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MISCELLANEOUS SERIES

# FAMILY ALLOWANCES IN FOREIGN COUNTRIES

By

MARY T. WAGGAMAN

*Of the United States Bureau of Labor Statistics*

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## APPENDIXES

### APPENDIX A.—INFORMATION SOUGHT IN THIS SURVEY

In collecting the data on which this bulletin is based the following inquiries as to family allowances paid to public employees were submitted to the ministers of finance of the different countries:

1. Are family allowances paid by your State government to civil-service employees, both manual and other workers?
2. If so, when and why was the system inaugurated?
3. How many of these employees are covered by the system, and what percentage is this number of the total number in State civil-service employment?
4. What are the amounts of family allowances paid to a person in State government civil service for each of his dependents; that is, how much is he granted for the first child, second child, subsequent children, and other dependents?
5. What is the total number of dependents of civil-service employees for whom family allowances are granted by the State government?
6. What was the total amount paid out by the State government in family allowances to persons in civil-service employment in 1921, 1922, and 1923?
7. What are the regulations for the payment of allowances, for example, (a) in regard to sex of employees; (b) in regard to the number, age, and relation of dependents; and (c) in case of sickness, accident, etc.?
8. What is the effect of the family-allowance system on the basic wage?
9. What is the attitude of State government employees toward this method of payment?
10. What is your personal opinion of the system?
11. To what extent does the system prevail in provincial and municipal governments in your country?
12. What practice is followed in granting family allowances in the most important municipality in your country?

Similar inquiries as to family allowances paid to workers in non-governmental, industrial, commercial, and agricultural undertakings were made of the ministers of labor or of social affairs of the various countries and in addition the following inquiries:

What are the titles, locations, character, and scope (number of adherent establishments) of the compensation or clearing funds for the payment of family allowances now in operation in your country?

How are these funds organized?

How are they administered?

Upon what basis are the amounts paid into compensation funds by member firms calculated—(a) total personnel; (b) total pay roll; (c) total hours worked; (d) or other basis?

How do the amounts paid out in allowances by firms belonging to compensation funds compare with the total pay rolls of such firms? (Give average percentage.)

Do compensation funds in your country also pay maternity benefits and nursing bounties, and carry on social service? If so, give typical examples.

To what extent, if any, have these compensation or clearing funds been brought together through a central committee or federation?

## APPENDIX B.—CONSTITUTION OF THE FAMILY ALLOWANCE FUND OF THE REGION OF PARIS

[Adopted March 1, 1920]

### TITLE I.—PURPOSE AND COMPOSITION OF THE ORGANIZATION

**ARTICLE I.** The association designated "The Compensation Fund of the Region of Paris (Allowances for Family Responsibilities)" (*Caisse de la Région Parisienne (Allocations pour charges de famille)*), established in 1920, has for its purpose the creation of a fund for the payment of family allowances for the benefit of the workers and employees of the region of Paris and the guaranty of the division of the responsibility for this service among the members in proportion to the wages and salaries paid in the region of Paris by the members of the organization.

By the region of Paris is understood Paris, its suburbs, and the neighboring Departments, to a maximum of 60 kilometers from the fortifications of that city. Those employers carrying on construction and public works under the law of December 19, 1922, and the decree of July 13, 1923, whose headquarters are in the region of Paris may continue as members of the regional fund of Paris for such of their work shops and lumber and stone yards as are located in that region.<sup>1</sup>

The life of the organization, which has been fixed at 30 years, can be prolonged by the general meeting of its members.

The fiscal year begins January 1 and terminates December 31 of each year. The first fiscal period will begin the day of the organization of the association and terminate December 31, 1920.

The association has its headquarters in Paris. These headquarters are provisionally located at 59 Hoche Avenue. They may be transferred to any other place by the decision of the administrative committee of the association.

**ART. 2.** The association is empowered to act jointly with individual industrial and commercial establishments or groups of such establishments, to issue publications and memoranda, and to organize conferences and meetings as shall seem to it advisable.

**ART. 3.** The association is composed of members, paying a fixed annual assessment of 5 francs, whose factories, workshops, stores, or lumber and stone yards are located in the region of Paris.

This assessment shall be paid quarterly and shall be included in the settlement of account of the variable assessment provided for under article 16.

Trade associations, federations, or groups may be members of the association.

Applications for membership must be approved by the administrative committee of the association. In case of rejection of an application the committee is not obliged to make known its reasons.

Honorary membership can be conferred by the administrative committee on any person, trade association, federation, or group desiring by means of donations or subscriptions to assist families, or capable of rendering or which has rendered services to the association. This membership confers on its holders the right to take part in the general meeting without the payment of the annual assessment.

**ART. 4.** Membership may be lost (1) by resignation of (2) by cancellation of the membership by the administrative committee for nonpayment of dues, for nonobservance of the constitution or the regulations of the association, or for grave reasons (the member in question having been previously called to give explanations) and subject to appeal to the general meeting.

### TITLE II.—ADMINISTRATION AND OPERATION

**ARTICLE 5.** The association is directed by the general meeting of its members and operates through an administrative committee in accordance with the regulations adopted by the constitutional assembly.

These regulations, subject to modifications by the general meeting, define the conditions under which the members pledge themselves to pay to their personnel allowances for family responsibilities, as well as the conditions of payment of such allowances, and the distribution among the members of the corresponding expenses.

<sup>1</sup> Voted by the General Assembly Sept. 26, 1923.



**ART. 6.** The administrative committee is composed of from 12 to 20 members, elected for three years by the general meeting from among the regular or honorary members of the association.

Trade associations, federations, or groups may serve on the administrative committee, being represented by a delegate of their choice who need not necessarily be a member of the association.

One-third of the committee is elected each year by the general meeting, the retiring members being eligible for reelection.

In case of a vacancy on the administrative committee the committee may fill it subject to confirmation by the next general meeting. Members thus appointed remain in office only during the unexpired term of their predecessors.

The services of the members of the administrative committee are gratuitous, except that in the case of honorary members it may be otherwise decided by the general meeting.

**ART. 7.** The committee chooses from among its members an executive board, to serve for one year, composed of a president, three vice presidents, and a treasurer.

In case of the resignation or the decease of a member of this board his successor is chosen at the next meeting of the administrative committee.

The president, or in his absence one of the vice presidents, presides at the meetings of the administrative committee.

**ART. 8.** The executive board may appoint one or more paid or unpaid secretaries, not members of the association.

**ART. 9.** The administrative committee meets at the call of its president whenever necessary, but at least once every quarter, in the fourth week of that quarter. An official report is to be made of the meetings.

The committee fixes the compensation of the secretaries, if they are paid.

It approves the settlement of the accounts for the preceding quarter and decides on changes in the variable assessment rates relative to the cost of allowances, conformably to the regulations of the fund.

It decides questions involving the application of principles laid down in the regulations, especially in connection with the investigations provided for in the said regulations.

It regulates the investment of the reserve funds and fixes the amounts of the expenses of administration.

It decides on inquiries or studies, paid or unpaid, to be made by experts with a view to the progress of the association, and decides, if necessary, on proposals for changes in the constitution and regulations to be submitted to the general meeting.

It has the widest powers in the management both of the funds and the material and moral interests of the association, in view of the realization of its purpose.

**ART. 10.** The decisions of the administrative committee are not valid unless at least eight of its members are present. A majority vote is necessary for a decision, and in case the votes are equally divided the president of the meeting has the deciding voice.

**ART. 11.** The executive board directs the operations and carries out the decisions made by the administrative committee.

**ART. 12.** The treasurer is responsible for the handling and investment of all funds, under the direction of the administrative committee.

**ART. 13.** The duty of the secretary, under the control of the executive board, is to assure current service to the association, especially along the following lines:

He collects quarterly from the members information upon which the calculations of the variable assessment rates and the account of each of the members are based.

He secures the collection and the payment of the sums due from this source.

He makes inquiries in regard to the family condition of those who are paid family allowances in accordance with the regulations of the fund, and proposes, when necessary, changes in regard to those receiving family allowances, as provided for in the regulations.

He collects information relative to difficulties and disputes arising in the payment of family allowances and presents such information for investigation by the administrative committee.

He distributes printed matter to the members.

ART. 14. In law and in all civil transactions the association is represented by the president of the executive board, he being delegated by the board for such duty. The representative of the association should be in full possession of his civil rights. He is given full powers to comply with all the formalities prescribed by law.

ART. 15. The general meeting of the association is held at least once a year and may also be called by the administrative committee or by one-fourth or more of its members. The order of business for such meeting is fixed by that committee. The executive board of said committee acts as the executive board of the meeting.

The meeting provides for the election or reelection of the administrative committee. It hears reports on the work of the committee and on the moral and financial situation of the association. The meeting also approves the accounts for the fiscal period then ended, votes the budget for the following fiscal period, determines the percentage to be allocated to the reserve funds as provided for in the regulations of the fund, discusses the question on the agenda, and decides, when necessary, on amendments to the regulations.

Copies of the annual report and the accounts submitted by the administrative committee are transmitted each year by the committee to all the members of the association.

#### TITLE III.—ANNUAL RESOURCES AND RESERVE FUNDS

ARTICLE 16. The receipts of the association comprise:

1. The fixed dues;
2. The surplus of the variable assessments necessary to cover the expenses of the family allowances in conformity to the regulations of the fund and to constitute the reserve funds fixed by the general meeting;
3. Donations or subscriptions which the association may collect.

Since the association will itself judge in what measure to seek recognition as a public utility, it will take the necessary steps in this connection in order to be able to benefit by gifts and legacies.

ART. 17. The reserve funds are invested by the administrative committee.

#### TITLE IV.—CHANGE OF CONSTITUTION—DISSOLUTION

ARTICLE 18. The constitution can not be changed except by proposal of the administrative committee or of a tenth of the members composing the general meeting, submitted to the executive board at least a month before the meeting. The meeting should include at least a quarter plus one of the members of the association.

A general meeting called to decide on the dissolution of the association should include at least one-half plus one of the members of the association.

If the above proportion of one-quarter and of one-half plus one, respectively, are not reached, another meeting must be called but not before an interval of at least 15 days, and the decisions of this meeting will be valid irrespective of the number of members present.

In any case the constitution can not be amended or the association dissolved except by a two-thirds vote of the members present.

In case of dissolution the general meeting designates one or several commissioners to be charged with the liquidation of the property of the association. The disposition of the net assets is determined by the general meeting.

### APPENDIX C.—REGULATIONS OF THE MUTUAL AGRICULTURAL FAMILY ALLOWANCE FUND OF THE REGION OF SOISSONS

#### PART I.—DEFINITION OF ALLOWANCES—GENERAL PRINCIPLES

ARTICLE 1. The allowances consist of monthly bonuses paid to heads of families for all legitimate or acknowledged children who are dependent upon such heads of families.

Children under 13 years of age residing in France with their parents for at least six months are considered as such dependents.

ART. 2. The bonuses or allowances for the benefit of the children of workers or salaried employees who have been in the employ of a member of the fund for at least six consecutive months are granted directly by the fund on the application of such member. The allowances are sent to the member by post-office money order or check together with two copies of a detailed statement, one copy to be forwarded to the head of the family interested, or, if there is no head, to the person in charge of the children, and another copy to be receipted and returned to the accounting officer.

ART. 3. The monthly allowances are calculated to the last day of the month and are paid by the fund. They become payable to the worker or employee when he has been employed for at least six months. They cease at the date of the last pay period preceding the worker's separation should this occur in the course of a month, except as provided in articles 9 and 10.

If the separation is due to a legitimate cause outside of the worker's control (in case of "force majeure," sickness, or temporary incapacity for work not exceeding six months) the allowances shall be paid in full.

ART. 4. Bonuses and allowances are paid to workers or employees entitled to them only when the child beneficiaries are actually in their charge.

#### PART II.—APPLICATION OF ALLOWANCES

ARTICLE 5. The amounts of the monthly allowances to workers with dependent children are fixed at: 15 francs for one child; 35 francs for two children; 65 francs for three children; 100 francs for four children; 140 francs for five children; 185 francs for six children; 235 francs for seven children. Beyond seven children the allowances are increased according to the same progression.

Children are considered as dependents until the month following that in which they attain the age of 13.

ART. 6. The allowances provided in the above article are paid to a working man or woman employed by an establishment affiliated with the fund who has actual charge of children because of the death of the father or mother or the abandonment of such children.

ART. 7. The allowances may be suspended or discontinued by the decision of the committee of management when the conduct or morals of the parents or those who fill their places are not satisfactory.

ART. 8. In case of the death of a child benefiting by an allowance, such allowance will be paid during the month in which the death occurred.

ART. 9. If a father employed by an affiliated member of the fund and receiving allowances dies or is incapacitated for work by accident or illness, the monthly allowances are paid to the mother of the family, if the latter survives him, on condition that she be employed by a member of the fund, except as provided in the following article.

If the father was a widower at the time of his decease, or if a mother employed by a member is a widow or her husband is unable to work and she dies or is totally incapacitated for work by accident or sickness, the monthly allowance is paid to the person who assumes charge of the children, on condition that such person remains in the locality for five years or longer, according to the decision of the committee of management.

ART. 10. If the death or disability of the father or mother occurs under circumstances to which workmen's compensation legislation is applicable, the allowances will continue to be paid without taking into account the compensation received under such legislation, in order to provide for the children until they have reached the age limit.

If the death or disability is due to an occurrence for which a third party is financially responsible, the allowances are reduced by the amount of the judgment against such third party, if such judgment provides for a special annuity for the maintenance of the children.

ART. 11. The family condition of workers and salaried employees of each establishment is established by data furnished quarterly by the members of the fund.

ART. 12. All investigations for the purpose of verifying the family condition of those receiving allowances and the use made of such allowances should

be made by the committee of management. It may take any practical measure to assure the judicious use of such allowances.

ART. 13. The workers and salaried employees receiving allowances should prove their family condition by submitting their family records (*livret de famille*), including abstracts of papers concerning civil status, and identification certificate, birth notices, medical certificates, etc.

ART. 14. In case grandparents, brothers, or sisters claim family allowances under the provisions of article 6, they should make a written request, explaining the circumstances. Their request shall be investigated by the association, with the aid of the establishment employing them, for the purpose of determining whether the circumstances are those mentioned in article 6.

ART. 15. The circumstances provided for by articles 9 and 10 relating to inability of the head of the family to work should be proved by a medical certificate.

ART. 16. The amounts due for allowances, with the necessary documents, are sent by the fund to the head of the establishment, who makes the payments to the beneficiaries. The head of the establishment may always request that the allowance be sent at the close of the quarter directly to the father or mother of the family or, if there are no parents, to the person who assumes charge of the children.

ART. 17. In case both father and mother work for members of the fund, the monthly allowances, which can not be doubled, are sent either to the father or to the mother, according to the decision of the committee of management.

The acceptance of two similar bonuses, even when they are paid by separate funds, is prohibited.

The payment of allowances may be suspended or stopped by the committee of management if it is proved that a family is receiving allowances through both parents or if allowances have been secured through false declarations or failure to report deaths occurring among the children of the grantee.

ART. 18. Allowances are not a part of the wage, nor can they be attached or withheld for the worker's debts.

ART. 19. The decisions of the committee of management are binding and final in all questions arising in connection with the operation of the fund.

### PART III.—REGULATIONS FOR ACCOUNTS

ARTICLE 20. Each member must forward a statement to the fund during the first fortnight of each quarter showing—

1. The total extent of his farming, making a distinction between meadows and other lands.

2. A list of all his workers and salaried employees and of their families without exception, such list giving the names of all families with dependent children.

3. The amount of wages paid in the course of the preceding year.

4. A sum on account, fixed by the committee of management, which is proportioned to his assessment and amounts to a percentage of the wages paid during the year preceding the current fiscal period.

The members agree to assist the representatives of the fund in the verification of the information furnished.

ART. 21. The information submitted by a member serves as the basis for determining the amount of his assessment; if the assessment is too small to meet the expenses of the fund during a given quarter, each member is liable for his share of the deficit even if he should leave the organization.

ART. 22. The employers' contributions are apportioned on the basis of the salaries paid by each member in the current fiscal year and of the sums paid out by the fund in allowances, plus administrative expenses and a percentage to be fixed by the general assembly for the purpose of establishing, together with other resources of the society, provisional and reserve funds. These reserve funds may be used to prevent excessive variations in assessment rates from one fiscal period to another.

ART. 23. A member who has tendered his resignation must pay his assessment up to the end of the current quarter.

## APPENDIX D.—STATEMENT OF LYON REGIONAL FAMILY ALLOWANCE FUND ON PURPOSE AND ORGANIZATION

### PURPOSE

The family-allowance fund is an association having for its object:

To assure financial and material advantages to wage earners with family responsibilities who are employed in the establishments of the members of the fund.

To divide the burden of these benefits among the establishments supporting the fund, so that those establishments shall pay a contribution based on their importance regardless of the actual family responsibilities of their respective personnel.

In this connection two questions arise: Why is it necessary to give allowances? and Why is it necessary to do so through the medium of a fund?

I. Why is it necessary to give allowances?

Among the many reasons which make allowances necessary, the two principal ones are:

1. The difference in the responsibilities of single persons and of heads of families. It is not necessary to show that a father of a family necessarily has larger expenses than an unmarried person. Everyone knows that this inequality is of such a character as to injure the development of family life. It is, then, unjust and antisocial that the resources of workers with family responsibilities should be the same as those of the unmarried.

Wages being a return for work, it is proper to pay the supplementary amount necessitated by family responsibilities entirely apart from such wages. It is a duty which imposes itself without waiting for the compulsion of law. The employer, being the leader in economic life, has the honor and the responsibility of himself taking the measures indispensable to social life.

2. The general birth-rate situation in France. The French birth-rate situation is well known. In the course of the last century the German population increased from 24,000,000 to 64,000,000, while the French population increased only from 27,000,000 to 29,000,000. The situation immediately after the war had not improved, but rather the contrary. \* \* \*

It is estimated that among the manual workers in Lyon 72 per cent are single or married without dependents under 14 years of age, and among the remaining 28 per cent which have families 52 per cent have but one child.

The consequences of this situation are perilous to the country itself and to the prosperity of its business. One can not produce without laborers, one can not sell without buyers. There can be neither industry nor commerce without population, and this is so true that in the second half of the nineteenth century our general commerce had but doubled, while in Germany commerce had almost quadrupled.

II. Why is it necessary to pay allowances through the medium of a fund?

At first glance it seems that it would be sufficient for each employer himself to distribute allowances to his wage earners. This has been tried, but the results are far from being as satisfactory as those obtained by membership in a compensation fund.

A compensation fund alone can—

1. Destroy all objection on the part of workers' organizations. The isolated employer can promise allowances but to avoid paying them he can hire single persons or married persons without dependents. When he joins a fund, however, his contribution is identically the same regardless of the family responsibilities of his personnel.

2. Prevent variations of costs in the same industry. Great differences are found in the number of heads of families in different establishments, such differences arising from the location of the plants, the length of time established, and various other factors. With a system of direct and individual payment some establishments would be at an advantage and others handicapped, while under the fund system each establishment pays a contribution according to its importance. Payments for family responsibilities, being thus equalized, are placed beyond the conflict of production costs.

3. Establish uniform rules and prevent bidding of employer against employer in recruiting manual labor. It is evident that there is advantage in having uniform scales of rates and methods of administration and operation among the employers of the same city and of the same trade.

4. Prevent frauds and duplications. An organization is necessary in order to make sure that the beneficiaries are actually living and that both husband and wife are not paid for the same children.

5. Create additional services. Medical and technical services can be provided by a fund because of the importance of the salaried personnel covered by it. Each factory acting separately would find such expenses very heavy, but divided among a number of participating establishments these expenses are reduced to a minimum. \* \* \*

6. Establish organizations solid enough and powerful enough to prevent dangerous legislative intervention. The isolated establishment has no influence with public authorities, but funds, on the contrary, having constitutions and regulations, present an organization which must be reckoned with. The central committee of these funds represents them in an effective manner before the public authorities. It is certain that without compensation funds allowances would now be compulsory, with rules fixed by laws and decrees. The proposals submitted to Parliament for this purpose show that the obligations, the expense imposed on employers, would be much heavier and that there would be new public officials, new annoyances, new investigations.

In view of the advantages, one seeks vainly for an objection to the organization of a fund. It is certain that to-day one can not remain isolated and that collective restraints are necessary.

Moreover, the proof is based on statistics. \* \* \* At present [early in 1924] there are more than 150 funds in France and each of these funds is growing and prospering.

What contribution is required of employers belonging to the funds? This contribution varies among the different groups, from 1.90 to 2.40 per cent of the wages paid—the lowest possible proportion in view of the results obtained.

The costs of management of the fund are insignificant compared to the sums disbursed (less than 2.5 per cent of the total). The smallness of these charges is due to the fact that the necessary expenses are divided among a large number of members, thereby reducing expenses to a minimum, and that the fund is administered gratuitously by employers who are members.

## PRESENT ORGANIZATION

### ADMINISTRATION

The fund is divided into groups for the purpose of assessing employers according to their personnel.

Each group has its own regulations and administrative procedure, which are the most convenient according to its professional or trade customs.

Each group has a certain number of representatives on the council of administration. \* \* \*

The present groups are as follows: Various industries, Lyon; metallurgical and allied industries; various industries outside of Lyon; silk manufacturers; construction and public works; factories of Neuville-sur-Saône; iron and metal industries.

The services of a technical character (birth bonuses and infant hygiene) are administered by a joint committee formed from the various groups distributing allowances or benefits. It has thus been possible to reduce the general expenses to a minimum and to obtain the most valuable cooperation. An advisory medical council has been created which has given advice as to methods of operation.

### ADVANTAGES ASSURED

Membership in the family-allowance fund assures to the personnel of the establishment the following advantages:

1. Family allowances on the following scale: 40 francs per month for 2 children under 13 years of age, 75 francs per month for 3 children under 13 years of age, 120 francs per month for 4 children under 13 years of age, 175 francs per month for 5 children under 13 years of age, 240 francs per month for 6 children under 13 years of age, 315 francs per month for 7 children under 13 years of age, and 400 francs per month for 8 children under 13 years of age.

Each group regulation indicates in a precise manner the persons to be paid and the beneficiaries.

At present this scale of rates is in use in the following groups: Iron and metals; various industries, Lyon; and silks.

The group of silk manufacturers pays in addition an allowance of 15 francs to families with one child.

The rates of the construction and public works groups are as follows: 20 francs per month for 1 child under 13 years of age, 45 francs per month for 2 children under 13 years of age, 75 francs per month for 3 children under 13 years of age, and 30 francs per month for each additional child under 13 years of age.

The group of industries outside of Lyon and the group of factories of Neuville-sur-Saône<sup>1</sup> pay allowances according to the following scale: 15 francs per month for 1 dependent, 40 francs per month for 2 dependents, 70 francs per month for 3 dependents, 100 francs per month for 4 dependents, 130 francs per month for 5 dependents, and 30 francs per month for each additional dependent beyond 5.

#### OPERATION

Printed matter containing a résumé of the advantages afforded by the fund is sent to employees entitled to allowances by the employer. \* \* \*

Such an employee makes application to the office or factory on a regular form, to which are attached documentary proofs, such as the civil marriage certificate, birth certificate, etc. The employer verifies the statements as far as he is able, fills out a form, which is signed by himself and the applicant, and forwards it to the fund. The documentary proofs are returned to the employee.

In case of changes in responsibilities (births or deaths) a special certificate is filled out: If a person receiving an allowance leaves an establishment notice is given to the fund.

Certain groups have adopted a regulation by which all changes in the personnel, whether or not receiving allowances, are reported to the fund. This practice has numerous advantages, notably in connection with those who may in future be entitled to birth bonuses, and its adoption is becoming general in the different groups.

Each month the employer reports on a special printed form the total number, by sections (men, women, workers, employees, etc., according to groups), of his present personnel, whether or not receiving allowances.<sup>2</sup>

#### FINANCIAL OPERATION

From the verified applications received the office of the fund knows by group and by section what the disbursement for allowances, bonuses, and general expenses should be, while from the monthly reports it ascertains the number of wage earners in each group and each section at that time. The total number of wage earners in each section is divided by the total sums to be paid and each employer is assessed an amount equal to this quotient multiplied by the number of his employees in the group or section considered.<sup>3</sup>

<sup>1</sup>This fund also pays birth and nursing bonuses and maintains a child-hygiene service.

<sup>2</sup>In the construction group this declaration is replaced by one giving the wages paid, the basis of compensation being wages and not the present personnel.

<sup>3</sup>For example, an employer of the group of metallurgical industries reports that he employs 250 men and 10 women. The total personnel reported for his group is 22,500 men and 4,300 women. The total of the sums required to distribute allowances to the group is 170,000 francs for the men and 15,000 francs for the women. The quotients will, therefore, be 1.55 francs for the men and 3.45 francs for the women. The employer in question owes, therefore, for the month considered—7.55 × 250 = 1,887.50 francs for the men; 3.45 × 10 = 34.50 francs for the women.

In the construction group the method is the same but the quotient is based on the total wages paid instead of on the total personnel. The contribution of a member in this case is a percentage of his pay roll.

This sum is sent by check to the fund, the persons receiving allowances being paid either in cash at the factory by the disbursing clerk of the fund or by postal money order.<sup>5</sup>

The expenses for birth bonuses and child-hygiene services are met by the joint committee, which is reimbursed by the fund.

The whole system, which has been improved several times, aims to impose upon the member the least possible formality and red tape. He is responsible only for the verification of the individual declarations, the sending in of the monthly detailed report, and the contribution check. Everything else is done by the fund.

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<sup>5</sup> For the factories outside of Lyon another system is used. The employer himself pays the allowances and remits to or receives from the fund only the difference between his payments to the employees receiving allowances and the result of the fund's computations. This system, full of inconveniences, is maintained only because of the difficulties in applying the general system of Lyon.

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APPENDIX E.—BIRTH AND DEATH RATES IN VARIOUS COUNTRIES, 1912 TO 1923

BIRTHS AND DEATHS<sup>1</sup> PER ANNUM IN SPECIFIED COUNTRIES, 1912 TO 1923<sup>2</sup>

NUMBER (IN THOUSANDS)

| Country                           | 1912   |        | 1913   |        | 1914   |        | 1915   |        | 1916   |        | 1917   |        | 1918   |        | 1919   |        | 1920   |        | 1921   |        | 1922   |        | 1923   |        |
|-----------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                                   | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths |
| Australia.....                    | 129    | 52     | 136    | 52     | 138    | 52     | 135    | 53     | 131    | 54     | 130    | 48     | 126    | 50     | 122    | 66     | 126    | 56     | 126    | 64     | 137    | 61     | 135    | 56     |
| Austria.....                      | 904    | 892    | 894    | 890    | 152    | 117    | 119    | 133    | 94     | 126    | 88     | 136    | 88     | 154    | 112    | 125    | 135    | 117    | 143    | 105    | 142    | 107    | 146    | 100    |
| Belgium.....                      | 171    | 117    | 171    | 111    | 164    | 109    | 124    | 101    | 99     | 101    | 87     | 128    | 85     | 157    | 123    | 114    | 164    | 103    | 163    | 103    | 158    | 104    | 155    | 100    |
| Bulgaria.....                     | 184    | 92     | 108    | 120    | 103    | 88     | 174    | 86     | 99     | 95     | 79     | 98     | 99     | 142    | 157    | 95     | 192    | 108    | .....  | .....  | .....  | .....  | .....  | .....  |
| Denmark proper <sup>3</sup> ..... | 75     | 26     | 72     | 25     | 73     | 26     | 70     | 27     | 72     | 29     | 70     | 29     | 73     | 29     | 69     | 40     | 76     | 40     | 79     | 26     | 74     | 29     | 75     | 28     |
| England and Wales.....            | 873    | 457    | 882    | 455    | 879    | 417    | 815    | 592    | 788    | 508    | 668    | 499    | 663    | 612    | 692    | 504    | 658    | 465    | 846    | 439    | 789    | 437    | 756    | 444    |
| Finland.....                      | 92     | 53     | 87     | 52     | 88     | 51     | 83     | 52     | 80     | 55     | 81     | 59     | 79     | 95     | 84     | 83     | 85     | 58     | 82     | 47     | 80     | 49     | 82     | 48     |
| France.....                       | 751    | 693    | 746    | 704    | 694    | 648    | 398    | 655    | 815    | 698    | 843    | 613    | 399    | 789    | 404    | 621    | 534    | 675    | 613    | 696    | 760    | 689    | 762    | 667    |
| Germany.....                      | 1,870  | 1,030  | 1,839  | 1,005  | 1,819  | 1,053  | 1,383  | 1,020  | 1,029  | 961    | 912    | 1,055  | 927    | 1,227  | 1,261  | 964    | 1,599  | 933    | 1,560  | 860    | 1,400  | 882    | 1,291  | 858    |
| Hungary.....                      | 766    | 492    | 736    | 501    | 747    | 504    | 512    | 553    | 314    | 392    | 287    | 385    | .....  | .....  | .....  | .....  | 246    | 168    | 223    | 154    | 287    | 187    | 230    | 156    |
| Ireland.....                      | 101    | 73     | 100    | 75     | 99     | 71     | 96     | 76     | 91     | 71     | 86     | 73     | 87     | 79     | 89     | 79     | 100    | 67     | 91     | 64     | 88     | 65     | 92     | 61     |
| Italy.....                        | 1,134  | 636    | 1,122  | 664    | 1,114  | 643    | 1,109  | 741    | 882    | 722    | 714    | 703    | 649    | 1,168  | 771    | 684    | 1,123  | 663    | 1,098  | 625    | 1,125  | 661    | 1,101  | 623    |
| Japan.....                        | 1,728  | 1,087  | 1,757  | 1,027  | 1,808  | 1,102  | 1,800  | 1,094  | 1,805  | 1,188  | 1,812  | 1,200  | 1,792  | 1,493  | 1,779  | 1,282  | 2,026  | 1,422  | 1,991  | 1,269  | 1,969  | 1,267  | .....  | .....  |
| Netherlands.....                  | 170    | 75     | 174    | 76     | 177    | 78     | 167    | 80     | 173    | 84     | 173    | 87     | 167    | 115    | 164    | 90     | 193    | 82     | 190    | 77     | 182    | 80     | 189    | 71     |
| Norway.....                       | 61     | 32     | 61     | 32     | 62     | 33     | 59     | 33     | 66     | 34     | 65     | 34     | 64     | 43     | 59     | 36     | 69     | 34     | 64     | 31     | 66     | 32     | 68     | 31     |
| Portugal.....                     | 308    | 129    | 320    | 125    | 194    | 115    | 196    | 122    | 198    | 129    | 190    | 134    | 181    | 283    | 168    | 154    | 205    | 144    | 199    | 126    | .....  | .....  | .....  | .....  |
| Rumania.....                      | 314    | 168    | 310    | 192    | 327    | 183    | 320    | 194    | .....  | .....  | .....  | .....  | 103    | 297    | 286    | 282    | 539    | 417    | 629    | 372    | 614    | 378    | .....  | .....  |
| Scotland.....                     | 123    | 72     | 121    | 73     | 124    | 74     | 114    | 82     | 110    | 71     | 97     | 99     | 99     | 78     | 106    | 75     | 137    | 68     | 128    | 60     | 115    | 73     | 112    | 63     |
| Spain.....                        | 638    | 426    | 618    | 449    | 608    | 450    | 615    | 452    | 599    | 442    | 602    | 466    | 613    | 698    | 482    | 622    | 494    | 649    | 665    | 656    | 441    | 658    | 449    | .....  |
| Sweden.....                       | 153    | 79     | 130    | 77     | 129    | 78     | 123    | 83     | 122    | 78     | 120    | 77     | 118    | 104    | 115    | 84     | 139    | 78     | 127    | 78     | 117    | 76     | 113    | 66     |
| Switzerland.....                  | 92     | 54     | 90     | 55     | 87     | 54     | 76     | 52     | 74     | 61     | 72     | 53     | 73     | 75     | 72     | 55     | 81     | 56     | 81     | 50     | 76     | 50     | 76     | 46     |

<sup>1</sup> Exclusive of stillbirths.

<sup>2</sup> France, Ministère du Travail, Bureau de la Statistique Générale, Annuaire Statistique, 1924, Paris, 1925, pp. 201, 202.\*

<sup>3</sup> For 1912 and 1913 figures are for pre-war territory; for succeeding years they are for present territory.

<sup>4</sup> For 1912 and 1913 figures are for pre-war territory; for 1913 to 1918 they are exclusive of about 50 communes of Western Flanders.

<sup>5</sup> Figures are for pre-war territory.

<sup>6</sup> For 1912 to 1919 figures are for pre-war territory; for succeeding years they are for present territory.

<sup>7</sup> For 1912 and 1913 figures are for pre-war territory; for 1914 to 1919 they are for 77 uninhabited Departments; for succeeding years they are for present territory.

<sup>8</sup> For 1912 to 1916 figures are for pre-war territory; for 1917 to 1923 for new territory; 1917 to 1920, exclusive of Mecklenburg, and 1921 to 1923, exclusive of Mecklenburg, Saare, and Wurtemberg.

BIRTHS AND DEATHS PER ANNUM IN SPECIFIED COUNTRIES, 1912 TO 1923—Continued

RATES PER 100 INHABITANTS

| Country                     | 1912   |        | 1913   |        | 1914   |        | 1915   |        | 1916   |        | 1917   |        | 1918   |        | 1919   |        | 1920   |        | 1921   |        | 1922   |        | 1923   |        |
|-----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                             | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths | Births | Deaths |
| Australia.....              | 2.86   | 1.12   | 2.82   | 1.07   | 2.79   | 1.05   | 2.71   | 1.06   | 2.66   | 1.10   | 2.63   | 0.97   | 2.50   | 1.00   | 2.35   | 1.27   | 2.55   | 1.05   | 2.50   | 0.99   | 2.47   | 0.92   | 2.38   | 0.99   |
| Austria.....                | 3.14   | 2.05   | 2.93   | 2.03   | 2.90   | 1.77   | 2.82   | 2.03   | 2.83   | 1.95   | 2.83   | 2.14   | 2.40   | 2.49   | 1.79   | 2.03   | 2.24   | 1.81   | 2.20   | 1.69   | 2.27   | 1.72   | 2.23   | 1.58   |
| Belgium.....                | 2.27   | 1.49   | 2.13   | 1.39   | 2.03   | 1.42   | 1.81   | 1.39   | 1.83   | 1.33   | 1.64   | 1.14   | 2.10   | 1.63   | 1.60   | 2.21   | 1.30   | 2.19   | 1.37   | 2.04   | 1.39   | 2.04   | 1.39   | 2.04   |
| Bulgaria.....               | 4.17   | 2.07   | 2.60   | 2.30   | 4.62   | 2.11   | 4.14   | 2.05   | 2.11   | 2.04   | 1.69   | 2.08   | 2.08   | 2.99   | 2.23   | 1.99   | 3.67   | 2.12   |        |        |        |        |        |        |
| Denmark proper <sup>1</sup> | 2.66   | 1.30   | 2.66   | 1.25   | 2.58   | 1.25   | 2.42   | 1.23   | 2.43   | 1.34   | 2.27   | 1.32   | 2.41   | 1.30   | 2.29   | 1.30   | 2.54   | 1.26   | 2.40   | 1.10   | 2.23   | 1.19   | 2.25   | 1.18   |
| England and Wales.....      | 2.39   | 1.33   | 2.41   | 1.38   | 2.38   | 1.40   | 2.19   | 1.37   | 2.09   | 1.44   | 1.78   | 1.44   | 1.77   | 1.76   | 1.85   | 1.37   | 2.55   | 1.24   | 2.24   | 1.21   | 2.04   | 1.23   | 1.97   | 1.16   |
| Finland.....                | 2.01   | 1.63   | 2.71   | 1.81   | 2.09   | 1.66   | 2.64   | 1.69   | 2.40   | 1.66   | 2.48   | 1.76   | 2.38   | 2.85   | 1.92   | 1.89   | 2.53   | 1.59   | 2.43   | 1.40   | 2.34   | 1.44   | 2.37   | 1.38   |
| France.....                 | 1.90   | 1.75   | 1.68   | 1.77   | 1.79   | 1.38   | 1.16   | 1.35   | 1.09   | 1.75   | 1.05   | 1.79   | 1.22   | 2.20   | 1.26   | 1.93   | 2.13   | 1.72   | 2.07   | 1.77   | 1.94   | 1.70   | 1.94   | 1.70   |
| Germany.....                | 2.82   | 1.65   | 2.75   | 1.50   | 2.68   | 1.55   | 2.04   | 1.51   | 1.53   | 1.43   | 1.39   | 1.81   | 1.43   | 1.89   | 2.00   | 1.53   | 2.69   | 1.51   | 2.63   | 1.40   | 2.28   | 1.43   | 2.08   | 1.39   |
| Hungary.....                | 3.63   | 2.33   | 3.46   | 2.35   | 3.47   | 2.33   | 2.38   | 2.57   | 1.68   | 2.08   | 1.90   | 2.07   | 1.54   | 2.09   | 2.74   | 1.96   | 3.12   | 2.12   | 2.79   | 1.93   | 2.94   | 2.08   | 2.94   | 1.82   |
| Ireland <sup>10</sup>       | 2.30   | 1.65   | 2.23   | 1.71   | 2.23   | 1.63   | 2.20   | 1.76   | 2.09   | 1.65   | 1.97   | 1.66   | 1.99   | 1.80   | 2.00   | 1.76   | 2.22   | 1.48   | 2.02   | 1.42   | 1.99   | 1.45   | 2.06   | 1.87   |
| Italy.....                  | 2.24   | 1.82   | 3.17   | 1.87   | 3.11   | 1.79   | 3.05   | 2.04   | 2.40   | 1.97   | 1.95   | 1.92   | 1.81   | 2.30   | 2.14   | 1.90   | 2.19   | 1.88   | 2.04   | 1.75   | 2.00   | 1.76   | 2.01   | 1.65   |
| Japan.....                  | 3.34   | 2.09   | 3.33   | 1.95   | 3.33   | 2.06   | 3.30   | 2.02   | 3.27   | 2.15   | 3.23   | 2.14   | 3.22   | 3.28   | 3.16   | 2.23   | 3.62   | 2.54   | 3.51   | 2.27   | 3.42   | 2.23   |        |        |
| Netherlands.....            | 2.81   | 1.23   | 2.81   | 1.23   | 2.82   | 1.24   | 2.82   | 1.25   | 2.63   | 1.29   | 2.60   | 1.31   | 2.48   | 1.71   | 2.42   | 1.33   | 2.81   | 1.19   | 2.74   | 1.11   | 2.59   | 1.14   | 2.60   | 1.09   |
| Norway.....                 | 2.56   | 1.55   | 2.64   | 1.52   | 2.62   | 1.55   | 2.58   | 1.54   | 2.61   | 1.50   | 2.51   | 1.52   | 2.42   | 1.63   | 2.19   | 1.33   | 2.63   | 1.24   | 2.44   | 1.13   | 2.42   | 1.19   | 2.30   | 1.15   |
| Portugal.....               | 2.48   | 1.99   | 2.60   | 2.03   | 2.19   | 1.94   | 2.19   | 1.99   | 3.01   | 2.06   | 3.11   | 2.08   | 3.05   | 2.15   | 2.98   | 2.19   | 2.64   | 2.42   | 2.35   | 2.10   | 2.09   |        |        |        |
| Rumania.....                | 4.24   | 2.29   | 4.21   | 2.61   | 4.21   | 2.35   | 4.05   | 2.45   |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
| Scotland.....               | 2.69   | 1.58   | 2.65   | 1.55   | 2.61   | 1.55   | 2.59   | 1.71   | 2.29   | 1.44   | 2.23   | 1.43   | 2.05   | 1.40   | 2.20   | 1.54   | 2.21   | 1.40   | 2.52   | 1.26   | 2.35   | 1.40   | 2.23   | 1.39   |
| Spain.....                  | 3.16   | 2.12   | 3.04   | 2.21   | 2.98   | 2.20   | 2.98   | 2.21   | 2.89   | 2.13   | 2.88   | 2.23   | 2.94   | 2.31   | 2.83   | 2.33   | 3.00   | 2.38   | 3.04   | 2.14   | 3.05   | 2.05   | 3.04   | 2.12   |
| Sweden.....                 | 2.38   | 1.42   | 2.32   | 1.37   | 2.29   | 1.38   | 2.16   | 1.47   | 2.11   | 1.36   | 2.08   | 1.34   | 2.03   | 1.79   | 1.96   | 1.44   | 2.35   | 1.33   | 2.14   | 1.24   | 2.06   | 1.28   | 1.88   | 1.14   |
| Switzerland.....            | 2.41   | 1.41   | 2.31   | 1.43   | 2.26   | 1.38   | 1.95   | 1.33   | 1.87   | 1.29   | 1.82   | 1.32   | 1.84   | 1.90   | 1.84   | 1.40   | 2.09   | 1.44   | 2.03   | 1.27   | 1.96   | 1.29   | 1.94   | 1.18   |

<sup>1</sup> For 1912 and 1918 figures are for pre-war territory; for succeeding years they are for present territory.  
<sup>2</sup> For 1912 and 1919 to 1923 figures are for pre-war territory; for 1913 to 1918 they are exclusive of about 60 communes of Western Flanders.  
<sup>3</sup> Figures are for pre-war territory.  
<sup>4</sup> For 1912 to 1919 figures are for pre-war territory; for succeeding years they are for present territory.  
<sup>5</sup> For 1912 and 1913 figures are for pre-war territory; for 1914 to 1916 they are for 77 unincorporated departments; for succeeding years they are for present territory.  
<sup>6</sup> For 1912 to 1916 figures are for pre-war territory; for 1917 to 1923 for new territory; 1917 to 1920, exclusive of Mecklenburg, Saara, and Wurttemberg.  
<sup>7</sup> Inclusion of Wales in 1923. figures not specified.  
<sup>8</sup> Figures for 1922 and 1923 are for the Irish Free State.

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*The publication of the annual and special reports and of the bimonthly bulletin was discontinued in July, 1912, and since that time a bulletin has been published at irregular intervals. Each number contains matter devoted to one of a series of general subjects. These bulletins are numbered consecutively, beginning with No. 101, and up to No. 236 they also carry consecutive numbers under each series. Beginning with No. 237 the serial numbering has been discontinued. A list of the series is given below. Under each is grouped all the bulletins which contain material relating to the subject matter of that series. A list of the reports and bulletins of the Bureau issued prior to July 1, 1912, will be furnished on application. The bulletins marked thus \* are out of print.*

### Wholesale Prices.

- \*Bul. 114. Wholesale prices, 1890 to 1912.
- Bul. 149. Wholesale prices, 1890 to 1913.
- \*Bul. 173. Index numbers of wholesale prices in the United States and foreign countries.
- \*Bul. 181. Wholesale prices, 1890 to 1914.
- \*Bul. 200. Wholesale prices, 1890 to 1915.
- \*Bul. 226. Wholesale prices, 1890 to 1916.
- Bul. 269. Wholesale prices, 1890 to 1919.
- Bul. 284. Index numbers of wholesale prices in the United States and foreign countries. [Revision of Bulletin No. 173.]
- Bul. 296. Wholesale prices, 1890 to 1920.
- Bul. 320. Wholesale prices, 1890 to 1921.
- Bul. 335. Wholesale prices, 1890 to 1922.
- Bul. 367. Wholesale prices, 1890 to 1923.
- Bul. 390. Wholesale prices, 1890 to 1924.

### Retail Prices and Cost of Living.

- \*Bul. 108. Retail prices, 1890 to 1911: Part I.  
Retail prices, 1890 to 1911: Part II—General tables.
- \*Bul. 104. Retail prices, 1890 to June, 1912: Part I.  
Retail prices, 1890 to June, 1912: Part II—General tables.
- \*Bul. 108. Retail prices, 1890 to August, 1912.
- \*Bul. 110. Retail prices, 1890 to October, 1912.
- \*Bul. 113. Retail prices, 1890 to December, 1912.
- \*Bul. 115. Retail prices, 1890 to February, 1913.
- \*Bul. 121. Sugar prices, from refiner to consumer.
- Bul. 125. Retail prices, 1890 to April, 1913.
- \*Bul. 130. Wheat and flour prices, from farmer to consumer.
- Bul. 132. Retail prices, 1890 to June, 1913.
- Bul. 136. Retail prices, 1890 to August, 1913.
- \*Bul. 138. Retail prices, 1890 to October, 1913.
- \*Bul. 140. Retail prices, 1890 to December, 1913.
- Bul. 156. Retail prices, 1907 to December, 1914.
- Bul. 164. Butter prices, from producer to consumer.
- Bul. 170. Foreign food prices as affected by the war.
- Bul. 184. Retail prices, 1907 to June, 1915.
- Bul. 197. Retail prices, 1907 to December, 1915.
- Bul. 228. Retail prices, 1907 to December, 1916.
- Bul. 270. Retail prices, 1913 to 1919.
- Bul. 300. Retail prices, 1913 to 1920.
- Bul. 315. Retail prices, 1913 to 1921.
- Bul. 334. Retail prices, 1913 to 1922.
- Bul. 357. Cost of living in the United States.
- Bul. 366. Retail prices, 1913 to December, 1923.
- Bul. 369. The use of cost-of-living figures in wage adjustments.
- Bul. 396. Retail prices, 1890 to 1924.

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**Wages and Hours of Labor.**

- Bul. 116. Hours, earnings, and duration of employment of wage-earning women in selected industries in the District of Columbia.
- \*Bul. 118. Ten-hour maximum working-day for women and young persons.
- Bul. 119. Working hours of women in the pea canneries of Wisconsin.
- \*Bul. 128. Wages and hours of labor in the cotton, woolen, and silk industries, 1890 to 1912.
- \*Bul. 129. Wages and hours of labor in the lumber, millwork, and furniture industries, 1890 to 1912.
- \*Bul. 131. Union scale of wages and hours of labor, 1907 to 1912.
- \*Bul. 134. Wages and hours of labor in the boot and shoe and hosiery and knit goods industries, 1890 to 1912.
- \*Bul. 135. Wages and hours of labor in the cigar and clothing industries, 1911 and 1912.
- Bul. 137. Wages and hours of labor in the building and repairing of steam railroad cars, 1890 to 1912.
- Bul. 143. Union scale of wages and hours of labor, May 15, 1913.
- \*Bul. 146. Wages and regularity of employment and standardization of piece rates in the dress and waist industry of New York City.
- \*Bul. 147. Wages and regularity of employment in the cloak, suit, and skirt industry.
- \*Bul. 150. Wages and hours of labor in the cotton, woolen, and silk industries, 1907 to 1913.
- \*Bul. 151. Wages and hours of labor in the iron and steel industry in the United States, 1907 to 1912.
- Bul. 153. Wages and hours of labor in the lumber, millwork, and furniture industries, 1907 to 1913.
- \*Bul. 154. Wages and hours of labor in the boot and shoe and hosiery and underwear industries, 1907 to 1913.
- Bul. 160. Hours, earnings, and conditions of labor of women in Indiana mercantile establishments and garment factories.
- Bul. 161. Wages and hours of labor in the clothing and cigar industries, 1911 to 1913.
- Bul. 163. Wages and hours of labor in the building and repairing of steam railroad cars, 1907 to 1913.
- Bul. 168. Wages and hours of labor in the iron and steel industry, 1907 to 1918.
- \*Bul. 171. Union scale of wages and hours of labor, May 1, 1914.
- Bul. 177. Wages and hours of labor in the hosiery and underwear industries, 1907 to 1914.
- Bul. 178. Wages and hours of labor in the boot and shoe industry, 1907 to 1914.
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- \*Bul. 190. Wages and hours of labor in the cotton, woolen, and silk industries, 1907 to 1914.
- \*Bul. 194. Union scale of wages and hours of labor, May 1, 1915.
- Bul. 204. Street railway employment in the United States.
- Bul. 214. Union scale of wages and hours of labor, May 15, 1916.
- Bul. 218. Wages and hours of labor in the iron and steel industry, 1907 to 1915.
- Bul. 221. Hours, fatigue, and health in British munition factories.
- Bul. 225. Wages and hours of labor in the lumber, millwork, and furniture industries, 1915.
- Bul. 232. Wages and hours of labor in the boot and shoe industry, 1907 to 1916.
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- Bul. 239. Wages and hours of labor in cotton goods manufacturing and finishing, 1916.
- Bul. 245. Union scale of wages and hours of labor, May 15, 1917.
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- Bul. 261. Wages and hours of labor in woolen and worsted goods manufacturing, 1918.
- Bul. 262. Wages and hours of labor in cotton goods manufacturing and finishing, 1918.
- Bul. 265. Industrial survey in selected industries in the United States, 1919. Preliminary report.

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#### **Wages and Hours of Labor—Continued.**

- \*Bul. 274. Union scale of wages and hours of labor, May 15, 1919.
- Bul. 278. Wages and hours of labor in the boot and shoe industry, 1907 to 1920.
- Bul. 279. Hours and earnings in anthracite and bituminous coal mining.
- Bul. 284. Union scale of wages and hours of labor, May 15, 1920.
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- Bul. 388. Union scale of wages and hours of labor, May 15, 1924.
- Bul. 394. Wages and hours of labor in metalliferous mines, 1924.

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- Bul. 172. Unemployment in New York City, N. Y.
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- \*Bul. 183. Regularity of employment in the women's ready-to-wear garment industries.
- Bul. 192. Proceedings of the American Association of Public Employment Offices.
- \*Bul. 195. Unemployment in the United States.
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- \*Bul. 202. Proceedings of the conference on Employment Managers' Association of Boston, Mass., held May 10, 1916.
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- Bul. 220. Proceedings of the Fourth Annual Meeting of the American Association of Public Employment Offices, Buffalo, N. Y., July 20 and 21, 1916.
- Bul. 223. Employment of women and juveniles in Great Britain during the war.
- \*Bul. 227. Proceedings of the Employment Managers' Conference, Philadelphia, Pa., April 2 and 3, 1917.
- Bul. 235. Employment system of the Lake Carriers' Association.

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- Bul. 247. Proceedings of Employment Managers' Conference, Rochester, N. Y., May 9-11, 1918.
- Bul. 310. Industrial unemployment: A statistical study of its extent and causes.
- Bul. 311. Proceedings of the Ninth Annual Meeting of the International Association of Public Employment Services, Buffalo, N. Y., September 7-9, 1921.
- Bul. 337. Proceedings of the Tenth Annual Meeting of the International Association of Public Employment Services, Washington, D. C., September 11-13, 1922.
- Bul. 355. Proceedings of the Eleventh Annual Meeting of the International Association of Public Employment Services, Toronto, Canada, September 4-7, 1923.
- Bul. 409. Proceedings of Twelfth Annual Meeting of the International Association of Public Employment Services, Chicago, Ill., May 19-23, 1924.

**Women in Industry.**

- \*Bul. 116. Hours, earnings, and duration of employment of wage-earning women in selected industries in the District of Columbia.
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**Workmen's Insurance and Compensation (including laws relating thereto).**

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- \*Bul. 126. Workmen's compensation laws of the United States and foreign countries.
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- Bul. 210. Proceedings of the Third Annual Meeting of the International Association of Industrial Accident Boards and Commissions, held at Columbus, Ohio, April 25-28, 1916.
- Bul. 212. Proceedings of the conference on social insurance called by the International Association of Industrial Accident Boards and Commissions, Washington, D. C., December 5-9, 1916.
- \*Bul. 217. Effect of workmen's compensation laws in diminishing the necessity of industrial employment of women and children.
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- Bul. 264. Proceedings of the Fifth Annual Meeting of the International Association of Industrial Accident Boards and Commissions, held at Madison, Wis., September 24-27, 1918.
- Bul. 272. Workmen's compensation legislation of the United States and Canada, 1919.

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**Workmen's Insurance and Compensation—Continued.**

- \*Bul. 273. Proceedings of the Sixth Annual Meeting of the International Association of Industrial Accident Boards and Commissions, held at Toronto, Canada, September 23-26, 1919.
- Bul. 275. Comparisons of workmen's compensation laws of the United States and Canada.
- Bul. 281. Proceedings of the Seventh Annual Meeting of the International Association of Industrial Accident Boards and Commissions, held at San Francisco, Calif., September 20-24, 1920.
- Bul. 301. Comparison of workmen's compensation insurance and administration.
- Bul. 304. Proceedings of the Eighth Annual Meeting of the International Association of Industrial Accident Boards and Commissions, held at Chicago, Ill., September, 19-23, 1921.
- Bul. 312. National Health Insurance in Great Britain, 1911 to 1920.
- Bul. 332. Workmen's compensation legislation of the United States and Canada, 1920 to 1922.
- Bul. 333. Proceedings of the Ninth Annual Meeting of the International Association of Industrial Accident Boards and Commissions, held at Baltimore, Md., October 9-13, 1922.
- Bul. 359. Proceedings of the Tenth Annual Meeting of the International Association of Industrial Accident Boards and Commissions, held at St. Paul, Minn., September 24-26, 1923.
- Bul. 379. Comparison of workmen's compensation laws of the United States as of January 1, 1925.
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- Bul. 395. Index to proceedings of the International Association of Industrial Accident Boards and Commissions.

**Industrial Accidents and Hygiene.**

- \*Bul. 104. Lead poisoning in potteries, tile works, and porcelain enameled sanitary ware factories.
- Bul. 120. Hygiene of the painters' trade.
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- \*Bul. 141. Lead poisoning in the smelting and refining of lead.
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- Bul. 205. Anthrax as an occupational disease.
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**Foreign Labor Laws.**

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**Safety Codes.**

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- Bul. 208. Profit sharing in the United States.
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- \*Bul. 250. Welfare work for employees in industrial establishments in the United States.
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- Bul. 307. Proceedings of the Eighth Annual Convention of the Association of Governmental Labor Officials of the United States and Canada, held at New Orleans, La., May 2-6, 1921.
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Bul. 393. Trade agreements, 1923 and 1924.

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Bul. 398. Growth of legal-aid work in the United States.

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## SPECIAL PUBLICATIONS ISSUED BY THE BUREAU OF LABOR STATISTICS

*Description of occupations, prepared for the United States Employment Service, 1917*

Boots and shoes, harness and saddlery, and tanning.

Cane-sugar refining and flour milling.

Coal and water gas, paint and varnish, paper, printing trades, and rubber.

Electrical manufacturing, distribution, and maintenance.

Glass.

Hotels and restaurants.

Logging camps and sawmills.

Medicinal manufacturing.

Metal working, building and general construction, railroad transportation, and shipbuilding.

Mines and mining.

Office employees.

Slaughtering and meat packing.

Street railways.

•Textiles and clothing.

•Water transportation.