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U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

ROYAL MEEKER, Commissioner

MONTHLY REVIEW

OF THE

U. S. BUREAU OF LABOR STATISTICS

VOLUME I—JULY, 1915—NUMBER 1



WASHINGTON
GOVERNMENT PRINTING OFFICE

1915

SERIES OF BULLETINS PUBLISHED BY THE BUREAU OF LABOR STATISTICS.

The publication of the Annual and Special Reports and of the bimonthly Bulletin has been discontinued, and since July, 1912, a Bulletin has been published at irregular intervals. Each number contains matter devoted to one of a series of general subjects. These Bulletins are numbered consecutively in each series and also carry a consecutive whole number, beginning with No. 101. A list of the series, together with the individual Bulletins falling under each, is given below. A list of the Reports and Bulletins of the Bureau issued prior to July 1, 1912, will be furnished on application.

Wholesale Prices.

- No. 1. Wholesale prices, 1890 to 1912. (Bul. No. 114.)
- No. 2. Wholesale prices, 1890 to 1913. (Bul. No. 149.)
- No. 3. Index numbers of wholesale prices in the United States and foreign countries. (Bul. No. 173.)

Retail Prices and Cost of Living.

- No. 1. Retail prices, 1890 to 1911: Part I. (Bul. No. 105: Part I.)
Retail prices, 1890 to 1911: Part II—General tables. (Bul. No. 105: Part II.)
- No. 2. Retail prices, 1890 to June, 1912: Part I. (Bul. No. 106: Part I.)
Retail prices, 1890 to June, 1912: Part II—General tables. (Bul. No. 106: Part II.)
- No. 3. Retail prices, 1890 to August, 1912. (Bul. No. 108.)
- No. 4. Retail prices, 1890 to October, 1912. (Bul. No. 110.)
- No. 5. Retail prices, 1890 to December, 1912. (Bul. No. 113.)
- No. 6. Retail prices, 1890 to February, 1913. (Bul. No. 115.)
- No. 7. Sugar prices, from refiner to consumer. (Bul. No. 121.)
- No. 8. Retail prices, 1890 to April, 1913. (Bul. No. 125.)
- No. 9. Wheat and flour prices, from farmer to consumer. (Bul. No. 130.)
- No. 10. Retail prices, 1890 to June, 1913. (Bul. No. 132.)
- No. 11. Retail prices, 1890 to August, 1913. (Bul. No. 136.)
- No. 12. Retail prices, 1890 to October, 1913. (Bul. No. 138.)
- No. 13. Retail prices, 1890 to December, 1913. (Bul. No. 140.)
- No. 14. Retail prices, 1907 to December, 1914. (Bul. No. 156.)
- No. 15. Butter prices, from producer to consumer. (Bul. No. 164.)

Wages and Hours of Labor.

- No. 1. Wages and hours of labor in the cotton, woolen, and silk industries, 1890 to 1912. (Bul. No. 128.)
- No. 2. Wages and hours of labor in the lumber, millwork, and furniture industries, 1890 to 1912. (Bul. No. 129.)
- No. 3. Union scale of wages and hours of labor, 1907 to 1912. (Bul. No. 131.)
- No. 4. Wages and hours of labor in the boot and shoe and hosiery and knit goods industries, 1890 to 1912. (Bul. No. 134.)
- No. 5. Wages and hours of labor in the cigar and clothing industries, 1911 and 1912. (Bul. No. 135.)
- No. 6. Wages and hours of labor in the building and repairing of steam railroad cars, 1890 to 1912. (Bul. No. 137.)
- No. 7. Union scale of wages and hours of labor, May 15, 1913. (Bul. No. 143.)
- No. 8. Wages and regularity of employment in the dress and waist industry of New York City. (Bul. No. 146.)
- No. 9. Wages and regularity of employment in the cloak, suit, and skirt industry. (Bul. No. 147.)
- No. 10. Wages and hours of labor in the cotton, woolen, and silk industries, 1907 to 1913. (Bul. No. 150.)
- No. 11. Wages and hours of labor in the iron and steel industry in the United States, 1907 to 1912. (Bul. No. 151.)
- No. 12. Wages and hours of labor in the lumber, millwork, and furniture industries, 1907 to 1913. (Bul. No. 153.)
- No. 13. Wages and hours of labor in the boot and shoe and hosiery and underwear industries, 1907 to 1913. (Bul. No. 154.)
- No. 14. Wages and hours of labor in the clothing and cigar industries, 1911 to 1913. (Bul. No. 161.)
- No. 15. Wages and hours of labor in the building and repairing of steam railroad cars, 1907 to 1913. (Bul. No. 163.)
- No. 16. Wages and hours of labor in the iron and steel industry in the United States, 1907 to 1913. (Bul. No. 168.)
- No. 17. Union scale of wages and hours of labor, May 1, 1914. (Bul. No. 171.)
- No. 18. Wages and hours of labor in the hosiery and underwear industry, 1907 to 1914. (Bul. No. 177.)
- No. 19. Wages and hours of labor in the boot and shoe industry, 1907 to 1914. (Bul. No. 178.)

(See also third page of cover.)

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MONTHLY REVIEW

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JULY, 1915

INTRODUCTORY.

With this issue the Bureau of Labor Statistics of the United States Department of Labor begins the publication of its MONTHLY REVIEW. Since the suspension of the bimonthly bulletin in July, 1912, the bureau has felt the need of some medium which it could use for the presentation of important material which accumulates but which in its separate items may not be sufficiently voluminous to warrant presentation in a separate monograph bulletin in any of our established bulletin series.

The MONTHLY REVIEW will be from henceforth the medium through which the Bureau of Labor Statistics will publish the results of original investigations too brief for bulletin purposes, notices of labor legislation by the States or by Congress, and Federal court decisions affecting labor, which from their importance should be given attention before they could ordinarily appear in the bulletins devoted to these subjects.

Through the MONTHLY REVIEW the Bureau of Labor Statistics will deal with such news items of labor as may officially come to its notice. Attention will be given to the current work of this bureau, the other bureaus of the Department of Labor, or any other Government agencies dealing directly with labor matters. The bureau will aim to keep in touch with the current work of the various State labor bureaus, or State activities by whomsoever conducted, within the field of its purview. There are at the present time 37 of the States, and in addition Hawaii, the Philippine Islands, and Porto Rico, which have bureaus or departments of labor. Similar bureaus exist in 31 foreign countries. In addition to these there are the State industrial and workmen's compensation commissions, the minimum wage commissions, factory and mine inspection offices, the State and municipal employment agencies, and a number of other offices regularly engaged in the study of questions and the publication of reports of special interest to labor. Temporary commissions are appointed with in-

creasing frequency to serve but a short time and investigate some single phase of the industrial problem. Most of this material is entirely inaccessible in any form to the general reader. A special purpose of the MONTHLY REVIEW will be to make available regularly and promptly notices and summaries of American and foreign official reports of all bureaus, offices, and commissions of the character indicated above. An attempt will be made to keep in touch with the more important current movements and methods for the reporting of industrial accidents and occupational or industrial diseases and for the prevention of these; to report industrial and vocational surveys, the better housing of workingmen, and any other activities, public or private, that have for their object the betterment of industrial conditions. Summaries of sickness and out-of-work or old-age benefit funds maintained by large employing corporations, national trade-unions, etc., will receive attention.

It is hoped that through the MONTHLY REVIEW the Bureau of Labor Statistics can come in closer touch with current labor activities and by means of this publication give wider publicity and deeper significance to such activities. In the furtherance of this object it is sincerely hoped that the officials in charge of Federal, State, municipal, and private activities along the lines indicated will cooperate by transmitting to the United States Commissioner of Labor Statistics the earliest copies of any plans, outlines, or reports of work in which they are severally engaged.

The MONTHLY REVIEW will be issued on the 29th day of each month.

CONCILIATION WORK OF THE DEPARTMENT OF LABOR.

The Secretary of Labor is empowered to mediate in labor disputes, and in his discretion to appoint commissioners of conciliation, his authority coming from section 8 of the organic act of the department, the precise terms of which in this respect are as follows:

That the Secretary of Labor shall have power to act as mediator and to appoint commissioners of conciliation in labor disputes whenever in his judgment the interests of industrial peace may require it to be done.

In the exercise of the powers granted in the above section of the law, the department, through its commissioners of conciliation, during the year ending June 30, 1915, exercised its good offices in 32 labor disputes, in which a total of 94,289 workmen were involved. The employees involved in these controversies, the numbers affected, and the results secured, are shown in the following statement:

Subject.	Workmen affected.		Result.
	Directly.	Indirectly.	
Southern Railway clerks	675	12,000	Amicable adjustment.
Eastern Ohio coal strike	18,000		Do.
Machinists, Lansford, Pa.	51	10,000	Do.
Controversy, car builders, Richmond, Va.	29		Unable to adjust.
Machinists' controversy, Hartford, Conn.	50	323	Amicable adjustment.
Building tradesmen, Buffalo, N. Y.	4,000		Do.
Lockout, Central Locomotive Co.	60	250	Do.
Boiler makers' strike, Oklahoma and Texas.	1,000		Do.
Strike, iron, steel, and tin workers, Canton and Massillon, Ohio.	475	310	Do.
Controversy, Seaboard Air Line Ry. Co., interpretation of contract.			Settled by solicitor.
Strike of knitters, Reading, Pa.	65		Mediation refused.
Typographical strike, New Orleans, La.	186	114	Unable to adjust.
Lockout, Derby Silver Co., Derby, Conn.	250	5,000	Amicable adjustment.
Strike of longshoremen, Pacific coast.	10,000	20,000	Pending.
Strike of textile workers, Philadelphia, Pa.			Do.
Strike of coal miners, Hazleton, Pa.	200		Amicable adjustment.
Western Union controversy, St. Louis, Mo.	40		Do.
Coopers' strike, Paragould, Ark.	138		Do.
Textile strike, Lenoir City, Tenn., and other points in South.	400		Pending.
Wilkes-Barre Street Railway Co.	345	255	Amicable adjustment.
Indianapolis Terminal Co. controversy.	1,000		Pending.
Strike in paper mills, Hamilton, Ohio, and other points.			Strike averted.
Threatened strike, International Paper Co., New York and New England points.	5,023		Amicable adjustment.
Threatened strike, clerks, New York, New Haven & Hartford R. R. Co.	1,800		Do.
Textile workers' controversy, Dobson's mills, Germantown, Pa.			Do.
Strike, Bessemer Iron Works, Grove City, Pa.			Do.
Tie cutters' strike, New York City.	300		Do.
Plumbers' strike, Salem, Mass.			Do.
Overbrook Carpet Mills, Philadelphia, Pa.	200		Pending.
Strike at mills of C. H. Masland & Sons, Philadelphia, Pa.	300	750	Amicable adjustment.
Machinists and boiler makers of La France Fire Engine Co., Elmira, N. Y.	300		Do.
Clerks' controversy, Chicago & Eastern Illinois R. R.	400		Do.
Total.....	45,287	49,002	

FEDERAL EMPLOYMENT WORK OF THE DEPARTMENT OF LABOR.

The immigration act of February 20, 1907, created and defined the functions of a special division of information within the Bureau of Immigration and Naturalization (now two separate bureaus) in the terms following:

It shall be the duty of said division to promote a beneficial distribution of aliens admitted into the United States among the several States and Territories desiring immigration. Correspondence shall be had with the proper officials of the States and Territories, and said division shall gather from all available sources useful information regarding the resources, products, and physical characteristics of each State and Territory, and shall publish such information in different languages and distribute the publications among all admitted aliens who may ask for such information at the immigrant stations of the United States and to such other persons as may desire the same.

By the act of March 4, 1913, creating the Department of Labor, the Bureau of Immigration, and with it the Division of Information, was transferred to that department. By this transfer the scope of the work of the division was considerably enlarged on account of the larger powers given to the department, as is plainly indicated by these words of the act:

The purpose of the Department of Labor shall be to foster, promote, and develop the welfare of the wage earners of the United States, to improve their working conditions, and to advance their opportunities for profitable employment.

Prior to this the work of the Division of Information had been almost entirely limited to securing positions for aliens; lack of a clear understanding of its purposes, and misapprehension caused by that lack of understanding, hampered its work at the start. In 1909 the chief of the division proposed certain changes in its work aiming to enlarge its scope. These changes were discussed by a conference of labor leaders with the then Secretary of Commerce and Labor,¹ but as no results flowed from this conference the project was dropped, and the division had to wait until the creation of the Department of Labor for a fresh start in its work. The division has further strengthened itself by cooperating through the department with the other departments of the Government, namely, the Departments of Agriculture, Interior, Commerce, and the Post Office.

¹ Labor conference. Proceedings of the conference with the representatives of labor, held in the office of the Secretary of Commerce and Labor. Feb. 10 and 11, 1909. Washington, Government Printing Office, 1909.

The actual work of placing the applicants for positions is, of course, mainly done away from Washington. The work is divided among 18 principal headquarters, subordinate to some of which are branch offices. Each headquarters is the center of a larger geographical zone; the arrangement is as follows:

Zone 1.—Maine, Massachusetts, and Rhode Island. Headquarters, Boston; subbranches, Portland, Providence, and New Bedford.

Zone 2.—New York, New Jersey, Connecticut, New Hampshire, and Vermont. Headquarters, New York City; subbranches, Buffalo and Matawan (N. J.).

Zone 3.—Pennsylvania, Delaware, and West Virginia. Headquarters, Philadelphia; subbranch, Pittsburgh.

Zone 4.—Maryland. Headquarters, Baltimore.

Zone 5.—Virginia and North Carolina. Headquarters, Norfolk.

Zone 6.—Florida, Georgia, Alabama, and South Carolina. Headquarters, Jacksonville; subbranches, Savannah, Mobile, Birmingham, and Charleston.

Zone 7.—Louisiana, Mississippi, Arkansas, and Tennessee. Headquarters, New Orleans; subbranches, Gulfport and Memphis.

Zone 8.—Texas and New Mexico. Headquarters, Galveston; subbranches, Albuquerque (N. Mex.), Big Spring, Brownsville, Laredo, Eagle Pass, San Antonio, Del Rio, El Paso, San Angelo, Amarillo (Tex.), Tucumcari and Deming (N. Mex.).

Zone 9.—Ohio and Kentucky. Headquarters, Cleveland.

Zone 10.—Illinois, Indiana, Michigan, and Wisconsin. Headquarters, Chicago; subbranches, Detroit, Sault Ste. Marie (Mich.), and Indianapolis.

Zone 11.—Minnesota, North Dakota, and South Dakota. Headquarters, Minneapolis.

Zone 12.—Missouri, Kansas, Oklahoma, and Iowa. Headquarters, St. Louis; subbranch, Kansas City.

Zone 13.—Colorado, Wyoming, Nebraska, and Utah. Headquarters, Denver; subbranch, Salt Lake City.

Zone 14.—Montana and Idaho. Headquarters, Helena; subbranch, Moscow (Idaho).

Zone 15.—Washington. Headquarters, Seattle; subbranches, Spokane, Walla Walla, Tacoma, Aberdeen, Everett, Bellingham, Port Angeles, Port Townsend, Custer, Lynden, Nooksack, and Friday Harbor.

Zone 16.—Oregon. Headquarters, Portland; subbranch, Astoria.

Zone 17.—California (north of the northern boundary of San Luis Obispo, Kern, and San Bernardino Counties) and Nevada. Headquarters, San Francisco; subbranches, Sacramento, Fresno, Eureka, and Monterey (Cal.).

Zone 18.—California (south of the northern boundary of San Luis Obispo, Kern, and San Bernardino counties) and Arizona. Headquarters, Los Angeles; subbranches, San Diego (Cal.), Tucson, Douglas, Naco, Nogales, Phoenix (Ariz.), Santa Ana, Santa Barbara, San Luis Obispo, Bakersfield, San Bernardino (Cal.), Yuma (Ariz.), Calexico and Indio, (Cal.).

An immigrant inspector is in charge of each headquarters, with an assistant ready to take his place if necessary.

Through the assistance of the local post office placards are posted informing the reader of the work and purpose of the division, directing him how to proceed if information is desired concerning a position.

All the services of the division are rendered free, both to employer and employee, and the form postal cards requesting information when properly transmitted through the Post Office Department require no postage.

The form of application which the employer is required to fill out must give references, state the kind of work, length of employment, hours of labor, wages, frequency of wage payments, and how paid, whether by check or cash, living accommodations and cost, store accommodations and prices, whether strikes or other labor disputes are in progress, and such other facts as the department may need. The forms which the applicant for work is required to use give the necessary facts, such as his age, physical capacity, occupation, wages desired, etc., required for finding him a suitable position.

A series of tables follow, which throw some light on the extent of the work of the division. In studying this statistical survey an impression may be left that the results obtained are not quite so significant as they might be. However, it should be borne in mind that the territory which the service of the division has to cover is extremely large; that it has to meet the competition of already existing agencies, over which it has no control, and with which it finds itself unable to cooperate, because of the inadequate grant of authority from the law; furthermore, the work is new and still in a somewhat experimental stage.

The first table which follows shows the number of applications for positions, the places filled, and the number of applications per 100 places filled. It should be explained that the column headed "Applicants for positions" includes a few who merely ask for information, as, for instance, the possibility of obtaining land for settlement; but for all practical purposes the number represents pretty closely the actual number of calls for jobs. Relatively the largest number of positions filled seems to have been during the year 1913, in which year the proportion between the applicants for positions and the places filled is the lowest, or 396 applicants for each 100 places filled.

There is a marked increase in the number of applicants for whom positions were found between 1914 and 1915, the number for 10 months of the fiscal year 1915 being greater than that for the entire year preceding.

The large number of applicants for each 100 positions filled would seem to indicate perhaps further need of organization in order to get in touch with the employers who have vacancies to fill; and the large proportion should not be attributed to a large amount of unemployment, as the operations of the division comprehend only a small fraction of the general movement of the supply and demand of labor. The table follows:

TOTAL APPLICATIONS MADE TO THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION SINCE ITS ORGANIZATION, SEPTEMBER, 1907, PLACES FILLED, AND NUMBER OF APPLICATIONS PER 100 PLACES FILLED.

[Source: Annual Reports of the Chief of the Division of Information, Washington, 1908-1914.]

Fiscal year ending June 30—	Applicants for positions.	Places filled.	Number of applications per 100 places filled.
1908.....	(1)	840	.....
1909.....	26,477	4,168	635.2
1910.....	18,239	4,283	425.8
1911.....	30,657	5,176	592.3
1912.....	26,213	5,807	451.4
1913.....	19,891	5,025	395.8
1914.....	19,393	3,368	575.8
1915.....	² 87,929	³ 3,624	.....

¹ Not reported.

² Reports from one zone (Chicago headquarters) not received for June, 1915.

³ Ten months.

The next table classifies the number of persons for whom positions were secured from 1908 to 1914. The per cent columns of this table show very clearly that the Division of Information has been most largely instrumental in securing positions for the aliens, the purpose for which it was originally established. The last three years seem to indicate an increase in the proportion of positions secured for American citizens.

CITIZENSHIP OF PERSONS SECURING EMPLOYMENT THROUGH THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, 1908-1914.

[Source: Annual Reports of the Chief of the Division of Information, Washington, 1908 to 1914.]

Fiscal year ending June 30—	Number.			Per cent.		
	United States citizens.	Foreign born or not naturalized.	Total.	United States citizens.	Foreign born or not naturalized.	Total.
1908 and 1909.....	517	4,491	5,008	10.32	89.68	100.00
1910.....	562	3,721	4,283	13.12	86.88	100.00
1911.....	500	4,676	5,176	9.66	90.34	100.00
1912.....	923	4,884	5,807	15.89	84.11	100.00
1913.....	964	4,061	5,025	19.18	80.82	100.00
1914.....	533	2,835	3,368	15.83	84.17	100.00

The third table classifies by occupations persons for whom positions were secured during the 5 fiscal years 1910 to 1914 and during the first 10 months of 1915. This table shows that in 1910 by far the largest number of positions were secured for farm laborers, but the proportion of farm laborers gradually decreased until 1913, and increased again in 1914 and 1915. There was a general increase in the proportion of positions secured for ordinary laborers from 1910 to 1913, and for the five years and 10 months about one-third (32 per cent) of the positions secured have been for common laborers. All other occupations form a small proportion of the total positions secured.

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PERSONS OF SPECIFIED OCCUPATIONS OBTAINING EMPLOYMENT THROUGH THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, 1910-1914.

[Source: Annual Reports of the Chief of the Division of Information, Washington, 1910 to 1914.]

NUMBER.

Occupation.	1909-10	1910-11	1911-12	1912-13	1913-14	1914-15(10 months).
Domestic help.....	314	360	245	90	73	132
Farm laborers ¹	2,747	3,083	2,813	1,920	1,870	1,811
Ordinary laborers.....	1,047	1,215	2,167	2,482	1,022	1,070
Other occupations.....	175	518	582	533	403	611
Total.....	4,283	5,176	5,807	5,025	3,368	3,624

PER CENT.

Occupation.	1909-10	1910-11	1911-12	1912-13	1913-14	1914-15(10 months).
Domestic help.....	7.33	6.96	4.22	1.79	2.17	3.64
Farm laborers ¹	64.14	59.56	48.44	38.21	55.52	49.97
Ordinary laborers.....	24.44	23.47	37.32	49.39	30.34	29.53
Other occupations.....	4.09	10.01	10.02	10.61	11.97	16.86
Total.....	100.00	100.00	100.00	100.00	100.00	100.00

¹ Not including gardeners.

The fourth and final table shows the distribution, by States, of the persons distributed during the period 1910-1915 (five years and 10 months). According to this table the largest number of persons applying for positions have been distributed in New York (11,001); the States next in order have been New Jersey, Pennsylvania, Connecticut, Illinois, and Texas.

DISTRIBUTION BY STATES OF PERSONS SECURING EMPLOYMENT THROUGH THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, 1910 TO 1915.

[Source: Annual Reports of the Chief of the Division of Information, Washington, 1910, 1914.]

State.	1909-10	1910-11	1911-12	1912-13	1913-14	1914-15(10 months).	Total.
Alabama.....	27	136	68	7	9	1	248
Arizona.....						2	2
Arkansas.....	10	23	2				35
California.....	1	1		1	1	211	214
Colorado.....	1	1				31	33
Connecticut.....	202	252	253	220	183	62	1,172
Delaware.....	3	4	3		7	39	56
District of Columbia.....		1			12	4	17
Florida.....		1	4			1	6
Georgia.....	15				6	2	30
Hawaii.....						1	1
Idaho.....			1			1	2
Illinois.....	52	54	13	101	35	405	660
Indiana.....	15	13	8	3	29	30	98
Iowa.....	140	58	25	22	16	234	495
Kansas.....	30	97	5	7	1	65	205
Kentucky.....	6	6			2		14
Louisiana.....				199	79		330
Maine.....	22	6	15	6	10	28	87
Maryland.....	61	13		18	13	253	358
Massachusetts.....	43	19	103	112	40	10	327
Michigan.....	85	38	74	75	128	135	535
Minnesota.....	43	44	11	20	26	206	350
Mississippi.....			2	25	9	1	37
Missouri.....	38	15	1	52	7	110	223
Montana.....	1			8		7	16
Nebraska.....	38	20	5	2	5	15	85
Nevada.....	4						4
New Hampshire.....		2	17	10	16	3	48
New Jersey.....	948	1,236	1,654	1,114	800	436	6,188

DISTRIBUTION BY STATES OF PERSONS LEAVING EMPLOYMENT THROUGH THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, 1910 TO 1915—Concluded.

State.	1909-10	1910-11	1911-12	1912-13	1913-14	1914-15(10 months).	Total.
New Mexico.....						10	10
New York.....	2,139	2,545	3,013	1,707	968	629	11,001
North Carolina.....	1		14		4	7	26
North Dakota.....	34	11	5	5	5	51	111
Ohio.....	27	14	82	134	176	26	456
Oklahoma.....	15	2	1		10	4	32
Oregon.....						19	19
Pennsylvania.....	23	42	40	978	340	82	1,505
Rhode Island.....	8	2	5	4		7	40
South Carolina.....	17	11			53		81
South Dakota.....	14	7	3	1	7	29	61
Tennessee.....		233		23	34		290
Texas.....	133	211	132	27	58	14	575
Utah.....						4	4
Vermont.....	5	21	98	99	55	24	302
Virginia.....	39	18	43	4	133	135	372
Washington.....				1		101	102
West Virginia.....	17		41	22	5	6	91
Wisconsin.....	27	22	7	18	77	176	327
Wyoming.....					2		2
United States.....	4,283	5,176	5,807	5,025	3,368	3,624	27,283

LABOR LEGISLATION OF 1915.

Year by year labor legislation more and more occupies the time of the various legislative bodies of the United States. During the current year, including Congress and the legislatures of the island possessions, 49 legislative bodies have met, some of them in more than a single session.¹ Although the material is not at hand for a complete account of the labor laws passed, it is possible to enumerate the principal new laws which have been enacted.

The present survey is not intended to take the place of the annual review with accompanying text of labor laws. Also, it does not take note of the amendments unless of prime importance, the purpose being rather to indicate the extensions or recognitions in new fields of the various forms of labor legislation. The subject is taken up by States in alphabetical order rather than by topics, since the material is not available to summarize fully the operations for the year in any field, and for most of the States but part of the facts are known. Eight States and the Territories of Alaska and Hawaii have been added to the list of those having workmen's compensation laws, while in other States important amendments have been made. The result of the year's additions is that 31 States, besides Alaska, the Philippine Islands, and Hawaii, now have such laws, all enacted since 1909. The subject of employment agencies, also, has received an unusual amount of attention during the present year.

The Alabama Legislature enacted a more effective law relating to child labor, covering all occupations, including street trades. Fourteen years is fixed as the minimum age for industrial employments after 1916, and the provisions for enforcement of the law are strengthened.

The Alaska compensation law already referred to is elective in form and applies only to mining and related operations. Another law of this Territory prescribes an 8-hour day for placer miners, thus putting them on the same basis as already provided for other miners.

An Arkansas statute regulates the employment of women, establishing a 9-hour day and a 54-hour week, forbidding nightwork below the age of 18, and fixing a minimum wage of \$1 per day for learners and \$1.25 for those of six months' experience.

Free public employment offices under the State labor commissioner are provided for the larger cities of California, and the sum of \$2,000

¹ The only States whose legislatures did not meet during the present year were Kentucky, Maryland, and Mississippi.

is appropriated to investigate the subject of unemployment. An enactment relating to child labor fixes 10 years as the minimum age for street trades, other amending acts relating to the subjects of minimum wages and workmen's compensation.

The compensation law of Colorado, elective as to private employers but compulsory as to the State and its municipalities, provides for benefits on a basis of 50 per cent of the wages, \$8 weekly maximum, for not more than 6 years, the total benefits not to exceed \$2,500.

The workmen's compensation law of Connecticut is amended so as to exclude farm labor and employers of not more than 5 workmen. The bureau of labor statistics and the office of the State factory inspector in this State are merged into a State department of labor and factory inspection.

The Delaware Legislature established an unpaid labor commission to have charge of the appointment of the woman-and-child-labor inspectors.

The Florida Legislature enacted a compulsory education law, operative when adopted locally, strengthened the child-labor law of the State and provided for a commission on the subject of mothers' pensions.

The Hawaii Legislature enacted a compulsory compensation law for that Territory of general application to industrial employment and public service, with a maximum benefit of \$5,000.

The law of Illinois providing for free public employment offices was amended, and a commission to investigate unemployment was provided for. Benefits under the workmen's compensation act were increased.

A workmen's compensation law was enacted in Indiana, elective in form, and to be administered by an industrial board. Benefits are to be 55 per cent of the weekly wages for not more than 300 weeks, with a maximum of \$5,000.

Free public employment offices are provided for in the Iowa bureau of statistics and information; another law authorizes the commissioner of labor to inspect all mills and factories instead of only those employing 5 or more persons. A new child-labor law for this State limits the hours of labor of children under 16 to 8 per day and regulates street trades, messenger service, etc. Railroad companies in this State must henceforth pay their workmen twice a month.

Contractors on public works in the State of Maine are required by a law of that State to pay their employees semimonthly. The legislature also enacted an elective compensation law, benefits being 50 per cent of the wages for 500 weeks in cases of total disability, the maximum amount being \$3,000. New laws relating to the hours of labor of women and children and the employment of children generally were also passed. The provision as to hours of labor applies to

children under 16 and all females, and fixes a 9-hour day and 54-hour week, canneries being excepted.

The labor legislation of Massachusetts was chiefly amendatory, no law of prime importance being enacted in this field. Two acts provide for the examination and licensing of electricians and of engineers and firemen, respectively, while another provides a new mechanics' lien law for cases in which real property is affected. A resolve of this legislature directs the State forester to give employment to worthy needy persons, preferably citizens of Massachusetts.

Considerable amendments to the workmen's compensation law of the State were made by the Michigan Legislature. Another act makes provision for the mediation of labor disputes.

The Minnesota Legislature requires public utility corporations to pay wages twice a month. It also passed a law prescribing penalties in cases of the nonpayment by contractors of the wages due their workmen out of current installments paid by owners for improvements on real estate, such withholding being punishable as for larceny. Domestic products and materials are to be preferred for use in the construction of public buildings in this State. The compensation law of this State was amended in a number of respects, among others by exempting railroads from the application of the law, and enacting a liability law for railroad employees of practically the same effect as the Federal statute on this subject.

The only action of the Missouri Legislature of which account has been received is the appointment of a commission by the senate to draft a code of laws relating to children. The third commission of this State on workmen's compensation presented drafts of bills for compensation legislation and an industrial commission, but they failed of passage.

The Legislature of Montana enacted an elective compensation law, compulsory as to public employees and public contractors, providing for payment of 50 per cent of weekly wages for disability of 400 weeks, and a flat rate of \$5 weekly thereafter if disability continues.

The Nebraska Legislature enacted a new and more workable mothers' pension law, provided that the 9-hour law for women should not be applicable except in cities of 5,000 or more, and provided for the licensing and general regulation of private employment offices.

Free public employment offices are established under the department of labor by an act of the New Jersey Legislature; another act merges the bureau of industrial statistics with this department. Street and water commissioners in cities of the first class are authorized to establish contributory pension systems for employees in their departments. The common councils and boards of cities in which there is a committee for the relief of unemployment are authorized to employ needy persons as unskilled laborers without full compliance with civil-service requirements.

The New York Legislature abolished the industrial board and the workmen's compensation commission, and established an industrial commission to have in charge the various matters administered by these bodies; a new function of this commission is the giving of aid to employees in the prosecution of claims against their employers, and the protection of employees against frauds and extortion generally. The office of fire marshal was also abolished, and his duties as to the enforcement of labor laws were transferred to the commissioner of labor (now the industrial commission). The law forbidding the employment of aliens on public works in this State was amended so as to make such employment not unlawful, though citizens are to be preferred when available. The hours of labor of employees in grocery stores are limited to 70 per week for persons above the age of 16 years, 11 hours on 5 days and 15 on Saturdays. A law was enacted providing assistance for needy widows with children under 16 years of age, the amount being about \$11 per month for each child. The workmen's compensation act was amended so as to allow direct settlements between employers and their injured workmen, such settlements to be approved by the industrial commission. Advance payments may also be made, the amounts to be deducted when final determinations of awards is made. The law relating to manufacture, use, and storage of explosives was also amended.

The Legislature of North Carolina enacted a law requiring railroads to pay their employees semimonthly, one limiting the hours of labor of women and minors in factories to 60 per week, and one providing for the organization of industrial cooperative societies.

A mothers' pension law was passed by the Legislature of North Dakota providing for children up to the age of 14 years, the maximum allowance being \$15 per month for each child.

A compulsory compensation law applicable only in cases of non-fatal accidents was adopted in Oklahoma, the benefits amounting to 50 per cent of the weekly wages for not more than 500 weeks, with a \$10 weekly maximum.

An Oregon statute fixes fees and provides for the licensing and regulation of private employment offices. Another law requires annual reports to the commissioner of labor statistics of all deductions of wages made by employers for hospital and relief funds. State products are to be preferred for use on public works of the State unless the cost is more than 5 per cent greater. A house joint resolution directs that operations on public works shall be so conducted as to furnish employment in seasons of unemployment. Other laws of this State relate to the inspection and regulation of bakeries and the like, and to the reporting of accidents by all employers of more than 3 persons.

The Pennsylvania Legislature passed an elective workmen's compensation act, benefits being 50 per cent of the wages, not more than \$10 weekly, for not more than 400 weeks. A State administrative board is provided, and an amendment to the constitution providing for a compulsory statute is to be voted upon at the time of the November election. The law relating to the employment of certified foremen, etc., in mines was amended so as to make them the employees and agents of the operators, for whose negligence the operators are to be held liable. Free public employment offices in the department of labor and industry are provided for, while private employment offices are subjected to regulations to be enforced by the commissioner. A new child-labor law was passed in this State, involving a number of changes, one of the most interesting of which is the provision that for children's employment between the ages of 14 (the minimum age for employment) and 16 a 51-hour week is to be the maximum, and of this 8 hours must be devoted to vocational instruction in a day school where facilities exist. The sum of \$1,000,000 was appropriated to provide suitable schools.

The legislature of the Philippine Islands proposes a tax of \$500 for each Province on immigrant agents contracting or otherwise providing for the shipment of laborers. A supplement to the employers' liability act of the islands makes the negligence of the employer a presumption in cases of personal injury or death of an employee while at work. The examination and licensing of watch officers and engineers of vessels in coastwise trade on the high seas is provided for.

Amendments to the Rhode Island compensation law provide for insurance for the security of payments, and for the reporting of accidents. A separate act requires reports of occupational diseases.

A South Carolina statute provides a penalty for failure to pay wages due employees at the time of their discharge. Another forbids the discounting of laborers' pay or trade checks. The segregation of races in textile factories is required by another statute; while a fourth prohibits tips.

Private employment offices are regulated by a Texas statute. Another act of the Texas legislature requires wash rooms to be provided for miners, while others relate to compulsory school attendance of children and to the hours of labor of their employment. A 54-hour week is established, with permission for extra work at double pay for time over 9 hours per day in cotton mills and in laundries.

A novel statute was enacted in Utah fixing 6 p. m. as the hour of closing for all commercial and mercantile houses except drug stores and purveyors of perishable articles of food. Another statute forbids the employment of children under the age of 14 in or about places where tobacco is sold or in any pool room. A commission was created in this State to investigate and report on the subject of workmen's compensation.

The Vermont Legislature enacted an elective compensation law providing 50 per cent of the wages as benefits for 260 weeks, the maximum for disability being \$4,000, and for death \$3,500. Other laws provide for seats for female employees in all places of employment, for vocational education, and for the regulation of barber shops.

Amendments to the Washington compensation law look toward increased effectiveness of administration, while the mothers' pension law of the State was made the subject of amendments of a restrictive nature. An act was passed forbidding the use of banners, transparencies, or written or printed matter in calling attention to labor disputes, thus restricting picketing and similar activities.

The compensation law of West Virginia was amended by abolishing the administrative commission and substituting therefor a single commissioner. Self-insurance by financially responsible employers is authorized, and the expenses of administration are to be charged on the compensation fund instead of on the general funds of the State treasury. The number of mine inspectors in this State was increased, and the powers of the department enlarged.

The Wyoming constitution was amended in 1914 so as to authorize the enactment of a compulsory compensation statute. The resultant act provides for State insurance, and benefit payments of lump sums without regard to the earning capacity of the injured workmen. Dependent widows having children under 14 years of age are to receive assistance in an amount equal to \$20 for one child, with \$10 additional for others. The hours of labor of women is fixed at 10 per day, within 12 consecutive hours, with a maximum of 56 hours' service per week. Children under 18 years of age may not be employed in breweries, saloons, or concert halls, or under 14 as messengers to such places. Other provisions of this act establish a 9-hour day for children under 14 years of age, and require seats for females under 18. The incorporation of cooperative associations for manufacturing, mechanical, or industrial businesses is provided for.

The Federal Congress enacted a law regulating the conditions of the employment of seamen, abolishing arrest and imprisonment for desertion, and providing for safety. Appropriation bills contained measures prohibiting the use of stop watches or other time-measuring devices for the time study of jobs, or the giving of bonuses or cash awards in addition to regular wages except for suggestions as to improvements or economy in operations; these provisions are found in the bills providing for the naval service and for arsenals, etc., for the Army. In the fortifications appropriations bill a provision was incorporated directing a preference to be given to articles of domestic manufacture in the manufacture of ordnance, etc.

STRIKES AND LOCKOUTS IN THE UNITED STATES IN 1914.

The statistics of strikes and lockouts in the United States covering the period from 1881 to 1905, inclusive, have been the subject of four annual reports of the Bureau of Labor Statistics, published in 1887, 1894, 1901, and 1906. The data for these years were secured by the investigations of trained field agents, and with such a method it is probable that few strikes and lockouts were omitted from the enumeration. Because of the time and expense involved the bureau has not considered it possible to continue to attempt to secure complete records of strikes and lockouts by this method, although it is probably the only one likely to secure complete returns.

In 1914, for the first time, an attempt was made to compile a record of strikes and lockouts entirely from printed sources—newspapers, labor journals, trade-union periodicals, manufacturers, and trade papers, and other sources. The greater part of the information was obtained from trade-union periodicals.

By this method the bureau secured records of 1,080 strikes and lockouts that began or were pending in the calendar year 1914. Whether strikes and lockouts have increased in number in the United States since 1905, the last year covered by the bureau's investigation, it is not possible to say from these figures. It would be manifestly incorrect to compare the incomplete data collected in this manner with the more comprehensive reports secured by the investigations of trained field agents. In spite of the incompleteness of the data for 1914, however, the figures give considerable information of value in regard to the labor disturbances which occurred in that year.

The table in which strikes and lockouts are classified by occupations and by States shows that of the 1,080 strikes and lockouts, 275 were in the building trades, 129 in the metal trades, 78 in the clothing industry, and 54 in textile work. The number of strikes reported north of the Ohio and east of the Mississippi was 742; south of the Ohio and east of the Mississippi, 90; west of the Mississippi, 248. Sixty-six per cent occurred in 10 States and 46 per cent in five States, the leading States being New York, 148; Pennsylvania, 104; Massachusetts, 90; Ohio, 80; and Illinois, 75.

Of the number of disturbances reported, 979 were strikes and 101 were lockouts. It was sometimes difficult to determine from the printed accounts whether the disturbance should be classed as a strike or lockout.

The record of establishments involved is incomplete; it could be determined, however, with approximate accuracy for 595 disturbances. For such the figures are as follows:

NUMBER OF STRIKES OR LOCKOUTS, BY NUMBER OF ESTABLISHMENTS INVOLVED, 1914.

Establishments involved.	Strikes or lockouts.	Establishments involved.	Strikes or lockouts.
1 establishment.....	538	26 establishments.....	2
2 establishments.....	26	30 establishments.....	1
3 establishments.....	9	32 establishments.....	1
4 establishments.....	2	38 establishments.....	1
5 establishments.....	4	50 establishments.....	1
6 establishments.....	1	202 establishments.....	1
8 establishments.....	1	250 establishments.....	1
9 establishments.....	1		
11 establishments.....	1	Total.....	595
14 establishments.....	1	No record.....	485
20 establishments.....	3		

When several establishments were involved in a common disturbance, with a common cause, such disturbance has been counted as a single strike or lockout, even though the establishments became involved at different dates. The same ruling has obtained when different trades have been involved in one common disturbance. A purely sympathetic strike or lockout, however, has been counted as a separate disturbance. The number of such sympathetic strikes or lockouts identified as such was 25. Nearly all of the strikes and lockouts were by or against trades that are generally organized, as will be seen by examination of the general table.

The causes of strikes and lockouts were not always reported and when reported were sometimes stated in an indefinite way. The principal causes appear to be wages, hours of labor, working conditions, or recognition of the union, and often several causes were assigned. Lockouts occurred frequently to prevent organization or to force an open shop. The number of strikes and lockouts arising from the several causes, as nearly as could be determined from the data, was as follows:

Number of strikes, by causes, 1914.

Wages (of which 80 are reductions).....	267
Hours.....	44
Wages and hours.....	34
General conditions.....	63
Conditions and wages.....	25
Conditions and hours.....	3
Conditions, wages, and hours.....	6
Recognition of the union.....	57
Recognition and wages.....	18
Recognition and hours.....	3
Recognition, wages, and hours.....	8
Conditions, including recognition.....	3
Sympathetic.....	25
For right to organize.....	9
To prevent change to open shop.....	21
Because of discharge of union men.....	45
Because of employment of nonunion employees.....	13
Jurisdictional.....	14
Discrimination.....	10

For nonpayment of wages.....	10
Relative to the agreement.....	33
Miscellaneous.....	26
Total.....	737

Number of lockouts, by causes, 1914.

Wages.....	5
Wage reduction.....	12
Hours.....	4
Hours and wages.....	2
Because of organizing or joining a union.....	13
Recognition.....	6
Conditions.....	9
Conditions and hours.....	1
Open or nonunion shop planned.....	7
Union rules.....	1
Protest against discharges.....	2
Jurisdictional.....	2
Relative to agreement.....	4
Misunderstanding.....	1
Because of a strike by a few.....	1
About shot firing in mines.....	1
Total.....	71

The results of strikes and lockouts were reported with a greater or less degree of certainty in 336 cases, as follows:

Results of strikes and lockouts, so far as reported, 1914.

In favor of employees.....	198
In favor of employers.....	37
Compromised.....	46
Satisfactorily settled.....	27
Improved conditions.....	8
Returned, pending arbitration.....	20
Total.....	336

These figures should be accepted as showing a proportion of success and failure in labor disturbances with considerable reservation, since the papers from which the information was obtained appear to be much more apt to report strikes and lockouts resulting favorably to the employees than to report results unfavorable to employees.

The number of persons involved in strikes and lockouts in 1914 was stated approximately for only 293 disturbances, as follows:

NUMBER OF STRIKES AND LOCKOUTS, SO FAR AS REPORTED, BY GROUPS OF PERSONS INVOLVED, 1914.

Groups of persons involved.	Number of strikes.	Groups of persons involved.	Number of strikes.
5 and under.....	9	151 to 200.....	19
6 to 10.....	13	201 to 350.....	22
11 to 20.....	17	351 to 500.....	23
21 to 30.....	17	501 to 999.....	18
31 to 40.....	26	1,000 to 1,500.....	21
41 to 60.....	26	1,501 to 5,000.....	13
61 to 80.....	14	Over 5,000.....	13
81 to 100.....	24	Total.....	293
101 to 150.....	18		

The disturbances in which over 5,000 persons were involved were the Westinghouse strike in Pittsburgh, strikes in the clothing industry and the building trades in New York, and various coal strikes, the coal strike in Ohio being reported to involve at least 50,000 people.

For only 228 strikes and lockouts is it possible to state the duration, as follows:

Duration of strikes and lockouts, so far as reported, 1914.

Less than 1 hour.....	3
1 hour and less than 1 day.....	10
1 day.....	17
More than 1 and less than 3 days.....	15
3 days and less than 1 week.....	18
1 week.....	13
More than 1 week and less than 2 weeks.....	18
2 weeks.....	19
More than 2 weeks and less than 1 month.....	22
1 month and less than 2 months.....	27
2 months and less than 3 months.....	11
3 months and less than 6 months.....	18
6 months and less than 1 year.....	17
1 year and less than 2 years.....	8
Over 2 years.....	12
Total.....	228

The length of time of the 12 strikes which lasted over 2 years is approximately as follows: 2½ years, 3 years, 3½ years (2), 4 years, 4½ years, 5 years, 6 years, 8 years, 10 years, 12 years, and 16 years. The strike that lasted 16 years was one of photo-engravers in New York City, and the one that lasted 12 years was against a paving brick company in Illinois.

The following table shows the number and per cent of strikes in 10 groups of industries in which the largest number of strikes occurred. Over one-fourth of all the strikes reported were found in the building trades, the number being greater than the total of the three industries which immediately follow—metal trades, clothing, and transportation:

NUMBER AND PER CENT OF STRIKES IN THE 10 GROUPS OF INDUSTRIES IN WHICH THE LARGEST NUMBER OF STRIKES OCCURRED, 1914.

Industries.	Number.	Per cent.
Building trades.....	275	26.5
Metal trades.....	129	12.7
Clothing industries.....	78	7.4
Transportation.....	52	5.0
Mining industry.....	51	4.8
Baking industry.....	47	4.7
Textile work.....	54	4.4
Lumber.....	40	3.8
Teamsters.....	34	3.1
Printing and publishing.....	20	2.0

The number and per cent of strikes in the 11 individual occupations in which the largest number of strikes occurred are shown in the table following:

NUMBER AND PER CENT OF STRIKES IN THE 11 INDIVIDUAL OCCUPATIONS IN WHICH THE LARGEST NUMBER OF STRIKES OCCURRED, 1914.

Occupations.	Number.	Per cent.
Plumbers and steam fitters.....	83	7.7
Painters.....	61	5.6
Bakers.....	47	4.4
Coal miners.....	48	4.4
Machinists.....	44	4.1
Lumber workers.....	40	3.7
Carpenters.....	35	3.2
Teamsters.....	30	2.8
Molders.....	27	2.5
Street railway employees.....	27	2.5
Metal polishers.....	26	2.4

NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914.

States, etc.	Bakers.	Barbers.	Boot and shoe makers.	Brewery workers.	Brick-makers.	Broom and whisk makers.	Building trades.						
							Brick-layers.	Carpenters.	Cement workers.	Electrical workers.	Laborers.	Marble workers.	Painters.
Alabama.....													1
Arizona.....													1
California.....	6		1				1			1			5
Colorado.....				1									1
Connecticut.....								1		1			2
District of Columbia.....	1												
Illinois.....	6				2	1		5		2			2
Indiana.....	1					2							2
Iowa.....			1			1		1					2
Kansas.....													1
Kentucky.....	1	1											1
Louisiana.....					1			1					1
Maine.....										1			
Maryland.....	1								1				
Massachusetts.....	3		5				1	3					9
Michigan.....	4			2									2
Minnesota.....			1							1		1	1
Missouri.....	1		1				1	2	1				
Montana.....	1												
New Hampshire.....			1					1					1
New Jersey.....	3						1			1			2
New York.....	10	1	2	1			1	3					6
Ohio.....	3		3				2	4		1	2		6
Pennsylvania.....	3			4				7		1			3
Porto Rico.....	1												
Rhode Island.....													1
Tennessee.....		1						1					3
Texas.....	1	1			1		1	3		1			1
Utah.....			1						1				
Virginia.....													1
Washington.....													1
West Virginia.....													1
Wisconsin.....	1		2	1			2	3					4
Total.....	147	4	18	29	4	4	10	35	1	9	6	2	61

¹ Including 2 of bakery drivers.

² Including 1 of brewery drivers.

³ Including 1 of ship carpenters.

⁴ Including 3 of hod carriers.

⁵ Including 2 of glaziers, 2 of paper hangers, and 2 of painters and paper hangers.

NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY ST&TES, 1914—Continued.

States, etc.	Building trades—Concluded.							Cloth- ing.	Cem- ent mill work- ers.	Coop- ers.	Elev- ator con- struc- tors.	Food hand- lers.	
	Plas- ter- ers.	Plumb- ers and steam- fitters.	Sheet metal work- ers.	Slate and tile work- ers.	Struc- tural iron work- ers.	Tile lay- ers.	Oc- cupa- tion not speci- fied.						Tot- al.
Alabama.....		1					2						
Arizona.....							1						
Arkansas.....						1	1			4			
California.....	1	2			1		13	7	1			2	
Colorado.....		1					3						
Connecticut.....		3				1	3	2					
Dist. of Columbia.....		1					1						
Georgia.....		3					3						
Idaho.....		1					1						
Illinois.....		8	1				19	2				1	
Indiana.....		8			1		14		1	1		1	
Iowa.....		4	1				8					1	
Kansas.....							1						
Kentucky.....			1				3	1					
Louisiana.....		2					4						
Maine.....					1		2					1	
Maryland.....							1	7					
Massachusetts.....	1	6					23	9		1	2		
Michigan.....	1	2					7	1					
Minnesota.....	1						4						
Missouri.....		6	1		4		15	1					
Montana.....		1					1						
Nebraska.....		1				1	2						
Nevada.....		1					1						
New Hampshire.....							3						
New Jersey.....		2	2			1	9	4				1	
New York.....		12	3	1	3	1	4	31		2		2	
North Carolina.....		1					1						
North Dakota.....							1						
Ohio.....		2			1		2	4	1	1			
Oklahoma.....			1				1						
Pennsylvania.....		4	2				3	20	3		1	1	
Rhode Island.....							1			1			
Tennessee.....		4					8						
Texas.....		2					4	13	1				
Utah.....					1		2	4					
Virginia.....			1				2						
Washington.....		1					2	2					
West Virginia.....						1	1	3	1				
Wisconsin.....		4	1				1	15	2		1		
Total.....	4	183	214	1	313	45	31	275	578	3	612	2	710

¹ Including 12 of plumbers, 11 of steam fitters, 1 of marine steam fitters, 2 of sprinkler fitters, 1 of steam fitters and sprinkler fitters, 1 of fixture hangers, and 1 of chandelier workers.

² Including 1 of coppersmiths and 1 of tinsmiths.

³ Including 1 of pile drivers, 1 of iron and bronze workers, and 1 of iron workers and pile drivers.

⁴ Including 1 of bricklayers and terra cotta workers.

⁵ Comprising 1 of basters, 1 of bathing suit and sweater makers, 1 of button sawyers, 4 of cap makers, 2 of clothing workers, 1 of corset workers, 1 of custom cutters, 3 of cutters and trimmers, 2 of embroidery workers, 1 of fur dressers and fur floor walkers, 1 of fur workers, 1 of garter makers, 4 of glove makers, 9 of ladies' garment workers, 2 of ladies' tailors, 1 of misses' and children's dressmakers, 1 of muff bed workers, 1 of neckwear cutters and makers, 4 of pants makers, 1 of shawl makers, 3 of skirt factory employees, 12 of tailors, 1 of tailors and cutters, 1 of tailors and retail clerks, 2 of vest makers, 1 of waist and white goods workers, 16 of occupations not specified.

⁶ Including 1 of coopers in breweries, 1 of refinery bag makers.

⁷ Comprising 1 of canners, not specified, 1 of fruit canners, 1 of sardine canners, 5 of butchers, 1 of hop pickers, and 1 of egg candlers.

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NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914—Continued.

States, etc.	Furniture workers.	Glassworkers.	Horse-shoers.	Iron and steel workers.	Laundry workers.	Leather workers.	Lumber workers.	Metal trades.					
								Blacksmiths.	Boiler-makers.	Bolt and nut makers.	Machinists.	Metal polishers.	Molders.
California.....									1		1	2	1
Colorado.....		1											
Connecticut.....											3	3	1
Delaware.....		1				1							
Georgia.....				1		1					1		
Illinois.....	2	1		2			1				5	1	2
Indiana.....		1	1	1		1					2	1	
Iowa.....											1	1	
Kentucky.....			1		1						1		
Louisiana.....							1		1				
Maine.....							1						1
Maryland.....		1					1				1		2
Massachusetts.....	7	1		1	1	1	2	1			1	2	2
Michigan.....	1	1							1		4	2	1
Minnesota.....	1												1
Mississippi.....									1				
Missouri.....	1	1								1		2	
New Jersey.....						1					3	3	2
New York.....	5	3	1	1			1		1		5	3	3
Ohio.....		2		6	1		2		2		2	3	5
Oklahoma.....					1								
Oregon.....											1		
Pennsylvania.....	1		1				2	1			2	3	5
Rhode Island.....										1			
Tennessee.....					1						3		1
Texas.....		1			1				5		3		
Virginia.....											1		
Washington.....				2			28				3		
West Virginia.....													1
Wisconsin.....							1		1				1
Total.....	1 18	14	4	14	6	5	40	2	13	2	44	26	27

¹ Comprising 3 of cabinetmakers, 1 of carpet and curtain workers, 1 of coffin makers, 2 of furniture workers, 1 of mattress workers, 3 of rattan workers, 1 of umbrella-handle workers, 2 of upholsterers, 1 of willow workmen, 2 of woodworkers, and 1 of furniture handlers.

NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914—Continued.

States, etc.	Metal trades—Concluded.				Min-ers.	Musicians and theater employees.							Pa-per mak-ers.
	Pat-tern mak-ers.	Stove mount-ers.	Occu-pa-tion not speci-fied.	Tot-al.		Bands-men.	Mo-tion pic-ture op-er-ators.	Musi-cal in-stru-ment mak-ers.	Or-ches-tras.	Stage em-ploy-ees.	Ush-ers.	Tot-al.	
Alabama.....			2	2			1		1			2	
Arkansas.....					2								
California.....			1	6			1		1			2	
Colorado.....					2								
Connecticut.....				7				1				1	
Florida.....									1			1	
Georgia.....			1	1									
Illinois.....			1	9	3		1				1	2	1
Indiana.....	1	2		6	2				1	1		2	
Iowa.....				2	1								
Kansas.....					2								
Kentucky.....				1	3								
Louisiana.....				1									
Maryland.....				2									
Massachusetts.....			2	8			1		1			2	1
Michigan.....	1			9	1								
Minnesota.....				1									3
Mississippi.....				1									
Missouri.....				4									
Montana.....					1								
New Jersey.....				8	1				1			1	
New York.....			3	15	1	1	1			1		3	1
Ohio.....				12	5					1		1	1
Oklahoma.....					3								
Oregon.....				1									
Pennsylvania.....				11	14								
Rhode Island.....				1				1				1	
South Dakota.....					1								
Tennessee.....				4									
Texas.....				8			2					2	
Virginia.....			1	2									
Washington.....			1	4	2					1		1	
West Virginia.....				1	7								
Wisconsin.....				2						1		1	1
Total.....	2	2	11	129	51	1	8	1	6	5	1	22	8

1 Comprising 1 of clay diggers, 1 of copper miners, 1 of iron miners, and 48 of coal miners.

NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914—Continued.

States, etc.	Printing and publishing.										Public ways workers.	Railroad shop employees.	Rubber workers.
	Pot- ters.	Job print- ers.	News- paper print- ers.	Book- bind- ers.	Elec- tro- typers.	Fold- ers.	News- boys.	Press- men.	Occu- pa- tion not speci- fied.	To- tal.			
Arkansas.....												1	
California.....								1		1			1
Connecticut.....					1					1			
Georgia.....												1	
Illinois.....				1						1	4	1	
Indiana.....	1			1						1		3	
Iowa.....					1					1			
Kentucky.....								1		1			
Louisiana.....			1							1		1	
Maine.....											4		
Maryland.....											1	1	
Massachusetts.....						1				1	1		1
Michigan.....		1					1			2		1	
Minnesota.....								1		1			
Nevada.....												1	
New Jersey.....	3							1		1			
New York.....								1		1	3		
North Carolina.....											1	1	
Ohio.....	1								2	2			
Oklahoma.....												1	
Pennsylvania.....	1		2							2		2	
South Carolina.....												1	
Tennessee.....				1						1			
Utah.....		1								1		1	
Washington.....		1								1			
West Virginia.....				1						1			
Wisconsin.....											2		
Not specified.....												1	
Total.....	6	3	3	4	1	1	2	4	2	20	17	216	2

¹ Comprising 1 of street cleaners, 1 of paving brick company employees, 10 of paving cutters, and 5 of pavers.

² Including 5 of metal workers.

³ Including 1 of tire workers.

NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914—Continued.

States, etc.	Ship-builders.	Stationary engineers and firemen.	Stone workers.				Teamsters.	Telegraph and telephone operators (including linemen).	Textile workers.					
			Granite cutters.	Quarry workers.	Stone-cutters.	Total.			Spinners.	Weavers.	Cotton workers.	Lace weavers.	Silk workers.	
California.....			1			1	2							
Colorado.....					1	1								
Connecticut.....										1				1
Georgia.....											3			
Illinois.....		1					5	3						
Indiana.....					1	1	1							
Louisiana.....							1							
Maine.....		1	1			1								
Maryland.....														1
Massachusetts.....	3	4					5							
Michigan.....							1	2						
Minnesota.....							3	1						
Missouri.....		1					1	1						
Montana.....							1	1						
New Hampshire.....		1												
New Jersey.....							3			2	1			4
New York.....					1	1	6							1
Ohio.....		3		1	2	3		2						
Pennsylvania.....		1					3	2			2		2	2
Rhode Island.....									2	1	2		1	
South Carolina.....											2			
Utah.....			1			1								
Vermont.....			2			2								
Washington.....							2							
West Virginia.....				1	1	2								
Wisconsin.....			1	2		3		1			1			
Not specified.....								1						
Total.....	13	12	6	4	6	16	34	14	2	4	11	3		9

¹ Including 2 of sail makers.² Comprising 6 of engineers, 4 of firemen, and 2 of engineers and firemen.³ Including 4 of chauffeurs.

NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914—Concluded.

States, etc.	Textile workers—Concluded.					Tobacco workers.	Transportation.				Trunk and bag makers.	Waiters, cooks, and bartenders.	Miscellaneous workers.
	Woolen workers.	Dyers and color mixers.	Print cutters.	Occupations not specified.	Total.		Boatmen.	Railroad employees.	Street railway employees.	Total.			
Arizona.....								1	1				
Arkansas.....								1	1				
California.....							1	1	3			1	
Colorado.....								1	1				
Connecticut.....				2	4								
Delaware.....			1	1	2								
Florida.....						1							1
Georgia.....					3			1					1
Illinois.....						1			1			4	2
Indiana.....						1			2				2
Iowa.....									1				
Kansas.....									3				
Kentucky.....							1						1
Louisiana.....								1					
Maine.....									1				1
Maryland.....					1	1			3				
Massachusetts.....		2		1	3				2			2	1
Michigan.....						1	1						1
Minnesota.....						1							1
Missouri.....								1	1	2	1		2
Nebraska.....						1							
New Hampshire.....	1				1								1
New Jersey.....					7		2			2			
New York.....	5		1	1	8	1	3	2		5	1		8
Ohio.....			1	1	2				1	1		1	3
Oregon.....							1						
Pennsylvania.....	1	1	1	3	12	2	2	2	8	12	1	1	4
Porto Rico.....						1							
Rhode Island.....	2				8								
South Carolina.....					2								
Texas.....								4					1
Vermont.....									1	4			
Wisconsin.....					1	1			1		1		2
Not specified.....								1		1			
Total.....	9	3	4	19	54	212	315	410	27	52	4	9	32

¹ Including 3 of machine printers and color mixers—1 each in Delaware, New York, and Ohio.

² Including 1 of tobacco plant sorters.

³ Comprising 1 of bargemen, 1 of barge captains, 1 of scow captains, 1 of firemen, 1 of lightermen, 8 of longshoremen, and 2 of occupations not specified.

⁴ Comprising 1 of construction workers, 1 of trackmen, 5 of trainmen, and 3 of occupations not specified.

⁵ Comprising 2 of bartenders, 1 of bartenders, cooks, and waiters; 1 of cooks and butchers, 3 of cooks and waiters, and 2 of waiters.

STRIKES REPORTED BY THE AMERICAN FEDERATION OF LABOR, 1913-14.

At the American Federation of Labor meeting in November, 1914, a statement was presented of the strikes occurring in the year preceding the meeting. The total number reported was 957. The result of these disturbances was reported as follows:

Won.....	543
Compromised.....	118
Pending.....	236
Completely lost.....	60
Total.....	957

These figures include a few strikes in Canada. The strikes here reported include only those in which members of affiliated trade-union bodies were involved. For purpose of comparison, the list of strikes presented by the American Federation of Labor in November is here given. It will be noticed that in many cases there is marked variance between the figures in this statement and the figures in the table prepared by the bureau. It must be remembered, however, that there is some difference in the period covered by the two tables.

RESULT OF STRIKES IN SPECIFIED TRADES AS REPORTED BY THE AMERICAN FEDERATION OF LABOR, 1913-14.

Trades.	Number of strikes—			
	Won.	Compromised.	Pending.	Lost.
American Federation of Labor locals.....	13	5	7	3
Bakers.....	5		2	2
Barbers.....	5		1	
Billposters.....			1	1
Blacksmiths.....			3	
Boiler makers.....	6			2
Boot and shoe workers.....	3			
Brewery workers.....	18	4	6	1
Brick, tile, and terra cotta.....	5			1
Broom makers.....	6		1	1
Carpenters.....	12	2	11	
Carriage and wagon workers.....	1			
Carvers, wood.....	13		1	1
Cigar makers.....	21	4	20	4
Clerks, retail.....	1			
Cloth hat and cap makers.....	22		1	7
Coopers.....	1	2	4	5
Cutting die and cutter makers.....	2			
Diamond workers.....		1		
Electrical workers.....	28	5	6	1
Elevator constructors.....	1			
Engineers, steam.....	4		13	1
Firemen, stationary.....	5	1	1	
Foundry employees.....	1	1		
Glassworkers, Amalgamated.....			2	
Glassworkers, Flint.....	2		3	
Glove workers.....			2	
Granite cutters.....	11	1		
Hod carriers.....	27	5		
Horseshoers.....	2		3	
Hotel and restaurant employees.....	71	19	14	5
Iron and steel workers.....	2			
Lace operators.....	9			
Laundry workers.....	4	2	1	2
Leather workers on horse goods.....			3	3
Longshoremen.....	34	12	1	3
Machine printers and color mixers.....			3	
Machinists.....	6	1	18	

RESULT OF STRIKES IN SPECIFIED TRADES AS REPORTED BY THE AMERICAN FEDERATION OF LABOR, 1913-14—Concluded.

Trades.	Number of strikes—			
	Won.	Compromised.	Pending.	Lost.
Marbleworkers	1		1	
Meat cutters and butcher workmen	7	4	3	
Metal polishers	22	9	12	3
Metal workers, sheet	6		6	1
Mine Workers, United	2	1	2	
Molders			9	
Pattern makers	8		11	
Paving cutters	7	3	2	
Photo-engravers	4		4	
Piano and organ workers			1	
Plumbers	38	4	15	
Potters			1	
Print cutters			3	
Printing pressmen	4	2		
Pulp and sulphite workers			3	
Quarry workers	3	1	2	
Railway carmen			4	
Railway employees, street	12	2	2	4
Roofers, composition	1			
Slate and tile roofers	3	1		
Spinners	3		1	
Stage employees, theatrical	6		6	
Stereotypers and electrotypers	2			1
Stonecutters	3	2		1
Tailors	6	1	3	
Teamsters	36	5	2	
Textile workers	2	2	2	
Tile layers	3			1
Timber workers	9	1	6	3
Travelers' goods and leather novelty workers	1	3		1
Tunnel and subway contractors		10		1
Typographical	3	1	5	2
Upholsterers	10	1	2	
Total	543	118	236	60

LAWS REGULATING THE EMPLOYMENT OF WOMEN, JANUARY 1, 1915.

The following analysis of the laws regulating employment of women 16 years of age and over existing on January 1, 1915, has recently been prepared by the bureau for the information of a number of correspondents. In order to make it more widely available it seems worth while to reproduce it here.

The large amount of legislation of the present year has naturally resulted in some changes in the laws affecting the employment of women and these changes are not included in this analysis. Some of the changes are shown in the article on the legislation of the year 1915 on another page in this Review. Five States, it will be noticed—Arkansas, Maine, Nebraska, North Carolina, and Wyoming—have all made changes in regard to the hours of labor of women. Probably further additions to this list will be made when full information is available in regard to the legislation of the year. At that time it is the purpose of the bureau to reprint this analysis with such changes as may be called for by the action of the legislatures.

LEGISLATION REGULATING THE EMPLOYMENT OF WOMEN 16 YEARS OF AGE AND OVER, JAN. 1, 1915.

State.	Hours of labor—			Time for meals.	Night-work prohibited from—	Employment prohibited in—	Seats to be furnished in—	Separate toilets.	Minimum wages.	Mothers' pensions.	Employment prohibited at childbirth.
	In—	Per day.	Per week.								
Ala.....				<i>Min.</i>							<i>Weeks.</i>
Alaska.....						Mines.....	Stores and shops.....	Yes.....			
Ariz.....	Laundries, bakeries, mercantile establishments, hotels, and restaurants. ¹	8	56 ²	60	7 p. m. to 7 a. m. ³	Barrooms..... Mines, quarries, coal breakers, barrooms, and any occupation requiring constant standing. ⁴	Mills, factories, mercantile establishments, bakeries, and offices.				
Ark.....						Mines.....	Factories, stores, etc.....				
Cal.....	Manufacturing, mechanical, and mercantile establishments, laundries, offices, etc. ⁵	8	48	60	10 p. m. to 5 a. m. ³		Manufacturing, mechanical, and mercantile establishments.		Yes.....	Yes.....	
Colo.....	Manufacturing, mechanical, and mercantile establishments, laundries, hotels, and restaurants.	8				Coal mines and coke ovens..	Manufacturing, mechanical, and mercantile establishments.	Yes.....	Yes.....	Yes.....	
Conn.....	Manufacturing and mechanical establishments.	10	55		10 p. m.....	Barrooms.....	Manufacturing, mechanical, and mercantile establishments.				8
Del.....	Mercantile, mechanical, and manufacturing establishments, laundries, bakeries, and offices. ⁵	10	58			Barrooms ⁷	Manufacturing, mechanical, and mercantile establishments.	Yes.....			
D. C.....	Manufacturing, mechanical, and mercantile establishments, laundries, hotels, restaurants, and offices.	8	48	45		Barrooms.....	Stores, shops, offices, and factories.	Yes.....			
Fla.....						Barrooms, ⁷ and in cleaning moving machinery. ³	Mercantile establishments..	Yes.....			
Ga.....	Cotton and woolen mills.....	10	60				Manufacturing, mechanical, and mercantile establishments.				
Hawaii.....						Barrooms ⁷					
Idaho.....	Mechanical and mercantile establishments, laundries, hotels, and restaurants. ⁵	9				Barrooms, breweries, etc. ⁷				Yes.....	

Ill.....	Mechanical and mercantile establishments, factories, laundries, hotels, restaurants, offices, etc.	10				Mines.....	Factories, mercantile establishments, mills, and workshops.	Yes.....	Yes.....		
Ind.....				⁸ 60	10 p. m. to 6 a. m. ⁸	Mines, cleaning moving machinery, mendicancy, and as street musicians. ³	Any business.....	Yes.....			
Iowa.....						Barrooms and cleaning moving machinery. ³	Mercantile and manufacturing business.	Yes.....	Yes.....		
Kans.....							Stores, shops, hotels, restaurants, etc.				
Ky.....	Laundries, bakeries, factories, workshops, stores, mercantile, manufacturing, and mechanical establishments, hotels, restaurants, and offices.	10	60			Occupations requiring constant standing ⁷ and cleaning moving machinery. ³	All places of employment...	Yes.....			
La.....	Mills, factories, packing houses, mercantile and manufacturing establishments, workshops, laundries, etc.	10	60	⁹ 60	7 p. m. to 6 a. m. ³	Barrooms and cleaning moving machinery.	.....do.....	Yes.....			
Me.....	Manufacturing and mechanical establishments. ⁵	10	58				Stores, shops, hotels, restaurants, etc.				
Md.....	Manufacturing, mechanical, mercantile, and printing establishments, bakeries, and laundries. ⁵	¹⁰ 10	60	30		Mines, serving drinks in theaters, etc., oiling or cleaning moving machinery, employments requiring constant standing, certain hazardous manufacturing. ³	Stores, mercantile, and manufacturing establishments in Baltimore.				
Mass.....	Factories, workshops, manufacturing, mercantile, and mechanical establishments, offices, and garment repairing workshops.	10	54		10 p. m. to 6 a. m. ¹¹	Barrooms ⁷ and certain hazardous manufacturing. ³	Manufacturing, mercantile, and mechanical establishments.	Yes... Yes... Yes...			6
Mich.....	Factories, mills, warehouses, workshops, laundries, stores, shops, etc. ⁵	10	54		6 p. m. to 6 a. m. ³	Barrooms, cleaning moving machinery, ⁷ in manufacture of liquor, or any hazardous employment.	Stores, shops, offices, and factories.	Yes.....	Yes.....		
Minn.....	Mechanical and manufacturing establishments. ⁵	9	54	60		Oiling or cleaning moving machinery; mendicancy or as street musicians; ³ messenger service. ⁷	Mercantile, manufacturing, and hotel or restaurant business.	Yes... Yes... Yes...			
	Mercantile establishments, restaurants, lunch rooms, etc.	10	58								

¹ Also telegraph and telephone offices in which more than 3 women are employed.

² 48 for females under 18.

³ For females under 18.

⁴ Also certain hazardous manufacturing, etc., employments for females under 18.

⁵ Canneries excepted.

⁶ 8 if any work is done between 11 p. m. and 7 a. m.

⁷ For females under 21.

⁸ In manufacturing establishments.

⁹ May be reduced to not less than 30 if two-thirds of the employees desire.

¹⁰ 8 if any work is done between 10 p. m. and 6 a. m.

¹¹ From 6 p. m. to 6 a. m. in textile factories; no limitation in mercantile establishments.

LEGISLATION REGULATING THE EMPLOYMENT OF WOMEN 16 YEARS OF AGE AND OVER, JAN. 1, 1915—Continued.

State.	Hours of labor—			Time for meals.	Night-work prohibited from—	Employment prohibited in—	Seats to be furnished in—	Separate toilets.	Minimum wages.	Mothers' pensions.	Employment prohibited at childbirth.
	In—	Per day.	Per week.								
Miss.....	Manufacturing and repairing, laundry, millinery, dressmaking, and mercantile establishments, offices, and other occupations.	¹ 10	² 60	<i>Min.</i>	7 p. m. to 6 a. m. ³						<i>Weeks.</i>
Mo.....	Manufacturing, mechanical, and mercantile establishments, factories, laundries, bakeries, restaurants, clerical work, etc. ⁴	9	54			Mines, barrooms, and cleaning moving machinery.	Manufacturing, mechanical, mercantile, and other establishments.	Yes...		Yes...	
Mont.....	Manufacturing, mechanical, and mercantile establishments, offices, laundries, hotels, and restaurants.	9					Manufacturing, mechanical, and mercantile establishments, laundries, hotels, restaurants, and other establishments.				
Nebr.....	Manufacturing, mechanical, and mercantile establishments, laundries, hotels, restaurants, offices, etc.	9	54		10 p. m. to 6 a. m.		Manufacturing, mechanical, and mercantile establishments, laundries, hotels, restaurants, offices, etc.	Yes...	Yes...	Yes...	
Nev.....		³ 8	³ 48			Barrooms, ⁵ mendicancy, ³ or as street musicians.				Yes...	
N. H.....	Manufacturing, mechanical, and mercantile establishments, laundries, restaurants, etc.	² 10½	² 55	60	7 p. m. to 6.30 a. m. ³	Barrooms.....	Manufacturing, mechanical, and mercantile establishments.			Yes...	
N. J.....	Manufacturing and mercantile establishments, bakeries, laundries, and restaurants. ⁴	10	60	30		Mendicancy or as street musicians. ³	Manufacturing, mechanical, and mercantile establishments.	Yes...		Yes...	
N. Mex.....	Factories.....	9	54	60	10 p. m. to 6 a. m.	Mines; barrooms; at emery wheels, etc.; polishing or buffing in rooms where cores are baked.	Factories, hotels, restaurants, and mercantile establishments.	Yes...			⁴
N. Y.....	Mercantile establishments...	9	54	45	10 p. m. to 7 a. m.						
	Canning and preserving perishable products.	⁸ 10	⁸ 60	60	10 p. m. to 6 a. m.						

N. C.			7 60		9 p. m. to 6 a. m. ³		Stores, shops, offices, and manufacturing establish- ments.	Yes		
N. Dak.	Mechanical and manufac- turing establishments.	10								
Ohio	Factories, workshops, offices, millinery, dressmaking, and mercantile establish- ments in any city. ⁴	¹ 10	⁸ 54	30	6 p. m. to 7 a. m. ³	Operating emery wheels, etc.; barrooms, ⁵ mines, quarries, coal breakers, and oiling or cleaning moving machinery. ⁹	Factories, workshops, offices, restaurants, bakeries, mer- cantile establishments, etc.	Yes		Yes
Okla.					6 p. m. to 7 a. m. ³	Mines	Mercantile establishments, stores, shops, restaurants, hotels, etc.	Yes		Yes
Oreg.	Manufacturing, mechanical, and mercantile establish- ments, laundries, hotels, restaurants, and offices.	10	60				Manufacturing, mechanical establishments, laundries, hotels, restaurants, and other establishments.		Yes	Yes
Pa.	Any establishment ⁴	10	54	45	10 p. m. to 6 a. m. ¹⁰	Mines; mendicancy or as street musicians; ³ certain hazardous manufacturing. ³	Any establishment	Yes		Yes
P. I.										
P. R.	All employment, except cer- tain clerical work, nursing, and domestic work.	¹¹ 8	48		10 p. m. to 6 a. m.		All establishments			
R. I.	Factories, manufacturing, mechanical, business, and mercantile establishments.	10	54			Barrooms	Manufacturing, mechanical, and mercantile establish- ments.	Yes		
S. C.	Cotton and woolen mills	10	60				Mercantile establishments	Yes		
S. Dak.	Mercantile establishments	12	60		10 p. m.					
Tenn.	Workshops and factories	10½	58			Barrooms ⁵	Mercantile, manufacturing, hotel, and restaurant business.	Yes		Yes
Tex.	Manufacturing and mercan- tile establishments, hotels, restaurants, and offices.	10	54			Barrooms	Factories, mercantile estab- lishments, mills, and work- shops.	Yes		
							Manufacturing, mechanical, and mercantile establish- ments, laundries, restau- rants, hotels, etc.			

¹ 8 for females under 18.² 8 per day and 48 per week if any work is done between 8 p. m. and 6 a. m.³ For females under 18.⁴ Canneries excepted.⁵ For females under 21.⁶ From June 15 to Oct. 15; 12 hours per day and 66 per week, from June 25 to Aug. 5 under special rules issuable by industrial board.⁷ No more may be required for females under 18.⁸ 48 for females under 18.⁹ Also certain hazardous manufacturing, etc., employments for females under 18.¹⁰ 9 and 6 for females under 21, except telephone operators over 18.¹¹ 9 on condition of double pay for overtime.

LEGISLATION REGULATING THE EMPLOYMENT OF WOMEN 16 YEARS OF AGE AND OVER, JAN. 1, 1915—Concluded.

State.	Hours of labor—			Time for meals.	Night-work prohibited from—	Employment prohibited in—	Seats to be furnished in—	Separate toilets.	Minimum wages.	Mothers' pensions.	Employment prohibited at childbirth.
	In—	Per day.	Per week.								
Utah.....	Manufacturing, mechanical, and mercantile establishments, laundries, hotels, restaurants, offices, etc. ¹	9	54	<i>Min.</i>		Mines and barrooms.....	Stores, shops, hotels, restaurants, and other places.		Yes...	Yes...	<i>Weeks.</i>
Vt.....	Manufacturing and mechanical establishments.	11	58			Barrooms and occupations requiring constant standing. ²	All establishments ²				6
Va.....	Factories, workshops, mercantile establishments, laundries. ¹	10				Coal mines and barrooms...	Mercantile establishments...	Yes...			
Wash.....	Mechanical and mercantile establishments, laundries, hotels, and restaurants. ¹	8				Mines, barrooms, messenger service, ³ and mendicancy or as street musicians. ²	All establishments.....		Yes...	Yes...	
W. Va.....						Coal mines, cleaning moving machinery, mendicancy, or as street musicians. ²	Manufacturing, mechanical, mercantile, and other establishments.	Yes...			
Wis.....	All employment.....	10	55	60		Mines and quarries, any dangerous employment, using emery, etc., wheels in certain establishments, acting as messengers. ²	Manufacturing, mechanical, and mercantile establishments.	Yes...	Yes...	Yes...	
Wyo.....						Coal, iron, and other dangerous mines.	Manufacturing, mechanical, and mercantile establishments.				

¹ Canneries excepted.

² For females under 18.

³ For females under 19 in cities of the first class.

⁴ 8 per day and 48 per week if any work is done between 8 p. m. and 6 a. m.

CONDITIONS SURROUNDING STREET RAILWAY EMPLOYMENT IN THE UNITED STATES.

The investigation of street railway employment which the bureau has been carrying on for the past year has been completed so far as the field work is concerned, and the tabulation of the data secured is now going on. The material collected relates to the wages, hours, and conditions of employment. The more detailed study covers 81 cities, with 98 different companies, while 375 cities have been covered with a shorter and less detailed schedule. The employees included in the inquiry are approximately 94,000 motormen and conductors.

NEW INVESTIGATIONS OF THE BUREAU OF LABOR STATISTICS.

Among the new subjects upon which the bureau is now engaged are studies of profit sharing, administration of labor and compensation laws, employment bureaus of industrial and mercantile establishments, and labor conditions in Hawaii. The plans for studies relating to women in industry and several other subjects are under consideration, but have not yet been completed.

The study of profit sharing is intended to cover the various forms of profit sharing proper (distribution among employees of a fixed proportion of net profits, determined in advance), as well as other forms of gain sharing, such as distribution of bonuses for long service or for other cause, premiums or dividends on wages, and sale of stock to employees on specially favorable terms. The study will include detailed descriptive as well as statistical analysis of the various schemes, together with their experience over as long a period as is possible.

Investigation of the administration of labor laws in the various States has for its purpose the securing of detailed information in regard to the powers and duties of the various State agencies having to do with the administration of any of the labor laws, the way in which these agencies are organized, their methods of work, and what they are accomplishing.

In studying this question the labor laws will be considered in the broadest sense, including the enforcement of labor laws, the making of labor investigations, the administration of public employment offices, the work of minimum wage commissions and of workmen's compensation commissions. The study is at present being carried on in the Pacific Coast States.

Another investigation that promises to be of interest and of decided value is the study of the work of organized employment bureaus of industrial and mercantile establishments, or, as it might be termed, a study of organized methods of "hiring and firing." These bureaus have been organized in many establishments with the purpose of doing away with the old methods, so wasteful alike to employers and workers, where men were hired and dismissed according to the

daily demands of one department, sometimes entirely without regard to the needs of the morrow in other departments.

In some establishments where the work of these bureaus has been perfected, large savings have been reported because of the much greater stability of the force. Estimates have been made of the cost of hiring a man, ranging from \$50 to several hundred dollars per man. It is obvious, even if the lowest figure is at all fair, that enormous savings are possible in the great establishments which hire several thousand men each year.

The purpose of the study will be to learn in detail all the methods which have proved most successful and the results which have been secured, both as affecting the employer and the men.

The investigation of labor conditions in Hawaii is the regular investigation required by law to be made once in five years. The study will, in general, cover the ground and follow the method of previous studies, the results of which were published in reports of the bureau in 1901, 1902, 1905, and 1910.

OVERTIME IN THE FRUIT AND VEGETABLE CANNING AND PACKING INDUSTRY OF OREGON.

The Oregon Industrial Welfare Commission, under date of May 26, 1915, published an order providing for the issuance of emergency overtime permits for fruit and vegetable canning and packing establishments. Provision is made that such overtime shall not be permitted for more than six calendar weeks, and that the working time, including overtime, shall not exceed 60 hours in any calendar week nor 10 hours in any one day. The order is quoted in full below.

TAKE NOTICE: That pursuant to the authority granted by chapter 35, General Laws of Oregon, 1915, the industrial welfare commission has investigated the emergency overtime requirements of the fruit and vegetable canning and packing industry of Oregon and finds that for six (6) weeks of each year the aforesaid industry requires emergency overtime beyond the fifty-four (54) hours a week prescribed as maximum hours for women workers in such industry in I. W. C. Orders No. 2 and No. 5.

WHEREFORE, the industrial welfare commission authorizes and permits the employment of adult women in fruit and vegetable canning and packing establishments in the State of Oregon for more than fifty-four (54) hours a week under the following conditions and rules which the aforesaid commission hereby to-day determines and prescribes:

1. Such emergency overtime shall not be permitted for more than six (6) calendar weeks, from May 1 to December 1 in any year.
2. The emergency overtime shall not exceed the fifty-four (54) hours a week now prescribed by I. W. C. Orders No. 2 and No. 5 by more than six (6) hours for any calendar week.
3. Nothing in this permit or order shall be interpreted as authorizing the employment of any woman for more than ten (10) hours in any day.
4. Such emergency overtime shall be paid for at a rate of not less than twenty-five cents (25c) an hour; and the earnings for emergency overtime shall in no case be included in the weekly minimum wage prescribed by the rulings of the commission, but shall in every case be over and above the weekly minimum wage prescribed by I. W. C. Orders No. 2 and No. 5 for adult women workers.
5. The owner or manager of every fruit and vegetable cannery or packing establishment in Oregon employing women under this emergency overtime permit shall furnish the industrial welfare commission on or before the 5th day of each month a tran-

script, duly verified as hereinafter provided, of the weekly time and pay roll of each woman who has worked more than fifty-four (54) hours in any one week of the preceding month. Said transcript shall furnish the name and employee number of each woman employee.

6. Said transcript shall be verified by said owner or manager or some person in his behalf having knowledge of the facts by subscribing and swearing to a statement that said transcript is a full, true, and accurate statement of the overtime worked by and wages paid to each and every woman who has worked overtime.

ADMINISTRATION OF THE CHILD-LABOR LAWS OF CONNECTICUT.

The Children's Bureau of the Department of Labor has recently published a bulletin on the above subject, taking up specifically the effect of the employment certificate system as an enforcement agency. The bulletin contains 69 pages and presents the result of field work in text form, with copies of the laws, and graphs showing the administrative agencies provided for and the methods in use for procuring employment certificates. Forms of certificates and sample educational tests add to the completeness of this initial study by the bureau in this particular field. Studies of other States, taking up legislation of different types, are to follow.

An outstanding feature of the law of Connecticut is the completeness with which the matter of the issue of employment certificates and the following up of employment under them is placed in the hands of the State board of education and worked as a part of the compulsory education law of the State, instead of connecting it with the work of factory inspection, thus securing a strong centralization of control, which makes for efficiency. The law permits no employment in mechanical, mercantile, or manufacturing establishments of children under the age of 14 years, and requires employment certificates until the age of 16. These certificates cover the points of age, education, and physical condition, and are issued only to children holding an employer's declaration of intention to employ the child if a certificate is issued to him or her. The employer retains the certificate and is required to report the child's entrance on employment and also the termination of such employment. On such termination the child is to return to school unless new employment is obtained, for which also a new certificate is required. Besides issuing certificates, the board of education, through its agents, inspects places where children are employed for the purpose of detecting violations of the law in regard to children under 14, children 14 to 16 without certificates, and children between those ages who are physically unfit for labor. Inspectors have the legal right of seeing the list of certificates on file, but not of going through the establishment, though employers generally permit this. Inspectors of the department of factory inspection have a right to go through the establishments, but not to inspect the register of children employed,

though this is done occasionally. While, therefore, there is a disposition on the part of the two agencies to cooperate, and it is done to some extent, the amount of cooperation is much lessened by reason of these divergent powers. There is also a natural cooperation between the inspectors and local attendance officers and school authorities, a weakness in this respect being the lack of complete cooperation as regards parochial schools.

A prime difficulty discovered was with reference to the return to school of children becoming unemployed after a time. They have lost their places in their classes and are often looked upon by their teachers as undesirables, both on account of thus becoming ungraded and because of loss of interest. So great and evident are the difficulties attendant upon the return to school of a child after a period of employment that efforts in this direction are found to be rather perfunctory, and the inspector's activities are frequently directed toward securing new places of employment rather than enforcing a probably fruitless school attendance, especially if the family is known to be in need of the child's earnings. In any case there is apt to be delay in getting results in any effort in this direction. This adds to the difficulties, since habits of idleness quickly develop during unemployment and the more or less active avoidance of the inspector by the child while the latter is perhaps nominally looking for a new position.

With many excellencies both of substance and of administration, the above apparent weaknesses were noted, together with others, which are, in brief, allowing the reading and writing of any language instead of requiring English, and the acceptance of too low an educational standard generally, especially where school records were taken in lieu of examinations; inadequacy in the matter of physical examinations, which are apparently quite infrequently required; and the imperfection of any methods adopted to prevent the employment outside of school hours of children not legally employable.

The issue of future studies in this field, which will afford a basis of comparison, will be awaited with interest, the avowed purpose of the undertaking as a whole being to bring out a standard method of administration in this important field.

FOREIGN FOOD PRICES AS AFFECTED BY THE WAR.

To show something of the effect of the European war upon cost of living following the outbreak of hostilities in August, 1914, the bureau has just issued Bulletin No. 170 under the title "Foreign food prices as affected by the war." Much of the information of the report was obtained through the consular service of the Department of State, and, in the main, covers the period from August to December, 1914. Prices are given for 18 countries and represented by reports from over 100 cities, towns, and consular districts.

The report shows that the first effect of the war was the same practically throughout Europe. Its outbreak was followed by a sharp rise in prices due mainly to panic and uncertainty. In some countries legislative measures were at once taken to check this rise. In others the Governments strictly adhered to a hands-off policy and trusted to the natural course of events for readjustment. Within a fortnight the first panic was over and except in the actual war zone prices began to fall. In most places, however, prices did not drop to the July level and after an interval again took an upward turn, which has probably not yet reached its climax.

The price figures available are somewhat incomplete, but almost everywhere the upward tendency of prices appears. Potatoes were among the few articles which showed a fall in prices in most of the more important countries. Meat, also, was another important article which in many places increased but little in price.

Flour, on the other hand, showed decided changes. Russia is the greatest wheat exporting country of Europe, and the war practically shut off its foreign markets. It is not surprising, therefore, to find that the price of wheat flour had actually fallen in Moscow. In Germany and Austria the rise was marked, prices compared with the July level, in Germany, showing an increase of 25 per cent by December and 34 per cent by January. In Vienna the increase by December was 73 per cent and by January 82 per cent. In Switzerland, the Netherlands, and Great Britain, flour prices in December were 13 or 14 per cent above the July level, but later figures show a continued increase in February, reaching 24 per cent in the Netherlands and 33 per cent in Great Britain. Bread prices in most cases followed those of wheat flour. In Germany and Austria, however, the increases in the prices of bread were somewhat less than those in the price of wheat flour.

Sugar prices showed marked differences, resulting from the war, in different localities. In France the best sugar-beet fields lie in the northern parts, which were early invaded, and as a result the price of sugar rose sharply. Germany and Russia are sugar exporting countries, and in Berlin and Moscow sugar showed little change in price. England imports its entire supply, and in London the price rose 70 per cent. Turkey usually imports her sugar from Russia and from Austria. The Russian supply was shut off altogether when Turkey entered the war, and the Austrian supply was reduced to what could be brought through by rail, a very uncertain dependence.

Administrative and legislative measures to check the rise in cost of necessaries were very generally taken. Denmark, Egypt, Great Britain, Italy, Russia, Spain, and Turkey prohibited the export of practically all foodstuffs. France, Norway, and Sweden listed certain articles which must not be exported, and Holland placed an embargo on butter and cheese.

Fixing maximum prices, especially for foodstuffs, by some Government agency was a very common measure. To some extent it was used by every country included in the bureau's report, although in Great Britain and Sweden so little of the sort was done that these countries might almost be excepted.

The methods adopted for fixing prices differed considerably. In France, Germany, Greece, Italy, Netherlands, Russia, Spain, and parts of Turkey the municipal authorities, either alone or in cooperation with the central or military authorities, might fix maximum rates if they thought best. In most cases this right was of long standing. In all of these countries the municipal authorities have very generally made use of this right. In Bulgaria a special law was passed early in August authorizing local authorities, with the participation of financial authorities, to fix prices, both wholesale and retail. In Egypt a commission was appointed by the central Government with power to fix maximum prices. Denmark, Norway, and Sweden also resorted to commissions for this purpose. In Servia the minister of the interior was charged with the duty of fixing maximum prices.

Some Governments, while allowing the local authorities to fix prices on most things, issued decrees applicable to their whole territory concerning a few highly important articles. Thus, Austria and Germany both prescribed the proportion of wheat or rye flour that should be used in making bread. Later both Austria and Germany fixed the wholesale price of cereals, and brought the distribution and consumption of flour and bread under strict control. Turkey fixed prices for petroleum, sugar, and flour. In Italy salt, tobacco, and matches are Government monopolies, so that their prices were fixed by the central authority. Denmark, Holland, and Switzerland limited themselves to controlling the most important breadstuff of each country.

The importance and full significance of the increases in prices which occurred would not be fairly presented without reference to the fact that increased cost of living, and especially the increase in food prices, has for several years been a question of serious concern in practically all of the European countries. The upward movement in prices prior to the war had in fact been world wide. An inquiry of the British Board of Trade in 1912 showed increases in food prices in various countries, over prices in 1900, ranging from 15 per cent in Great Britain and France, to 16 per cent in Australia, to 30 per cent in Germany, to 32 per cent in Belgium, and 35 per cent in Austria. In Canada and in the United States the increase shown was even greater than the highest of these figures. Thus, it will be seen that the increased prices directly due to the war, coming as the culmination of a long period of increases, are much more serious to the masses of the population than the mere figures indicate. It is obvious, too, that the increases of the first four to six months represented only the beginning of the war's effect on the cost of living.

INCREASE IN RETAIL PRICES OF COAL IN GREAT BRITAIN.

A recent British report¹ on the causes in the rise of retail prices of coal suggests comparison with a report dealing with practically the same subject, issued by the Bureau of Labor Statistics early in 1913.² When, in 1912, in this country the price of anthracite coal, following a new agreement between the coal operators and the mine workers, was increased 25 cents per ton over the winter rates of the preceding year, the public protest led to a congressional resolution and investigation into the causes of the increase. It is not difficult to understand, then, with increases in the prices of coal in London reaching in February last from 7 to 11s. (\$1.70 to \$2.68) above the usual winter prices, that the public demand for an investigation of the causes made itself felt in official action. The result was the appointment on February 25 of a departmental committee to inquire into the causes of the rise in the retail prices of coal sold for domestic use, especially to the poorer classes of consumers in London and other centers. A committee of eight members was appointed, three being members of Parliament, one of them a labor member, and two being well-known professors of political economy.

The committee submitted its report under date of March 24. The committee found that the cost of production at the mine had increased only slightly, certainly by less than 1s. (24.3 cents) a ton. The wages of miners had not been changed, the railway rates were unchanged, and increased cost of wagon hire, horses, fodder, etc., and increased wages of carters and loaders, and distribution were found to amount to not more than 2s. (48.7 cents) per ton. The total rise in the cost of production and distribution was, therefore, at most 3s. (73 cents) per ton, while the price to the consumer in London had risen above normal winter rates by an amount varying, according to the quality of the coal, from 7s. to 11s. (\$1.70 to \$2.68) per ton.

The committee also found that the increase in price was due to a deficiency of supply as compared to the demand and that the fear of a coal famine increased the demand beyond actual need.

The mechanism by which prices are fixed was found to be an important feature in causing the increase. The mine price corresponds to a fixed retail price in London. When the retail price in London increases above the sum mentioned in the contract, the coal-mine

¹ Board of Trade. Report of departmental committee to inquire into the causes of the present rise in retail price of coal sold for domestic use. London, 1915. (Cd. 7866.)

² Increase in Prices of Anthracite Coal Following the Wage Agreement of May 20, 1912. 62d Cong., 3d sess., H. Doc. No. 1442. Washington, 1913.

owner receives half of the increase. The committee concluded that the high prices were not attributable to the existence of a definitely constituted ring among coal merchants or mine owners. They found, however, that, as in some other trades, "there are evidently opportunities of conference among those chiefly concerned which do in effect commonly lead to concerted action with respect to prices."

The committee's recommendations covered five points:

1. Exports to neutral countries should be restricted.
2. Steps should at once be taken to consider, in consultation with the public bodies concerned, the question of the accumulation, by such bodies, of reserves of coal in or near London, for the use of small consumers during next winter.
3. The rates of freight on the interned steamers should be further reduced.
4. Suitable enemy ships condemned by the prize court should be taken over by the Government and used for coal transport.
5. If prices do not shortly return to a reasonable level, the Government should consider a scheme for assuming control of the output of collieries during the continuance of the war.

The report of the committee seems of sufficient importance to justify its quotation, and it is given in the following pages:

2. We have held 15 meetings. In addition to obtaining information from other sources, we have heard evidence from 33 witnesses, including representatives of the Government departments concerned, the railway companies, the London coal merchants, colliery owners, cooperative societies, the gas companies, and the London trolley trade. While within the limits of time at our disposal we have taken account of prices generally throughout the country, we have concentrated our attention mainly on London. With some exceptions, the north and the midlands have not suffered from any very remarkable rise in the price of household coal. In the southern counties, and apart from the additional charges due to the railway rates on a longer haul, prices are governed so largely by London conditions that it is unnecessary for the purposes of this inquiry to deal with them separately. Speaking generally we have no doubt that the causes which have operated to raise prices in London are also those mainly responsible for the increases in the southern counties and elsewhere. There may of course be local reasons for a quite unusual rise, but it would be impossible for this committee to consider in detail sporadic variations without unduly prolonging their inquiry.

3. We feel it necessary to say at the outset that our inquiry has been conducted under one considerable difficulty. In order to settle definitely and precisely some important questions which have come before us, it would be necessary to have statistics which so far have never been collected and could not now be obtained without much delay. We have therefore been forced, at various points in our investigations, to rely on the estimates given by witnesses, from their personal experience, where we should have preferred to use the results of statistical inquiry. But we do not think that any corrections

in particular figures which might be made if such results were available would materially affect the broad general conclusions at which we have arrived.

4. The amount and dates of the increases in London appear to be as follows for a typical coal of good quality ("Best Derbyshire"). On June 16, 1914, the lowest summer price was fixed, 26s. (\$6.33) per ton. On September 26 the price rose to 27s. (\$6.57); on November 21 to 28s. (\$6.81); and on December 12 to 29s. (\$7.06). On December 19, January 7, January 28, and January 29 prices rose to the extent of 1s. (24.3 cents) on each date, making the price on January 29, 33s. (\$8.03) per ton. On February 17 it rose 2s. (48.7 cents) to 35s. (\$8.52) per ton. It may be noted that in the winter of 1913-14 the price of this coal rose from 26s. (\$6.33) to 27s. (\$6.57) per ton on September 6, 1913, and to 28s. (\$6.81) on December 30. In the winter of 1912-13 it rose on September 14, 1912, from 25s. (\$6.08) to 27s. (\$6.57); this price was maintained until, on May 18, 1913, the usual summer reduction occurred.

5. The prices for other descriptions of house coal during the past winter have moved in almost exact correspondence with those specified above, with one important exception. The prices of the lower qualities were steadily leveled up until on January 29 the price of all coal below "Best Derbyshire" was 32s. (\$7.79), and on February 20, 34s. (\$8.27) per ton. The difference in price between "Best Derbyshire" and "Stove nuts" in June, 1914, was 6s. (\$1.46) per ton; on December 12, 4s. 6d. (\$1.10) per ton; on February 20, 1s. (24.3 cents) per ton. To put it in another way, the rise from summer prices was 9s. (\$2.19) per ton for good coal and 14s. (\$3.41) per ton for the cheapest quality; the increase above normal winter prices was 7s. (\$1.70) per ton for good coal and 11s. (\$2.68) for the cheapest.

6. It may be as well, however, to explain here that this phenomenon is not unusual. It has been represented to us that in times of high prices the cheaper kinds of coal tend to rise in price more than the better qualities. We have also reason to believe that recently large quantities of inferior coal which in ordinary times would find no market in London have been supplied to the consumer under one designation or another at very profitable prices.

7. We have had it given in evidence that those who are compelled to buy their coal in small quantities are anxious to secure the best quality. They can not without serious inconvenience use the inferior qualities, because the poor man's fire has to serve all purposes, and above all it must light quickly. One witness gave evidence to the effect that the coal now being sold from trolleys is worse in quality than usual, as well as higher in price; but the evidence of other witnesses, including the representative of a leading London firm doing a trolley business, was to the opposite effect. Moreover, a general rise in prices weighs more heavily on the poor and causes more suffering, because the greater cost of distribution by trolley in small quantities is sufficient by itself to keep the price of such coal above the general level. Up to November 23 last the trolley price of a high-class coal sold by a leading firm was 1s. 4d. (32.4 cents) per hundredweight, or at the rate of 26s. 8d. (\$6.49) per ton. On November 24 it rose to 1s. 5d. (34.5 cents) per hundredweight, or 28s. 4d. (\$6.89) per ton; on December 8 to 1s. 6d. (36.5 cents) per hundred-

weight, or 30s. (\$7.30) a ton; on December 19 to 1s. 7d. (38.5 cents) per hundredweight, or 31s. 8d. (\$7.71) per ton; on January 5 to 1s. 8d. (40.6 cents) per hundredweight, or 33s. 4d. (\$8.11) per ton; on January 26 to 1s. 9d. (42.6 cents) per hundredweight, or 35s. (\$8.52) per ton; on February 1 to 1s. 10d. (44.6 cents) per hundredweight, or 36s. 8d. (\$8.92) per ton; on February 22 to 1s. 11d. (46.6 cents) per hundredweight, or 38s. 4d. (\$9.33) per ton. In certain cases even higher prices were paid, as is proved by the information which we have obtained from university settlements and similar institutions working in poor districts.

8. Reverting to the main question before us, we have to report that, in our opinion, the initial cause of the increase of recent prices, ranging from 7s. (\$1.70) to 11s. (\$2.68) per ton, above the winter prices of 1913-14 was a deficiency of supply as compared with demand; and in particular, a deficiency of supply in London. The evidence before us showed that in August there was a large and unusual demand for coal, which considerably depleted the stocks accumulated by merchants, in accordance with usual practice, to meet the winter demand. It was stated by the merchants' representatives that in the middle of December these stocks had been reduced almost to vanishing point; and although this statement is difficult to reconcile fully with the returns furnished to the Board of Trade by the merchants themselves, the stocks were no doubt below the normal. It was stated further that at the same time the railways were bringing up less than the usual quantity for household consumption, and the apprehension of a coal famine caused orders to pour in from consumers who had any storage accommodations.

9. The effect of a temporary failure in the supply of any commodity is normally that the price rises, and rises without relation to the cost of production and distribution. In theory at least such an increase, though apparently arbitrary, may be expected to perform three functions; it acts as a danger signal, warning consumers to be careful of their stores; it insures the distribution of the available supplies to those who are willing to pay most—i. e., presumably to those who have the greatest need; and it automatically attracts further supplies, thus providing its own remedy. This system may work satisfactorily in normal times, but the plain fact is that it has broken down in the extraordinary circumstances of the present winter so far as household coal is concerned. It has no doubt enforced economy among consumers, but it has not insured distribution where supply was most needed, because the poor could not afford to pay the prices demanded; and it has not attracted additional supplies with enough speed to prevent much inconvenience and suffering, because either normal supplies were not available or they could not be brought up.

10. The mechanism by which prices are fixed and the sum paid by the purchaser is divided between the merchant and the colliery owner, presents one curious feature peculiar to London. Some of the best kinds of household coal coming from the midlands (Derbyshire and Nottinghamshire) are largely sold by the collieries to the London merchants on what is known as a sliding-scale contract. A pit-head price is fixed corresponding to a fixed retail price in London; the colliery owner never gets less than the fixed pit-head price, but when the retail price in London rises above that mentioned in the contract,

he receives half the increase. For instance, a contract is made at 10s. 9d. (\$2.62) pit-head price corresponding to a retail price of 25s. (\$6.08). If the latter falls to 24s. (\$5.84) the colliery owner still receives his 10s. 9d. (\$2.62) per ton; but he will receive 11s. 3d. (\$2.74) if it rises to 26s. (\$6.33), 11s. 9d. (\$2.86) if it rises to 27s. (\$6.57), and so on. The colliery owner has, during the past winter, automatically received 4s. 6d. (\$1.10) per ton out of the rise of 9s. (\$2.19) from the summer price of coals sold under this kind of contract. It is obvious that this arrangement gives coal owners and merchants a common interest in high prices, while there is no sharing of the loss if prices are low. The merchant is not assisted to reduce prices to the consumer when supplies are abundant by any reduction in the price he pays to the colliery for his contract coal. The arrangement has, moreover, an important effect on the amount by which London prices must be raised to recoup either colliery owner or merchant for an increase in his costs. If they rise 6d. (12.2 cents) per ton, the consumer must be charged 1s. (24.3 cents) per ton extra; for the party whose costs have risen receives only half the increased price. Such a system appears to us indefensible.

11. We have come to the conclusion on the evidence before us that the high prices of household coal are not attributable to the existence of definitely constituted "rings" or close corporations among either coal merchants or colliery owners; but, as in some other trades, there are evidently opportunities of conference among those chiefly concerned which do, in effect, commonly lead to concerted action with respect to prices. In the case of prices under the sliding-scale system of contract (which a leading witness has told us is practically universal for the best kinds of household coal in London), such conference appears from the evidence to work out in practice on the London Coal Exchange as follows: A few leading firms decide upon increased prices, which, without more ado, become the "public prices" of the day, and are advertised next day in the newspapers. Sliding-scale contracts are made on the basis that the price to be paid to the colliery owner varies, not with the retail price actually received by the merchant to whom he supplies the coal, but with these "public prices," as advertised. The pit-head price rises 6d. (12.2 cents) per ton on each 1s. (24.3 cents) advance of the "public price," for all buyers alike, and does not fall for any buyer until the "public price" falls. Thus, without any system of penalties on undercutting, the leading merchants in fixing prices are secured pro tanto against competition by the fact that any reduction made by an outside competitor in his retail price gives him no corresponding reduction in the price which he pays to the colliery owner under the sliding-scale contract.

12. We have stated that in our opinion the initial cause of the increased prices was a deficiency of supply; but our inquiry would clearly be incomplete without some investigation of the causes of this deficiency. The chief is the general reduction of output, due mainly to the large number of miners who have joined the colors, estimated on good authority at 130,000.

13. The reduction during February, as shown in the returns made to the Board of Trade, was about 12 per cent of the output of February, 1914. Some of the evidence given before the committee indicated that the reduction in January had been greater than this per-

centage, but it appears doubtful whether it was so large in earlier months. The output in and previous to November last probably fell off as much owing to the reduced industrial and export demand for coal as to the lack of capacity for production. In any event, the reduced output would not by itself account for the abnormal prices in London and some other centers of population, for there had been, for a time at least, a decrease of consumption, and in most centers of the north the rise above normal winter prices has been a relatively small one. Even after allowing for exceptional local causes, such as the powerful cooperative organizations of consumers in some of the northern towns, we do not think that the great difference in favor of some large towns as compared with others could have appeared if the only cause of the increase of prices had been so obviously universal as a general reduction of output.

14. The shortage of supplies actually available or "within sight" for London (and the same remark is equally applicable to other centers, and perhaps even more to many towns on the southern railways) can not be measured by the shortage of output at the collieries. During November and December last the scarcity of shipping and consequent rise of freights began to cut off the supply of sea-borne coal. Comparatively little household coal comes to London by sea; but the result of the reduction in the sea-borne supply of—e. g., gas—coal was that it was largely thrown on the railways, which at the same time were congested owing to military requirements. Further, the number of wagons usually available for the transport of coal was seriously reduced by the same cause, and the period which wagons took to accomplish their journeys and return to the colliery was often considerably increased.

15. Moreover, London occupies a peculiar position as a market for coal. As a general rule, a colliery chooses to rely, if possible, on its local market (the nearest big town or towns) as the backbone of its business—for one reason, its wagons make so many more journeys and carry so much more coal in a month or year than they do if they are sent to London. Accordingly, when supplies of coal are abundant and the local market has taken all it can, the surplus is sent to London and sold for what it will fetch; when supplies are deficient, London has to bid high in order to attract coal from the local market which has the first claim on the colliery. London prices tend to be lower than elsewhere in times of abundance, but in times of scarcity they tend to rise above the level of the north and midlands. It need hardly be pointed out that this tendency is aggravated when the scarcity is partly due to congestion on the railways, for a colliery owner is more unwilling than ever to send wagons to London if he is uncertain that they will return within a normal time.

16. London is peculiar, too, in another respect—its lack of adequate storage accommodation. Owing to the number of small houses and flats possessing only coal cupboards, and to the high price of land, it is in practice impossible to store coal in large quantities. The result is that in time of pressure there are inadequate reserves, and unless the railways are known to be working with their usual efficiency the scarcity of the visible supply is instantly felt and reflected in rising prices.

17. We have had conflicting evidence submitted to us on the question whether the arrangements for distribution from the depots

in London to the consumer have been adequate. It has been stated, on the one hand, that the enlistment of carters, a shortage of horses, and similar causes have rendered it hard to maintain proper distribution even when coal has been available. On the other hand, the opinion has been expressed that if the supply of coal at the depots had been adequate there would have been no serious difficulty in delivering it; and this view is supported by the figures of daily clearances from the depots since the beginning of February, with which some railway companies have furnished us. On the whole, we do not regard the difficulties of distribution as a serious contributory cause of the prevailing high prices.

18. It is due to the railway companies to say that we have satisfied ourselves by personal inspection and other means that they are now, under difficult circumstances, bringing regular and increased supplies of coal to the London market, and the returns submitted to us go to show that the daily arrivals of rail-borne coal are equal to the usual supplies available at this time of the year. Further, the employment in the sea-borne coal trade of the interned steamers has sensibly relieved the pressure on the railways.

19. To sum up this part of our inquiry, we think that a temporary scarcity of supply in and after November has provided the occasion for the rise in the price of household coal in London, and that that scarcity has been due, first, to the general reduction of output arising mainly from the enlistment of miners; secondly, to the decrease of sea-borne supplies of nonhousehold coal, resulting in abnormal pressure on the railways; thirdly, to congestion on the railways and to shortage of wagons arising from military requirements; and, fourthly, to lack of storage accommodation at the depots and among consumers. The demand in London has been at certain periods, if not greater than usual, at least greater than it need have been, by reason of "panic" orders.

20. Although the terms of our reference direct us only to inquire into the causes of the high prices of household coal, we understand that we are free to offer advice on the appropriate steps for dealing with those causes; but before we turn to this question we desire to make some remarks on an aspect of the whole subject which has naturally attracted much attention.

21. We have pointed out that prices have risen owing to the temporary lack of equilibrium between supply and demand; that they have risen without relation to the cost of production; and that such a rise brings its own remedy in normal times, but in the present exceptional circumstances is largely deprived of economic justification. We have no doubt that the rise is considerably above the increase in cost of production and distribution, which can reasonably be put down to the war. The cost of production at the mine has not, on a high estimate, risen more than 1s. (24.3 cents) per ton—one eminent authority has stated to us that that figure is preposterously high. The railway rates remain the same, and we see no reason to think that the rise in wagon hire, wages of carters and loaders, the cost of horses and of fodder, and similar charges in London amounts to more than 2s. (48.7 cents) per ton, the figure given to us by a representative merchant. Even accepting the above estimates, the total rise in the cost of production and distribution has been at most 3s. (73 cents) per ton, whereas the price to the consumer has risen

above normal winter prices by an amount varying according to the quality of the coal from 7s. (\$1.70) to 11s. (\$2.68) per ton.

22. Had the public been convinced that the rise in the price of coal corresponded with the increase in the cost of production and distribution due to the war, we believe that they would have accepted the situation without complaint. We have stated the facts in the preceding paragraph. The net result is that the sums recently paid and now being paid for coal by London consumers include a large surplus above ordinary profits, after making full allowance for the increased cost of production and distribution.

23. We have attempted in vain to apportion the surplus between the different interests concerned. The case of the merchants, which we can not accept without large modifications, is substantially that the whole or a large part of the supplies which they have obtained from the collieries under contract has been passed on to consumers with whom they in their turn had contracts made at summer prices; and that on the coal which they bought at current prices and are selling at current prices they make little or no profit. The case of the collieries is that their gains on coal sold at current prices do little more than offset their increased expenses on the getting of the coal which they have to supply at prices fixed by contracts made in the summer. In order to decide on these contentions, it would be obviously necessary to ascertain what proportion of the coal sold by each particular colliery is sold on contract, sliding scale or fixed, and similarly what proportion of the coal sold by each particular merchant is purchased and sold by him under contract. Such figures we have been unable to obtain.

24. Our information with regard to the time at which pit-head prices advanced is not conclusive, but it appears probable from a consideration of dates that it was the rising prices in London which first stimulated colliery owners to secure a share of the increases paid by the consumer. Advances in pit-head prices served as an occasion for further raising retail prices in London, and this again induced colliery owners to demand higher prices for coal not already sold or only partially delivered under contract.

25. We may add that certain coal owners have, during recent months, made a practice of reducing their deliveries under contract on the ground of reduction of output at their collieries. Putting on one side the question whether these abatements on deliveries were not actually greater in many cases than the diminution of supply, we have grave doubts concerning the legality of making any abatement at all so long as the output is sufficient to satisfy the contract; and we can not but regard such a transaction as highly questionable when it enables the coal owner to sell a larger quantity of "free coal" at the greatly enhanced prices due to a national emergency. The reduction of deliveries from the colliery has compelled the merchants to adopt a similar policy in the execution of their own contracts with consumers. In some cases they have required an increase of price on deliveries under contract.

26. The question whether any steps can and should be taken, by special taxation or other means, to draw for the benefit of the State on exceptional profits made out of war conditions and not justified by exceptional services, is a question of national policy outside the scope of our reference. Such profits as have been made out of

the high prices of coal would presumably be dealt with under any general plan applicable to all cases of this nature.

27. The impression left upon our minds by the evidence and information before us is that the conduct of an industry on which such great national interests depend can not safely be left in a time of crisis to the working of an unregulated system of supply and demand. We may add that we know of no reason why prices of household coal in London should remain at their present high level, in view of the regular and increased supplies¹ now arriving by rail (of which we have convinced ourselves by personal inspection) and we consider that the situation as regards prices relatively to supplies should be closely and continuously watched, with the aid of the returns now being periodically received by the Board of Trade from the colliery owners and the coal merchants.

28. We turn now to the question of the remedies to be proposed for the present state of affairs in the household coal trade. In approaching this question we desire to point out that it will not, as might be supposed, solve itself by the arrival of spring and summer; unless remedial action is taken promptly the large contracts for a year's supply, which are usually made between April and June, will be made at a considerably higher range of prices than last year, and these contracts will form the basis of prices to the consumer during next winter. In spite, therefore, of the relief which may shortly be expected, the outlook for the winter of 1915-16 is serious and requires immediate consideration.

29. For the purposes of the rough analysis already given it is possible to separate household from gas and industrial coal, but for purposes of regulation and control we have come to the conclusion that it is impracticable to draw a hard and fast line between them. As a matter of fact the two are largely interchangeable. Obviously, therefore, any action affecting the price or distribution of household coal would have an immediate effect upon other coal, which is often drawn from the same pits, is selling at the same enhanced price, and is obtained, we understand (though our terms of reference have prevented us from pressing our inquiries into the matter), with even greater difficulty than coal used for domestic purposes. Only by measures taking account of the coal industry as a whole can relief be brought to the domestic consumer.

RECOMMENDATIONS.

30. We have considered the question whether the adoption of maximum prices, either by legal enactment or by the method of "recommended prices," which was applied to provisions in August last, would be calculated to solve the problems before us. In view of the difficulties incident to fixing pit-head and retail prices for all parts of the country and for all kinds of coal, and of securing an even and adequate distribution of coal supplies under such a system, we prefer to turn to remedies which in our opinion are at once simpler and more immediately practicable.

¹ For instance, during last February, 8,059 coal wagons arrived at the chief depots of the Midland Railway, in London, as compared with 8,304 during February, 1914; and 2,187 wagons arrived from Mar. 1-6 last (inclusive) as compared with 2,084 from Mar. 2-7, 1914. Returns from other companies are to a similar effect.

31. The question of output at the mines is now engaging the attention of a home office committee under the chairmanship of Sir R. Redmayne, His Majesty's chief inspector of mines, and we need not refer to it beyond expressing our hope that colliery owners and miners alike will realize that in the present emergency any sacrifices which they make to increase production are a mark and sign of the truest patriotism.

32. We would suggest that the immediate remedy is to be found only by adopting and applying the principle that at a time like this the nation should have the first call upon its own coal supplies. We are not thinking alone of the comfort and convenience of the consumer, but of the vital importance to the safety, credit, and well-being of the country, of securing that its coal supply should, as regards quantity and price, be maintained at a level commensurate with national requirements. We have seen that a slight deficiency may create a situation which is a hardship to the consumer and a danger to industry, and we are of opinion that, in the absence of any regulating measures, these hardships and dangers are likely to be indefinitely increased. On the other hand, if an adequate supply of coal could be guaranteed, the argument of scarcity could no longer be alleged, and it might be anticipated that new contracts would be concluded at prices that bore a reasonable relation to the increased cost of production.

33. Pending an actual increase in output we have no alternative but to recommend that, subject to considerations of policy which lie outside the province of the committee, some restriction should be placed upon exports to neutral countries with a view to putting an adequate supply of coal at the disposition of the home market. If and when this supply has been secured, and the necessary steps taken for maintaining it, the flow of exports would be resumed.

34. From the information at our disposal we have been unable to form an estimate of the present home deficiency for all purposes as compared with the demand, but we believe that with the smaller summer demand for household coal and the adoption of measures for an increased output (which may reasonably be expected), the occasion for the restriction which we recommend would tend to disappear. We are well aware that any interference with exports must be attended by a certain dislocation of trade; but, on the other hand, we are convinced that of the two evils this is less than the loss inflicted by a chronic condition of scarcity and inflated prices at home.

35. It is not for us to suggest the precise methods by which the principle we recommend for adoption should be applied. It is obvious, however, that under any system of licenses or voluntary agreements which may be adopted to give effect to our proposal the suggested restraints should be applied rather to those areas where coal is sold both for domestic and export purposes than to exporting districts pure and simple.

36. We need hardly say that we do not contemplate a restriction of the export of coal to our allies, but only to neutral countries.

37. Turning from the general problem to the particular case of London and the south, we have considered the suggestion that supply might be increased if all coal wagons were "pooled" and worked as though they belonged to one company. We are informed that the full adoption of this suggestion is impracticable for technical reasons

of railway administration, and that the railway executive committee have already made arrangements to enable companies possessing surplus wagons to help those whose supply is inadequate. At the same time, and while we are aware of the great strain thrown upon the railways at present by the movements of troops and military stores, we feel bound to urge that the committee should adopt every practicable expedient which can be devised for insuring the rapid and regular transport of coal to London and the south.

38. We also recommend that the Government should at once consider the question of inviting the London County Council to arrange that the council itself and any other public bodies which already possess or can secure the necessary facilities should during the coming summer acquire, and so far as possible store within easy reach of London, large stocks of household coal, to be sold during the winter at prices and under conditions to be fixed in consultation with the Government, to traders engaged in supplying small consumers. Such a step would, we believe, have a salutary effect in steadying prices.

39. There is one further suggestion which we have to make. A cheap supply of gas is of the greatest importance to the poorer classes of consumers. A rise of 1s. (24.3 cents) per ton in the price of gas coal or the cost of transport means an addition of 1d. (2 cents) per thousand feet to the price of gas. The Gas Light and Coke Co. alone supplies a population of perhaps 3,500,000. The consumers served by this company use 500,000 automatic meters, and the consumers obtaining gas by these meters use 400,000 gas stoves. The addition of 1d. (2 cents) per thousand feet to the price of gas involves an additional charge of £110,000 (\$535,315) per annum to the consumer in North London alone, and of over £200,000 (\$973,300) per annum through all London; the Gas Light and Coke Co. within the last few days have raised their price 4d. (8.1 cents) and the South Metropolitan Gas Co. 6d. (12.2 cents) per thousand feet in addition to a previous increase of 2d. (4.1 cents) in each case since the beginning of the war. The very high rates of freight for gas coal from the north compel the gas companies to charge more to the consumer, and may also lead contractors to bring gas coal south by railway, thereby reducing the usual facilities for the transport of household coal. We are informed that the interned ships now in the hands of the Government and occupied in transporting coal for public utility companies in London are employed, so far as practicable, at rates tending to reduce the high freights now charged, which during recent months have stood at 10s. (\$2.43) a ton or more above the normal rates. We suggest that this policy should be extended in the direction of lowering the rates of freight on these steamers. The difficulty of deciding what purpose the ships are to serve, and to what ports they are to go (which has been already faced and overcome), would apparently not be enhanced by widening the difference between the rates of freight for those interned ships and current rates. It would, of course, be advisable to insure that the benefit of low freights on the coal brought by these steamers should go to the consumers, not to the shareholders in public companies or to private firms; and we understand that this object is already attained to a considerable degree in the case of coal required for making gas in London. We suggest that the London coal advisory committee, which is already

advising the Government on the employment of these ships, should be asked to draw up, for the consideration of the Board of Trade, a detailed scheme for insuring that the benefit of the cheap carriage which we suggest should go to the public. It may be impossible to carry out this principle completely; but if so, we understand that any small gains which may accrue to private individuals will pass only to persons who have suffered by the previous action of the Government in taking over the ships which they have chartered.

40. We understand that certain enemy ships condemned by the prize court will shortly be or are already put up for sale. For the reasons indicated in the preceding paragraph, we suggest that the Government should consider the desirability of taking over such ships, when suitable, and devoting them to the conveyance to London of coal for public purposes.

41. We trust that the measures which we have recommended above will prove practicable and efficacious in reducing the price of coal; but in the event of prices not shortly returning to a reasonable level, we think that the national interests involved are such as to justify the Government in considering a scheme for assuming control of the output of the collieries of the United Kingdom, with a view to regulating prices and distribution in accordance with national requirements during the continuance of the war.

42. We may sum up our recommendations as follows:

- (1) Exports to neutral countries should be restricted. (Paragraphs 33-36.)
- (2) Steps should at once be taken to consider, in consultation with the public bodies concerned, the question of the accumulation by such bodies of reserves of coal in or near London, for the use of small consumers during next winter. (Paragraph 38.)
- (3) The rates of freight on the interned steamers should be further reduced. (Paragraph 39.)
- (4) Suitable enemy ships condemned by the prize court should be taken over by the Government and used for coal transport. (Paragraph 40.)
- (5) If prices do not shortly return to a reasonable level, the Government should consider a scheme for assuming control of the output of collieries during the continuance of the war. (Paragraph 41.)

We wish to call particular attention to our remarks in paragraph 11 of this report concerning the operation of the sliding scale in contracts for the supply of coal, and to the observations in paragraph 25 concerning the nonfulfillment by colliery owners of contracts made before last winter.

ORGANIZATION IN COAL MINES TO INCREASE OUTPUT IN GREAT BRITAIN.

A second departmental report in regard to the coal-mining industry and of some importance in relation to the questions involved in the report on the causes of rise in the retail prices of coal above referred to is that on organization in coal mines to increase output. The report was only recently issued and no copy is available for reference.

The official summary from the Board of Trade Labor Gazette for June, 1915, is therefore quoted.

On the 23d February, the home secretary appointed a departmental committee¹ to inquire into the conditions prevailing in the coal-mining industry with a view to promoting such organization of work and such cooperation between employers and workmen as, having regard to the large numbers of miners who were enlisting for naval and military service, would secure the necessary production of coal during the war. This committee has now issued its report.²

The committee found that the number of persons from coal mines who had joined His Majesty's forces up to the end of February was 191,170, or at the rate of 27,310 persons a month. The rate of enlistment has since declined somewhat, and the estimated number at the end of May was about 220,000. The number in February (191,170) was 17.1 per cent of the total number of persons of all ages employed in coal mines at the beginning of the war (1,116,648); but the proportion of persons between the ages of 19 and 38, i. e., of those most physically fit to undertake arduous work, is estimated at approximately 40 per cent. Moreover, all the witnesses agreed that the recruits had, for the most part, been drawn from the underground labor, and very largely from those engaged in the actual work of getting and moving the coal. The withdrawal of labor has been especially heavy in Scotland (average of 21.3 per cent, rising to 25 or 30 per cent, in some counties), in South Wales and Monmouthshire (18.9 per cent), in Northumberland and Durham (24.3 and 19.9 per cent, respectively), and in Lancashire (21.3 per cent).

There has been a certain amount of replenishment of labor in coal mines from outside sources; but the net reduction of labor at the end of February in mines representing 89 per cent of the total labor employed was 134,186 persons, or 13½ per cent of the number employed in July, 1914. The average fall in output during the seven months, August–February, inclusive, as compared with the corresponding months of 1913–14, was also 13½ per cent. On this basis the total reduction in output for the year commencing from the outbreak of war would probably amount to 36,000,000 tons, against which can be put a probable reduction in the quantity exported of 24,000,000 tons, leaving a net shortage of 12,000,000 tons. In these circumstances the committee's conclusion is that if labor is further withdrawn from the collieries the output will be so reduced, notwithstanding all ameliorative measures, as seriously to affect the industrial position of the country.

One measure for increasing production recommended by the committee was the reduction of voluntary absenteeism. Since the outbreak of war, the average percentage of mine workers absent on the days when the mines were open for work was 9.8, as compared with 10.7 per cent in the seven months immediately preceding the war; and the committee consider that fully 4.8 per cent of this is avoidable absence. Were there no avoidable absenteeism the output would be increased to the extent of between 13,000,000 and 14,000,000 tons. The committee consider that the case has only to be put before the

¹ This committee is distinct from that appointed by the president of the Board of Trade to inquire into the causes of the rise in retail coal prices.

² Report of committee to inquire into the conditions prevailing in the coal-mining industry. London, 1915. (Cd. 7939.)

miners in order to secure a great response, and they recommend that this should be done by the executive of the Miners' Federation of Great Britain, as the body best fitted for the purpose. They also suggest that the same body might give attention to the question of the curtailment of holidays and "stop days" during the war.

As regards the eight-hour act, the committee suggest that the owners and workmen should confer together and determine to what extent, if at all, the act should be suspended in individual districts for certain classes of labor and for what period of time such suspension should last. Any extension of hours should meet with special consideration in respect of remuneration. Some advantage has already been taken of the provision in section 3 (1) of the eight-hour act enabling owners to extend the hours of work by 1 hour a day for 60 days in the calendar year; but the committee consider that, generally speaking, there remains little advantage obtainable from this source.

The committee suggest that additional men might be drawn into the coal-mining industry from trades that are working slack time, but not from agriculture, or from munition, or engineering works, all of which are already extremely short of labor. Belgian refugees might also be employed to a larger extent under the conditions and safeguards arranged by the home office. The committee do not recommend the more general employment of women, or the reduction of the age limit for boys.

The committee found that much had already been done in the way of internal reorganization, with a view to economizing labor and concentrating on the work of coal getting; but they draw the attention of coal owners and managers to various suggestions which have been put before them with this end in view, in case any further improvements may be possible.

In conclusion, the committee recommend that the importance of economy in the use of coal should be brought before the public as a patriotic duty. As regards the suggestions made for the curtailment of holidays and stop days, the extension of hours, etc., the committee remark:

The basis of all the proposals and suggestions made by the committee is harmonious cooperation between employers and employed through the medium of the organizations on both sides thoroughly representative of the parties. Unless the organizations possess this power and are able to act with authority for both owners and workmen, friction may arise and stoppages of work take place which ought to be avoided at the present time to the utmost extent possible.

INCREASES IN WAGES IN GREAT BRITAIN DURING 1915.

The increases in cost of living in Great Britain have been accompanied by many changes in the rates of wages, although it is not possible to place the figures in direct comparison.

The Board of Trade Labor Gazette shows that during the five months ending with May 31, 1914, 1,987,444 working people were reported to have had their wages increased by £343,374 (\$1,671,029.57) per week, or an average of nearly 3s. 6d. (85 cents) per capita. These amounts are stated to be exclusive of increased

earnings due to overtime and exclusive of wages of agricultural laborers, seamen, railway employees, police, and Government employees. It is known, however, that considerable numbers of working people in each of these occupations did receive bonuses.

The coal-mine industry accounted for about half of the total increase, and the engineering and shipbuilding trades for a little less than half the remainder. Next in importance as regards both the number of working people affected and the amount of increase per week are the transportation and textile groups.

The increases in the coal-mining industry are of special interest in view of the discussion of increase in prices and the organization of the industry for purposes of production. Thus, the Labor Gazette shows war bonuses allowed during May of $18\frac{3}{4}$ per cent for 93,000 miners in Scotland, of $17\frac{1}{2}$ per cent for 180,000 in South Wales and Monmouthshire, of 15 per cent for 120,000 in the Durham district, and of $15\frac{1}{2}$ per cent for approximately 190,000 in other districts.

EMPLOYMENT IN VARIOUS COUNTRIES.

AUSTRALIA, JULY TO SEPTEMBER, 1914.

The Labour Bulletin of the Commonwealth Bureau of Census and Statistics comments as follows¹ on industrial conditions for the latter half of the year 1914:

The improvement in the condition of the labor market reported for the second quarter of the current year was not maintained during the quarter under review, the effect of the war and the drought having resulted in a considerable increase in the percentage of unemployment. Before the outbreak of war, and while hope was still entertained that rain would come to minimize the effects of the drought, the reports received indicate that the improvement in employment in the preceding quarter continued during the early part of the quarter under review. * * * The percentage of unemployment increased since the preceding quarter (April to June) from 5.7 to 10.7 per cent, while the percentage unemployed in the corresponding quarter (July to September) of 1913 was 7 per cent. The percentage of unemployment was greater than for either the immediately preceding quarter or the corresponding quarter of last year in all the States and in all industrial groups, with the exception of groups VII (building) and VIII (mining, quarrying, etc.). In both these groups, however, the returns for September show a relatively large increase on the figures for the quarter under review. The percentage of unemployment in September for all States and industrial groups increased to 12.7, a rise of 2 per cent, on the figures for the preceding month, but at the end of October the returns show that some improvement had taken place, the percentage having decreased to 11.2, a fall of 1.5 per cent on the September returns.

Returns from 466 trade-unions with membership of 283,584 at the end of September 30, 1914, indicated the number of unemployed as 30,367, or 10.7 per cent compared with 5.7 per cent for the end of the preceding quarter (April to June, 1914) and 7 per cent for the end of the corresponding quarter, July to September, 1913.

The following table shows the number of unions reporting as to unemployment, their membership, and the number and percentage unemployed for indicated years. These returns do not include persons out of work on account of strikes or lockouts.

¹ Commonwealth Bureau of Census and Statistics. Labour and Industrial Branch, Melbourne, Australia, Labour Bulletin, Melbourne, 1914, No. 7 (July-September), pp. 61, 62.

NUMBER OF UNIONS AND MEMBERS REPORTING, AND NUMBER AND PERCENTAGE UNEMPLOYED, 1891 TO 1914 (THIRD QUARTER).

Years.	Unions.	Member-ship.	Unemployed.	
			Number.	Percent-age.
1891	25	6,445	599	9.3
1896	25	4,227	457	10.8
1901	39	8,710	574	6.6
1906	47	11,299	753	6.7
1907	51	13,179	757	5.7
1908	68	18,685	1,117	6.0
1909	84	21,122	1,223	5.8
1910	109	32,995	1,857	5.6
1911	160	67,961	3,171	4.7
1912	464	224,023	12,441	5.5
1913:				
First quarter ²	451	237,216	15,234	6.4
Second quarter ²	458	243,523	17,854	7.3
Third quarter ²	472	252,325	17,698	7.0
Fourth quarter ²	465	251,207	13,430	5.3
1914:				
First quarter ²	462	262,133	15,541	5.9
Second quarter ²	467	279,318	15,856	5.7
Third quarter ²	466	283,584	30,367	10.7

¹ The figures refer to the end of the year only, and not to separate quarters.

² The quarterly figures show the number of persons who were out of work for three days or more during a specified week in each quarter.

CANADA, MAY, 1915.

The Department of Labor of Canada summarizes monthly, in text form, in its Labor Gazette industrial and labor conditions prevailing in the country. Usually a tabular statement is also presented, by means of which conditions in the different industries are characterized in general terms as active, quiet, fair, etc.

The following is quoted from the issue of the Labor Gazette of June, 1915, and characterizes conditions generally prevailing in May of this year:

General labor conditions in May remained about the same as in the previous month, with some slight improvement in eastern Canada in the building trades. The unemployment situation showed little change from that of April. There were still large numbers of unskilled workingmen out of employment, particularly in the west. Skilled trades outside of the building trades were fairly well employed. The situation so far as machinists were concerned was good, the greater number of this trade being actively engaged in shops and factories manufacturing munitions of war, while many of those out of employment were seeking work in Great Britain also on war munitions, opportunities in regard to which were being presented by agents of the British Government who were in Canada for the purpose of recruiting members of the engineering or machinist trade.

Agricultural operations continued to give employment to many men, though the demand was mostly for experienced help. Activity continued in the lumbering industry, in the driving of logs and operation of sawmills. Fishing was fairly active on the Atlantic coast and in the northern waters of British Columbia. Coal mining continued fairly active in Nova Scotia, but was dull in the west.

Metal mining showed improvement, the strong demand and high prices obtaining for copper and nickel occasioning activity in mines producing these metals. Manufacturing showed improvement. Railway construction outside of some construction work in the west was confined principally to maintenance work. Transport conditions were fairly active in river and lake navigation, also at some ocean ports, but railway traffic was quieter. Domestic trade was improved slightly in some lines.

DENMARK.

The statistical office regularly publishes returns from the trade-unions regarding the amount of unemployment among their members. Besides this source of information four special unemployment investigations have been made to ascertain the effects of the war in causing maladjustments in the labor market. A recent number of the *Statistical Journal*¹ summarizes the results of these investigations. The investigations were made August 22 and October 24, 1914, and January 23 and March 20, 1915.

At the first investigation the membership of the trade-unions reporting was approximately 120,000, at the second and third about 130,000, and at the most recent one about 138,000. The extent of unemployment, judging by these trade-union returns, does not appear to be any greater than what is normal at this time of the year. The results of the various investigations may be summarized as follows:

PERCENTAGE OF UNEMPLOYMENT AMONG TRADE-UNION MEMBERSHIP IN DENMARK AT INDICATED PERIODS.

[Source: *Statistiske Efterretninger* udgivet af det Statistiske departement. Copenhagen, 1915. No. 7 (Mar. 31), p. 48, No. 12 (June 11), p. 81.]

Industries.	1913		1914			1915		
	January.	March.	January.	March.	May.	January.	March.	May.
Building trades.....	37.1	10.3	37.0	11.2	3.0	43.2	34.5	5.1
Independent trades..	23.7	12.6	27.1	16.2	7.9	23.2	22.6	6.2
Factory trades.....	5.3	3.8	5.3	4.1	3.1	6.3	4.3	2.6
Average.....	16.8	7.4	17.5	8.8	4.1	17.6	14.8	4.0

The per cent of unemployment in trade-union membership over a series of years by certain classified periods is shown in the following table, compiled from previous numbers of the statistical office journal already cited, and is reprinted from the organ of the Danish State Insurance Council (*Arbejderforsikrings-Raadet*).

¹ *Statistiske efterretninger* udgivet af det Statistiske departement. Copenhagen, 1915. No. 7 (Mar. 31), pp. 47, 48.

PERCENTAGE OF UNEMPLOYMENT AMONG TRADE-UNION MEMBERSHIP IN DENMARK, 1910 TO 1914.

[Source: Social Forsorg, Copenhagen, 1915, No. 3 (June), p. 91.]

	1910	1911	1912	1913	1914
First quarter.....	15.9	15.5	14.1	12.3	13.0
April to July.....	7.5	6.4	4.0	4.0	4.3
August and September.....	7.4	4.5	3.7	3.7	10.4
Fourth quarter.....	13.0	9.6	8.4	9.0	12.5
Average for year.....	11.0	9.2	7.5	7.3	9.5

FINLAND, 1914.

Reports from the public municipal employment offices are periodically received by the industrial board of the Finnish Senate and published in its journal (*Arbetsstatistisk Tidskrift*). This summary of employment conditions, as shown by the activities of the public employment offices in seven cities in Finland, is compiled from the second issue of 1915 of the journal referred to. From Helsingfors, the capital, it is reported that after the outbreak of the war a considerable renewed activity took place in employment, particularly in the metal industry. Employment upon public works was extended to meet the increasing amount of unemployment. This seems also to have been the condition of affairs in all the centers of employment.

The first table which follows shows the number of applicants for positions reported by the employment offices, the number of vacancies, and the number of places filled each month of the years 1913 and 1914. The second table is a summary of the work of the employment offices from 1910 to 1914.

WORK OF PUBLIC EMPLOYMENT OFFICES IN FINLAND IN 1913 AND 1914.

[Source: Arbetsstatistisk tidskrift utgiven af Industristyrelsen i Finland. Helsingfors, 1913, 1914.]

Month.	Applicants.		Vacancies.		Places filled		Applicants per 100 vacancies.	
	1913	1914	1913	1914	1913	1914	1913	1914
January.....	3,134	8,618	1,641	2,113	1,249	1,893	191	408
February.....	2,164	3,198	867	1,650	681	1,410	250	193
March.....	2,021	3,017	1,028	1,340	819	1,162	197	225
April.....	11,984	2,798	² 1,271	1,553	² 969	1,246	156	180
May.....	12,002	12,288	11,412	1,518	¹ 1,068	¹ 1,137	142	151
June.....	11,699	11,168	11,070	1,275	¹ 836	¹ 994	158	147
July.....	11,329	11,555	1,982	1,348	1,744	1,873	135	115
August.....	11,674	13,453	11,286	11,364	1,978	11,135	130	253
September.....	12,478	15,326	11,587	² 2,772	11,184	² 2,388	156	192
October.....	12,231	4,362	11,131	2,855	1,907	2,429	197	152
November.....	2,895	3,469	1,314	1,885	1,056	1,680	220	184
December.....	2,400	7,524	1,284	7,336	1,102	6,355	186	103

¹ No report for 2 agencies.² No report for 1 agency.

WORK OF PUBLIC EMPLOYMENT OFFICES IN FINLAND, 1910-1914.

[Source: Arbetsstatistisk tidskrift utgiven af Industristyrelsen i Finland. Helsingfors, 1913, 1914.]

Year.	Number.			Applicants per 100 vacancies.	Vacancies per 100 places filled.	Applicants per 100 places filled.
	Applicants.	Vacancies.	Places filled.			
1910.....	23,218	11,664	9,036	199	129	257
1911.....	22,784	11,764	9,386	194	125	243
1912.....	22,086	12,611	9,388	175	134	235
1913 ¹	26,092	14,986	11,652	174	129	224
1914 ²	47,476	27,009	22,702	176	119	209

¹ Data for 1913 in this table differs in a small degree with detail table by months.² Data for 1914 probably subject to slight correction.FRANCE, DURING THE WAR.¹

The results of a special investigation directed by the Minister of Labor as to conditions of employment in France during the war may not be without interest at the present time. The inquiry was somewhat limited in its scope, including 6.56 per cent of the total number of establishments and 25.77 per cent of the employees ordinarily subject to inspection. The investigation covered 31,676 establishments of individual employers of labor, which before the war employed 1,070,093 employees. The dates covered by the investigation were August 1 and October 1, 1914, and January 1, 1915. By reason of data collected prior to the outbreak of the war it was possible to make comparison, first, as to the number of establishments in operation, and, second, as to the number of persons employed at that time and during the course of the war.

The number of persons employed in the establishments under investigation on January 1, 1915, formed 56 per cent of the number of employees under normal conditions. This, however, would not mean that 44 per cent of the employees were unemployed, as the effect of mobilization must be taken into consideration; and, as a matter of fact, 24 per cent of all those employed were subject to military duty.

The following table shows the per cent of decrease in number of persons employed on January 1, 1915, as compared with the number employed under normal conditions, the part of this percentage who were called to military duty, and the part unemployed, as shown by the reports received from the establishments reporting.

¹ Bulletin du Ministère du Travail et de la Prévoyance Sociale, Paris, 1915. Vol. 22, Nos. 1 to 4, pp. 1-17.

PER CENT OF DECREASE IN THE NUMBER OF PERSONS EMPLOYED ON JANUARY 1, 1915, AS COMPARED WITH THE NUMBER OF EMPLOYEES UNDER NORMAL CONDITIONS, AND PORTION OF THIS PERCENTAGE CALLED TO MILITARY DUTY AND PORTION UNEMPLOYED, BY INDUSTRIES.

Industries.	Per cent of decrease January 1, 1915, as compared with normal number employed.		
	Total.	Called to military duty.	Unemployed.
Food products.....	29	26	3
Chemical industries.....	41	27	14
Rubber, paper, and cardboard.....	50	19	31
Printing and bookbinding.....	62	24	38
Textile industries.....	31	15	16
Clothing, millinery, etc.....	49	6	43
Hides and leather.....	36	26	10
Lumber.....	69	30	39
Metal industries, base.....	39	32	7
Fine metals and precious stones.....	88	23	65
Building trades.....	78	33	45
Stoneware, earthenware, glassware, etc.....	63	28	35
Transportation, loading, unloading, etc.....	37	32	5
Miscellaneous commercial establishments.....	44	25	19
All industries.....	44	24	20

The following table presents data showing the number of establishments reported, and number and per cent in operation on August 1 and October 1, 1914, and January 1, 1915:

NUMBER OF ESTABLISHMENTS REPORTING, NUMBER IN OPERATION, AND PER CENT OF REPORTING ESTABLISHMENTS IN OPERATION, AUGUST AND OCTOBER, 1914, AND JANUARY, 1915.

	Number of establishments reporting.	Number of establishments in operation.			Per cent in operation.		
		Aug. 1, 1914.	Oct. 1, 1914.	Jan. 1, 1915.	Aug. 1, 1914.	Oct. 1, 1914.	Jan. 1, 1915.
Food products.....	4,396	3,948	4,013	4,099	90	91	93
Chemical industries.....	704	404	483	586	57	68	83
Rubber, paper, and cardboard.....	553	255	305	360	46	55	65
Printing and bookbinding.....	958	534	621	676	56	65	71
Textile industries.....	1,921	606	1,180	1,565	31	61	81
Clothing, millinery, etc.....	6,111	2,959	3,943	4,283	49	64	70
Hides and leather.....	1,694	652	938	1,117	36	55	66
Lumber.....	3,385	895	1,178	1,472	26	35	44
Metal industries, base.....	6,551	3,176	3,883	4,705	48	59	72
Fine metals.....	569	6	18	27	1	3	5
Precious stones.....	41	8	7	9	20	17	22
Building trades.....	1,978	248	383	1,251	18	20	65
Stoneware, earthenware, glassware, etc.....	449	136	170	243	30	38	54
Transportation, loading and unloading.....	50	36	43	45	72	86	90
Miscellaneous commercial establishments.....	2,316	1,822	1,977	2,049	79	85	88
All industries.....	31,676	15,685	19,142	22,487	50	60	71

The number of persons employed in these establishments under normal conditions, the number employed in August 1 and October 1, 1914, and January 1, 1915, with the percentage of the number of

employees on these dates as compared with normal conditions are shown in the following table:

NUMBER OF PERSONS EMPLOYED UNDER NORMAL CONDITIONS, AND NUMBER AND PER CENT EMPLOYED ON AUG. 1 AND OCT. 1, 1914, AND JAN. 1, 1915, BY INDUSTRIES.

Industries.	Number of persons employed under normal conditions.	Number of persons employed on—			Per cent of normal number employed on—		
		Aug. 1, 1914.	Oct. 1, 1914.	Jan. 1, 1915.	Aug. 1, 1914.	Oct. 1, 1914.	Jan. 1, 1915.
Food products.....	68,836	37,935	43,209	48,889	55	63	71
Chemical industries.....	61,647	20,877	26,619	36,549	34	43	59
Rubber, paper, and cardboard.....	41,124	13,404	16,146	20,592	33	39	50
Printing and bookbinding.....	36,354	11,570	12,500	13,964	32	34	38
Textile industries.....	185,135	53,457	87,065	127,135	29	47	69
Clothing, millinery, etc.....	117,422	33,126	47,809	59,870	28	41	51
Hides and leather.....	50,908	13,836	21,952	32,539	27	43	64
Lumber.....	59,086	8,481	12,971	18,404	14	22	31
Metal industries, base.....	292,508	89,992	122,172	179,429	31	42	61
Fine metals.....	8,674	479	505	850	5	6	9
Precious stones.....	1,529	382	335	412	25	22	27
Building trades.....	40,195	7,113	7,948	8,976	18	20	22
Stoneware, earthenware, and glass-ware.....	45,835	10,540	13,898	17,116	23	30	37
Transportation, loading, and unloading.....	11,207	3,137	5,874	7,016	28	52	63
Miscellaneous commercial establishments.....	50,233	23,935	25,112	28,349	48	50	56
All industries.....	1,070,793	328,264	444,115	600,090	31	41	56

GERMANY, APRIL, 1915.

The Imperial Labor Gazette (*Reichs-Arbeitsblatt*) for April reports on the condition of the labor market as follows:

There is no considerable change in the situation of the labor market to be reported for April. The somewhat high degree of activity which prevailed during the preceding month among a large number of industries has not only suffered no diminution but has increased to a considerable extent. Frequently the question is asked whether the burden on industry has not reached its extreme limit.

According to reports from individual concerns and from employers' associations the demand in the coal-mining industry in April has been as great in almost all the districts as during the preceding month. The pig-iron industry profited by increased demand, which brought up the daily average production considerably over that of the preceding month. Metal and machine industries worked at as great a strain as during the preceding month, while some further improvement has been noted in those branches of these industries primarily supplying the war demand. The electrical industries, also, as in the preceding month, showed a heavy demand in war materials and found overtime work necessary. The clothing industry, according to reports, showed further improvement, while in the building trades no considerable revival in private work had as yet set in.

RETURNS FROM EMPLOYERS.

Returns from 337 employers of labor showed 289,861 persons employed as compared with 369,228 during the corresponding month of 1914, reported from 306 employers, or a decrease of 21.5 per cent.

The decrease for the month of March preceding as compared with the number employed in March, 1914, showed a decrease of 15.3 per cent. The decrease is attributed to the withdrawal of men to the war, shown by the fact that the decrease is almost entirely among male workers. The relative decline in different industries in April, 1915, as compared with April, 1914, was as follows:

Mining and smelting.....	26.64
Iron and steel industry.....	17.34
Machine industry.....	15.36
Electrical industry.....	18.73
Chemical industry.....	33.62
Spinning and weaving.....	.13
Wood and cabinet industries.....	26.97
Food and drinks.....	2.69
Clothing industry.....	15.18
Glass and porcelain industry.....	41.10
Paper-making and printing industry.....	31.46
Miscellaneous (including building materials and shipping).....	56.88

RETURNS FROM SICKNESS INSURANCE SOCIETIES.

Monthly returns of the membership of local sick relief funds are obtained by the Imperial Office of Labor Statistics. These returns are in a way a measure of the amount of employment existing in any month as the sickness insurance law requires practically all wage earners to enroll on a sick register, exempting them only if out of employment.

Returns for May 1 from 5,904 sick benefit societies showed a registration (persons employed) of 8,234,285, while returns for April 1, from 5,977 funds showed a membership of 8,053,667. Among male members there was an increase from the preceding month of 1.30 per cent, while among the female workers there was an increase of 3.66; the average increase for both sexes was 2.26 per cent.

RETURNS FROM TRADE-UNIONS.

Thirty-three trade-unions sent in returns regarding the amount of unemployment among their members on April 30. These had a membership of 1,122,580, although the information received pertained to only 1,045,589 members; of these 30,292, or 2.9 per cent, were unemployed, compared with 3.4 for the previous month, and 2.8 per cent for April, 1914. Since the outbreak of the war the ratio of the unemployed to total membership reported stands thus:

August, 1914.....	22.4
September, 1914.....	15.7
October, 1914.....	10.9
November, 1914.....	8.2
December, 1914.....	7.2
January, 1915.....	6.5
February, 1915.....	5.1
March, 1915.....	3.3
April, 1915.....	2.9

The percentage of unemployed in individual trade-unions appears as follows:

PERCENTAGE OF UNEMPLOYED IN GERMAN TRADE-UNIONS, AUGUST, 1914, TO APRIL, 1915.

[Source: Reichs-Arbeitsblatt, May, 1915, pp. 399, 401.]

Industrial union.	Member-ship reported as of end of April, 1915.	Percentage of unemployment at the end of the last week, each specified month.					
		1914		1915			
		Aug.	Dec.	Jan.	Feb.	Mar.	Apr.
Hat and felt goods makers ¹	8,796	62.2	15.4	13.8	14.1	16.9	23.6
Porcelain workers ¹	8,974	54.0	33.0	16.7	15.1	12.8	12.8
Glaziers ¹	1,583	19.4	15.5	18.7	21.4	12.6	11.6
Book binders ¹	20,815	39.9	13.8	12.8	9.6	8.2	10.0
Lithographers ¹	9,216	54.8	18.2	12.1	10.5	6.5	6.1
Woodworkers ¹	95,137	33.0	17.7	13.4	9.6	6.5	5.6
Leather workers ¹	10,134	22.8	5.1	7.8	3.5	4.4	5.0
Textile workers ¹	86,822	28.2	7.0	5.3	5.1	4.1	4.8
Shoemakers ¹	23,947	35.7	3.5	2.7	2.3	2.5	3.5
Building trades ¹	123,836	16.4	11.6	13.9	11.5	7.3	2.8
Printers ¹	39,000	41.2	15.4	12.4	9.0	2.6	2.1
Woodworkers ²	6,268	20.7	10.9	7.7	4.5	3.3	1.9
Shoemakers and leather workers ³	3,816	18.2	.6	.8	1.1	1.1	1.8
Woodworkers ³	4,613	.....	.....	.....	.....	1.4	1.8
Factory workers ²	4,833	18.0	3.7	5.2	3.0	1.5	1.8
Metal workers ¹	292,710	21.5	4.1	3.0	2.3	1.8	1.7
Metal workers ²	21,015	18.2	2.7	2.5	2.1	1.6	1.6
Factory workers ¹	111,192	16.3	5.2	4.8	3.9	2.5	1.5
Transport workers ¹	104,902	10.8	3.9	3.9	2.9	1.4	1.3
Tobacco workers ¹	18,873	32.5	1.7	1.1	1.1	1.0	.9
State and municipal workers ¹	31,122	1.8	1.3	1.2	.9	.7	.3
Total reporting ⁴	1,122,580	22.4	7.2	6.5	5.1	3.3	2.9
Total reporting at end of March.....	1,213,630	.....	.....	.....	.....	.....	.....

¹ Social-Democratic unions.

² Christian trade-unions.

³ Hirsch-Duncker unions.

⁴ Including 13 unions not shown in this table.

RETURNS FROM THE LABOR EXCHANGES.

Of the 1,120 exchanges in Germany regularly in touch with the labor office, reports as to adjustments in employment were received from 890 exchanges; compared with reports from the same exchanges for the corresponding month (April) of the preceding year, there was a decline in the number of applicants for positions of 155,000 in round numbers. For every 100 situations registered as vacant the number of applicants during each of the indicated months stood as follows:

	Males.	Females.
April, 1914.....	161	94
March, 1915.....	98	152
April, 1915.....	100	165

GREAT BRITAIN, 1914-15.

Conditions in the labor market in Great Britain are the subject of monthly reports by the Board of Trade in its Labor Gazette. A high level of employment was reported in May¹ in such industries as coal

¹ Board of Trade. Labour Gazette, London, 1915 (June).

mining, iron and steel, woolen and hosiery, and in the boot and shoe trade. "The food preparation trades were very active, but the fishing industry continued to be seriously affected by the war." In general there was reported a scarcity of male labor, due to the draft of enlistments; this shortage was beginning to extend to female and boy labor. The building trades seem to have suffered relatively heavily from enlistments.

The following tables give the usual statistics compiled from the January to June issue of the Labor Gazette for 1914 and 1915.

UNEMPLOYMENT IN TRADE-UNIONS.

In May, 1915, reports as to unemployment in trade-unions included 925,655 members, of whom 11,474, or 1.2 per cent, were unemployed. The table which follows shows the per cent of unemployment in certain unions for the months of November and December of 1914 and of January to May, 1915, compared with unemployment for the same months of the preceding year:

PER CENT OF UNEMPLOYMENT IN CERTAIN TRADE-UNIONS IN NOVEMBER AND DECEMBER, 1913 AND 1914, AND JANUARY TO MAY, 1914 AND 1915.

[Source: Board of Trade Labour Gazette, London.]

Unions.	November.		December.		January.		February.		March.		April.		May.	
	1913	1914	1913	1914	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
Building ¹	3.5	1.8	4.8	2.1	6.3	2.2	5.9	2.6	5.1	2.7	3.4	2.8	2.7	3.2
Coal mining.....	.4	1.6	.6	1.4	.6	.9	.5	.9	.5	.3	.5	.2	.5	.1
Iron and steel.....	3.5	1.9	4.7	3.0	3.7	2.1	4.0	2.2	2.9	1.6	4.8	2.2	5.4	1.9
Engineering.....	2.1	1.8	2.7	1.4	2.4	1.0	2.4	.7	2.4	.6	2.5	.5	2.7	.6
Shipbuilding.....	2.8	2.8	3.3	1.9	2.8	.7	2.2	.8	1.9	.6	2.4	.6	3.9	.5
Miscellaneous metal.....	1.5	1.5	1.8	1.4	1.7	1.1	1.6	.8	1.6	.6	1.5	.4	1.3	.4
Textiles:														
Cotton.....	1.7	6.3	1.8	5.2	2.0	3.0	2.1	2.2	2.3	2.5	2.0	2.5	2.1	2.7
Woolen and worsted.....	6.5	5.1	7.0	3.7	3.8	1.7	2.5	.9	2.6	.7	2.7	1.1	2.6	2.8
Other.....	1.7	6.5	1.9	5.2	1.8	3.9	1.7	2.2	1.6	1.1	1.4	.9	1.8	.8
Printing, bookbinding, paper.....	2.3	4.7	3.6	4.5	3.7	5.0	3.1	4.2	2.8	3.7	3.1	3.4	3.2	3.6
Furniture.....	2.3	4.5	3.3	8.1	3.4	7.4	2.6	6.5	1.7	4.6	1.7	3.9	1.7	3.0
Woodworking.....				2.2	1.9	2.2	1.6	1.7	1.1	1.1	1.0	1.0	1.7	.8
Clothing.....	2.2	1.3	2.7	1.1	2.4	.7	2.2	.7	2.2	.5	2.1	.3	1.6	.3
Leather.....	4.3	2.1	5.1	2.4	6.7	1.8	6.0	1.3	7.0	1.3	6.7	.7	5.0	.8
Glass.....	.4	2.0	.6	1.9	.5	1.8	.5	2.0	.4	2.3	.5	2.2	1.1	2.3
Pottery.....	.6	1.4	.9	1.0	.8	1.3	.6	.5	.7	.5	.9	.2	.7	.1
Tobacco.....	2.7	6.5	3.2	6.3	2.3	4.9	2.9	3.7	3.6	3.6	4.0	2.8	4.1	2.4
Total.....	2.0	2.9	2.6	2.5	2.6	1.9	2.3	1.6	2.2	1.3	2.1	1.2	2.3	1.2

¹ Returns relate mainly to carpenters and plumbers.

UNEMPLOYMENT AMONG INSURED PERSONS.

The percentage of insured persons under the unemployment insurance act of 1911 reported unemployed at the close of May, 1915, was 0.9 per cent compared with 3.2 per cent at the close of the same month in 1914. These returns were based on reports from 2,077,725 insured persons exclusive of those serving in the military forces.

The table which follows shows the percentage of unemployment among insured persons at the close of each of the months, November and December, 1914, and January to May, 1915, compared with the corresponding per cent for the same months in the year preceding.

PER CENT OF UNEMPLOYMENT IN THE INSURED TRADES AS OF THE END OF EACH INDICATED MONTH, NOVEMBER AND DECEMBER, 1914, AND JANUARY TO MAY, 1915.

[Source: Board of Trade Labour Gazette, London, 1913-1915.]

Industry.	Novem-ber.		Decem-ber.		January.		February.		March.		April.		May.	
	1913	1914	1913	1914	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
	Building.....	5.9	5.4	6.9	5.0	8.6	4.5	6.3	3.5	4.6	2.2	3.8	1.7	3.5	1.4
Engineering and iron found- ing.....	2.7	2.3	3.0	1.8	3.1	1.0	3.2	.9	3.0	.7	3.1	.7	3.1	.5
Shipbuilding.....	3.4	2.7	3.9	2.1	4.0	1.2	3.7	1.1	3.5	.9	3.2	.9	4.0	.7
Vehicle construction.....	2.9	3.3	2.9	2.9	2.8	1.8	2.6	1.4	2.5	1.0	2.5	.8	2.4	.5
Sawmilling.....	2.9	2.3	3.3	1.8	4.0	1.4	4.0	1.5	3.5	1.4	3.8	1.4	3.7	1.2
Not specified.....	1.5	1.3	1.7	1.0	2.0	.9	2.0	.7	1.7	.6	1.9	.4	1.6	.4
Total.....	4.1	3.7	4.6	3.3	5.5	2.6	4.4	2.0	3.6	1.4	3.3	1.1	3.2	.9

REPORTS FROM EMPLOYERS.

Reports were received in May, 1915, from firms employing 1,217,199 workmen, of whom 288,614 were in the textile industry, 508,260 in coal mining, 103,131 in iron and steel, and 64,760 in the boot and shoe industry. The following tables summarize conditions for May, 1915:

EMPLOYMENT IN MAY, 1915, MINING AND METAL TRADES, GREAT BRITAIN.

[Source: Board of Trade Labour Gazette, June, 1915, p. 196.]

Trade.	May, 1915.		Increase (+) or decrease (-) in days worked per week as compared with—	
	Number of persons employed.	Days worked per week.	April, 1915.	May, 1914.
			Coal mining.....	508,260	5.64	-0.05	+0.25
Iron mining.....	13,464	5.88	-.07	+.17
Shale mining.....	3,208	6.00	.....	+.08

Trade.	May, 1915.		Increase (+) or decrease (-) in number of furnaces as compared with—	
	Number of persons employed.	Furnaces in blast.	April, 1915.	May, 1914.
			Pig iron.....	24,082	271	-1	+3

EMPLOYMENT IN MAY, 1915, MINING AND METAL TRADES, GREAT BRITAIN—Concluded.

Trade.	May, 1915.		Increase (+) or decrease (-) in number of mills as compared with—	
	Number of persons employed.	Mills working.	April, 1915.	May, 1914.
Tin plate and steel sheets.....	25,056	464	+23	-143

Trade.	May, 1915.		Per cent of increase (+) or decrease (-) in number of shifts per week as compared with—	
	Number of persons employed.	Shifts per week.	April, 1915.	May, 1914.
Iron and steel.....	103,131	591,509	+0.3	+7.2

EMPLOYMENT IN MAY, 1915, IN TEXTILES AND OTHER TRADES, GREAT BRITAIN.

[Source: Board of Trade Labor Gazette, June, 1915, p. 196.]

Trade.	Number of persons employed.			Wages paid.		
	Week ending May 22, 1915.	Per cent of increase (+) or decrease (-) compared with corresponding week in—		Week ending May 22, 1915.	Per cent of increase (+) or decrease (-) compared with corresponding week in—	
		April, 1915.	May, 1914.		April, 1915.	May, 1914. ¹
Textiles:						
Cotton.....	103,995	-0.2	- 5.7	\$523,927	+1.5	- 3.0
Woolen.....	25,047	- .1	+ .9	138,583	+2.2	+19.2
Worsted.....	34,845	- .6	- 2.9	151,538	+ .1	+ 5.5
Linen.....	40,621	-2.8	-10.1	125,784	- .8	-12.7
Jute.....	13,186	+ .4	- 4.7	64,199	+1.5	+14.6
Hosiery.....	23,448	+ .3	+ 3.6	104,674	+4.3	+12.1
Lace.....	7,903	+ .1	-16.4	38,606	+2.1	-13.4
Other.....	14,054	-1.2	-11.9	59,308	+2.4	- 7.4
Bleaching, dyeing, etc.....	25,515	+1.2	-10.5	174,192	+3.0	- 1.8
Total textiles.....	288,614	- .4	- 5.8	1,380,811	+1.6	+ .1
Boots and shoes.....	64,760	-1.2	- 3.0	382,229	+1.5	+11.8
Shirt and collar.....	22,179	+ .1	- 2.1	80,316	+ .4	+ 1.3
Clothing (ready-made).....	39,843	+2.8	+18.4	186,027	+3.0	+29.2
Printing and bookbinding.....	28,615	-1.5	-17.6	165,578	+ .2	-16.8
Pottery.....	17,278	+ .3	-13.0	87,738	+5.9	- 6.0
Glass.....	7,121	-2.2	-13.4	50,305	- .9	- 8.1
Brick.....	8,806	- .6	-28.4	55,562	-2.2	-27.4
Food products.....	62,782	+ .6	+ 1.4	309,621	+3.3	+17.4
Total, all trades.....	539,998	- .2	- 4.7	2,698,187	+1.8	+ 2.5

¹ Comparisons are affected by the payment of war bonuses.

REPORTS FROM THE LABOR EXCHANGES.

These national labor exchanges have been organized since 1909. By the act of September 20 of that year the board of trade was permitted to establish public employment offices at such places as it deemed necessary or to take over, with the consent of those concerned, any existing employment office, whether private or established by the local authorities. A recent report by the board ¹ shows that 401 exchanges were in active operation on January 15, 1915, which would indicate a fairly steady growth for a period of about 5 years.

The current operations of these exchanges (reported in the *British Labor Gazette*) are a partial index of the supply and demand of labor. The effects of the war upon the labor market are easily read in their returns, as disclosed in the following statement compiled from a somewhat long, though interesting summary for the year 1914, in the issue of the *Labor Gazette* of February, 1915.

The total number of workpeople who made applications on the general register of these exchanges during 1914 numbered 3,442,452; the number of individuals who were listed on the separate register for casual workers numbered 7,222 during the same period.

The number of vacancies filled by the exchanges during the year was 1,116,909, and in addition 154,967 jobs were secured for dock laborers and others. The number of individuals given work was 814,071 on the general register, and 5,730 on the register for casual workers; but as some of these workmen were listed on both registers, it is necessary in order to find the net number to deduct the number of workmen listed on both, which would reduce the net number securing positions during 1914 to 819,039. In addition to the above figures 14,749 men were given employment through a separate employment office for dock laborers at Liverpool.

Under normal conditions, the report states, the register of the exchanges would show the seasonal fluctuations of trade, with a large amount of unemployment at the beginning of the year, a decline to the middle of July, and an increasing amount to the end of the year; but this seasonal fluctuation during 1914 was concealed by the employment following the outbreak of the war and the increased industrial activity in the later months of the year. Thus unemployment reached its maximum on September 11, when the numbers of men and women on the register were respectively 75 per cent and 120 per cent greater than on the preceding July 17; while thereafter the number of men on the register declined until January 15, 1915, when the number was slightly more than one-half of the number on the register at January 16, 1914. This decrease, of course, is due to enlistment and the increased opportunities for work on naval and military contracts.

¹ Board of Trade Labour Gazette, London, 1915, No. 2 (February), p. 43.

Applications for positions and vacancies filled showed a general increase in 1914, as compared with 1913, the per cent of a relative increase in registrations for men, women, boys, and girls being 10.9, 32.9, 13.6, 30.9, respectively, and in vacancies filled 24.8, 16.8, 14.3, 12.6. The following table summarizes conditions for 1913 and 1914, and for each of the months of January to May, 1915, compared with the same months of the preceding year:

NUMBER OF APPLICATIONS FOR EMPLOYMENT AND NUMBER OF VACANCIES REPORTED AND NUMBER FILLED, GREAT BRITAIN, 1913 AND 1914.

[Source: Board of Trade Labour Gazette, February, 1915, p. 44.]

	1913	1914
Number of applications for employment.....	2,965,893	3,442,452
Per cent of increase in 1914 over 1913.....		16.1
Number of vacancies reported.....	1,222,828	1,479,024
Per cent of increase in 1914 over 1913.....		21.0
Number of vacancies filled.....	921,853	1,116,909
Per cent of increase in 1914 over 1913.....		24.9
Number of applications per 100 vacancies filled.....	321.7	308.2
Number of vacancies reported per 100 vacancies filled.....	132.6	132.4

There was a considerable unsatisfied demand for labor in the ship-building industry and in coal mining during the latter portion of the year; agricultural laborers, and both men and women workers in the tailoring, boot-making, and woolen trades were also in great demand.

One of the means by which the Government assists the workmen consists in advancing him money for his fare from his home locality to the place of work. During the year 1914 fares were advanced in 20,800 cases, necessitating an expense up to September 30, 1914, of £7,600 (\$36,985). The total amount advanced from the time this scheme was put into operation in 1910 up to September 30, 1914, was in round numbers £18,000 (\$87,597) and the number of cases in which assistance was given was 54,800. It is, of course, understood that all advances to the workmen are to be repaid at some time.

NETHERLANDS.

The Dutch statistical office through its monthly journal¹ has published regularly since September, 1906, current returns of the labor market and conditions of employment in the Netherlands. The source of its information is, first, returns from the different employment offices, both municipal offices and those maintained by employers or trade-unions, and from other private exchanges. Reports of these bureaus are gathered through the councils of labor (*Kamers van Arbeid*). These councils are established by law in certain localities, or with jurisdiction over certain trades, to further and harmonize the interests of employers and employees, who compose these councils

¹ Maandschrift van het Centraal bureau voor de statistiek. The Hague.

in equal numbers. A second source consists of the monthly reports—also compiled semiannually—from the trade unions which maintain unemployment benefit funds as well as those who do not, while as a third source of information there are the reports of local sick benefit funds subsidized by the municipalities.

The brief summary which follows is compiled from the most recently received number of the journal¹ already referred to, and relates to conditions in March and April of this year.¹

The larger proportion of unemployed persons in March seeking work through the employment offices was found in the building trades (3,743), metallurgy and machine construction (1,847), transportation (2,431), domestic and personal service (5,275), and unskilled laborers (2,277). Of the total persons (19,535) seeking work, 15,573, or 79.7 per cent, were of these occupations. Of all occupational groups the largest per cent (27) of applications for employment was made by domestic servants.

An analysis of the data by occupations for April shows but little variation in per cent from that presented for March.

A summary of the results of the reports received by the statistical office regarding the amount of unemployment among persons subject to unemployment insurance is presented in the table which follows, showing the index of unemployment for each of the months of 1914. By the index of unemployment is meant the ratio between the number of man-days of work actually lost through unemployment and the total maximum number of man-days of work which could have been lost. Therefore an increasing index number shows an increasing amount of unemployment. It is to be noted also that Dutch figures are based on weekly and not monthly averages.

INDEX NUMBER OF UNEMPLOYMENT FOR EACH MONTH OF 1913 AND 1914 IN THE NETHERLANDS.

[Source: Maandschrift van het Centraal bureau voor de statistiek. The Hague, April, 1915, p. 387.]

	1913	1914		1913	1914
January.....	7.5	10.4	July.....	3.6	7.4
February.....	5.4	6.6	August.....	4.7	22.2
March.....	3.2	4.9	September.....	4.7	27.2
April.....	3.3	4.7	October.....	4.7	24.5
May.....	4.2	5.8	November.....	6.3	21.7
June.....	3.8	6.7	December.....	8.8	20.7

The effects of the war in increasing unemployment is quite apparent from this table.

The comparative amount of unemployment in the different trade-unions in March and April, 1915, is shown in the table which follows. Percentages, as in all cases in the Dutch statistics of unemployment,

¹ Issue of May 31, 1915 (Vol. 10, No. 5), pp. 442-466.

are based on weekly averages of the number employed and out of work during the month; nor do the figures include as unemployed those out of work by reason of strike, lockout, sickness, accident, or imprisonment. According to the table the largest proportion of unemployment prevails among the diamond workers, while no unemployment is reported among clay and coal miners and peat diggers; and agriculture shows less than 1 per cent of unemployment in each month.

PER CENT OF UNEMPLOYMENT IN CERTAIN TRADE-UNIONS IN THE NETHERLANDS
IN MARCH AND APRIL, 1915.

[Source: Maandschrift van het Centraal bureau voor de statistiek. The Hague, 1915, April, p. 379; May, p. 456.]

Trade-union.	March, 1915.	April, 1915.	Trade-union.	March, 1915.	April, 1915.
Pottery, glass, lime, and stone workers.....	33.6	31.1	Metal and machine tools, ship- building.....	13.5	10.8
Diamond workers.....	78.2	74.7	Textile trades.....	14.7	10.1
Building trades.....	21.3	14.9	Food preparation.....	3.1	3.1
Printing and lithography.....	17.7	16.4	Agriculture.....	.6	.4
Woodworkers, straw workers, etc.....	15.7	12.0	Packing, storing, hauling, etc.	4.3	4.1
Clothing and cleaning.....	12.0	2.3	Transportation.....	32.8	14.0
Leather, oilcloth, etc.....	2.6	3.3	Independent professions.....	3.2	3.0
Clay and coal mining, peat digging.....	(1)	(1)	Miscellaneous ²	11.8	7.2
			Total.....	18.8	15.7

¹ No unemployment.

² Includes those unions whose membership consists of workmen of different trades.

A survey of the amount of unemployment over a period of years is shown for the building trades in the following table. Here the effect of the war is quite apparent.

PERCENTAGE OF UNEMPLOYMENT IN THE BUILDING TRADES, JANUARY, 1911, TO
APRIL, 1915, BY MONTHS.

[Source: Maandschrift van het Centraal Bureau voor de Statistiek, vol. 10, No. 5, May 31, 1915, p. 459.]

Month.	1911	1912	1913	1914	1915
January.....	15.4	14.4	10.6	19.1	27.8
February.....	10.9	13.2	8.3	7.9	25.8
March.....	4.2	3.9	3.2	3.7	21.3
April.....	2.5	1.4	1.4	2.9	14.9
May.....	1.9	1.0	1.7	2.3	.....
June.....	2.1	1.1	2.2	3.1	.....
July.....	2.7	1.7	2.8	2.7	.....
August.....	2.8	1.5	3.3	12.7	.....
September.....	3.3	1.8	3.9	16.9	.....
October.....	4.0	2.0	3.9	21.7	.....
November.....	7.0	4.8	5.8	23.8	.....
December.....	10.2	7.5	10.3	27.0	.....

NORWAY, 1914.

For ascertaining the state of the labor market the Norwegian labor office has for some time made use of five sources of information: (1) Reports from trade-unions, dating from 1903, upon the amount of un-

employment among their membership; (2) reports from employers (200 to 300) as to the number of their employees at certain periods of time. (These reports also date from 1903); (3) reports from the public employment exchanges since 1898; (4) special unemployment censuses, 1905, 1906, and 1910; (5) returns from unemployment benefit funds, ascertaining thereby the number of such funds, their membership and changes therein, and their financial condition.

The labor office, in the second issue of its journal for 1915, summarizes conditions in the labor market in 1914 as follows:¹

The first seven months of 1914 continued the activity of the prosperous years by which we had benefited since 1910. The year did not begin with quite such favorable indications as the preceding year, as the amount of unemployment in certain trades, e. g., the building trade, was relatively very considerable; yet in the course of the spring months the situation in this particular trade became so favorable as to cause the average of unemployment for the year among trades-union members in general to decline for the months of May, June, and July to that of the specially prosperous years of 1912 and 1913. For these same months the public employment offices reported more vacancies than there were applicants for jobs, not merely in the women's division, as is usually the case, but also in the men's division, where there is regularly an oversupply of applicants.

Returns from 200 employers indicated a labor force of 34,352 hands at the close of 1912, and 33,913 at the close of 1913, while during the period from January to May, 1914, this average number increased to 34,786 among 208 employers (practically the same individuals who reported in 1913). A decline began, however, even in June; in July the same 208 employers had a labor force of 34,189 hands, a decline which is accounted for by the occurrence of a strike. From both sources of information, namely, reports from trade-unions and from the public employment offices, the effect of the outbreak of the war is manifested. According to reports from the national trade-union federation (*Arbeidernes faglige landsorganisation*) 10 per cent out of a total membership in round numbers of 68,000 were unemployed on August 31, 1914, while 7½ per cent were unemployed on September 30, 1914. The number of applicants at the unemployment offices increased greatly as between July and August, 1914, rising from 3,028 to 5,312, while the number of vacancies decreased as between these same months from 3,150 to 2,874. As the year advanced, however, the labor market tended very generally to return to a normal.

The amount of unemployment in the membership of certain unions at periods indicated is disclosed in the table following.

¹ Sociale Meddelelser utgivet av socialavdelingen under Departementet for sociale saker, handel, industri og fiskeri. Christiania, 1915, No. 2-3.

PER CENT OF UNEMPLOYMENT IN TRADE-UNION MEMBERSHIP IN NORWAY AT THE CLOSE OF INDICATED MONTHS IN 1913 AND 1914.

[Source: Sociale Meddelelser, utgivet av socialavdelingen under Departementet for sociale saker, handel, industri og fiskeri, Copenhagen, 1915, Nos. 2-3, page 97.]

Name of trade-union.	1913				1914			
	Sep-tember	Octo-ber.	Novem-ber.	Decem-ber.	Sep-tember	Octo-ber.	Novem-ber.	Decem-ber.
Workingmen's federation.....	2.5	2.5	3.0	5.9	8.2	6.4	6.6	7.3
Bakers and confectioners' union.....	6.9	4.3	5.3	7.6	16.2	16.2	12.2	13.1
Central association of book printers.....	1.9	1.1	.8	1.0	5.6	5.0	2.6	3.8
Harbor and transport workers' union ¹					13.2	8.1	5.0	1.1
Iron and metal workers' union.....	.8	.8	.9	1.4	2.6	2.4	2.0	2.0
Painters' union.....	4.1	3.1	9.8	19.5	17.6	13.7	19.2	35.1
Seamen and steamship men's union.....					17.5	9.9	5.3	3.6
Bricklayers and masons' union.....	4.9	6.8	12.5	19.6	4.9	5.9	9.3	16.4
Furniture workers' union.....	.4	1.0	1.4	2.3	7.1	3.7	3.0	4.8
Papermakers' union ²	(²)	(²)	(²)	(²)	15.7	9.9	3.0	12.8
Lumber and planing millmen's union.....	1.5	2.0	.3	13.3	1.5	1.8	3.1	14.4
Shoe workers' union.....	.4	.2	.4	1.9	2.2	1.3	1.0	1.6
Woodworkers' union.....	2.5	5.2	6.9	10.4	7.6	9.8	9.5	13.7

¹ Unemployment for less than 14 days not reported.
² Members of the workingmen's federation during 1913.

The table which follows may serve as a very adequate summary of labor market conditions in Norway during the year 1914. It shows for each month the per cent of applicants for jobs to jobs available, the per cent of unemployment in trade-union membership, and the number of employed workmen (as reported from 200 to 300 employers) for every 100 workmen employed at the close of 1908. The last part of the table is in reality an index number of the number employed, the number employed on December 31, 1908, being taken as the base or 100.

NUMBER OF APPLICATIONS FOR EMPLOYMENT PER 100 VACANCIES REPORTED, PER CENT OF UNEMPLOYMENT, AND NUMBER OF PERSONS EMPLOYED PER 100 EMPLOYED DEC. 31, 1908, 1909-1913 AND 1914.

[Source: Sociale Meddelelser utgivet av socialavdelingen under Departementet for sociale saker, handel, industri og fiskeri, 1915, Nos. 2-3, p. 98.]

Month.	Applicants per 100 vacancies.			Per cent of unemployment in trade-unions.			Number employed for each 100 workers employed on Dec. 31, 1908. ¹		
	1909-1913 ²	1913	1914	1909-1913	1913	1914	1909-1913 ³	1913	1914
January.....	251	163	164	6.1	3.1	4.2			
February.....	193	149	155	6.1	2.8	3.2			
March.....	162	128	145	4.5	2.1	2.2	103.7	111.2	111.8
April.....	133	112	111	2.8	1.5	1.3			
May.....	119	106	97	1.8	1.0	.8			
June.....	118	106	95	1.4	1.0	.7	106.9	112.8	111.8
July.....	112	106	96	1.5	.9	.9			
August.....	127	119	185	1.6	.9	3.6			
September.....	123	117	179	2.2	1.7	4.3	106.3	113.4	107.2
October.....	136	129	169	2.4	1.7	2.9			
November.....	172	158	181	3.2	2.5	3.6			
December.....	164	146	156	5.1	4.7	4.4	104.4	108.4	103.9

¹ Reports from 200 to 300 employers. ² Monthly average. ³ Quarterly average.

SWEDEN, 1914.

Reports are published by the Swedish labor office in its monthly journal¹ concerning the state of the labor market on the basis of (1) returns by schedule from leading employers located in 40 different centers, (2) from the trade unions, the latter of whom report the amount of unemployment among their membership as of the first of each month, and (3) from the returns of the public employment offices.

Returns from 30 trade unions for the first quarter of 1915 showed an average membership of 59,195, 56,397, and 57,476, respectively, on the first day of each of the months of January, February, and March, with an unemployment percentage of 15, 14.8, and 12, respectively. How this compares with the corresponding months of each of the years 1911 to 1914 is shown in the table which follows:

PER CENT OF UNEMPLOYMENT IN SWEDISH TRADE UNIONS ON THE FIRST OF EACH INDICATED MONTH FOR THE YEARS 1911 TO 1915.

[Source: Sociale Meddelanden utgivna av K. Socialstyrelsen, Stockholm, 1915, No. 5, p. 511.]

Year.	January.		February.		March.	
	Number reporting.	Per cent unem- ployed.	Number reporting.	Per cent unem- ployed.	Number reporting.	Per cent unem- ployed.
1911.....					61,550	12.0
1912.....	43,067	8.5	50,972	11.1	53,122	8.4
1913.....	54,340	8.4	52,774	8.9	50,392	7.1
1914.....	60,535	7.5	61,468	10.4	58,354	7.5
1915.....	59,195	15.0	56,788	14.8	57,476	12.0

Judging from this table conditions as to unemployment were considerably worse in 1915 than in the corresponding months of the years 1911 to 1914, with the exception that in March, 1911, the per cent of unemployment was the same as in March, 1915.

The largest amount of unemployment in March was found among the bricklayers and masons' union (58.1 per cent) and in January and February among the members of the plasters' union, the per cent being 80 and 84.2, respectively; the latter union was also second in the amount of unemployment in March, 1915. In January the lowest per cent of unemployment was found among the members of the shoe and leather workers' union, in February in the miners' union, and in March in the ironworkers' union. In general the building trades workers suffered most heavily, while among metal workers unemployment was relatively at a minimum.

The increase in the activities of the public employment offices in Sweden during 1914 was very marked. During each of the years 1912, 1913, and 1914, the increase in the number of applications for jobs over each preceding year was 15.4, 5.7, and 25.1 per cent,

¹ Sociale Meddelanden utgivna av K. Socialstyrelsen, Stockholm.

respectively; but the increase in the number of vacancies and the relative number of places filled did not keep pace with this increase in the number of applicants; the increase in vacancies in 1912, 1913, and 1914 was 22, 13.2, and 11 per cent, respectively; in places filled, 23.9, 12.3, and 17.2 per cent, respectively.

The following table shows the relation between the applications for positions and the vacancies available and the actual places filled. The effect of the early war months (August to December) in increasing the number of applicants per 100 vacancies as compared with the same number for the year 1913 is quite apparent. The greatest amount of unemployment in 1914 was found among male workers, judging from the fact that the largest proportion of applicants for each 100 vacancies was found among that class of employees. On the same basis agriculture showed the least amount of unemployment.

NUMBER OF APPLICATIONS AND NUMBER OF PLACES FILLED FOR EACH 100 VACANCIES FOR EACH OF THE MONTHS OF THE YEARS 1913, 1914, AND 1915.

[Source: Sociale Meddelanden utgivna av K. Socialstyrelsen, 1915, No. 3-5.]

	Applications per 100 vacancies.			Places filled per 100 vacancies.		
	1913	1914	1915	1913	1914	1915
January.....	153	125	202	64	64	71
February.....	133	127	181	62	62	72
March.....	110	107	147	58	59	67
April.....	97	91	125	60	60	67
May.....	99	93	.....	62	62	.....
June.....	112	104	.....	66	67	.....
July.....	107	99	.....	61	65	.....
August.....	96	133	.....	61	69	.....
September.....	89	121	.....	60	70	.....
October.....	98	128	.....	67	75	.....
November.....	129	192	.....	71	77	.....
December.....	117	182	.....	74	76	.....
Average for year.....	116	.....	.....	68	72	.....

Reports were received from 2,160 employers in 40 centers of employment, during the first quarter of the year 1915, employing 258,764 workmen. Of this number 2,138 employers, employing 249,403 workmen, were engaged in industry, the handworking trades, and transportation. After a compilation of their reports, it appeared that 384 employers, who employed 26 per cent of the total labor force, reported conditions of employment as improved as compared with the first quarter of 1914; 1,108 employing 49 per cent of the labor force reported conditions as unchanged, and 646 employing 25 per cent of the labor force reported conditions as worse.

SWITZERLAND (ZURICH), JANUARY TO MARCH, 1914 AND 1915.

The table presented here may serve to show from a limited angle the state of employment in one of the principal industrial centers of Switzerland during the first quarter of the years 1914 and 1915.

As shown, the number of applications for each 100 vacancies and for each 100 positions filled was greater in each of the three months of the first quarter of 1915 than for the same months of 1914.

NUMBER OF APPLICATIONS FOR EMPLOYMENT AND OF VACANCIES REPORTED, COMPARED WITH POSITIONS FILLED, FIRST QUARTER, 1914 AND 1915, ZURICH, SWITZERLAND.

[Source: Monats-Berichte des Statistischen Amtes der Stadt Zurich, Nos. 1, 2, and 3, 1915, p. 25.]

Period.	Applica- tions for employ- ment.	Vacancies reported.	Positions filled.	Applications for em- ployment per 100—	
				Vacancies reported.	Positions filled.
January, 1914.....	1,581	684	484	231.1	326.7
January, 1915.....	2,143	647	450	331.2	466.9
February, 1914.....	1,397	755	524	185.0	266.6
February, 1915.....	1,817	848	662	226.1	274.5
March, 1914.....	1,499	1,380	975	108.6	153.7
March, 1915.....	1,850	1,279	988	144.6	187.2

STRIKES AND LOCKOUTS IN VARIOUS COUNTRIES.

FRANCE, JANUARY TO APRIL, 1915.¹

Fifteen strikes and 3 lockouts were reported to the French labor office during the period from January to April, 1915. Six occurred in January, 5 in February, 2 in March, and 5 in April, and involved in all 842 employees. Ten of the disputes arose from a demand for increased wages. The industries affected were: Preparation of food, in 4 instances; weaving, 4; boots and shoes, 3; dock workers, 2; clothing, 2; and 1 in each of 3 miscellaneous occupations. The average number of days lost was 5.61 days; the longest dispute lasted 54 days, the shortest 1 day. As to results, 4 succeeded, 5 were compromised, and 9 failed.

GERMANY, DURING THE WAR.

Since the outbreak of the war to the end of March, 1915, according to the report of the imperial office of labor statistics² there occurred 52 labor disputes directly involving 4,029 workmen; the total employed force in the establishments involved was, however, 10,218. The average duration of the disputes was 4.77 days as compared with 27.99 days, the average for all disputes occurring during the five-year period 1909-1913. The strikes occurring during the war were not largely supported by trade-unions. The question of wages was involved in 43 of the labor disputes. Of the 52 disputes, 26 were settled by conciliation. As to results obtained, the strikes were wholly successful in 11 cases, involving 41 per cent of the men affected; and partially successful in 12 instances, involving 16.6 per cent of all employees affected, while no results followed from the other 29 disputes, which involved 42.4 per cent of the total number of persons affected.

GREAT BRITAIN, 1914 AND 1915.

Based on returns from employers and employees, reports are published monthly by the Board of Trade in its *Labor Gazette* concerning trade disputes which occur in the course of each month. The following brief statement summarizes conditions as to strikes from January to May, 1915, as compared with the corresponding months of 1914. The first table shows the number of disputes arising in each particular month and the number of workpeople affected thereby, together with

¹ Bulletin du Ministère du Travail, January-April, 1915, pp. 18, 19.

² Reichs-Arbeitsblatt. Hrsg. vom Kaiserlichen Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin, 1915 (May), pp. 413-416.

the distribution of the strikes of each month according to their causes. During the five-month period, January to May, 1915, 185 out of a total of 258 disputes were caused by demand for increased wages.

LABOR DISPUTES IN GREAT BRITAIN, JANUARY TO MAY, 1915, BY MONTHS.

[Source: Board of Trade Labour Gazette, February to June, 1915.]

Months.	Number of new disputes.	Work-people directly and indirectly affected.	Causes of disputes.				
			Wages.		Hours of labor.	Trade-unionism.	Other.
			For increase.	Other causes.			
January.....	30	4,082	15	4	2	4	5
February.....	47	29,007	34	5	.....	1	7
March.....	74	16,359	54	7	.....	5	8
April.....	44	5,577	38	.....	1	2	3
May.....	63	48,240	44	6	3	.....	10
First 5 months ¹	258	103,265	185	22	6	12	33

¹ The totals do not agree with the table following, because "In making up total for several months figures have been amended in accordance with the latest information."

The following table presents a comparative summary statement, by trade groups, of strikes in Great Britain between January 1 and May 31, 1915, both dates inclusive, and the corresponding period in 1914, with aggregate number of persons involved and duration in working days of all disputes in progress.

The number of strikes during the period in 1915 was 55 per cent of the number for a like period in 1914, and the number of persons affected in 1915 was only 35 per cent of the number in 1914, and the days of work lost because of strikes in 1915 was only 11.4 per cent of the number so lost in 1914.

LABOR DISPUTES IN GREAT BRITAIN IN THE FIRST FIVE MONTHS OF 1914 AND OF 1915.

[Source: Board of Trade Labour Gazette, June, 1915, p. 222.]

Groups of trades.	January to May, 1914.			January to May, 1915.		
	Number of disputes.	Number of work-people involved.	Aggregate duration in working-days of all disputes in progress.	Number of disputes.	Number of work-people involved.	Aggregate duration in working-days of all disputes in progress.
Building.....	110	34,161	2,040,500	21	9,460	74,000
Coal mining.....	80	216,545	3,070,400	20	22,193	86,300
Other mining and quarrying.....	8	814	28,600	1	33	1,100
Engineering.....	44	6,369	383,900	46	16,295	170,900
Shipbuilding.....	52	13,190	65,400	25	2,848	24,200
Other metal.....	32	8,041	126,500	21	9,699	43,400
Textile.....	60	13,496	366,500	32	20,672	142,400
Clothing.....	26	2,390	42,500	16	2,005	10,100
Transport.....	26	8,563	32,900	45	14,525	88,900
Other trades.....	81	11,434	306,200	59	11,963	121,600
Total ¹	519	315,003	² 6,663,400	286	109,693	762,900

¹ Totals for 1915 do not agree with detail table. Explanation given in note on that table.

² The aggregate duration in 1914 of the general dispute at Dublin (200,000 working-days), is included in the total but not in the separate groups of trades.

BUREAUS OF LABOR, INDUSTRIAL COMMISSIONS, ETC., AND THEIR CHIEF OFFICIALS.

State.	Name of bureau.	Name and title of chief official.		Location of bureau.
		Name.	Title.	
United States.....	Bureau of Labor Statistics.	Royal Meeker.....	Commissioner.....	Washington, D. C.
Arkansas.....	{Bureau of labor and statistics.	J. C. Clary.....	.....do.....	Little Rock.
		(M. J. McMahon.....	Deputy commis- sioner.	Do.
California.....	Bureau of labor statistics.	John P. McLaughlin.	Commissioner.....	948 Market Street, San Francisco.
Colorado.....	.....do.....	Axel Swanson.....	Deputy commis- sioner.	Denver.
Connecticut.....	.....do.....	P. H. Connolley.....	Commissioner.....	Hartford.
Georgia.....	{Department of com- merce and labor.	(H. M. Stanley.....	.....do.....	Atlanta.
		(J. T. Derry.....	Assistant commis- sioner.	Do.
Hawaii.....	Department of immi- gration, labor, and statistics.	Ralph A. Kearns.....	Acting commis- sioner.	Honolulu.
Idaho.....	Bureau of immigration, labor, and statistics.	S. J. Rich.....	Commissioner.....	Boise.
Illinois.....	Bureau of labor statis- tics.	L. D. McCoy.....	Secretary.....	Springfield.
Indiana.....	Bureau of statistics.....	T. W. Brolley.....	Chief.....	Indianapolis.
Iowa.....	Bureau of labor statis- tics.	A. L. Urlick.....	Commissioner.....	Des Moines.
Kansas.....	Department of labor and industry.	P. J. McBride.....	.....do.....	Topeka.
Kentucky.....	Department of agricul- ture, labor, and statis- tics.	J. W. Newman.....	.....do.....	Frankfort.
Louisiana.....	Bureau of labor and in- dustrial statistics.	Wm. McGilvray.....	.....do.....	New Orleans.
Maine.....	Department of labor and industry.	Roscoe A. Eddy.....	.....do.....	Augusta.
Maryland.....	Bureau of statistics and information.	Frank A. White.....	Chief.....	Baltimore.
Massachusetts.....	Bureau of statistics.....	C. F. Gettemy.....	Director.....	} Boston. 721A New Albion Building, No. 1 Beacon Street, Boston.
Do.....	{State board of labor and industries(5 members)	(Alfred W. Donovan.....	Chairman.....	
		(Mrs. Mary H. Dewey.....	.....do.....	
		(Selskar M. Gunn.....	.....do.....	
		(Dr. Alfred H. Quessy.....	.....do.....	
		(Edward F. Wallace.....	Counsel.....	
		(Edwin Mulready.....	Commissioner of labor.	
Michigan.....	Department of labor.....	J. V. Cunningham.....	Commissioner.....	Lansing.
		(C. E. Hogadone.....	Deputy commis- sioner.	Do.
Minnesota.....	Department of labor and industries.	W. F. Houk.....	Commissioner.....	St. Paul.
		J. T. Fitzpatrick.....	.....do.....	Jefferson City.
Missouri.....	{Bureau of labor statis- tics.	H. P. Reeds.....	Deputy commis- sioner.	Do.
		John L. Bradley.....	.....do.....	Do.
		(A. T. Edmonston.....	Supervisor of statis- tics.	Do.
Montana.....	Department of labor and industry.	W. J. Swindle- hurst.	Commissioner.....	Helena.
Nebraska.....	Bureau of labor and in- dustrial statistics.	Chas. W. Pool.....	Deputy commis- sioner.	Lincoln.
New Hampshire.....	Bureau of labor.....	J. S. B. Davie.....	Commissioner.....	Concord.
New Jersey.....	Bureau of statistics of labor and industries.	George C. Lowe.....	Chief.....	Trenton.
Do.....	Department of labor.....	(Lewis T. Bryant.....	Commissioner.....	Do.
		(John I. Holt.....	Assistant commis- sioner.	Do.
		(John Mitchell.....	Chairman.....	Albany.
		(Jas. M. Lynch.....	.....do.....	Address of board, 381 Fourth Ave- nue, New York City.
		(Wm. H. H. Rogers.....	.....do.....	
		(Louis Wiard.....	.....do.....	
		(Edward P. Lyons.....	.....do.....	
North Carolina.....	Department of labor and printing.	M. L. Shipman.....	Commissioner.....	Raleigh.
North Dakota.....	Department of agricul- ture and labor.	W. C. Gilbreath.....	.....do.....	Fargo.
		(Wallace D. Yaple.....	Chairman.....	Columbus.
Ohio.....	{Industrial commission (3 commissioners).	(Herbert L. Eliot.....	Vice chairman.....	Do.
		(T. J. Duffy.....	.....do.....	Do.
		(H. H. Hamm.....	Secretary.....	Do.
Oklahoma.....	Department of labor.....	C. L. Daugherty.....	Commissioner.....	Oklahoma City.
Oregon.....	Bureau of labor statis- tics and inspection of factories and work- shops.	O. P. Hoff.....	.....do.....	Salem.

Bureaus of labor, industrial commissions, etc., and their chief officials—Concluded.

State.	Name of bureau.	Name and title of chief officer.		Location of bureau.
		Name.	Title.	
Pennsylvania.....	Department of labor and industry.	John P. Jackson..	Commissioner.....	Harrisburg.
Do.....	Industrial board (5 members).	John P. Jackson...	Commissioner of labor and indus- try.	Address of board, Harrisburg.
		Mrs. Samuel Semple		
		James C. Cronin...		
		Geo. S. Comstock..		
Philippine Islands	Bureau of labor.....	Maj. John P. Wood.	Director.....	Manila.
Porto Rico.....	.....do.....	Manuel Tinio.....	Director.....	Manila.
Rhode Island.....	Bureau of industrial statistics.	J. Clark Bills.....	Chief.....	San Juan.
South Carolina...	Department of agriculture, commerce, and industries.	G. H. Webb.....	Commissioner.....	Providence.
Texas.....	Bureau of labor statistics.	E. J. Watson.....	do.....	Columbia.
Utah.....	Bureau of immigration, labor, and statistics.	C. W. Woodman..	do.....	Austin.
Utah.....	Bureau of immigration, labor, and statistics.	H. T. Haines.....	do.....	Salt Lake City.
Virginia.....	Bureau of labor and industrial statistics.	J. B. Doherty.....	do.....	Richmond.
Washington.....	Bureau of labor.....	Edw. W. Olson.....	do.....	Olympia.
West Virginia.....	.....do.....	Jack H. Nightingale.	do.....	Charleston.
Wisconsin.....	Industrial commission (3 commissioners).	C. H. Crownhart..	Chairman.....	Madison. Do. Do. Do.
		J. D. Beek.....		
		Fred M. Wilcox...		
		P. J. Watrous.....		
			Secretary.....	

STATE BUREAUS CHARGED WITH ENFORCEMENT OF FACTORY INSPECTION LAWS, AND CHIEF INSPECTION OFFICIALS.

State.	Name of bureau.	Name and title of chief official.		Location of bureau.
		Name.	Title.	
Alabama.....		W. H. Oates, M. D.	Inspector of jails, almshouses, cotton mills, or factories.	Box 282, Montgomery.
Arkansas.....	Bureau of labor and statistics.	J. C. Clary.....	Commissioner.....	Little Rock.
Do.....	Department of health.		Commissioner of health.	
California.....	Bureau of labor statistics.	John P. McLaughlin.	Commissioner.....	948 Market Street, San Francisco.
Do.....	Industrial accident board.	A. J. Pillsbury...	Chairman.....	Underwood Building, 525 Market Street, San Francisco.
Colorado.....	Bureau of labor statistics.	Alex. Swanson...	Deputy commissioner of labor and chief factory inspector.	Denver.
Connecticut.....	Factory inspector's office.	J. J. McPartland..	Factory inspector.	Hartford.
Delaware.....		Wm. Gibbons.....	Child labor inspector.	Ford Building, Wilmington.
		Miss Mary S. Malone.	Inspector for 10-hour law.	507 Washington Street, Wilmington.
		Dr. Wm. R. Mesick.	Inspector of canneries.	Rehoboth Beach.
Florida.....	Office of State labor inspector.	J. C. Privett.....	State labor inspector.	Room 6, Baldwin Building, Jacksonville.
Illinois.....	Department of factory inspection.	Oscar F. Nelson...	Chief.....	608 South Dearborn Street, Chicago.
Indiana.....	Bureau of inspection...	Edgar A. Perkins.	Chief inspector...	Room 120, State Capitol, Indianapolis.
		John J. Walsh...	Deputy inspector.	
Iowa.....	Bureau of labor statistics.	A. L. Urick.....	Commissioner.....	Des Moines.
Kansas.....	Department of labor and industry.	P. J. McBride.....	Commissioner of labor and industry and ex officio State factory inspector.	Topeka.

State bureaus charged with enforcement of factory inspection laws, and chief inspection officials—Concluded.

State.	Name of bureau.	Name and title of chief official.		Location of bureau.
		Name.	Title.	
Kentucky.....	Bureau of agriculture, labor, and statistics.	J. W. Newman... (Harry M. Leslie...)	Commissioner.... Labor inspector...	Frankfort. 307 Kentucky Title Building, Louisville.
Louisiana.....	Bureau of statistics of labor.	Wm. McGilvray... Mrs. Martha D. Gould.	Commissioner.... Factories inspector of Orleans Parish.	New Orleans. Room 11, City Hall, New Orleans.
Maine.....	Department of labor and industry.	Roscoe A. Eddy...	Commissioner of labor and State factory inspector.	Augusta.
Maryland.....	Bureau of statistics and information.	Frank A. White...	Chief inspector....	Baltimore.
Do.....	Women's 10-hour bureau.	Miss Sarah F. Martin.	Chairman.....	Equitable Building, Baltimore.
Massachusetts.....	State board of labor and industries.	Alfred W. Donovan. Edwin Mulready...	Commissioner of labor.	72A New Albion Building, No. 1 Beacon Street, Boston.
Michigan.....	Department of labor...	J. V. Cunningham	Commissioner of labor and chief factory inspector.	Lansing.
Minnesota.....	Department of labor and industries.	W. F. Houk.....	Commissioner; chief inspector.	St. Paul.
Missouri.....	Department of factory inspection.	A. S. Johnston...	Chief inspector....	Fullerton Building, St. Louis.
Nebraska.....	Bureau of labor and industrial statistics.	Chas. W. Pool...	Deputy commissioner of labor and factory inspector.	Lincoln.
New Hampshire..	Bureau of labor.....	J. S. B. Davie....	Labor commissioner and factory inspector.	} Concord.
Do.....	Board of health.....	Irving A. Watson, M. D.	Secretary.....	
New Jersey.....	Department of labor...	Lewis T. Bryant...	Commissioner....	Trenton.
New York.....	State industrial commission.	John Mitchell...	Chairman.....	Albany.
Ohio.....	Industrial commission.	Wallace D. Yaple. T. P. Kearns...	Chairman..... Chief deputy, division of workshops, factories, and public buildings.	Columbus.
Oklahoma.....	Department of labor...	C. L. Daugherty..	Commissioner....	Guthrie.
Oregon.....	Bureau of labor statistics and inspection of factories and workshops.	O. P. Hoff.....	Commission of labor and factory inspector.	Salem.
Do.....	Board of inspectors of child labor.			
Pennsylvania.....	Bureau of inspection, department of labor and industry.	John Price Jackson Lew R. Palmer...	Commissioner.... Chief inspector....	} Harrisburg.
Rhode Island.....	Office of factory inspectors.	J. Ellery Hudson..	do.....	
South Carolina...	Department of agriculture, commerce, and industries.	E. J. Watson.....	Commissioner....	Room 306, State House, Providence, Columbia.
Tennessee.....	Department of workshop and factory inspection.	W. L. Mitchell...	Chief inspector....	Nashville.
Do.....	State board of health.			
Texas.....	Bureau of labor statistics.	C. W. Woodman...	Commissioner....	Austin.
Utah.....	Bureau of immigration, labor, and statistics.	H. T. Haines.....	do.....	Salt Lake City.
Vermont.....	Office of factory inspector.	Allan Calhoun...	Factory inspector.	Middleburg.
Virginia.....	Bureau of labor and industrial statistics.	J. B. Doherty....	Commissioner....	Richmond.
Washington.....	Bureau of labor.....	Edward W. Olson.	Commissioner of labor.	Olympia.
West Virginia.....	do.....	Jack H. Nightingale.	Commissioner....	Wheeling.
Wisconsin.....	Industrial commission.	C. H. Crownhart.. C. W. Price.....	Chairman..... Assistant to commission.	} Madison.

¹ The first deputy commissioner of labor is inspector general of the State. The State is divided into 2 factory inspection districts with a chief factory inspector under the commissioner of labor in charge of each.

MINIMUM WAGE BOARDS.

California.—Industrial Welfare Commission (5 members):

Hon. Frank J. Murasky, judge of superior court, chairman.

Mrs. Katherine Philips Edson.

A. B. C. Dohrmann.

A. Bonnheim.

Walter G. Matthewson.

H. A. Scheel, secretary.

Address of commission: San Francisco.

Colorado.—State Wage Board (3 members):

W. H. Kistler, president.

Mrs. Martha Slothower.

Mary C. Porter.

Address of board: Capitol Building, Denver.

Massachusetts.—Minimum Wage Commission (3 commissioners):

Rev. Robert Bisbee, chairman.

Arthur N. Holcombe.

Mabel Gillespie.

Amy Hewes, secretary.

Address of commission: Rooms 720-721, New Albion Building, 1 Beacon Street, Boston.

Minnesota.—Minimum Wage Commission (3 members):

W. F. Houk, commissioner of labor, chairman.

A. H. Lindeke.

Eliza P. Evans, secretary.

Address of commission: St. Paul.

Nebraska.—Minimum Wage Commission:

Not yet appointed.

Oregon.—Industrial Welfare Commission (3 members):

Edwin V. O'Hara, chairman.

Bertha Moores.

Amédée M. Smith.

Miss Caroline J. Gleason, secretary.

Address of commission: 610 Commercial Block, Portland.

Utah.—No board. Commissioner of immigration, labor, and statistics charged with enforcement of law.**Washington.**—Industrial Welfare Commission (5 members):

Edw. W. Olson, commissioner of labor, chairman.

Mrs. Jackson Silbaugh, secretary.

M. H. Marvin.

Mrs. Florence H. Swanson.

Mrs. W. H. Udall.

Address of commission: Olympia.

Wisconsin.—Industrial Commission (3 commissioners):

C. H. Crownhart, chairman.

J. D. Beck.

Fred M. Wilcox.

P. J. Watrous, secretary.

Address of commission: Madison.

WORKMEN'S COMPENSATION AND INSURANCE COMMISSIONS.**California.**—Industrial Accident Commission (3 commissioners):

A. J. Pillsbury, chairman, Piedmont.
 Will J. French, San Francisco.
 Harris Weinstock, San Francisco.
 Ira B. Cross, secretary.

Address of commission: Underwood Building, 525 Market Street, San Francisco.

Colorado.—Industrial Commission:

Gov. George A. Carlson, chairman.
 E. E. McLaughlin.
 W. C. Williams.
 F. P. Lennon.
 John E. Ramer, secretary of state, secretary ex officio.

Connecticut.—Workmen's Compensation Commission (5 commissioners):

Talcott H. Russell, chairman, New Haven.
 Edward T. Buckingham, secretary, Bridgeport.
 George B. Chandler, 209 Pearl Street, Hartford.
 Dr. James J. Donohue, Willimantic.
 Frederic M. Williams, Waterbury.

Illinois.—Industrial Board (3 members):

J. B. Vaughn, chairman.
 P. J. Angsten.
 Robert Eadie.
 W. V. Conley, secretary.

Address of board: 1003-1004 City Hall Square Building, Chicago.

Iowa.—Iowa Industrial Commission:

Warren Garst, commissioner.
 Welker Given, secretary.

Address: Des Moines.

Maryland.—Workmen's Compensation Board:

John B. Hanna, chairman.
 Charles D. Wagaman.
 James Higgins.
 Howard C. Hill, secretary.

Address: Baltimore.

Massachusetts.—Industrial Accident Board (5 members):

Frank J. Donahue, chairman.
 Dudley M. Holman.
 David T. Dickinson.
 Thomas F. Boyle.
 Joseph A. Parks.
 Robert E. Grandfield, secretary and executive officer.

Address of board: New Albion Building, 1 Beacon Street, Boston.

Michigan.—Industrial Accident Board (3 members):

John E. Kinnane, chairman, Bay City.
 J. A. Kennedy, Sault Ste. Marie.
 Thos. B. Gloster, Detroit.
 Gilbert N. Dickson, secretary.

Address of board: Oakland Building, Lansing.

Montana.—Industrial Accident Board:

William Keating.
 W. J. Swindlehurst.
 A. E. Spriggs.

Nevada.—Industrial Commission (5 members):

Tasker L. Oddie, governor, chairman.

Edward Ryan, State mine inspector.

George B. Thatcher, attorney general.

H. A. Lemmon.

William E. Wallace.

John J. Mullin, secretary.

Address of commission: Carson City.

New Jersey.—Employers' Liability Commission (6 members):

Wm. B. Dickson, president, Montclair.

Samuel Botterill, East Orange.

J. Wm. Clark, Newark.

John T. Cosgrove, Elizabeth.

Walter E. Edge, Atlantic City.

Edward K. Mills, Morristown.

Wm. E. Stubbs, secretary.

Address of commission: Trenton.

New York.—State Industrial Commission:

John Mitchell, chairman.

Jas. M. Lynch.

Wm. H. H. Rogers.

Louis Wiard.

Edward P. Lyons.

Address of commission: Capitol Building, Albany.

Ohio.—Industrial Commission (3 commissioners):

Wallace D. Yaple, chairman.

M. B. Hammond, vice chairman.

T. J. Duffy.

H. H. Hamm, secretary.

Address of commission: Columbus.

Oregon.—State Industrial Accident Commission (3 commissioners):

Harvey Beckwith, chairman.

Wm. A. Marshall.

C. D. Babcock.

F. W. Hinsdale, secretary.

Address of commission: Salem.

Texas.—Industrial Accident Board (3 members):

Joseph D. Sayers.

O. P. Pyle.

William J. Moran.

W. L. Hartung, secretary.

Address of board: Austin.

Vermont.—Industrial Accident Board:

Robert W. Simonds, chairman.

Sanford Daniels.

Fred T. Pease.

Washington.—Industrial Insurance Commission (3 commissioners):

Floyd L. Daggett, chairman.

Clarence Parker.

Ambrose B. Ernst.

P. Gilbert, secretary.

Address of commission: Olympia.

West Virginia.—Compensation Commissioner:

Lee Ott, commissioner.
C. L. Topping, secretary.

Wisconsin.—Industrial Commission (3 commissioners):

C. H. Crownhart, chairman.
J. D. Beck.
Fred M. Wilcox.
P. J. Watrous, secretary.
Address of commission: Madison.

BUREAUS OF LABOR IN FOREIGN COUNTRIES.

Country.	Name of bureau.	Chief official.	Location of bureau.	Title of publication.	Frequency of issue.
Argentina....	Departamento Nacional del Trabajo.	Presidente..	Buenos Aires.	Boletin del Departamento nacional del Trabajo.	Monthly.
Australia.....	Labor and Industrial Branch (Bureau of Census and Statistics, Department of Home Affairs).	Commonwealth Statistician.	Melbourne..	Labour Bulletin..	Quarterly.
New South Wales.	Department of Labor and Industry.	Minister of Labor and Industry.	Sydney.....	New South Wales Industrial Gazette.	Monthly.
Queensland	Department of Labor.....	Director.....	Brisbane....	.....	.....
Austria.....	K. K. Arbeitsstatistisches Amt im Handelsministerium.	Vorstand.....	Vienna.....	Soziale Rundschau	Do.
Belgium.....	Office du Travail (Ministère de l'Industrie et du Travail).	Directeur General.	Brussels....	Revue du Travail.	Do.
Canada.....	Department of Labor.....	Minister of Labor.	Ottawa.....	Labour Gazette...	Do.
Ontario....	Bureau of Labor (Department of Public Works).	Secretary.....	Toronto.....	.....	.....
Chile.....	Oficina de Estadística del Trabajo.	Jefe.....	Santiago....	Boletin de la Oficina del Trabajo.	Do.
Denmark.....	Direktoratet for arbejds, og fabriktilsynet.	Direktor....	Copenhagen.	.....	.....
Finland.....	Industristyrelsen (Kejsarliga Senaten).	.....do.....	Helsingfors.	Arbetsstatistisk Tidskrift.	Bimonthly.
France.....	Office du Travail (Ministère du Travail et de la Prévoyance Sociale).	Directeur... Paris.....	Paris.....	Bulletin du Ministère du Travail et de la Prévoyance Sociale.	Monthly.
Germany.....	Abteilung für Arbeiterstatistik, Kaiserliches Statistisches Amt (Ministerium des Innern).	Präsident... Berlin.....	Berlin.....	Reichsarbeitsblatt	Do.
Great Britain.	Department of Labor Statistics (Board of Trade).	Director..... London.....	London.....	Board of Trade Labour Gazette.	Do.
Greece.....	Division of Labor and Social Welfare (Department of Industry) (Tmema Ergasias Kai Koinonkes Pronoias—Upourgeio tes Ethnikes Oikonomias).	..... Athens.....	Athens.....	.....	.....
Italy.....	Ufficio del Lavoro (Ministero di Agricoltura, Industria e Commercio).	Direttore Generale.	Rome.....	Bollettino dell' Ufficio del Lavoro.	Monthly, semi-monthly.
Mexico.....	Departamento del Trabajo	..... Mexico City..	Mexico City..	Boletin del Departamento del Trabajo.	Monthly.
Netherlands..	Directie van den Arbeid (Departement van Landbouw, Nijverheid en Handel).	Directeur Generaal.	The Hague..	Maandschrift van het Centraal Bureau voor de Statistiek.	Do.
New Zealand.	Department of Labor.....	Minister of Labor.	Wellington..	Journal of the Department of Labour.	Do.

Bureaus of labor in foreign countries—Concluded.

Country.	Name of bureau.	Chief official.	Location of bureau.	Title of publication.	Frequency of issue.
Norway.....	Socialavdelingen (Departementet for sociale saker, handel, industri og fiskeri).	Direktor....	Christiania..	Sociale Meddelelser	Bimonthly.
Peru.....	(1)	.....	.....	.....	.....
Porto Rico.....	Negociado del Trabajo....	Jefe.....	San Juan.....	Boletín.....	Irregular.
Portugal.....	Repertição do trabalho industrial (Direcção geral do comércio e indústria) Ministério do fomento.	.....	Lisbon.....	Boletim do Trabalho Industrial.	Do.
Roumania.....	(2)	.....	.....	.....	.....
Russia.....	Division of Industry (Ministry of Commerce and Industry).	Director.....	Petrograd..	Swoddii Otchetovi Fabrichiü Inspectorovi.	.....
Servia.....	Section for Industry, Trade, and Social Legislation (Ministry of Political Economy) (Ministar Narodne Privrede).	.....	Sofia.....	.....	.....
South Africa.....	(3)	.....	.....	.....	.....
Spain.....	Instituto de Reformas Sociales.	Secretario General	Madrid.....	Boletín del Instituto de Reformas Sociales.	Monthly.
Do.....	Dirección General de Comercio, Industria y Trabajo.	Director.....	.....do.....	Boletín Oficial de Comercio, Industria y Trabajo.	Do.
Sweden.....	K. K. Socialstyrelsen.....	Direktor....	Stockholm..	Sociala Meddelanden.	Do.
Switzerland..	Secretariat Ouvrier Suisse (senioficial).	Secrétaire...	Zurich.....	.....	.....
Uruguay.....	Oficina del Trabajo (Ministero de Industrias, Trabajo e Instrucción Publica).	.....	Montevideo.	Boletín de la Oficina del Trabajo.	Quarterly.
International.	International Labor Office.	Director....	Basel, Switzerland.	Bulletin.....	Irregular.

¹ Special labor division in the police department created in 1913 but its scope of investigation, etc., limited to the cities of Lima and Callao.

² A general ministry of commerce and industry.

³ Only a public employment office (labor department) in the ministry of mines and industry.

