

INDUSTRIAL AND LABOUR INFORMATION

INTERNATIONAL LABOUR ORGANISATION

MEETING OF EXPERTS FROM THE I.L.O. COMMITTEE ON WOMEN'S WORK

At its 97th Session (Paris, November 1945) the Governing Body authorised the Office to convene a meeting of experts chosen from members of the Correspondence Committee on Women's Work. The purpose of the meeting was to study problems of women's employment in the post-war period, with a view to implementing certain of the principles formulated in the Employment (Transition from War to Peace) Recommendation, 1944¹, and also to study the economic position of women workers and recommend the steps to be taken in order to ensure their just treatment. The latter subject, which the United States Government had proposed placing on the agenda of the 29th Session of the International Labour Conference, was with the approval of the proposer included in the programme for the meeting of experts instead, in order to provide an opportunity for examination of the problem at a technical level.

The meeting was held in Montreal from 8 to 13 July 1946. Experts from ten countries were invited, of whom eight were able to attend. A representative of the United Nations was present.

The agenda, which had been drawn up by the Office after consultation with members of the Correspondence Committee in various countries, included means for facilitating the employment of women; measures for the preparation and readjustment of women for employment, including vocational guidance, training and retraining, and measures for raising the level of traditionally feminine occupations; other problems of women's employment in the post-war period; and public policies for promoting a fair and equitable distribution of women in employment in schemes for attaining full employment.

The experts summarised the results of their discussion in a report to the Acting Director and requested him to present their suggestions to the Governing Body for suitable action and also to the special International Labour Organisation committees concerned.

It was recognised by the meeting that the employment of women today presents a very different aspect from that of 1919, when the Organisation was founded. Large numbers of women in all belligerent countries, called upon in the recent war to participate in the national effort, proved that they can adapt themselves to a great variety of skilled occupations. Owing to improvements in techniques which have substituted mechanical processes for muscular effort in certain occupations, female labour can be used on a much wider scale than formerly, especially in industry. However, although the technical differences between traditional men's occupations and traditional women's occupations have dis-

¹ Cf. *International Labour Review*, Vol. I, No. 1, July 1944: "The Twenty-sixth Session of the International Labour Conference: Philadelphia, April to May 1944", pp. 15-19.

appeared to a large extent, customary approaches to the problem of women's labour have undergone comparatively little change, in spite of women's greater consciousness today that they are active members of the labour force. Administrative machinery for dealing with employment problems needs to be adapted to the new conditions and new concepts.

Placement of Women.

As the question of the organisation of employment services has been placed upon the agenda of the 1947 Session of the International Labour Conference, the Committee first considered various aspects of women's placement. One generally stressed principle was that employment services should be expected to place in a vacancy the person best qualified to fill it, account being taken not only of the interests of the employer, but also of the person seeking employment. To this end it was emphasised that individual aptitudes and the skills acquired by a woman worker should be taken into consideration in the same way as in the case of a male worker.

As regards methods of achieving this objective, the opinions of the experts differed, being coloured by the administrative customs of their respective countries. Several set forth the advantages of placing men and women through a single occupational service to ensure access to equal employment opportunities for both sexes; on the other hand, some expressed satisfaction with the operation of separate sections for men and women in the employment service, provided that the same principles obtain for both sexes; this can be ensured by unified control and close collaboration between the sections. For placement in technical and higher posts a single service was considered generally desirable. It was also agreed that in all cases decent and attractive premises are necessary for women's employment services. No one supported the idea of a completely separate employment service for women.

It was unanimously agreed that advisory bodies, in which women's interests are adequately represented, are desirable at national, regional and local levels, in order to ensure that placement policies have due regard for women's interests.

Vocational Guidance.

The necessity for organising free vocational guidance services, competent to give expert advice to adults was recognised as particularly useful for women, since many, because of family circumstances, enter or return to employment late in life. It was stressed that there was need for vocational guidance, founded on principles broadened by wartime experience, to direct both girls and adult women towards appropriate fields of activity, including information regarding training facilities open to women, wages, and prospects of promotion. The experience of the belligerent countries in the last war should be made available to other countries. The need for trained personnel both for placement and guidance services was recognised by all. This personnel should have constant access to information on technological changes in their own fields of interest, so that women applicants may profit by work opportunities afforded by the changing economic and technical situation.

Suitable Employment.

As regards both the placement of women and the granting of insurance benefits or assistance allowances during unemployment, the interpretation of the term "suitable employment", refusal of which may entail loss of benefits or allowances, was considered to be of primary importance to women. It was agreed that for women, as for men, the general standards for suitable employment are well recognised in many laws and regulations, but that some of the requirements call for particular care in interpretation in the case of the woman worker, especially those regarding location of the place of work when a woman worker has a family and household responsibilities. Furthermore, a woman claimant to benefit should not be required to accept placement under penalty of losing her allowance, except in a vacancy suited to her. Where skill is lacking, training is needed in an occupation suitable to her aptitudes.

Occupational Training and Rehabilitation.

It was recognised that during the war considerable progress was made regarding the access of women to training facilities on an equal footing with men, in

accordance with the principle established in the Vocational Training Recommendation, 1939. Where progress has been made along these lines, it should be maintained, training opportunities being related to employment prospects. Nevertheless, in many areas, war experience needs to be further utilised, both to ensure opportunity for women and to induce them to use facilities that exist for providing them with thorough preparation.

Remuneration according to Job Content Irrespective of Sex.

The meeting, noting the position taken repeatedly by the International Labour Organisation as regards equal remuneration for men and women for work of equal value, which was formulated in the Employment (Transition from War to Peace) Recommendation, 1944, as "the establishment of wage rates based on job content without regard to sex", reviewed the methods utilised in certain countries for analysing the characteristic elements of each job and for establishing wage standards thereby, and noted that, especially for mass production, these methods have been found effective. The meeting considered that, either by collective agreements or by legislation, measures should be taken for applying in a practical way the principle of equality, and requested the International Labour Organisation to continue to follow achievements along these lines and urged that the principle of the rate for the job should be applied as a long-term policy.¹

Measures for Raising the Level of a Low Standard Occupation.

Among the low standard and traditionally female occupations, domestic service was discussed in some detail as a low standard occupation that calls for immediate consideration. As an important, if not the leading occupation numerically for women in both slightly and highly industrialised countries, and as an occupation with a high degree of social significance, domestic service was recognised as requiring improvement in standards of work and skill if it is to become comparable with other kinds of work, and if the widespread scarcity of domestic workers in many countries is to be met. Living conditions, leisure time and holidays with pay as well as obligations and duties must be clearly defined. Social security, including the various forms of social insurance, needs further extension in many countries to cover domestic workers. It was suggested that the question of the status of domestic workers should be placed upon the agenda of a forthcoming International Labour Conference with a view to establishing a Recommendation on minimum standards for this occupation.

Special attention was given to the development in several countries of social home aides services under public authority and the possible influence of such institutions upon the standards of work and status of the occupation. It was suggested that the International Labour Office should undertake a study of legislation and practice concerning home aides, to be used as a basis for possible action. There was agreement that the status of this occupation must be improved in conjunction with the furtherance of systematic vocational training.

Other Problems of Women Workers.

Concerning the employment of married women, there was general agreement that they should have the right to choose for themselves whether or not they work outside the home; legal hindrance to their employment should therefore be removed, or its enactment avoided. For both married women and other women workers who are charged with the double responsibility of employment and household obligations, the development of welfare services to care for children and to provide other home services should be extended and be subject to control by the public authority as public community services.

Several suggestions were made as to studies of women's employment problems which should be undertaken by the International Labour Office. The creation of the Industrial Committees offers an important avenue of approach to the study of women's employment in industries employing a considerable proportion of women. It was suggested that special efforts should be made to have experts on women's work present when problems involving such industries are considered. A new problem which has arisen in connection with the sending of industrial home work across national boundaries was recommended to the International Labour Office for a field study. The international character of this problem makes it

¹ In view of the enquiries on this subject now being undertaken by a Royal Commission on Equal Pay, the United Kingdom expert reserved opinion on this item.

specially suitable for study by the Office with a view to the adoption of international regulations.

In conclusion the meeting emphasised two points as basic to all consideration of women's post-war employment; women themselves must continue to participate in the nation's economic and political life as they did during the period of war; and the State, workers' organisations, and management must continue to eliminate traditional limitations upon women's work opportunities, if women are to contribute their best efforts to the constructive work that is needed in their communities, and to the national welfare of their respective countries

RATIFICATION OF INTERNATIONAL LABOUR CONVENTIONS

IRELAND

On 9 October 1946 the Director-General of the International Labour Office registered the ratification by Ireland of the Convention (No. 63) concerning statistics of wages and hours of work in the principal mining and manufacturing industries, including building and construction, and in agriculture, which was adopted at the 24th Session (1938).

This brings to 922 the total number of ratifications of International Labour Conventions which have so far been registered.

PUBLICATIONS OF THE OFFICE

LEGISLATIVE SERIES

The quarterly instalment of the *Legislative Series* for April-June 1946 has been published.

This instalment contains reprints and translations of legislative measures in the Argentine Republic, Belgium, Chile, the Dominican Republic, France, Germany, Greece, New Zealand, Turkey, the Union of South Africa and the United Kingdom. Also included are the indexes to the *Legislative Series*, 1944.

Special reference may be made to the Argentine Decree respecting holidays with pay, the Belgian Legislative Orders respecting miners' social security and annual holidays, the Dominican Act respecting minimum wages, and the Greek Act respecting unemployment insurance.

OBITUARY

GUNNAR ANDERSSON

The International Labour Office deeply regrets to announce the death in Montreal on 19 October 1946 of Gunnar Andersson, workers' member of the Governing Body of the International Labour Office since 1936 and for many years one of the leading trade unionists of Sweden. He was 56 years of age.

Born on 4 September 1890 at Tjällmo in the province of Östergötland, Sweden, he began his industrial life as a metal worker. From an early age he took an active part in the activities of his local trade union, in the co-operative movement, in the work of the Social-Democratic Youth and of temperance organisations, and in local administration.

From 1926 to 1936 he was a member of the Executive of the Swedish Metal Workers' Federation, being President from 1932 to 1936. In 1936 he was elected Joint President of the Swedish Confederation of Trade Unions, a post created very largely with a view to the fulfilment of the expanding duties of the President in the international field.

He was a member of the Swedish Delegation for International Collaboration in Social Questions, the official tripartite body established to maintain contacts

with the I.L.O. in particular. From 1939 onwards he served on a number of official boards and committees set up to deal with the emergency situation created by wartime conditions: the Industry Commission, the National Defence Commission, the Cost-of-Living Enquiry Committee, etc. Just before the opening of the recent Trade Union Congress in Stockholm¹ he figured as one of the signatories to the general agreement on the setting up of joint committees in industrial undertakings which the Confederation of Trade Unions and the Employers' Federation had concluded after prolonged negotiations.

He was closely associated with the work of the I.L.O. from 1934 onward. In that year he attended the 18th Session of the General Conference as workers' adviser and in 1936 attended the 20th Session in the same capacity, at which Session he was elected workers' member of the Governing Body, a position which he held until his death. Thenceforward he attended all sessions of the Conference as Swedish workers' delegate. In 1937 he was a member of the Swedish delegation to the Tripartite Textile Conference in Washington. During the war he attended a Governing Body meeting in London in 1943 and also the Philadelphia Conference. At the Paris Conference in 1945 he was elected Workers' Vice-President. He represented the Governing Body at the meetings of the Industrial Committee on Iron and Steel Production (Cleveland, April 1946), and of the Metal Trades Committee (Toledo, May 1946). He attended the 99th Session of the Governing Body and the 29th Session of the Conference in Montreal. During the Conference, he suddenly became critically ill. He died very shortly afterwards in Montreal.

A convinced internationalist and a great trade union leader, who never wavered in his faith in both these causes, he will be sadly missed by all who knew him and worked with him, both in Sweden and in the field of international labour affairs.

SOCIAL AND ECONOMIC POLICY

INTERNATIONAL CONFERENCE OF SOCIAL WORK

A preparatory meeting of the International Conference of Social Work was held in Brussels on 26-28 August 1946 under Dr. René Sand, President of the Conference. The main purpose of the meeting, to which 90 persons had been nominated by organisations in 15 countries and 7 international organisations, was to enable private organisations for social service to renew contact with each other after the interruption caused by the war and to prepare for future international meetings. The International Labour Office was represented.

The question of social service during the war was extensively reviewed, and almost all speakers reported a marked development of the social legislation and social service in their countries as a result of the numerous difficult situations caused by the war. The question of the reconstitution of the International Conference of Social Work, which has not met since 1936, was the main item on the agenda. A resolution was unanimously adopted, authorising the President to appoint, in consultation with the social workers' leaders present at the meeting, a new executive board to supersede the old one. The new board was empowered by the resolution to take the necessary steps to organise the forthcoming session of the Conference and to foster the resumption of the Conference activities; it will also attempt to negotiate an agreement with the Social Commission of the Economic and Social Council of the United Nations. It was agreed to hold the next session on the Atlantic coast of the United States in 1948. The agenda is to be determined by the executive board, but social security will be the main topic of discussion. However, there will be no overlapping with the activities of other

¹ See below, p. 237.

international bodies, since the viewpoint of the Conference is a special one, namely the application of general schemes to individual cases, in order to achieve "humanisation" of administration.

NATIONALISATION OF BANKS AND INDUSTRIES IN FRANCE

During April and May 1946 the French Constituent Assembly adopted legislation nationalising insurance, the gas and electricity industries, and the coal mines. This legislation, following the Act of 2 December 1945 which nationalised the Bank of France and the great banks and the organisation of credit, is another important step in the economic and social policy on which the National Constituent Assembly is engaged.¹ The scope of these measures is described below.

STATE CONTROL OF BANKING

Under the Act of 2 December 1945 the Bank of France and other great banks were nationalised, the former shareholders receiving compensation. The banks not nationalised, particularly those of a financially powerful character, have been subjected to Government supervision. A supervisory committee for banks will see that financial establishments operate properly, and credit will be organised by a National Credit Council.

Classification of Banks.

The Bank of France is nationalised as from 1 January 1946, its shares being transferred to the State. It continues to be the sole note-issuing agency throughout the whole metropolitan territory. Its rules and the composition of its general council will be the subject of special legislation. Meanwhile the Bank will continue to be governed by existing commercial provisions.²

Other banks are divided by the Act, as amended by that of 17 May 1946³, into three classes—deposit banks, industrial banks, and long-term and medium credit banks.

Deposit banks are those which accept from the public deposits for not more than two years or withdrawable on demand. They may not hold more than 10 per cent. of the capital of any undertaking except banks, financial establishments or real estate companies necessary to their operation, and in no case may such holdings exceed 75 per cent. of their own total resources.

Industrial banks are those whose main business is to acquire stock and to participate in the management of firms in existence or in course of establishment and to open credits without term to the firms (private firms or public companies) in which they have thus invested. They may invest in such firms only their own funds, or deposits made with them for at least two years, and may open deposit accounts only within the limits of their business as defined by the Act.

Long-term and medium credit banks are those whose main business is to open credits for terms of not less than two years. They may not accept deposits for shorter periods without special authorisation. As regards participation in other firms, they are subject to the same restriction as the deposit banks.

Nationalisation of the Chief Deposit Banks.

The following banks are also nationalised as from 1 January 1946; Crédit Lyonnais, the General Development Company (*Société générale pour favoriser le développement du commerce et de l'industrie en France*), the Paris Discount Bank (*Comptoir national d'escompte de Paris*) and the National Bank for Commerce

¹ See above, p. 139: "Economic and Social Policy in France", by C. BETTELHEIM.

² The Bank of Algeria is also nationalised by the Act of 17 May 1946: *Journal officiel*, 18 May 1946, p. 4271.

³ *Ibid.*

and Industry. These banks are now administered by boards composed of 12 persons, belonging to the three following groups:

(a) Four members actually engaged in industry, commerce or agriculture, and appointed by the Minister of National Economy, after consultation with the Minister of Industrial Production and the Minister of Agriculture, from names submitted by the most representative organisations of the professions concerned;

(b) Four members appointed by the most representative organisations of workers, in a manner laid down by Ministerial Order (two of these persons must belong respectively to the higher and subordinate personnel of the nationalised bank);

(c) Four members appointed by the Minister of Finance, two representing the Bank of France or public or semi-public credit institutions, and two chosen from among persons with wide banking experience.

The President of each establishment is elected by the board and must be approved by the Minister of Finance. The nationalised establishments continue to be governed by commercial legislation. The powers of the general meetings of shareholders are wielded by the Supervisory Commission for Banks, acting on reports from the boards and auditors. For this purpose the Commission includes three members of the National Credit Council, chosen by the Council.

Supervision of Industrial Banks.

In the "free" sector, industrial banks established as limited companies and having a balance sheet total (plus any liabilities not in the balance sheet) exceeding 500 million francs, as well as the financial establishments dependent on these banks, are subject to supervision by a Government commissioner, assisted by a supervisory committee.

The commissioner, who is appointed by the Minister of National Economy and the Minister of Finance on the basis of a proposal by the National Credit Council, is present at all meetings of the board and its committees and of the general meeting of shareholders. He may require any document to be submitted to him. Further, he may veto any decision against the national interest and propose to the Board any action which he considers would be in the general interest, more particularly those which correspond to the wishes or decisions of the National Credit Council. The bank may appeal to the National Credit Council against a decision by the Commissioner.

The Supervisory Committee consists of three persons, one representing public or semi-public financial agencies, one the most representative industrial and commercial organisations, and one the most representative workers' organisations. The members are appointed jointly by the Minister of National Economy, the Minister of Finance and the Minister of Labour, the names being proposed by the above-mentioned organisations or agencies.

CONTROL OF CREDIT

So as to co-ordinate on a national scale all financial activities, whether of the State, or of nationalised or "free" establishments, the Act lays down a scheme of organisation, regulations and supervision.

The National Credit Council.

This is the central agency of the new financial system. The Chairman of the Council will be a Minister, appointed by the Government. He may delegate his powers to the Governor of the Bank of France, who will be *ex-officio* Vice-Chairman. The Council consists of the following 38 members:

Seventeen representing occupations, etc., throughout the country (10 appointed by Order of the Minister of National Economy, including two proposed by the General Confederation of Agriculture, one each by the agricultural co-operatives, the Union of Consumers' Co-operatives, the Union of Producers' Co-operatives, the National Centre for Foreign Trade and the Assembly of Presidents of Trade Chambers, 2 by the Assembly of Presidents of Chambers of Commerce—one of these to be an industrialist—and one by the Union of Maritime Chambers of

Commerce; and 7 proposed by the most representative workers' organisations, including 3 to represent the general interests of these and appointed by the Minister of National Economy, and 4 representing superior and subordinate bank personnel, appointed by the Minister of Labour);

Seven representatives of various ministries; seven members appointed by the Minister of Finance by reason of their financial or banking ability, 3 of whom represent the nationalised banks, 2 the non-nationalised banks (names proposed by the Banking Association), one representing the organisations for financing foreign trade, and one to be the chairman (*syndic*) of the Company of Paris Exchange Agents; and finally 7 representatives of public and semi-public financial agencies.

The National Credit Council will set up four committees—on deposits, short-term credit, long-term and medium credit, and foreign trade respectively. The Director of the Treasury will be present at all meetings of the National Credit Council and its committees.

The most important functions of the Council relate to problems of financial policy, banking organisation, and the financing of economic reconstruction.

Financial policy. The Council is required to recommend to the Minister of Finance any measure calculated to increase bank or savings-bank deposits, to decrease hoarding of cash, to develop the use of cheques and similar forms of money, and to collect in the public interest all money available. It will also propose the rates to be allowed by private and nationalised banks, and suggest to the Minister of Finance what part of available funds should be reserved for the needs of the Treasury and for issues in French territory, overseas territories and foreign countries. It will be consulted on direct or indirect financial interventions by the State, such as the acquisition of shares, the grant of subsidies, tax easements, etc.

As successor of the Permanent Committee on Banking Organisation, set up by the Acts of 13 and 14 June 1941¹ and disbanded by the present Act, the National Credit Council, through the Bank of France, exercises a general control over all occupations connected with credit and the money market and decides on the opening, closing or amalgamation of banking establishments. It aids in the drafting of any proposal aimed at securing greater concentration of banking and reducing overhead costs by an improvement in organisation and methods. The Council studies the question of nationalising banks which, owing to increased deposits or changes of business or expanding network of branches, come into the same category as the banks already nationalised. It may also suggest that the Government submit to Parliament proposals for nationalisation of additional banks.

The Council is consulted by the Minister of National Economy on general credit policy, with a view particularly to financing plans for national reconstruction, economic modernisation, imports and exports.

The Council gives its opinion on any proposed instructions regarding the allocation of credit and on any other question submitted to it by the Minister of National Economy or the Minister of Finance. It may also make proposals to the Minister of National Economy regarding the establishment of regional councils, the composition and functions of which will be determined by Ministerial order.

The Council is required to meet once a month. It will submit an annual report to the Minister of National Economy and the Minister of Finance concerning the credit situation and any related problems.

Control and Supervision of Banks. A Decree to be issued by the Minister of National Economy and the Minister of Finance, on the basis of proposals from the National Credit Council, will lay down the basic rules for the operation of nationalised establishments. A second Decree, issued in the same way, will determine the rules of operation for establishments in the "free" sector.

A Supervisory Commission for the Banks, succeeding an agency of the same name set up by the Act of 13 June 1941², will supervise the carrying out of the regulations. Its methods of action will be examination of balance sheets, taking of information, and inspection on the premises. In case of infringement, the commission may take disciplinary action of the following kinds: warning, censure, prohibition of specified operations, suspension of responsible officers, deletion from list of members.

¹ *Journal officiel*, 6 July 1941, pp. 2830 et seq.
² *Ibid.*, pp. 2380 et seq.

Apart from members representing the competent authorities, the Commission includes one from the most representative federation of bank employees.

Staff Regulations in Nationalised Banks.

No change is made in the position of the personnel of the nationalised banks, including the Bank of France, or in the rules governing recruitment, dismissal and remuneration.

In the case of dismissal through suppression of post owing to enforcement of the Act of 2 December 1945, the personnel concerned may be granted compensation, apart from any right to payment under the pensions scheme.

All those taking part, in any capacity, in directing, managing or supervising the nationalised banks, or in supervising those not nationalised, are bound to observe professional discretion.¹

Powers of Workers' Representatives.

An analysis of the Act shows that the workers are associated both in the control of credit and in the management and supervision of the banks.

The seven representatives of trade union organisations in the National Credit Council take part in discussions and decisions regarding Government financial policy, organisation of credit, progressive nationalisation of banking establishments, and financing of reconstruction and re-equipment.

Employees are represented by four persons on the board of each nationalised bank, and collaborate in its management. As for the big industrial banks which have not been nationalised, a union representative belongs to the Supervisory Committee which assists the Government Commissioner in the performance of his functions.

The representative of the bank employees' federation on the Supervisory Commission for the Banks shares in the powers of administration, investigation and discipline conferred on that body.

Lastly, through the works committees, bank staffs collaborate with employers not only in the administration of social welfare schemes but also in the management of undertakings falling within the scope of the Order of 22 February 1945 concerning Works Committees.²

THE NATIONALISED INDUSTRIES

The legislation nationalising industries, summarised below, includes provisions defining the position of employees and the participation of employees and workers in the administration of the schemes.³

Scope of Nationalisation.

In the insurance industry, the Act specifies 45 large undertakings to be nationalised, out of 955 French and foreign firms which were engaged in insurance business on 1 April 1945.⁴

As regards gas and electricity, nationalisation extends to big establishments, particularly in the gas industry, and to those — irrespective of size — which are of national or regional importance. The scheme applies to the production and transport as well as the distribution, import and export of gas or electricity.⁵

The new Mines Act⁶ nationalises all mineral fuel mines, except some unimportant mines, which are to be supervised.

In each nationalised industry provision is made for compensation of the former owners.

¹ *Idem*, 3 Dec. 1945, p. 8001.

² Cf. *International Labour Review*, Vol. LI, No. 6, June 1945, p. 770. The Act of 16 May 1946 extended the scope of the Works Committees (*idem*, Vol. LIV, Nos. 1-2, July-Aug. 1946, p. 93, and above, p. 152.)

³ For an account of previous legislation providing for representatives of the staff to be included in the agencies administering nationalised undertakings, see *idem*, Vol. LII, No. 4, Oct. 1945, p. 388.

⁴ Act to nationalise certain insurance companies and to regulate the insurance industry in France, dated 25 Apr. 1946 (*Journal officiel*, 29 and 30 Apr. 1946, p. 3566); cf. also Report of Finance Committee to Assembly (*Assemblée Nationale Constituante*, No. 1040, 15 Apr. 1946, Annex, p. 7).

⁵ Act to nationalise electricity and gas, dated 8 Apr. 1946 (*Journal officiel*, 8 and 9 Apr. 1946, p. 3566).

⁶ Act to nationalise mineral fuel, dated 17 May 1946 (*idem*, 18 May 1946, p. 4272).

Organisation of the Nationalised Industries.

The Acts provide that the industries in question will be administered by Government agencies, financially independent and managed on commercial lines. Nevertheless, the intention is not to make a profit but to develop these industries in the public interest, and with this object councils are established to which the various undertakings in each industry will be subordinated. The scheme varies with conditions in each of the three fields covered, and will therefore be examined separately for insurance, gas and electricity, and coal.

Insurance. The governing body here is the National Insurance Council. It will advise the Minister of Finance on the general conditions under which both nationalised and non-nationalised establishments act, the main features of contracts and rates, the technical rules governing insurance business, and the organisation, co-ordination and rationalisation of the whole industry. The Council will also decide on action to reduce risks and organise prevention, and will supervise the various insurance establishments.

The Minister of Finance is Chairman of the Council, which also includes 21 members as follows: 7 representing the State, appointed by the Ministers concerned; 7 representing the insured persons, appointed respectively by the General Confederation of Labour, the French Christian Workers' Confederation, the Chambers of Commerce, the Trade Chambers, the French Chamber of Commerce Abroad and the family associations; 7 representing insurance personnel, appointed by the national occupational organisations concerned (one for managers, one for senior personnel and inspectors, two for clerks, two for agents and one for the personnel of agricultural mutual insurance funds). The council may invite other persons to attend meetings in an advisory capacity.

Each of the nationalised undertakings is administered by a board, composed of a Director-General (Chairman) appointed by the Minister of Finance after consulting the board, and the following: 3 members appointed by the National Insurance Council for their knowledge of insurance; 3 members representing the State; 3 members appointed by the most representative organisation of personnel — one for senior employees and inspectors, one for clerks and one for agents; 3 members representing insured persons, appointed by the Minister of National Economy from names put forward by the most appropriate national organisation of producers or consumers according to the type of insurance done.

A central fund will be responsible for reinsurance operations; this is, as the finance Committee stated¹, one of the corner stones of the scheme. First of all, the Reinsurance Fund is a supervisory and statistical body; its situation reports will reproduce, on a reduced scale, the operations being conducted at a given moment, by insurance establishments in France as a whole. The Fund also has commercial functions: it will insure French insuring agencies, specially encourage types of insurance operations which are in the social and economic interest of the country, and promote the covering of certain special risks. The Fund will be administered by a board similar to those of the nationalised undertakings, and a Director-General.

A National School of Insurance for the training of experts, clerks and agents will be established under the Council, with the collaboration of the unions.

Gas and electricity. The administration of the nationalised electricity establishments is entrusted to a national agency entitled "French Electricity — National Service". Distribution of electricity will be in the hands of local and regional agencies. The production of electricity is thus centralised in a single service, whereas distribution is decentralised, a situation which the report of the competent committee² describes as in keeping with industrial trends and with the natural separation of sources of supply from main centres of consumption.

In the same way, a national service will administer the nationalised gas undertakings, while production and distribution are undertaken by local services.

Gas and electricity concessions will be transferred to these agencies, which are required to observe existing charges until new standard rates are issued.

Each of the national services is placed under a board composed as follows: 6 representatives of the State, put forward by the Ministers concerned; 6 representatives of consumers, 4 of whom are appointed by the national associations of communities which previously had their own gas or electricity services, one by

¹ *Journal officiel*, 18 May 1946, p. 45.

² *Assemblée Nationale Constituante*, No. 655, 13 Mar. 1946, Annex, p. 12.

the principal consuming industries, and one by agricultural associations (for electricity) or family associations (for gas); 6 representatives of the personnel (3 for senior employees and technicians, 2 for manual workers, 1 for clerks) put forward by their organisations.

Each local service is also administered by a board, which is appointed by the national service and includes 41 persons representing the latter, 6 representing the various grades of personnel, and 8 representing consumers.

The directors of the national services are appointed by the Minister, on the recommendation of the board. In the case of the local services the board makes the appointment itself.

Provision is made for the continuation of co-operative or mixed distribution societies.

In order to finance the industry and operate the development plan for electricity and gas, a National Equipment Fund has been established. Its board is composed of representatives of the State with 3 representatives of French Electricity, 2 of French Gas, 4 of the National Credit Council and one of the National Land Credit Fund.

There is also a Superior Council for Electricity and Gas, composed of equal numbers of representatives of Parliament, Government departments, local communities, users of the national services, and personnel. It will be consulted on the drafting of future regulations on the subject, and will arbitrate in the last resort in case of any dispute which may arise between the establishments and the authorities from which they receive concessions.

Coal. The nationalised coal mines are administered first of all by a central agency entitled "French Collieries", which has authority throughout France, and secondly by mining agencies established in the different coalfields. According to a Government memorandum on the Act¹, the problem is one of production and of labour, and can only be faced by re-equipment following national resumption of ownership.

The functions of French Collieries are to direct, supervise and co-ordinate the operation of the various mining agencies, to submit for Government approval a plan for coal production and re-equipment of the mines, to advise on import and export schemes, to make proposals concerning fuel prices, to encourage research and vocational training (particularly apprenticeship), to prepare an accounting scheme, to secure the financial stability of the producing establishments by means of an equalisation fund, to secure the necessary loans and ensure their repayment (particularly loans to carry out the production plan).

The various coalfield agencies are responsible for the production, processing and sale of coal.

French Collieries are administered by a board of 18 persons, including 6 representatives of the State, appointed by the Ministers concerned; 3 representatives of industrial and 3 of domestic consumers (one of the latter representing family associations and 2 the trade unions); and 6 representatives of the different grades of staff (manual workers, foremen, etc., superior staff), appointed by their unions.

Each coalfield agency also has a board, the 19 members of which include: 6 representatives of French Collieries; 2 representatives of consuming industries appointed by the Chambers of Commerce concerned, 2 of domestic consumers appointed by the local (*département*) councils, and 2 of consumers in general, submitted by the Minister of National Economy; and 7 representatives of the different grades of personnel, appointed by the appropriate regional unions.

The Director-General in each case is appointed by the Minister after proposal by the board.

Situation of Personnel of Nationalised Industries.

The situation of personnel employed or in receipt of pensions will not be affected by nationalisation. New rules will, however, be prepared for insurance (by the National Council) and for the electricity and gas industries (by Decree after reports by the Ministers of Labour and of Industrial Production), in both cases after consultation with the appropriate workers' organisations.

In the mines, the establishment of a miners' charter was provided for by Act of 14 February 1946.² A Decree issued on 16 June 1946 under this Act con-

¹ *Assemblée Nationale Constituante*, No. 779, 27 Mar. 1946, Annex, pp. 2 et seq.

² *Journal officiel*, 15 Feb. 1946, p. 1362.

tains the charter, drafted after consultation with a permanent commission of delegates of the most representative recognised workers' unions. The Code takes the place of a collective agreement and contains provisions on engagement and dismissal, hours of work, holidays with pay, wages, allowances in kind and social security.

Joint disciplinary and conciliation committees will be established at four levels — local, district, regional and national. The local and district committees will see that the charter is enforced and that regulations are established for each mine. All the committees may examine complaints arising out of engagements, dismissals, fines, etc., and will attempt to settle individual disputes concerning manual workers, and collective disputes of all kinds.

Trade Union Rights Guaranteed.

Finally, it should be noted that freedom of opinion and trade union rights are expressly guaranteed. Workers may associate freely for the joint defence of their interests as such, unions may pursue their objects by all legal means, discrimination by reason of union or party membership is prohibited, unions must receive all necessary material facilities (halls for meetings provided by employer, notice-boards, etc.), and the relative provision closes with an absolute prohibition of action against an employee by reason of his trade union activity.¹

INDUSTRIAL RELATIONS

COLLECTIVE AGREEMENTS IN SWITZERLAND

The Swiss Federal Order of 23 June 1943 on the extension of collective agreements to third parties, which is due to expire on 31 December 1946², has been extended for a period of two years by a Federal Order of 30 August 1946.³ This decision was taken by the Federal Assembly on the proposal of the Federal Council. In a message of 17 May 1946 to the Assembly, the Council gave the arguments in favour of extension. The statement of the Federal Council is analysed below.

Evolution of the System.

During the first years of the system, organisations were reluctant to have collective agreements declared generally binding, but for some time they have been trying more and more to extend the application of their contracts to employers and workers who do not belong to the contracting parties. The extension to third parties is increasingly demanded for collective agreements which contain a full scheme of regulations, including some national agreements. At the same time a large increase in the number of agreements has been noted. Many agreements could not have been arranged without the absolute condition that they would receive general binding force. The system, it is felt, is in process of full development; to abandon it would mean damaging the social order created by the organisations.

Problems of Application.

It is by no means so certain, however, according to the Federal Council, whether the present rules have had the effect expected of them.

There are complaints in certain organisations that the procedure entailed in extending the agreements is too long and costly, though it is admitted that the

¹ *Journal officiel*, 15 June 1946, p. 5274.

² Cf. "The Swiss System of Compulsory Extension of Collective Agreements", by André ARCHINARD in *International Labour Review*, Vol. LIII, Nos. 3-4, Mar.-Apr. 1946, p. 155.

³ *Feuille fédérale*, No. 19, 12 Sept. 1946, p. 112.

procedure is slowed down by the drawing up of agreements which have not been sufficiently studied in detail for general binding force to be given to them. The principle of extension has met little opposition, but the Federal Council remarks that this is to some extent due to the favourable economic situation. It is only at times of crisis that the real value of the system will be seen. Objections from third parties brought under agreements have been rare — and the Federal Council expresses surprise at this — but it is difficult to ensure effective observation of the clauses of the agreements by the dissenting parties.

Opinions of the Interested Parties.

The Federal Department of Public Economy consulted the cantons and the central organisations to find out to what extent the regulations should be extended beyond 31 December 1946.

All the replies received were in principle in favour of maintaining the system, but in many cases amendments to the rules were proposed. Some particularly interesting suggestions were made by the cantons and the employers' and workers' organisations.

The Conciliation Office of the canton of Zurich considered a rigorous inspection system necessary. Police help is constantly being claimed in order to get the clauses of the collective agreements applied and the applicants do not understand that, under the present regulations, their requests must be refused.

The Solothurn cantonal authorities pointed out that to allow the organisations to check observation of the provisions of collective agreements by the parties to the agreement only — the present regulation — leaves the danger of the members of the organisations being treated differently from the dissentient parties, and particularly the dissentient employers.

In order to obtain as effective application as possible of the agreements without at the same time endangering the autonomy of the organisations, the authorities of Bâle consider that the organisations should have the right to denounce undertakings which persist in seriously infringing the clauses of collective agreements. The competent authority would then summon the head of the undertaking in question to respect the agreement under threat of penalties provided in the penal code for failure to comply with the decision of an authority.

The canton of Argovie proposes the establishment of a joint board to intervene in the name of the State and supervise the carrying out of the binding clauses. Infringements would be punished under the Penal Code.

The Directorate of the Swiss Union of Trade and Industry and the Central Union of Swiss Employers' Organisations are opposed to any basic amendment. According to them, it would be wrong to give a collective agreement the character of public law; the present system, on the basis of civil law, ought to continue. According to the Swiss Union of Arts and Crafts on the other hand, the Federal Decree ought to be supplemented by provisions for inspection and penalties. Inspection could be entrusted to the organisations concerned and the joint boards set up by the agreements. The authorities ought to have competence to administer penal sanctions.

The workers' unions were unanimous in recognising the necessity of ensuring stricter control. The Federation of Swiss Trade Unions in particular proposed that the rights of supervision and penalties should be conferred on occupational joint boards set up by the organisations, under the supervision of the State, which could intervene in a case at any time. Delegation of such powers to joint boards is indispensable, it was urged, the State not being able itself to supervise a very large number of undertakings, and this solution would not prejudice in any way the autonomy of the organisations.

Conclusions.

The Federal Council considered that all these proposals deserved very serious consideration, as they came from authorities or groups with a wealth of experience accumulated during the actual working of the system. The reform of the regulations will therefore require close study from both the economic and juridical point of view, and it proposed to maintain the regulations in their present form rather than alter them hastily. The Federal Council's proposal, which was afterwards adopted by the Federal Assembly, was to prolong for two years the Decree now in force, in order to allow time for new and if possible final provisions to be elaborated with the necessary care.¹

¹ *Idem*, No. 11 23 May 1946, pp. 148 et seq.

AMENDMENTS TO PROVINCIAL LEGISLATION ON INDUSTRIAL RELATIONS IN CANADA

Recent amendments to the law governing industrial relations in the Canadian provinces of Quebec and Saskatchewan are summarised below.

QUEBEC

On 28 March 1946, four Acts were adopted in Quebec to amend, respectively, the Labour Relations Act, the Collective Agreement Act, the Minimum Wage Act, and the Professional Syndicates Act.

Labour Relations Act.

An amendment to the Labour Relations Act, 1944¹, has increased the membership of the Labour Relations Board from three to five. The Board is now authorised to determine, by by-law, the conditions under which a person may be recognised as a member of an association, in order to assure itself that the association is representative of a group of employees or of employers.

Collective Agreement Act.

Changes in the Collective Agreement Act, 1940², add to the provisions in collective agreements which may be made binding under the Act those concerning holidays with pay. Previously, only provisions covering wages, hours, apprenticeship, and family allowances were capable of being legalised.

Minimum Wage Act.

An amendment to the Minimum Wage Act, 1940³, gives the Minimum Wage Commission authority to determine overtime rates of pay for hourly paid employees who are not covered by collective agreements, and also the holidays with pay to be granted by employers to employees.

Workpeople subject to a collective agreement under the Professional Syndicates Act are no longer excepted from the application of the Minimum Wage Act and ordinances under it. Thus, farm workers, domestic servants, and employees governed by an agreement under the Collective Agreement Act are the only employees not within the scope of the Minimum Wage Act.

Professional Syndicates.

An amendment to the Professional Syndicates Act, 1925 (as amended)⁴, provides that an association or syndicate becomes incorporated upon publication of a notice in the Quebec *Official Gazette*. The deposit of the notice of authorisation in the office of the Superior Court is no longer required. This provision is retrospective.

Another amendment reduces from one year to three months the maximum period during which a syndicate may claim an assessment from a member ceasing to belong to the union.⁴

SASKATCHEWAN

A Saskatchewan Act of 4 April 1946 amended the provisions of the Trade Union Act, 1944⁵, respecting the dismissal of trade unionists, collective bargaining, and union security.

Dismissal of Trade Unionists.

If a union member is discharged by an employer and the union alleges that he was dismissed for union activity, the employer will now be presumed to have discriminated against him with a view to discouraging his membership or

¹ Cf. *International Labour Review*, Vol. L, No. 1, July 1944, p. 87.

² *Idem.*, Vol. XLII, No. 6, Dec. 1940, p. 389.

³ *Ibid.*, p. 391.

⁴ *Labour Gazette*, May 1946, p. 681.

⁵ Cf. *International Labour Review*, Vol. LI, No. 4, Apr. 1945, p. 497.

activity in a labour organisation, unless the contrary is proved. Previously, the burden of proof rested on the worker.

Collective Bargaining.

In determining what trade union, if any, represents a majority of employees in an appropriate unit of employees, the Labour Relations Board may direct a vote to be taken by secret ballot of all employees eligible to vote, and must do so on application of a trade union if 25 per cent. or more of the employees in any appropriate unit have, either by membership in such union or by written authority, within six months before the application, indicated the union as their choice as bargaining representative. The Board may refuse to order such a vote if it is satisfied that another union represents a clear majority of the employees, or if, within six months before the application, it has, on the same union's application, ordered a vote by employees in the same unit.

Every collective agreement must remain in force for one year from its effective date and thereafter from year to year. Not less than 30 days nor more than 60 days before the expiry date, either party may give written notice to the other to terminate or revise the agreement. Previously, one month's notice was required. Any trade union claiming to represent a majority of the workers in an appropriate unit may, not less than 30 nor more than 60 days before the expiry date of the agreement, apply to the Board for an order determining it to be the trade union representing a majority of employees in the unit to which the agreement applies. If the Board makes such an order, the employer must bargain with the union and the former agreement is to be of no effect in so far as it applied to the unit of employees concerned.

Union Security.

A "maintenance of membership" provision must be included in any collective agreement, if requested by a union representing a majority of employees in any appropriate unit, and is to be effective whether or not any agreement is for the time being in force. Thus every person employed in a job to which a collective agreement applies who is or becomes a member of a union must maintain his membership in the union as a condition of employment, and every new employee must within 30 days after starting employment apply for and maintain membership in the union.

Position of Police Force under the Act.

Members of the police force are specifically deemed to be employees for the purposes of the Trade Union Act in consequence of amendments to the City and Town Acts, according to which the board of police commissioners in cities of 15,000 inhabitants or over, and the municipal council in those of under 15,000, is deemed to be the employer.¹

EMPLOYMENT

EMPLOYMENT AND UNEMPLOYMENT IN THE UNITED STATES

The Director of War Mobilization and Reconversion in the United States stated in his recently published Eighth Report to Congress that the total volume of employment in the United States had greatly expanded in the year which had elapsed since the Japanese surrender. It remained fairly stable during the first six months — from September 1945 to March 1946 — when it fluctuated around 51 million employed workers. Then it began to increase rapidly, reaching a figure of 58 million by August 1946. At the same time unemployment, which had risen sharply from 830,000 in August 1945 to 2,710,000 in March 1946, began to decrease after

¹ *Labour Gazette*, May 1946, p. 677.

that date, and was down to 2,040,000 in August 1946. During that period, large numbers of members of the armed forces were returning to civilian life. The vast majority were immediately absorbed in various occupations, the number of employed ex-servicemen rising from 2 million on VJ-Day to more than 10 million at the present time.

Employment.

The number of employed workers did not increase materially between VJ-Day and March 1946, because new jobs in peacetime industry did not become available in sufficiently large numbers to absorb both workers released from war industry and demobilised members of the armed forces. However, the rate of reconversion was sufficiently rapid to prevent a drop in the volume of employment. During the second and third quarters of 1946, the expansion of industrial production and seasonal employment in agriculture caused the total employment figure for the country to rise sharply. Agricultural employment increased from 7 million to 9 million between February and August 1946, while non-agricultural employment rose from 45 to 49 million, a rise far in excess of the usual seasonal expansion. Of the 6 million additional workers in the employed labour force, about 5 million were men. Present non-agricultural employment, particularly of men, is well above the wartime peak level of 46 million in July 1943.

Unemployment.

The rise of unemployment after VJ-Day was checked, to some extent, by the fact that millions of potential workers, notably women, stopped looking for employment, temporarily in some cases, permanently in others. Moreover, many of the men returning from the services did not seek employment immediately after their return. Their number was estimated at approximately 1,700,000 at the beginning of 1946. Thanks to these two factors, and to the speed of reconversion from war to peacetime production, the vast majority of workers who were on or had come into the employment market found their place in the economic life of the country. In 1946, more and more ex-servicemen were coming into the labour force, but the opening up of new jobs more than kept pace with the rising number of applicants for them, with the result that unemployment actually declined from the peak of 2,710,000 in March to 2,040,000 in August. This figure is considered to be an approximate basic minimum, below which unemployment may not be expected to drop very sharply.

Reinstatement of Ex-Servicemen.

One year after VJ-Day, 10 million ex-servicemen were at work. However, some 900,000 were still unemployed, forming nearly half the total of the unemployed in the whole country, and others were waiting for jobs which had been promised to them, or were temporarily stood off. In addition, about 1 million ex-servicemen had not yet started to look for work, and more than 800,000 had enrolled at various colleges and universities, where they have been promised an education under the G.I. Bill of Rights.¹

Manpower Shortage.

Although there is no critical shortage of manpower at the present time, some specific shortages of workers have developed in certain industries and occupations, in particular in those which are relatively underpaid, or in which jobs have to be performed under unpleasant conditions. Such is the case in foundries, where the lack of workers blocks a rapid increase in production. Moreover, the lack of any considerable reserve of unemployed workers creates shortages in certain types of skilled occupations in expanding industries. In building construction, for instance, there is in a few areas an acute shortage of bricklayers and carpenters. Lumber producers are left short of men by the shift from lumber production to agriculture in the South during the summer. Similarly, a rapid expansion in the production of men's suits is impeded by a shortage of several thousand skilled and semi-skilled workers.

¹ The Servicemen's Readjustment Act of 22 June 1944, amended by an Act of 28 Dec. 1945 (cf. *International Labour Review*, Vol. L, No. 3, Sept. 1944, p. 367).

Deferment Policy.

The Army, which has been unable to obtain all the men it needs through voluntary enlistment, is preparing to call upon the Selective Service system for at least 155,000 men between 1 September 1946 and the end of March 1947. This would mean that all physically fit men under the age of 30, who have no children and have not served in the armed forces, would have to be called up. However, such a policy would remove from the labour force a small group of highly trained and urgently needed specialists. Consequently, on 23 August, the Selective Service system issued a memorandum to local boards which established special procedures for men who are vitally needed in production and transportation, advanced research workers, advanced students in the physical sciences, and college and university teachers, with a view to giving them special deferments.¹

THE EMPLOYMENT SITUATION IN ITALY

During 1945 production decreased considerably in Italy compared with previous years, owing to the extensive war damage and to lack of tools, raw materials and transport. This situation, which is very little better now in spite of considerable efforts to improve it, has had repercussions on the labour market.

Unemployment.

In 1945 the unemployment figure remained static in Italy at about 2 million, with a slight tendency to increase owing to the return to civil life of *reduci* (ex-service men, former partisans and interned persons), the dismissal of workers from industry as far as this was authorised, and, generally, the industrial and commercial crisis. Unemployed were distributed among the various economic branches as follows: agriculture, 22 per cent.; industry, 55.2 per cent.; commerce, 7.3 per cent.; various other branches, 15.5 per cent. A certain improvement is to be noted in commerce, in which the percentage of unemployed dropped from 9.2 per cent in January 1946 to 6.3 per cent. in March.

Many *reduci* have swelled the ranks of the unemployed. Their reabsorption in agriculture, however, has presented few difficulties, none at all in the case of former agricultural workers and small landowners. Likewise most independent craftsmen have been able to resume their former occupation. On the other hand among unskilled workers, workers in the metal, building, and textile trades, and salaried employees, unemployment is very extensive. It may seem paradoxical in view of war damage that the building trade has suffered from unemployment, but this phenomenon is caused not so much by the absence of Government initiative in the matter of public works as by the difficulties encountered by private enterprise through the high cost of building.

Measures Taken Against Unemployment.

Faced with this situation, the Italian Government was called upon to take measures to reduce unemployment and promote the return of economic activity. First it tried, by a series of Legislative Decrees², to check the spread of unemployment by forbidding the discharge of workers from industrial undertakings. However, these measures apply for a limited time only (the last Decree of 8 February 1946 forbade the dismissal of workers only up to 31 August 1946, although fresh negotiations are going on between employers' and workers' organisations for extending the period of its application), and undertakings retain the right to dismiss a certain proportion of their staff. The Italian Government has therefore provided special compensation to dismissed workers and those returning to civilian work, to prevent undue hardship while they are seeking new employment.

In order to meet the problem presented by the return to civil life of *reduci*, special provisions have been made to ensure their compulsory employment. Legislative Decree No. 453 of 4 August 1945 compelled undertakings to reserve for them half of their new jobs; in February 1946 another Legislative Decree³

¹ *The Second Year of Peace: Eighth Report to the President, the Senate and the House of Representatives*, by the Director of War Mobilization and Reconversion, 1 Oct. 1946, pp. 57-63.

² Legislative Decrees No. 523 of 21 Aug. 1945, No. 788 of 9 Nov. 1945, and No. 50 of 8 Feb. 1946.

³ Legislative Decree No. 27 of 14 Feb. 1946.

prescribed that they should employ *reduci* in the proportion of 5 per cent. of the whole of their personnel, a proportion which Legislative Decree No. 81 of 5 March 1946 allows to be increased to 10 per cent. on the decision of the provincial prefect.

Another measure to reduce unemployment is the reduction of hours of work. During the greater part of 1945 the 48-hour week had been maintained, although a tendency was noted in several sectors to reduce it to 40 hours because of the lack of electric power, fuel and raw materials. Since then Legislative Decree No. 788 of 9 November 1945 has made the adoption of the 40-hour week legal for all industries in the north of Italy. A Bill to extend this to the whole country, which was presented by the Italian General Confederation of Labour, is at present under consideration. By agreement between the undertakings and the workers' organisations, a system of work by rotation has been introduced in several districts.

The Italian Government has also started a policy of public works. To the considerable sums already devoted to these in 1945 and the beginning of 1946, a credit of 12,000 million lire was to be added immediately after the proclamation of the Republic: 10,000 million lire for work to be carried out by the Ministry of Public Works and 2,000 million for work under the Ministry of Agriculture. Further, a vast project which would involve an expenditure of some 200,000 million lire and would make possible the employment of 800,000 workers has been worked out by the Ministry of Public Works and is at present being examined by the interministerial Committee for Reconstruction.

Finally, to remedy the lack of skilled workers, the Italian Government is giving every encouragement to vocational training for young workers in public and private centres set up for this purpose.¹

CREATION OF A MINISTRY OF LABOUR RESERVES IN THE U.S.S.R.

The Presidium of the Supreme Soviet of the U.S.S.R. decided recently to establish a new Ministry, entitled Ministry of Labour Reserves, which represents a merger of the Central Labour Reserves Administration and the Government committee in charge of handling the distribution of manpower. The new Ministry will have under its jurisdiction all vocational schools and is also to handle all problems of labour allocation.

The function of the Ministry is to organise and facilitate the procurement of manpower, especially skilled workers and engineers, for carrying out the first post-war Five-Year Plan.² According to the Plan, 7,700,000 new workers are to be trained for industry and transport during the five-year period 1946-1950, and of that total, 4,500,000 will be trained in the vocational schools. During the period, the iron and steel industry is expected to receive 570,000 trainees and the coal industry 660,000.

It is planned to increase the number of vocational schools from 2,570³ to 6,000 by 1950. By that time the annual enrolment in the vocational schools is to be brought up to 1,200,000. The Five-Year Plan provides for an investment of more than 2,000 million roubles for the building of vocational schools and other training facilities.⁴

LABOUR CENSUS IN KENYA

In Kenya a special Labour Census was taken at the end of 1945. This is the fifth annual consecutive census, and is the most comprehensive. It includes an analysis of occupations and tribes in the employment of the Government and other public services.

The total African population of Kenya has been estimated to be 3,825,000 in the age group 16 to 45 years of age, which is regarded as the "working age group". A percentage of 80 is regarded as representing the able-bodied workers,

¹ Communication from the Representative of Italy in Canada.

² Cf. *International Labour Review*, Vol. LIV, Nos. 1-2, July-Aug. 1946, pp. 45-58.; "The Fourth Five-Year Plan of the U.S.S.R."

³ *Idem*, Vol. LII, No. 6, Dec. 1945, p. 691.

⁴ U.S.S.R. Embassy, Washington, D.C.: *Information Bulletin*, 8 June 1946, p. 435.

and taking account of Northern tribes which do not contribute to the labour force, the final labour resources are taken to be 642,910 males.

Registered adult male Africans in employment and actually at work on the census day numbered 255,543, compared with 250,407 in 1944. Unregistered male juveniles in employment numbered 40,085 and there were 7,930 females registered as in employment. More generally, the total of Kenya Africans in civil and military employment is stated to have been 276,607 in 1941, 359,408 in 1943, and 334,012 in 1945. An interesting comparison is to be found in the number of migrant workers in 1936 and in 1945. In 1936 the number of African male adults engaged in whole or part-time employment outside the reserves was 182,856; in 1945 the figure was 297,570. These totals include squatters and alien Africans.

African wages, value of rations, etc., have still to be analysed, but the result is quoted of an analysis of some 60,000 postcard reports made in 1943. The value of rations is not included in the figure given. The average figure for the cash value of wages only shows that there was a total monthly distribution in 1943 of £263,194 7s. among just over a quarter of a million employed Africans, giving an average monthly wage of 20.66s. The highest average monthly wage was 48s. paid to clerks, 3s. more than the average paid to artisans and mechanics. Domestic servants returned an average of 26s. a month and labourers (two thirds of the total employed) 14s. a month.¹

THE REINSTATEMENT COMMITTEES IN THE UNITED KINGDOM

A report on the reinstatement committees in the United Kingdom for the first half of 1946 reveals increased activity on the part of these committees as a result of the release of large numbers of men and women from the armed forces.

Under the Reinstatement in Civil Employment Act², which came into operation on 1 August 1944, any person who claims that he has been denied the right to reinstatement in his civilian job, as provided for in the Act, may apply to a Reinstatement Committee. Where a Committee is satisfied that the former employer has not carried out his obligations under the Act, it may order either reinstatement or compensation, or both, having regard to all the circumstances of the case.

Up to the end of 1945, the reinstatement committees gave decisions in 505 disputes; in the first quarter of 1946 in 849, and in the second quarter in 1,103 disputes.

An analysis of the decisions handed down by the committees until 30 June 1946 shows that in about half the cases the employers were ordered to grant reinstatement or compensation for loss or both. The figures were as follows:

Decision reached by reinstatement committees	Number of cases decided	
	1 Aug. 1944- 30 June 1946.	1 Apr.- 30 June 1946
Orders requiring employment to be made available to applicant.....	572	215
Orders requiring payment of compensation for loss by reason of default.....	165	81
Orders for both reinstatement and compensation.....	575	253
Total cases decided in favour of applicant....	1,312	549
Cases in which no order was made against employer.....	1,145	554
Total.....	2,457	1,103

¹ *East African Standard* (Nairobi), 8 Mar. 1946.

² Cf. *International Labour Review*, Vol. I, No. 1, July 1944 p. 98.

The Act appoints an umpire, to whom appeals can be made against decisions of the committees. Up to 30 June 1946, the umpire gave decisions in 184 appeals, confirming the decisions of the committees in 114 cases and reversing them in 70 cases.

In Northern Ireland the reinstatement committees had to deal with 15 cases up to 30 June 1946, of which 11 were decided in favour of the applicant.¹

GOVERNMENT TRAINING FOR BUSINESS ADMINISTRATION IN GREAT BRITAIN

The first course in business administration, organised by the British Ministry of Labour and National Service with the assistance of the Ministry of Education and the Scottish Education Department, was held from April to July 1946, and was attended by 150 demobilised members of the armed services. The programme of courses is being continued on an increased scale, with over 1,000 students taking the three-month general course at 30 technical and commercial colleges throughout Great Britain; it is expected that by the end of 1946 the number of students will have risen to 2,500.

The purpose of the general course is to give to carefully selected applicants intensive instruction on the structure of the business world and the principles of business management. After completing the general course, those under training are eligible for specialised courses which may last up to two years, and which consist of detailed "on-the-job" training in the actual working methods and organisation of a particular industrial or commercial firm, by being "put through the departments". These specialised courses are organised by individual firms which, upon application, are accepted by the Ministry of Labour and National Service for participation in the scheme. The response of undertakings has been very positive. By July 1946, 203 such specialised training schemes had been approved, of which 33 were in heavy engineering and 45 in light engineering. Where needed, arrangements are made with local technical colleges to give specialised instruction during the training programme, the cost of which—as well as the cost of the specialised training in the undertaking—is being borne by the Government.

Training for business administration having been put on the same general footing as training for a profession under the Government scheme for further education and training, persons undergoing training receive the tuition fees for the general course and, where necessary, maintenance allowances (including allowances for the support of a wife and children) throughout the period of training. The employer who takes a man into a specialised course is, in the words of the Minister of Labour and National Service, free to make him a payment as an act of grace, over and above the Government's allowance, without the allowance being reduced accordingly.

The Minister also declared that the scheme was not intended to jeopardise the chances of promotion of any promising man already in an undertaking; on the contrary, he advocated that the firms should give their own employees an opportunity to participate in the courses, though they would not be entitled to the subsidies for ex-service persons. Whereas the short-term objective of the scheme was to offer ex-servicemen and women of management quality an entrance into business, the long-term objective was to continue the general and specialised training schemes, even when the particular needs of ex-service persons will have ceased, in order to "provide a permanent promotion ladder up to the highest levels of management".²

THE JUVENILE EMPLOYMENT SERVICE IN GREAT BRITAIN

According to a statement made by the Parliamentary Secretary to the British Ministry of Labour, the Government has accepted in

¹ *Ministry of Labour Gazette*, Aug. 1946, p. 217.

² *The Ministry of Labour Gazette*, Aug. 1946, pp. 211-212; UNITED KINGDOM INFORMATION OFFICE, Ottawa: *Monthly Commentary*, No. 5, 1 Oct. 1946, p. 3; *Scope* (London), Aug. 1946, pp. 72-74.

general the recommendations made in the report of the Committee on the Juvenile Employment Service.¹ The Central Juvenile Employment Executive has been set up, as recommended in the report, and will proceed to carry out the recommendations, so far as this can be done without legislation.

The Central Juvenile Employment Executive is responsible to the Minister of Labour and consists of officers of the Ministry of Labour, the Ministry of Education, and the Scottish Education Department. Its functions include those of determining questions of policy, issuing instructions which will be binding on the whole service, and inspecting the Juvenile Employment Service.

Legislation to give effect to other parts of the report is to be introduced when circumstances permit.²

MIGRATION

UNITED STATES IMMIGRATION POLICY

ACT AMENDING THE NATIONALITY ACT OF 1940

An Act of the United States Congress dated 2 July 1946 providing for the admission to the United States of persons of races indigenous to India and to the Philippine Islands removed the limitation on the admission of such persons on the basis of race.

By Public Law 483 approved on 2 July 1946, the Nationality Act of 1940 was amended to provide for persons of races indigenous to India and Filipino persons or persons of Filipino descent to become eligible for naturalisation. Under the Immigration Act of 1924, a yearly quota of 100 persons had been assigned to India but, until the passage of the new law, it was applicable only to such natives of that country as belong to the white race or to some other race eligible for naturalisation. Since the passage of Public Law No. 483, the quota of 100 persons must be shared with "persons of races indigenous to India no matter in what country such person was born". Under the Immigration Act of 1924 and in accordance with Public Law 483, a quota of 100 persons will be granted to persons of races indigenous to the Philippine Islands and to white persons and other persons eligible to citizenship born in those Islands. However, in contrast with the situation in regard to India, persons of Filipino race born in some foreign country will be counted against the quota of that country, and not against the quota for the Philippine Islands. If born in one of the so-called non-quota countries, they, like other natives of such countries, will be entitled to non-quota status.³

DISCUSSION IN THE HOUSE OF REPRESENTATIVES

Discussions regarding alteration in the immigration regulations of the United States during the past year have indicated two opposing trends. Bills have been introduced in both the House of Representatives and the Senate; one group of Bills aimed at reducing the annual quota of immigrants, another group aimed at the simplification of the administrative procedure or at further detailed study of immigration and nationalisation legislation generally. In November 1945, a subcommittee of the Committee on Immigration and Naturalization of the House of Representatives submitted an interim report. No action was taken on these recom-

¹ Cf. *International Labour Review*, Vol. LIII, Nos. 1-2, Jan.-Feb. 1946, p. 86.

² *Parliamentary Debates, House of Commons*, 4 Apr. 1946, cols. 1397-1398.

³ Public Law 483, 79th Congress, Chapter 534, Second Session. See also *Interpreter Releases*, Vol. XXIII, No. 32, 9 Aug. 1946.

mendations in 1945, and a number of Bills have therefore been reintroduced.

Report of the House Committee on Immigration and Naturalization.

The report stated that the immigration laws needed a thorough study and complete codification, and recommended that Congress should appoint a commission of full-time experts qualified to undertake impartial and complete research and analysis into all phases of the problems. No general alteration of existing quotas or selective provisions or "detailed revision of any major area of immigration laws" should be undertaken until such a thorough study had been made. The report recommended, however, that immediate limited and specific changes should be enacted to exclude persons who voluntarily adhered to, or supported, the German National Socialist Government or the Italian Fascist Government or any similar Government, or the principles of such a Government, or who disbelieve in or oppose the principles of democratic Government. The report also recommended provision for the right of appeal to a central visa review board when a consul has refused a visa.

Attitude of the Labour Movement.

Representatives of four national labour organisations who appeared at the hearing on 20 March 1946 of the House Committee on Immigration and Naturalization, when the Gossett Bill¹ proposing a change in immigration legislation was under discussion, opposed the suggestion that immigration quotas be reduced.

The representative of the American Federation of Labor based his objection on the recommendations of the Committee which favoured a full study of the whole immigration policy, and considered that to reduce immigration quotas would indicate a return to isolationism. The representative of the Congress of Industrial Organizations opposed any cut in the quotas on the grounds that it would encourage national isolationism and was contrary to current American foreign policy in regard to tariffs, relief, and other economic matters. His organisation favoured the investigation and research recommended by the House Committee itself. The C.I.O., he stated, realised "that immigration is automatically checked in periods of unemployment, while it rises in periods of prosperity; that in the past immigrants have contributed in innumerable ways to the wealth and well-being of this country; that a large proportion of immigrants are not potential job-seekers but women and children; that new blood in industry, agriculture, business and the professions enriches our national way of life; and that the best and most enlightened thought on this subject opposes arbitrary, prejudicial, and superficial legislation to curtail immigration into the United States".

The representative of the National Women's Trade Union League also supported the House Committee's recommendation for study, pointing out that the League considered that cutting quotas would endanger international co-operation, while the present small quotas do not endanger the jobs of working women.

The representative of the National Conference of Union Labor Legionnaires also opposed cutting the quotas, and recalled that immigrants were employers as well as employed.²

STATISTICS OF IMMIGRATION AND NATURALISATION

Immigration into the United States during the fiscal year ending 30 June 1945 increased by 42 per cent. over the figure for the previous fiscal year.³

The number of aliens admitted, was 202,366 of whom 11,623 were quota immigrants, 26,496 non-quota immigrants, and 164,247 non-immigrants. Of the non-quota immigrants, 22,770 were from non-quota countries (Central and South America, Canada, Mexico, Newfoundland, and the West Indies). An analysis of the occupations of the immigrants admitted indicates that 7.5 per cent. came under the professional groups, 3.8 per cent. were in commercial

¹ House Resolution 3663.

² 79th Congress, Second Session, House of Representatives: Hearings before the Committee on Immigration and Naturalization (H.R. 3663, Part 2, 20 and 27 Mar. and 8 May 1946).

³ Cf. *International Labour Review*, Vol. LI, No. 1, Jan. 1945, p. 98, for statistics concerning the fiscal year June 1943 to June 1944.

occupations, 21.6 per cent. were skilled workers, 1.3 per cent. farmers, 3.9 per cent. servants, 2.9 per cent. labourers, 2.7 per cent. miscellaneous, and 56.3 per cent. in the group entitled "no occupation", which includes the occupation of housewife.¹

An analysis of the aliens naturalised during the year ended 30 June 1945 indicates a close correlation between the immigration and naturalisation figures, both in regard to occupation and distribution by countries of former residence.

The following table² shows the occupations of aliens of all countries to whom certificates of naturalisation were issued in the year ending 30 June 1945:

Occupation	Number of naturalisations
Professional and semi-professional workers.....	8,549
Farmers and farm managers.....	4,435
Proprietors, managers, and officials.....	12,213
Clerical, sales, and kindred workers.....	13,924
Craftsmen, foremen, and kindred workers.....	19,536
Operatives and kindred workers.....	39,030
Domestic service workers.....	8,514
Protective service workers ¹	20,687
Service workers except domestic and protective.....	12,456
Farm labourers and foremen.....	473
Labourers except farm labourers.....	13,106
Other.....	78,479
Total.....	231,402

¹ Includes 19,980 persons serving in the armed forces.

CANADIAN IMMIGRATION POLICY

Steps have been taken in Canada in recent months towards the formulation of a new immigration policy. An Order in Council has been issued to facilitate the entry of certain classes of displaced persons, and resolutions have been introduced in both the House of Commons and the Senate concerning the desirability of reconsidering Canadian immigration policy.

Order in Council relating to Displaced Persons and Immigrants.

By an Order in Council of 28 May 1946 amending the existing immigration regulations, provision is made that the immigration officer in charge may permit to land in Canada the father or mother, the unmarried son or daughter, 18 years of age or under, the unmarried brother or sister, or the orphan nephew or niece under 16 years of age, of any person legally admitted to and resident in Canada who is in a position to receive and care for such relatives.

In announcing the new Order in Council, the Minister of Mines and Resources stated that it had been considered advisable to permit a somewhat greater movement of immigrants into Canada than was possible under existing regulations.³ He explained, moreover, that the action taken was intended as a short-term measure to provide for the admission to Canada of approved persons who could be housed and maintained by relatives until they were established, and also to meet in some measure the pressing demands being made on behalf of refugees or displaced persons who have relatives in Canada anxious to provide them with homes.⁴

Senate Proceedings.

The Standing Committee on Immigration and Labour, in accordance with a Senate resolution, was directed on 8 May 1946 to —

Enquire into the Immigration Act (R.S.C. Chapter 93 and Amendments), its operation and administration and the circumstances and conditions relating thereto, including (a) the desirability of admitting immigrants to

¹ DEPARTMENT OF JUSTICE: *Immigration and Naturalization Service Monthly Review*, Dec. 1945, Vol. III, No. 6.

² *Idem*, Apr. 1946, Vol. III, No. 10, p. 297.

³ P.C. 695 3A as amended by P.C. 2071 of 28 May 1946. See also *Labour Gazette* (Ottawa), Vol. XLVI, No. 6, June 1946, p. 916.

⁴ See also P.C. 2070 of 28 May 1946, providing that a travel document may be accepted in lieu of a passport in the case of a displaced person not in possession of a passport.

Canada, (b) the type of immigrant which should be preferred, including origin, training and other characteristics, (c) the availability of such immigrants for admission, (d) the facilities, resources and capacity of Canada to absorb, employ and maintain such immigrants, and (e) the appropriate terms and conditions of such admission.

This Committee issued its report on 14 August 1946, recommending:

(1) Announcement immediately by the Government of Canada of a policy of selective immigration into Canada of both agricultural and industrial workers.

(2) That such immigration be limited in numbers to what from time to time appears to be the absorptive capacity of the country, and by practical considerations of transport and establishment, and be subject to the shipping priority of service men and their dependants and other Canadian citizens.

(3) That in anticipation of shipping becoming available for immigration purposes:

(a) Canada's immigration policy be published in appropriate foreign countries with explanations as to the unavoidable delay;

(b) That forthwith Canadian immigration and inspection officers be dispatched to Europe, and offices be opened with a view to meeting prospective immigrants and to the selection of those most desirable;

(c) That surveys be undertaken immediately in Europe to determine the localities where immigrants may be found and the conditions and anticipated problems to be met;

(d) That surveys be undertaken in Canada in order to determine the agricultural and industrial resources available for use by prospective immigrants and the conditions and anticipated problems to be met;

(e) That the Immigration Ministry at once make studies and lay plans for an immigration movement and promptly take steps to implement such a policy.

(4) That everything possible be done to make shipping available, subject to the above-mentioned repatriation, and thereupon priority be given to the relatives in all degrees and to the friends of Canadian citizens who assume responsibility for the care and establishment of the newcomer, and who are well able and willing to give guarantees.

(5) That the Immigration Act and Regulations be revised to provide for the finding and selection of immigrants, the admission of those most desirable, and for the supervision and assistance of the newcomers until established in Canada.¹

House Debate.

Parallel with the introduction into the Senate, a similar resolution was introduced into the House of Commons in April 1946 stating that "in the opinion of this House the Government should give early consideration to the advisability of instituting a reasonable immigration programme planned in accordance with Canada's absorptive capacity, its economic needs, and possibilities of development".²

The mover of the resolution pointed out that new immigration would increase the home market, spread the taxation burden over a larger number of persons, provide for greater employment in Canada, and bring into the country new aptitudes, new skills, and new scientific knowledge. In the course of the discussion, those favouring reconsideration of the immigration policy emphasised the need for selective immigration on a planned system. Divergence of views was evident with regard to the type of occupational qualifications desirable, some laying stress on the need for agricultural workers, others considering that it was more important to ensure the entry of specialists, technicians, scientists, engineers and skilled workers. It was generally agreed that although a planned immigration policy was necessary, no steps should be taken to increase the entry of any persons until the housing and employment problems involved in repatriation of members of the armed forces had been dealt with.

¹ Minutes of the Proceedings of the Senate of Canada, 14 Aug. 1946, A.D. 1946/491.

² House of Commons Official Report, Vol. LXXXV, No. 15, 3 Apr. 1946.

CONDITIONS OF WORK

ACTUAL HOURS OF WORK IN FRANCE

The figures given in the following tables, showing the hours actually worked by employed persons in France at the beginning of 1946, present the results of the first quarterly enquiry into economic activity made by the labour inspectors since a recent thorough revision of these statistics, which have been published since 1930.

The enquiry was undertaken by the Central Statistical Service of the Bureau for Research and Statistics in the Ministry of Labour and Social Security, which sent out a questionnaire to over 50,000 undertakings under the jurisdiction of the Labour Inspectorate, i.e., excluding industrial and commercial undertakings employing less than ten persons, undertakings engaged in agriculture, forestry, mining, water or air transport, the State railways, and the public services. Replies were received from about 32,000 undertakings, or 64 per cent. of the total. Averages, weighted to allow for the actual geographical and occupational distribution of the undertakings, were then calculated. The hours of work data are reproduced in table I.

TABLE I. PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS IN FRANCE BY HOURS WORKED PER WEEK, 1 JANUARY 1946

Occupational group	Length of working week in hours					
	Under 32	32 to 40	40	40 to 48	48	Over 48
Industry:						
Food	2.0	4.0	45.2	17.1	29.0	2.7
Chemical	1.5	1.0	41.5	20.2	34.1	1.7
Rubber	3.3	3.6	32.2	29.9	30.3	0.7
Paper, cardboard	2.1	3.0	57.3	18.2	18.6	0.8
Printing and bookbinding	2.0	7.6	65.6	15.9	8.4	0.5
Textile	13.2	7.4	60.2	14.6	4.5	0.1
Clothing	9.9	7.4	64.8	13.6	4.1	0.2
Feathers, hair	—	3.2	47.4	22.1	20.6	6.7
Hides and skins	13.9	6.5	58.9	15.0	5.6	0.1
Wood	3.8	2.5	31.5	24.0	31.6	6.6
Metallurgy	1.3	2.4	31.5	24.9	36.2	3.7
Metal working	8.3	4.8	37.1	24.6	19.6	5.6
Fine metal	7.6	3.6	52.7	25.4	9.6	1.1
Stone cutting	3.5	—	31.9	22.4	38.8	3.4
Navying, building	0.6	0.8	14.4	16.9	61.5	5.8
Bricks, tiles, ceramics, etc.	3.6	2.0	24.7	23.8	42.6	3.3
All industry	6.4	4.4	42.4	19.4	24.2	3.2
Handling of goods	0.9	—	24.6	4.3	67.3	2.9
Land transport (except State railways)	—	0.2	23.5	8.1	63.5	4.7
Commerce	1.0	5.0	56.8	18.3	15.7	3.2
Entertainments	8.0	13.5	66.6	4.2	9.6	0.5
Banking, insurance	—	0.6	34.9	62.7	1.7	0.1
Liberal professions	—	0.7	24.8	19.4	53.0	2.1
Personal services	4.9	5.4	31.6	14.0	14.5	29.6
All groups	4.6	4.1	43.0	20.3	24.6	3.4

Thus, of the employed persons covered by the enquiry, more than two fifths had a working week of 40 hours; about one fifth, 40 to 48 hours; and about one fourth, 48 hours.

The results of the enquiry were compared with the pre-war figures for April 1939, which were taken as a base for the calculation of indices of the average working week, the volume of employment, and the level of activity of the various occupational groups covered, the index of activity being obtained by multiplying the other two indices (see table II).

TABLE II. AVERAGE WORKING WEEK, AND INDICES OF ECONOMIC ACTIVITY IN FRANCE, IN APRIL 1939 AND AT 1 JANUARY 1946

Occupational group	Average hours worked per week		Index of average hours worked	Index of employment	Index of activity
	Apr. 1939	1 Jan. 1946			
	Base: April 1939 = 100				
Industry:					
Food	39.3	43.0	109.4	87.5	95.7
Chemical	40.8	43.6	106.8	93.8	100.2
Rubber	39.9	43.3	108.2	94.2	102.2
Paper, cardboard	39.9	42.0	105.2	74.1	78.0
Printing and bookbinding	39.9	41.0	102.7	85.0	87.3
Textile	40.3	39.2	97.2	73.0	71.0
Clothing	39.8	39.5	99.5	82.3	81.9
Hides and Skins	40.0	39.5	98.8	85.8	84.8
Wood	39.9	43.4	109.0	107.1	116.7
Metallurgy	41.4	44.3	107.0	80.4	83.3
Metal working	41.7	42.9	102.8	94.0	96.6
Navvying, building	40.9	45.7	111.7	106.0	118.2
Bricks, tiles, ceramics, etc.	39.7	44.3	111.6	99.4	110.5
All industry	40.8	42.4	103.9	90.2	93.7
Land transport (except State railways)	40.2	46.5	115.6	78.5	90.7
Commerce	40.9	41.5	101.5	76.7	77.9
Banking and insurance	40.6	42.0	103.4	97.7	101.0
All groups	40.8	42.6	104.4	89.9	93.9

The table shows that, whereas on 1 January 1940, the average length of the working week was 1.8 hours (or 4.4 per cent.) more than in April 1939, the number of persons employed in the occupational groups covered by the enquiry was 10.1 per cent. lower, and that consequently the level of activity was 6.1 per cent. lower. Thus, in little more than half a year after V-E Day, the level of activity in France had almost reached the pre-war level.¹

¹ *Revue française du travail*, No. 2, May 1946, pp. 175 et seq.

SOCIAL INSURANCE AND ASSISTANCE

SOCIAL SECURITY LEGISLATION IN GREAT BRITAIN

The National Insurance Act received Royal Assent on 1 August 1946¹, and the National Insurance (Industrial Injuries) Act on 26 July 1946.² They will be put into force as soon as the administrative preparation can be completed, though higher old-age pensions begin to be paid in October 1946. The first payments of family allowances³ began in August 1946. The National Health Service Bill⁴ is at an advanced stage in its consideration by Parliament. This series of social security services will be completed by a system of National Assistance.

NATIONAL INSURANCE ACT

The provisions of the National Insurance Act, 1946, differ from the proposals put forward in Part I of the White Paper⁵ as follows:

The rate of sickness and unemployment benefit is 26s., instead of 24s.

An insured person can draw sickness or unemployment benefit for the three days' waiting period if it is followed by sickness or unemployment of nine days within 13 weeks, beginning with the first of the three days. The White Paper proposed that benefit should be paid for the three days' waiting period only where there were at least 24 consecutive days of sickness or unemployment.

Sickness benefit is granted at the full rate for an indefinite period, provided 156 contributions have been paid. The White Paper proposed the substitution of a reduced benefit after three years.

The rate of retirement pension is 26s. for a single person, instead of 20s., and 42s. for a married couple, instead of 35s. A person who postpones retirement qualifies for an increment of 2s. per week, instead of 1s., for every year he works after attainment of pensionable age.

Retirement conditions for pension are not applied to men aged 70 and women aged 65 or over, and consequently their pensions are not reduced on account of earnings, as previously proposed.

The rate of pension payable to a widow is 26s., instead of 20s.

The rate of pension payable to a widow with a child is 33s. 6d., instead of 29s.

The age at which widows qualify for pension on cessation of widowed mothers' allowance is 40, instead of 50.

Extended provision for widows incapable of self-support is introduced.

The allowance for a first child is 7s. 6d., instead of 5s.

Scope.

Under the Act persons between school-leaving and pensionable age are insured in one of the three following classes — employed persons, *i.e.*, those who work under a contract of service, self-employed persons, *i.e.*, those who are gainfully occupied but not under contract of service, and non-employed persons, *i.e.*, those not gainfully occupied. A married woman who is a non-employed person will be excepted from insurance, unless she is already insured and wishes to remain so, *e.g.*, in order to qualify for an old-age pension in her own right; married women who are employed or self-employed may elect to contribute in order to qualify also for the benefits appropriate to their respective classes. Payment of insurance contributions is optional for those whose annual income is less than £104, but non-payment entails loss of benefit rights.

All insured persons are insured against the risks of maternity, old-age and death. Self-employed persons are in addition insured against sickness, and employed persons against sickness and unemployment.

¹ 9 and 10 Geo. 6, Ch. 67.

² 9 and 10 Geo. 6, Ch. 62.

³ Cf. *International Labour Review*, Vol. LII, No. 5, Nov. 1945, p. 548.

⁴ *Idem*, Vol. XLIX, Nos. 4-5, Apr.-May 1944, pp. 472-481.

⁵ *Idem*, Vol. L, No. 5, Nov. 1944, pp. 668-674.

Schemes of supplementary benefits for any class of insured persons may be submitted through the Minister to Parliament for approval, and, if approved, they may be made compulsory.

Benefits.

Title to benefit, except guardian's allowance, depends on the contribution record of the insured person concerned. If the record is deficient, unemployment, sickness or widow's benefit, retirement pension or death grant may be paid at a reduced rate.

RATES OF UNEMPLOYMENT BENEFIT, SICKNESS BENEFIT AND RETIREMENT PENSION

Class of insured person	Weekly rate		
	Unemployment benefit	Sickness benefit	Retirement pension
	s. d.	s. d.	s. d.
Single man or woman	26 0	26 0	26 0
Married man			
Married woman gainfully occupied, insured	20 0	16 0	26 0
Married woman, not gainfully occupied, insured	—	—	26 0
Widow	—	—	26 0
Adult dependant's allowance	16 0	16 0	16 0 ¹
Allowance for first child	7 6	7 6	7 6

¹ Only if the dependant is the wife of the pensioner.

The benefits payable to persons under the age of 18 are reduced in rate. A married woman, over 18 and gainfully occupied, who is supporting an invalid husband or who is not living with her husband and cannot obtain any financial help from him, is entitled to the same sickness and unemployment benefit as a single woman. The adult dependant's allowance payable in respect of the wife of a pensioner is replaced, when she reaches age 60, by a pension of 16s. payable to her, or, if she is insured, by a pension of 26s.

Unemployment benefit is payable at the full rate if the applicant has paid 26 contributions of the appropriate class between the date of his entry into insurance and the day for which the benefit is claimed and has paid, or been credited with, not less than 50 contributions of the appropriate class in respect of the complete contribution year before the benefit year. There is a waiting period of three working days at the beginning of a spell of unemployment unless within 13 weeks a further nine days of unemployment is experienced. A fresh waiting period is not imposed if unemployment starts within 13 weeks after the last preceding spell. Odd days count for benefit if two or more fall within a group of six consecutive days. The benefit is payable for 180 days, subject to extension in accordance with favourable contribution and benefit records. An insured person who has exhausted his rights can requalify for benefit by paying 13 additional contributions. However, during the first five years' operation of the Act, the Minister, on the recommendation of the local tribunal, may extend payment of benefit in respect of unemployment where the insured person has exhausted his rights. In making such recommendations the local tribunal is to take into consideration industrial conditions in the district where the applicant resides but not his personal financial resources. Refusal of an offer of suitable employment disqualifies an applicant for unemployment benefit.

Sickness benefit is unlimited in duration, provided contributions have been paid for 156 weeks at any time, otherwise it is payable for 52 weeks, subject in both cases to the same conditions as to regularity of contributions and waiting period as unemployment benefit. Failure to comply with prescribed rules of behaviour disqualifies an applicant.

An insured person who has reached the retirement age and could qualify for a full retirement pension may draw sickness or unemployment benefit subject to the usual conditions. Where he could not qualify for pension at the full rate, sickness or unemployment benefit is correspondingly reduced.

Retirement pensions are payable to insured men on the attainment of the age of 65, women 60, on retirement from regular employment and provided 156 contributions have been paid between entry into insurance and attainment of pensionable age, with a yearly average of at least 50 contributions credited or paid. A widow who immediately before attainment of age 60 was drawing a widow's benefit qualifies for retirement pension by virtue of her late husband's insurance. Retirement pensions payable to men between the ages of 65 and 70, women, 60 and 65, are reduced by any earnings in excess of 20s. a week. The wife of a pensioner is entitled to a separate retirement pension by virtue of her husband's insurance when she reaches 60. If she herself is insured she may instead draw her own pension, whether or not her husband has retired. Employed and self-employed persons may defer their pensions, continue to pay contributions and thus qualify for a pension increased by 1s. a week in respect of every 25 contributions after attainment of retirement age. Similarly the basic rate payable to the wife of a pensioner, if she has reached 60, is increased when her husband defers his pension. The retirement condition ceases at the age of 70 for men, 65 for women and no additional increments in respect of pension deferment may be earned after that time.

Widow's benefits are in all cases payable subject to the same contribution conditions as retirement pensions. For the first 13 weeks of widowhood a widow's allowance of 36s. is payable in every case. A widow who has a dependent child or children is entitled to an additional 7s. 6d. a week during the first 13 weeks, and at the end of this period to a widowed mother's allowance of 33s. 6d. for herself and child, reduced by the amount of weekly earnings in excess of 30s., which is payable as long as she has a dependent child. If on the termination of the widowed mother's allowance the widow is over 40 and not less than 10 years have elapsed since her marriage, she is entitled to the widow's pension of 26s. a week, reduced by the amount of weekly earnings in excess of 30s. This pension is also payable, on the cessation of a widow's allowance, to a widow who was over the age of 50 at widowhood and had been married for not less than 10 years, and to a widow who is incapable of self-support by reason of mental or physical infirmity.

A *guardian's allowance* at the rate of 12s. a week per child is payable to a person caring for a child both of whose parents are dead and at least one of whom had been insured. The guardian is not entitled to a family allowance in respect of the child.

A *maternity grant* of £4 (£8 where twins are born) is payable to the wife of an insured man and to other women who are contributors, subject to the payment of 26 contributions between entry into insurance and date of confinement and not less than 26 contributions paid or credited in respect of the last complete contribution year. A non-gainfully occupied wife of an insured man, or a woman contributing as a non-employed person, may qualify for an attendance allowance of 20s. a week for 4 weeks and a gainfully occupied woman for a maternity allowance of 36s. for 13 weeks, provided in the latter case that she abstains from work during the period and that special contribution conditions have been fulfilled.

A *death grant* of £20 (£6 to £15 according to age in the case of the death of a child) is made to meet the expenses incurred in connection with the death of an insured person or of a dependant of an insured person, provided that 26 contributions have been paid and that (a) at least 45 contributions have been paid or credited in respect of the last contribution year before the death, or (b) the yearly average of paid or credited contributions is at least 45. The right to the grant is maintained for his survivors if the contribution condition was fulfilled when the insured person died, and for himself if it was fulfilled when he attained pensionable age.

Finance.

The scheme is financed by insured persons, their employers and the State. Responsibility for paying the contribution in respect of an employed person rests with the employer, who may deduct the insured person's share of the amount

from his wages. Generally, contributions are to be paid weekly by affixing stamps on a single insurance card. During full-time education or unpaid apprenticeship, persons are to be exempted from liability to contribute though credited with contributions. Contributions are to be excused but credited, in appropriate cases, during periods of unemployment or incapacity for work by reason of sickness or injury. Although an employed person does not contribute after he attains the age of 70 (women, 65) his employer contributes in respect of him as long as he remains at work.

The rates payable by insured persons and, where they are employed, by their employers are as follows:

Insured persons	Employed person	Employer of employed person	Self-employed person	Non-employed person
	s. d.	s. d.	s. d.	s. d.
Men over 18.....	4 7	3 10	6 2	4 8
Women over 18.....	3 7	3 0	5 1	3 8
Boys under 18.....	2 8	2 3	3 7	2 9
Girls under 18.....	2 2	1 9	3 1	2 3

These rates include a payment of 10d. (men), 8d. (women) and 6d. (boys and girls under 18) towards the national health service but not contributions under the National Insurance (Industrial Injuries) Act, though these are paid by means of a stamp whose value, in appropriate cases, comprises the rates of contributions under both Acts.

The contributions of employed persons (and their employers) cover two thirds of the cost of unemployment benefit, and five sixths of other benefits (except death grant), in the case of persons entering insurance at age 16, and are shared almost equally between the employee and his employer, except that the latter pays no part of the costs of maternity grants, attendance allowances and death grants. Self-employed and non-employed persons who enter at 6 pay about five sixths of their respective benefits (except death grants).

At the end of 5 years the rates will be raised 4d. a week (2d. in the case of persons under 18) to meet in part the increase in expenditure in future years due to the rise in the cost of retirement pensions. Employed persons and their employees share the increase in contribution equally.

In order to finance the remainder of the cost of benefits in the case of persons entering insurance at the age of 16, the Exchequer makes the following supplementary payment in respect of each contribution paid by insured persons and by their employers:

Description of person by or in respect of whom contribution is paid	Amount of supplement			
	For contribution as employed person	For employer's contribution	For contribution as self-employed person	For contribution as non-employed person
	s. d.	s. d.	s. d.	s. d.
Men over 18.....	1 1	1 0	1 0	9
Women over 18.....	10	9	10	7
Boys under 18.....	7	7	7	5
Girls under 18.....	6	5	6	4

In cases where an unemployed person is paid unemployment benefit after he has exhausted his right thereto, the cost is borne by the Exchequer and becomes an additional charge on it, in so far as the benefit exceeds the cost of unemployment assistance to which the beneficiary would otherwise have been entitled.

Financial transactions under the scheme will be conducted through the National Insurance (Reserve) Fund and the National Insurance Fund. The assets of the existing health, pensions and unemployment insurance schemes are to be carried to the National Insurance (Reserve) Fund, and at the outset of the

scheme £100,000,000 is to be transferred from it to the National Insurance Fund. The remaining assets will be retained as a reserve, and capital advances and transfers from the Reserve Fund to the National Insurance Fund may be made only under authority of an affirmative resolution of the House of Commons. Contributions by employers, insured persons and the Exchequer, and income from the assets of the National Insurance (Reserve) Fund, are paid to the National Insurance Fund, which is charged with the cost of benefits and administration. Every five years the Minister is to review the benefit rates, on the basis of the report of the Government Actuary, and to recommend any changes in expenditure necessary for the preservation of health and working capacity. The Treasury may raise or lower the contribution rates and the Exchequer supplement to stabilise the level of employment.

Transitional Arrangements.

Regulations will determine the manner in which the Act will apply to persons insured under the existing social insurance legislation at the time when the Act comes into force.

The Government has already drawn up regulations providing, as from the beginning of October 1946, for the increase of existing pension rates up to the rates laid down in the Act, and for a corresponding increase in the rates of pension insurance contributions, the joint rate in the case of men being raised from 1s. 1d. to 3s. 1d. a week. Non-contributory pensions, payable to uninsured persons at age 70, are similarly to be increased from 10s. to 26s. a week.

Administration.

The Ministry of National Insurance administers the scheme through regional and local offices. The Minister appoints a National Insurance Advisory Committee of 4 to 8 members, including one after consultation with organisations representative of employers, another after consultation with organisations representative of workers and a third after consultation with friendly societies or organisations representing friendly societies. He refers such questions as he sees fit to this Committee for consideration and advice and submits to it drafts of regulations and orders to be issued under the Act.

Cost Estimates.

The Government Actuary reported that the estimated expenditure, both under the Bill and of an assistance character falling directly upon the Exchequer (but not including assistance met from local funds) for the years 1948-1978, would be as follows:

ESTIMATED EXPENDITURE, 1948-1978 (IN £ MILLIONS)

	1948	1958	1968	1978
<i>Benefits</i>				
Retirement pensions.....	238	301	421	501
Widows' benefits and guardians' allowances.....	22	35	42	40
Unemployment benefit.....	94	94	94	89
Sickness benefit.....	70	83	86	81
Maternity benefits.....	9	8	8	8
Death grant.....	11	6	9	12
Cost of administration.....	18	18	18	18
Total.....	452	545	678	749
<i>Assistance</i>				
Non-contributory pensions.....	22½ 30	17½ 26	9½ 18	1½ 11
Supplementary pensions.....	8	9	9	10
Unemployment assistance.....	23	23	23	21
Cost of administration.....	4	4	4	4
Total.....	57	53	45	36

¹ This was a notional figure depending on the date of commencement of the benefit.

The yield from contributions under the Bill was estimated as follows for the same period:

YIELDS OF CONTRIBUTIONS (IN £ MILLIONS)

Calendar year	Contributions by insured persons and their employers			Contributions by Exchequer
	For benefits	Towards Health Service	Total	For benefits
1948.....	313	36	349	82
1958.....	334	37	371	83
1968.....	335	37	372	83
1978.....	312	35	347	78

The above contribution rates for cash benefits are estimated to cover the entire cost of these benefits in the case of persons entering insurance at age 16. The deficit due to the admission, when the Act comes into force, of persons of higher ages, who will pay fewer contributions for the same benefits, will be borne by a State subsidy, rising from £36 million a year in 1949 to £60 million in 1955.¹ Thereafter the grant payable by the Exchequer is to be fixed by Parliament.

NATIONAL INSURANCE (INDUSTRIAL INJURIES) ACT

The National Insurance (Industrial Injuries) Act, 1946, carries out the general principles set forth in Part II of the White Paper² whereby benefits varying with the degree of disablement and with family responsibilities, financed by the tripartite contributions, are substituted for compensation, related to earnings, for which the employer is individually liable. The provisions of the Act differ from the proposals made in Part II of the White Paper on the following points:

The basic weekly rates of injury benefit and of disablement pension where incapacity is assessed at 100 per cent. are 45s. a week in both cases, instead of 35s. and 40s. respectively.

Injury benefit is payable during incapacity for work lasting up to 26 weeks. Previously, an industrial injury allowance was to be fixed for the first 13 weeks of incapacity and a higher rate, identical with the rate of industrial pension for 100 per cent. disablement, was to be payable until full recovery or until the incapacity was found likely to be permanent.

The weekly unemployability supplement is 20s. instead of 10s.

Benefits are payable in respect of a juvenile with dependants at the adult rate, instead of half the adult rate, and in respect of a juvenile without dependants, at three quarters of the adult rate if he is between the ages of 17 to 18 and at half the adult rate if he is under 17.

The weekly allowance for an adult dependant is 16s. instead of 8s. 9d. (first 13 weeks) and 10s. thereafter.

The weekly allowance for the first child is 7s. 6d. instead of 6s. (first 13 weeks).

Dependants' allowances at fixed rates are payable where the insured person is in receipt of an injury benefit or of a disablement pension, provided that in the latter case, he is also in receipt of an unemployability supplement or of approved hospital treatment. It was proposed in the White Paper that dependants' allowances, varying in rate with the rate of injury or disablement benefit, be payable while the insured person was in receipt of such benefit under the scheme.

The contributions, shared equally between the employer and employee, are 8d. (men), 6d. (women), 5d. (boys) and 4d. (girls), instead of 6d., 4d., 3d. and 2d., respectively.

¹ MINISTRY OF NATIONAL INSURANCE: *National Insurance Bill, 1946. Report by the Government Actuary on the Financial Provisions of the Bill.* Cmd. 6730, London.

² Cf. *International Labour Review*, Vol. L, No. 6, Dec. 1944, p. 788.

Children under school-leaving age are eligible for disablement benefit but are not entitled to injury benefit except in so far as may be provided by regulations. Contributions are not required from them or on their behalf.

Scope.

All persons employed in Great Britain, under a contract of service or apprenticeship, are insured under the Act, irrespective of the rate of remuneration, against personal injury caused by accident arising out of and in the course of such employment and against prescribed diseases and prescribed personal injuries (not otherwise included) due to the nature of employment.

Injury and Disablement Benefits.

Injury benefit is payable during incapacity lasting up to 26 weeks at 45s. a week plus dependants' allowances and supplements. There is a waiting period of three days unless, as a result of the injury, the insured person is incapacitated on not less than 12 days within the "injury benefit period", that is within a period ending not later than 26 weeks following the accident. If at, or after, the end of the injury benefit period the insured person suffers permanent or substantial "loss of physical or mental faculty" (including disfigurement), he is entitled to a disablement benefit at a rate varying from 9s. to 45s. a week, according to the assessed degree of disablement unless the latter is less than 20 per cent., in which case a gratuity not exceeding £150 is payable instead of a pension. An unemployability supplement of 20s. a week may be granted to a beneficiary whose loss of faculty is likely to prevent his earnings exceeding £52 a year. In cases where he is not eligible for an unemployability supplement but is incapable of following his regular occupation or suitable employment of an equivalent standard, the weekly rate of pension may be increased by 11s. 3d., provided such an increase does not bring the pension, excluding allowances and supplements, to more than 45s. a week. A pensioner who is receiving approved treatment in a hospital is entitled to a pension as if his disablement had been assessed at 100 per cent. The total amount of the benefits payable to a person who suffers successive injuries is limited to 45s., exclusive of dependants' allowances and other supplements, and in such a case special provisions are made in respect of the waiting period. If a pensioner requires constant attendance, his pension is increased by an amount varying with the nature of the attendance required, but ordinarily not exceeding 20s., and in no case exceeding 40s., a week. A person in receipt of injury benefit is entitled to 7s. 6d. a week in respect of the one child for whom no family allowance is payable, and to 16s. a week in respect of a dependent wife or one other specified dependant. Similarly, dependants' allowances are paid to a pensioner who is either entitled to an unemployability supplement or receiving approved hospital treatment.

The Minister may make arrangements to secure for insured persons the provision and maintenance of prosthetic appliances. Those entitled to disablement benefit are to have full advantage of the vocational training and industrial rehabilitation courses and the facilities in connection with employment or work under special conditions provided under the Disabled Persons (Employment) Act, 1944.¹

If after returning to work, a pensioner falls ill or becomes unemployed, he may qualify for sickness or unemployment benefit.

Death Benefits.

A widow who is residing with her husband at the time of his death is entitled to a pension for life or until she remarries. Where such a widow has a child under the age fixed for family allowances, where she is 50 or over at her husband's death or when her last or only child dies or passes the age fixed for the termination of the family allowance, or where she is incapable of self-support at her husband's death, the maximum rate of pension is 30s. a week; in other cases 20s. a week is payable. A widow not residing with her husband at the time of his death but who was maintained or entitled to be maintained by him is eligible for a pension not exceeding in rate the payment she was receiving or was entitled to receive from him. In all cases, a higher rate of pension, not exceeding 36s. a week, may be prescribed for a period ending not later than 13 weeks after the death of the

¹ Cf. *International Labour Review*, Vol. XLIX, No. 3, Mar. 1944, p. 3731; Vol. L, No. 1, July 1944, p. 98; Vol. LIII, Nos. 3-4, Mar.-Apr. 1946, p. 236.

insured person. If the widow remarries, her pension ceases, but she receives a gratuity equal to pension instalments for one year. A widower, incapable of self-support, who had been maintained by his deceased wife, is entitled to a pension of 30s. per week.

An allowance of 7s. 6d. a week is payable in respect of the one child not covered by the family allowance scheme. In addition to a widow's pension and the supplement for a child, an allowance or supplement is paid to dependent parents. A parent who had been wholly maintained by the deceased is entitled to a pension for life, or, in the case of the mother, until she remarries or marries. The rate is 20s. a week, except where two parents, both entitled to pension, are living together, in which case 15s. a week is paid to each one. Where a parent was not wholly, but nevertheless substantially, maintained by the deceased person he is eligible for a gratuity not exceeding £52 (£78 for two parents). A pension for a limited period is payable to one other prescribed adult relative of the deceased, provided that there are neither a widow (or widower) nor parents entitled to pension. A gratuity or allowance is granted to a prescribed relative in certain cases where he qualifies for a pension but is debarred by someone's better claim.

Finance.

The scheme is financed by contributions of insured persons, employers and by a State subsidy.

Insured person	Weekly rate of contribution	
	By the insured person	By the employer
Men over age of 18.....	d. 4	d. 4
Women over age of 18.....	3	3
Boys under age of 18.....	2½	2½
Girls under age of 18.....	2	2

The State subsidy is equal to one fifth of the contribution income. The employer pays his own and his employees' contributions and is entitled to recover from each insured person the amount paid on his behalf. The contributions are credited to the Industrial Injuries Fund, which meets claims for benefit and administrative charges. A single weekly stamp is used to record the payment of contributions both under the National Insurance (Industrial Injuries) Act and the National Insurance Act. The Minister is empowered to contribute from the Fund with the consent of the Treasury, towards the cost of vocational training and industrial rehabilitation courses.

Every five years the Government Actuary is to review the operation of the Act and to report to the Treasury on the adequacy of the contributions. The contributions of insured persons and their employers are expected to produce £25,500,000 per annum, in which case the Exchequer contribution will amount to £5,000,000. The Government has stated that the scheme cannot reach maturity for at least ten, possibly twenty years, at which time it is estimated that the total annual cost will be more than £32,000,000, including some £3,500,000 for administrative expenses. During the early years of the scheme, it is expected that there will be an excess of income over expenditure which may be held in reserve to meet the rising cost of benefits as claims mature.¹

Administration.

The Act is administered by the Minister of National Insurance with the aid of the Industrial Injuries Advisory Council, which includes an equal number of representatives of employers and insured persons. Claims to benefit are dealt with by insurance officers, appointed by the Minister, with a right of appeal to a local appeal tribunal, on which sit equal numbers of representatives of employers and insured persons under a chairman appointed by the Minister, and finally to the Industrial Injuries Commissioner, appointed by the Crown.

¹ *Parliamentary Debates*, Vol. 419, No. 88, 22 Feb. 1946, col. 1450.

Pension assessment is made after examination by a medical board of not less than two medical practitioners, appointed by the Minister. An appeal from a decision of the medical board lies to a medical appeal Tribunal, consisting of a chairman and two medical practitioners.

Transitional Provisions.

Regulations may be issued to extend the payment of unemployment supplements and attendance allowances to persons in receipt of compensation under the Workmen's Compensation Acts, 1925, as amended, who would qualify for such allowances under the Act.

WORKERS' ORGANISATIONS

INTERNATIONAL FEDERATION OF CHRISTIAN TRADE UNIONS OF TRANSPORT AND GENERAL WORKERS

The International Federation of Christian Trade Unions of Transport and General Workers held its Jubilee Congress at Solothurn, Switzerland, on 20 and 21 August 1946. Delegates of ten national federations attended, representing groups of trade unions of workers in the chemical, rayon, glass, margarine, paper, leather, sugar, brick and transport industries. The International Labour Office was represented.

The Congress gave full powers to its officers in the question of the reorganisation of the international trade secretariats envisaged by the International Confederation of Christian Trade Unions.¹

The two following resolutions were adopted:

(1) The Congress of the International Federation of Christian Trade Unions of Transport and General Workers, meeting at Solothurn, Switzerland, on 20 and 21 August 1946:

Considering the report of the Secretary-General, Mr. Fred Brussel, on world distribution of raw materials,

Notes with satisfaction that the International Labour Office has already constituted five committees on this problem;

Considering that the chemicals and food industries, including the rubber, leather and paper industries as well as the oil, margarine, cocoa, sugar and grain milling — including forage — industries, are among those in which the problem of raw materials is the most pressing;

Considering that controlled world economy requires a satisfactory distribution of raw materials;

Considering a satisfactory distribution of raw materials to be the only way to keep these industries working in the different countries;

Believing that such a distribution would be a basis for general welfare and, therefore, conducive to a lasting world peace;

Expresses the earnest hope that the Governing Body of the International Labour Office will take urgent steps in order to constitute such committees and that the International Federation of Christian Trade Unions of Transport and General Workers will be invited to appoint delegates in order to facilitate, by close co-operation, the attainment of the aims of the committees.

(2) The International Federation of Christian Trade Unions of Transport and General Workers,

Expresses to the International Labour Office its satisfaction and gratitude for the spirit of collaboration which it has always found in its relations with the Office;

Hopes that this collaboration will continue and develop in the new period now opening;

¹ Cf. *International Labour Review*, Vol. LIV, Nos 1-2, July-Aug. 1946, p. 100.

Is of the opinion that the most careful attention should be given to this collaboration, both in view of the creation of a new world order and in the interests of workers in the transport, brick, ceramic, chemical, paper, leather and food industries;

Insists on the special importance of these industries in the lives of men; Hopes that the International Labour Office will give due consideration, as it has always done in the past, to the proposals and suggestions of the International Federation of Christian Trade Unions of Transport and General Workers,

Is of the opinion that the world economic order so much desired can be realised only if in the future the influence of the world trade union movement can be exerted even more than in the past, and if this movement is officially associated with the work of the international committees in all fields in which it has a direct interest;

Appeals to the International Labour Office to collaborate actively in the realisation of this programme.

INTERNATIONAL FEDERATION OF CHRISTIAN TRADE UNIONS OF TEXTILE WORKERS

The International Federation of Christian Trade Unions of Textile Workers held its Fourteenth Congress at Lucerne from 21 to 23 August 1946. The International Labour Office was represented.

Two resolutions were adopted. The first, after expressing satisfaction at the revival and development of Christian trade unionism in the liberated countries after the decisive defeat of fascism and national socialism, deplored the enforcement on workers in certain other countries of the single trade union, an action "contrary to the ideals of democracy and liberty for which millions of men died, and which cannot but set obstacles to the spiritual, intellectual and moral development of the individual". The resolution called on Christian workers, especially textile workers, of all countries to rally to the International Confederation of Christian Trade Unions, whose constructive programme, adopted by the June congress of 1946 at Amsterdam¹, rejected the exploitation of man by man, and also the exploitation of man by the State for political ends, and meets at the same time the legitimate claims of workers by ensuring their rights within the undertaking and in society.

In the second resolution the Federation expressed its desire to see normal production assured in all countries, along with respect for the individual worker, and having examined present conditions and the future prospects of textile production in a world faced with the danger of overproduction in certain countries, declared:

- (1) That account must be taken of the essential difference between wartime and peacetime production;
- (2) That at the moment the special needs due to the wartime suspension of the textile industry can be partly covered by the existing industrial potential of the countries which have not suffered the devastation of war;
- (3) That nevertheless the countries which took part in the war or suffered from its devastation have an absolute right to production;
- (4) That an equitable distribution of production must be assured by an agreement between industries in different countries, with the participation of the workers;
- (5) That the raising of production in less favoured countries must not be effected by measures harmful to the well-being, health and dignity of workers;
- (6) That consequently it is urgent to put an end to abuses which have already been introduced, namely, Sunday work, work by shifts and exploitation of female and juvenile labour.

Work on Sundays and shift work destroy all possibility of family, social and cultural life, endanger the workers' health, and are to be rejected on principle. Shift work can only be authorised when it is indispensable, when strict

¹ Cf. *International Labour Review*, Vol. LIV, Nos. 1-2, July-Aug. 1946, p. 100.

rules must be observed regarding such matters as hours of work, wages, etc. The wages of the husband and father of the family must be adequate to enable the married woman and mother to take her natural place in the home. A minimum age must be fixed, to prevent the premature employment of adolescents in factories. Adolescents must also be guaranteed free choice of occupation and occupational education, allowing of spiritual and physical development. Increased production must be looked for mainly through modernisation of tools and where possible and desirable through rationalisation in the employment of labour.

QUINQUENNIAL CONGRESS OF THE SWEDISH CONFEDERATION OF TRADE UNIONS

The Swedish Confederation of Trade Unions held its 13th Ordinary Congress at Stockholm from 7 to 14 September 1946.¹ Besides the delegates, the Congress was attended by some 70 guests and fraternal delegates, among them, the Prime Minister of Sweden, the Minister of Social Affairs, and representatives of Government departments and various political, educational, co-operative, etc., organisations; of the International Labour Office; and of the World Federation of Trade Unions and the central trade union organisations of 16 countries, including a 7-member delegation from the Soviet Union, the first to have attended a Swedish Trade Union Congress.

Presidential Address.

In his opening address, Mr. August Lindberg, President of the Confederation, reminded the Congress that Sweden had had the good fortune not to be directly involved in the war. Nevertheless, wartime conditions had led to serious disturbances in the Swedish economy: supplies had been limited, the cost of living had risen, and real wages had declined. With a view to counteracting these tendencies, the trade union movement had agreed in 1942 to support the policy of economic stabilisation introduced by the then Coalition Government. The principal feature of this policy was the freezing of prices, and the trade unions had declared their readiness to pursue a wage policy that would not counteract the price stabilisation. Within the framework of this general agreement it had been possible, however, to work for a levelling up of the wages of the lowest paid groups. Full advantage had been taken of the recent improvement in the economic situation to secure for the workers a fairer share of economic returns, with the result that real wages had risen by 15 to 20 per cent. and had now virtually been restored to the pre-war level. In the opinion of the Secretariat of the Federation it was possible in the present situation to achieve further wage increases at the expense of profits, but any rise in real wages in the next few years must depend largely on a continued rise in productivity.

The President stated that the membership of the Federation had risen during the five years since the previous Congress by 125,000 and was now 1,130,000. He also drew attention to the substantial results achieved through the Joint Employment Market Committee, set up in 1936 by the Swedish Employers' Federation and the Swedish Confederation of Trade Unions², which had led to the conclusion of additional agreements on three important questions. The first of these related to safety service at the workplace; for the purpose of making safety work more effective, the two central organisations had set up a joint secretariat. The second agreement related to apprenticeship and vocational training and provided for the appointment of joint committees in every branch. The third agreement, concluded shortly before the Congress opened, provided for the appointment of joint works committees (on the lines of the British production committees) for purposes of information and joint consultation; these committees will be composed of representatives of employers, salaried employees, and workers.

¹ For an account of the 12th Ordinary Congress, held in September 1941, see *International Labour Review*, Vol. XLV, No. 2, Feb. 1942, p. 214. See also *idem*, Vol. LIII, Nos. 5-6, May-June 1946, p. 439.

² *Idem*, Vol. XLIV, No. 5, Nov. 1941, p. 561.

Proceedings of the Congress.

The question of wage policy led to prolonged discussion. The Secretariat of the Confederation refuted criticisms of the policy it had pursued, which, it maintained, had yielded the best possible results that could be obtained in the circumstances. It opposed the idea that had been put forward in a number of motions for a detailed planning of wage policy, since this would mean shifting all right of decision in the matter from the unions to the Congress and the time was not yet ripe for such a system. On the other hand, it would of course do its best to meet the demand for a systematic wage policy. It would also work for a further closing of the gap between men's and women's wages so as to arrive at the payment of "the rate for the job" irrespective of sex. At present, women's wages were on an average two thirds of men's. The Congress rejected the above-mentioned motions and approved the resolution on wage policy submitted by the Secretariat.

Among other important questions considered by the Congress reference may be made to the following.

A series of motions had proposed that the Confederation should work for the introduction of the 40-hour week. The Secretariat opposed their adoption on the grounds that any such reduction of hours ought to be carried out internationally, but urged that every effort should be made to abolish overtime. The Congress approved the statement made by the Secretariat.

The question of time studies in industry, which has of late attracted much attention, was also discussed by the Congress. This question, it was stated, had now been referred for joint discussion to the Confederation of Trade Unions and the Employers' Federation, which will try to remove the friction that such studies have sometimes led to in practice; in addition, the trade unions will thus be able to exert more influence over the training of the men responsible for making the studies.

One proposal before the Congress was that the Confederation should take the initiative in opening negotiations between the Social Democratic and Communist parties with a view to creating a united labour front. This proposal was opposed by the Secretariat and rejected by the Congress, as also the proposal that the Confederation should work for the breaking off of diplomatic relations with Franco Spain. The Congress agreed that any such action against Spain would have to be international in order to achieve the desired results.

The Congress adopted a statement expressing its readiness to support the Social Democratic Government in its efforts to solve post-war problems, to maintain the full employment that at present prevails in Sweden, to rationalise industry, and to introduce further improvements in social legislation.

To succeed Mr. August Lindberg, retiring President of the Confederation, the Congress elected Mr. Gunnar Andersson, since deceased.¹

¹ See above, p. 204. Mr. Lindberg has agreed to continue as President until May 1947.

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, 1943-44* (tables VI, VIII and XI).

For further information on the scope and method of these statistics, see the January-February 1946 issue of the *Review*: "Statistics, Explanatory Notes", pp. 117-127.

For other topics in labour statistics, see the present number for statistics of cost of living and food prices, to appear next in the January issue; and the July-August number for statistics of wage rates and earnings, to appear next in the November 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 r 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-February issue of the *Review*: "Statistics, Explanatory Notes").

TABLE I. STATISTICS OF UNEMPLOYMENT IN GENERAL

Date	AMERICA						
	Canada		United States			Chile	
	VI	V	VI			V	VI
	Unemployed (estimated)	Applicants for work registered	Unemployed (estimated)			Applicants for work registered	Unemployed (estimated)
			N.I.C.B. ^a	B.L.S. -B.C.			
1929	107,000	4.2	14,996	0.9			
1931	442,000	17.4	69,719	14.2			
1933	446,000	26.5	81,809	23.4			
1935	483,000	19.0	84,030	17.6			
1936	430,000	16.7	90,133	14.2			
1937	337,000	12.5	88,516	12.2			
1938	407,000	15.1	105,236	18.4			
1939	386,000	14.1	103,739	16.4			
1940	281,700	10.1	100,417	14.1			
1941			53,663	6.1			
1942			65,667	-1.0 ^b			
1943			73,677	-11.4 ^c			
1944			64,929	-12.4 ^d			
1945			108,331	-9.1 ^e			
1945: July			76,012	-13.7 ^f	950,000	1.7	5,016
Aug.			97,611	-11.8 ^g	830,000	1.5	5,371
Sept.			129,427	-8.3 ^h	1,650,000	3.1	5,511
Oct.			153,162	-6.0 ⁱ	1,550,000	2.9	5,309
Nov.	167,000	3.7 ^j	180,356	-3.6 ^k	1,710,000	3.2	4,783
Dec.			183,821	2.3 ^l	1,950,000	3.7	4,211
1946: Jan.			233,145	+6.5	2,290,000	4.3	4,097
Feb.	213,000	4.7	263,532	+9.0	2,650,000	4.9	3,985
Mar.			266,361	+7.9 ^m	2,710,000	4.9	4,266
April			242,780	+5.7 ⁿ	2,350,000	4.1	5,031
May	126,000	2.6 ^o	211,029	+3.6 ^p	2,310,000	4.0	4,974
June			179,281	+2.7 ^q	2,560,000	4.3 ^r	5,002
Persons cov. (thousands)	2,986		56,999		53,310		

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

Date	EUROPE (cont.)						
	Belgium		Denmark		Spain	Finland	
	II		III	V	V	V	
	Unemployed (insured)	Days of unemployment ^t	Unemployed (tr. unionists)	Applicants for work registered	Unemployed	Unemployed (registered)	
		%					
1929	13,000 ^a	1.9	42,817	15.5	*	3,877	
1931	110,000 ^a	14.5	53,019	17.9	*	11,495	
1933	210,000 ^a	20.5	97,478	28.8	*	17,139	
1935	210,927	21.7	76,195	19.7	696,990	7,163	
1936	154,038	16.2	78,669	19.3	*	4,796	
1937	125,929	13.1	95,103	21.9	*	3,695	
1938	173,913	17.6	97,136	21.4	*	3,602	
1939	195,211	18.8	88,924	18.4	526,169	3,300	
1940			119,593	23.9	*	3,955	
1941	122,359 ^a	—	43,476 ^a	7.6 ^a	450,014	3,384	
1942	—	—	48,968	9.1	294,529	1,561	
1943	—	—	34,271	6.3	225,493	923	
1944	—	—	25,412	4.6	169,589 ^f	2,018	
1945	145,579 ^r	—	46,661	8.2 ^r	148,000 ^f	3,240 ^r	
1945: July	119,335	—	33,591	5.9	144,000 ^f	2,057	
Aug.	116,775	—	35,659	6.3	149,000 ^f	2,411	
Sept.	113,288	—	38,056	6.7	153,000 ^f	2,736	
Oct.	102,943	—	38,299	6.7	164,000 ^f	2,908	
Nov.	99,374	—	40,277	7.0	172,000 ^f	2,715	
Dec.	120,742	—	64,485	11.1	164,000 ^f	2,331	
1946: Jan.	135,885	—	77,215	13.2	176,000 ^f	2,087 ^r	
Feb.	108,130	—	47,839	8.2	175,000 ^f	2,229	
Mar.	95,054	—	43,628	7.4	177,000 ^f	3,764	
April	67,053	—	25,885	4.4 ^r	186,000 ^f	3,696	
May	55,955	—	17,448	3.0	—	3,815	
June	48,952 ^a	—	9,293 ^h	1.6 ^h	—	2,833 ^h	
Persons cov. (thousands)	1,000 ^f		567 ^r		*	*	

Date	ASIA				EUROPE		
	Netherlands Indies	Japan ¹²	Palestine		Germany	Austria	
	V	VI	IV		V	V	
	Applicants for work registered	Unemployed (estimated)	Unemployed (registered)		Unemployed (registered)	Unemployed (registered)	
1929	*	*	*		1,898,604	192,062	
1931	6,912	422,755	*		4,519,704	300,223	
1932	10,922	485,681	*		5,575,492	377,894	
1933	14,571	408,710	*		4,804,428	405,740	
1935	17,398	356,044	*		2,151,039 ¹⁴	348,675	
1936	22,691 ¹⁵	338,365	*		1,592,655	320,961	
1937	22,978	295,443	*		912,312	320,961	
1938	18,842	237,371	*		429,461	244,788 ¹⁶	
1939	19,466	212,000 ¹⁷	*		*	*	
1940	18,603	*	21,045 ¹⁸		*	*	
1941	15,636 ¹⁹	*	24,791		*	*	
1942	—	*	15,377		*	*	
1943	—	*	5,915		*	*	
1944	—	*	3,591 ¹⁴		*	*	
1945	—	*	4,299		*	*	
1945: April	—	*	4,417		*	*	
May	—	*	4,012		*	*	
June	—	*	4,388		*	*	
July	—	*	4,595		*	*	
Aug.	—	*	4,447		*	*	
Sept.	—	*	3,937		*	*	
Oct.	—	*	3,750		*	*	
Nov.	—	*	4,354		*	*	
Dec.	—	*	5,214		*	*	
1946: Jan.	—	*	5,390		*	*	
Feb.	—	*	6,173		*	*	
Mar.	—	*	6,790		*	*	
Persons cov. (thousands)	*	8,172	60		22,090	*	

I. Compulsory unemployment insurance statistics.
 II. Voluntary unemployment insurance statistics.
 III. Trade union fund returns.
 IV. Trade union returns.
 V. Employment exchange statistics.
 VI. Estimates.
¹ Since Sept. 1939, including previously unemployed wage earners who have enlisted. ² Jan.-Oct. ³ Based on sample survey. ⁴ National Industrial Conference Board. ⁵ Bureau of Labor Statistics. ⁶ Bureau of the Census. ⁷ Excess of employment over estimated economic labour force. ⁸ Mar.-Dec. ⁹ Percentages based on sum of estimated employed and unemployed. ¹⁰ Since 1936, including applications for work registered with local correspondents. ¹¹ Jan.-Nov. ¹² The monthly figures relate to the 1st of the following month. ¹³ Aug.-Dec. ¹⁴ Apr.-Dec. ¹⁵ Since July 1933, including persons employed in labour camps; since Mar. 1935, including the Saar Territory. ¹⁶ Before Apr. 1938, applicants for work registered. ¹⁷ Aug.: 117,000; 2.4. ¹⁸ July: 160,262; Aug.: 144,619. ¹⁹ July: 3.1; Aug.: 3.2; ²⁰ July: 2,270,000; Aug.: 2,040,000; Sept.: 2,070,000; Oct.: 1,950,000. ²¹ July: 3.8; Aug.: 3.4; Sept.: 3.5; Oct.: 3.3. ²² April: 5,119; May: 6,695; June: 6,564; July: 7,698; Aug.: 7,949.

Date	EUROPE (cont.)						
	France		Great Britain and Northern Ireland			Great Britain	
	I	V	I			V	
	Unemployed (on relief) ^a	Applications for work registered	Unemployed (insured, per cent.)			Applicants for work registered (insured)	
			Wholly ¹⁴	Tempor.	Total	Wholly ¹⁴	Tempor.
1929	928	10,052	%	%	%		
1931	56,112	75,215	8.2	2.2	10.4	959,213 ^r	264,911
1933	276,033 ⁹	307,844	16.7	4.6	21.3	61,861 ^r	579,851
1934	345,033	376,320	16.4	3.5	19.9	2,045,670 ^r	450,570
1935	426,931	465,875	13.9	2.8	16.7	1,743,573 ^r	363,794
1936	431,897	475,272	13.1	2.4	15.5	1,683,887 ^r	306,228
1937	350,333	379,095	11.2	1.9	13.1	1,461,942 ^r	246,996
1938	375,742	408,024	9.3	1.5	10.5	1,455,283 ^r	200,876
1939	361,930 ¹⁰	393,952	10.0 ¹⁰	2.6 ¹⁰	12.6 ¹⁰	1,404,376 ^r	371,956
1940			8.8	1.5	10.3	192,199 ^r	215,759
1941	337,000	376,500 ¹²	5.9 ¹⁰	1.1 ¹⁰	7.0 ¹⁰	689,473 ^{r17}	160,615
1942	105,000	119,800 ¹³	*	*	*	203,029 ^r	59,403 ^r
1943	19,877	41,552	*	*	*	93,762 ¹⁸	6,003
1944	—	—	*	*	*	67,765 ^r	1,528 ^r
1945	15,650	76,769 ^r	*	*	*	62,697 ^r	912 ^r
1945: July	8,275 ¹¹	53,200	*	*	*	139,000	1,133
Aug.	8,281	58,012	*	*	*	1,102,468 ^r	895 ^r
Sept.	15,742	65,025	*	*	*	*	*
Oct.	18,170	68,727	*	*	*	232,537	789
Nov.	16,826	68,537	*	*	*	265,115	1,346
Dec.	17,718	67,827	*	*	*	283,089	1,667
1946: Jan.	20,981	71,908	*	*	*	327,426	2,028
Feb.	23,660	75,060 ^r	*	*	*	353,403	2,175
Mar.	23,281	74,538	*	*	*	369,554	2,362
April	22,023	66,885	*	*	*	369,836	1,574
May	19,719	61,087	*	*	*	373,587	1,289
June	16,243 ²²	50,406 ²³	*	*	*	371,583 ²⁴	4,584 ²⁵
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. 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 July: 48,000^r; Aug.: 49,000^r; Sept.: 37,000^r. ⁷ Public relief fund statistics. ⁸ Since Jan. 1937, the figures relate to the last week entirely included in the month. ⁹ From July 1932 onwards, including unemployed in receipt of relief from the welfare offices. ¹⁰ Jan.-Sept. and Nov. ¹¹ Unemployed persons on relief under 60 years of age and able to work, at the end of month. ¹² Jan.-Nov. ¹³ Nine months. ¹⁴ Including casuals. ¹⁵ Including agriculture. ¹⁶ Jan.-Sept. ¹⁷ Since July 1940, excluding men in attendance at Government training centres who were unemployed when they entered the centres. ¹⁸ Since Mar. 1942, excluding men classified as unsuitable for ordinary industrial employment and women unsuitable for normal full-time employment. ¹⁹ July: 6,753; Aug.: 6,338; Sept.: 9,313^r. ²⁰ July: 1.2; Aug.: 1.1; Sept.: 1.6^r. ²¹ July: 7,137; Aug.: 6,643^r. ²² Sept.: 9,497. ²³ July: 13,038. ²⁴ July: 41,989. ²⁵ July: 355,165; Aug.: 358,957. ²⁶ July: 4,169; Aug.: 4,764.

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

Date	EUROPE (cont.)				
	Hungary	Ireland		Italy	
	V	I	V		
	Applications for work registered	Unemployed (insured)	Applicants for work registered	Wholly unemployed	
1929	15,173	*			
1931	52,305 ¹	*	20,702	300,786	
1933	60,595	*	23,230	734,454	
1935	52,048	*	72,472 ²	1,018,955 ³	
1936	52,114	*	119,498	963,677	
1937	48,359	*	99,834 ^r		
1938	47,426	*	82,425 ^r		
1939	48,348	*	88,714		
1940	43,684	55,165	93,074		
1941	48,892	54,677	84,054		
1942	35,996	50,967	74,656		
1943	25,929 ⁴	48,846	76,887		
1944	—	41,194	66,884 ⁴		
1945	—	36,263	59,047		
	—	33,964	58,999		
1945: July	—	30,181	43,120		
Aug.	—	31,661	44,240		
Sept.	—	29,842	43,097		
Oct.	—	30,822	49,465		
Nov.	—	33,593	69,388		
Dec.	—	33,488	68,207		
1946: Jan.	—	39,106 ^r	76,914		
Feb.	—	42,128 ^r	81,685		
Mar.	—	41,566 ^r	75,318		
April	—	38,054	68,457		
May	—	35,690	61,915		
June	—	32,992	46,244 ⁴		
Persons covered (thousands)	*	320	*	*	

Date	EUROPE (cont.)					
	Norway		Netherlands			Poland ¹¹
	III	V	II ⁸	V		V
	Unemployed (trade unionists)	Unem- ployed (regist'd)	Unemployed (insured)	Days of unem- ployment	Wholly unem- ployed regist'd	Applications for work registered
1929	5,902	15.4	24,300	7.1	*	129,450
1931	—	22.3	82,800	18.1	5.9	299,502
1933	16,588	33.4	163,000	31.0	26.9	249,660
1935	14,783	25.3	173,700	36.3	31.7	384,691
1936	13,267	18.8	169,387	36.3	32.7	367,327
1937	16,532	20.0	137,674	29.2	26.9	375,088
1938	19,230	22.0	134,304	27.2	25.0	347,509
1939	16,789	18.3	112,612	21.7	19.9	353,646
1940	—	23.1	117,145	22.9	19.8	253,261 ¹⁰
1941	—	11.4	19,181	—	—	197,886
1942	—	—	4,747	—	—	117,814
1943	—	—	437	—	—	74,600
1944	—	—	259	—	—	20,364 ^r
1945	—	—	9,172 ^r	—	—	—
1945: July	—	—	10,362	—	—	97,400 ¹¹
Aug.	—	—	10,278	—	—	104,800
Sept.	—	—	11,456	—	—	95,500
Oct.	—	—	14,480	—	—	91,941
Nov.	—	—	16,572	—	—	97,100 [†]
Dec.	—	—	18,702	—	—	90,200 [†]
1946: Jan.	—	—	24,898	—	—	90,077
Feb.	—	—	24,151	—	—	92,979
Mar.	—	—	22,701	—	—	79,304
April	—	—	17,786	—	—	64,743
May	—	—	11,419	—	—	59,035
June	—	—	6,521 ¹²	—	—	52,040
Persons covered (thousands)	95 [†]	*	238	*	*	2,978

I. Compulsory unemployment insurance statistics. II. Voluntary unemployment insurance statistics. III. Trade union fund returns. ¹ Since Jan. 1930, including non-fee-charging private employment agencies. ² Average for eleven months. ³ Extended series. ⁴ From Jan. 1943, middle of month. ⁵ Up to July 1933, social insurance fund statistics; since July 1933, employment exchange statistics. ⁶ Since Jan. 1940, end of the month; including persons employed on public works. ⁷ Since Jan. 1945, excluding Finnmark and evacuated communes in Troms. ⁸ Excluding agriculture. Weekly averages. ⁹ Days of unemployment, as a percentage of the total possible working days of insured workers during the month. ¹⁰ Since Apr. 1939, excluding persons employed on special relief works. ¹¹ Since Jan. 1939, including the territory of Silesia beyond the Olsa. ¹² Jan.-June. ¹³ Since 1935, percentage based on the number of persons covered by compulsory social insurance schemes. ¹⁴ July: 44,475; Aug.: 45,782; Sept.: 43,807. ¹⁵ Average, June-Dec. ¹⁶ July: 4,236; Aug.: 4,397. ¹⁷ July: 39,918; Aug.: 40,610; Sept.: 38,743.

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
1929	*	7,449	32,621	10.2	%	%
1931	*	35,737	64,815	16.7	1.8	1.7
1933	25,255	29,060	97,316	23.4	5.9	12.1
1935	42,315	13,778	81,385	15.1	10.8	8.5
1936	43,057	13,549	71,884	12.6	11.8	5.9
1937	40,240	10,851	67,351	10.8	13.2	5.3
1938	*	7,271	74,582	10.9	10.0	2.5
1939	*	5,989	71,467 ³	9.2	8.6	4.5
1940	*	3,192	99,201	11.8	6.5	2.9
1941	*	861	85,018	11.3	3.1	2.1
1942	*	6,067 ⁴	56,938	7.5	2.0	1.7
1943	*	6,071	43,950	5.7	1.4	1.5
1944	4,229	4,282	38,877	4.9	1.6	1.7
1945	3,107	5,525	36,195	4.5	1.6	1.0
1945: July	*	4,088	25,983	3.2	0.6	0.7
Aug.	3,080	8,064	24,789	3.1	0.7	0.7
Sept.	*	10,170	24,026	3.0	0.8	0.5
Oct.	2,909	7,773	25,552	3.2	0.8	0.3
Nov.	*	5,267	32,313	3.9	1.3	0.5
Dec.	2,842	4,375	35,063	6.7	3.6	1.1
1946: Jan.	*	5,379	45,945	5.5	8,829	4.2
Feb.	2,580	5,237	45,193 ^r	5.4 ^r	8,564	2.6
Mar.	*	5,324	38,637	4.6	8,118	1.1
April	2,532	—	27,041	3.2	6,534	0.4
May	*	—	18,860	2.2	4,594	0.3
June	2,459	—	17,655 ¹⁵	2.1 ¹⁵	3,487 ¹⁶	0.3 ¹⁷
Persons covered (thousands)	*	*	814 ^r	203 ⁴	532 ^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) ¹¹	
1929	23,763	2.2	41,630	47,359	11.1	2,895
1931	102,179	8.3	291,332	117,866	27.4	41,431
1933	247,613	16.9	738,267	104,035	25.1	46,944
1935	235,623	15.9	686,269	71,823	16.5	38,234
1936	208,096	13.1	622,687	53,992	12.2	36,890
1937	151,167	8.8	408,949	41,823	9.3	*
1938	161,391 ¹	9.1 ¹	335,518 ²	40,138	8.7	4,757 ¹³
1939	*	*	41,317 ^r	45,967	9.7	6,422 ¹⁴
1940	*	*	17,629	39,116	8.0	4,352
1941	*	*	13,622	20,013	3.7	2,023
1942	*	*	10,367 ¹⁵	9,754	1.6	810
1943	*	*	*	7,545	1.1	405
1944	*	*	*	8,073	1.2	327
1945	*	*	*	7,864	1.2	278
1945: July	*	*	*	*	*	254
Aug.	*	*	*	7,769	1.2	270
Sept.	*	*	*	*	*	297
Oct.	*	*	*	*	*	377
Nov.	*	*	18,233 ¹⁴	8,276	1.2	338
Dec.	*	*	19,211	*	*	346
1946: Jan.	*	*	19,657	9,062	1.4	265
Feb.	*	*	16,150	*	*	220
Mar.	*	*	15,350	*	*	195
April	*	*	15,400	*	*	190
May	*	*	16,075	8,757	1.3	200 [†]
June	*	*	15,350 ¹⁶	*	*	183 ¹⁷
Persons covered (thousands)	1,782 [†]	*	*	661 [*]	*	*

I. Compulsory unemployment insurance statistics. II. Voluntary unemployment insurance statistics. III. Trade union fund returns. ¹ Since 1942, applications for work. ² From Jan. 1939, including agricultural workers. ³ Local unemployment committees. ⁴ Number of relief funds (Dec. 1945, units). ⁵ Compulsory insurance in certain cantons, voluntary in others. ⁶ Jan.-Aug. ⁷ Data for the years 1939 to 1942 refer to Bohemia, Moravia, and Silesia, excluding Borderland. ⁸ Since 1941, Croatia. ⁹ Jan.-June. ¹⁰ Since Apr. 1939, number of unemployment benefits in force. ¹¹ Up to 1932, number of unemployed (males) remaining on registers of Government labour bureaux. ¹² Excluding persons totally unfit for employment for health or other reasons (approximately 8,000 at the end of 1937). ¹³ Average of first ten months. ¹⁴ Including applicants who have found work but have not yet notified the exchange (approx. 90 per cent.). ¹⁵ July: 17,858[†]; 2.2; Aug.: 2.1. ¹⁶ July: 2,451. ¹⁷ July: 0.2; Aug.: 0.2. ¹⁸ July: 0.2; Aug.: 0.1. ¹⁹ July: 1,564; Aug.: 1,725; Sept.: 1,726. ²⁰ July: 14,359. ²¹ July: 202.

TABLE II. STATISTICS OF EMPLOYMENT IN GENERAL
Indices of numbers employed
(1929 = 100)¹

Date	AFRICA		AMERICA						ASIA		EUROPE	
	Union S. Africa		Canada		United States		Argentina (Buenos Aires)	Colombia	Japan	Palestine	Germany	U.S.S.R.
	Europe	Total	III (A/B)	III (A)	IV	N.I. C.B.	B.C.	III (A)	III (B)	IV	III (B)	I
	M.I.T. ^c	M.I.T. ^c	M.I.T. ^c	M.I.T. ^c	M.I.T. ^c	M.I.T. ^c	M.I.T. ^c	M.I.T. ^c	M.I.T. ^c	M.I.T. ^c	M.I.T. ^c	M.I.T. ^c
	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.
	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	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	100.0	100.0
1931	96.0	95.2	86.1	83.9	86.7	86.7	97.8	96.9	96.9	96.9	96.9	96.9
1933	98.0	94.9	70.1	74.0	79.5	79.5	98.2	103.1	103.1	103.1	103.1	103.1
1935	123.2	122.1	83.5	85.4	88.4	88.4	113.2	121.6	121.6	121.6	121.6	121.6
1936	134.2	134.9	87.1	92.5	93.4	93.4	119.5	123.8	123.8	123.8	123.8	123.8
1937	143.6	143.1	95.9	98.3	97.3	97.3	126.1	131.2	131.2	131.2	131.2	131.2
1938	146.2	148.1	93.9	92.1	91.0	91.0	129.5	137.7	137.7	137.7	137.7	137.7
1939	148.1	148.9	95.7	97.4	92.9	92.9	132.1	140.6	140.6	140.6	140.6	140.6
1940	148.9	155.8	104.4	102.0	95.9	95.9	132.1	140.6	140.6	140.6	140.6	140.6
1941	154.5	164.3	128.0	114.5	104.0	104.0	132.1	140.6	140.6	140.6	140.6	140.6
1942	158.7	169.5	146.0	123.4	116.4	116.4	132.1	140.6	140.6	140.6	140.6	140.6
1943	156.7	160.0	154.7r	129.0r	129.4	129.4	132.1	140.6	140.6	140.6	140.6	140.6
1944	157.3	161.7	153.8r	127.4r	127.4	127.4	132.1	140.6	140.6	140.6	140.6	140.6
1945	160.5	166.9	147.1r	122.5r	128.7	128.7	132.1	140.6	140.6	140.6	140.6	140.6
1945: July	159.9	167.3	147.1	123.5r	133.5	133.5	132.1	140.6	140.6	140.6	140.6	140.6
Aug.	160.1	166.9	145.0	122.5r	132.4	132.4	132.1	140.6	140.6	140.6	140.6	140.6
Sept.	159.9	166.7	141.8	116.9r	128.5	128.5	132.1	140.6	140.6	140.6	140.6	140.6
Oct.	160.4	166.6	143.9	116.6r	125.9	125.9	132.1	140.6	140.6	140.6	140.6	140.6
Nov.	162.0	167.2	145.5	118.1r	121.6	121.6	132.1	140.6	140.6	140.6	140.6	140.6
Dec.	162.7	167.0	141.3	120.3r	116.2	116.2	132.1	140.6	140.6	140.6	140.6	140.6
1946: Jan.	162.7r	165.7r	140.5	118.8r	111.3	111.3	132.1	140.6	140.6	140.6	140.6	140.6
Feb.	164.9	169.6	140.3	117.2r	108.4	108.4	132.1	140.6	140.6	140.6	140.6	140.6
Mar.	166.5	171.7	141.9r	120.3r	109.9r	109.9r	132.1	140.6	140.6	140.6	140.6	140.6
April	167.4	172.3	142.3	118.4r	112.6	112.6	132.1	140.6	140.6	140.6	140.6	140.6
May	168.0	172.5	142.8	124.0r	115.1	115.1	132.1	140.6	140.6	140.6	140.6	140.6
June	168.5	173.1	145.9r	125.6r	116.3r	116.3r	132.1	140.6	140.6	140.6	140.6	140.6
Persons covered (thousands)	—/188	—/797	1,718	40,839r	55,501	53,310	*	13	6,600†	54	21,414	

Date	EUROPE (concl.)										OCEANIA
	France	Great Britain	Hungary	Norway	Netherlands	Czechoslovakia	U.S.S.R.	Yugoslavia	Australia	India	
	III (A)	II	II	I	III (B)	I	III (A)	I	III (A)	III (A)	
	M.I.T. ^c	M.I.T. ^c	A.M.I.T. ^c	M.I.T. ^c	M.I.T. ^c	A.M.I.T. ^c	A.M.I.T. ^c	I.T.C. ^c	M.I.T. ^c	M.I.T. ^c	
	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	
	W.S.	W.S.	W.S.	W.S.	W.S.	W.S.	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	97.4	96.0	94.3	94.3	102.2	97.6	119.4	104.3	104.3	100.0	
1933	79.4	94.8	81.2	81.2	85.0	75.3r	183.5	86.1	86.1	86.1	
1935	73.5	101.6	91.2	100.1r	84.2	76.6	203.1	93.3	93.3	93.3	
1936	74.1	106.8	97.7	103	85.1	82.3r	211.8r	101.8	101.8	101.8	
1937	78.6	112.4	104.0	110	91.5	90.1r	221.8r	112.4	112.4	112.4	
1938	81.2	111.1	100.0 ¹⁵	110.6	95.4	79.8r	228.5r	118.2	118.2	118.2	
1939	83.4 ¹⁵	114.7 ¹⁵	102.7 ¹⁵	118.8	99.0†	57.5r	—	119.2	132.3r	132.3r	
1940	71.4	104.3 ¹⁵	102.7 ¹⁵	125.6	113	52.8r	—	122.0 ¹⁵	147.7r	147.7r	
1941	75.5	104.3	102.7	157.4	114	53.4	—	—	136.8r	136.8r	
1942	71.5	104.3	102.7	171.0	104	52.9	—	—	136.4r	136.4r	
1943	71.6	104.3	102.7	—	97	56.5	—	—	136.4r	136.4r	
1944	72.5 ¹⁵	104.3	102.7	—	89	60.7	—	—	138.4r	138.4r	
1945	—	104.3 ¹⁵	102.7	—	—	—	—	—	139.4r	139.4r	
1945: July	—	104.3 ¹⁵	102.7	—	—	50.0	—	—	139.4r	139.4r	
Aug.	—	104.3 ¹⁵	102.7	—	—	47.3	—	—	139.4r	139.4r	
Sept.	74.7	102.2 ¹⁵	101.4 ¹⁵	—	90	66.1 ¹⁵	—	—	139.4r	139.4r	
Oct.	—	101.8	101.8	—	—	68.3	—	—	138.9r	138.9r	
Nov.	—	101.8	101.8	—	—	72.5	—	—	140.9r	140.9r	
Dec.	74.5	101.7	101.7	—	93r	72.0	—	—	139.2	139.2	
1946: Jan.	—	101.8	101.8	—	—	—	—	—	143.9	143.9	
Feb.	—	103.6	103.6	—	—	—	—	—	148.1	148.1	
Mar.	—	104.1	104.1	—	99	—	—	—	151.0	151.0	
April	—	106.1	106.1	—	—	—	—	—	151.7	151.7	
May	—	107.4	107.4	—	—	—	—	—	154.0	154.0	
June	—	108.2 ¹⁵	108.2 ¹⁵	—	103	—	—	—	—	—	
Persons covered (thousands)	2,403	12,110	12,940	1,748	207†	1,365	1,298	27,800†	756	1,544r	

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. 1938=100. ¹⁴ Jan. 1938=100. ¹⁵ New series based on July 1939 and spliced to old series. ¹⁶ 18 July 1938=100. ¹⁷ Sept.-Dec. ¹⁸ Since Sept. 1945 Bohemia, Moravia and Silesia, including Borderland. ¹⁹ Jan.-Nov. ²⁰ June. ²¹ July: 120.3, Aug.: 119.9, Sept.: 118.7 ²² July: 145.0, Aug.: 147.4, ²³ July: 126.2†, ²⁴ July: 115.9, Aug.: 115.9†, ²⁵ July: 108.9.

(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	III (A/B) ¹	III (B) ²	B. Aires	III (B) ¹	III (B) ²	III (B) ¹	III (B)	III (A) ¹
	W.S. ³	W.S.	W.S.	W.	W.	W.	W.	W.	W.	W.
	W.S.	W.S.	W.S.	W.	W.	W.	W.	W.	W.	W.
	W.S.	W.S.	W.S.	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
1931	97.7	81.4	73.6	97.3	99.8	99.8	99.8	99.8	99.8	99.8
1933	108.0	69.1	69.2	124.1	133.9	133.9	133.9	133.9	133.9	133.9
1935	146.2	82.9	86.1	100.0	144.1	144.1	144.1	144.1	144.1	144.1
1936	160.3	88.3	93.5	100.0	144.1	144.1	144.1	144.1	144.1	144.1
1937	170.8	97.7	102.6	100.0	144.1	144.1	144.1	144.1	144.1	144.1
1938	167.1	94.8	87.3	104.3	145.5	145.5	145.5	145.5	145.5	145.5
1939	164.6	95.9	97.0	108.5	148.2	148.2	148.2	148.2	148.2	148.2
1940	160.6	112.1	104.3	111.1	145.6	145.6	145.6	145.6	145.6	145.6
1941	165.9	143.8	128.2	117.0	150.9	150.9	150.9	150.9	150.9	150.9
1942	170.4	176.3	149.4	124.0	—	—	—	—	—	—
1943	162.9	193.2r	172.4r	126.1	—	—	—	—	—	—
1944	—	191.7r	167.3	131.1	—	—	—	—	—	—
1945	—	173.9r	145.1	132.5	—	—	—	—	—	—
1945: July	—	174.3	147.5	135.4	—	—	—	—	—	—
Aug.	—	169.6	144.2	135.5	—	—	—	—	—	—
Sept.	—	160.8	124.7	135.1	—	—	—	—	—	—
Oct.	—	159.1	123.7r	132.9	—	—	—	—	—	—
Nov.	—	157.3	124.4	131.8	—	—	—	—	—	—
Dec.	—	153.6	124.6	131.2	—	—	—	—	—	—
1946: Jan.	—	156.1	126.3	131.6	—	—	—	—	—	—
Feb.	—	155.9	118.3r	132.1r	—	—	—	—	—	—
Mar.	—	157.9r	126.0r	132.4	—	—	—	—	—	—
April	—	159.0	131.8r	134.8	—	—	—	—	—	—
May	—	157.7	132.8	137.1	—	—	—	—	—	—
June	—	159.9 ¹⁵	135.1 ¹⁵	141.3 ¹⁵	—	—	—	—	—	—
Persons covered (thousands)	—/55	1,183	12,250r/7,999r	241	*	23	3	119	45	2,995

Date	ASIA (concl.)		EUROPE								
	Palestine		Germany ⁸		Denmark	Finland	France	Great Britain	Hungary	Ireland	Italy
	III (B)		III (B) ²		III(A) ¹	III(A) ²	III(A) ³	II ¹	I	III(B)	III (A/B)
	W.	W.S.	W.	S.	W.	W.	W.	W.S. ¹⁵	W.	W.S.	W.
1929	*	*	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
1931	*	*	72.0	83.6	100.0	78.4	91.6	84.5	82.9	*	88.8
1933	*	*	65.9	68.4	102.0	84.7	78.0	89.8	73.6	*	79.2
1935	*	*	91.9	83.5	125.8	105.4	72.1	96.0	85.9	*	94.0
1936	*	*	100.5	90.0	131.5	117.5	73.0	102.2	94.7	*	94.9
1937	*	*	110.8 ⁷	97.9 ⁷	138.1	125.2	77.5	110.2	104.0	*	104.5
1938	100.0 ¹⁴	100.0 ¹⁴	117.4	105.4	138.4	129.7	80.7	104.1	112.3	*	110.7
1939	82.3	85.8	122.9 ⁹	112.3 ⁸	151.1	122.6	82.1 ¹⁰	113.0	123.9	100.0 ¹¹	114.2 ^r
1940	98.6	97.4	*	*	140.4	104.1†	*	118.5	129.5	99.2	121.8
1941	115.1	110.0	*	*	143.0	—	72.1	124.1	139.2	93.7	123.2
1942	136.1	127.2	*	*	153.3	—	76.7	131.2	—	87.5	121.7 ¹⁴
1943	—	139.9	*	*	160.1	—	72.0	130.5	—	84.9	*
1944	—	136.3	*	*	161.3	—	71.9	124.9	—	86.7	*
1945	—	135.8	*	*	150.1	*	72.5	114.8	—	90.1	*
1945: July	—	131.1 ^r	*	*	*	—	*	*	—	*	*
Aug.	—	131.4 ^r	*	*	*	*	*	*	—	*	*
Sept.	—	139.4 ^r	*	*	*	*	74.2	*	—	91.7	*
Oct.	—	138.1	*	*	*	*	*	*	—	*	*
Nov.	—	135.5	*	*	*	*	*	*	—	*	*
Dec.	—	135.9	*	*	*	*	74.8	*	—	*	*
1946: Jan.	—	132.2	*	*	*	*	*	*	—	*	*
Feb.	—	131.8	*	*	*	*	77.8	*	—	97.8	*
Mar.	—	135.8	*	*	*	*	*	*	—	*	*
Apr.	—	—	*	*	*	*	*	*	—	*	*
May	—	—	*	*	*	*	—	*	—	*	*
June	—	—	*	*	*	*	—	*	—	*	*
Persons covered (thousands)	17	35	3,500†	*	182 ^r	63†	1,850	6,385	802	71	3,037/1,522

TABLE III. STATISTICS OF INDUSTRIAL EMPLOYMENT (concl.)
(a) Indices of numbers employed (concl.)
(1929=100)

Date	EUROPE (concl.)										OCEANIA	
	Norway	Netherlands	Poland ¹	Rumania	Sweden	Switzerland	U.S.S.R.	Yugoslavia	Australia ²	New Zealand		
	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}		
	W.	W.S.	W.	W.S.	W.	W.S.	W.	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	100.3r	95.8	135.4	135.4	93.0	94.0		
1931	79.9	92.9	71.3	75.6	94.9r	82.7	183.4	183.4	74.6	82.9		
1933	93.2	80.9	65.0	92.0	86.7r	76.9	73.3	195.5	81.8	87.7		
1935	106.2	80.2	77.1	114.9	103.9r	76.0	70.4	211.9	99.4	104.5		
1936	115.7	80.9	83.4	129.9	110.0r	76.4	70.2	224.1†	109.4	116.3		
1937	124.9	88.4	94.1	138.8	118.2r	82.0	78.1	141.5	115.6	123.5		
1938	121.5†	92.7	101.6	143.9	119.8r	86.3	77.9	150.7	124.0	123.7		
1939	125.1	98.0†	102.0†	—	124.3r	89.9	76.8	152.6	125.5	131.2		
1940	119.3	98.0†	—	—	122.4r	—	80.3	159.7†	130.5	137.6		
1941	121.5	—	—	—	121.3r	106.7	84.3	—	145.4	141.5		
1942	115.4	—	—	—	128.1r	105.3	85.6	—	162.7	138.3		
1943	114.2r	—	—	—	132.0†	104.1	81.9	—	172.3	142.2		
1944	110.6	—	—	—	133.5†	104.1	77.9	—	168.3r	—		
1945	105.7	—	—	—	125.1†	106.5	85.6	—	—	—		
1945: July	—	—	—	—	132.2†	—	—	—	166.5r	—		
Aug.	—	—	—	—	142.2†	—	—	—	166.4r	—		
Sept.	104.5	—	—	—	143.5†	87.4	—	—	161.9r	—		
Oct.	—	—	—	—	144.6†	—	—	—	158.7r	—		
Nov.	—	—	—	—	145.7†	—	—	—	158.6r	—		
Dec.	111.8	—	—	—	137.2†	90.9	—	—	153.0	—		
1946: Jan.	—	—	—	—	143.0†	—	—	—	161.0	—		
Feb.	—	—	—	—	144.3†	—	—	—	166.7	—		
Mar.	119.1	—	—	—	145.0†	92.7	—	—	169.6	—		
April	—	—	—	—	145.3†	—	—	—	169.5	—		
May	—	—	—	—	145.6†	—	—	—	171.6	—		
June	121.5	—	—	—	137.9†	94.4	—	—	—	—		
Pers. covered (thousands)	144/58	904	688	289	417/350	436r	271r	10,225†	457	727r/—		

(b) Indices of total hours worked (1929=100)³

Date	AMERICA		ASIA		EUROPE									
	United States	Colombia	Japan	Germany ¹⁰	Denmark	Finland	France	Hungary	Italy	Norway	Poland	Sweden		
	III (A/B) ^{1,2}	III (B)	III (A/B) ^{1,2}	III (B)	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}	III (A/B) ^{1,2}		
	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	85.3	—	85.3	89.7	94.2	82.9	99.0r	99.0r	99.0r		
1931	67.4	—	66.4	74.6	—	74.6	89.1	79.8	83.5	69.3	87.1r	87.1r		
1933	59.7	—	61.5	102.4	—	102.4	84.5	70.5	75.5	90.3	58.3	79.3r		
1935	71.3	—	115.8	88.4	123.2	105.8	66.8	84.5	81.0	104.9	72.6	100.8r		
1936	82.9	—	126.6	99.4	128.9	111.9	69.5	91.2	81.0	115.1	77.9	96.8r		
1937	89.6	—	144.0	110.8†	134.6	128.1	64.9	99.6	91.7	119.4†	89.8	118.0r		
1938	70.3	100.0†	118.8	133.8	129.7	65.0	105.4	95.5	117.3	97.8	117.7r	117.7r		
1939	82.7	91.5	173.2†	124.1†	145.0	120.6	68.0†	113.9	97.7†	124.3	97.7†	123.1r		
1940	89.9	78.5	—	—	126.2	102.3†	47.3	121.8	—	112.9	—	117.3r		
1941	117.8	—	—	—	126.8	—	56.3	—	—	117.6	—	114.3r		
1942	145.1	—	—	—	136.6	—	64.5r	—	—	110.3	—	121.3r		
1943	175.1r	—	—	—	143.4	—	65.9r	—	—	105.3	—	125.0		
1944	171.1	—	—	—	145.1	—	62.8†	—	—	99.7	—	—		
1945	142.5r	—	—	—	127.9	—	63.1r	—	—	94.7r	—	—		
1945: July	146.9r	—	—	—	117.2	—	—	—	—	—	—	—		
Aug.	132.8	—	—	—	123.0	—	—	—	—	—	—	—		
Sept.	116.8	—	—	—	131.6	—	—	—	—	93.8	—	—		
Oct.	116.5r	—	—	—	140.6	—	—	—	—	—	—	—		
Nov.	115.9	—	—	—	144.7	—	—	—	—	—	—	—		
Dec.	116.9r	—	—	—	145.0	—	64.5	—	—	102.1	—	—		
1946: Jan.	117.2	—	—	—	140.0	—	—	—	—	—	—	—		
Feb.	108.4r	—	—	—	146.0	—	—	—	—	—	—	—		
Mar.	116.0r	—	—	—	140.5	—	68.1†	—	—	109.1	—	—		
April	120.8	—	—	—	149.7	—	—	—	—	—	—	—		
May	119.3	—	—	—	124.2	—	—	—	—	—	—	—		
June	122.3†	—	—	—	165.1†	—	—	—	—	107.9	—	—		
Pers. covered (thousands)	12,250r/7,999r	3†	2,995/1,510†	3,500†	90†	63†	1,850	802/275†	3,037/1,522	176/102	688	598r		

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 Odra. 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. Since 1939, new series based on Apr. 1939 = 100, spliced to old series; the figure given for 1940 is for Dec.; for 1941-1943, the average of four quarters; for 1944, average of Mar. and Dec.; for 1945, average of Mar., June and Sept. ¹⁸ July: 123.8† ¹⁹ July: 122.6†; Aug.: 128.6†; Sept.: 129.1† ²⁰ July: 163.2; Aug.: 165.3; Sept.: 170.2. ²¹ Average of Mar. and Dec.

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	Fin- land	France	G.Britain and N.Ireland	
		B.L.S. ²	N.I.C.B. ⁴								
		Ind. ³	Ind. ³								Ind. ³
Per week	Per week	Per week	Per week	Per week	Per day ⁶	Per week ¹¹	Per fortnight	Per week ¹¹	Per week		
Number of hours											
1929	*	44.2	48.3	49.09	*	(9.83) ⁷	46.02	88.7r	*	*	
1930	*	42.1	43.9	48.46	*	*	44.22	86.4r	48.0	*	
1932	48.9	38.3	34.8	47.60	*	9.63 ⁸	41.46	86.3r	43.7	*	
1933	48.7	38.1	36.4	47.41	*	9.95	42.96	87.3r	45.3	*	
1934	49.2	34.6	34.7	45.76	*	9.83	44.58	88.9r	44.7	*	
1935	48.7	36.6	37.2	45.49	*	9.85	44.46	89.6r	44.5	*	
1936	48.7	39.2	39.5	45.49	*	9.85	46.7	89.2r	45.7	*	
1937	48.8	38.6	38.7	45.49	*	9.91	47.6	89.9r	40.2	*	
1938	46.7	35.6	34.3	45.49	*	9.94 ⁸	48.5	91.7r	38.7	46.5 ¹⁸	
1939	47.2	37.7	37.6	44.50	45.16r ¹	9.46 ⁸	48.7	90.1r	40.8 ¹⁴	*	
1940	50.1	38.1	38.6	45.25	43.60r ¹	*	49.2	89.6	*	*	
1941	50.5	40.6	41.2	45.05	44.79r ¹	*	50.1	88.3	38.2	*	
1942	51.3	42.9	43.0	45.05	45.01r ¹	*	49.2	90.1	41.3 ¹⁶	*	
1943	—	44.9	45.1	46.31	45.84 ⁵	*	—	91.3	44.9 ¹⁵	50.0 ¹⁵	
1944	—	45.2	45.6	46.34	—	*	—	91.2	43.1 ¹⁶	48.9	
1945	44.2	43.4	44.2	—	—	*	—	—	42.5 ¹⁵	47.2	
1944: Dec.	39.6	45.6	45.8	*	*	*	—	89.2	39.9	*	
1945: Mar.	43.6	45.4	46.1	*	*	*	—	90.8	41.1	47.0 ²⁰	
June	44.3	44.6	45.2	*	*	*	—	91.0	43.0	*	
Sept.	44.7	41.4	42.3	*	*	*	—	—	43.4	47.4 ¹⁹	
Dec.	38.2	41.5	41.7	*	*	*	—	—	42.4	*	
1946: Mar.	44.4	40.7r	40.7	*	*	*	—	—	43.5	45.8 ²⁰	
June	42.4	40.0 ²¹	39.8	*	*	*	—	—	—	—	
Index numbers (1929 = 100)											
1929	*	100.0	100.0	100.0	*	100.0	100.0	100.0	*	*	
1930	*	95.2	90.9	98.7	*	*	96.1	97.4r	100.0	*	
1932	100.0	86.7	72.0	97.0	*	98.0 ⁸	90.1	97.3r	91.0	*	
1933	99.6	86.2	75.4	96.6	*	101.2	93.4	98.4r	94.4	*	
1934	101.0	78.3	71.8	93.2	*	100.0	96.9	100.2r	93.1	*	
1935	99.6	82.8	77.0	92.7	*	100.2	96.6	101.0r	92.7	*	
1936	99.5	88.7	81.8	92.7	*	100.2	—	100.6r	95.2	*	
1937	99.8	87.3	80.1	92.7	*	100.8	—	101.4r	83.8	*	
1938	95.5	80.5	71.0	92.7	*	101.1 ¹	—	103.4r	80.6	100.0 ¹³	
1939	96.5	85.3	77.8	90.7	100.0 ⁵	96.3 ⁹	—	101.6r	85.0 ¹⁴	*	
1940	102.5	86.2	79.9	92.2	96.5 ⁵	*	—	101.0	*	*	
1941	103.3	91.9	85.3	91.8	99.2r	*	—	99.5	79.6	*	
1942	104.9	97.1	89.0	91.8	99.7r	*	—	101.6	86.0 ¹⁵	*	
1943	—	101.6	93.4	94.3	101.5	*	—	102.9	93.5r ¹⁵	107.5 ¹⁸	
1944	—	102.3	94.8	94.4	—	*	—	102.8	89.8 ¹⁸	105.1	
1945	—	98.2	91.5	95.1	—	*	—	—	88.6r	101.5	
1944: Dec.	*	103.2	94.8	*	*	*	—	100.6	83.1	*	
1945: Mar.	*	102.8	95.4	*	*	*	—	102.4	85.6	101.1 ²⁰	
June	*	100.9	93.6	*	*	*	—	102.6	89.6	*	
Sept.	*	93.7	87.6	*	*	*	—	—	90.4	101.9 ¹⁹	
Dec.	*	93.9	86.3	*	*	*	—	—	88.3	*	
1946: Mar.	*	92.1r	84.3	*	*	*	—	—	90.6	98.5 ²⁰	
June	*	90.5 ²²	82.4	*	*	*	—	—	—	—	
Persons covered (thousands)	587	12,250r 7,999r	*	*	*	1,564	3,500†	*	—	—	

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

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

Date	EUROPE (concl.)							
	Hungary	Ireland	Italy	Norway	Netherlands (Amsterdam)	Poland	Sweden	Switzerland
	Ind. ¹	Ind. ¹	M.C. ²	Ind. ¹	Ind. ¹	Ind. ¹	Ind. ¹	Ind. ¹
	Per day	Per week	Per week ⁴	Per week	Per week ⁵	Per week ⁶	Per week ¹¹	Per week
Number of hours								
1929	8.97	*	(46.7-48.3)	*	*	44.8	(47.7) ¹²	(47.8-48.2) ¹³
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)	*	*	41.4	*	*
1933	8.59	*	(44.4-47.5)	*	*	41.5	46.0	(45.3-46.5) ¹⁴
1934	8.78	*	(42.7-47.1)	*	*	42.2	47.0	(45.7-46.9) ¹⁴
1935	8.83	*	(39.6-42.9) ⁵	*	46.9	42.6	47.4	*
1936	8.64	*	(39.4-42.7)	45.5	46.7	42.7	47.6	*
1937	8.59	*	(41.0-43.5)	44.8 ^r	47.1	43.3	47.2	(46.4-47.0) ¹²
1938	8.42	*	(39.8-42.8)	44.1	46.8	43.7	46.3	(45.8-46.9)
1939	8.24	44.6 ¹	(40.3-43.1) ⁷	45.2	48.3	43.7 ⁷	45.6	(46.8-47.7)
1940	8.33	44.4 ¹	*	*	45.5	*	46.6	47.3
1941	—	43.5 ²	*	*	45.9	*	47.0	47.0
1942	—	43.1 ²	*	*	48.5	*	47.2	46.8
1943	—	43.5 ²	*	*	49.8	*	47.3	47.1 ^r
1944	—	43.4 ²	*	*	—	*	47.2	47.3
1945	—	—	*	*	—	*	47.4	47.6
1944: Dec.	*	—	*	*	*	*	47.2	47.5
1945: Mar.	*	*	*	*	*	*	*	47.6
June	*	*	*	*	*	*	*	47.6
Sept.	*	*	*	*	*	*	*	47.6
Dec.	*	*	*	*	*	*	*	47.6
1946: Mar.	*	*	*	*	*	*	47.4	47.8
June	*	*	*	*	*	*	47.0	47.9
Index numbers (1929 = 100)								
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	*	*	92.4	*	*
1933	95.8	*	96.8	*	*	92.6	96.4	95.6 ¹⁴
1934	97.9	*	94.5	*	*	94.2	98.5	96.5 ¹⁴
1935	98.4	*	86.9 ⁸	*	100.0	95.1	99.4	*
1936	96.3	*	86.5	100.0	99.6	95.3	99.8	*
1937	95.8	*	89.1	98.5 ^r	100.4	96.7	99.0	*
1938	93.9	*	86.9	96.9	99.8	97.5	97.1	97.3 ¹¹
1939	91.9	100.0 ¹	87.8 ⁷	99.3	103.0	97.5 ⁷	95.6	98.5
1940	92.9	99.6 ¹	*	*	97.0	*	97.7	98.5
1941	—	97.5 ¹	*	*	97.9	*	98.5	97.9
1942	—	96.6 ²	*	*	103.4	*	99.0	97.5
1943	—	97.5 ²	*	*	106.2	*	99.2	98.1 ^r
1944	—	97.3 ²	*	*	—	*	99.0	98.5
1945	—	—	*	*	—	*	99.4	99.2
1944: Dec.	*	—	*	*	*	*	99.0	98.7
1945: Mar.	*	*	*	*	*	*	99.0	99.0
June	*	*	*	*	*	*	99.2	99.2
Sept.	*	*	*	*	*	*	99.6	99.6
Dec.	*	*	*	*	*	*	99.4	99.6
1946: Mar.	*	*	*	*	*	*	98.5	99.8
June	*	*	*	*	*	*	—	—
Persons covered (thousands)	275 [†]	123 ^r	1,156	102 [†]	86	629	543 ^r	271 ^r

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 Annual figures, 1935-1938: Amsterdam only, averages for the second half-year; 1939-1943: the Netherlands, averages for Sept., Oct., and Nov. ⁹ Monthly figures, averages for weeks without holidays. ¹⁰ Including mines. ¹¹ Annual figures: up to 1937, Nov. figures; 1938, July and Dec.; 1939, average for May and June; 1940 to 1945, Nov. figure. ¹² I.L.O. estimates based on statistics of earnings. ¹³ I.L.O. estimates based on census of establishments (Aug. 1929 and Sept. 1937). ¹⁴ 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					United States				Finland ²			France ³		
	Per week					Per week ⁴				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 ^a	25.6 ^a	20.7	17.4	15.4	*	*	*	0.3	73.3	26.4	21.5	76.6	1.9	
1939	18.0 ^a	24.7 ^a	22.2	19.1	16.0	20.0	60.6	19.4	2.9	74.1	23.0	11.1 ¹⁰	63.2 ⁹	25.7 ⁶	
1940	13.2 ^a	17.1 ^a	19.3	20.7	29.7	18.1	63.4	18.5	—	—	—	32.5	42.5	25.0	
1941	11.6 ^a	15.8 ^a	19.5	21.8	31.3	14.3	61.6	24.1	—	—	—	19.6 ⁷	40.9 ⁷	39.4 ⁷	
1942	12.8 ^a	14.8 ^a	21.4	22.1	28.9	12.6	62.3	25.1	—	—	—	6.6	23.9	69.5	
1943	—	—	—	—	—	15.8	58.3	25.9	—	—	—	12.3	23.3	64.4	
1944	—	—	—	—	—	16.6 ¹⁴	57.8 ¹⁴	25.6 ¹⁴	—	—	—	11.1 ^r	34.8 ^r	54.1 ^r	
1945	—	—	—	—	—	—	—	—	—	—	—	4.5 ¹⁵	41.9 ¹⁵	55.8 ¹⁵	
1946	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Persons covered (thous. ds)	587					44,190				*			—		

EUROPE (concl.)												
Date	Italy ²				Sweden ³				Switzerland			
	Per week ⁴				Per week ¹²				Per week			
	Under 40 h.	40.0-44.9 h.	45.0-48.0 h.	Over 48 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		15.6	*	*	*	*	*	*	*	*
1930	8.9	75.5		12.5	*	*	*	*	*	*	*	*
1931	20.8	66.7		11.2	*	*	*	*	*	*	*	*
1932	24.2	64.6		8.0	*	*	*	*	*	*	*	*
1933	28.4	63.6		8.5	8.5	32.7	51.3	7.5	7.2 ¹¹	20.8 ¹¹	59.5 ¹¹	12.5 ¹¹
1934	20.8	70.7		7.6	8.0	29.1	42.5	20.4	4.2 ¹¹	21.2 ¹¹	65.3 ¹¹	9.3 ¹¹
1935	30.5	61.9		7.6	6.1	35.4	37.1	21.4	*	*	*	*
1936	28.3 ¹⁰	39.6 ¹⁰	21.7 ¹⁰	10.4 ¹⁰	4.6	35.8	39.6	20.0	*	*	*	*
1937	27.5	44.0	18.7	9.8	4.6	41.9	36.5	17.0	*	*	*	*
1938	16.5	47.4	26.7	9.4	8.5	46.1	36.6	8.8	2.8	22.1	69.9	5.2
1939	21.7	52.2	18.8	7.3	16.3	58.0	12.3	13.4	1.7	14.2	71.8	12.3
1940	19.1 ¹¹	51.9 ¹¹	20.4 ¹¹	8.6 ¹¹	10.2	40.2	29.5	20.1	1.2	14.7	66.6	17.5
1941	*	*	*	*	7.1	42.3	31.6	19.0	0.8	18.3	69.7	11.2
1942	*	*	*	*	4.4	45.4	29.8	20.4	0.8	20.2	70.6	8.4
1943	*	*	*	*	3.1	47.8	31.9	17.2	0.7	20.3	70.9	8.1
1944	*	*	*	*	4.0 ^r	52.4 ^r	26.4 ^r	17.2 ^r	0.9	17.5	73.8	7.8
1945	*	*	*	*	3.8 ^r	48.8 ^r	28.2 ^r	19.2 ^r	0.3	16.1	75.8	7.8
1946	*	*	*	*	4.0 ¹⁵	52.9 ¹⁵	26.3 ¹⁵	16.8 ¹⁵	0.1 ¹⁵	15.4 ¹⁵	74.3 ¹⁵	10.2 ¹⁵
Persons covered (thousands)	1,156				471				271 ^r			

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; ¹⁰ a = under 48 hours; b = 48 hours. ¹¹ May-Dec. ¹² Jan.-June. ¹³ Including mines. ¹⁴ Up to 1937, Nov.; 1938, July; 1939, June; 1940 to 1945, Nov. ¹⁵ June. ¹⁶ May.