

U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

ROYAL MEEKER, Commissioner

MONTHLY REVIEW

OF THE

U. S. BUREAU OF LABOR STATISTICS

VOLUME I—OCTOBER, 1915—NUMBER 4



WASHINGTON
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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.)
- No. 4. Wholesale prices, 1890 to 1914. (Bul. No. 181.) [In press.]

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. 119.)
- 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, 1819 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 1914. (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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DEPARTMENT OF LABOR CONFERENCE ON EMPLOYMENT, HELD AT SAN FRANCISCO, CAL., AUGUST 2 TO 6, 1915.

In response to a letter signed by Hon. William B. Wilson, Secretary of Labor, dated April 26, 1915, a most successful conference between representatives of the municipal, State, and Federal employment agency officers was held at San Francisco early in August. In the letter which called this conference the Secretary of Labor stated that some of the department's activities were "quite similar to, and indeed in some respects identical with, those of various State and municipal organizations. Consequently it has been and is the policy and desire of the department to cooperate with such organizations and authorities, in such manner as to avoid duplication of work and waste of resources, by providing for efficient administration and uniformity of methods in accomplishing the aims of the governments mutually concerned. To one of the ways in which it is believed this department can be of special aid to State and municipal organizations I wish to direct your notice at this time. Recently, through the Division of Information of the Bureau of Immigration, distribution branches, or labor exchanges, were established throughout the country in order * * * to afford employers in all industries a method by which they may make application for and secure, without expense, such help as they may need.

"In the effort to relieve congestion in the industrial centers the supply of labor for the farm and other rural occupations has been one of the specialties of the system. The Post Office Department, with officers in each town and city, and the Department of Agriculture, with representatives in every agricultural community, are extending to the movement great aid.

"As the authorities of the States and municipalities come into closer contact with the people than is possible to Federal authorities, and as under our form of government the States and local governments have a wider range of power of the kind needed completely to effectuate the objects in view, cooperation with States and municipi-

palities upon this subject of properly and beneficially distributing laborers is of paramount importance in efforts to approximate the maximum of success.

"I have therefore concluded that a conference between the executive officers of the department and representatives of the States and municipalities engaged in like activities is highly advisable; hence have decided to invite such representatives to meet those of this department as aforesaid at the city of San Francisco on the 2d day of August next. * * *

"A full representation of all official organizations concerned in this matter is very much to be desired."

The representation from the various State employment offices, municipal employment offices, and the officials of organizations formed among these was very satisfactory.

The conference met on the morning of August 2 and elected Hon. William B. Wilson, Secretary of Labor, chairman; Mr. H. L. Kerwin, secretary; and Miss Hilda Muhlhauser, assistant secretary. A program committee was at once selected from amongst the three branches and the conference took a recess to enable this program committee to report.

The committee reported, placing the municipal employment agencies and bureaus first on the program, thus giving them the opportunity to state their case and views on the proposed cooperation. Next followed the State employment bureaus and then the Federal employment systems. The municipal and State delegates occupied somewhat more than a day each and made all present thoroughly conversant with the situation and their attitude.

The report of the program committee, as given below, was followed essentially, although the discussion on the floor under the municipal and State bureau heads occupied very much more time than the program would indicate.

PROGRAM.

I. Report of committee on program.

T. V. Powderly, chairman of program committee.

II. Municipal employment agencies and bureaus.

Miss Hilda Muhlhauser, vice president, American Association of Public Employment Bureaus.

III. State employment bureaus.

J. P. McLaughlin, State labor commissioner, California.

IV. Federal employment systems.

(a) Clearing houses for labor distribution:

Frederic C. Howe, United States commissioner of immigration, New York.

(b) An interlinking system:

Ethelbert Stewart, chief statistician, United States Bureau of Labor Statistics.

J. B. Williams, director of employment, Los Angeles, Cal.

H. P. Corcoran, State delegate, West Virginia.

IV. Federal employment systems—Concluded.

(c) Distribution work and methods:

1. Relations of distribution of labor to child labor—
Miss Julia Lathrop, Chief Children's Bureau, United States Department of Labor.
2. Distribution of harvest hands—
C. L. Green, general inspector in charge, employment and distribution, United States Department of Labor.
3. Methods of employment bureaus from the viewpoint of employers—
Cator Wolford, of Chamber of Commerce, Atlanta, Ga.
4. Federal regulation of employment agencies engaged in interstate work—
Hon. T. V. Powderly, Chief Division of Information and Employment, United States Department of Labor.
5. Development work, municipal, State, and Federal—
R. H. Norton, supervisor of Los Angeles County, Cal.

(d) Federal relations:

- Hon. William B. Wilson, Secretary of Labor.
 Hon. Louis F. Post, Assistant Secretary of Labor.
 Hon. A. Caminetti, Commissioner General of Immigration.

In preparing this program the committee has designated the delegates who will open the various subjects, which subjects and subdivisions will be open to discussion by all delegates immediately after the subjects and subdivisions have been introduced by the delegate designated, either by addresses limited to 10 minutes at the discretion of the presiding officer or by the submission of papers on the subject in question.

Recommendations of the program committee to the conference.

- (1) That the proceedings of this conference be printed and circulated among all municipalities and States.
- (2) That all resolutions introduced at this conference be referred to the committee on program.
- (3) That a permanent advisory board, consisting of 12 members, be created, 4 to be selected by the municipal delegates here present, 4 by the State delegates, and 4 to be appointed by the Secretary of the United States Department of Labor.
- (4) That a Department of Labor conference on employment be called by the Secretary of the United States Department of Labor annually.

The recommendation of the program committee that an advisory board of 12 members be created was recognized as the pivotal and vital outcome of the conference, and on the last day the three sections were invited to name separately four members each for this permanent advisory board. The nominations made by each section and adopted by the conference as a whole were as follows:

Federal representatives.

Mr. C. L. Green, United States Department of Labor, inspector in charge, employment and distribution, United States barge office, New York City.

Dr. P. L. Prentis, inspector in charge, United States Immigration Service, 845 Wabash Avenue, Chicago, Ill.

Mr. Ethelbert Stewart, chief statistician, Bureau of Labor Statistics, United States Department of Labor, Washington, D. C.

Mr. Henry M. White, United States commissioner of immigration, Seattle, Wash.

State representatives.

Mr. Charles B. Barnes, director, bureau of employment, 381 Fourth Avenue, New York City.

Mr. Justin F. Denechaud, secretary, State board of immigration, New Orleans, La.

Mr. Luke McCoy, secretary, bureau of labor statistics, State of Illinois, Springfield, Ill.

Mr. Edward W. Olson, State labor commissioner, Olympia, Wash.

City representatives.

Mr. H. J. Beckerle, superintendent, public employment bureau, Milwaukee, Wis.

Mr. Harry Donoho, superintendent, municipal free employment bureau, 121 Merchants' Trust Building, Los Angeles, Cal.

Mr. G. Harry Dunderdale, superintendent, city employment bureau, 8 Kneeland Street, Boston, Mass.

Miss Hilda Muhlhauser, director girls' and women's bureau, State-city labor exchange, City Hall, Cleveland, Ohio.

The advisory board met immediately after the conference and organized by electing Ethelbert Stewart, chief statistician of the United States Bureau of Labor Statistics, as chairman, and Miss Hilda Muhlhauser, director girls' and women's bureau, State-city labor exchange, Cleveland, Ohio, as secretary.

The paramount idea of the conference throughout seemed to be to get machinery in operation by which the unemployed of the country can be picked up in one place and put into places where labor is needed. Machinery which is big enough to handle the problem in normal times must first be constructed and then developed into an agency which can handle or at least minimize the difficulties in such abnormal times as 1907 and 1914. It was hoped that ultimately the industries can be so charted that it will be known just what the employing power of an industry is in the months of its maximum pay roll and also of its minimum pay roll and be able to know when in any industry the maximum and minimum will occur. It was suggested that the seasonal industries could to some extent be pitted against each other, the off season of one industry being the rush season of another, thus one industry could be brought to take up the other's slack.

The magnitude of the normal unemployment was not ignored. It was brought out that, if we include agriculture, there are, based upon the reports of the Bureau of the Census, something over 3,000,000 people idle in the United States an average of 2 months; 2,500,000, an average of 5 months; 736,000 idle an average of 9½ months, making a general average of 2,177,000 persons idle an average of 12 months in the year in normal times in the United States.

The machinery which the Department of Labor expressed a desire to establish would set itself first to the relief of this normal unemployment by seeking to move men from place to place and from

industry to industry, thus keeping them employed steadily for the year, as far as that is possible.

There are already established State employment offices in 23 States, and these, together with the municipal employment bureaus, make 110 State and municipal employment offices. The machinery suggested would be to work cooperatively through all these and through the immigration officials stationed at all the principal points. Information and possibly ultimate assistance in distribution were tentatively proffered by representatives of the Department of Agriculture, which has an agent in each of the 1,301 counties of the United States. At any rate these agriculture agents could be depended upon to cooperate with the Department of Labor to the extent of acting as signal stations for either jobless men or manless jobs.

Representatives of the Post Office Department, with its 50,000 postmasters, were also present and stated that the Post Office Department, in addition to what it was already doing, was ready to consider the question of instructing all postmasters to act as information agents not only in the distribution of men but also as to the opportunities for work. A representative of the Interior Department signified the willingness of that department to contribute every assistance possible through the Reclamation Service and the General Land Office. This cooperation of the various Federal departments could be arranged for by the Department of Labor itself; but to get the cooperation of the State and city officials it has been deemed necessary to bring them together, harmonize their differences, and effect some plan of cooperation. It was made clear that the Department of Labor realized that the city and State employment offices had their feet on the ground and were in closer touch with the employing manufacturers and also with the unemployed individuals than the Federal officials could ever hope to be. On the other hand, the local city and State officials had to contend with the handicap of local restrictions. The Federal Government in cooperation with city and State officials would give them a larger outlet for the unemployed and a larger intake for the workmen when wanted. It was suggested that the Federal department would be in a measure to the local office what the central Weather Bureau is to the local weather forecaster. It would chart the winds and barometer of employment and unemployment and be able to shift the men from one State to another as their services were needed, returning them to their homes when the industry of that locality was ready to reemploy them.

As stated above, the permanent advisory board was appointed to begin at once the establishment of machinery which will take care of the unemployed in normal times. It was very generally conceded that in abnormal times the industries of the country would be power-

less to take up each other's slack, and that every effort should be brought to bear upon city councils, State legislatures, and the United States Congress so to draft appropriation bills providing for public work that a minimum of work should be done in prosperous times, the appropriations to be stored, as it were, until periods of unemployment in general industry occurred. It would then be possible to have available appropriations to employ large bodies of men on useful public works which had already been planned and provided for.

In closing the discussion on the part of the Federal employment system, Secretary Wilson delivered an address which, besides being an authoritative statement of the department's viewpoint, so compactly expressed the general results and the general conclusions of the conference that it is given in full.

ADDRESS MADE BY HON. WILLIAM B. WILSON, SECRETARY OF LABOR, AT DEPARTMENT OF LABOR CONFERENCE HELD AT SAN FRANCISCO, CAL., AUGUST 2 TO 6, 1915.

I want to express my great gratification at the many kind things that have been said concerning myself during this conference. But I am not egotist enough to believe that I am anything more than one of the units in this great movement toward bringing the man and the job together and the man and the land together. A unit who by virtue of the opportunity that has come to him in the official position he occupies may through that official position have more influence than he otherwise would have.

There have been a great many thoughts brought out as a result of the discussions in this conference, some of them that it does not seem to me it would be wise for us to immediately pass upon, to immediately come to a conclusion upon. It is better that when we do come to a conclusion it should be a right conclusion than that we should come to an immediate conclusion.

That there is need for labor exchanges has been commercially demonstrated. The private labor exchanges came into existence because those who engaged in them originally believed that there was a field for a clearing house for labor, and those who followed the original people in that field have found that there is a field for labor exchanges, and they have found it a profitable business.

There might never have been any movement for a municipal labor exchange if it had not been for the fact that private labor exchanges were susceptible to abuse and that they were utilized for purposes that were not legitimate. The suspicion that labor organizations have against all kinds of labor exchanges—whether private or governmental—grows out of the fact that some of the private labor exchanges were used not simply for the purpose of fleecing the workman who is out of employment—and who is therefore least able to stand the fleecing process—but were also utilized for the purpose of furnishing strike breakers, wage breakers, and hour lengtheners to private concerns; and hence the antagonism of labor organizations and the suspicion that any governmental agency may be used for the same purpose. That might possibly be the case in a government where all power emanates from above. But it can not possibly be the case in that kind of a government where all power emanates from below.

I do not care how progressive or how reactionary the administration of a governmental labor distribution agency may be, with the power in the hands of the people to control that agency it can never be used as a strike-breaking or a wage-smashing machine.

In the first place, it is not the proper function of any labor exchange, private or otherwise, to furnish workmen where there is already a sufficient supply of efficient

workmen to fill the positions; and where there is a strike in existence there is no question about there being a sufficient supply of workmen there, and there is no question about their efficiency, because they have been used in the positions in the past. The question is not a question of a sufficient supply of work. It is a question of a disagreement between the employer and the employee as to the conditions under which the workers will toil, and in such a situation as that it is not the function of an agency or labor exchange to furnish more men to complicate the situation. It becomes the duty of a mediation board somewhere to step in and adjust the difficulty so that those who are there may be profitably employed.

The Department of Labor is but a new administrative department of our Government, and in that department there has been from the beginning the nucleus of a Federal labor exchange, used in a small way because the appropriation was not available to make it bigger in the Immigration Service before the Department of Labor came into existence. Since the Department of Labor came into existence we have sought to make its work nation-wide. Not for the purpose of superseding the State agencies in existence, or superseding the municipal agencies in existence, but for the purpose of supplementing those agencies and making their work more effective.

If an organization of that kind was always properly administered, the ideal kind of an organization would be a Federal distribution agency with the branches in each one of the States and in each one of our large industrial centers, all responding to, the same central directing head.

But such an organization would be a dangerous organization under some circumstances. Whenever the time arrived that the central directing head was opposed to the line of policy of labor exchanges then your entire machinery of labor exchanges would go out of existence. It is a safer policy to pursue, one that will lead to nearly as good results, to have your municipal labor exchanges, your State labor exchanges, and your Federal labor exchange each under a separate management but cooperating with each other. Then no one individual can destroy the machinery of labor exchange.

After undertaking to establish on a nation-wide basis the Federal labor exchange, we had some experiences which led us to believe that a conference of this kind was advisable in order that we might be able to work out methods of cooperation to the greatest advantage.

Our experience in the wheat fields, where the representatives of the department met the State representatives and formulated methods by which labor could be brought from distant points, gave us the impression that possibly in other parts of the country, in other lines of work, the same kind of cooperation could be inaugurated.

We built up 18 zones with 18 zone centers, and those zone centers were almost invariably located in some municipality.

In some of the municipalities there were municipal labor exchanges, and we found that when we had established those zone centers in a municipality where there was already a labor exchange that instead of centralizing, instead of there being but one governmental clearing house for labor, we had created a condition where there were two governmental clearing houses for labor. And we felt that some method should be devised by which there should be but one governmental clearing house in the same municipality. That was another reason why we felt that a conference of this kind should be held. It has been held. And I think that a great deal of good has come from its being held. I am satisfied that so far as the Federal department is concerned we will be better able to cooperate with the State and municipal branches, knowing their viewpoint, knowing their difficulties, than we would have been able to cooperate with them without knowing those difficulties.

We have some agencies, agencies which have been referred to, which neither the State nor the municipal labor exchanges can utilize. The principal one of these is the franking privilege, which belongs to us as a governmental department and which

can be used by us through the Post Office Department. We are able as a result of that franking privilege to receive a communication from a man who is out of employment and who has no means of buying paper or postage stamps telling us of his needs. We are able by means of that franking privilege to convey that information to those who may need the employment of such workmen without further expense to our department.

It has occurred to me that possibly if in those cities where we have zone centers and municipal agencies exist we could carry on our business under the same roof and under a joint management, that we might be able to give them the advantage of our franking privilege when they operate through our agencies in the same offices.

A municipal agency is to a very great extent limited by the boundary lines of the municipality. It may be that occasionally requests for help needed outside of the city are received, but that would be infrequent, so that its activities are to a large extent limited to the municipality itself. There might be an instance where large numbers of workmen are needed in one city, and where there is a surplus of workmen in another city, and because of the lack of means of communication and because of the jurisdictional limitations the workmen and the jobs could not regularly be brought together. Hence, the need of a State agency. But that also is limited by its territorial jurisdiction. The Federal agency is needed to link these two up; and the one great purpose of this conference is to find a method by which we can link up those three agencies in a manner that will make each of them most effective.

I am concerned with the solution of the problem of unemployment; and I do not believe that the machinery we are endeavoring to build up will completely solve the problem of unemployment. But it will reduce that problem and reduce the number of unemployed to the minimum, and when we have reduced the number of unemployed to the minimum, when we have found all the places that are to be found, and we have filled those places, and there is still a number of unemployed, then we can proceed to a consideration of the causes of that unemployment, and proceed to it unencumbered by the entanglements that otherwise would be around it.

There are some things that we may do in that direction. One of those has been referred to by Commissioner Caminetti, a practical "back to the land" movement.

There has been a surprising growth of our municipalities as compared with our rural communities. That growth comes from a number of causes, first of which is that there are more comforts, more conveniences for the man who is down and out, for the man who is unable to make good anywhere, even upon the streets of our municipalities, than are to be found in some of the homes in our rural communities, with their surroundings.

In the second place, we have a large immigration. It has averaged about a million a year for 10 years back. The alien who comes to our shores is unable to go out upon the land. Even if the land were to be had under our homesteading laws with no original cost to him he would still be unable to go out upon the land. In the first place, he has not the means to acquire the land; in the second place, he has not the means to equip the land; and in the third place, he has not the means to live until he can get a return from the land.

The average man who comes from foreign shores, the average workman in our cities, who has a knowledge of farming can not go out to the land for these reasons. And the same reasons would prevent him from getting credit at any of our banking institutions. Our banking institutions would not be safe; they would not be sound; they would lead us to panic if they were in the habit of granting credit to those who have no security; and so the banking institutions can not furnish relief.

These people, then, are in a position where they must find some kind of employment that will give them speedy and regular, even though meager, returns, and they settle in our cities, in our large industrial centers. They remain there.

There is but one way, it occurs to me, by which that condition can be permanently removed, and that is by finding a way by which those who are familiar with agricultural pursuits may find a credit that will take them out upon the land, equip the land for them, and give them the means of livelihood until there is a return from the land.

We have, as has been stated, received from head tax from immigrants coming into the United States more than \$10,000,000 in excess of the cost of operating the Immigration Service. Now, \$10,000,000 is a mere bagatelle in handling the problem we have before us, but it is an item that can be used as a rotary fund over and over again. It was never intended that that head tax should be a revenue. The tax was levied primarily for the purpose of providing the means of operating the Immigration Service; secondarily, for the purpose of protecting the aliens when they arrived here; but the surplus has grown up. If that surplus can be placed in the hands of the Department of Labor, the Department of Agriculture, the Department of the Interior, to be expended under their joint direction in carrying aliens and others back to the soil, in colonies if possible, where community life can be established and maintained, and some of the difficulties removed that have surrounded our agricultural pursuits, then you are moving toward a solution of the problem.

By taking that ten million and utilizing it, and taking these colonists out upon the land, you can secure or have the land primarily as security; and then, in addition to having the land as security you can take the notes of each of the individual settlers upon those lands. And then in the hands of a colony you can take the indorsement of each of them for all of them or all of them for each of them, and you will find a method of security for your investment; so that the Government advancing the money to purchase the land, advancing the money to equip the land, advancing the means by which the workers and colonists upon the land can live, has the security of the individual who goes upon the land and the security of the community of which he is a part. The money will come back and can be used over and over again.

There is but one serious difficulty, it occurs to me, in connection with carrying out that method of "back to the land" and that is this: That just as soon as the Government begins to carry large numbers of workers back on to the lands, possibly having to purchase the lands at low rates in order to carry out that policy, just as soon as it begins to carry those large numbers back upon the land just that soon the price of land begins to go up, and before very long you have placed yourself in a position where the holders of the land may be able to dictate high prices to the Government when it wants to secure land for settlers.

This can be obviated by pursuing a policy, if it can be pursued—and I have not investigated that phase closely enough to know whether or not it can be pursued under our laws and our form of Government—by pursuing a policy that those lands must first be offered to the Government at a given price, stipulated at the time the sale is made to the individual; and if you do that then you prevent the concentration of those small holdings into large holdings, as has been one of the faults of our homesteading. You keep the price down of large holdings so that speculators are unable to rob the Government.

As I stated, to begin with, the most of the problems we have discussed here during the current week, the most of the thoughts that have been brought out, are of a character that requires us to give careful consideration; and my suggestion to you at this time is to go slow in arriving at any conclusions relative to a policy. Digest what has been said here, and wherever there is adverse criticism that you have been unable to answer one of two things exists: Either you have not given sufficient care to the analysis of the problem you are handling or there is something wrong with your method of handling it. Otherwise you would be able to answer the queries that are propounded. Take time to digest. Go slowly, but go sure. We are building not alone for time but for eternity as well.

FEDERAL EMPLOYMENT WORK OF THE DEPARTMENT OF LABOR.

In the MONTHLY REVIEW for July, 1915, issued by this Bureau, a résumé of the activities of the Division of Information of the Bureau of Immigration as a national labor exchange is given, covering the period from its organization to April 30, 1915.

Beginning with February, 1915, the Division of Information widened its scope of activities. The work, according to data furnished by the division, is divided into 18 zones. Some of the more important of these are subdivided, and each of these offices is in charge of an immigrant inspector, who receives applications from employers and from those in search of employment and recommends or refers the latter to such vacancies as he thinks suitable and advisable. All the work is rendered without charge. A supply of application blanks for use of either an employer reporting a vacancy or a person making application for work is deposited with every postmaster in the United States. These, when filled out by the applicant, are forwarded by the postmaster under Government frank to the officer in charge of the zone in which the post office is located.

The following table shows the number of applicants for positions and the number of places filled, with the number of applications for position per 100 places filled, February to July, 1915:

TOTAL APPLICATIONS MADE TO THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, FEBRUARY TO JULY, 1915, PLACES FILLED, AND NUMBER OF APPLICATIONS PER 100 PLACES FILLED.

Month	Applicants for posi- tions.	Places filled.	Number of appli- cations per 100 places filled.
February.....	19,474	307	6,343.3
March.....	17,780	849	2,094.2
April.....	12,587	1,536	819.5
May.....	12,132	3,565	340.3
June.....	14,448	4,682	308.5
July.....	18,061	6,035	299.3
Total.....	94,482	16,974	556.6

The following table shows results of the activities of the division for the month of July, by distributing offices, totals in the various zones, and total for the entire service:

STATEMENT OF ACTIVITIES FOR MONTH OF JULY, 1915.

Zone.	Opportunities received.		Applications for employment.		
	Applica- tions for help.	Number of persons applied for.	Applica- tions received.	Number referred to employ- ment.	Number actually employed.
No. 1. Boston, Mass.....	5	200	159	23	23
No. 2. New York, N. Y.....	226	526	1,178	405	313
Buffalo (subbranch), N. Y.....	5	14	69	5	5
Total.....	231	540	1,247	410	318
No. 3. Philadelphia, Pa.....	20	127	408	73	38
Pittsburgh (subbranch), Pa.....	8	12	365	26	17
Total.....	28	139	773	99	55
No. 4. Baltimore, Md.....	32	111	342	65	65
No. 5. Norfolk, Va.....	10	11	57	5	4
No. 6. Jacksonville, Fla.....	2	2	106	2	2
Charleston (subbranch), S. C.....	1	1	50	5	5
Savannah (subbranch), Ga.....	1	1	30		
Birmingham, Ala. (subbranch).....			23		
Mobile, Ala. (subbranch).....			14		
Total.....	4	4	223	7	7
No. 7. New Orleans, La.....	5	287	142	16	1
Subbranches.....			922	18	1
Total.....	5	287	1,064	34	2
No. 8. Galveston, Tex.....	5	17	52	7	7
El Paso, Tex.....	2	22	3	1	1
Albuquerque, N. Mex.....			15	4	4
Total.....	7	39	70	12	12
No. 9. Cleveland, Ohio.....	14	92	181	34	111
No. 10. Chicago, Ill.....	55	3,765	5,705	3,778	3,775
Detroit (subbranch), Mich.....	25	142	982	103	88
Indianapolis, Ind.....	5	24	42	24	24
Sault Ste. Marie, Mich.....			53	53	53
Total.....	85	3,931	6,782	3,958	3,940
No. 11. Minneapolis, Minn.....	60	72	238	72	72
No. 12. St. Louis, Mo.....	20	25	99	14	14
Kansas City (subbranch), Mo.....	35	154	302	66	65
Total.....	55	179	401	80	79
No. 13. Denver, Colo.....	10	10	47	6	3
Salt Lake City (subbranch), Utah.....			3		
Total.....	10	10	50	6	3
No. 14. Helena, Mont.....	1	2	18	2	2
Moscow (subbranch), Mont.....	1	2	10	2	2
Total.....	2	4	28	4	4
No. 15. Seattle, Wash.....	43	156	1,054	153	117
Aberdeen, Wash.....	10	64	242	64	64
Bellingham, Wash.....	14	65	123	65	61
Colfax, Wash.....	94	152	256	140	140
Everett, Wash.....	3	11	45	15	14
North Yakima, Wash.....	155	259	312	259	259
Spokane, Wash.....	20	119	179	84	81
Sumner, Wash.....	45	256	260	256	256
Tacoma (subbranch), Wash.....	33	111	190	111	98
Walla Walla (subbranch), Wash.....	17	41	321	41	41
Total.....	434	1,234	2,982	1,188	1,131

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STATEMENT OF ACTIVITIES FOR MONTH OF JULY, 1915—Concluded.

Zone.	Opportunities received.		Applications for employment.		
	Applica- tions for help.	Number of persons applied for.	Applica- tions received.	Number referred to employ- ment.	Number actually employed.
No. 16. Portland, Oreg.....	15	1,500	1,786	136	136
No. 17. San Francisco, Cal.....	78	137	608	103	73
Sacramento, Cal.....			4		
Fresno, Cal.....	1	1	1	1	1
Eureka, Cal.....			21		
Total.....	79	138	634	104	74
No. 18. Los Angeles, Cal.....			575		
San Diego, Cal.....	84	174	463	123	99
Tucson, Ariz.....			6		
Total.....	84	174	1,044	123	99
Grand total for all zones.....	1,160	8,665	18,061	6,360	6,035

CONCILIATION WORK OF THE DEPARTMENT OF LABOR, JULY 1 TO SEPTEMBER 15, 1915.

Under the authority contained in the organic act of the department to mediate in labor disputes and to appoint commissioners of conciliation in his discretion, the Secretary of Labor, through the commissioners of conciliation, exercised his good offices in 15 labor disputes between July 1 and September 15, 1915. On September 15 negotiations were still pending in 6 of the disputes and in several others only preliminary reports of the results were available, so that the total number of men affected directly and indirectly can be stated in only a portion of the controversies. The employees involved in the controversies, the numbers affected, and the results secured, so far as the facts are available, are shown in the following statement:

NUMBER OF LABOR DISPUTES HANDLED BY THE DEPARTMENT OF LABOR
THROUGH ITS COMMISSIONERS OF CONCILIATION, JULY 1 TO SEPT. 15, 1915.

Name and locality.	Number of men affected.		Result.
	Directly.	Indirectly.	
Coal & Coke R. R. shopmen.....	181		Amicable adjustment.
Strike of pattern makers, Lake Torpedo Boat Co., Bridgeport, Conn.....	16	508	Do.
Strike at Becker Milling Machine Plant, Boston, Mass.....			Unable to adjust.
Strike at Keystone Spinning Mills, Philadelphia, Pa.....	200		Amicable adjustment.
Controversy at plant of General Process Dye Works, Philadelphia, Pa.....			Do.
Strike, Colts Fire Arms Co., Hartford, Conn.....			Pending.
Controversy at textile mills of O'Keefe Bros., Philadelphia, Pa.....			Do.
Controversy at mills of John Bromley & Son, Philadelphia, Pa.....			Do.
Controversy at Penn Mills, Norristown, Pa.....	7,000		Do.
Strike at Capewell Horse Nail Co., Hartford, Conn. (reopened).....	50	300	Do.
Plumbers' strike at Salem, Mass.....	147	1,800	Amicable adjustment.
Strike of railway employees, Rhode Island Street Ry. Co., Providence, R. I.....	2,000		Settled. (See note.)
Southeastern coal miners.....	3,000		Satisfactorily disposed of.
Standard Oil Co., Bayonne, N. J.....	8,500	1,500	Amicable adjustment.
Strike at Spinks Textile Mills, Philadelphia, Pa.....			Pending.

NOTE.—Upon application, the department appointed two commissioners of conciliation, and directed them to proceed to Providence, but upon arrival at that place they ascertained that the street railway strike had been called off and the men were ready to return to work.

MOVEMENT FOR REDUCTION OF HOURS OF LABOR IN THE
MACHINE TRADES.

A movement for the reduction of hours of labor, notable for its rapid progress, is that which has taken place in the machine trades within the last few months. It has chiefly affected the firms having contracts for the making of war munitions, though not exclusively restricted to such establishments. The demands for reduced hours have usually come from the machinists, although other occupations have joined, and in most establishments all employees have received the benefits which have been granted to the machinists. Reduced hours of labor have in all cases been effected with no reduction in weekly wage and in many cases with increased wages.

A partial list of the firms which have established the 8-hour day within the past two months has been furnished the bureau by the International Association of Machinists. The following firms have established an 8-hour day, these in most cases involving a reduction of 7 hours in the working week. These changes, it should be stated, were made without a strike except in five firms.

Ansonia, Conn.

O. K. Tool Holder Co.

Bridgeport, Conn.

American-British Manufacturing Co.

Batcheller Corset Co.

Bridgeport Body Co.

Bridgeport Brass Co.

Bridgeport Metal Goods Co.

Bryant Electric Co.

Bullard Machine Co.

Burns & Bassick Co.

Crawford Laundry.

Electric Cable Co.

Grant Manufacturing Co.

Harris Engineering Co.

Harvey Hubble Co.

Hawthorne Co.

International Silver Co.

Locomobile Company of America.

Remington Arms Co.

Remington-Union Metallic Cartridge Co.

Sprague Motor Co.

Standard Manufacturing Co.

Warner Corset Co.

Wolverine Motor Co.

Chicago, Ill.

Automatic Electric Co.

Plainfield, N. J.

Bosch Magneto Co.

Pond Machine Tool Co.

Potter Press Co.

Sauer Motor Truck Co.

Scott Printing Press Co.

Vitaphone Co.

Hall Printing Press Co.

Raleigh, N. C.

Raleigh Iron Works.

Springfield, Mass.

Bosch Magneto Co.

Westinghouse Co.

Taunton, Mass.

Call & Carr Co.

Mason Machine Co.

Miehle Printing Press Co.

Toledo, Ohio.

Bunting Brass & Bronze Co.

Toledo Machine & Tool Co.

Willys-Overland Car Co.

Du Pont Powder Works of Wilmington,
Del., and other points.**Springfield, Mass.**

Hendee Motorcycle Co.

Taunton, Mass.

Bell & Dyer Co.

Evans Machine & Stamping Co.

Lincoln & Williams Twist Drill Co.

Vans Machine & Stamping Co.

Toledo, Ohio.

Acklyn Stamping Co.

Advance Machine Co.

Toledo Electro Plating Co.

Derby, Conn.

Dairy Machine Co.

**MINIMUM WAGE RATE BASED ON COST OF LIVING FOR
UNSKILLED LABORERS OF NEW YORK CITY.**

The bureau of standards of New York City has recently recommended to the committee on salaries and grades of the board of estimate and apportionment a schedule of salaries for sweepers in the street cleaning department of from \$720 to \$840 a year, with increases of \$24 after not less than one year in the service. This is the result of a study of the cost of living in New York City and of the rates of wages for unskilled labor prevailing in New York and other cities and in private employment, a study made for the purpose of determining the proper wage for unskilled laborers. The bureau reached the conclusion that it is impossible for an unskilled laborer's family of

five, consisting of husband, wife, and three children under 14 years of age, to live in New York City on less than \$840 a year and maintain a standard of living consistent with American ideas. The bureau, in fixing the minimum salary at \$720 instead of \$840, proceeded on the theory that because of the age at which sweepers usually enter the service they have at the beginning little or no family responsibility.

The almost uniform rate of \$2.50 a day which the city of New York has paid for some years to unskilled laborers has not been based in any way upon minimum-wage principles or upon studies of the cost of living, although these elements have entered indirectly into the willingness of the laborer to accept the prevailing rate. The action of the bureau in recommending this new schedule is due to the belief, however, that employees should be paid salaries or wages which bear a proper relation to the cost of living for unskilled laborers in the city of New York.

The present report covers 57 pages, all but 16 of which are appendices giving sources of information and presenting typical family budgets, together with summaries of several studies which have been made of the cost of living for laborers in New York City.

Considerable data presented in the report were taken from literature prepared by authorities on the standard of living, with special reference to New York City. However, many suggestions, facts, criticisms, and much valuable assistance were obtained personally and by correspondence from different authorities, from public and private organizations and commissions, and from 20 members of the uniformed force of the department of street cleaning. From a careful study of these sources of information and following closely the average indicated by the 20 laborers, the bureau reached the conclusion that a salary of \$840 is the minimum necessary properly to support or maintain a family of five. This is apportioned as follows:

Housing.....	\$168.00
Car fare.....	30.30
Food.....	380.00
Clothing.....	104.00
Fuel and light.....	42.00
Health.....	20.00
Insurance.....	22.88
Sundries:	
Papers and other reading matter.....	\$5.00
Recreation.....	40.00
Furniture, utensils, fixtures, moving expenses.....	18.00
Church dues.....	5.00
Incidentals.....	5.00
	<hr/>
	73.00
Total.....	<hr/> 840.18

A family of five people needs at least four rooms, which is slightly above the accepted standard of "one and one-half persons to a room," and rents in the tenement districts of New York average \$4 per room per person. The amount given in the table is based upon one and one-fourth persons to a room. Car fare is based upon 10 cents a day for 303 working days. In arriving at the expenditure necessary to provide wholesome and nourishing food in considerable quantities, various places where unskilled laborers would naturally purchase food, such as municipal markets, push carts, cooperative stores and neighborhood groceries, were visited, with the result that \$7.30 per week was established as the minimum. The clothing estimate was determined in the same manner. The fuel and light estimate is based upon facts submitted by the Consolidated Gas Co. and by public and private relief organizations. In estimating health expenditures no original investigation was made, but it has been demonstrated that the average expenditure resulting from illness and death in workmen's budgets is \$27 per annum, and the bureau adopted \$20 as a fair average, based upon the fact that there are more facilities for conserving health in New York City than elsewhere. Insurance was found to be an almost universal item in the budgets of workmen's families, and the estimate of \$22.88 is based upon the assumption that the head of the family should be insured for \$500, the wife for \$100, and each child for the smallest amount of insurance that can be obtained. The amount allowed for recreation, reading, church, and other incidentals is thought to be sufficient to enable the family to maintain a happy and self-respecting existence.

The following table is a summary of the family budgets obtained from members of the uniformed force of the street-cleaning department. It will be noted that in several cases the expenditures do not check against income. Inasmuch as some of the data were obtained by letter, it is probably not surprising if a few of these laborers, not being subjected to examination by an interviewer, should make somewhat inaccurate statements of facts as to their expenditures. Moreover, the average person does not keep an itemized account of expenses and would, therefore, find it difficult to give absolutely reliable information. In general, men of various nationalities with families of five (three children under 14 years) are included.

STATEMENT OF LIVING EXPENSES FURNISHED BY 20 MEN EMPLOYED IN THE NEW YORK CITY STREET CLEANING DEPARTMENT.

Title of position.	Total income, ¹	Rent.	Car-fare.	Food.	Clothing.	Fuel and light.	Health.	Insurance.	Amusements.	House furnishings.	Total expenditure.
Sweeper.....	\$776.60	\$192.00	\$15.15	\$520.00	\$220.87	\$50.00	\$53.00	\$69.24	\$6.00	\$32.70	\$1,158.96
Do.....	1,172.60	132.00	56.30	428.48	388.37	48.30	30.00	14.00	25.50	51.00	1,173.95
Do.....	888.60	264.00	10.40	340.08	204.65	34.50	20.00	.....	.....	13.10	886.73
Do.....	756.60	144.00	18.20	456.00	146.90	45.48	15.00	51.00	2.00	10.00	2,966.58
Do.....	756.60	174.00	46.80	429.00	224.99	27.00	20.00	12.00	.....	12.00	945.79
Do.....	1,116.60	144.00	31.20	416.00	231.08	52.00	40.00	.....	12.00	50.00	976.28
Do.....	756.60	144.00	30.30	546.00	245.50	44.75	10.00	32.40	.....	15.00	1,067.95
Do.....	851.60	200.00	15.60	479.96	120.72	58.27	13.75	27.60	2.00	16.45	934.35
Do.....	756.60	156.00	15.60	468.00	223.55	104.25	27.00	46.00	10.40	25.00	1,075.80
Driver.....	776.00	156.00	15.60	463.84	120.14	63.80	3.00	33.20	.....	.....	855.58
Do.....	776.00	190.00	62.40	488.80	317.00	50.00	20.00	22.40	10.00	50.00	1,210.60
Do.....	951.52	162.00	.....	546.00	244.10	77.30	.....	73.80	.....	5.00	1,108.20
Do.....	776.00	156.00	.....	403.00	85.00	42.96	25.00	49.00	12.00	25.00	797.96
Do.....	791.52	126.00	45.90	502.70	233.37	40.80	30.00	8.00	21.00	15.00	1,022.77
Do.....	814.80	204.00	2.40	520.00	229.25	66.30	75.00	41.00	.....	11.40	3,159.35
Do.....	791.52	180.00	.....	520.00	233.55	43.90	23.00	12.00	.....	30.00	1,042.45
Do.....	814.80	180.00	.....	587.60	250.90	84.90	9.00	19.00	.....	40.00	1,171.40
Do.....	776.00	180.00	30.30	616.06	183.96	75.40	25.00	35.80	2.00	10.00	4,176.72
Stableman.....	756.60	120.00	36.40	442.00	160.30	40.00	15.00	36.40	20.00	22.50	892.60
Assistant stable foreman.....	982.92	228.00	67.60	438.36	137.00	29.80	2.00	77.08	5.00	10.00	994.84
Average.....	841.01	171.60	31.26	480.59	210.06	53.98	23.46	36.66	10.66	23.37	1,030.94

¹ Each of six men reported sources of income aside from salary received.² This is taken from the report; the correct sum of the items is \$888.58.³ This is taken from the report; the correct sum of the items is \$1,149.35.⁴ This is taken from the report; the correct sum of the items is \$1,158.52.⁵ This is the average of those actually reporting an expenditure.⁶ This is taken from the report, but is not a correct average of those actually reporting. The amount should be \$23.98.⁷ This is taken from the report; the correct average is \$1,025.62. This, however, is not the sum of the averages, since those for rent, food, clothing, and fuel and light are based upon 20 men who reported, while the others are based upon the number actually reporting an expenditure for each specific purpose.

In this connection the report quotes the conclusions of two economists concerning the minimum expenditure of a typical unskilled laborer's family of five persons in New York City. Prof. Howard B. Woolston, member of the State factory investigating commission, states as a general opinion that "a single man requires at least \$1 per day to live. Upon marriage this budget of \$365 is necessarily increased by \$200. With each child \$100 should be added." Prof. Walter E. Clark, head of the economics department of the College of the City of New York, says that "\$800 is the minimum upon which a family of five persons (three children under 14 years) can maintain a decent standard of living in New York City. To provide for any legitimate luxuries, or careful savings, \$1,000 per year would be absolutely necessary."

RECENT IMPORTANT COLLECTIVE AGREEMENTS.

Some of the collective agreements recently signed are of unusual importance as involving large numbers of employees, or as settling seriously disputed questions, or as bringing under the terms of agreements employees which heretofore have had no agreements. Three

such agreements are given in full in the following pages. These are the agreements of the employees of the Chicago street railway surface lines, of the Chicago carpenters, and of the longshoremen of Greater New York and vicinity.

The first of these agreements, that of the Chicago street railway employees, is the result of certain demands on the part of the employees which were resisted by the companies and finally referred to an arbitration board which determined the terms which were written into the agreement. The agreement, while as of June 1, 1915, incorporates all the details of the arbitration award which was handed down July 16, 1915. The scale of wages prior to the award and the scale as determined by the award are shown in the following statement:

FIRST YEAR OF CONTRACT.

	Old scale. Cents.	New scale. Cents.
First-year men:		
First three months.....	23	26
Second three months.....	25	28
Second six months.....	26	29
Second-year men:		
First six months.....	27	31
Second six months.....	28	31
Third-year men.....	29	32
Fourth-year men.....	30	33
Fifth-year men.....	31	35

SECOND YEAR OF CONTRACT.

First-year men:		
First three months.....	23	27
Second three months.....	25	29
Second six months.....	26	30
Second-year men:		
First six months.....	27	32
Second six months.....	28	32
Third-year men.....	29	33
Fourth-year men.....	30	34
Fifth-year men.....	31	36
Snow-plow and sweeper men.....	36	36

	Month.
Car-repair foremen (day).....	\$125
Car-repair foremen (night).....	110
Receivers.....	105
Tunnel and bridge men.....	75
Flag and crossing men.....	65

Mechanics in west-side shops not under union contract will get a 3-cent-an-hour increase.

The text of the three agreements follows:

MEMORANDUM OF AGREEMENT BY AND BETWEEN THE CHICAGO SURFACE LINES
AND DIVISION 241 OF THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC
RAILWAY EMPLOYEES OF AMERICA.

This agreement, made in duplicate, as of the first day of June, 1915, between the Chicago Surface Lines, representing the

Chicago City Railway Co.,

Chicago Railways Co.,

The Southern Street Railway Co.,

Calumet & South Chicago Railway Co.

(hereinafter for convenience called the company), party of the first part, and Division 241 of the Amalgamated Association of Street and Electric Railway Employees of America, of Chicago, Ill. (hereinafter for convenience called the association), party of the second part, witnesseth:

SECTION 1. The purpose of this agreement is to provide the best and most satisfactory service to the public, to provide the best possible working conditions for the men, at the same time having due regard to the economical operation of the company's cars.

SEC. 2. The company fully recognizes the association as provided in this agreement, and will not directly or indirectly interfere with or prevent the joining of the association by any men employed by the company, and it will be entirely satisfactory to the company if they should so join. The company will neither discharge nor discriminate against any employee because of his connection with the association.

The association agrees that it will not in any way interfere with or limit the right of the company to discharge or discipline its employees, where sufficient cause can be shown, except for membership in the association.

SEC. 3. It is hereby agreed that the properly accredited officers of the company shall meet and treat with the properly accredited officers of the association, on all questions and grievances that may arise in the future, and should there be any that can not be amicably adjusted between the properly accredited officers of the company and the properly accredited officers of the association, same shall be submitted to a temporary board of arbitration, to be selected in the following manner:

One arbitrator shall be chosen by the company and one by the representatives of the association. The two arbitrators so chosen shall endeavor to meet daily to select the third, and the three arbitrators so chosen shall then likewise endeavor to meet daily for the purpose of adjusting said grievances, and the decision of a majority of said board submitted in writing to the company and the association shall be binding upon both parties.

In the event of the failure of either party to appoint its arbitrator within six (6) days after arbitration is decided upon, the party so failing shall forfeit its case.

Each party shall bear the expense of its own arbitration, and the expense of the third arbitrator shall be borne equally by the parties hereto.

SEC. 4. The company shall endeavor at all times to maintain an adequate and proper extra list.

SEC. 5. The company agrees that any employee who upon investigation is found to have been discharged or suspended unjustly shall be reinstated and reimbursed for all time lost from such discharge or suspension.

SEC. 6. The company agrees that the officers of the association shall be granted leave of absence on organization business, when so requested. It further agrees that any member of this association who now holds office or shall be elected to any office in said association which requires his absence from the company's employ shall, upon his retirement from said office, be placed in his former position.

The company shall place in the office of each depot of their respective lines an open book, in which the men can register the particular day or days on which they want to get off, and the men so registered first for any particular day or days shall have the preference. It is agreed, however, that officers and committees of the association shall be entitled to get off in preference to others when doing business for the association. Said book shall be dated five (5) days ahead, with the understanding that the privilege is not to be abused by either party.

SEC. 7. Car repairers, motor repairers, inspectors, dopers, terminal men, car cleaners, car placers, body repairers, and janitors shall have the right to be absent from duty every other Sunday, provided those who desire to exercise this right shall register such desire three (3) days before the particular Sunday so desired in open books to be kept by the company for this purpose in the various car barns; and the company shall not require any such employee so registered to work on any Sunday so registered.

In all cases when men are laid off to reduce the force they shall be laid off according to seniority primarily, but consideration may be given to their capacity and fitness, and when men are put on they shall be reinstated according to their seniority standing at the time they were laid off, giving weight to the same consideration.

Trainmen shall be allowed to pick runs quarterly, so as to become effective on the 1st day of January, April, July, and October, and all tables shall be posted not less than two (2) days before the quarterly picking term, or any special picking, except in any emergency picking, in which case the tables shall be posted so as to give the men as much time as is practicable before picking runs.

When men report to their regular stations and are then required to report to a station other than the station at which they are regularly employed they shall be paid for time going to and returning from such other station, and, if not receiving work at such other station, they shall be paid for an eight (8) hour day, which shall include the time in going from and returning to their regular station.

The wage scale hereinafter established shall not operate to reduce the wages or change the conditions of any employee of the company not mentioned or expressly provided for herein below the rate now paid to such employee for the class of work performed by such employee.

All trainmen shall be paid their regular scheduled runs and shall not lose any time on account of shortage of cars, breakdowns, etc., or any condition over which they have no control.

SEC. 8. The hours of service of trainmen shall be on a basis of a maximum of eleven (11) hours and a minimum of nine (9) hours, (except Sundays); it being understood that all runs shall be made as near ten (10) hours as possible; the company shall not operate any runs of less than nine (9) hours, and in case any such runs shall be less than nine (9) hours, the company shall pay nine (9) hours time therefor. This, however, shall not apply to baseball extras, special trolley parties, church extras, or to emergency trips.

All week-day runs shall be scheduled for completion within sixteen (16) consecutive hours. Within one year from the date of the signing of this agreement, the straight runs shall constitute not less than forty (40) per cent of all runs, and within said year, not less than eighty (80) per cent of all runs shall be scheduled for completion within fourteen (14) consecutive hours. The company will earnestly endeavor during the life of this agreement, to decrease still further the consecutive hours for the runs above mentioned.

The company shall have the right to fix the number of cars running at all hours, and the length of time they shall be on the street, endeavoring at all times to make the work as agreeable to the men as will be consistent with the foregoing.

The company agrees that men held for baseball extras, special trolley parties and church extras shall be paid from reporting time until relieved from duty. When

regular men are detailed for any of the above work and thereby lose their regular day's work, they shall receive their scheduled day's pay therefor.

All runs on Sunday shall be straight time and shall be paid for actual time only, and shall not exceed nine (9) hours.

Trainmen shall be allowed a fall-back for meals on an average of twenty-five (25) minutes. Fall-backs shall be provided on all streets where terminal facilities permit. Where terminal facilities do not permit a fall-back, the men shall be allowed a relief for meals, and shall be paid therefor up to, but not exceeding thirty (30) minutes, it being understood that no runs shall work more than seven (7) consecutive hours without a fall-back or relief for meals.

Trainmen will be required to make extra trips after completion of the day's work only in extreme emergencies and while on such trips shall be paid therefor at the regular rate.

All trainmen shall be allowed ten (10) minutes when commencing the day's work, ten (10) minutes for the second pull-out, and seven (7) minutes after finishing the day's run, for preparing themselves and their cars, making reports or performing such other duties as may be required by the company in the preparation for, or the completion of the day's work.

Ten (10) hours per day, except as hereinafter stated, shall constitute a day's work for all employees mentioned in this agreement, outside of the train service, and all overtime shall be paid for at the regular rate.

(The finding of the arbitrators is as follows: The existing system now in force in regard to "hours of service on Saturdays, Sundays, and holidays, for employees other than trainmen," shall be continued, except as herein changed or modified.)

SEC. 9. The company agrees to pay the following wage scales:

(1) During the life of this agreement all trainmen now and hereafter in the service of the company shall be paid in accordance with the following wage scale:

During the first year (beginning June 1, 1915,) of this award and this agreement as follows:

During the first three (3) months of service at the rate of twenty-six (26) cents per hour.

During the second three (3) months of service at the rate of twenty-eight (28) cents per hour.

During the second six months service at the rate of twenty-nine (29) cents per hour.

During the second year of service at the rate of thirty-one (31) cents per hour.

During the third year of service at the rate of thirty-two (32) cents per hour.

During the fourth year of service, at the rate of thirty-three (33) cents per hour.

During the fifth year of service, and thereafter, at the rate of thirty-five (35) cents per hour.

During the second year of the time of this award, and the contract, all trainmen now and hereafter in the service of the company shall be paid in accordance with the following wage scale:

During the first three (3) months of service, at the rate of twenty-seven (27) cents per hour.

During the second three (3) months of their service, at the rate of twenty-nine (29) cents per hour.

During the second six (6) months of their service, at the rate of thirty (30) cents per hour.

During the second year of their service, at the rate of thirty-two (32) cents per hour.

During the third year of their service, at the rate of thirty-three (33) cents per hour.

During the fourth year of their service, at the rate of thirty-four (34) cents per hour.

During the fifth year of their service, and thereafter, at the rate of thirty-six (36) cents per hour.

(2) Motormen on sprinkler, cinder, supply, or other cars shall, during the first year of this contract, be paid at the rate of thirty-one (31) cents per hour.

During the second year of this contract they shall be paid at the rate of thirty-two (32) cents per hour.

(3) Trolley boys or conductors on sprinkler, cinder, supply, mail or other cars shall be paid at rate of two dollars and thirty cents (\$2.30) per day.

(4) All men working on snow plows and on snow sweepers and track sweepers shall be paid at the rate of thirty-six (36) cents per hour. Any regular man detailed for the above work who loses his scheduled day's work shall be paid not less than what his regular run calls for.

Trainmen shall be paid for actual time in making out accident reports, and shall receive twenty-five (25) cents per day additional while instructing students.

(5) Wages of day foremen of car repairers shall be at the rate of one hundred and twenty-five dollars (\$125) per month.

Night foremen of car repairers shall receive one hundred and ten dollars (\$110) per month.

(6) Receivers shall be paid one hundred and five dollars (\$105) per month.

(7) Tunnel and bridge men shall be paid seventy-five dollars (\$75) per month.

(8) Flag and crossing men shall be paid sixty-five dollars (\$65) per month.

(9) All mechanics employed in the West Side shops not covered by contracts with other unions shall receive an increase of pay amounting to three (3) cents per hour.

(10) Watchmen employed in the West Side shops shall be paid at the rate of sixty-five dollars (\$65) per month. Conditions as to working hours of the particular watchmen affected by this provision are to remain the same.

During the life of this agreement the following employees shall be paid in accordance with the following wage scales.

(1) Car repairers, motor repairers, inspectors, dopers, and body repairers during their first year of service shall be paid at the rate of two dollars and forty cents (\$2.40) per day; during their second year of service, at the rate of two dollars and seventy cents (\$2.70) per day; and during their third year of service, and thereafter, at the rate of three dollars (\$3) per day.

(2) Car placers during their first year of service shall be paid at the rate of two dollars and forty cents (\$2.40) per day, and thereafter at the rate of two dollars and seventy-five cents (\$2.75) per day.

(3) Car cleaners, janitors, terminal men, car washers, grademen, switchmen, switch tenders, switch cleaners, groom men, watchmen, and other men working around stations shall be paid during the first year of service at the rate of two dollars and ten cents (\$2.10) per day, and thereafter at the rate of two dollars and forty cents (\$2.40) per day.

Men operating night cars shall receive three dollars (\$3) per night for eight (8) hours or less. All-night car runs shall be straight and not more than eight (8) hours. Night-car wages and schedules shall become effective not later than January 1, 1916.

SEC. 10. This agreement shall take effect as of the 1st day of June, A. D. 1915, and shall remain in force until the 1st day of June, A. D. 1917.

AGREEMENT AND WORKING RULES BETWEEN THE CARPENTER CONTRACTORS' ASSOCIATION OF CHICAGO AND THE CARPENTERS' DISTRICT COUNCIL OF CHICAGO, COOK COUNTY AND VICINITY, IN EFFECT JULY 10, 1915, TO MAY 31, 1918.

PREAMBLE.

We, the members of the Carpenter Contractors' Association of Chicago, and the members of the Carpenters' District Council of Chicago, Cook County and vicinity, for the purpose of lawfully promoting our mutual interests and in order to maintain our present peaceful, just, and equitable relations, and in the future to promote and better the conditions in the carpenter trade and the building industry in general, do in good faith, through our officers, enter into the following agreement:

1. This agreement, made this tenth day of July, 1915, by and between the Carpenter Contractors' Association of Chicago, party of the first part, and the Carpenters' District Council of Chicago, Cook County and vicinity, party of the second part, for the purpose of preventing strikes and lockouts and facilitating a peaceful adjustment of all grievances and disputes which may from time to time arise between the employers and employees in this trade:

2. *Witnesseth.*—That both parties hereby agree that there shall be no strikes, lockouts, or stoppage of work without the sanction of the joint conference board, of which parties hereto are members, and that they will by all lawful means compel their members to comply with the arbitration agreement and working rules as jointly agreed upon and adopted, and that where a member or members, affiliated with either of the two parties to this agreement, refuse to do so, they shall be suspended from membership in the association or union to which they belong.

It is understood that in all buildings or jobs under construction, alterations, and repairs, no member of the second part shall be deprived of his right as an individual to refuse to work in immediate conjunction with any one in his own trade on any construction work which is not proceeding in accordance with the terms of the joint arbitration agreement and working rules mutually agreed on in the trade, and with the terms of the joint agreement in force between the Building Construction Employers' Association and the Chicago Building Trades Council.

3. *Principles upon which this agreement is based.*—Both parties hereto this day hereby adopt the following principles as an absolute basis for their joint agreement and working rules, and to govern the action of the joint arbitration board as hereinafter provided for:

1. That there shall be no limitations as to the amount of work a man shall perform during his working-day.

2. That there shall be no restriction of the use of machinery or tools.

3. That there shall be no restriction of the use of any manufactured material except prison made.

4. That no person shall have the right to interfere with workmen during working hours.

5. That the use of apprentices shall not be prohibited.

6. That the foreman shall be the agent of the employer.

7. That workmen are at liberty to work for whomsoever they see fit, but they shall demand and receive the wages agreed upon by the joint board in this trade under all circumstances.

8. That employers are at liberty to employ and discharge whomsoever they see fit.

4. *Arbitration board.*—Both parties hereto agree that they will at their annual election each year select an arbitration committee to serve for one year, or until their successors are selected and qualified. In case of death, expulsion, removal, or disqualification of a member or members of the arbitration committee, such vacancy shall be filled by the association or union at its next regular meeting, party of the first part being conceded the right to elect members of the committee in accordance with the constitution of their association.

5. *Number of members.*—The arbitration committee for each of the two parties hereto shall consist of five (5) members, who shall, within thirty days after the completion and signing of this agreement, meet and form the joint arbitration board by electing a president, secretary, treasurer, and umpire, and thereafter meet not later than the third Monday of January in each year in joint session when they shall organize a joint arbitration board for the ensuing year.

6. *Qualification of members of the arbitration board.*—No member who is not engaged in the trade, or holds a public office, either elective or appointive, under the municipal, county, State, or National Government, shall be eligible to act as the representative in this trade joint arbitration board; and any member shall become disqualified

to act as a member of this trade joint arbitration board and cease to be a member thereof immediately upon his election or appointment to any public office of employment. This clause, however, may be waived by unanimous consent of the joint arbitration board.

7. *Umpire*.—An umpire shall be selected who is in no wise affiliated with this trade. In the event of any umpire for any reason being unable to serve, any unsettled dispute within the jurisdiction of this agreement shall be settled by the joint conference board and its decision shall be final and binding upon all parties to this agreement.

8. *Joint conference board*.—Both parties to this agreement hereby agree to recognize and abide by the decisions of the joint conference board created under the terms of the joint agreement between the Building Construction Employers' Association and the Chicago Building Trades Council of which the parties to this agreement are members. Should a dispute arise between either party to this agreement and any other body of employers or employees and the parties in controversy are unable to adjust the same, said dispute will at once be taken up and decided by the joint conference board.

9. *Power of board*.—The joint arbitration board shall have full power to enforce this agreement entered into between the parties hereto and to make and enforce all lawful working rules governing both parties. No strikes or lockouts shall be resorted to pending the decision of the joint arbitration board or the joint conference board.

10. *Time of meeting*.—The joint arbitration board shall meet upon seventy-two hours' notice to transact business, upon written request of either party hereto, unless otherwise provided for in this agreement.

11. *Rules of procedure*.—When a dispute or grievance arises between a journeyman and his employer (parties hereto) the question at issue shall be submitted in writing to the presidents of the two organizations, and upon their failure to meet within forty-eight hours and agree and settle it, or if one party to the dispute is dissatisfied with their decision it shall then be submitted to the joint arbitration board at their next meeting. They shall hear the evidence and decide in accordance therewith. All verdicts shall be decided by majority vote, by secret ballot, be rendered in writing, and be final and binding upon both parties. If the joint arbitration board is unable to agree, the umpire shall be requested to sit with them, and, after he has heard the evidence, cast the deciding vote. In the event of any dispute or grievance arising between the officers, business agents, or individual members of the party of the second part and their employers, party of the first part, or their officials or individual members for any cause whatsoever, there shall be no cessation or abandonment of the work on the part of either party to this agreement or any of their members, individually or collectively, but such grievance or dispute shall be settled as provided for in articles 2, 8, and 11 of this agreement.

12. *Power to summon members*.—The joint arbitration board has the right to summon any member or members affiliated with either party hereto against whom complaint is lodged for breaking this joint arbitration agreement or working rules, and also to appear as witness. The summons shall be handed to the president or secretary of the association or union to which the member belongs, and he shall cause the member or members to be notified to appear before the joint arbitration board on the date set. Failure to appear when notified, except (in the opinion of the board) valid excuse is given, shall subject a member to a fine of twenty-five dollars for the first default, fifty dollars for the second, and suspension for the third.

13. *Salary*.—The salary of a representative of the joint arbitration board shall be paid by the association or union he represents.

14. *Stopping of work and penalties*.—No member or members affiliated with second party shall leave his or their work because nonunion men in some other line than that of building construction work are employed on the building or job or because nonunion men in any line of work or trade are employed (except on building construction

work) on any other building or job, or stop, or cause to be stopped, any work under construction for any member or members affiliated with the first party except as provided in this agreement, under penalty of a fine of not less than twenty-five dollars. Any member or members affiliated with the first party, except as provided in any part of this agreement or the working rules established by the joint arbitration board, shall be subject to a fine of from ten to two hundred dollars, which fine shall be collected by the president of the association or union to which the offending member or members belong, and by him paid to the treasurer of the joint arbitration board not later than thirty days after the date of levying of the fine.

15. *Collection of penalties and suspension.*—If the fine is not paid by the offender or offenders, it shall be paid out of the treasury of the association or union of which the offender or offenders were members at the time the fine was levied against him or them, and within sixty days from date of levying same, or in lieu thereof the association or union to which he or they belong shall suspend the offender or offenders and officially certify such suspension to the joint arbitration board within sixty days from the time of fining, and the joint arbitration board shall cause a suspension decree to be read by the president of both the association and the union at their next regular meeting. No one who has been suspended from the membership in the association or union for neglect or refusal to abide by the decision of the joint arbitration board can again be admitted to membership except by paying his fine or by unanimous consent of the joint arbitration board. All fines assessed by the joint arbitration board and collected during the year shall be distributed as provided for in article 14 of the working rules.

16. *Abandonment of work.*—The abandonment of work by the individual members of the party of the second part, either separately or collectively, by concerted or separate action, on any building or buildings, being constructed by or for any member or party of the first part, will be considered a breach of this agreement, unless the party of the second part, upon demand, furnishes within twenty-four (24) hours an equal number of competent men for such work.

17. *Scarcity of help.*—If after forty-eight hours' notice to the party of the second part they are unable to furnish to all members of parties of the first part a required number of mechanics, then the party of the first part shall be entitled to procure and employ the men required. Such men shall be affiliated with the international union of whom the party of the second part is a part and shall be amenable to the rules and regulations of the local union of the party of the second part.

18. *Quorum.*—Two-thirds of the members present (but not less than two of any one party) shall constitute a quorum in the joint arbitration board, but the chairman of each of the two arbitration committees shall have the right to cast a vote in the joint arbitration board for any absent member of his committee.

19. *Foreman.*—The foreman, if any, shall be selected by and be the agent of the employer. He shall be a competent mechanic in his trade, and subject to the terms of this agreement and its working rules, and decisions of the joint arbitration board.

20. *Steward.*—The steward, if any, shall represent the journeymen. He shall be elected by and from among the men in his trade working on the same building or job, and shall, while acting as steward, be subject to the rules and decisions of the joint arbitration board. No salary shall be paid to a journeyman for acting as steward. He shall not leave his work or interfere with workmen during working hours. He shall always, while at work, carry a copy of the working rules with him.

21. *Rights of presidents to visit jobs.*—The presidents or their representatives, carrying proper credentials, shall be allowed to visit jobs during working hours to interview the contractor, steward, or men at work, but shall in no way hinder the progress of the work.

22. *Handling of tools, etc.*—The handling of all tools, etc., working machinery, and appliances shall be done by members, parties to this agreement, and helpers in the trade, who are using the same in their work.

23. *Holidays.*—The following days (or days celebrated as such) shall be recognized as legal holidays: New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. No work shall be done on these days, except to protect life or property.

24. *Affiliations.*—Both parties to this agreement hereby agree that they will not affiliate or connect themselves with any other body whose rules or by-laws, now or in the future, conflict with this agreement.

25. *Conflicting rules.*—No by-laws or rules conflicting with the arbitration agreement or working rules agreed upon shall be passed or enforced by either party hereto against any of its affiliated members.

26. *Termination of agreement.*—It is agreed by both parties that this agreement shall remain in full force and effect from the date of the same to May 31, 1918. Parties to this agreement further agree that the joint arbitration board shall meet and complete a new agreement on or before February 1, 1918.

WORKING RULES.

ARTICLE I.—*Hours.*

Eight hours shall constitute a day's work, between the hours of 8 a. m. and 5 p. m., except on Saturday, when work shall stop at twelve o'clock noon, with four hours' pay for that day.

ARTICLE II.—*Overtime and holidays.*

Double time shall be paid for all work done after the regular workday and there shall be an intermission of not less than thirty minutes before resuming work, unless otherwise ordered by either of the two presidents. Double time shall be paid for all work done from 12.30 Saturday noon until Monday morning, 7.30, and the following six holidays, or days celebrated as such: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and New Year's Day. Sunday and holiday time to cover any time during the 24 hours of said calendar day.

No work shall be done between 12.30 Saturday noon and 7.30 a. m. Monday and all holidays without a permit from the carpenters' district council on Saturday morning. Party of the first part shall at once be notified by both telephone and letter of the issuing of any such permits and they shall also be reported at the next regular meeting of the joint arbitration board, giving the names of employer, location of job, and number of men employed.

ARTICLE III.—*Extra shifts.*

When work is carried on in two or more shifts, the second and third shifts shall receive eight hours' pay for seven hours' work; any less than seven hours to be considered as overtime, unless owing to bad weather or conditions beyond the control of the contractor. The same men shall not work on more than one shift. Double time for all Sundays and above-mentioned holidays.

ARTICLE IV.—*Labor Day.*

No work shall be done on Labor Day, except by written consent of the two presidents.

ARTICLE V.—*Wages.*

The minimum rate of wages until May 31, 1918, shall be 70 cents per hour, payable in currency of the United States.

The party of the second part shall receive the wages agreed upon by the joint arbitration board in this trade under all circumstances. It is further agreed by the parties of the first part to hire no one in this trade except to whom he or they shall pay the wages agreed upon by the joint arbitration board.

ARTICLE VI.—*Pay Day.*

It is agreed that the workmen shall be paid on Tuesday of each week, except when the regular pay day is a legal holiday, in which case the contractor shall pay the day before or the day after the regular pay day at his discretion.

Contractors may have the privilege of paying on Saturday by making a written application to the joint arbitration board, the wages to be paid on the work in full up to and including the Thursday night preceding pay day. When paying on Tuesday, wages to be paid in full up to and including Saturday night preceding pay day, in all cases no later than quitting time. When the workman quits of his own accord he shall receive his pay on the next regular pay day. When a man is discharged, or laid off, if he so requests he shall be paid either in cash on the work, or given a time check, with one hour extra added for traveling time, said extra hour to be added by the person giving the time check, which shall be paid upon presentation at the office of the employer, and if it is not paid promptly upon his arrival at the office, and if he remains there during working hours he shall be paid the minimum wages for such waiting time, Sundays and holidays excepted.

Every contractor shall provide a reasonably safe place for storing workmen's tools on each job, and if any complaint comes from the steward on the job it shall be investigated by the two presidents, or their representatives, and if they can not agree, same shall be at once taken up by the joint arbitration board. After notice to the contractor, either by the two presidents or their representatives, or the joint arbitration board, that a safe place has not been provided, then the contractor shall pay fifty per cent of any loss sustained by workmen by reason of loss sustained for stolen tools.

ARTICLE VII.

No contractor, party to this agreement, will sublet, piece, or lump out his carpentry, or any part thereof, except millwork or stair work. Where stair work is sublet, it is to be let directly to the manufacturer. Nor will any journeyman, who is affiliated with the party of the second part, work for any person who takes piece or lump work in any shape or manner, neither will any journeyman work for any employer at carpentry who is not a member of the original parties to this agreement, unless such employer shall have come to the joint arbitration board and shall have read and voluntarily signed this agreement, as party of the first part and agrees to be bound thereby, the same as any member of the first party hereto. Upon doing this the joint arbitration board will issue a certificate for 12 months, which shall be renewed upon application every 12 months, and for which a fee of \$6.00 will be charged for each period of twelve months, to be paid to the treasurer of the joint arbitration board to help defray expenses of the joint arbitration board, and if there should be any left at the end of the year the same is to be divided equally between the Carpenter Contractors' Association and the Carpenters' District Council.

All employers will post conspicuously the name and address of the employer on the building or job where any member of the second party is employed.

It is agreed that no contractor, or any member of any contracting firm, parties hereto, will use tools on any job except for the purpose of superintending or laying out work, or for the purpose of demonstration, the correction of construction errors, testing, etc., or where the contractor is primarily engaged in job work. Nothing in this article shall apply to city, county, State, or maintenance men.

ARTICLE VIII.

Any member of the second party to this agreement who is, or desires to become a contractor, shall first sign this agreement in duplicate, as party of the first part, and shall then obtain a certificate from the joint arbitration board to such effect, without cost to him, which certificate shall be surrendered upon such member going back to work as a journeyman.

ARTICLE IX.—*Carpenter work described.*

It is mutually agreed that the party of the first part will furnish all the material, and party of the second part will furnish all the labor required for the carpenter work in the erection and completion of any and all buildings and jobs (the erection of the staging and scaffolding for masons and plasterers and boxing for concrete footing may at the option of the employer be considered carpenter work); all other false work, all wood floors and framing, wood centers for all arches (except hanging centers for tile fireproof arches, without reinforced concrete), all sidewalk and building protection, boxing for concrete walls and piers, fitting and hanging of wood sash, transoms, and doors, including wardrobes and china-closet doors, cutting and fitting all butts, weather strips, coping and mitering base, chair rail and plate rail, cutting and nailing in all stops, building and erecting all stairs. This agreement covers the manufacture of and erection of all stair work, including all bench and machine work; also all soffits, paneling, wainscoting and railing, all seats, beams, columns, and pilasters connected with the stairs. The setting and erection of all metal-covered trim or doors, and all hollow steel trim or doors, stripping for metal ceilings, boxing for metal cornices, all cork floors, all millwright work, transite asbestos wood, beaver board, and asphalt shingles shall be covered by this agreement.

ARTICLE X.—*Working conditions.*

The party of the second part will not work with carpenters except they are affiliated with the Carpenters' District Council. No member or parties to this agreement shall work on any building or job where laborers or any other trades are permitted to do carpenter work of any kind.

ARTICLE XI.—*Steward.*

Wherever two or more journeymen, members of the second party, are working together a steward shall be selected by them from their number to represent them, who shall, while acting as steward, be subject to the rules and decisions of the joint arbitration board.

The steward's book shall be open to inspection by the presidents or their representatives.

The steward shall not be discharged for the performance of his duties as prescribed in this agreement.

ARTICLE XII.—*Meetings.*

The joint arbitration board shall meet to transact routine business on the first Thursday in each month, but special meetings shall be called on one day's notice by the presidents of the two organizations, or upon application of three members of the joint arbitration board.

ARTICLE XIII.—*Fines as result of arbitration.*

Any person, firm, or corporation, parties hereto, violating any part of the agreement or working rules established by the joint arbitration board shall be subject to a fine of from ten to two hundred dollars for each violation.

Other parties to this agreement shall pay fines direct to the treasurer of the joint arbitration board.

In no case shall the parties hereto be permitted to employ or work for any one who has been found guilty of violating any part of this agreement, if said fine is not paid to the treasurer of the joint arbitration board within thirty days.

ARTICLE XIV.

The joint arbitration board shall have the right to pay any necessary expenses out of the treasury of the board.

The treasurer of the joint arbitration board shall, if required, make a report to the board of the funds in his hands at any regular meeting.

The treasurer of the joint arbitration board shall, at the regular meeting of the board in June and December, pay to the Carpenters' District Council such fines that have been collected from its members during the preceding six months, and likewise the treasurer of the joint arbitration board shall pay to the Carpenter Contractors' Association of Chicago such fines as have been collected from its members during the preceding six months. All other funds in the hands of the treasurer, after deducting the expenses of the board, shall be divided equally between the Carpenters' District Council and Carpenter Contractors' Association of Chicago.

The treasurer of the joint arbitration board shall, before entering upon his duties, file with the president of the joint arbitration board a bond of indemnity from a surety company, to be paid out of the funds of the joint arbitration board and payable to the joint arbitration board, for an amount to be determined by the joint arbitration board.

ARTICLE XV.

No person, firm, or corporation, parties hereto, will work on or take a contract for any building or job where there remains money due to any member of either party to this agreement (or on which there is any unsettled dispute affecting any member of either party to this agreement without written consent of the joint arbitration board).

CARPENTER APPRENTICES.

Apprentice rules adopted by the joint arbitration board, the Carpenter Contractors' Association of Chicago, and the Carpenters' District Council of Chicago, Cook County, and Vicinity.

ARTICLE XVI.

SECTION 1. Each responsible party to this agreement shall have the right to teach his trade to apprentices, and the said apprentices shall serve four years, as prescribed in the apprentice rules as agreed upon by the joint arbitration board, and shall be subject to the control of the said arbitration board.

SEC. 2. Apprentices shall be under the jurisdiction of the joint arbitration board, which has the authority to control them and protect their interests subject to approved indentures entered into with their employers and the rules adopted by the joint board.

SEC. 3. The applicant for apprenticeship shall not be more than 17 years of age at the time of making application, except under conditions satisfactory to the two presidents. Applicants more than 17 years old must bring satisfactory proof of having worked at the trade.

SEC. 4. The contractor taking an apprentice shall engage to keep him at work in the trade for nine consecutive months in each year and see that during the remaining three months of the year the apprentice attends school during January, February, and March, and a certificate of attendance from the principal of the school attended must be furnished the joint arbitration board as a compliance with this requirement before he is allowed to work during the coming year.

SEC. 5. A contractor taking an apprentice shall keep him steadily at work or school; failing to do so, he shall pay him the same as though he had worked for him.

SEC. 6. In case an apprentice at the end of his term of four years, for want of proper instruction in the trade, is not a proficient workman, and if after a thorough investigation the joint arbitration board finds the contractor to whom he was apprenticed did not give him proper instruction and an opportunity to learn his trade, he may be required to serve another year, with whom he and the joint arbitration board may determine, and at a rate of wages (less than the minimum) in his trade they may determine, and the difference between that rate and the minimum scale in his trade shall be paid him through the joint arbitration board by the contractor to whom he was apprenticed.

SEC. 7. A contractor entitled to an apprentice may take one on trial for two weeks, provided that applicant holds a permit from the joint arbitration board, and if after said trial conditions are satisfactory to both parties they will be required to sign indentures agreeable to the joint arbitration board. If not satisfactory, the contractor is not bound to indenture him, but he will be required to pay the boy \$6 per week for the two weeks. No boy will be allowed a trial with more than two contractors, or a contractor with more than two boys consecutively.

SEC. 8. The rate of wages of an apprentice at the date of indenture shall in no case be less than three hundred sixty-four dollars for the first year, four hundred forty-two dollars the second year, five hundred and twenty dollars for the third year, six hundred and seventy-six dollars for the fourth year, payable in lawful money of the United States, and shall be paid in fifty-two weekly installments at the following rate per week of: Seven dollars for the first year, eight dollars and fifty cents for the second year, ten dollars for the third year, and thirteen dollars for the fourth year.

SEC. 9. The issuing of permits for an apprentice to work for another contractor when the one to whom he is apprenticed has no work shall be left to the joint arbitration board.

SEC. 10. The contractor shall not have more than two apprentices at any one time.

SEC. 11. Contractors shall be allowed apprentices on the following basis: Yearly average of four journeymen, one apprentice. Yearly average of ten journeymen, two apprentices.

SEC. 12. The apprentice upon completing his indenture shall report to the joint arbitration board and shall, after furnishing said board with satisfactory proof of his competence as a skillful mechanic in his trade, receive a certificate approved by the board which shall entitle him to a journeyman working card.

ARTICLE XVII.

It is further agreed by and between the parties hereto that power shall be vested in the joint arbitration board to interpret the spirit as well as the letter of this agreement, and in order to maintain justice and equity between the parties hereto, the joint arbitration board is hereby given power to enforce the spirit as well as the letter of this agreement.

ARTICLE XVIII.—*Termination.*

It is agreed by the parties that this agreement shall be in full force between the parties hereto until May 31, 1918.

MEMORANDUM OF AGREEMENT.

This agreement made and entered into by and between the steamship agents and stevedores of the port of Greater New York and vicinity and whose names are hereto attached, as party of the first part, and the International Longshoremen's Association and its affiliated locals, as party of the second part, and is meant to cover the loading and unloading of ships in the port of Greater New York and vicinity.

1. Members of the party of the second part to have the preference of all work pertaining to the rigging up of the ships as is done at the present time and the discharging and loading of all cargoes under the following terms and conditions:

WAGE SCALE.

2. Day work, 7 a. m. to 12 noon; 1 p. m. to 6 p. m., thirty-five (35) cents per hour. Night work, 7 p. m. to 12 midnight; 1 a. m. to 6 a. m., fifty (50) cents per hour.

Legal holidays, fifty (50) cents per hour, except Sundays, Christmas, and Fourth of July, which shall be sixty (60) cents per hour. Meal hours when worked, sixty (60) cents per hour. Meal hours shall be as follows: 6 a. m. to 7 a. m.; 12 noon to 1 p. m.; 6 p. m. to 7 p. m.; 12 midnight to 1 a. m.

Men shall receive sixty (60) cents per hour for work performed on Good Friday on the Jersey shore.

3. Double time shall be paid men when handling munitions and explosives. Time to start from the time of leaving pier until the time of return to pier. Meals to be furnished by the company.

4. All disputes, grievances, or controversies arising under this agreement shall be settled by the representative of the party of the first part and the representative of the party of the second part. If it can not be settled by them, then it shall be submitted to arbitration, one man to represent the party of the first part and one man to represent the party of the second part, these two to choose a third disinterested man, the finding of a majority of this board to be final and binding, both to abide thereby, and work shall continue uninterrupted pending arbitration. The matter in dispute must be submitted within five days after the occurrence of same.

5. There shall be no beer or other intoxicating liquors brought upon the property of the party of the first part. For a violation of this clause the guilty party may be discharged and given no further employment by the party of the first part.

6. The party of the second part will not try to uphold incompetency, shirking of work, pilfering or poaching of cargo. Any man guilty of the above offenses shall be dealt with as party of the first part sees fit or as the circumstances may require.

7. There shall be no discrimination by the party of the first part against any member of the party of the second part, nor shall the party of the second part discriminate against the party of the first part.

8. When the party of the second part can not furnish a sufficient number of men to perform the work in a satisfactory manner, then the party of the first part may employ such other men as are available.

9. All conditions not herein mentioned to remain as heretofore.

10. This agreement to go into effect and remain in full force and effect until discontinued by either party.

Signed for employers.

Signed for International Longshoremen's Association.

Goes into effect September 1, 1915.

STRIKES AND LOCKOUTS IN THE UNITED STATES, JANUARY 1 TO JUNE 30, 1915.

The number of strikes and lockouts in the United States during the first six months of 1915, including those which began prior to January 1, 1915, and remaining unsettled on that date, was 658, according to data compiled by the United States Bureau of Labor Statistics from newspaper and other sources. This number is but slightly larger than that shown for the first half of 1914, namely, 646.

The 12 groups of industries in which the number of strikes exceeded 10 included 536, or 81 per cent, of the whole number of strikes and were as follows:

NUMBER AND PER CENT OF STRIKES IN 12 GROUPS OF INDUSTRIES EACH REPORTING MORE THAN 10 STRIKES.

Industry.	Number.	Per cent.	Industry.	Number.	Per cent.
Building trades.....	155	23.6	Transportation.....	23	3.5
Metal trades.....	124	18.8	Lumber.....	22	3.3
Clothing industries.....	50	7.6	Teamsters.....	16	2.4
Baking industry.....	44	6.7	Brewery industry.....	13	2.0
Textile industry.....	36	5.5	Glassworking industry.....	11	1.7
Mining industry.....	31	4.7	Theatrical stage employees..	11	1.7

IMMIGRATION IN JUNE AND JULY, 1915.

Data furnished by the Bureau of Immigration of the Department of Labor continue to show a marked decrease in the number of immigrants admitted to the United States. In the August issue of the MONTHLY REVIEW comparative data were published relative to immigration showing the number of immigrant aliens admitted to and of emigrant aliens departing from the United States for the first half of the years 1914 and 1915. The decrease there noticed continued through July and August, 1915. The table which follows shows the movement in June and July, 1914 and 1915, by races, while preliminary figures for August, 1915, furnished by the Bureau of Immigration show that the number of aliens arriving during the month at all ports was 30,762. Compared with similar data for August, 1913 (147,350), and August, 1914 (56,287), a decrease of 79.0 and 45.3 per cent, respectively, is noticed.

IMMIGRANT ALIENS ADMITTED TO, AND EMIGRANT ALIENS DEPARTING FROM, THE UNITED STATES DURING JUNE AND JULY, 1914 AND 1915.

Races.	Admitted.				Departing.			
	June.		July.		June.		July.	
	1914	1915	1914	1915	1914	1915	1914	1915
African (black).....	1,060	487	1,003	486	225	243	197	210
Armenian.....	230	41	226	30	190	152	82	58
Bohemian and Moravian.....	590	77	592	54	174	4	94	4
Bulgarian, Servian, Montenegrin.....	798	258	627	419	526	59	313	50
Chinese.....	185	203	228	357	89	115	174	157
Croatian and Slovenian.....	1,465	78	669	54	2,203	8	1,361	4
Cuban.....	388	432	722	454	94	191	119	109
Dalmatian, Bosnian, Herzegovinian..	200	4	78	12	91	.....	44	1
Dutch and Flemish.....	784	288	737	548	316	76	228	39
East Indian.....	12	6	16	11	5	18	5	4
English.....	4,173	3,099	3,247	2,787	1,331	1,054	1,356	578
Finnish.....	882	368	622	341	537	79	256	48
French.....	1,170	889	1,060	834	452	300	375	48
German.....	5,816	1,034	5,271	798	1,705	72	991	30
Greek.....	3,040	998	2,551	2,314	1,207	519	859	185

IMMIGRANT ALIENS ADMITTED TO, AND EMIGRANT ALIENS DEPARTING FROM, THE UNITED STATES DURING JUNE AND JULY, 1914 AND 1915—Concluded.

Races.	Admitted.				Departing.			
	June.		July.		June.		July.	
	1914	1915	1914	1915	1914	1915	1914	1915
Hebrew.....	10, 113	811	12, 182	1, 357	1, 073	57	671	12
Irish.....	2, 586	2, 648	1, 481	1, 530	776	236	621	141
Italian.....	1, 733	485	1, 482	423	1, 371	236	832	457
Italian (north).....	9, 012	2, 358	6, 684	1, 913	6, 276	3, 570	5, 841	4, 649
Italian (south).....	807	722	793	903	77	90	69	69
Japanese.....	18	8	26	11	5	6	1	6
Korean.....	1, 710	36	1, 634	35	720	16	498	4
Lithuanian.....	3, 002	44	2, 153	64	1, 919	12	1, 137	6
Magyar.....	654	1, 076	820	1, 121	144	14	52	26
Mexican.....			1	2			3	
Pacific Islander.....	6, 827	229	5, 092	350	5, 802	153	3, 949	76
Polish.....	1, 022	848	489	758	154	40	180	70
Portuguese.....	1, 031	37	634	41	548	3	338	5
Roumanian.....	2, 290	308	1, 383	330	2, 794	846	2, 093	606
Ruthenian (Russniak).....	2, 119	144	1, 591	160	762		482	
Scandinavian.....	2, 789	1, 875	1, 840	1, 027	1, 200	353	676	229
Scotch.....	1, 720	1, 125	1, 163	937	431	226	458	168
Slovak.....	1, 483	12	1, 320	42	1, 653	19	804	6
Spanish.....	658	747	611	420	425	381	371	179
Spanish-American.....	186	199	118	143	74	61	78	42
Syrian.....	558	69	492	40	123	6	180	22
Turkish.....	54	21	61	20	109	8	55	1
Welsh.....	199	99	156	96	52	33	28	7
West Indian (except Cuban).....	120	115	125	84	58	36	71	44
Other peoples.....	244	230	212	198	111	50	59	30
Not specified.....					2, 611	1, 488	2, 600	1, 481
Total.....	71, 728	22, 598	60, 377	21, 504	38, 413	10, 830	28, 601	9, 861
Per cent decline, 1915.....		68. 49		64. 4				

LABOR PROVISIONS OF THE PROPOSED CONSTITUTION OF THE STATE OF NEW YORK.

The constitutional convention of the State of New York, recently adjourned, considered a number of suggestions bearing upon the industrial interests of the State. Those affecting labor that were ultimately adopted by the convention are reproduced below. Matter contained in the present constitution is printed in roman type, amendments and new sections being printed in italics.

ARTICLE I.—*Civil rights—Protection of workmen—Compensation for injuries or disease.*

SEC. 18. *Except in the cases provided for in the next section*, the right of action now existing to recover damages for injuries resulting in death shall never be abrogated and the amount recoverable shall not be subject to any statutory limitation.

SEC. 19. Nothing contained in this constitution shall be construed to limit the power of the legislature to enact laws for the protection of the lives, health, or safety of employees; or for the payment, either by employers, or by employers and employees or otherwise, either directly or through a State or other system of insurance or otherwise, of compensation for injuries to *or occupational diseases of* employees or for death of employees resulting from such injuries *or diseases* without regard to fault as a cause thereof, except where the injury is occasioned by the willful intention of the injured employee to bring about the injury or death of himself or of another, or where the injury results solely from the intoxication of the injured employee while on duty; or for the adjustment, determination and settlement, with or without trial by jury, of

issues which may arise under such legislation; or *providing* that the right to such compensation, and the remedy therefor shall be exclusive of all other rights and remedies for such injuries or diseases or death. *But all moneys paid by an employer, by reason of the enactment of any of the laws herein authorized, shall be deemed a part of the cost of operating the business of the employer.*

ARTICLE III.—*Legislature—Power as to prison labor—Tenement house manufacturing.*

SEC. 28. The legislature shall, by law, provide for the occupation and employment of prisoners sentenced to the several State prisons, penitentiaries, jails, and reformatories in the State; and on and after the 1st day of January, in the year 1897, no person in any such prison, penitentiary, jail, or reformatory shall be required or allowed to work while under sentence thereto at any trade, industry, or occupation wherein or whereby his work, or the product or profit of his work, shall be farmed out, contracted, given, or sold to any person, firm, association, or corporation. This section shall not be construed to prevent the legislature from providing that convicts may work for, and that the products of their labor may be disposed of to, the State or any *civil* division thereof, or for or to any public institution owned or managed and controlled by the State, or any *civil* division thereof.

SEC. 29. *The legislature shall have the power to regulate or prohibit manufacturing in tenement houses.*

ARTICLE VI.—*State departments—Labor and industry.*

SECTION 1. There shall be the following civil departments in the State government:

* * * (13) *labor and industry*, * * *.

SEC. 2. * * * * *

(13) *The head of the department of labor and industry shall be an industrial commission or commissioner, as may be provided by law. Commissioners shall be appointed by the governor, by and with the advice and consent of the senate.*

* * * * *

ARTICLE XV.—*Cities and villages—Power over employees.*

SEC. 2. The legislature may regulate and fix the wages and, *except as otherwise provided in this article, the salaries, and may also regulate and fix the hours of work or labor, and make provision for the protection, welfare, and safety of persons employed by the State, or by any county, city, town, village, or other civil division of the State, or by any contractor or subcontractor performing work, labor, or services for the State, or for any county, city, town, village, or other civil division thereof.*

[The exceptions contained in the article, referred to in the foregoing section, relate to the self-government of cities, which includes the power "to regulate the powers, duties, qualifications, mode of selection, number, terms of office, compensation, and method of removal of all city officers and employees"; also "of all employees of counties situated wholly within a city," except those connected with the local judiciary.]

The full list of amendments offered in this field, as summarized in the index of the convention, is reproduced herewith, with some abridgement, as of interest in setting forth the propositions under consideration.

Commissioners of labor, election, appointment.

By Mr. BERRI.—Amending sections 1, 2, 3, article 5, and adding a new section 10, by providing that the legislature may, in 1918, and not oftener than each fourth year thereafter, provide for the election of any or all of these officers: Secretary of state, treasurer, attorney general, State engineer and surveyor, superintendent of public

works, and commissioner of labor. If such provision be made, they shall be elected at the time the governor and lieutenant governor are elected, and shall hold office for two years. If in each fourth year no provision is made for their election, then and on January 1, 1917, they shall be appointed by the governor, to hold office until the end of his term. The commissioner of labor shall be charged with the execution of all laws relating to labor, and shall acquire and diffuse among the people useful information on subjects connected with labor and the means of promoting their material, social, intellectual, and moral prosperity.

Commissioner of labor, elected by people.

By Mr. DOOLING.—Amending section 1, article 5, by providing for the election of a commissioner of labor and industries in 1916. The terms of office of the secretary of state, comptroller, treasurer, attorney general, and State engineer and surveyor, together with the commissioner of labor and industries, is made four years.

Conspiracies, acts singly, in concert.

By Mr. CURRAN for Mr. DAHM.—Adding new section to article 1, reading: "Any act which any person may legally and lawfully do shall be held to be legal and lawful when done by two or more in concert.

Department of labor.

By Mr. PARSONS.—Adding new section to article 5, establishing as a branch of the executive department a division of industrial relations known as the State labor department, and in charge of a secretary of industrial relations who shall be chairman of a State industrial council consisting of the chairman and four other persons appointed by and removable at the pleasure of the governor. This division shall consist of these departments, each under the direction of a commissioner to be chosen by the State industrial council from its own membership: Department of statistics and publications, of inspection, of workmen's compensation and insurance, and of mediation and arbitration. The legislature shall prescribe the powers and duties of the several departments and offices.

Eight-hour day, public work.

By Mr. CURRAN.—Adding a new section to article 1, reading: "In all cases of employment by and on behalf of the State, or any political division thereof, or in any contract for labor or for supplies, by or on behalf of the State, or any political division thereof, not more than eight hours in any twenty-four consecutive hours shall constitute a day's work. The power of the legislature to regulate hours of labor under any provision of this constitution shall be exercised subject to the provisions of this section.

Employees, protection, laws for.

By Mr. PARSONS.—Amending section 19, article 1, and adding a new section thereto, by providing that "Nothing contained in this constitution shall limit the power of the legislature to enact laws which the legislature declares to be necessary for the protection of the lives, health, safety, morals, or welfare of employees."

By Mr. A. E. SMITH.—Adding new section to article 3, reading: "The legislature may delegate to any State board or commission, agency, power to make rules and regulations, supplementing, modifying, adapting, or otherwise applying according to varying conditions laws passed for the protection of the lives, health, safety, or welfare of any class or classes of persons or the public generally."

By Mr. A. E. SMITH.—Amending section 19, article 1, and adding a new section to article 1, reading: "Nothing contained in this constitution shall be construed to limit the power of the legislature to enact laws for the protection of the lives, health, safety, comfort, or general welfare of employees, or to delegate in its discretion to any duly constituted commission, board or administrative agency, power to make rules

and regulations supplementing, varying, modifying, adapting, or otherwise applying such laws to existing conditions."

Industry, State department of, establishing.

By Mr. PARSONS.—Adding new section to article 5, creating a State department of industry headed by an industrial board of five members appointed by the governor, with the consent of the senate, for 10 years each, except that the first members shall be appointed for 2, 4, 6, 8, and 10 years, respectively. Not more than three members at any time shall belong to the same political party. Their salary shall be \$6,000 a year. They may be removed only by impeachment. They shall have jurisdiction of all matters now comprehended within the labor and workmen's compensation laws and of the administration and enforcement of all laws relating to cognate subjects. No bill shall be passed devolving such jurisdiction on any other authorities, but the legislature may enact laws for the organization and general direction of such board and confer powers and regulation thereon.

Labor and industries, department of.

By GOVERNOR AND OTHER STATE OFFICERS' COMMITTEE.—Repealing sections 1, 2, 3, 4, 6, and 7 of article 5 and adding a new article 5 reorganizing all the civil departments of the State government. There is to be * * * a department of labor and industries administered by an industrial commission. * * * The attorney general and the comptroller are to be elected at the same time and for the same term as the governor. The heads of all other departments, except the department of education, are to be appointed by the governor, with the advice and consent of the senate. The legislature is to provide for the appropriate assignment of all the civil, administrative, and executive functions of the State government to the several departments provided for. No new department may be created by the legislature.

Labor disputes, armed forces.

By Mr. CURRAN.—Amending sections 4, 6, and adding new section, article 4, by providing that the governor shall be commander in chief of the military and naval forces of the State, and as such commander he alone shall have power to call out the whole or any portion of said forces or either of them in time of need. There shall never be a State constabulary or similar body. The employment of private armed forces for labor disputes shall be forever prohibited.

Labor not a commodity.

By Mr. WAGNER.—Amending section 6, article 1, by adding at the end thereof this new matter: "The labor of a human being shall not be deemed to be a commodity or article of commerce, and the legislature shall not enact a law, nor shall the courts construe a law, contrary to this declaration."

Labor unions, formation of.

By Mr. L. M. MARTIN.—Adding new section 15 to article 8, reading: "It shall be the privilege of persons employed by any other person, firm, corporation, or employing body to form a union of their own to deal with their employers as a unit in matters of mutual interest. But no such unions shall have the right to punish in any way a member for noncompliance with union rules, or for speaking his mind, or for acting individually in the case. Nor shall it be lawful to form a union that comprises employees of more than one employing body."

Manufacturing in dwellings, regulating.

By Mr. A. E. SMITH.—Adding new section to article 3, reading: "The legislature may prohibit in whole or in part the manufacturing of any article in structures used for dwelling purposes."

Manufacturing in dwellings.

By Mr. PARSONS.—Adding a new section to article 3, reading: "Nothing contained in this constitution shall limit the power of the legislature to enact laws prohibiting in whole or in part manufacturing of any kind in structures any portion of which is used for dwelling purposes."

Manufacturing, unreasonable laws.

By Mr. DUNMORE.—Adding new section to article 3, reading: "The legislature shall not pass any bill under the police power of the State nor shall any State board, commission, or officer adopt any rule or regulation thereunder, unless there is a reasonable necessity for the exercise of such power to protect the general interests of the community."

Minimum-wage laws.

By Mr. A. E. SMITH.—Adding new section to article 3, reading: "The legislature may directly or through any duly constituted administrative agency prescribe the living wages that shall be paid to women and children employees."

Minimum-wage laws, prohibiting.

By LEGISLATIVE POWERS COMMITTEE.—Amending article 3 by adding a new section prohibiting the legislature from passing any bill granting hereafter to any class of individuals any privilege or immunity not granted equally to all members of the State; providing for or authorizing the expenditure of any public money to be paid to any person except in pursuance of a judgment or for property or services rendered upon employment by the State or a civil division thereof or in recognition of such services; establishing a minimum wage for service to be paid to any employee by a private employer.

Minimum-wage laws, prohibiting.

By Mr. BARNES.—Adding new section to article 3, prohibiting the legislature from passing any bill granting to any class of individuals any privilege or immunity authorizing the expenditure of public money to be paid to any person except for services rendered upon employment by the State or a political division thereof, establishing a minimum wage, * * *.

Occupational diseases.

By INDUSTRIAL INTERESTS COMMITTEE.—Amending sections 18 and 19 of article 1, by including occupational diseases among the subjects of compensation to workmen. It authorizes the legislature to enact laws "for the protection of the lives, health, or safety of employees; or for the payment of compensation for injuries to or occupational diseases of employees or for death of employees resulting from such injuries or disease without regard to fault as a cause thereof; or for the adjustment, determination, and settlement, with or without trial by jury, of issues which may arise under such legislation; or providing that the right to such compensation and the remedy therefor shall be exclusive of all other rights and remedies for such injuries or diseases or death. But all moneys paid by an employer by reason of the enactment of any of the laws herein authorized shall be deemed a part of the cost of operating the business of the employer."

Pressure, steam, gas, etc., regulating.

By Mr. FOGARTY.—Adding a new section to article 3, reading: "The legislature shall, by general laws of uniform application throughout the State, provide for the licensing and inspection of steam boilers and of all vessels subject to gaseous pressure and prescribe standards for the manufacture thereof."

Products of prison labor, sale.

By Mr. TIERNEY.—Amending section 29, article 3, by providing that the provision prohibiting the sale of the products of prison labor shall not prevent the sale of electricity or water to the inhabitants of villages of the fourth class situated within 1 mile from any State prison.

Public work, labor on.

By CITIES COMMITTEE.—Amending article 12 generally by providing for home rule for cities. Every city is to have exclusive power to manage, regulate, and control its own property, business and local affairs subject to the constitution and general laws of the State applying to all the inhabitants or to all cities or counties of the State without classification or distinction. This power is to include among others (a) the power to organize and manage the departments, bureaus, or division of the city government and to regulate the number, powers, duties, terms, compensation, and mode of selection of all city officers and employees and all police and health officers and employees and nonjudicial officers and employees attached to courts not of record; and to regulate the compensation of employees of counties situated wholly within a city with certain exceptions; * * *.

Stockholders' liability for.

By Mr. BAYES.—Adding a new section to article 8, reading: "The stockholders of all corporations shall be individually liable for all labor performed for such corporation, and no legislative enactment limiting the time within which an action may be begun for labor so performed, at a shorter period than applicable to contract actions generally, shall be valid."

Strikes, lockouts, regulating.

By Mr. ROSCH.—Amending section 9, article 1, by providing that "strikes, lockouts, and similar forms of industrial differences, affecting the relations between employers and employees in which the rights and interests of public utilities or industrial operations, or the welfare of the people of the State generally may suffer, are declared subject to regulation by statute, and the legislature may provide for the establishment of councils of conciliation and boards of arbitration for settlement of disputes between employers and employees."

Supervision, commerce and labor department.

By Mr. E. N. SMITH.—Amending section 2, article 5, by providing that the legislature shall create by law a department * * * of commerce and labor, to have supervision over labor, manufactures, agriculture, and public utilities, and in which there shall be a bureau of research; * * * The heads of said divisions or bureaus in any department shall be named by the governor, with the consent of the senate. This section shall be in force January 1, 1917.

Unemployed, relief of.

By Mr. CURRAN.—Adding a new section to article 8, reading: "The State or any political division thereof may undertake such public works and engage in such industries as they deem necessary to the public welfare for the purpose of relieving distress from unemployment or other extraordinary emergencies; and nothing contained in this article shall impair such authority."

Workmen's compensation, labor department, separate.

By Mr. O'CONNOR.—Adding new section to article 5, by providing that the State department of labor and the workmen's compensation commission shall be separate bodies. The department of labor shall be in charge of a single commissioner, whose term shall be fixed by the legislature at not less than six years. There shall be five members of the workmen's compensation commission, whose term shall be fixed by the legislature so that the term of one shall expire on January 1 of each odd-numbered year after the commission is established.

Workmen's compensation laws.

By Mr. PARSONS.—Amending section 18, article 1, by providing that this section which prohibits the abrogation of the right of action to recover damages for injuries resulting in death shall not affect legislation providing compensation for injuries to or occupational diseases suffered by employees or for death resulting from such injuries or diseases.

Workmen's compensation laws, etc.

By Mr. CURRAN.—Amending section 19, article 1, and adding a new section thereto by providing that "Nothing contained in this constitution shall be construed to limit the power of the legislature to enact laws for the protection of the lives, health, safety, comfort or general welfare of employees."

Workmen's compensation, unemployed, laws.

By Mr. PARSONS.—Striking out section 19, article 1, and inserting in place thereof the following: "Nothing contained in this constitution shall limit the power of the legislature to enact laws for the payment or furnishing either by employers or by employers and employees or otherwise either directly or through a State or other system of insurance or otherwise, of compensation benefits, without regard to fault, for injuries, illness, invalidity, old age, unemployment, or death of employees, or for the adjustment, determination, or settlement with or without trial by jury of issues which may arise under such legislation."

Workmen's compensation, State insurance.

By Mr. CURRAN.—Adding a new section to article 3, reading: "The legislature may provide by law for insurance by the State of workers against accident, sickness, invalidity, old age, and unemployment."

By Mr. O'CONNOR.—Amending section 19, article 1, by providing for a State insurance fund as the exclusive method for securing the payment of workmen's compensation.

RETAIL PRICES OF FOOD IN THE UNITED STATES.

Reports to the Bureau of Labor Statistics of retail prices of 17 of the principal articles of food for July 15, 1915, covering 44 important industrial cities throughout the United States show a decrease of 1 per cent in the price of all articles combined from July, 1914, to July, 1915. According to previous reports to the bureau, retail prices had been gradually increasing from 91 per cent in July, 1911, to 100 per cent in July, 1914.

The price of all meats was lower in July, 1915, than in July, 1914. The price of lard, eggs, potatoes, and milk was also lower in July, 1915, than in July, 1914, while only flour, corn meal, butter, and sugar showed an increase in price. The increases in flour and sugar, however, were quite marked, being 26 per cent and 33 per cent, respectively.

A table showing the relative price of each of the 17 articles in July, 1911, to 1915, is given herewith. The relative prices of the 17 articles combined and weighted according to the average consumption in workingmen's families is also shown.

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RELATIVE PRICES OF 17 ARTICLES OF FOOD IN JULY OF EACH YEAR, 1911 TO 1915.

[Average price for 1914=100.]

Articles.	July—				
	1911	1912	1913	1914	1915
Sirloin steak.....	81	94	102	104	103
Round steak.....	76	88	98	103	101
Rib roast.....	82	95	99	102	101
Chuck roast.....				102	97
Plate boiling beef.....				100	97
Pork chops.....	81	88	99	102	96
Bacon, smoked.....	91	88	102	100	99
Ham, smoked.....	90	90	103	102	96
Lard, pure.....	85	95	102	99	94
Hens.....	89	91	100	101	95
Flour, wheat.....	96	105	97	95	120
Corn meal.....	89	99	94	98	103
Eggs.....	76	80	85	86	79
Butter.....	85	93	96	94	95
Potatoes.....	182	118	102	144	78
Sugar.....	104	104	92	88	117
Milk.....	93	96	98	99	98
All articles, weighted according to consumption.....	91	94	98	100	99

PRICES OF FOOD IN VARIOUS FOREIGN COUNTRIES.

AUSTRIA (VIENNA).

The prices quoted in the tables below are in the case of meats from the Central Meat Market and those for other articles are from the public markets. They show the general advance of prices in Vienna between July 25, 1914, and July 24, 1915.

As a fair basis of comparison in calculating the per cent of increase in the prices of articles mentioned below, the lower prices for the respective dates have been used. All meats show a marked advance; beef, fore quarter, 248.6 per cent; beef, hind quarter, 250.6 per cent; steak, 247.1 per cent; veal, 248.6 per cent; pork, 132 per cent. Butter has advanced in price 82.8 per cent; eggs, 140.3 per cent; potatoes, round, 30 per cent; lentils, 221.1 per cent; peas, 129.2 per cent; sauerkraut, about 200 per cent. All fruits show a very sharp rise in prices. The increase in the prices of vegetables, while not so great as in meats, etc., is of considerable moment.

RETAIL PRICES OF FOOD IN VIENNA MARKETS JULY 25, 1914, AND JULY 24, 1915.

[Source: Neue Freie Presse, Vienna, July 26, 1914, and July 25, 1915.]

Articles.	July 25, 1914.	July 24, 1915.
Beef, fore quarter.....per pound..	\$0.0740-\$0.1660	\$0.2580-\$0.4700
Beef, hind quarter.....do....	.0810- .1930	.2840- .5060
Beef, steak.....do....	.1380- .2300	.4790- .5520
Veal.....do....	.0740- .1980	.2580- .3680
Pork.....do....	.1470- .2030	.3110- .4420
Cabbage, white.....each..	.0230- .0284	.0284- .0812
Cabbage, red.....do....	.0284- .0406	.0325- .0812
Cauliflower.....do....	.0406- .1015	.0244- .1218
Head lettuce.....do....	.0081- .0162	.0102- .0305
Endive.....do....	.0081- .0203	.0081- .0244
Cucumbers.....do....	.0244- .0731	.0284- .0812

RETAIL PRICES OF FOOD IN VIENNA MARKETS JULY 25, 1914, AND JULY 24, 1915—
Concluded.

Articles.	July 25, 1914.	July 24, 1915.
Corn on the cob.....each..	\$0.0203-\$0.0325	\$0.0284-\$0.0406
Pumpkins.....do.....	.0528-.1015	.0812-.2842
Lemons.....do.....	.0102-.0142	.0365-.0508
Oranges.....do.....	.0203-.0325	.0325-.0447
Potatoes, new, round.....per bushel..	1.1050-1.3260	1.4364-2.0994
Potatoes, kidney.....do.....	1.3230-1.5469	1.7679-2.3204
Onions.....per pound..	.0276-.0363	.0497-.0608
Mushrooms.....do.....	.3683-.4419	.6445-.7366
Spinach.....do.....	.0184-.0363	.0534-.0662
Beans, green.....do.....	.0221-.0460	.0405-.0644
Sauerkraut.....do.....	.0147-.0239	.0442-.0442
Tomatoes.....do.....	.0184-.0442	.0405-.0589
Apples.....do.....	.0442-.2762	.0479-.0737
Pears.....do.....	.0258-.1031	.0442-.1326
Cherries.....do.....	.0626-.1289	.0810-.1841
Wild cherries.....do.....	.0737-.1473	.1105-.2209
Apricots.....do.....	.0276-.0737	.0958-.1841
Wild strawberries.....do.....	.1473-.2762	.1105-.3315
Raspberries.....do.....	.1105-.1473	.1105-.2209
Blueberries.....do.....	.0405-.0516	.0737-.0884
Gooseberries.....do.....	.0442-.0516	.0737-.1105
Currants.....do.....	.0405-.0737	.0963-.1105
Greengages.....do.....	.0368-.0663	.0516-.0644
Hazelnuts.....do.....	.1031-.1363	.1473-.1894
Walnuts.....do.....	.1105-.1326	.1399-.1763
Lentils.....do.....	.0516-.0884	.1657-.2026
Peas.....do.....	.0442-.0884	.1013-.1841
Butter.....do.....	.2357-.3830	.4309-.5524
Peas, green, unshelled.....per quart..	.0671-.1342	.2236-.2583
Eggs, fresh.....per dozen..	.1563-.1949	.3756-.4060

CANADA.

The Labor Gazette for August contains a somewhat extended review of the effect of the war upon Canadian prices; the situation is reviewed somewhat generally as far back as 1900. Following the depression of 1908 there was a steady increase in prices, coupled with a considerable degree of industrial activity, up to early in 1913. In the beginning of 1914 food prices had, however, fallen from the high level reached in 1912, as the result of bountiful crops in 1912 and 1913. With the outbreak of the war grain, flour, bread, oatmeal, tea, sugar, and meat rose in price; cotton fell, while prices in the metal market fluctuated irregularly. Flour reached a record price in February and in May, since which time it has dropped considerably. Considerable advance in price occurred in metals in February, notably in zinc and antimony, quicksilver, lead, tin, copper, and brass; drugs and chemicals had risen sharply at the outbreak of the war. Carbolic acid increased from 10 cents per pound in August to \$1.50 in February. However, by the beginning of the summer of 1915, apart from commodities used in war or unobtainable on account of the war, the markets began to show comparative steadiness, although, with a few exceptions, price levels were considerably higher than before the war.

A table is here added to show the relative wholesale prices of certain more important foodstuffs. It is noticeable that all groups rose in price immediately on the outbreak of the war and remained on a

level higher than the year before, except meat, fish, fruits, and vegetables, the supply of which was not reduced seriously by war conditions and the demand for which was curtailed.

INDEX NUMBERS OF WHOLESALE PRICES, BY GROUPS OF COMMODITIES AND BY MONTHS, JANUARY, 1914, TO JULY, 1915.

[Average prices 1890-1899=100.]

1914.

Commodities.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.
Grains and fodder.....	140.9	142.8	145.8	145.4	149.8	151.3	150.4	161.3	169.9	167.1	175.9	178.5
Animals and meats.....	194.2	193.8	196.2	194.8	193.1	196.6	195.7	199.9	200.1	187.6	177.9	174.2
Dairy products.....	179.9	169.6	162.9	148.6	129.5	129.6	131.3	140.5	147.1	162.6	171.5	180.1
Fish.....	153.9	154.8	156.1	157.4	166.9	168.2	148.9	154.8	159.7	159.7	157.4	160.0
Fruits and vegetables.....	125.2	127.8	139.4	136.8	144.4	131.6	131.2	116.7	123.7	111.6	111.3	114.2
Miscellaneous food articles.....	112.9	112.8	112.5	112.6	113.2	112.7	112.5	119.3	136.0	133.5	133.0	132.2
Textiles.....	135.2	134.4	133.8	133.6	135.2	135.4	132.8	138.7	135.0	134.2	129.0	124.6
Hides, leather, etc.....	168.1	168.1	169.9	172.6	173.3	172.8	173.6	171.3	172.6	173.0	171.4	175.6
Metals.....	114.7	115.4	115.3	114.7	110.8	109.7	109.2	113.6	123.5	114.5	112.5	113.4
Implements.....	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	108.2	108.2
Fuel and lighting.....	113.6	114.4	114.2	113.7	110.0	110.2	109.0	108.6	109.3	108.9	108.5	109.1
Lumber.....	183.5	184.2	183.0	182.4	183.6	183.4	183.2	182.1	180.6	180.8	178.4	179.5
Miscellaneous building materials.....	114.0	114.1	113.8	113.3	112.7	111.3	110.8	109.8	110.5	109.9	108.1	108.6
Paints, oils, etc.....	140.2	141.3	140.2	140.8	140.6	140.1	140.6	140.4	140.6	142.4	139.5	142.9
House furnishings.....	128.8	128.8	128.8	128.8	129.0	128.8	128.8	128.8	132.3	132.6	132.6	132.6
Drugs and chemicals.....	111.1	111.1	111.1	111.6	111.6	111.6	111.6	112.1	137.3	141.1	140.2	139.7
Furs, raw.....	226.5	230.3	236.0	241.3	241.3	230.9	235.0	208.6	208.6	172.5	137.5	96.1
Liquors and tobaccos.....	138.8	138.8	138.8	133.4	138.4	138.4	128.3	138.3	138.3	138.6	138.7	138.3
Sundries.....	109.3	109.9	108.2	108.4	108.9	106.8	106.2	106.5	109.1	107.8	110.0	111.5
All commodities.....	136.5	136.6	137.0	136.7	136.3	135.3	134.6	136.3	141.3	138.7	137.5	137.6

1915.¹

Commodities.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.
Grains and fodder.....	191.7	211.1	209.3	204.3	200.0	188.1	191.5
Animals and meats.....	178.2	176.4	181.0	185.7	194.5	193.8	191.9
Dairy products.....	178.3	174.0	163.7	161.0	147.0	142.2	142.2
Fish.....	160.0	160.0	153.9	145.1	148.5	144.8	141.7
Fruits and vegetables.....	114.9	117.1	116.9	115.3	116.6	118.1	114.7
Miscellaneous food articles.....	127.1	138.3	141.1	142.7	142.2	141.6	136.7
Textiles.....	126.5	132.5	136.5	145.4	143.9	141.3	151.2
Hides, leather, etc.....	178.1	181.6	186.2	179.5	176.1	176.1	175.6
Metals.....	113.8	124.0	138.2	146.5	153.5	² 159.5	² 160.5
Implements.....	108.3	106.8	106.8	110.5	111.2	111.2	113.0
Fuel and lighting.....	108.9	107.8	107.6	107.6	105.5	105.6	106.5
Lumber.....	180.7	181.3	181.1	177.5	177.5	176.1	175.0
Miscellaneous building materials.....	108.3	108.3	110.1	111.2	111.1	114.0	120.6
Paints, oils, etc.....	141.4	145.7	147.0	150.6	154.6	153.5	153.0
House furnishings.....	132.6	133.8	136.1	136.6	136.3	136.3	136.3
Drugs and chemicals.....	139.6	149.5	155.4	156.3	159.5	159.5	159.5
Furs, raw.....	121.8	128.1	133.8	133.8	133.8	142.0	144.0
Liquors and tobaccos.....	138.3	138.2	137.8	137.8	135.0	135.0	135.0
Sundries.....	113.6	110.8	116.0	115.8	117.2	117.2	116.0
All commodities.....	138.8	143.8	145.9	147.0	147.6	² 147.3	² 147.1

¹ Preliminary figures.

² Including abnormal rises in prices of zinc and spelter, the index numbers for June and July for all commodities would be 149.5 and 149.7, respectively, and for metals, 184.2 and 194.6.

DENMARK (COPENHAGEN).

Since the beginning of the war the Danish statistical office has from time to time received reports of prices in certain localities through the local committees organized under the act of August 7, 1914, for the regulation of prices of food products and other commodities. Returns from these committees up to July indicate that the prices of many of the principal articles of consumption have shown a tendency to advance during the year July, 1914, to July, 1915. This increase in prices, however, varies considerably in the different classes of commodities. During this period the price of bread has increased 33 to 50 per cent; meal, cereals, peas, and similar products as a class have increased about 75 per cent; in meats, pork, and provisions the range of increase is from 33 to 50 per cent; butter and oleomargarine, 20 to 30 per cent; sugar, oil, and many of the colonial products, on the other hand, have not substantially increased in price. The prices of the ordinary kinds of fish and vegetables have not been appreciably advanced; this is not true, however, of potatoes.

As an indication of the advance in prices of articles of household necessity the table following, which shows relative prices, has been prepared:

RELATIVE PRICES OF 10 ARTICLES OF HOUSEHOLD CONSUMPTION FOR THE YEAR ENDING JULY, 1915, BY MONTHS, BASED ON PRICES IN COPENHAGEN.

[Prices, July, 1914, = 100.¹]

Articles.	1914					1915						
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.
Bread, rye (foreign rye)....	133	146	146	146	146	152	152	152	152	152	152	152
Bread, rye (cooperative bakery).....	134	127	127	131	131	131	134	134	134	134	134	134
Flour, wheat.....	127	113	113	113	113	113	118	121	121	124	127	130
Beef.....	100	100	100	100	100	100	104	105	112	125	141	149
Pork.....	100	100	110	110	110	120	122	126	² 136	136	136	136
Loin (tender).....	91	82	75	80	85	89	89	90	110	110	110	120
Eggs, fresh.....	100	112	150	175	185	199	171	136	110	115	123	140
Butter.....	107	98	114	118	122	127	125	115	117	117	118	122
Oleomargarine.....	105	111	116	116	116	116	116	116	130	130	130	130
Coke.....	(200)	120	120	120	128	132	147	176	176	176	184	217

¹ Statistiske Efterretninger udgivet af det Statistiske Departement. (Vol. 7, No. 18.)

² Maximum price.

The following table shows the actual prices of some of the more important articles of household consumption at different periods between July, 1914, and July, 1915:

RETAIL PRICES OF PRINCIPAL COMMODITIES OF HOUSEHOLD CONSUMPTION IN DENMARK, AT INDICATED PERIODS IN 1914 AND 1915.

Articles.	July, last week, 1914.	August, first week, 1914.	October, last week, 1914.	December, last week, 1914.	May, 1915 (average).	June, 1915.	July, 1915.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Milk, unskimmed, per quart.....	4.8	5.0	5.0	4.5	4.7	4.8	5.6
Butter, creamery, per pound.....	28.6	26.8	31.0	32.9	31.5	31.6	¹ 32.6-33.7
Oleomargarine, per pound.....	15.7	16.4	17.9	16.7	17.2	17.4	17.9-21.4
Eggs, fresh, Danish, per dozen.....	23.3	23.3	40.2	46.5	27.5	29.4	¹ 36.0
Potatoes, per bushel.....	142.8	61.2	48.2	51.0	36.2	34.8	² 94.8
Peas, yellow, per pound.....	5.4	6.3	9.1	8.3			9.8
Rye meal, per pound.....	3.0	³ 4.5	4.5				
Wheat flour, American, per pound.....	3.8	4.4	4.1		⁴ 5.1	⁴ 5.2	4.7-5.5
Oats, hulled, cleaned, per pound.....	4.8	5.6	6.2	7.1	7.3	7.4	7.5-8.9
Rice, per pound.....	5.6	6.7	8.4	7.9	7.0	7.1	7.4
Rye bread, loaf, per pound.....	⁵ 1.8	⁵ 2.4					2.4-2.8
Mixed bread, wheat and rye, per pound.....			2.3	2.4			
Bread, rye flour, best, per pound.....	⁵ 2.9	⁵ 3.0	⁵ 3.3	4.6	5.0	5.0	5.1
Bread, French, wheaten, per pound.....	⁵ 5.6	⁵ 6.2	⁵ 6.2	5.3	6.0	6.1	6.1
Pork, fresh, shoulder, brisket, per pound.....	13.4	12.2	14.6	15.0	18.8	19.2	23.0
Pork, salt, per pound.....	15.2	14.6	18.2				
Lard, spiced, per pound.....	12.8	12.8	20.0	21.5	22.6	22.6	⁶ 24.2
Herring, fresh, each.....	1.7	1.7	1.5	1.2	1.0	1.1	
Plaice, medium size, per pound.....	24.5	24.5	17.5	14.3	12.2	12.9	
Sugar, brown or moist, per pound.....	4.4	4.4	4.8	4.4	4.4	4.4	4.4
Kerosene, per gallon.....	16.8	16.8	19.6	14.2	13.5	13.5	20.3
Coal, household, per bushel.....	16.0	(7)	17.4	16.1	25.1	25.3	31.6
Coke, crushed, per bushel.....	11.8	(7)	14.2	10.6	14.8	16.0	25.6
Coffee, Santos, mixture, cheapest, per pound.....					26.7	27.2	27.1
Beef, fresh, forepart, per pound.....					15.7	18.1	¹ 20.7-30.4
Beef, steak, per pound.....					21.2	23.7	
Veal, forepart, per pound.....					16.7	18.1	¹ 20.7-23.1
Potato flour, per pound.....					7.7	8.3	8.9

¹ Grade not specified.

² Old.

³ Price Aug. 15.

⁴ Pillsbury's best.

⁵ Reported from a single cooperative bakery.

⁶ Not spiced.

⁷ Prices in August very irregular; increases as high as 100 per cent.

ROUMANIA.

The table which follows shows the variations in the prices of six of the leading cereals in the markets of Roumania by months.

Without exception, but in varying amounts, the prices of each class were lower in the first half of the year, while in the second half of the year there was, generally speaking, an increase as compared with the corresponding months of 1913.

For the purpose of comparison an average price for each grain is shown for the months January to June, and July to December, as well as the variations in prices from those of the corresponding period of 1913. A marked decrease is noticed for the first period, and a material increase for the latter half of the year.

PRICES OF SIX CEREALS IN ROUMANIA 1914, AND INCREASE OR DECREASE IN PRICES COMPARED WITH CORRESPONDING PERIODS OF 1913.¹

[Wholesale prices per 100 pounds.]

Months.	Wheat.		Corn.		Rye.		Oats.		Barley.	
	Price.	In-crease (+) or de-crease (-) com-pared with 1913.	Price.	In-crease (+) or de-crease (-) com-pared with 1913.	Price.	In-crease (+) or de-crease (-) com-pared with 1913.	Price.	In-crease (+) or de-crease (-) com-pared with 1913.	Price.	In-crease (+) or de-crease (-) com-pared with 1913.
January.....	\$1.485	—\$0.169	\$0.950	—\$0.200	\$1.064	—\$0.213	\$0.922	—\$0.354	\$1.006	—\$0.320
February.....	1.536	— .136	.997	— .075	1.096	— .197	.940	— .436	.993	— .323
March.....	1.532	— .155	1.036	— .134	1.162	— .175	.968	— .365	1.003	— .332
April.....	1.498	— .206	.989	— .042	1.151	— .159	.957	— .389	.991	— .279
May.....	1.584	— .102	1.027	— .060	1.195	— .060	1.062	— .227	1.070	— .135
June.....	1.651	+ .038	1.045	+ .027	1.222	+ .008	1.050	— .094	1.102	.....
July.....	1.571	— .025	1.056	+ .028	1.162	— .039	1.009	— .039	1.079	— .015
August.....	1.511	— .018	1.116	+ .106	1.055	— .081	.942	+ .013	.980	— .058
September.....	1.608	+ .127	1.138	+ .121	1.116	+ .023	.903	— .020	.959	— .049
October.....	1.674	+ .245	1.134	+ .137	1.484	+ .417	.942	+ .039	1.031	+ .079
November.....	1.769	+ .309	1.192	+ .263	1.868	+ .805	1.083	+ .186	1.190	+ .229
December.....	1.729	+ .267	1.208	+ .240	2.010	+ .924	1.008	+ .076	1.319	+ .341
Average for year.	1.596	+ .015	1.074	+ .034	1.299	+ .105	.982	— .134	1.060	— .069
January to June.....	1.548	— .122	1.008	— .081	1.149	— .132	.983	— .311	1.028	— .226
July to December....	1.643	+ .151	1.141	+ .150	1.449	+ .341	.981	+ .043	1.093	+ .088

¹ Buletinul Statistic al Romaniei, Directiunea Statisticii Generale. Seria III, Vol. XII, No. 38-39.

EMPLOYMENT IN VARIOUS COUNTRIES.

CANADA.

The Labor Gazette of the Canadian Department of Labor for August, 1915, reports that industrial and labor conditions during July showed little change from those of June; there was the usual midsummer lull in business. The recruiting in Canada of some 1,700 mechanics for work in the munition factories of Great Britain caused a lessening of the supply of this class of workmen. The lumbering industry in eastern Canada continued fairly active, while some improvement was noted in the industry in British Columbia. In manufacturing industries war orders accounted for most of the continued activities. The building trades were much quieter than during the previous month, while machinists in the metal trades were in considerable demand. No changes of note occurred in most of the industries. Unskilled labor was in much greater demand by reason of the call for farm help and the continued call for recruits.

GERMANY, JUNE, 1915.¹

Reporting on conditions in the labor market for June, 1915, the Imperial Statistical Office notes that for the majority of industries there has been no change in conditions over those prevailing in the preceding month. The usual summer slackness in business has been more or less counterbalanced by the increased work demanded as a result of increasing army contracts. Conditions were particularly active in coal mining and in the iron industry, which were unable to supply the demand; a similar state of affairs prevailed in the machinery and tool industries, the machinery industry showing a high degree of activity in so far as the establishments had adapted themselves for the making of war materials. Activity in the textile industries decreased as a result of a decrease in army contracts, while, on the other hand, large sales were the rule in the food products industries. Those industries which to a large extent are dependent upon the export trade, such as potash, mining, and certain branches of the chemical industry, and those engaged in the production of luxuries, showed somewhat less activity than usual.

RETURNS FROM EMPLOYERS.

Returns from 340 employers of labor showed 322,974 workmen employed, as compared with 376,532 during the corresponding month of 1914, being a decrease of 14.22 per cent. The decrease in the number of male workers employed as compared with the preceding year was in June, 1915, smaller than in any month since the outbreak of the war, while, on the other hand, the increase in the number of female workers employed was the largest of any month.

The relative decrease in numbers employed in different industries in June, 1915, as compared with June, 1914, was as follows:

	Per cent.
Mining and smelting.....	19.53
Iron and steel and metal industry.....	² 7.83
Machine industry.....	17.26
Electrical industry.....	35.87
Chemical industry.....	36.60
Textile industry.....	4.60
Woodworking and carving.....	29.58
Food products.....	.59
Clothing industry.....	15.01
Glass and porcelain industry.....	39.14
Paper making and printing industry.....	37.60
Miscellaneous (including building materials and navigation).....	53.72

¹ Reichs-Arbeitsblatt, hrsg. vom K. Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin. July, 1915.

² Increase.

RETURNS FROM TRADE-UNIONS.

Thirty-six trade-unions sent in returns as to the ratio of unemployment among their members on June 30. These had a membership of 1,057,137, although the information compiled pertained only to 998,563. Since the outbreak of the war the ratio of the unemployed to total membership reported stands thus:

	Per cent.
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
May, 1915.....	2.9
June, 1915.....	2.6

The percentage of unemployed in the six largest Social-Democratic trade-unions appears as follows:

PER CENT UNEMPLOYED AT END OF EACH MONTH IN THE SIX LEADING SOCIAL-DEMOCRATIC TRADE-UNIONS IN GERMANY, AUGUST, 1914, AND JANUARY TO JUNE, 1915.

Trade-unions.	Member- ship June 30, 1915.	1914	1915					
		Aug.	Jan.	Feb.	Mar.	Apr.	May.	June.
Metal workers.....	272,127	21.5	3.0	2.3	1.8	1.7	1.5	1.4
Factory workers.....	110,748	16.4	4.8	11.5	7.3	2.8	2.3	1.4
Building trades.....	102,670	16.3	13.9	3.9	2.5	1.5	1.1	1.0
Transportation workers.....	92,203	10.8	3.9	2.9	1.4	1.3	1.3	1.0
Woodworkers.....	89,000	33.0	13.4	9.6	6.5	5.6	4.8	4.0
Textile workers.....	80,130	28.2	5.3	5.1	4.1	4.8	5.5	5.0

RETURNS FROM SICK FUNDS AND LABOR EXCHANGES.

Returns from the sick funds show that the male membership, compared with last month, has decreased 1.97 per cent, while the female membership has increased 0.34 per cent; the total number of employed members of both sexes decreased by 85,587, or 1 per cent. This decrease of the membership does not seem extraordinarily high if compared with June, 1914, which showed a decrease of 0.21 per cent over that of May, 1914.

Of the 1,132 exchanges in Germany regularly in touch with the labor office, reports as to adjustments in employment were received from 924 exchanges. Compared with reports from the same exchanges for the corresponding month (June) of the preceding year there was a decline in the number of applicants for positions of 164,000 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.
June, 1914.....	168	101
May, 1915.....	99	158
June, 1915.....	96	157

SWEDEN.

As the system of public employment exchanges in Sweden has become fairly well organized, the statistics furnished by them may be considered a rough measure of the movement of the supply of and demand for labor. And if we may judge from the comparative statistics of adjustments in the supply of and demand for labor in Sweden ¹ in June, 1914, and June, 1915, it would appear that there has been a considerable increase in the demand for positions in 1915 as compared with 1914. The number of applicants for positions in June, 1915, was 22,442, as compared with 15,429 in June, 1914, and 21,387 in May, 1915. Stated in proportion, the number of applicants per each 100 vacancies in June, 1914, was 104, as compared with 135 for June, 1915, and 118 for May, 1915. Some employment exchanges reported a scarcity of labor in the iron and metal industry, in stone cutting, among tobacco workers, and, to a limited extent, in the sugar industry. Conditions in the building industry have improved slightly, while in agriculture there has been an active demand for labor.

The percentage of unemployment in Swedish trade-unions showed a slight decrease from that of the preceding month; i. e., from 7.8 per cent to 7 per cent. A comparative table for each of the months of the years 1912 to 1915 is submitted. It may be noted that the number reported as unemployed, on which these per cents are based, does not include those unemployed by reason of sickness or strikes or lockouts. The table follows:

PER CENT OF UNEMPLOYMENT IN SWEDISH TRADE-UNIONS ON THE FIRST OF EACH INDICATED MONTH FOR THE YEARS 1912 TO 1915.

[Source: Kommersiella Meddelanden utgivna av Kungl. Kommerskollegium, Stockholm, 1915, vol. 2, No. 15, p. 691.]

Year.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.
1912.....	8.5	11.1	8.4	6.5	5.2	3.7	3.3	2.8	2.7	2.9	3.6	5.7
1913.....	8.4	8.9	7.1	5.7	4.0	2.6	2.7	2.5	2.3	2.2	2.6	4.4
1914.....	7.5	10.4	7.5	6.5	5.1	3.2	3.1	3.0	8.1	7.7	8.1	10.3
1915.....	15.0	14.8	12.0	11.1	7.8	7.0	.....	.....	.....	.....	.....	.....

¹ Sociala Meddelanden utgivna av K. Socialstyrelsen. Stockholm, 1915. No. 7.

COMPULSORY REPORTING BY EMPLOYMENT EXCHANGES IN GERMANY.

By a recent resolution of the Federal council (*Bundesrat*) in Germany it has been made obligatory for all free employment offices to make reports of their activities to the imperial statistical offices.¹ It is left to the Federal governments to execute this resolution and to make it effective by proper decrees on the authority of the law of June 2, 1910, regulating the procuring of employment. So far the following States of the Empire have issued during the current year the necessary decree: Prussia (May 26); Bavaria (June 8); Grand-Duchy of Hesse (May 22); Duchy of Anhalt (May 21); Principality of Schwarzburg-Sondershausen (June 2); city of Bremen (June 2); and Alsace-Lorraine (May 29).

The essential contents of these decrees are the following:

(a) Not later than July 1, 1915, each individual employment office must furnish to the imperial statistical office, division of labor statistics, the following information: (1) Name of the employment office; (2) name of the persons or corporations maintaining the employment office; (3) place of business (street and number); (4) name of manager; (5) telephone number; and (6) office hours.

Any change in the above data as well as the opening of new free employment offices must likewise be reported within three days. Blanks for this information are not furnished by the imperial statistical office.

(b) All free employment offices, with the exception of those for mercantile, technical, and clerical help must on two fixed days of each week report on a card furnished by the imperial statistical office the number of those applications and vacancies which up to the time of the report could not be disposed of and probably can not be disposed of up to the time of issuing the Labor Market Bulletin (*Arbeitsmarkt-Anzeiger*). These cards must be mailed in due time so that they may reach the imperial statistical office, division of labor statistics, with the first mail on each Monday and Thursday.

From this obligation to report there may be exempted those employment offices which are already required to report to a local public employment office or to some other agency collecting the above data, provided that these report to the imperial statistical office the number of undisposed-of applications and vacancies. Employment offices which presumably do not fill more than 200 vacancies in a year may also be exempted. In Prussia applications for exemption from the obligation to report must be addressed to the government presidents or police presidents; in the Grand-Duchy of Hesse

¹ Reichs-Arbeitsblatt hrsg. vom. K. Statistischen Amte, Abteilung für Arbeiterstatistik, Berlin, 1915. June.

through the district offices to the minister of the interior; in the Duchy of Anhalt to the ducal government department of the interior; and in Bremen to the police committee of the senate.

Each free employment office must appoint a business manager who shall be responsible for compliance with the above provisions. Noncompliance with these provisions is punishable with a fine of up to 150 marks (\$35.70), or with imprisonment.

UNEMPLOYMENT STATISTICS IN FOREIGN COUNTRIES.

INTRODUCTION.

The activity of the labor market, the demand for employment, and the amount of unemployment are the subjects of periodical reports by nearly all the principal European countries. The original sources from which this information is gathered are generally five in number: (1) Monthly and annual reports of both public and private employment offices; (2) monthly reports on schedules by leading employers or manufacturing concerns; (3) reports from sick benefit and unemployment insurance funds as to amount of unemployment among their membership; (4) monthly reports from trade-unions as to the number of their membership and the amount of unemployment therein; (5) general population censuses and occasional special unemployment censuses, both national and municipal. In addition to these, perhaps, may be added the regular emigration statistics which from the earliest times have been a rough measure of the movement of the supply and demand for labor. These last-named statistics are very complete in practically all European countries.

In this connection mention should be made of the annual reports issued by most European countries by their factory and mining inspectors which give from year to year changes in the number employed, hours of labor, and sometimes wages. These present positive information as to the actual amount of employment, as distinguished from the amount of unemployment.

Nonstatistical reports from local correspondents or from employers report the state of the labor market as quiet or active, or give other text statements. This is the case in Great Britain, Canada (only method), Belgium, Germany, France, Italy, Spain (only method), New Zealand, Australia, Netherlands, Italy, and Sweden.

The current reports on unemployment here indicated are found in all cases in the official periodicals of labor offices of the various countries. Annual summaries are found in the statistical yearbooks of the respective countries, while unemployment census reports are either contained in a general population or industrial census or issued as separate reports.

Considerable of the material presented in the following pages has been compiled from a report by the German imperial statistical office on labor statistics in the most important industrial States¹ and from the reports of the International Association on Unemployment.² All reports of the various kinds indicated above have also been examined and the material brought up to date.

A list of the titles examined is appended (pp. 74-77). This list has been cast into library cataloguing form in order to make the finding of any title easy; titles in foreign languages have been translated.

GREAT BRITAIN.

EMPLOYMENT EXCHANGES.

The labor exchanges act of 1909 created a unified and coherent system of employment offices, or labor exchanges, as they are termed in the act. Central control is lodged in the Board of Trade, Labor Exchanges and Unemployment Insurance Department. The country is divided into eight districts with a division head, and within these districts are the local agencies. The act provides for the taking over of all existing private and public exchanges consenting thereto. The system is therefore a national one; it is also unconnected in any way with the poor-relief system; its services are free of charge, voluntary, and nonpartisan. Employees are assisted by securing an advance of their necessary fare to a place of work.

For purposes of operation, two kinds of employment registers are kept: (1) A general register and (2) a casual employment register.

Reports from the exchanges affiliating in the national system are published monthly and annually in the British Board of Trade Labor Gazette under the title, "Board of trade labor exchanges." The tables are accompanied by explanatory text and are presented by trades and districts and separately for adults and juveniles and by sex. The tables show the applications on hand at the beginning of the period for which the table is made out, those received during this period and those still on file at the end of this period, the vacancies of which the exchanges were notified during this period, and the vacancies filled during the period.

Special tables are prepared for casual employments (dock laborers, cloth porters at Manchester, and cotton porters at Liverpool) and for the activities of women's employment bureaus not subject to control by the board of trade.

The Salvation Army publishes monthly reports on employment procured by it.

¹ Gebiete und Methoden der amtlichen Arbeitsstatistik in den wichtigsten Industriestaaten. Bearb. im K. Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin, 1913 (Beiträge zur Arbeiterstatistik Nr. 12).

² Conférence Internationale du chômage: Compte rendu de la Conférence Internationale, Paris, Sept. 18-21, 1910. 3 vols. Paris, 1911.

TRADE-UNION STATISTICS.

Monthly returns are made to the Board of Trade department of labor statistics by those unions which pay unemployment benefits. The returns relate to the number receiving unemployment aid on a certain day of the month plus those still unemployed who have exhausted their benefits. This number compared with total membership registered on that day gives the percentage of unemployment. Members on strike, locked out, and superannuated are excluded both from the count of the total membership and from the number unemployed, and sick members are excluded only from the last group. All unions do not make reports, and therefore the information as to the state of the labor market as presented by this class of statistics is somewhat limited. On examination it will be seen that considerable changes in the membership on which the tables are based occur from year to year. Therefore the percentages, being computed on different bases, are to be used cautiously.

The trades represented in the trade-union returns are building, woodworking, coal mining, iron and steel, engineering, shipbuilding, printing, bookbinding, and paper, textiles, miscellaneous leather trades other than the boot and shoe trade, certain miscellaneous metal trades, woodworking and furnishing, clothing, glass, pottery, and tobacco trades.

RETURNS FROM EMPLOYERS.

The returns from employers in certain trades relate to the numbers employed, wages paid, and days worked per week. The increase or decrease for the month and over the year preceding is also given. In the pig iron, tin plate, and steel industries the returns include the number of works open and the number of furnaces and mills in operation.

The returns as a whole are valuable because they relate to conditions of the labor market for some trades not included in the trade-union returns, e. g., iron, shale, and other mining, tin plate and pig iron manufacture, boot and shoe making, linen, lace, jute, hosiery, and silk trades, food preparation, dock and riverside seamen, and agriculture.

DISTRESS COMMITTEE RETURNS.

Up to the time the unemployment insurance act of 1911 came into force, reports of the distress committee were the best and only sources of information concerning the amount of unemployment among a class of workmen just able to keep themselves out of those conditions of living which would have brought them within the scope of the relief of the poor law. The class of workmen who may make application for assistance to the distress committee includes "the normally self-supporting workman in temporary distress;" it does not include

within its scope of relief, as a rule, trade-unionists or skilled workmen. The reports of the distress committees (published separately as well as in the annual report of the Local Government Board) may now be supplemented by the more reliable reports under the unemployment insurance act.

The monthly table for reports from the distress committees under the unemployed workmen act, 1905, presents information classified by local districts as to (1) number of applicants given unemployment relief, (2) aggregate duration (days) of unemployment relief, and (3) total amount of wages paid, all shown for the current month, for the preceding month, and for the corresponding month of the preceding year.

REPORTS UNDER THE UNEMPLOYMENT INSURANCE ACT, 1911.

Under the unemployment insurance act every workman subject thereto must show a so-called unemployment book, and when out of employment he must register it with a labor exchange or other local office of the unemployment fund. Thus there are currently reported the total number subject to unemployment insurance and the number out of work, making it possible to calculate readily the percentage unemployed. The table shown monthly in the British Labor Gazette presents the information classified, first, by industries (including building work, shipbuilding, engineering and iron founding, construction of vehicles, sawmilling, and other trades not specified), and, secondly, by geographical divisions or districts. Weekly percentages are shown and a comparison shown for all trades and districts for the month preceding and for the year preceding.

UNEMPLOYMENT CENSUSES.

So far as ascertainable no special unemployment censuses have been taken for Great Britain generally.

AUSTRALIA.

The most satisfactory figures available are returns of labor unions. These records show the number of members unemployed at the end of each year, and do not take into account variations in employment throughout the year due to seasonal activity and other causes. A summary of these reports by industries and States shows the number of unions reporting, membership, number of members unemployed, and percentage of unemployment, and the increase or decrease over the corresponding period of the preceding year. These statistics are found in the yearbook issued by the Commonwealth bureau of census and statistics.

Since 1913 these statistics have been published in the Labor Bulletin (quarterly), showing the number of persons out of work three or

more days during the quarter, excluding persons out of work because of strikes or lockouts, and are tabulated under three heads: "Lack of work," "Sickness and accidents," and "Other causes." Similar data have been shown for each month since the outbreak of the war. While these figures are subject to certain limitations, the average percentages and index numbers computed may be taken as denoting the true course of events with substantial accuracy.

The results of the State free employment bureaus are also published in the quarterly bulletin, but as the scope and functions of the different bureaus are not identical, any deductions relative to the state of the labor market are necessarily subject to certain limitations.

NEW ZEALAND.

The New Zealand Official Yearbook, 1914, presents a summary of unemployed male persons in April, 1911. This summary is shown for 11 principal groups of occupations, and calculated percentages of unemployed of the total number of workers as determined by the censuses of 1906 and 1911 are also shown.

Statistical information relative to the operation of the employment branches of the labor department shows only the number of persons for whom employment was secured, without reference to the number of applications for employment registered or of applications by employers for help.

A special statement is made as to the women's employment branches.

AUSTRIA.

LABOR EXCHANGES.

The Austrian bureau of labor statistics publishes monthly in its monthly bulletin (*Soziale Rundschau*) statistics based on the reports of employment bureaus. In May, 1914, reports were received from 919 employment bureaus, among which were 292 of Provinces, districts, and communes, 36 of trade-unions, 6 of employers' associations, 117 of employees' associations, 24 of societies for the procuring of employment, 24 of other economic societies, 9 of charitable societies, 8 of religious societies, 1 of national societies, 18 licensed employment bureaus, and 381 relief stations (*Naturalverpflegsstationen*). These monthly statistics show separately for men, women, and apprentices the number of applications, vacancies, and positions filled during the month, comparing them with the data for the preceding month, and giving the increase and decrease. Other tables show the vacancies and positions filled per hundred applicants, and give the number of applicants, vacancies, and positions filled, by occupational groups and by classes of employment bureaus.

Annual reports show the same data, and in addition there is shown the period of unemployment of the applicants for positions through

6 separate employment bureaus, and also for 1 group of offices. The period of unemployment is shown in one of the following classifications: (1) Less than 1 day, (2) 1 to 3 days, (3) 4 to 7 days, (4) over 1 to 4 weeks, (5) over 4 to 8 weeks, (6) over 8 to 13 weeks, and (7) over 13 weeks. These statistics show also the total number of applicants who were unemployed when applying for a position and the number of days of unemployment.

An extensive investigation of the organization of workmen's associations undertaken in 1900 included also employment bureaus maintained by these organizations.

TRADE-UNION STATISTICS.

Since January, 1914, the Austrian bureau of labor statistics has compiled monthly unemployment statistics based on returns from trade-unions. These statistics show also the amount of unemployment benefits paid by trade-unions to unemployed members.

A combined table for all federations reporting shows: (1) Number of members at close of the month; (2) number of members unemployed at close of the month—(a) receiving unemployment benefits, (b) not in receipt of unemployment benefits, (c) total number of unemployed, (d) number of members who were unemployed since the 1st day of the month; (3) number of days unemployed during the month—(a) with unemployment relief, (b) without unemployment relief, (c) total; (4) amount of unemployment or traveling benefits paid.

Another table shows the state of unemployment in the individual federations, indicating (1) total number of members, number of unemployed, and number of aided unemployed on the last day of the current month; (2) total number of days of unemployment, number of days of unemployment for which relief was granted, and amount of unemployment relief paid; and (3) per cent of members unemployed.

SICK RELIEF FUNDS.

Under the sickness insurance system special reports are made annually on their activities; these are also summarized in part 3 of the regular monthly journal of the office of labor statistics. There are also shown the number of members, classified by sex and by individual funds and by trades, the number of days lost from work, etc.

CENSUSES OF UNEMPLOYMENT.

An attempt was made to combine the general census of December 31, 1900, with a census of unemployment; this attempt was however limited to 10 large cities and their suburbs. The questions as to unemployment were included in a special schedule relating to housing

statistics. Workmen were requested to state whether they were at present employed, the name, address, and business of their last employer, how long unemployed, and the cause of unemployment—(a) sickness and (b) other reasons.

The tabulation of the information obtained arranged the unemployed according to sex, age, conjugal condition, religion, length of residence in the locality, nativity, legal residence, nationality, knowledge of reading and writing, number in the family, occupation, cause and duration of unemployment.

HUNGARY.

The earliest data on the subject of unemployment in Hungary were obtained at the time of the census of 1890, in which those persons not having an independent status were requested to indicate the industry or establishment in which they were employed, and those unable to answer this question affirmatively were regarded as unemployed. In the census of 1900 two questions were introduced relative to the cause and duration of unemployment. The census of manufactures of 1905 indicated the number of days during which each establishment was idle in the course of the year.

According to an item in *Soziale Praxis*,¹ Budapest was the first metropolitan city in Europe to undertake a house to house census of the unemployed. This census was taken by about 7,000 voluntary enumerators on March 22, 1914, and determined the total number of unemployed by sex, industries, occupations, age, conjugal condition, and length of residence in Budapest. In addition, the number of days each unemployed person was out of work, and the amount of his loss of earnings, as well as from what means he supported himself while unemployed, were ascertained.

Since 1895 the Hungarian Statistical Office has published data as to the monthly membership of the sick funds. As all workmen employed in industry must become members of a sick fund, these statistics permit conclusions as to the state of unemployment. However, on account of the numerous seasonal industries in Hungary such conclusions can not make claim to great correctness.

BELGIUM.

LABOR-EXCHANGE REPORTS.

Monthly reports are sent in to the bureau of labor by the subsidized labor exchanges (*Bourses du travail*) and published in its journal (*Revue du travail*). These statistics show separately for each sex the number of applications for work, the vacancies, and the vacancies filled through the bureau, and the increase and decrease in these

¹ *Soziale Praxis und Archiv für Volkswohlfahrt*, vol. 24, No. 6, pp. 62 ff. Berlin, October 15, 1914.

data as compared with a preceding date. The data are given separately by exchanges and by industry groups.

The same data are shown in an annual report of the bureau of labor but with the following additional: The age and conjugal condition of the applicants, to what union they belong, whether they can read and write, how many applied for work at least twice during the past year, and the form of wage payment both desired and offered and rates of wages of time workers.

TRADE-UNION REPORTS.

Monthly reports are published in the Belgian bureau of labor journal as to the amount of unemployment among trade-union members. These data are based on reports of the local correspondents of the labor office, to whose judgment is left the method by which they may obtain the required data. The schedule used for the district of Ghent contains the following questions: (1) How many members has your society? (2) How many of these were out of work at the middle of the month? (3) How many of these received unemployment benefits? (4) How many did not receive unemployment benefits?

The annual report gives these data in the form of a chart.

UNEMPLOYMENT RELIEF FUNDS.

Annually there is published in the journal of the labor office a statement as to the amount of unemployment among trade-unions granting unemployment benefits and receiving subsidies from the State board on returns made each month. Since 1908 this information has been combined by the labor office with that from unions not subsidized.

The large work on the organization of workmen (*Rapport relatif à l'exécution de la loi du 31 mars 1898 sur les unions professionnelles*) gives for each year the number of societies granting unemployment benefits, the total amount of benefits granted by these societies and the average amount for each society, and the percentage of these benefits of the total expenditures of the societies. Another table shows the number given aid, both regular and participating members (*demimembers*), the average benefit received by each aided member, and the percentage of the benefits paid in the individual occupational groups of the total expenditures of the societies.

UNEMPLOYMENT CENSUSES.

Both general and special censuses or inquiries as to unemployment have been made in Belgium at various times. The general census of 1896 reported (a) the number of establishments closed at the time of the inquiry and (b) the number of workmen who returned themselves as out of work.

A local unemployment census of Brussels was made by the police authorities in 1894-95 and published in the journal of the labor office (*Revue du Travail*) in 1896. Municipal inquiries were made by Ghent in 1892-93, November, 1896, December, 1897, November, 1898, October, 1902, and November, 1905.

DENMARK.

The statistical office has regularly published since 1899 returns from the Danish Federation of Trade-unions (*De Samvirkende Fagforbund*) regarding the amount of unemployment among union membership for each month. From 1899 to 1909 there was shown only the actual number unemployed and total benefits paid each year, but after 1910 there was reported the number of the membership and the per cent unemployed at the end of each month. The data are classified according to geographical divisions, according as reported from provincial towns or from Copenhagen and its suburbs, as well as according to the more important trades; also there is shown the total days of work lost and number lost per person unemployed. Special investigations concerning unemployment in the trade-unions were made recently—on August 22 and October 24, 1914, and on January 23 and March 20, 1915.

Unemployment insurance has been organized in Denmark since April 9, 1907, and under the law regular reports as to the insured membership and the number in receipt of benefits at the close of the fiscal year (Mar. 31) have been issued. These statistics are classified by sex and geographical division. As the formation of these societies is voluntary the statistics are not complete as to unemployment.

With the establishment of a sickness insurance system (law of Apr. 12, 1892) reports as to the number of benefit societies, the number of persons registered as sick, the amounts expended for pecuniary aid, hospital services, etc., have been regularly issued since 1893. The statistics show the number of days lost through sickness and are classified by sex and geographical divisions.

Unemployment returns were also embodied in the general decennial censuses of 1901 and of 1911. These show the number of employees in clerical occupations, the number of workmen in industry, and the number engaged in seafaring occupations unemployed at the time the census was taken. The census of 1901 included as unemployed those out on strike and incapacitated by illness, while the census of 1911 expressly excludes them. These census reports show unemployment by causes, by industrial groups, by certain occupational groups, and by geographical divisions. Results are shown separately for Copenhagen and Fredericksberg, for provincial towns, for rural communities, and for the country as a whole. The data are also classified by five age groups of persons unemployed and by

sex for each occupation or industry showing both the number and per cent unemployed.

The city of Copenhagen alone gives returns from its labor exchange. These reports give the ordinary data, classified by sex, as to the number of applicants for positions, available vacancies, and places filled. From this city returns are also available as to the number of unemployed at a specified day in each month, classified under three occupational groups: (1) Skilled workmen in industries; (2) building trades workers; (3) ordinary laborers; but only since 1910 have reports as to the relative number of unemployed been shown, together with the total number of days lost and days lost per workman unemployed. An annual summary is, however, shown according to 11 industrial groups, showing the per cent unemployed, total days of work lost, and days lost per workman unemployed.

FRANCE.

EMPLOYMENT EXCHANGES.

Employment bureaus in France are regulated by the act of March 14, 1904, which among other provisions permitted the municipalities to abolish all private offices operating for profit and to establish municipal exchanges.

Four extensive official investigations (1893, 1901, 1907, 1909) as to the activity of employment bureaus have been made, chiefly to obtain data for legislation to stop the abuses of commercial employment agencies. The investigation of 1909 as to free employment bureaus covered all France and included communal bureaus, trade-union exchanges, bureaus maintained by employers or employees, or by both in cooperation, and those maintained by mutual aid associations, charitable institutions, etc. The results were published in the labor bulletin (*Bulletin du Ministère du Travail*) in 1910 and 1911. An investigation made in 1910 was restricted to communal bureaus.

The yearbook of industrial organizations, both employers and employees (*Annuaire des Syndicats Professionnels*), shows the results of the activity of the trade-union exchanges (*Bourses du travail*) and of their affiliated associations and members, indicating the number of applicants for work, number of vacancies, and number of positions filled; distinction is made between permanent and temporary employment in positions filled.

The monthly tables are published in the bulletin of the labor office and the annual compilation of results appears in the statistical yearbook for France (*Annuaire Statistique Générale de la France*).

REPORTS FROM TRADE-UNIONS.

The French ministry of labor gives in its bulletin monthly unemployment statistics based on reports of trade associations (*syndicats*

ouvriers et mixtes), to which are sent each month schedules with the following questions: (1) How many members in the association on ——— [date]? (2) How many of them were on that date without work or unemployed (in this number are not to be included those who are out of work on account of sickness or strikes)? (3) How many hours per week are generally worked at present? (4) Is employment more or less abundant than in the preceding month? (5) What are the causes? (6) Has there been, since the preceding month, an increase or decrease in wages? (7) What has been the reason for such changes? (8) In your judgment is the condition of the labor market satisfactory?

On this schedule are also placed the requests for information from those union headquarters which act as employment exchanges, the information sought for being (a) number of applications for work, (b) number of requests for help by employers, and (c) number of places filled either as permanent positions or as temporary jobs.

Based on these reports the bulletin shows each month by industries the percentage of organized workmen out of employment and compares it with the percentage a month ago and a year ago.

Annual unemployment statistics on a broader basis are published each February in the bulletin. They show first the general unemployment by months compared with the general averages for these months during the periods 1904–1908 and 1908–1912 and for the corresponding month of the preceding year. Similarly there is shown separately the percentage of unemployment among organized workers in industry and commerce; and, finally, like data are shown by individual industries. These statistics are followed by a comparison of the averages of unemployment with other economic index numbers, such as the average number of days worked per week in coal mines, the index number of prices, the exports, rate of discount, and the assets and the amount of coin in the Bank of France. Comparisons are also made with the current price index numbers for Great Britain and Germany.

The bulletin of the French statistical office presents quarterly, under the title “Unemployment” (*Chomage*), a compilation of the state of unemployment among organized workmen in France, Great Britain, Germany, Norway, Sweden, Belgium, New York, and Massachusetts; the tables are accompanied by charts.

REPORTS FROM EMPLOYERS.

Employers in Paris transmit regular returns to the labor office, on the basis of which the number of establishments in each industry may be ascertained; also the number employed, the prevailing hours of labor, and the average daily wages paid. Employers from other parts of France report the general state of the labor market in nonstatis-

tical statements characterizing the labor market as quiet, firm, active, etc.

UNEMPLOYMENT CENSUSES.

Since 1896 the general census for France has included a detailed industrial enumeration which makes it possible to classify according to occupations those persons who, while usually employed in a permanent occupation, are out of work on the day of the census. In the part to be filled in by employees and workmen the individual schedules of the census of 1896 contained questions as to the causes of unemployment, (1) whether sickness or invalidity, (2) the regular slack season, (3) other causes; also questions as to the number of days the person concerned had been out of work. These data were classified according to sex, age, conjugal condition, occupation, and districts, and according to the causes and duration of unemployment in relation to age and sex. Unemployment according to occupations, localities, and causes was shown in relative figures.

The general censuses of 1901, 1906, and 1911 also contained questions as to unemployment. In 1901, however, the question as to the cause of unemployment was omitted, and in 1906 the question was formulated thus: "If out of work, how many days? Was sickness the cause?"

EMERGENCY PUBLIC WORKS.

Although statistics of emergency public works (*travaux de secours*) should not be regularly classified among unemployment statistics, France, however, puts such special stress on them that they may be mentioned here. Statistics of emergency public works undertaken by communes to alleviate unemployment are annually shown in the bulletin of the labor office. According to a circular letter of the minister of commerce of November 26, 1900, the prefects must annually report on such emergency public works. Emergency public works of a purely charitable character are to be omitted in accordance with a circular letter of the minister of December 31, 1909, an order which has reduced considerably the material to be compiled.

The material is tabulated by Departments showing the number of communes and amount of expenditures, and, whenever possible, the number of persons out of work, the number of days on which they were given work, and the wages paid to them. On the basis of these data the labor office computes the average duration of employment at emergency work, the average total earnings, and the average daily wages of each unemployed person aided. These data are shown by sex, age, and occupation of the unemployed persons aided.

GERMANY.

EMPLOYMENT OFFICES.

Most of the large cities of Germany have public employment offices. Reports of the activities of these are summarized monthly in the journal (*Reichsarbeitsblatt*) of the labor division of the imperial statistical office.

The monthly statistics show separately for each sex: (1) The number of new applications received during the current month, the total number of applications on file during the current month, inclusive of those carried forward from the preceding month, and the number of applications received from nonresident and transient applicants; (2) the number of new vacancies, the total number of vacancies, inclusive of those carried over from the preceding month, and the number of vacancies outside of the district of the employment office; and (3) the total number of positions filled and the number of positions filled in localities outside of the district of the employment office reporting. This information is shown in two tables, one giving the above data by individual employment offices, grouped by States and Provinces, and the other by industry groups and States and Provinces.

A number of small tables inserted in the text under the title "The activity of employment offices during the month" show the following data: (1) Total number of applicants, vacancies, and positions filled, by sex, for the current and preceding month and for the corresponding month of the preceding year; (2) the number of vacancies filled, by sex, by the various kinds of employment offices, namely, communal employment offices or those subsidized by communes, other public or public-welfare employment offices, employment offices under joint management of employers and employees (*paritätische*), and offices maintained by employers, guilds, or workmen; (3) the ratio of applications to vacancies in individual industry groups, for individual occupations, and by States and Provinces, all shown by sex, for the current and preceding month, and for the corresponding month of the preceding year; (4) the number of short-term (*kurzfristige*) vacancies, i. e., not exceeding a week, and temporary (*aushilfen*) vacancies filled, classified by individual industry groups and sex.

Separate data are also given every month concerning the procuring of employment for permanent agricultural help and migratory and seasonal workers. A table shows by States and Provinces the applicants for permanent agricultural employment, the vacancies, and the positions filled. The data relating thereto are given by sex and States and Provinces for managing officials, higher-grade help, cow herders (single and married), and lower-grade help, i. e., domestics living with their employer and independent laborers living by

themselves. Another table gives data by sex, States, and Provinces as to the employment of migratory workers. The table shows the number of workmen placed through the German central labor office (*Deutsche Arbeiterzentrale*) and through agricultural corporations, classified as native or immigrant workmen, by race.

The Reichsarbeitsblatt publishes quarterly reports as to the activity of employment bureaus maintained for private salaried employees. These reports are similar in form to those dealing with employment offices for workmen.

The annual results of the operations of the most important employment offices are published in the statistical yearbook of the Empire.

TRADE-UNION RETURNS.

Returns from trade-unions as to the amount of unemployment among their membership have been reported each month since 1903—formerly quarterly—in the journal already mentioned of the imperial labor office. Only unions which pay unemployment benefits are included in the reports, as only their reports are considered reliable as to unemployment. The schedule in use at present has been in use since 1911 and the different forms used for the second and third months of each quarter vary slightly from that for the first month, the latter containing more details. The reports for the second and third months of each quarter show the entire membership, the number of unemployed members—giving separately those in receipt of aid and those who do not receive benefits—and finally the number of traveling members. All these data are given separately by sexes. The quarterly report shows in addition the total number of days of work lost, the number of workers who received benefits, and the number of days for which benefits were paid and the total amount of benefits paid, all these data being given separately for each sex, and for unemployed members in the locality in question, and for traveling members.

Reports similar to the above are published quarterly as to the amount of unemployment among the membership of associations of private salaried employees.

RETURNS FROM EMPLOYERS.

These are in the nature of nonstatistical reports as to the condition of the labor market. Each monthly issue of the imperial labor office journal, also contains a summary table for a group of 12 industries, indicating by industry groups and by sex the number employed on the last day of the current month, the number employed on the last day of the corresponding month of the preceding year, the increase or decrease compared with the corresponding

month of the preceding year, and the corresponding per cent of the year preceding.

SICKNESS INSURANCE FUNDS.

The accident insurance law of 1911 provides for a system of sick relief benefits for the support of which the employees are compelled to contribute through locally organized societies or sick funds as they are called. This means that practically every wage earner in Germany is enrolled, and when incapacitated by illness is entitled to receive benefits. Thus the number in receipt of sick benefits would show the number unemployed at any time by reason of such sickness.

Monthly reports are presented in the imperial labor office journal showing their number of funds reporting to the labor office, the number of the membership, and those in receipt of sick benefits, together with the increase or decrease as compared with each preceding month. This information is shown by months of each year; it is also classified by geographical divisions and by kinds of sick funds (municipal, local, rural, trades, and guilds). The membership is also classified by sex. The conditions in certain special trades are shown in detail.

UNEMPLOYMENT CENSUSES.

An investigation of unemployment was combined with the occupational census of June 14, 1895, and with the general census of December 2, 1895.

The different cities of Germany have taken occasional unemployment censuses, to list all of which would be a considerable task. The most recent Berlin census was taken November 17, 1908.

ITALY.

The Italian bureau of labor publishes monthly and annual statistics of the operations of the employment bureaus. The publication of such reports by the bureau is irregular, and is made individually for the various employment bureaus. Combined reports of operations have been issued since 1912 only and have included only a small number of employment bureaus.

The tables show the number of applications, vacancies, and positions filled, by sexes. The material for the tables is obtained from reports of the employment bureaus of various trade-union headquarters, from reports of the public-welfare bureau of the Società Umanitaria, from municipalities, and from several agricultural employment bureaus.

The bureau of labor collected for the years 1904 and 1905 data reported by organized labor. These, however, are in many instances merely approximations, and are not considered of great importance.

The trade-union bureau of Milan prepares monthly reports of the number of days of work lost by its members, and this presents a

continuity of data which since the establishment of an unemployment fund is more precise and reliable.

The individual schedules for the general census of February 1, 1901, contained a question directed to workmen and domestic servants as to whether they were unemployed at the time of the census, how long, and whether from sickness or from some other cause. The data obtained was classified by sex according to two age groups (16 to 65 and over 65 years), and by occupations and Provinces. Percentages were computed for the individual occupations for persons over 15 years and were compared with those of the French census of 1896 and the two German censuses of 1895. The fifth general census of April 2, 1911, of which only the population section has been published, will be more in detail, as far as it relates to individual establishments, and will give data from both employers and employees.

Only one city, Milan, has made any general investigation of unemployment. The labor bureau of the Società Umanitaria made such an investigation in 1903. This called for data on unemployment from all causes, excluding those of sickness and slack season. These data have been collated under the following heads: Sex and age, length of unemployment, occupation, special conditions, and length of residence in the city of the persons affected.

NETHERLANDS.

LABOR EXCHANGES.

The State bureau of statistics publishes monthly in its journal statistics as to the activity of the labor exchanges, both communal and other employment bureaus. These statistics show by sexes, and by adults (over 18 years) and juveniles (under 18 years), the number of applications for work, vacancies, vacancies per 100 applicants, positions filled, and positions filled per 100 applicants. The statistics are given by localities and by occupations.

Statistics of employment bureaus maintained by workmen's and employers' associations, of private employment bureaus conducted for profit, and of several public-welfare employment bureaus, in which are shown the number of applicants, vacancies, and vacancies filled separately for adults and juveniles, are published semiannually.

TRADE-UNION REPORTS.

The monthly journal (*Maandschrift*) of the bureau of statistics reports monthly statistics on unemployment based formerly only on reports of trade-unions which grant unemployment benefits, but more recently also on the reports of those unions which do not grant unemployment relief. The data are given by occupational groups and include statements of the average number of members insured

during each month and the weekly average both of unemployed for each 100 members insured and of the number of days of unemployment for each unemployed worker, covering the current month, the preceding month, and the same month of the preceding year. The data are given separately for cities with 50,000 inhabitants or more. In addition, results are presented in chart form for all industries combined as well as for a few specially important industries (diamond cutting, printing, metal, building, engineering, and the tobacco industry). A more detailed report is given for those societies which receive subsidies from communal unemployment funds, the data being furnished by the communal funds.

The data for the general report are furnished by the local trade-unions, which are required to report their total membership as of the first of the month and the number insured against unemployment. The tabulation includes the following subjects: (1) Number of unemployed who receive benefits, (2) number of days on which unemployed received benefits, (3) amount of benefits paid, (4) number of insured members who were unemployed without consideration as to whether they received benefits or not, (5) duration (days) of unemployment (exclusive of Sundays).

With respect to these unemployment statistics the statistical office states that many organizations are unable to give the number of those unemployed—and their days of unemployment—who have either not yet acquired a right to benefits or have lost such right, and the percentage of unemployment given must therefore be considered as a minimum.

SICK RELIEF FUNDS.

Reports are at present gathered only from those local relief funds which are granted a municipal subsidy for their partial support.

UNEMPLOYMENT CENSUSES.

Certain cities of a population of 50,000 and over were canvassed in December, 1901, as to the amount of unemployment. Other related sources of information are (1) statistics of those applying for relief to the special commission on relief appointed to ameliorate unemployment in Amsterdam in the winter of 1894–95; (2) reports of certain trade-unions in Amsterdam for the year 1898; (3) statistics of applicants for relief work at The Hague in 1907–8.

A very comprehensive census of unemployment was ordered in 1909, but was not undertaken until the year following; it reported conditions as of April 15, 1910. The investigation was conducted through subcommittees, one for each of the groups of occupations following: (1) Building trades, public works and ways; (2) transportation and commerce; (3) offices, hotels, restaurants, and stores; (4) agriculture, etc.; (5) seasonal occupations; (6) factory industries,

including glassworks, pottery, paper industry, chemicals, textiles, metals, and shipbuilding; (7) other trades, as diamond cutting, printing, flour milling, tobacco, distilling, etc.

The schedules were placed in the hands of labor exchanges, aid committees, unemployment aid funds, employers' associations, trade-unions, and agricultural associations.

The data do not cover persons unemployed because of sickness, infirmity, old age, strikes, or lockouts, or those voluntarily idle, but do take into account any diminution (part time) of work, whether days of the week or hours of the day, due to decreased business.

The report of the commission is a study and analysis of causes. It is issued in eleven volumes, seven of which constitute the reports of the separate committees, and the last three a combined report and statement of recommendations.

NORWAY.

Unemployment among Norwegian trade-union membership has been reported regularly since July, 1903. These statistics show, by locality, by certain industry groups, and by certain more important occupations, the number of members of trade-unions at the close of the month, the number unemployed by reason of lack of work, by reason of sickness, or on account of strike or lockout, or from other causes; also the total number unemployed for certain classified number of days, and the number of days of work lost by each person unemployed. Since 1911 there has been shown merely the total membership in the unions reporting and the per cent unemployed by principal industry groups. A special report on the causes of unemployment in Norwegian trade-unions was made in December, 1905, and for each of the months of January, February, and March, 1906.

Returns from some 200 to 300 employers as to the number of workmen employed in their establishments have been available since October, 1903. These returns show the number employed at the close of the year, the per cent of increase or decrease as compared with the preceding year, and are also classified by locality and by industry (regular or seasonal work).

Reports from public employment exchanges have been available since 1898. These show the usual information as to the number of applicants for work, number of vacancies reported, and the number of places filled during each month; also the number of applicants for each 100 vacancies, and the number of places filled for each 100 applicants. The data are also classified by sex and according to principal occupational groups.

Returns from the unemployment benefit funds, available since 1906, indicate the number of such funds, their membership and

changes therein, and their financial condition. The data are classified by principal industry groups.

The unemployment censuses of 1905, 1906, and 1910 cover the more important Norwegian towns and cities. Returns for 1905 cover the months of March, April, May, and December, while those of 1906 are for January and February. The returns for each of the cities show the total male population over 15 years of age and the number and per cent unemployed at the time of the census; the data are classified according to the age of the persons reported unemployed, their occupations, conjugal condition, and residence; but the data as to the length of time unemployed are classified according to the occupation of those reported unemployed.

A summary of all these investigations as to unemployment in Norway may be found in a recent report by a governmental committee appointed early in 1914 to study the problem.

SWEDEN.

The regular monthly periodical (*Sociala Meddelanden*) of the Swedish labor office (*Socialstyrelsen*) has published since 1903 monthly returns from the different municipal subsidized employment offices in the usual forms showing the number of applicants, calls for help by employers, and places filled, classified by sex, geographical districts, and occupations. The data concerning places filled is also presented by localities showing the increase or decrease for the current month compared with the month of the year preceding; there is also shown the number of applications for work for each 100 vacancies available; and the vacancies available are shown separately for agriculture and all other industrial groups combined.

Returns from trade-unions in the usual form showing the percentage of unemployment in trade-union members have likewise been published since 1911. Prior thereto, however, a limited investigation had been made during the winter of 1907-8 by means of a letter inquiry to local labor federations and trade-unions, supplemented by the use of trade-union periodicals. Two special investigations were also made for two of the larger trade federations, namely, the sheet metal and tin plate workers' federation (1904-1906), and the iron and metal workers' federation (January, February, and March, 1908). Since March 1, 1911, trade-union unemployment statistics have appeared regularly for each month. These data show the number of unions reporting for each federation included, the number of persons classified as full or participating members, and as associate or so-called half members (those under 18 years of age, paying only half the prescribed dues); the number of members and those unemployed are classified according to sex. The causes of unemployment are classified as due to (1) slackness of work or (2) other accidental

causes; and the number reported does not include those without work by reason of sickness, labor disputes, military service, or other cause, who are classified separately under the indicated causes of unemployment. There is also shown in the statistics the number of days of unemployment during each month.

Inasmuch as a system of voluntary sickness insurance has prevailed in Sweden since 1891, a very adequate account of the membership of sick funds is obtainable, particularly as under the more recent law the funds are subject to careful Government supervision and inspection. These statistics show the number of funds in existence at any time, the number of members at the close of each year, and the receipts and expenditures for various purposes. There is shown the total paid for sick relief to all members concerned, also the average amount paid to each member, the total number of days of work lost through sickness, and average for each member. All results are classified by sex, by geographical divisions, and are also shown for each fund separately.

Special unemployment censuses have been taken for Sweden as a whole on two separate occasions, the one covering unemployment conditions prevailing during the winter of 1908-9 and taken on January 12, 1909, the other taken on January 31, 1910. The same procedure was followed at both of these censuses, the material being gathered by a sort of polling system. Announcements were made by the Swedish labor office, in the press, and by circulars concerning the census, and polling booths were designated at which were enumerated on the specified date those found unemployed. The data when compiled showed the age, residence, conjugal condition, number of children in the family, occupation, whether trade-union member or not, last place of work, length of unemployment, and cause of unemployment (classified as sickness, labor dispute, slackness of work, or other cause) of all persons enumerated. The material was further classified according to sex, industries, and locality of the persons reported unemployed.

SWITZERLAND.

No general census of unemployment has been undertaken by the State. Certain Cantons or important industrial centers, such as Zurich, Bern, Basel, St. Gall, etc., have collected and published unemployment data.

Municipal unemployment censuses have been taken by Basel in 1888, Zurich in 1894 and 1900, and by both cities in 1910.

The recent annual reports of Basel and Zurich on this subject are the most important. They present exact data relative to the trade conditions, and to seasonal influence on employment.

Reports of labor exchanges found in the statistical monthlies of the respective cities cover only a portion of the work of securing employ-

ment or of supplying help. Their reports are summarized in the monthly periodical issued by the federation of municipal employment offices.

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STRIKE INSURANCE IN GERMANY.¹

INTRODUCTION.

The maintenance of strike insurance is an important phase of activity on the part of employers' associations in Germany; it has come to be recognized as a fundamental principle and not merely as a subordinate issue or activity on their part. According to Lefort (p. 26), cited in the note below, the practice of strike insurance has been more highly developed among employers in Germany than in any other country. The claim is made by German employers that strike insurance is necessary to counterbalance the advantages secured by the trade-unions which maintain a system of strike benefits for their members.

In its present form strike insurance is carried either by mutual organizations among employers' associations or establishments or by individual establishments which set aside their own fund; in the latter case resort is frequently had to reinsurance. In some instances insurance companies conduct the business as a department of their regular work. There are in general two forms of strike insurance, the first, which is real strike insurance (*Streikversicherung*), gives rise to a legal right or claim for compensation on the occurrence of the contingent event against the happening of which the risk premiums are paid; the other type of strike insurance (*Streikunterstützung*) gives no legal claim, to be pursued by an action of law, but grants pecu-

¹ There is very little literature available concerning the subject of strike insurance; no work in English on the subject has been found. The standard work on the general subject of strike insurance is that of Saint Girons in French. In preparing this article use has been made of: (1) *La greve dans l'industrie privée*; L'assurance contre ses risques, par Paul Gonnot, Paris, A. Rousseau (1912), ix, 411 pp.; (2) *L'assurance contre les greves*, par J. Lefort, Paris, Fontemoing et cie, 1911, 125 pp.; (3) *L'assurance patronale contre la greve*, Paris, L. Larose & L. Tenin, 1908, xix, 412 pp.; (4) *Die Berufsvereine* von W. Kulemann, Jena, Fischer, 1908, 3 V. Principally, however, use has been made of the occasional official reports of the Imperial Statistical Office of Germany, as found in the (5) *Reichs-Arbeitsblatt*, hrsg. vom. K. Statistischen Amte, Abteilung für Arbeiterstatistik, 1909, p. 768; 1910, p. 844; 1911, p. 848; and in the following (6) special supplements (*Sonderbeilage*), No. 6, pp. 16* et seq.; No. 8, pp. 18 et seq.; No. 11, pp. 14* et seq.

niary aid or support to the insured party on the occurrence of the risk (the strike), such aid being granted in the discretion of the directors of the association carrying the insurance.

Under the first system of insurance premium payments are paid in advance by the employer to the insurance carrier, usually an annual level (uniform in amount) premium. These companies are subject to Government inspection; they must establish a legal reserve and guaranty fund for the protection of the capital and the reserve. It is said that because of this stringent Government inspection employers have preferred in many instances to adopt the second method of protecting themselves, namely, by levying assessments and paying strike benefits, but such assessments and payments are made payable at the discretion of a directing board and not subject to legal claim by the insured. This method gives convenience of control and of administration over the system. Under it the employers concerned agree to make an annual fixed contribution to a single fund, from which is paid the necessary assistance according to fixed rules. There are in reality two types of systems under which strike benefits may be granted. In one instance the form takes that of a liability society with a directing board as final judge as to the amount to be allowed; in all other respects the fixing of premiums and method of payment are the same as under real strike insurance, but the fact that the board is given discretion as to the amount of compensation allowed in any case avoids the control of the Government insurance office. The second form, that of the pure protective association, does not pretend to cover the actual risk involved; it recognizes no degree of strikes as caused by the employer, as is in the case of the liability society; but action is taken in each specific case whenever the general interest seems to require any action. The feature common to both systems is that of mutuality.

HISTORY.

Strike insurance is said to have been tried in Germany as early as 1880; in 1889 an association for insurance against strikes was formed in Westphalia. In 1897 an independent stock company (*Industria*) was formed in Leipzig with a capital of 500 marks (\$119) with shares having a par value of 1,000 marks (\$238) each. Among the conditions giving rise to a claim for strike compensation, it was required (1) that an attempt must be made to settle the strike or dispute by reference to the industrial court, and (2) such agreement or settlement before the court must fail by reason of the refusal of the workers to settle the matter and without fault of the insured employer.¹ This company very soon failed, July 8, 1898.

¹ Soziale Praxis, Berlin, 1897, No. 8 (Nov. 25).

As reported by the imperial statistical office¹ the real impetus to the movement for the maintenance of strike insurance in Germany was furnished by the Crimmitschau strike, which began on August 7, 1903, in the small town of that name in Saxony, and was not terminated until January 18, 1904. This strike involved the textile workers of that town who made demand for a 10-hour day and a 10 per cent increase in wages. The strike involved 83 establishments, employing some 83,000 workmen. The Social Democratic Federation of Trade Unions, through its official organ, *Vorwärts*, started a movement for obtaining contributions for the assistance of the workmen involved in the strike. A counter appeal was made by the Central Federation of German Employers (*Zentralverband deutscher Industrieller*) on December 24, 1903, and actual pecuniary aid was given in proportion to the wage payments of the employers. The strike proved a failure after lasting for five months.

The movement among employers, however, for the maintenance of strike insurance continued, more or less interrupted and haphazard, until the creation on April 5, 1913, of the Central Federation of German Employers' Associations, due to the fact that the several employers' associations differed very frequently as to the methods to be adopted, and this difference arose frequently on political issues quite aside from the matter of strike insurance. At the same time that the employers' associations were thus drawing together, the two associations interested in maintaining strike insurance united into a single federation, which they called the Central Federation of German Employers' Strike Insurance Associations (*Zentrale deutscher Arbeitgeberverbände für Streikversicherung, Berlin*). As the result of this combination there was a slight increase in the membership of the combined associations.

MEMBERSHIP.

Membership in this central federation is open to all employers' associations and strike insurance associations which, through an employers' association, are members of the federation of German employers' associations mentioned above as having been established on April 5, 1913. As a condition for membership each association is required to pay a minimum annual contribution of \$1 for each \$1,000 paid out in wage annually to its employees reported as subject to the imperial accident insurance law. Local branch federations of employers or strike insurance associations established by such local branch federations are entitled to membership as determined in each individual case.

¹ Reichs-Arbeitsblatt, Berlin, 1915, Sonderbeilage, Nr. 11, p. 14; L'assurance patronale contre la greve, Paris, 1908, p. 82 et seq.

DUES AND BENEFITS.

The annual membership contribution, as already indicated, is computed according to the wages actually paid each year to the persons subject to accident insurance as shown on the books of the trade accident associations, or, in case there is no trade accident association, according to the average annual wages paid out. The membership contributions are graded for the following three classes: (1) For members claiming compensation from the beginning of a strike or lockout, 75 pfennigs (18 cents) for every 1,000 marks (\$238) of wages paid out; (2) for members claiming compensation for strikes or lockouts lasting longer than 6 workdays, 50 pfennigs (11.9 cents); and (3) for those claiming compensation for strikes or lockouts lasting longer than 24 workdays, 30 pfennigs (7 cents). Compensation is not paid until at least three months have elapsed from date of admission to membership up to the beginning of the strike or lockout for which compensation is claimed. The compensation for each workman on strike or lockedout, or for each workman who, during the labor trouble, has been discharged on account of lack of work, per each day of duration of the strike or lockout, is graded as high as up to 10 per cent of the average daily earnings of the workman affected. The time from which compensation is to be paid is governed by the time limits set for the above-mentioned three membership classes.

NUMBER OF MEMBERS.

At the beginning of 1914 the new central federation had 13,337 members, who employed 807,787 workmen, while the incomplete corresponding data for the two former central organizations show a total of 11,282 members, who employed 761,738 workmen. The total amount of the wages reported at the beginning of 1914 by the members as paid was 901,000,000 marks (\$214,438,000). The financial solidarity of the new central federation was assured through the taking over by it of the capital of two former reinsurance associations.

Like its predecessors the new central federation accepted the principle that strike insurance must be organically connected with the general interests of employers' organization and that secondary objects of a business character must be excluded. By means of strike insurance members are compensated according to rules determined in advance for each strike which, without the fault of the employer concerned, affects his establishment. Employers consider it of special advantage that the strike insurance features adopted by their individual associations make reinsurance with the central federation possible. This reinsurance permits the best apportionment of the risk on the broadest basis, and gives assurance of the financial stability of the system. Employers claim to see in this

consolidation of the system of strike insurance a strengthening of employers' organization which goes far beyond the real purpose of strike insurance.

In January, 1914, soon after its foundation, opposition arose to the central federation. This opposition originated with the German Industrial Protective Federation (*Deutscher Industrie-Schutzverband*) in Dresden, which claimed that the risk apportionment of the central federation was less favorable to the members of the German Industrial Protective Association, whose members are engaged for the most part in manufacturing industries, than to the members of its own strike insurance system. Nothing is known as to how this controversy ended.

STATISTICS OF STRIKE INSURANCE.

At the beginning of the year 1914 the imperial statistical office ascertained the existence of a total of 19 strike insurance associations. These may be divided into 3 groups: (1) The newly founded central federation discussed above, having the character of a reinsurance association; (2) 8 reinsured associations; and (3) 10 associations which do not reinsure their risks. Three strike insurance associations which in the preceding year were included in group 2 are now classified under group 3, as recent data relating to them have shown that they do not reinsure their risks any longer; on the other hand, another association which formerly was included in group 3 is now classified under group 2.

The 19 strike insurance associations reported in 1913 had 34,333 members, as compared with 32,082 members in 1912. The number of workmen covered by strike insurance increased from 1,394,900 in 1912 to 1,654,218 in 1913. The total amount of wages reported as covered by insurance was 1,268,445,000 marks (\$301,889,910) in 1913, as compared with 1,122,204,000 marks (\$267,084,552) in 1912. On account of the incompleteness of the reports made by the individual associations the data as to the total number of claims for compensation made and approved and the amount of compensation paid are very unsatisfactory.

The first table which follows shows the number of members in employers' associations and the number of workmen in the employ of such members; also the number and per cent of members of employers' associations and workmen covered by strike insurance during each of the years, 1910 to 1913. The second table shows similar data for the year 1913 according to industry groups, while the third table shows the available data as to compensation paid, wages insured, and receipts and expenditures of those associations which saw fit to report those facts.

STATISTICS OF STRIKE INSURANCE IN GERMANY, 1910 TO 1913.

Year.	Employers' associations.		Number covered by strike insurance.			
	Number of members.	Number of workmen employed.	Members.		Workmen.	
			Number.	Per cent.	Number.	Per cent.
1910.....	127,424	4,027,440	47,328	37.1	2,315,159	57.5
1911.....	132,485	4,387,275	49,781	37.6	2,637,637	60.2
1912.....	145,207	4,641,361	61,973	42.7	2,873,469	61.9
1913.....	167,673	4,841,217	72,121	43.0	3,081,551	63.7

The table following gives the membership of employers' associations and the number of workmen employed, together with the number and per cent of members and workmen covered by strike insurance in Germany in the year 1913:

NUMBER OF MEMBERS IN EMPLOYERS' ASSOCIATIONS AND WORKMEN EMPLOYED, TOGETHER WITH NUMBER AND PER CENT OF MEMBERS AND WORKMEN COVERED BY STRIKE INSURANCE IN GERMANY, CLASSIFIED BY INDUSTRIES, 1913.

[Source: Die Verbände der Arbeitgeber, Angestellten und Arbeiter im Jahre 1913, bearb. im K. Statistischen Ämte, Abteilung für Arbeiterstatistik. Berlin, 1915, p. 16* (11. Sonderheft zum Reichs-Arbeitsblatte).]

Industry groups.	Employers' associations.		Number covered by strike insurance.			
	Number of members.	Number of workmen employed.	Members.		Workmen.	
			Number.	Per cent.	Number.	Per cent.
Agriculture, gardening, and fishing.....	4,497	61,342	116	2.6	2,575	4.2
Mining.....	240	520,433	204	85.0	482,752	92.8
Stone and pottery ware.....	4,620	234,876	2,134	46.2	132,125	56.3
Metals.....	16,374	953,693	12,291	75.1	890,640	93.4
Chemicals.....	103	24,467	19	18.4	16,319	66.7
Textiles.....	2,778	502,699	2,482	89.3	481,993	95.9
Paper.....	1,188	57,504	507	42.7	43,478	75.6
Leather.....	3,820	22,571	1,105	28.9	3,734	16.5
Woodworking.....	9,734	86,402	5,694	58.5	75,829	87.8
Food and drinks.....	14,951	192,337	12,951	86.6	102,477	53.3
Clothing.....	12,634	222,883	5,862	46.4	153,009	68.6
Building.....	48,065	516,409	18,113	37.7	310,818	60.2
Cleaning.....	1,523	38,523	906	59.5	20,573	53.4
Printing and publishing.....	5,030	72,282	4,823	95.9	66,947	92.6
Trade and transportation.....	7,704	108,731	2,683	34.8	48,300	44.4
Hotels, restaurants, etc.....	14,655	19,250	500	3.4	12,000	62.3
Not specified.....	70,899	3,351,639	18,667	26.3	1,246,646	37.2
Total ¹	167,673	4,841,217	72,121	43.0	3,081,551	63.7

¹ After deduction of duplications.

The table following gives the financial statistics of individual strike insurance associations for the years 1911, 1912, and 1913:

FINANCIAL STATISTICS OF INDIVIDUAL GERMAN STRIKE INSURANCE ASSOCIATIONS FOR THE YEARS 1911, 1912, AND 1913 AS REPORTED TO THE IMPERIAL STATISTICAL OFFICE.

[Source: Supplement 11 to the Reichsarbeitsblatt, Pt. II, p. 20, Berlin, 1915.]

Name and location of association.	Year.	Amount of annual wages insured.	Re-ceipts.	Ex-pen-ditures.	Assets.	Number of claims for compensation.		Compensation paid.	
						Filed.	Ap-prov-ed.	Amount.	Number of lost working days compensated.
Reinsured Associations.									
Strike Insurance Association of the General Federation of Manufacturers of the Metal Industry, Berlin (<i>Gesellschaft des Gesamtverbandes deutscher Metallindustrieller zur Entschädigung bei Arbeitseinstellungen, Berlin</i>).	1911	.....	.....	.....	\$235,584	188	187	\$109,585	395,184
East Prussian Strike Insurance Association, Königsberg in Prussia (<i>Ostpreussische Streikversicherungsgesellschaft, Königsberg i. Pr.</i>).	1911	.....	\$1,123	\$27	1,096	1	.....	.....	.....
Strike Insurance Association of the Brandenburg Provincial Employers' Federation of the Building Trades, Brandenburg on the Havel (<i>Gesellschaft des Brandenburger Provinzial Arbeitgeberverbandes für die Baugewerbe zur Entschädigung bei Arbeitseinstellungen, Brandenburg a. H.</i>).	1912	\$653,786	2,394	526	1,868	4	4	676	3,979
	1913	677,824	1,131	944	2,096	3	2	23	120
Strike Insurance Association of the Central Federation of German Employers in Transportation, Commerce, and Traffic Industries, Berlin (<i>Gesellschaft des Zentralverbandes deutscher Arbeitgeber in den Transport-, Handels- und Verkehrsgewerben zur Entschädigung bei Arbeitseinstellungen, Berlin</i>).	1912	307,258	1,582	536	1,046	.....	.....	.....	.....
Strike Insurance Association of the Employers' Federation, Lower Elbe, Hamburg (<i>Gesellschaft des Arbeitgeberverbandes Unterelbe zur Entschädigung bei Arbeitseinstellungen, Hamburg</i>).	1911	.....	31,629	31,316	2,706	46	46	22,981	422,392
	1912	13,023,598	26,354	12,362	18,828	23	23	4,015	16,988
	1913	13,513,640	27,325	44,746	10,001	43	43	36,641	295,883
German Strike Insurance Association, Berlin (<i>Deutsche Streikentschädigungsgesellschaft, Berlin</i>).	1912	7,032,424	.....	.....	.....	.....	.....	.....	.....
	1913	11,481,596	.....	.....	.....	.....	.....	.....	.....
Strike Insurance Association of South German Employers, Munich (<i>Entschädigungsgesellschaft süddeutscher Arbeitgeber, München</i>).	1911	.....	3,786	2,618	5,950	.....	.....	.....	.....
	1912	2,284,800	.....	.....	.....	.....	.....	.....	.....
	1913	2,618,009	6,164	6,664	7,854	5	5	3,780	13,500
Not Reinsured Associations.									
Strike Insurance Association of German Employers in the metal industry, Leipzig (<i>Gesellschaft deutscher Metallindustrieller zur Entschädigung bei Arbeitseinstellungen, Leipzig</i>).	1912	10,710,000	11,331	11,186	21,581	31	31	10,548	28,987
Strike Insurance Fund of the General German Employers' Federation of the Clothing Industry, Munich (<i>Streikentschädigungskasse des Allgemeinen Deutschen Arbeiterverbandes für das Schneidergewerbe, München</i>).	1911	.....	16,811	3,545	64,802	62	62	975	3,568
	1912	.....	14,659	56,436	35,700	4,475	4,475	53,277	202,510
	1913	.....	15,402	.....	50,140	.....	.....	.....	.....

FINANCIAL STATISTICS OF INDIVIDUAL GERMAN STRIKE INSURANCE ASSOCIATIONS FOR THE YEARS 1911, 1912, AND 1913 AS REPORTED TO THE IMPERIAL STATISTICAL OFFICE—Concluded.

Name and location of association.	ar.	Amount of annual wages insured.	Re-ceipts.	Ex-pen-di-tures.	Asset	Number of claims for compensation.		Compensation paid.	
						Filed.	Ap-prov-ed.	Amount.	Num-ber of lost working days com-pen-sated.
Not Reinsured Associations—Concluded.	1913	\$714,000	\$1,190	-----	-----	-----	-----	-----	-----
General Strike Insurance Association for the Building Trades, Strassburg in Alsace (<i>Allgemeine Streikentschädigungsgesellschaft für das Baugewerbe, Strassburg i. E.</i>).	1911	-----	-----	-----	-----	210	210	\$62,192	333,038
German Industrial Protective Federation, Dresden (<i>Deutscher Industrieschutzverband, Dresden</i>).	1912	69,235,628	-----	-----	-----	136	136	33,675	187,374
	1913	86,136,246	-----	-----	-----	210	210	31,006	-----

BERLIN STRIKE INSURANCE ASSOCIATION.

According to the report of the imperial statistical office the Berlin Strike Insurance Association was founded on February 26, 1913. The membership of the association is limited to employers in the metal industry in Berlin and in the province of Brandenburg; its present membership consists of 184 firms, employing about 150,000 workmen. Each employer member pays an admission fee of 1 mark (23.8 cents) per each full-time worker (hypothetical workmen employed 300 days in the year) and an annual contribution graded according to the number of full-time workers employed. For this purpose 11 graded rates have been fixed. In establishments employing less than 200 workmen, the annual contribution is 5 marks (\$1.19) for each workman; in larger establishments it is proportionately less, while in the largest establishments, i. e., those employing 20,000 to 30,000 workmen, it is 25 pfennigs (6 cents) per workman.

The amount of compensation paid upon the occurrence of a strike is graded in per cent of the average daily earnings of the workmen. Thus, in establishments employing less than 200 workmen there is paid to the employer for each workman on strike or locked out, 50 per cent of said workman's average daily earnings; establishments employing a larger number of workmen receive correspondingly less, down to as low as 2½ per cent of the daily earnings where 30,000 full-time workmen are employed. The payment of compensation begins in the case of small establishments on the sixth workday following the commencement of the strike, and in the case of large establishments later, corresponding to the number of workmen employed; thus, for instance, in establishments employing over 5,000 workmen compensation payments begin on the eighteenth workday.

BY-LAWS OF THE GERMAN BUILDING TRADES EMPLOYERS' FEDERATION FOR STRIKE INSURANCE.

[Adopted at the twelfth general meeting of the German Building Trades Employers' Federation in Nuremberg, Mar. 22, 1911.]

1. *Concerning the formation and the extension of the general protective fund* of the German Building Trades Employers' Federation and its members, articles 27 and 29 of the by-laws of the federation provide as follows:

ARTICLE 27. The resources of the federation consist of the operating fund and of a specified share of the protective fund raised by the members of the federation as determined by special by-laws.

ART. 29. The general protective fund of the federation and its members is formed from and supplemented by extraordinary assessments. The general meeting is authorized to order such assessments and to fix the time limit for their payment. All members of the federation are required to make these payments. The property rights in as well as the disposition and administration of the protective fund are regulated by special by-laws adopted by the general meeting.

2. *Property rights.*—Of the contributions to be made by the members of the federation, 30 per cent become the property of the German Building Trades Employers' Federation and 70 per cent remain the property of the members of the federation.

This amount or proportion (70 per cent) belonging to the individual members of the federation serves as a guaranty bond for compliance by its members with the resolutions of the federation.

3. *Administration.*—The administration of both parts of the protective fund, of the 30 per cent as well as of the 70 per cent, is in the hands of the directors of the federation or of the executive board.

4. *Investment.*—Both parts of the protective fund are to be invested exclusively in 3½ per cent registered Imperial Government bonds.

Separate accounts are to be kept for the German Building Trades Employers' Federation as well as for each member of the federation.

5. *Interest.*—The interest on the shares of the protective fund may not be withdrawn but shall accrue to the individual shares as capita, which shall be invested in 3½ per cent registered Imperial Government bonds.

6. *Disbursement of funds.*—The signatures of two directors of the federation and that of the director of the district or local organization are required for the disbursement of amounts from the shares of the protective fund.

7. *Disposition of funds.*—The shares of the protective fund may only be used for the covering of costs caused by labor disputes, especially for the granting of aid in the following manner:

The protective fund of the federation (30 per cent) may only be used in the case of general labor disputes, while the shares of the individual members of the federation (70 per cent) may also be used in the case of local labor disputes, provided, however, in the latter case, that the executive board approves it by a plurality vote with at least five taking part in the voting.

Withdrawals from the shares of the protective fund are to be supplemented within a certain period determined by the executive board, together with the director of the district or local organization concerned, as follows: Fifty per cent of the withdrawal must be made good by the member of the federation who is benefited by said withdrawal, and 50 per cent is to be made up from the interest of the shares of the protective fund of the federation and its members in proportion to the amount of such shares.

8. *Forfeiture of bonds.*—In case of withdrawal or expulsion of a member from the German Building Trades Employers' Federation said member must pay one-half of his share of the protective fund (the 70 per cent share thereof) as a nominal fine for the weakening of the German Building Trades Employers' Federation caused by his withdrawal.

The other half of his share is paid to said member one year after his withdrawal or expulsion after deducting all his remaining obligations to the fund.

If the withdrawal or expulsion takes place during a labor dispute affecting the member, or during a period in which, according to the opinion of the directorate of the federation, such a dispute was imminent, the withdrawing or expelled member must pay to the German Building Trades Employers' Federation the entire share of the protective fund credited to him as a nominal fine.

STRIKE INSURANCE IN SCANDINAVIAN COUNTRIES.

In order to meet the growing power of the trade-union movement in the Scandinavian countries which have international agreements for the payment of strike benefits the employers in those countries claim that it is necessary for them to organize collectively on an international basis. With that purpose the employers of those countries entered into an international agreement to organize among themselves what is equivalent to a mutual strike insurance association. According to a report from the Swedish labor office¹ the association includes the principal employers' associations in the three Scandinavian countries. Sweden is represented by the Swedish employers' federation (*Svenska arbetsgivareföreningen*), the Swedish, manufacturers' association (*Sveriges verkstadsföreningen*), and the central federation of employers (*Centrala arbetsgivareförbundet*); Norway by the Norwegian employers' federation (*Norsk arbeidsgiverforening*); and Denmark by the Danish employers' federation (*Dansk arbejdsgiverog mesterforening*).

The basis of contribution to the common fund from which payments are to be made upon the occurrence of a strike is the number of workmen employed by the respective groups of employers; the contribution or assessment amounts to 50 ore (13.4 cents) per week for each workman, but the maximum number of workmen to be included from any one country as covered by insurance must not exceed 80,000, and, as the maximum period during which benefits may be paid to an employer whose establishment becomes involved in a strike or lockout must not exceed five weeks, the total amount of payments made to the employers of any one country in any one year can not exceed 200,000 crowns ($5 \times .50 \times 80,000$) or \$53,600.

The benefits are payable, it appears, only upon the occurrence of a strike or lockout and upon special agreement or vote in each instance by all the associations concerned in the international agreement. Thus, presumably, there is no legal claim to compensation on the part of any employer; the support rendered to him is discretionary with the international association.

OFFICIAL REPORTS RELATING TO LABOR.

UNITED STATES.

Colorado.—*State Inspector of Coal Mines, 1913, 1914. Denver, 1914, 1915. 2 vols.*

First and second annual reports containing information relating to coal production, including coke production; accidents; number of persons employed; number of persons rendered dependent by reason of fatal accidents; and number of days worked; also a directory of mines in the State, for the fiscal years ending December 31, 1913 and 1914.

¹ Sociala Meddelanden utgivna av K. Socialstyrelsen. Stockholm, 1915, No. 7, pp. 775, 776.

Out of a total of 12,871 employees, the number of fatal accidents directly chargeable to mining operations in the year 1913 is reported to be 110, and the number of persons injured 354. The aggregate amount of compensation paid for death or injury was \$33,593.63.

For the year 1914 there were 10,596 persons employed, among whom there were 538 nonfatal and 75 fatal accidents reported. Of the nonfatal 182 were classified as "trivial" (less than 5 days of disability) and of the remaining 356 chargeable to coal mine operations 144 were classed as "serious." Of the fatal accidents 71 occurred under ground and 4 on the surface. The number of persons left dependent by reason of fatal accidents included 40 widows and 92 children.

Kentucky.—*Department of Mines, Annual Report, 1914. Lexington. 40 pp.*

Contains report of the department for the year and an analysis of the mining laws of 1914, effective January 1, 1915. During the year there were in coal mining operations 53 fatal accidents within the mines, 2 in shafts, and 6 at the surface. There were 3.02 deaths per 1,000,000 tons of coal raised, and 1.99 per 1,000 employed persons. Falls of or from roof were responsible for 56.60 per cent of all fatal accidents; riding on cars or motors, and explosives and blasting were each responsible for 11.32 per cent of all deaths resulting from accidents.

The output of 270 mining companies operating 364 mines, employing when running at full capacity between 32,000 and 33,000 persons, was 20,168,150 short tons, valued at \$21,391,144, or \$1.06 per ton, based on the selling price of 90.86 per cent of total output. The amount of coke made and shipped from ovens in the vicinity of mines was 390,445 tons.

Massachusetts.—*Bureau of Statistics. Fifth Annual Report on Union Scale of Wages and Hours of Labor in Massachusetts. 1914. Boston, 1915. 102 pp. (Labor Bulletin No. 107.)*

The material in this report is the result of a special inquiry relative to the time rates of wages and hours of labor prevailing in the principal organized trades in Massachusetts in July, 1914. The time rates of wages and hours of labor are those found to have been agreed upon between the employers and employees in most instances, although in some instances, notably the case of house carpenters, the standard schedules of wages and hours of labor are those fixed by the union practically, although there is no agreement in existence in the trade. The material relates to the following classified industries or trades: (1) Building trades; (2) domestic and personal service; (3) food, liquors and tobacco; (4) garment trades; (5) metals and machinery; (6) paper and pulp manufacture; (7) printing and allied trades; (8) stone working and quarrying; (9) teaming; (10) telephone service; (11) theatrical employment; (12) woodworking and upholstering; (13) miscellaneous trades; (14) Federal service; (15) municipal service; (16) steam railroad employees; and (17) street and electric railway employees. Both regular and overtime rates are shown and hours worked are classified by days of the week (Monday to Friday, Saturday, total for week, and holidays granted). Under each of the general industry groups are indicated special trades for which wages are in turn shown by localities. Wage data in the Federal service relate to the Boston Navy Yard, the Watertown Arsenal, and the Springfield Armory.

Bureau of Statistics. Fourteenth Annual Directory of Labor Organizations in Massachusetts, 1915. Boston, 1915. 58 pp. (Labor Bulletin No. 106.)

This report will form Part III of the forthcoming annual report on the statistics of labor for 1915. The directory is classified under four heads: National and international organizations; State, district, and trades councils; central labor unions and local councils; and local-trade unions. Under these heads are listed in alphabetical order the organizations included, for each of which is given the name of its secretary and his address. For central labor unions and local trade-unions the directory is further

classified by locality. The information contained in the directory relates to December 31, 1914.

New York (State).—*Fourteenth Annual Report of the Commissioner of Labor for the 12 months ended September 30, 1914.* Albany, 1915. 300, *359 pp.

According to this report the total cost to the State of New York of the department of labor was \$614,070.65 during the fiscal year 1913-14, an increase of \$219,334.32 over the preceding year, the bulk of which increase is attributed to the item of salary. Increased salaries were made necessary by the fact that the personnel of the department was increased from 196 on September 30, 1913, to 329 on September 30, 1914, an increase due very largely to the reorganization of the department, necessitated by the laws enacted in 1913. The department as now organized consists of the commissioner of labor as its head with seven subordinate bureaus: Bureau of inspection; bureau of statistics and information; legal division; administrative division; bureau of employment; bureau of mediation and arbitration; bureau of industries and immigration. There is also an industrial board, of which the commissioner of labor is chairman ex officio. The reports of this board and of three of these bureaus are given separately.

The report of the bureau of factory inspection shows that 47,933 inspections were made in 1914 as compared with 51,479 in 1913, although the figures of 1913 are not quite comparable since they include inspections now made under the division of home work. The division of mercantile inspection within the bureau of factory inspection reports the following data regarding the employment of children:

NUMBER OF CHILDREN EMPLOYED IN MERCANTILE ESTABLISHMENTS SUBJECT TO INSPECTION IN NEW YORK STATE.

Year.	Inspections made.	Total number of children employed.	Number of children legally employed.	Number of children illegally employed.			
				14 to 16 years of age without certificate.	Under 14 years of age.	Total illegally employed.	Per cent illegally employed.
1909.....	7, 235	6, 070	2, 949	2, 365	756	3, 121	51.4
1910.....	5, 236	4, 832	2, 461	1, 660	711	2, 371	49.1
1911.....	5, 282	3, 828	2, 253	1, 154	421	1, 575	41.1
1912.....	8, 335	4, 925	2, 823	1, 346	756	2, 102	42.7
1913.....	12, 860	6, 794	4, 034	1, 820	940	2, 760	40.7
1914.....	24, 808	7, 494	4, 887	1, 761	846	2, 607	34.8
Total.....	63, 816	33, 943	19, 407	10, 106	4, 430	14, 536	42.8

During the year 717 proceedings were instituted for violations of the mercantile law, of which 8 were withdrawn and 51 dismissed; convictions were had in 611 cases. Of the 717 proceedings, 531 were for illegal employment of children, 40 for violation of the law prescribing hours of labor for women and male minors, while the remainder, with the exception of 2 cases, related to sanitation and the day of rest provision.

The number of labor disputes reported was lower than in any year reported for the period 1902-1914, excepting 1904; in both years, 1904 and 1914, the number was 124. But the lowest number of employees directly involved in any year during the period under consideration was found to be 20,090 in the year 1908. The largest number of strikes during the same period was 282, and these occurred in 1907, while the largest number of persons directly involved in strikes was found in 1913, being 286,180.

There were 17 strikes which, either by reason of the number involved or loss of working days, were responsible for 89.8 per cent of the aggregate working days lost because of labor disputes. Of these strikes 4 were unsuccessful, 6 successful, and 7 were partly successful.

The following table shows the causes of labor disputes for the year 1914, by results:

CAUSES OF LABOR DISPUTES, PERSONS DIRECTLY INVOLVED, DAYS LOST, AND RESULTS, NEW YORK STATE, 1914.

Causes.	Number of disputes.	Working days lost by persons directly involved.	Result of disputes.			Employees directly involved in disputes, according to result.			
			Successful.	Compromised.	Failed.	Successful.	Compromised.	Failed.	Total.
Increase of wages.....	45	390,955	12	22	11	2,778	15,267	2,120	20,165
Reduction of wages.....	6	17,249	3	1	2	237	207	200	644
Reduction of hours.....	5	84,213	.....	3	2	.....	669	490	1,489
Longer hours.....	1	500	.....	.....	1	.....	.....	100	100
Trade-unionism.....	47	412,423	19	9	19	12,346	18,072	3,266	33,684
Employment of particular persons.....	12	27,895	1	2	9	3,155	92	1,208	4,455
Working arrangements....	4	1,660	1	1	2	400	70	72	542
In sympathy.....	1	1,524	(²)	.....	.....	212	.....	.....	212
Miscellaneous.....	3	370	1	.....	2	67	.....	70	137
Total.....	124	636,789	38	38	48	19,195	34,707	7,526	61,428

¹ Figure lacking, evidently 1.² Probably successful. The items add to 37.

In 51 disputes (30,828 employees) settlements were effected by direct negotiations, in 30 (25,655 employees) by mediation, in 5 (1,027 employees) by arbitration, and in 37 (11,491 employees) work was resumed either by the return of workmen on the employers' terms or by the displacement of the strikers by other workmen. The settlement of one dispute is not classified.

The total number of men employed in tunnel and caisson work in 1914 was 14,075 and the number of accidents reported was 7,014, of which 3,380 caused a disability of 1 day or less, 2,991 from 1 to 14 days, 599 over 14 days, and 44 resulted fatally. During the year there were in mines and quarries employing 7,888 men 1,277 accidents, of which 23 were fatal.

Part 2 of the report is a compilation of "Laws, rules, and regulations relating to labor in force January 1, 1915," and "Opinions of Attorney General concerning labor laws."

Pennsylvania.—*Department of Labor and Industry. Monthly bulletin. Harrisburg. 58 pp.*

May, 1915.—Accidents reported to the department during March and April, 1915; First-aid treatment of injured persons; National Affiliated Safety Organization standard first-aid jar; Proceedings of the second annual conference on welfare and efficiency.

Philippine Islands.—*Bureau of Labor. Fourth Annual Report for the Fiscal Year ended June 30, 1913. Manila, 1913. 73 pp.*

In 1913 the force of the bureau consisted of 23 officers and clerks, as compared with 21 in 1912. The total expenditures for 1913 were approximately 45,000 pesos (\$22,500), as compared with 50,000 pesos (\$25,000) in 1912. The operations of the free-employment agencies showed during the year that 8,300 had been placed, constituting practically 73 per cent of those registered for employment; in 1912 the per cent placed of those registered was 62. There were reported during the year 11 strikes, involving 2,880 persons, as compared with 20 strikes, involving 4,488 persons, in 1912. The report notes the passage of the Agricultural Colony Act in the islands on February 11, 1913, the purpose of which was to create a Government fund of 400,000 pesos (\$200,000) to be used for the establishment of agricultural colonies on public lands in order to increase the production of rice and other cereals in the islands, to equalize the distribution of the population, and to afford opportunity for colonists to become land owners.

The bureau gives somewhat extended tables on retail prices reported from 161 municipalities, representing 20 per cent of the total number of municipalities in the islands. No relative prices are presented. There are also presented certain wage

data, according to which cooks, drivers, master carpenters, foremen, and carpenters in general seem to have secured wage increases over the year 1911, while cigar makers, copra workers, boatmen, calkers, nipa workers, slipper makers, carriers, blacksmiths, salt makers, farm hands, and wood gatherers suffered a decrease.

The bureau recommends, among other things, the passage of a workmen's compensation act, an amendment to the Employment Office Act so as to make possible the registration of mechanics and day laborers in the different municipalities, the enactment of a law limiting the activities of company stores, and the passage of an act making laborers' deposits in postal savings banks compulsory.

South Dakota.—*Commissioner of Immigration. Report 1914. 20 pp. Illustrations.*

Second report of the commissioner of immigration, covering the fiscal years 1912–1914. A report of the activities of the office in securing farm labor, and in exhibiting farm products.

Tennessee.—*Department of Workshop and Factory Inspection. Second Annual Report. Nashville. 102 pp.*

Contains report for the calendar year ending December 1, 1914, presenting a list of code and statutory laws relating to labor, proposed legislation, statistics of inspection service, industrial accidents, wages, hours of labor, etc. The number of industrial accidents reported to the office January 1 to December 1, 1914, was 367,¹ resulting in 7¹ deaths and 421¹ nonfatal injuries. If the 14 nonfatal accidents reported for the year 1913 be added, the total cost of accidents to employees, excluding 8 fatal accidents one of which occurred in 1913, based on wage scale that would have been earned by the injured employees, would be \$11,677.87. Including the fatal cases, based on expectancy of deceased employees (\$40,000), the approximate cost to employees would reach \$51,677.87. Of the 11 cases in which prosecutions were had by the department 7 were for violation of the law regulating the labor of minors. In response to reports of violations of labor laws there were 872 special investigations made. Two hundred and forty-seven minors were found illegally employed.

West Virginia.—*Department of Mines. Annual Report, 1913. Charleston, 1913. 82. 429 pp.*

This is the ninth annual report of the department of mines embracing the thirty-first annual report upon the conditions of coal mines. It gives detailed statistics of coal mining and coke manufacturing, including accidents, strikes, wages, inspections, and visits made to mines, and there is appended a directory of the mines of the State. In the chapter on accidents comparative data are given for the period 1883 to June 30, 1913, by year and by causes. The number of accidents reported connected with mining operations for the year ending June 30, 1913, was 976, of which 308 were fatal and 668 nonfatal; employees including cokemen numbered 70,321, and the gross tons of coal mined was 61,770,352, having a total value of \$61,152,648. There were 2,521,800 net tons of coke produced, valued at \$4,791,420.

Wisconsin.—*State Board of Industrial Education. Bulletin No. 11. Outlines of Lessons. Madison, 1915. 363 pp. with 5 statistical folders.*

Contains specific outlines of lessons on 29 subjects. This bulletin in connection with No. 12, September, 1914, represents constructive and suggestive work of directors and teachers employed in the Wisconsin public industrial, commercial, continuation, and evening schools.

Figures are given showing cost, State aid, attendance at the different classes of industrial schools.

¹ These figures are taken from the report; the discrepancy is not explained.

United States.—*Bureau of Education. Report of the Commissioner of Education for the year ending June 30, 1914. Washington, 1915. 2 vols.*

Volume 1 of the report consists of text and volume 2 of tabular matter. The report comprises a review of the progress of education in the United States and of the more important phases of educational progress in foreign countries, together with recommendations for the extension and improvement of the work of the bureau. A review of the progress in vocational education may be found on pages 9–11, while a more extended summary is found in chapter 11. Chapter 12 is devoted to agricultural education. On page 10 it is stated that—

The most serious problem encountered by communities that have sought to enlarge their facilities for vocational training during the year has been that of procuring teachers who are proficient in the trade to be taught and at the same time with professional training or experience.

Noteworthy in the cities is the tendency toward careful community study for the purpose of securing a definite knowledge of conditions upon which to base an industrial education program.

Mine Inspectors' Institute of the United States of America. Proceedings Seventh Annual Meeting. Pittsburgh, Pa., June, 1914. [Pittsburgh, 1915?] 191 pp.

The United States Mine Inspectors' Institute was organized by a group of mine inspectors representing several of the States of the Union at a meeting on June 9, 1908, at Indianapolis, Ind., and held its first annual meeting June 7–12, 1909, at Scranton, Pa. According to its by-laws its membership consists of all men who are commissioned by the States or Territories as mine inspectors as well as those engaged in coal-mine investigation or inspection for the Federal Government. The objects of the organization are said to be "to secure as far as practicable uniformity of mine legislation in all of the several States and Territories, more uniformity of enforcement of mining laws, and the dissemination of technical mining knowledge" among its members in order to secure greater efficiency in mine inspection, better protection for the lives and health of those employed therein, and "to establish a closer union between the mining bureaus and inspectors of the coal-producing States in this country." The report of the seventh meeting here listed deals with such subjects as booster fans in the ventilation of mines, first aid to the uninjured, organization and discipline in mining operations, control of mine explosions, and an account of plugging a gas well to protect a coal mine in Oklahoma.

The account of some recent experiments pertaining to the control of mine explosions by the specialists of the United States Bureau of Mines summarizes the results reached in that particular line of investigation as follows: (1) The initiation of a coal-dust explosion, the ease with which the coal dust is ignited, depends, other things being equal, upon its fineness, its purity (freedom from ash), and its percentage of combustible-volatile matter (volatile matter excluding moisture and inert gases); (2) the percentage of ash in the coal dust, unless over 40 per cent, appears to have little effect on the velocity or violence of an explosion; (3) the humidity of the air has no appreciable effect either upon the initiation or the propagation of an explosion; (4) an explosion may be caused most readily in an entry heading without opening, i. e., beyond the last break through or room; (5) if inflammable or explosive dust is laid throughout an entry-way, an explosion may proceed indefinitely through the entry as far as the dust extends; (6) sharp turns in the course of an explosion do not constitute a barrier to its propagation; (7) for the continuation of a dust explosion a strong-pressure airway is required to bring the dust up into suspension; and (8) ventilating currents appear to have little or no effect upon the ease of initiation or upon the propagation of an explosion.

In discussing methods for the prevention of explosions, the writer states that "nothing has been developed in tests with wetted coal dust to destroy confidence in that method as an effective means of preventing dust explosions" (p. 174). It is further stated that experiments by the Bureau of Mines with such incombustible dusts, termed "rock dusts," have been most favorable.

FOREIGN COUNTRIES.

Denmark.—*Arbejdsløshedsinspektørens. Indberetning til Indenrigsministeriet for Regnskabsaaret 1913-14 (1. April 1913-31. Marts 1914). Copenhagen, 1914. 14 pp.*

Unemployment insurance has been organized in Denmark since April 9, 1907, under the act of that date. At the close of the fiscal year March 31, 1914, as reported by the unemployment inspector, there were in existence 55 recognized voluntary unemployment insurance funds, with a membership of 120,289; there was no increase in the number of funds over the preceding fiscal year. Of the total number 51 were organized for individual trades and are national in their scope, 3 were limited to certain trades within a district, and 1 was a purely local fund. The membership was so proportioned that 45.5 per cent were found in Copenhagen and Fredericksberg, 37.8 per cent in the towns of the provinces, and 15.9 per cent in rural localities. The total receipts of the 55 funds in the current year were 2,973,294 crowns (\$796,842.79); the total expenses were 2,218,542.48 crowns (\$594,569.38). Statistics for the fiscal year 1912-13 show that of the total receipts for that year, or 2,725,063.17 crowns (\$730,316.93), 52 per cent was contributed by the members, 33 per cent was provided by State subvention, and 15 per cent by municipal subsidies. The statistics of the fund show the number of members for the current year and for the preceding year, number reported unemployed and in receipt of benefits, number of days for which benefits were paid, total number of days lost by unemployment, and the relative number of days lost for which unemployment benefits were paid, all classified by trades and principal industry groups. The number of unemployed to whom assistance was rendered is also shown by occupation for a period of four fiscal years, according to classified number of weeks during which such members were unemployed. There is here presented a summary table of data for the year 1913-14.

NUMBER OF MEMBERS OF UNEMPLOYMENT INSURANCE FUNDS, UNEMPLOYED PERSONS RECEIVING BENEFITS, DAYS OF BENEFITS PAID, AND WORKING DAYS LOST, 1913-14.

Funds.	Number of members of funds.	Persons receiving benefits.		Days benefits paid.		Working days lost.		Per cent of working days lost for which compensation was paid.
		Total.	Per 100 members.	Total.	Per member.	Total.	Per member.	
Building trades and furniture making.	25,232	12,218	50	437,569	18	848,109	34	49
Day laborers.	45,380	14,586	34	518,501	12	977,087	23	46
Food products.	16,248	2,737	18	94,020	6	151,672	10	54
Textile and clothing.	12,698	2,940	24	90,559	7	158,452	13	51
Lumber and woodworking.	5,431	1,227	23	36,784	7	72,192	14	47
Metal working.	16,889	4,732	29	123,861	8	222,517	14	48
Printing and bookbinding.	5,230	1,036	20	50,602	10	70,258	14	62
Others.	4,005	666	17	21,049	5	59,716	15	35
All funds.	131,113	40,142	32	1,372,945	11	2,560,003	20	48

Statistiske Departementet. Bolig- og Huslejsforhold i Danmarks Købsteder i Aaret 1911. Copenhagen, 1915. 46, 53 pp. (Danmarks Statistik. Statistisk Tabelværk. Femte Række, Litra A, Nr. 11.)*

This is a very detailed and comprehensive report on building and housing conditions, both rural and municipal, in the larger cities and provincial towns of Denmark, being the result of a canvass taken in connection with the general population census of February 1, 1911. The total number of dwelling houses (as distinct from hotels, public buildings, and factories also enumerated) comprised 16,434 in Copenhagen,

3,572 in Fredericksberg, and 53,623 in the provincial towns. The data are classified according to the size and character of the dwellings, the number of occupants, size of rooms, number of rooms, and the character of the rooms whether used as living rooms or servants' quarters, etc., according to the occupation and income of the occupants, and according to their rental value. All the material is classified by geographical localities and by classified size of towns. Of the total number of houses covered in the census for Copenhagen 8.6 per cent were two-story dwellings; 10.7, three-story dwellings; and 80.7, four-story houses and over; while in the smaller towns and cities throughout the Provinces 54.2 per cent were two-story houses; 31.9, three-story houses; and 13.9 were four or more stories. For the country as a whole 39.8 per cent of the houses consisted of a single dwelling, 24 per cent contained two dwellings, and 12.7 per cent three or more dwellings. Out of a reported total of 114,295 dwelling apartments, the largest proportion, 37.5 per cent, were two-room apartments; the next largest proportion, 30.5 per cent, consisted of three rooms; 12 per cent of four rooms; and 6.5 per cent of one room. In Copenhagen 41.7 per cent of all apartments reported had two rooms; 20.9 per cent contained three rooms; 15.7 per cent, four rooms; and 9.9 per cent, one room.

Egypt.—*Minister of Finance. Statistical Department. Annuaire Statistique de L'Egypte, 1913, 1914. Cairo, 1913, 1914. 2 vols.*

These two volumes constitute, respectively, the fifth and sixth issues of the statistical yearbook of Egypt, the first issue of which appeared in 1901 in English, while the volumes for 1910 to date have been in French. Contains statistics of the kind usually found in yearbooks, i. e., concerning the population, territory and climate, commerce and trade, and transportation and finances of the country; but the latest volume of 1914 contains one section (chapter 19) concerning prices and wages, investigations of which were begun by the statistical department during that year. Introductory to this chapter it is stated that in the years 1903–1913 wages of laborers in the building industry, both native and foreign, have increased between 1 and 3 plasters (4.9 to 14.8 cents) per day; this increase reached its maximum during the years 1906–1908, and in some occupations has been maintained up to 1913. It is further reported that the difference in the wages of native workmen and foreign workmen has not diminished relatively, remaining in general somewhat over 50 per cent higher for the latter than for the former. The prevailing hours of labor in the building trades are reported as 10 or 11 during the summer and 9 or 10 during the winter, not including rest periods, which vary from 2 to 2½ hours during the summer and from 1 to 1½ hours in the winter; that is, the hours of labor extend generally from 12 to 13 hours a day. During the period of rest the natives generally remain at the place of work while the Europeans usually spend the period at their homes or in the restaurants. Native workmen are found more generally employed in stonework, plastering, laying of asphalt, or as glaziers and rough-work carpenters, in general in occupations which ordinarily do not require specialized trade instruction, accuracy, or artistic sense; while on the other hand the foreign workmen are superior to the native workmen in the more skilled occupations, such as marble cutting, as painters or locksmiths, blacksmiths, cabinetmakers, tinsmiths, and electrical and gas workers.

The following table is taken from the yearbook for 1914, page 376, and shows the average daily wages during the month of September of workmen in the building trades during the years 1903, 1908, and 1913, classified by sex and as native or foreign workmen, for the cities of Cairo and Alexandria.

AVERAGE DAILY WAGES IN THE BUILDING TRADES, IN CAIRO AND ALEXANDRIA, EGYPT, DURING THE MONTH OF SEPTEMBER, 1903, 1908 AND 1913.

Occupations.	Cairo.			Alexandria.		
	1903	1908	1913	1903	1908	1913
Excavating.....	\$0.300	\$0.325	\$0.300	\$0.300	\$0.325	\$0.350
Laborers:						
Men.....	.300	.325	.325	.325	.325	.350
Women.....	.225	.250	.275	.250	.225	.250
Children.....	.200	.225	.250	.250	.250	.225
Masons:						
Stone—						
Native.....	.900	.925	.875	.850	.875	.875
Foreign.....	1.175	1.275	1.300	1.100	1.175	1.000
Concrete—						
Native.....	.800	.875	.850	.900	.950	.875
Foreign.....	1.100	1.225	1.225	1.125	1.175	1.050
Brick—						
Native.....	.800	.900	.875	.900	.975	.900
Foreign.....	1.150	1.275	1.300	1.125	1.175	1.050
Plasterers:						
Adults.....	.750	.825	.825	.775	.800	.875
Children.....	.300	.375	.400	.325	.350	.350
Stone dressers and sculptors:						
Native—						
Adults.....	.850	.850	.800	.875	.900	.900
Children.....	.375	.400	.475	.400	.400	.375
Foreign.....	1.500	1.600	1.475	1.200	1.275	1.300
Tile setters:						
Native—						
Adults.....	.850	.900	.900	.875	.900	.950
Children.....	.350	.375	.425	.375	.400	.350
Foreign.....	1.250	1.450	1.475	1.175	1.165	1.125
Marble cutters:						
Native—						
Adults.....	.875	.925	.925	1.000	1.025	1.025
Children.....	.425	.525	.500	.500	.525	.375
Foreign.....	1.350	1.475	1.475	1.250	1.325	1.275
Asphalt layers:						
Native.....	.750	.750	.750	1.025	.900	.950
Foreign.....	1.175	1.200	1.175	1.300	1.200	1.275
Painters:						
Native.....	.700	.725	.700	.800	.875	.800
Foreign.....	1.075	1.150	1.100	1.000	1.100	1.125
Glaziers.....	.700	.725	.725	.875	.925	.900
Locksmiths:						
Native.....	.675	.725	.775	.825	.825	.825
Foreign.....	1.050	1.175	1.200	1.125	1.150	1.075
Structural iron and metal workers:						
Native.....	.825	.850	.825	.825	.850	.900
Foreign.....	1.175	1.200	1.150	1.075	1.100	1.175
Carpenters and joiners:						
Native—						
Adults.....	.800	.800	.850	.950	.875	.925
Children.....	.325	.400	.425	.400	.325	.325
Foreign.....	1.175	1.200	1.250	1.200	1.150	1.150
Cabinet makers:						
Native.....	.950	1.025	.925	1.050	1.050	1.000
Foreign.....	1.500	1.475	1.500	1.300	1.300	1.225
Tinners:						
Native.....	.800	.900	.950	.975	1.000	.925
Foreign.....	1.150	1.275	1.375	1.250	1.300	1.250
Electrical and gas workers:						
Native.....	.950	1.000	1.050	.975	.975	1.025
Foreign.....	1.375	1.600	1.600	1.375	1.400	1.400
Machinists:						
Native.....	.950	.850	.950	1.000	1.025	1.025
Foreign.....	1.625	1.375	1.525	1.500	1.275	1.525
Plumbers and gas fitters:						
Native.....	.850	.875	.850	.975	1.000	.950
Foreign.....	1.475	1.450	1.425	1.375	1.400	1.200

England.—Birmingham Health Department. *Report of the Medical Officer of Health for the year 1914.* Birmingham, 1915. 132 pp.

This annual report of the health officer covers his activities for the calendar year 1914. The population of the city is variously estimated as from 860,000 to somewhat over 880,000. Particular attention may be called to such topics as infant mortality, housing and town planning undertaken by the city during the year, ventilation of

working-class dwellings, and the activities of the health office in relation to the enforcement of the early shops closing act and the factory and workshop acts. Under the shops closing act the work of inspection required the services of four full-time inspectors, who in the course of the year made 42,838 inspections, as compared with 36,199 in 1913. There were discovered 667 infractions of the act (384 in 1913), but it was found necessary to prosecute in only 28 cases (42 instances in 1913). Under the factory acts 10,021 inspections were made, the work being carried on by four inspectors (2 men, 2 women), employing their whole time in the work, together with the assistance of the regular sanitary inspectors. No prosecutions were found necessary during the year under the factory acts.

Germany.—*Invalidenversicherung und Arbeiterwohlfahrt; eine Festschrift aus Anlass des 25. jährigen Jubiläums der deutschen Reichsversicherung. Im Auftrage der deutschen Versicherungsanstalten, Herausgegeben von Elle, Dr. Freund, Dr. Liebrecht, Von Schmid. Berlin, Ernst Wasmuth A. G., 1910, 99, XLII, pp., 100 leaves.*

Attention is called to this volume, which has been prepared under the direction of the national invalidity insurance institutes organized as the carriers of the national invalidity insurance system because, although published in 1910, it does not appear, so far as known, to have been listed in any bibliography of the subject. It was only recently obtained by this bureau. It is a volume of considerable bulk, consisting of folio sheets 19 by 12½ inches in size, made up of 99 pages of text and 42 pages of index and brief description of the illustrations; the latter consist of 100 leaves of photogravures, most of which are full-page illustrations, numbering in all 174. These illustrations consist of pictures of the buildings and surroundings of the different sanatoriums, interior views of the work and manner of life of patients; also views of the houses erected in various cities of the Empire by the aid of the funds of the insurance institutes.

It is a memorial volume, or so-called *Festschrift*, compiled on the occasion of the twenty-fifth anniversary of the establishment of the invalidity and old-age insurance system in Germany (act of June 22, 1889). The text consists of three principal parts, each of which is written by an individual author. Part 1 treats of the activities of the national invalidity insurance institutes in the establishment and maintenance of sanatoriums for the care of insured tuberculous wage earners, as well as those rendered invalids from other causes; part 2 describes the scope and extent to which the funds of the institutes have been employed to aid in the erection of workmen's houses; part 3 describes certain miscellaneous welfare activities of the institutes. The work of the invalidity insurance institutes in the care of tuberculous wage earners has been extensively treated in Bulletin 101 of this bureau, and the extent of their housing operations has also been taken up somewhat fully in Bulletin 158.

The amount of work and of funds devoted by the national insurance institutes to other welfare activities seems to be considerable, if one may judge from a mere enumeration of the different projects undertaken by them. Sanatoriums, for other than tuberculous wage earners, have been established and maintained by several of the national institutes; their funds have been spent for the support of visiting nurses in some localities, the maintenance of low-priced eating houses conducted without profit, the equipment and support of lying-in hospitals, free ambulance service, invalid homes, and even employment exchanges. This welfare work, it should be remarked, is generally carried on by a central welfare body, established exclusively for that purpose. Indirectly they have made loans to aid in the erection of hospitals, for the maintenance of popular recreation centers and educational institutes, such as primary schools, agricultural trade schools, specialized institutes for the defective, the blind, and the deaf, etc., refuge homes, workmen's colonies, asylums and orphans' schools. Some of their funds have been invested in providing cheap transportation facilities and in the repair and construction of roads and bridges and other public utilities; also for the establishment of mechanics' institutes, mission homes, munici-

pal clubs, children's homes, market halls for consumers' leagues, and cooperative storage houses. Their funds have been used in agricultural propaganda, for the support of farmers' institutes, and for loans to small proprietors. They have made loans for the building of churches and chapels, for the erection of soldiers' barracks in certain municipalities; furnished drill grounds and equipped soldiers' recreation rooms, etc.

India (Punjab).—*Department of Industries and Land Records. Annual Report on the Working of the Indian Factories Act, 1911, in the Punjab, Delhi, and N. W. Provinces for the Year 1914. Lahore, 1915. 13, xvi, 4, iii pp.*

Report of labor conditions in the Indian Provinces on sanitation, lighting, safety precautions, hours of labor, wages, number of employees, etc., in factories, as determined by inspections conducted by the factory inspector.

Of the 201 (224 in 1913) factories inspected in the Punjab employing 31,243 persons, 21 were government or local funds' factories employing 15,379 persons. Of the whole number of employees, 26,362 were adult males, 3,749 adult females, and 1,132 were minors, 940 of whom were males. There were 227 accidents reported, 163 slight, 53 serious, and 11 resulted in death. There were 30 convictions of violations of the Factories Act. The report notes a depression in the cotton industry as a result of the war.

The following table shows the average number of daily employees in industrial establishments, 1912 and 1913:

NUMBER OF PERSONS EMPLOYED IN INDUSTRIAL ESTABLISHMENTS IN THE PUNJAB 1912, 1913.

	1912	1913
Government and local fund factories.....	14,805	15,070
All other factories:		
Textiles.....	2,476	2,668
Metal working (foundries, etc.).....	331	249
Transportation (railway, etc., workshops).....	(1)	(1)
Food preparation.....	1,194	1,360
Chemicals and dyes.....	60	45
Paper and printing.....	930	1,077
Carpentry, cement works, woodworking, stone and tile making, etc.....	236	296
Hides and leather.....	(1)	(1)
Miscellaneous.....	10,525	10,944
Total.....	30,557	31,709
All establishments:		
Adults—		
Males.....	26,290	27,053
Females.....	3,564	3,864
Children—		
Males.....	633	725
Females.....	70	67

¹ Not reported.

Italy.—*Ministero di Agricoltura, Industria e Commercio. Direzione Generale della Statistica e del Lavoro. Ufficio del Censimento. Censimento degli opifici e delle imprese industriali al 10 giugno 1911. Rome, 1914. 4 vols.*

These four volumes constitute the manufacturing census of Italy of June 10, 1911, the final volume of which was only recently received by the Bureau. An earlier census of manufacturing industries (*Statistica industriale*) was taken in 1903, and published by the *Direzione Generale della Statistica*, Rome, 1906.

Volume 1 of the present work presents the data in summary form for all industrial establishments in the Kingdom, indicating number of persons employed and power used; 8 large industry groups are indicated, as follows:

(1) Underground mining; (2) working up of agricultural products (exclusive of textiles and chemicals); (3) metal industries; (4) working up of mineral products

(exclusive of metals), and building and construction work; (5) textiles; (6) chemical industries; (7) printing and public service; (8) miscellaneous.

The data are presented separately for the whole Kingdom by Departments, Provinces, districts, and communes. The same data for establishments employing not more than 10 persons are presented in volume 2 and for establishments employing more than 10 persons in volume 3; the data contained in these two volumes are summarized for all establishments in volume 4, showing total number of establishments, motive power used, duration of operation during the year, manner of operation, whether by individual owners, corporation, etc., and the number of persons employed according to sex and age, and whether salaried employees or wage earners. While volume 1 classifies the material according to the 8 large industry groups indicated, volumes 2, 3, and 4 have improved upon this classification to the extent of indicating 41 principal classes and 207 different subclasses of industries.

The more important data of the census are presented in the two tables which follow:

NUMBER OF INDUSTRIAL ESTABLISHMENTS IN ITALY AND THEIR USUAL DURATION OF OPERATION DURING THE YEAR ACCORDING TO THE CENSUS OF MANUFACTURES OF JUNE 10, 1911.

Industry groups.	Total establishments.	Establishments—			
		Operated the entire year.	Which usually suspend operation during—		
			Not more than 3 months.	More than 3 and up to 6 months.	More than 6 months.
Underground mining.....	3,570	2,483	838	192	57
Working up of agricultural products (exclusive of textiles and chemicals).....	135,461	107,922	14,502	5,796	7,241
Metal industries.....	41,109	36,324	3,822	829	134
Working up of mineral products (exclusive of metals).....	17,727	10,636	5,147	1,407	537
Textile industries.....	32,651	25,551	4,118	2,480	502
Chemical industries.....	5,661	3,474	1,071	535	581
Printing and public service.....	5,309	4,824	374	62	49
Miscellaneous.....	2,438	2,141	196	71	30
Total.....	243,926	193,355	30,068	11,372	9,131

PERSONNEL OF INDUSTRIAL ESTABLISHMENTS IN ITALY ACCORDING TO THE CENSUS OF MANUFACTURES OF JUNE 10, 1911.

Industry groups.	Total personnel.	Owners, directors, managers.		Salaried employees, not members of the family of the owner.		Employed members of the family of the owner.	
		Males.	Females.	Males.	Females.	Males.	Females.
Underground mining.....	62,216	3,771	19	2,210	18	1,773	161
Working up of agricultural products (exclusive of textiles and chemicals).....	640,856	135,830	4,135	10,380	987	72,022	18,627
Metal industries.....	389,225	43,057	415	14,792	845	24,927	1,226
Working up of mineral products (exclusive of metals).....	306,512	19,229	267	7,912	214	9,381	1,379
Textile industries.....	656,733	26,217	8,492	13,093	4,983	10,786	14,133
Chemical industries.....	100,924	5,989	174	5,431	739	2,450	878
Printing and public service.....	76,788	5,773	121	5,568	484	1,735	550
Miscellaneous.....	71,184	2,966	74	3,566	395	1,537	306
Total.....	2,304,438	242,832	13,697	62,952	8,665	124,611	37,260

PERSONNEL OF INDUSTRIAL ESTABLISHMENTS IN ITALY ACCORDING TO THE
CENSUS OF MANUFACTURES OF JUNE 10, 1911—Concluded.

Industry groups.	Workers.				
	Total number.	Males.		Females.	
		Under 15 years of age.	15 years of age and over.	Under 15 years of age.	15 years of age and over.
Underground mining.....	54,264	2,487	49,332	179	2,266
Working up of agricultural products (exclusive of textiles and chemicals).....	398,875	46,796	288,609	9,194	54,276
Metal industries.....	303,963	26,016	260,112	2,480	15,355
Working up of mineral products (exclusive of metals).....	268,130	20,062	226,533	2,643	18,892
Textile industries.....	579,029	18,465	119,435	87,287	353,842
Chemical industries.....	85,263	1,705	50,795	2,213	30,550
Printing and public service.....	62,557	3,555	52,649	724	5,629
Miscellaneous.....	62,340	4,002	49,906	1,139	7,293
Total.....	1,814,421	123,088	1,097,371	105,859	488,103

Ufficio del Lavoro. Statistica degli scioperi avvenute in Italia negli anni 1908 e 1909. Rome, 1915. 376 pp.

The Italian bureau of labor has just issued in folio form strike statistics for the years 1908 and 1909. The statistics are given separately for industrial and agricultural strikes.

Strikes reached a climax in 1907 with respect to their frequency and the number of strikers involved, but a considerable decrease in the number of strikes and strikers took place in 1908 and in 1909. In the case of agricultural establishments the decrease in the frequency and extent of strikes was still more marked in these years.

The following tables taken from the above report give certain data concerning strikes in Italy:

STRIKES IN ITALY CLASSIFIED AS INDUSTRIAL AND AGRICULTURAL STRIKES, 1900
TO 1909.

Year.	Industrial strikes.			Agricultural strikes.	
	Number.	Number for which workers involved were reported.	Workers involved.	Number.	Workers involved.
1900.....	383	383	80,858	27	12,517
1901.....	1,042	1,042	196,540	629	222,683
1902.....	810	810	197,514	222	146,706
1903.....	549	549	109,327	47	22,507
1904.....	631	630	124,834	208	94,756
1905.....	628	625	110,832	87	43,695
1906.....	1,299	1,269	264,029	342	117,065
1907.....	1,881	1,813	321,499	377	254,131
1908.....	1,459	1,409	197,958	286	173,425
1909.....	930	910	140,452	132	46,569

RESULTS OF STRIKES AMONG INDUSTRIAL WORKERS IN ITALY IN 1908 AND 1909.

	1908		1909	
	Per cent of strikes.	Per cent of number involved.	Per cent of strikes.	Per cent of number involved.
Completely favorable to employees.....	20.0	18.2	21.9	15.3
Generally favorable to employees.....	13.6	17.3	12.8	13.4
Equally favorable to both parties.....	14.7	12.6	15.7	14.3
Generally favorable to employers.....	12.9	15.1	13.8	27.5
Completely favorable to employers.....	33.7	33.7	33.2	23.6
Result not certain.....	5.1	3.1	2.6	5.9

PER CENT OF STRIKES AND OF STRIKERS AMONG INDUSTRIAL WORKERS IN EACH OF THE YEARS 1908 AND 1909, BY DURATION OF STRIKE.

Duration of strikes.	1908		1909	
	Per cent of strikes.	Per cent of strikers.	Per cent of strikes.	Per cent of strikers.
Less than 1 day.....	19.4	10.3	22.7	13.7
1 to 5 days.....	38.1	37.7	34.1	24.5
6 to 10 days.....	17.9	20.8	18.3	27.7
11 to 20 days.....	12.5	18.3	12.0	15.3
21 to 30 days.....	3.8	3.5	6.5	6.1
31 to 50 days.....	2.6	2.9	3.3	8.8
51 days and over.....	2.3	5.6	2.6	1.5
Duration not reported.....	3.4	.9	.5	2.4

Netherlands.—*Centraal Bureau voor de Statistiek. Beknopt Overzicht van den Omvang der Vakbeweging op 1 Januari 1914. The Hague, 1914. 32, XI pp. (Bijdragen tot de Statistiek van Nederland, New Series No. 213.)*

Contains statistics of organized labor in Netherlands as of January 1, 1914. During the year the number of unions increased from 2,806 to 3,223, while the membership increased from 189,030 to 220,275. Classified according to a confessional or religious line of cleavage it appears that the membership of the unions of that class increased 21 per cent, while the membership of unions not organized on a religious basis increased 15 per cent. Of the 3,223 local unions in existence on January 1, 1914, 2,821 with a membership of 137,893, or 63 per cent, were affiliated with some one of 5 national federations, while 380 local unions and 22 national unions having an aggregate membership of 82,382 were not so affiliated. Outside of these organizations there were 603 laborers' associations, not classifiable strictly as trade-unions, having a membership of 71,342. The following table shows certain statistics of the trade-union movement in Netherlands from 1910 to 1914:

MEMBERSHIP OF LABOR UNIONS, AND PER CENT OF SUCH MEMBERSHIP IN UNIONS AFFILIATED WITH THE CONFEDERATIONS OF LABOR, 1910 TO 1914.

Year.	Number of members in—				Membership of unions.	
	Protestant unions.	Catholic unions.	Nonsectarian unions.	Total.	Affiliated with confederations.	Per cent of members in affiliated unions.
1910.....	11,014	22,924	109,912	143,850	62,351	43.34
1911.....	12,575	23,480	117,634	153,689	72,646	47.27
1912.....	13,090	25,758	130,296	169,144	82,570	48.82
1913.....	12,425	30,769	145,836	189,030	101,428	53.66
1914.....	14,812	37,498	167,965	220,275	137,893	62.60

Centraal Bureau voor de Statistiek. Statistiek van de Berechting der Overtredingen van de Arbeids-, Veiligheids- en Steenhouwerswetten in 1913. The Hague, 1914. 54 pp. (Bijdragen tot de Statistiek van Nederland. New Series No. 214.)

A report of infractions of the general labor law, the law relative to the health and security of employees, and the law for the protection of laborers in stoneyards during the year 1913, showing the number of establishments against which proceedings were begun, number of persons employed in contravention of the law, number of convictions secured, classified by locality and industry and according to the provisions of law violated.

The following table shows the number of violations of the labor and health and safety laws and the number of convictions secured, 1909 to 1913:

NUMBER OF INFRACTIONS OF AND CONVICTIONS UNDER THE LABOR LAW AND THE HEALTH AND SAFETY LAW.

	1909	1910	1911	1912	1913
Labor law:					
Violations.....	(1)	(1)	(1)	4,754	8,247
Convictions.....	1,623	1,990	1,902	2,219	3,135
Health and safety law:					
Violations.....	523	219	237	345	356
Convictions.....	275	141	136	176	181

¹ Not reported.

The more frequent violations of the laws arose in connection with working during prohibited hours, 2,916 in 1913; 1,314 in 1912; working other than scheduled hours, 1,811 in 1913; 1,273 in 1912; employees not in possession of working cards, 917 in 1913; 630 in 1912; and employment of children under 13 years of age or deficient in educational qualifications, 782 in 1913 and 531 in 1912.

The law for the protection of stone workers came into force March 1, 1913, and up to December 31, 1913, there were reported 14 infractions of it and 11 convictions.

New Zealand.—*Department of Labor. Awards, recommendations, agreements, etc., made under the Industrial Conciliation and Arbitration Act for the year 1914. Volume 15. Wellington, 1915. clx, 1037 pp.*

Over 1,000 awards, recommendations, agreements, and other proceedings were handled by the court in the course of the year. Among the interesting decisions handed down was one involving the "preference to unionists" clause of the arbitration act. This clause has been regularly interpreted by the court as permitting the unionists to insist upon the employers giving preference to union members in the hiring of men; on the other hand, the union must be an open one, and the preference is to continue only as long as the rules of the union permit any journeyman of good character and sober habits to become and continue a member upon payment of the prescribed fees and contributions, which must be reasonable in amount. In the case in question (Otago and Southland Furniture Trade, p. 727), charging that an employer had wrongfully engaged nonunion men contrary to the preference clause, it appeared that a rule of the Furniture Trade Union provided that any member "guilty of an offense that will bring discredit or disgrace on the union, or act in any manner detrimental to the interests of the union may be expelled or dealt with as the union may deem fit." The court held this rule of the union to be inconsistent with the requirements of the award regarding preference to unionists, and commented on it as follows:

By the provisions of the rule in question the union retains the power of expelling any member who may, I presume, in the opinion of the majority of the members of the union, be guilty of any offense which may bring discredit or disgrace upon the union, or who may do any act which, in the like opinion, may be in any manner

detrimental to the union's interests. The question shortly put is, Does this rule "permit any journeyman of good character and sober habits to become and continue a member of the union" so long as he pays the prescribed fees? Any man, whether in a partnership, society, or association of any kind, may, and often does, owing to his folly, rashness, or thoughtlessness, act in a manner detrimental to the interests of such partnership, society, or association, whilst nevertheless remaining unimpeachable both as to character and sobriety. The words "disgrace" and "discredit" used in the rule are likewise, though in a lesser degree, unfortunate, since among the meanings of the former word is "lack or loss of favor or support," and of the latter "want of credit." * * * The rule clearly fails to provide that any journeyman of good character and sober habits may continue a member of the union so long as he continues to pay the prescribed fees. On the contrary, it provides that, however good his character and perfect his sobriety may be, he may be expelled at any time when, in the opinion of a majority of the union, he may, through folly or thoughtlessness, or even for some proper motive or reason, have acted detrimentally to its interests, whether material or otherwise, or have brought it into disfavor or discredit, whether with the public or with other unions or persons (p. 729).

Norway.—*Departementet for Sociale Saker, Handel, Industri og Fiskeri. Arbeidsledighet og Arbeidsledighetsforsikring. Utgit av Socialavdelingen under Departementet for Sociale Saker, Handel, Industri og Fiskeri, Christiania, 1915. 2 vols. (Volume I: Tillægshefte til Sociale Meddelelser, 1915; Volume II: Sociale Meddelelser, 1915, No. 1.)*

Departementet for Sociale Saker, Handel, Industri og Fiskeri. Om Utfærdigelse av Lov om Stats og Kommunebidrag til Norske Arbeidsledighetskasser. [Christiania, 1915.] 41, 102 pp. (Otellings Propositionen No. 30, 1915.)

The first report noted above is that of a special committee of the department of labor and industry, appointed to inquire into the advisability of amending the existing laws on State subsidies and voluntary unemployment fund. The second report is that of a committee of the Government submitting a draft of a law on the same subject and containing a summarized statement of the findings of the first committee mentioned.

The history of the movement for unemployment insurance in Norway is briefly stated. Voluntary funds established by trade-unions or other labor organizations had existed since 1899; in 1906 the Government passed a law (June 12) providing for subsidies from the national Government and from the municipalities in certain proportions. As the law was applicable for only five years and some three months, it ceased to be in force at the close of 1911. The amount of the Government subsidy under the act was one-fourth of the benefits which might be paid out; this proportion was increased to one-third in 1908. The law so amended was continued in force from the close of 1911 up to the end of the year 1914. The report of the committee (appointed Jan. 24, 1914) therefore relates to the enactment of a new law to take effect in 1915. As the basis for its recommendation the committee obtained reports on the operation of the existing law from 35 village presidents, 2 city mayors, 50 chairmen of parish boards, and 20 communal overseers of the poor. The Federation of Norwegian Trade Unions submitted a combined report from 12 public unemployment funds adhering to its organization, and 4 other unions in the federation, which conducted organized unemployment funds, submitted special reports; and 3 unemployment funds not members of the National Trade Federation made special reports.

The investigations of the departmental committee include a survey of unemployment among Norwegian trade-unions from July, 1903, to December, 1914; statistics of the number employed according to industries as reported from about 300 large employing establishments; and the reports of the unemployment offices from 1898 to July, 1914. Tables are also presented to show the amount of unemployment aid rendered under the law and the relative amount of the subsidies granted by the State and by the municipalities. The second volume of the report is very largely a description of the administrative organization and relationship of employment offices and unemployment funds, and the work of trade-unions, organizations of agricultural

laborers, and others engaged in the work, together with a report of unemployment insurance in certain foreign cities and countries.

The committee registers its approval of the continuation of the unemployment insurance system in force; it recommends a voluntary system as distinguished from the compulsory system in force in Great Britain since 1911. Among the changes suggested in the existing law are the following: (1) An increase of the subsidy given by the State and municipalities from one-third to one-half of the benefits to be paid; (2) shortening of the period of residence for foreigners who may wish to benefit by the law from five years to one year; (3) the payment of unemployment benefits from the second day of the period of unemployment, if several periods of unemployment occur within six weeks (hitherto unemployment benefits had only been paid after the third day of unemployment); (4) continuing the maximum period of 90 days for which unemployment support may be paid, but permitting a longer period as long as the war continues; (5) shortening the period of residence in a municipality to six months instead of five years, as hitherto, for acquiring the right of membership in a local fund. The committee emphasizes the necessity of a close relationship between both public and private employment offices and between all unemployment insurance funds, and to emphasize that connection recommends the appointment of an inspector to be head of the combined systems. The committee calls attention to the fact that this is the method employed in Denmark and urges that this is the secret of the success of any system of unemployment insurance.

CHRISTIANIA.—*Kredssykekasse. Aarsberetning, 1914; Sykestatistik 1913-1914. 4. Driftsaar. Christiania [1915]. 72 pp.*

This and previous reports on the operations of the local sick fund for Christiania established July 3, 1911, in conformity with the sickness insurance law of September 18, 1909, will be given somewhat extended treatment in the next issue of the MONTHLY REVIEW.

ONTARIO.—*Department of Agriculture. Factory Inspection Branch. Twenty-seventh Annual Report, 1914. Toronto, 1915. 72 pp.*

Report of the operations of the factory inspection branch for the year ending October 31, 1914. During the year the office made 10,059 visits and inspections of factories and mercantile establishments employing 229,480 persons; there were found employed 94 persons under 14 years of age. Recommendations for improved sanitation, fire escapes and other fire protection, safety devices, etc., were made in 6,808 cases; there were 15 prosecutions during the year, all leading to convictions. The number of accidents reported for the year shows a decrease from that reported for the previous year. During the 10-month period ending October 31, 1913, 1,459 accidents were reported (54 fatal), and for the year ending October 31, 1914, 1,270 accidents were reported, of which 52 were fatal. Accidents are also classified as to causes.

Included in the report are all factory rules and regulations drafted in pursuance of the law.

Interim Report of the Commission on Unemployment, July 15, 1915. Toronto, 1915. 11 pp.

Recommendations for reducing unemployment resulting from fluctuations in or temporary dislocation of business through a proposed department of labor in cooperation with other departments.

A special inquiry on the subject of unemployment in 1913 and 1914 showed that the average number of steady employees during 1913 engaged in 651 manufacturing establishments was 78,077, which was decreased 14 per cent in 1914. Upon this basis it was estimated that the industrial unemployment during 1914 equaled the full working time of 29,000 persons, or an average period of unemployment for not less than 70,000 persons of about 15 weeks each. Seasonal employments are not included in

this estimate, and reports seem to indicate that the average number of idle days in these is about 83.

Industrial education is recommended as of incalculable advantage. Other recommendations are the establishment of a department of labor and a provincial system of employment offices.

Sweden.—*Socialstyrelsen, Arbetartillgång, Arbetstid och Arbetslön inom Sveriges Jordbruk, År 1913. Stockholm, 1914. 119 pp. (Sveriges Officiella Statistik. Socialstatistik.)*

Lantarbetarnas Arbets- och Löneförhållanden inom Olika Bygder och å Typiska Lantegendomar. Stockholm, 1915. 412 pp. (Sveriges Officiella Statistik. Socialstatistik.)

These two volumes constitute a report by the Swedish office of labor on hours and wages and conditions surrounding the employment of agricultural laborers in that country. The first volume is an annual report for the year 1913, in continuation of a similar series dating from 1910, while the second volume is a more comprehensive investigation of agricultural labor in Sweden. The data in both instances were collected by means of schedules sent out to municipalities and agricultural associations.

The report for 1913 covers data received from 2,170 rural communes. To call attention to some of the more important facts brought out, it is noted that the average pay for male laborers paid by the day is 2.54 crowns (\$0.681) per day in summer, and 1.92 (\$0.515) in the winter. Temporary labor is paid 2.97 crowns (\$0.796) per day in the summer and 2.19 crowns (\$0.587) in the winter. In this connection it may be remarked that a large number of women were employed in harvesting grain and in the cultivation of beets and potatoes, who received a daily wage of 1.77 crowns (\$0.474), not including board, and 1.21 crowns (\$0.324) with board.

The data presented in the second volume listed above was very largely secured by means of correspondence. Schedules giving full data were received from 291 rural economic societies and from 2,400 communes. More than 1,000,000 persons are engaged in farming in Sweden, of whom two-thirds are independent operators. The more level region of the east is the only section of the country where large farms are the predominant type. On these farms a considerable portion of farm laborers are working by the day for wages.

The recognized type of farm laborers are: (1) Unmarried help found on small farms, paid both wages and in kind, with board and lodging; (2) those paid wages in cash, and part payment in kind, found on the large farms and generally married; (3) tenant farmers, who by their contract are permitted to farm a small area on their own account in return for a certain number of days of labor rendered for the owner; (4) day laborers, strictly, who live very frequently in their own homes, the site of which may or may not be owned by themselves. In the north and south farm labor is performed by the second class indicated above, who are paid by the day. This class of laborers might well be classed with industrial workers. Seasonal laborers are employed very largely in regions where beets and potatoes are grown.

The hours of work of farm laborers in Sweden have changed very little the last three years. Thus, in 1911 the hours worked per day, including rest period, were 12.7 and the same in 1912, but reduced to 12.6 in 1913. The net hours of labor, however, in the summertime, for which period these figures are applicable, were 10.5 in 1911 and 10.4 in 1912 and 1913.

Socialstyrelsen. Preliminär Översikt över Byggnads- Och Bostadsförhållandena Å de Orter, Som Berörts av 1912–1914 Års Allmänna Bostadsräkningar. Särtryck ur Sociala Meddelanden 1915. [Nos. 3 and 7.] Stockholm, 1915, 92 pp. (Sveriges Officiella Statistik. Socialstatistik.)

This report is a preliminary summary of the investigation of a commission appointed to inquire into housing conditions in Sweden which was combined with the making

up of the civil registration lists in 1913 and 1914. It is a reprint from Nos. 3 and 7 of the labor journal (*Sociala Meddelanden*) issued by the same office.

In the localities included in the inquiry at the time the census was taken there were reported 89,627 houses containing 344,480 dwelling apartments. The number of dwelling apartments for each house was 3.8; this proportion was, however, 6.2 in the larger cities of over 40,000 inhabitants, and 2.2 in the smaller centers of less than 5,000 inhabitants. With regard to ownership, 42,492 apartments, or 12.3 per cent, were occupied by their owners, while 274,537, or 79.7 per cent, were occupied by renters, and 19,718, or 5.7 per cent, were occupied without any rental charges, or at the most for a small return, while 7,733 apartments, or 2.3 per cent, were for rent at the time of the census. These data vary greatly in the different towns and villages.

The density of population in these houses is shown by the fact that in cities and towns there were 1.33 inhabitants for each room. In Stockholm this was 1.29, and 1.50 in cities in the northern part of the country. The greater density of population which would be indicated for cities in the north is only apparent as the rooms in the houses in that part of the country are generally larger.

The houses included in the investigation for the 108 rural communes did not present a uniform character. Thus in a predominantly rural section there were found groups or collections of houses some 30 in number which presented all the characters as far as housing conditions were concerned which were peculiar to the city. These were, as a rule, industrial centers built up by an employer; thus of the 15,835 dwelling apartments in the localities in question, 56.6 per cent were of that kind. As to the size of the dwellings, it is noticeable that 23.6 per cent consisted of a kitchen alone, 55.4 per cent consisted of a kitchen and one room, 13.4 per cent of a kitchen and two rooms, and 7.6 per cent of a kitchen and three or more rooms. The houses in these rural communities contain 1.5 inhabitants for each room; for houses consisting of not more than two rooms and a kitchen the density was 1.87 for each room. This is a density considerably greater than that reported for cities and towns.

STOCKHOLM.—*Statistiska Kontor. Berättelse angående Stockholms Stads Arbetsförmedling jämte Statistisk Översikt rörande Verksamheten år 1913. Stockholm, 1915. 40*, 39 pp. (Stockholm Stads Statistisk. IX. Arbetsförmedling.)*

This is a report of the activities of the public employment exchange of the city of Stockholm. This service was established in Stockholm on December 6, 1904, and is under the direction of a board selected by the municipal council and composed of a president and an alternate and of 10 members with 6 alternates, half of which members are representatives of employers and half of workmen. The office began operation on September 22, 1905, with a single exchange, and on May 2, 1911, a branch exchange was established. The actual management of the exchange and its branch was conducted during the years 1912 and 1913 by 11 employees. The office is open from 9 a. m. to 4 p. m. To coordinate the employment service cooperation is had between this and other offices of a similar kind. The expenses for the year 1913 covered by this report amounted to 57,593.94 crowns (\$15,435.18) as compared with 55,897.33 crowns (\$14,980.47) in 1912.

In addition to its other activities, the exchange publishes each year statistics of its operations and also, in text form, statements collected from correspondents concerning the condition of the labor market. The number of positions filled in the course of the year 1913 showed an increase of 5 per cent over the preceding year; the per cent of places filled during 1912 and 1913 was approximately 78 for the men and 53 for the women registered. Its largest work was done in supplying male labor for agricultural and forest operations. Among industries and handicrafts the largest number of places filled were for those in the metal and machine industries and in construction work. In the woman's division of the exchange the largest proportion of

places filled was that for domestic service. As to age, the largest proportion of those for whom positions were secured were between the ages of 20 and 30, while as to conjugal condition the largest proportion were unmarried.

Seventy-four private employment bureaus reported to the central exchange in 1913 that they had placed 27,879 workmen; the municipal service in the same year had placed 25,059 workmen, or 47.3 per cent of all places filled. A summary table of the operations of the municipal exchange for the years 1909 to 1913 follows:

OPERATIONS OF THE PUBLIC EMPLOYMENT EXCHANGE OF THE CITY OF STOCKHOLM, 1909-1913.¹

Year.	Males.					Females.					Total.				
	Vacancies reported.	Applications for positions.	Positions filled.	Number of vacancies per 100 applications.	Number of places filled per 100 applications.	Vacancies reported.	Applications for positions.	Positions filled.	Number of vacancies per 100 applications.	Number of positions filled per 100 applications.	Vacancies reported.	Applications for positions.	Positions filled.	Number of vacancies per 100 applications.	Number of places filled per 100 applications.
1909....	14,993	10,077	7,353	148.8	73.0	11,036	15,662	6,670	70.5	42.6	26,029	25,739	14,023	101.1	54.5
1910....	17,791	10,248	7,615	173.6	74.3	12,897	16,251	7,790	79.4	47.9	30,688	26,499	15,405	115.8	58.1
1911....	20,000	11,120	8,861	179.9	79.7	15,733	18,225	9,280	86.3	50.9	35,733	29,345	18,141	121.8	61.8
1912....	24,724	15,467	12,053	159.9	77.9	19,959	22,238	11,884	89.8	53.4	44,683	37,705	23,937	118.5	63.5
1913....	23,968	16,115	12,542	148.7	77.8	19,935	23,430	12,517	85.1	53.4	43,903	39,545	25,059	111.0	63.4

¹ Including 1 branch at Södermalm, which in 1913 filled 3,880 positions.

Victoria.—*Chief Inspector of Factories and Shops. Report for the Years Ending December 31, 1913; December 31, 1914. Melbourne. 2 vols.*

Presents statistical data concerning accidents, employees, wages, and prosecutions for noncompliance with factories and shop acts, wage boards, and overtime work for the years 1913, 1914.

The number of special (wage) boards has been increased, numbering at the present time 140.

NUMBER OF EMPLOYEES AND ACCIDENTS IN FACTORIES AND WORKSHOPS IN VICTORIA, 1912-1914.

Year.	Number of establishments registered.	Number of employees.			Accidents.		
		Male.	Female.	Total.	Total.	Number per 10,000 employees.	Fatal.
1912.....	7,750	65,491	39,255	104,746	389	37.1	.....
1913.....	8,089	69,436	41,051	110,487	407	36.8	7
1914.....	8,447	70,562	40,098	110,660	391	35.3	4

In 1910 there were 83,053 employees in registered factories and workshops, and 331 accidents reported, or 39.8 accidents per 10,000 employees; in 1911, 88,694 employees were found in registered factories and workshops, and 337 accidents were reported, or 37.9 accidents per 10,000 employees. No definition of what constitutes an accident is given, nor is the manner of counting employees indicated, whether full-time workers or average number.

During the year 1913, 317 permits for overtime work were granted to 226 factories for 2,006 weeks, involving an aggregate of 15,586 hours of labor by 9,552 women and 233 boys. In 1914, 296 such permits were issued to 201 factories, allowing 1,525 weeks with an aggregate of 12,652 hours of overtime work by 8,999 women and 463 boys.

Government Statist. Victorian Yearbook, 1912-13, Thirty-third issue. Melbourne, 890 pp.

The general plan of this issue of the yearbook is the same as in former years, but with some changes. It contains general statistical information concerning political and economic conditions and resources of the country, dealing with such subjects as the wealth and progress of the community, its population, trade, manufacture, etc. Concerning factories and other manufacturing establishments in the State there are presented figures showing the number employed, cost of production and value of products, power used, wages paid, etc. Statistics of friendly societies, immigration, production in agriculture, mining and manufacture, accidents in industry, railway accidents, prices of agricultural products, operations of the wages boards, development of the system of State loans to farmers and workers for the acquisition of their homes, and public employment offices, etc., are all included.

PERIODICAL PUBLICATIONS OF FOREIGN LABOR DEPARTMENTS AND BUREAUS.

In the pages following the various periodical publications issued by the foreign departments and bureaus of labor are listed and the tables of contents given. This list includes all the periodical publications received during the last three weeks of August and the first half of September, 1915. Some countries, it will be noticed, are not represented by any publications, while those of other countries have been somewhat irregular in their appearance since the beginning of the European war.

Canada.—*The Department of Labor. The Labor Gazette. Ottawa.*

August, 1915.—Special articles on the industrial disputes investigation act, 1907; Ontario commission on unemployment; British Columbia legislation affecting labor; Special meeting of union of Canadian municipalities; Mine accident at Coal Creek, British Columbia; Changes in rates of wages and hours of labor during the second quarter of 1915; Retail prices in New Zealand, 1891-1914; and War prices in Canada. Statistical and other returns during July, 1915, on wholesale and retail prices, Canada, during July, 1915; Fair wages schedules in Government contracts awarded during the month of July, 1915; Trade disputes during the month of July, 1915; Industrial accidents during the month of July, 1915; Immigration and colonization; Building permits during July, 1915; Recent industrial agreements; Reports of departments and bureaus; and Recent legal decisions affecting labor.

Argentina.—*Departamento Nacional del Trabajo. Boletín. Buenos Aires.*

April 30, 1915 (No. 30).—(Constitutes statistical yearbook, 1913.) Strikes in the Federal capital; Home work conditions (wages, ages of employees, etc.); Cost of living and incomes of wage earners; Labor conditions in Buenos Aires; Accident insurance; Noninsured industrial accidents; Accidents on public works; Deaths of persons over 10 years of age, by occupation, causes, age, and sex.

June 30, 1915 (No. 31).—Indian labor on sugar plantations; Legislation; Attachment of wages; Postal savings banks; Proposed legislation; General index to Nos. 1 to 30 of the Bulletin (*Boletín*).

Denmark.—*Statistiske Departement. Statistiske Efterretninger, udgivet af det Statistiske Departement. Copenhagen.*

July 24, 1915 (No. 16).—Crop conditions July 21, 1915; Births, deaths, and marriages in Denmark; Retail prices July 1, 1915; Illiteracy among those subject to military service in Denmark and other countries.

Denmark.—*Statistiske Efterretninger, udgivet af det Statistiske Departement. Copenhagen.*

August 7, 1915 (No. 17).—Crop conditions August 4, 1915; Savings banks 1913-14; Literacy of those subject to military duty; Choice of vocation.

Germany.—*Reichsarbeitsblatt, Herausgegeben vom K. Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin.*

July, 1915.—Labor market in Germany; Labor market in foreign countries (Great Britain, Switzerland, Netherlands, Norway, and British colonies); Employment offices and unemployment; The activity of employment offices of mercantile, technical, and office employees during the second quarter of 1915; Unemployment in German trade-unions during the second quarter of 1915; Unemployment in foreign countries (Denmark, Sweden, and Massachusetts). Economic conditions during the war: The handicrafts and small tradesmen and the war. Social Insurance: Results of workmen's insurance in Germany for 1913 and the period 1885-1913; Principal results of the invalidity and survivors' insurance for 1913; German social insurance during the war; Norwegian sickness insurance results for 1913; Decisions of industrial courts, Charlottenburg; Statistical tables of the labor market. *Supplement:* Building activity and supply of dwellings in German cities in 1914.

Italy.—*Bolletino dell' Ufficio del Lavoro, Ministero di Agricoltura, Industria e Commercio.*

July 16, 1915.—Memorandum as to economic and social measures proposed pending the war; Unemployment; Labor market by localities and industries; Labor disputes; Employers' and employees' associations; Conventions and congresses; Activities of the labor office; Decisions of courts affecting labor; Publications of the labor office.

New South Wales.—*Department of Labor and Industry. Industrial Gazette. Sydney.*

June, 1915.—Introductory matter; Industrial situation, May, 1915; Industrial arbitration and the war; Emergency legislation; Dislocations in industry; Employment and unemployment. Reports of inspectors for year ending March 31, 1915, on shearers' accommodation act, 1901: Offenses against the law involving the status of master and servant; Early closing act; Judicial and quasi-judicial proceedings; Departmental records, May, 1915; Chief inspector of factories office; Gas examiner's office; Industrial registrar's office; Investigation office; Labor exchanges. Records of industrial boards; Awards gazetted; Industrial agreements.

New Zealand.—*Journal of the Department of Labor. Wellington.*

July, 1915.—Summary showing condition of trade and employment June 30, 1915; Conditions of employment and trade; Women's employment branches (reports); Union reports. Recent legal decisions: Arbitration and conciliation act; Wages, protection and contractors' liens act, 1908; Workers' compensation act. Recent decisions affecting labor in Great Britain. Statistical: Persons assisted to employment during June, 1915; Cooperative works in New Zealand; Accidents in factories reported up to May 25, 1915; Accidents reported under the scaffolding inspection act; Unions registered and canceled under the industrial conciliation and arbitration act, 1908; Retail prices June 30, 1915, and 1891-1914.

Spain.—*Boletín del Instituto de Reformas Sociales, Publicación Mensual.*

July, 1915.—Report of the secretary's office and of the special divisions; Strike statistics; Cost of living among workmen; Conventions and congresses; Current legislation, laws, decrees, bills, etc.; Court decisions affecting labor: Strikes and lockouts in Great Britain.

Sweden.—*Socialstyrelsen. Sociala Meddelanden. Stockholm.*

State and municipal measures pending the war (reports of the State unemployment commission); War measures in foreign countries (Denmark); Preliminary summary of the census of building operations and housing, 1912-1914 (rural towns and villages); Statistics of manufacture in Sweden, 1913; Employment of women and children in industry in Sweden, 1913; Amended orders on the sale of alcoholic liquors: State subsidies to public employment offices, 1914; Reports of the factory inspectors on fatal industrial accidents. Brief notices: Legislation for the settlement of labor disputes; Agreement among Scandinavian employers for the payment of strike insurance benefits; Administration of the pension fund: Reports of the State insurance institute, January-June, 1915; The labor market in England, May, 1915, and in Germany, May to middle of June, 1915; Emigration from Sweden, second quarter, 1915. Home ownership; Housing in Lund; Law on the control and sale of commodities in war time; Census of farm animals in Denmark, May, 1915; Retail prices of food in England, May, 1915; Public employment offices, June, 1915; Review of retail prices in Sweden, second quarter, 1915, and summary 1904 to June, 1915. Retail prices by localities, second quarter, 1915; Prices of farm animals in Sweden, 1904 to June, 1915, second quarter, 1915; Fish prices in Stockholm, June, 1914, to June, 1915; Reports from the Royal Pension Bureau.

