduction of the number of persons crossed off the registers).

¹ Sources : *Rapport... sur le Budget général de l'exercice 1937*. No. 1288. CHAMBRE OF DEPUTIES : Appendix to the Minutes of the sitting of 12 November 1936.

Bulletin de renseignements de la Fédération nationale des Caisses départementales d'assurances sociales, No. 172, Jan. 1937.

Rapport d'application de la loi sur les assurances sociales, 1934. Paris, Imprimerie nationale, 1936.

² Cf. *International Labour Review*, Vol. XXXI, No. 1, Jan. 1935 : "Application of the New Social Insurance Legislation in France".

NUMBER OF WAGE EARNERS REGISTERED UNDER THE GENERAL SCHEME
AT 31 DECEMBER OF EACH YEAR

Year	Wage earners earning less than 15,000 (or 18,000) francs a year	Wage earners earning 15,000 (or 18,000) to 25,000 francs a year, registered on account of their family responsibilities	Wage earners registered for old-age insurance only	Total	Wage earners coming under the special insurance schemes who are covered by the general scheme in regard to		Total
					Old age	Sickness, maternity and death	
1932	9,184,763	42,500	32,397	9,259,660	8,879	39,536	48,415
1933	9,561,827	43,141	30,296	9,635,264	8,676	35,560	44,236
1934	9,734,406	36,270	27,132	9,797,808	11,595	46,032	57,627
1935	9,989,279	22,950	19,771	10,032,000	10,092	46,968	57,060

The increase in the number of persons registered is due to the fact that not enough names have been crossed off the registers. In the absence of a clear definition of the term "wage earner" and of adequate means, all the services concerned have not yet rectified their registers of insured persons.

The true number of insured persons may be deduced from statistics of wage earners to whom the services have been able each year to supply the documents (cards and sheets), used for the payment of contributions. The resulting figure is about 8,000,000.

Numbers of Contributors.

As contributions are paid by means of cards (old-age insurance), renewed every year, and sheets (sickness, maternity, and widows' and orphans' insurance), exchanged every quarter, the number of contributors may be obtained from the number of cards and sheets returned to the services at the expiration of their period of validity. These figures are shown below.

A. ANNUAL CARDS

Year	Wage earners earning less than 15,000 (or 18,000) francs a year	Wage earners registered for old age only
1933	6,360,056	20,311 ¹
1934	6,253,557	18,302 ¹
1935	6,266,382	28,286

¹ For the departments of the Seine and Seine-et-Oise, the figures are included with those of the preceding column (in 1933 and 1934).

B. QUARTERLY SHEETS

(a) *Insured persons earning less than 15,000 (or 18,000) francs a year*

Quarter	1934	1935
1st	5,706,945	5,740,963
2nd	5,528,068	5,437,429
3rd	5,490,738	5,488,932
4th	5,603,544	5,280,266

(b) *Insured persons earning from 15,000 (or 18,000) to 25,000 francs a year.*

Year	Number of quarterly cards returned (4 per insured person)
1933	61,116 ¹
1934	127,552 ¹
1935	115,169

¹ For the departments of the Seine and Seine-et-Oise, the figures are included with those of the preceding table (in 1933 and 1934).

The fluctuation of the number of quarterly sheets returned to the services follows that of the number of contributors with a time-lag of one quarter. The number of contributors was about 6,400,000 in 1933 and 6,300,000 in 1934 and 1935, and they paid contributions on an average for 3½ quarters in the year.

Agriculture

The following table shows for agricultural insurance the number of persons registered at 31 December in each year.

NUMBER OF AGRICULTURAL WAGE EARNERS REGISTERED
AT 31 DECEMBER OF EACH YEAR.

Year	Wage earners earning less than 15,000 (or 18,000) francs a year	Wage earners earning 15,000 (or 18,000) to 25,000 francs a year, registered on account of their family responsibilities	Wage earners registered for old-age insurance only	Total	Wage earners coming under a special insurance scheme who are covered by the general scheme in regard to		Total
					Old age	Sickness, maternity and death	
1932	918,567	119	8,530	927,216	66	20	86
1933	1,025,567	69	9,063	1,034,699	84	45	129
1934	1,098,629	68	8,415	1,107,112	85	50	135
1935	1,159,056	64	6,015	1,165,135	22	53	75

The registration statistics for the agricultural insurance scheme call for the same qualifications as those for the general scheme. The true number of insured persons appears to be about 800,000. The number of contributors was about 670,000 in 1935.

DISTRIBUTION OF INSURED PERSONS BY WAGE CLASS AND AVERAGE WAGE IN EACH AGE GROUP

Until the Decrees of October 1935 were passed insured persons were divided into five wage classes as follows :

Wage class	Daily wage Francs	Annual wage Francs
I	under 8	under 2,400
II	8 to 14.99	2,400 to 2,499
III	15 to 19.99	4,500 to 5,999
IV	20 to 31.99	6,000 to 9,599
V	32 and over	9,600 and over

As changes in wage classifications may take place only once a year, when the contributor's card is renewed (at the end of the quarter in which the insured person's birthday falls), the cards examined in 1930-1931 correspond to the 1930 wage, those examined in 1932 to the 1931 wage, those examined in 1933 to the 1932 wage, etc.

In order to determine whether the economic depression and the progress of the application of the Act have modified the wage distribution of insured persons, the reports on the working of the general scheme compare the distribution of insured persons by wage class and by average insured wage for each age group.

DISTRIBUTION OF PERSONS INSURED UNDER THE GENERAL SCHEME BY WAGE CLASS AND AVERAGE WAGE

Wage class	Percentage distribution of annual cards examined			
	1 July 1930 to 31 March 1932	1 April 1932 to 31 March 1933	1 April 1933 to 31 March 1934	1 April 1933 to 31 December 1934
I	5.80	6.62	7.50	7.77
II	11.42	12.04	13.06	13.02
III	11.75	11.44	11.45	11.39
IV	33.72	33.35	33.64	33.48
V	37.31	36.55	34.35	34.34
Wages for	1930	1931	1932	1933

From the distribution given above, it is possible to calculate the average wage, using the basic daily wage (Class I, 6 francs; Class II, 12 francs; Class III, 18 francs; Class IV, 24 francs; Class V, 36 francs). These averages are as follows :

	Francs
Cards examined before 1 April 1932	25.36
Cards examined from 1 April 1932 to 31 March 1933	25.06
Cards examined from 1 April 1933 to 31 March 1934	24.55
Cards examined from 1 April 1934 to 31 December 1934	24.47

These figures, however, are of value only as an indication, since the real fall in wages was greater, for the following reasons :

1. The above averages take into account only changes of wage class, and disregard the fall in wages within each wage class ;
2. The general fall in wages must have led to the registration of wage earners who formerly earned wages in excess of the maxima, and thus to an increase in the membership of Class V.

If the distribution of insured persons by wage class in the different age groups is considered, a fall in the average daily wage will again be observed. This holds good for every age group except 45-49.

AVERAGE WAGES CLASSIFIED BY AGE GROUPS

Age group	Average daily wage		Age group	Average daily wage	
	1930-1931	1933		1930-1931	1933
Under 15	12.43	10.98	40-44	26.56	26.38
15-19	18.76	18.27	45-49	25.76	25.84
20-24	24.91	24.51	50-54	24.86	24.70
25-29	27.60	27.16	55-59	23.68	23.01
30-34	27.90	27.58	60-64	22.68	21.33
35-39	27.40	26.97			

This table does not show the full extent of the fall in wages, for the reasons mentioned under the previous table.

INSURANCE INSTITUTIONS

The organisation of insurance funds follows the distinction established by the Act between accumulation risks (old age and invalidity) and assessment risks (sickness, maternity, and death).

Over 1,200 bodies are responsible for the payment of benefits.

There were 788 primary assessment funds (sickness, maternity, and death) at the end of 1932, 791 in 1933, and 771 in 1934. The number of mutual benefit associations undertaking agricultural insurance and agricultural sections of departmental funds was 379 in 1932, 381 in 1933, and 377 in 1934.

The number of primary accumulation funds and agricultural sections of self-governing mutual benefit funds (old age and invalidity) was 81 in 1932, 82 in 1933, and 82 in 1934.

The number of reinsurance funds did not change during the three years in question; in 1934, there were 36 reinsurance federations of primary funds.

Taken altogether, and including the General Guarantee Fund, the number of insurance institutions had fallen slightly since the end of 1932, from 1,285 to 1,268.

These figures do not include small local societies whose management comes under bodies with a much wider jurisdiction.

Primary Assessment Funds for the General Scheme

Without repeating the figures given in the summary of the previous annual reports, it may be noted that 10 funds had over 100,000 members (32 per cent. of the aggregate membership), 167 had over 10,000 and up to 10,000 (49.7 per cent.), 275 had over 2,000 and up to 10,000 (14.1 per cent.), 218 had over 500 and up to 2,000 (2.7 per cent.), and 101 had 500 or less (3 per cent.).

The classification of the funds according to origin cannot give significant results, since a very large number of employers' associations or groups and others spontaneously formed by insured persons have set up mutual benefit societies solely for the purpose of applying the social insurance scheme. If groups of funds are taken instead, it is possible to make a classification fairly close to the facts, though the administration is not always certain how far the connection between a particular fund and a particular federation of mutual benefit societies actually exists.¹

The classification is as follows :

I. Funds that appear to act in sympathy with the National Federation of Mutual Benefit Societies :

Group A : Funds covering a large area (one or more districts, a department, a region, or the whole country) ;

Group B : Local funds (covering a canton or commune) ;

II. Employers' funds, corporative funds, and occupational funds :

Group C : Funds not confined to one trade and funds founded under the auspices of chambers of commerce ;

Group D : Corporative funds or occupational funds for insured persons working for more than one employer ;

¹ In many cases the connection is ideological or personal and has no pecuniary character.

Group E : Funds for staff of particular firms (factory, shop, bank, etc., mutual benefit societies) ;

III. Group F : Funds that appear to be formed on the basis of a religious denomination, funds in sympathy with the National Federation of Social Insurance Family Funds, Protestant funds ;

IV. Group G : Workers' funds (" *le travail* " funds, co-operative funds) ;

V. Group H : Departmental funds.

The statistics given below show a slight decline in the membership of the departmental funds and of the funds for workers in particular undertakings.

PRIMARY ASSESSMENT FUNDS UNDER THE GENERAL SCHEME CLASSIFIED
ACCORDING TO GROUP TO WHICH THEY ARE ATTACHED

Type of fund	Number of funds				Percentage of total membership			
	End of 1931	End of 1932	End of 1933	End of 1934	End of 1931	End of 1932	End of 1933	End of 1934
1. Mutual benefit funds : A.	115	115	114	114	16.6	16.5	18.0	17.5
B.	90	93	100	92	2.8	2.7	3.2	3.2
C.	46	46	46	45	3.8	3.7	4.1	3.9
2. Employers' funds and occupational funds : D.	93	90	94	90	3.6	3.5	3.8	3.8
E.	232	234	219	209	3.8	3.6	3.5	3.5
3. Funds attached to religious organisations : F.	77	77	76	77	6.7	7.0	7.7	7.7
4. Workers' funds : G.	57	57	56	58	3.0	3.4	3.7	3.9
5. Departmental funds : H.	86	86	86	86	59.7	59.6	56.0	56.5
	796	798	791	771	100.0	100.0	100.0	100.0

In a general way, after the first period during which the departmental funds covered over 60 per cent. of the insured persons, nearly 10 per cent. of the members of these funds were lost to other institutions. From 1934 onwards the tendency was reversed, and the membership of departmental funds again increased, though very slightly ; these funds received only 50.42 per cent. of the insurance sheets, and 48.21 per cent. of the contributions.

Primary Assessment Funds for Agricultural Insurance

In 1935 the agricultural sections of the departmental funds covered 34.5 per cent. of the insured persons, the mutual benefit societies

consisting solely of agricultural workers covered 55.5 per cent., and the agricultural sections of mutual benefit societies 10 per cent.

As regards voluntary insurance, 72 per cent. of the insured belonged to mutual benefit societies consisting solely of agricultural workers. The rest belonged to the agricultural sections of mutual benefit societies.

From 1932 to 1934 the numbers of primary agricultural funds fluctuated as follows :

PRIMARY ASSESSMENT FUNDS FOR AGRICULTURAL INSURANCE CLASSIFIED
ACCORDING TO GROUP TO WHICH THEY ARE ATTACHED

Type of institution	Number of funds			Percentage of total membership		
	End of 1932	End of 1933	End of 1934	End of 1932	End of 1933	End of 1934
(a) Compulsory insurance						
Agricultural sections of departmental funds	84	84	85	35.9	35.4	34.5
Mutual benefit societies consisting solely of agricultural workers	106	106	103	54.4	54.7	55.5
Agricultural sections of mutual benefit societies not consisting solely of agricultural workers	109	191	189	9.7	9.9	10.0
(b) Voluntary insurance						
Mutual benefit societies consisting solely of agricultural workers	82	92	91	74.1	75.2	72.1
Agricultural sections of mutual benefit societies not consisting solely of agricultural workers	112	115	116	25.9	24.8	27.0

Primary Accumulation Funds

In 1935 there were 78 accumulation funds consisting of the following :

- The National Old-Age Pension Fund ;
- 63 self-governing mutual benefit funds ;
- 4 mutual benefit funds for workers' pensions ;
- 2 regional funds for workers' pensions ;
- 3 trade union funds for workers' pensions ;
- 5 employers' funds for workers' pensions.

There was no change in these figures since 1932. The percentage distribution of the total membership over these different types of funds changed only slightly.

Two accumulation funds had over a million members and twelve had over 100,000 members. The two funds with over a million members comprised the majority of insured persons (51.1 per cent.).

Agricultural Accumulation Funds

There was no marked change in the percentage distribution of the total membership among the various institutions during the period under review. In 1934 there were only three institutions with over 100,000 members liable to compulsory insurance.

Unions and Federations of Social Insurance Funds

Under section 28, sub-section 3, of the Act of 1930, a number of unions or federations of funds have been formed. By the end of 1934, seventeen had had their rules approved.

FINANCIAL RESOURCES

The funds of the social insurance schemes are derived from contributions paid by the workers and their employers, and from grants from the public authorities.

The total amount paid in contributions was as follows, leaving out of account various contributions collected directly by the institutions in respect of agricultural insurance or voluntary insurance, which total about 25 million francs a year :

Year	Francs
1932	3,261,798,159.68
1933	3,271,276,895.27
1934	3,175,994,197.29
1935	3,085,908,635.37

The State grants comprised the following :

- (a) A subsidy corresponding to the expenditure previously incurred by the State in respect of workers' and peasants' pensions, as follows :

Year	Millions of francs
1932	540
1933	508
1934	540
1935	340
1936	140

- (b) The reimbursement of various agricultural bonuses, as follows :

Year	Francs
1933	27,404,224.07
1934	70,877,802.09
1935	107,602,695.31

- (c) An advance for the expenditure of the administrative services (part of this advance has already been repaid).

For the sake of completeness, it may be mentioned that the insurance schemes have certain other sources of income, such as the proceeds of fines, etc.

EXPENDITURE OF INSURANCE INSTITUTIONS

Benefits

Sickness, maternity, death (assessment risks).

The following tables give the expenditure on benefits from 1930-1931 to 1935 :

TOTAL BENEFITS PAID IN 1930-1931 TO 1935

Year	Sickness (francs)	Maternity (francs)	Death ¹ (francs)	Miscellaneous ² (francs)	Total (francs)	Number of funds
Compulsory insurance for industry and commerce						
1930-1931	683,629,033	145,126,085	6,824,249	132,630	835,711,997	780
1932	812,582,890	159,085,783	28,978,120	—	1,000,646,793	776
1933	873,312,754	151,532,340	32,428,255	—	1,057,273,349	785
1934	941,370,688	153,993,013	33,431,991	—	1,128,795,692	776
1935	996,289,877	149,442,710	32,990,008	—	1,178,722,595	746
Compulsory insurance for agriculture						
1930-1931	28,166,033	10,252,541	186,913	333,882	38,939,369	247
1932	50,849,314	12,855,301	1,197,888	10,420,182	75,322,685	268
1933	55,887,034	15,668,566	1,597,481	—	73,153,081	353
1934	60,521,395	16,169,162	1,726,730	—	78,417,287	338
1935	71,629,875	18,026,419	1,933,014	—	91,589,308	322
Voluntary insurance for industry and commerce						
1930-1931	18,957	—	—	—	18,957	5
1932	47,237	300	—	—	47,537	15
1933	101,872	1,497	3,854	—	107,223	40
1934	115,701	605	687	—	116,993	38
1935	117,888	5,425	1,980	—	125,293	42
Voluntary insurance for agriculture						
1930-1931	2,830,593	401,709	5,100	196,458	3,433,860	64
1932	6,078,461	873,365	78,055	74,058	7,103,939	99
1933	6,695,704	940,091	102,822	—	7,738,617	192
1934	7,308,879	1,135,006	131,404	—	8,575,289	161
1935	8,279,620	1,082,246	146,545	—	9,508,411	141

¹ Lump sums payable at death.

² Expenditure on items that cannot be assigned to a particular risk.

To the above figures should be added the General Guarantee Fund's expenditure in respect of sickness, maternity, and death on bonuses granted to insured persons with dependants, supplementary benefit, etc., as follows :

Year	Francs
1930-1931	9,180,180.00
1932	19,051,369.60
1933	19,703,227.59
1934	20,895,933.07
1935	25,497,580.26

Reference should also be made to the considerable sums expended by the funds out of their surpluses on supplementary benefits, subsidies to social institutions, the establishment or development of medical consultation offices, clinics, hospitals, sanatoria, etc. The total expenditure of this kind was 54,423,000 frs. in 1932 and 1933, 43,752,000 frs. in 1934, and 48,009,000 frs. in 1935.

Invalidity.

The number of pensions awarded and in course of payment was as follows :

NUMBER AND AMOUNT OF INVALIDITY PENSIONS

Date (31 Dec.)	Number of pensions		Amount of pensions	
	Awarded	Giving rise to payment of arrears (after deductions in respect of lapsed pensions, deaths, etc.)	Awarded	Lapsed
1933	2,286	— ¹	Francs 4,624,718	Francs —
1934	14,759	11,769	29,960,770	5,080,000
1935	33,041	25,550	67,734,050 ²	13,348,160 ²

¹ Number not available.

² Approximate figures.

Old Age.

The expenditure on old-age pensions is of two kinds :

(1) Pensions due under the Social Insurance Act (the 1930 legislation) ;

(2) Pensions due under the Workers' and Peasants' Pensions Act (the scheme in force before the 1930 Act).

Since 1 July 1935, the date when the first pensions subject to the guaranteed minimum became payable under the Social Insurance Act, and up to 15 October 1936 the services responsible for the payment of pensions received a total of 345,275 claims for old-age pensions. Most of these claims came from insured persons who were 60 years old or over on 1 July 1935 (under the exceptions provided for after the expiration of the initial period of 5 years). The number of claims for pensions of this kind was 251,456 at 15 October 1936, and 82 per cent. of them had been settled by that date. The rest came from insured persons who reached the pensionable age after 1 July 1935.

The expenditure on the payment of pensions awarded under the Social Insurance Act cannot be stated as yet owing to the short time that has elapsed since they were awarded. Reports on the working of the insurance schemes give only the expenditure on the payment of pensions under the Workers' and Peasants' Pensions Act, which was as follows :

Year	Francs
1932	415,606,043.24
1933	384,073,746.51
1934	349,674,153.85
1935	323,557,648.75

Death (Orphans' Pensions).

The expenditure on orphans' pensions was as follows :

Year	Francs
1932	78,481.83
1933	499,935.96
1934	1,069,420.45
1935	1,923,389.43

The rate of the pension, which was fixed at 180 francs in 1931 (Decree of 31 December 1931), was afterwards raised to 240 francs (Decrees of 2 September 1932, 11 April 1933, 21 March 1934, and 5 February 1935).

ADMINISTRATIVE EXPENSES

The sums placed at the disposal of the social insurance institutions in order to meet the cost of management were as follows :

Year	Francs
1932	75,787,669.22
1933	89,709,465.51
1934	107,577,394.56
1935	120,824,997.69

These figures leave out of account the expenditure of the General Guarantee Fund and the central and regional social insurance services.

ASSETS OF THE SOCIAL INSURANCE FUNDS

The assets of the primary assessment funds at 31 December 1935 included :

State bonds	6,352,942.50 frs. (interest).
French bonds issued in the United States	\$38,900 (nominal value).
National defence bonds and Treasury bonds	353,435,500 frs.
State securities, securities guaranteed by the State, collateral accepted by the Bank of France	1,017,562,500 frs. ¹

¹ This item includes the sum of 415,845,700 francs in bonds of the principal railway systems.

In addition, the funds had also made the following investments :

	Million francs
Loans to departments and municipalities	68
Loans to cheap housing and agricultural credit institutions	9
Mortgage loans and real property	38

Besides their cash in hand and their postal cheque accounts, they also had current accounts amounting to about 603 million francs with the Deposit and Trust Fund.

The assets of the primary accumulation funds ¹ at 31 December 1935 included :

French bonds	30,942,382 frs.
Bonds issued by the colonies and protectorates	1,070 frs.
French bonds issued in the United States, and debentures of the <i>Messageries maritimes</i> issued in Canada	\$104,000 (nominal value).
National defence bonds and treasury bonds	13,855,000 frs.
Estate securities, securities guaranteed by the state, collateral accepted by the Bank of France	2,191,147,800 frs. ¹

¹ This item includes the sum of 1,374,962,500 francs in bonds of the principal railway systems.

The accumulation funds had also made the following investments :

	Million francs
Loans to departments and municipalities	613
Loans to cheap housing and agricultural credit institutions	64
Real property	107
Mortgage loans	89

They also had current accounts with the Deposit and Trust Fund amounting to about 201 million francs. The total invested with the Joint Business Fund at 31 December 1935 was 1,302 million francs.

The National Old-Age Pension Fund had a current account with the Deposit and Trust Fund of 41 million francs at 31 December 1935. Its investments with the Joint Business Fund amounted to about 455 million francs.

From the date the Social Insurance Act came into operation until 31 December 1935, the National Old-Age Pensions Fund had invested a total of 984 million francs in State securities, securities guaranteed by the State and collateral accepted by the Bank of France. These investments included 728 million francs in bonds of the principal railway systems. In addition the Fund had issued 306 million francs in loans.

The General Guarantee Fund had made the following investments at 31 December 1935 :

	Francs
Liquid assets	1,852,299,399.82
Mortgage loans	73,381,663.51
Loans to municipalities	754,461,244.57
Real property	71,092,687.29
Joint Business Fund	376,547,574.94
Securities assigned to the General Guarantee Fund	22,129,255.43
Total	3,149,911,825.56

¹ Old-age and invalidity insurance funds, other than the National Old-Age Pensions Fund.

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".

" " ‡ " "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 1920 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 EMPLOYMENT¹

Date	GERMANY			AUSTRIA	BELGIUM ²	CANADA ³	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 ⁴	
		Workers	Hours of work				Number (thousands)	Index (1931)
1927	*	*	*	1,376,049	100.0	88.1	*	*
1928	17,436,100	74.5 ⁵	70.5 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 ⁶	63.9	58.6	967,330 ⁶	79.9	83.7	1,185	123.2
1936	17,105,771	69.1	65.0	935,411	85.3	87.3	1,175†	122.1†
1936 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	1,180	123.6
Feb.	17,014,107	69.6	65.6	877,691	86.5	86.2	1,219	126.6
March	17,497,362 ⁷	71.7	69.0	921,911	88.3	86.4	1,252	130.1
April	18,447,733	74.3†	72.3†	—	—	89.2	1,283	133.4
Persons covered	*	*	*	*	911,931 ⁸	1,011,474†	*	*

Date	ESTONIA ⁹	UNITED STATES					
	Statistics of establishments	Statistics of establishments ¹⁰ (Manufacturing industries)					
		Index (1923-1925)				Estimates of:	
		Number employed		Hours worked	Payrolls	Wage earners employed	Weekly payrolls (\$1,000's)
	Index (1 Jan. 1927)	Un-adjusted	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 ⁶	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	6,605,600	126,000
1935	109.7	82.1	*	63.6	65.4	6,968,500	143,180
1936	126.3	87.8	*	72.4	75.5	7,468,600	165,007
1936 April	126.5	85.1	84.6	69.4	72.7	7,131,200	158,607
May	132.8	85.8	85.8	71.0	74.1	7,182,900	161,266
June	131.5	86.1	86.3	71.2	74.3	7,210,200	160,087
July	128.1	87.1	88.6	70.7	73.5	7,272,400	158,301
Aug.	125.2	89.3	89.2	74.2	76.5	7,461,500	165,099
Sept.	128.1	91.2	89.6	74.4	76.6	7,980,800	169,489
Oct.	129.0	92.4	90.2	78.9	81.6	8,081,100	180,580
Nov.	130.4	92.6	91.9	79.4	83.1	8,100,300	183,983
Dec.	127.4	93.7	94.2	81.2	87.3 ⁷	8,220,000	193,389
1937 Jan.	135.4	92.2	94.4	77.0	83.1 ⁷	8,082,000	184,271 ⁷
Feb.	135.1	94.6	95.2	80.6	87.8	8,291,200	194,699
March	138.6	96.6	96.3†	83.6	92.7 ⁷	8,459,200†	205,803†
April	143.9	97.6†	—	83.2	96.2†	—	—
Persons covered	51,959†	4,452,753 †				*	*

¹ 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. ² Since November 1935, including the Saar Territory. ³ Figure for July. ⁴ Since May 1935, excluding voluntarily insured. ⁵ During the month. ⁶ Workers covered by the statistics, including unemployed. ⁷ The figures relate to the 1st of the following month. ⁸ The monthly figures are more restricted in scope than the yearly figures. ⁹ Since January 1931, excluding "building". ¹⁰ The figures relate to the 15th of the month.

TABLE I. STATISTICS OF EMPLOYMENT ¹ (cont.)

Date	FINLAND ^a		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 ^a	Hours worked				
1927	99.5	98.6 ^r	*	*	10,018,000	98.0	1,033,609	98.3
1928	103.1	104.6 ^r	*	*	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	99.2 ^r	913,068	86.8
1935	101.4	97.6	73.5	68.1	10,386,000	101.6	958,234	81.2
1936	101.8	98.2	74.1	70.5	10,902,000	106.7 ^r	1,026,510	97.7 ^r
1936 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.	*	*	76.0	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	1,051,105	100.0
April	104.8	102.9	76.8	64.8	11,413,000	111.7	—	—
Persons covered	61,784	5,611,714	2,222,854		*	*	*	*

Date	ITALY			JAPAN	LATVIA		LUXEMBURG ^r		
	Statistics of establishments	Statistics of establishments		Statistics of establishments	Sickness insurance statistics		Statistics of establishments		
		Index ^a (1934)	Index ^a (1929)		Number employed	Index (1930)	Number employed	Index (1929)	
			Number employed						Number of hours worked
1927	*	*	*	104.1	148,288 ^a	87.4 ^a	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	*	79.4 ^r	75.1 ^r	89.9	150,236	88.4	28,483	64.8	
1934	100.0	83.0 ^r	77.8	100.2	162,837	95.8	28,803	65.5	
1935	117.1	94.0	81.0	109.6 ^r	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 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	95.4 ^r	80.8	119.1	188,050	110.5	30,461	69.3	
1937 Jan.	127.7	93.7	76.1	119.6	185,146	108.4	30,649	69.7	
Feb.	130.6	95.5	80.2	—	185,755	108.4	30,757	70.0	
March	133.4	—	—	—	187,908 ^r	110.5	31,829	72.4	
April	—	—	—	—	193,173	112.6	32,430	73.8	
Persons covered	1,073,759	1,346,040		1,153,683	*	*	*	*	

¹ 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.

^a Figures for the first month of each quarter.

^b The figures relate to the first of the month.

^c Ministry of Corporations. The figures relate to the last week of each month.

^d Fascist General Industrial Confederation.

^e Figures for 1927-1930: yearly averages, based on average number insured each month.

^f The figures relate to the first of the following month.

TABLE I. STATISTICS OF EMPLOYMENT ¹ (cont.)

Date	NORWAY			NETHERLANDS ⁴		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) ⁵	Index (1926-1930)	
	Number employed ²	Hours worked ³							
1927	*	*	*	98.3		*	*	*	*
1928	*	*	*	100.3		99.0	101.9	*	*
1929	*	*	*	100.0		100.0	100.0	*	*
1930	*	*	*	98.0		87.2	82.9	*	*
1931	*	*	*	90.5		74.5	69.3	*	*
1932	*	*	*	79.4		64.1	56.9	*	*
1933	*	*	*	77.7		63.8	58.3	89.1	*
1934	*	*	*	76.5		69.1	67.2	97.4	*
1935	*	99	101	72.6		72.8	72.7	103.1	*
1936	101	104	108	71.5		77.8	78.0	108.7	*
1936 April	*	*	*	71.7		75.3	75.8	*	*
May	*	*	*	72.6		77.8	77.7	*	*
June	102	105	107	73.2		78.4	77.9	109.2	*
July	*	*	*	72.9		79.9	76.9	*	*
Aug.	*	*	*	73.4		81.6	80.9	*	*
Sept.	105	106	110	73.3		82.9	85.4	111.1	*
Oct.	*	*	*	73.2		87.2	87.7	*	*
Nov.	*	*	*	73.1		83.8	89.9	*	*
Dec.	104	108	113	71.5		76.0	81.8	109.8	*
1937 Jan.	*	*	*	69.8		75.2	73.9	*	*
Feb.	*	*	*	72.4		77.9 ⁶	78.5	*	*
March	101	106	110	74.9 ⁷		81.0 ⁸	82.2	111.8	*
April	*	*	*	77.9 ⁹		85.4 ¹⁰	86.4	*	*
Persons covered	200,700	101,600		460,480 ¹¹		733,266 ¹²	23,157 ¹³		253,022

Date	SWITZERLAND		CZECHOSLOVAKIA ⁴		UNION OF SOUTH AFRICA		YUGOSLAVIA	
	Statistics of establishments		Social insurance statistics		Statistics of establishments		Social insurance statistics	
	Index (1925)		Number employed		Index (July 1925)		Number employed	
					Euro-peans	Total ⁵		Index (1926)
1927	91.2	*	*	*	94.2	95.9	510,321	84.4
1928	97.3	*	2,488,000 ²	99.3	97.2	98.2	565,798	93.5
1929	100.0	*	2,506,000 ²	100.0	100.0	100.0	605,064	100.0
1930	96.5	*	2,446,000 ²	97.6 ²	97.4	98.1	631,182	104.4
1931	88.5	*	2,313,000 ²	92.4	93.5	93.8	609,262	100.7
1932	76.1	*	2,069,000 ²	82.6 ²	87.6	87.2	537,238	88.9
1933	73.0	*	1,888,000 ²	75.4	90.3	91.2	520,980	86.2
1934	73.3	*	1,879,000 ²	75.0	100.3	102.3	543,566	89.9
1935	70.2	*	1,919,000 ²	76.6	109.7	114.1	564,288	93.3
1936	70.1	*	2,063,000 ²	82.3	117.6	124.8	616,211	101.9
1936 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	76.4	122.0	131.1	606,786	100.3
March	75.5	*	1,999,822	79.8	123.6	132.4	641,131	106.0
April	*	*	2,192,168	87.5	—	—	—	—
Persons covered	214,161	*	*	*	*	*	*	*

¹ 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. ² The figures relate to about the 15th of each month. ³ During the week preceding the 15th of each month. ⁴ During the month. ⁵ Workers covered by the statistics, including unemployed. ⁶ Revised series. ⁷ Hours worked (thousands). ⁸ Average for the month. ⁹ 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		Unemployed		Unemployed in receipt of benefit	Applicants for work registered	
		Number	Per cent.	Number	Per cent.			
1927	*	1,353,000 ^a	*	31,032	7.0	172,450	13.6	200,112
1928	*	1,353,000 ^a	*	45,669	10.8	156,185	12.1	182,444
1929	1,919,917 ¹	1,891,956	*	47,359	11.1	164,477	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 ^a	14.5 ^a	86,865	20.5	287,527	26.3	370,210
1935	2,567,523 ^a	2,151,039 ^a	11.6 ^a	71,823	16.5	261,768	23.4	348,675
1936	1,889,626	1,592,655	1 ^a	53,992	12.2	259,185	22.9	349,663
1936 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 [†]	9.9	309,178	27.6	398,355
March	1,474,031	1,245,338	6.5	*	*	277,126	24.5	367,897
April	1,182,979	960,764 [†]	4.8 [†]	*	*	239,280	21.0 [†]	330,095
May	—	776,370 [†]	3.9 [†]	—	—	215,176	18.9 [†]	—
Base figure	*	19,876,404 [†]		437,246 [†]		1,141,087 [†]		*

¹ Average for 11 months. ^a Since March 1935, including the Saar Territory. ^{*} Figures calculated by the *Institut für Konjunkturforschung*. [†] 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 ¹		Unemployed (daily average during the month)	Days of unemployment per month ²	Unemployed		Applicants for work registered
	Wholly	Partially			Number	Per cent.	
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
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
1932	19.0	20.7	210,575	4,723,170	38,777	22.0	75,140
1933	17.0	17.2	210,007	4,710,445	33,488	22.3	81,809
1934	19.0	17.2	234,730	5,264,969	28,320	18.2	88,888
1935	17.9	12.8	211,533 ^a	4,835,337	25,336	15.4	84,050
1936	13.4	10.0	154,531	3,631,990	23,500	13.2	90,133
1936 May	12.3	9.7	151,895	3,567,980	26,442	14.8	84,936
June	11.0	10.9	139,771	3,295,711	24,970	13.9	83,829
July	11.4	9.1	137,120	3,252,785	22,305	12.5	85,304
Aug.	11.5	9.8	131,151	3,118,630	19,591	10.8	77,215
Sept.	11.4	8.5	127,165	3,021,988	19,699	10.9	86,706
Oct.	10.8	8.0	124,303	2,951,688	20,322	11.0	99,505
Nov.	12.1	10.1	141,371	3,360,574	23,287	12.7	104,312
Dec.	14.4	10.2	159,617	3,793,618	26,546	14.3	93,372
1937 Jan.	14.5	10.7	163,039	3,881,345	27,379	14.5	99,016
Feb.	13.7	9.0	148,941	3,546,437	26,001	13.7	99,041
March	12.4	8.7	131,435	3,128,345	24,314 ^a	12.9	101,508
April	—	—	113,382	2,695,083	20,980 [†]	11.1	100,423
May	—	—	108,454 [†]	2,575,002 [†]	—	—	—
Base figure			911,931		189,000 [†]		*

¹ Having received a control card during the month. ² Until April 1935, estimates. ^a 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 ¹					
	Unemployed		Applicants for work registered	Unem- ployed registered	Unemployed		Weighted	Unweighted	
Number	Per cent.	Wholly			Partially	Wholly		Partially	
1927	61,705	22.5	65,620	*	*	*	*	*	*
1928	50,226	18.5	51,864	*	*	9.2	13	*	*
1929	42,817	15.5	44,581	12,905	*	8.2	12	*	*
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
1936	78,669	19.3	93,299	13,553	—	—	13.3	17	21 ¹
1936 May	52,403	12.9	65,748	14,966	—	—	13.7	17	22
June	46,138	11.3	57,846	11,890	—	—	12.8	17	23
July	49,605	12.1	61,285	8,619	—	—	12.3	17	19
Aug.	50,693	12.3	61,432	8,587	—	—	11.7	14	22
Sept.	53,181	12.9	64,945	8,306	—	—	11.2	13	21
Oct.	67,674	16.3	80,508	9,243	—	—	11.0	12	20
Nov.	83,552	20.0	96,492	10,764	—	—	10.7	12	20
Dec.	127,478	30.3	141,946	14,933	—	—	11.1	14	21
1937 Jan.	140,262	33.0	156,209	16,797	—	—	11.7	15	21
Feb.	133,795	31.4	145,627	16,724	—	—	11.9	14	21
March	122,687	28.6	131,335	14,909	—	—	10.9	13	19
April	74,793	17.5 ¹	86,446	8,776	—	—	9.8 ¹	12	20
May	61,868 ¹	14.5 ¹	73,379	6,526	—	—	9.3 ¹	11 ¹	20
Base figure	427,429 ¹	*	*	*	*	964,000			*

¹ Unemployed occupied on public and civil work excluded.

Date	ESTONIA ¹	FINLAND		FRANCE		GREAT BRITAIN AND NORTHERN IRELAND			
	Employment exchange statistics	Employment exchange statistics	Statistics of local unemployment committees	Public relief fund statistics	Employment exchange statistics	Unemployment insurance statistics (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	2,980	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	*	928	10,052	994,091	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 ¹	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 May	582	2,795	8,182	422,036	465,089	1,467,097	11.0	229,823	1.8
June	365	1,724	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	*	410,210	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	3,551	*	368,381	395,996	1,305,280	9.8	130,788	1.0
May	638	3,126	*	345,503	374,376	1,245,589 ¹	9.3	210,401	1.6
Base figure	*	*	*	*	*	13,338,700			

¹ 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. ² From July 1932 onwards, including unemployed in receipt of relief from the welfare offices. ³ There were in addition 20,813 persons unemployed in agriculture aged 16-64 and 17,045 unemployed insured juveniles under 16 years.

TABLE II. STATISTICS OF UNEMPLOYMENT (*cont.*)

Date	GREAT BRITAIN	HUNGARY	NETHERLANDS EAST INDIES	IRISH FREE STATE ⁴		ITALY	JAPAN ⁷	
	Employment exchange statistics	Employment exchange statistics	Employment exchange statistics	Employment exchange statistics		Social insurance fund statistics ⁶	Official estimates	
	Applicants for work registered	Applications for work registered	Applicants for work registered	Applicants for work registered	Total	Wholly unemployed	Number	Per cent.
1927	1,091,271	13,881	*	13,728	21,284	278,484	*	*
1928	1,246,022	14,715	*	14,821	22,487	324,422	*	*
1929	1,237,880	15,173	*	14,679	20,702	300,786	*	*
1930	1,953,935	43,592 ⁸	*	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 ⁹	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	4.3
1936 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	*	322,969	4.1
Dec.	1,628,719	50,863	18,859	20,423	105,078	*	329,760	4.2
1937 Jan.	1,689,223	54,407	19,316	20,076	100,177	*	333,331 ⁷	4.2
Feb.	1,627,845	56,192	19,459	20,322	91,680	*	333,230 ⁷	4.2
March	1,601,201 ¹	56,782	19,005	20,009	93,426	*	325,290 ⁷	4.1
April	1,454,443	53,865	—	18,165	92,363	*	—	—
May	1,451,330	—	—	17,754	88,480	*	—	—
Base figure	*	*	*	*	*	*	7,933,985 [†]	

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

³ 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.

⁴ 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. ⁵ Extended series. ⁶ Since July 1933, employment exchange statistics. ⁷ The figures relate to the 1st of the following month.

Date	LATVIA	MEXICO	NORWAY		NEW ZEALAND			PORTUGAL
	Employment exchange statistics	Official estimates	Trade union fund returns	Employment exchange statistics	Employment exchange statistics			Employment exchange statistics
	Applica- tions for work registered	Number unem- ployed	Unemployed		Unemployed (men)			Un- employed registered
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 ¹	7,175	16.6	19,353	5,318	*	*
1931	8,709	257,979	*	22.3	27,479	41,431	5,000 ²	*
1932	14,587	339,378	14,790	30.8	32,705	51,549	15,000 ²	*
1933	8,156	275,774	16,588	33.4	35,591	46,944 ³	25,719 ⁴	72,663 ⁴
1934	4,972	234,522 ⁵	15,963	30.7	35,121	39,235	25,286	64,521
1935	4,825	189,026	14,783	25.3	36,103	38,234	18,477	56,711
1936	3,851	176,532 ⁶	13,267	18.8	32,643	36,890	13,260	50,152
1936 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	12,635	16.8	31,332	39,056	7,084	46,140
Nov.	4,025	164,367 ⁷	14,330	18.8	35,119	35,467	6,874	42,341
Dec.	5,613	166,130 ⁷	16,632	21.7	36,280	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	—	18,163	23.1	34,440	28,941	6,781	35,722
March	6,110 ⁸	—	18,457	23.2	32,951	27,907	6,619	34,526
April	3,290	—	—	—	31,824	27,953	6,296	34,249
May	2,127 ⁹	—	—	—	26,298	28,302	5,916	34,218
Base figure	*	*	79,537	*	*	*	*	*

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

⁶ Average for eleven months.

TABLE II. STATISTICS OF UNEMPLOYMENT (*cont.*)

Date	NETHERLANDS				POLAND		SWEDEN			
	Unemployment insurance statistics ¹			Employment exchange statistics	Employment exchange statistics		Trade union returns		Statistics of local unemployment committees	
	Unemployed		Days of unemployment ²	Wholly unemployed registered	Applications for work registered		Unemployed		Applicants for relief registered	
	Number	Per cent.			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 ^a	10.7 ^a	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	299,502	12.6	64,815	17.2	46,540	
1932	153,500	29.5	25.3	270,633	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	173,700 ^r	36.3	31.7	384,691	381,935	16.7	81,385	16.1	61,581	
1936	169,400 ^r	36.3	32.7	414,512	367,327	15.6	71,884	13.6	55,601	
1936 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.	163,381	35.0	32.7	455,209	466,004	19.4	100,278	18.5	30,814	
1937 Jan.	172,014	36.9	34.3	466,242	535,563	21.9	91,542	16.4	33,509	
Feb.	161,107 ^r	34.5 ^r	31.9	439,553	547,986	22.0 ^r	85,568 ^r	15.1	31,280	
March	149,115 ^r	31.9 ^r	29.5 ^r	403,365	521,793	21.0 ^r	83,024 ^r	14.9 ^r	27,750	
April	128,239 [†]	27.9 [†]	26.7 [†]	359,726	414,974	16.7 [†]	68,156 [†]	12.1 [†]	22,247	
May	122,255 [†]	26.5 [†]	25.1 [†]	—	—	—	—	—	—	
Base figure	461,563 [†]			*	2,485,980 [†]		562,157 [†]		427 [†] *	

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

Date	RUMANIA ¹	SWITZERLAND		CZECHOSLOVAKIA		YUGOSLAVIA
	Employment exchange statistics	Unemployment insurance statistics	Employment insurance statistics	Trade union fund returns	Employment exchange statistics	Employment exchange statistics
	Unemployed registered	Percentage unemployed		Unemployed in receipt of benefit		Unemployed registered
		Wholly	Partially	Number	Per cent.	
1927	*	2.7	2.0	17,617	1.6	52,869
1928	10,373	2.1	1.1	16,348	1.4	38,636
1929	7,288	1.8	1.7	23,763	2.2	41,630
1930	25,335	3.4	7.2	51,372	4.5	105,442
1931	35,737	5.9	12.1	102,179	8.3	291,332
1932	38,890	9.1 ^a	12.2 ^a	184,555	13.5	554,049
1933	29,063	10.8	8.5	247,613	16.9	738,267
1934	17,253	9.8	6.1	245,953	17.4	676,994
1935	13,852	11.8	5.9	235,623	15.9	686,269
1936	13,549	13.2	5.3	208,539	13.1	622,687
1936 May	12,923	11.1	5.7	208,601	13.2	637,385
June	9,291	10.4	6.2	188,900	11.8	565,799
July	7,628	10.6	5.4	185,259	11.5	508,081
Aug.	7,496	10.9	5.1	180,410	11.2	483,502
Sept.	8,852	11.3	5.1	171,458	10.6	479,268
Oct.	9,549	11.5	4.3	166,575	10.3	441,679
Nov.	11,526	12.3	3.6	176,658	10.8	510,205
Dec.	16,224	14.4	3.3	198,492	12.1	619,143
1937 Jan.	18,778	16.6	3.3	210,894	12.9	667,486
Feb.	17,187	16.0	3.0	221,464	13.2	677,947
March	14,923	12.8	2.7	210,244	12.4	627,258
April	—	—	—	176,348	10.3	503,632 ^r
May	—	—	—	—	—	384,386 [†]
Base figure	*	469,245		1,712,000 [†]		*

¹ The figures relate to the 1st of the following month. monthly statistics.

^a Up to 1931, quarterly statistics; afterwards,

Statistics of Occupied Population in Different Countries (Chile, Mexico)

In continuation of the series of statistics of the occupied population in different countries recently published ¹, corresponding information relating to Chile and Mexico taken from the most recent censuses is given below in tabular form. For information as to the scope and character of the data given in the tables the reader is referred to the first article of the series.

Chile : Census of 27 November 1930

The following tables relate to the gainfully occupied population. In tables I and IV, the gainfully occupied include domestic servants and the unemployed, groups which in the original source are classed as unoccupied. The unemployed are presented as a separate group, since they cannot be distributed according to the occupation usually or last followed. In table II in order to make comparisons with 1920, it has been necessary to exclude the domestic servants from the gainfully occupied; in 1920 the unemployed were classed according to their usual or last occupation, while in 1930 they are shown as attached to the industry group of the person "who supported them or in whose household they were living at the time of the census." An exact comparison is thus impossible. In table III, the unemployed are omitted, because no data on industrial status are available.

SOURCE : DIRECCIÓN GENERAL DE ESTADÍSTICA : *X Censo de la Población efectuado el 27 de Noviembre de 1930*. Vol. III. *Ocupaciones*. 1935.

¹ Cf. *International Labour Review*, Vol. XXXI, No. 1, Jan. 1935 (United States of America, Canada); No. 3, March 1935 (India, Japan, Palestine); No. 6, June 1935 (Italy, Norway); Vol. XXXII, No. 3, Sept. 1935 (Germany, Netherlands); No. 6, Dec. 1935 (Great Britain); Vol. XXXIII, No. 2, Feb. 1936 (Estonia, Hungary); No. 6, June 1936 (Austria, France); Vol. XXXIV, No. 6, Dec. 1936 (Belgium, Switzerland); Vol. XXXV, No. 2, Feb. 1937 (Denmark, Czechoslovakia).

TABLE I. GAINFULLY OCCUPIED POPULATION BY SEX
AND SEX MAIN INDUSTRIAL GROUPS

Industrial group	Males		Females		Total	
	Number	Per cent.	Number	Per cent.	Number	Per cent.
Agriculture and fishing	481,034	41.1	25,307	8.7	506,341	34.7
Mines and quarries	76,930	6.6	639	0.2	77,569	5.3
Industry	204,857	17.5	91,344	31.4	296,201	20.3
Commerce	119,623	10.2	28,183	9.7	147,806	10.1
Transport and communications	66,514	5.7	3,266	1.2	69,780	4.8
Public services and national defence	60,942	5.2	8,693	3.0	69,635	4.8
Liberal professions and personal service ¹	17,087	1.4	15,549	5.3	32,636	2.2
Domestic service	12,494	1.1	84,313	29.0	96,807	6.6
Others	28,721	2.5	12,324	4.2	41,045	2.8
Unemployed	101,311	8.7	21,343	7.3	122,654	8.4
Total gainfully occupied	1,169,513	100	290,961	100	1,460,474	100
Persons living on private income	15,656	—	10,277	—	25,933	—
Dependants (including assisted persons, students, etc.)	937,540	—	1,863,498	—	2,801,038	—
Total population	2,122,709	—	2,164,736	—	4,287,445	—

¹ Includes entertainment and sports.TABLE II. GAINFULLY OCCUPIED AS PERCENTAGE OF TOTAL POPULATION
BY SEX AND MAIN INDUSTRIAL GROUPS, 1920 AND 1930

Industrial group	1920			1930		
	Males	Females	Total	Males	Females	Total
Agriculture and fishing	23.7	2.7	13.1	22.7	1.2	11.8
Mines and quarries	3.0	0.0	1.5	3.6	0.0	1.8
Industry	11.9	7.9	9.9	9.7	4.2	6.9
Commerce	5.4	1.2	3.3	5.6	1.3	3.4
Transport and communications	3.6	0.2	1.9	3.1	0.2	1.6
Public services and national defence	2.2	0.2	1.2	2.9	0.4	1.6
Liberal professions and personal service	0.7	0.6	0.6	0.8	0.7	0.8
Others	1.5	0.8	1.2	1.4	0.6	1.0
Unemployed	—	—	—	4.7	1.0	2.9
Total gainfully occupied	52.0 ²	13.6 ²	32.7 ²	54.5	9.6	31.8
Unoccupied ¹	48.0	86.4	67.3	45.5	90.4	68.2
Total population	100	100	100	100	100	100

¹ Including domestic service.² Including unemployed, who are reported as gainfully occupied in their last or usual occupation.

TABLE III. GAINFULLY OCCUPIED POPULATION BY INDUSTRIAL STATUS,
SEX AND MAIN INDUSTRIAL GROUPS

Industrial group	Employers		
	Males	Females	Total
Agriculture and fishing	136,990	12,308	149,298
Mines and quarries	1,662	15	1,677
Industry	37,938	54,779	92,717
Commerce	60,433	12,995	73,428
Transport and communications	8,574	313	8,887
Public services and national defence	6,758	1,353	8,111
Liberal professions and personal service	4,839	2,548	7,387
Domestic service	—	—	—
Others	17,353	10,506	27,859
Total ¹	274,547	94,817	369,364
Salaried employees			
Agriculture and fishing	10,715	406	11,121
Mines and quarries	7,160	399	7,559
Industry	15,151	3,984	19,135
Commerce	38,917	9,871	48,788
Transport and communications	12,036	2,471	14,507
Public services and national defence	42,233	5,256	47,489
Liberal professions and personal service	8,521	12,240	20,761
Domestic service	—	—	—
Others	2,432	808	3,240
Total ¹	137,165	35,435	172,600
Wage earners			
Agriculture and fishing	333,320	12,593	345,922
Mines and quarries	68,108	225	68,333
Industry	151,768	32,581	184,349
Commerce	20,273	5,317	25,590
Transport and communications	45,904	482	46,386
Public services and national defence	11,951	2,084	14,035
Liberal professions and personal service	3,727	761	4,488
Domestic service	12,494	84,313	96,807
Others	8,936	1,010	9,946
Total ¹	656,490	139,366	795,856

¹ Excluding unemployed persons, as no information is available concerning their industrial status. The number of unemployed was 101,311 males, and 21,343 females.

TABLE IV. GAINFULLY OCCUPIED POPULATION BY SEX
AND AGE GROUPS

Sex and age group	Total population	Gainfully occupied	
		Number ¹	Per cent.
Males :			
Under 15	803,738	16,475	2.0
15-19	229,000	141,813	61.9
20 and over	1,089,971	1,011,225	92.8
Total	2,122,709	1,169,513	55.1
Females :			
Under 15	790,041	5,295	0.7
15-19	240,319	44,620	18.6
20 and over	1,134,376	241,046	21.2
Total	2,164,736	290,961	13.4
Both sexes :			
Under 15	1,593,779	21,770	1.4
15-19	469,319	186,433	39.7
20 and over	2,224,347	1,252,271	56.3
Total	4,287,445	1,460,474	34.1

¹ Including the unemployed and domestic service.

Mexico : Census of 15 May 1930

The following tables relate to the gainfully occupied population, excluding housewives and children and students, classes which in the original source are grouped with domestic service and "unproductive occupations" respectively. Persons without occupation; including, for example, persons living on their private means and those whose occupation is unknown, are classed as not gainfully occupied. In tables I and III comparisons are made between the censuses of 1921 and 1930 on the basis of figures for the earlier census revised according to the 1930 scheme; for female domestic servants, however, only approximate figures are available.

SOURCE : SECRETARÍA DE LA ECONOMÍA NACIONAL, DIRECCIÓN GENERAL DE ESTADÍSTICA : *Quinto Censo de Población, 15 de Mayo de 1930. Resumen General.* Mexico, 1934.

**TABLE I. GAINFULLY OCCUPIED POPULATION BY SEX
AND MAIN OCCUPATIONAL GROUPS**

Occupational group	Males		Females		Total	
	Number	Per cent.	Number	Per cent.	Number	Per cent.
Agriculture, forestry, fishing	3,600,645	72.3	25,633	6.9	3,626,278	67.8
Mines and quarries	51,157	1.0	89	0.0	51,246	1.0
Manufacturing industries and handicrafts	587,520	11.8	104,641	28.2	692,161	12.9
Transport and communications	106,208	2.1	844	0.2	107,052	2.0
Commerce, finance, hotels, etc.	233,980	4.7	39,861	10.7	273,841	5.1
Public services and national defence	143,134	2.9	10,209	2.8	153,343	2.9
Liberal professions and religion	33,484	0.7	19,210	5.2	52,694	0.9
Domestic service	54,389	1.1	131,970	35.5	186,359	3.5
Unspecified and insufficiently described	170,100	3.4	39,088	10.5	209,188	3.9
Total gainfully occupied	4,980,617	100	371,545	100	5,352,162	100
Unoccupied :						
Housewives	—	—	5,204,549	—	5,204,549	—
Children and students ¹	2,972,504	—	2,797,841	—	5,770,345	—
Without occupation and occupation unknown	165,883	—	59,783	—	225,666	—
Total population	8,119,004	—	8,433,718	—	16,552,722	—

¹ Persons following "unproductive occupations", e.g., children at school, students, and children under 6 years of age.

TABLE II. GAINFULLY OCCUPIED PERCENTAGE OF TOTAL POPULATION
CLASSIFIED BY SEX AND MAIN OCCUPATIONAL GROUPS,
1921 AND 1930

Occupational group	1921			1930		
	Males	Females	Total	Males	Females	Total
Agriculture, forestry, fishing	49.4	0.4	24.4	44.4	0.3	21.9
Mines and quarries	0.4	0.0	0.2	0.6	0.0	0.3
Manufacturing industries and handicrafts	5.1	2.4	3.7	7.2	1.2	4.2
Transport and communications	0.8	0.0	0.4	1.3	0.0	0.6
Commerce, finance, hotels, etc.	3.2	0.7	1.9	2.9	0.5	1.7
Public services and national defence	0.9	0.0	0.4	1.8	0.1	0.9
Liberal professions and religion	0.5	0.3	0.4	0.4	0.2	0.3
Domestic service ¹	0.5	2.1	1.3	0.7	1.6	1.1
Unspecified and insufficiently described	4.7	0.7	2.7	2.1	0.5	1.3
Total gainfully occupied	65.5	6.6	35.4	61.4	4.4	32.3
Unoccupied	34.5	93.4	64.6	38.6	95.6	67.7
Total population	100	100	100	100	100	100

¹ For this group the data for 1921 are not strictly comparable with those for 1930, owing to changes in classification.

TABLE III. PERCENTAGE DISTRIBUTION OF MALES AND FEMALES
IN EACH OCCUPATIONAL GROUP, 1921 AND 1930

Occupational group	1921		1930	
	Males	Females	Males	Females
Agriculture, forestry, fishing	99.1	0.9	99.3	0.7
Mines and quarries	97.3	2.7	99.8	0.2
Manufacturing industries and handicrafts	66.8	33.2	84.9	15.1
Transport and communications	97.1	2.9	99.2	0.8
Commerce, finance, hotels, etc.	81.8	18.2	85.4	14.6
Public services and national defence	99.0	1.0	98.3	6.7
Liberal professions and religion	62.3	37.7	63.5	36.5
Domestic service ¹	19.1	80.9	29.2	70.8
Unspecified and insufficiently described	87.8	12.2	81.3	18.7
Total gainfully occupied	90.5	9.5	95.4	4.6

¹ For this group the data for 1921 are not strictly comparable with those for 1930, owing to changes in classification.

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Book Notes

INTERNATIONAL PUBLICATIONS

International Labour Office. *Safety Provisions for Workers in the Building Industry with reference to Scaffolding and Hoisting Machinery (Supplementary Report)*. International Labour Conference, Twenty-third Session, Geneva, 1937. First item on the Agenda. Report I (Supplement). Geneva, 1937: 28 pp. 6d. ; \$0.15.

Since the compilation of the Report on *Safety Provisions for Workers in the Building Industry*, replies to the Questionnaire on this subject have been received from the Governments of Brazil, Czechoslovakia, France, New Zealand, Rumania, Spain and Turkey. These replies are reproduced in this supplementary report.

— *Reduction of Hours of Work in the Textile Industry (Supplementary Report)*. International Labour Conference, Twenty-third Session, Geneva, 1937. Third Item on the Agenda. Report II (Supplement). Geneva, 1937. 6 pp.

Contains replies to the Questionnaire on the subject received since the compilation of the Report on the *Reduction of Work in the Textile Industry* from the Governments of Brazil, New Zealand, Spain and Turkey.

— *Some Social Aspects of Present and Future Economic Development in Brazil*. By Fernand MAURETTE. Studies and Reports, Series B (Social and Economic Conditions) No. 25. Geneva ; London, P. S. King, 1937. 99 pp. 2s. ; \$0.50.

Under the above title the International Labour Office has just published a report submitted to the Governing Body of the Office by Mr. F. Maurette, late Assistant Director of the Office, after a visit to Brazil.

Mr. Maurette, who visited Brazil at the invitation of the Government, undertook to study two aspects of the situation : The effects of economic development on the conditions and possibilities of human labour, and the probable effects of the present conditions and possibilities of labour on the economic development of future years. The report is therefore divided into two parts which are closely linked and interrelated. The first deals with some of the economic problems of the day and the social conditions which form their background, and the second with current social problems and the influence of economic conditions upon them.

In the first part the author describes the potentialities of the country, the population, and agricultural and industrial development, concluding with a survey of economic conditions in Brazil and the social problems arising out of them. The second part describes the conditions of employment in agriculture and industry, the various types of land settlement and the problems involved, and the situation as regards immigration. The chapter devoted to immigration deals with the need for immigrants, the present policy of the Government, internal migration movements, and the character of foreign immigration, with special reference to Japanese immigration.

— *Reduction of Hours of Work in Printing and Kindred Trades.* International Labour Conference, Twenty-third Session, Geneva, 1937. Fourth Item on the Agenda. Report IV. Geneva, 1937. 192 pp. 4s. 6d. ; \$1.20.

The question of placing the reduction of hours of work in the printing and book-binding trades on the agenda of a future session of the Conference formed the subject of a resolution adopted at the Nineteenth Session which invited the Governing Body to consider the desirability of placing it on the agenda of the 1937 Session. On the basis of a brief report prepared by the Office on the law and practice as regards this question, the Governing Body at its Seventy-fourth Session (February 1936) decided to place the question on the agenda of the Twenty-third Session of the International Labour Conference (1937). At its next session (April 1936), the Governing Body decided to convene a Preparatory Technical Tripartite Meeting to which the States with the largest number of wage-earners in the printing and kindred trades would be invited. This Meeting was held at Geneva from 30 November to 4 December 1936. The results of its work were set forth in a report submitted to the Governing Body, the text of which appears in an appendix to the present Report. At its Seventy-fifth Session, the Governing Body instructed the Office to draw up the Report to be submitted to the Conference in such a way as to enable it either to follow the usual procedure of holding a first discussion or to take a final decision at once on the adoption of a Draft Convention, if this were considered preferable. The present Report accordingly consists of two parts. Part I gives an account of existing regulations for the limitation of hours of work in printing and kindred trades and an examination of the problems arising in connection with international regulation and concludes with a list of points on which the Office suggests that Governments might be consulted should the Conference decide to follow the usual procedure of double discussion. Part II contains a commentary on the text of a Draft Convention proposed by the Office for consideration should the Conference decide to take a final decision.

— *Reduction of Hours of Work in the Chemical Industry.* International Labour Conference, Twenty-third Session, Geneva, 1937. Fifth Item on the Agenda. Report V. Geneva, 1937. 174 pp. 4s. ; \$1.

The general Draft Convention providing for the reduction of hours of work to 40 in the week, adopted by the Nineteenth Session of the Conference (1935), is intended to serve as a basis for the series of Conventions each applying to one or more specific classes of employment. A resolution on the chemical industry adopted by the Conference invited the Governing Body to consider the desirability of indicating that industry as one of those for which an international reduction of working hours should be primarily proposed at the Nineteenth (1936) Session of the Conference.

In considering the action to be taken on this resolution, the Governing Body at its Seventy-first Session (October 1935) requested the Office to prepare a report on the law and practice with regard to hours of work in the chemical industry. On the basis of this report, it decided at its Seventy-fourth session (February 1936) to place the question on the agenda of the Twenty-third Session of the Conference (1937). At its next session (April 1936), the Governing Body decided to convene at the end of 1936 or the beginning of 1937 a Preparatory Technical Tripartite Meeting to which the States with over 40,000 persons employed in the chemical industry would be invited and which would also be opened to States with a chemical industry of importance. This Meeting was held at Geneva from 7 December to 11 December 1936. The results of its work were set forth in a report submitted to the Governing Body, the text of which appears in an appendix to this report. Lastly the Governing Body decided that the report to be placed before the Twenty-third Session of the Conference should be such as to enable it either to follow the usual double-discussion procedure and hold a first discussion at that session or to take a final decision at once on the adoption of a Draft Convention if this were considered preferable.

The present report accordingly consists of two parts : Part I gives an account of the existing regulations of hours of work in the chemical industry and an examination of the problems arising in connection with the drafting of international regulations, and concludes with a list of points on which the Office suggests that Governments might be consulted should the Conference decide to follow the usual pro-

cedure. Part II contains a commentary on the text of a Draft Convention proposed by the Office for consultation should the Conference decide to take a final decision on the question before it.

— *Reduction of Hours of Work in Printing and Kindred Trades. Reduction of Hours of Work in the Chemical Industry.* Items IV and V on the Agenda. Appendix : *Principal Statutory Provisions limiting Hours of Work in Industry.* International Labour Conference, Twenty-third Session, Geneva, 1937. Reports IV and V (Appendix). Geneva, 1937. 57 pp. 1s. 3d. \$0.30.

This report, which is intended as an appendix to the two reports referred to above on Items IV and V on the agenda of the Twenty-third Session of the International Labour Conference, contains a summary of the provisions of the general laws relating to hours of work which apply to all industries alike. The various legislative provisions are set up in tables, the first of which shows for each country the scope of application of the law as defined in each enactment, the normal limits of hours per week, any special provisions concerning a different distribution of working hours, the hours of work in continuous processes and the possibilities of making up lost time. The other tables show the various exceptions allowed to the normal limits, the nature of the exception, its duration and the increased rate of the remuneration prescribed for such overtime.

Bureau international d'éducation. *V^{me} Conférence de l'instruction publique, Genève, 1936. Procès-verbaux et résolutions.* Geneva. 166 pp.

— *L'organisation de l'enseignement spécial.* Deuxième question à l'ordre du jour. V^{me} Conférence internationale de l'instruction publique, Genève 1936. Geneva, 1936. 194 pp.

— *L'organisation de l'enseignement rural.* Troisième question à l'ordre du jour. V^{me} Conférence internationale de l'instruction publique, Genève 1936. Geneva, 1936. 266 pp.

Fédération internationale des ouvriers du transport. *Compte rendu de la Conférence des conducteurs d'automobile de la Fédération internationale des ouvriers du transport les 18 et 19 novembre 1936, à Anvers.* Amsterdam, 1937. 23 pp., typescript.

Institut international d'agriculture. *International Institute of Agriculture. Aperçu des bibliographies courantes concernant l'agriculture et les sciences connexes. A Survey of Current Bibliographies on Agriculture and Allied Subjects.* Rome, 1937. 84 pp.

International Federation of General Factory Workers. *Chemical Industry. Memorandum on the practicability and desirability of an international reduction of working hours in chemical industries.* Amsterdam, 1936. 21 pp., typescript.

International Institute of African Languages and Cultures. *The Food and Nutrition of African Natives, with Tables showing the composition of some African foods and feeding-stuffs mainly of vegetable origin, and a bibliography.* London, Oxford University Press, 1937. 40 pp. 1s.

An account has already been given of the studies on nutrition in Africa published by the International Institute of African Languages and Cultures in April 1936 (Cf. *International Labour Review*, Vol. XXXIV, No. 3, September 1936, pp. 369-376). The Institute has continued its valuable work by the issue of tables prepared by the Imperial Bureau of Animal Nutrition, accompanied by a bibliography of nutrition as affecting Africa. The main table analyses the comparative values of African foodstuffs, and should be of great practical value to medical, agricultural and veterinary experts. The report should also be very useful to administrative officers and employers.

As the introduction states, "there is general agreement among medical men who work in rural Africa that the Native must have better food if he is to have better health. It seems probable that in many areas improved diets would result not only in a decrease of those diseases usually attributed to specific deficiencies,

but also in a greater resistance to all forms of disease, in improvements in the general physique of the Natives, and indirectly in a higher efficiency and all-round standard of life." Such an improvement in efficiency and in the standard of living is obviously of the greatest importance in connection with the employment of Native labour. The extent of the demand for labour from rural communities and the poor remuneration of labour in employment are largely determined by the quality of the labour now available, and in its turn, as is shown by the experience of progressive employers, depends not on any innate inferiority, but on health deficiency which often results from malnutrition.

International Typographers' Secretariat. *Report of the Thirteenth International Typographical Congress, Luxembourg, 24-27 August 1936. Verbatim Report.* Berne, 1936. 158 pp.

World's Committee of Young Men's Christian Associations. *Youth in the New World. Report of the World's Committee of Young Men's Christian Associations to the Twenty-first World's Conference at Mysore, India, 2-10 January 1937.* Geneva. VIII + 184 pp.

Surveys the recent developments and immediate problems of the Y.M.C.A., dealing with the social, political, and religious problems affecting youth, and the attitude of the Association towards new social and political mass movements.

OFFICIAL PUBLICATIONS

AUSTRALIA

Advisory Council on Nutrition. *Second Report.* Canberra, 1936. 14 pp. 9d.

International Labour Organisation of the League of Nations. *Twentieth Conference held at Geneva 4-24 June 1936. Reports of the Australian Delegates.* Canberra, 1936. 32 pp.

VICTORIA

Ministry of Public Instruction. Education Office. *Report on Technical Education Systems in Other Countries.* By Ernest P. ELTHAM, B.E.E., A.M.I.E. (Aust.). Melbourne, 1936. 103 pp.

A report to the State Minister of Public Instruction by the Chief Inspector of Technical Schools, Victoria. The author was sent by the State Government to investigate and report on recent developments in technical education and industry, the unemployment of youth problem, and vocational guidance in relation to technical schools, in Great Britain, the United States and Canada, and a number of European countries. Many technical institutions were visited, and the situation in each country was discussed with administrative officers and industrial authorities. The report is a stimulating and valuable one, and the author's conclusions and recommendations have attracted considerable attention in Australia and elsewhere.

CANADA

Department of Trade and Commerce. Dominion Bureau of Statistics. *Internal Trade Branch. Prices and Price Indexes 1913-1935. (Commodities, Securities, Foreign Exchange, Services).* Ottawa, 1936. 186 pp. 25 cents.

CHINA

Ministry of Industry. National Factory Inspection Bureau. *Kaon ni ngan tsin wé shiu ki na fé té kian. Special Monograph on the Industrial Safety and Health Exhibition.* Nanking, 1936.

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FINLAND

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— *Liikealan toimihenkilöiden olot vuonna 1935. Förhållandena bland de affärsanställda år 1935. Les conditions des employés de commerce en 1935. Social Tidskrift. Helsingfors, 1936. 41 pp.*

FRANCE

Présidence du Conseil. Statistique générale de la France. *Rapport au Président du Conseil relatif aux échelles de traitements, remises et indemnités fixes des fonctionnaires, agents, sous-agents et ouvriers de l'Etat rémunérés au mois. (Loi du 8 avril 1910, Article 152.) 1931-1936. Reprinted from the Journal officiel, 20 Novembre 1936. Paris, 1936. Pp. 1247-1345.*

Rapport annuel adressé par le gouvernement français au Conseil de la Société des Nations, conformément à l'article 22 du Pacte, sur l'administration sous mandat du territoire du Togo pour l'année 1935. Paris, 1936. 210 pp., diagrams.

Rapport annuel adressé par le gouvernement français au Conseil de la Société des Nations, conformément à l'article 22 du Pacte, sur l'administration sous mandat du territoire du Cameroun pour l'année 1935. Paris, 1936. 216 pp., diagrams.

GREAT BRITAIN

Board of Education. Co-operation in Technical Education. A Report of a Conference of Representatives of the Associations of Local Education Authorities and the London County Council. London, H.M. Stationery Office, 1937. 28 pp. 6d.

The report deals with the question, important in Great Britain where technical education is in the hands of the Local Education Authorities, of co-operation between neighbouring Authorities in the provision of such education. When it is remembered that an industrial area is usually spread over several education areas the interest attaching to this matter will be readily understood. It is shown that substantial progress has been made in co-ordinating effort, and that the practice of consultation and co-operation between neighbouring Authorities in arranging curricula in Great Britain is becoming widespread.

Colonial Office. A Report on the Social, Economic and Political Condition of the Hadhramaut, Aden Protectorate. By W. H. INGRAMS, O.B.E. London, H.M. Stationery Office, 1936. iv + 177 pp., map. 3s.

Medical Research Council. Industrial Health Research Board. A Borstal Experiment in Vocational Guidance. By Alec RODGER. Report No. 78. London, H.M. Stationery Office, 1937. iii + 41 pp., diagrams. 9d.

Describes an investigation, undertaken by the Industrial Health Research Board, to ascertain whether psychological tests could be usefully undertaken by the authorities in Borstal institutions for delinquent boys when allocating boys to their respective work parties. The conclusions reached are that these methods are useful in the treatment of youthful delinquents, and arrangements have been made for their extension. The actual tests were made by the National Institute of Industrial Psychology.

Ministry of Labour. Careers for Secondary School Boys. London, H.M. Stationery Office, 1936. 34 pp. 6d.

INDIA

ASSAM

Annual Report on the Working of the Tea Districts Emigrant Labour Act (XXII of 1932) for the year ending 30 September 1935. Shillong, 1936. 43 pp., tables, map. 8 annas or 10d.

ITALY

Istituto centrale di statistica. *Decennale 1926-1936.* Rome. 173 pp., illustr. 50 lire.

Istituto nazionale fascista per l'assicurazione contro gli infortuni sul lavoro. *Indagini analitiche sugli infortuni avvenuti nell' anno 1933. (Appendice alla relazione sul bilancio consuntivo dell' esercizio 1935.)* Rome, 1936. 107 pp.

Statistical report of industrial accidents in Italy in 1933 published by the National Fascist Institute of Industrial Accident Insurance. The figures, which are divided into two groups relating respectively to cases of permanent incapacity and fatal cases, concern in particular the distribution of injured persons according to age and sex, the frequency of accidents in the different branches of industry, the percentage of beneficiaries in relation to workers in good health, the degree of reduction of working capacity, and the time elapsed between the accident and the death of the injured person.

Opera nazionale Dopolavoro. *Opera nazionale dopolavoro. Œuvre nationale des loisirs du travailleur.* Relation présentée au Congrès international des loisirs du travailleur tenu à Bruxelles, 15-17 juin 1935. 8 pp.

This pamphlet, which was prepared on the occasion of the International Congress on Workers' Spare Time, held at Brussels from 15 to 17 June 1935, was largely reproduced in *Recreation and Education*, published by the International Labour Office (Studies and Reports, Series G (Housing and Welfare), No. 4, 1936).

JAPAN

Gaimusho, America Kyoku. (Department of Foreign Affairs. Bureau for America.) *Hokubei Nikkei Shimin Gaikyo.* (General Condition of American Citizens of Japanese Origin in North America.) Tokyo, 1936. 180 pp.

Study of the general situation of American citizens of Japanese origin based on enquiries carried out by Japanese Consuls in the United States and investigations made by different institutions, in particular Stanford University. The pamphlet contains detailed statistics relating to these citizens (total number, marital status, birth rate, and mortality). It also deals with important social problems in Hawaii, the United States, and Canada (education, marriage, employment and unemployment, social and political position, associations, etc.).

Mombusho, Shakai Kyoiku Kyoku. (Department of Education. Bureau of Social Education.) *Shokugyo Shido Chosa Kyogikai Toshin.* (Recommendation by the Committee on Vocational Guidance. With special reference to facilities for vocational guidance in secondary schools). Tokyo, 1936. 14 pp.

Naikaku Tokai Hyoku. (Imperial Cabinet, Statistical Bureau.) *Sangyo Jinko no Hikaku.* (Occupational Changes, 1920-1930). Tokyo, 1936. 95 pp.

Owing to the differences in methods of classification, a comparison between the figures of the gainfully occupied population in Japan shown in the censuses of 1920 and 1930 had hitherto been impossible. This pamphlet regroups the figures for 1920 according to the method adopted for the 1930 census and compares them with the figures for that year.

Norinsho, Nomukyoku. (Department of Agriculture and Forestry, Bureau of Agricultural Administration.) *Kosaku Nempo — 1934.* (Annual Report on Agricultural Tenancy in Japan, 1934.) Tokyo, 1936. 187 pp., appendix.

The major part of the material for this report was supplied by local authorities. It deals with disputes in agriculture, the application of the Japanese Act of 1934 relating to conciliation in such disputes, and the economic and political activities of agricultural organisations of both tenant farmers and landowners, and those of federations of agricultural organisations. A statistical appendix contributes to the elucidation of different aspects of the problems concerning the position of agriculturists in Japan.

POLAND

Główny Urząd Statystyczny. *Ruch budowlany w miastach 1932-1934. Construction d'habitations dans les villes, 1932-1934.* Statystyka polski, Seria C, Zeszyt 46. Warsaw, 1936. xiv + 27 pp.

— *Statystyka Spółdzielni Związkowych 1928-1933.* Statystyka Polski, Serja C, Zeszyt 37. Warsaw, 1936. xxxi + 59 pp.

Statistics of co-operative societies in Poland, 1928-1933.

SWEDEN

K. Socialstyrelsen. *Lönestatistik årsbok för Sverige 1935.* Sveriges Officiella Statistik. Socialstatistik. Stockholm, 1936. 94 pp.

SWITZERLAND

Département fédéral de l'économie publique. Commission fédérale d'étude des prix. *Les tarifs des annonces de journaux.* 24^{me} supplément de *La vie économique.* Berne, 1937. 48 pp.

UNITED STATES

Department of Labor. Bureau of Labor Statistics. *Handbook of American Trade Unions, 1936 edition.* By Estelle M. STEWART. Washington, Govt. Printing Office, 1936. xv + 334 pp. 30 cents.

This publication gives an account of the changes in membership and the developments in the labour movement in the United States from 1929 to 1936. The Commissioner of Labour Statistics, Mr. I. Lubin, states in the preface that the information contained in the handbook may be regarded as authoritative as at 1 March 1936. In his opinion the chief value of the compilation lies in the description it gives of the jurisdiction, form of government, method of negotiating agreements, and other elements which enter into the functions of trade unions in the United States.

Resettlement Administration. Greenbelt Towns. A Demonstration in Suburban Planning. Washington. illustr., diagrams.

Describes the projects of the Resettlement Administration for the creation of garden cities. Examples of what has already been done in Europe in this connection are cited. Numerous illustrations are included.

ILLINOIS

National Youth Administration. General and Specific Pre-Employment Training Institutes for Illinois NYA Youth. Prepared by V. JANOWICZ, with co-operation of Lois SKOLNICK and Jerome MORGAN. Edited by Paul W. HERMANN. 22 pp. (mimeographed).

Describes an experiment, made by the National Youth Administration in Illinois, in helping unemployed to find work in private industry, as opposed to part-time NYA jobs.

— *Research Report on Restaurant Occupations.* No. 1. Occupational Information. 1937. 32 pp. (mimeographed).

An analysis of occupational opportunities in the restaurant industry based on material obtained from direct contacts with individuals and organisations associated with the industry in Chicago. The survey is of interest as it deals with an industry into whose conditions of employment comparatively little research has so far been made.

U.S.S.R.

Centralnyi Institut Truda NKTP SSSR. (Central Labour Institute of the People's Commissariat for Heavy Industry). *Organizaciya truda v Stakhanovskom dvizenii.* (The Organisation of Work in the Stakhanov Movement). Standartgiz. Moscow, Leningrad, 1936. 208 pp. 3.25 roubles.

This volume, which is published by the Central Labour Institute of the Soviet Union, contains a number of articles on the organisation of work and methods adopted by workers in the Stakhanov movement, particularly in mechanical construction, and the coal, building, and textile industries.

Centralnoé upravlenié narodno-khozhajstvennogo uceta Gosplana SSSR. (Central Office of Economic and Social Statistics of the U.S.S.R. State Planning Commission.) *Zdorovíe i zdravookhranéníe trudjascikhjsja SSSR. Statisticeskij sbornik.* (The health and health protection of workers in the U.S.S.R. Statistical compilation.) Moscow, 1936. 221 pp. 3.75 roubles.

Contains a study by Mr. A. SEVELEV on changes in the health conditions of Soviet workers and two series of statistical tables. The first shows the development of health protection in the U.S.S.R. from 1914 to 1936. The second relates to the organisation of health institutions at the beginning of 1936 (health centres in undertakings, polyclinics, hospitals, distribution of doctors, medical training, and cost of health protection).

Narodnyj Komissariat vodnogo transporta SSSR. (People's Commissariat for Water Transport). *Sbornik zakonov i rasporyazhenij odnosjascikhjsja k vodnomu transportu.* (Laws and Decrees relating to water transport.) Moscow, 1936. 580 pp. 12.50 roubles.

Reproduces the texts of numerous legislative measures regulating the organisation of water transport in the Soviet Union and the working and living conditions of seamen, watermen, and dockers.

NON-OFFICIAL PUBLICATIONS

Abbott, Edith (Assisted by Sophonisba P. BRECKINRIDGE and other associates). *The Tenements of Chicago, 1908-1935.* The University of Chicago Social Service Monographs. Edited by the Faculty of the School of Social Service Administration. Chicago, University of Chicago Press. xx + 505 pp., illustr. \$5.

This large work on the history, development and present conditions of the tenement areas of Chicago is the result of a series of studies made over a period of approximately twenty-five years in different parts of the city by members and students of the School of Social Service Administration.

American City Planning Institute, American Planning and Civic Association, and American Society of Planning Officials. *Planning for City, State, Region and Nation. Proceedings of the Joint Conference on Planning, 4-6 May 1936, Richmond, Virginia.* Chicago. viii + 170 pp.

American Management Association. *Training of Skilled Workers.* By Frank CUSHMAN. *Salary and Wage-Setting.* By C. Canby BALDERSTON. Institute of Management Series, Inst. of Mgt. 17. New York, 1936. 36 pp.

American Planning and Civic Annual. Edited by Harlean JAMES. Washington, American Planning and Civic Association, 1936. Part I, xxii + 248 pp. Part II, viii + 170 pp., illustr.

The first part of this year-book deals principally with national parks; the second contains the report of the proceedings of the Joint Conference on Planning for city, State, region and nation (Richmond, Virginia, 4-6 May 1936). In the first part, there is an interesting statement of principles to be observed in order to make the parks enjoyable for the public. A paragraph on the development of organised camping in the national parks gives interesting indications and suggestions as to what could be done elsewhere in this connection.

A Selected Bibliography of Co-operation. Compiled by H. A. IZANT. Reprinted from *The Year-Book of Agricultural Co-operation 1937.* London, P. S. King, 1937. Pp. 540-580. 6d.

Bayer, Dr. Hans. *Die Löhne der Arbeiterschaft in Wien und Niederösterreich.* Sonderheft zu den Vierteljahrsberichten der Abteilung für Volkswirtschaft und Statistik der Kammer für Arbeiter und Angestellte in Wien. Heft 2. Gewerkschaftsbund der österreichischen Arbeiter und Angestellten. Vienna, Kammer für Arbeiter und Angestellte, 1936. 36 pp.

Bezanson, A., Gray, R. D., and Hussey, M. *Wholesale Prices in Philadelphia 1784-1861.* Industrial Research Department. Wharton School of Finance and Commerce. University of Pennsylvania. Research Studies XXIX. Philadelphia, University of Pennsylvania Press, 1936. xxiii + 443 pp. \$4.

"Blauer Adler". *Kraftfahrwesen und Arbeitsbeschaffung.* Zweitausend Antworten auf eine Frage. Vienna, 1937. 112 pp.

Report of a public meeting convened at Vienna in February 1937 by the "Blaue Adler" Association to Combat Unemployment, during which different speakers belonging to all circles interested in motoring made suggestions with a view to furthering the development of the automobile industry as a means of creating employment.

British Association for Commercial and Industrial Education. *Report of an Enquiry into Vocational Education after General Education up to the Age of Sixteen.* London, 1936. 40 pp. 6d.

The majority of young people entering industry and commerce in Great Britain rely for technical education upon part-time courses, which are arranged by the Local Education Authorities, and are given concurrently with the experience they are gaining in works, offices, and shops. The report investigates this system and enquires whether existing full-time educational courses, at which attendance is comparatively small, might be extended, or whether Local Education Authorities should concentrate on improving the quality of day and evening part-time courses. After an exhaustive review of evidence from all sources, the Committee's investigations seem to show that part-time education, concurrently with employment, is likely to be the main type of vocational education that will be demanded for many years to come in Great Britain by young people completing their general education at the age of sixteen. The Committee urge that in this case vocational education should be closely correlated with works or office experience, and that firms should keep in touch with the progress in studies made by their employees.

Burrows, Raymond. *The Problems and Practice of Economic Planning.* London, P. S. King, 1937. ix + 280 pp. 10s. 6d.

Centraal overleg in arbeidszaken voor werkgeversbonden. *Overzicht der geburtenissen op arbeidsgebied gedurende 1936.* Haarlem. 33 pp., typescript. 0.75 fl.

Chmielewski, Zygmunt. *Podrecznik spółdzielczosci.* Biblioteka spółdzielcza Nr. 28. Warsaw, 1936. 180 pp. 6 zl.

In this "Handbook of Co-operation" the author aims at giving a survey of all questions concerning the co-operative movement: ideology of the movement, activities of local co-operative societies of different types, activities of central unions and other co-operative organisations, and education in co-operation. The last chapter is devoted to statistical data concerning the co-operative movement in Poland and in other countries.

Clark, Colin. *National Income and Outlay.* London, Macmillan, 1937. xix + 304 pp.

A revision and expansion of the author's previous book *The National Income 1924-1931* published in 1932. Since that date so many new sources of information have become available, in particular the results of the 1931 Census of Population and the 1930 Census of Production, that it has been possible to revise the earlier estimates. The volume analyses the population into its different categories from the point of view of income-receivers and estimates the total national income on the basis of wage statistics, income tax returns, agricultural production, etc.

Of special interest are the estimated total amounts paid in wages during each quarter from 1929 to 1936. Independent estimates are also made from statistics relating to the spending (or investment) of the national income. Other chapters deal with the accumulation of capital, and changes in "real" income, and there is a valuable historical survey of estimates of the national income in Great Britain from the first enquiry of Gregory King in 1676 down to the present day.

Cowles Commission for Research in Economics. *Abstracts of Papers presented at the Research Conference on Economics and Statistics held by the Cowles Commission for Research in Economics at Colorado College, 6 July-8 August 1936.* Colorado College Publication. General Series No. 208. Study Series No. 21. Colorado Springs, 1936. 119 pp.

Dai Nippon Shokugyo Shido Kyokai. (Japanese Vocational Guidance Association). *Dai Nippon Shokugyo Shido Kyokai Yoran.* (Brief account of the Japanese Vocational Guidance Association). Tokyo, 1936. 61 pp.

— *Shokugyo Shido Gakushu Cho.* (Vocational Guidance. Text Book). Vol. I. 66 pp. and appendix. Vol. II. 66 pp. and appendix. Tokyo, 1936.

— *Shokugyo Shido Gakushucho Toriatsukai Yoryo.* (How text books on vocational guidance should be used by teachers.) Tokyo, 1936. 15 pp.

Die Dachziegel- und Hohlsteinindustrie. Carl Ludowici. K.a.A. Falzziegelwerke. Joekgrim (Rheinpfalz). Musterbetriebe Deutscher Wirtschaft. Band 36. Leipzig, J. J. Arndt, 1936. 103 pp., illustr. 2.30 marks.

Durand, André. *Le statut juridique et fiscal des coopératives agricoles de production, de transformation et de vente.* Thèse pour le doctorat. Université de Paris, Faculté de droit. Paris, F. Loviton, 1936. 160 pp.

After showing by statistics the extent of the agricultural co-operative movement in France, the author examines the legal position of producers', manufacturing and marketing agricultural co-operative societies, as determined by the relevant legislation in force and the nature of a co-operative society. The second part of the book is devoted to an analysis of the financial regulation of agricultural co-operative societies established by the Act of 1920. In the last part, the author describes how ten years' efforts by co-operative organisations to obtain a special legal and financial status led to the promulgation of the Decree of 8 August 1935.

Esztergar, Dr. Lajos. *A szociálpolitika tétéles jogi alapja.* Pécs, Kultura Könyvnyomdai Müintézet Nyomtatása, 1936. 500 pp.

Methodical analysis of the Hungarian statutory provisions relating to the protection of women, children, the poor, and workers in general.

Federation of Indian Chambers of Commerce and Industry. *Reports of the Indian Employers' Delegation on the work done at the Twentieth Session of the International Labour Conference, 1936.* Calcutta, 1936. 41 pp.

Ferenczi, Dr. Imre. *Die interkontinentale Gegenwanderung und die Aussichten der Auswanderung.* "De Opbouw." Democratisch Tijdschrift voor Nederland en Indië. Nr. 4. Jaargang 19 (Nr. 220). Assen, van Gorcum, 1936. Pp. 97-103. 0.60 fl.

Fowler, Bertram B. *Consumer Co-operation in America. Democracy's Way Out.* Introduction by Marquis W. CHILDS. New York, The Vanguard Press, 1936. viii + 305 pp.

A first attempt at a history of consumers' co-operation in the United States, describing its efforts, struggles, difficulties and achievements. An important place is given to co-operative societies for the distribution of oil and gasoline in rural areas. The enthusiasm shown for co-operation and the detailed description given of the activities of co-operative societies make this book a useful instrument of propaganda and of instruction in co-operative practice.

Geneva Institute of International Relations. *Problems of Peace.* Eleventh Series. *The League and the Future of the Collective System.* London, George Allen and Unwin, 1937. xiii + 254 pp.

Papers based on lectures given at the annual session of the Geneva Institute of International Relations in August 1936. Some discuss suggested amendments of the constitution and procedure of the League, while others advocate a radical change in the basis of international relations and in the economic organisation of States. Special mention may be made of a paper by Mr. E. J. PHELAN on "The International Labour Organisation and the Future of the Collective System", and, especially for its interest as diverging from some current views on the subject, a paper by Mr. R. J. P. MORTISHED on "Economic Nationalism as a Necessary Contribution to a World Collective System".

Gewerkschaft der Angestellten des Handels. *Gerichtsentscheidungen aus dem Angestelltengesetz.* Geordnet von Dr. FRANZ WILLMS. Vienna, Rudolf Kamus, 1936. 552 pp. 32 sch.

Collection of decisions by the Austrian courts in disputes relating to the application of the legislation governing relations between employers and salaried workers. The decisions are arranged according to the subject of dispute and for each question in chronological order. The principal decisions relate to the following problems: scope of the legislation relating to commercial employees, and definition of "salaried employee"; the contract of employment, methods of remuneration, overtime, provisions; profit sharing; delay in the payment of salaries and allowances; holidays; termination of the contract of employment; notice and compensation for dismissal; preferential rights pertaining to the wages of salaried employees, caution money, forfeiture, certificates, pension rights. This work is of great interest to all requiring information on the development of Austrian legal practice concerning problems relating to salaried employees.

Harris, Abram L. *The Negro as Capitalist. A Study of Banking and Business among American Negroes.* Philadelphia, American Academy of Political and Social Science, 1936. xii + 205 pp.

Henry, Albert. *La rentabilité de l'agriculture.* Brussels, Comité central industriel de Belgique, 1936. 86 pp.

Ho, Franklin L. *Rural Economic Reconstruction in China.* Documentation for the Yosemite Conference, 1936. Vol. II. Shanghai, China Institute of Pacific Relations; Honolulu, Institute of Pacific Relations, 1936. 59 pp. 75 cents (China); 5 cents (U.S.A.).

Hutchins, Robert Maynard. *The Higher Learning in America.* New Haven, Yale University Press; London, Humphrey Milford, Oxford University Press, 1936. 119 pp. \$2.50.

Considers the external conditions under which education in the United States operates, and discusses the peculiar difficulties of universities and professional schools in that country. The relation between general education and higher learning is examined and, given general education, some enquiry is made into what "higher learning" should consist of.

Index to Vocations. Compiled by Willodcen PRICE and Zelma E. TICEN. New York, H. W. Wilson, 1936. 106 pp.

Institut d'études coopératives. *Le mouvement coopératif en Pologne.* Warsaw, 1936. 42 pp.

This pamphlet contains information on the history and structure of the co-operative movement in Poland and gives statistics which enable the reader to form an idea of its scope.

Institutul social român. Institut social roumain. *Omăgiu Profesorului D. Gusti. XXV de ani de învâlmant universitar (1910-1935). Mélanges D. Gusti. XXV ans d'enseignement universitaire (1910-1935).* Vol. I, 512 pp. Vol. II, pp. 513-1328.

Résumés des études, 31 pp. Arhiva pentru stiinta si reforma sociala. Anul XIV, 1936. Archives pour la science et la réforme sociales, XIV^e année, 1936. Bucharest.

Volume published as a tribute to Professor D. Gusti, formerly Rumanian Minister of Public Education and President of the Rumanian Social Institute, on the completion of twenty-five years as a university professor.

Issoglio, Giovanni. *Le applicazioni chimiche nella autarchia economica delle industrie agrarie.* Società cultura propaganda agraria. Collana di quaderni agrari. Turin, G. Volante, 1936. 18 pp.

Jenks, C. Wilfred. *The Maintenance of Migrants' Pension Rights Convention, 1935.* Reprinted from *Political Science Quarterly*. Vol. LI, No. 2, June 1936. New York, 1936. Pp. 215-229.

Johnson, Hugh S., and Bardo, Clinton L. *Can Business Absorb Our Unemployed?* Broadcast from New York, under the auspices of the League for Political Education, in co-operation with the National Broadcasting Company, under the direction of George V. DENNY, JR. America's Town Meeting of the Air. A National Forum for the Discussion of Public Questions. Series 2, No. 7. New York, American Book Company, 1936. 34 pp. 10 cents.

A broadcast debate between the former administrator of the N.R.A., who contended that industry can absorb the unemployed in the United States by shortening hours, and a director of the National Association of Manufacturers, whose reply was that an unemployment census should be taken, and apprentice training extended, and that further technological improvements will automatically bring about shorter hours and greater production with the result that increased demand will cause increased employment.

Julius Rosenwald Fund. *New Plans of Medical Service. Examples of Organised Local Plans of Providing or Paying for Medical Services in the United States.* Chicago, 1936. 74 pp.

Kimml, Anton. *Facharbeitermangel — Facharbeiternachwuchs.* Referat, erstattet in der Hauptversammlung des Gewerkschaftsbundes vom 8. Dezember 1936. Vienna, Gewerkschaftsbund der österreichischen Arbeiter und Angestellten, 1937. 38 pp., tables.

This report was analysed in *Industrial and Labour Information*, Vol. XLII No. 6, 10 May 1937, pages 221-222.

Landi, Giuseppe. *Assistenza sindacale e patrocinio privato.* Reprinted from *Rivista del Lavoro*, 1936, No. 11. Rocca S. Casciano, L. Cappelli, 1936. 9 pp.

— *La tutela del lavoro impiegatizio nei territori dell' Impero.* Reprinted from *Rassegna economica delle Colonie*, January 1937. Rome, 1937. 7 pp.

Landsorganisationens i Sverige. *Protokoll. Elfte ordinarie kongress i Stockholm, 27 september-4 oktober 1936.* Stockholm, 1936. xvi + 613 pp.

Little, Clifton T. *Restless Americans.* Washington, Public Affairs Committee, 1936. 32 pp., 10 cents.

The author describes briefly conditions in agriculture and in industry in certain parts of the United States which have brought about unemployment and destitution of the inhabitants sufficient to necessitate the migration of workers to more productive regions. As an alternative, he suggests the diffusion of industry into rural areas.

Lüth, Erich, and Others. *Die Nähmaschinenfabrikation. G. M. Pfaff A.G. Kaiserlautern.* Musterbetriebe Deutscher Wirtschaft. Band 32. Leipzig, J. J. Arnd, 1936. 92 pp., illustr., diagrams.

Management Research Groups. *The Control of Overheads.* Prepared by a Research Committee of the Groups under the Chairmanship of Mr. F. L. IMPEY.

Second edition. Foreword by B. Seebohm ROWNTREE, C.H., J.P. London, 1937. 36 pp. 5s.

Mantetsu Keizai Chosa Kai. (South Manchuria Railway Company. Economic Research Association). *Manshu Kozan Rodo Jijo.* (Labour Conditions in Mines in Manchuria.) Dairen, 1935. 373 pp.

Report of an enquiry into labour conditions in mining undertakings in Manchuria employing over fifty miners during the fourth quarter of 1935. The data collected relate to the number and categories of miners, mode of engagement and dismissal, the position as regards employment, supervision, wages, welfare institutions, family budgets, and industrial disputes.

Mauriac, François, and Others. *Le communisme et les chrétiens. Présences.* Paris, Librairie Plon, 1937. II + 264 pp. 15 frs.

After an introduction by François MAURIAU, this book contains a number of studies by Father DUCATTILLON, Alexandre MARC, Nicolas BERDIAEFF, Denis DE ROUGEMONT, and DANIEL-ROPS, on communist doctrine, its philosophical basis, materialist dialectics, the Marxist conception of property, and the class struggle, and contrasts the ideas expounded with the Christian view of these problems.

Meyerowitz, H. V. *A Report on the Possibilities of the Development of Village Crafts in Basutoland.* Morija Printing Works, 1936. 29 pp., illustr.

This report, which is prepared by the well-known sculptor for the Government of Basutoland, is mainly concerned with the maintenance and development of the artistic standards of the Basuto. The author notes that European contact is having a bad effect on the arts and crafts of the country. Nevertheless, he finds that the Native utilitarian crafts are by no means moribund and that a high artistic standard has been retained by professional craftsmen (earthenware, grass and reed work). He also speaks highly of one mission school where there is the necessary understanding of the artistic expressions of the Bantu. He emphasises the economic and social advantages to be gained by developing village crafts, which "should open more full and wholesome opportunities for earning their livelihood for a people who now have to send so great a proportion of their men to the mines". He recommends the appointment of an artist to control art education and artistic activities, the erection of kilns for the proper firing of pots, and the development of a marketing organisation of a co-operative type.

Millet, Raymond. *Jouhaux et la C.G.T.* Paris, Denoël and Steele, 1937. 136 pp. 7.50 frs.

In the introduction the author indicates the direction which the French trade unions are taking and describes the position of Mr. Jouhaux as one who has established his status in the French trade union movement during a membership of 27 years. He describes the different trends in the French General Confederation of Labour and reviews the dissident forms of trade unionism in France. Special mention may be made of the chapters describing the development from the "Union sacrée" to the "Front populaire", and the attitude of the General Confederation of Labour towards the present French Government.

Mühlner, Dr. Gotthold. *Bevölkerungsentwicklung unter Kriegswirtschaftlichen Gesichtspunkten.* Schriften zur kriegswirtschaftlichen Forschung und Schulung. Herausgegeben mit Unterstützung amtlicher Stellen von Dr. Kurt Hesse. Hamburg, Hansatische Verlagsanstalt. 45 pp.

The author examines the effect on the army and the economic consequences of a falling birth rate, through the changes it involves in the relative size of age groups. He considers that the duty of the State is to direct the utilisation of the available labour supply and occupational training, taking into account the laws of demographic dynamics and the requirements of compulsory military service, with the object of ensuring the economic independence of the nation.

Müller-Sturmheim, E. *Rüstungen als Rettung.* Mit einem Vorwort von Dr. C. DUMBA. Vorabdruck aus dem Buche "Die Legende vom Kriege". Vienna, Österreichische Völkerbundliga, 1937. 63 pp.

Selected Articles on Minimum Wages and Maximum Hours. Compiled and edited by Egbert Ray NICHOLS and Joseph H. BACCUS. The Handbook Series, Series IV, Vol. 6. New York, H. W. Wilson, 1936. 461 pp.

Simpson, Herbert D. *Purchasing Power and Prosperity. An Essay in the Economics of Recovery.* Chicago, Foundation Press, 1936. ix + 149 pp.

Slovenska pokladnica pre hospodarskych robotnikov. *Statistika urazového poistenia zemedelskych zamestnancov za roky 1930-1934.* Bratislava, 1936. 107 pp. illustr., tables.

The agricultural workers' insurance fund at Bratislava, which administers the accident insurance scheme for agricultural workers in Slovakia and Ruthenia, gives in this volume an account of the results of its working during the period 1930 to 1934. The different chapters, which are followed by statistical tables, deal among other things with the increase of membership, the number of accidents and occupational diseases compensated, benefits in cash and in kind, the financial administration of the fund, and preventive measures. The statistical tables are preceded by a commentary which is given in German and French as well as Czech.

Sublet, Frank G. *Education for Industry and Citizenship.* Educational Research Series, No. 45. Australian Council for Educational Research. Melbourne, Melbourne University Press, in association with Oxford University Press, 1936. 143 pp. 4s.

Examines the two divergent paths now confronting the educational system, both general and industrial. Of these paths one leads to the organisation of education on a highly specialised basis, conforming generally with the specialised organisation of industry, the other towards the amplification of the general cultural background of the citizen. In the author's opinion, the second path should be followed since this would tend to counteract the disintegrating tendencies associated with industrial specialisation. Considerable attention is devoted to education for the engineering profession.

Swedberg, Sven. *Vara grannländers näringsliv.* Stockholm, Kooperativa Förbundets Bokförlag, 1937. 220 pp.

In its social-economic series the Publication Department of the Swedish Co-operative Union has published a number of valuable accounts of Sweden's economic and social conditions, which include both works of a general character and monographs on particular branches of economic life. In this book, "The economic life of our neighbouring countries", which is based mainly on the official statistics of the countries concerned, an attempt is made to complete the picture by placing it against the background of economic developments in Denmark, Finland, and Norway. The book is of special interest in view of the recently reopened discussion on the development of the collaboration started in 1930 by the so-called Oslo Convention States. In a concluding chapter on the economic collaboration of the countries concerned the author discusses the possibilities of increased commercial interchange between them, but finds that such possibilities are limited owing to the specialisation of many of their principal industries for world export. On the other hand, it is pointed out that since together they constitute an important international market, closer general economic collaboration between these countries would give them a much stronger and safer position as far as international commercial policy is concerned.

Tissenbaum, Dr. Mariano R. *Cuarta Conferencia nacional de abogados.* Informe del delegado de la Universidad N. del Litoral. Publicado en la *Revista de Ciencias jurídicas y sociales*, Año I (3. a época), 1936, No. 19. Santa Fé. 46 pp.

Ustredna nositelu nemocenského pojisteni v Praze. *Zentrale der Träger der Krankenversicherung in Prag. Union des organes d'assurance maladie à Prague. Head Office of the Health Insurance Societies in Prague. Zazdravy narod. Lecebná péče sociálního pojisteni v CSR. Im Dienste der Volksgesundheit. Die Heilfürsorge in der Tschechoslowakischen Sozialversicherung. Pour une génération saine. L'assis-*

tance médicale des assurances sociales en Tchécoslovaquie. For Public Health. Medical Treatment in Social Insurance in Czechoslovakia. Prague. 151 pp., illustr.

This work was published by the Union ("Head Office") of Health Insurance Societies in Czechoslovakia on the occasion of the seventh General Meeting of the Conference of Social Insurance Institutions held at Prague in September 1936. It gives an account of the curative and preventive work of compulsory sickness and invalidity insurance funds for the benefit of the wage-earning population, which forms approximately half the total population. Well illustrated, it gives a good general idea of the medical facilities provided by and under the supervision of social insurance organisations, which are indispensable for combating the social diseases most prevalent among wage earners as well as for other purposes.

Workers' Educational Association. Workers' Educational Trade Union Committee. *Report of the Third I.L.O. Geneva Summer School for Trade Unionists. Arranged through the joint co-operation of the International Labour Organisation, Workers' Educational Association and the Workers' Educational Trade Union Committee, 2-16 August 1936.* London, 1936. 39 pp. 3d.

*ERRATA***1937. Vol. XXXV**

No. 5, May. "Some Problems of International Employment Statistics".

Page 625, line 2 from below : for " II " read : " III ".

Page 641, line 16 from below : for " continue " read : " contain ".