

Dhananjayrao Gadgil Library



GIPE-PUNE-007016



COMMITTEE ON INDUSTRY AND TRADE

Survey of Industrial Relations

Based on material mainly derived from official sources, with regard to industrial remuneration, conditions, and relationships in Great Britain and certain other countries so far as available ;
together with statistical tables.

WITH AN INTRODUCTION BY THE COMMITTEE

LONDON

PRINTED AND PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE

To be purchased directly from
Adastral House, Kingsway,
York Street, E.C. 4

F. S. KING & SON LTD.
PARLIAMENTARY BOOKSELLERS
Publishers and Bookbinders
37, SMITH ST., WESTMINSTER

at the following addresses:
1, Strand, London, S.W. 1;
15, Abchurch Lane, London, E.C. 4;
1, St. Dunstons, London, E.C. 1;
1, St. Dunstons, London, E.C. 1;
1, St. Dunstons, London, E.C. 1;

or through any Bookseller

1926

Price 5s. 0d. net.

7016

THE MINISTRY OF LABOUR GAZETTE.

First published in 1893 by the Board of Trade the Gazette was taken over by the Ministry of Labour on the transfer of the functions of the Board of Trade in labour matters to the Ministry of Labour in 1917.

¶ The Gazette is chiefly devoted to information (statistical and otherwise) on the state of employment in the principal industries, wages, trade disputes, cost of living, workpeople registered as unemployed, poor relief, decisions of the Umpire under the Unemployment Insurance Acts, Orders issued under the Trade Board Acts, decisions and awards under the Conciliation Act and the Industrial Courts Act, and the like. On most of these matters it is the only official source of information.

¶ It contains in addition articles dealing with various matters of social and economic interest not only in the United Kingdom, but also in Foreign Countries and in the British Dominions. Among the subjects so dealt with are: Relative levels of rates of wages at August, 1914, and at various succeeding dates. A summary of the main industrial happenings of the previous year, Co-operative Societies—membership, capital, sales, profits, etc. Statistics of Emigration and Immigration. Reports of the Annual Trades Union Congress and Co-operative Congress. Reports of Proceedings at the International Labour Congress, etc., etc.

Price 6d. monthly or 7s. a year post free.

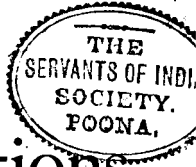
A UNIQUE JOURNAL, INDISPENSABLE
TO ALL STUDENTS OF ECONOMICS,
INDUSTRIALISTS AND TO ALL SOCIAL
WORKERS.

HIS MAJESTY'S STATIONERY OFFICE,
LONDON, MANCHESTER, EDINBURGH, CARDIFF.



COMMITTEE ON INDUSTRY AND TRADE

Survey of Industrial Relations



Based on material mainly derived from official sources, with regard to industrial remuneration, conditions, and relationships in Great Britain and certain other countries so far as available; together with statistical tables.

WITH AN INTRODUCTION BY THE COMMITTEE

LONDON:

PRINTED AND PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE

To be purchased directly from H.M. STATIONERY OFFICE at the following addresses:

Admiral House, Kingsway, London, W.C.2; 28, Abingdon Street, London, S.W.1

York Street, Manchester; 1, St. Andrew's Crescent, Cardiff;

or 120, George Street, Edinburgh;

or through any Bookseller.

1926

Price 5s. 0d. net.

COMMITTEE ON INDUSTRY AND TRADE.

INSTRUMENT OF APPOINTMENT.

Whereas it has been represented to me, the Right Honourable James Ramsay MacDonald, Prime Minister, First Lord of the Treasury and Secretary of State for Foreign Affairs, by the President of the Board of Trade, that it is desirable to inquire into the conditions and prospects of British industry and commerce, with special reference to the export trade ;

Now I, therefore, do hereby appoint the following persons* to form a Committee to inquire into and report upon the aforesaid matters, and to make recommendations in regard thereto ;

Sir ARTHUR BALFOUR, K.B.E. (*Chairman*).

Mr. JOHN BAKER.

*Sir WILLIAM BEVERIDGE, K.C.B.

Mr. HENRY BOOTHMAN.

Mr. J. T. BROWNLEE, C.B.E.

Mr. W. T. CHARTER.

Mr. C. T. CRAMP.

*Mr. HUGH DALTON, D.Sc.

Sir HARRY GOSCHEN, K.B.E.

Mrs. M. A. HAMILTON.

Mr. F. A. HARGREAVES.

Sir NORMAN HILL, Bart.

Sir JOHN S. HINDLEY.

Mr. DAVID LANDALE.

Sir W. CLARE LEES, O.B.E.

*Mr. P. J. PYBUS, C.B.E.

Mr. ARTHUR SHAW.

Sir ALLAN SMITH, K.B.E.

Sir HUBERT LLEWELLYN SMITH, G.C.B.

I further appoint Mr. W. Carter to be Secretary and Mr. A. R. Fraser and Mr. W. L. Buxton to be Assistant Secretaries to the said Committee.

(Signed) J. RAMSAY MACDONALD.

28th July, 1924.

*The members whose names are marked with an asterisk have since found it necessary to resign, and the following additional members have been appointed :—

Sir WILLIAM ASHLEY, Ph.D. (appointed 2nd December, 1924.)

Sir W. PETER RYLANDS (appointed 30th April, 1925).

X: 981.1-1. N2-41

F6
7016

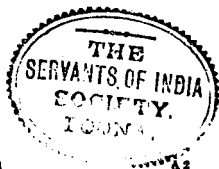
MEMORANDUM ACCOMPANYING TERMS OF REFERENCE.

The scope of the terms of reference is regarded as being on the general lines set out in the three following paragraphs, which are intended as explanatory of the subjects on which investigation is specially desired and not as an exhaustive definition of the inquiry:—

"The first question to which the attention of the Committee should be directed is the present position of British overseas trade and the prospect of British participation in the markets of the world being such as to ensure sufficient and continuous employment and a satisfactory standard of living in this country. The examination of tendencies and developments in the markets of the world and also in the chief competing countries will be involved, together with an inquiry into the growth of competition with British goods in these markets, the likelihood of its continuance, and its probable consequences.

"The second question is the ability of British industry to meet competition under the conditions thus determined and to adapt itself to changes in the nature of overseas demand. This involves an inquiry into British productive capacity and organisation, including the supply and efficiency of capital, labour and management, the present and future adequacy of raw materials and possible improvements in their utilisation, and the part played by the United Kingdom in new developments of industry, particularly those which are the outcome of scientific research. Matters to which attention might be directed are the present extent of large-scale production, its possibilities and limitations; the efficiency of plant and equipment; power supply and transport as factors in cost of production; marketing organisation at home and abroad; and the current methods of industrial and commercial finance. It will be necessary, in addition, to take account of the effect of State regulative action upon costs and output.

"The third question is that of the relations between those engaged in production. This will involve inquiry into methods of industrial remuneration, the main causes of unrest and disputes, and the methods of avoidance or settlement of disputes, as, for example, co-partnership, co-operation, Wages Boards and voluntary arbitration, State regulation of wages, and compulsory arbitration and compulsory enforcement and extension of agreements."



New Public Offices,
Great George Street,
Westminster, S.W. 1

February, 1926

The Rt. Hon. Stanley Baldwin, M.P.

SIR,

We, the Committee appointed by your predecessor on the 28th July, 1924, "to enquire into and report upon the conditions and prospects of British industry and commerce," addressed a letter to you last June transmitting a collection of surveys of overseas markets and stating that we proposed to submit from time to time, in advance of our final report, further collections of material bearing on different branches of the questions referred to us. We now beg to submit herewith, to be laid before Parliament, if so desired, a collection of memoranda and statistics, constituting a survey of industrial relations based mainly on official information. In order to facilitate the study of this material we have prefixed to it a brief introductory summary and review.

A. BALFOUR (*Chairman*).
WM. ASHLEY
JOHN BAKER.
HENRY BOOTHMAN.
J. T. BROWNLIE.
W. T. CHARTER.
C. T. CRAMP.
W. H. N. GOSCHEN. }
MARY AGNES HAMILTON.
F. A. HARGREAVES.
NORMAN HILL.
JOHN S. HINDLEY.
DAVID LANDALE.
W. CLARE LEES.
W. PETER RYLANDS.
ARTHUR SHAW.
ALLAN M. SMITH.
H. LLEWELLYN SMITH.

W. CARTER, *Secretary*.
A. R. FRASER } *Assistant Secretaries*.
W. L. BUXTON }

CONTENTS OF VOLUME

	Page
Introduction	1
Preliminary Notes	54
Chapter I.—Population	55
Chapter II.—Wages	73
Chapter III.—Conditions of Labour	127
Chapter IV.—Unemployment	217
Chapter V.—Machinery for Industrial Negotiation	253
Chapter VI.—Statistical Tables	397
Index	472

NOTE.—Detailed contents tables are prefixed to each chapter.

INDEX.

- A.**
- Accidents :
 Safety first movement, 188.
 Temperature and accident causation, Industrial Fatigue Research Board's work re, 175.
- Aerated water, *see* Mineral and Aerated Water Manufacture.
- Aerodromes and aviation service, numbers employed, June, 1921, 414.
- Agriculture :
 Families of married men and widowers, 1921, 428-9.
 Industrial disputes, provisions re settlement :
 Poland, 374.
 Spain, 391.
 Numbers employed in, 1881-1921, 4, 61, 62, 403, 416, 417, 418, 421, 424.
 Profit-sharing, 325.
 Time workers, proportion of, in 1906, 106.
 Unemployment in Great Britain and foreign countries, 242.
- Ammunition, explosives, chemicals, etc., unemployment in, June, 1923 to June 1925, 445, 451, 457.
- Ammunition, tube and wire rope-making, hours of labour and overtime rates, 435.
- Amsterdam, wages :
 Purchasing power of, and comparison with London, 14, 100-1, 102.
 Real, change in level of, since 1914, 103-4.
- Arbitration :
See also Conciliation and Arbitration.
 Courts of, 256.
- Argentina, hours of labour, 139.
- Artificial flowers, manufacture, numbers employed, June, 1921, 414.
- Artificial silk manufacture :
 Hours in Belgium, 142.
 Numbers employed, June, 1921, 409.
- Artificial stone and concrete manufacture :
 Numbers employed, June, 1921, 404.
 Unemployment, June, 1923, to June, 1925, 444, 450, 456.
- Asbestos manufacture, numbers employed, June, 1921, 409.
- Australia :
 Hours of labour, 24, 160-1.
 Industrial disputes, provisions for settlement and prevention, 49-50, 51, 342-52.
- Austria :
 Family allowances, 123.
 Hours of labour, 25 note, 139, 140-1, 164.
 Industrial disputes, provisions for settlement and prevention, 49, 383-4.
- Automobile manufacture :
See also Motor vehicles.
 Hours :
 Belgium, 142.
 Italy, 152.
- B.**
- Baking :
 Conciliation Board, South Africa, 365.
 Hours :
 Austria, 140.
 United Kingdom, 441.
- Overtime :
 Rates, 1925, 132, 441.
 Restrictions, 1925, 135, 138.
- Time-workers and piece-workers, proportion in 1906, 106.
- Wages :
 Increase at December, 1920 and June, 1925, over 1914, 86, 91.
 Sliding scale system, 110.
 Weekly time rates at 30th June, 1925, 92.
- Banking, commercial, finance and insurance occupations :
 Families of married men and widowers, 1921, 428-9.
 Numbers employed, 1921, 62, 415.
 Profit-sharing, 325, 326.
 Trade Unions and membership, 1897, 1924, 186.
 Unemployment in June, 1923, to June, 1925, 449, 455, 461.

- Banks, hours in France, 145.
- Basket making :
Hours of labour, 443.
Overtime :
Payment rates, 443.
Restrictions, 1925, 138.
- Belgium :
Agriculture, unemployment, 242.
Family allowances, 18, 123, 124, 125-6.
Hours of labour, 24, 139, 141-3, 162, 164.
Industrial disputes, provision for settlement and prevention, 49, 385.
Negotiating machinery, 309, 310.
Wages :
Engineers, comparison with U.K., 13.
Purchasing power, and comparison with U.K., 12 note, Welfare work, 206.
- Berlin, Wages :
Purchasing power, and comparison with London, 12, 14, 100-1, 102.
Real, change in level of, since 1914, 103-4.
- Bespoke tailoring, *see* Tailoring.
- Bicycle manufacture, hours in Belgium, 142.
- Biscuit making, number employed, June, 1921 411.
- Blast furnaces, *see* Iron and Steel Industries.
- Bleaching, dyeing, printing and finishing :
Hours of labour, 128, 129, 437.
Numbers employed, 61, 409, 416, 417, 419, 422, 425.
Overtime :
Payment rates, 133, 437.
Restrictions, 22, 135, 136.
Piece work system, 16-17.
Slubbing, payment method, 108.
Time-workers and piece-workers, proportion of, in 1906, 106.
Trade Unions and membership, 1897, 1924, 185.
Unemployment in, June, 1923 to June, 1925, 447, 453, 459.
Welfare order, 194.
- Blouses, shirts, collars, under-clothing, etc., making, unemployment in, June, 1923 to June, 1925, 447, 453, 459.
- Board of Trade index numbers of wholesale prices, 8.
- Bolts, nuts, screws, rivets, nails, etc., manufacture, unemployment, June, 1923 to June, 1925, 446, 452, 458.
- Bone, horn, ivory, tortoiseshell, numbers employed, June, 1921, 413.
- Bookbinding :
See also Printing, etc.
Profit sharing, 325.
- Boot and shoe industry :
Hours :
Belgium, 142.
France, 144.
Germany, 150.
United Kingdom, 129, 438.
Industrial Fatigue Research Board investigation, 172.
Insured persons under Unemployment Insurance Acts, 1923, 1924, 222, 224, 226.
Joint Industrial Council, 45, 297.
Negotiating machinery, 47-8, 276-7.
Numbers employed, 1881-1921, 410, 420, 423, 426.
Overtime :
Payment rates, 131, 438.
Restrictions, 1914, 134.
Time and piece workers, proportion of in 1906, 118.
Trade Unions and membership, 1897, 1924, 185.
Unemployment, 1923-1925, 224, 227, 447, 453, 459.
Wages :
Increase, 1920 and 1925 over 1914, 75, 83-4, 86, 90.
Payment, system, 17, 118.
Sliding scale system, 110.
Weekly time rates at 30th June, 1925, 92.
- Boot and shoe repairing :
Hours of labour and overtime rates, 438.
Trade Board, 118.
Rates, 470.
- Boot and floor polish, Trade Board rates, 471.
- Bradford, slubbing dyeing trade, payment of wages, method, 108.
- Brass, copper, zinc, tin, lead, etc., manufacture, unemployment in, June, 1923 to June, 1925, 445, 451, 457.
- Brass and allied metal wares manufacture, unemployment in, June, 1923 to June, 1925, 446, 452, 458.

- Bread, biscuit, cake, etc., making, unemployment in, June, 1923, to June, 1925, 447, 453, 459.
- Bread and flour, confectionery, numbers employed, June, 1921, 411.
- Breweries :
- Hours :
 - Austria, 141.
 - United Kingdom, 441. - Numbers employed, June, 1921.
 - Overtime rates, 441.
 - Proportion of time-workers and piece-workers in 1906, 106.
- Bricks, pottery, glass, etc., industries :
- See also* Glass and Pottery.
 - Families of married men and widowers, 1921, 428-9.
 - Hours :
 - Austria, 141.
 - United Kingdom, 437. - Numbers employed, 1881-1921, 61, 404, 416, 417, 418, 419, 421, 424.
 - Overtime rates, 437.
 - Proportion of time-workers and piece-workers in 1906, 105.
 - Unemployment, 35, 444, 450, 456.
- Bricklayers and masons, Trade Unions and membership, 1897, 1924, 186.
- British Columbia :
- Hours of labour, 24, 139, 162.
 - Welfare work, 212.
- Brush and broom making :
- Hours of labour and overtime rates, 442.
 - Number employed, June, 1921, 414.
 - Proportion of time-workers and piece-workers in 1906, 107.
 - Trade Board rates, 470.
 - Unemployment, June, 1923, to June, 1925, 449, 454, 460.
- Brussels, Wages :
- Purchasing power of, and comparison with London, 12, 14, 100-1, 102.
 - Real, change in level of since 1914, 103-4.
- Building and allied trades :
- Collective bargaining, 41.
 - Conciliation Board, South Africa, 365.
 - Dangerous trade regulations, 187, 188.
- Building and allied trades (*cont.*) :
- Demarcation in, 40.
 - Families of married men and widowers, 1921, 428-9.
 - Hours :
 - Austria, 141.
 - Belgium, 142.
 - France, 145.
 - Germany, 150.
 - Italy, 152.
 - United Kingdom, 20, 129, 440. - Joint Industrial Council, 295, 296, 297.
 - Overtime :
 - Payment rates, 131, 133, 440.
 - Restrictions, 1925, 135, 136. - Numbers employed, 1881-1921, 61, 63, 413, 420, 423, 426.
 - Time-workers and piece-workers proportion in 1906, 105, 106.
 - Trade Unions and membership, 1897, 1924, 186.
 - Unemployment in, 35, 246, 448, 454, 460.
 - Wages :
 - Changes in levels of real wages in certain capital cities since 1914, 103.
 - Family allowances, France, 124.
 - Increase, 1920 and 1925 over 1914, 75, 86, 90.
 - Purchasing power of, in certain capital cities, 100.
 - Sliding scale system, 110.
 - Weekly time-rates, 87, 88, 92.
- Bulgaria, hours of labour, 25 note, 139.
- Butchers' establishments, hours in Austria, 141.
- Button-making :
- Numbers employed, June, 1921, 413.
 - Trade Board rates, 471.
- C.
- Cabinet-making, proportion of time-workers and piece-workers in 1906, 106.
- Canada :
- Hours of labour, 162.
 - Industrial Disputes Investigation Act, 1907, 257-8.
 - Industrial disputes, provision for settlement and prevention, 50, 51, 355-64.
 - Welfare work, 200, 211-3.

- anal, river, dock and harbour service, unemployment in, June, 1923, to June, 1925, 449, 455, 461.
- carpenters and joiners, Trade Unions and membership, 1897, 1924, 186.
- carpet industry :
Hours of labour, 129, 437.
Numbers employed, 409, 419, 422, 425.
- Overtime :
Payment rates, 133, 437.
Restrictions, 1925, 135, 137.
- Time-workers and piece-workers, proportion in 1906, 107.
- Unemployment in, June, 1923, to June, 1925, 447, 453, 459.
- Wages, sliding scale system, 110.
- carving industry, hours of labour, 129.
- casual labour problem, 23, 166-71.
- cattle and poultry foods (not including oil cake) numbers employed, June, 1921, 410.
- Case, Lord, Committee of Inquiry into Trade Boards, 289-90.
- celluloid and casein composition, numbers employed, June, 1921, 413.
- cellulose, hours in Austria, 141.
- cement, etc., industry :
Hours of labour, 129, 437.
Numbers employed, June, 1921, 404.
Overtime rates, 132, 134, 437.
Unemployment in, 35, 444, 450, 456.
- Central Civil Government (British and Imperial), number employed, June, 1921, 415.
- Chain trade :
General minimum time-rate of adult workers, 1914-1925, 93.
Proportion of time-workers and piece-workers in 1906, 107.
Trade Board, 292.
Rates, 470.
- Chemical industries :
Dangerous trades regulations, 183.
Hours :
France, 145.
Germany, 150.
Italy, 152.
Switzerland, 159.
United Kingdom, 20, 130, 437.
- Chemical industries (*continued*) :
Insured persons under Unemployment Insurance Acts, 1923, 1924, 222, 224, 226.
Joint Industrial Council, 45.
Negotiating machinery, 48, 275.
Numbers employed, 61, 404, 405, 416, 417, 419, 421, 424.
Overtime rates, 437.
Profit-sharing, 325.
Proportion of time-workers and piece-workers, 105.
Unemployment in, 35, 224, 227, 445, 451, 457.
- Wages :
Family allowances, France, 124.
Increase, 1920 and 1925 over 1914, 83, 86, 90.
Payment, systems, 117-8.
Weekly time rates at June 30, 1925, 92.
Welfare work, France, 201, 202.
- Chemicals, oils, paints, etc. manufacture :
Families of married men and widowers, 1921, 428-9.
Numbers employed at each Census, 1881-1921, 416, 417, 419, 421, 424.
Time-workers and piece-workers, proportion in 1906, 16, 106, 117.
- Chile, hours of labour, 25, note, 139.
- China clay and china stone works, proportion of time-workers and piece-workers in 1906, 106.
- Civil Service :
Joint Industrial Council, 45.
Sliding scale system, 110.
- Clarke, Nickolls and Coombs, Messrs., profit sharing, 329, 331.
- Clerks and draughtsmen (not Civil Service or Local Authority), typists, families of married men and widowers, 1921, 430-1.
- Clothing industry :
Hours :
Belgium, 142.
France, 144.
Poland, 156.
United Kingdom, 438-9.
Negotiating machinery, 47, 275-6.
Numbers employed, 61, 63, 410.
Overtime rates, 438-9.
Time-workers and piece-workers, proportion, 16, 105, 107, 118.

- Clothing industry (*continued*):
 Trade unions and membership,
 1897, 1924, 185.
 Unemployment in, 35, 447, 453,
 459.
 Wages:
 . Payment systems, 118-9.
 . Sliding scale system, 110.
- Coach, etc., building:
 Proportion of time-workers and
 piece-workers in 1906, 106.
 Trade unions and membership,
 1897, 1924, 185.
- Coal Mines Act, 1919, 129.
 Coal Mines Minimum Wage Act,
 1912, 111, 256.
 Coal Mines Regulation Act, 1908,
 20, 128, 135.
- Coal Mining:
 Collective bargaining, 41.
 Hours:
 . Austria, 140.
 . Germany, 24, 150.
 . United Kingdom, 19, 20, 25, 78,
 128, 129, 433.
 Insured persons under Unem-
 ployment Insurance Acts, 1923,
 1924, 222, 224, 226.
 Negotiating machinery, 45, 47,
 265-7.
 Numbers employed, 1881-1921,
 4, 61, 62, 416, 417, 418, 421, 424.
 Overtime:
 . Payment, 21, 132, 433.
 . Restrictions, 22, 135.
 Piece-workers, proportion, 16, 107
 Short time, 22.
 Strike, 1912, 256, 340.
 Unemployment, 22, 35, 224, 227,
 444, 450, 456.
 Wages:
 . Family allowances:
 . . Belgium, 18, 125-6.
 . . France, 124.
 . Increase, 1920 and 1925 over
 . . 1914, 77-8, 88, 86.
 . Methods of adjustment, 109.
 . Sliding scale system, 265.
 . Subsistence rates per shift,
 . . 1925, 78.
 . Systems of payment, 110-2.
 . Weekly time rates, 88, 92.
- Welfare work:
 . Belgium, 206.
 . France, 202.
 . United Kingdom, 28-9.
- Cocoa, chocolate, sugar confec-
 tionery, etc., manufacture:
 Hours of labour and overtime
 rates, 441.
 Numbers employed, June, 1921,
 411.
 Unemployment in June 1923 to
 June 1925, 447, 453, 459.
- Coffin furniture and cerement
 making:
 Hours of labour, 129.
 Trade Board rates, 470.
- Coke ovens and by-product plants:
 Numbers employed, 404, 418,
 421, 424.
 Unemployment, June, 1923, to
 June, 1925, 444, 450, 456.
 Wages, methods of adjustment,
 109.
- Collective bargaining, 41-3, 109,
 257.
- Colombia, industrial disputes, pro-
 vision for settlement and preven-
 tion, 382-3.
- Commerce, industrial disputes pro-
 vision re settlement, Spain, 391.
- Commerce, banking, etc., *see* Bank-
 ing, etc.
- Commission of Inquiry into In-
 dustrial Unrest, 1917, 259.
- Committee on Relations between
 Employers and Employed (Whit-
 ley Committee), 42, 43-4, 260-1,
 288, 294, 302-4.
- Compressed air workers, hours in
 Netherlands, 153.
- Conciliation Act, 1896, 43, 255.
- Conciliation and arbitration:
 . Machinery, 43-4, 254-65.
 . Historical note on, 254-65.
 . in Overseas countries, 49-52,
 342-95.
- Conciliation and Arbitration Boards:
 254.
 . Boot and shoe industry, 276.
 . Coal mining, 266-7.
 . Iron and steel industry, 268-9
- Conditions of work, Industrial
 Fatigue Research Board's work
 re, 174-5.
- Constructional engineering:
 Hours of labour and overtime
 rates, 440.
 Insured persons under Unem-
 ployment Insurance Acts, 1923
 and 1924, 222, 224, 226.
 Unemployment in, June 1923 to
 June 1925, 224, 227, 445, 451,
 457.

- Constructional operations :
 Hours, Norway, 154.
 Proportion of time-workers and
 piece-workers in 1906, 106.
- Co-partnership : 318-34.
 Definition, 320-21.
 Employees' share in capital and
 control, 330-1.
 Results, 331-3.
 Size of firms, 326.
 Trade union attitude, 333-4.
- Co-operative Societies, hours of
 labour and overtime rates, 440.
- Coopering, hours of labour and
 overtime rates, 442.
- Copenhagen, wages :
 Purchasing power of wages in,
 100-1, 102.
 Real, change in level of, since 1914,
 103-4.
- Copper smelting and refining, hours
 of labour and overtime rates, 435.
- Corn mills, hours in Austria, 141.
- Corn porters, piece work system, 16,
 108.
- Corn Production Acts (Repeal) Act,
 1921, 315.
- Corset making :
 Hours of labour and overtime
 rates, 438.
 Numbers employed, June 1921,
 410.
 Proportion of time-workers and
 piece-workers in 1906, 107.
 Trade Board, 118.
 Rates, 470.
- Cost of Living :
 Course of, since 1919, 96.
 Increase above 1914, 9-10, 95,
 96-8.
 Official statistics, 9, 94-5.
 Wages and, 94-8.
- Costa Rica, hours of labour, 139.
- Cotton industry :
 Hours :
 Japan, 139 note,
 Netherlands, 154.
 Switzerland, 159.
 United Kingdom, 129, 436.
 Industrial Fatigue Research
 Board Investigation, 172, 174,
 175.
 Insured people in, 15 note, 222,
 224, 226.
- Cotton industry (*continued*) :
 Negotiating machinery, 45, 47,
 272-4.
 Numbers employed, 1881-1921,
 61, 408, 416, 417, 419, 422, 425.
 Overtime rates, 436.
 Piece-work system, 16, 108.
 Short time, 22.
 Time-workers and piece-workers,
 in 1906, proportion of, 107, 115.
 Trade unions and membership,
 1897, 1924, 185.
 Unemployment in, 35, 224, 227,
 447, 452, 458.
 Wages :
 Increase at December, 1920,
 and June, 1925, over 1914,
 82, 86, 89.
 Payment systems, 115-6.
 Weekly time rates at 30th June,
 1925, 92.
 Welfare work, 185, 191.
 India, 213, 214.
- Cotton waste reclamation, trade
 board rates, 471.
- Courts of Inquiry into industrial
 disputes, 264.
- Craft unions, 268.
- Cutlery and tools, etc. :
 Numbers employed, 407, 419,
 422, 425.
 Unemployment, June, 1923, to
 June, 1925, 446, 452, 458.
- Czechoslovakia :
 Family allowances, 123.
 Hours of labour, 25 note, 139,
 143-4, 163, 164.
- D.
- Dangerous Trades Orders and Regu-
 lations, 183-4, 187, 195.
- Demarcation, 40.
- Denmark :
 Hours of labour, 139.
 Industrial disputes, provisions for
 settlement and prevention, 49,
 385-7.
- Distributive trades :
 Hours of labour and overtime
 rates, 440.
 Insured people in, rise in numbers,
 15 note.
 Unemployment in, 35, 449, 455,
 461.
- District committees, 46.

- Dock labour :
 Casual labour problem, 23, 166-71.
 Collective bargaining, 41.
 Hours :
 France, 145.
 Netherlands, 153.
 United Kingdom, 439.
 Joint Industrial Council, 45.
 Overtime rates, 132, 439.
 Safety first movement, 188.
 Proportion of time-workers and
 piece-workers in 1906, 106.
 Strike, 1911, 256.
 Unemployment, 35, 36.
 Wages, increase at December,
 1920, and June, 1925, over 1914,
 86, 90.
- Docks, Lighthouses, Canals, etc.,
 numbers employed, June, 1921,
 414.
- Dockyards, *see* Naval Dockyards.
- Dressmaking and millinery :
 Hours of labour, 129, 438.
 Number employed, 410, 420, 423,
 425.
 Overtime rates, 438.
 Proportion of time-workers and
 piece-workers in 1906, 106, 107,
 118.
 Trade Board, 293.
 Unemployment in, June, 1923, to
 June, 1925, 447, 453, 459.
- Dressmaking and women's light
 clothing Trade Board :
 Established, 118.
 Rates, 470.
- Drink industries :
 Families of married men and
 widowers, 1921, 428-9.
 Hours of labour and overtime
 rates, 441.
 Numbers employed, 62, 411, 420,
 423, 426.
 Profit sharing, 325.
 Proportion of time-workers and
 piece-workers in 1906, 105.
 Trade unions and membership,
 1897, 1924, 185.
 Unemployment in, 35, 447-8,
 453, 459.
 Wages, sliding scale, system, 110.
- Dyeing, Bleaching, Finishing, etc.,
see Bleaching, etc.
- Dyeing and Cleaning Industry :
 Hours, 20, 439.
 Overtime rates, 439.
 Time-workers and piece-workers,
 in 1906, proportion of, 106.
 Unemployment in, June, 1923, to
 June, 1925, 449, 455, 461.
- E.
- Earthenware, China, Porcelain,
 Terra Cotta, Glazed Tiles, number
 employed, June, 1921, 404.
- Ecuador, hours of labour, 139.
- Electric accumulators, dangerous
 trades regulations, 183-4.
- Electrical apparatus, cables, in-
 stallation and contracting :
 Families of married men and
 widowers, 1921, 428-9.
 Hours of labour, 435, 440.
 Insured persons under Unemploy-
 ment Insurance Acts, 1923 and
 1924, 222, 224, 226.
 Negotiating machinery, 47, 271.
 Numbers employed, 406, 419, 422,
 425.
 Overtime :
 Payment rates, 132, 134, 435,
 440.
 Restrictions, 1925, 136.
 Unemployment, June, 1923, to
 June, 1925, 224, 227, 446, 452,
 458.
 Wages, sliding scale system, 110.
- Electrical engineering :
 Insured persons under Unemploy-
 ment Insurance Acts, 1923 and
 1924, 222, 224, 226.
 Unemployment in, June, 1923, to
 June, 1925, 224, 227, 445, 451,
 457.
- Electrical Industries :
 Insured persons under Unemploy-
 ment Insurance Acts, 1923,
 1924, 226.
 Proportion of time-workers and
 piece-workers in 1906, 115.
 Unemployment in, 34-35, 227.
 Wages, payment systems, 115.
 Welfare work, Germany, 203.
- Electricity Supply Industry :
See also Gas, etc., and Public
 Utility Services.
 Conciliation Board, South Africa,
 365.
 District Committees, 48.
 Hours in France, 145.
 Hours of labour, 128, 130, 442.

- Electricity Supply Industry (*cont.*):
 Joint Industrial Council, 296, 299.
 Negotiating machinery, 47, 271-2.
 Overtime rates, 442.
- Electro-plating, hours in Belgium, 142.
- Embroidery industry, hours, Switzerland, 159.
- Emigration, stoppage during the war, 3.
- Emigration and immigration statistics, 58-59.
- Employment, numbers employed, statistics, 59-63.
- Employment Exchanges, numbers recorded on registers, 1921-1925, 222, 225.
- Employment of Women, Young Persons and Children Act, 1920, 28, 135, 181.
- Enfield Royal Small Arms Factory, time-work and piece-work, proportions, 122.
- Engineering industry:
See also Metal, engineering and shipbuilding trades.
 Collective bargaining, 41.
 Demarcation in, 40.
 Family allowances, Belgium, 126.
 Hours:
 Germany, 150.
 Italy, 152.
 Poland, 155.
 United Kingdom, 128, 435.
 Insured persons under Unemployment Insurance Acts, 15 note, 222, 224, 226.
 Negotiating machinery, 45, 47, 269-70, 314.
 Numbers employed, June, 1921, 406.
 Overtime:
 Payment rates, 21, 131, 132, 133, 435.
 Restrictions, 22, 134, 135, 136.
 Piece-work system, 108.
 Profit sharing, 325, 325-6.
 Time-workers and piece-workers, proportion of, 16, 105, 113.
 Unemployment in, 35, 224, 227, 445, 451, 457.
- Wages:
 "Bonus" system, 17.
 Changes in levels of real wages in certain capital cities since 1914, 103, 104.
 Comparison with foreign countries, 13.
 Family allowances, France, 124.
- Engineering industry (*continued*):
 Wages (*continued*):
 Increase over 1914, 7, 11, 80-1, 86, 89.
 Methods of adjustment, 109, 314.
 Payment systems, 113-4.
 Purchasing power of, in certain capital cities, 100, 101.
 Weekly time rates, 87, 88, 92.
 Welfare work, 191:
 France, 200, 201, 202.
 Italy, 205.
 Works Committees, 305.
- Entertainments and sports:
 Families of married men and Widowers, 1921, 430-1.
 Numbers employed, 1921, 62, 415.
 Trade Unions and membership, 1897, 1924, 186.
 Unemployment in, June, 1923, to June, 1925, 449, 455, 461.
- Explosive manufacture:
 Number employed, June, 1921, 404.
 Unemployment in, June, 1923 to June, 1925, 445, 451, 457.
- Export Packing Trade, London, Overtime restrictions, 1925, 138.
- Exporting industries:
 Collective bargaining, 42.
 Unemployment in, 34.
 Wages:
 Compared with "sheltered" Industries, 84-92.
 Systems of payment, 110-9.
 Weekly time rates of wages at June 30, 1925, of skilled workmen and labourers, 92.

F.

- Factories and Workshops, Hours:
 Netherlands, 153.
 New Zealand, 162.
 Norway, 154.
 Switzerland, 158.
 Western Australia, 161.
- Factory and Workshops Acts, 19, 25, 27, 28, 128, 134, 135, 180, 183, 185.
- Family allowances system, 18, 123-6.
- Farming, numbers employed, June, 1921, 403.
- Ferriery:
 Hours of labour and overtime rates, 435.
 Proportion of time-workers and piece-workers in 1906, 106.

- Feather dressing, cleansing and dyeing, numbers employed, June, 1921, 413.
- Fellmongery :
Hours of labour and overtime rates, 443.
Numbers employed, June, 1921, 410.
- Felt hat making :
Hours of labour and overtime rates, 459.
Numbers employed, June, 1921, 410.
- Fibres, preparing, spinning and weaving, numbers employed, June 1921, 409.
- Finland :
Hours of labour, 139.
Industrial disputes, provision for settlement and prevention, 387-8.
- Fish curing and preserving :
Employment of women and young persons, 185-6.
Numbers employed, 411.
Welfare order, 194.
- Fishing industry :
Families of married men and widowers, 1921, 428-9.
Numbers employed in, 61, 403, 416, 417, 418, 421, 424.
Payment, method, 108
Unemployment, June, 1923, to June, 1925, 444, 450, 456.
- Flax, hemp, etc., industry :
Hours of labour and overtime rates, 437.
Numbers employed, 409, 416, 417, 419, 422, 425.
Trade Board rates, 471.
- Flint glass manufacture :
Hours, 20, 438.
Overtime rates, 438.
- Flour Milling, hours of labour and overtime rates, 441.
- Flower and seed growing and nursery gardening, numbers employed, June, 1921, 403.
- Food industries :
Families of married men and widowers, 1921, 428-9.
Hours of labour, 441.
Numbers employed, 61, 410-11, 420, 423, 426.
Overtime rates, 441.
Profit sharing, 325.
Time-workers and piece-workers, proportion in 1906, 105.
- Food industries (*continued*) :
Trade Unions and membership, 1897, 1924, 185.
Welfare work, 191.
Unemployment in, June, 1923, to June, 1925, 147-8, 453, 459.
Wages, sliding scale system, 110.
Forestry, numbers employed, June, 1921, 403.
- France :
Agriculture, unemployment, 242.
Family allowances, 18, 123, 124, 124-5.
Hours of labour, 24, 139, 144-7, 163, 164.
Immigration, 252.
Industrial disputes, provisions for settlement and prevention, 49, 388-9.
National Economic Council, 313.
Negotiating machinery, 309, 310, 313.
Unemployment, 38, 252.
Wages :
Engineers, comparison with U.K., 13.
Purchasing power compared with U.K. 12 note.
Welfare, 200-3.
- Fruit preserving, Welfare order, 194.
- Fur trade, Trade Board :
Established, 118.
Trade Board rates, 470.
- Fur, skins, leather, numbers employed, 410, 419, 423, 425.
- Furnishing, Trade Unions and membership, 1897, 1924, 185.
- Furniture industry :
Hours of labour, 442.
Numbers employed, 412.
Overtime :
Payment rates, 1914, 131, 442.
Restrictions, 135, 138.
Unemployment, 448, 453, 460.
- Wages :
Changes in levels of real wages in certain capital cities since 1914, 104.
Purchasing power of, in certain capital cities, 101.
Sliding scale system, 110.
- Furniture Removing and Warehousing, hours of labour and overtime rates, 439.
- Furriery, proportion of time-workers and piece-workers in 1906, 106.
- Fustian, Cord, etc., Cutting, proportion of time-workers and piece-workers in 1906, 107.

G.

15 Industry :
 Collective bargaining, 41.
 Hours of labour, 128, 130, 442.
 France, 145.
 Profit-sharing, 322, 324, 325, 328, 328-9, 331, 333.

as, Water and Electricity Services :
 See also Electricity Supply and Public Utility Services.
 Families of married men and widowers, 1921, 428-9.
 Hours of labour and overtime rates, 442.
 Numbers employed, 62, 414, 420, 423, 426.
 Profit-sharing, 325.
 Proportion of time-workers and piece-workers in 1906, 106.
 Unemployment, June, 1923, to June, 1925, 449, 454, 461.
 Wages, sliding scale system, 110.
 Welfare work, France, 201.

eneral Labour, Trade Unions and membership, 1897, 1924, 186.

eneral Waste Materials Reclamation :
 Hours of labour and overtime rates, 442.
 Trade Board rates, 471.

ermany :
 Agriculture, unemployment, 242.
 Coal-mining, hours, 24.
 Hours of labour, 24, 139, 147-50, 164.
 Industrial disputes, provision for settlement and prevention, 49, 51-2, 366-72.
 Negotiating machinery, 309, 311-3.
 Provisional Federal Economic Council, 311-3.
 Unemployment, 38, 242-3, 246-50.

Wages :
 Engineers, comparison with U.K., 13.
 Family allowances, 123, 124.
 Purchasing power compared with U.K., 12 note.
 Welfare work, 203-4.

lass-bottle making trade :
 " Bonus " system in, 17.
 Hours of labour and overtime rates, 438.
 Numbers employed, June, 1921, 404.
 Piece-work system, 108.

Glass-bottle making trade (*cont.*) :
 Time-workers and piece-workers, proportion in 1906, 107.
 Unemployment, 35, 445, 450, 456.

Glass Industry :
 See also Bricks, etc., and Plate Glass.
 Industrial Fatigue Research, Board investigation, 172.
 Numbers employed, June, 1921, 404.
 Profit-sharing, 325.
 Trade Unions and membership, 1897, 1924, 185.
 Unemployment, June, 1923, to June, 1925, 445, 450, 456.
 Welfare orders, 194.

Glove making :
 Hours of labour and overtime rates, 439.
 Numbers employed, June, 1921, 410.

Government employ, welfare, France, 201.

Government establishments, time-work and piece-work in, 119-22.

Grain Milling :
 Numbers employed, June, 1921, 410.
 Proportion of time-workers and piece-workers in 1906, 106.
 Unemployment in, June, 1923, to June, 1925, 447, 453, 459.

Gramophones, phonographs, etc. (including records), numbers employed, June, 1921, 44.

Granite trade, Aberdeen, overtime restrictions, 1925, 138.

Greece, hours of labour, 25 note, 139.

Grocery trade :
 Hours in France, 147.
 Trade Board rates, 471.

Gut scraping, etc., welfare orders, 194.

H.

Hair, bass and fibre, Trade Board rates, 471.

Hair curling, spinning and weaving, hair felt, numbers employed, June, 1921, 409.

Halifax, slubbing dyeing trade, payment of wages, method, 108.

- Handkerchiefs, scarves, ties, numbers employed, June, 1921, 410.
- Hat, cap and millinery trade :
 Hours of labour and overtime rates, 439.
 Numbers employed, 410, 420, 423, 425.
 Unemployment in, June, 1923, to June, 1925, 447, 453, 459.
 Trade Board :
 Established, 118.
 Rates, 471.
- Health of Munition Workers Committee, 189-90.
- Heating and domestic engineering, hours of labour and overtime rates, 434.
- Heating and ventilating apparatus, unemployment, June, 1923, to June, 1925, 446, 452, 458.
- Heavy chemicals, *see* Chemical industries.
- Hemming and embroidering, numbers employed, June, 1921, 409.
- Hemp, spinning and weaving, rope, cord, twine, etc., making:—
See also Flax.
 Unemployment, June, 1923, to June, 1925, 447, 452, 458.
- Herring curing—*see* Fish.
- Holland, *see* Netherlands.
- Hollow-ware trade :
 Hours of labour, 129, 435.
 Overtime rates, 435.
 Trade Board rates, 470.
 Welfare order, 194.
- Hosiery industry and knitted goods :
 Hours of labour, 129, 437.
 Joint Industrial Council, 45.
 Numbers employed, 61, 409, 419, 422, 425.
 Overtime :
 Payment rates, 437.
 Restrictions, 1925, 135.
 Time-workers and piece-workers, proportion in 1906, 107.
 Trade unions and membership, 1897, 1924, 185.
 Unemployment in, June, 1923, to June, 1925, 447, 453, 459.
- Hotel, boarding-house, club services, unemployment in, June, 1923, to June, 1925, 449, 455, 461.
- Hours of labour : 18-25, 127-164, 1914, 128.
 1925, 130-31.
 recent Changes in, 19-23.
 Effect on rate of output, 19.
 Industrial Fatigue Research Board's work, 174.
 Length of shift, Industrial Research Board's work re, 174.
 in Other countries, 23-25, 138-64.
 Overtime :
 Payment for, *see under* Wages.
 Provision for, 21-2, 131-8.
 Recognised hours, 1918, 1925, and overtime rates of pay in certain industries, 433-43.
 Recommendations of Provisional Joint Committee, 307.
 Reduction of, in 1919 and 1920, 128-30.
 Rest-pauses, Industrial Fatigue Research Board's work *re*, 174.
 Short time and under-employment, 22-23.
- House construction trades, unemployment in, 35.
- Housing :
 France, 201-2.
 by State and Local Authorities, 199-200.
- Humidity, Industrial Fatigue Research Board's work *re*, 175.

I

- India :
 Hours of labour, 25 note, 139.
 Welfare work, 213-4.
- India-rubber industry :
 Hours of labour and overtime rates, 443.
 Sliding scale system, 110.
- Industrial agreements, compulsory enforcement question, 314-8.
- Industrial Council, establishment, 1911, functions, etc., 256, 306.
- Industrial Court, 263.
 Disputes referred to, 44.
- Industrial Courts Acts, 44, 48, 110, 261, 262, 262-4, 267.

Industrial disputes : §
 Causes, 337-8.
 Discontinuity of work by, 39-40.
 Dominion and foreign legislation for the settlement and preventing of, 49-52, 341-95.
 Duration and magnitude, 334-7.
 Loss of time through, 166.
 Results, 338-9.
 Settlement methods, 340.
 involving Stoppage of work, 334-40.

Industrial Fatigue Research Board, origin and work of, results, etc., 26-7, 171-8.

Industrial negotiation, Machinery for, 41-53, 253-395.
 Exporting and transporting industries, machinery, 265.
 in Other countries, 309-13.
 Recommendations of Provisional Joint Committee, 307-8.

Industrial Welfare Society, 29, 191, 192.

Inland navigation services, hours, Italy, 151.

Institution of Industrial Welfare Workers, 191, 192.

Insurance companies, hours in France, 145.

Interim Reconstruction Committees, 45, 295-6, 301.

International Labour Office, 38, 124.

International Labour Organisation, Hours Convention, 25.

Iron foundries, welfare agreements, 185.

Iron ore and ironstone mining and quarrying :
 Hours of labour, 20, 433.
 Numbers employed, 403, 418, 421, 424.
 Overtime rates, 433.
 Unemployment, June, 1923, to June, 1925, 444, 450, 456.
 Wages, increase over 1914, 75, 86, 89.
 Welfare work, France, 202.

Iron and steel industry :
See also Pig iron.
 Hours :
 Italy, 152.
 Poland, 155.
 United Kingdom, 128, 434.
 Industrial Fatigue Research Board investigation, 172, 174, 174-5.

Iron and steel industry (*continued*) :
 Insured persons under Unemployment Insurance Acts, 15 note, 224, 226.
 Negotiating machinery, 45, 47, 267-9.
 Numbers employed, 403, 405, 419, 421, 422, 425.
 Overtime rates, 434.
 Piece-work system, 16, 108.
 Trade Unions and membership, 1897, 1924, 185.
 Time-workers and piece-workers, proportion of, 16, 112.
 Unemployment in, 35, 224, 227, 445, 451, 457.

Wages :
 " Bonus " system among blast furnacemen, 17, 112.
 Family allowances, Belgium, 126.
 Increase, 1920 and 1925 over 1914, 75, 78-80, 86, 89.
 Methods of adjustment, 109.
 Payment, systems of, 112-3.
 Weekly time rates, 88, 92.

Welfare work : 191.
 France, 203.
 India, 213.

Italy :
 Family allowances, 124.
 Hours, 24, 25, 139, 151-2, 163, 164.
 Industrial disputes, provision for settlement and prevention, 49, 389.
 Negotiating machinery, 309, 310.
 Welfare work, 30, 204-6.

J.

Japan :
 Hours of labour, 139 note.
 Welfare work, 200, 214-6.

Jewellery, silver and electro-plate, etc., working :
 Hours of labour, 435.
 Numbers employed, 405, 414, 419, 422, 425.
 Overtime rates, 132, 435.
 Proportion of time-workers and piece-workers in 1906, 106.

Joint Industrial Councils, 22, 26, 29, 42, 44-6, 109, 186, 187-8, 294-301.
 Activities of, 298-9.
 Boot and shoe industry, 277.

- Joint Industrial Councils (*cont.*):
 Breakdown of certain, 299-300.
 District Councils and Works Committees, 298.
 Electrical contracting industry, 271.
 Electricity supply industry, 272.
 Establishment and constitution, 262, 295-7.
 Functions, 294-5.
 Heavy chemical industry, 275.
 List of, in existence, June, 1925, 300-1.
 Shipping industry, 281.
 Woolen and worsted industry, 274-5.
- Jute industry:
 Hours of labour, 437.
 Overtime rates, 132, 134, 437.
 Trade Board rates, 470.
 Trade Unions and membership, 1897, 1924, 185.
 Unemployment, June, 1923 to June, 1925, 447, 452, 458.
- L.**
- Labourers, weekly time rates of wages at 30th June, 1925, in exporting and "sheltered" industries, 92.
- Lace industry:
 Hours of labour, 437.
 Numbers employed, 61, 409, 419, 422, 425.
 Overtime:
 Payment rates, 437.
 Restrictions, 1925, 135.
 Time-workers and piece-workers, proportion in 1906, 107.
 Trade Board rates, 470.
 Unemployment in, June, 1923 to June, 1925, 22, 447, 453, 469.
- Lace curtain industry:
 Overtime:
 Payment rates, 1925, 132.
 Restrictions, 1925, 136-7.
- Lace finishing trade, general minimum time-rate of adult workers, 1914, 1925, 93.
- Latin America, hours of labour, legislation introduced, 24.
- Latvia, hours of labour, 25 note, 139.
- Laundry trade:
 Hours:
 Belgium, 142.
 United Kingdom, 439.
 Industrial Fatigue Research Board investigation, 172.
 Overtime rates, 439.
 Trade Board rates, 470.
 Unemployment in, 35, 449, 455, 461.
 Welfare order, 194.
- Lead industry, hours in Poland, 155.
- Lead mines, number employed, June, 1921, 403.
- Lead smelting, hours of labour and overtime rates, 434.
- Lead and spelter manufacture, hours of labour, 130.
- Lead, tin, and copper mining, un-employment, June, 1923, to June, 1925, 444, 450, 456.
- Leather and leather goods industry:
 Hours of labour, 129, 443.
 Families of married men and widowers, 1921, 428-9.
- Leather:
 Joint Industrial Council, 315.
 Numbers employed, 81, 410, 419, 423, 425, 422.
 Overtime rates, 443.
 Proportion of time-workers and piece-workers, in 1906, 107.
 Trade unions and membership, 1897, 1924, 185.
 Unemployment in, June, 1923, to June, 1925, 447, 453, 459.
- Lever Brothers, Ltd., Messrs., profit sharing, 328, 329, 333.
- Lighting:
 Industrial Fatigue Research Board's work re, 175.
 Regulations, 184.
- Lime, cement, concrete, etc., manufacture, numbers employed, 1881-1921, 418, 421, 424.
- Lime kilns and whitening works, numbers employed, June, 1921, 404.
- Limestone quarrying, hours of labour and overtime rates, 433.
- Linen and cotton handkerchiefs, Trade Board rates, 471.
- Linen industry:
 Hours:
 Switzerland, 159.
 United Kingdom, 129.

Linen Industry (*continued*):

- Industrial Fatigue Research Board investigation, 172.
 - Trade unions and membership, 1897, 1924, 185.
 - Unemployment, June, 1923, to June, 1925, 447, 452, 458.
- Linoleum, etc., manufacture:
- Numbers employed, June, 1921, 413.
 - Proportion of time-workers and piece-workers, in 1906, 106.
 - Unemployment, June, 1923, to June, 1925, 448, 454, 460.
- Lisbon, purchasing power of wages and comparison with London, 102.
- Lithuania, hours of labour, 139.
- Liverpool, casual labour system, 23, 168.
- Loading and unloading of goods, hours in Belgium, 142.
- Local Authorities (non-trading services):
- Hours of labour and overtime rates, 442.
 - Joint Industrial Council, 297.
- Wages:
- Increase, 1920 and 1925, over 1914, 86, 91.
 - Methods of adjustment, 110.
 - Sliding scale system, 110.
 - Weekly time-rates, 88, 92.
- Local Authority Services, proportion of time-workers and piece-workers, in 1906, 106.
- Local Government:
- Numbers employed, 62, 415, 421, 423.
 - Trade unions and membership, 1897, 1924, 186.
 - Unemployment in, June, 1923, to June, 1925, 449, 455, 461.
- Lock-outs, *see* Industrial Disputes.
- London:
- Change in level of real wages since 1914, 103-4.
 - Comparison of "real" wages with cities overseas, 98-104.
- Port of:
- Casual labour system, 169, 170.
 - Under-employment, 23.
 - Purchasing power of wages in, 100-1, 102.
- Luxemburg, hours of labour, 139.

M.

- Machine design, Industrial Fatigue Research Board's work re, 176.
- Machine joinery, proportion of time-workers and piece-workers, in 1906, 106.
- Machines, implements and conveyances, manufacture, numbers employed, 61, 62.
- Madrid, wages:
 - Purchasing power of, and comparison with London, 99, 100-1, 102.
 - Real, change in level of, since 1914, 103-4.
- Marine engineering:
 - Insured persons under Unemployment Insurance Acts, 1923 and 1924, 222, 224, 226.
 - Numbers employed, June, 1921, 407.
 - Unemployment in, June, 1923, to June, 1925, 224, 227, 445, 451, 457.
- Market gardening and fruit farming, numbers employed, June, 1921, 403.
- Match manufacture:
 - Hours of labour and overtime rates, 437.
 - Welfare work, France, 201.
- Mercantile marine:
 - Hours:
 - France, 145-6.
 - Germany, 148.
 - Norway, 154.
 - Sweden, 156, 157.
 - Joint Industrial Council, 45.
- Merchant Shipping Acts, 25, 27, 282.
- Merchants, warehousemen and retail traders, profit sharing, 325.
- Metal, engineering and shipbuilding trades:
 - See also* Engineering and Shipbuilding.
 - Demarcation in, 40.
 - Families of married men and widowers, 1921, 428-9.
- Family allowances:
 - Belgium, 126.
 - France, 124.
- Hours:
 - France, 145.
 - Germany, 150.
 - Netherlands, 25.
 - Poland, 155, 156.
 - United Kingdom 434-6.

- Metal, engineering and shipbuilding trades (*continued*):
 Numbers employed in, 4, 61, 62, 405, 406, 407-8, 416, 417, 419, 421, 424-5.
 Overtime rates, 434-6.
 Profit sharing, 325, 325-6.
 Trade unions and membership, 1897, 1924, 185.
 Unemployment in, June, 1923, to June, 1925, 445, 446, 451, 452, 457, 458.
 Unemployment in Great Britain and Germany, pre-war, 246.
 Wages, sliding scale system, 110.
 Welfare work:
 Belgium, 206.
 France, 200, 201, 202.
 Germany, 203.
 Italy, 205.
- Metallic bedstead making, hours of labour and overtime rates, 435.
 Mexico, hours of labour, 139.
 Migration, 358-9, 65-8.
 Milan, wages, purchasing power of, and comparison with London, 102.
 Milk distributive trade:
 Hours of labour, 440.
 Overtime rates, 132, 440.
 Trade Board, 292.
 Rates, 471.
 Mill, Sawing, *see* Saw Milling.
 Millinery, *see* dressmaking and millinery.
 Mineral and aerated water manufacture:
 Hours of labour and overtime rates, 441.
 Number employed, June, 1921, 411.
 Proportion of time-workers and piece-workers in 1906, 106.
 Trade Board rates, 471.
 Mineral refining, number employed, June, 1921, 404.
 Miners' Welfare Fund, 196-7.
 Mines Regulation Acts, 25, 27.
 Mining Industry:
See also Coal and Iron, and Mining and Quarrying.
 Conciliation Board, South Africa, 365.
- Mining Industry (*continued*):
 Family allowances:
 Belgium, 126.
 France, 125.
 Hours:
 Austria, 140.
 Belgium, 141.
 Germany, 148.
 Italy, 152.
 Netherlands, 153.
 Norway, 154.
 Poland, 155, 156.
 United States of America, 160.
 Housing, France, 202.
 Industrial disputes, provision for settlement:
 Canada, 359.
 Spain, 391.
 Unemployment, June, 1923, to June, 1925, 444, 450, 456.
 Welfare work:
 France, 200, 201.
 Germany, 203.
- Mining Industry Act, 1920, 28.
 Mining Industry (Welfare Fund) Act, 1923, 197 note.
 Mining and quarrying:
 Families of married men and widowers, 1921, 428-9.
 Hours:
 France, 145.
 Italy, 151.
 Norway, 154.
 United Kingdom, 433.
 Joint Industrial Councils, 297.
 Numbers employed in, 403, 416, 417, 418, 421, 424.
 Overtime rates, 433.
 Proportion of time-workers and piece-workers in 1906, 105, 107.
 Trade Unions and membership, 1897, 1924, 285.
 Unemployment, 35, 444, 450, 456.
 Wages, methods of adjustment, 109.
- Motor and cycle trades, unemployment in, 35.
 Motor omnibus service (drivers and conductors), hours of labour and overtime rates, 439.

- Motor vehicles, cycles and aircraft construction :
 Unemployment in, June, 1923, to June, 1925, 224, 227, 446, 451, 457.
 Insured Unemployment Insurance Acts, 1923 and 1924, 222, 224, 226.
- Municipal employees :
 Conciliation Board, South Africa, 365.
 Joint Industrial Councils, 45.
- Munitions of War Acts, 259, 314.
- Munitions work :
 Arbitration in, 259.
 Treasury Agreement, 1915, 258.
- Musical instrument making :
 Numbers employed, 414, 420, 423, 426.
 Unemployment, June, 1923, to June, 1925, 449, 454, 460.

N.

- National Conference of employers' associations and trade unions, 261-2.
- National Government and Defence :
 Numbers employed, 62, 415, 420, 423, 426.
- Families of married men and widowers, 1921, 430-1.
- Trade Unions and membership, 1897, 1924, 186.
- Unemployment in, June, 1923, to June, 1925, 449, 455, 461.
- National Health Insurance, 198.
- National Industrial Conference, 1919, 262, 306-7.
- National Industrial Council, recommendations of Provisional Joint Committee, 308-9.
- National Industrial and Economic Councils, Great Britain and abroad, 306.
- National Joint Council, dock labour, 170.
- Naval dockyards :
 Piece-work systems, 121.
 Safety first movement, 185.
 Time-work and piece-work in, 1913-14 and 1924-25, 119, 120.
 Wages, 1924-25, 120.
- Needle, fish hook, etc., manufacture, proportion of time-workers and piece-workers in 1906, 107.
- Netherlands :
 Hours of labour, 24, 25, 139, 153-4, 164.
 Family allowances, 123.
 Industrial disputes, provisions for settlement and prevention, 49, 389-91.
 Negotiating machinery, 309, 310, 310-11.
- New South Wales :
 Hours of labour, 24, 138, 139, 160-1.
 Industrial disputes, provisions for settlement and prevention, 50, 344-7.
- New York, wages :
 Purchasing power and comparison with London, 12, 100-1.
 Real change in level of, since 1914, 103-4.
- New Zealand :
 Hours of labour, 24, 24 note, 138-9, 162.
 Industrial disputes, provisions for settlement and prevention, 50, 51, 352-5.
- Non-mineral oils, greases, glue, etc., vegetable oils, crushing, refining, number employed, June, 1921, 405.
- North America, emigration to, 66.
- Norway :
 Hours of labour, 24, 139, 154, 163, 164.
 Industrial disputes, provision for settlement and prevention, 49, 372-4.

O.

- Oil, grease, glue, soap, ink, match, etc., manufacture, unemployment in, June, 1923, to June, 1925, 445, 451, 457.
- Oil seed and oil cake industry :
 Proportion of time-workers and piece-workers in 1906, 106.
 Welfare work, 186, 194.
- Oil shale mines, oil wells, number employed, June, 1921, 403.
- Old Age Pensions, 199.
 Belgium, 206.
 France, 203.

- Omnibus, *see* Tramways and Omnibuses.
- Ontario, welfare work, 211-2.
- Oslo, wages :
 Change in level of real wages since 1914, 103-4.
 Purchasing power of, and comparison with London, 100-1, 102.
- Ostrich and fancy feather and artificial flower trade, Trade Board established, and rates, 118, 471.
- Ottawa, Wages :
 Purchasing power and comparison with London, 12, 100-1, 102.
 Real, change in level of, since 1914, 103-4.
- Output, effect of hours on, 19.
- Overtime, *see under* Hours.
- P.**
- Packing-case making, hours of labour and overtime rates, 442.
- Paint, colour and varnish, etc., manufacture :
 Hours of labour and overtime rates, 437.
 Unemployment in, 35, 445, 451, 457.
- Painters and decorators :
 Families of married men and widowers, 1921, 428-9.
 Trade Unions and membership, 1897, 1924, 186.
- Panama, hours of labour, 139.
- Paper bag making :
 Hours of labour and overtime rates, 441.
 Trade Board rates, 470.
- Paper box trade :
 General minimum time rate of adult workers, 1914, 1925, 93.
 Hours of labour and overtime rates, 441.
 Trade Board rates, 470.
- Paper, etc., industry :
 Families of married men and widowers, 428-9.
 Hours of labour, 441.
 Hours in Austria, 141.
 Numbers employed, 61, 412, 420, 423, 426.
 Overtime :
 Restrictions, 1925, 135, 137.
 Payment rates, 441.
 Profit-sharing, 325.
 Time-workers and piece-workers, proportion in 1906, 105.
- Paper, etc., industry (*continued*) :
 Trade Unions and membership, 1897, 1924, 185.
 Unemployment in, 35, 448, 454, 460.
 Wages, sliding scale system, 110.
- Paris, Wages :
 Purchasing power, and comparison with London, 12, 14, 100-1, 102.
 Real, change in level of, since 1914, 103-4.
- Patent fuel manufacture :
 Hours of labour, 443.
 Overtime rates, 132, 134, 443.
 Numbers employed, June, 1921, 404.
- Perambulators, etc. :
 Trade Board rates, 471.
- Personal Service :
 Families of married men and widowers, 1921, 430-1.
 Numbers employed, 62, 415, 421, 423, 426.
- Peru :
 Hours of labour, 139.
 Industrial disputes, provision for settlement and prevention, 382, 383.
- Philadelphia, purchasing power of wages and comparison with London, 102.
- Photographic instruments and apparatus, numbers employed, June, 1921, 414.
- Pianos and organs, numbers employed, June, 1921, 414.
- Piecework :
 Earnings, rise in, 11.
 Overtime rates, 132-3.
 Proportions of, in different industries, 10-11, 16, 105-7.
 Rates, arrangements re, on reduction of hours, 130.
 System, 107-8.
 Variants of 16-17.
- Pig iron manufacture :
See also iron and steel.
 Hours, 20, 130, 434.
 Insured persons under Unemployment Insurance Acts, 1923 and 1924, 222, 224, 226.
 Numbers employed, June, 1921, 405.
 Overtime rates, 434.
- Unemployment in, June, 1923, to June, 1925, 224, 227, 44, 4551, 457.
- Wages, increase over 1914, 86, 89.

- Pimlico, Royal Army Clothing Depot, time-work and piece-work, proportions, 122.
- Pin, hook and eye and snap fasteners :
Hours of labour, 129.
Trade Board rates, 471.
- Plate Glass Industry :
Belgium, family allowances, 126.
Hours in Belgium, 142.
- Poland :
Family allowances, 123.
Hours of labour, 139, 155-6, 164.
Industrial disputes, provision for settlement and prevention, 374-5.
- Police, Factories, etc. (Miscellaneous Provisions) Act, 1916, 28, 181, 194.
- Poor Law relief, 63-4, 199.
- Population, and its distribution by age, sex and occupation: 56-72.
Families of married men and widowers by occupational groups, 1921, 428-31.
Growth and distribution of, 2-4, 56.
Increase or decrease in certain age groups, 1871-1921, 400, 57-8.
Marital condition of persons following definite occupations, 1901, 1911, 1921, 65, 427.
Migration, *see that title*.
Numbers and percentages in certain age groups, 1881-1921, 399.
Numbers aged 10 years and over engaged in various industries, June, 1921, 403-15.
Numbers aged 10 years and over, and proportions, engaged in principal industry groups, 1881-1921, 416-26.
Numbers of persons of working age, statistics, 69-72.
Persons shown in census as following definite occupations, numbers and percentages in certain age-groups, 1881-1921, 401-2.
- Porcelain china, etc., manufacture, proportion of time-workers and piece-workers in 1906, 107.
- Port employment, *see* Dock labour.
- Portugal :
Hours of labour, 139.
Industrial disputes, provisions for settlement and prevention, 391.
- Postal services :
Hours :
Austria, 140.
Switzerland, 158.
United States of America, 160.
Industrial disputes, provisions re, Belgium, 385.
Welfare, France, 201.
- Pottery Industry :
See also Bricks, etc.
Hours :
Austria, 141.
Switzerland, 159.
United Kingdom, 437.
Industrial Fatigue Research Board investigation, 172.
Joint Industrial Council, 45, 295, 296, 297.
Overtime rates, 437.
Trade Unions and membership, 1897-1924, 185.
Unemployment in, June, 1923, to June, 1925, 445, 450, 456.
Welfare provisions under Dangerous Trade Regulation, 187-8.
Works Committees, 305.
- Poultry farming, numbers employed, June, 1921, 403.
- Powder works, welfare work, France, 201.
- Prague, wages :
Purchasing power of, and comparison with London, 100-1, 102.
Real, change in level of, since 1914, 103-4.
- Prices, wholesale, course of, in United Kingdom, 1875-1925, 432.
- Print works, hours of women and young persons, 1914, 128.
- Printing and bookbinding :
Families of married men and widowers, 1921, 428-9.
Hours of labour :
Germany, 150.
United Kingdom, 129, 441.
United States of America, 160.
Industrial Fatigue Research Board's investigation, 176.
Joint Industrial Council, 45, 297.
Numbers employed, 61, 412-3, 420, 423, 426.
- Overtime :
Payment rates, 133, 441.
Restrictions, 1914, 134, 135, 137.
Profit-sharing, 325.
Proportion of time-workers and piece-workers in 1906, 105, 106.
Trade Unions and membership, 1897, 1924, 185.

- Printing and bookbinding (*cont.*):
 Unemployment, 35, 448, 454, 460.
- Wages:
 Changes in levels of real wages in certain capital cities since 1914, 104.
 Family allowances, France, 124.
 Increase, 1920 and 1925, over 1914, 75, 86, 91.
 Purchasing power of, in certain capital cities, 101.
 Weekly time rates, 88, 92.
- Production:
 Committee on, 258.
 Proportion of occupied population engaged in, 4.
- Professions:
 Families of married men and widowers, 1921, 430-1.
 Numbers employed, 1921, 62, 415.
 Unemployment in, June, 1923, to June, 1925, 449, 455, 461.
- Profit-sharing: 17-18, 318-34.
 Definition, 318-20.
 Employees' share in capital and control, 330-1.
 Existing schemes, 324.
 Extent of, 321-2.
 Results, 331-3.
 Schemes attempted, terminated, suspended and still in operation, 325-6.
 Terminated schemes, 322-4.
 Trade Union attitude, 333-4.
 Types of schemes, 327.
- Provisional Joint Committee, recommendations, 307-9.
- Public administration, wages, sliding scale system, 110.
- Public utility services:
See also Gas, Water and Electricity.
 District committees formed in, 46.
 Hours of labour:
 Czechoslovakia, 143.
 United Kingdom, 442.
 Industrial disputes, provisions re:
 Canada, 356, 359.
 Colombia, 383.
 Germany, 371.
 New South Wales, 347.
 New Zealand, 353.
 Portugal, 391.
 Roumania, 375.
 South Africa, 364, 365.
 Spain, 392.
- Public utility services (*continued*):
 Joint Industrial Councils, 45.
 Overtime rates, 442.
 Proportion of time-workers and piece-workers in 1906, 105, 106.
 Unemployment in, 35.
 Wages, sliding scale system, 110.
- Public works, contracting, etc., unemployment, June, 1923, to June, 1925, 448, 454, 460.

Q.

- Quarrying, *see* Mining and Quarrying.
- Queensland:
 Hours of labour, 24 note, 139, 161.
 Industrial disputes, provision for settlement and prevention, 50, 347-8.

R.

- Railway carriage and wagon, etc., building and repairing:
 Hours of labour and overtime rates, 434.
 Insured persons under Unemployment Insurance Acts, 1923 and 1924, 222, 224, 226.
 Proportion of time-workers and piece-workers in 1906, 107.
 Unemployment in, June, 1923, to June, 1925, 224, 227, 446, 451, 457.
- Railways:
 Family allowances, France, 124, 125.
 Hours:
 Austria, 140.
 Czechoslovakia, 143.
 France, 145.
 Italy, 151.
 Netherlands, 153.
 Poland, 155.
 Sweden, 156.
 Switzerland, 158.
 United Kingdom, 128, 434, 439.
 Industrial disputes, provisions re:
 Belgium, 385.
 Canada, 358.
 New Zealand, 353.
 Spain, 392.
 U.S.A., 378.
 Joint Industrial Councils, 297.
 Negotiating machinery, 277-80, 305.

Railways (*continued*) :

- Number employed, 414, 420, 423, 426.
- Overtime rates, 131, 133, 434, 439.
- Strike, 1911, 256.
- Time-workers and piece-workers, proportion, 105, 106.
- Trade Unions and membership, 1897, 1924, 186.
- Unemployment, June, 1923, to June, 1925, 449, 455, 461.
- Wages :
 - Increase, 1920 and 1925, over 1914, 75, 86, 90.
 - Settlement, system, 277-8.
 - Sliding scale system, 110.
 - Weekly time rates, 87, 92.
 - Welfare work :
 - France, 202.
 - India, 213.
 - Italy, 205.
- Railways Act, 1921, 277.
- Reduction workers, Conciliation Board, South Africa, 365.
- Restoration of Pre-War Practices Act, 1919, 262.
- Retail stores, hours of labour and overtime rates, 440.
- Road transport :
 - Hours of labour, 439.
 - Numbers employed, 414, 420, 423, 426.
 - Overtime rates, 132, 439.
 - Proportion of time-workers and piece-workers in 1906, 106.
 - Unemployment in, June, 1923 to June, 1925, 449, 455, 461.
 - Wages, increase at December, 1920, and June, 1925, over 1914, 86, 91.
- Roads, buildings, public order, educational institutions, welfare work, France, 201.
- Rome, wages :
 - Purchasing power, and comparison with London, 12, 14, 99, 100-1, 102.
 - Real, change in level of, since 1914, 103-4.
- Rope, cord and twine :
 - See also* Hemp, etc.
 - Numbers employed, June, 1921, 409.
 - Trade Board rates, 470.
- Roumania :
 - Hours of labour, 25 note, 139.
 - Industrial disputes, provision for settlement and prevention, 375.

Rubber industry :

- Family allowances, France, 125.
- Numbers, 413, 420, 423, 426.
- Unemployment, June, 1923, to June, 1925, 448, 454, 460.
- Welfare, France, 201, 202.
- Russia, hours of labour, 139.

S.

- Sack and bag trade, Trade Board rates, 471.
- Safety First Movement, 188.
- Salt mines, brine wells and salt works, numbers employed, June, 1921, 403.
- Saltpetre works, welfare work, France, 201.
- Saw-milling :
 - Hours :
 - Austria, 141.
 - Poland, 155.
 - United Kingdom, 442.
 - Joint Industrial Council, 315.
 - Overtime rates, 442.
 - Proportion of time-workers and piece-workers in 1906, 106.
- Scandinavia, family allowances, 124.
- Scientific and surgical instrument apparatus :
 - Numbers employed, 414, 420, 423, 426.
 - Proportion of time-workers and piece-workers, in 1906, 106.
 - Unemployment, June, 1923, to June, 1925, 449, 454, 460.
- Scientific research and experiment, 26.
- Scottish Co-operative Societies, sliding scale system, 110.
- Seafarers' Joint Council, 280, 282.
- Seamen :
 - See also* Mercantile Marine.
 - Strike, 1911, 256.
 - Trade unions and membership, 1897, 1924, 186.
- Serb-Croat-Slovene kingdom, hours of labour, 139.
- Sheet metal working and gas-meter making, hours of labour and overtime rates, 434.
- Shell factories, welfare order, 194.
- Sheltered trades, Wages in :
 - Compared with exposed and exporting trades, 14-15, 84-92.
 - Rise in, compared with rise in cost of living, 10.
 - Rise since pre-war, 7.

- Shipbuilding, and ship-repairing :
See also Metal, engineering, and shipbuilding trades.
 Casual labour problem, 166, 168.
 Demarcation in, 40.
 Hours of labour, 128, 435-6.
 Netherlands, 154.
 Insured people in, 15 note, 222, 224, 226.
 Negotiating machinery, 45, 47, 270-1.
 Numbers employed, June, 1921, 407.
 Overtime :
 Limitation of, 22, 134, 135, 136.
 Payment rates, 131, 132-3, 435-6.
 Profit-sharing, 325, 325-6.
 Safety first movement, 188.
 Time-workers and piece-workers, in 1906, proportion of, 105, 114.
 Unemployment in, 35, 36, 224, 227, 446, 452, 458.
 Wages :
 Increase, 1920 and 1925 over 1914, 80-1, 86, 89.
 Methods of adjustment, 109.
 Payment systems, 114-5.
 Weekly time rates, 87, 88, 92.
 Welfare, 191.
- Shipping :
 Negotiating machinery, 280-2.
 Unemployment in, 35, 449, 455, 461.
- Shirt, etc., making :
 Hours of labour and overtime rates, 438.
 Numbers employed, June, 1921, 410.
 Proportion of time and piece-workers in 1906, 107, 118.
 Trade Board :
 Established, 118.
 Rates, 470.
- Shop assistants, clerks, warehouse workers, etc., trade unions and membership, 1897, 1924, 186.
- Shop committees, formation during war, 46.
- Sickness, loss of time through, 39, 164-5.
- Silk industry :
 Hours of labour, 129, 437.
 Switzerland, 159.
 Industrial Fatigue Research Board investigation, 172, 175.
 Numbers employed, 61, 409, 416, 417, 419, 422, 428.
- Silk industry (*continued*) :
 Overtime :
 Payment rates, 437.
 Restrictions, 1925, 135.
 Unemployment, June, 1923, to June, 1925, 447, 452, 458.
 Silk and felt hat making, proportion of time-workers and piece-workers in 1906, 107.
 Skilled workers :
 Wages of, rise in, compared with unskilled workers, 10, 15-16.
 Weekly time-rates of wages at 30th June, 1925, in exporting and "sheltered" industries, 92.
 Slag and slag wood, numbers employed, June, 1921, 405.
 Slate mining and quarrying, *see* Mining and Quarrying.
 Soap, candles, glycerine :
 Numbers employed, 1881-1921, 419, 421, 424.
 Profit-sharing, 328, 329.
 South Africa, industrial disputes, provision for settlement and prevention, 364-5.
 South Australia, industrial disputes, provisions for settlement and prevention, 50, 348-9.
 South Metropolitan Gas Company, profit-sharing, 322, 324, 328-9, 333.
 South Wales ports, ship-repairing, casual labour system, 168.
- Spain :
 Hours of labour, 139.
 Industrial disputes, provision for settlement and prevention, 49, 391-2.
 Negotiating machinery, 309, 310, 311.
- Spelter manufacture :
 Hours of labour, 435.
 Overtime rates, 134, 435.
- Spinning industry, hours in Czechoslovakia, 144.
- Spirit distilling, proportion of time-workers and piece-workers, in 1906, 106.
- Stamped and pressed metal wares :
 Hours of labour, 129, 435.
 Overtime rates, 435.
 Trade Board rates, 471.
- State employment, industrial disputes, provision re, Belgium, 385.
- Stationery and typewriting requisites, unemployment, June, 1923 to June, 1925, 448, 454, 460.

- Stationary engine drivers, dynamo and motor attendants, families of married men and widowers, 1921, 430-1.
- Steamship undertakings, hours in Austria, 140.
- Steel, *see* Iron and Steel.
- Stockholm, wages :
 Purchasing power of, and comparison with London, 100-1, 102.
 Real change in level of, since 1914, 103-4.
- Stone cutters, hours in Netherlands, 153.
- Stone quarrying and mining, *see* Mining and Quarrying.
- Storage, numbers employed, June, 1921, 414.
- Stove, grate, pipe, etc., and general ironfounding, unemployment, June, 1923 to June, 1925, 446, 452, 458.
- Straw hat manufacture :
 Numbers employed, June, 1921, 410.
 Proportion of time-workers and piece-workers in, 1906, 107.
- Strikes, *see* Industrial disputes.
- Sugar confectionery, etc. :
See also Cocoa, etc.
 Numbers employed, June, 1921, 411.
 Trade Board, 292.
 Rates, 470.
- Sugar factories, hours in Poland, 155.
- Sugar refining :
 Hours of labour and overtime rates, 441.
 Numbers employed, June, 1921, 411.
 Proportion of time-workers and piece-workers in, 1906, 106.
- Sweden :
 Hours of labour, 24, 139, 156-8, 164.
 Industrial disputes, provisions for settlement and prevention, 49, 393-4.
- Switzerland :
 Hours of labour, 24, 25, 139, 158-9, 164.
 Family allowances, 124.
 Industrial disputes, provisions for settlement and prevention, 394-5.
- T.**
- Tailoring trade :
 General minimum time rates of adult workers, 1914, 1925, 93.
 Hours of labour, 438.
 Insured persons under Unemployment Insurance Acts, 1923, 1924, 222, 224, 226.
 Numbers employed, 410, 420, 423, 425-6.
 Overtime rates, 438.
 Payment method, 108.
 Proportion of time and piece-workers in 1906, 107, 118.
 Trade Board, 118, 293.
 Trade Board rates, 470.
 Unemployment in, June, 1923, to June, 1925, 224, 227, 447, 453, 459.
 Wages, increase, 1925, over 1914, 84.
- Tanning, etc. :
 Numbers employed, June, 1921, 410.
 Unemployment in, June, 1923, to June, 1925, 447, 453, 459.
 Welfare order, 194.
 Welfare work, India, 213.
- Tapes, smallwares, elastic web, numbers employed, June, 1921, 409.
- Tasmania, industrial disputes, provisions for settlement and prevention, 50, 350.
- Taylor, Messrs. J., T., and J., Ltd., profit-sharing, 326, 328, 329, 330-1.
- Teaching, Trade Unions and membership, 1897, 1924, 186.
- Telegraph and telephone services, industrial disputes, provision re Belgium, 385.
- Temperature, Industrial Fatigue Research Board's work re, 174-5.
- Tents, tarpaulins and canvas goods, numbers employed, June, 1921, 409.
- Textile bleaching and finishing, *see* Bleaching, etc.
- Textiles and textile goods :
 Family allowances :
 Belgium, 126.
 France, 124.

- Textiles and textile goods (*cont.*):
- Families of married men and widowers, 1921, 428-9.
 - Hours of labour:
 - Czechoslovakia, 144.
 - France, 144.
 - Italy, 150, 151-2.
 - Poland, 156.
 - United Kingdom, 436-7, 440.
 - Joint Industrial Council, 45.
 - Numbers employed in, 4, 61, 62, 408, 409, 416, 417, 419, 420, 422, 423, 425.
 - Overtime rates, 436-7, 440.
 - Profit-sharing, 325, 326, 328, 329, 330-1, 331.
 - Time-workers and piece-workers, proportion, 16, 105, 106, 107.
 - Trade Board rates, 471.
 - Trade Unions and membership, 1897, 1924, 185.
 - Unemployment in, June, 1923, to June, 1925, 447, 452-3, 457, 458-9.
 - Wages, sliding scale system, 110.
 - Welfare work:
 - France, 201, 202.
 - Italy, 205.
 - Women and young persons, hours in 1914, 128.
- Tile manufacture, unemployment in, 35.
- Tin box making:
- Hours of labour and overtime rates, 435.
 - Trade Board rates, 470.
- Tin and copper mines, number employed, June, 1921, 403.
- Tinplate manufacture:
- Hours of labour and overtime rates, 434.
 - Industrial Fatigue Research Board investigation, 172, 174.
 - Proportion of time-workers and piece-workers in 1906, 107.
 - Unemployment in, 35, 445, 451, 457.
 - Welfare, 185, 194.
- Tobacco industry:
- Hours of labour and overtime rates, 441.
 - Families of married men and widowers, 1921, 428-9.
 - Numbers employed, 62, 411, 420, 423, 426.
 - Proportion of time-workers and piece-workers in 1906, 105.
 - Trade Board rates, 470.
- Tobacco industry (*continued*):
- Trade Unions and membership, 1897, 1924, 185.
 - Unemployment in, June, 1923, to June, 1925, 447-8, 453, 459.
 - Welfare work, France, 201.
- Tobacco pipes (not clay), numbers employed, June, 1921, 414.
- Toys, games and sports requisites:
- Numbers employed, June, 1921, 414.
 - Trade Board rates, 471.
 - Unemployment, June, 1923, to June, 1925, 449, 454, 461.
- Trade Boards: 52, 109, 287-93.
- Clothing trades, 118, 276.
 - Comparison of minimum rates fixed by, 1914 and 1925, 93.
 - Establishment of, 44.
 - Fixing of hours by, 129.
 - Rates, 292-3, 470-1.
- Trade Boards Act, 1909, 287-8.
- Trade Boards Act, 1918, 288-9.
- Trade Disputes, *see* industrial disputes.
- Trade Disputes Act, 1906, 41, 316.
- Trade Union Act, 1871, 316.
- Trade Union Act, 1913, 41.
- Trade Union index number, 245.
- Trade Unions:
- Membership, 41, 260, 283-6.
 - Membership and percentage unemployed, 1881-1925, 218, 219-20.
- Training, Industrial Fatigue Research Board's work re, 175, 176.
- Tramways and Omnibus services:
- Cconciliation Board (Tramways), South Africa, 365.
 - Hours of labour:
 - Belgium, 142.
 - Italy, 151.
 - United Kingdom, 129, 439.
 - Industrial disputes, provision re, New Zealand, 353.
 - Joint Industrial Council, 299.
 - Hours of labour and overtime rates, 439.
 - Proportion of time-workers and piece-workers in 1906, 106.
 - Unemployment, June, 1923, to June, 1925, 449, 455, 461.
 - Wages, increase at December, 1920, and June, 1925, over 1914, 86, 91.
 - Welfare work, Italy, 205.

transport and communications :
 Family allowances, France, 124.
 Hours of labour :
 Italy, 152.
 Poland, 155.
 Switzerland, 158.
 United Kingdom, 439.
 Families of married men and widowers, 1921, 428-9.
 Industrial disputes, provision for settlement, Spain, 391.
 Numbers employed, 62, 414, 420, 423, 426.
 Overtime rates, 439.
 Unemployment, June, 1923, to June, 1925, 449, 455, 461.
 Unemployment, Germany, 246.
 Wages, sliding scale system, 110.
 Welfare, France, 201.

U.

Underclothing, numbers employed, June, 1921, 410.
 Under-employment, 22.
 Unemployment : 30-9, 218-52.
 British and foreign, 38-9, 242-52.
 Claimants :
 Age of, 232-3, 240, 463, 467.
 Apprenticeship and training, 233, 464, 468.
 Dependents, number of, 234-5, 464, 468.
 Detailed analysis of, 36-7, 462-9.
 Disabled ex-service men, 237, 241.
 Employability, degree of, 231-2, 238-9.
 Nationality, 234.
 Nature of benefit authorised or reason for non-authorisation, 235-6, 465, 460.
 Physical condition, 462-3, 466.
 Poor Law relief, 235, 465, 469.
 Type of normal employment, 234, 463, 467.
 Contributions and benefit, 236.
 Contributions in previous 125 weeks, 236-7.
 Course of, 1881-1925, 218-20.
 in Different groups of industries, 34-6.
 Ex-service and non-ex-service men, comparison, 237, 240-1.

Unemployment (*continued*) :
 Extent of, 1921-1925, 220-7.
 Increase of, compared with that of employable population, 37.
 Insured persons in exporting industries, 1923, 1924, 222, 224, 226.
 Legislation and unemployment statistics, 1921-1925, 228-30.
 Loss of time through, 165.
 Numbers recorded on Employment Exchange Registers, 1921-1925, 222, 225.
 Particulars of unemployed in individuals, 230-41.
 Percentages unemployed among insured workpeople, 1921-1925, 222, 224, 225, 227, 446-61.
 Recommendations of Provisional Joint Committee, 308.
 Seasonal variation, 34.
 Statistics, 32-4.
 Unemployment insurance, 32, 199, 220-1, 222-3, 228-9, 262.
 U.S.A. :
 Agriculture, unemployment, 242.
 Hours of labour, 139, 159-60, 162.
 Industrial disputes, provision for settlement and prevention, 49, 375-82.
 Unemployment in, 38, 251-2.
 Welfare work, 30, 198 note, 200, 207-11, 212.
 Unskilled workers, wages of, rise in, compared with skilled workers, 10, 15-16.
 Upper Silesia, Coal-mining Hours, 24.
 Uruguay, hours of labour, 139.

V.

Vehicle building :
 Hours of labour and overtime rates, 442.
 Numbers employed, 406-7, 419, 422, 425.
 Unemployment in, June, 1923, to June, 1925, 224, 227, 446, 451, 457.
 Versailles, Treaty of, hours of labour, 24.

Victoria :

Industrial disputes, provisions for settlement and prevention, 50, 350.

Wages Boards, 50, 52.

Vienna, wages :

Purchasing power of and comparison with London, 12, 100-1, 102.

Real, change in level of, since 1914, 103-4.

Vocational selection, Industrial Fatigue Research Board's work re, 176.

W.

Wages and earnings : 5-18, 74-134.

Arrangements re, on reduction of hours, 129-30.

" Bonus " systems, 17.

Course of, in different classes of industries and occupations, 14-16.

Data, limitations of, 74-5.

in Exporting industries as compared with certain sheltered industries, 84-92.

Family allowances, 18, 123-6.

General course of, in United Kingdom, 1900 to 1913, 75.

Full-time rates movement in cost of living compared with, 96-8.

Increase compared with increase in cost of living, 9-10, 94-8.

Methods of payment and adjustment, 16-18, 43, 109-19.

Money wages :

Changes in, 5-7.

in Exporting group of industries, comparison 1914 and 1925, 75-84.

General comparison of, 1914 and 1925, 75-6.

Overtime rates, 131, 132-4, 433-43.

Payment by results, forms of, 107-9.

Payment by time and by results, relative prevalence, 105-7.

Piece-work, *see that title*.

Real :

Comparison of, in London and certain cities overseas, 98.

in Other countries, 11-14. and Wages-cost, recent changes in, 8-11.

Wages and earnings (*continued*) :

Recommendations of Provisional Joint Committee, 307.

of skilled and unskilled workers, 15-16.

Trade Board rates and enforcement of, 291, 292-3, 470-1.

Wages (Temporary Regulation) Act, 1918, 262, 315.

Wagon repairing, hours in Poland, 155.

Wallpaper manufacture and paper staining :

Proportion of time-workers and piece-workers in 1906, 106.

Unemployment, June, 1923, to June, 1925, 448, 454, 460.

War Department establishments, time-work and piece-work, proportions, 121-2.

Warehousemen, store-keepers and packers, families of married men and widowers, 1921, 430-1.

Warsaw, wages :

Purchasing power of, and comparison with London, 100-1, 102.

Real, change in level of, since 1914, 103-4.

Washington Hours Convention, 139.

Watches, clocks, jewellery, scientific instruments, etc. :

Families of married men and widowers, 1921, 428-9.

Unemployment in, June, 1923, to June, 1925, 446, 452, 458.

Water transport, numbers employed, 414, 420, 423, 426.

Water undertakings, *see Gas, etc., and Public Utility Services*.

Weaving industry :

Hours in Czechoslovakia, 144.

Industrial Fatigue Research Board's investigation, 175.

Welfare : 25-30, 179-216.

Co-operation of employers and employed, 186-8.

Co-operation between factory department and industry, 185-6.

Dangerous Trades Regulations, 195.

Meaning of, 179.

Miners' Welfare Fund, 196-7,

Welfare (*continued*) :

- Orders, 194.
- Overseas, 30, 197-216.
- Pamphlets issued by Home Office, 193, 195.
- Safety First movement, 188.
- Statutory, 180-5.
- Statutory and voluntary distinction, 179-80.
- Voluntary, 189-94.
- Welsh plate and sheet trade, Joint Industrial Council, 45.
- Western Australia :
 - Hours of labour, 24 note, 139, 161.
 - Industrial disputes, provision for settlement and prevention, 50, 349-50.
- White lead, paints and varnish numbers employed, June, 1921, 405.
- Whitley Committee, 42, 43-4, 260-1, 288, 294, 302-4.
- Wholesale dress, mantle, millinery, etc., piece-workers proportion, 107.
- Wholesale mantle and costume making :
 - Hours of labour and overtime rates, 439.
 - Trade Board rates, 470.
- Widows, Orphans' and Old Age Contributory Pensions Act, 1925, 199.
- Wire, wire netting, wire rope manufacture, unemployment in, June, 1923, to June, 1925, 445, 451, 457.
- Wireless operators on ships, negotiating machinery, 282.
- Women and young persons :
 - Statutory provisions, re employment of, 19, 25, 128, 134, 135, 180.
 - Overtime, limitation in woollen and worsted trades, 22.
- Women and Young Persons (Employment in Lead Processes) Act, 1920, welfare order under, 194.
- Woodworking :
 - Dangerous trade regulations, 187.
 - Families of married men and widowers, 1921, 428-9.
 - Hours in Germany, 150.
 - Hours of labour and overtime rates, 442.
 - Manufacture of basket ware, numbers employed, 61, 411-2, 420, 423, 426.

Woodworking (*continued*) :

- Proportion of time-workers and piece-workers in 1906, 105.
 - Unemployment, 448, 453, 460.
 - Wages, sliding scale system, 110.
 - Woollen and worsted industry :
 - District committees formed in, 46.
 - Hours of labour, 129, 436-7.
 - Insured persons under Unemployment Insurance Acts, 1923, 1924, 15 note, 222, 224, 226.
 - Joint Industrial Council, 45, 297, 299.
 - Negotiating machinery, 274-5.
 - Numbers employed, 61, 408-9, 416, 417, 419, 422, 425.
 - Overtime :
 - Payment rates, 133, 436-7.
 - Restrictions, 22, 135, 136.
 - Settlement of disputes in, 47.
 - Short time, 22.
 - Time-workers and piece-workers, proportion of, in 1906, 115.
 - Trade Unions and membership, 1897, 1924, 185.
 - Unemployment in, 35, 224, 227, 447, 448, 452, 453, 458, 460.
 - Wages :
 - Increase, 1920 and 1925 over 1914, 82-3, 86, 90.
 - Payment systems, 116-7.
 - Weekly time-rates of wages at 30th June, 1925, 92.
 - Weight lifting, dangerous trade regulations, 187.
 - Welfare work, 185.
 - Welfare work, India, 213.
 - Woolwich :
 - Inspectorate of armaments, time-work and piece-work, proportions, 122.
 - Royal Army Ordnance depot, time-work and piece-work, 122.
 - Royal Ordnance Factories, time-work and piece-work, proportions, 121.
 - Workmen's Compensation Acts, 28, 181, 182, 198-9.
 - Works Committees, 46, 188, 298, 302-6.
- Z.**
- Zinc and building, family allowances, Belgium, 125.
 - Zinc industry, hours in Poland, 155.

INDUSTRIAL MANAGEMENT.

IN the revival of British Industry after the post-war depression, many factors will contribute. The discovery and consolidation of foreign markets and the introduction of the latest technical improvements can be made to yield an even greater return, if at the same time the relation between the worker and his work in factory and workshop can be made one of harmony and easy adjustment.

¶ It is the aim of the new science of Industrial Fatigue to show the means by which this harmony can be secured, and, with it, that greater industrial efficiency making for increased productivity at lessened costs, which is the general aim of British Industry to-day.

¶ The principal source from which the results of this new science may be gleaned are the Reports of the Industrial Fatigue Research Board published by His Majesty's Stationery Office. Over 30 Reports are now available, of which about half are devoted to general questions affecting all branches of industry, while the remainder consists of specialised studies in the Metal and Engineering Industries, the Textile Industries and in the Boot and Shoe, Pottery, Laundry and Glass Industries. They throw light on the relation between the reduction of subjective costs and the increase in the objective product of industry.

¶ "Those unacquainted with these will obtain an excellent idea of the Board's invaluable work by a study of this annual Report." In these words "NATURE" recently referred to the latest ANNUAL REPORT OF THE INDUSTRIAL FATIGUE RESEARCH BOARD (1s. 9d., post free 1s. 10d.), and all in any way concerned with industrial matters are recommended to procure it, so that they may realise for themselves as the "LANCET" has said that "the value of these investigations is hard to over-estimate; much is carried out by scientific and professional men as a free gift of knowledge for a national end." The latest Annual Report gives a summary account of each Report.

These reports are obtainable at the addresses shown on the title-page of the present volume.

HIS MAJESTY'S STATIONERY OFFICE,
LONDON, MANCHESTER, EDINBURGH, CARDIFF

Explore Overseas Markets!

"I cannot urge British manufacturers and traders too strongly to keep always on the alert, on the *qui vive*, with their eyes skinned for opportunities overseas, and at the same time studying local demands and conditions; and having found these opportunities never let them go."

H.R.H. The Prince of Wales
at the Mansion House, February 15, 1926.

In the search for opportunities overseas British manufacturers and traders will derive valuable assistance from the publications of His Majesty's Stationery Office, in particular:—

A Survey of Overseas Markets.

The first volume issued by the Balfour Committee on Industry and Trade. This work provides a series of surveys dealing separately with the various Dominions, Colonies and Foreign Countries considered primarily as markets for British goods. A wealth of statistical information accompanies the surveys.

Price 6s., post free 6s. 9d.

"Certainly one of the most valuable works of reference ever made available to the business community."—*Lloyd's List.*

The Board of Trade Journal.

The official organ of the Board of Trade and the Department of Overseas Trade, and the official weekly medium for the promotion of trade by the regular publication of particulars relating to openings for British trade throughout the world.

Price 30s. a year post free.

Reports of the Department of Overseas Trade.

These valuable documents are specially compiled by H.M. Trade Commissioners, Commercial Diplomatic and Consular Officers on the Commercial, Industrial and Financial conditions in various countries all over the world.

Price 60s. a year post free for the complete series of some 35 reports. (Reports on individual countries may be had separately.)

Obtainable from

HIS MAJESTY'S STATIONERY OFFICE,
LONDON, MANCHESTER, EDINBURGH, CARDIFF.

~~CHECKED~~
~~201804~~