



INDUSTRIAL AND LABOUR INFORMATION

INTERNATIONAL LABOUR ORGANISATION

THIRTEENTH SESSION OF THE JOINT MARITIME COMMISSION

The Joint Maritime Commission of the International Labour Office held its Thirteenth Session from 8 to 12 January 1945 in London. A brief account of the proceedings, including the text of the resolutions adopted by the Commission, is given below.

This session of the Commission was convened as a result of decisions taken by the Governing Body of the International Labour Office at its 91st and 93rd Sessions (London, December 1943, and Philadelphia, May 1944). The agenda, which had been fixed after discussion with the Consultative Subcommittee set up by the Commission at its last session, included a general survey of conditions of employment in the mercantile marine, on the basis of the points mentioned in a resolution on an International Charter adopted by an International Seafarers' Conference in London on 13 and 14 December 1943.

COMPOSITION OF THE COMMISSION

A few changes had been made in the membership of the Commission since its last session.¹ While some members could not be present because of difficulties of transport, the Commission was specially glad to welcome the return to its ranks of the representatives of the shipowners and seafarers of France, who were prevented by the occupation of their country from attending the 1942 Session. The following members were present:

Chairman

Mr. Carter GOODRICH, Chairman of the Governing Body of the International Labour Office.

Regular Members

<i>Employers' group:</i> Sir John FORBES WATSON	} (appointed by the Governing Body of the International Labour Office).
<i>Workers' group:</i> Mr. Joseph HALLSWORTH	

Shipowners.

Mr. P. A. CLEWS, Canadian Shipping Federation.
Mr. W. DARL-HANSEN, Norwegian Shipping and Trade Mission.

¹ Cf. *International Labour Review*, Vol. XLVI, No. 2, Aug. 1942, pp. 167-173.

Mr. D. S. ERULKAR, Indian National Shipowners' Association.
 Mr. C. B. L. FILMER, Australian Steamship Owners' Federation.
 Mr. Dirk HUDIG, Netherlands Advisory Shipping Council.
 Captain R. C. LEE, Moore-McCormack Lines.
 Mr. Jacques MARCHEGAY, Central Committee of Shipowners of France.
 Mr. Richard SNEDDEN, C.B.E., The Shipping Federation of Great Britain.
 Mr. A. P. STEER, Union of Belgian Shipowners.

Seafarers.

Mr. Surat ALLEY, Indian Seamen's Union.
 Mr. Eugène EHLERS, National Federation of French Seamen.
 Mr. Ingvald HAUGEN, Norwegian Seamen's Union.
 Mr. J. A. JANSSENS, Belgian Mercantile Marine Officers' Union.
 Mr. Charles JARMAN, National Union of Seamen.
 Mr. B. MOLLER, Amalgamated Danish Seamen's Union.
 Mr. J. H. OLDENBROEK, Contact Committee of the Netherlands Officers' and Seamen's Organisations.
 Mr. A. G. F. SOERE, Swedish Engineer Officers' Union.
 Mr. Morris WEISBERGER, Seafarers' International Union of North America.

Deputy Members

Shipowners.

Mr. T. GEPPERT, Polish Shipowners' Association.
 Mr. K. J. LYRAS, Greek Shipping Co-operation Committee.
 Mr. Vladimir J. RADONIČIĆ, Yugoslav Shipowners' Committee.

Seafarers.

Capt. W. H. COOMBS, International Mercantile Marine Officers' Association.
 Mr. J. DABKOWSKI, Association of Polish Captains, Navigating Engineers and Radio Officers.
 Mr. D. KOLIOS, Federation of Greek Maritime Unions.
 Mr. Vicke SANTIĆ, Yugoslav Seamen's Union.
 Mr. TEH Sek-eng, National Chinese Seamen's Union.

In addition to the members and deputy members, there were also 33 advisers, so that altogether 62 representatives of shipowners and seafarers took part in the work of the Commission.

The International Labour Office was represented by its Acting Director, Mr. E. J. PHELAN, Mr. Jef RENS, Assistant Director, Mr. M. R. K. BURGE, Director of the London Branch Office, Mr. C. W. JENKS, Legal Adviser, and Mr. R. J. P. MORTISHED, Maritime Service, who acted as secretary to the Commission.

PROCEEDINGS

The Commission held eight sittings, in addition to separate meetings of the shipowners' and seafarers' groups. The agenda of the Commission included two items:

- (1) A report by the Acting Director of the International Labour Office on the maritime work of the Office since the previous session of the Commission (held in London in June 1942).
- (2) General survey of conditions of employment.

Opening speeches. At the opening session, the Rt. Hon. Ernest Bevin, M.P., Minister of Labour and National Service, welcomed the Commission on behalf of the British Government. He pointed out that throughout the war merchant seamen had rendered inestimable service, and declared that their courage, enterprise and resourcefulness must never again be forgotten. He asserted his firm belief in the value of occupational groups, in which common interests tended to make national and racial distinctions sink into the background. Mr. Bevin felt that the next task in the international field would be to reach an agreement on an

improved standard of accommodation for seamen on board ship. He was anxious to see an examination and review of the standards of accommodation not only for seamen of the western nations but also for those of the East.

Mr. Philip J. Noel Baker, M.P., Parliamentary Secretary to the Ministry of War Transport, who joined in the welcome, said that the spirit shown by the whole shipping industry—managements, officers and men—had been beyond all praise and that, though it had taken a war to do it, everyone had begun to understand what the merchant navies meant in time of peace. He was convinced that the International Labour Organisation had been magnificently worth while, doing practical work that had lightened the labours of, and made life less bitter for, hundreds of millions, that it was destined when the fighting was over to make a new start, with new ambitions going beyond what had been hoped for when its Constitution was drafted in Paris twenty-five years ago, and that in no domain could that new start be more justly or fittingly begun than in that of conditions of service at sea.

Programme of maritime work for the Organisation. The main topic of discussion by the Commission was the proposed "International Seafarers' Charter", drafted by the International Transport Workers' Federation (Seamen's Section) and the International Mercantile Marine Officers' Association, the main heads of which constituted the second item on the Commission's agenda. The seamen's representatives wished for a full discussion of this Charter by the Commission preparatory to the meeting of a maritime session of the International Labour Conference later in the year for the adoption of international Conventions or Recommendations to give effect to the proposals in the Charter that might be agreed upon. The shipowners' representatives, although agreeing that the Charter was a valuable contribution to the consideration of the problems it dealt with, were unable to agree to the procedure suggested by the seamen's representatives, largely on the ground that in many cases it was impossible for them to consult effectively with their constituents still in countries under enemy occupation or only very recently liberated. Eventually unanimous agreement was reached upon the procedure, which was set out in the following Resolution:

The Joint Maritime Commission has had before it the proposals for an International Seamen's Charter framed by the International Transport Workers' Federation and the International Mercantile Marine Officers' Association. The Commission is unanimous in its view that every effort should be made to secure the widest possible effective agreement among maritime countries to ensure the best practicable conditions of employment for seafarers, and regards the proposals in the Charter as a valuable contribution to this end.

The Joint Maritime Commission therefore makes the following recommendations to the Governing Body of the International Labour Office:

(1) That a preparatory Tripartite Technical Conference of maritime countries should be held in October 1945, to prepare drafts on the following subjects:

- (a) Wages; hours; manning.
- (b) Leave.
- (c) Accommodation.
- (d) Food and catering.
- (e) Recognition of seafarers' organisations.

(2) That these drafts of the Technical Conference should be submitted to a special maritime session of the International Labour Conference to be convened as soon as practicable thereafter—such maritime session to be separated by a substantial interval from any general session of the Conference.

(3) That, meanwhile, the Governing Body authorise special committees of the Joint Maritime Commission, with the addition of Government representatives, to examine and report upon the following subjects:

- (a) Continuous employment.
- (b) Social insurance.
- (c) Entry, training and promotion.

The Commission agreed that, as in the case of the preparatory meeting held in 1935, the delegations of maritime countries taking part in the preparatory

technical conference should consist of one delegate each for the Government, the shipowners and the seafarers, accompanied by advisers, and that any member of the Joint Maritime Commission not included in his national delegation should be entitled to attend the meeting in an advisory capacity.

The Commission's resolution divided the subjects under consideration into two groups. This division was made because the Commission doubted whether the subjects in the second group were as ripe for consideration by the preparatory meeting and a maritime session of the Conference as those in the first group. It was, however, agreed that if sufficient progress were made towards the solution of the problems raised by the matters referred to the committees, those matters, or certain branches of them, should be included in the agenda of the preparatory meeting and of the Conference.

It was intended that these special committees should be small bodies, including nominees of Governments as well as representatives of the two sides of the Commission, that they should be able to enlist the services of experts not members of the committee as occasion might require, and that they should meet at a date early enough to enable them to submit their reports well before the preparatory meeting in October next.

To deal with the question of social insurance, a committee of four members from each side of the Commission was proposed, in addition to an unspecified number of Government experts. For the committee on continuous employment and entry, training and promotion, the Commission suggested a total membership of twelve, composed of four nominees of each side of the Commission and four Government experts. As some of the preparatory work for these committees had already been carried out, it was expected that the committees would meet in June and July of this year to examine and report on the possibilities of working out international standards on these subjects.

There was general agreement in the Commission that a special maritime session of the International Labour Conference should be held at an early date in 1946, with an agenda based on the points to be dealt with by the preparatory technical meeting. It was also held that the initial discussion at the preparatory meeting should take the place of the normal first discussion and that, if the necessary agreements were reached, final decisions could be taken at the maritime session to be held early in 1946.

Proposed international handbook on accommodation on board ship. The Commission endorsed a suggestion made by the Office that it would be useful to supplement any Convention or Recommendation covering accommodation on board ship that might be adopted at the maritime session of the Conference by the publication of an international handbook. This would include photographs, plans and descriptions of types of accommodation appropriate to different sizes and types of ships and their uses, and would be available as a work of reference and guidance for Government departments, ship designers and constructors, owners, masters, officers and crews.

Revision of the Convention on Safety of Life at Sea (London, 1929). At its last session the Commission devoted considerable attention to the question of safety measures for merchant seamen in time of war. At this session it had before it the question of safety in time of peace. As there would be technical difficulties in dealing with the safety of ships' crews as distinct from that of passengers and of the ship itself, and as the question of the holding of a diplomatic conference for the revision of the existing Convention had already been publicly mooted, the Commission adopted the following resolution on the subject:

The Joint Maritime Commission welcomes the proposal that the 1929 International Convention on Safety at Sea should be revised by a Technical Diplomatic Conference in the light of recent experience and developments.

It urges that at that Conference

(a) Shipowners' and seafarers' organisations should be represented in the national delegations; and

(b) The International Labour Organisation should be represented by a small delegation from the Joint Maritime Commission.

Indian Seamen. The conditions of employment of Indian, Chinese and certain other categories of seamen had been the subject of a resolution adopted by the Commission at its previous session. At this session the Commission adopted, by

agreement of both sides, the following resolution referring more particularly to Indian seamen:

The Joint Maritime Commission recognises that progress has been made in the improvement of wages and conditions of Indian seamen since 1942. It urges, however, that all practicable steps should continue to be taken to ensure that in the conditions of employment and general treatment of these seamen there may be no unfavourable comparison with crews of vessels in similar trades and under the same registry.

Composition of the Joint Maritime Commission. A resolution concerning the composition of the Commission, which had been adopted by the Conference held in New York and Washington in 1941 and discussed at the 1942 Session of the Commission, was again taken up at this session. This resolution authorised the Director of the Office "to consult the Joint Maritime Commission regarding the desirability of the inclusion therein of Government representatives". The difference of view revealed at the previous session still persisted, the seafarers' representatives being in favour of making the Commission a tripartite body and the shipowners' representatives being opposed to the change, so that no agreement was reached. There was, however, agreement between the two sides that it might often be useful for committees to be appointed to consider matters referred to them by the Commission and that these committees might be bipartite or tripartite as was thought appropriate in each case.

International standards and collective agreements. The Commission gave consideration to the problem of the recognition of compliance with international standards by means of collective agreements instead of by means of national laws or regulations. No resolution was adopted or formal decision taken, but the Commission was favourably disposed to the use of the collective agreement method in appropriate cases. The Commission recognised that certain difficulties would have to be met and agreed that the problems involved should be studied, including the question of sanctions in cases where the international standards were not complied with.

Other questions. A number of other important questions were discussed by the Commission. These included the representation of the shipping industry at international shipping conferences, and the possibility of utilising the machinery of the Joint Maritime Commission for the conclusion of international collective agreements. No formal decisions were, however, taken on these subjects.

A report of the meeting of the Joint Maritime Commission was laid before the Governing Body at its 94th Session (London, January 1945).¹

PUBLICATIONS OF THE OFFICE

LEGISLATIVE SERIES

The quarterly instalment of the *Legislative Series* for April-June 1945 has just been published.

This instalment contains reprints and translations of legislative measures of Australia, Canada, Cuba, Dominican Republic, Egypt, France, Great Britain, India, Liberia, New Zealand, Spain, Surinam, Union of South Africa and Venezuela. Special reference may be made to the Australian Reinstatement in Civil Employment Regulations, the Canadian Post-Discharge Re-establishment Order, the Egyptian Act respecting Contracts of Employment, the French Decrees respecting Industrial Associations and Labour Inspection in Dependent Territories, the New Zealand Annual Holidays Act, the Surinam Contracts of Employment Order, and the Union of South Africa Soldiers' and War Workers' Employment Act.

OBITUARY

MARINUS DIRK VALSTAR

The International Labour Office has learned with regret of the death on 6 May 1945, at the age of 60 years, of Marinus Dirk

¹ Cf. *International Labour Review*, Vol. LI, No. 4, Apr. 1945, p. 483.

Valstar, Chairman of the Netherlands Shipping and Trading Committee in New York.

Born on 17 October 1884 in Monster, Netherlands, Mr. Valstar had an outstanding career in the shipping world and became one of the directors of the Royal Netherlands Steamship Company (*K.N.S.M.*). He attended the thirteenth and subsequent maritime sessions of the International Labour Conference as a shipowners' delegate and he took an active part in all debates. He was also a member of the Joint Maritime Commission of the International Labour Office. Mr. Valstar was one of the leading personalities in the Netherlands shipping administration in New York, where he was also the management representative on the Arbitration Commission for the Netherlands Merchant Marine and President of the Netherlands Publishing Corporation from the time of its inception in 1941 until he resigned in 1944 because of ill health.

SOCIAL AND ECONOMIC POLICY

INDUSTRIAL RECONVERSION AND DISTRIBUTION IN GREAT BRITAIN

The Board of Trade in Great Britain will be one of the main Government agencies for reconstruction purposes, and its regional organisation has now been strengthened with a view to increasing its effectiveness. The Location of Industry Planning Room, with its detailed regional information, has been moved from the Ministry of Production to the Board of Trade, where it will be available for reference in the location of new industrial activity.

Regional Organisation.

Before the war the Board of Trade had no regional organisation, but during the war regional offices were established to enable it to carry out the work of allocating large areas of factory and storage space for the use of the Service and Supply Departments. This organisation comprised in each region a Controller of Factory and Storage Premises with a Deputy and a complement of inspectors and subsidiary staff. Assistance on other aspects of Board of Trade work was given by the Regional Representative on the Regional Boards of the Ministry of Production.

The reconversion of industry from a war to a peace-time basis will increase the responsibilities of the regional organisation. The Controllers are now designated Board of Trade Regional Controllers, their staffs have been augmented, and a number of Deputy Controllers have been appointed for each region. The Regional Controllers assist in the carrying out of Government policy on instructions from headquarters, but will be qualified to settle many local problems on the spot. They are all members of the Ministry of Production's Regional Boards, which include representatives of the Ministry of Production, the Ministry of Labour, the Supply Departments, and employers and trade unionists.¹

The four main functions of the Regional Controllers are to advise and assist in the following matters.

Reconversion of Industry. The reconversion to peacetime production in general, but with particular reference to engineering. This industry presents the biggest and most important of all reconversion problems, not only because of its war-time expansion but because the change back to civilian production will be greater than that of any other single industry. A technical director on the staff of each regional office will advise the Controller on engineering matters.

¹ Cf. I.L.O., Studies and Reports, Series A (Industrial Relations), No. 43: *British Joint Production Machinery* (Montreal, 1944), and *International Labour Review*, Vol. L, No. 6, Dec. 1944, p. 772 for description of regional organisation of Ministry of Production. See also below, p. 768.

Freeing of factory and storage space. Some 200 million square feet of space have been allocated by the Factory Control for Government production or storage purposes. Rather more than half of this is civilian space.

Linked with this is advice on the allocation to civilian production of a considerable number of Government-owned factories as and when they become surplus to war needs.

Distribution of industry. There will be close co-operation with all other regional representatives in the collection of industrial information and intelligence throughout the country. Surveys will, for example, be undertaken in consultation with the Ministry of Labour and the Ministry of Town and Country Planning and will enable Controllers to report industrial and labour trends to headquarters. The regional pooling of information in the Board's offices will also enable the Controllers to build up a useful service which will be available to industrialists. Each regional office will have a research officer for this work. It is reported that the first regional survey of post-war industrial and employment prospects, covering the southwestern region, is under way.

Deconcentration of industry. The reopening of closed factories will begin as rapidly as the release of labour and raw materials from war needs permits. In view of the heavy demands on manpower and other resources for the war effort, full deconcentration is unlikely to be possible until after both Germany and Japan have been defeated.

While industrial emphasis is still on war production, the regional organisation has done a good deal of preliminary work in anticipation of the big tasks ahead. Discussions have already taken place with a considerable number of firms regarding post-war plans for industrial development, and many applications for factory building or leasing of Government factories are under review.

Location of Industry Planning in Great Britain.

In the Distribution of Industry Bill¹ now under consideration by the British House of Commons, the Board of Trade is required (1) to provide an information service to industrialists; and (2) to centralise such records and statistics as are necessary for the Board of Trade to carry out its responsibility for the present and future distribution of industry throughout the country. The Location of Industry Planning Room is available for this purpose.

The Planning Room was established by the Ministry of Production early in 1943 to assist in the planning of war production and manpower reallocation among the various industrial areas. Information was collected by the Minister of Production and centralised in the Location of Industry Planning Room, to show the facilities and relative advantages and disadvantages of all regions from the point of view of location of new industrial activity, thereby making it possible to secure better distribution of war production and more effective use of labour and other resources. The Planning Room has now been transferred to the Board of Trade, and will be used as a tool in implementing the Government's policies in regard to the location of industry. It includes an up-to-date progress chart showing the current position of every Government factory which has been declared surplus to future munitions production, and the location of the standard factories being built by the Government in the Development Areas and Northern Ireland (and eventually to be used for the production of civilian goods).

Inch-to-the-mile maps of the Development Areas show the main Government factories, the "standard" factories, and the sites of the various Trading Estates; a map compiled from Ministry of Labour statistics shows average unemployment figures for 1934-38 for each county in Great Britain, and flagged maps show how storage premises have been allocated to Service and Supply Departments throughout the country. A card index indicates in detail the total amount of factory and storage space requisitioned in each town.

Basic services charts illustrate the current position of the following factors in each Ministry of Labour local office area: labour supply, premises, transport, electricity, gas, water, drainage, accommodation for workers, and security from air raids. Maps of electricity supply, undertakings, railways, roads and canals are also given. In each case the maps and charts are supplemented by card index records.

In the Planning Room, detailed statistics over a series of years are centralised to show the number of insured workers in each industry for each Ministry of

¹ Cf. *International Labour Review*, Vol. LI, No. 5, May 1945, p. 629.

Labour local office in the country. These facilitate comparisons of changes in the industrial structure. A card index shows the name, address, industrial group, and size of every factory in the country employing more than 100 workers. Finally, there is a library containing standard reference books and publications dealing with the location of industry, the provision of basic services, and so on.¹

BRITISH COLONIAL DEVELOPMENT AND WELFARE

A Colonial Development and Welfare Bill was introduced into the British House of Commons on 31 January 1945 and passed its third reading on 16 February. This Bill is designed to supplement and amend the provisions of the Colonial Development and Welfare Act, 1940.²

The purpose of the Act of 1940 was to provide a sum of £5,000,000 for development and welfare and a sum of £500,000 for research annually over a period of ten years from 1941 to 1951. There was a system of annual accounting by which any part of the £5,000,000 not actually spent during a given year was returned to the British Treasury. Because of wartime developments only about £2,500,000 of the £20,000,000 provided for the first four years has actually been spent and the unspent part has ceased to be available. It is, however, estimated that the expenditure during the fifth year, the financial year 1944-45, will be some £3,000,000 and that in the succeeding year it will be only slightly less than £5,000,000.

The alterations envisaged by the present Bill are considerable. Over the ten-year period from 1946 to 1956 £120,000,000 is to be provided for development and welfare; the maximum annual allocation for research is increased from £500,000 to £1,000,000; the system by which unspent balances were returned to the Treasury is terminated and the sole limitation on expenditure is a provision that not more than £17,500,000 may be spent on development and welfare in any one year.

The 1940 Act had required the Secretary of State for the Colonies to satisfy himself that the law of a colony provided reasonable facilities for the establishment and activities of trade unions before approving the execution of certain types of schemes under the Act in the colony concerned. It is now provided that the Aden Protectorate shall be exempt from this requirement. It was stated on behalf of the British Government that the economic organisation and political status of the communities concerned and the urgency of water-supply projects for the area necessitated this exemption.

In moving the second reading of the Bill, the Secretary of State for the Colonies, Colonel Oliver Stanley, summarised its objectives in the following terms:

In the long run the social standards of a country must depend upon its own resources, must depend upon the skill and energy of its own people, and the wise and full use which they make of their internal wealth. It is not right and it is not healthy to attempt to maintain permanently out of the skill and efforts of our people the social standards of the colonial territories. That, therefore, is not the object of this Bill. The object is to give the territories the help that they want and must have if they are to start for themselves the process of developing their own resources. It is not true to say that this sum is meant as capital expenditure, because it is possible to spend some of it not only on actual capital work but in contributions to the early maintenance of the works erected, for it to be in the nature of a pump primer to enable people to start their education and health services, to develop their communications and to deal with their water power in the confident belief that when they have been enabled to make that start it will lead to an increase of their own resources, and that out of their resources they will then be able to maintain a decent social standard.

Colonel Stanley went on to point out that the expenditure envisaged was only one of several sources on which the colonies could draw for their development and welfare projects and was intended to be supplementary to, and not in substi-

¹ *Board of Trade Journal*, 24 Mar. and 7 Apr. 1945.

² Cf. *International Labour Review*, Vol. XLIII, No. 3, Mar. 1941, p. 299.

tution for, these sources. During the war considerable balances have been built up by many colonies, colonial revenues had in many instances increased, and in nearly all colonies the taxation machinery had been improved with the result that a larger proportion of their resources was at the command of the Government. In some colonies internal loan capital for development and welfare was available. These alternative means had been taken into consideration in fixing the sum to be made available under the Bill. In reference to private capital, he continued:

I welcome the provision of private capital to develop the economy and particularly any secondary industries of these territories. I believe it is only if we can get sufficient assistance from private capital that a full measure of development will be possible, because the resources of both the colonial Governments and His Majesty's Government here will be fully allocated on what I might call the national development side. So we shall welcome the introduction of private capital. But to all those in this country or elsewhere who wish to, and think of investing after the war in productive work in the colonies I want to make these few points:

In the first place, I do not believe—and it certainly will not be the intention of the administration to bring it about—that there will be an opening after the war for the "get rich quick" type of private investors, people who are prepared to face losses but, in return, expect staggering profits. But there will, I think, be opportunity for a reasonable dividend, and for reasonable security. In the second place, the private capitalist, if he invests in colonial territories, has no right to, and cannot expect, any privileged position. He has a right to, and will expect, and, I hope, will get, a position of equity and fairness, but he has no right to ask for more than that. Thirdly, he will have to come into the territory as a partner, and not as a master. There can be no question again in the future of private enterprises acquiring, as in the past they sometimes did in some corners of the Colonial Empire, what was almost a dominant position, from which they attempted to threaten the authority of the Government itself.¹

POST-WAR RECONSTRUCTION IN CHINA

The Supreme National Defence Council of China, at its 148th meeting held recently in Chungking, adopted basic principles of economic development for the first stage of the post-war reconstruction of the country.² A five-year plan for the industrialisation of China has also been prepared by American engineers associated with the Foreign Economic Administration. Information concerning both is summarised below.

Economic Reconstruction.

The policy for the economic reconstruction of China adopted by the Supreme National Defence Council provides for both State ownership and private enterprise, each functioning where it is best suited, and gives considerable encouragement to the foreign investor. Enterprises such as postal and telegraph services, arsenals, mint, important railways and large-scale hydro-electric plants would continue to be operated by the Government; any other enterprise may be operated by private concerns either independently or jointly with the Government. All private concerns, however, may be regulated by the Government and would be given special assistance if they operate in conformity with national planning.

Large-scale enterprises such as petroleum production, iron and steel works and shipping, which the Government considers of special importance and which cannot be operated by private enterprise alone, may be undertaken by the Government exclusively or jointly with private and foreign capital. All joint enterprises in which the Government holds a share, however, must be companies, and Government officials are forbidden to hold interests in any concern under their control or supervision

¹ *Parliamentary Debates, House of Commons, London, 7 Feb. 1945, cols. 2098-2100.*

² For the most recent previous note on the subject see *International Labour Review*, Vol. XLVIII, No. 5, Nov. 1943, p. 623.

Foreign capital is invited in "a spirit of equal and reciprocal international co-operation", and to stimulate its flow into the country certain restrictions imposed upon it previously have been removed. In a joint Sino-foreign enterprise, for instance, there is no limit to the ratio of foreign investment; as regards the internal organisation of the company only the chairman of the board of directors is required to be a national of China. Enterprise operated and financed exclusively by foreign nationals must abide by Chinese laws and regulations.¹

Five-Year Plan. A five-year plan, proposed by forty American engineers associated with the Foreign Economic Administration, contemplates the construction immediately after the war of 953 industrial plants at an estimated cost of \$1,000 million (U.S.), and the development of an internal transportation system which would cost another \$1,000 million (U.S.). Although the details of the plan are not available, it is reported to cover mining, metallurgy, chemicals, food processing and manufacture, motive power, transportation, technical training, industrial research and the establishment of technical libraries. It is also reported that the plan aims at increasing the output of steel to two million tons a year and at the establishment of a large-scale alcohol motor fuel industry.²

ANNUAL REPORT OF THE UNITED STATES SECRETARY OF LABOR

The Thirty-second Annual Report submitted to Congress by the United States Secretary of Labor contains a review of the work of the Labor Department for the year ending 30 June 1944, and suggestions for post-war developments in labour administration, industrial relations and activities of the labour movement.³ The Report is summarised below.

Work of the Department.

The Report gives the following summary of the principal work carried on by the Department during the year under review:

The Department settled, without any work stoppage, more than 85 per cent. of the industrial disputes handled by its conciliators, as it has been doing for many years. Altogether, 16,545 disputes involving 6,180,472 workers were adjusted.

It carried out emergency war programmes for the War Labor Board, the War Production Board and other Government agencies through research and inspection and report.

It brought about restitution of more than \$18,000,000 of wages illegally withheld to more than 500,000 workers.

It continued to make outstanding safety counsel and advice available to war plants, and the record shows that three fourths of the plants so serviced reduced accidents markedly with a resultant saving in human resources and an increase in production. It also continued the programme to educate and train safety engineers in colleges and universities all over the country.

It continued its supervision of the employment of women in the war industries. The recommendations of the Department made available and practical the large reservoir of women workers, which was so much needed in the war effort. Marked improvement in their working conditions gave great increase in production by women workers.

It continued its administration of grants to the States for maternal and child health services, services for crippled children and child welfare services under the Social Security Act and the emergency maternity and infant-care programme for the wives and babies of American fighting men.

It broadened its investigation of post-war work opportunities so as to have available useful and accurate information to meet the needs of demobilisation, reconversion, and the transition to peace.

It co-operated in making plans for the successful meeting of the International Labour Organisation in Philadelphia, and its officials were leaders

¹ Communication from the China Office of the I.L.O.

² *Shanghai Evening Post and Mercury* (Chungking), 18 Mar. 1945.

³ U.S. DEPARTMENT OF LABOR: *Thirty-second Annual Report of the Secretary of Labor for the fiscal year ended June 30, 1944* (Washington, D.C., 1945).

there in shaping a constructive programme for international labour standards.

The aims and purposes of the I.L.O. as adopted by the general Conference express the full concurrence of the United States Department of Labor.

Post-War Recommendations.

As regards administration in the post-war period of Government labour functions, the Report proposes that "the various ministerial functions having to do with labour which are now exercised in a variety of agencies of the Government should be consolidated, harmonised, retained, or discarded as need may indicate within the United States Department of Labor after the war. Many of these are in the emergency agencies of Government serving special functions which will not be retained after the war." The functions whose transfer to the Labor Department is recommended upon the necessary abolition of war agencies are the employment and apprenticeship and occupational training services of the War Manpower Commission, and the functions of the War Production Board relating to labour. In proposing such consolidation, however, the Report recommends that "the quasi-judicial and fact-finding function of the National Labor Relations Board should remain entirely independent and not reviewable by the Department of Labor or any of its officers".

The Report refers to wartime Government controls on wages as having been necessary to avoid the danger of inflation, but remarks that "human needs as distinct from cold economic standards are neglected" in the application of such controls. The recommendation is therefore made that "future dealings with industrial disputes, after the war, should be based upon an early return to negotiation of wages by free collective bargaining". The time at which wage controls may be relaxed must be carefully studied by labour, employers and the Government.

As regards the labour movement, the Report characterises its present situation as presenting "perhaps the greatest opportunity for service that has ever been offered to any such group organisation". The public law of recent years relating to trade unionism is so important to the labour movement itself that it has created public responsibilities which the labour movement must face. The public service it can render in "the next decade or two" will consist in representing all workers, whether members or not; in co-operating with industry to achieve maximum and stable levels of employment, and to improve working conditions; and in creating relationships within industry which will prevent strikes and lock-outs. "This means, of course, the establishment of a pattern of direct negotiations between employers and workers, honest exchange of pertinent information, assistance by Government conciliation where necessary, orderly intervention in the form of mediation, voluntary arbitration of disputed points and final recourse to fact-finding boards or panels with powers of recommendation but not of enforcement." More immediately, the Report suggests that the labour movement and the Labor Department, along with other elements in the community, should participate in the solution of the problems of housing, nutrition, adult education, and education and training for work.

In commenting on social security developments, the Report recommends that legislation should be expanded in the next ten years to cover all workers and to provide higher benefit levels or longer duration of benefits under unemployment insurance and old-age insurance. Study should also be given to the question of providing "facilities", as distinct from cash benefits, for needy aged persons, dependent, crippled or blind children, sick and convalescent persons, "and even facilities for the temporarily unemployed in periods of transition or when moving around the country in search of a proper job".

INDUSTRIAL RELATIONS

A LABOUR JUDICIARY FOR ARGENTINA

In the federal capital of Argentina, individual labour disputes, based on acquired rights or arising out of claims for the acquisition of further rights, are to be handled by special tribunals or boards as provided by Decree No. 32,347/44 of 13 January 1945.¹ The new judiciary comprises twenty labour courts of first instance and a Labour Court of Appeal, a permanent Conciliation Board and *ad hoc* arbitration boards.

The Conciliation Board.

The Conciliation Board is composed of a chairman and vice-chairman, who must be advocates, and of a number of other members to be determined by the Department of Labour and Social Welfare. The task of the Conciliation Board is to endeavour to adjust any labour dispute by mutual agreement of the parties concerned. It is with a view to facilitating this conciliatory procedure that, in certain cases, the parties are required to appear in person at the proceedings before the Board. It is only when conciliation has failed that judicial proceedings may be started before the labour tribunals.

The Labour Courts.

The labour courts of first instance are composed of a single judge, whereas the Labour Court of Appeal is composed of seven judges. In both cases the judges, who must be experts in labour matters, are appointed by the executive authorities in accordance with nominations proposed by the Department of Labour and Social Welfare and approved by the Senate. The labour courts deal with legal disputes concerning labour matters, and, when the amount involved exceeds one thousand pesos, appeals against judgments rendered by them may be lodged before the Labour Court of Appeal, which is also empowered to hear appeals against the decisions of the arbitration boards and other cases specified by law.

The parties to a dispute before a labour court or the Labour Court of Appeal need not appear personally at the proceedings but may have recourse to a representative. The plaintiff has the choice of bringing the action before the labour court of the place where he works, or where the defendant has his domicile, or again where the contract of employment was concluded. In all cases the procedure is simplified with a view to reducing the costs occasioned by the litigation.

Arbitration Boards.

Whenever a legal dispute arises out of a lowering of wages or of a change in the conditions of work, the matter may be referred to a special arbitration board instead of to the labour courts, provided the parties concerned agree to this procedure. In each case the board will comprise the chairman and vice-chairman of the permanent Conciliation Board, together with a workers' representative and an employers' representative chosen by the respective litigants. One of the conditions to be fulfilled by these representatives is that they belong to the same category of employer or worker as the party they are chosen to represent on the Board. As already mentioned, the decision of the arbitration board is subject to review by the Labour Court of Appeal.

Labour Prosecutor's Department.

The due enforcement of the laws, decrees and regulations which come within the purview of the labour courts are under the special supervision of a Public Prosecutor's Department created specially for that purpose. This Department is under the direction of a General Labour Prosecutor and is also entrusted with safeguarding the rights of minors, mentally deficient and absent persons.

¹ *Boletín Oficial*, No. 15093, 13 Jan. 1945. A later Decree No. 3,750/45 prescribes that the new labour courts shall begin to function on 1 July 1945 (*Idem*, No. 15128, 26 Feb. 1945).

LIMITATIONS TO THE RIGHT TO STRIKE IN ARGENTINA

Chapter V of a Decree of 29 January 1945, concerning offences which endanger national security, placed limitations on the right to strike and laid down fines and prison sentences to be imposed on persons hindering industrial production.

A penalty ranging from two months to three years in prison, was decreed for persons committing any act, not provided for in the Penal Code, with the object of hindering or decreasing the output of industrial production or wasting or destroying raw materials or machinery.

When such acts are performed in establishments or warehouses devoted to the national defence, the offender may be imprisoned for from one to five years; if, however, the damage is caused solely through carelessness, negligence, or lack of skill, the penalty will be a fine of 500 to 5,000 pesos or disqualifications lasting five years.

Sentences of from two months to three years in prison are provided for those who cause work to be stopped or suspended for reasons unconnected with the work itself, or who provoke economic, social, or political controversy for obstructionist purposes.

Persons who in any way promote strikes of salaried employees or workers in national, provincial or municipal undertakings or in semi-official or private undertakings that are engaged on Government work, will be punished by imprisonment for from six months to three years; and persons who for any reason endeavour to keep a strike going in private undertakings after it has been declared illegal by the competent authority, will be sentenced to imprisonment for from one month to two years.

If these offences are committed in time of war or when there is imminent danger of war, the above-mentioned penalties will be doubled in each case.¹

BRITISH JOINT PRODUCTION MACHINERY

Notes are given below on some recent developments in joint production machinery in Great Britain. The establishment of joint progress committees in the building industry in connection with the repair of war damage in London is one feature of interest. Mention is also made of a new agreement regarding workers' representation on the joint production committees in the engineering industry, and of the activities of the workers' side of joint production committees in submitting appeals to the Ministry of Production Regional Boards.

JOINT PROGRESS COMMITTEES

It is reported that the British Government has expressed its approval of the setting-up of joint progress committees in connection with London's war damage repair work, and has asked local authorities to give their fullest support to the proposal. The urgent need to set up machinery which will secure the maximum co-operation from both sides of the industry, if people's homes are to be repaired quickly, has been recognised by the Government. Hitherto there had been joint site committees² at Royal Ordnance factories, airfields, hospitals, etc., but this approval of joint progress committees in London nevertheless marks a new stage in the organisation of labour-management relations in the building trades.³

¹ *Boletín Oficial de la República Argentina*, No. 15106, 29 Jan. 1945, p. 2.

² Cf. I.L.O.: Studies and Reports, Series A (Industrial Relations), No. 43, *British Joint Production Machinery* (Montreal, 1944).

³ *New Builders Leader*, Feb. 1945.

Composition of Joint Progress Committees.

According to the plan agreed upon by the trade unions and employers in the industry, there would be a joint progress committee for each London borough, and each committee would consist of equal numbers of employers and operatives (from four to eight on each side according to the size of the borough) nominated respectively by the National Federation of Building Trades Operatives and the National Federation of Building Trades Employers. Representation on the employers' side would not be restricted to members of the National Federation of Building Trades Employers if, in any particular area, there are builders of suitable position and influence engaged on the work who are not attached to that Federation. Official representatives of the local authority, the Ministry of Works and the Ministry of Labour would be co-opted as members without power to vote, and the local organiser of the Works and Building Emergency Organisation would also be entitled to attend meetings.

The representatives of employers would include at least one provincial builder (where provincial firms are participating) and one London builder from outside the borough concerned who will be appointed by the London Master Builders' Association and be responsible for direct contact with that Association and thus with the N.F.B.T.E. The remaining representatives will be from local firms.

Parallel arrangements will be made on the operatives' side, the appointments being made through the N.F.B.T.O.; one of the operatives' representatives will be responsible for maintaining direct contact with the regional and national headquarters of the N.F.B.T.O.

A trade union site officer, appointed to the progress committee by the N.F.B.T.O., will be responsible to that Federation and the appropriate regional joint machinery. Such an officer can be the N.F.B.T.O. representative on the progress committee of each borough within his ambit. The appointment of the trade union site officer to membership on the progress committee has a dual use, since he will be in a position to facilitate the removal of possible causes of labour difficulties and complaints (including welfare matters) in any given borough through his membership of the progress committee.

Functions of the Joint Progress Committee.

The functions of a progress committee would be to advise the local authority and the Ministry representatives on such factors affecting progress of repair work in the borough as are of a general character (*e.g.*, need for ordering materials ahead, need for better balancing of labour gangs) as distinct from the interventions in the domestic organising arrangements of individual firms. Insofar as industrial matters are concerned, any advice given must not be in conflict with, or in extension of, the joint industrial agreements and any doubtful cases must be referred to the appropriate joint industrial machinery.

Officers and Procedure.

The chairman and vice-chairman of the progress committee would be appointed from among the industrial representatives thereon.¹

JOINT PRODUCTION COMMITTEES

In Great Britain an agreement has been reached between the Engineering and Allied Employers' National Federation and the unions comprising the National Engineering Joint Trades Movement, concerning the periodical election of workers' representatives on joint production consultative and advisory committees.² Joint production committees are known to exist in 4,580 firms covered by this agreement, which employ between them 2,729,632 work-people. Particulars are also given below of certain appeals made by the joint production committees.

¹ *LRD Fact Service*, 2 Feb. 1945.

² For recent information on joint production committees, see *International Labour Review*, Vol. L, No. 6, Dec. 1944, p. 775; also *British Joint Production Machinery*, *op. cit.*

The New Agreement.

The clauses of the Agreement cover the following points:

(1) The Agreement is supplemental to a previous one dated 18 March 1942 relating to the Constitution of Joint Production Consultative and Advisory Committees (hereinafter referred to as the "Principal Agreement").¹

(2) One half of the number of workers' representatives retire on 31 December 1944.

(3) The remaining half of the number of workers' representatives retire on 30 June 1945.

(4) Those workers' representatives whose term of office, or whose renewed term of office, began on 1 January 1945 retire on 30 June 1946.

(5) Thereafter that half of the number of workers' representatives which has been in office for the greater length of time retires on each successive 30 June.

(6) The vacancies caused by retirements under the provisions of this Agreement shall be filled in accordance with the machinery for election provided by Clause VI of the Principal Agreement.²

Further, an amendment has been made in the Principal Agreement on the subject of eligibility for membership of the joint production consultative and advisory committees³, which provides that "those adult organised workers with not less than five years' continuous service in the industry shall be eligible for election after not less than one year's continuous service at the factory concerned".

Appeals to Ministry of Production Regional Boards.

Seventy complaints or appeals were brought before the Ministry of Production Regional Boards in 1944 by the joint production committees, by the workers' side of joint production committees and by trade union representatives.

The subjects covered may be grouped roughly under the five categories of: production planning or organisation (*e.g.*, criticism of production methods or of management, production delays, need for improvement in efficiency, reduction in contracts and delays in renewal or receipt of additional contracts, and programme changes); problems affecting use of factory premises or capacity (*e.g.*, unnecessary continuation of factory, closure of branch factory, inadequate or unused capacity, additional premises, application for licence); problems outside the direct control of either the employer or workers concerned (*e.g.*, relaxation of Home Guard and Fire Guard duties, delivery of supplies, transport facilities, reorganisation scheme, faulty metal); problems affecting labour supply or working conditions and related functions (*e.g.*, labour demands, redundant labour, labour shortage, reinstatement of employee, payment to out-workers, bonus dispute, call-up of key men, billeting of labour, coupons, assistance in obtaining alarm clocks, use of canteen, ventilation, blackout); and, finally, questions directly concerned with the agreement regarding production committees (*e.g.*, difference of opinion in interpretation of national agreement, eligibility of items on agenda of committees, and management's refusal to call meetings of committees).⁴

INDUSTRIAL RELATIONS IN CHILE

A number of recent Decrees have amended or put into effect the provisions of the Labour Code of 13 May 1931⁵, concerning industrial organisations and collective disputes, and those of the Decree of 2 October 1942⁶ concerning the Superior Labour Council. These are summarised below.

¹ For text see *British Joint Production Machinery, op. cit.*, Appendix III.

² "Representatives of the workers shall be elected by ballot conducted jointly by the management and the union representatives in the shops, and shall cover, as far as possible, the various shops, departments, or sections of the factory." *British Joint Production Machinery, op. cit.*, p. 224.

³ The original clause provided that "all adult organised workers with not less than two years' continuous service at the factory concerned shall be eligible for election. In the case of establishments which have been in operation for less than two years, the service qualification may be reduced accordingly." *Idem*, p. 225.

⁴ Information supplied by the Ministry of Production, London.

⁵ *Legislative Series*, 1931, Chile 1.

⁶ *Idem*, 1942, Chile 2.

Industrial Organisations.

The new provisions concerning industrial organisations are contained in Decree No. 734 of 11 October 1944.

The right of association in trade unions, which are classified as occupational unions or works unions, is granted to all persons, male or female, over 18 years of age who are engaged in work which is not illegal. Occupational unions are formed by persons engaged in the same occupation, industry or employment or in similar or connected occupations, industries or employments; works unions are formed by persons working in a single undertaking or factory, provided that more than 25 workers are employed and that at least 55 per cent. of the staff agree to the establishment of the union.

Before a union can exercise rights or incur obligations it must obtain recognition as a body corporate by Presidential Decree. Application for recognition must be made through the Labour Inspectorate, the Director-General of Labour, and the Ministry of Justice. The application must be accompanied by copies of the act of constitution and approval of the rules, a certificate that the person making the application is recognised as its representative, the text of the rules, the names of the members of the provisional executive, and evidence that the undertaking has been informed of the creation of the union.

Unions are administered by the executive, which consists of five members appointed annually by secret ballot at a general meeting of the union. Unions may form federations or confederations for purposes of study, education, assistance, provident activities, the establishment of co-operative societies, and the general defence of their interests. Federations or confederations must obtain recognition as bodies corporate in the same way as the unions.

Unions may be dissolved on their own initiative with the approval of the authorities which granted recognition, or by those authorities or by legislative action, even against the will of the members, if the union is considered to be contrary to public order or to the legislation or *contra bonos mores*, or if it does not carry out the tasks for which it was organised or does not comply with the orders of the Director-General of Labour. Unions are subject to supervision by the labour authorities; they must obtain evidence of legal recognition in the form of registration in the national register kept by the labour inspectorate.

Trade union property belongs to the union; it does not belong either in part or in whole to the members of the union or to the undertaking in which they work. This property consists of the contributions which the general meeting imposes on members in accordance with the rules; voluntary contributions made by the undertaking, by members, by third parties or by legacy; income from a share in the profits of the undertaking; interest on the invested funds of the union; fines imposed on members; and all movable property, stocks, securities, and bank deposits.

Legally constituted works unions are entitled to receive not less than 10 per cent. of the net annual profits of the undertakings to which they belong, provided that this amount does not exceed 6 per cent. of the wages paid during the year to the workers who are members of the union. Fifty per cent. of this share of the profits is paid directly by the undertaking in the same way as wages, in proportion to each worker's wages and the number of days worked; payment is made only to those workers who have worked for not less than 70 per cent. of the working days or the days actually worked during the period for which the profits were earned. The remaining 50 per cent. of the workers' share in profits must be paid to the union to be used for its social purposes.¹

Collective Disputes.

Decree No. 839 of 30 November 1944 approved the regulations to give effect to the provisions of the Labour Code concerning collective disputes. It specifies the procedure to be followed when such a dispute arises between employers and their workers or employees and threatens to lead to a strike or lockout.

A collective dispute arises when workers or salaried employees agree by a majority vote at a meeting attended by not less than two thirds of their number to submit to the employer economic or social demands affecting the whole staff of the undertaking or a section of the staff. When such demands are made they must be submitted to the undertaking and to the Permanent Conciliation Board within 48 hours of the time of the meeting. This action must be taken by a delegation of five members, with copies of the statement of demands and of the minutes of the meeting.

¹ *Diario Oficial*, Vol. LXVII, No. 20,006, 14 Nov. 1944, pp. 5-11.

If direct negotiations between the workers' delegation and the employers produces a settlement, the dispute is considered to be at an end and certain legal formalities have to be carried out to validate the agreement. If, on the other hand, direct negotiations break down, the parties are obliged to submit the question to the appropriate permanent conciliation board; strikes or lockouts are unlawful until every effort at conciliation has been exhausted. The board considers the demands and classifies them in two groups: those concerning the proper application of legislation or regulations, and those containing economic demands which must be settled by the will of the parties. The Labour Inspectorate is required to ensure that satisfaction is given to demands of the first type; those of the second type are considered by the board, which makes proposals for a settlement of the dispute. If the parties reach an agreement it will be drawn up in due form and will be considered as putting an end to the dispute.

If the conciliation procedure finally breaks down in whole or in part and no further action is taken by the parties, the conciliation board will propose an arbitration award, which is purely voluntary in character. If this award is also refused by the parties they may then declare a strike or lockout, but this must be done within 20 days after the termination of the conciliation procedure; if their right to strike or declare a lockout is not exercised within this period, the dispute is deemed to be terminated.¹

The Superior Labour Council.

The working of the Superior Labour Council is dealt with in Decree No. 860 of 6 December 1944, which supplements the Decree No. 18-, 880 of 2 October 1942.²

The fundamental task of the Council is to advise the Ministry of Labour on economic and social problems and to act as a permanent link between the State and those engaged in production. It carries out this task by means of studies made by its various committees and by means of reports and resolutions adopted at plenary sessions of the Council.

The new Decree prescribes that the term of office of the employers' and workers' representatives on the Council may be terminated by expiry, by resignation, by dismissal on the order of the President of the Republic, or by the failure of any member without due cause to attend five consecutive meetings of the Council or any of its committees.

In accordance with the fundamental purpose of the tripartite system in any organisation, which is that each of the groups should reflect the joint views of all its component parts, it is essential that the representatives of management and labour on the Council should genuinely represent their constituents. The Decree of 2 October 1942 laid down that there should be three representatives each of salaried employees and wage earners, appointed from a list of five names submitted by the workers' organisations concerned. The new Decree is intended to ensure that they shall be fully representative, and it therefore provides that each of the proposed candidates shall be deemed to have received the following number of votes according to the number of members of the union who support him: up to 100 members: 1 vote; up to 300 members: 2 votes; up to 500 members: 3 votes; up to 700 members: 4 votes; up to 1,000 members: 5 votes; over 1,000 members: 6 votes. When the three representatives have been appointed, the remaining two candidates are considered as substitutes and may replace the titular members with their full rights when the latter are unable to carry out their duties.

The Minister of Labour is *ex officio* chairman of the Council. The office of vice-chairman is held by one of the members representing the State or one of the judges, or one of the representatives of the salaried employees' provident fund or the compulsory insurance fund.³ Unless the Minister of Labour specially wishes to exercise his right as chairman, this duty is normally undertaken by the vice-chairman, who holds office for a year and may be re-elected. The Council holds ordinary and extraordinary meetings, the former taking place at least once a month. Extraordinary meetings may be called on the initiative of the chairman or vice-chairman on the request of five or more members, or by decision of the Council as a whole.⁴

WORKS COMMITTEES IN FRANCE

Formal legal sanction was given to the establishment of works committees in French industrial and commercial undertakings by

¹ *Diario Oficial*, Vol. LXVIII, No. 20,054, 12 Jan. 1945, pp. 3-9.

² Cf. *International Labour Review*, Vol. XLVIII, No. 1, July 1943, p. 75.

³ *Ibid.*, p. 76.

⁴ *Diario Oficial*, Vol. LXVIII, No. 20,054, 12 Jan. 1945, pp. 9-12.

an Ordinance of 22 February 1945. By an Order of 23 February 1945, the Minister of Labour and Social Security set up a Superior Commission for Works Committees to assist in the application of the Ordinance and to make available advice and information to the individual committees.¹

ORDINANCE ESTABLISHING WORKS COMMITTEES

The preamble to the Ordinance of 22 February 1945, which had been previously submitted in draft to the Consultative Assembly and to the workers' and employers' organisations, emphasises that the purpose of works committees is to ensure the closest possible co-operation within each undertaking of the various factors concerned with production, *i.e.*, management, technical staff and workers. The favourable circumstances brought about by the participation of workers in the resistance movement has facilitated the introduction of a reform which has for long been on the programme of the various trade union organisations.

The preamble states: "The great popular movement which liberated France from the enemy was not only a movement of national liberation: it was also a movement of social liberation." The proposals for economic and social reconstruction, drawn up by the underground or prepared by the Provisional Government, have all recognised the necessity of associating workers in the planning of the national economy and in the management of undertakings.

The Government took the initiative in nationalised undertakings by calling upon the various categories of the staff to participate either in the boards of directors or in advisory bodies.

In private undertakings, production committees or management committees developed spontaneously in many factories in order to restore war production and increase output.

The preamble further points out that experience in Great Britain, the United States and Canada, in the course of the past four years, has shown that the participation of the staff in committees of this sort can have most satisfactory results. Taking these facts into consideration the preamble concludes: "The Government considers that the time has come to give legal status to these bodies and to provide for their establishment in undertakings generally. The establishment of works committees is an important social and economic reform which marks the new direction that the Provisional Government of the French Republic intends to follow; and it should be considered a sign of that complete union of all the elements of production which will restore to France her prosperity and greatness."

The principal provisions of the Ordinance are summarised below.

Scope.

The Ordinance applies in principle only to continental France. Its provisions may, however, be extended to Algeria by decrees applying to one or more occupations. These decrees may also provide special methods of application.

Works committees are to be established in all industrial and commercial undertakings employing regularly, in one or more premises, at least 100 persons. Orders issued by the Minister of Labour and the Minister of Industrial Production, or other ministers concerned, can make the compulsory establishment of works committees applicable to: (1) undertakings employing less than 100 workers; and (2) public law offices, the liberal professions, companies other than industrial or commercial companies, and associations irrespective of their nature. Decrees will determine which public services of an industrial or commercial nature (including services operated directly by the Govern-

¹ Cf. *International Labour Review*, Vol. LI, No. 1, Jan. 1945, p. 75, and No. 5, May 1945, p. 632. See also above, "Economic and Social Policy in France", by С. ВЪТЪЛНЕМЪ, pp. 722-740, for relation of works committees to new French social and economic legislation. It should be noted that in both the January and May numbers of the *Review* works committees are referred to as works councils. It is proposed in future to translate "comités d'entreprises" as "works committees", as this term corresponds more accurately to their legal title, composition and functions.

ment, even in the form of a monopoly) should be required to establish works committees and, if necessary, any special methods for the composition and operation of the committees.

The conditions under which home workers, as part of the staff of the undertaking, should be included under the Ordinance, will be determined by Order.

Functions of Works Committees.

Works committees have both social and economic functions.

In the social field, the first function of works committees is to co-operate with the management in improving the working and living conditions of the staff and the regulations affecting such conditions, excluding, however, questions concerning wages. The second social function of works committees is to assume or supervise the management of all social welfare institutions established in the undertaking for the benefit of workers or their families, or to participate in the management of these institutions, irrespective of their method of financing, in accordance with conditions which will be determined by decree. Each such decree will lay down the conditions under which the powers of works committees may be delegated to agencies established by the committees and under their supervision, and will make regulations regarding the granting and scope of the corporate status of works committees and of the agencies set up by them. The decree will also determine the conditions for financing social welfare institutions.

Works committees, being essentially organs of collaboration, will not be responsible for presenting to the managements of undertakings either individual or collective demands of the workers. This function is reserved for the workers' delegations established in 1938, and maintained provisionally; the status of these will be determined shortly by decree.

In the economic field, works committees will have advisory functions in the three following respects:

(a) Each works committee will study suggestions made by the staff for increasing production or improving the output of the undertaking, and propose the application of suggestions which seem worthy of consideration. The committee may make proposals concerning the general organisation of the undertaking.

(b) Each committee may propose rewards which it believes to have been merited by workers whose initiative or suggestions have been particularly useful to the undertaking.

(c) Each works committee must be informed of questions concerning the organisation, the management and the general operation of the undertaking. The management must present at least once a year a general report on the situation and activities of the undertaking, as well as outlining plans for the following period.

In the case of joint stock companies, or any companies employing regularly more than 500 workers, the works committees must also be informed concerning the profits of the company and may make suggestions in regard to their use.

In the case of limited liability companies, the management must communicate to the committees, before reporting to the shareholders, the profit and loss account, the annual balance sheet, the report of the auditors, and all other documents to be submitted to the general meeting of the shareholders.

One of the auditors must be chosen by the general meeting of the shareholders on the basis of a list drawn up by the works committee and including three names of auditors approved by the Courts of Appeal and serving as chartered accountants.

A works committee may either convoke the auditors to the meeting at which it examines the various reports mentioned above, or it may ask the auditor whose appointment it has proposed to give his assistance. Explanations must be given to the committee on the various chapters of the financial document as well as on the general financial situation of the undertaking. The committee may make any observations which it considers useful and these observations must be submitted to the general meeting of the shareholders along with the report of the board of directors.

The members of a works committee must respect the confidential nature of all information which they receive in the exercise of their functions.

The provisions of the Ordinance make it clear that in the economic field works committees have only consultative functions. As is stated in the preamble, it was deemed indispensable to leave to the management, which is responsible to

the country for the conduct of an undertaking, the necessary authority to fulfil its responsibility. However, while the authority of the management is thus maintained intact, the staff, through its representatives, will be closely associated with the operation of the undertaking.

Composition of Works Committees.

A works committee is to be composed of the manager or his representative, and a delegation of the staff composed as follows: in the case of an undertaking employing from 100 to 500 persons, 5 titular delegates and 3 substitutes; from 501 to 1,000 persons, 6 titular delegates and 4 substitutes; from 1,001 to 2,000 persons, 7 titular delegates and 5 substitutes; above 2,000 persons, 8 titular delegates and 5 substitutes.

In the case of undertakings employing less than 100 persons, the orders extending the application of the Ordinance will determine the number of delegates.

Provision is made for the methods of electing representatives of the staff, on the one hand by the manual workers and salaried employees and on the other hand by the engineers, chiefs of services, foremen and assimilated categories, from lists drawn up by the trade unions which are most representative of each category.

The distribution of places on the committee among the various categories and the dividing up of the staff into electoral colleges is to be carried out through agreement between the management of the undertaking and the trade unions concerned. If agreement cannot be arrived at, the divisional labour inspector will make the distribution of seats. In undertakings employing more than 500 persons, the engineers and chiefs of services must be represented by at least one titular delegate chosen by them.

All persons employed, of both sexes, of French nationality and over 18 years of age, who have worked at least 12 months in the undertaking and have not been convicted with loss of civil rights, have the right to vote. Any employed persons who have been sentenced for conduct unworthy of their country lose the right to vote. With the exception of close relatives of the head of the management of the undertaking, any persons entitled to vote are eligible for election, provided that they are over 25 years of age, can read and write, and have worked in the undertaking for at least 24 months; however, during the first three years of the application of the Ordinance, the requirement of 24 months is reduced to 12 months. No persons employed may be named as candidates who have been stripped of their trade union functions by the application of the Ordinance concerning the re-establishment of freedom of association.¹

The competent labour inspector may authorise exceptions to the requirements concerning length of service in the undertaking, particularly in cases where strict application would reduce the number of workers fulfilling the conditions to less than one quarter of those employed in the undertaking.

Each election is to be carried out by sealed, secret ballot. Separate votes are taken for titular members and substitute members. Votes may be cast for candidates belonging to different lists up to the number of delegates to be elected.

On the first ballot candidates are elected by an absolute majority. On the second ballot candidates are elected by a relative majority, subject to the condition that the number of votes cast, not including null or void voting papers, is at least equal to one half the number of voters, and that the trade unions have the right to present a new list of candidates.

If the number voting is less than one half the registered list of voters, there must be a third ballot within 15 days, and in this case the electors may vote for candidates other than those submitted by the trade unions. The candidates having the largest number of votes will be elected.

Any dispute concerning electoral rights or the regularity of elections must be referred to a Justice of the Peace for immediate decision. An appeal from the decision of a Justice of the Peace may be taken to the Supreme Court of Appeal; the appeal will be dealt with by the Social Affairs Chamber of the Court, and its decision is final.

The members of works committees are to be elected for a three-year period and may be re-elected. However, during the first three years of the application of the Ordinance members shall be elected for one year only.

Membership of works committees ceases with death, resignation, cancellation of the work contract, or as a result of a sentence involving the loss of the rights

¹ Cf. *International Labour Review*, Vol. L, No. 5, Nov. 1944, p. 638.

of eligibility to membership. A titular member whose membership ceases is to be replaced by a substitute member of the same category who becomes the titular member until the completion of the term of office of the former member.

Trade unions concerned are to draw up lists of candidates for membership on works committees within one month of the coming into force of the Ordinance, and elections are to be held within two months from the same date. When the establishment of a works committee is compulsory in virtue of an Order, the time table mentioned above starts from the coming into force of the Order.

The managements of undertakings must provide that the titular members of works committees, and if necessary the substitute members, have the necessary time to carry out their duties. The period prescribed, except under exceptional circumstances, is not to be more than 15 hours per month and will be paid as working time.

Method of Operation of Works Committees.

Each works committee is to be presided over by the manager or his representative. A secretary is to be appointed by the committee from among its titular members.

Each committee is to meet at least monthly, when convened by the manager or his representative. A second meeting may be called at the request of the majority of the members.

The agenda is to be drawn up by the management of the undertaking and the secretary and distributed to the members at least three days before the meeting. Whenever a committee meets at the request of the majority of the members, the items attached to the request for the meeting must appear on the agenda of the sitting.

Resolutions are adopted by a majority of votes, except that, in regard to social welfare institutions, different provisions may be made in the decrees concerning the social functions of works committees.

Minutes are drawn up by the secretary and communicated to the management and the members of the committee. The management must inform the committee at the meeting following the communication of the minutes of the decisions taken on the suggestions made and of the reasons for these decisions. Such statements are to be incorporated in the minutes.

If the suggestions of a works committee regarding any question falling within the sphere of the agencies known as "organising committees" (set up by industry or occupation), or the agencies which may have replaced them, have been re-submitted after a period of at least three months and are rejected by the management, the committee may decide to bring these suggestions before the Inspector-General of Industrial Production. The latter may, if he believes it useful, submit them to the competent agency, which must in turn consult its joint advisory council.

A works committee may decide that certain of its deliberations should be transmitted to the departmental director of labour and manpower. The labour inspectors and the manpower controllers may at any time request to see the deliberations of a works committee.

The management must make available to the committee a suitable place of meeting, facilities and, if necessary, any staff required for the meetings and for the secretariat.

In undertakings consisting of separate plants, plant committees, the composition and procedure of which are to be the same as those of works committees, are to be set up. The plant committees are to have the same functions as works committees, subject to any limitation of the powers of the heads of these plants.

The central committee of the undertaking will be composed of delegates elected from the plant committees on the basis of one or two delegates and an equal number of substitutes from each plant, provided that the total number of titular members does not exceed twelve.

The distribution of places among the different plants and different categories will be determined by agreement between the management and the trade unions concerned. Where agreement cannot be reached the divisional inspector of labour in the district in which the head offices of the undertaking are located will decide the distribution.

The central committee is to meet at least once every six months, at the head offices of the undertaking, by convocation of the management of the undertaking.

Guarantees and Sanctions.

An employer who proposes to discharge any titular or substitute member of a works committee must submit the proposal for the approval of the committee. In case of disagreement, the discharge can only take place in accordance with the decision of the labour inspector who is responsible for inspecting the establishment. However, in case of serious misconduct the management may suspend the member immediately while waiting for a final decision.

The intentional placing of any obstacle in the way of the free appointment of the members of a works committee, or of the regular operation of a legally established works committee, is to be punishable by a fine of from 500 to 5,000 francs and to imprisonment of from 6 days to a year, or to one of these two penalties. In case of a second offence in the course of a year, there will automatically be imprisonment. Offences may be certified either by the inspector of labour or by the police.

The Ordinance does not replace any provisions concerning the operation and powers of works committees which result from collective agreements either reached or renewed after its promulgation.¹

ESTABLISHMENT OF SUPERIOR COMMISSION FOR WORKS COMMITTEES

By an Order of 23 February 1945, a Superior Commission for Works Committees was established in the Ministry of Labour and Social Security in order to ensure the application of the Ordinance of 22 February, to assist in overcoming any difficulties that might be raised by the Ordinance, and generally to study all measures which might be useful for the satisfactory operation of works committees.

The Commission is presided over by the Minister of Labour and Social Security, and consists of a Councillor of State as vice-president, two representatives of the Provisional Consultative Assembly, the Director-General of Social Insurance, the Director of Industrial Relations and Social Questions, an inspector-general of labour, a representative of the Minister of National Economy, three representatives of the Minister of Industrial Production, six representatives of employers named by the Minister of Labour and Social Security, and six representatives of workers also named by the Minister of Labour and Social Security, four on the nomination of the General Confederation of Labour and two on that of the French Confederation of Christian Workers.

Representatives of other ministers will be asked to participate in the Commission; they will have the right to speak whenever the Commission deals with questions concerning their respective departments.

INDUSTRIAL DISPUTES IN BRITISH INDIA DURING 1943

Information concerning industrial disputes in British India in 1943, based on a communiqué issued recently by the Department of Labour, Government of India, indicates that during 1943 there were 716 industrial disputes (including five in progress at the close of the year) involving 525,088 workers, and entailing a loss of 2,342,287 man-days. Out of the total, 13 stoppages involved between 5,000 and 10,000 workers and three more than 10,000.

Classified by industries, the number of disputes, workers involved and man-days lost were as follows: textile industries (cotton, silk and woollen mills): 224, 275,256 and 1,344,150; engineering workshops: 104, 32,092 and 195,914; jute mills: 38, 96,980 and 332,301; railways (including railway workshops): 10, 20,378 and 33,608; mines: 8, 3,186 and 35,736; and other industries: 332, 97,196 and 400,578. Textile mills (cotton, silk, woollen and jute) accounted for 37 per cent. of the stoppages, 71 per cent. of the workers involved and 72 per cent. of the man-days lost.

¹ *Journal officiel de la République française*, 23 Feb. 1945, p. 954.

Of the disputes, 397 or 55 per cent. were related to wages or bonus, 53 to the problems of personnel, 14 to leave and hours of work and rest, and 252 to various other grievances. The workers were wholly successful in 138 disputes, partially successful in 210 and unsuccessful in 314, while in 49 cases the results were indefinite.¹

MEXICAN LABOUR-MANAGEMENT AGREEMENT

On 7 April 1945, an Agreement was reached in the City of Mexico between representatives of the Confederation of Mexican Workers, on the one hand, and representatives of the Chambers of Manufacturers and the Chamber of Processing Industries, on the other, by which they agreed to work together to promote the industrialisation of the Republic of Mexico.

The Agreement was signed by 68 outstanding leaders of Mexican industry and of the workers. The news was made public at a joint banquet by Mr. Vicente Lombardo Toledano, President of the Confederation of Latin American Workers, and Mr. José Domingo Lavín, President of the Chamber of Processing Industries. The text of the Agreement is as follows:

We, the manufacturers and workers of Mexico, have agreed at this momentous hour in the history of humanity and of our country to work together to secure the full economic autonomy of our country, its economic development, and the raising of the material and cultural standards of living of the great masses of our people. For the attainment of these high purposes we wish to continue during the peace the patriotic alliance under the policy of national unity supported by President Manuel Avila Camacho which was established and maintained during the war for the protection of our national independence and sovereignty.

We, the workers and manufacturers of Mexico, hope through our united efforts to modernise Mexico and make it a country which for prosperity and culture may be compared with the most advanced countries of the world. We wish to banish forever from our land, poverty, unhealthy living conditions and ignorance through policies that will lead to ever greater development of our vast national resources, the continual increase of productive capacity, national income, supply of goods and services, purchasing power, means of transport, communications and public works, and the constant improvement of our health and educational institutions.

We shall not try to base our new national economy on the selfish and misleading doctrine of self-sufficiency. On the contrary, we are fully conscious of the close economic interdependence which exists in the world today, and we recognise the need for and the advantages of securing the financial and technical co-operation of the highly industrialised countries of the American continent, such as the United States and Canada, as long as this co-operation is beneficial to the people of our country as well as the people of theirs, and as long as continental co-operation remains an integral part of an international economic programme which takes into account the needs and interests of the other peoples of the world.

Finally, we make this Agreement without giving up the particular points of view of the two social classes which we represent, without renouncing the protection of our special legitimate interests, and without yielding any of the rights which are assured to us by the laws in force in our country. In short, we manufacturers and workers of Mexico have joined together for the high purposes expressed above, and in virtue of this Agreement we shall initiate discussions and together draw up a national economic programme which we shall submit to the Government of the Republic and the Mexican people as a patriotic solution of the problems created by the war and the no less acute problems which the advent of peace will place before us.²

This Agreement, the first of its kind in Latin America, is one of the first steps to be taken towards the implementation of the programme for the post-war in-

¹ Communiqué issued by the Department of Labour, Government of India, 11 Nov. 1944.

² See *El Popular*, 9 Apr. 1945, Mexico, D. F.; "Significación del pacto obrero-industrial. Manifiesto del Comité Nacional de la C.T.M.", in *idem*, 28 Apr. 1945.

dustrialisation of Latin America drawn up by the Second General Congress of the Confederation of Latin American Workers, held in the city of Cali, Colombia, in December 1944.¹

UNITED STATES MANAGEMENT-LABOUR CODE²

The United States Chamber of Commerce, the Executive Council of the American Federation of Labor and the Executive Board of the Congress of Industrial Organizations have ratified the New Charter for Labor and Management. The Charter was signed by representatives of the three organisations in Washington, D.C., on 28 March 1945.³

EMPLOYMENT

ABOLITION OF THE WOMEN'S EMPLOYMENT BOARD OF AUSTRALIA

New regulations, issued on 11 October 1944 under the Women's Employment Act, transferred the functions of the Women's Employment Board to the Commonwealth Court of Conciliation and Arbitration, thus putting an end to the conflict of jurisdiction and practice between the two institutions.⁴

Decisions of the Women's Employment Board were maintained, and the principles, which were laid down in the schedule (as amended) of the Women's Employment Act regarding the conditions of employment of women replacing men on their jobs, were kept unchanged.⁵

EVALUATION OF TRADE TRAINING IN THE CANADIAN ARMED FORCES

A Royal Commission was recently set up in Canada to investigate and report on possible arrangements with the Provinces, employers and trade unions to make full use of trade training received by members of the Armed Forces.

The terms of reference of the Commission, as set forth in the Order in Council, are as follows:

to examine into the problems involved and appropriate measures which may be taken to enable members of the Armed Forces to obtain appropriate credit in re-entering civilian occupations upon discharge, for trades, technical or other educational training or experience gained while in the Armed Forces and to report to the Minister of Labour thereon together with their recommendations as to what measures are advisable and appropriate in co-operation with the Provinces, employers, or trade and labour organisations or otherwise to this end.

¹ Cf. *International Labour Review*, Vol. LI, No. 2, Feb. 1945, pp. 236-243. In Feb. 1945, at a banquet attended by representatives of the Confederation of Cuban Workers and the National Manufacturers' Association of that country, plans were made for a similar agreement in the Republic of Cuba.

² Cf. *International Labour Review*, Vol. LI, No. 5, May 1945, p. 636.

³ *American Federation of Labor Weekly News Service*, 8 May 1945.

⁴ Cf. *International Labour Review*, Vol. XLVI, No. 2, Aug. 1942, pp. 198-201; No. 5, Nov. 1942, pp. 593-594; Vol. XLVII, No. 1, Jan. 1943, p. 92; Vol. XLVIII, No. 1, July 1943, p. 100; Vol. XLIX, Nos. 4-5, Apr.-May 1944, pp. 531-533.

⁵ *Statutory Rules*, 1944, No. 149, dated 11 Oct. 1944.

The Minister of Labour, in announcing the appointment of the Commission, said:

Due to the highly specialised duties of the Armed Services in this mechanised war, a great deal of trade and vocational training has been acquired by the men and women in the Forces. It would be a definite loss to Canada and to Canadian industry, and in many cases a tragedy to the individual, if upon re-entering industry proper account were not taken of this vocational training while with the Armed Forces. However, a large job of correlation is necessary to tie in the Services' training with civilian industry and occupation. Standards have to be established to show the correspondence of the one with the other. Industry has to be acquainted with what the discharges have really learned. Trade union practices must be considered.

The Minister of Labour stated that the co-operation of the Provinces would be sought, particularly with respect to credit for training in the armed forces for trades or occupations which require a provincial licence.¹

PLACEMENT OF DISABLED WORKERS IN CANADA

The Department of Veterans' Affairs in Canada is organising a Casualty Section as part of efforts to ensure that every physically handicapped veteran is successfully resettled in civil life.

By an understanding between the Selective Service and the Department of Veterans' Affairs, Casualty Rehabilitation Officers of that Department will interview employers for the purpose of locating vacancies to which disabled veterans registered in the Casualty Section may be referred. These references need not go through the Employment and Selective Service Offices; a limited number of Casualty Rehabilitation Officers will be authorised to make direct references to employment in much the same manner as designated trade union agents are authorised to make placements without referring each case to Selective Service. The instructions to Selective Service announcing these arrangements point out that there must at all times be the closest co-operation between the Casualty Section and the local Selective Service Office. Wherever possible, the local office is to keep the Casualty Section informed of job vacancies registered in the office which might be suitably filled by veterans registered with the Casualty Section.²

PLACEMENT OF EXECUTIVE AND PROFESSIONAL WORKERS IN CANADA

Specialised placement facilities for executive and professional workers are being set up in Canada as an integral part of the National Employment Service under the Unemployment Insurance Commission of the Federal Department of Labour.³

Special regional employment offices for executive and professional workers are being opened in five areas, and, in the larger general local employment offices throughout the country, separate divisions will specialise, under the supervision of the special regional offices, in placement work for these categories of persons. The Bureau of Technical Personnel will continue to handle trained scientific and technical workers but will co-operate closely with the new division for executive and professional persons. In general, the new division will handle the placement of men qualified for executive and professional work who do not come under unemployment insurance, and of women whose normal earnings are \$1,800 or more per year, of persons with specified academic or technical qualifications or training, and others with technical or professional training who customarily earn over \$1,800 per year.⁴

¹ Order in Council P.C. 2486, 10 Apr. 1945; DEPARTMENT OF LABOUR: News Release, No. 1044, dated 16 Apr. 1945.

² *National Selective Service Circular*, No. 374, 20 Apr. 1945.

³ For details of proposals for the post-war placing of professional workers in Great Britain see p. 779.

⁴ DEPARTMENT OF LABOUR: Release of 21 Mar. 1945.

TRAINING FOR BUSINESS ADMINISTRATION IN GREAT BRITAIN

The Minister of Labour and National Service in Great Britain has set up a Committee of representative business men to enquire into methods of providing young men and women in war service with opportunities of careers in commerce or on the executive or business side of industry.

The terms of reference of the Committee are:

- (1) To consider how far the absorption into industry and commerce of young men and women released from war service who desire to begin or resume a business career would be facilitated by the provision of training in business administration and salesmanship;
- (2) To make recommendations about suitable courses of training;
- (3) To advise upon the best method of securing the general recognition of such courses as basic training for men and women who wish to take up administrative or executive posts and whose training has been either prevented or interrupted by their war service.¹

EMPLOYMENT IN KENYA

A labour census taken in Kenya on 30 November 1944 shows that, excluding those in military service, 330,973 male Africans were in employment on that date. Of this total, 245,396 were Africans registered under 30-day agreements or longer, 37,245 were resident labourers with homes on their employers' lands, 43,915 were young persons under 16 years of age, and 4,417 were daily paid labourers. Of the registered workers, 98,169 were employed in agriculture, 67,180 in Government or other public service and 80,047 in other occupations.

On 17 January 1945 questions were asked in the Legislative Council of Kenya, suggesting that from one of the principal areas of labour supply (Kavirondo) 47 per cent. of able-bodied males were absent in employment and that conscription from this area had increased by 140 per cent. in the preceding twelve months, and asking whether the Government would take steps to stop the further recruiting of labour and further conscription.

On behalf of the Government the following figures were given for Kavirondo. Of the three tribes in this district, 35.21 per cent. of able-bodied Luo, 28.09 of able-bodied Kisii and 47.58 of Bantu Kavirondo were in employment, making an average of 39.21 per cent. The number conscripted for civilian employment in 1944 was 9,200 as compared with 7,000 in 1943. The total number of adult males from Kavirondo at work in civil employment in November 1944 was 3,551 less than in December 1942 and there had been no decline in home production.

The Government statement continued that, since there was no reason to believe that the percentage of workers absent in employment would increase, conscription being on a replacement basis, since local production was being maintained, and labour was still urgently required throughout Kenya, the Government did not propose to stop the further recruiting of voluntary or conscript labour.²

INDUSTRIAL EMPLOYMENT IN INDIA

According to the returns of the Department of Labour, Government of India, the trends of employment in the factories subject to the Factories Act³ (factories employing 10 or more workers, to

¹ *The Ministry of Labour Gazette*, Feb. 1945, p. 20.

² *East African Standard*, 19 and 26 Jan. 1945. Cf. *International Labour Review*, Vol. XLIX, Nos. 4-5, Apr.-May 1944, p. 515.

³ The Indian Factories Act, 1934; for an account of the provisions of the Act, see I.L.O., Studies and Reports, Series A, No. 41: *Industrial Labour in India* (Geneva, 1938), pp. 73-75, and for the text, I.L.O.: *Legislative Series*, 1934, Ind. 2.

which the Act applies) in British India noted during the previous four years¹ continued through 1943.

The absolute increase in employment in 1943 over 1942 was highest in the province of Bombay, followed in order by Bengal, the United Provinces, Madras, the Punjab, Bihar, the Central Provinces and Sind. The employment figures and percentages for 1942 and 1943 as compared with 1939 were as follows:

**AVERAGE DAILY NUMBER OF WORKERS, BY INDUSTRIES, IN
FACTORIES SUBJECT TO THE FACTORIES ACT IN BRITISH
INDIA IN 1939, 1942 AND 1943²**

(in thousands)

	1939	1942	1943	Percentage increase in 1943 over	
				1942	1939
Government and local fund ¹ factories:					
Perennial ²	131	299	355	18.7	171.0
Seasonal ³	1.4	0.6	0.5	-16.7	-64.3
Other factories:					
Perennial					
Textiles (cotton spinning and weaving, hosiery, jute, silk, wool, miscel- laneous).....	817	965	1,002	3.8	22.6
Engineering.....	148	224	254	13.4	71.6
Minerals and metals....	55	82	93	13.4	69.1
Food, drink and tobacco.	97	121	125	3.3	28.9
Chemicals, dyes, etc....	56	73	83	13.7	48.2
Paper and printing.....	44	49	51	4.1	15.9
Wood, stone and glass...	52	82	90	9.8	73.1
Hides and skins.....	13	30	34	13.3	161.5
Gins and presses ⁴	27	17	14	-17.6	-48.1
Miscellaneous.....	20	38	37	-2.6	85.0
Seasonal.....	289	300	298	-0.7	3.1
Total.....	1,751	2,281	2,436	7.2	39.1

¹ Local Government or municipal.

² Perennial factories are factories in operation throughout, or for the greater part of, the year.

³ Seasonal factories are factories concerned with the handling of a particular crop as it becomes available and are in operation for not more than 180 days in a year.

⁴ Figures for "gins and presses" are calculated by subtracting from the total for "other perennial factories" the sum of all the items specified under it.

POST-WAR LABOUR REQUIREMENTS IN SOUTH AFRICA

The Directorate of Demobilisation in the Union of South Africa distributed, in March 1945, a questionnaire to all employers in the country for the purpose of obtaining adequate information concerning the absorptive capacity of every branch of industry, commerce and the professions. The questionnaire is part of a national survey to find out how many and what kind of jobs will be available for returning veterans.

The questionnaire asked each employer to state:

- (1) Number of employees on 30 June 1939, giving category of employment.
- (2) Number employed on 1 March 1945.

¹ For the figures from 1938 to 1941, see *International Labour Review*, Vol. XLIX, No. 2, Feb. 1944, p. 234.

² *Indian Labour Gazette*, Vol. II, No. 4, Oct. 1944.

(3) Number of employees in March 1945 whose services will be dispensed with on the return of normal conditions.

(4) Details of employees on military service.

(5) Ex-volunteers already given employment, including those reinstated.

(6) Disabled ex-volunteers who probably can be employed.

(7) Estimated number of ex-volunteers who can be given employment immediately after the cessation of hostilities.

(8) Estimated number of ex-volunteers who can be given training as advanced apprentices immediately after the cessation of hostilities.

(9) Estimated number of ex-volunteers who can be given employment on the establishment of settled conditions—about 12 months after the cessation of hostilities.

(10) Estimated number of ex-volunteers who can be given training as advanced apprentices on the establishment of settled conditions.

(11) Conditions which, if fulfilled, will lead to an increased number of ex-volunteers being given employment.

(12) Estimated number of ex-volunteers, in addition to those mentioned under questions 4 to 10, who can be given employment subject to the conditions referred to in question 11 being fulfilled.

Particular efforts were made to enlist the full co-operation of employers in replying to the questionnaire. A number of meetings were held to explain in advance the purpose of the survey. The Director-General of Demobilisation urged employers to "complete the questionnaire conscientiously and on a realistic basis", stating that the accuracy of their replies would condition the success of much of the country's demobilisation planning.

Already, questionnaires have been filled out by men and women in the forces, indicating their post-war hopes and plans. About 50,000 of these have been analysed and it was hoped to complete the rest by the end of March.¹

EMPLOYMENT OF AMERICAN INDIANS IN THE UNITED STATES

During the summer of 1944, the United States Office of Indian Affairs, through its Extension Division, undertook an enquiry into the utilisation of Indian manpower in the United States and Alaska. Its purpose was to obtain information on the number of Indians employed in various industries, the quality of their work, their living and working conditions, and the number still available for employment.

Questionnaires were mailed to the 68 jurisdictions of the Indian Service in the United States and Alaska. Only partial data were received from the New York jurisdiction, and none from the Colorado River reservation. Alaska will submit a separate report. The following summary includes complete data from 65 jurisdictions in the United States. Although the figures furnished are necessarily estimates, it is stated that they were carefully prepared and may safely be accepted as a basis for certain conclusions about the effective use of Indian labour.

Employment in the Armed Forces.

The reports indicate that approximately 23,000 Indian young men were in the armed forces. This is 32 per cent. of the reported total number of able-bodied Indian men from 18 to 50 years of age, and is 7 per cent. of the total Indian population in the United States. No account is taken of the large number of Indians who have been rejected or discharged from the armed forces for various reasons, such as illiteracy, inaptitude, physical handicaps, or disease. In addition it is shown that more than 800 Indian young women were serving in the services.

Employment outside the Reservations.

In 1943 more than 46,000 Indians left the reservations to obtain employment for varying periods. It is estimated that they earned over \$40,000,000. In 1944 the number was about 44,000. In 1943, 22,192 Indians were employed in agriculture, working as sheep herders and ranch hands, in vegetable fields and on

¹ Cape Times, 17, 21 and 22 Feb. 1945.

fruit farms, harvesting grain, haying, and picking cotton. In the same year, 24,422 non-agricultural labourers were employed in aircraft factories, ordnance depots, shipyards, railroads, coal and copper mines, sawmills, canneries, etc. Indians have proved to be satisfactory railroad workers, and many railway maintenance crews are composed almost entirely of Indians. Indian girls and women have been in demand for household work and as waitresses in restaurants and hotels. They have made a favourable record as nurses and nurses' aids.

Quality of Work.

Only four jurisdictions reported that employers considered Indians below average as workers in comparison with non-Indians, and seven reported them above average. The only serious complaint against Indian workers is absenteeism. The working and living conditions afforded to common labourers, particularly to seasonal workers, were generally not very satisfactory. However, most jurisdictions reported that conditions provided for employed Indians were average in comparison with those provided for other labour; nine stated that they were below average, and eleven cited cases in which conditions were definitely below standard.

Numbers Available for Employment.

The reports from 65 Superintendents show that in 1943 an estimated total of 31,389 able-bodied Indian men on the reservations, who were available for employment, were not employed. It is also estimated that, in the autumn of 1944, there were 14,059 Indians "who might be recruited and placed in off-reservation employment by making employment and transportation more readily available and by instituting more intensive recruitment and placement service". The Superintendents estimated that in 1943 Indians employed in agriculture worked an average of four and one tenth months, and that those otherwise employed worked an average of eight and three fourths months. The fact that the agriculturally employed worked only four and one tenth months in 1943 indicates that a large proportion of them were seasonal workers, many of whom were engaged in farming and stockraising on their own lands and were available only for seasonal outside work. However, many who might have worked full time went to places of employment for short seasons and returned home after the particular job was completed, when they might have been transferred to other jobs. Many Indians who were available for continuous employment have wasted much time between jobs and have spent a considerable portion of their earnings for travel and living expenses during idle periods.

It is suggested that a more effective use of Indian manpower could be obtained if, on each jurisdiction, Indians available for employment were registered and classified according to aptitudes and training, and if more definite channels of contact with employment needs were maintained. It appears that, in the main, Indians can be recruited and transported most effectively in groups, preferably by the bus load or truck load from one locality. There are advantages in keeping such groups together during employment as far as possible.

Regarding the future, it is pointed out that on many reservations the land and natural resources available to Indians are inadequate for their support. Much of the land is in remote, semi-arid regions, where the hazards of farming and stock-raising are great, and where distance makes the cost of transportation excessive. Even where the Indians are intermingled with non-Indians in agricultural areas, their farm units are small and most of their land is poor. Hence, more and more Indians, as time passes, will need to seek permanent employment outside the reservations. When employment declines after the war, many Indians may be the first to be eliminated, and a large proportion of them will return to their former homes, seeking opportunities and jobs. Most of the 23,000 Indians in the armed forces are expected to come back to their homes. The majority of these will not be content to drop back into the sort of life which they led before going to war or going away to work, and the pressure upon the limited resources available to the Indian tribes will become even stronger than heretofore. It is recommended that definite and systematic plans should be formulated and definite facilities provided in advance for dealing with the situation which will develop.¹

¹ U.S. DEPARTMENT OF THE INTERIOR, Office of Indian Affairs: *Indians at Work*, Chicago, Jan.-Feb. 1945.

MIGRATION

INDIAN IMMIGRANT LABOUR IN CEYLON IN 1943

The following note on Indian immigrants to Ceylon in 1943¹ is based on information contained in the Administration Report of the Controller of Labour, Ceylon, for that year.

Although the restrictions imposed by the Government of India on emigration to Ceylon continued in force throughout 1943 for all unskilled labourers who had left Ceylon for India before 1 September 1942, the relaxing of the ban effective from that day has resulted in the resumption of the normal flow of labour between the two countries. During the first six months of the year the inflow of labour from Ceylon into India was approximately 39,600 while the number of emigrants to Ceylon amounted to 18,833; the corresponding figures for the second half of the year were, respectively, 19,900 and 25,920. The Indian labour population on estates was 680,487 (203,824 men, 197,833 women and 278,830 children) at the beginning of the year and declined to 671,991 (200,356 men, 195,863 women and 275,772 children) at the end of the year; the average for 1943, however, amounted to 673,000, approximately the same as the average during the previous year.

The daily rates of wages for men, women and children continued to be respectively 57 cents, 46 cents and 35 cents in the up-country, 55 cents, 44 cents and 34 cents in the mid-country, and 53 cents, 43 cents and 33 cents in the low-country. In addition, a cost-of-living bonus varying with the cost-of-living index was payable. The above rates of wages, furthermore, were payable on the understanding that rice of good quality would be supplied to the estate labourers in specified quantities at specified rates. Because of the rationing of foodstuffs, however, the requisite quantity of rice could not be issued, and the actual cost of rice and substitute foods was taken into consideration for the determination of the cost-of-living bonus.²

EMPLOYMENT OF FOREIGN LABOUR IN FRANCE

Two special aspects of the French employment problem which have recently been receiving attention are the liberation of foreign workers and the employment of Axis prisoners of war.

LIBERATION OF FOREIGN WORKERS

It will be remembered that a French Act of 27 September 1940 stipulated that male foreigners between the ages of 18 and 50 years might be assembled in groups of aliens if their number was considered to exceed the requirements of the French economic system and if it was impossible for them to return to their country of origin.³ As a result of the liberation of France, the French authorities have had to reconsider the position of these aliens.

Arrangements are now being made for citizens of Allied or neutral countries and citizens of nations at war with France who have served in the French or in the Allied armies during the present war or the last war, or in the French resistance movement, to be liberated. In the case of citizens of countries at war with France, the conditions for liberation are that they were not wage earners before being incorporated in a group of alien workers and that they have sufficient means to maintain themselves and their dependants or, alternatively, that they receive a labour permit from the competent labour services. A special super-

¹ For an account of the conditions in 1942, see *International Labour Review*, Vol. XLIX, Nos. 4-5, Apr.-May 1944, p. 520.

² *Administration Report of the Controller of Labour for 1943*, Nov. 1944, Government Record Office, Colombo.

³ Cf. *International Labour Review*, Vol. XLII, No. 6, Dec. 1940, p. 406.

visory committee will be set up in each Department to consider the situation of all alien workers and propose to the competent authorities whether they should be liberated or not.

EMPLOYMENT OF AXIS PRISONERS

The general conditions for the employment of Axis prisoners of war as workers are normally regulated by the Prisoners of War Department of the Ministry of War. As, however, the employment of such workers is organised through the French employment services, the Minister of Labour and Social Security laid down certain general rules on the subject in a circular dated 18 November 1944.

Prisoners of war may be used as labour by the civil and military services, by private undertakings, or by private individuals. All requisitions for such labour must be submitted to the Regional Director of Labour and Employment, who will decide on the priority to be given to the various applications. A contract of service between the Prisoners of War Department and the employer must be submitted to the labour authorities for approval.

In order to facilitate supervision of the prisoners it is laid down that no applications will at present be considered unless the prisoners are to be employed in groups. The military authorities are, in general, responsible for guarding prisoners, but if they are unable to provide guards the employer is responsible for taking the necessary measures.

Conditions of Employment.

The employers must provide adequate accommodation and food. The wage payable to prisoners of war is fixed at 10 francs a day, including rest days. It may be reduced to one half if the prisoner does not work well or it may be increased to 12 or 13 francs for particularly good work. The prisoner receives only half his salary, the remainder being accumulated until the time of his return home.

In order to prevent prisoners of war from competing with French labour, it is stipulated that private employers must pay to the Government a sum equal to the difference between the local wage rates and the sums actually paid for the remuneration and maintenance of the prisoners of war they employ. In the case of public services, the daily wage of 10 francs is the only remuneration which they are required to pay, as the State is responsible for providing maintenance for prisoners.

The hours of work of prisoners are the same as those of ordinary workers in the district, with a weekly rest period of 24 hours, preferably on Sunday. In accordance with international conventions, the legislation on industrial accidents and occupational diseases applies to prisoners of war. Public services, being their own insurance agents, are not required to insure war prisoners employed by them.

It is clearly laid down that the utilisation of prisoners of war must in no way act to the detriment of French workers. Recourse to such labour should be had only when the supply of French labour is inadequate. In November 1944 there were 50,000 prisoners of war working in France, and at that time negotiations had been entered into with the Allied authorities with a view to doubling this number.¹

CONDITIONS OF WORK

HOLIDAYS WITH PAY IN AUSTRALIA

THE NEW SOUTH WALES ACT

The New South Wales Annual Holidays Act, 1944, making provision for holidays with pay for workers, was assented to on 8 December 1944 and came into force on 1 January 1945.

¹ Communication from the I.L.O. Geneva Office.

Object and Scope of the Act.

The main principle of the Act is to provide workers in general¹ with two weeks' holiday with pay at the end of each year of employment calculated from the date of commencement of the Act. It will not apply to a worker who is entitled to more favourable annual holidays under any award, agreement or contract of service, neither will it affect the rights of seven-day shift workers in continuous processes to a holiday additional to that allowed to other workers in the same industry, if this is provided under the terms of employment.²

Holiday Payments.

Payments are to be made by the employer (including the Crown as employer of labour) in advance before the holiday begins and are to be on the basis of the worker's ordinary pay, defined as "remuneration for the worker's normal weekly number of hours of work calculated at the ordinary time rate of pay", including the cash value of any board or lodging that may be provided. This cash value is to be computed at the rate of 15s. a week for board and 5s. a week for lodging, unless the worker's terms of employment fix other values.

As a general rule payment must not be made by an employer in lieu of holiday, but, if employment is terminated before the worker has taken the holiday to which he is entitled, he may receive payment for the holiday due to him when his employment ends. If he is employed for less than twelve months, he is to receive an amount equal to one twenty-fifth of his ordinary pay for the period he has worked. Holidays may be taken wholly or partly in advance if the employer and the worker so agree. If, however, the worker fails to complete the requisite service to entitle him to the holiday he has taken in advance, and the holiday payment made exceeds the amount prescribed when employment is for less than twelve months, the employer may deduct the difference from any remuneration payable on termination of employment.

Other Provisions.

The holiday must be taken in consecutive weeks unless the employer and the worker agree to two separate periods, and the worker must receive at least seven days notice of the date he is to take it. It must also be taken within six months after the date it becomes due, unless the Industrial Registrar approves in writing of its postponement for a specified time. If any special or public holiday for which the worker is entitled to payment occurs during any period of annual holiday, the annual holiday must be increased by one day in respect of that special holiday.

The rights of a worker under the terms of an award to a holiday in respect of the period immediately preceding the coming into force of the Act are not affected; if he has not completed the qualifying period laid down in the award, he is entitled to a holiday for a period proportionate to the time he has worked.

Every employer must keep a holiday record in a prescribed form. It must be open to examination by an inspector appointed under the Industrial Arbitration Act, who may make enquiries and exercise any powers he deems necessary to ensure the carrying out of the provisions of the Act.

Penalties.

Every person contravening or failing to comply with any of the provisions of the Act will be liable to a penalty not exceeding £50.³

SEAMEN'S WELFARE IN UNITED KINGDOM PORTS

The transfer of general responsibility for seamen's welfare work to the shipping industry itself is the main recommendation of the Committee on Seamen's Welfare in Ports set up jointly by the British Minister of Labour and National Service and the Minister of War Transport in November 1943.⁴

¹ Employees covered by Federal awards do not come within the scope of the Act and will be entitled only to their award prescription of annual leave (*The Employers' Review*, official organ of the Employers' Federation of New South Wales, Vol. 17, No. 4, 30 Dec. 1944, p. 55).

² This provision means in effect that most shift workers in continuous processes will receive three weeks' holiday instead of two, as the period of extra holiday accorded by the majority of awards is one week (*ibid.*).

³ *New South Wales*; Act No. 31 of 1944.

⁴ Cf. *International Labour Review*, Vol. XLIX, No. 2, Feb. 1944, p. 206, and Vol. L, No. 3, Sept. 1944, pp. 316-334.

Under its terms of reference the Committee was not concerned with welfare measures for British seamen abroad. But the Committee emphasises that "welfare abroad is probably far more important than welfare at home", and adds: "One reason why it is essential that a proper comprehensive service should be established in this country is that the United Kingdom has adopted Recommendation No. 48 of the International Labour Conference. It is the duty of this country fully to implement the Recommendation and to aim at a high standard if we expect other countries to co-operate in entertaining and looking after British seamen in their ports."

The Committee confined its enquiries to temporal welfare (provision of suitable accommodation and recreational facilities, etc.) and benevolent or samaritan welfare (relief of distress and other assistance to seamen, their families and dependants, including homes for aged seamen). Spiritual welfare was regarded as outside the terms of reference of the Committee.

Financing and Control of Welfare Activities.

The report of the Committee points out that before the outbreak of the war only voluntary organisations, the primary purpose of most of which was to minister to the spiritual needs of seamen, played any effective role in temporal welfare, the cost being met out of donations received from the public, including individual shipowners and shipping companies. Since the setting up of the Seamen's Welfare Board in 1940, the cost of providing welfare amenities has been shared between the Government and the voluntary organisations, with no specific contribution by the shipping industry as a whole, though contributions have been made by shipowners and shipping companies to existing and new organisations. The contributions, excluding the cost of administrative services, paid by the Ministries concerned (including the Colonial Office in respect of hostels for colonial seamen) up to 30 June 1944 totalled £310,446, of which £251,000 was capital expenditure on clubs and hostels and the remainder contributions to running costs. The Committee was unable to give precise figures of the expenditure of the voluntary organisations on temporal welfare schemes during the war, but states as an indication of the amount involved that the total annual expenditure for all purposes of the organisations concerned with hostels, clubs and institutes rose from about £285,000 in 1938 to an average of over £700,000 during the four war years.

The main recommendation of the Committee is that a Merchant Navy Welfare Board should be set up (superseding the present Seamen's Welfare Board), with executive and supervisory powers over the whole field of temporal welfare. The Board would be a statutory body composed of equal numbers of representatives of shipowners and seafarers nominated by the National Maritime Board (which itself represents the organisations of shipowners and seafarers). The income of the Board would be found by the shipping industry itself through a statutory levy on shipowners and seafarers; the amount of the contribution suggested in the first instance is a maximum of 6d. per head per week (3d. from the owner and 3d. from the seafarer), levied on personnel domiciled in the United Kingdom and engaged in the United Kingdom on United Kingdom registered ships. On pre-war figures, this contribution would yield between £150,000 and £180,000 per annum. The Board would also exercise control over appeals for funds by voluntary organisations. A contribution to the capital expenditure incurred by the Board would be made by the State.

General Conclusions and Recommendations.

The general conclusions reached by the Committee as the result of its enquiries are as follows:

- (1) That special residential and non-residential clubs for seafarers are necessary, but that after the war a number of clubs may be redundant, and that the reduction must be controlled;
- (2) That the standard laid down by the Seamen's Welfare Board for clubs for seafarers must be maintained as a minimum;
- (3) That appeals to the public for money must be controlled;
- (4) That the shipping industry should take over the functions of co-ordinating and supervising the provision of residential and non-residential clubs exercised by the Government during the war; and
- (5) That voluntary organisations should continue the work which they have been doing with success in the provision of residential and non-residential clubs,

subject to the supervision of a controlling body representing the industry, and subject to registration and control of their appeals for money.

Other recommendations of the Committee include the following: creation by the Merchant Navy Welfare Board of a standing joint advisory council, composed of ten representatives of the Board and ten of the voluntary organisations (of whom two should be nominated by King George's Fund for Sailors); appointment of port or regional welfare committees, with regional welfare officers, in all important port areas; provision of special clubs for Indian and Chinese seamen under the supervision of the Board.¹

APPOINTMENT OF A COMMITTEE ON DOUBLE DAY-SHIFT WORKING IN GREAT BRITAIN

The double day-shift system in Great Britain, which was practised only to a small extent in a variety of industries before the war, has been considerably utilised during the war.² It affords a means of combining the running of plants for a larger period with relatively shorter hours for the individual workers. A question that now arises in connection with the development of British industry after the war is whether the extension of the system should be encouraged.

A special committee has been appointed by the Minister of Labour and National Service, to examine the subject in its various aspects. The terms of reference of the committee are the following:

to enquire into the economic need for and the social consequences of the double day-shift system in manufacturing industry and the changes in the existing law that would be necessary to facilitate its wider adoption, and to make recommendations.

The Committee, which is under the chairmanship of Professor J. L. Brierly comprises eight other members.³

EMERGENCY DOMESTIC HELP IN GREAT BRITAIN

Subject to approval by the Minister of Health, arrangements may now be made by local authorities in Great Britain for the provision of domestic help to households suffering hardship owing to sickness, childbirth, or other emergency.⁴ These arrangements are authorised under a Defence Regulation which extends the powers of local authorities.⁵

The Ministry of Health have sent a circular to all local authorities asking them to undertake the organisation of the new service in areas where it is needed and where enough domestic help is likely to be forthcoming to aid, at any rate, in the more serious cases of hardship. For the time being, the provision of the new service on an organised basis will be limited mainly to urban areas, but rural areas can be included if the Ministry of Health agree that the circumstances justify an organised scheme. The new service will be made as flexible as possible and full use will be made of part-time or intermittent workers.

Local authorities already had power in connection with their maternity and child welfare arrangements to provide for the supply of "home helps" for maternity cases. The new powers enable them to supply domestic help to households where there is sickness or other emergency. Domestic help can therefore now be supplied to:

¹ MINISTRY OF LABOUR AND NATIONAL SERVICE AND MINISTRY OF WAR TRANSPORT: *Seamen's Welfare in Ports* (London, H.M. Stationery Office, 1945).

² See, *inter alia*, *International Labour Review*, Vol. XLIV, No. 1, July 1941, pp. 77-78; Vol. XLVI, No. 1, July 1942, pp. 83-84; No. 2, Aug. 1942, pp. 192-195.

³ MINISTRY OF LABOUR AND NATIONAL SERVICE: Press Notice, 27 Mar. 1945.

⁴ Cf. *International Labour Review*, Vol. XLIX, Nos. 4-5, Apr.-May 1944, p. 529, for proposals relating to the provision of domestic help for private households in case of undue hardship.

⁵ *Statutory Rules and Orders, 1944*, No. 1313, 23 Nov. 1944.

(a) Households falling under the Maternity and Child Welfare Scheme, *e.g.*, when the mother is confined at home, or during the ante-natal period if the mother is requested by the doctor to rest or enter hospital, or where the mother with children under five is ill;

(b) Households coming within the extended scheme:

- (i) where the housewife falls sick or must have an operation;
- (ii) where the wife is suddenly called away to see her husband in hospital and arrangements have to be made to look after the children;
- (iii) where there are elderly people who are infirm, or one of whom suddenly falls ill;
- (iv) where several members are ill at the same time, *e.g.*, during an influenza epidemic.

It has been arranged that the local authority will employ and pay the "domestic helpers" and that it should recover all or part of the cost from the household in so far as the resources of the household permit, as is already done when a "home help" is supplied for a maternity case. A high priority will be given to recruitment for this work. Women who are willing to enter this new type of service will be asked to enrol at local offices of the Ministry of Labour and National Service or to get in touch with the local authority.¹

FIRST AMALGAMATED ENGINEERING UNION YOUTH CONFERENCE IN GREAT BRITAIN

The first youth conference was convened by the Amalgamated Engineering Union, and met at Southport on 27-28 July 1944. It reflected the importance that is now attached to the needs of young workers. The attention of the Conference was directed principally towards post-war problems.

A six-point charter was adopted, which covered the following questions:

- (1) An appeal to all adult members of the Union to do all in their power to obtain and maintain 100 per cent. membership in the A.E.U. of young workers in the engineering industry.
- (2) A recommendation to the Executive Council to draft a programme of proposed working conditions for youth in engineering for the post-war period.
- (3) The preparation of an educational policy to encourage youths to play a greater part in the work of the Union.
- (4) A programme of minimum health and recreational facilities.
- (5) Measures to ensure that youths be encouraged to maintain their work on behalf of the Union when they reach adult age.
- (6) Every endeavour to secure 100 per cent. political contracting-in membership among the members.

Other resolutions were carried, including one asking for the abolition of piece work for apprentices. The question of recruitment and training of juveniles in the industry was also discussed. The Conference approved generally the documents prepared for consideration by the Committee on the Recruitment and Training of Juveniles in the Engineering Industry and the National Joint Industrial Council for the Motor Vehicle Retail and Repairing Trade, although several points of criticism were raised on particular points.²

TRAINING OF LABOUR OFFICERS FOR INDIA IN THE UNITED KINGDOM

Owing to the growing prominence of labour problems resulting from the importance of war production and the necessity for rapid industrial expansion, the Central Government has adopted a scheme for training the necessary staff of labour administrators in the United Kingdom.

¹ *Ministry of Labour Gazette*, Jan. 1945, p. 6.

² AMALGAMATED ENGINEERING UNION: *Minutes and Report of Proceedings of the First A.E.U. Youth Conference, 27-28 July 1944* (London, 1944).

The first batch of 20 labour officers of the Central and provincial Governments to be trained under the scheme was expected to leave India by the end of March 1945, and two more batches of 20 each will be sent at an interval of six months.¹ The course will take six months and, in special cases, may be extended to eight months. The training will be divided into two parts, namely, theoretical and elementary training at the headquarters of the Ministry of Labour and National Service dealing mainly with the organisation and functions of the latter, and detailed and practical training in different regions of the country. The problems of immediate importance, such as industrial relations, including the settlement of disputes, factory inspection and labour welfare, wage regulation, employment exchanges, demobilisation and resettlement, and dock labour and port registration schemes, will be given special attention.²

CONDITIONS OF WORK IN VARIOUS INDUSTRIES IN INDIA

Information has recently been received about conditions of work in the mica industry in Bihar and Gudur (South India), in the brassware industry of Moradabad, and in the tea gardens in Assam, and regarding the employment of women underground in coal mines in various provinces in India. Further, additional information is available concerning the recruiting of labour from certain districts to meet the labour supply situation in the collieries.

The Mica Industry.

India produces 80 per cent. of the world output of mica, of which 60 per cent. is produced in Bihar. Its production involves both mining and manufacturing.

In Bihar, 80 per cent. of all the mica lands are held by ten mining undertakings which use mechanical equipment in mining operations. There are about 150 small mines, producing about 40 per cent. of the total output of the province, where no machinery is employed. The ten mining firms also control about 60 per cent. of the mica factories.

About 500,000 persons depend on the industry for a livelihood and workers are recruited from the neighbouring industrial areas. The average monthly earnings of the mica miners increased from 11 rupees and 12 annas in 1938 (Bihar Labour Inquiry Committee's Report) to 13 rupees and 6 annas in 1944 or by 20 per cent., while during the same period the cost of living rose over 300 per cent. The corresponding figures for the workers in the mica factories are 8 rupees and 4 annas and 13 rupees and 12 annas, an increase of 66.7 per cent.

As the Indian Factories Act is not applicable to the mica factories because they do not use mechanical power, the hours of work, employment of children, and sanitation conditions are unregulated. Only a few employers who pay low basic wages have granted cost-of-living bonuses and fewer still give food grain concessions.

The mica mines in the Gudur district in South India number about 100 and employ about 30,000 workers, most of whom are cultivators from the adjoining districts who return home during the harvest season. The average rate of wages is 10 annas per day for the drillers and 12 annas per day for the blasters. Among surface workers, cutters are paid 10 to 12 annas per day and sorters from 12 to 14 annas per day. These rates, however, are about 12.5 per cent. higher than the rates generally paid by contractors who control about 25 per cent. of the total number of workers.³

The Brassware Industry of Moradabad.

An investigation has been conducted recently by the Labour Department of the Government of the United Provinces into the conditions of labour in the brassware industry of Moradabad. The production of brassware in Moradabad has been greatly stimulated by the war and the amount of brass imported into the city increased from 17,880 *maunds* (1 *maund* = 82.3 lbs.) in 1938-39 to 29,860 *maunds* in 1942-43, or by 67 per cent. The industry employs, apart from various

¹ *Hindustan Times* (Delhi), 25 Mar. 1945.

² *The Statesman* (Delhi), 13 Feb. 1945.

³ *Trade Union Record*, Vol. IV, No. 1, Sept. 1944, pp. 1-3.

kinds of unskilled workers, 24 categories of skilled workers and artisans. The workshop is generally a part of the employer's house, and sanitary arrangements are non-existent.

Wages, standardised to an appreciable extent, are almost uniform for the same class of work in the different factories, and are paid weekly in all the workshops except in electroplating works, where they are paid monthly. Artisans working independently receive a part of their wages in advance and the balance on the completion of the work. Loss of raw material and such damages during the course of manufacture as are beyond the control of the worker are borne by the employer. In order to ensure the services of the worker, the employer pays him in advance a sum of money varying, according to his skill and efficiency, from 50 to 400 rupees, and as long as the sum is outstanding the worker cannot leave the job. There is no bonus system in the industry, and although wages have increased during the war from 50 to 100 per cent., the rise in the cost of living has been far greater.

The hours of work are ten a day between 6 a.m. and 6 p.m., except in electroplating works, where they are nine a day between 9 a.m. and 7 p.m. with an hour's rest from 1 p.m. to 2 p.m. The average number of working days in a month is 20, owing chiefly to absenteeism but also partly to occasional scarcity of work. Women work part-time and independent artisans work at home for two to four hours a day. Although no holiday or leave is granted with pay, Friday is observed as a weekly holiday, as all the workers are Muslims. Overtime is not paid in any branch of the industry except in the electroplating works, where the Indian Factories Act is applicable.

There is no provision against occupational risks. Workers' organisations are non-existent and welfare work is unknown. Dismissals, however, are extremely rare, as efficient workers are always in demand.¹

Plantation Labour on Tea Estates in Assam.

The latest report on the application of the Tea Districts Emigrant Labour Act, 1932, covering the year ending September 1943, provides the following information concerning workers in the tea gardens of Assam.²

The labour population in the tea gardens rose from 1,155,147 in 1941-42 to 1,175,431 (598,655 adults and 576,776 children) in 1942-43, and, owing to the employment of Indian Tea Association labour on defence projects in Assam, the number of persons recruited from Bengal, Bihar, Orissa, the United Provinces and Madras (all controlled emigration areas) in 1942-43 was 59,224, as compared with 13,000 during the previous year.

In the Assam Valley the average monthly cash earnings of men changed from 8 rupees and 11 annas to 8 rupees and 10 annas during the same period; those of women from 7 rupees and 3 annas to 6 rupees and 15 annas; while those of children remained at 5 rupees and 4 annas. Corresponding figures for the Surma Valley show a slight increase from 6 rupees and 15 annas to 7 rupees and 4 annas in the case of men, and 2 rupees and 11 annas to 3 rupees and 9 annas in the case of children. The cash earnings of women in the Surma Valley remained at 5 rupees and 7 annas. In addition to cash earnings, the workers are granted free grazing for cattle, supply of firewood, free housing, medical attendance and maternity benefits. The tea industry, furthermore, was granted a fixed quota of all commodities imported by Government agents of the province.

There were 457 schools in the tea gardens with an enrolment of 19,786 pupils, as compared with 555 schools with 19,031 pupils in the previous year. Owing to malnutrition and the influx of unhealthy refugees from Burma there was an increase in the sickness incidence during 1942-43.³

Women in Underground Work in Coal Mines.

Dr. B. R. Ambedkar, Member for Labour of the Viceroy's Executive Council, stated on 10 November 1944, in reply to interpellations in the Central Assembly, that, although the number of women working underground could not be determined accurately, it was estimated to be about 16,000 in coal mines in Bengal, Bihar, the Central Provinces and Orissa.⁴ Women, however, were forbidden to

¹ *The U.P. Labour Gazette*, Apr.-June 1944.

² For the latest previous note, see *International Labour Review*, Vol. XLVIII, No. 5, Nov. 1943, p. 653.

³ *Hindustan Times* (Delhi), 24 Dec. 1944; *The Vanguard* (Delhi), 23 Dec. 1944.

⁴ For the latest previous note on the subject, see *International Labour Review*, Vol. XLIX, No. 6, June 1944, p. 647.

be employed in galleries under five and a half feet in height and their wages, equal to those of men doing similar work, varied from 12 annas (1 rupee = 16 annas) to 15 annas a day. The Member for Labour admitted that their employment was contrary to the Underground Work (Women) Convention, 1935¹, which the Government of India had ratified, but stated that the exigencies of the war had made the employment necessary.²

On 21 February 1945, again replying to the Central Assembly, he stated that, although no specific arrangement had been made for the care of infants and children of women employed underground or on the surface in the mines, crèches with attendants had been provided in a few mines, and child clinics where milk was distributed existed in some collieries. The Government was considering whether all mine owners should be required to provide crèches and whether the period of four weeks' leave before and after childbirth was sufficient to give adequate relief to women miners.³

The Labour Recruitment Control Order, 1944.

With a view to improving the labour supply situation in the collieries, the Government of India issued on 18 November 1944 the Labour Recruitment Control Order, 1944, to regulate the recruitment of labour from certain controlled districts in Bengal, Bihar, and the Central Provinces and Berar. The Order, which came into force on 18 December 1944, requires contractors and employers of labour to obtain licences for recruiting labour from controlled districts for work outside those districts.⁴

COMPENSATION FOR LOSS OF WAGES IN FRANCE

Compensation for loss of wages due to the war was dealt with in a French Act of 8 January 1944, amended by a further Act of 20 May 1944. Later developments are summarised below.

After the liberation of France the Provisional Government extended the application of these Acts to 15 October 1944. At the same time it was laid down that workers who ceased work in order to take part in the national resistance on instructions from the trade union organisations were entitled, provided that they had previously been in regular employment, to receive compensation for the period of absence from work equal to their previous wages. This compensation was made payable by the employer.

The validity of the legislation was again extended in October and subsequently, by Order of 2 December 1944, up to 1 January 1945, but at the same time some restrictions were introduced. The payment of compensation has been abolished for workers in rural areas where it is easy to find employment for them, more particularly in agriculture, which has suffered from a serious shortage of labour. It has also been found that certain branches of industry which are again developing their activities require a labour supply, and the Order therefore provides that compensation may be withheld in a given occupation or a given district where there is a considerable demand for workers.

It was also found in practice that some workers were working surreptitiously or were engaged in black market activities and at the same time drawing compensation for loss of wages; other workers were receiving compensation in spite of the fact that there was a considerable demand for labour. The Order therefore provides that the employer must make a return to the employment exchange of all his workers who are in receipt of compensation so that the authorities can prevent any irregularities and withhold compensation from any worker who refuses to accept employment.⁵

EGYPTIAN LEGISLATION GOVERNING CONTRACTS OF EMPLOYMENT

In Egypt contractual relations are now governed by an Act which came into operation on 15 August 1944.⁶

¹ Cf. I.L.O.: *Official Bulletin*, Vol. XXVI, No. 2, 1 Dec. 1944, pp. 244-245.

² *Times of India* (Bombay), 13 Nov. 1944; *The Statesman* (Delhi), 11 Nov. 1944.

³ *The Statesman* (Delhi), 22 Feb. 1945.

⁴ Notification No. L-MP-14/104, dated 18 Nov. 1944; *Gazette of India*, 25 Nov. 1944, Part I, Sec. I, pp. 1522-1523.

⁵ *Journal officiel de la République française*, 8 Dec. 1944, p. 1752.

⁶ *Journal officiel du Gouvernement égyptien*, 8 June 1944, No. 69, pp. 1-4; I.L.O.: *Legislative Series*, 1944, Egypt 1.

The new legislation covers contracts of employment in virtue of which a wage-earning or salaried employee undertakes to perform services under the direction, authority or supervision of an employer in return for remuneration. It also governs the recruiting and contractual relations of groups of workers recruited by an agent on behalf of an employer.

Wages must be paid in money which is legal tender. The actual payment of the wages must be made in accordance with detailed provisions which specify the only circumstances when a deduction from the employee's wages may be effected by his employer.

The termination and renewal of contracts of employment are also regulated in detail. Compensation for breach of contract is provided for in accordance with the length of service and remuneration agreed upon. Other damages may be obtained either by the employee or by the employer in cases of non-fulfilment by the other party of the conditions of employment determined either by law or by contract.

SOCIAL INSURANCE AND ASSISTANCE

FAMILY ALLOWANCES FOR RAILWAYMEN IN ARGENTINA

A Decree of 3 July 1944 issued provisions to regulate the payment of family allowances to railwaymen in the Argentine Republic. This Decree affected approximately 150,000 wage earners and salaried employees.

Beneficiaries.

Family allowances are granted by this Decree to railwaymen who have in their charge legitimate, legitimated, or illegitimate children under 16 years of age, or under 18 years of age if they are attending industrial or special schools, and without age limit if they are disabled, and to railwaymen who have permanently in their charge orphans or abandoned children under the same conditions. In order to obtain a family allowance, the wage or salary of the person concerned must not exceed 300 pesos a month.

Administration.

A fund called the "Common Fund" will be formed from the following sources: a levy of 2 per cent. on all railroad charges, legacies, grants, the income from fines imposed in virtue of the regulations, and bank interest on funds on deposit.

The administration of this Fund will be in the hands of the Railwaymen's Pension Fund Section of the National Social Insurance Institute¹, but its accounts will be separately kept. This Section will see that the regulations are observed, settle difficulties that arise, administer the revenue and set aside 10 per cent. of the total income to make up a sum not to exceed 2,000,000 pesos from which exceptional expenses are to be paid.

Benefits.

Family allowances will be paid every month along with wages or salaries, and the Railwaymen's Pension Fund Section will fix the scale of payment twice a year. The allowances will be uniform and equal for all persons to whom they are paid. This scale will be set according to the financial resources of the Fund and to the following index numbers:

¹ Cf. *International Labour Review*, Vol. I, No. 2, Aug. 1944, p. 249; No. 6, Dec. 1944, p. 786.

	Wife	Children
For wife only.....	5	—
“ 1 child.....	5	3
“ 2 children.....	5	7
“ 3 “.....	5	12
“ 4 “.....	5	18
“ 5 “.....	5	25
“ 6 “.....	5	33

The index number will be increased by eight for each additional child.

When a railwayman dies or is unable to work owing to sickness, industrial accident, or disability, the allowances will be paid for the year after he stops work.

Family allowances may not be seized or transferred and are not counted as wage or salary for purposes of taxation, pensions, accident, etc.

They will be paid retroactively to 1 January 1944. The regulations lay down the penalties to be imposed if their provisions are not observed.¹

ADMINISTRATION OF THE CHILEAN PREVENTIVE MEDICINE ACT

By Decree No. 956 of 19 July 1944, the Government of Chile adopted regulations for the administration of the Preventive Medicine Act, No. 6174², through the Workers' Compulsory Insurance Fund.

The Decree states that the Medical Department of the Workers' Compulsory Insurance Fund³ is to be in charge of the medical services needed for the implementation of the Preventive Medicine Act. For this purpose a preventive medicine section must be established. Among the most pressing questions to be dealt with are the provision of beds for the care of persons in need of preventive rest, and the organisation of health examination clinics, travelling units for diagnosis, centres for treatment of diseases in their early stages, centres of preventive rest, and centres for occupational readaptation, etc.

The Decree reiterates the provisions of the Act concerning the following benefits: systematic health examination of the members, even though supposedly healthy; treatment of infectious and cardio-vascular diseases, and of tuberculosis as long as effective treatment is possible; and the prevention of permanent invalidity due to these diseases. In order to have the right to these benefits a person must be an active member of the Fund, that is, he must be working and contributing to the Fund from his wages, or must be receiving sickness insurance benefit. No waiting period is required.

The Decree declares that the Act is to be administered in the spirit of organised social preventive medicine and that preventive medicine should be developed in close connection with curative medicine, though the preventive medicine section continues to supervise all its cases through a health census of its members.

Health Examination.

There will be two health examinations. The object of the first is to discover persons suffering from or suspected of suffering from diseases covered by the Act, and it consists of a general clinical examination including chest X-ray and a Kahn test. The object of the second will be to complete the former examination in the case of persons who are suspected of suffering from these diseases or who have received a positive diagnosis, and then to grade them in classes according to instructions issued by the Ministry of Health.

If the examinations show that the insured person is healthy, that fact is reported; if they uncover any of the diseases mentioned in the Act, the insured person will be given immediate treatment; if any other disease is discovered he will be referred to the curative medical service of the same Fund.

¹ *Revista Social* (Buenos Aires), Aug. 1944, pp. 7-11.

² Cf. *International Labour Review*, Vol. XXXVIII, No. 2, Aug. 1938, pp. 161-189; Vol. XLV, No. 1, Jan. 1942, pp. 25-43; Vol. XLVI, No. 2, Aug. 1942, pp. 123-135.

³ *Idem*, Vol. LI, No. 3, Mar. 1945, pp. 314-316.

The Fund will carry out a health examination of its members yearly, whether they come voluntarily or have to be summoned. Sometimes this examination will be made by travelling medical units, either at the actual workplace or in some other place. Another health examination may be given on the request of a doctor or of the insured person three months after the last examination or at any subsequent time. It may be given even sooner if the head of the medical service authorises it.

The first health examination is given in regional clinics by doctors appointed especially for that purpose, in other clinics by general practitioners, in special clinics set up for these examinations, or in workplaces by travelling units equipped to make diagnoses.

The second examination will be carried out by specialists in tuberculosis, infectious, cardio-vascular and occupational diseases, or by general practitioners in places where there are no specialists available. When necessary, sick persons may be sent to better equipped centres at the cost of the Fund. A report on their health examination and medical history must be sent with them.

The preventive medical services may be extended to the families of persons suffering from tuberculosis or other infectious diseases. The doctors who are in charge of the second health examination must report to the Medical Department, which will put them in touch with health or welfare services in order that they may stamp out sources of infection and treat contacts.

Preventive Rest.

Preventive rest may be total or partial and will be granted by preventive medicine boards. The right to preventive rest is granted under the same conditions as the health examinations. However, some seasonal workers have the right to rest even when they are not working, as long as they have paid contributions from their wages within the last six months. Insured persons called up for compulsory military service remain members of the Fund and so keep their rights to the benefits of this Act.

The length of preventive rest allowed will be determined by preventive medicine boards according to instructions issued by the Ministry of Health. The period may not exceed a year but may be renewed as many times as is found to be necessary. The preventive rest may be taken at the home of the insured person or in special establishments near or far from his place of residence. The decision is in the hands of the preventive medicine board. A worker who is on total preventive rest treatment is strictly forbidden to carry on any work for remuneration during this time, and a person taking partial rest must not work during the time set aside for treatment.

Rest Benefits.

The insured person is entitled to an allowance during the time of preventive rest equal to the whole of his wage if he is on total rest, and half if he is on partial rest. The allowance is based on the wage on which the insured person has paid contributions to the Fund during the three months immediately preceding the application for rest. The Decree specifies the method of calculating the wage to be taken as basis for the benefit.

Preventive Medicine Boards.

In each of the regional medical centres of the Insurance Fund preventive medicine boards will be set up. Their members will be appointed by the Fund council on the nomination of the chief executive officer. They will be composed of at least two doctors, one qualified for the treatment of tuberculosis, and the other for internal medicine and cardio-vascular diseases. The Decree stipulates in detail under what conditions preventive rest should be granted, and its duration.¹

SOCIAL SECURITY PROVISIONS IN COLOMBIA

MEDICAL ASSISTANCE FOR PUBLIC EMPLOYEES

Amendments were made to the legislation formerly in force, granting medical assistance to employees of the national Government, by Decree No. 2946 of 22 December 1944.

¹ *Diario Oficial*, Vol. LXVII, No. 20014, 23 Nov. 1944, pp. 2127-2132.

The Medical Service for Government Employees, attached to the Ministry of Labour, Health and Social Insurance, is to provide medical, surgical, dental, laboratory and pharmaceutical services for all public employees through special medico-surgical centres set up where the number of public employees justifies it, or through existing centres which may be extended and improved.

The Government will consult with the Section for Budget Expenditure concerning the sums needed for financing these services.

Without prejudice to their regular functions, the official institutions which serve the general public will treat public employees for diseases such as leprosy, tuberculosis and malaria, but syphilis will be treated by the Medical Service for Government Employees.

This Service is to provide surgical assistance without charge, and the Decree fixes the maximum sums which it may pay to outside specialists whose co-operation is needed.

An amount not to exceed 10 pesos a month is allowed for dental expenses incurred by employees who earn less than 100 pesos, and proportionate sums for those earning larger salaries.

The Government will pay the full cost of pharmaceutical, laboratory, and X-ray services, and 50 per cent. of the cost of orthopaedic appliances.

Medical attention will be provided for a maximum period of six months. This Decree became effective on 1 January 1945.¹

SOCIAL SECURITY FUND FOR PUBLIC EMPLOYEES

The Congress of Colombia, by Act 6a of 19 February 1945, issued provisions concerning employment contracts, occupational organisations, industrial disputes and the jurisdiction of labour. The Act, in the section dealing with employment contracts, provides for setting up, before 1 July 1945, a Social Security Fund for salaried employees and wage earners employed by the national Government.

The Fund will be administered by a Board of Directors made up of representatives of the Government, of wage earners, and of salaried employees. It will be financed by contributions equal to 3 per cent. of salaries and 2 per cent. of wages paid by salaried employees and wage earners respectively. In addition, the State will pay a sum equal to 3 per cent. of the Federal Government budget.

The Fund will provide the following benefits:

An old-age pension at the age of 50 years and after 20 years' service, equal to two thirds of the average wage or salary earned, with a monthly minimum of 30 pesos and a maximum of 200; an invalidity pension equal to the whole of the last wage or salary earned, with a monthly minimum of 50 pesos and a maximum of 200, to be paid during the time the worker is incapacitated; a sickness allowance, to be paid in case of sickness from non-occupational causes contracted during the time of employment, of two thirds of wages for the first 90 days' sickness, and 50 per cent. for the other 90, as well as medical, pharmaceutical, surgical and hospital services for a period not to exceed six months; a dismissal allowance amounting to one month's salary or wages for each year of service; survivors' benefits equal to the dismissal allowance due the deceased, plus necessary funeral expenses.

The Act states that the social insurance institutions already in existence for Government salaried employees' and workers' may join the Fund. If they decide to remain independent, however, their members will receive only the benefits that they had formerly provided.

The Government, taking into account the financial position of the provinces and local authorities, will determine the benefits they should pay their employees and workers, and the Act states that these bodies should organise social insurance funds similar to the one set up by the national Government.

BENEFITS PROVIDED BY EMPLOYERS FOR WORKERS AND SALARIED EMPLOYEES

Act 6a of 19 February 1945, in the section dealing with employment contracts, specifies benefits which must be provided by employers for Colombian workers while compulsory social insurance is

¹ *Diario Oficial*, Vol. LXXX, No. 25738, 11 Jan. 1945, p. 86.

being organised. Some provisions of these benefits are summarised below.

For industrial accidents and occupational diseases, causing permanent incapacity, compensation will be paid in proportion to the injury suffered, up to an amount equal to two years' wages, as well as medical, pharmaceutical, surgical and hospital services; the latter is also provided in cases of temporary incapacity, and two thirds of wages, when needed, are paid for a maximum period of six months; the Government will draw up, according to the definitions of the law, and the report of the National Medical Academy, scales by which degree of incapacity due to industrial accidents or occupational diseases may be estimated, to be submitted for the approval of Congress.

For sickness from non-occupational causes, an allowance for a maximum period of 180 days, amounting to two thirds of wages for the first 90 days and one half of wages for the second, will be paid.

For funeral expenses, a sum equivalent to a month's wages will be given.

For unemployment, a dismissal allowance is to be paid when the worker is laid off for reasons other than bad conduct or failure to fulfil his contract. This allowance will amount to one month's wages for each year of work. After three years' service, continuous or interrupted, the worker is entitled to the allowance even if he resigns voluntarily or his contract is terminated for any other reason within the next three years.

These benefits do not apply to undertakings run entirely by one family, occasional or transitory work, home work for which workers are not bound to the employer by permanent contract, or artisans who do not employ more than five permanent workers in addition to their families. Domestic workers in private homes have a right to the payment of full wages and medical and current expenses for a period not exceeding one month in case of sickness, to two weeks' wages for each year of service in case of dismissal for insufficient cause or for any cause after five years' service, and to funeral expenses in case of death.

In the case of undertakings whose capital is less than 125,000 pesos, the sum of the benefits they have to pay is reduced in proportion to their capital, for example, undertakings with a capital of less than 10,000 pesos only have to pay sickness allowance for a maximum of six days, half the wages and a dismissal allowance equal to three days' wages for each year of service.

Cattle-raising undertakings whose capital is not less than 80,000 pesos and agricultural and forestry undertakings with a capital of not more than 125,000, or who do not employ more than 50 permanent workers, only have to pay indemnities for industrial accidents and provide emergency medical treatment.

On the other hand, undertakings whose capital exceeds 1,000,000 pesos are obliged to provide for workers of 50 years of age, who have worked for them 20 years either continuously or at different times, a pension equal to two thirds of the average wages earned. The minimum pension is 30 pesos a month and the maximum 200.¹

SCHOOL MEDICAL CARE IN ECUADOR

By Decree No. 551 of 27 July 1944, preventive medical care and dental care in Ecuador have been extended to all scholars and students, including those in universities, high schools and technical schools, whether State, municipal or private.

The school hygiene section of the Department of Health will continue to be responsible for giving effect to the new Decree and will medically examine students and scholars at the beginning of their school career and not less than three times during each subsequent educational period. It will also provide free inoculation, take action to deal with infectious and contagious diseases, supervise the school environment, protect the health of teachers, ensure that instruction is given in hygiene and provide curative treatment, correct organic and sensory defects and make provision for medical treatment in rural schools and in small villages where there are no other curative services. The service will also include dental treatment and the care of pregnant women and of children under school age.

¹ *Diario Oficial*, Vol. LXXX, No. 25772, 21 Feb. 1945, pp. 663-665.

The service will be financed out of the revenue from a tax on consular visas. In addition, all students and scholars, except those in the non-fee-paying primary schools, will make an annual contribution ranging from one sucre for scholars in primary schools to 10 sucres in the case of university students.¹

ADMINISTRATION OF MEXICAN SOCIAL INSURANCE

On 2 February 1945, the Mexican Government issued a set of regulations in the form of a Decree concerning the organisation of regional and local social insurance funds.

Mexican social insurance is administered by the National Social Insurance Institute.² The Institute functions under an Executive Director, a General Meeting, and a Technical Governing Body. The General Meeting appoints the Technical Governing Body and both bodies are tripartite in form.

According to the Decree of 2 February the Technical Governing Body is authorised to set up such regional and local funds as are deemed necessary, and to determine their territorial jurisdiction. The regional funds, under the general supervision of the Institute, will be in charge of the affiliation of employers and workers to compulsory insurance, the collection of their contributions, the granting of medical and social assistance, the payment of other benefits accorded by the law, and the observance of the rules laid down for the efficient functioning of insurance organisations.

The regional funds will be directed by a manager to be appointed or dismissed by the Technical Governing Body on the proposal of the Director. The manager will be the legal representative of the Institute in affairs which fall within the competence of the regional fund, will prepare budget estimates for his fund and submit them for the approval of the Institute, will enforce the penalties authorised by the regulations, and, in general, will see that the provisions of the law and regulations are implemented.

An advisory council, under the chairmanship of the manager and made up of two representatives of employers, two of workers, and one of the Government of the locality in which the fund operates, will supervise the operation of the social insurance services within its jurisdiction, make decisions on questions and carry out studies referred to it. The members of this advisory council must be Mexican by birth, have lived at least five years in the district, and will remain in office six years. They are not eligible, however, for re-election.

The Technical Governing Body will set up local funds within the jurisdiction of the regional funds and subordinate to them. The managers will be appointed by the Technical Governing Body on the nomination of the Director and will have the same powers within their jurisdiction as are granted to managers of regional funds. They must, however, consult representatives of employers, workers, and local authorities periodically and these representatives are authorised to pass judgment on the operation of the insurance services.³

STANDARD OF LIVING

COMMUNITY CENTRES IN GREAT BRITAIN

A large-scale development in Great Britain of community centres for the promotion of adult education, and of social and recreative activities conducive to the wise and enjoyable use of leisure is considered by the British Ministry of Education to be of great importance. The Ministry has accordingly issued a report⁴

¹ *Previsión Social*, No. 15, Jun.-Jul. 1944, pp. 166-169.

² See *International Labour Review*, Vol. XLV, No. 3, Mar. 1942, p. 345; Vol. XLVII, No. 2, Feb. 1943, p. 246; Vol. XLVIII, No. 4, Oct. 1943, p. 533.

³ *Diario Oficial*, Vol. CXLIII, No. 38, pp. 3-5.

⁴ MINISTRY OF EDUCATION: *Community Centres*, H. M. Stationery Office, London, 1945.

on the aims and functions of community centres and on their organisation and management, which it considers is likely to be of general interest and also of assistance to those concerned in making provision for further education "in the widest sense of the term".

The Government has decided that the provision of centres of this kind should come within the scope of the education services administered by local authorities, and the latter have been instructed to review the position in their areas with a view to the establishment of centres where an urgent need is found to exist, and to consider in good time the plans which should be made to meet the needs likely to arise in early post-war years.

Needs and Uses of Leisure.

In the opening chapters the report discusses the needs and uses of leisure. It refers to two closely allied developments during the present century, which have profoundly affected the daily life of British people—the mechanisation of industry and the reduction in working hours. The monotonous, repetitive work performed by large numbers of men and women contributes little to their all-round development as human personalities, and many of those who now have leisure time have little opportunity or training to enable them to make the best use of it. The movements of population which have taken place in Great Britain during the past two or three decades, necessitating adjustment on the part of large numbers of people to unfamiliar surroundings, emphasise the need for communal centres to which all members of the community can belong, without any restriction on religious or other grounds. This is particularly true of the new housing estates which have grown up in recent years to cater for workers migrating from the city centres to urban districts, where the benefit of improved environment is often offset by the lack of adequate social life and opportunities for recreation.

Present facilities for the establishment and maintenance of community centres, more especially suitable premises and funds to make the centres self-supporting, are totally inadequate to meet the needs of adult men and women. Moreover, extended education is likely to increase both the desire and the capacity to use leisure wisely and constructively. The report considers the provision of communal facilities for the rational and enjoyable use of leisure to be a necessary part of the country's educational system. The years immediately after the war may be peculiarly favourable for a bold experiment of this kind, as men and women from all levels of society have been drawn into various forms of community life, and many have acquired a technique of social living at a most receptive and habit-forming age.

Aims and Activities.

The community centre is not intended to be a substitute for existing forms of social life, such as the family and the Church, nor to supersede cinemas, concert halls and the like. Its immediate aim should be to supplement the facilities already available, and to foster a community sense by serving the social and cultural needs of a neighbourhood, thus helping to build up a live democratic community. Everything possible should be done to dispel the institutional atmosphere, which tends to repel young and old alike. Members should be encouraged to organise the various activities themselves, and programmes should cover a wide field, ranging from strictly educational to purely social, and should vary according to the needs and desires of those who use them. Without some educational purpose a centre is unlikely to make a permanent contribution to the needs of the community, while social activities play their part in fostering good feeling in the neighbourhood and helping to promote good citizenship.

The provision of a good canteen is essential. Not only is the service of meals in agreeable surroundings an attraction, but the canteen makes a natural meeting place where common interests can be discovered and promoted. Its standards of catering, cleanliness and general competence must, however, be the highest attainable. Outdoor activities should be encouraged and the centre should wherever possible be situated near playing fields.

Provision and Maintenance.

When proposals are under consideration for new community centres, interested voluntary bodies should be consulted and the possibility of using secondary school or other educational buildings should be explored. Responsibility for meeting the cost of new buildings, for their structural maintenance, and for the warden's salary should devolve on the local education authorities. In order to make the centres as self-supporting as possible, members should, in principle, make the maximum contribution compatible with the general standard of their incomes; neither the amount nor the form of payment should be such as to exclude the poorer members of the community.

Control and Management.

The report accepts the principles implicit in all the schemes devised by voluntary organisations for the government of community centres. First, that day-to-day management of a centre should be left in the hands of those who use it, and, secondly, that there should be stability and continuity in the body bearing the ultimate financial responsibility. It therefore recommends that a local management committee, drawn from members of the community, be established for each centre, and that the local authority providing the centre should be the body to assume ultimate financial responsibility for its maintenance.

EMPLOYERS' ORGANISATIONS

THE ALL-INDIA ORGANISATION OF INDUSTRIAL EMPLOYERS

The twelfth annual meeting of the All-India Organisation of Industrial Employers was held at Bombay on 25 January 1945, Sir Rahimtoola M. Chinoy presiding.¹

In reference to post-war planning, the President envisaged the necessity of a degree of Government regulation and control which could only be safely entrusted to a fully national Government; the need for such a Government was all the more pressing during the period of transition. He emphasised the necessity of increasing exports after the war so that India could import larger amounts of capital and essential goods, and, to encourage such an increase, he urged the organisation of export associations whose function would be to study the requirements of foreign markets and to maintain the desired standard and quality of goods. The necessity of huge funds for the financing of the post-war plans was obvious but such funds ought not to be provided from taxation only, and the existing system of taxation needed to be rationalised and made more elastic so that it would facilitate the economic expansion of the country.

Concerning the proposal to hold a regional Asiatic Conference of the I.L.O., the President hoped that such a conference would establish standards of labour welfare and social security appropriate to the development of the country.²

WORKERS' ORGANISATIONS

THE INTERNATIONAL FEDERATION OF TRADE UNIONS

The first full war-time meeting of the General Council of the International Federation of Trade Unions was held in London, on 1-2 February 1945.

¹ For the last annual meeting of the Organisation, see *International Labour Review*, Vol. I, No. 3, Sept. 1944, p. 399.

² *Hindustan Times* (Delhi), 27 Jan. 1945.

More than 70 delegates from 14 national trade union confederations and from five refugee trade union groups attended the two-day session. The only three affiliated national confederations absent were those of Mexico, Argentina, "which was not invited because of the particular political situation in that country", and Luxembourg, "whose delegates met with travel difficulties". Excluding the membership of the three absent national confederations and the five above-mentioned refugee organisations, the General Council meeting actually represented 21,118,000 members. Nine international trade secretariats were represented at the meeting. In the absence of Sir Walter Citrine, President of the I.F.T.U., who was on a mission to Greece, Mr. Joseph Hallsworth, member of the British delegation, presided over the meeting. Mr. Jef Rens, Assistant Director of the International Labour Office, was present at the session.

The agenda of the meeting included the post-war social and economic demands of organised labour, the report on the activities of the I.F.T.U., proposals for its reorganisation and future programme, and finally its immediate demands for the post-war period.

Post-War Social and Economic Demands of Organised Labour.

A Report issued by the I.F.T.U., in April 1944, entitled *Social and Economic Demands of the International Trade Union Movement for the Post-War World*¹, presenting a series of proposals for the consideration of the national and international trade union organisations, was taken as the basis of discussion for one of the principal items on the agenda. After a full debate, the General Council approved the Report "as guidance for the affiliated organisations" and referred it for final decision to the next International Trade Union Congress.

Report on the Activities of the I.F.T.U.

Mr. Walter Schevenels, the General Secretary of the I.F.T.U., spoke on his Report, indicating the activities of the I.F.T.U., which made its contribution to the United Nations by fighting against fascism and nazism and by assisting the workers of the free or occupied countries in their struggles.

During the discussion of the Report of the General Secretary, the representatives of the French General Confederation of Labour criticised the I.F.T.U. for what they termed its inactivity during the past four years. The British, American and South African delegates dissented from the suggestion that the Federation had not done its duty to the best of its ability.

Project of Reconstruction of the I.F.T.U.

The three principal controversial issues raised in the debate of the General Council on the subject of the reconstruction of the I.F.T.U. concerned the proposals regarding the possible admission of the Soviet trade unions; the proposed change in the existing rule that only one national trade union centre from any one country may be affiliated; and the incorporation of the International Trade Secretariats in the I.F.T.U.

With regard to the first issue, only the delegate from the American Federation of Labor opposed the admission of the Soviet unions. On the second question, the A.F. of L. representative also opposed any change in the Constitution of the I.F.T.U. and was supported by the delegates from Canada and South Africa, who recommended that the General Council exercise the utmost caution in the matter, lest it perpetuate national divisions. The majority of the Council were of the opinion that admission of a second national centre should be granted only if "exceptional circumstances prevail in the country concerned", and, further, that such a decision should be taken only by the International Trade Union Congress. Most of the representatives of the International Trade Secretariats reserved their opinion on the third point, mainly because they had not been able to consult their affiliated organisations.

The General Council approved the Project of Reconstruction as a "progress report", and referred it for final decision to the next International Trade Union Congress.

¹ Cf. *International Labour Review*, Vol. I, No. 2, Aug. 1944, p. 215.

Resumption of Full-Scale Activities of the I.F.T.U.

A Committee, set up by the Council, submitted recommendations concerning the activities to be resumed by the I.F.T.U. The Committee recommended that the next International Trade Union Congress be held this year, and tentatively fixed the month of September 1945 for the meeting, the exact date and place to be decided later. The Committee expressed the view that the headquarters of the I.F.T.U. should remain in London for the time being. It further recommended an increase of staff to enable the Federation to extend its activities, and proposed raising the affiliation fees in order to meet the increased expenditure. The Council approved the recommendations of the Committee, and instructed the General Secretary to consult immediately the affiliated organisations with regard to the proposal for increased affiliation fees.

Immediate Demands for the Post-War Period.

The meeting concluded its work with the discussion of the last item on the agenda, which concerned the immediate demands of the labour movement for the post-war period, including such questions as the 40-hour week and holidays with pay. On the suggestion of the delegate from the American Federation of Labor, the Council agreed that the demand should be reformulated to call for a "40-hour week or less". During the debate the Indian delegate appealed to the strong trade unions to assist the weak movements in the backward countries in their efforts to raise the low standard of living and working conditions obtaining there. In concluding the discussion of this item, it was decided that the General Secretariat should compile a comprehensive report, based on information collected from the national centres, to be submitted for further action to the International Trade Union Congress.¹

A FRANCO-SOVIET TRADE UNION COMMITTEE

Representatives of the French General Confederation of Labour and of the All-Union Central Council of Trade Unions of the U.S.S.R. held a joint conference in Moscow from 16 to 19 January 1945. After an exchange of information on the state of the trade union movement in France and in the U.S.S.R., and discussions regarding the establishment of relations and forms of collaboration between the two movements, a new Franco-Soviet Trade Union Committee was established.

The new Committee is composed of six representatives of the French General Confederation of Labour and six from the All-Union Central Council of Trade Unions of the U.S.S.R., and its main tasks were defined in a ten-point programme.

Functions of Franco-Soviet Trade Union Committee.

The tasks to be undertaken by the Committee were as follows:

(1) To mobilise all the efforts of the working class of the U.S.S.R. and France to hasten the defeat of Hitlerite Germany. Workers, salaried employees, engineers and technicians of both countries should bend all their efforts further to increase labour productivity and production of arms and munitions of war.

(2) To participate actively in the rehabilitation of the national economy devastated by the German invaders.

(3) To give full support to measures already undertaken, and to be undertaken in the future, by the Governments of both countries in the spirit of the Treaty of Alliance and Mutual Aid, aimed at the earliest defeat of Hitlerite Germany, the establishment of a firm and lasting peace and the organisation of universal security.

(4) To frame a common attitude to be taken by trade union representatives sent by their respective countries to the Peace Conference, particularly in relation to the question of international social and economic agencies.

¹ *Trade Union World*, (Journal of the International Federation of Trade Unions and the International Trade Secretariats) Jan.-Feb. 1945.

(5) To employ all means of propaganda—press, radio, cinema, meetings, etc.—to mobilise the working class for the solution of present, as well as post-war problems, for the moral and political destruction of fascism, and eradication of all vestiges of its ideology.

(6) To render every possible support to peoples fighting for the liberation of their countries from the Hitlerite invaders, for their independence and the restoration of democratic liberties.

(7) To formulate a common stand on the problem of sanctions to be applied to Hitlerite Germany after the war, and reparations to be exacted for damage caused by the German Fascists to the people of occupied and devastated territories.

(8) To take common action with regard to the establishment of international trade union unity, and to make every effort to ensure the creation of a new and world trade union organisation, as a result of the Trade Union Conference to be held in London.¹

(9) To organise mutual aid and exchange of information between the trade unions of the U.S.S.R. and France.

(10) To establish personal contacts between representatives of the trade union movement in the U.S.S.R. and France, and close connections between the All-Union Central Council of Trade Unions and the General Confederation of Labour, as well as between the national trade union federations of France and the central trade union committees of the U.S.S.R.²

THE ITALIAN TRADE UNION MOVEMENT

The Italian General Confederation of Labour (*Confederazione Generale Italiana del Lavoro*) held its first official Congress in Naples from 20 January to 1 February 1945. Apart from a preliminary national Conference held in Rome on 15-16 September 1944³, this was the first Trade Union Congress to be held since the former Confederation of Labour was dissolved by Mussolini twenty-two years ago.

The Congress elected a Central Committee of twenty-five members and an extensive programme of social legislation was approved. The following are the main points of this programme:

(1) Acknowledgment that the employee has prior claim over the employer to consideration by the State.

(2) Assurance of continual employment to all workers and the guarantee of a minimum wage necessary for the worker's family in case of forced unemployment.

(3) Old-age pensions for workers.

(4) Regulations governing the employment of women and children on the basis that equal work merits equal salary.

(5) Organisation of professional training for youth.

(6) Establishment of adequate insurance legislation.⁴

TRADE UNION MOVEMENT IN RUMANIA

A meeting of the Rumanian Trade Union Congress was held in Bucharest in January 1945 and was attended by members of the Government.

When the Rumanian trade union movement was reconstituted in August 1944, organisational drives were instituted and it is estimated that the Congress now has a membership of 600,000.

¹ Cf. *International Labour Review*, Vol. LI, No. 5, May 1945, pp. 665-674.

² SOVIET EMBASSY IN LONDON: *Soviet War News*, 25 Jan. 1945; CONFÉDÉRATION GÉNÉRALE DU TRAVAIL: *L'Organisation de la paix et l'unité syndicale internationale*.

³ Cf. *International Labour Review*, Vol. LI, No. 3, Mar. 1945, p. 400.

⁴ *Trade Union World*, International Federation of Trade Unions, London, Jan. and Feb. 1945.

The Congress discussed problems of reconstruction, the struggle against fascism and the part played by the labour movement in these fields.¹

YUGOSLAV TRADE UNION MOVEMENT

A meeting of the Yugoslav Trade Unions was held in Belgrade on 23-25 January 1945, and was attended by 138 delegates.

A report was presented to the congress on trade union unity, in which it was suggested that Yugoslav workers should be organised on the basis of one trade union for each undertaking. In order to improve economic conditions, it was proposed that the workers should organise self-help by setting up consumers' co-operatives. With regard to problems of health, it was proposed that free medical care for workers, salaried employees and their families should be provided.

The maintenance of the principle of the 8-hour day was proposed with the reservation that, in special cases, longer hours may be worked. It was suggested that a labour code should be set up which would provide for an 8-hour day, holidays with pay, protection of women, children and young persons, compulsory social insurance, equal pay for equal work, etc.

The congress elected 29 members to the Central Committee of the United Trade Union Organisation of Yugoslavia.²

¹ *Trud*, Moscow, 2 Feb. 1945.

² *Ibid.*

STATISTICS

Unemployment, Employment and Hours of Work

In accordance with the plan which has been adopted for publication at quarterly intervals in the *Review* of statistics on labour conditions in different countries, the statistics of *unemployment*, *employment* and *hours of work* are given in this issue.

The tables show statistics of:

- I. Unemployment in general;
- II. Employment in general: indices of numbers employed;
- III. Industrial employment: (a) indices of numbers employed; (b) indices of total hours worked;
- IV. Hours of work in industry: (a) hours actually worked per worker; (b) percentage distribution of workers by hours worked.

Figures for the different industries or occupations covered by these series are given in the *Year Book of Labour Statistics*, 1942 (tables VI, VIII and XI).

For further information on the scope and method of these statistics, see the January 1945 issue of the *Review*: "Statistics, Explanatory Notes", pp. 119-128.

For other topics in labour statistics, see the April number for statistics of cost of living and food prices, to appear next in the July issue; and the May number for statistics of wage rates and earnings, to appear next in the August issue.

EXPLANATION OF SIGNS USED IN THE TABLES

The sign * signifies: "figures do not exist".

The sign — signifies: "figures not yet received".

The sign † signifies: "provisional figures".

The sign ° signifies: "covering men only".

The sign † signifies: "figure revised since the previous issue".

The sign ° signifies: "economic group represented by a few branches only".

The sign — between two figures of a series signifies a change in method or scope such that figures above and below the line are no longer strictly comparable.

Figures in *thick-faced* type: indices (100) of the base year.

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

Figures within *brackets*: series subject to certain reservations (see the January issue of the *Review*: "Statistics, Explanatory Notes").

TABLE I. STATISTICS OF UNEMPLOYMENT IN GENERAL

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Date	AMERICA								
	Canada			United States				Chile	Mexico
	VI		V	VI			V	V	VI
	Unemployed (estimated)		Applicants for work registered	Unemployed (estimated)			Registrants in active file	Applicants for work registered	Unemployed (estim'd)
			N.I.C.B. ¹	A.F.L. ⁴	B.C. ⁵				
		%	%	%					
1929	107,000	4.2	14,996	0.9	3.9	*	*	*	
1931	442,000	17.4	69,719	14.2	17.4	*	29,345	287,462	
1933	646,000	26.5	81,809	23.4	26.4	*	71,803	275,774	
1934	521,000	20.6	88,888	19.1	22.5	*	30,055	234,538	
1935	483,000	19.0	84,050	17.6	20.8	*	7,449,841	191,371	
1936	430,000	16.7	90,133	14.2	18.2	*	7,705,270	186,904	
1937	337,000	12.5	88,516	12.2	15.8	*	5,154,838	180,128	
1938	407,000	15.1	105,236	18.4	20.5	*	7,404,187	209,332	
1939	386,000 ¹	14.1 ¹	103,739	16.4	18.7	*	6,240,417	198,593	
1940	281,700 ²	10.1 ²	100,417	14.1	16.9	7,298,000 ⁷	5,316,437	184,274	
1941	*	*	53,663	6.1	—	5,012,500	4,804,813	180,583	
1942	*	*	65,667	-1.0 ⁸	—	2,382,000	4,546,143 ⁸	158,076	
1943	*	*	73,677	-11.4 ⁸	—	1,070,000	*	—	
1944	*	*	64,929	-12.4 ⁸	—	842,000	*	—	
1944: April	*	*	67,569	-10.6 ⁸	—	770,000	*	4,662	
May	*	*	62,236	-13.2 ⁸	—	880,000	*	4,667	
June	*	*	68,773	-15.2 ⁸	—	1,000,000	*	4,738	
July	*	*	60,875	-15.1 ⁸	—	1,000,000	*	4,480	
Aug.	*	*	57,201	-14.8 ⁸	—	840,000	*	4,300 [†]	
Sept.	*	*	60,198	-15.3 ⁸	—	780,000	*	—	
Oct.	*	*	65,183	-14.6 ⁸	—	630,000	*	4,200 [†]	
Nov.	*	*	72,471	-13.1 ⁸	—	680,000	*	—	
Dec.	*	*	60,609	-11.4 ⁸	—	680,000	*	4,100 [†]	
1945: Jan.	*	*	86,614	-9.5 ⁸	—	840,000	*	—	
Feb.	*	*	85,983	-9.8 ⁸	—	880,000	*	—	
Mar.	*	*	—	—	—	—	*	—	
Persons cov. (thousands)	2,986	*	55,902	54,286	51,900	*	*	*	

Date	ASIA				EUROPE			
	Netherlands Indies	Japan ¹¹	Palestine	V	Germany			
					Old territory	Austria	Total	
	Applicants for work registered	Unemployed (estimated)	Unemployed (registered)	Unemployed (registered)				
	%				%			
1929	*	*	*	*	1,898,604	9.3	192,062	*
1931	6,912	422,755	6.1	*	4,519,704	23.3	300,223	*
1932	10,922	485,681	6.8	*	5,575,492	30.1	377,894	*
1933	14,571	408,710	5.6	*	4,804,428	26.3	405,740	*
1934	15,784	372,941	5.0	*	2,718,309 ¹⁴	14.9 ¹⁴	370,210	*
1935	17,398	356,044	4.6	*	2,151,039 ¹⁵	11.6 ¹⁵	348,675	*
1936	22,691 ¹⁶	338,365	4.3	*	1,592,655	8.3	349,663	*
1937	22,978	295,443	3.7	*	912,312	4.6	320,961	*
1938	18,842	257,371	3.0	*	429,461	2.1	244,788 ¹⁶	*
1939	19,466	212,000 [†]	*	21,045 ¹²	*	*	*	284,132 ¹⁷
1940	18,603	*	*	24,791	*	*	*	*
1941	15,636 ¹⁰	*	*	15,377	*	*	*	*
1942	—	*	*	5,915	*	*	*	*
1943	—	*	*	3,411 ¹³	*	*	*	*
1944: April	—	*	*	3,999	*	*	*	*
May	—	*	*	3,724 ^r	*	*	*	*
June	—	*	*	3,074 ^r	*	*	*	*
July	—	*	*	3,120 ^r	*	*	*	*
Aug.	—	*	*	3,410 ^r	*	*	*	*
Sept.	—	*	*	3,365	*	*	*	*
Oct.	—	*	*	3,269	*	*	*	*
Nov.	—	*	*	3,645	*	*	*	*
Dec.	—	*	*	4,600 [†]	*	*	*	*
1945: Jan.	—	*	*	4,800 [†]	*	*	*	*
Feb.	—	*	*	—	*	*	*	*
Mar.	—	*	*	—	*	*	*	*
Persons cov. (thousands)	*	8,172	60	22,090	*	*	*	*

I. Compulsory unemployment insurance statistics.

IV. Trade union returns.

II. Voluntary unemployment insurance statistics.

V. Employment exchange statistics.

III. Trade union fund returns.

VI. Official estimates.

¹ Since Sept. 1939, including previously unemployed wage earners who have enlisted. ² Jan.-Oct. ³ National Industrial Conference Board. ⁴ American Federation of Labor. ⁵ Bureau of the Census. ⁶ Excess of employment over estimated economic labour force. ⁷ Mar.-Dec. ⁸ Jan.-June. ⁹ Since 1936, including applications for work registered with local correspondents. ¹⁰ Jan.-Nov. ¹¹ The monthly figures relate to the 1st of the following month. ¹² Aug.-Dec. ¹³ Apr.-Dec. ¹⁴ Since 31 July 1933, not including persons employed in labour camps. ¹⁵ Since Mar. 1935, including the Saar Territory. ¹⁶ Before Apr. 1938, applicants for work registered. ¹⁷ Average of nine months.

Date	EUROPE (cont.)						
	Belgium		Denmark			Spain	Finland
	II		III		V	V	V
	Unemployed ¹ (insured)	Days of unemploy ¹ t ⁴	Unemployed (tr. union:sts)		Applicants for work registered	Unemployed	Unemployed (registered)
1929	13,000 ²	1.9	42,817	15.5	44,581	*	3,877
1931	110,000 ²	14.5	53,019	17.9	59,430	*	11,495
1933	210,000 ²	20.5	97,478	28.8	121,115	*	17,139
1934	235,000 ²	23.4	81,756	22.1	97,595	621,819	10,011
1935	210,927	21.7	76,195	19.7	92,406	696,990	7,163
1936	154,038	16.2	78,669	19.3	93,261	*	4,796
1937	125,929	13.1	95,103	21.9	108,634	*	3,695
1938	173,913	17.6	97,136	21.4	112,050	*	3,602
1939	195,211	18.8	88,924	18.4	102,066	526,169	3,300
1940	—	—	119,593	23.9	133,358	*	3,955
1941	122,359 ³	—	43,476 ⁶	7.6 ⁶	48,501 ⁵	450,014	3,384
1942	—	—	48,968	9.1	53,171	294,529	1,561
1943	—	—	34,271	6.3	38,462	225,493	923
1944: April	—	—	19,246	3.5	20,775	180,000 [†]	561 ^r
May	—	—	13,062	2.4	14,139	166,000 [†]	634 ^r
June	—	—	10,532	1.9	11,423	152,000 [†]	500 [†]
July	—	—	10,710	1.9	11,536	151,985 ^r	500 [†]
Aug.	—	—	—	—	—	157,393	557
Sept.	—	—	—	—	—	154,837	917
Oct.	—	—	—	—	—	—	1,533
Nov.	—	—	—	—	—	—	7,509
Dec.	—	—	—	—	—	—	9,345
1945: Jan.	—	—	—	—	—	—	—
Feb.	—	—	—	—	—	—	—
Mar.	—	—	—	—	—	—	—
Persons cov. (thousands)	1,000 [†]		553		*	*	*

Date	EUROPE (cont.)						
	France		Great Britain and Northern Ireland			Great Britain	
	°	V	I			V	
	Unemployed (on relief) ⁷	Applications for work registered	Unemployed (insured, per cent.)			Applicants for work registered	
			Wholly ¹²	Tempor.	Total	Wholly ¹²	Tempor.
1929	928	10,052	8.2	2.2	10.4	95,593	264,911
1931	56,112	75,215	16.7	4.6	21.3	2,049,710	579,851
1933	276,033 ⁸	307,844	16.4	3.5	19.9	2,070,046	450,570
1934	345,033	376,320	13.9	2.8	16.7	1,795,437	363,794
1935	426,931	465,875	13.1	2.4	15.5	1,730,194	306,228
1936	431,897	475,272	11.2	1.9	13.1	1,507,979	246,996
1937	350,333	379,095	9.3	1.5	10.5 ¹³	1,283,523	200,876
1938	375,742	408,024	10.0 ¹³	2.6 ¹³	12.6	1,418,725	371,956
1939	361,930 ⁹	393,952	8.8	1.5	10.3	1,297,801	215,759
1940	*	*	5.9 ¹⁴	1.1 ¹⁴	7.0 ¹⁴	802,921 ¹⁵	160,615
1941	337,000	376,500 ¹⁰	*	*	*	292,402	57,403
1942	105,000	119,800 ¹¹	*	*	*	112,394 ¹⁵	6,003
1943	—	—	*	*	*	80,007	1,569
1944	—	—	*	*	*	73,574	925
1944: April	—	—	*	*	*	74,037	653
May	—	—	*	*	*	*	*
June	—	—	*	*	*	*	*
July	—	—	*	*	*	62,598	599
Aug.	—	—	*	*	*	*	*
Sept.	—	—	*	*	*	*	*
Oct.	—	—	*	*	*	80,041	1,029
Nov.	—	—	*	*	*	*	*
Dec.	—	—	*	*	*	*	*
1945: Jan.	—	—	*	*	*	96,125	2,595
Feb.	—	—	*	*	*	*	*
Mar.	—	—	*	*	*	*	*
Persons cov. (thousands)	*	*	15,032			*	

I. Compulsory unemployment insurance statistics.

II. Voluntary unemployment insurance statistics.

III. Trade union fund returns.

IV. Trade union returns.

V. Employment exchange statistics.

VI. Official estimates.

¹ Daily average during the month. ² Estimates. ³ Listed unemployed. ⁴ Percentage of total possible working days of insured workers during the month. ⁵ New series; July-Dec. ⁶ Public relief fund statistics. ⁷ Since Jan. 1937, the figures relate to the last week entirely included in the month. ⁸ From July 1932 onwards, including unemployed in receipt of relief from the welfare offices. ⁹ Jan.-Sept. and Nov. ¹⁰ Jan.-Nov. ¹¹ Nine months. ¹² Including casuals. ¹³ Including agriculture. ¹⁴ Jan.-Sept. ¹⁵ Since July 1940, excluding men in attendance at Government training centres who were unemployed when they entered the centres. ¹⁶ Since Mar. 1942, excluding men classified as unsuitable for ordinary industrial employment and women unsuitable for normal full-time employment.

Date	EUROPE (cont.)						
	Hungary	Ireland		Italy	Latvia	Lithuania	
	V	I		V	V	V	
	Applications for work registered	Unemployed (insured)		Applications for work registered	Wholly unemployed	Applications for work registered	Unemployed registered
1929	15,173	*	%	20,702	300,786	5,617	*
1931	52,305 ¹	*	*	25,230	734,454	8,709	*
1933	60,595	*	*	72,472 ²	1,018,955 ⁴	8,156	*
1934	52,157	*	*	103,671	963,677 ⁴	4,972	*
1935	52,048	*	*	119,498	*	4,825	3,780
1936	52,114	*	*	99,272	*	3,851	3,533
1937	48,359	*	*	81,760	*	3,014	3,144
1938	47,426	*	*	88,714	*	2,164	2,618
1939	48,348	55,165	15.6	93,074	*	2,484	1,893 ⁵
1940	43,684	54,677	15.5	84,054	*	*	*
1941	48,892	50,967	14.6	74,656	*	*	*
1942	35,996	48,846	14.2	76,887	*	*	*
1943	25,929 ¹⁰	41,194	12.5	66,884 ³	*	*	*
1944	—	36,263	11.2	59,047	*	*	*
1944: April	—	40,092	12.4	66,363	*	*	*
May	—	37,475	11.6	61,991	*	*	*
June	—	34,201	10.6	45,593	*	*	*
July	—	34,779	10.8	46,453	*	*	*
Aug.	—	34,077	10.6	45,250	*	*	*
Sept.	—	32,350	10.1	44,419	*	*	*
Oct.	—	32,935	10.2	48,128	*	*	*
Nov.	—	35,232	11.0	70,548	*	*	*
Dec.	—	33,792	10.5	67,164	*	*	*
1945: Jan.	—	39,599	12.3	75,795	*	*	*
Feb.	—	40,387	12.6	77,496	*	*	*
Mar.	—	—	—	—	*	*	*
Persons covered (thousands)	*	330		*	*	*	*

Date	EUROPE (cont.)								
	Norway			Netherlands			Poland ¹⁰		
	III		V	II ¹		V	V		
	Unemployed (trade unionists)		Unemployed (regist'd)	Unemployed (insured)		Days of unemployment	Wholly unemployed regist'd	Applications for work registered	
1929	5,902	%	19,089	24,300	7.1	5.9	*	129,450	4.9
1931	—	22.3	28,027	82,800	18.1	14.8	138,231	299,502	12.6
1933	16,588	33.4	36,703	163,000	31.0	26.9	322,951	249,660	11.9
1934	15,963	30.7	36,876	160,400	32.1	28.0	332,772	342,166	16.3
1935	14,783	25.3	36,776	173,700	36.3	31.7	384,691	381,935	16.7 ¹²
1936	13,267	18.8	33,517	169,387	36.3	32.7	414,512	367,327	15.6
1937	16,532	20.0	29,881	137,674	29.2	26.9	368,909	375,088	14.6
1938	19,230	22.0	30,296	134,304	27.2	25.0	353,646	347,509	12.7
1939	16,789	18.3	28,251	112,612	21.7	19.9	253,261 ⁹	414,584 ¹¹	14.1 ¹¹
1940	—	23.1	29,099 ⁶	117,145	22.9	19.8	197,886	*	*
1941	—	—	19,184 ⁷	—	—	—	117,814	*	*
1942	—	—	—	—	—	—	74,600	*	*
1943	—	—	—	—	—	—	20,313	*	*
1944: April	—	—	—	—	—	—	9,000 [†]	*	*
May	—	—	—	—	—	—	8,000 [†]	*	*
June	—	—	—	—	—	—	8,000 [†]	*	*
July	—	—	—	—	—	—	8,000 [†]	*	*
Aug.	—	—	—	—	—	—	8,000 [†]	*	*
Sept.	—	—	—	—	—	—	—	*	*
Oct.	—	—	—	—	—	—	—	*	*
Nov.	—	—	—	—	—	—	—	*	*
Dec.	—	—	—	—	—	—	—	*	*
1945: Jan.	—	—	—	—	—	—	—	*	*
Feb.	—	—	—	—	—	—	—	*	*
Mar.	—	—	—	—	—	—	—	*	*
Persons covered (thousands)	95 [†]		*	238			*	2,978	

I. Compulsory unemployment insurance statistics.

IV. Trade union returns.

II. Voluntary unemployment insurance statistics.

V. Employment exchange statistics.

III. Trade union fund returns.

VI. Official estimates.

¹ Since Jan. 1930, including non-fee-charging private employment agencies. ² Extended series. ³ From Jan. 1943, middle of month. ⁴ Up to July 1933, social insurance fund statistics; since July 1933, employment exchange statistics. ⁵ During 1939, excluding the territory of Klaipeda (Memel). ⁶ Since Jan. 1940, end of the month; including persons employed on public works. ⁷ Excluding agriculture. Weekly averages. ⁸ Days of unemployment, as a percentage of the total possible working days of insured workers during the month. ⁹ Since Apr. 1939, excluding persons employed on special relief works. ¹⁰ Since Jan. 1939, including the territory of Silesia beyond the Olza. ¹¹ Jan.-June. ¹² Since 1935, percentage based on the number of persons covered by compulsory social insurance schemes. ¹³ Average for eleven months.

TABLE I. STATISTICS OF UNEMPLOYMENT IN GENERAL (concl.)

Date	EUROPE (cont.)							
	Portugal	Rumania	Sweden		Switzerland			
	V	V	IV	V ¹	I/II ²		V	
	Unem- ployed (registered)	Unem- ployed (registered)	Unemployed (tr. unionist)	Applica- tions for relief	Unemployed (insured)		Applica- tions for work registered	
				Wholly	Partially			
			%	%	%	%		
1929	*	7,449	32,621	10.2	10,212	1.8	1.7	8,131
1931	*	35,737	64,815	16.7	46,540	5.9	12.1	24,208
1933	25,255	29,060	97,316	23.4	164,773	10.8	8.5	67,867
1934	34,711	17,253	84,685	18.0	114,802	9.8	6.1	65,440
1935	42,315	13,778	81,385	15.1	61,581	11.8	5.9	82,468
1936	43,057	13,549	71,884	12.6	35,601	13.2	5.3	93,009
1937	40,240	10,851	67,351	10.8	18,213	10.0	2.5	71,130
1938	*	7,271	74,582	10.9	16,189	8.6	4.5	65,583
1939	*	5,989	71,467 ³	9.2	17,556	6.5	2.9	40,324
1940	*	3,192	99,201	11.8	13,367	3.1	2.1	16,374
1941	*	861	85,018	11.3	22,219	2.0	1.7	10,550
1942	*	6,067 ⁴	56,938	7.5	12,306	1.9	2.0	10,675
1943	*	6,071	43,950	5.7	7,081	1.4	1.5	7,846
1944	*	—	—	4.9†	11,255	1.6	1.7	8,380
1944: April	*	—	42,617	5.4	15,660	1.1	1.9	6,199
May	*	—	28,703	3.7	11,797	0.8	1.6	5,395
June	*	—	25,379	3.2	8,790	0.6	1.3	4,017
July	*	—	22,360 ^r	2.8	7,313	0.5	1.1	3,862
Aug.	*	—	21,885 ^r	2.8 ^r	6,790	0.6	1.7	4,244
Sept.	*	—	22,744	2.9	6,828	0.7	1.5	4,566
Oct.	*	—	26,426	3.3	7,494 ^r	0.8	1.4	5,174 ^r
Nov.	*	—	32,498	4.1	8,674 ^r	1.3	1.4	7,775 ^r
Dec.	*	—	—	7.2†	11,044	3.6	2.0	3,512 ^r
1945: Jan.	*	—	—	6.3†	12,200†	5.3	1.8	25,233
Feb.	*	—	—	—	13,000†	3.2	1.7	11,024
Mar.	*	—	—	—	—	—	—	6,000†
Persons covered (thousands)	*	*	772		218 ⁴	527 ^r	*	

Date	EUROPE (concl.)				OCEANIA		
	Czechoslovakia		Yugoslavia	Australia	New Zealand		
	III	V	V	IV	V ¹²		
	Unemployed on benefit (tr. unionist)	Applicants for work (registered)	Unemployed (registered)	Unemployed (trade unionist)	Unemployed (males) ¹⁰		
	%			%			
1929	23,763	2.2	41,630	8,370	47,359	11.1	2,895
1931	102,179	8.3	291,332	9,930	117,866	27.4	41,431
1933	247,613	16.9	738,267	15,997	104,035	25.1	46,944
1934	245,953	17.4	676,994	15,647	86,865	20.5	39,235
1935	235,623	15.9	686,269	16,752	71,823	16.5	38,234
1936	208,096	13.1	622,687	19,436	53,992	12.2	36,890
1937	151,167	8.8	408,949	21,650	41,823	9.3	*
1938	161,391 ⁶	9.1 ⁶	335,518 ⁶	22,517	40,138	8.7	4,757 ¹¹
1939	*	*	44,080 ⁷	24,223	45,967	9.7	6,422 ¹²
1940	*	*	*	26,724	39,116	8.0	4,352
1941	*	*	*	14,622 ⁸	20,013	3.7	2,023
1942	*	*	*	4,758 ⁹	9,754	1.6	810
1943	*	*	*	*	7,545	1.1	405
1944	*	*	*	—	8,073	1.2	327
1944: April	*	*	*	—	*	*	289
May	*	*	*	—	9,433	1.4	286
June	*	*	*	—	*	*	288
July	*	*	*	—	*	*	353
Aug.	*	*	*	—	7,947	1.2	396
Sept.	*	*	*	—	*	*	398
Oct.	*	*	*	—	*	*	382
Nov.	*	*	*	—	7,925	1.2	306
Dec.	*	*	*	—	*	*	368
1945: Jan.	*	*	*	—	*	*	300†
Feb.	*	*	*	—	*	*	—
Mar.	*	*	*	—	*	*	—
Persons covered (thousands)	1,782†	*	*	*	675	*	

I. Compulsory unemployment insurance statistics.

II. Voluntary unemployment insurance statistics.

III. Trade union fund returns.

IV. Trade union returns.

V. Employment exchange statistics.

VI. Official estimates.

¹ Since 1942, applications for work. ² From Jan. 1939, including agricultural workers. ³ Local unemployment committees. ⁴ Number of relief funds (Dec. 1944, units). ⁵ Compulsory insurance in certain cantons, voluntary in others. ⁶ Jan.-Aug. ⁷ Bohemia-Moravia; average of 11 months. ⁸ Since 1941, Croatia. ⁹ Jan.-June. ¹⁰ Up to 1932, number of unemployed (males) remaining on registers of Government labour bureaux. ¹¹ Excluding persons totally unfit for employment for health or other reasons (approximately 8,000 at the end of 1937). ¹² Since Apr. 1939, number of unemployment benefits in force.

Indices of numbers employed
(1929 = 100)¹

Date	AFRICA		AMERICA						ASIA		EUROPE
	Union S. Africa		Canada	United States			Argentina (Buenos Aires)	Colombia ⁷	Japan	Palestine	Germany ¹¹
	Europe	Total		B.L.S. ²	N.I.-C.B. ³	B.C. ⁵					
	III (A/B)		III (A)	IV	IV	IV	III (A)	III (B)	IV	III (B)	I
	M.I.T. ^c		M.I. T.C. ^e	M.I. T.C.	A.M.I.T.C.		I.T.C.	M.I.T. ^e	M.I.T.	M.I.T. ⁹	A.M.I. T.C.
W.S.	W.S.	W.S.	W.S.	W.S.		W.	W.	W.	W.E.	W.S.	
1929	100.0	100.0	100.0	100.0	100.0	*	100.0	*	100.0	*	100.0
1931	96.0	95.2	86.1	83.9	86.7	*	97.8	*	96.9	*	81.5
1933	98.0	94.9	70.1	74.0	79.5	*	98.2	*	103.1	*	74.0
1934	111.0	108.1	80.7	81.7	85.6	*	104.4	*	115.5	*	85.5
1935	123.2	122.1	83.5	85.4	88.4	*	113.2	*	121.6	*	90.6 ¹⁵
1936	134.2	134.9	87.1	92.5	93.4	*	119.5	*	123.8	*	97.2
1937	143.6	143.1	95.9	98.3	97.3	*	126.1	*	131.2	*	104.3
1938	146.2	148.1	93.9	92.1	91.0	*	129.5	100.0 ⁸	137.7	92.5	110.9
1939	148.1	148.9	95.7	97.4	92.9	*	132.1	94.2	*	85.8	116.5 ¹⁴
1940	148.9	155.8	104.4	102.0	95.9	100.0 ⁶	129.2	84.6	*	97.4	*
1941	154.5	164.3	128.0	114.5	104.0 ⁴	104.6	135.0	—	*	110.0	*
1942	158.7	169.5	146.0	123.4	116.4	111.0	—	—	*	127.2	*
1943	156.7	160.0	154.8	127.5	129.4	111.7	—	—	*	139.9	*
1944	—	—	153.4	124.2	131.5	110.3	—	—	*	—	*
1944: April	157.4	161.9	149.7	124.2	129.0	109.3	*	—	*	—	*
May	157.3	162.5	151.7	123.9	131.0	110.7	*	—	*	—	*
June	157.2	162.7	154.2	124.7	134.9	113.4	*	—	*	—	*
July	157.1	163.0	154.9	124.3	134.9	115.1	*	—	*	—	*
Aug.	157.0	162.3	155.9	124.4	134.8	113.3	*	—	*	—	*
Sept.	157.4	162.4	154.0	123.8	135.4	111.3	*	—	*	—	*
Oct.	157.3	162.5	154.5	123.2	134.9	111.3	*	—	*	—	*
Nov.	157.9	162.3	156.1	123.1	132.3	109.8	*	—	*	—	*
Dec.	—	—	151.6	124.8	130.3	107.7	*	—	*	—	*
1945: Jan.	—	—	150.3	121.5	127.8	106.8	*	—	*	—	*
Feb.	—	—	—	121.8	—	107.7	*	—	*	—	*
Mar.	—	—	—	—	—	—	*	—	*	—	*
Persons covered (thousands)	-/188	-/797	1,869	40,197	62,297	51,010	*	13	6,600†	54	21,414

Date	EUROPE (concl.)										OCRANIA
	France	Great Britain		Hungary	Latvia	Norway	Netherlands	Czechoslovakia	U.S. S.R.	Yugoslavia	Australia
	III (A)	II	II	I	I	III (B)	I	III (A)	I	III (A)	
	M.I.T. ^c	M.I.T. ^c	A.M.I. T.C. ^e	M.I. T.C. ^e	I.T.C. ^e	M.I. T.C.	M.I. T.C. ^e	A.I.T. ^c	A.C.M. I.T.C. ^e	I.T.C. ^c	M.I.T.C.
	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.	W.S.	W.S.	W.S.
1929	*	100.0	*	100.0	100.0	*	100.0	100.0	100.0	100.0	*
1930	100.0	95.8	*	94.3	104.9	*	102.2	97.6	119.4	104.3	*
1933	79.4	94.7	*	81.2	87.8	*	85.0	75.4	183.5	86.1	100.0 ²⁰
1934	76.9	99.2	*	86.9	95.1	*	86.6	75.0	194.6	89.8	*
1935	73.5	101.5	*	91.2	100.9	100 ¹⁰	84.2	76.6	203.1	93.3	*
1936	74.1	106.7	*	97.7	107.1	103	85.1	82.4	211.8†	101.8	*
1937	78.6	112.3	*	104.0	116.3	110	91.5	90.0	221.8†	112.4	*
1938	81.2	111.1	100.0 ¹⁵	110.6	123.6	110	95.4	91.0 ¹⁴	228.5†	118.2	*
1939	83.4 ¹²	114.7 ¹⁴	102.7 ¹³	118.8	*	116	99.0†	100.0 ¹⁷	—	119.2	129.4 ²¹
1940	*	*	*	125.6	*	113	98.0†	107.1 ¹⁵	—	122.0 ¹⁹	—
1941	*	*	*	157.4	*	—	—	—	—	—	144.5 ²²
1942	*	*	*	171.0	*	—	—	—	—	—	135.2 ²¹
1943	*	*	*	—	*	—	—	—	—	—	133.5
1944: April	*	*	*	—	*	*	—	—	—	—	133.5
May	*	*	*	—	*	*	—	—	—	—	133.6
June	*	*	*	—	*	*	—	—	—	—	133.9
July	*	*	*	—	*	*	—	—	—	—	133.9
Aug.	*	*	*	—	*	*	—	—	—	—	134.2
Sept.	*	*	*	—	*	*	—	—	—	—	134.5
Oct.	*	*	*	—	*	*	—	—	—	—	134.5
Nov.	*	*	*	—	*	*	—	—	—	—	135.4
Dec.	*	*	*	—	*	*	—	—	—	—	—
1945: Jan.	*	*	*	—	*	*	—	—	—	—	—
Feb.	*	*	*	—	*	*	—	—	—	—	—
Mar.	*	*	*	—	*	*	—	—	—	—	—
Persons cov. (thousands)	2,403	12,110	12,940	1,748	212	207†	1,365	1,298	27,800†	756	1,370

I. Compulsory social insurance statistics (sickness, accidents, etc.). II. Compulsory unemployment insurance statistics. III. Statistics of establishments; III (A). All establishments of a given importance; III (B). Representative sample of establishments; III (A/B). Type B series (for the recent period) linked to a type A series. IV. Estimates. A. Agriculture. M. Mines. I. Industries. T. Transport. C. Communications. W. Wage earners. S. Salaried employees.
¹ Except for the series in italics. ² Bureau of Labor Statistics. Non-agricultural, including Government, employment. ³ National Industrial Conference Board. ⁴ Since Dec. 1941, including the armed forces. ⁵ Bureau of the Census. ⁶ Mar.-Dec. ⁷ Central Zone. ⁸ May 1938. ⁹ Prior to 1943, private manufacturing including chemical extracting industry; from 1943, including also building, transport, and Government undertakings. ¹⁰ Jan. 1938 = 100. ¹¹ Old territory. ¹² Since Nov. 1935, including the Saar Territory. ¹³ Jan.-July. ¹⁴ Jan.-Aug. ¹⁵ 18 July 1938 = 100. ¹⁶ Sept.-Dec. ¹⁷ Since Sept. 1938, Bohemia-Moravia; average for 1939 = 100. ¹⁸ June-Dec. ¹⁹ Jan.-Nov. ²⁰ June. ²¹ July. ²² Average of July and Nov.

(a) *Indices of numbers employed*
(1929=100)

Date	AFRICA			AMERICA						ASIA
	Union S. Afr.	Canada	United States	Argentina		Chile	Colombia (Bogotá)	Mexico	Uruguay	Japan
				III (A/B) ¹	III (A/B) ¹					
	W.S. ²	W.S.	W.	W.	W.	W.	W.	W.	W.	W.
1929	100.0	100.0	100.0	*	100.0	*	*	*	*	100.0
1931	97.7	81.4	73.6	*	97.3	*	*	*	*	84.3
1933	108.0	69.1	69.2	*	99.8	*	*	*	*	95.9
1934	130.1	77.0	80.7	*	111.3	*	*	*	*	109.2
1935	146.2	82.9	86.1	*	124.1	*	*	*	*	115.6
1936	160.3	88.3	93.5	*	133.9	*	*	*	*	126.3
1937	170.8	97.7	102.6	100.0	144.1	100.0	*	100.0 ⁵	100.0	142.9
1938	167.1	94.8	87.3	104.3	145.5	105.5	100.0 ⁴	100.7	112.3	157.3
1939	164.6	95.9	97.0	108.5	148.2	108.1	90.0	100.1	114.8	173.0
1940	160.6	112.1	104.3	111.1	145.6	117.0	80.3	102.0	113.7	178.3
1941	165.9	143.8	128.2	117.0	150.9	127.6	—	107.2	119.6	182.8
1942	170.4	176.3	149.4r	124.0	—	133.7	—	113.2	—	202.4
1943	162.9	193.6	170.4r	126.1	—	127.0	—	—	—	—
1944	—	190.8	161.7	—	—	—	—	—	—	—
1944: April	*	190.6	163.5r	128.1	*	126.4	—	—	*	—
May	*	190.5	161.6r	130.2	*	124.9	—	—	*	—
June	*	192.8	161.2r	134.7	*	125.3	—	—	*	—
July	*	192.1	160.3r	134.8	*	124.0	—	—	*	—
Aug.	*	193.2	160.7r	134.9	*	—	—	—	*	—
Sept.	*	191.0	158.7r	133.2r	*	—	—	—	*	—
Oct.	*	189.0	156.9r	131.5	*	—	—	—	*	—
Nov.	*	188.0	155.9r	131.3	*	—	—	—	*	—
Dec.	*	181.6	156.2r	131.2†	*	—	—	—	*	—
1945: Jan.	*	183.6	155.3	134.8	*	—	—	—	*	—
Feb.	*	—	—	—	*	—	—	—	*	—
Mar.	*	—	155.1	—	*	—	—	—	*	—
Persons covered (thousands)	-/55	1183	13,817/ 10,238	241	*	23	3	119	45	2,995

Date	ASIA	EUROPE									Latvia	
	Pales- tine	Germany ⁶		Den- mark	Fin- land	France	Great Britain	Hun- gary	Italy			
		III(B)	III (B) ³		III(A) ¹	III(A) ¹	III(A) ²	II ¹	I	III(B)		III (A/B)
	W.	W.	S.	W.	W.	W.	W.S.	W.	W.	W.		W.S.
1929	*	100.0	100.0	*	100.0	*	100.0	100.0	*	100.0	100.0	100.0
1930	*	87.0	94.7	*	87.4	100.0	92.5	91.3	*	97.3	107.5	
1931	*	72.0	83.6	100.0	78.4	91.6	84.5	82.9	*	88.8	98.3	
1933	*	65.9	68.4	102.9	84.7	78.0	89.8	73.6	*	79.2	93.4	
1934	*	83.5	76.3	116.0	97.3	75.7	94.5	79.9	100.0	82.9	108.4	
1935	*	91.9	83.5	125.8	105.4	72.1	96.0	85.9	117.1	94.0	117.7	
1936	*	100.5	90.0	131.5	117.5	73.0	102.2	94.7	121.6	94.9	123.7	
1937	*	110.8 ⁷	97.9 ⁷	138.1	125.2	77.5	110.2	104.0	135.6	104.5	135.1	
1938	100.0	117.4	105.4	138.4	129.7	80.7	104.1	112.3	141.0	110.7	144.0	
1939	82.3	122.9 ⁸	112.3 ⁸	151.1	122.6	82.1 ¹⁰	113.0	123.9	144.9 ¹³	113.3 ¹³	140.6	
1940	98.6	*	*	140.4	104.1†	*	*	129.5	*	*	*	
1941	115.1	*	*	143.9	*	*	*	139.2	*	*	*	
1942	136.1	*	*	153.3	*	*	*	*	*	*	*	
1943	—	*	*	*	*	*	*	*	*	*	*	
1944: April	—	*	*	*	*	*	*	*	*	*	*	
May	—	*	*	*	*	*	*	*	*	*	*	
June	—	*	*	*	*	*	*	*	*	*	*	
July	—	*	*	*	*	*	*	*	*	*	*	
Aug.	—	*	*	*	*	*	*	*	*	*	*	
Sept.	—	*	*	*	*	*	*	*	*	*	*	
Oct.	—	*	*	*	*	*	*	*	*	*	*	
Nov.	—	*	*	*	*	*	*	*	*	*	*	
Dec.	—	*	*	*	*	*	*	*	*	*	*	
1945: Jan.	—	*	*	*	*	*	*	*	*	*	*	
Feb.	—	*	*	*	*	*	*	*	*	*	*	
Mar.	—	*	*	*	*	*	*	*	*	*	*	
Persons covered (thousands)	17	3,500†	*	184	63†	1,850	6,152	802	1,167	3,037/ 1,522	100	

I. Compulsory social insurance statistics (sickness, accidents, etc.). II. Compulsory unemployment insurance statistics. III. Statistics of establishments: III (A). All establishments of a given importance; III (B). Representative sample of establishments; III (A/B). Type B series (for the recent period) linked to a type A series. IV. Estimates. W. Wage earners. S. Salaried employees.

¹ Excluding building. ² Europeans only. ³ Including mines. ⁴ May 1938. ⁵ Yearly figures exclude the crackers and macaroni industries; quarterly figures exclude in addition the alcohol and sugar industries. ⁶ Old territory. ⁷ Since 1937, including the Saar Territory. ⁸ Jan.-July. ⁹ Including part of transport, but excluding a large part of building. ¹⁰ Jan.-Aug. ¹¹ Ministry of Corporations. ¹² Fascist Confederation of Industrial Employers. ¹³ Jan.-June.

(a) Indices of numbers employed (concl.)
(1929=100)

Date	EUROPE (concl.)									OCEANIA	
	Norway	Netherlands	Poland ^d	Rumania	Sweden	Switzerland		U.S. S.R.	Yugoslavia	Australia ^g	New Zealand
	III (A/B) ^{1,2}	I ²	III (A)	III(A) ¹	III (B)	III (A)	III (B)	III(A) ²	I	III (A/B)	III(A)
	W.	W.S.	W.	W.S.	1 2	1 2	W.	W.S.	W.S.	W.S.	W.S.
1929	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	*	100.0	100.0
1930	100.4	101.6	84.5	86.6	99.8	95.8	96.5	135.4	*	93.0	94.0
1931	79.9	92.9	71.3	75.6	91.3	88.7	88.3	183.4	*	74.6	82.7r
1933	93.2	80.9	65.0	72.0	85.0	76.9	73.3	195.5	100.0	81.8	87.7r
1934	98.4	83.3	72.0	103.5	91.6	78.1	73.7	208.2	106.8	89.6	95.8r
1935	106.2	80.2	77.1	114.9	96.9	76.0	70.4	211.9	111.4	99.4	104.5r
1936	115.7	80.9	83.4	129.9	102.1	76.4	70.2	224.1†	124.6	109.4	116.3r
1937	124.9	88.4	94.1	138.8	109.1	88.0	78.1	—	141.5	115.6	123.5r
1938	121.5 ³	92.7	101.6	143.9	110.0	86.3	77.9	—	150.7	124.0	123.7r
1939	125.9	98.0†	102.0 ⁶	—	112.7	89.9	76.8	—	152.6	125.5	131.2r
1940	119.3	98.0†	*	—	109.2	—	80.3	—	159.7 ⁷	130.5	137.6r
1941	—	—	*	—	108.0	106.7	84.3	—	—	145.4	141.5r
1942	—	—	*	—	110.4	105.3	85.6	—	—	162.7	138.3r
1943	—	—	*	—	111.8	104.1	81.9	—	—	171.0	—
1944	—	—	*	—	113.2	—	77.9	—	—	—	—
1944: April	*	*	*	*	110.1	*	*	*	—	169.7	*
May	*	*	*	*	111.3	*	*	*	—	169.2	*
June	—	—	—	—	111.8	*	76.8	*	—	169.1	*
July	*	*	*	*	110.9	*	*	*	—	168.8	*
Aug.	*	*	*	*	112.1	*	*	*	—	168.4	*
Sept.	—	—	—	—	113.3	*	73.3	*	—	168.0	*
Oct.	*	*	*	*	116.9	*	*	*	—	167.1	*
Nov.	—	—	—	—	118.1†	*	*	*	—	166.9	*
Dec.	—	—	—	—	116.9	*	81.2	*	—	—	*
1945: Jan.	*	*	*	*	—	*	*	*	—	—	*
Feb.	*	*	*	*	—	*	*	*	—	—	*
Mar.	—	—	—	—	—	—	—	—	—	—	*
Pers. cov. (thousands)	144/58	904	688	289	417/350	431	255	10,225†	457	733/—	115r

(b) Indices of total hours worked (1929=100)⁹

Date	AMERICA		ASIA		EUROPE								
	United States	Colombia	Japan	Germany ¹²	Denmark	Es-tonia	Fin-land	France	Hungary	Italy	Norway	Poland	Sweden
	III ¹⁰ (A/B)	III (B)	III ¹⁰ (A/B)	III (B)	III (B)	III (A)	III (A)	III (A)	I-III (A) ¹⁰	III (A/B)	III (A/B)	III (A)	III (B)
	W.	W.	W.	W.	W.	W.	W.	W.	W.	W.	W.	W.	W.
1929	100.0	*	100.0	100.0	*	100.0	100.0	*	100.0	100.0	100.0	100.0	100.0
1930	82.9	*	*	83.5	*	94.7	85.3	100.0	89.7	94.2	99.6	82.9	98.6
1931	67.4	*	*	66.4	100.0	84.4	74.6	89.1	79.8	83.5	79.9	69.3	85.8
1933	59.7	*	97.1	61.5	102.4	77.9	84.5	73.6	70.5	75.5	90.3	58.3	78.4
1934	63.2	*	109.2	80.6	113.5	95.0	98.4	70.5	78.2	77.8	96.9	67.1	89.5
1935	71.3	*	115.8	88.4	123.2	105.4	105.8	66.8	84.5	81.0	104.9	72.6	96.2
1936	82.9	*	126.6	99.4	128.9r	120.0	111.9	69.5	91.2	81.0	115.1	77.9	102.2
1937	89.6	*	144.0	110.8 ¹¹	134.6	139.6	128.1	64.9	99.6	91.7	119.4 ³	89.8	109.8
1938	70.3	100.0 ¹¹	159.0 ⁸	118.8	133.8	141.4	129.7	65.0	105.4	95.5	117.3	97.8	107.7
1939	82.7	91.5	173.2 ¹²	124.1 ¹⁴	145.0	143.8	120.6	68.0 ¹³	113.9	97.7 ⁸	124.3	97.7 ⁸	111.5
1940	89.9	78.5	*	126.2	*	*	102.3†	*	121.8	*	112.9	*	105.6
1941	117.8	*	*	126.8	*	*	*	*	*	*	*	*	103.5
1942	145.1r	*	*	136.6	*	*	*	*	*	*	*	*	107.8
1943	173.1r	*	*	136.1	*	*	*	*	*	*	*	*	*
1944	165.4r	*	*	*	*	*	*	*	*	*	*	*	*
1944: April	166.4r	—	*	139.8	*	*	*	*	*	*	*	*	*
May	165.6r	—	*	144.7	*	*	*	*	*	*	*	*	*
June	165.6r	—	*	144.2	*	*	*	*	*	*	*	*	*
July	161.7r	—	*	129.5	*	*	*	*	*	*	*	*	*
Aug.	163.9r	—	*	138.9	*	*	*	*	*	*	*	*	*
Sept.	161.2r	—	*	*	*	*	*	*	*	*	*	*	*
Oct.	161.9r	—	*	*	*	*	*	*	*	*	*	*	*
Nov.	159.8r	—	*	*	*	*	*	*	*	*	*	*	*
Dec.	161.2	—	*	*	*	*	*	*	*	*	*	*	*
1945: Jan.	159.5	—	*	*	*	*	*	*	*	*	*	*	*
Feb.	—	—	*	*	*	*	*	*	*	*	*	*	*
Mar.	—	—	*	*	*	*	*	*	*	*	*	*	*
Pers. cov. (thousands)	13,817/10,238	3†	2,995/1,510†	3,500†	90†	43	63†	1,850	802/275†	3,037/1,522	176/102	688	417

I. Compulsory social insurance statistics (sickness, accidents, etc.). II. Compulsory unemployment insurance statistics. III. Statistics of establishments: III (A). All establishments of a given importance; III (B). Representative sample of establishments; III (A/B). Type B series (for the recent period) linked to a type A series. IV. Estimates. W: Wage earners. S: Salaried employees.
¹ Excluding building. ² Including mines. ³ Statistics of type B, linked up with statistics of type A of the preceding period. ⁴ Since Jan. 1939, including the territory of Silesia beyond the Olza. ⁵ Jan.-June. ⁶ Covering all factories, as defined by Factory Act. ⁷ Jan.-Nov. ⁸ Average of the 12 months ending in June of the year indicated. ⁹ Except for series in italics. ¹⁰ Calculated by the I.L.O. by multiplying index of numbers employed by an index of hours worked per worker. ¹¹ May 1938 = 100. ¹² Jan.-Aug. ¹³ Old territory. ¹⁴ Since 1937, including the Saar Territory. ¹⁵ Jan.-July. ¹⁶ Including part of transport, but excluding a large part of building. ¹⁷ Jan.-May.

TABLE IV. STATISTICS OF HOURS OF WORK IN INDUSTRY

(a) Hours actually worked per worker

Date	AMERICA					ASIA	EUROPE				
	Canada ¹	United States		Argentina (Buenos Aires)	Mexico	Japan	Germany ¹⁰	Estonia	Fin- land	France	
		B.L.S. ²	N.I.C.B. ⁴								
	Ind. ³	Ind. ³	Ind. ³	Ind., transp., com.	Mi., incl., transp.	Ind. ³	Ind. ¹¹	Ind.	Ind. ³	Ind. ³	
Per week	Per week	Per week	Per week	Per week	Per day ⁶	Per week ¹²	Per day ¹³	Per fortnight	Per week ¹⁴		
<i>Number of hours</i>											
1929	*	44.2	48.3	49.09	*	(9.83) ⁷	46.02	8.18	93.0	*	
1930	*	42.1	43.9	48.46	*	*	44.22	8.16	90.8	48.0	
1932	48.9	38.3	34.8	47.60	*	9.63 ⁸	41.46	7.86	90.9	43.7	
1933	48.7	38.1	36.4	47.41	*	9.95	42.96	7.88	92.8	45.3	
1934	49.2	34.6	34.7	45.76	*	9.83	44.58	7.91	94.0	44.7	
1935	48.7	36.6	37.2	45.49	*	9.85	44.46	7.97	93.4	44.5	
1936	48.7	39.2	39.5	45.49	*	9.85	46.7	8.00	93.2	45.7	
1937	48.8	38.6	38.7	45.49	*	9.91	47.6	8.03	93.8	40.2	
1938	46.7	35.6	34.3	45.49	*	9.94 ⁸	48.5	8.15	93.0	38.7	
1939	47.2	37.7	37.6	44.50	45.16 ⁵	9.46 ⁸	48.7	8.10	91.5	40.8 ¹⁵	
1940	50.1	38.1	38.6	45.25	43.60 ³	*	49.2	*	—	*	
1941	50.5	40.6	41.2	45.05	45.64 ⁵	*	50.1	*	—	38.2	
1942	51.3	42.9	43.0	—	45.79 ⁵	*	49.2	*	—	41.3 ¹⁶	
1943	—	44.9	45.1	—	—	*	—	*	—	44.5 ¹⁷	
1944	—	45.2	45.6	—	—	*	—	*	—	—	
1943: June	*	45.1	45.2	*	*	*	—	*	*	44.8	
Sept.	*	44.7	45.3	*	*	*	—	*	*	44.7	
Dec.	*	44.8	45.1	*	—	*	—	*	*	—	
1944: Mar.	*	45.3	45.8	*	*	*	—	*	*	—	
June	*	45.4	45.9	*	*	*	—	*	*	—	
Sept.	*	44.9	45.6	*	*	*	—	*	*	—	
Dec.	*	45.6	45.8	*	—	*	—	*	*	—	
1945: Mar.	*	—	—	*	—	*	—	*	*	—	
<i>Index numbers (1929 = 100)</i>											
1929	*	100.0	100.0	100.0	*	100.0	100.0	100.0	100.0	*	
1930	*	95.2	90.9	98.7	*	*	96.1	99.8	97.6	100.0	
1932	100.0	86.7	72.0	97.0	*	98.0 ⁸	90.1	96.1	97.7	91.0	
1933	99.6	86.2	75.4	96.6	*	101.2	93.4	96.3	99.8	94.4	
1934	101.0	78.3	71.8	93.2	*	100.0	96.9	96.7	101.1	93.1	
1935	99.6	82.8	77.0	92.7	*	100.2	96.6	97.4	100.4	92.7	
1936	99.5	88.7	81.8	92.7	*	100.2	*	97.8	100.2	95.2	
1937	99.8	87.3	80.1	92.7	*	100.8	*	98.2	100.9	83.8	
1938	95.5	80.5	71.0	92.7	*	101.1 ⁸	*	99.6	100.0	80.6	
1939	96.5	85.3	77.8	90.7	100.0 ⁵	96.3 ⁹	*	99.0	98.4	85.0 ¹⁵	
1940	102.5	86.2	79.9	92.2	95.5 ⁵	*	*	*	—	*	
1941	103.3	91.9	85.3	91.8	101.1 ⁵	*	*	*	—	79.6	
1942	104.9	97.1	89.0	—	101.4 ⁵	*	*	*	—	86.0 ¹⁶	
1943	—	101.6	93.4	—	—	*	*	*	—	92.7 ¹⁷	
1944	—	102.3	94.8	—	—	*	*	*	—	—	
1943: June	*	102.0	93.6	*	*	*	*	*	*	93.3	
Sept.	*	101.1	93.8	*	*	*	*	*	*	93.1	
Dec.	*	101.4	93.4	*	—	*	*	*	*	—	
1944: Mar.	*	102.5	94.8	*	*	*	*	*	*	—	
June	*	102.7	95.0	*	*	*	*	*	*	—	
Sept.	*	101.6	94.4	*	*	*	*	*	*	—	
Dec.	*	103.2	94.8	*	—	*	*	*	*	—	
1945: Mar.	*	—	—	*	*	*	*	*	*	—	
Persons covered (thousands)	587	13,817/ 9,850	*	*	*	1,564	3,500†	41	*	—	

¹ Excluding overtime. Yearly figures: month of highest employment. ² Excluding building. ³ Bureau of Labor Statistics. ⁴ National Industrial Conference Board; monthly figures: first week of the month. ⁵ Oct. ⁶ After deduction by I.L.O. of rest periods. ⁷ I.L.O. estimates, based on Imperial Cabinet statistics of normal hours. ⁸ From 1932 to 1938, statistics of the Bank of Japan; from 1939, statistics of the Imperial Cabinet, with which statistics of the Bank of Japan have been incorporated. ⁹ Jan.-Nov. ¹⁰ Territory before 1938. ¹¹ Up to 1936, excluding building; from 1939, including mines. ¹² Average hours slightly lowered by absence for sickness, holidays, etc. ¹³ Annual figures: up to 1937, averages of two half-yearly figures; 1938, average for Apr.-Dec. ¹⁴ From 1930-1941, monthly figures: 1st of the following month. ¹⁵ Jan.-July. ¹⁶ Average of quarterly data. ¹⁷ Average of first 3 quarters.

TABLE IV. STATISTICS OF HOURS OF WORK IN INDUSTRY (cont.)

(a) Hours actually worked per worker (concl.)

Date	EUROPE (concl.)								
	Hungary	Ireland	Italy	Latvia	Norway	Netherlands (Amsterdam)	Poland	Sweden	Switzerland
	Ind. ¹	Ind. ¹	M.C. ³	Ind.	Ind. ¹	Ind. ¹	Ind.	Mi., ind. ¹¹	Ind.
	Per day	Per week	Per week ⁴	Per week	Per week	Per week ⁹	Per week ¹⁰	Per week ¹²	Per week
<i>Number of hours</i>									
1929	8.97	*	(46.7-48.3)	*	*	*	44.8	(47.7) ¹³	(47.8-48.2) ¹⁴
1930	8.82	*	(44.5-47.7)	*	*	*	43.9	*	*
1931	8.64	*	(43.9-47.5)	*	*	*	43.3	*	*
1932	8.53	*	(43.0-47.2)	(42.1-45.1) ⁸	*	*	41.4	*	*
1933	8.59	*	(44.4-47.5)	(43.9-45.5)	*	*	41.5	46.0	(45.3-46.5) ¹⁵
1934	8.78	*	(42.7-47.1)	(44.4-45.9)	*	*	42.2	47.0	(45.7-46.9) ¹⁵
1935	8.83	*	(39.6-42.9) ⁶	(43.6-46.1)	*	46.9	42.6	47.4	*
1936	8.64	*	(39.4-42.7)	(43.8-46.2)	45.5	46.7	42.7	47.6	*
1937	8.59	*	(41.0-43.5)	(44.8-46.4)	44.9	47.1	43.3	47.2	(46.4-47.0) ¹⁴
1938	8.42	*	(39.8-42.8)	(44.7-46.5)	44.1	46.8	43.7	46.3	(45.8-46.9)
1939	8.24	44.6 ²	(40.3-43.1) ⁷	(44.0-46.3)	45.2	—	43.77	45.6	(46.8-47.7)
1940	8.33	44.4 ²	*	*	*	—	*	46.6	47.3
1941	—	43.5 ²	*	*	*	—	*	47.0	47.0
1942	—	43.1 ²	*	*	*	—	*	47.2	46.8
1943	—	43.5 ²	*	*	*	—	*	47.3	46.8
1944	—	—	*	*	*	—	*	47.2	—
1943: June	*	*	*	*	*	*	*	*	—
1943: Sept.	*	*	*	*	*	*	*	*	—
1943: Dec.	*	43.5 ²	*	*	*	*	*	47.3	—
1944: Mar.	*	*	*	*	*	*	*	*	—
1944: June	*	*	*	*	*	*	*	*	—
1944: Sept.	*	*	*	*	*	*	*	*	—
1944: Dec.	*	—	*	*	*	*	*	47.2	—
1945: Mar.	*	*	*	*	*	*	*	*	—
<i>Index numbers (1929=100)</i>									
1929	100.0	*	100.0	*	*	*	100.0	100.0	100.0
1930	98.3	*	97.1	*	*	*	98.0	*	*
1931	96.3	*	96.2	*	*	*	96.7	*	*
1932	95.1	*	94.9	100.0 ⁸	*	*	92.4	*	*
1933	95.8	*	96.8	102.5	*	*	92.6	96.4	95.6 ¹⁵
1934	97.9	*	94.5	103.7	*	*	94.2	98.5	96.5 ¹⁵
1935	98.4	*	86.9 ^{9a}	103.0	*	100.0	95.1	99.4	*
1936	96.3	*	86.5	103.2	100.0	99.6	95.3	99.8	*
1937	95.8	*	89.1	104.6	98.7	100.4	96.7	99.0	97.3 ¹⁴
1938	93.9	*	86.9	104.6	96.9	99.8	97.5	97.1	96.7
1939	91.9	*	87.8 ⁷	103.7	99.3	—	97.5 ⁷	95.6	98.5
1940	92.9	100.0	*	*	*	—	97.7	98.5	97.9
1941	—	99.6 ²	*	*	*	—	98.5	99.0	97.5
1942	—	97.5 ²	*	*	*	—	99.0	99.2	97.5
1943	—	96.6 ²	*	*	*	—	99.2	99.0	—
1944	—	97.5 ²	*	*	*	—	99.0	—	—
1943: June	*	*	*	*	*	*	*	*	—
1943: Sept.	*	*	*	*	*	*	*	*	—
1943: Dec.	*	97.5 ²	*	*	*	*	99.2	—	—
1944: Mar.	*	*	*	*	*	*	*	*	—
1944: June	*	*	*	*	*	*	*	*	—
1944: Sept.	*	*	*	*	*	*	*	*	—
1944: Dec.	*	—	*	*	*	*	99.0	—	—
1945: Mar.	*	*	*	*	*	*	*	*	—
Persons covered (thousands)	275†	122	1,156	39	102†	86	629	431	255

¹ Excluding building. ² Oct. ³ Ministry of Corporations. ⁴ Monthly figures, last week of the month. ⁵ I.L.O. estimates from percentages of table IV (b). ⁶ 1935, average for May.-Dec. ⁷ Jan.-June. ⁸ Feb.-Dec. ⁹ Annual figures, averages for the second half-year. ¹⁰ Monthly figures, averages of weeks without holidays. ¹¹ Including mines. ¹² Annual figures: up to 1937, Nov. figures; 1938, July and Dec.; 1939, average for Mar. and June; 1940 to 1943, Nov. figure. ¹³ I.L.O. estimates based on statistics of earnings. ¹⁴ I.L.O. estimates based on census of establishments (Aug. 1929 and Sept. 1937). ¹⁵ Averages for the second and third quarters.

TABLE IV. STATISTICS OF HOURS OF WORK IN INDUSTRY (concl.)

(b) Percentage distribution of workers according to hours worked

Date	AMERICA						EUROPE							
	Canada ¹ 2					United States			Finland ³			France ⁴		
	Per week					Per week ⁵			Per fortnight			Per week		
	Up to 40 h.	41-47 h.	48 h.	49-54 h.	55 h. and more	Up to 39 h.	40-49 h.	50 h. and more	Under 80 h.	80.0-95.9 h.	96 h. and more	Under 40 h.	40 h.	Over 40 h.
1929	*	*	*	*	*	*	*	*	7.5	58.9	33.6	*	*	*
1930	*	*	*	*	*	*	*	*	3.3	62.0	34.7	0.4	0.8	98.8
1931	*	*	*	*	*	*	*	*	25.2	45.4	29.4	8.0	7.7	84.3
1932	15.7	21.3	16.4	22.5	24.1	*	*	*	8.8	66.7	24.5	20.2	11.2	68.6
1933	16.8	21.5	15.3	22.5	23.9	*	*	*	3.7	64.8	31.5	9.2	8.3	82.5
1934	13.3	22.3	18.0	21.3	25.1	*	*	*	0.8	68.1	31.1	13.1	9.5	77.4
1935	12.8	23.7	23.0	18.9	21.6	*	*	*	0.6	68.8	30.6	13.7	9.4	76.9
1936	12.5	23.7	22.9	19.2	21.7	*	*	*	0.3	68.2	31.5	7.1	6.9	86.0
1937	11.8	25.3	22.1	19.6	21.2	*	*	*	0.0	65.7	34.3	6.7	84.9	8.4
1938	21.0 ⁶	25.6 ⁶	20.7	17.4	15.4	*	*	*	0.3	73.3	26.4	21.5	76.6	1.9
1939	18.0 ⁶	24.7 ⁶	22.2	19.1	16.0	*	*	*	2.9	74.1	23.0	11.1 ⁸	63.2 ⁸	25.7 ⁸
1940	13.2 ⁸	17.1 ⁴	19.3	20.7	29.7	20.0	60.6	19.4	—	—	—	*	*	*
1941	11.6 ³	15.8 ⁴	19.5	21.8	31.3	18.1	63.4	18.5	—	—	—	32.5	42.5	25.0
1942	12.8 ⁸	14.8 ⁴	21.4	22.1	28.9	14.3	61.5	24.1	—	—	—	19.6 ⁷	40.9 ⁷	39.4 ⁷
1943	—	—	—	—	—	12.6	62.3	25.1	—	—	—	—	—	—
Persons covered (thous'ds)	587					44,190			*			—		

Date	EUROPE (concl.)														
	Italy ¹ 2				Latvia			Sweden ¹⁴				Switzerland			
	Per week ³				Per week			Per week ¹⁵				Per week			
	Under 40 h.	40.0-44.9 h.	45.0-48.0 h.	Over 48 h.	Under 46 h.	46 h.	Over 46 h.	Up to 40 h.	41-47 h.	48 h.	Over 48 h.	Under 36 h.	36.0-47.9 h.	48 h.	Over 48 h.
1929	a	b		*	*	*	*	*	*	*	*	*	*	*	
1930	8.9	75.5	15.6	*	*	*	*	*	*	*	*	*	*	*	
1931	20.8	66.7	12.5	*	*	*	*	*	*	*	*	*	*	*	
1932	24.2	64.6	11.2	*	*	*	*	*	*	*	*	*	*	*	
1933	28.4	63.6	8.0	24.9 ¹²	73.0 ¹²	2.1 ¹²	*	*	*	*	*	*	*	*	
1934	20.8	70.7	8.5	13.6	84.6	1.8	8.5	32.7	51.3	7.5	7.2 ¹¹	20.8 ¹¹	59.5 ¹¹	12.5 ¹¹	
1935	30.5	61.9	7.6	11.3	80.4	8.4	8.0	29.1	42.5	20.4	4.2 ¹¹	21.2 ¹¹	65.3 ¹¹	9.3 ¹¹	
1936	28.3 ¹⁰	39.6 ¹⁰	21.7 ¹⁰	17.6	62.0	20.4	6.1	35.4	37.1	21.4	*	*	*	*	
1937	27.5	44.0	18.7	16.1	63.8	20.1	4.6	35.8	39.6	20.0	*	*	*	*	
1938	16.5	47.4	26.7	13.4	62.9	23.7	4.6	41.9	36.5	17.0	*	*	*	*	
1939	21.7	52.2	18.8	11.0	64.7	24.3	8.5	46.1	36.6	8.8	2.8	22.1	69.9	5.2	
1940	19.1 ¹¹	51.9 ¹¹	20.4 ¹¹	15.4	61.2	23.4	16.3	58.0	12.3	13.4	1.7	14.2	71.8	12.3	
1941	*	*	*	17.7 ¹³	63.3 ¹³	19.0 ¹³	10.2	40.2	29.5	20.1	1.2	14.7	66.6	17.5	
1942	*	*	*	*	*	*	7.1	42.3	31.6	19.0	0.8	18.3	69.7	11.2	
1943	*	*	*	*	*	*	4.4	45.4	29.8	20.4	0.8	20.2	70.6	8.4	
1944	*	*	*	*	*	*	3.1	47.8	31.9	17.2	0.7	20.3	70.9	8.1	
1944	*	*	*	*	*	*	2.7	51.5	27.3	18.5	—	—	—	—	
Pers. cov'd (th's.)	1,156				36			443				255			

¹ Excluding overtime; figures for the month of highest employment. ² Excluding building. ³ Up to 43 h. ⁴ 44-47 h. ⁵ Bureau of the Census; non-agricultural employment, including self-employed; Oct. of each year. ⁶ Jan.-July. ⁷ Mar., June, Sept. ⁸ Ministry of Corporations. ⁹ Before May 1935: a=under 48 hours; b=48 hours. ¹⁰ May-Dec. ¹¹ Jan.-June. ¹² Feb.-Dec. ¹³ Jan.-May. ¹⁴ Including mines. ¹⁵ Up to 1937, Nov.; 1938, July; 1939, June; 1940 to 1943, Nov.

BIBLIOGRAPHY

Book Notes

NON-OFFICIAL PUBLICATIONS

China Among the Powers. By David Nelson ROWE. New York, Harcourt, Brace and Company, 1945. 205 pp. \$2.75.

This book discusses China's potentiality as a great Power in the post-war world. It is divided into four parts: China's world position today; problems of industrial development, transport and communications; Government and social organisation; and organisation of peace in the Far East.

Cooperative Communities at Work. By Henrik F. INFELD. New York, The Dryden Press, 1945. viii+201. pp. \$3.

This book, by the author of *Cooperative Living in Palestine*¹, analyses and compares the co-operative or collective communities of Mexico (*ejido*), the U.S.S.R. (*kolkhoz*), and Palestine (*kvutza*), as well as the experiments of the Farm Security Administration (co-operative corporation farms) and of other groups, religious and socialistic, in the United States. These examples of co-operative living are considered in relation to post-war resettlement and planning. The suggestion is made that an international office of cooperative resettlement should be set up, with the main tasks of securing and handling funds, and of organising and supervising co-operative communities in areas open to settlement.

Social Security and the National Income. By Raymond BURROWS. Johannesburg, South African Institute of Race Relations, 1944. 36 pp. 1s.

This pamphlet contains a discussion of the findings and recommendations put forth by the Social Security Committee, the Social and Economic Planning Council and the Parliamentary Select Committee on Social Insurance in South Africa. The Social Security Committee has drawn up a plan, based on existing foundations, which, in the opinion of the author, loses nothing in comparison with the British and New Zealand schemes. In view of the poverty of the "submerged eight tenths of our population" (mainly Africans), however, there are great financial difficulties in the introduction of this programme. The Planning Council considers it impractical to attempt to carry out such a scheme in its entirety until the average *per capita* income level has been raised by at least 50 per cent., while the Select Committee would bring about a reduction in costs by deferring certain benefits altogether and decreasing basic rates in other cases. Summaries of the schemes are given, with comparisons of the benefits offered and costs involved.

Social Insurance Planning in India. By A. N. AGARWALA. Allahabad, East End Publishers, 1944. 218 pp. 10s.

This study discusses the need of a unified social insurance scheme for India. The protection against social risks now afforded the worker consists of compensation in cases of employment injury and, in some provinces, of maternity benefits to women workers, as well as a certain amount of voluntary assistance, especially in the field of medical care, provided by the Government and by the employers. Mr. Agarwala advocates the drawing up of a comprehensive national system of social insurance financed on a tripartite basis by the State, the employer and the worker. The different branches of such a scheme might be intro-

¹ Reviewed in *International Labour Review*, Vol. L, No. 5, Nov. 1944.

duced one at a time, beginning with sickness insurance. At the outset only industrial workers engaged in factories might be included, but commercial workers should be brought in as soon as their inclusion is feasible and eventually all other employed and self-employed persons should be covered.

Bread Upon the Waters. By Rosa PESOTTA. New York, Dodd, Mead and Company, 1944. x+435 pp. \$3.

The greater part of this book deals with the development of the International Ladies' Garment Workers Union, which is an affiliate of the American Federation of Labor. From 1933 to 1944 the author was the only woman Vice-President of the I.L.G.W.U., and helped to organise this union which now has a membership of 305,000, 85 per cent. of which are women. Miss Pesotta describes her organising work and the strikes she led during the last decade throughout the American continent from Los Angeles to Montreal.

The book is a very readable narrative of the building up of a great American trade union.

Proceedings of the National Conference of Social Work. Selected Papers, Seventy-first Annual Meeting, Cleveland, Ohio, May 21-27, 1944. New York, Columbia University Press, 1944. x+492 pp. \$5.

Although containing only a selection from the papers read at the 1944 Conference, the articles, grouped under ten major topics, run into a total of about two score individual contributions by experts in their respective fields. The volume comprises a survey of the work and aspirations of the many private and public organisations engaged in social work—using the term in its broadest sense. The war has greatly increased the field of social work; furthermore, all the papers indicate that the tasks will be even greater in the post-war era. To quote one example: the need for a comprehensive public health programme was made clear by the results of the medical examinations carried out under the Selective Service Act. Some of the reports deal with case work, some with group and community problems, others with State-Federal relations, and a substantial number with questions of international relief, rehabilitation and resettlement.

The volume also contains the last speech delivered by Mr. Pierre Waelbroeck, Assistant Director of the I.L.O., before his tragic death in the summer of 1944. Dealing with "Post-War International Migration", he stated that "migration is only one of the constituent elements of the vast network of international exchange" and that, therefore, orderly migration of labour and settlers in an expanding world economy must be organised on an international scale.

Vital Statistics and Public Health Work in the Tropics. By P. Granville EDGE. London, Baillière Tindall and Cox, 1944. xii+188 pp. 12s. 6d.

This is a survey of the difficulties facing the vital and public health statistician who has to deal with indigenous populations. Special attention is devoted to the problems of the population census, population estimates, health registration, sickness records, death registration, and disease nomenclature; a bibliography of nine pages is added. The discussion ranges over a wide field of anthropology, early history of vital statistics, and practical hints for statisticians and medical officers of health, with numerous illustrations drawn from practical experience in adapting statistical procedures to conditions in the tropics.

Germany: Economic and Labour Conditions under Fascism. By Jurgen KUCZYNSKI. New York, International Publishers, 1945. 234 pp. \$2.50.

This study, which is one of the volumes in the author's still unfinished series, "Short History of Labour Conditions under Industrial Capitalism", was completed in November 1943 and previously published in Great Britain in 1944. The first half of the book is dedicated to an analysis of the structure and economic policy of national socialism, describing the specific economic and social changes that accompanied and made possible Germany's war preparations after the destruction of the political rights of the German working class. The author is convinced that the National Socialist phenomenon had many anachronistic features and was a product of historical circumstances peculiar to the Germany of the 1930's, and he denies, therefore, validity to theories which would consider fascism either as a new or as an "inevitable" type of society or stage of development.

The second part contains a detailed description of National Socialist labour policy between 1933 and 1943. It deals with all aspects of the workers' employment and life: wages, hours of work, intensity of production, social services, frequency of accidents, position of women and children, etc. There is an impressive array of official German statistical material and other official German reports.

Management at the Bargaining Table. By Lee H. HILL and Charles R. HOOK. New York and London, McGraw-Hill Book Company Inc., 1945. 300 pp. \$3.

The title of this book conveys a very definite idea of its contents since it is admittedly intended to depict the view point of the employer engaged in collective negotiations with his employees for the purpose of arriving at an adjustment of differences concerning conditions of work. The authors are specially qualified for this task, inasmuch as both of them are directly concerned with the management of very large industrial firms and have also been appointed as either alternate or substitute members of the National War Labor Board. They are consequently in a position to speak not only with a practical knowledge of the regulations governing collective bargaining, but also with real experience of the everyday difficulties which inevitably crop up despite the good will of the parties concerned or the foresight of the legislators.

Personnel Relations. Their Application in a Democracy. By J. E. WALTERS. The Ronald Press Co., New York, 1945. xx+547 pp. \$4.50.

A comprehensive and well-documented book discussing the principles and practices in the field of personnel relations in industrial and business concerns in the U.S.A. The author attempts to present his material from the point of view of those actively concerned, such as progressive managements, responsible labour unions, and Government representatives when personnel relations under Government regulation are under consideration. The term "personnel relations" connotes in this book the activities often grouped under "personnel administration", such as the techniques of employment, training, safety and employee services generally, and those coming under the heading "industrial relations", such as collective bargaining and methods of co-operation between Government, management and workers.

El Derecho Procesal del Trabajo en el Perú. By Alfonso CASTAÑEDA RANGEL. Tesis doctoral. Legislación—Jurisprudencia—Doctrina. Lima, 1944. 213 pp.

This book is a criticism of the special machinery in existence in Peru for the adjustment of labour disputes. The author quotes from many legislative texts and other authentic sources in the course of his dissertation on the general principles which are at the basis of every labour judiciary, and draws certain conclusions for the improvement of the Peruvian system. He expresses the opinion that all judicial labour disputes, whether individual or collective, should be settled by judicial procedure. Consequently, he advocates an extension of the jurisdiction of the Peruvian labour courts so as to cover disputes which are at present handled by administrative services.

Public Spending and Postwar Economic Policy. By Sherwood M. FINE. New York, Columbia University Press, 1944. ix+177 pp. \$2.50.

In this volume public spending policies under the New Deal in the United States are analysed and evaluated, particularly with a view to their possible application in the post-war period as a means of achieving a fuller use of resources. The author assigns to public spending a residual rather than a primary role in bringing about the full use of resources, and doubts whether a post-war annual outlay of more than \$4,000 to \$5,000 million, exclusive of residential construction, could be undertaken profitably without involving considerable uneconomic investment. Although there are limitations upon the scope of public investment in the usual categories, Dr. Fine holds that, if private enterprise is unable to furnish adequate investment outlets, there is little use in confining public projects to non-competitive activity. The greatest contribution that Government can make, he maintains, "is in sponsoring the reconstruction of private enterprise along competitive lines and providing a hospitable investment climate".

Books Received¹

NON-OFFICIAL PUBLICATIONS

The Price of Peace. By Sir William BEVERIDGE. London, Pilot Press Ltd., 1945. viii+104 pp. 6s.

The Rehousing of Britain. By JOHN MADGE (foreword by Sir William BEVERIDGE). London, Pilot Press Ltd., 1945. 61 pp. 4s. 6d.

Housing and Community Planning. McGill University. Montreal, 1944. 210 pp.

New Perspectives on Peace. Edited by George B. DE HUSZAR. Chicago, University of Chicago Press, 1944. viii+261 pp. \$2.50.

The Pan-Germanic Web: Remaking Europe. By Vladimir GROSSMAN. Toronto, The Macmillan Company of Canada Limited, 1944. viii+179 pp. \$2.

The Economics of Peace. By Kenneth E. BOULDING. New York, Prentice-Hall Inc., 1945. ix+278 pp. \$3.75.

The Case Against Compulsory Peacetime Military Training. By Roscoe S. CONKLING. New York, Post War World Council, 1945. 35 pp. 10c.

National Self-Determination. By Alfred COBBAN. London, issued under the auspices of the Royal Institute of International Affairs, Oxford University Press, 1945. x+186 pp. 15s.

Our Diplomats at Work. By Blair FRASER. Toronto, Canadian Institute of International Affairs and Canadian Association for Adult Education, 1945. 32 pp. 10c.

Nationalism and After. By Edward Hallett CARR. London, The Macmillan Company, 1945. vi+74 pp. \$1.10.

Greece (British Survey Handbooks, 3). Compiled by Kathleen GIBBERD. Cambridge University Press, 1944. vii+106 pp. \$1.

Inside Russia Today. By Raymond Arthur DAVIES. Winnipeg, Contemporary Publications, 1945. 92 pp. 25c.

Economic Development in S.E. Europe, Including Poland, Czechoslovakia, Austria, Hungary, Roumania, Yugoslavia, Bulgaria and Greece. With an introduction by David MITRANY. Political and Economic Planning. London, Oxford University Press, 1945. 165 pp. 10s. 6d.

Los Precios al por mayor y su Control en Chile y en el Extranjero. By Ramón SANTANDER FERNÁNDEZ. Santiago de Chile, 1944. 106 pp.

Política Social y Económica Mexicana. By Alberto LANDAIDA MEAZA. Santiago, 1945. 146 pp.

Industrial Labour and Social Security. By N. G. ABHYANKAR. Bombay, The Times of India Press, 1944. xiii+202 pp. Rs. 6-0-0.

Labor and Tomorrow's World. By G. Bromley OXNAM. Nashville, Tenn., Abingdon-Cokesbury Press, 1945. 153 pp. \$1.50.

Yearbook of American Labor, Volume I, War Labor Policies. The Institute of Labor Studies. New York, Philosophical Library, 1945. xvii+655 pp. \$7.50.

Dock Labourers in Bombay. By Rasiklal P. CHOLIA. Calcutta, Longmans, Green and Co., Ltd., 1941. xv+165 pp. Rs. 4-8-0.

¹ Mention in this list does not preclude publication of a book note in a subsequent issue of the *Review*.

The Problem of the Coal Mines. By Sir Richard A. S. REDMAYNE. London, Eyre & Spottiswoode, 1945. 59 pp. 4s. 6d.

Co-operation in Forestry. By I. KISSIN. Oxford, Imperial Forestry Bureau, Technical Communication, No. 2, 1944. 72 pp. 4s.

A Century of Rochdale Co-operation, 1844-1944. By Joseph REEVES. London, Lawrence & Wishart, 1944. vi+202 pp. 7s. 6d.

Industrial Record 1919-1939, a Review of the Inter-War Years. Cadbury Brothers Ltd., Bournville. 8s. 6d.

International Regulation of Fisheries. By L. Larry LEONARD. Washington, Carnegie Endowment for International Peace, Division of International Law, 1944. x+201 pp.

On the Influence of Trades, Professions and Occupations in the United States in the Production of Disease. By Benjamin W. MCCREADY, M.D. Baltimore, The Johns Hopkins Press, 1943. 129 pp. \$1.75.

Alcoholics are Sick People. By Robert V. SELIGER, M.D. Baltimore, Alcoholism Publications, 1945. xv+80 pp. Cloth edition: \$2.

The Berlin West African Conference, 1884-1885. By S. E. CROWE. London, Longmans, Green and Co., 1942. x+249 pp. 15s.

Comentario sobre la XXVI Conferencia de la Organización Internacional del Trabajo, Filadelfia, abril y mayo de 1944. By Fernando YLLANES RAMOS. Mexico, Editorial Clásica, 1944. 225 pp.

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No. 4, April. "The Belgian Social Security Scheme". Page 525, last line: for "69,773" read "69,173".
