



REPORTS AND ENQUIRIES

First Annual Report of the United States Social Security Board

The Social Security Act was signed by President Roosevelt on 14 August 1935. Ten days later the Senate ratified the appointments of the three persons who constitute the Social Security Board, the body charged with the main responsibility for the administration of the Act. The Board has recently issued its first annual report¹, which relates, in principle, to the fiscal year ended 30 June 1936, but the record was continued down to 15 December 1936, in so far as the information was available. The Board has since published a "Summary of Progress" giving the principal statistics for 1 May 1937.

The purposes of the Act may be brought under five heads :

- (1) to establish a Federal scheme of old-age benefits for persons employed in industry and commerce (Federal old-age benefits) ;
- (2) to encourage the States to establish schemes of unemployment benefits (unemployment compensation) ;
- (3) to assist the States to maintain schemes of non-contributory old-age, blind persons', and mothers' pensions (public assistance) ;
- (4) to assist the States to develop their maternal and child welfare work and their work for the rehabilitation of cripples ;
- (5) to carry on research in all branches of social insurance.

Of these purposes, only the first and fifth are to be effected by Federal means alone ; the remainder all involve State administration with Federal subventions and supervision.

During 1936, a beginning was made in the application of all these chapters of the Act.

A brief outline of the problems set by each chapter and of the organisation created to meet them is given below, together with some figures illustrating the results achieved.

A final paragraph summarises the expenditure incurred for each of the purposes of the Act.

FEDERAL OLD-AGE BENEFITS

The Federal scheme of old-age benefits is designed to attain the same ends as a scheme of compulsory old-age insurance, though, in order that the Federal Constitution may not be contravened, benefits and financial resources are kept totally separate in law.

¹ *First Annual Report of the Social Security Board. Fiscal Year ended 30 June 1936. With Supplementary Data for the Period 1 July 1936 - 15 December 1936.* Washington, 1937. vii + 129 pp. 34 statistical tables, bibliography.

The scheme applies to all persons employed in industry and commerce. It makes provision for the grant of monthly pensions at the age of 65, the rate of the pension being dependent on the total wages earned by the worker from 1937 until his retirement. Pension payments will begin in 1942. For persons outside the scheme, and for those covered by it who are already elderly, parallel and supplementary provision is made by way of State schemes of old-age assistance.

The same persons and their employers are required to pay taxes proportional to the wages received and paid by the two parties respectively. The proceeds of these taxes are paid into the United States Treasury. The taxes are calculated to be sufficient to pay for the pensions, but legally the cost of pensions is chargeable to the general revenue, and not to the wage taxes, which are not earmarked for the service of pensions. Tax collection begins in 1937. Though pension payments do not begin until 1942, the Federal Government is required from the outset to make an annual appropriation for the purpose of building up a reserve fund. For the fiscal year 1936-1937, this appropriation amounts to \$265,000,000.

The administrative task consists, on the one hand, in maintaining records of the wages received during their working lives by employed persons and paying pensions to them, and, on the other, in collecting the taxes imposed on employers and employed. Only the first half of this task is entrusted to the Social Security Board, the second being undertaken by the Federal Bureau of Internal Revenue, as an extension of its normal functions.

The Social Security Board has established a Bureau of Federal Old-Age Benefits with the duties of maintaining wage records and paying pensions. In preparation for the first of these duties, which will be the main function of this department during the period 1937-1942, the operation of registering the workers who come under the scheme was carried through in the closing months of 1936. For every worker a wages account must be kept, and an identification number had to be assigned to him for this purpose.

This operation was a vast one, for the number of workers covered by the scheme was estimated at 26,000,000, but it was successfully accomplished with the collaboration of the Post Office Department and its network of 45,000 local offices. First of all every industrial and commercial establishment was required to return, on forms distributed by the post office, particulars of its business and the size of its staff. These data serve to identify the firm for the purposes of wage and tax records; they also facilitated the second step. The postman then delivered at each establishment blank applications for account numbers, one for each member of the staff. The applications, when completed by the worker, were returned to the post office, either directly or through his employer or trade union. The local post offices transmitted the bundles of applications to the larger post offices, where special employees were engaged to notify the applicant of the number allotted to him and to type the contents of each application on permanent cards. These cards were then passed to the wages record office of the Bureau of Federal Old-Age Benefits at Baltimore.

The Baltimore office is equipped with automatic accounting

machinery, capable of dealing rapidly with millions of cards—recording particulars by punching slots in the cards, and then sorting the cards in any desired manner.

By the end of 1936, over 22,000,000 applications had been received and dealt with, and at 1 May 1937 this number had risen to 27,051,976.

The Bureau of Federal Old-Age Benefits is dependent on the co-operation of the Bureau of Internal Revenue for the figures needed for its wages accounts. The Bureau of Internal Revenue collects monthly from employers the taxes payable by them and their staffs, and, once a quarter, calls for a report of the wages received by each worker, as identified by his number. It is from these reports that the Bureau of Federal Old-Age Benefits posts the individual wages accounts.

While the accountancy is centralised, contact with employers and workers is maintained by a network of "field offices" or local agencies, of which 108 had been established at the end of 1936, and 123 by 1 May 1937; the opening of further offices is contemplated as the need arises.

These field offices are grouped under the supervision of 12 regional offices, which are concerned to facilitate the administration, not only of Federal Old-Age Benefits, but of unemployment compensation and public assistance as well, and to that end are endowed with staffs of expert administrators and statisticians.

UNEMPLOYMENT COMPENSATION

During the twenty years prior to 1935 more than 250 Bills dealing with unemployment compensation had been introduced in State legislatures, but up to the passage of the Social Security Act the State of Wisconsin was the only one which had enacted such a measure.

The Social Security Act does not set up a system of unemployment compensation. It merely provides a framework within which States may enact such unemployment compensation laws as they consider most suitable to their needs.

Title IX of the Act levies a payroll tax on employers of 8 or more workers in certain fields of employment, amounting to 1 per cent. in 1936, 2 per cent. in 1937, and 3 per cent. thereafter. Employers who make contributions required by States under laws approved by the Board may credit against the Federal payroll tax the amount of their contributions up to 90 per cent. of the Federal payroll tax. The amount of the Federal payroll tax after deducting credits when allowable is paid directly to the Federal Treasury. The Social Security Board determines the cost of proper administration of the State Act and makes grants for this purpose. Title III of the Act authorises an annual congressional appropriation of not more than 49 million dollars.

The States determine the rate and type of contribution, the rate of compensation, the length of the waiting period, the duration of benefits, and the type of fund. The State laws enacted up to 1 May 1937 (45 in addition to those of the District of Columbia and Alaska) vary widely in their provisions, and many theories are being tested. At the above date all but three of these Acts had been approved by the Social Security Board and 18,520,000 workers were covered. Under

all the State laws contributions from employers represent a definite proportion of wages, usually amounting to 90 per cent. of the Federal tax. Some States have provided for contributions from employees also. Most State Acts base benefits on full-time weekly wages.

The first unemployment compensation law to be approved was that of the District of Columbia, on 15 November 1935, and in March 1936 the first grants were made for the administration of State unemployment compensation laws. In accordance with the terms of the Social Security Act, no benefits are to be payable in any State until two years have elapsed from the date of the first contribution. On 17 August 1936 an unemployed worker in Madison (Wisconsin) received the first unemployment compensation payment under a State law.

The Bureau of Unemployment Compensation of the Social Security Board (with the assistance of the General Counsel's Office, the Bureau of Research and Statistics, and the Bureau of Accounts and Audits) is responsible for making recommendations to the Board concerning the conformity of State laws with the general principles outlined in the Act. It also examines the estimates of administrative expenses and recommends the amounts for grants. If requested, it gives assistance to the States in formulating their legislation and co-operates in other ways in developing general policies, accounting procedures, statistical reports, etc. It acts as a clearing house for information requested by the States. The Board maintains in each of the twelve regional offices an attorney and a staff of statisticians and other experts to aid States requesting such services.

The Federal-State system of public employment offices is the agency through which, as a rule, unemployment compensation benefits will be paid.

State laws show a wide variation in the type of agency designed to administer unemployment compensation. In some States administration has been assigned directly to the Department of Labour, the Industrial Commission, or some other existing State agency. In other States an independent commission has been appointed, but in every case the agency is related to the State Government in many ways, particularly through the appointment of administrative officials by the Governor and through the State's financial controls. In most States the State Treasurer is custodian of the unemployment compensation fund and the funds for administration. Most State laws provide for direct representation of employers, employees, and the public on the State commissions, or advisory councils.

There are no moneys appropriated by the Federal Government towards the Unemployment Trust Fund of the United States Treasury; the sums are deposited by the States and are held in separate State accounts on which interest is paid at the average rate borne by all interest-bearing obligations forming a part of the public debt, and drawn upon as needed by the States. The Government may, under certain restrictions, invest the money either by buying Government or Government-guaranteed bonds in the open market or by turning over to the Trust Fund certain obligations. The responsibility of the Federal Treasury is limited to handling, investing, and liquidating portions of the Trust Fund as requisitions by the States for benefit

payments make liquidations necessary. By 15 April 1937, the State deposits in the Unemployment Trust Fund in the United States Treasury plus accrued interest amounted to \$219,803,451.77. This represented deposits by 33 States and the District of Columbia.

Most States provide for the selection of staff on a competitive basis. In a number of States it is subject to the provisions of the State Civil Service law. Since unemployment compensation is a new development in the United States, the selection of a skilled technical staff is one of the greatest problems of the State administrators. Special training for the administration of unemployment compensation is essential, and the report suggests that a training programme should include an examination of the problem of unemployment and past methods of dealing with it, the development of unemployment compensation in the United States and other countries, the history of the Social Security Act, and events which led up to its enactment, together with an analysis of the Act and of the various State laws.

The Social Security Board is prepared to co-operate with the States at their request in developing standards of qualification and in setting up training centres, as well as in other matters relating to efficient administration. The purpose of the Federal-State arrangement is to safeguard the national interest without infringing the freedom of the States.

The close relationship between unemployment compensation and the employment service makes it necessary for the staff of each agency to have some familiarity with the methods and objectives of the other, and knowledge is also necessary of the problems which may be expected to arise in the administration of the law.

Among the outstanding technical problems are those of determining wages within the meaning of the Social Security Act and defining coverage under the State laws, particularly in certain employments where the employer-employee relationship is not clear. There is a considerable lack of uniformity in the provisions of the various State laws regarding inter-State employees, and the report states that, regardless of the definition of inter-State employment in the State laws, it is the responsibility of each State to determine where contributions are to be paid for those workers who perform services in more than one State. Uniformity of treatment by the various State agencies is considered essential, so that employers may know in advance in which State the tax is due, and the employee in which State benefits are payable. Much study has been given to this subject and it is now believed necessary that the State laws should contain a general provision for reciprocal agreements with the Federal Government and with other State Governments, in order to provide for payments to inter-State employees.

PUBLIC ASSISTANCE

The only head of the Social Security Act under which benefits were paid in 1936 was that of public assistance, but these benefits have been considerable, and the progress resulting from the passage of the Act very marked.

For the purpose of the Act, "public assistance" comprises State

schemes of non-contributory pensions payable, subject to a means test, to the aged, for dependent children, and to the blind.

Prior to 1935, laws to provide assistance of these kinds were in existence in many States (old-age assistance in 30 States, aid to dependent children in 45, and aid to the blind in 25), but were applied only in a fraction of their areas. Application was, in most instances, left to the counties, which had to raise part at least of the resources, and between one-third and one-half of them were unable to give effect to the laws for lack of funds. Moreover, the award of pensions was generally subject to a highly restrictive condition as to length of residence (e.g. 15 years).

The public assistance provisions of the Act set out to remedy this situation by offering large subsidies to States which would bring their legislation and its administration up to prescribed standards.

By the terms of the Act, the Federal Government offers to contribute to each State one-half of its expenditure on assistance to the aged and the blind and one-third of its expenditure on aid to dependent children.

The main conditions for the grant of these subsidies are that the schemes shall operate throughout the area of the State in question, shall be financed at least in part by the State, and shall be administered by, or under the supervision of, the State. Furthermore, the Act requires that the qualifying period of residence in the State for the grant of old-age and blind persons' pensions shall not exceed five years, that persons refused assistance shall have a right of appeal, and that the pensionable age shall be fixed at 65 (though it may be maintained at 70 until the end of 1939). In general the Act encourages the establishment of non-contributory pension schemes on a more liberal basis than that commonly adopted before its enactment.

With respect to public assistance, the functions of the Social Security Board are those of ascertaining whether the legislation of States applying for subsidies reaches the prescribed standards, and advising States as to the best methods of administration. These functions are carried out by the Bureau of Public Assistance and by the regional offices of the Board, which are equipped to furnish expert advice.

The progress achieved by the public assistance provisions of the Act may be illustrated by the increase in the number of schemes approved, in the number of beneficiaries, and in the average rate of benefit.

TABLE I. NUMBER OF STATE PUBLIC ASSISTANCE SCHEMES APPROVED FOR FEDERAL SUBSIDIES

Date	Old-age assistance	Aid to the blind	Aid to dependent children	Total
31 Dec. 1935	15	11	10	36
30 June 1936	34	22	20	76
30 Sept. 1936	40	24	26	90
15 Dec. 1936	42	28	27	97
1 May 1936	43	29	28	100

The growth in the number of schemes approved from quarter to quarter in 1936 is an index of the effort made by the States to enact or amend legislation in conformity with the standards of the Social Security Act. (Table 1). In fact, out of a total of 51 jurisdictions, 35 States and 3 Territories passed new laws or amended old ones in 1935, while 22 jurisdictions took similar measures in 1936.

TABLE II. NUMBER OF BENEFICIARIES UNDER STATE PUBLIC ASSISTANCE SCHEMES APPROVED FOR FEDERAL SUBSIDIES

Date	Aged persons	Blind persons	Dependent children	
			Families	Children
Feb. 1936	245,430	12,058	26,568	68,638
June 1936	602,672	17,585	68,993	173,491
Oct. 1936	974,383	27,999	105,413	268,903
May 1937	1,323,000	34,000	139,400	359,900

The number of recipients of the three types of public assistance has certainly grown rapidly in 1936, but in reading table II it must be remembered that in the earlier part of the year there were certain schemes actually operative but not yet approved; at the end of 1935, there were already 408,502 aged persons in receipt of pensions.

TABLE III. AVERAGE MONTHLY PAYMENT PER BENEFICIARY UNDER STATE PUBLIC ASSISTANCE SCHEMES APPROVED FOR FEDERAL SUBSIDIES

Date	Aged persons	Blind persons	Dependent children	
			Families	Children
	\$	\$	\$	\$
Feb. 1936	15.18	23.77	22.69	8.78
June 1936	15.99	24.09	23.37	9.29
Oct. 1936	18.50	25.14	26.46	10.35
March 1937	18.77	25.41	29.02	—

The Social Security Act does not define the need which justifies the grant of assistance nor does it indicate any standard which the benefits should attain; these are matters which are left to each State to determine in accordance with its own circumstances. Nevertheless it cannot be doubted that the effect of the payment of Federal subsidies has been to increase not only the number of beneficiaries, but also, to some extent, the level of benefits.

Tables IV and V show the rapid rise in the public assistance expenditure of the States on the one hand, and the corresponding Federal subsidies on the other.

TABLE IV. BENEFIT EXPENDITURE UNDER STATE PUBLIC ASSISTANCE SCHEMES APPROVED FOR FEDERAL SUBSIDIES

(\$ 000's)

Period 1936	Aged persons	Blind persons	Dependent children	Total
Feb.-March	8,029	595	1,239	9,863
April-June	25,654	1,208	4,329	31,191
July-Sept.	44,369	2,000	7,279	53,648

TABLE V. FEDERAL SUBSIDIES PAID OR PAYABLE TO APPROVED STATE PUBLIC ASSISTANCE SCHEMES

(\$ 000's)

Period 1936	Aged persons	Blind persons	Dependent children	Total
Jan.-March	5,855	419	684	6,958
April-June	15,567	705	2,121	18,393
July-Sept.	26,323	1,133	2,959	30,415
Oct.-Dec.	32,966	1,028	3,841	37,835
Total	80,711	3,285	9,605	93,601

Between February 1936 and 1 May 1937, the amounts paid to the States totalled \$123,991,458 for aged persons, \$305,040 for blind persons, and \$15,642,534 for dependent children.

WELFARE SERVICES

Under the heading "Welfare Services" may be grouped the remaining contributions made by the Social Security Act towards the improvement of social conditions.

Maternal and Child Welfare

The Act provides money for assisting States in the development of their maternal and child health services, child welfare services for neglected children, and work on behalf of crippled children. Generally speaking, funds are allotted to States to the extent of half their expenditures for these services, but subject to maxima depending on their needs as indicated, e.g., by the number of births or the number of crippled children in the State. The State schemes have to fulfil

certain requirements in the matter of administration in order to be approved for the grant of subsidies. Special funds are set aside for the development of maternal and child health services in rural areas.

The Children's Bureau of the Federal Department of Labour is responsible for the administration of the provisions of the Act which concern mothers and children.

By the end of 1936, 47 jurisdictions (States and Territories) had qualified for subsidies in respect of maternal and child health services, 41 in respect of child welfare services, and 39 in respect of services for crippled children. For the five-month period 1 February to 30 June 1936, the sums allotted to the States were as follows :

	\$ 000's
Maternal and child health services	1,252
Child-welfare services	228
Services for crippled children	733
	<hr/> 2,213

Vocational Rehabilitation

Vocational rehabilitation is a service which consists in preparing persons suffering from permanent physical disablement for employment and in finding employment for them. All persons so disabled who are of working age are eligible for the benefits of this service, which include vocational guidance and training, the supply of surgical appliances, placement, and after-care.

The national programme of vocational rehabilitation was inaugurated under a Federal Act of 1920, providing for financial aid to the States in carrying on this work. At the present time, 45 States and 3 Territories receive subsidies under this Act.

The Social Security Act places on a permanent footing the co-operation of the Federal Government with the States in this field and increases the amount available for subsidies. For the fiscal year 1936-1937, the sum of \$841,000 was appropriated for this purpose.

The distribution of Federal subsidies is controlled by the Office of Education in the Federal Department of the Interior. According to statistics supplied by the co-operating States, 10,388 disabled persons were equipped for, and placed in, employment during the fiscal year 1935-1936, and at the end of that year some 40,000 persons were in process of rehabilitation.

Public Health

The Social Security Act puts at the disposal of the Federal Public Health Service an annual sum, amounting for the fiscal year 1936-1937 to \$8,000,000, for the purpose of assisting States to establish and maintain adequate sanitary services. An annual appropriation is also made to enable the Federal service to extend its research work, especially on industrial hygiene and venereal disease.

SOCIAL INSURANCE RESEARCH

The Social Security Board is entrusted with wide powers to conduct research on social insurance problems, and already studies have been begun on many questions which may be classified under the heads of administration, unemployment, and financial management.

The administrative studies concern the functions of employment offices in relation to unemployment compensation, proposals for State unemployment compensation legislation, methods of inter-State co-operation in social security schemes, and methods of control over grants made to States in aid of their administrative expenses.

Research is being conducted into the amount and duration of unemployment in different industries, and also into long-term trends in markets, technology, and business organisation, and their effect on employment.

Other studies deal with matters affecting the finances of the Social Security Act: relation between national economic resources and size of benefits, effect of the business cycle on sources of funds, effect of the investment of reserves on the national economy, and economic effect of various forms of taxation. Finally, an actuarial division has been organised to study the basic factors of the Federal old-age benefit scheme: mortality, interest, benefit scales, and financial system, and such secondary questions as transfer between employment covered by the scheme and uncovered employment, and wage rates by age and occupation.

FEDERAL EXPENDITURE UNDER THE ACT

To meet the liability imposed on the Federal Government by the different titles of the Social Security Act, Congress appropriated for the first fiscal year the sum of \$41,935,000 exclusive of funds for vocational rehabilitation. By the end of that year (30 June 1936), disbursements had been made to the amount of \$28,445,293. The comparatively large balance remaining arises from the fact that, although the response of the States to the Social Service programme was widespread, there were inevitable delays in some cases in the passing of legislation and the framing of plans before grants could be paid. For the first year, then, expenditure was very much lower than that expected in future years.

Appropriations for the second fiscal year ending 30 June 1937 amounted to \$467,269,000, exclusive of funds for vocational rehabilitation. A large part of the increase over the first year is accounted for by a first payment of \$265,000,000 to the reserve fund for Federal old-age benefits. The sum of \$142,170,000 for subsidies to State public assistance, health, and welfare schemes reflects an anticipated expansion of this work. The appropriation for grants to meet the cost of administration of State unemployment compensation measures also shows a marked increase—from \$2,250,000 for the first year to \$29,000,000 for the second.

To meet the administrative expenses of the Social Security Board, \$1,000,000 was appropriated for the first year. For the second year

the appropriation rose to \$30,800,000, but this includes the large non-recurrent item of \$12,400,000 for the work of establishing 26,000,000 wage accounts.

The following table shows the appropriations made for the second fiscal year, ending 30 June 1937.

TABLE VI. FUNDS APPROPRIATED UNDER THE SOCIAL SECURITY ACT
FOR THE YEAR ENDING 30 JUNE 1937

(\$ 000's)

Object	Appropriation
Administrative expenses	
Social Security Board :	
Salaries and expenses	18,400
Wage records	12,400
Department of Labour (Children's Bureau)	299
Department of the Interior (Office of Education)	74
Treasury Department (Bureau of Internal Revenue) :	
Collection of employment taxes	5,802
Administration of old-age reserve account	32
Treasury Department (Public Health Service) :	
Research and administration	1,320
Total	38,327
Grants to States	
Social Security Board :	
Old-age assistance	85,000
Unemployment compensation administration	29,000
Aid to dependent children	35,000
Aid to blind persons	8,000
Total	157,000
Department of Labour (Children's Bureau) :	
Maternal and child health	2,820
Services for crippled children	2,150
Child-welfare services	1,200
Total	6,170
Department of the Interior (Office of Education) :	
Vocational rehabilitation	841
Treasury Department (Public Health Service) :	
Public health work	8,000
Total	172,011
Old-age reserve account	265,000
Grand total	475,338

The Terminology of Rationalisation and Scientific Management

Rationalisation and scientific management, being studies of relatively recent growth, have not yet acquired a stable and precise terminology ; the terms and formulae employed have no clear and uniform definitions, and their use gives rise to wide divergences of interpretation. The lack of precision is bound to create confusion, especially in view of the complex character of the subject matter, and the organisations dealing with these problems, and industrial circles generally, have felt the need for exact definition of the basic terms most frequently employed. The Advisory Committee on Management ¹, set up by the Governing Body of the International Labour Office in 1936, discussed the important question of terminology during its second session, on 28 and 29 May 1937, and unanimously adopted a resolution on this subject, urging that the widest possible publicity be given to the work of the Office in this field. It has consequently been decided to reproduce the text of the resolution in these pages, together with a brief commentary extracted from a report prepared by the International Labour Office, which was noted by the Committee without detailed discussion.

RESOLUTION OF THE ADVISORY COMMITTEE

" The Advisory Committee on Management, at its second session on 28 and 29 May 1937,

" Having duly noted the report prepared by the International Labour Office on the first item on its agenda (the terminology of rationalisation and scientific management),

" Having found that the report enabled it to attain its immediate purpose, which was to draw up exact definitions to facilitate its own discussions ;

" But considering also that scientific management is a movement that is sufficiently developed to allow of the drawing up of a basic terminology ; that the report is likely to be of value to other groups which feel the need for more exact terminology and which desire to develop their own views on this subject ; that a truly international understanding of the problems of scientific management is impossible

¹ This Committee is composed of nine members of the Governing Body (three from each group—Government, employers', and workers' representatives) and six experts, four of whom were appointed on the proposal of the International Committee on Scientific Management.

unless each country develops an equivalent vocabulary in its own language ;

“ Requests the Governing Body to authorise the Office to continue its studies of the terminology of scientific management ; to give the widest possible publicity to the proposed definitions, more particularly by transmitting them to the International Committee on Scientific Management to be communicated to the national organisations concerned and to the Seventh International Congress on Scientific Management ; to encourage the translation into the largest possible number of languages of these definitions, which are as follows :

I. Management, Scientific Management.

- (a) *Management is the complex of the continuous co-ordinated activities by means of which any undertaking or any administrative or other service, public or private, is conducted.*
- (b) *Scientific management is management based on principles and methods that are the outcome of scientific research.*

II. Organisation, ‘ Organisation scientifique (du travail) ’.

- (a) *Organisation is the complex of activities the object of which is to achieve the optimum co-ordination of the functions of any undertaking, or any administrative or other service, public or private.*
- (b) *‘ Organisation scientifique ’ is organisation based on principles and methods that are the outcome of scientific research.*
- (c) *‘ Organisation scientifique du travail ’ is the complex of the co-ordinated actions the object of which is to achieve and maintain the optimum arrangement of work in any undertaking or any administrative or other service, public or private.*

III. Rationalisation.

- (a) *Rationalisation in general is any reform tending to replace habitual antiquated practices by means or methods based on systematic reasoning.*
- (b) *Rationalisation in the narrowest sense is any reform of an undertaking, administrative or other service, public or private, tending to replace habitual, antiquated practices by means and methods based on systematic reasoning.*
- (c) *Rationalisation in a wider sense is a reform which takes a group of business undertakings as a unit and tends to reduce the waste and loss due to unbridled competition by concerted action based on systematic reasoning.*
- (d) *Rationalisation in the widest sense is a reform tending to apply means and methods based on systematic reasoning to the collective activities of large economic and social groups.”*

COMMENTARY

*Management*¹, *Scientific Management*

(1) Scientific research is the essential, determining factor in scientific management. The principal methods are :

- observation, with the aid of mathematical treatment (statistics),
the graphic presentation of facts, etc. ;
- experiment ;
- measurement ;
- induction, leading to conclusions which enable laws to be formulated
and rules to govern their operation to be worked out.

(2) The " principles and methods that are the outcome of scientific research " pervade all the phases of scientific management, which are as follows :

- (a) The establishment of *standards*, that is, the optimum solutions of all problems set by the conduct of a business undertaking, such solutions being expressed in standard formulae ; standards are determined in accordance with the principles, laws and rules proceeding from scientific research.
- (b) *Planning*, which consists in preparation, by the establishment of programmes based on standards, for the future conduct of a business undertaking ; it may extend to the whole activity of the undertaking, or be restricted to certain parts of such activity.
- (c) *Execution*, which must be in accordance with standards and programmes.
- (d) *Control*, which consists in recording and measuring results and comparing them with the programmes established on the basis of the chosen standards ; the term also has a wider sense, in which it covers any managerial action resulting from the above.
- (e) *Co-operation*, which consists in the conscious, voluntary collaboration of the different parts of a business undertaking in the performance of the common task ; its presence is indispensable to the successful use of scientific management as a whole and of each of its factors enumerated above.

(3) Scientific management may be considered an Anglo-Saxon doctrine, conceived in the United States of America and current chiefly in English-speaking countries.

It is for this reason that the English expression has been used in the French as well as in the English version of this international statement on definitions, although it is not yet widely used in the Romance languages (except perhaps through the Italian term *maneggione*).

¹ The term " management " is also used to denote both the *person* or *persons* responsible for the conduct of an undertaking and the *art* or *science* of conducting undertakings.

This conception, which regards scientific management as the supreme task of the head of the undertaking and views the problem as one of leadership, does not exactly correspond to the conceptions behind the French terms *administration* and *direction*, nor to that of *gouvernement* as defined by Henri Fayol, though this is perhaps the nearest to "management".

It has been proposed to translate "management" by "*gestion*", but it was considered that this term, as used in current French, smacked too strongly of bookkeeping.

(4) It should not be forgotten that true scientific management exists solely where all its factors are applied in an appropriately measured and balanced manner; anything unbalanced or out of measure must be stigmatised as "pseudo-scientific management". If, on the other hand, measure and balance are well and truly observed when the methods of scientific management are applied in an undertaking, the most characteristic results will be : (a) in the economic field, elimination of waste and greater output ; (b) in the social field, scientific handling of labour conditions (wages, working hours, safety, etc.) and improved industrial relations.

*Organisation, "Organisation scientifique (du Travail)"*¹.

(1) The words "co-ordination of the functions" refer to the manner in which the systematic distribution and harmonious interplay of such functions are achieved.

The words "scientific research" are explained in the commentary on the definition of "management".

The words "arrangement of work" mean the manner in which any activity, manual or non-manual, that contributes to the functioning of a business undertaking is prepared, taken in hand, and carried out.

(2) The essential element in genuine organisation is the notion of the optimum, which presupposes measure and balance (see note 4 on "management"). Any organising action which neglects the optimum must be stigmatised as pseudo-organisation ; this often takes the form of over-organisation.

(3) "*Organisation scientifique du travail*" (scientific organisation of work) has a more concrete meaning than the terms defined in (a) and (b) ; it is closer to the material activity of the undertaking. This expression is therefore particularly popular among persons whose occupational interests tend to direct their attention to practical questions relating to the execution of the work in the actual undertaking.

In the minds of Taylor's French contemporaries, who were among the first to introduce his doctrines in Europe, this expression was

¹ Literally, "scientific organisation (of work)". The term "organisation" is also used to denote the result of the "complex of activities", — that *organic structure* of a business undertaking which permits the optimum co-ordination of work.

originally a translation of "scientific management". But the very frequent and almost exclusive use made of it in the Romance and Slav languages has caused it to develop so far that it is no longer identical with scientific management, and indeed has now no exact equivalent in English.

Rationalisation

(1) The essential characteristic of rationalisation as a modern movement is its reforming nature.

This is because it developed in a period when men were obliged to reconstruct an economic system which had been worn down by four years of world war. As this need was felt most strongly in the defeated countries, it was natural that rationalisation should be above all a German conception ; indeed it was identified in post-war Germany and other central European countries with all the efforts, individual or collective, towards reorganisation tending to restore the *Wirtschaftlichkeit* (efficiency) of any industry or occupation.

(2) This explains why the term is used most often in central Europe. It is also frequently to be met with in the Romance countries, but very seldom in Great Britain and the British Empire and hardly ever in the United States. When used in the English-speaking countries, its meaning is most often that of definition (c) ¹ ; the idea defined in (b) is usually expressed by "reorganisation" and that defined in (d) by "social economic planning".

(3) The replacing of "empirical, habitual, antiquated practices by means and methods of a more rational nature" has often been taken as meaning exclusively the substitution of machines for men. For this reason rationalisation is identified in many persons' minds with mechanisation ; but such an assimilation may only seem justified when the substitution of machines for men is based on systematic reasoning and supported by scientific research.

(4) In fact, under cover of "rationalisation" old but still efficient means and methods have often been replaced by new means and methods based on incorrect or faulty reasoning and supported by research not genuinely scientific. Reforms of this sort must be stigmatised as pseudo-rationalisation.

(5) Rationalisation is not truly worthy of its name unless the systematic reasoning behind it has taken account not only of economic and technical factors but also of social considerations, and unless the long-term consequences as well as the immediate results are borne in mind.

¹ Groups of the sort mentioned in definition (a) are sometimes established with the sole object of maintaining certain undertakings whether they are economically healthy or not ; such action lacks the constructive element which must characterise all genuine reforms, and therefore cannot be classed as "rationalisation".

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*, 1937, 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 classified roughly 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 ways of rationing work, also affect the figures; they are also influenced by changes in the population of working age and in the proportion of the population seeking gainful occupation. For these reasons, the figures do not directly show changes in the *time lost* through unemployment.

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

EXPLANATION OF SIGNS USED IN THE TABLES

The sign * signifies: "no figures exist".

" " — " "figures not yet received".

" " † " "provisional figure".

" " r " "figure revised since the previous issue".

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

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

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

TABLE I. STATISTICS OF EMPLOYMENT¹

Date	GERMANY			AUSTRIA	BELGIUM ⁶	CANADA ⁷	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 ⁸	
		Workers	Hours of work				Number (thousands)	Index (1931)
1927	*	*	*	1,376,049	100.0	88.1	*	*
1928	17,436,100	74.5 ⁹	70.5 ⁹	1,446,027	100.2	84.2	*	*
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 ¹⁰	63.9	58.6	967,330 ⁴	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 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.	16,599,662	69.4	64.7	866,157	85.0	87.3	1,189	123.6
Feb.	17,014,107	69.6	65.6	877,691	86.5	86.2	1,219	126.6
March	17,497,362	71.7	69.0	921,911	88.3	86.4	1,252	130.1
April	18,447,733	74.3	72.3	969,236	89.9	89.2	1,283	133.4
May	18,776,446	75.2	73.1 [†]	1,003,492	90.0	95.9	1,335	138.8
June	18,941,252	75.9 [†]	72.1	1,022,361	—	99.9	1,330	138.3
Persons covered	*	*	*	*	906,358 ⁶	1,134.318 [†]	*	*

Date	ESTONIA ⁷		UNITED STATES				
	Statistics of establishments		Statistics of establishments ¹⁰ (Manufacturing industries)				
			Index (1923-1925)			Estimates of:	
	Index (1 Jan. 1927)	Number employed		Hours worked	Payrolls	Wage earners employed	Weekly payrolls (\$1,000's)
		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 ⁹	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	7,541,800	165,699
1936 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	8,220,000	193,389
1937 Jan.	135.4	92.2	94.4	77.0	83.1	8,082,000	184,271
Feb.	135.1	94.6	95.2	80.6	87.8	8,291,200	194,699
March	138.6	96.6	96.4	83.6	92.7	8,467,700	205,602
April	143.9	97.5	97.0	83.1 [†]	96.2	8,553,000 [†]	213,213 [†]
May	153.8	97.7 [†]	97.6 [†]	82.1 [†]	96.4 [†]	8,557,100 [†]	213,624 [†]
June	156.2	96.7 [†]	97.0	—	94.2 [†]	—	—
Persons covered	56,372	4,591,000 [†]				*	*

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 ²		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 ³	Hours worked				
1927	99.5	98.6	*	*	10,018,000	98.0	1,033,609	98.3
1928	103.1	104.6	*	*	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	937,288	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	913,068	86.8
1935	101.4	97.6	73.5	68.1	10,386,000	101.6	958,234	91.2
1936	101.8	98.2	74.1	70.5	10,902,000	106.7	1,026,510	97.7
1936 June	*	*	73.8	69.5	10,938,000	107.0	1,031,078	98.1
July	107.2	102.4	75.8	71.6	11,008,000	107.7	1,033,027	98.2
Aug.	*	*	75.0	71.7	11,074,000	108.3	1,059,842	100.8
Sept.	*	*	76.1	72.4	11,086,000	108.5	1,058,704	100.7
Oct.	102.9	99.7	76.2	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	1,107,965	105.4
May	*	*	77.7	64.3	11,416,000	111.7	1,126,928	107.2
June	*	*	78.4	64.0	11,510,000	112.7	—	—
Persons covered	61,784	5,611,714	2,241,279		*	*	*	*

Date	ITALY			JAPAN	LATVIA		LUXEMBURG ⁷			
	Statistics of establishments	Statistics of establishments		Statistics of establishments	Sickness insurance statistics		Statistics of establishments			
		Index ⁴ (1934)	Index ⁵ (1929)		Index (1926)	Number employed	Index (1930)	Number employed	Index (1929)	
			Number employed							Number of hours worked
1927	*	*	*	104.1	148,288 ⁶	87.4 ⁶	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	75.1	89.9	150,236	88.4	28,483	64.8		
1934	100.0	82.9 ⁷	77.8	100.2	162,837	95.8	28,803	65.5		
1935	117.1	94.0	81.0	109.6	172,615	101.1	29,334	66.8		
1936	121.6	94.9	81.0	115.8	183,291	107.4	30,255	68.8		
1936 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	80.8	119.1	188,050	110.5	30,461	69.3		
1937 Jan.	127.7	93.7	76.2 ⁷	119.6	185,146	108.4	30,649	69.7		
Feb.	130.6	95.7 ⁷	80.5 ⁷	120.7	185,755	108.4	30,757	70.0		
March	133.4	100.7	87.9	122.7	187,908	110.5	31,829	72.4		
April	135.1	102.9 ⁷	90.2 ⁷	127.8	193,173	112.6	32,430	73.8		
May	134.4	105.3 ⁷	91.7 ⁷	—	196,730	115.9	33,058	75.2		
June	132.7	106.1 ⁷	94.9 ⁷	—	—	—	33,492	76.2		
Persons covered	1,068,664	1,445,060 ⁷		1,249,626	*	*	*	*		

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 Figures for the first month of each quarter. ³ The figures relate to the first of the month. ⁴ Ministry of Corporations. The figures relate to the last week of each month. ⁵ Fascist General Industrial Confederation. ⁶ Figures for 1927-1930: yearly averages, based on average number insured each month. ⁷ The figures relate to the first of the following month.

TABLE I. STATISTICS OF EMPLOYMENT ¹ (concluded)

Date	NORWAY			NETHERLANDS ⁴	POLAND		SWEDEN ⁵
	Statistics of establishments				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 (1928) (manufactures)	Index (1926-1930)	
	Number employed *	Hours worked ²					
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 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	78.5	*
March	101	106	110	74.9	81.0	82.2	111.8
April	*	*	*	78.1	85.4	86.4	*
May	*	*	*	80.2 ^r	88.1	88.7	*
June	—	—	—	80.8 [†]	89.7	90.3	119.3
Persons covered	200,700	101,600		462,769 [†] *	770,066 [†]	24,181 *	266,590

Date	SWITZERLAND	CZECHOSLOVAKIA ⁸		UNION OF SOUTH AFRICA		YUGOSLAVIA	
	Statistics of establishments	Social insurance statistics		Statistics of establishments		Social insurance statistics	
	Index (1925)	Number employed	Index (1927)	Index (July 1925)		Number employed	Index (1926)
				Euro- peans	Total ⁹		
1927	91.2	*	*	94.2	95.9	510,321	84.4
1928	97.3	2,488,000	99.3	97.2	98.2	565,798	93.5
1929	100.0	2,506,000	100.0	100.0	100.0	605,064	100.0
1930	96.5	2,446,000	97.6	97.4	98.1	631,182	104.4
1931	88.5	2,313,000	92.4	93.5	93.8	609,262	100.7
1932	76.1	2,069,000	82.6	87.6	87.2	537,238	88.9
1933	73.0	1,888,000	75.4	90.3	91.2	520,980	86.2
1934	73.3	1,879,000	75.0	100.3	102.3	543,566	89.9
1935	70.2	1,919,000	76.6	109.7	114.1	564,288	93.3
1936	70.1	2,063,000	82.3	117.6	124.8	616,211	101.9
1936 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	124.2	133.0	661,562	109.4
May	*	2,344,558†	93.5	124.9	132.7	693,100	114.5
June	79.0	2,424,967	96.8	—	—	—	—
Persons covered	225,685	*	*	*	*	*	*

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 Hours worked (thousands). ⁷ Quarterly averages. 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 ⁴	14.5 ⁴	86,865	20.5	287,527	26.3	370,210
1935	2,567,523 ¹	2,151,039 ¹	11.6 ¹	71,823	16.5	261,768	23.4	348,675
1936	1,889,626	1,592,655	8.1	53,992	12.2	259,185	22.9	349,663
1936 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	44,004	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	988,113	776,321	3.9	43,010 [†]	9.7	215,176	18.7	303,562
June	844,433	648,421 [†]	3.2	*	*	196,067	17.1	281,401
July	—	563,000 [†]	2.8 [†]	*	*	187,360	16.3 [†]	—
Base figure	*	20,075,012 [†]		443,446 [†]		1,147,004 [†]		*

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

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	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	29,345
1932	19.0	20.7	210,575	4,723,170	38,777	22.0	75,140	107,295
1933	17.0	17.2	210,007	4,710,445	33,488	22.3	81,809	71,805
1934	19.0	17.2	234,730	5,264,969	28,320	18.2	88,888	30,055
1935	17.9	12.8	211,533 ¹	4,835,337	25,336	15.4	84,050	10,672
1936	13.4	10.0	154,531	3,631,990	23,500	13.2	90,133	6,474
1936 July	11.4	9.1	137,120	3,252,785	22,305	12.5	85,304	6,471
Aug.	11.5	9.8	131,151	3,118,630	19,591	10.8	77,215	5,998
Sept.	11.4	8.5	127,165	3,021,986	19,699	10.9	86,706	5,845
Oct.	10.8	8.0	124,303	2,951,688	20,322	11.0	99,505	5,737
Nov.	12.1	10.1	141,371	3,360,574	23,287	12.7	104,312	5,516
Dec.	14.4	10.2	159,617	3,793,618	26,546	14.3	93,372	4,786
1937 Jan.	14.5	10.7	163,039	3,881,345	27,379	14.5	99,016	3,774
Feb.	13.7	9.0	148,941	3,546,437	26,001	13.7	99,041	3,115
March	12.4	8.7	131,435	3,128,345	24,314	12.9	101,508	3,916
April	10.8	7.3	113,382	2,695,083	20,958 [†]	11.1	100,423	3,165
May	10.6	8.4	108,454	2,575,002	18,583 [†]	9.5	91,513	2,721
June	—	—	102,236	2,421,013	20,590 [†]	10.4	85,336	—
July	—	—	102,981 [†]	2,439,227 [†]	—	—	—	—
Base figure			906,358		198,000 [†]		*	*

¹ Having received a control card during the month. ² Until April 1935, estimates. ³ 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		Employ- ment exchange statistics	Employment exchange statistics		Trade union returns			Employ- ment exchange statistics	
	Unemployed		Appli- cants for work registered	Unem- ployed registered		Percentage unemployed ¹			Appli- cants for work registered	
	Number	Per cent.			Wholly	Partially	Weighted	Unweighted		
							Wholly	Parti- tially		
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	97,505	20,326	381,278	240,541	20.9	26	24	*
1935	76,195	19.7	92,406	17,983	434,931	262,059	18.5	23	22	7,422,615
1936	78,669	19.3	93,299	13,553	—	—	13.3	17	21	7,681,297
1936 July	49,605	12.1	61,285	8,619	—	—	12.3	17	19	6,604,425
Aug.	50,693	12.3	61,432	8,587	—	—	11.7	14	22	6,804,922
Sept.	53,181	12.9	64,945	8,306	—	—	11.2	13	21	6,837,054
Oct.	67,674	16.3	80,508	9,243	—	—	11.0	12	20	6,887,629
Nov.	83,552	20.0	96,492	10,764	—	—	10.7	12	20	6,832,222
Dec.	127,478	30.3	141,946	14,933	—	—	11.1	14	21	6,300,707
1937 Jan.	140,262	33.0	156,209	16,797	—	—	11.7	15	21	6,273,119
Feb.	133,795	31.4	145,627	16,724	—	—	11.9	14	21	6,115,443
March	122,687	28.6	131,335	14,909	—	—	10.9	13	19	5,490,482
April	74,793	17.5	86,446	8,776	—	—	9.8	12	20	5,519,755
May	63,310	14.8	73,379	6,526	—	—	9.7	11	20	5,309,541
June	60,199*	13.9*	69,389	4,617	—	—	9.6	11	20	5,016,014
July	65,242†	15.1†	75,830	3,327	—	—	9.4†	11†	20	—
Base figure	432,514†	*	*	*	*	*	964,000		*	

¹ Unemployed occupied on public and civil work excluded.

Date	ESTONIA ¹	FINLAND		FRANCE		GREAT BRITAIN AND NORTHERN IRELAND			
	Employ- ment exchange statistics	Employ- ment exchange statistics	Statistics of local unemployment committees	Public relief fund statistics	Employ- ment exchange statistics	Unemployment insurance statistics (16-64 years)			
	Unem- ployed registered	Unem- ployed registered	Unem- ployed	Unemploy- ment in receipt of relief	Applica- tions for work	Wholly unemployed (including casuals)		Unemployed owing to temporary stoppages	
						Number	Per cent.	Number	Per cent.
1927	2,980	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*	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 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	1.7
Sept.	684	3,086	1,702	408,589	451,439	1,384,090	10.4	236,118	1.7
Oct.	1,285	4,594	3,097	406,595	452,901	1,417,391	10.6	196,370	1.5
Nov.	2,102	5,348	*	407,831	453,821	1,429,736	10.7	191,585	1.5
Dec.	1,988	4,398	*	413,450	447,046	1,424,451	10.7	197,722	1.5
1937 Jan.	2,388	6,805	*	426,072	465,051	1,489,092	11.2	187,874	1.4
Feb.	2,064	5,383	*	410,219	441,207	1,460,026	10.9	164,739	1.3
March	1,801	4,482	*	386,254	415,179	1,406,530	10.5	169,740	1.3
April	1,191	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	9.3	210,401	1.6
June	486	2,076	*	319,161	343,402	1,166,881	8.7	203,329	1.6
July	423	2,089	*	313,553	337,376	1,136,287*	8.5	249,345	1.9
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. * From July 1932 onwards, including unemployed in receipt of relief from the welfare offices. * There were in addition 17,181 persons unemployed in agriculture aged 16-64 and 14,261 unemployed insured juveniles under 16 years.

TABLE II. STATISTICS OF UNEMPLOYMENT (cont.)

Date	GREAT BRITAIN	HUNGARY	NETHERLANDS EAST INDIES	IRISH FREE STATE ¹		ITALY	JAPAN ¹	
	Employment exchange statistics	Employment exchange statistics	Employment exchange statistics	Employment exchange statistics		Social insurance fund statistics ²	Official estimates	
	Applicants for work registered	Applications for work registered	Applicants for work registered	With claims to unem- ployment benefit	Total		Unemployed	
						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 ³	*	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 ⁴	1,006,442	485,681	6.8
1933	2,520,616	60,593	14,376	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	422,941	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 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	4.2
Feb.	1,627,485	56,192	19,459	20,322	91,680	*	328,528	4.1
March	1,601,201 ⁵	56,782	19,005	20,009	93,426	*	310,160 ⁶	3.9
April	1,454,443	53,865	18,954	18,165	92,363	*	—	—
May	1,451,330	50,273	17,894	17,754	88,480	*	—	—
June	1,356,598	45,740	—	18,469	64,011	*	—	—
July	1,379,459	—	—	17,973	63,288	*	—	—
Base figure	*	*	*	*	*	*	7,950,196 ⁷	

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		Unemployed (men)	Employment exchange statistics
	Applications for work registered	Number unem- ployed	Unemployed		Regis- tered ²	In full-time subsidised employment (not registered)	Total	Un- employed registered
			Number	Per cent.				
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 ³	*
1933	8,156	275,774	16,588	33.4	35,591	46,944 ⁴	25,719 ⁵	72,663 ⁶
1934	4,972	234,522	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	185,318 ⁷	13,267	18.8	32,643	36,890	13,260	50,152
1936 July	1,223	166,436 ⁸	9,013	12.5	22,145	42,939	11,299	54,238
Aug.	1,128	174,266 ⁹	9,647	13.2	23,477	44,263	6,584	50,847
Sept.	1,283	187,354 ¹⁰	10,535	14.2	28,122	41,908	7,511	49,419
Oct.	2,015	174,555 ¹¹	12,635	16.8	31,332	39,056	7,084	46,140
Nov.	4,025	164,367	14,330	18.8	35,119	35,467	6,874	42,341
Dec.	5,613	166,130	16,632	21.7	36,260	32,286	6,786	39,072
1937 Jan.	6,358	185,201 ¹²	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	—	18,457	23.2	32,851	27,907	6,619	34,526
April	3,290	—	17,561 ¹³	21.8	31,824	27,953	6,296	34,249
May	2,127	—	14,813	18.1	26,298	28,302	5,916	34,218
June	1,446	—	—	—	22,028	29,326	6,513	35,839
July	—	—	—	—	18,572	—	—	—
Base figure	*	*	81,832	*	*	*	*	*

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 (*concluded*)

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	Wholly unemployed registered	Applications for work registered		Unemployed		Applicants for relief registered	
	Number	Per cent.	Per cent. ²		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	36.3	31.7	384,691	381,935	16.7	81,385	16.1	61,581	
1936	169,400	36.3	32.7	414,512	367,327	15.6	71,884	13.6	35,601	
1936 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	34.5	31.9	439,553	547,986	22.0	85,568	15.1	31,280
	March	149,115	31.9	29.5	403,365	521,793	20.7 ^r	86,102	15.2	27,750
	April	133,523	28.5	26.5	359,726	414,974	16.4 ^r	69,620 ^r	12.2 ^r	22,247
	May	124,711 ^r	26.5	24.5 ^r	328,537	331,308	13.1 ^r	53,554 ^r	9.3 ^r	15,840
	June	117,657 [†]	25.5 [†]	24.0 [†]	310,616	293,025	11.6 [†]	49,109 [†]	8.6 [†]	11,429
	July	119,787 [†]	25.7 [†]	24.1 [†]	—	—	—	—	—	—
Base figure	465,459 [†]			*	2,526,707 [†]		569,145 [†]		277 [†] ⁴	

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 exchange statistics	Trade union fund returns		Employment exchange statistics	Employment exchange statistics
	Un-employed registered	Percentage unemployed		Applications for work registered	Unemployed in receipt of benefit		Applicants for work registered	Unemployed registered
		Wholly	Partially		Number	Per cent.		
1927	*	2.7	2.0	11,824	17,617	1.6	52,869	*
1928	10,373	2.1	1.1	8,380	16,348	1.4	38,636	5,721
1929	7,288	1.8	1.7	8,131	23,763	2.2	41,630	8,370
1930	25,335	3.4	7.2	12,881	51,372	4.5	105,442	8,198
1931	35,737	5.9	12.1	24,208	102,179	8.3	291,332	9,930
1932	38,890	9.1 ^a	12.2 ^a	54,366	184,555	13.5	554,049	14,761
1933	29,063	10.8	8.5	67,867	247,613	16.9	738,267	15,997
1934	17,253	9.8	6.1	65,440	245,953	17.4	676,994	15,647
1935	13,852	11.8	5.9	82,468	235,623	15.9	686,269	16,752
1936	13,549	13.2	5.3	93,009	208,539	13.1	622,687	19,436
1936 July	7,628	10.6	5.4	78,948	185,259	11.5	508,081	10,501
Aug.	7,496	10.9	5.1	79,281	180,410	11.2	483,502	12,135
Sept.	8,852	11.3	5.1	82,962	171,456	10.6	479,268	11,593
Oct.	9,549	11.5	4.3	86,866	166,575	10.3	441,679	13,780
Nov.	11,526	12.3	3.6	96,541	176,658	10.8	510,205	14,239
Dec.	16,224	14.4	3.3	104,842	198,492	12.1	619,143	22,069
1937 Jan.	18,778	16.6	3.3	110,754	210,894	12.9	667,486	35,170
Feb.	17,187	16.0	3.0	105,736	221,464	13.2	677,947	39,510
March	14,923	12.8	2.7	89,346	210,244	12.4	627,258	35,324
April	—	9.7	2.2	70,793	176,348	10.3	503,632	24,765
May	—	7.2	1.9	57,973	137,677	8.0	385,061	16,936
June	—	—	—	50,830	113,838	6.6	303,535 ^r	11,258
July	—	—	—	49,244	—	—	—	—
Base figure	*	470,423		*	1,738,000 [†]		*	*

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

Statistics of Occupied Population in Different Countries (Finland, Sweden)

In continuation of the series of statistics of the occupied population in different countries recently published¹, corresponding information relating to Finland and Sweden 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.

Finland : Census of 31 December 1930

The tables reproduced below relate to the gainfully occupied population. The following groups, considered in the original source as coming under this heading, are excluded : persons of independent means, pensioners, prisoners, and workhouse inmates. Family assistants and domestic servants are included. The data are classified by occupational groups.

SOURCE : MINISTRY OF SOCIAL AFFAIRS : CENTRAL OFFICE OF STATISTICS :
Suomen virallinen tilasto : Population de la Finlande 'au 31 décembre 1930.
Vol. III : *Population présente, groupée d'après la profession.* Helsinki, 1934.

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) ; No. 6, June 1937 (Chile, Mexico).

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

Reference number	Industrial group	Males		Females		Total	
		Number	Per cent.	Number	Per cent.	Number	Per cent.
I	Agriculture, horticulture, forestry, hunting	634,191	62.8	473,339	67.1	1,107,530	64.6
II ₁	Mines	556	0.1	12	0.0	568	0.0
II ₂ -II ₁₇	Industry and handicrafts	185,909	18.4	65,181	9.3	251,090	14.6
III	Transport and communications	44,319	4.4	7,375	1.0	51,694	3.0
IV	Commerce	37,774	3.7	39,303	5.6	77,077	4.5
V _A	Public services	20,438	2.0	3,617	0.5	24,055	1.4
V _B -V _D	Liberal professions	13,956	1.4	24,229	3.4	38,185	2.2
—	Domestic service ¹	1,298	0.1	37,360	5.3	38,658	2.3
VI	Others	10,703	1.1	19,515	2.8	30,218	1.8
VII	Workers and day-labourers not otherwise classified	60,266	6.0	35,491	5.0	95,757	5.6
	Total	1,009,410	100	705,422	100	1,714,832	100
	Unoccupied :						
	(a) Persons without occupation	49,925	—	62,321	—	112,246	—
	(b) Dependants	591,194	—	962,476	—	1,553,670	—
	Total population present in the country	1,650,529	—	1,730,219	—	3,380,748	—
	Absent population	158,539	—	127,780	—	286,319	—
	Total population	1,809,068	—	1,857,999	—	3,667,067	—

¹ Domestic servants, classified in the original source in the industrial group to which their employers belong, are here placed in a special group.

TABLE II. GAINFULLY OCCUPIED POPULATION CLASSIFIED BY SEX AND MAIN INDUSTRIAL GROUPS AS PERCENTAGE OF TOTAL POPULATION, 1920 AND 1930

Industrial group	1920			1930		
	Males	Females	Total	Males	Females	Total
Agriculture, horticulture, forestry, and hunting	39.9	26.9	33.2	38.4	27.3	32.8
Mining, industry, and handicrafts	9.3	3.2	6.2	11.3	3.8	7.5
Transport and communications	2.3	0.3	1.3	2.7	0.4	1.5
Commerce	1.8	1.4	1.6	2.3	2.3	2.3
Public services	1.0	0.2	0.6	1.2	0.2	0.7
Liberal professions	0.6	0.9	0.8	0.9	1.4	1.1
Domestic service	0.1	1.8	0.9	0.1	2.2	1.1
Others	0.5	0.6	0.5	0.6	1.1	0.9
Workers and day-labourers not otherwise classified	2.4	1.6	2.0	3.7	2.1	2.8
Total gainfully occupied	57.9	36.9	47.1	61.2	40.8	50.7
Unoccupied	42.1	63.1	52.9	38.8	59.2	49.3
Total population	100	100	100	100	100	100

TABLE III. PERCENTAGE DISTRIBUTION OF MALES AND FEMALES
IN EACH OCCUPATIONAL GROUP, 1920 AND 1930

Industrial group	1920		1930	
	Males	Females	Males	Females
Agriculture, horticulture, forestry, and hunting	58.4	41.6	57.3	42.7
Mining, industry, and handicrafts	73.4	26.6	74.1	25.9
Transport and communications	86.5	13.5	85.7	14.3
Commerce	53.7	46.3	49.0	51.0
Public services	84.4	15.6	85.0	15.0
Liberal professions	39.4	60.6	36.5	63.5
Domestic service	4.4	95.6	3.4	96.6
Others	42.8	57.2	35.4	64.6
Workers and day-labourers not otherwise classified	57.7	42.3	62.9	37.1
Total gainfully occupied	59.8	40.2	58.9	41.1

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

Industrial group	Heads of undertakings and salaried employees		
	Males	Females	Total
Agriculture, horticulture, forestry, and hunting	451,402	320,761	772,163
Mining	62	9	71
Industry and handicrafts	32,920	11,303	44,223
Transport and communications	11,629	2,797	14,426
Commerce	24,073	16,554	40,627
Public services	8,357	2,878	11,235
Total	528,443	354,302	882,745
Wage earners			
Agriculture, horticulture, forestry, and hunting	182,789	152,578	335,367
Mining	494	3	497
Industry and handicrafts	152,989	53,878	206,867
Transport and communications	32,690	4,578	37,268
Commerce	13,701	22,749	36,450
Public services	12,081	739	12,820
Total	394,744	234,525	629,269
Total			
Agriculture, horticulture, forestry, and hunting	634,191	473,339	1,107,530
Mining	556	12	568
Industry and handicrafts	185,909	65,181	251,090
Transport and communications	44,319	7,375	51,694
Commerce	37,774	39,303	77,077
Public services	20,438	3,617	24,055
Total	923,187	588,827	1,512,014

Sweden : Census of 31 December 1930

The following tables relate to the gainfully occupied population. Retired persons and those with private incomes, who in the original source are classified among the gainfully occupied population, are here excluded and grouped with persons not gainfully occupied. Family assistants and the unemployed are included. The classification of the data is by industrial groups.

SOURCE : STATISTISKA CENTRALBYRÅN. SVERIGES OFFICIELLA STATISTIK : *Folkräkningen den 31 december 1930; Folkmängden efter yrke, inkomst och förmögenhet* : Part I. Stockholm, 1936.

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

Reference number	Industrial group	Males		Females		Total	
		Number	Per cent.	Number	Per cent.	Number	Per cent.
I	Agriculture, forestry, and fishing	799,271	40.0	241,522	27.0	1,040,793	36.0
II _A	Mining, quarrying, and peat digging	37,166	1.9	287	0.0	37,453	1.3
I _A , II _B -II _K	Industry and handicrafts	703,948	35.3	185,598	20.7	889,546	30.8
III _A -III _C	Commerce, banking, and insurance (incl. hotels)	170,410	8.5	149,010	16.6	319,420	11.0
III _D -III _H	Transport and communications	169,242	8.5	22,404	2.5	191,646	6.6
IV _A -IV _C	Public administration and defence	44,517	2.2	6,276	0.7	50,793	1.8
IV _D -IV _G	Liberal professions	50,624	2.5	82,722	9.2	133,346	4.6
V	Domestic service	3,304	0.2	205,523	23.0	208,827	7.2
—	Unspecified	18,106	0.9	2,394	0.3	20,500	0.7
	Gainfully occupied	1,996,588	100	895,736	100	2,892,324	100
	Unoccupied persons living on their own means, on relief, students, vagrants, etc.	147,895	—	195,983	—	343,878	—
	Dependants	876,365	—	2,029,624	—	2,905,989	—
	Total population	3,020,848	—	3,121,343	—	6,142,191	—

TABLE II. GAINFULLY OCCUPIED POPULATION CLASSIFIED BY SEX
AND MAIN INDUSTRIAL GROUPS AS PERCENTAGE OF TOTAL POPULATION,
1920 AND 1930

Industrial group	1920			1930		
	Males	Females	Total	Males	Females	Total
Agriculture, forestry, and fishing	27.9	8.3	17.9	26.5	7.7	17.0
Mining, industry, and handicrafts	22.6	5.1	13.7	24.5	6.0	15.1
Commerce, banking, and insurance (incl. hotels)	4.3	3.1	3.7	5.6	4.8	5.2
Transport and communications	4.7	0.6	2.6	5.6	0.7	3.1
Public administration and defence	1.5	0.2	0.8	1.5	0.2	0.8
Liberal professions	1.3	2.0	1.7	1.7	2.6	2.2
Domestic service	0.1	6.3	3.3	0.1	6.6	3.4
Unspecified	0.6	0.2	0.4	0.6	0.1	0.3
Gainfully occupied	63.0	25.8	44.1	66.1	28.7	47.1
Unoccupied	37.0	74.2	55.9	33.9	71.3	52.9
Total	100	100	100	100	100	100

TABLE III. PERCENTAGE DISTRIBUTION OF MALES AND FEMALES
IN EACH OCCUPATIONAL GROUP, 1920 AND 1930

Industrial group	1920		1930	
	Males	Females	Males	Females
Agriculture, forestry, and fishing	76.3	23.7	76.8	23.2
Mining, industry, and handicrafts	81.1	18.9	79.9	20.1
Commerce, banking, and insurance (incl. hotels)	57.6	42.4	53.3	46.7
Transport and communications	88.4	11.6	88.3	11.7
Public administration and defence	90.1	9.9	87.6	12.4
Liberal professions	39.7	60.3	38.0	62.0
Domestic service	1.6	98.4	1.6	98.4
Unspecified	75.5	24.5	88.3	11.7
Total	70.2	29.8	69.0	31.0

TABLE IV. GAINFULLY OCCUPIED POPULATION BY INDUSTRIAL STATUS AND SEX AND MAIN INDUSTRIAL GROUPS ¹

Industrial group	Independants			Salaried employees		
	Males	Females	Total	Males	Females	Total
Agriculture, forestry, and fishing	349,696	41,925	391,621	14,361	865	15,226
Mining, quarrying, and peat digging	697	13	710	1,070	97	1,167
Industry and handicrafts	79,865	30,090	109,955	45,683	12,972	58,655
Commerce, banking, and insurance	58,608	28,585	87,193	38,369	28,054	66,423
Transport and communications	14,252	232	14,484	21,691	8,028	29,719
Public administration and defence	—	—	—	16,823	4,246	21,069
Liberal professions	—	—	—	38,464 ²	58,013 ²	96,477 ²
Domestic service	—	—	—	—	1,183	1,183
Unspecified	—	—	—	—	—	—
Gainfully occupied	503,118	100,845	603,963	176,461	113,458	289,919
	Wage earners			Total		
Agriculture, forestry, and fishing	435,214	198,732	633,946	799,271	241,522	1,040,793
Mining, quarrying, and peat digging	35,399	177	35,576	37,166	287	37,453
Industry and handicrafts	578,400	142,536	720,936	703,948	185,598	889,546
Commerce, banking, and insurance	73,433	92,371	165,804	170,410	149,010	319,420
Transport and communications	133,299	14,144	147,443	169,242	22,404	191,646
Public administration and defence	27,694	2,030	29,724	44,517	6,276	50,793
Liberal professions	12,160	24,709	36,869	50,624	82,722	133,346
Domestic service	3,304	204,340	207,644	3,304	205,523	208,827
Unspecified	18,106	2,394	20,500	18,106	2,394	20,500
Gainfully occupied	1,317,009	681,433	1,998,442	1,996,588	895,736	2,892,324

¹ The figures are partly provisional.² Including independants.

TABLE V. MARITAL STATUS OF GAINFULLY OCCUPIED FEMALES
BY MAIN INDUSTRIAL GROUPS

Industrial group	Single	Married	Widowed and divorced	Total
Agriculture, forestry, and fishing	205,619	7,002	28,901	241,522
Mining and quarrying	138,733	33,951	13,201	287
Industry and handicrafts				185,598
Commerce, banking, and insurance	114,593	23,147	11,270	149,010
Transport and communications	15,390	5,326	1,688	22,404
Public administration and defence	4,331	1,386	559	6,276
Liberal professions	64,858	13,419	4,445	82,722
Domestic service	189,857	4,878	10,788	205,523
Unspecified	1,889	206	299	2,394
Total	735,270	89,315	71,151	895,736

TABLE VI. DISTRIBUTION OF GAINFULLY OCCUPIED POPULATION
BY SEX AND AGE GROUPS

Sex and age group	Total population	Gainfully occupied	
		Number	Per cent.
Males :			
0-15	776,969	10,747	1.4
15-20	284,433	235,699	82.9
20-25	280,147	266,059	95.0
25-30	250,424	244,588	97.7
30-40	431,962	426,795	98.8
40-50	355,940	353,074	99.2
50-60	283,914	281,184	99.0
60-70	198,808	191,910	96.5
70 and over	158,251	134,427	84.9
Total	3,020,848	2,144,483	71.0
Females :			
0-15	748,430	5,427	0.7
15-20	273,901	175,583	64.1
20-25	275,172	192,208	69.9
25-30	256,007	133,096	52.0
30-40	452,705	165,905	36.6
40-50	381,436	126,691	33.2
50-60	303,087	103,859	34.3
60-70	231,055	90,969	39.4
70 and over	199,550	97,981	49.1
Total	3,121,343	1,091,719	35.0

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— *International Survey of Legal Decisions on Labour Law 1935-36.* (Eleventh Year.) Geneva, 1937. LI + 443 pp. 10s. ; \$2.50.

As in previous years, the *Survey* contains a selection of decisions on cases in England, France, Germany, Italy, and the United States with a subject index and an introductory note on the competent authorities having jurisdiction in labour matters in these countries. The cases chosen are arranged under the following headings: International Labour Law; General Principles of Labour Law; Occupational Organisation; Organisation of Industrial Undertakings; Conditions of Employment and Protection of the Individual Worker; and Social Welfare and Insurance. Particular interest attaches to the effects of the French Legislative Decrees of 1935 on labour legislation and to the decisions of the United States Supreme Court in regard to the constitutionality of legislation.

Congrès international d'actuares. *Comptes rendus du onzième Congrès international d'actuares à Paris, 17-24 juin 1937.* Vol. I. *Communications sur les sujets I, II et III.* ix + 559 pp. Vol. II. *Communications sur les sujets IV, V et VI.* x + 591 pp. Vol. III. *Mémoires sur les sujets a, b, c, d, e, et rapports sur des sujets hors programme.* ix + 497 pp. Paris, Gauthier-Villars, 1937.

A note on the Eleventh International Congress of Actuaries appeared in *Industrial and Labour Information*, Vol. LXIII, No. 4, 26 July 1937, p. 112.

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— *La production et le commerce international du coton.* Monographies sur les principaux produits agricoles du marché mondial. No. 1. Rome, 1936. xv + 510 pp., maps, diagrams. 30 lire.

OFFICIAL PUBLICATIONS

AUSTRALIA

NEW SOUTH WALES

Department of Labour and Industry. *Report upon Employment and Unemployment in the State of New South Wales.* Sydney, 1937. 66 pp.

BELGIUM

Ministère des Affaires économiques. Commission d'orientation industrielle. *Rapport préliminaire général sur la réorientation économique de la Belgique.* Extrait de la *Revue du Travail*, septembre 1936. Brussels, 1936. 60 pp.

The Committee on Industrial Orientation was set up by the Belgian Government to study the changes in the economic structure which will be necessitated by the work of reconstruction which the Government has undertaken, when the change in the economic situation brought about by the alignment of the Belgian currency has borne all its fruits. In this first report, which is of a preliminary nature, the Committee does not reach any definite conclusions. But it tries to deduce from the present situation, after a year of economic revival, the structural adaptations to which Belgian economy, and more particularly Belgian industry, must resort to regain satisfactory equilibrium.

CANADA

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FINLAND

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Sosiaalministeriö. Socialministeriet. Ministère des Affaires sociales. *Ammattien-tarkastus, vuonna 1935. Yrkesinspektionen. ar 1935. L'inspection du travail, année 1935. Rapports annuels.* Helsingfors, 1936. 31 pp.

FRANCE

Administration générale de l'assistance publique à Paris. *Compte moral et administratif de l'exercice 1934 présenté au Conseil de surveillance de cette Administration. Texte.* Paris, 1936. viii + 128 pp.

GREAT BRITAIN

Board of Education. *Physical Training and Recreation. Memorandum explaining the Government's proposals for the development and extension of the facilities available.* London, H.M. Stationery Office, 1937. 12 pp. 2d.

Colonial Office. *A Survey of Vocational Agricultural Education in the Colonial Empire.* London, H.M. Stationery Office, 1937. 29 pp. 6d.

— **Palestine Royal Commission.** *Report presented by the Secretary of State for the Colonies to Parliament by Command of His Majesty, July 1937.* London, H.M. Stationery Office, 1937. xii + 404 pp., maps. 6s. 6d.

— *Report by His Majesty's Government in the United Kingdom of Great Britain and Northern Ireland to the Council of the League of Nations on the Administration of the Tanganyika Territory for the Year 1936.* London, H.M. Stationery Office, 1937. iii + 206 pp., map. 3s. 6d.

Committee of the Privy Council for Medical Research. *Report of the Medical Research Council for the Year 1935-1936.* London, H.M. Stationery Office, 1937. 172 pp. 3s.

Mention may be made of the passages in this report which relate to nutrition and the work of the League of Nations in this connection, research into cotton dust asthma among operators in card rooms in the cotton industry, and, in particular, the chapter on industrial health. This chapter deals with industrial pulmonary disease, toxicity of industrial solvents, and the work of the Industrial Health Research Board.

Home Office. *Ventilation of Factories and Workshops.* Third Edition. Welfare Pamphlet No. 5. London, H.M. Stationery Office, 1937. 52 pp., illustr. 1s.

Describes the measures concerning ventilation in factories and workshops that should be taken to satisfy legal requirements. The pamphlet, which is abundantly illustrated, deals with the following points: conditions for satisfactory ventilation (air movement and removal of impurities); standards of ventilation (air changes per hour, rate of movement of air, temperature, and humidity); natural ventilation (windows and louvres); mechanical ventilation (fans, extraction, plenum, and plenum and extraction); heating; instruments and apparatus for ascertaining atmospheric conditions (thermometers, katathermometer, apparatus for determining the proportion of carbon dioxide in air, and Pitot tube for accurate measurement of velocities in ducts connected to pressure fans).

Medical Research Council. *A Dietary Survey in Terms of the Actual Food-stuffs Consumed.* By E. P. CATHCART and A. M. T. MURRAY. Special Report Series, No. 218. London, H.M. Stationery Office, 1936. 56 pp. 1s.

In this third study in a series of special enquiries, the authors bring together the figures published in two earlier reports on the same subject and analyse them from a new angle. In the earlier reports attention was directed to the nature of the food consumption in terms of protein, fat, and carbohydrate; in the report under review the data are interpreted in terms of some of the principal foodstuffs purchased in the course of every-day housekeeping. For instance, in Cardiff 94 per cent. of the families eat butter, as compared with 61 per cent. in Reading, and 33 per cent. in Glasgow. For margarine the figures are reversed: 57 per cent. in Cardiff, 94 per cent. in Reading, and 92 per cent. in Glasgow. The reports show that the constant percentage intake of the energy-bearing constituents, shown by people living far apart, is obtained independently of the type of foodstuff eaten. The authors also examine the question of refuse and waste in the cooking of food.

— **Industrial Health Research Board.** *Fatigue and Boredom in Repetitive Work.* By S. WYATT and J. N. LANGDON. Assisted by F. G. L. STOCK. Report No. 77. London, H.M. Stationery Office, 1937. 85 pp. 1s. 3d.

The authors have already published a series of studies setting forth the results of their research into repetitive work. This research dealt principally with boredom caused by monotonous work, and its effects on small groups of workers. The report under review is wider in scope, and deals with the incidence of boredom symptoms in 355 experienced girls employed on various forms of light repetitive work. Data were collected for each worker by means of a carefully prepared questionnaire. The results obtained throw light on the more important sources of satisfaction and discontent. Some of these sources, such as security of employment and opportunities for promotion, are limited by practical considerations; others, such as the grouping of workers and the material conditions of work, are under managerial control. By bringing them to light the authors supply information which may be useful in removing misunderstandings between employers and their workers which often complicate the causes of discontent inherent in the nature of the work.

Ministry of Health. *Advisory Committee on Nutrition. First Report.* London, H.M. Stationery Office, 1937. 52 pp. 1s.

Report of the Committee appointed in 1935 "to enquire into the facts, quantitative and qualitative, in relation to the diet of the people, and to report as to any changes therein which appear desirable in the light of modern advances in the knowledge of nutrition". The report describes the work of the Committee and its three sub-committees (statistical, economic and social, and physiological). After a review of recent advances in the knowledge of nutrition and their application, the report deals in turn with the nation's food, statistics of food consumption, the physiological bases of nutrition, the nutritive value of milk and milk products, the assessment of the state of nutrition, dietary in poor law institutions, and further investigations proposed. The conclusions arrived at suggest that, with the exception of a relatively small fraction, the population as a whole is obtaining the full amount

of calories it requires. The Committee recommends, however, that, with a view to improving the health of the nation, the consumption of milk, especially by mothers, children, and adolescents, should be increased.

INDIA

The Twentieth Session of the International Labour Conference (June 1936). Report of the Delegates of the Government of India. Bulletins of Indian Industries and Labour, No. 58. Delhi, 1936. 45 pp. Re. 1, or 1s. 9d.

The Twenty-first and Twenty-second Sessions of the International Labour Conference (October 1936). Report of the Delegates of the Government of India. Bulletins of Indian Industries and Labour, No. 60. Delhi, 1937. 58 pp. Rs. 1.2.0, or 2s.

JAPAN

Mombusho. (Department of Education). *Seijin Kyoiku, Haha no Kyoiku, Katei Kyoiku Jitshi Gaikyo.* (An Outline of Adult Education, Mothers' Education, and Home Education, 1934.) Tokyo, 1935. 381 pp.

— *Komin Kyoiku Jitshi Gaikyo.* (An Outline of Citizens' Education, 1935.) Tokyo, 1936. 221 pp.

— *Romusha Kyoiku Jitshi Gaikyo.* (An Outline of Workers' Education, 1935.) Tokyo, 1936. 171 pp.

These three publications contain information on the provision by the Japanese Department of Education, Government schools, and the prefectural governments, during 1934 and 1935, of adult, mothers', and home education, citizens', and workers' education. They include details of the courses given and statistics of the students who attended them classified by age, sex, educational standard, and occupation. The contents of lectures are also given.

SWEDEN

K. Socialstyrelsen. *Kooperativ verksamhet i Sverige, ar 1934.* Sveriges Officiella Statistik. Socialstatistik. Stockholm, 1936. 57 pp.

This report, which like its predecessors includes a substantial summary in French, presents detailed statistics of consumers' co-operative societies, co-operative restaurants and cafés, and producers' co-operative societies in Sweden, and figures relating to the Swedish Co-operative Union. It also gives some general statistical data for the Swedish co-operative movement as a whole.

UNION OF SOUTH AFRICA

Ministry of Mines. Miners' Phthisis Medical Bureau. *Report upon the Work of the Miners' Phthisis Medical Bureau for the three Years ended 31 July 1935.* Pretoria, 1936. 76 pp. 5s.

Among the general observations presented at the beginning of this report, special mention may be made of the figures relating to the incidence of silicosis. The rate for working miners is shown to have fallen from 1.92 per cent. in 1920-23 and 1.94 per cent. in 1927-28 to 0.88 per cent. in 1934-35. Compared with the position in 1920-23, the general liability of the working miners as a whole to contract silicosis had fallen by 64 per cent. in 1934-35. Among the "new Rand miners" (those who have entered the industry since 1 August 1916), the liability to contract silicosis is shown for the year 1934-35 to be 90 per cent. less than the similar liability of all miners with equal periods of service in 1920-23. The "new Rand miners" now constitute nearly 72 per cent. of the total body of "working miners", but they contributed in the year 1934-35 less than 12 per cent. of the 193 new cases of silicosis detected. The immense majority of cases continues to arise among the "old" miners, who began work before August 1916. It should also be noted that the actual number of new cases of silicosis, which had been falling progressively during the previous eight years, showed an upward turn in 1935, which is associated with an increase in the number of working miners exposed to the risk, and that the increase in cases in 1934-35 occurred solely among the "old" pre-1916 miners.

Attention is drawn in the report to the decline in the number of cases of tuberculosis with silicosis, and of simple pulmonary tuberculosis, particularly among Native mine workers, the prevalence rate having fallen by over 40 per cent. during the past ten years; this is attributed to early detection of the disease through the examination by mine medical officers prescribed by the Act of 1935.

Transvaal Asiatic Land Tenure Act Commission. *Report.* Part V. 23 pp. 1s. 6d. Part VI. 34 pp., map. 3s. Pretoria, 1936.

UNITED STATES

Department of Agriculture. Bureau of Agricultural Economics. *Looking Ahead on Agricultural Policy. An Appraisal of Economic and Social Factors Bearing on Agricultural Adjustment.* 1936. 20 pp. (typescript).

Department of Labor. Children's Bureau. *Handbook for Recreation Leaders.* By Ella GARDNER. Bureau Publication No. 231. Washington, Govt. Printing Office, 1936. vii + 121 pp. 15 cents.

Handbook compiled in response to numerous requests from associations wishing to organise recreation programmes for clubs and community groups. The author, who was formerly a specialist in recreation on the staff of the Children's Bureau of the Department of Labour, has collected abundant material relating to the different kinds of indoor and outdoor games suitable for this purpose. The work, which includes numerous children's songs, ends with an interesting bibliography and an index of games.

— **Women's Bureau.** *Summary of State Reports of Occupational Diseases with a Survey of Preventive Legislation, 1932 to 1934.* By Margaret T. METTERT. Bulletin No. 147. Washington, Govt. Printing Office, 1936. v + 42 pp., tables. 10 cents.

Report concerning cases of occupational diseases among women during the years 1932 to 1934 inclusive, and containing numerous statistical data on their distribution by industry, type of disease, etc. It includes a short survey of the preventive measures applied during the period reviewed.

Federal Co-Ordinator of Transportation. Section of Labor Relations. Section of Research. *Comparative Labor Standards in Transportation.* Washington, 1937. xv + 147 pp. (typescript).

This report is the last of a series of studies made under the direction of the Federal Co-Ordinator of Transportation (cf. *International Labour Review*, Vol. XXXV, No. 4, April 1937, page 591). It brings together the more essential facts detailed in the earlier reports, supplementing them with facts in regard to pipeline and railway transport, and compares labour standards in the various branches of the transport industry.

Federal Emergency Administration of Public Works. Housing Division. *Housing and Child Welfare. (A Study of Housing and its Influence upon the Child.)* Research Bulletin No. 2. Washington, 1936. v + 42 pp., illustr., appendices.

This work, by providing particulars of overcrowded and insanitary dwellings, shows the necessity of improving the housing conditions of certain classes of the population in the United States with a view to preventing deterioration in the mental and physical health of children. A good housing policy, it is pointed out, should take into account the need of large families for recreation grounds, community facilities and services, schools, etc., while the safety of children should receive special attention in town-planning schemes and traffic organisation (crossings, street planning and lay-out, etc.).

— — *Urban Housing. The Story of the P.W.A. Housing Division 1933-1936.* Bulletin No. 2. Washington, 1936. 105 pp., illustr.

After a statement of present housing conditions and requirements in the United States, this bulletin describes the work of the Housing Division of the Public

Works Administration. An account of the development of the housing movement in European countries and of some achievements and projects in different parts of the United States is given in appendices.

PENNSYLVANIA

Works Progress Administration. *One Year of W.P.A. in Pennsylvania, 1 July 1935 - 30 June 1936.* 139 pp., illustr., tables.

Describes the organisation and administration of the Works Progress Administration programme for the State of Pennsylvania, the work accomplished thereunder, and the problems still to be faced.

NON-OFFICIAL PUBLICATIONS

Aronovici, Carol, and McCalmont, Elizabeth. *Catching Up with Housing.* Newark, N.J., Beneficial Management Corporation, 1936. xvi + 243 pp.

This handbook, which is detailed and easy to consult, contains general information on the housing situation in the United States and some estimates of housing requirements. It describes at length the Government's action to encourage building, in particular the steps taken by the Federal Home Loan Bank, the Housing Division of the Public Works Administration, and the Resettlement Administration. It also gives particulars of private enterprises, such as the National Housing Association and the National Conference of Slum Clearance. A chapter is devoted to the housing legislation in force in different States. The work ends with a detailed description of what has been achieved by various organisations in different regions. A copious bibliography and an index are included.

Bajic, Dr. Stojan. *Delovno pravo.* (Labour Law.) Spolšni Del. Ljubljana, 1936. 220 pp.

After some definitions, the author first attempts to expound the notion of labour law. Labour law, he says, is the body of provisions regulating the relations between employer and worker, based on the contract of employment and arising out of work done in a position of subordination and determined in the majority of cases *in genere* and according to its duration. Labour law so understood, however, is not limited to private relations between two persons, but extends also to relations in administrative law which are their legal consequence. Considering the subordinate relation of the worker to the employer as the very essence of industrial relations, the author points out the tendency to transfer these relations to a personal basis. He assigns to labour law the task not only of regulating individual industrial relations, but also and more especially of bringing about co-operation between the employer and the worker, who are at present divided. The whole work is inspired by this fundamental idea. The author distinguishes three superposed series of problems dealt with under labour law: first, individual relations as they result from the contract of employment; secondly, organic relations in the undertaking itself (workers' delegates, works agreements, workshop regulations); finally, the relations that arise on the basis of the trade, or collective industrial relations. These three degrees represent, in Mr. Bajic's opinion, the legal hierarchy of industrial relations, collective agreements dominating the relations within the undertaking, and the latter individual relations. It is on this hierarchy that, after giving a historical account of the development of labour law and examining its sources, he builds up the two main parts of his work. These are devoted respectively to the subjects of labour law and industrial relations. He first considers the notion of a wage earner, then that of workers as a whole within the undertaking, or the works community (*Arbeitsgemeinschaft*), and, finally, that of occupational organisations (trade unions). In the part devoted to industrial relations, he analyses the contract of employment, works agreements and workshop regulations, and, finally, collective agreements. This part of the book ends with a general exposition of the effects of law, custom, works agreements, workshop regulations, and collective agreements on the relations between employer and worker. Finally, the author examines the relation between administrative

and civil law and their relation to labour law; then, after a short survey of administrative law in Yugoslavia, he deals briefly with jurisdiction, labour protection, and international labour law, administrative and civil. An appendix contains a short account of the technical partition of labour law and a bibliography of the principal works on labour law published in Yugoslavia and in other countries.

Bartels, Dr. F., and others. *Arbeit und Ernährung*. Beihefte zum Zentralblatt für Gewerbehygiene und Unfallverhütung. Herausgegeben von der deutschen Gesellschaft für Arbeitsschutz. Beiheft 26. Berlin, Julius Springer, 1937. 87 pp.

Texts of the reports presented to the annual meeting of the German Society for Labour Protection, held at Frankfurt in October 1936, and devoted to the problem of labour and nutrition. The reports deal with the following questions: health policy and nutrition (Bartels); nutrition and efficiency (Reiter); nutrition and the regulation of working hours (Kremer); social policy and nutrition (Schweigart); national strength and national nutrition (Wirz); workers' nutrition in relation to national nutrition in Germany (Flössner); nutrition in the home and in the undertaking (Nothnagel); refreshment rooms in factories (Steinwarz); work and nutrition in industrial undertakings (von Orgies-Ruthenberg); the importance of colonisation for nutrition (Ludowici). The pamphlet ends with the text of the opening speeches of the meeting.

Beracha, Sammy. *Le marxisme après Marx*. Paris, Marcel Rivière, 1937. 221 pp. 12 frs.

The author's purpose is to examine objectively how far the leaders of different Marxist schools have correctly interpreted the works of Karl Marx. He analyses briefly the Marxist doctrine, which he reduces to six essential principles: (a) the technical organisation of production and changes therein, by upsetting economic relations, dominate and determine social organisation and changes therein; (b) revolutions are to be explained not only by the economic conflicts that give rise to them, but also by the class struggle, which transfers these conflicts to the political and social fields; (c) the working of capitalist economy leads to the growing concentration of property in the hands of a decreasing number of individuals, and this prepares the conditions for the socialisation of property, in other words the conditions for socialist revolution; (d) the proof of the economic contradictions of the capitalist system is found in economic depressions, which recur periodically in more and more acute form, and condemn the system; (e) socialisation, that is to say the overthrow of the capitalist system, cannot be the fruit of a progressive adaptation to new conditions of production, but must be the result of a radical transformation undertaken by a dynamic class, the proletariat; (f) the radical transformation of the present social order, or the socialist revolution, cannot be carried out by peaceful means: it will be violent, and therefore cannot succeed without the establishment of a dictatorship of the proletariat. On each of these points, Mr. Beracha examines Bernstein's criticisms, which in turn are partly refuted by Kautsky, and which Lenin considered a betrayal of the Marxist cause. In the author's opinion, the result of this controversy has been the disintegration of the Marxist doctrine, the revision of which "is no longer merely a matter of curiosity, but a duty for all concerned in social and economic progress." This revision has been undertaken by Georges Sorel, who formulated the principle of power possessed by the trade unions. Sorel's theory, which is entirely based on the psychology of the proletariat, has been taken up in a more flexible form by a new syndicalist school. The means proposed to remedy the economic contradictions of capitalism is the institution of a "syndicalist form of society which, by an intelligent regulation of economic relations, will ensure material security for all."

Bohren, Doris. *Beiträge zur Frage des erwerblichen Schicksals der Schädelverletzten*. Inaugural-Dissertation zur Erlangung der Doktorwürde der medizinischen Fakultät der Universität Zurich. Aus der medizinischen Abteilung der Zentralverwaltung der Schweizerischen Unfallversicherungsanstalt. Affoltern, J. Weiss, 1936. 150 pp.

Study of 100 cases of fracture of the skull from the standpoint of subsequent recovery of working capacity.

Braunweiler, Dr. Heinz. *Sozialverwaltung. Grundzüge der Rechts- und Wirtschaftswissenschaft.* Reihe B. Wirtschaftswissenschaft. Herausgegeben von Jens JESSEN und E. WISKEMANN. Hamburg, Hanseatische Verlagsanstalt. 155 pp.

This work deals with the institutions designed to realise the aims of German National Socialism. The author first makes a theoretical survey of the problems of social policy, and next describes the attitude of the National-Socialist Party towards these problems, and the social order which that Party intends to establish. The second part examines the tasks pertaining to labour administration (protection of honour in labour, organisation of placing, maintenance of industrial peace, legal protection of workers, and wage policy). The present state of social insurance, including unemployment insurance, is the subject of the third part, while the fourth describes social assistance (both public and private) and National-Socialist welfare institutions, such as winter relief and maternity and infant welfare schemes. The author then gives an account of activities in regard to workers' housing and the creation of smallholdings and allotments. A description of social administration and of the autonomous institutions on which it devolves follows. In a part of the book devoted to international social policy, reference is made to the International Labour Office and to the bilateral treaties concerning social insurance concluded by Germany, but the significance of the Conventions adopted by the International Labour Conference is ignored.

Burns, Eveline M. *The Relation of Unemployment Compensation to the Broader Problem of Relief.* Reprinted from the symposium on *Unemployment Compensation* published in *Law and Contemporary Problems*, Duke University, Durham, N.C. Pp. 150-156.

A discussion of the relation between unemployment insurance and supplementary assistance for the unemployed.

Camu, Louis. *Le statut des agents de l'Etat. Premier rapport sur la réforme administrative.* Brussels, Imifi, 1937. 134 pp.

In Belgium the need for defining the legal status of public servants has long been realised by all interested in politics. This first report on Belgian administrative reform describes in an introduction the present position of public servants, the scope and legal form of the regulations relating to them, and the nature of the legal tie which connects the public servant and the State. After defining the different categories of the staff of public departments, the author, who is Royal Commissioner for Administrative Reform, deals with the duties of public servants, the methods and principles of recruiting, entry into employment, incompatibilities, the functions of the institution dealing with staff matters, remuneration and promotion, discipline, personal responsibility, right to holidays, temporary interruption of duties, transfer to the retired list, final cessation of functions, and the constitution, composition, and attributes of staff committees. The different solutions adopted in other countries, including Germany, the United States, France, Great Britain, Italy, and Switzerland, are examined in the report. Based on five general principles (necessity of strict and judicious selection of staff; exclusion of favour or intrigue in the recruiting of public servants and throughout their career; safeguarding of ministerial authority; conformity of the regulations relating to public servants with national tradition; and perfect working of public services), this work, which, apart from its practical object, makes a valuable contribution to the study of the science of administration, is followed by the text of a draft Royal Decree to regulate the public services.

Chagnon, Louis. *Directives sociales catholiques. Cours donnés à Montréal sous les auspices de l'Ecole sociale populaire. Montréal, l'Action paroissiale, 1937. 214 pp.*

Starting from fundamental notions of the nature of the right of property and the duties that it implies, the author examines the relations between capital and labour, the function of the State, the regulation of credit, and the nationalisation of undertakings which have in fact become public services. He defends "associative corporatism", based on freedom of association, and contrasts it with "State corporatism". He puts forward a plea for international collaboration.

Comité permanent de la natalité. *Le XVIII^e Congrès de la natalité et des familles nombreuses, Lyon, 25-26 septembre 1936.* Paris, 1936. 128 pp.

Defourny, M., and others. *Le corporatisme.* Rapport des journées d'étude au Collège philosophique de la Sarthe. Brussels, Edition universelle. 144 pp. 15 frs.

The authors of the reports collected in this volume explain the present trend of ideas in Belgian Catholic circles in regard to the problem of the corporative system, which is considered in turn from the philosophical and doctrinal, economic, social, legal, and practical standpoints.

Drake, Barbara. *A Policy of National Health.* Introduction by Eleanor RATHBONE, M.P. New Fabian Research Bureau No. 31. London, Victor Gollancz, 1936. 36 pp. 6d.

Pamphlet designed for the working class. It explains the principal aspects of the nutrition problem: modern standards of nutrition; diet and income; and malnutrition. The author draws attention to the legal provisions concerning the distribution of milk and other food to mothers and children of poor families in Great Britain, and discusses the organisation of a system of distribution on a larger scale.

Ferenczi, Imre. *Contre-migration et politique d'émigration.* Reprinted from the *Revue économique internationale*, Dec. 1936. Brussels, 1936. 39 pp.

The author examines the problems connected with the counter-emigration current which is bringing back to different European countries of emigration large numbers of their nationals who had settled abroad. He suggests various measures to deal with the resulting situation. He recommends, among other things, that in the repatriation of foreign immigrants principles of equity should be taken into account, that in the matter of social policy complete equality of treatment between the nationals of a country and foreign immigrants should be established, and that regional exchanges of workers should be organised on an economic basis. In conclusion he maintains that the emigration problem can only be solved by international agreements, in order to ensure a decent level of living for all.

Ferré, Louise-Marie. *Les classes sociales dans la France contemporaine.* Chez l'auteur. Saint-Léger-en-Yvelines (S.-et-O.). En dépôt aux Messageries Hachette, 111, rue Réaumur, Paris, 1936. 267 pp. 35 frs.

After analysing in the first part of this work the different conceptions of "social classes" and giving her own definition, the author presents a picture of the recognised social groups in France during the period 1910-1930. She concludes that the distinctive feature of a class, as observation of the facts shows it to be, is fundamentally the mode of life of its members. But observation of facts also shows that there exists a continuous social transformation, which has been accelerated in the post-war period. The author nevertheless does not think that the trend is towards absolute social equality or absolute social homogeneity. Since the disappearance of social classes is not to be anticipated, the aim should be their harmonisation in an organic whole.

Franges, Otto von. *Die sozialökonomische Struktur der jugoslawischen Landwirtschaft.* Schriften der Internationalen Konferenz für Agrarwissenschaft. (International Conference of Agricultural Economists.) Berlin, Weidmannsche Verlagsbuchhandlung, 1937. x + 288 pp.

Gewerkschaftsbund der österreichischen Arbeiter und Angestellten. *Der Arbeiterschutz in Oesterreich und in anderen Industriestaaten. Eine rechtsvergleichende Darstellung auf Grund amtlicher Quellen.* Vienna, 1936. 85 pp.

The author examines briefly the principal labour laws in force in Austria and in the chief European countries, in particular those bordering on Austria. He reviews legislation dealing with hours of work and holidays with pay, occupational organisation, conciliation and arbitration of industrial disputes, labour courts, etc., the special laws relating to salaried employees, women, and children, and social insurance legislation.

Glouston, D. *From the Orcades to Ind.* London, Edinburgh, Oliver and Boyd, 1936. xi + 229 pp., illustr.

Grünig, Ferdinand. *Le circuit économique. Libéralisme ou autarcie.* Translated from the German with a foreword by Gael FAIN. Preface by Paul REYNAUD, Bibliothèque politique et économique. Paris, Payot, 1937. viii + 397 pp. 40 frs.

Translation of a work published in Germany in 1933 and written during the worst years of the economic depression. In the first part, the author aims at explaining the relation between the degree of division of labour and the vulnerability of a national economy: the further division of labour is pushed, the more liable is the economy to depressions. The economic circuits, which consist of currents of goods and services flowing from producers to consumers and monetary currents flowing in the inverse direction, are exposed to interruptions to a degree varying with their number and complexity. Such interruptions bring about indebtedness, and raise, within the national economy as well as in international economic relations, the problem of exchange, which presents itself "every time that a debt arising from non-compensated economic operations must be met in cash and not in goods." The tendencies towards autarky (in so far as they are connected with economic ends), which appear in both internal and international relations, are based on the idea that division of labour and its drawbacks are indissolubly linked, so that, in order to remedy the latter, the only possible solution is to abandon the first. The author thinks that these tendencies bring about "an economic and cultural regression", but that a too great liability to depression may also entail an economic and cultural set-back as great or even greater. His object is to discover measures that will enable the vulnerability of economy to be reduced without abandoning entirely the indisputable advantages of division of labour. In order to arrive at a definite idea of the part played by obstruction of the principal economic circuits of German economy during the great depression between 1929 and 1932, the author uses, in the second part of his work, a new method of observation of economic phenomena, that of the "economic model". This consists in a kind of statistical accounting, a simplified reproduction of the current of goods and the current of money forming the link between producers, consumers, and the State in Germany in 1929 (condition of average prosperity) and in 1932 (condition of minimum prosperity). A third "model" relates to a hypothetical condition of maximum prosperity (characterised by the absence of unemployment and a maximum production of goods). In the third part of the book, on the basis of his research, the author advocates the following programme for the recovery of German national economy: the restarting of industries producing investment goods, in particular the building industry; the resumption of foreign trade by means of commercial treaties based on the clearing system; and a complete reorganisation of the credit system and investments by the creation of a national savings fund under State control. It is impossible to give in a short note even a summary account of the numerous problems that the author examines by the methods described; but it should be pointed out that these methods are of great general interest far exceeding the limits within which they are here applied.

Harrison, B. J., Whitney, H. D., and Woodard, C. *From Rent to Space. An Apartment Planning Technique.* "The Architectural Forum", June 1936. illustr., diagrams.

This publication, which contains numerous plans and cost estimates, indicates the general lines that architects should follow in low-rent houses in order not to exceed future tenants' ability to pay.

Harrison, Tom. *Savage Civilisation.* London, Victor Gollancz, 1937. 461 pp., illustr., map.

The New Hebrides have been held up to scorn as a sad example of international administration. In fact, however, the criticisms appear directed against an administration which is ultra-national, since the nationals of the condominium Governments of France and Great Britain remain subject to their national sovereignty and are governed by their own laws. One of the results is that Natives are subject to widely different labour legislation when recruited or employed by British or by French nationals.

The author of the present criticism reached the New Hebrides in 1933 as a biologist and remained until the end of 1935. During this period he "went Native", acted as a Government officer, and assisted a film company. His book is a mixture of personal reminiscence, history, ethnology, and economic and political criticism. In spite of its form and style it is important and should compel attention in France and Great Britain. Many serious allegations are made. One statement is to the effect that in the first half of 1935 the author came across more than 15 cases of illegal recruiting.

Heberle, Rudolf. *Auslandvolkstum. Soziologische Betrachtungen zum Studium des Deutschtums im Auslande.* 2. Beiheft zum Archiv für Bevölkerungswissenschaft und Bevölkerungspolitik, Band VI. Leipzig, S. Hirzel, 1936. 36 pp.

The author starts from the proposition that national groups living abroad can under certain conditions give valuable support to the economic and cultural expansion and even to the foreign policies of their countries of origin, if the groups in question possess influence and prestige. Their solidarity and good behaviour, which the country of origin is unable to enforce, depend on numerous factors which the author analyses from the sociologist's standpoint. His exposition contains acute observations on the tendency towards assimilation, which is more or less marked according to the economic, social, and political situation of the group in relation to its environment. The economic and social status of the group, which results in part from the occupations of its members, is not a matter of chance. The author shows, with the help of numerous examples, that it is determined largely by the following factors: (a) disparity between the material civilisation and the economic resources of the emigration country and those of the immigration country; (b) cultural disparity between the two countries. He concludes that the measures which the country of origin can take to stimulate its national groups abroad should be chosen carefully according to the special conditions in which each group is evolving: a measure which might be efficacious where a "militant national minority" is concerned might not be advisable in the case of a national group regarded as enjoying the hospitality of the country of immigration. It might even be disastrous if applied to a national group which already showed a tendency to disintegrate through assimilation. An objective study of the sociological conditions determining the vitality of national groups in foreign countries, and an exact estimate of their economic, political, and cultural weight, would supply valuable indications for the definition of a new emigration policy, which the resumption of migratory movements will perhaps render necessary.

Heim de Balsac and others. *Hygiène et industries. Hygiène des industries et des professions. Prophylaxie des maladies professionnelles. Technique sanitaire. Hygiène des fabrications.* Fascicule III. Publication du Centre de biologie industrielle du Conservatoire national des arts et métiers, avec le concours du Comité Biologia. Paris, 1936. 191 pp.

The third volume of this work contains reports of experiments in industrial hygiene, and deals with the following subjects: diffusion in the atmosphere of industrial premises of gases and noxious fumes (carbon tetrachloride, carbon bisulphide, nitrobenzene, aniline, pentachlorethane, and tetraethyl lead); the absorption, fixation, and neutralisation of gases and fumes polluting the atmosphere in industry (effectiveness of aluminium gauze as a protection against mercury fumes, and of absorbents against chlorine, ammonia, sulphur dioxide, and nitrous vapours); cleansing after work of teguments and mucous membranes from impurities due to lead, arsenic, and their compounds; and pulmonary siderosis of workers in iron mines, according to the results of an enquiry carried out in Lorraine by Messrs. HEIM DE BALSAC and FEIL.

Hoske, Dr. Hans. *Die menschliche Leistung als Grundlage des totalen Staates.* Leipzig, S. Hirzel, 1936. 61 pp.

The author's thesis is that the totalitarian State must be based on the collective efficiency of biologically sound human beings.

Jewish Colonisation Association. *Rapport de la Direction générale au Conseil d'Administration pour l'année 1935, présenté à l'Assemblée générale du 6 novembre 1936.* Paris, 1936. vi + 207 pp.

Account of the activities of the Jewish Colonisation Association during 1935 in the matter of colonisation, financial assistance, vocational and technical training, and emigration. Detailed information is given on the situation of agricultural settlements maintained by the Association in the different European and overseas countries. The report also describes the work of the Association in collaboration with the American Joint Reconstruction Foundation for the organisation of loan funds. During 1935, the 469 existing funds in 17 countries advanced \$21,173,730 to their members, who numbered 131,650.

Jones, D. Caradog. *Trade Revival in a Depressed Area.* The University of Liverpool. Social Science Department. Statistics Division. Liverpool, University Press, 1937. 72 pp., tables. 2s.6d.

Statistical analysis of trade and employment in Great Britain to determine whether the industrial revival now in evidence in certain parts of the country extends to the depressed areas, in particular to Merseyside, or whether it is confined to the comparatively prosperous regions of the country.

Jouhaux, Léon. *La C.G.T. Ce qu'elle est. Ce qu'elle veut.* Avec la collaboration de M. HARMEL et J. DURET. Nouvelle Revue française. Problèmes et documents. Paris, Gallimard, 1937. 187 pp. 10 francs.

The author defines as follows the object of his book : (1) to explain what trade unionism is, and outline its tradition and the gradual development of the ideas that the labour movement aims at establishing ; (2) to define the attitude of the French trade union movement towards present economic and social problems, and consequently to study these problems and determine their general character. In other words, the author intends to place the experience of the past at the service of the movement in its present activities. It is in the light of this purpose that the pages, full of facts and opening up many new vistas, which the author devotes to the trade union movement, the "capitalist crisis", the plan of the French General Confederation of Labour (C.G.T.), and the French "experiment", should be read. After analysing the social and political causes of the rise of trade unionism he describes the main phases in the development of the French labour movement which led to the organic and doctrinal unity of the C.G.T. He points out that the C.G.T. is the result not of the fusion but of the welding of two groups : national federations, each uniting the trade unions in a given industry, and departmental unions, grouping in local or regional organisations the trade unions of different industries. This mode of constituting the central labour organisation, which provides for the necessary co-ordination of effort, while fully respecting the traditions of autonomy and decentralisation, marks the French trade union movement with an original stamp. With reference to pre-war trade union theory, the author shows how French trade unionism, in order to safeguard the labour movement from the repercussions of political schisms, asserted its total independence of all political parties. This spirit of independence found definite expression in the "Charte d'Amiens", which made political neutrality a rule for trade unions and trade unionists. But war and post-war experience, by bringing the trade union movement face to face with the fundamental problem of production and its rational organisation, diverted its theory and practice towards an essentially constructive policy in both national and international affairs. In regard to the latter, the author refers to the efforts made by the C.G.T. for the organisation of peace and disarmament, and emphasises the part played by it in the creation, organisation, and activities of the International Labour Organisation and the League of Nations. As regards national activities, he describes the proposals of the C.G.T. in connection with economic and social reorganisation : schemes for the nationalisation of industries, a planned national economy, and the establishment of a National Labour Council to draw up plans for nationalised industries—new ideas which ultimately found concrete form in the "C.G.T. plan". The author devotes the second part of his book to the "capitalist crisis", and presents a penetrating criticism of the doctrine of "laissez-faire". He shows, by a detailed analysis of the economic changes of recent years, that if the fundamental liberal theories of trade outlets, the mechanism of prices, etc., seemed sound in a period of national and international economic expansion, they are no longer so in a period in which the means of production utilised or

latent are more than sufficient to meet effective demand, and real purchasing power cannot increase at the same rate as the capacity to produce. This fundamental problem of the parallel development of consumption and production is attacked in the C.G.T.'s "labour plan", to which the author devotes his third chapter. The "labour plan", he says, presents itself as a computation of the greatest common denominator of the interests of industrial wage earners, peasants, and the middle class; it is primarily a programme to combat the economic depression, and aims at restoring and maintaining equilibrium between production and consumption by raising the power of consumption of the masses and by structural reforms (nationalisation of credit and key industries). The author states that the economic problem is primarily an experimental one, in which the data are complex but known, or at least knowable. The knowledge of the structural defects in the national economy should make possible the substitution of a better economy and thereby the methodical and rational organisation of production, with a view to a wider satisfaction of requirements.

In a chapter devoted to the French "experiment", the author, while stressing the manifest insufficiency of the programme of public works, notes the beginning made in giving effect to the C.G.T. plan: the Matignon agreement, the 40-hour week, holidays with pay, collective bargaining, raising of agricultural prices, etc., which are so many measures tending to raise the capacity of consumption of the peasant and working class. But, Mr. Jouhaux says, the French "experiment" should be "more than a happy step towards social justice—an example of reorganisation of the present disorganised economy which requires for its reconstruction rapid and vigorous decisions."

To sum up, Mr. Jouhaux's work does not merely show the historical sequence of facts. It contains a clear analysis of the development and maturing of a collective idea which is not only the experiment of a group, but is shared by more and more numerous social categories. And—as a corollary—the C.G.T.'s programme of action is designed to be the expression of the interests not only of a given class but of the whole nation.

Kallai, Paul. *Die wirtschaftliche Lage und Entwicklungstendenzen der deutschen Schuhindustrie, unter besonderer Berücksichtigung der Bat'a Schuhwerke.* Thèse présentée à la Faculté des sciences économiques et sociales, Université de Genève. Strasbourg, Mühle Roux, 1936. 103 pp.

This thesis, submitted by a former employee of several years' standing of the Bat'a factory, contains a striking account of the fundamental change that has taken place in the German boot and shoe industry since the beginning of this century. It is only recently that this development has been affected by the spread of the Bat'a system in Germany. A much more influential factor was the introduction of American machinery for the manufacture of shoes, which began before the War. The way in which these machines were supplied to the German boot and shoe industry led to the gradual industrialisation of production being bound up very closely with the interests of the American machine manufacturing industry, which did not sell sets of machines to German producers but hired them. The extent to which the American industry thus became bound up with the German boot and shoe industry can be seen from the fact that the fitters and inspectors of the machine manufacturing companies were entitled at any time to visit the undertakings that used their machinery, and exercised a considerable influence there. It was they who trained the German workers to use the machines and saw that the machines were fully and properly utilised. It even happened that when a strike occurred the representatives of the American firms acted as emergency technical assistants in the German factories. It is only in the last few years that German industry has produced completely satisfactory boot-making machines, suitable for use by the cementing process, and thus become able to counterbalance the American influence and the system of hiring machines. The writer describes with the help of numerous statistics how the small craftsman has been squeezed out of the producing, sales, and repair branches of the industry, and goes on to describe the steps taken to counteract this process—more especially the efforts made by the State in quite recent times.

Kansas, Sidney. *Citizenship of the United States of America.* New York Washington Publishing Co., 1936. 222 pp.

A reference book written in an attempt to clarify the laws relating to the acquisition of citizenship of the United States through naturalisation or at birth and the loss of citizenship. The different laws are co-ordinated under chapter titles followed by judicial interpretations or the opinion of the Attorney-General.

Langelez, Dr. A. *Les maladies professionnelles donnant droit à réparation légale.* Bibliothèque scientifique belge. Liège, Georges Thone, 1936. 312 pp.

In this work, dedicated to Dr. D. GLIBERT, whose name will always be connected with the birth and development of industrial medicine, and supplied with a preface by Dr. CAROZZI, Chief of the Industrial Hygiene Service of the International Labour Office, the author aims at "putting into the hands of medical practitioners a synthesis of the elements indispensable to them in their function as the mainspring in the application of the legislation relating to occupational diseases." For each occupational disease subject to compensation in Belgium, the author gives an outline of toxicology, etiology, symptomatology, and prevention, and a list of the dangerous occupations and employments. After an introduction dealing with the principles of the Belgian and French law relating to compensation for occupational diseases, the subjects treated are as follows: (I) Poisoning due to mineral substances: lead, mercury, arsenic (including acute and chronic poisoning by arseniuretted hydrogen), phosphorus, and carbon bisulphide; (II) Poisoning by hydrocarbons: benzol and its homologues (toluol and xylol) and amido (aniline) and nitro (nitrobenzine and trinitrotoluene) derivatives, and hydrocarbons of the aliphatic series (methane, petroleum, benzine, carbon tetrachloride, tetrachlorethane, trichlorethylene); (III) Lesions due to physical agents: radium and radio-active substances, and X-rays; (IV) Occupational epithelioma (tar cancer, and occupations presenting the risk of epitheliomatous cancer of the skin); (IV) Anthrax.

It is regrettable that this valuable work does not contain a chapter on occupational diseases of the lungs due to dust, which are now included in the schedule of occupational diseases in Belgium when they cause permanent incapacity or death.

Lenhoff, Arthur. *Zwischenstaatliches Arbeitsrecht.* Reprinted from *Zentralblatt für die juristische Praxis*, 1936, Vol. LIV, No. 11, pp. 769-800. Herausgegeben von Dr. Georg PETSCHER. Unter Mitwirkung von Dr. Norbert WEINBERGER. Vienna, Moritz Perles.

The author examines in the light of Austrian jurisprudence the problem of conflicting laws on labour matters, with special reference to contracts of employment. He considers whether and in what measure the rights and obligations of the parties are determined by the law governing the place in which the contract is concluded or by the law governing the execution of the contract, i.e. the law to which the undertaking is subject. He expresses the hope that the International Labour Conference will devote a session to the international solution of these delicate problems, which, in his opinion, are not less important than those relating directly to the protection of labour.

Litala, Luigi de. *Il contratto di lavoro.* Third edition, revised and enlarged. Turin, Unione tipografico-editrice torinese, 1937. 627 pp. 40 lire.

Third edition of a standard work on Italian law relating to contracts of employment. Every aspect of the legislation is treated in a masterly way, and it would be superfluous to emphasise the value of this monograph, which is indispensable for any study of Italian labour law.

Lugmayer, Dr. Karl. *Die berufsständische Ordnung.* Sozialwirtschaftliche Lehrgänge des Gewerkschaftsbundes. Heft 1. Vienna, Franz Waschnig, 1937. 32 pp.

The author examines briefly the ideas on corporative organisation current in Austria, their origin and their present trend in regard to social, economic, and political questions.

Maurer, Hermann. *Das Zusammenschlussproblem in der deutschen Automobil-industrie mit besonderer Berücksichtigung der Auto-Union A. G.* Dissertation der rechts- und staatswissenschaftlichen Fakultät der Universität Zürich. Schaffhausen, Meier, 1936. xvi + 173 pp.

This is a survey, from the standpoint of economic consequences within the industry, of the concentration movement in the German motor-car industry after the stabilisation of the currency. The importance of the wider economic repercussions of such industrial concentration is emphasised and the social aspects of the problem are mentioned, but there is no indication whether those responsible for the concentration paid any attention to the labour questions involved or made any united effort to prevent the workers from suffering. A wealth of material has been used as a basis for this study, which throws considerable light on the social as well as the other aspects of the complex developments of large-scale industry at the present time.

Mercier, Jean. *L'Œuvre nationale des loisirs. Institution de droit public italien.* Annales de l'Université de Lyon. Paris, Recueil Sirey, 1936. 97 pp.

The first book published in French describing and analysing the Italian "Dopolavoro". The author first gives the characteristic features of the Dopolavoro, which is in reality a public service, then describes its general organisation and different sections, showing the connection of its financial organisation with the State. The second chapter describes what the Dopolavoro has achieved in sport, travel, and education. In the third chapter the author develops the idea that it would be difficult to conceive of such an organisation unconnected with the State. He mentions, however, experiments made in other countries: Belgium, Germany, etc. The book includes a bibliography of literature on workers' spare time throughout the world, and on the organisation of spare time in Italy.

Mineur, Joseph. *La réglementation conventionnelle des salaires en Belgique.* Collection de l'Ecole des sciences politiques et sociales de l'Université de Louvain. Gembloux, J. Duculot, 1936. 328 pp. 60 frs.

In this important work the author examines the place of collective agreements in the Belgian social, legal, and economic system. After a short survey of the trend in industrial relations towards collective organisation, he analyses in the principal part of his well-documented study the regulation of wages through collective agreements in each industry. In the light of this material, he examines in the concluding chapters the legal problems relating to collective agreements (dwelling in particular on the practical aspects of the question), certain economic problems such as the relations between the regulation of wages and real wages and production, and the significance of collective agreements for the maintenance of industrial peace. He concludes that the Belgian system, which bears the impress of a healthy realism, has given good results from the economic and the social standpoints, "and one can affirm with certainty", he says, "that industrial relations would have been much more difficult if the system had been banished from the industries in which it has prospered."

Mirkovic, Nikola. *Pitanje privredne autarkije u Italiji.* Belgrade, Jugoslovenski Ekonomist, 1937. 12 pp.

Brief account of the development of Italian economic policy, its trend, and its results.

Morton, Gertrude B. *Les problèmes sociaux du travail féminin dans l'industrie allemande.* Thèse présentée à la Faculté des sciences économiques et sociales de l'Université de Genève. Geneva, Imprimerie et éditions Union, 1936. 190 pp.

This thesis is in two parts. The first is an analysis of the problems of women's employment in industry: problems arising within the undertaking from its technical structure, the organisation of the human factor, and the social relations between different participants in the life of the workroom; and problems affecting the woman worker outside the undertaking, connected with motherhood and the difficulties it involves as regards participation in cultural, trade union, political, and social activities. The second part is a valuable historical account, attempted for the

first time, of the position of women workers in German industry from the beginnings of industrialism down to the present day. Based throughout on a thorough documentation, this account is of particular interest in the passages relating to the second Reich, for here it is enriched by the author's personal experience as an industrial welfare worker, and contains some hitherto unpublished details of experiments in the organisation of an industrial welfare service based on the idea that the welfare worker should participate closely in the life of the workers she is called upon to assist. This part ends with an outline of the changes in social policy in Germany since the institution of the National-Socialist regime, particularly as regards the place of women. The author concludes with a synthetic survey in which she contrasts the different phases of the vast historical movement she has described. A copious bibliography is provided.

Newman, Bernard J. *Housing in Philadelphia.* Philadelphia, Philadelphia Housing Association, 1936. 33 pp., illustr. 25 cents.

Describes the results of a housing survey carried out in 1934 which covered 434,000 houses in Philadelphia, of which some 50,000 were considered quite unsatisfactory and about 100,000 were found to require substantial repairs. A chapter is devoted to a plan for pulling down houses in certain quarters, principally in the centre of the town. Another contains the results of a rent survey, giving data on the subject of fluctuations in rents.

Ochanoff, Raiho. *Komentar na naredbata zakon za troudoviia dogovor.* Sofia, 1936. xvi + 145 pp. 85 leva.

—— *Kolektivniia troudov dogovor i troudoviia arbitraj.* Sofia, 1937. 76 pp. 40 leva.

In these two works, Mr. Ochanoff, head of the Bulgarian Labour Department, gives a clear and authoritative commentary on the provisions of two Legislative Decrees relating respectively to contracts of employment and to collective agreements and the settlement of industrial disputes.

Oslo Trygdekasse. *1911-3. Juli 1936. 25 Ars Beretning.* Oslo, Otto Falchs, 1936. 115 pp., illustr.

Report on the activities of the Oslo Sickness Insurance Fund, published on the occasion of the twenty-fifth anniversary of its foundation. The report contains an account of the development of the Norwegian sickness insurance legislation since it first came into force in 1911, and numerous statistical tables and diagrams showing the growth of the membership of the fund and of its service for the payment of benefits, the morbidity and mortality among its members, etc. The membership of the fund, which started at 40,000, is now 127,000.

Oliver, Alfred C., and Dudley, Harold M. *This New America. The Spirit of the Civilian Conservation Corps.* London, New York, Toronto, Longmans Green, 1937. xix + 188 pp.

This book contains a collection of enthusiastic appraisals of the Civilian Conservation Corps by men enrolled in the corps and many of those directly connected with its administration. It describes the human side of the programme and emphasises the morale-building elements.

Pekin, L. B. *The Military Training of Youth. An Enquiry into the Aims and Effects of the O.T.C.* London, Hogarth Press, 1937. 53 pp. 1s. 6d.

Pellervo-Seura. *Suomen Osuustoimintaliike 1934.* Pellervon Vuosikirja. XXIV. Helsingfors, 1936.

This volume of over 800 pages contains detailed statistics relating to the activities of Finnish co-operative societies of all kinds (consumers, insurance, agricultural supplies, dairies, credit, marketing of cattle, sale of eggs, machines, electricity, telephones, etc.) and their central organisations. Headings to the principal tables are given in Finnish, Swedish, German, and French.

Pennsylvania State College. School of Engineering. *Proceedings of the Conference on Low Cost Housing held at the Pennsylvania State College, 16 and 17 April 1936.* Technical Bulletin No. 23. 1936. 103 pp. 50 cents.

The Conference discussed reports submitted on the following questions: industrial decentralisation and housing, taxation as a factor in housing for low-income groups, the economics of low-rent housing, features of the housing problem of low-income groups, the rôle of the Government in housing, the organisation of co-operative housing for workers, housing by employers in the United States (the problem of company-towns housing), and building materials for low-cost housing. The Conference reached the conclusion that the institution of a Federal Housing Authority is necessary.

Perchik, L. *The Reconstruction of Moscow.* Moscow, Co-operative Publishing Society of Foreign Workers in the U.S.S.R., 1936. 72 pp. illustr., map.

After giving some indications of the working-class housing situation in Moscow before the war, the author describes the prolonged discussions that led to the drawing up of the plan for the reconstruction of Moscow, published 10 July 1935. According to this plan, Moscow, which has 3,600,000 inhabitants, will be able to contain 5 million distributed over 60,000 hectares. The development of the city will be largely towards the south-west and will cover 32,000 hectares. A green belt of 10 kilometres will be reserved around the city itself, which will include thirteen big parks and fifty smaller ones. Moscow will be planned along the lines of its historical radial-circular system of streets. The main thoroughfares will be widened to 40 metres in the old parts, and even 70 metres in the new part of the city. A chapter of the book is devoted to the development of municipal services and means of transport.

Pouzin, Paul. *La semaine de 40 heures et l'agriculture française.* Chambre d'agriculture de la Drôme. Session du 10 novembre 1936. Valence. 28 pp.

The author considers that reduction of hours of work is indispensable not only in industry and commerce but also in agriculture. After a short analysis of the elements entering into prices of industrial and agricultural products, and estimating the importance of hours of work as a factor, he argues that the application of the 40-hour week in agriculture is justified, among other things, by the considerable physical effort required of agricultural workers. He urges both Parliament and trade union organisations to give serious consideration to the question of legal regulation of the wages of agricultural workers. After pointing out the need for raising the purchasing power of agricultural workers, and arresting the movement towards the towns and the fall in the birth rate, he concludes that a return to the normal equilibrium will be achieved by a reduction in "the working hours of rural as of other wage earners." In his opinion, however, before the introduction of the 40-hour week in agriculture is considered, the principle of the 8-hour day, which has never been applied in agriculture, should be established.

Riedler, Dr. Anton. *Politische Arbeitslehre. Einführung in die weltanschauliche Begründung des Arbeitsrechtes.* Berlin, A. Sudau, 1937. 115 pp.

The author's object is to expound the National-Socialist philosophy of labour. He first contrasts two theses: one described as materialistic, according to which labour is regarded as a commodity, and the other, attributed to the Church, according to which work is considered a curse. To these negative theories he opposes the positive attitude of National Socialism which, starting from the conception of the racial community, restores to labour its dignity by regarding it as the constructive element in the nation.

Rigaudias-Weiss, Hilde. *Les enquêtes ouvrières en France entre 1830 et 1848.* Préface de C. BOUGLÉ. Paris, Félix Alcan, 1936. xi + 262 pp. 30 frs.

The author examines the circumstances which, under pressure from the workers themselves, on the morrow of the revolutions of 1830 and 1848, determined the opening of the first big labour enquiries in France, in particular those of Villermé and Buret and the official enquiry of 1848. She analyses and compares the points of view and tendencies of their authors and of the authorities who instigated them, criticises the methods employed, and shows the limitations that resulted from the

inadequacy of these methods. Finally, she tries to show the direct or indirect influence that these enquiries may have had on the labour movement and the development of social theories.

Sangyo Kumiai Chuo Kai. Central Union of Co-operative Societies. *Sangyo Kumiai Nenkan. The Co-operative Year-Book 1936.* Tokyo, 1935. 460 pp.

Report of the activities of the different branches of the co-operative movement in Japan in 1935, the third year of the application of the co-operative Five-Year Plan. After describing in the first chapter the outstanding developments connected with the movement during the year (in particular, the increasingly favourable attitude of the State, the political activities of co-operative societies, the problems connected with the purchase of artificial fertilisers, the application of co-operative methods in the export of agricultural produce, the development of co-operative health societies, etc.) the report describes, with the help of statistics borrowed from the principal publications of the Japanese Ministry of Agriculture and Forestry, the general activities of the co-operative societies, of which 15,000, with a membership of 8 million, are affiliated to the Central Union. Subsequent chapters are devoted to a study of the co-operative movement in the Japanese dependencies and in the principal countries of the world, and a review of the Japanese laws and regulations relating to co-operation.

Semaines sociales de France, Versailles, XXVIII^e session, 1936. *Les conflits de civilisations.* Compte rendu in extenso des cours et conférences. Paris, J. Gabalda ; Lyons, Chronique sociale de France, 1936. 544 pp. 30 frs.

The subject chosen for discussion at the twenty-eighth French "Social Week", held at Versailles 20-26 July 1936, was "conflicts of civilisations". Diverse civilisations exist throughout the world ; they necessarily come into contact, and sometimes violent conflict results ; how can they be brought to pass "from clash to peaceful exchange" ? This is the problem which awaits solution. The first part of the "Social Week" was devoted to the examination of facts ; first, facts of a general order, the existence of civilisations and their constituent elements, and the influence of factors of a political, social, and moral order on the relations established between them ; then an examination of the principal civilisations (western civilisation, Islamic civilisation, the civilisation of the Far East, and the civilisation of the Israelites dispersed among the nations) ; finally, a study was made of certain ideologies of recent appearance based on technical, racial, totalitarian, and communistic conceptions. The lessons of the second part were devoted to theoretical questions, in particular the rôle of Catholicism in regard to civilisations. Catholic principles, it was held, should inspire all civilisations, but they cannot be confused with any of them—nor do they suffice to define them. In particular, it would be a mistake to link Catholicism with western civilisation. It should rather be considered an agent of co-operation between the different civilisations, which are all called to collaborate. In the third part the lecturers reviewed the different forms of co-operation between civilisations (political, social, economic, and intellectual).

Simon, Sir E. D., and others. *Moscow in the Making.* London, New York, Toronto, Longmans Green, 1937. xii + 253 pp., maps.

Sir Ernest Simon's work, which was written in collaboration with Lady SIMON, Dr. W. A. ROBSON, and Professor JEWKES, is entirely devoted to a study of the structure and working of the city government of Moscow, which the authors examined on the spot in 1936. The first three chapters deal with the general aspects of the city government of Moscow (Dr. ROBSON), industrial undertakings and municipal finance (Professor JEWKES), and education (Lady SIMON). The other parts of the work, by Sir Ernest Simon, relate to the housing problem, the building industry, the ten-year plan of reconstruction of the Soviet capital, and the Moscow City Soviet (*Mossoviet*). Repeated comparisons are made between the solution of municipal problems in the U.S.S.R. and in Great Britain, particularly in Manchester. The author describes as gigantic the task that the *Mossoviet* has had to accomplish in the matter of housing in the space of one generation, and at a time when the population of the U.S.S.R. is increasing by about 3½ million persons a year. The problem is simplified, however, by the fact that according to the ten-year plan the

population of Moscow is not to be allowed to increase beyond a maximum of five million. Sir Ernest Simon considers that when the execution of the ten-year plan is completed "Moscow will be well on the way to being, as regards health, convenience, and amenities of life for the whole body of citizens, the best planned great city the world has ever known."

Spearman, C. *Les aptitudes de l'homme. Leur nature et leur mesure.* Traduit par F. BRACHET. Avant-propos de G. DARMOIS. Publications du Travail humain, Série A. Dir. Laugier, No. 8. London, Macmillan, 1932; Paris, Conservatoire national des arts et métiers, 1936. 75 frs.

French translation of Professor Spearman's well known work *The Abilities of Man*.

Staerk, Melanie. *Die Personalpolitik der Warenhäuser in den Vereinigten Staaten.* Dissertation der rechts- und staatswissenschaftlichen Fakultät der Universität Zürich. Lachen, A. Kessler, 1936. 153 pp.

This thesis is of interest not only to those concerned with the work of departmental stores but also to readers in general because of the comprehensive survey it gives of staff questions in the United States (definition, terminology, personnel management). The detailed analysis of the personnel management policy of the American stores which is given in Part II provides a basis for interesting comparisons with the position in corresponding European undertakings, two of which—"La Samaritaine" in Paris and "Globus" in Zürich—have already been described in detail in publications of the International Labour Office (*Studies and Reports*, Series A, No. 38: *Studies on Industrial Relations*, III, Geneva 1935; *International Labour Review*, Vol. XXXIII, No. 2, February 1936). The third part deals with personnel management in the United States in general and in departmental stores in particular during the recent depression and under the national recovery movement. The author spent a year in the United States, studying the subject dealt with in this thesis.

Stark, Dr. Werner. *Sozialpolitik. Die Volkswirtschaft.* Eine Schriftenreihe zur Einführung, herausgegeben von Dr. Oskar ENGLÄNDER.Brünn, Prague, Leipzig, Vienna, Rudolf M. Rohrer, 1936. vii + 129 pp.

In the first part of his work, Dr. Stark examines fundamental problems such as the notion of social policy, and the causes that determine its origin and development. He examines these problems in a general way on a national and an international basis. In his opinion, social policy consists in the measures designed to transform the relations between social groups as they exist under the capitalist system. In the second part, which is devoted to special problems of social policy, the author first considers the trade union movement, reviewing in turn trade union theory, the development of freedom of association and of trade unions, activities, principles, and different forms of organisation; he then deals with employers' organisations, industrial disputes, and systems of placing. Finally, he discusses in turn collective agreements, workshop regulations, conciliation and arbitration, labour courts, labour protection (protection in the undertaking, hours of work, wages, and machinery of protection), and the different branches of social insurance (accident, sickness, old-age, and unemployment insurance). The work deals more especially with conditions in Czechoslovakia.

Steinwarz, Herbert, and others. *Der Umkleideraum, Wasch- und Baderaum in gewerblichen Betrieben.* Fachschriftenreihe des Amtes "Schönheit der Arbeit". Berlin, Verlag der Deutschen Arbeitsfront. 99 pp., illustr.

This work forms part of a series entitled "Beauty in Work", which already includes a volume on the accommodation of crews in German ships. It deals with the provision of cloakrooms, lavatories, and bathrooms in industrial establishments and contains numerous illustrations.

Sutherland, Edwin H., and Locke, Harvey J. *Twenty Thousand Homeless Men. A Study of Unemployed Men in the Chicago Shelters.* Lippincott Sociology Texts. Floyd House, Editor. Chicago, Philadelphia, J. B. Lippincott, 1936. ix + 207 pp.

Report of an organised study of homeless and destitute men in twenty shelters maintained in Chicago by the Service Bureau for men, a Division of the Illinois Emergency Relief Commission. It is written from the point of view of the men and contains many verbatim reports of their opinions. It concludes with a brief historical review of relief afforded homeless men and of the growth of the movement in Chicago.

Syndykat emigracyjny. (a) *Wiadomości o Brazylii dla użytku wychodźców z dodatkiem samouczka języka portugalskiego w 10 lekcjach.* (b) *Wiadomości o Argentynie do użytku wychodźców wraz z samouczkiem języka hiszpańskiego.* 100 pp. (c) *Wiadomości o Paragwaju dla użytku wychodźców z dodatkiem samouczka języka hiszpańskiego w 10 lekcjach.* 92 pp., map. Biblioteczka Syndykatu Emigracyjnego. Zeszyt 1, Zeszyt 2, Zeszyt 3. Warsaw, 1937.

These three pamphlets, which are published by the Polish Emigration Union for the use of emigrants to Brazil, Argentina, and Paraguay, contain information on the climatic, economic, and social conditions in these countries, the cost of transport and establishment of emigrants, and the conditions which must be fulfilled by them.

Takahashi, Kamekichi. *Shin Kaidan no Nihon Keizai Seisaku.* (New Economic Policy in Japan.) Tokyo, Chikura Shobo, 1935. 452 pp. 1.50 yen.

Considering that the changes in the economic situation, such as over-production, the abandonment of the gold standard, etc., are not transitory but fundamental and permanent, the author examines, in the light of these changes, the new orientation of economic and financial policy in Japan under the conditions prevalent since 1931. He considers that adaptation to these new conditions, which often confound the arguments based on classical economic theories, demands the shaking off of all the prejudices which these theories inspired. He therefore advocates a system of economic planning, an expansionist financial policy, cheap money, the organisation and control of foreign trade, and improvement of conditions of work. At the same time, as a corollary to the economic and political expansion of Japan, he accepts the necessity of strengthening national defence and organising a self-contained economic system comprising Japan, Korea, "Manchukuo", and Northern China.

— *Factors in Japan's Recent Industrial Development.* Prepared for the Sixth Conference of the Institute of Pacific Relations, Yosemite, California, 15-29 August 1936. Japanese Council Papers No. 11. Tokyo, 1936. 35 pp., tables.

The author first points out certain economic factors advantageous to Japan: her geographical position, her low standard of living as compared with her industrial efficiency, and her overabundance of labour, the industrial qualities of her people, and the advantages peculiar to a late-comer among industrial nations, such as new equipment, the avoidance of too rigid relations between capital and labour, etc. Measures introduced to reduce the cost of production and to cope with the severe depression prior to 1931 included industrial rationalisation, the supply of domestic capital, the reduction of interest rates, the production of machinery at home and measures to encourage trade. The depreciation of the currency and the budgetary expansion provided a strong impetus for industry and trade, and came at a moment when the ground had been well prepared for industrial development. Moreover, the agricultural depression prevented a concurrent rise in wages. The author deals next with the predominance of small-scale industries in Japan, and with the unsatisfactory working conditions obtaining, which have an adverse influence upon general labour conditions throughout the country. He attributes the cheapness of labour in Japan to two principal factors: (1) overpopulation and the general low standard of living resulting from the country's lack of natural resources and shortage of capital as compared with other industrial countries; (2) the difficulty of emigration and industrialisation due to the immigration and trade policies of other countries.

He concludes that it is difficult in the present circumstances to improve the general conditions of labour in Japan either through trade unionism or through the application of the existing labour legislation, because of the presence of a large number of women workers, the development of welfare schemes in large establish-

ments, the depressed condition of agriculture, and the predominance of small-scale industries. The remedy, in his opinion, lies in making factory legislation more comprehensive than it is now and in the introduction of social and industrial policies designed to remove the difficulties prevailing in agriculture and in small-scale industries.

Uyeda, Tejiro. *The Growth of Population and Occupational Changes in Japan, 1920-1935.* Japanese Council Papers No. 2. Institute of Pacific Relations Conference, Yosemite, California, 15-29 August 1936. IPR International Research Series. Tokyo, 1936. 16 pp., tables, diagrams.

The author, who is considered an authority on the population problem in Japan, points out that the rapid increase of population in that country is largely the result of the fall in the death rate, especially among infants; the birth rate has been on the decline since 1920.

He also directs attention to the migration of a large part of the population from rural to urban districts, which has brought about a remarkable change in the occupational structure of the country. A comparison of the census reports of 1920 and 1930 shows a large increase in the number of persons engaged in home industries and especially in commerce.

Van Balen, W. J. *Het werkende Land opbouw van Nederland in moeilijke Tijden.* Preface by M. SLINGENBERG. Haarlem, H.D. Tjeenk Willink, 1936. xiv + 175 pp., illustr.

This abundantly illustrated and well-produced work was prepared and published under the auspices of the Netherlands Ministry of Social Affairs. Its object is to enlighten the public regarding the reasons and guiding principles of the Government's activities to combat unemployment, by showing the extent of the work accomplished and the results obtained. The author describes in a particularly vivid and attractive manner the measures taken to relieve the distress resulting from the economic depression, and to maintain and develop possibilities of employment.

Varga, Stefan. *Ueber die Messung der Erfolge des technischen Fortschritts und der Rationalisierung der Industrie.* Sonderdruck aus "Beiträge zur Konjunkturlehre", Festschrift zum zehnjährigen Bestehen des Instituts für Konjunkturforschung. Hamburg, Hanseatische Verlagsanstalt. 16 pp.

The chief purpose of this study is to show how difficult it is to measure technical progress and rationalisation and how little reliance can be placed on the available statistical and other data. The author nevertheless endeavours to measure technical progress in Hungary on the basis of the changes in the volume of production per 1,000 days worked in manufacturing industry in that country. He calculates that the average "progress" made in the volume of production was 3.4 per cent. annually from 1927 to 1934. To what extent this figure can be taken as a reliable index of technical progress and of rationalisation is left an open question. The author makes some valuable comments on various economic and social concomitants of these processes which are often neglected and which have a considerable influence on the statistics of increase in output, generally quoted as indications of rationalisation.

Wóycicki, Dr. Aleksander. *Wolność związków zawodowych we współczesnym państwie.* Poznań, Odbito w Rolniczej Drukarni i Księgarni Nakładowej, 1936. 15 pp.

Analyses the socialist and Christian conceptions of trade union organisation and advocates the idea of a Christian trade unionism based on the corporative organisation of the State.

Yanouloff, Ilia. *Kompetentsia na mejdunarodnata organisatsia na truda. La compétence de l'Organisation internationale du Travail.* II. Annuaire de l'Université de Sofia. Faculté de droit. Tome XXXII, 4. 1936-1937. Sofia, 1937. 132 pp.

The first part of this work was analysed in the *International Labour Review*, Vol. XXXV, No. 5, May 1937, page 751. In the second part, Mr. Yanouloff examines three new aspects of the competence of the International Labour Organisation. A

chapter devoted to territorial competence analyses the different cases of adherence or withdrawal of Member States and concludes that universality has almost completely been attained by the Organisation. In a chapter on the Organisation's competence in regard to different categories of workers (agricultural workers, the liberal professions, the middle class, migrants, disabled workers, etc.), the author, basing his opinion strictly on the legal positivism of the text of the Covenant of the League of Nations and the decisions of the Permanent Court of International Justice, foresees for the Organisation even wider horizons in the field of social protection. Turning to an examination of "the material competence of the International Labour Organisation", he explains the scope of the Conventions and Recommendations, and dwells on the interdependence of social and economic problems; emphasising the care with which the Organisation takes this interdependence more and more into account, he foresees a further extension of its material competence. Mr. Yanouloff concludes that, through its progress towards universality and the broadening of its competence, the Organisation is destined to become increasingly an instrument of peace and understanding between nations.

Zahn-Golodetz, Lola. *L'économie planifiée en U.R.S.S. et l'économie dirigée aux Etats-Unis. Etude comparative.* Paris, Nizet et Bastard, 1937. 155 pp.

Zannis, Joseph. *Le crédit agricole en Egypte.* Paris, Librairie technique et économique, 1937. 180 pp.

Zentralverband der deutschen landwirtschaftlichen Genossenschaften Mährens, Schlesiens und der Slovakei. *44. Jahresbericht für das Jahr 1936.* Brunn. 58 pp., tables.

Zentralverband schweiz. Arbeitgeber-Organisationen. *Menschliche Fragen im Industriebetrieb.* Zürich, Emil Ruegg, 1936. 38 pp.

This pamphlet is issued by an employers' organisation which decided to discuss the question of the human factor in industry at its meeting of delegates. The two addresses given on that occasion are reproduced here. The first is by Ing. H. Ambühl, Baden, "The Human Factor in Industrial Undertakings"; and the second by Dr. Hanns Bächtold, Basle, "The Employers' View of the Human Factor in Industry". The second address in particular contains many valuable suggestions in the field of industrial psychology.

Zhitkova, A. S. *Some Methods for the Detection and Estimation of Poisonous Gases and Vapors in the Air. A Practical Manual for the Industrial Hygienist.* Edited and with an introduction by Professor S. I. KAPLUN. Translated under direction of Joseph B. FICKLEN. West Hartford, Service to Industry, 1936. xiii + 198 pp., diagrams.

Translation made in the United States of a handbook first published in the U.S.S.R., describing, as its title indicates, the methods of detecting and analysing the principal gases and vapours in the air in industrial undertakings. After an introduction on general methods of sampling and analysing air, the author describes the technique of analysis for the following substances: carbon dioxide, carbon monoxide, sulphur dioxide, hydrogen sulphide, carbon bisulphide, nitric acid and oxides of nitrogen (nitrous fumes), ammonia, chlorine, hydrogen chloride, hydrogen fluoride, hydrogen cyanide, arsenic and arsine, phosphine (phosphoric anhydride), zinc, mercury, lead, methane, acetylene, formaldehyde, aerolein, acetone, methyl and ethyl alcohol, phenol, esters, ethyl ether, benzene, aniline, dimethyl-aniline, ursols, nitrobenzene, turpentine, industrial gases, etc. A bibliography is included and a subject index facilitates rapid reference. Tables relating to the toxicity and the specific gravity of gases and vapours are given at the end of the volume.