

COLLECTIVE AGREEMENTS

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COLLECTIVE AGREEMENTS

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CONTENTS

	Page
GENERAL INTRODUCTION	1
PART I	
COLLECTIVE AGREEMENTS IN PRACTICE	
✓ Introduction	5 ✓
✓ CHAPTER I: <i>Structure of Collective Agreements</i>	8
Scope and Validity in Time	8
Standard Forms of Agreement	10
✓ CHAPTER II: <i>Wages</i>	12 ✓
Wage-fixing	12
Time Rates	12
Groups of Workers	12
Regulation of Wages	15
Remuneration based on Output	18
Sliding Scale of Wages	25
Wages in Kind	26
The Payment of Wages	28
Dates and Place of Paying Wages	28
Guarantees of Wage Payment	29
Payment of Wages when Work is Interrupted	31
✓ CHAPTER III: <i>Hours of Work</i>	36
The Limitation of Hours of Work	37
Definition	37
Fixing of Limits	38
Exceptions	41
Holidays with Pay and Public Holidays	45
✓ CHAPTER IV: <i>Individual Relationships between Employers and Workers</i>	48 ✓
✓ Engagement of Workers	48
✓ Dismissal	51
The Worker's Obligations	55
The Employer's Obligations	56
Special Categories of Workers	57

	Page
✓ CHAPTER ✓ <i>Collective Industrial Relations</i> ✓	61
Mutual Recognition of Organisations	61
Institutions on an Occupational Basis	62
Enforcement of the Agreement	63
Collective Bargaining ✓	67

PART II

THE LEGISLATION CONCERNING COLLECTIVE AGREEMENTS

Introduction	71
Historical Development of Legislation	71
Plan of Study	74
A. — Methods of Drawing up Collective Agreements :	
CHAPTER I. ✓ <i>Trade Unions as a Basis for a System of Collective Agreements</i>	77
I. Occupational Groups as Contracting Parties	77
II. Trade Unions as Contracting Parties	78
Protecting the Right of Contract of the Unions	79
The Regulation of Competitive Bargaining	82
The Obligation to conclude Collective Agreements	92
CHAPTER II: <i>Collective Agreements on an Occupational Basis</i>	93
CHAPTER III: ✓ <i>Conciliation and Arbitration as a Basis for Collective Agreements</i>	105
I. Voluntary Conciliation and Arbitration as a Basis for Collective Agreements	105
II. Compulsory Arbitration as a Basis for Collective Agreements	106
Compulsory Arbitration limited to Public Services	107
Voluntary Arbitration with Compulsion as an Exception	108
Generalised Compulsory Arbitration	112
Fixing of Collective Labour Conditions by the Labour Courts	118
B. — The Legal Effects of Collective Agreements :	
CHAPTER I: <i>Conditions of Validity of Collective Agreements</i>	121
Conditions of Substance	121
Conditions of Form	122

	Page
CHAPTER II : <i>Legal Nature and Scope of Collective Agreements</i> . . .	124
I. Regulation of Relations between Parties to Agreements . . .	124
II. Regulation of Working Conditions by Collective Agreements	125
Departure from the Provisions of Collective Agreements prohibited	125
Waiver of the Rights conferred by Collective Agreements	126
Exceptions to the Principle	127
Position of Collective Agreements under Labour Law	130
CHAPTER III : <i>The Contents of Collective Agreements</i>	137
I. Contents settled by Voluntary Negotiation	139
Voluntary Regulation of Working Conditions by Collective Agreements	139
Voluntary Regulation of the Parties' Rights and Obligations	141
II. The Contents of Agreements prescribed by the Authorities	144
Compulsory Regulation of Working Conditions by Collective Agreements	144
Wages and Hours of Work	147
Other Conditions of Employment	156
Compulsory Regulation of the Rights and Obligations of the Parties to Collective Agreements	160
CHAPTER IV : <i>The Scope of Collective Regulation</i>	165
I. Scope of Legislation concerning Collective Agreements	165
Restriction of the Scope of Legislation concerning Collective Agreements	166
Extended Scope of Legislation concerning Collective Agreements	168
The Scope of Legislation concerning Collective Agreements in Countries with a Federal Constitution	169
II. Scope of Collective Agreements	170
The Validity of Collective Agreements in Time	171
Territorial and Occupational Scope of Collective Agreements	179
Scope of Collective Agreements with reference to Persons	182
CHAPTER V : <i>The Application of Collective Agreements</i>	190
I. Measures of Supervision	190
II. Penalties	191

PART III

THE PLACE OF COLLECTIVE AGREEMENTS IN THE ECONOMIC STRUCTURE OF THE COMMUNITY

Introduction	199
CHAPTER I : <i>Collective Agreements and State Regulation</i>	201

	Page
CHAPTER II : <i>Standardisation of Working Conditions</i>	206
CHAPTER III : <i>State Intervention in Periods of Economic Crisis</i> . .	213
CHAPTER IV : <i>Incorporation of Collective Agreements in the National Economic Structure</i>	217
United States of America	220
Germany	228
Italy	235
U.S.S.R..	241

PART IV

**COLLECTIVE AGREEMENTS AND INTERNATIONAL LABOUR
CONVENTIONS**

I. Collective Agreements and the Ratification of International Labour Conventions	255
II. Conditions necessary to permit the System of Collective Agreements to be utilised as a Means of applying Inter- national Labour Conventions	257
CONCLUSIONS	265
APPENDICES :	
I. Report of the Committee on Collective Agreements in Agriculture, submitted to the International Labour Con- ference at its Seventeenth Session	273
II. Statistics concerning Collective Agreements	275
III. List of Laws concerning Collective Agreements	278

APPENDICES

APPENDIX II

STATISTICS CONCERNING COLLECTIVE AGREEMENTS

Tables I and II give *statistics concerning collective agreements* between employers' and workers' organisations for the period 1927-1934 in 10 countries. The first table relates to statistics of collective agreements in force on a given date in each year and shows the number of agreements and the number of workers covered by them, and where possible the number of establishments covered. The second table gives statistics concerning agreements concluded, renewed or modified during each year, and classified into number of agreements, number of workers and number of establishments covered. Despite the importance of collective negotiations in the field of industrial relations, only a few countries compile statistics of this kind.¹ The meaning of the term "collective agreement", however, is not always the same, and the definition may be based on the establishment as a technical unit, an economic unit or a geographical unit. The number of persons covered is sometimes taken to be the number of members of the trade unions party to the agreement, and sometimes the number of workers to whom the provisions of the agreement apply, either in law or at least in actual fact.²

¹ For a general analysis of the methods of compiling statistics of collective agreements, cf. INTERNATIONAL LABOUR OFFICE: *Methods of Compiling Statistics of Collective Agreements*, Studies and Reports, Series N, No. 11 (Geneva, 1926).

² These statistics are reprinted from the *I.L.O. Year-Book, 1934-35*. For notes on sources and methods, see that publication, pp. 245-247.

tions offers advantages to agricultural workers. But the importance to be attributed to such a method of regulating these conditions varies according to the situation in each country. In no case does collective bargaining by itself provide sufficient protection for agricultural labour. While in a certain number of countries questions of wages, hours, and annual holidays can be adequately settled by this method, other questions, such as social insurance problems or the protection of women and children, can be properly dealt with only by means of legislation, at least in most cases.

In conformity with the different opinions expressed in the Committee as to the relative value to agricultural workers of the method of collective bargaining, several suggestions for the future treatment of this question by the International Labour Organisation were put forward by the Workers' members of the Committee. A proposal was made to invite the Conference to draw the attention of Governments to the Report of the International Labour Office and to suggest to them that they should take the necessary steps to encourage the method of collective bargaining in agriculture and to remove the difficulties which the introduction of this method at present encounters, or at least to invite the Governing Body to examine the possibility of putting this item on the Agenda of a future Session of the Conference with a view to the adoption of an international Convention or Recommendation.

Other proposals emphasised special aspects of the problem of the collective regulation of agricultural labour conditions and stressed the need either for investing the terms of collective agreements with legal force for the purpose of affording sufficient protection to agricultural workers, or else for adopting a minimum wage legislation in agriculture as the basis of a collective regulation of labour conditions.

The Committee ventures to suggest that the Conference should forward its report to the Governing Body of the International Labour Office for consideration by its Agricultural Committee, account being taken of all the observations made in the Committee and of all the suggestions set forth in its report.

Geneva, 19 June 1933.

(Signed): Dr. Rudolf KOLÁK,

Chairman and Reporter.

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¹ For a general analysis of the methods of compiling statistics of collective agreements, cf. INTERNATIONAL LABOUR OFFICE: *Methods of Compiling Statistics of Collective Agreements*, Studies and Reports, Series N, No. 11 (Geneva, 1926).

² These statistics are reprinted from the *I.L.O. Year-Book, 1934-35*. For notes on sources and methods, see that publication, pp. 245-247.

TABLE I. — COLLECTIVE AGREEMENTS IN FORCE

Year	GERMANY			AUSTRIA		
	Agreements in force on 1 Jan.	Establishments covered	Workers covered	Agreements in force at end of year	Establishments covered	Workers covered
1927 . . .	7,490	807,300	10,970,120	2,737	147,596	1,007,723
1928 . . .	8,178	912,006	12,267,440	2,976	163,594	989,884
1929 . . .	8,925	997,977	12,276,060	2,791	192,546	957,940
1930 . . .	*	*	*	2,259	219,246	824,568
1931 ¹ . . .	*	804,788 ²	12,006,255	1,989	196,206	639,841
1932 . . .	—	—	—	1,552	188,312	514,105
1933 . . .	—	—	—	1,660	174,067	489,480
1934 . . .	—	—	—	*	*	*

¹ For Germany, new series. — ² This figure relates to establishments covered by manual workers' agreements only; the number of establishments covered by salaried employees' agreements was 266,209.

Year	AUSTRALIA	NORWAY		RUMANIA	
	Agreements in force at end of year	Agreements in force at end of year	Workers covered	Agreements in force during the year	Workers covered
1927 . . .	744	846	122,536	281	87,793
1928 . . .	777	1,017	122,756	220	73,316
1929 . . .	605	1,501	141,535	293	94,950
1930 . . .	601	1,629	159,651	287	95,876
1931 . . .	614	1,522	162,184	292	84,252
1932 . . .	625	1,923	169,177	—	—
1933 . . .	653	2,418	177,965	—	—
1934 . . .	—	2,534	203,502	—	—

Year	NETHERLANDS			SWEDEN		
	Agreements in force on 1 June	Establishments covered	Workers covered	Agreements in force at end of year	Employers covered	Workers covered
1927 . . .	894	16,976	267,791	2,960	16,502	494,625
1928 . . .	1,016	17,209	279,597	3,326	17,388	512,542
1929 . . .	1,254	18,548	291,738	3,916	19,316	541,403
1930 . . .	1,546	23,528	385,783	4,422	20,185	580,931
1931 . . .	1,496	23,427	358,972	5,288	23,819	618,034
1932 . . .	1,325	21,720	251,715	5,806	24,630	636,138
1933 . . .	1,221	23,241	243,821	5,635	22,782	596,563
1934 . . .	1,132	25,431	258,185	6,288	25,864	674,700

TABLE II. — COLLECTIVE AGREEMENTS CONCLUDED, RENEWED OR MODIFIED

Year	GERMANY			AUSTRALIA	AUSTRIA		
	Agreements concluded or renewed	Establishments covered	Workers covered		Agreements notified	Agreements	Establishments covered
1927 . .	3,284	410,538	7,395,737	137	599 ¹	53,620 ¹	327,014 ¹
1928 . .	3,377	470,384	5,376,009	128	925 ²	139,480 ²	451,346 ²
1929 . .	*	*	*	109	813 ²	42,033 ²	373,609 ²
1930 . .	*	*	*	110	572 ²	102,597 ²	276,240 ²
1931 . .	*	*	*	112	468 ²	20,922 ²	186,602 ²
1932 . .	*	*	*	53	551 ²	40,712 ²	186,152 ²
1933 . .	*	*	*	64	611 ²	50,711 ²	228,977 ²
1934 . .	*	*	*	66	—	—	—

¹ Agreements concluded, not including renewals. — ² Agreements concluded, including renewals.

Year	FRANCE	ITALY		LATVIA	NETHERLANDS		
	Agreements concluded	National and inter-provincial agreements notified	Provincial agreements concluded		Agreements notified ¹	Establishments covered	Workers covered
1927 . .	102	*	*	4	*	*	*
1928 . .	99	107 ¹	1,744	40	512	8,266	74,272
1929 . .	112	71	1,156	17	344	9,979	185,496
1930 . .	72	103	1,535	32	1,034	16,691	283,748
1931 . .	17 †	119	1,484	1	295	9,903	137,319
1932 . .	23 †	166	1,517	27	471	6,428	63,336
1933 . .	17 †	91	1,538 †	—	398	9,103	47,623
1934 . .	24 †	215	1,499 †	—	434	16,245	124,701

¹ Agreements notified since 6 May 1928. — ² Year between 2 June of the preceding year and 1 June of the year indicated.

Year	POLAND		RUMANIA		SWEDEN		
	Agreements concluded	Workers covered	Agreements concluded	Workers covered	Agreements concluded	Employers covered	Workers covered
1927 . .	523	296,882	148	41,505	607	4,355	94,176
1928 . .	565	337,672	135	46,956	868	3,613	133,922
1929 . .	336	120,252	218	76,495	990	4,322	112,541
1930 . .	160	41,502	174	46,461	1,476	7,084	169,763
1931 . .	189	117,090	177	50,670	1,405	4,555	126,408
1932 . .	197	215,077	101	25,296	1,588	4,787	257,905
1933 . .	240	227,711	80	23,693	1,445	10,769	198,000
1934 . .	—	—	92	24,154	1,500	8,540	139,641

APPENDIX III

LIST OF LAWS CONCERNING COLLECTIVE AGREEMENTS

ARGENTINA

Act No. 2426 to issue regulations governing employment. Dated 2 January 1935.

(L.S.¹, 1935, Arg. 1.)

AUSTRALIA

Commonwealth

Commonwealth Conciliation and Arbitration Act 1904-1928 (consolidated text).

(L.S., 1928, Austral. 2.)

Amendment.

(L.S., 1930, Austral. 11.)

New South Wales

Industrial Arbitration Act, 1912-1926 (consolidated text).

(L.S., 1926, Austral. 7.)

Subsequent amendments.

(L.S., 1927, Austral. 2 and 7.)

(L.S., 1929, Austral. 5.)

(L.S., 1930, Austral. 2, 3 (B) and 12.)

(L.S., 1931, Austral. 13.)

(L.S., 1932, Austral. 5.)

(L.S., 1935, Austral. 4.)

Queensland

Industrial Arbitration Act of 1916 ; amended by Act of 1923 (consolidated text).

(L.S., 1923, Austral. 1.)

Subsequent amendments.

(L.S., 1924, Austral. 2.)

(L.S., 1925, Austral. 4 and 6.)

(L.S., 1926, Austral. 9.)

Industrial Conciliation and Arbitration Act of 1929. Assented to 23 December 1929.

(L.S., 1929, Austral. 6.)

Amendments.

(L.S., 1930, Austral. 9.)

(L.S., 1932, Austral. 1.)

¹ INTERNATIONAL LABOUR OFFICE, Geneva: *Legislative Series*.

An Act to provide for the encouragement of employment and the rehabilitation of industry ; to constitute and establish a Bureau of Industry ; and for other purposes. Assented to 15 December 1932.

(L.S., 1932, Austral. 7.)

Industrial Conciliation and Arbitration Act of 1932. Assented to 6 January 1933.

(L.S., 1933, Austral. 1.)

Amendment.

(L.S., 1934, Austral. 5.)

An Act No. 3 to amend the Industrial Conciliation and Arbitration Acts, 1932 to 1934, in certain particulars. Assented to 17 October 1935.

(L.S., 1935, Austral. 7.)

South Australia

Industrial Acts, 1920-1925.

(L.S., 1925, Austral. 1.)

Tasmania

An Act to consolidate and amend the law relating to Wages Boards, and for other purposes. Dated 24 December 1920. An Act to amend the Wages Boards Act of 1920. Dated 13 March 1924.

(L.S., 1924, Austral. 1 and Appendix.)

Subsequent amendments.

(L.S., 1929, Austral. 1.)

(L.S., 1934, Austral. 3.)

(L.S., 1935, Austral. A.)

Victoria

An Act to consolidate the law relating to the supervision and regulation of factories and shops and to other industrial matters. Assented to 12 February 1929.

(L.S., 1929, Austral. 13.)

Western Australia

Industrial Arbitration Act, 1912-1925 (consolidated text).

(L.S., 1925, Austral. 12.)

Amendment.

(L.S., 1930, Austral. 7.)

AUSTRIA

Act respecting the Establishment of Conciliation Boards and respecting collective agreements. Dated 18 December 1919.

(L.S., 1920, Aus. 22.)

Federal Act respecting the right to work and the right of assembly. Dated 5 April 1930.

(L.S., 1930, Aus. 1.)

Order of the Federal Government respecting the regulation of collective employment relations for public constructional works. Dated 13 June 1933.

(L.S., 1933, Aus. 7 [B].)

Order No. 132 to establish the Trade Union Federation of Austrian Wage-Earning and Salaried Employees. Dated 2 March 1934.

(L.S., 1934, Aus. 3.)

Act respecting the establishment of works councils. Dated 12 July 1934.
(L.S., 1934, Aus. 7.)

Act No. 290 respecting the establishment of the Federation of Austrian
Manufacturers. Dated 17 October 1934.
(L.S., 1934, Aus. 12.)

Act to amend the Act of 12 July 1934 respecting the establishment
of works councils. Dated 11 July 1935.
(L.S., 1935, Aus. 3.)

BRAZIL

Decree No. 21761, to institute collective agreements. Dated 23 August
1932.
(L.S., 1932, Braz. 6.)

BULGARIA

Legislative Decree on collective agreements. Dated 22 September 1936.
(*Drjaven Vestnik*, 22 Sept. 1936.)

CANADA

Alberta

The Industrial Standards Act, 1935.

(*The Labour Gazette of Canada*, June 1935.)

Quebec

Act respecting the extension of collective labour agreements. Assented
to 20 April 1934.

(L.S., 1934, Can. 5.)

An Act to amend the Act respecting the extension of collective labour
agreements. Assented to 18 May 1935.

(L.S., 1935, Can. 6.)

Ontario

An Act respecting industrial standards. Assented to 18 April 1935.

(L.S., 1935, Can. 3.)

CHILE

Legislative Decree No. 178 to ratify the Labour Code (consolidating
the Acts relating to labour). Dated 13 May 1931.

(L.S., 1931, Chile 1.)

Act No. 5405, to amend Legislative Decree No. 178 of 13 May 1931,
which consolidated the Acts relating to labour. Dated 8 February 1934.

(L.S., 1934, Chile 1.)

CHINA

The Collective Agreement Act. Dated 28 October 1930. Date of
Enforcement 1 November 1932.

(*Chinese Labour Laws*, p. 23.)

CUBA

Legislative Decree No. 446 respecting contracts of employment. Dated
24 August 1934.

(L.S., 1934, Cuba 7 [A].)

CZECHOSLOVAKIA

Order No. 102 for the temporary regulation of the conditions of employment of workers in the textile industry. Dated 29 April 1935.

(L.S., 1935, C. A.)

Order respecting the extension of collective agreements. Dated 20 February 1936.

(L.S., 1936, C. 2.)

DENMARK

Act No. 17 to prolong (until 1 February 1934) the operation of agreements between employers and employees and to prohibit stoppages of work. Dated 31 January 1933.

(L.S., 1933, Den. 1.)

Act No. 5 respecting intervention in labour disputes. Dated 18 January 1934.

(L.S., 1934, Den. 1.)

Act respecting the settlement of the dispute between the Danish Employers' Association and the Danish Federation of Trade Unions, the Danish Employers' Association and organisations outside the Danish Federation of Trade Unions, and other organisations of employers and employees. Dated 29 March 1936.

(Will be published in the *Legislative Series 1936*.)

ESTONIA

Act respecting collective contracts. Dated 26 March 1929.

(L.S., 1929, Est. 4.)

FINLAND

Act respecting collective contracts. Dated 22 March 1924.

(L.S., 1924, Fin. 2.)

FRANCE

Act of 25 March 1919 ; Act of 25 June 1919 respecting collective agreements. Cf. Chapter IV *bis*, Art. 31 to 31 *z*, and 32 of the Labour Code.

(L.S., 1919, Fr. 1.)

Act of 24 June 1936 respecting collective agreements. (Cf. Book I, Part II, Chap. IV *bis*, Division IV *bis*, secs. 31 *v* (a) to 31 *v* (g).)

(L.S., 1936, Fr. 7.)

GERMANY

Order relating to collective contracts. Dated 23 December 1918.

(L.S., 1923, Ger. 2.)

Act to amend the Collective Contracts Order. Dated 28 February 1928.

(L.S., 1928, Ger. 2.)

Act for the organisation of national labour. Dated 20 January 1934.

(L.S., 1934, Ger. 1.)

GREAT BRITAIN

An Act to make temporary provision for enabling statutory effect to be given to rates of wages agreed between representative organisations in the cotton manufacturing industry ; and for purposes connected with the matter aforesaid. Dated 28 June 1934.

(L.S., 1934, G.B. 7.)

GREECE

Act respecting collective contracts of employment. Dated 16 November 1935.

(L.S., 1935, Gr. 7.)

Act of 16 November 1935 respecting the settlement of collective labour disputes.

(L.S., 1935, Gr. 10.)

HUNGARY

Order No. 52000/1935 of the Minister of Commerce respecting the establishment and operation of the Wage Boards competent to fix minimum wages for certain trades. Dated 30 July 1935.

(L.S., 1935, Hung. 6.)

INDIA

The Bombay Trade Disputes Conciliation Act, 1934. Assented to 27 August 1934.

(L.S., 1934, Ind. 4.)

IRISH FREE STATE

Act on Conditions of Employment. Dated 14 February 1936.

(L.S., 1936, I.F.S. 1.)

ITALY

Act No. 563 : legal regulation of collective relations in connection with employment. Dated 3 April 1926.

(L.S., 1926, It. 2.)

Royal Decree No. 1130, issuing rules for the administration of Act No. 563 of 3 April 1926, respecting the legal regulation of collective relations in connection with employment. Dated 1 July 1926.

(L.S., 1926, It. 5.)

Labour Charter. Dated 21 April 1927.

(L.S., 1927, It. 3.)

Royal Decree No. 1251, to issue rules for the filing and publication of collective contracts of employment. Dated 6 May 1928.

(L.S., 1928, It. 3.)

Royal Decree No. 200, to amend items (a) and (b) of Section 41 of Royal Decree No. 1130 of 1 July 1926, issuing rules for the administration of the Act respecting the legal regulation of collective relations in connection with employment. Dated 15 January 1931.

(L.S., 1931, It. 1.)

Act No. 437, to extend the legal regulation of collective relations in connection with employment to share contracts in agriculture and for small-holdings. Dated 3 April 1933.

(L.S., 1933, It. 7.)

Act No. 163, respecting the constitution and functions of the corporations.
Dated 5 February 1934.

(L.S., 1934, It. 1.)

Royal Legislative Decree No. 441 respecting the powers of the Central
Corporative Committee. Dated 18 April 1935.

(L.S., 1935, It. 5.)

LATVIA

Order respecting collective labour agreements. Dated 4 October 1927.

(L.S., 1927, Lat. 3.)

LUXEMBURG

Order for the establishment of a National Labour Council. Dated 23
January 1936.

(L.S., 1936, Lux. 1.)

MEXICO, UNITED STATES OF

Federal Labour Act. Dated 18 August 1931.

(L.S., 1931, Mex. 1.)

Decree to amend various sections of the Federal Labour Act. Dated
19 January 1934.

(L.S., 1934, Mex. 1 [B].)

NETHERLANDS

Act to issue detailed regulations respecting collective agreements.
Dated 24 December 1927.

(L.S., 1927, Neth. 2.)

Act to set up industrial councils. Dated 7 April 1933.

(L.S., 1933, Neth. 1.)

NEW ZEALAND

An Act to consolidate certain enactments of the General Assembly
relating to the settlement of industrial disputes by conciliation and arbitra-
tion. Dated 1 October 1925.

(L.S., 1925, N.Z. 1.)

Industrial Conciliation and Arbitration Amendment Act, 1932. Assented
to 27 April 1932.

(L.S., 1932, N.Z. 1.)

Act to amend the Industrial Conciliation and Arbitration Act, 1925.
No. 6 of 1936. Dated 8 June 1936.

(L.S., 1936, N.Z. 1.)

NORWAY

Act respecting labour disputes. Dated 5 May 1927 (Sections 3, 4, 5
and 6, subsections 1, 2 and 40, relate to collective agreements).

(L.S., 1927, Nor. 1.)

Act to amend the Act of 5 May 1927 respecting industrial disputes. Dated
26 June 1934.

(L.S., 1934, Nor. 1.)

Act to amend the Act respecting labour disputes. Dated 29 March 1935.

(L.S., 1935, Nor. 1.)

POLAND

Order of the President of the Republic : Code of Obligations. Dated 27 October 1933.

(L.S., 1933, Pol. 6.)

PORTUGAL

Legislative Decree No. 23048, to promulgate the National Labour Statute. Dated 23 September 1933.

(L.S., 1933, Port. 5.)

Legislative Decree No. 25701, to authorise the Under-Secretary of State for Corporations to fix minimum wage rates wherever it is observed that there is a regular decline in wages in consequence of unrestricted competition in any branch of commerce or industry and that the said wages are falling below a reasonable rate. Dated 1 August 1935.

(L.S., 1935, Port. 5.)

RUMANIA

Act respecting contracts of employment. Dated 28 March 1929. Regulations for the administration of the Act respecting contracts of employment. Dated 31 December 1929. (Part IV A and B relate to collective contracts.)

(L.S., 1929, Rum. 2 [A] and [B].)

Act to amend certain sections of the Act respecting contracts of employment. Dated 10 October 1932.

(L.S., 1932, Rum. 3.)

SOUTH AFRICA, UNION OF

Act to make provision for the prevention and settlement of disputes between employers and employees by conciliation ; for the registration and regulation of trade unions and private registry offices and for other incidental purposes. No. 11 of 1924. Assented to 26 March 1924.

(L.S., 1924, S.A. 1.)

Act to amend the Industrial Conciliation Act, 1924. Assented to 28 May 1930.

(L.S., 1930, S.A. 5.)

Act to amend further the Industrial Conciliation Act, 1924. Assented to 7 March 1933.

(L.S., 1933, S.A. 1.)

Act to amplify the powers of the Wage Board and of the Minister..... in regard to the fixing of minimum remuneration for piece work, and to validate and amplify certain wage determinations made under the Wage Act, 1925. No. 16 of 1935. Gazetted 10 April 1935.

(L.S., 1935, S.A. 1.)

SPAIN

Act respecting contracts of employment. Dated 21 November 1931.

(L.S., 1931, Sp. 14.)

Act respecting joint boards for industrial and rural labour, rural property and agricultural production and industries. Dated 27 November 1931.

(L.S., 1931, Sp. 15.)

Decree to consolidate the law relating to joint boards. Dated 29 August 1935.

(L.S., 1935, Sp. 3.)

Act of 30 May 1936 to repeal the Act of 16 July 1935 and to enforce anew the Act of 27 November 1931.

(Will be published in the *Legislative Series 1936*.)

SWEDEN

Act respecting collective contracts. Dated 22 June 1928.

(L.S., 1928, Swe. 2.)

Act respecting the Labour Court. Dated 22 June 1928.

(L.S., 1928, Swe. 3.)

Act to supplement Act No. 245 of 28 May 1920 respecting conciliation in industrial disputes. Dated 28 June 1935.

(L.S., 1920, Swe. 6-8.)

(L.S., 1935, Swe. 4.)

SWITZERLAND

Federal Code of Obligations: Art. 321-323.

TURKEY

Labour Act, No. 3008. Dated 8 June 1936.

(L.S., 1936, Tur. 2.)

UNITED STATES OF AMERICA

An Act to encourage national industrial recovery, to foster fair competition, and to provide for the construction of certain useful public works and for other purposes. Approved 16 June 1933.

(L.S., 1933, U.S.A. 2.)

An Act to diminish the causes of labor disputes burdening or obstructing interstate and foreign commerce, to create a National Labor Relations Board, and for other purposes. Approved 5 July 1935.

(L.S., 1935, U.S.A. 1.)

U.S.S.R.

Order of the A.R.C.E.C. respecting the bringing into operation of the Labour Code of the R.F.S.S.R. (1922 edition). Dated 9 November 1922.

(L.S., 1922, Russ. 1.)

Regulations and Orders: Collective Contracts. Dated 2 February, 19 February, 14 June, 17 October and 14 November 1923.

(L.S., 1923, Russ. 7.)

Order of the Council of Labour and Defence of the Union of Soviet Socialist Republics concerning the conclusion of collective contracts and the settlement of disputes in the principal industrial undertakings. Dated 6 June 1924.

(L.S., 1924, Russ. 8.)

Order of the All-Russian Central Executive Committee and the Council of People's Commissaries of the Russian Socialist Federative Soviet Republic, to amend Section 101 of the Civil Code, Section 266 of the Civil Procedure Code, and Section 93 of the Labour Code. Dated 11 August 1924.

(L.S., 1924, Russ. 5.)

Order of the Council of Labour and Defence respecting the procedure for the conclusion of collective contracts by State industrial undertakings of importance to the whole Union, and the settlement of disputes arising in connection with the conclusion and carrying out of the said contracts. Dated 8 December 1926.

(L.S., 1926, Russ. 8.)

Order No. 108 of the People's Labour Commissariat of the Union of Soviet Socialist Republics, respecting the procedure for the registration of collective contracts. Dated 18 February 1928.

Regulations No. 419 approved by the People's Labour Commissariat of the U.S.S.R., respecting the conditions of employment of congress stenographers. Dated 21 July 1928.

(L.S., 1928, Russ. 12 [A] and [B].)

Order No. 129 of the People's Labour Commissariat of the U.S.S.R., respecting the compulsory registration of general agreements and liability for delay in the registration of collective agreements. Dated 10 July 1932.

(L.S., 1932, Russ. 4.)

VENEZUELA

Labour Law, of 16 July 1936. (Part II, Chap. III, secs. 32 to 37).

(L.S., 1936, Ven. 2.)

YUGOSLAVIA

Industrial Act. Dated 5 November 1931.

(L.S., 1931, Yug. 4.)