

BIBLIOGRAPHY

Book Notes

INTERNATIONAL PUBLICATIONS

Vocational Guidance. Fifth Item on the Agenda. International Labour Conference. Thirty-First Session, San Francisco, 1948. Report V (1). International Labour Office, Geneva, 1947. 214 pp. \$1.25 ; 5s.

A preliminary report analysing the law and practice in different countries and concluding with the usual questionnaire addressed to Governments with a view to the drafting of international regulations. The topics covered are the scope of vocational guidance, principles and methods of vocational guidance for young persons and of employment counselling for adults, administrative organisation, the training of personnel and research and publicity.

Report of the Director-General. Preparatory Asiatic Regional Conference of the International Labour Organisation, New Delhi, 1947. International Labour Office, New Delhi, 1947. 34 pp. 25c ; 1s.

Problems of Social Security. First Item on the Agenda. Preparatory Asiatic Regional Conference of the International Labour Organisation, New Delhi, 1947. Report I. International Labour Office, New Delhi, 1947. iii+123 pp. 75c ; 3s.

Labour Policy in General, including the Enforcement of Labour Measures. Second Item on the Agenda. Preparatory Asiatic Regional Conference of the International Labour Organisation, New Delhi, 1947. International Labour Office, New Delhi, 1947. iv+335 pp. \$1.75 ; 7s.

Programme of Action for the Enforcement of Social Standards Embodied in Conventions and Recommendations Not Yet Ratified or Accepted. Third Item on the Agenda. Preparatory Asiatic Regional Conference of the International Labour Organisation, New Delhi, 1947. International Labour Office, New Delhi, 1947. 106 pp. 75c. ; 3s.

The Economic Background of Social Policy, including Problems of Industrialisation. Fourth Item on the Agenda. Preparatory Asiatic Regional Conference of the International Labour Organisation, New Delhi, 1947. International Labour Office, New Delhi, 1947. 221 pp. \$1.25 ; 5s.

These five reports were prepared for the I.L.O. Preparatory Asian Regional Conference held at New Delhi in October 1947.

The report of the Director-General of the International Labour Office, Mr. Edward J. Phelan, gives a brief review of the work of the International Labour Organisation in relation to Asian countries, and concludes with a section on the co-ordination of the regional and general activities of the Organisation.

The report on social security problems opens with a brief discussion of social security as an objective of social policy, followed by a summary of the Conventions and Recommendations relating to social insurance adopted by past sessions of the International Labour Conference, and a survey of the present law and practice in a number of Asian countries. The report then discusses how far the principles enunciated in Conference Recommendations are applicable to the situation and

prospects of the Asian countries. It is pointed out that before a programme for the development of social security services can be drawn up, certain basic issues of policy must be decided, including particularly (a) the respective roles of social insurance and social assistance; (b) the expediency of a special programme for peasants—the report points out the difficulties of applying the established techniques of social insurance or social assistance to the great mass of small cultivators who constitute the large majority of the population of Asia—and (c) the expediency of unifying and co-ordinating medical care services with general health services. The remainder of the report is intended to prepare the way for the adoption of a social insurance programme for wage-earners, especially in urban areas, and of a medical care programme, and the main features of the programme recommended by the Office are put before the Conference for discussion.

The importance of agriculture in the economies of Asian countries in the Far Eastern region and the efforts which are at present being made in these countries to promote economic development are brought out in Report II. It includes an examination of the conditions of life and work of the primary producer; an outline of the main problems relating to the organisation of employment in modern industrial undertakings, special attention being paid to the employment of children and young persons and of women; and a discussion of the organisation of industrial relations and the enforcement of labour measures.

The purpose of Report III is to provide the Conference with a basis of discussion for drawing up a progressive programme of action in the countries of Asia in relation to the body of international regulations (Conventions and Recommendations) known collectively as the International Labour Code. The report groups in separate chapters the main subjects dealt with in the Code; the Conventions and Recommendations dealing with the subject covered are indicated at the beginning of each chapter, and notes are added on present standards in certain countries in Asia.

The first part of the report on the economic background of social policy, including problems of industrialisation, describes the main features of the economies of the Asian countries, of which "the dominant economic characteristic . . . is their extreme poverty", and analyses the causes of the great differences in average real income and degree of economic development between Asian and Western countries. The report discusses in turn income and productivity, agriculture, traditional industries, modern industry, and the economic effects of the War. The second part of the report deals with measures which might be taken, both nationally and internationally, to raise productivity and average real income. It is pointed out that in developing modern industry "it is only in recent years that in China, India, Siam and the Philippines, local entrepreneurs and the public authorities have played an active part. In most other Asian countries, no such local initiative of substantial importance has yet been taken." On the other hand, there is now, in India for example, "widespread demand . . . for planned economic development to raise the standard of living of the common man, a demand which is in great measure due to the wartime experience of organisation of production. This experience has filled the people with confidence that the process of economic development can be accelerated." Measures to fulfil these aspirations of the common people in the countries of Asia are discussed in relation to labour and mobility of labour, measures to increase the productivity of agriculture, industrialisation, and the problems of obtaining domestic and foreign capital. The essential problem, the report concludes, is to release workers by progressive industrialisation and at the same time to ensure the employment of such workers on productive capital investment work, so that the living standards in the countries concerned can be progressively raised.

NON-OFFICIAL PUBLICATIONS

The State of the Nation. An Economic Survey in Pictorial Form. By Mark ABRAMS. London, Bureau of Current Affairs, 1947. 48 pp. 2s. 6d.

The first of a series of pamphlets to be issued quarterly. Data on the distribution of the labour force, supplies for the home market, imports and exports,

productivity and production in the United Kingdom are presented in the form of simple graphs and illustrations, accompanied by a clear text. The material is drawn from official sources, in particular, the Economic White Papers and the Monthly Digest of Statistics. A succinct and vivid presentation of complex data, useful for educational purposes.

New Zealand. Edited by Horace BELSHAW. Berkeley and Los Angeles, University of California Press, 1947. xvii+329 pp. \$5.00.

This book, which is one of a series on member States of the United Nations, is published in co-operation with the International Secretariat of the Institute of Pacific Relations and the New Zealand Institute of International Affairs. It gives a comprehensive and readable account of New Zealand's economic, political and social development as modified by its physical and cultural environment. There are chapters by recognised New Zealand authorities on New Zealand's discovery and exploration, history, economic and social organisation, cultural development, Government and foreign policy.

L'Avenir de l'Indochine. By Pierre GOUROU. Paris, Centre d'études de politique étrangère, 1947. 54 pp. 60 frs.

Packed into this short book, which was prepared for the 10th Conference of the Institute of Pacific Relations, is a lucid outline of the major geographic, environmental, ethnic and historical factors which have influenced the peoples of Indo-China and determined their present condition of life, together with a suggested programme for the future development of the country.

Recognising that a programme aimed at improving the social conditions of these people must take account of the prevailing economic and political situation, the author strives to establish a clear picture of the living conditions of the various populations inhabiting the highly differentiated regions which together constitute Indo-China, with particular attention to the Annamites who occupy the rich agricultural sections of the valleys and sea coast. This first part of the book, which necessarily suffers from attempting a condensed presentation of an extremely complex historical development and especially a highly controversial current situation, is intended to set forth the minimum political requirements without which the economic development of the country cannot be carried out.

The second part of the study assumes the successful solution of the political problem and outlines in bold strokes a programme for the development of Indo-China aimed at improving the living conditions of the population—conditions which called for extensive reforms before the war, but which, as a result of the neglect of fields and factories during the war and of extensive devastation, calls for immediate and broad action based on a sound appraisal of the natural resources of the country and of the potentialities of the inhabitants.

In the author's view, any attempt to re-orientate the economy of Indo-China should have as its fundamental purpose the raising of the standard of living of the inhabitants. Pointing out the complexities of the problem, he presents a plan based on an improvement of agriculture in the densely populated areas. Various measures are examined, in particular, improvement in flood control, irrigation and drainage, and the massive extension of the use of suitable fertilisers. Means of raising the standard of living of the peasants in these heavily populated areas are next examined, with special reference to the problems of land ownership, debt, and the expansion of agricultural co-operatives. The possibilities of developing sources of non-agricultural income for the rural population are then considered, as well as possible steps leading to a decrease in the density of the agricultural population. The problems of industrial development are carefully examined, both from the economic and political aspect. A brief survey of the natural resources which could serve as a base for expanding existing industries or creating new ones introduces a general programme for a balanced industrial development.

The last few pages of the book mention certain selected problems such as those of the possible resettlement of Annamite farmers, who are most affected by excessive population pressure on the land, in the less populated mountain areas. The special conditions of certain of the other ethnic groups are also briefly dealt with.

Industrial Capital in India (1938-1939). By M. V. DIVATIA and H. M. TRIVEDI. Bombay, N. M. Tripathi, Ltd., 1947. viii+91 pp. 5 rupees.

In this work, the authors attempt to make a "valuation of capital employed in existing industries in the country", the absence of which has been a serious handicap in the drawing up of plans for the economic development of India. The study has been very much influenced in respect of scope and methods of enquiry by the nature of the statistical data available in India, which is very meagre.

In defining capital, the authors have used what they call the "real approach" as against the "money approach" and they include in the term "the total value of land and buildings, plant and machinery and working capital". Mainly in order to make the estimate useful for judging future capital requirements, or for comparing the amount of capital employed at different times, the authors have chosen replacement value as the basis of estimating industrial capital. The year of enquiry selected is 1938-1939, and the field of industry covered includes factories engaging 20 or more workers and using power-driven machinery, whether situated in British India or the Indian States, *i.e.*, those registered under the Indian Factories Act. The industries have been classified into four main groups according to the nature of the data available. The first group consists of those industries for which reliable data is available from reports of the Indian Tariff Board. The second group comprises industries in respect of which imports of plant and machinery are known for a number of years prior to 1938-1939. The third group covers industries in respect of which it is possible to estimate the gross value of production, and the fourth group relates to those industries for which available information is confined to the number of workers employed. The methods used include a high proportion of empirical and indirect estimation by applying Canadian and Australian ratios of capital employed to gross product, and of capital employed in plant, machinery and land to the total fixed capital, and the publication needs careful study before its conclusions can be used in approaching the economic problems of India, in view of the marked differences in the productivity of capital and labour in the same industry in different countries, though the authors have tried to verify the correctness of the estimates by applying cross checks. The extent of unused capital capacity, the technological efficiency of the capital employed, efficiency of labour and management, etc., are only a few of the many factors which influence the output per unit of capital or labour in different countries; and it is open to question how far the correction factor of 10 per cent. arrived at by the authors for one set of industries is applicable to a quite different set of industries. In considering how far the estimates of industrial capital arrived at by the authors are true for the total economy of India, it should be borne in mind that the industries covered by the enquiry employ only about 2 million persons out of a total industrial labour force of about 15 million and a total working population of about 150 million.

The final estimates of industrial capital in India in 1938-1939 arrived at by the authors come to 6,750 million rupees, with a probable error of plus or minus 6 per cent.

The Labor Problem in the United States. By E. E. CUMMINS and Frank T. DE VYVER. London, Macmillan and Co. Ltd.; New York, D. Van Nostrand Co., 1947. xiv+587 pp. 25s.; \$4.50.

The second edition of this work has been revised in order to take account of the important developments in the United States since 1935 in the field of labour relations. Initially, the author briefly traces the origins and growth of the wage-earning class. The grievances of wage-earners, the measures taken by them to alleviate their grievances, counter-measures adopted by employers, and the role of the Government in industrial conflicts, are then treated in separate sections.

In concluding, the author asks "Can the labour problem be solved?". The present labour problem, it is stated, consists of a continuing clash of interests between employers and employees. In the absence of a permanent solution, rules may be established for co-operation in areas where the interests are the same and for good conduct in areas where there is a distinct conflict of interests. Establishing the rules has been the task of the Government, as illustrated by various State and Federal enactments. Thus minimum standards have been laid

down and rules established for bargaining for standards above the minimum but the future trend of labour relations will nevertheless be determined by the activities of unions and employers. While there will always be differences of a fundamental nature between labour and management, the author states, the increase in and acceptance of collective bargaining during the past ten years and the recognition on the part of labour that its organisations can be improved, may lead to better labour relations in the future.

The Miners' Case and the Public Interest: A Documented Chronology. By Edward A. WIECK. New York, Russell Sage Foundation, 1947. 92 pp. 50 cents.

In the United States the year 1946 was marked by two miners' strikes which had widespread effects on the economic, political and social life of the country. The present work provides, together with a chronological list of the main events, texts of the more important documents throwing light on these strikes and showing how they ended. These include the National Wage Agreement of April 1945, by which relations between the employers and the United Mine Workers were regulated; the failure of negotiations to renew this agreement gave rise to the first strike on 1 April. As this strike threatened to paralyse the whole economic life of the country, the Government decided to take over the mines; the text of the Presidential Order to take possession of the mines is given, together with statements made by the mine owners and the miners' leaders before the Government took this final step. The Government, which thus became provisional manager of the mines, signed an agreement with the United Mine Workers for a return to work. The text of this agreement is also given, and allows the reader to appreciate the nature of the relations which were established between the Government, in its role of employer, and the miners. This agreement, in addition to an increase of wages, provided for the publication of a Federal Code for Safety in Mining and the establishment of a Welfare and Retirement Fund. The text of the agreement is given in both cases so that the public can analyse them and compare them with other evidence and form their own judgment.

The practice of "injunctions" was resorted to on the occasion of the second miners' strike and gave rise to many legal controversies. The Supreme Court was involved in the dispute and gave a judgment. The text of the injunction is quoted, together with extracts from the Norris-LaGuardia Act which had, since 1932, placed industrial disputes outside the scope of injunction and, finally, extracts are quoted from the judgment given by the Supreme Court.

As an appendix to the work the author gives tables of coal production, number of miners employed and output per shift for the periods 1916-1920 and 1936-1945.

Khikrei Avodah (Labour Studies). Vol. 1, No. 1, June 1947. Tel-Aviv, Social Research Institute, 1947. 90+20 pp.

This new review, published every quarter by the Social Research Institute of the General Federation of Jewish Labour in Palestine, is intended for social welfare workers, youth leaders, trade unionists, heads of welfare institutions, etc. Its contents are arranged under four headings: social insurance and labour legislation; social services; recent developments in social insurance and labour legislation; and statistics. The larger part of the publication is in Hebrew, but there are English versions of the principal articles. The first number contains a brief note on the International Labour Organisation and an article on "The Middle East, Palestine and the I.L.O."

Commodity Exchanges, with special reference to India in general and Bombay in particular. By P. G. SALVI, with a foreword by Dr. B. R. AMBEDKAR. Bombay, the Co-operators' Book Depot, 1947. xii+237 pp. 15 rupees.

After describing the main functions of commodity exchanges and briefly tracing their growth abroad and in India, the author proceeds to a detailed description of the three main commodity exchanges in Bombay, namely, the Grain Merchants' Association, the Seed Producers' Association and the Marwadi Chamber of Commerce. Their important rules and bye-laws are quoted and their standard contract-forms, etc., reproduced. The author then points out the need for their amalgamation into one "Seeds and Grain Exchange" or, alternatively, their

respective specialisation according to types of business. In two chapters the effects of commodity exchanges on prices are discussed and illustrated from prices of certain commodities in Bombay over a series of years. Finally, the importance of State control and regulation of commodity exchanges is indicated, and it is suggested that a central organisation on the lines of the American Commodity Exchange Administration should be established for India. There should also be uniform legislation for the purpose. In this connection, the American Commodity Exchanges Act is briefly analysed.

Union-Management Co-operation, Experiences in the Clothing Industry. By Kurt BRAUN. Washington, the Brookings Institution, 1947. 259 pp. \$3.00.

After a short study and definition of union-management co-operation, an examination of the conditions under which it may develop, and an account of the characteristics of the clothing industry, the author explains the rise and growth of such co-operation in the industry. The book shows the problem of harmonising co-operation with the traditional views of management concerning its exclusive functions on the one hand, and with customary union policies on the other. Because co-operation is a comparatively recent development of collective bargaining, the study aims at clarifying the relationship between these two methods of industrial relationship.

Much of the material used comes from personal interviews and answers to written questionnaires. The clothing industry in the United States represents an example of very close collaboration, and co-operative schemes show a high rate of survival. Various schemes in wage, profit, price, employment and welfare matters are discussed, and attention is drawn to the significance of these activities for other industries.

The Contemporary American Family. By E. R. and G. H. GROVES. New York, J. B. Lippincott, 1947. 838 pp.

The widespread and serious interest in problems of the American family is reflected in courses offered in universities by departments of sociology and home economics; and in this work the authors have sought a presentation that will prove useful when tested in life. The theme of the book is that criticism of the current faults and failures in American family life is an incentive to its reconstruction. A convincing and well-documented picture is presented of the confusions of United States *mores*—material preoccupations, hysterical amusements, smugness, and sentimentalisms. The study is divided into four parts: the development of the family; psychological aspects of American family experience; social problems of the American family; and specialised programmes for the conservation of the American family. The spare and arrestingly imagistic style of the authors drives home their theory that the American family is essentially built around the traditions of freedom, independence, and hard work. There is an ample bibliography, and a useful index.

Books Received ¹

NON-OFFICIAL PUBLICATIONS

Cloud by Day. The Story of Coal and Coke and People. By Muriel Earley SHEPPARD. Chapel Hill, the University of North Carolina Press, 1947. xv+266 pp. Illustrated. \$4.25.

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

Developing a Working International Order—Political, Economic and Social. Proceedings of the Academy of Political Science. New York, The Academy of Political Science, Columbia University, 1947. iv+148 pp.

Groundlight on Australia. A Complete Survey, for the Business Visitor, of the People, Commerce and Industry of the Commonwealth. London, British Bulletin of Commerce in collaboration with British Overseas Airways Corporation, 1947. 48 pp. Illustrated.

International Economic Organisations. The Transition from War to Peace. London, H.M. Stationery Office, 1947. 40 pp. 1s.

Merchant Seamen. A Short History of their Struggles. By William L. STANDARD. New York, International Publishers, 1947. 224 pp. \$2.50.

Personnel Management. By Michael J. JUCRUS. Chicago, Ill., Richard D. Irwin, Inc., 1947. xii+696 pp. Charts and diagrams.

Reading List on Rural Conditions and Betterment in the British Colonies. By Philip MAYER. London, Geoffrey Cumberlege, Oxford University Press, 1947. vii+121 pp. 4s. 6d.

Solidarité. Signification morale de la Croix-Rouge. By Jean G. LOSSIER. Neuchâtel, Editions de la Baconnière, 1947. 132 pp.

Studies in the Development of Capitalism. By Maurice DOBB. London, George Routledge and Sons, Ltd., 1947. ix+396 pp. 18s.

Traité de Droit du Travail. By Paul DURAND and R. JAUSSAUD. Paris, Librairie Dalloz, 1947. xxiv+587 pp.

Les Transferts Internationaux de Populations. Institut National de la Statistique et des Etudes Economiques. Direction de la Conjoncture et des Etudes Economiques. Paris, Presses Universitaires de France, 1946. 556 pp.

Vingt-cinq années de régime des Allocations familiales en Belgique. By Georges de LEENER. Brussels, Office de Publicité S.C., 1947. 189 pp.

ERRATUM

1947 — Vol. LVI

No. 1, July 1947. "Holidays with Pay in Belgium." Page 70, 7th line of 3rd paragraph: for "paid by" read "paid for".