

Boulevard St-Germain, Paris VIII<sup>e</sup>  
 92.02 and Littré 92.03.)  
 AL. R. K. BURGE, 12 Victoria Street, London, S.W.1,  
 "Sowest, London"; *Tel.* Whitehall 1437.)  
 Mr. P. P. PILLAI, International Labour Office (Indian Branch),  
 New Delhi. ("Interlab, New Delhi"; *Tel.* 3191.)  
 Japan: Mr. I. F. AYUSAWA, Shisei Kaikan Building, Hibiya Park, Kojimachiku, Tokyo. ("Interlab, Tokyo"; *Tel.* Ginza 1580.)  
 United States: ..... 734 Jackson Place, Washington, D. C.  
 ("Interlab, Washington"; *Tel.* District 8736.)

#### NATIONAL CORRESPONDENTS

Argentine Republic: Mr. ALEJANDRO UNSAIN, Av. Pte. Roque Sáenz Peña 671  
 (3<sup>o</sup> Piso, B.), Buenos Aires. Address correspondence to; Calle Berutti 3820,  
 Buenos Aires. ("Interlab, Buenos Aires"; *Tel.* U. T. 34, Defensa 3756.)  
 Belgium: Mr. M. GOTTSCHALK, Institut de Sociologie Solvay, Park Léopold,  
 Brussels. ("Interlab, Brussels"; *Tel.* 33.74.86.)  
 Brazil: Mr. A. BANDEIRA DE MELLO, Ministère du Travail, Salas, 848.850,  
 Rio de Janeiro. ("Interlab, Rio"; *Tel.* 42-0455.)  
 Chile: Mr. M. POBLETE TRONCOSO, Casilla 2811, Santiago. ("Interlab, San-  
 tiago".)  
 Cuba: Mr. JOSÉ ENRIQUE SANDOVAL, Secretaria del Trabajo, Havana.  
 ("Interlab, Havana".)  
 Czechoslovakia: Mr. OTAKAR SULIK, Pankrac 853, Prague XIV. ("Sulik,  
 853 Pankrac, Prague"; *Tel.* 575-82.)  
 Estonia: Mr. A. GUSTAVSON, Gonsiori 43, Tallinn. ("Gustavson, Gonsiori 43,  
 Tallinn"; *Tel.* 301-48.)  
 Germany: Mr. WILHELM CLAUSSEN, Dahlmannstrasse 28, Berlin-Charlotten-  
 burg 4. ("Claussen, 96-42-74, Berlin"; *Tel.* 96-42-74.)  
 Hungary: Mr. GÉZA PAP, Margit Körút 45, Budapest II. (*Tel.* 1-530-17.)  
 Latvia: Mr. KARLIS SERZANS, Skolas iela 30, Riga. ("Sabmin, Riga, Latvia".)  
 Lithuania: Mr. K. STRIMAITIS, Kalniečių 4-a, Kaunas. (*Tel.* 2-48-56.)  
 Mexico: Mr. FEDERICO BACH, Apartado 292, Mexico, D. F. ("Interlab  
 Mexico"; *Tel.* Ericsson 4-75-91.)  
 Poland: ..... Flory 1/11, Warsaw. ("Interlab, Warsaw";  
*Tel.* 8-15-65.)  
 Rumania: Mr. G. VLADESCO RACOASSA, Strada Maria Rosetti 63, București III,  
 (*Tel.* 231-95.)  
 Spain: ..... Apartado de Correos 3032, Madrid. ("Interlab,  
 Madrid"; *Tel.* 30.848.)  
 Uruguay: Mr. ERNESTO KUHN TALAY, Colón 1476, Montevideo.  
 Venezuela: Mr. RAFAEL CALDERA, Sur 14, 56-2, Caracas. ("Caldera, Caracas".)  
 Yugoslavia: Mr. L. STEINITZ, Poštanski Pregradak 561, Belgrade. ("Interlab,  
 Belgrade")

**THE MINIMUM WAGE**  
**AN INTERNATIONAL SURVEY**

**IMPRIMERIE LOUIS BELLENAND ET FILS**  
**FONTENAY-AUX-BOSES, SEINE (FRANCE)**

**INTERNATIONAL LABOUR OFFICE**

---

**STUDIES AND REPORTS**

Series D (Wages and Hours of Work) No. 22.

Dhananjayrao Gadgil Library



GIPE-PUNE-069488

**THE MINIMUM-WAGE-**  
**AN INTERNATIONAL SURVEY**

---

**GENEVA**

**1939**

Published in the United Kingdom  
For the **INTERNATIONAL LABOUR OFFICE (LEAGUE OF NATIONS)**  
By **P. S. KING & SON, Ltd.**  
Orchard House, 14 Great Smith Street, Westminster, London, S.W. 1

C1/4

X:9527

G9

69488

## CONTENTS

	Page
INTRODUCTION . . . . .	1
<b>AUSTRALIA</b>	
Introduction . . . . .	5
Legislation at present in Force . . . . .	6
Commonwealth :	
The Commonwealth Conciliation and Arbitration Act, 1904-1934, as amended . . . . .	6
Objects . . . . .	6
Scope . . . . .	7
Machinery and Method of Fixing Wages. . . . .	8
Enforcement . . . . .	10
Application . . . . .	11
The Arbitration (Public Service) Act, 1920-1934 . . . . .	12
The Industrial Peace Acts, 1920 . . . . .	12
Northern Territory . . . . .	12
Federal Capital Territory . . . . .	13
States :	
Regulation by Special Tribunals . . . . .	13
Legislation. . . . .	13
Objects . . . . .	14
Scope . . . . .	14
Machinery and Method of Fixing Wages. . . . .	16
New South Wales . . . . .	16
Victoria . . . . .	18
Queensland . . . . .	21
South Australia . . . . .	23
Western Australia . . . . .	25
Tasmania . . . . .	27
Enforcement. . . . .	28
Application . . . . .	29
Statutory Minimum Wages . . . . .	32
Some Problems and Results of Wage-Fixing . . . . .	33
Reference List . . . . .	47
<b>BELGIUM</b>	
Introduction . . . . .	50
The Home Work Act, 1934, and Orders, 1935 . . . . .	51
Scope . . . . .	51
Machinery and Method of Fixing Wages . . . . .	53
Enforcement . . . . .	56
Application. . . . .	56
Reference List . . . . .	58

	Page
<b>CZECHO-SLOVAKIA</b>	
Introduction . . . . .	59
Legislation at present in Force. . . . .	60
The Home Work Act . . . . .	61
Objects . . . . .	61
Scope . . . . .	63
Machinery and Method of Fixing Wages . . . . .	64
Enforcement . . . . .	67
Application . . . . .	69
Extension of Collective Agreements . . . . .	72
Textile Industry . . . . .	72
Extension of Scope as to Persons. . . . .	72
Extension of Scope as to Area . . . . .	72
General Decree — Extension of Scope as to Persons . . . . .	73
Compulsory Extension as to Time . . . . .	74
Compulsory Arbitration in the Building Industry. . . . .	74
Reference List . . . . .	76
<b>FRANCE</b>	
Introduction . . . . .	77
Legislation at present in Force. . . . .	79
Minimum Wages of Home Workers . . . . .	79
Scope . . . . .	79
Machinery and Method of Fixing Wages . . . . .	80
Enforcement . . . . .	83
Minimum Wages of Workers in Industry and Commerce. . . . .	84
Scope . . . . .	85
Machinery and Method of Fixing Wages . . . . .	85
Enforcement . . . . .	89
Application of the Legislation . . . . .	91
Minimum Wages of Home Workers . . . . .	91
Minimum Wages of Workers in Industry and Commerce. . . . .	93
Some Results of the Legislation . . . . .	94
Protection of Workers . . . . .	94
General Adjustment of Wages . . . . .	97
Industrial Relations . . . . .	98
Reference List . . . . .	99
<b>GREAT BRITAIN</b>	
Introduction . . . . .	103
Legislation at present in Force . . . . .	108
The Trade Boards Acts, 1909 and 1918 . . . . .	108
Objects and Scope . . . . .	108
Machinery and Method of Fixing Wages . . . . .	108
Rates below the Minimum . . . . .	110
Enforcement . . . . .	111
Application. . . . .	114
The Trade Boards Act (Northern Ireland), 1923 . . . . .	115
The Coal Mines (Minimum Wage) Act, 1912. . . . .	119
The Agricultural Wages (Regulation) Act, 1924 . . . . .	121
Scope . . . . .	121
Machinery and Method of Fixing Wages . . . . .	121
Rates below the Minimum . . . . .	122
Enforcement . . . . .	122
Application. . . . .	122

	Page
The Agricultural Wages (Regulation) (Scotland) Act, 1937 . . . . .	124
Cotton Manufacturing Industry (Temporary Provisions) Act, 1934 . . . . .	125
The Road Haulage Wages Act, 1938 . . . . .	127
Some Problems and Results of Wage-Fixing . . . . .	130
Principles Adopted . . . . .	130
Effects on Wages . . . . .	132
Effects on Hours . . . . .	136
Effects on Employment . . . . .	137
Effects on Industrial Organisation . . . . .	138
Problems of Enforcement . . . . .	140
The Scope of Wage Regulation . . . . .	141
Reference List . . . . .	142

IRELAND

Introduction . . . . .	144
The Trade Boards Acts, 1909 and 1918 . . . . .	144
The Agricultural Wages Act, 1936 . . . . .	146
Scope . . . . .	146
Machinery and Method of Fixing Wages . . . . .	146
Enforcement . . . . .	147
Application . . . . .	147
The Conditions of Employment Act, 1936 . . . . .	148
Preservation of Existing Rates of Wages . . . . .	148
Wages Agreement Register . . . . .	149
Enforcement . . . . .	149
The Shops (Conditions of Employment) Act, 1938 . . . . .	149
Reference List . . . . .	150

NEW ZEALAND

Introduction . . . . .	151
Legislation at present in Force . . . . .	153
The Industrial Conciliation and Arbitration Act, 1925, as amended . . . . .	153
Objects and Scope . . . . .	153
Machinery and Method of Fixing Wages . . . . .	155
Enforcement . . . . .	157
Application . . . . .	158
The Factories Act, 1921-1922, the Shops and Offices Act, 1921-1922, and their Amendments . . . . .	161
The Agricultural Workers Act, 1936, as amended . . . . .	163
Object and Scope . . . . .	164
Machinery and Method of Fixing Wages . . . . .	165
Enforcement and Application . . . . .	169
Some Problems and Results of Wage-Fixing . . . . .	169
Reference List . . . . .	176

PERU

Introduction . . . . .	178
Legislation at present in Force . . . . .	179
Indigenous Workers in the Sierra: Act of 1916 and Presidential Decree of 1923 . . . . .	179
Objects, Scope, Machinery and Methods of Fixing Wages . . . . .	179
Enforcement and Application . . . . .	180
Home Workers: Act and Presidential Decree of 1937 . . . . .	180



	Page
Mercantile Marine and Port Authorities : Regulations approved by Presidential Decree of 13 November 1922 . . . . .	182
Dockers at Callao : Regulations concerning Conditions of Employ- ment and Wages . . . . .	183
Conciliation and Arbitration : Presidential Decrees, 1920-1931, Act of 1935 and Decree thereunder of 1936 . . . . .	185
Peruvian Workers Employed Abroad : Presidential Decrees and Resolutions, 1929-1936 . . . . .	188
Reference List . . . . .	189

### UNITED STATES OF AMERICA

Introduction . . . . .	191
History of Legislation . . . . .	192
Present Legislation and Practice . . . . .	201
State Laws and Regulations . . . . .	202
Analysis of Legislation . . . . .	202
Scope . . . . .	202
Type of Law . . . . .	203
Bases or Principles of Wage Fixation . . . . .	205
Administration . . . . .	208
Procedure for Wage Determination . . . . .	209
Procedure for Application of Orders . . . . .	214
Application and Enforcement . . . . .	216
Federal Regulation . . . . .	226
The National Industrial Recovery Act . . . . .	227
The Guffey Coal Act . . . . .	228
The Public Contracts Act . . . . .	228
The Merchant Marine Act . . . . .	229
The Sugar Act . . . . .	229
The Fair Labor Standards Act . . . . .	230
Scope . . . . .	230
Administration . . . . .	230
Method of Fixing Minimum-Wages . . . . .	230
Industry Committees . . . . .	231
Variations, Exemptions and Appeals . . . . .	231
Penalties . . . . .	232
Some Results of Minimum-Wage Legislation . . . . .	232
State Regulation . . . . .	232
Federal Regulation . . . . .	237
Present Problems and Outlook for the Future . . . . .	240
Reference List . . . . .	244
APPENDIX : International Reference List . . . . .	248
INDEX . . . . .	251

## APPENDIX

---

### International Reference List

In order to avoid unnecessary repetition the reference lists appended to the various national monographs have been limited in most cases to publications dealing solely or mainly with the countries concerned. The following is a list of some of the principal publications dealing with more than one country or with problems of wage regulation in general.

#### PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

- Minimum Wage-Fixing Machinery : an International Study of Legislation and Practice* (Studies and Reports, Series D, No. 17, 1927).
- Minimum Wage-Fixing Machinery. Questionnaire* (International Labour Conference, Eleventh Session, Geneva, 1928, Item I on the Agenda). Geneva, 1927.
- Report on Minimum Wage-Fixing Machinery and Supplementary Report on Minimum Wage-Fixing Machinery* (International Labour Conference, Eleventh Session, Geneva, 1928. Item I on the Agenda). Geneva, 1928.
- Draft Conventions and Recommendations adopted by the International Labour Conference.* Contains the texts of the Convention concerning the creation of minimum wage fixing machinery and Recommendation concerning the application of minimum wage fixing machinery adopted at the Eleventh Session of the International Labour Conference, Geneva, 1928.
- Summary of Reports under Article 22.* Annual volumes, containing, *inter alia*, summaries of the annual reports by countries which have ratified the Convention concerning the creation of minimum wage fixing machinery.
- Legislative Series*, containing translations of laws concerning minimum wages.
- The I.L.O. Year-Book* (annual). Chapters on the remuneration of labour, workers' general rights and special problems of certain categories of workers.
- International Labour Review* (monthly) and *Industrial and Labour Information* (weekly) which contain articles and notes from time to time dealing with minimum wage-fixing in different countries.
- Conciliation and Arbitration in Industrial Disputes* (Studies and Reports, Series A, No. 34, 1933).
- Collective Agreements* (Studies and Reports, Series A, No. 39, 1936).
- The Law and Women's Work : a Contribution to the Study of the Status of Women* (Studies and Reports, Series I, No. 4, 1939).

#### OTHER PUBLICATIONS

- ARMSTRONG, Barbara Nachtrieb : *Insuring the Essentials. Minimum Wage plus Social Insurance — A Living-Wage Program* (New York, Macmillan, 1932), Part II.

- BRODA, R. : *La Fixation légale des Salaires. Expériences de l'Angleterre, de l'Australie et du Canada* (Paris, M. Giard et E. Brière, 1912).  
*Minimum-Wage Legislation in Various Countries* (United States Department of Labor, Bureau of Labor Statistics, Bulletin No. 467, Washington, 1928).
- BURNS, Eveline, M. : *Wages and the State, a Comparative Study of the Problems of State Wage Regulation* (London, P. S. King and Son, 1926). Contains an analysis of the criteria followed by different authorities in fixing wage rates.
- FEIS, H. : *The Settlement of Wage Disputes* (New York, Macmillan, 1921).  
*A Collection of Decisions presenting Principles of Wage Settlement* (New York, the H. W. Wilson Company, 1924).
- RICHARDSON, J. H. : *A Study on the Minimum Wage* (London, Allen and Urwin, 1927).
- VERRILL, Charles H. : *Minimum-Wage Legislation in the United States and Foreign Countries* (United States Department of Labor, Bureau of Labor Statistics, Bulletin No. 167, Washington, 1915).
-

# INDEX

## A

- Advisory boards.
  - United States 209.
- Aged workers, special provisions for.
  - Australia 18, 20, 22, 25, 26, 27.
  - Belgium 55.
  - Great Britain 120, 122.
  - Ireland 147.
  - United States 231.
- Agreements, industrial 8, 21.
- Agricultural Wages Boards.
  - Ireland 146.
  - Scotland 124.
- Agricultural Wages Committees.
  - Great Britain 106, 121.
  - Ireland 146.
  - Scotland 124.
- Agricultural workers.
  - Australia 11, 30.
  - France 85.
  - Great Britain 124.
  - Ireland 146.
  - New Zealand 164.
  - Northern Ireland 106.
  - Peru 179, 185.
  - Scotland 106, 124.
- Agriculture.
  - Great Britain ; Effects of wage fixing 135.
  - Exemption permits, number of 123.
  - Hours of work 123.
  - Inspectors 123.
  - Wage regulation 105, 121.
  - Ireland : Defined 146.
- Appeals against orders or rulings.
  - Australia 17, 19.
  - Czecho-Slovakia 65, 66.
  - France 87.
  - United States 214.
- Apprenticeship regulations 2.
  - Great Britain 111.
  - New Zealand 162.
  - United States 213, 231.
- Arbitration.
  - See Conciliation and arbitration.
- Arbitration courts 25.
  - Australia 7, 8.
  - Czecho-Slovakia 61, 74, 75.
  - France 88.
  - New Zealand 153, 155.
  - Peru 178.

- Arrears of wages, recovery of.
  - Australia 11, 28, 29.
  - Great Britain 115, 122, 124.
  - Ireland 145.
  - New Zealand 158, 160.
  - Northern Ireland 119.
  - United States 215.
- Austrian Empire.
  - Home workers 59, 60.
- Awards.
  - Australia 9, 11, 16, 18, 21, 23, 27, 34.
  - France 85.
  - New Zealand, 156.
  - Peru 187.
- Failure to comply with.
  - Australia 10, 11, 28.
  - France 90, 94.
- Force of.
  - France 87.
  - New Zealand 156.

## B

- Basic wage.
  - Australia 5, 6, 12, 18, 35, 37.
  - New Zealand 153, 155, 158, 170, 171
- Adjustments of.
  - Australia 18, 27, 40, 42.
- Alteration of.
  - Australia 9.
- Defined.
  - Australia 7, 22, 26.
- Margins for skill.
  - Australia 42.
- Principle of.
  - See Wage fixing, principles of.
  - See also Fair wage.
- British Sugar (Subsidy) Act, 1925 107.
- Building industry, compulsory arbitration 74.

## C

- Capacity of industry to pay.
  - Australia 37, 40.
  - New Zealand 170.
- Casual workers, New Zealand 157, 167.
- Cave Committee (Great Britain), report of 104, 131, 134, 137.
- Central boards.
  - Czecho-Slovakia 64, 65, 69.
  - France 81.

Child labour (United States), abolition of 230.

Coal mines, wage regulation.  
Great Britain 119, 120.  
United States 228.

Collective agreements.  
Australia 11, 29.  
Belgium 50, 54, 55.  
Czecho-Slovakia 66, 69, 72, 73.  
France 78, 85, 87, 93.  
Great Britain 125.  
New Zealand 158.  
Peru 183, 187.

Compulsory extension of 2.  
Czecho-Slovakia 59, 61, 72.  
New Zealand 155.

Duration.  
Australia 9.  
Belgium 55.  
Czecho-Slovakia 74.  
France 85.

Effects of.  
Czecho-Slovakia, 71.

Enforcement of.  
Ireland 149.

Failure to comply with.  
Belgium 56.  
France 90.

Collective bargaining.  
Czecho-Slovakia 59, 62.  
France 86.

Committee on Farm Workers in Scotland 139.

Competition, conditions of 46.

Compulsory arbitration.  
Australia 7, 8.  
Czecho-Slovakia 74.  
New Zealand 151, 173.  
Peru 186.  
Trade union attitude towards.  
New Zealand 151.

Compulsory conferences 22, 25.

Conciliation and arbitration.  
Australia 7, 8.  
Czecho-Slovakia 64.  
France 78, 94.  
New Zealand 153.  
Peru 185.

Boards.  
Peru 178, 185.

Procedure.  
France 85, 86, 99.

Regional boards.  
Czecho-Slovakia 67.

Contractor, defined.  
Czecho-Slovakia 64.

Co-operative societies 62.

Corn Production Act, 1917.  
Great Britain 105.

Cost of living, allowance for variations.  
Australia 6, 18, 20, 22, 24, 26, 38, 40.

Cost of living, allowance for variations (*continued*).  
France 87, 89.  
Great Britain 131.  
New Zealand 157, 169, 173.  
United States 193, 205.

Costs.  
Farming 43.  
Industrial 43.  
Labour 139.  
Workers' interest in 45.

Cotton manufacturing industry, wage regulation 125.

Councils of Conciliation.  
New Zealand 153, 155.

Court decisions, effects of.  
Australia 37.

## D

Dairy farm, defined 164.

Dairy farm workers, rates fixed.  
New Zealand 165.

Debt, worker's.  
Peru 180.

Departmental wages committees.  
France 81.

Determinations, duration of.  
Australia 20, 24, 27.

Evasion of.  
Australia 21.  
United States 225.

Scope of.  
Australia 16, 19.

District trade committees.  
Great Britain 109.

Dockers, wage regulation.  
Peru 183.

Domestic servants 30.

## E

Economic and financial considerations.  
Australia 37, 40, 42.  
Great Britain 131.  
New Zealand 157, 169, 170.  
United States 236.

Employers' organisations, representation of.  
Australia 8, 14, 17.  
Belgium 53.  
Czecho-Slovakia 75.  
France 86, 88, 90.  
Great Britain 109, 120, 123, 126, 127.  
Ireland 146, 149.  
New Zealand 154.  
Peru 182, 185, 186.  
United States 210, 231.

Employer's responsibility.  
Czecho-Slovakia 68.

Employment.  
 Australia 46.  
 Czecho-Slovakia 66, 71, 74.  
 Great Britain 137.  
 New Zealand 170.  
 United States 234.  
 Exemption permits, number of.  
 Great Britain 114, 123.  
 Expiring Laws Continuance Act, 1937.  
 Great Britain 126.

## F

Factory, defined.  
 New Zealand 161.  
 Factory and Shops Act, 1936.  
 Australia 20.  
 Fair wage.  
 See Basic wage.  
 Defined.  
 United States 207.  
 Principle of 170.  
 Fair wage laws.  
 United States 195, 196, 206.  
 Fair wages clause 2.  
 Great Britain 107.  
 Family allowances.  
 Australia 40.  
 Great Britain 142.  
 Family unit 24, 27, 36, 40.  
 Family workshop, defined.  
 Peru 181.  
 Farm workers.  
 New Zealand 167.  
 United States (sugar) 229.  
 Federal *v.* State legislation.  
 Australia 5, 34.  
 United States 191, 243.  
 Female workers.  
 Australia 18, 22, 30.  
 France 77, 79.  
 Great Britain 108.  
 Ireland 145.  
 New Zealand 168, 174.  
 Peru 178, 181.  
 United States 193, 202, 206, 218,  
 225, 234.  
 Finance Act, 1936.  
 New Zealand 152.  
 Flat rate laws.  
 See Inflexible laws.  
 Flat rates, France 94.  
 Flexible laws.  
 United States 204, 221.  
 Forty-Hour Week Act, 1936.  
 France 96.

## G

Guffey-Vinson Coal Act of 1935,  
 declared unconstitutional.  
 United States 191, 228.

## H

Health, protection of.  
 Belgium 51, 54.  
 Czecho-Slovakia 62.  
 United States 195, 202, 206.  
 Holidays with pay.  
 France 96.  
 New Zealand 165.  
 Home worker, defined.  
 Belgium 51.  
 Czecho-Slovakia 63.  
 Peru 181.  
 Distinguished from independent  
 worker.  
 Belgium 52.  
 Home workers, assistants to.  
 Belgium 52.  
 Collective agreements.  
 Czecho-Slovakia 66.  
 During the war.  
 Czecho-Slovakia 63.  
 Improved position of.  
 France 96.  
 Number of.  
 Belgium 57.  
 Czecho-Slovakia 70.  
 France 91.  
 Wage regulation.  
 Austrian Empire 59, 60.  
 Belgium 53, 55.  
 Czecho-Slovakia 60, 64.  
 France 77, 79, 94.  
 Great Britain 108.  
 Peru 180.  
 Home workers' workshops, number of.  
 Czecho-Slovakia 70.  
 Hours of work.  
 Great Britain 136.  
 Ireland 148.

## I

Indigenous workers, wage regulation.  
 Peru 179.  
 Industrial agreements.  
 Australia 8, 21, 28.  
 New Zealand 158.  
 Industrial and Wages Boards authorised.  
 Australia 23, 25, 29.  
 Industrial disputes.  
 Australia 7, 12, 46.  
 New Zealand 153.  
 Peru 185.  
 Industrial relations, improvement of.  
 Great Britain 140.  
 France 98.  
 Australia 46.  
 Industrial unions.  
 See Workers' organisations.  
 Industry Committees.  
 United States 231.

Industry, definition of.  
 Australia 15.

Infirm workers, special provisions for.  
 Australia 18, 20, 22, 25, 26, 27.  
 Belgium 55.  
 Great Britain 110, 120, 122.  
 Ireland 147.  
 United States 231.

Inflexible laws.  
 United States 204, 224.

Inspectors, work of.  
 Australia 10, 28, 32.  
 Belgium 56.  
 Czecho-Slovakia 70.  
 France 83.  
 Great Britain 111, 114, 115.  
 New Zealand 163.  
 United States 225.

Intermediary, defined.  
 Czecho-Slovakia 64.

Interstate commerce.  
 United States 201, 230.

Interstate compacts.  
 United States 196, 242.

Interstate competition 35.

Intrastate activities.  
 United States 230, 243.

Irish Free State 144.

**J**

Judges, removal of 9.

**L**

Labour councils.  
 France 80.

Labour-saving devices, adoption of.  
 Great Britain 139.

Living wage, defined 24.  
*See also* Basic wage,

Living-wage findings, survey of.  
 Australia 39.

Lockouts 75.

**M**

Mandatory legislation.  
 United States 193, 203.  
 Unconstitutionality, of 194.

Maritime workers, wage regulation.  
 Peru 182, 183.  
 United States 229.

Market garden employees, rates fixed.  
 New Zealand 168.

Matignon Agreement.  
 France 98.

Middleman, defined 63.  
 Home-work trades.  
 Czecho-Slovakia 61, 62.

Minimum-Wage Compact.  
 United States 240.

Minimum Wage-Fixing Machinery Convention (1928), No. 26.  
 Australia 6.  
 Belgium 51.  
 Czecho-Slovakia 60.  
 France 79.  
 Great Britain 107.  
 Ireland 144.  
 New Zealand 152.  
 Peru 178.  
 United States 201.

Minimum-wage regulation, defined 2.  
*See also* Wage regulation.

Minors, provisions for.  
 Australia 15, 33.  
 Ireland 147.  
 New Zealand 167, 168.  
 United States 195, 202.

**N**

National income, relation to world price changes.  
 Australia 46.

National Industrial Recovery Act (United States) 227, 238.  
 Declared unconstitutional 191, 197.

Native workers, provision for 12.

Notification of rates fixed.  
 Belgium 56.  
 Czecho-Slovakia 67.  
 France 80.  
 Great Britain 110.  
 United States 214, 226.

**O**

Occupational representation 53.

Occupations, survey of.  
 United States 210.

Office, defined.  
 New Zealand 162.

Orchard workers, rates fixed.  
 New Zealand 166.

Overtime rates.  
 Australia 20, 33.  
 Great Britain 110, 121, 136.  
 Ireland 147, 148.  
 New Zealand 163.  
 Northern Ireland 117.  
 United States 212, 213.

**P**

Part-time rates.  
 Australia 20.  
 New Zealand 157, 167.  
 United States 213.

Payment in kind.  
 Ireland 147.  
 Peru 179, 181.

Penalties and fines.  
 Australia 10, 21.  
 Belgium 56.  
 Czecho-Slovakia 68, 75.  
 France 84, 90, 94.  
 Great Britain 111.  
 Ireland 147, 149.  
 New Zealand 158, 160.  
 Peru 182.  
 United States 215, 226, 232.

Piece rates.  
 Australia 20.  
 Belgium 57.  
 France 80, 82.  
 Great Britain 109, 121.  
 Ireland 147.  
 New Zealand 168.  
 Northern Ireland 116.  
 Peru 189.  
 United States 213.

Premiums.  
 Great Britain 114.

President's Re-employment Agreement.  
 United States 228.

Price-cutting.  
 Czecho-Slovakia 61, 73.  
 Great Britain 125.

Prices, guaranteed.  
 New Zealand 164.

Prosecutions, number of.  
 Australia 11.  
 France 92.  
 Great Britain 115, 124.  
 New Zealand 160.  
 Northern Ireland 119.

Prosperity allowances 42.

Public contracts 2.  
 United States 228.

Public hearings.  
 United States 212.

Public Service Act, 1904.  
 Australia 15.

Public services, wage regulation.  
 Australia 8, 12.

Public works, wage fixing 50.

Purchasing power 39, 202.

**R**

Railway Classifications Board Act,  
 1920.  
 Australia 15.

Rates below the minimum.  
 Australia 9, 18, 20, 25, 26, 27.  
 Belgium 55.  
 Great Britain 110, 120, 122.  
 Ireland 147.  
 New Zealand 156, 166, 168.  
 United States 211, 213, 231.

Real wages.  
 France 98.  
 New Zealand 172.

Recommendatory legislation.  
 United States 193, 196.

Regional boards.  
 Czecho-Slovakia 67, 69.

Report of the Committee on Farm  
 Workers in Scotland, 1936, 136.

Road and Rail Traffic Act, 1933.  
 Great Britain 127.

Roadhaulageworkers, wage regulation.  
 Great Britain 127.

**S**

Sheltered industries.  
 Australia 43.  
 New Zealand 173.

Shop, defined.  
 New Zealand 162.

Shop assistant, defined.  
 New Zealand 162.

Shops Wages Board.  
 Ireland 149.

Special tribunals 5, 6, 8, 12, 13.

Standard Minimum Fair Wage Bill.  
 United States 196.

Standard of living.  
 Australia 7, 22, 37, 43.  
 New Zealand 164, 170.

Standard rates.  
 New Zealand 159, 174.

State Children's Acts, 1911-1928.  
 Australia 15.

State *o.* Federal legislation.  
 Australia 5, 34.  
 United States 191, 243.

Statutory rates.  
 Australia 6, 32.  
 Great Britain 130.  
 New Zealand 152, 175.

Strikes.  
 Czecho-Slovakia 74, 75.  
 France 94, 98.

Subsidies to farmers.  
 Great Britain 105.

Sweating, suppression of.  
 Great Britain 103, 131, 133.  
 Czecho-Slovakia 61.

Sweat-shops.  
 United States 195, 236.

**T**

Tariff protection.  
 Australia 43.

Textile industry, collective agreements.  
 Czecho-Slovakia 72.

Trade assessment committees.  
 France 81.

Trade boards.  
 Great Britain 104, 108, 134.  
 Northern Ireland 116.  
 Difference between Great Britain  
 and Northern Ireland 117.



Trade unions.  
*See* Workers' organisations.

## U

Unemployment.  
 Australia 45.  
 Great Britain 104, 138.  
 Unions.  
*See* Workers' organisations.  
 Unsheltered industries.  
 Australia 43.  
 New Zealand 173.  
 Voluntary arbitration.  
 New Zealand 151.  
 Scotland 106.

## V

Voluntary Conciliation Committees.  
 Great Britain 106.  
 Voluntary regulation of home work.  
 Czecho-Slovakia 66.

## W

Wage boards.  
 Australia 15, 19, 20, 27.  
 United States 209, 210, 211.  
 Wage conferences.  
 United States 209.  
 Wage-cutting, effects of.  
 Czecho-Slovakia 62.  
 Great Britain 125.  
 Wage-fixing, principles of.  
 Australia 36.  
 Belgium 55.  
 Czecho-Slovakia 63, 65.  
 France 82, 89.  
 Great Britain 130, 132.  
 New Zealand 156, 158, 169, 171.  
 Peru 180.  
 United States 193, 205, 237.  
 Effects of.  
 Australia 33, 44.  
 Czecho-Slovakia 71.  
 France 94, 98.  
 Great Britain 134, 136, 137, 138.  
 New Zealand 172, 175.  
 Peru 188.  
 United States 233, 236, 238.  
 Wage orders.  
 United States : Issue of 212.  
 Revision of 213.  
 Wage rates.  
 Relation to real income 45.  
 Wage rates fixed.  
 Australia 31.  
 Belgium 55.  
 France 82.  
 Great Britain 109, 112.  
 Ireland 145, 148.

Wage rates fixed (*continued*).  
 New Zealand 163.  
 Northern Ireland 118.  
 Peru 183, 184, 188.  
 United States 230.  
 Revision of.  
 France 83, 89.  
 Peru 183.  
 United States : State laws 219.  
 Wage records.  
 Belgium 56.  
 Czecho-Slovakia 68.  
 France 83.  
 Great Britain 111, 122.  
 Ireland 147.  
 New Zealand 157, 169.  
 Peru 180, 181.  
 United States 214.  
 Wage reductions, restoration of.  
 New Zealand 152.  
 Wage regulation.  
 Czecho-Slovakia : Home workers  
 60, 64.  
 France : Industry and commerce  
 84.  
 Great Britain : Agricultural workers  
 121.  
 Agriculture 105.  
 Coal mines 119.  
 Cotton manufacturing industry  
 125.  
 Road haulage workers 127.  
 Scotland 124.  
 New Zealand : Agriculture 164.  
 Factory workers 161.  
 Peru : Dockers 183.  
 Home workers 180.  
 Indigenous workers 179.  
 Maritime workers 182.  
 United States : Coal industry 228.  
 Farm labourers (sugar) 229.  
 Maritime workers 229.  
 State laws 200.  
 Under public contracts 197, 228.  
 Criticism.  
 Australia 10, 34, 44.  
 France 94.  
 Great Britain 132.  
 New Zealand 154.  
 United States 233.  
 Early history.  
 Australia 6.  
 Belgium 50.  
 Czecho-Slovakia 60.  
 France 77.  
 Great Britain 103.  
 Ireland 144.  
 New Zealand 151.  
 Peru 178.  
 United States 191, 192.  
 Employers' attitude towards.  
 Australia 10, 46.

Wage regulation (*continued*).  
 Range of industries covered.  
   Australia 11.  
   France 91.  
   Great Britain 141.  
   New Zealand 158.  
   United States 216.  
 Workers' attitude towards.  
   Australia 46.  
   Belgium 50.  
 Workers covered.  
   Australia 29.  
   Belgium 57.  
   France 91.  
   Great Britain 114.  
   Ireland 145.  
   New Zealand 158.  
   Northern Ireland 119.  
   Peru 187.  
   United States 223.  
 Wage schedules, force of.  
   Czecho-Slovakia 66.  
 Wages agreement register.  
   Ireland 149.  
 Wages, arrears of.  
   *See* Arrears of wages.  
 Women.  
   *See* Female workers.

Worker, definition of.  
   Australia 15.  
 Workers, aged.  
   *See* Aged workers.  
 Workers employed abroad, provisions for.  
   Peru 188.  
 Workers, infirm.  
   *See* Infirm workers.  
 Workers' organisations, representation of.  
   Australia 7, 11, 14, 16, 21.  
   Belgium 53.  
   Czecho-Slovakia 75.  
   France 86, 88.  
   Great Britain 109, 120, 123, 126, 127.  
   Ireland 146, 149.  
   New Zealand 151, 154.  
   Peru 182, 185, 186.  
   United States 210, 231.  
 Workshop assistant, defined.  
   Czecho-Slovakia 64.

## Y

Young workers.  
   *See* Minors.

HECKED  
000-03

## INTERNATIONAL LABOUR REVIEW

(Monthly)

Recent Articles<sup>1</sup> on related subjects :

- Wages Policy and Business Cycles. By E. RONALD WALKER. (December 1938.)  
Industrial Fluctuations and Wage Policy. By EMIL LEDERER. (January 1939.)  
Wage Theory and Wage Policy. By PAUL H. DOUGLAS. (March 1939.)  
The Administration of Minimum Wage Laws in the United States. By ETHEL M. JOHNSON. (February 1939.)

<sup>1</sup> The first three articles will be offprinted in a single brochure. Price : 4s., \$1.00  
The article by Ethel M. Johnson is also available as an offprint. Price : 1s.; \$0.25

In addition to Special Articles by recognised Authorities on a wide range of topics, the *International Labour Review* contains summaries of important Reports and Enquiries on labour conditions in all countries, and up-to-date Statistics of Wages, Unemployment, Cost of Living, Hours of Labour, etc.

Price (post paid) { Monthly number : 2s. 6d.; \$0.60  
Yearly : 24s. \$8.00

## I. L. O. YEAR-BOOK 1937-38

(Eighth Year of Issue)

Constitutes a full, periodical record of all the events affecting conditions of labour in all countries. It opens with an introduction summarising the activities of the International Labour Organisation during the period under consideration, which is the year 1937 and in some cases the first quarter of 1938. This is followed by eight chapters surveying the development of the year throughout the world under the following headings :

*Economic Developments. — Conditions of Work. — Social Insurance. — Remuneration of Labour. — Employment and Unemployment, Migration. — Workers' General Rights. — Special Problems of Certain Categories of Workers.*

In one of the appendices, statistics are given of the membership of international and national federations of trade unions throughout the world.

" Makes a comprehensive survey of changes in economic and industrial conditions throughout the world and gives a mass of well-arranged information of the working and living conditions of the industrial population."

(The Times, London.)

GENEVA, 1938. 650 pp.

Price (post paid) { Paper cover : 10s. 6d.; \$2.75  
Cloth bound : 12s. 6d.; \$3.50