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CO-OPERATIVE CONTRACTS.

(BOARD OF TRADE.—LABOUR DEPARTMENT.)

REPORT
ON
CONTRACTS

GIVEN OUT BY

PUBLIC AUTHORITIES

TO

ASSOCIATIONS OF WORKMEN.
1896.

Presented to both Houses of Parliament by Command of Her Majesty.



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**CONTROLLER-GENERAL of the COMMERCIAL, LABOUR,
and STATISTICAL DEPARTMENTS of the BOARD OF TRADE.**

SIR,

I HAVE the honour to present herewith a Report by Mr. Schloss, one of the special investigators of the Department, with regard to the practice of Public Authorities in the United Kingdom and elsewhere in giving contracts to Associations of Workmen. The inquiry was undertaken in pursuance of a recommendation contained in the Report of the late Royal Commission on Labour.

While the precise kind of action by Public Authorities included in that Report has been found by Mr. Schloss to be more than adequate, he has succeeded in the course of the inquiry in collecting a large amount of valuable information with regard to the general question of Co-operative Contracts for Public Authorities, and the Workmen's Associations by which such Contracts have been carried out which has not hitherto been available and will, it is hoped, be found of interest.

I am, &c.

H. LLEWELLYN SMITH,

Labour Department,
Board of Trade.

Commissioner for Labour.

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REPORT
ON
CONTRACTS GIVEN OUT BY PUBLIC
AUTHORITIES TO ASSOCIATIONS
OF WORKMEN.

By D. F. SCHLOSS.

SUMMARY OF RESULTS OF INQUIRY.

The late Royal Commission on Labour, in their fifth and final Report (C.—7421 of 1894, p. 103), made a recommendation which was in the following terms:—

“Lastly, we think that the Labour Department might do some good by obtaining and publishing, from time to time, accurate information as to the action of public authorities, in this, and in other countries, in inviting in suitable cases separate contracts for the material needed, and for the work to be done on it, or for parts of that work, and especially in inviting associated bodies of working-men to tender for the latter.”

In pursuance of this recommendation, the endeavour has been made to obtain all possible information with respect to the matters above indicated, and a Report setting forth the results of this inquiry is now presented.

It may be remarked, at the outset, that the precise kind of action by public authorities mentioned by the Labour Commission as the special subject for investigation, has been found to be almost non-existent. Cases, that is to say, in which a public authority, requiring a supply of any articles, has obtained that supply by making separate contracts for the provision of the material and for the performance of the labour involved in the necessary processes of its manufacture, giving out the contract for the performance of the labour (apart from the provision of the material) to an associated body of workmen appear to be very rare. Associated bodies of workmen have, as this Report will show, obtained numerous contracts from public authorities; but in nearly all such cases, if the contracting authority required materials to be supplied as well as labour performed, then the contract has included the supply of the

materials, and the co-operators have provided both labour and materials.

Thus, in the United Kingdom, as will be seen from the particulars stated in subsequent pages, a certain number of contracts given out by public authorities have been obtained by co-operative societies. Indeed, in the supply of boots for our army the co-operative societies of boot-makers play an important part, having in 1885-95 obtained from the War Office contracts for over 800,000 pairs of boots and shoes, to a value estimated to exceed 400,000*l*. But the co-operative boot-makers do not get the leather supplied to them by the War Office. Nor, to take another example, has the society of Co-operative Builders, which has carried out a considerable amount of work for the London School Board and the London County Council, been supplied by either of those authorities with bricks, timber, or any other of the requisite materials.

In the colony of New Zealand action has for some time past been taken in the direction of organising the labour employed on public works, especially the construction of roads and railways, upon what is termed "the co-operative system"; and in the colony of Victoria a similar "butty-gang" system, has, in connexion with the relief of the unemployed, been adopted in relation to the construction of railways. The New Zealand experiment has been made on a somewhat extensive scale, and the description of it which will be given later on will show it to possess a considerable degree of interest. But, while the small gangs working under the New Zealand system can, as will be seen, scarcely be considered to exhibit those autonomous features of organisation which are indicated by the term "associated bodies of working-men," used in the Report of the Labour Commission, by far the greater part of the work done by these piece-work squads has been work, such as earthworks, in which no materials whatever were required to be provided, and practically the only cases in which separate labour contracts (apart from the supply of materials) have been given out in New Zealand have been a few instances in which certain building jobs have been carried out, and, it would appear, successfully carried out, upon this plan.

Turning from the British Empire, we find the system of co-operative labour very widely in force throughout Russia, where, as will be seen from the information obtained, for the purposes of the present Report, through Her Majesty's Ambassador at St. Petersburg, which is printed later on, associated bodies of workmen, known as "Artels," have existed since, at any rate, the 14th century, and where it appears that in a large number of industries this method of organisation very extensively prevails. In some cases these artels are employed by the Government, and in an ordnance factory, in one instance, and a gun-carriage manufactory, in another, a system of labour contracts, resembling that referred to by the Labour Commission, would seem to have

been tried with success. It, must, however, be pointed out that from the example of Russia it is scarcely possible to draw any inferences of much value as to the probability of the successful introduction into this country of any system on the lines of the *artel*, which is an institution based upon the habits and traditions of the Russian people and necessarily dependent for its successful operation upon circumstances which must be considered to be, in the main, peculiar to that nation.

Coming now to the French Republic, the details set forth later on, which are based upon various authoritative publications and upon copious statistical details furnished, through Her Majesty's Ambassador in Paris, by the French Government and the Municipality of Paris, for the purposes of the present Report, and also upon personal investigations carried out by me upon a visit to Paris, made in October 1895, with this object, will show that in that country great efforts have been made to facilitate the undertaking by co-operative associations of contracts given out by public authorities. In particular, in relation to contracts up to a certain amount, associations of workmen are dispensed from the necessity, imposed upon contractors, as a rule, of giving security for the due performance of the contract; such associations are also accorded the preference as against an offer similar in amount to theirs made by an ordinary contractor. Both the French Government and certain French municipalities have availed themselves of the services of co-operative associations, which have obtained public contracts to a considerable value, and covering a wide range of subject-matter. The City of Paris, in particular, has been a most valuable client to the workmen's associations; nor is it too much to say that the Paris associations have found in the patronage accorded to them by the Paris municipality the very mainstay of their existence. For the purpose of the present inquiry it is, however, necessary to point out that in the extensive employment of co-operative labour, which has prevailed in France, we find but scanty traces of the existence of any such special arrangements for separating the supply of materials from the performance of labour as are contemplated in the Report of the Labour Commission. Practically, it will be seen, the only case, in which a French co-operative association can be ascertained to have been employed by a public authority under an arrangement really possessing this peculiar character, would seem to be the method, fully described at pp. 104-108 of this Report, under which the French Government gets its official newspaper (*Journal Officiel*) printed by a co-operative society of compositors, the State furnishing the paper and also providing the premises used as the printing office and all the necessary plant of every kind—an arrangement, it may be remarked, which has been in force for many years and which appears to answer well.

In Italy, as well as in France, special enactments have been framed with a view to promoting the execution of public works by co-operative associations; and these enactments are of

particular interest on the present occasion, because they include not only a provision dispensing co-operative associations, in regard to contracts within a certain limit of value, from the necessity of depositing security, but also a special regulation under which the contracting administrations are empowered, in suitable cases, to separate the contract for the supply of materials from the contract for the performance of labour. Here we have, specifically provided for, the precise arrangement to which reference is made in the Report of the Labour Commission, and which that Commission suggested as the proper subject of investigation and report on the part of this Department. But although this arrangement is provided for by the Italian law, no mention is made in any available source of information of any instance in which, by virtue of this law, this arrangement has actually been carried out. With respect to the public contracts obtained by the Italian co-operative societies, by which (as will be seen) a very large amount of public work, especially in the construction of earthworks, and in certain branches of the building trade, has been carried out, ample information has, largely through the good offices of Sir Domenic Colnaghi, Her Majesty's Consul-General at Florence, been obtained, and is summarised in subsequent pages of the present Report. But in practically every instance, except in the case of work (*e.g.*, the construction of earthworks) in which no materials whatever were required by the contracting authority, the co-operative associations have supplied both labour and materials.

Certainly, the fact that in France, where there has existed on the part of the Legislature every disposition to foster the development of co-operative production by special provisions for facilitating the undertaking of public contracts by co-operative associations, and where, as a matter of fact, a very large number of contracts of all kinds have been given out by public authorities to such associations, no one has ever thought of asking on behalf of the co-operators, for the institution of such arrangements for separating the contract for the performance of labour from the contract for the supply of material as are alluded to by the Labour Commission, and still more, the fact that in Italy, where the law has been so framed as to expressly permit public administrations when dealing with a co-operative association to make an arrangement of this kind, no evidence with respect to the application, in any of the very numerous cases in which contracts for public works have been given to co-operative societies, of this provision of the law is forthcoming, would tend to make one suspect that the inherent advantages of this method of giving out contracts may not be so conspicuous as to justify its general adoption.

Quite apart from the broader question whether co-operation—British co-operation at any rate—is not likely to develop a more vigorous growth if left to struggle in a fair field, with no favour, and aided only by the self-reliant energy of the co-operative work-

men, than if accorded, by legislative enactment, special privileges and favoured by special arrangements, how far—it is natural to inquire—is this particular plan of severing the contract for the supply of materials from that for the performance of labour well adapted for promoting the success of co-operative enterprise, while, at the same time, safeguarding in an adequate manner the interests of the public as the employer of co-operative labour?

That a public authority may, without disadvantage, and even with advantage to the public interests, give out the contract for material to one contractor, and then, when it has got its material from this firm, hand it over to another contractor to make up, need not be contested. Our own War Office, for example, has for some years past adopted this plan in relation to a part of the clothing and the whole of the tents required for the army. But, in a case such as this, it might well be thought necessary to guard against the possibility of loss, either by requiring the contractor to provide substantial security, or by taking care to deal exclusively with firms of established position and large means, who, if, in making up the goods, they had the misfortune to turn out articles objected to and rejected by the Government viewers as of imperfect workmanship, could be reckoned upon to make good to the State the value of the material thus wasted. What, then, would happen if the War Office, under a system of separate contracts for labour and materials, were to accept the tender of an associated body of workmen for a labour contract of the character now under consideration? Presumably, this co-operative group will own but a small capital, and possess but a scanty credit. Indeed, it is precisely with the object of enabling a body of workmen scantily provided with resources to obtain contracts, that the idea of splitting up a contract into two and giving the contract for labour alone to the co-operative group appears to be suggested. Now, if any public authority, having bought a stock of, say, leather, should determine to get some thousands of pairs of boots made up under arrangements of this nature, it would, in all probability, feel itself bound to protect the interests of the tax-payers by insisting, as a preliminary condition, that security to the value of the leather should be given by the association tendering for the making-up of the boots. And yet would not a body of workmen possessing small means and little credit find it very difficult to give security to the extent of several thousand pounds? On the other hand, if a co-operative association were in a position to provide security for the value of the leather, then this society would equally be in a position to obtain the leather from a leather merchant, and not only would not require to have made in its favour the suggested special separation of contracts, but would, we may feel fairly sure, prefer to have no such separation, but to itself supply, and make its profit on, the material.

By far the longest and widest experience in the matter of public contracts is that possessed by the French co-operative

associations, and from inquiries which I have made among the leading men in the French societies.* I believe that there is scarcely one of these societies which would not scout the idea of leaving to the ordinary "competitive" contractor the profit on the material, while confining itself to making whatever profit could be made out of the labour part of the contract alone. Nor will this view appear altogether inexplicable, when we reflect that, if a co-operative association, tendering in competition with ordinary contractors, is to succeed in keeping its price for the job low enough to secure the contract, in paying (as it will naturally wish to do) at least the full current wages to all its employees, and at the same time in earning a profit, this result can hardly be obtained unless the co-operative workmen shall have been willing to display an intensity of exertion materially in excess of that exhibited by the employees of an ordinary contractor; unless, that is, men, whose usual rate of pay is 10d. an hour, shall have been willing to do one-shilling's worth of work in every sixty minutes. Now, although a profit can be made on a pure labour contract in the manner just indicated, yet it cannot be doubted that the opportunity of earning a remuneration in excess of current wages by working with more than normal energy and efficiency, which such a system as this would afford, would, by a very large class of workmen, be welcomed with very much less eagerness than the more attractive prospect of making, in the same manner as an ordinary contractor, a more or less substantial profit on the supply of the materials.

On the whole, although there are cases (like that of the *Journal Officiel* printing) in which an arrangement on lines more or less identical with those indicated by the Labour Commission might be productive of advantage to both the contracting authority and the workmen employed, yet the available evidence seems to point to the conclusion that cases in which such a plan might reasonably be expected to meet with the full approval of both parties are, under existing circumstances, not likely to be by any means numerous.

The direct results of the present investigation must, no doubt, be considered to possess a somewhat negative character. But in carrying out the inquiry into the action of public authorities in relation to the contracts given out by them which was suggested in the Report of the Labour Commission, it has seemed proper to include, in addition to full particulars as to contracts given out by public authorities in this and other countries to associations

* In addition to obtaining the views of French co-operators, I had a conversation with a well-known moderate socialist, a member of the Paris Municipal Council, and a man of admitted ability. He said that in his opinion the best plan of all was for a public authority, such as the City of Paris, to get as much of its work as possible done, without the intervention of any contractors, co-operative or non-co-operative, by workmen in its own direct employment. If, however, workmen's associations were to be encouraged to take public contracts, then a much better plan than that referred to by the Labour Commission would be for the municipality to lend to a contracting association the money which it required for the purchase of materials.

12 months was 4,302 square yards, and the quantity of kerbs 4,393 lineal yards. The amount paid for labour was 315*l*.

"The contracts are not given out by public competition, as the men engaged on this work are practically almost continually employed on the work; no special form of contract is used, and the prices for the work are settled by the borough engineer, subject to the approval of the Works and Ways Committee.

"The men working on these contracts have payments made to them weekly by the Corporation, through their head foreman, according to the measured amount of work done in that week. Each man is paid by the head foreman according to his grade, whether a pavior, flagger, or only a labourer: at the end of the special contract the work is entirely re-measured, and payment made for the same; if any surplus is left in the hands of the foreman, this is divided equally amongst the men engaged on the work.

"The system works well, and the work is more cheaply and better done than when carried out through a contractor."

In answer to a request for certain further details in respect to this system, the town clerk of Nottingham writes as follows:—

"The system described in the Memorandum of the borough engineer as to the method of employing paviers, flaggers, and kerb-layers has been in force in this borough for at least 20 years. It was in force at the time the present engineer was appointed. It would be very difficult for the engineer to give you similar figures to those already communicated to you for preceding years. The labour would be very heavy. There has been no alteration in the amount, quantity, or value of the work done under the system for the past 10 years. The figures already given to you represent a fairly average year."

A case, in which contracts for the performance of labour (apart from the supply of any materials), have been given by a public authority to an associated body of workmen, is as follows:—

The **Assington Agricultural Association**, a co-operative society, which works two adjoining farms, the "Severals," at Assington, "Knotts," at Newton, and 10 acres of commonage at Little Cornard (in all 223½ acres, all in Suffolk), states that "for the last two years we have executed some stone carting for the highway authorities, 10*l*. or so each year." This association* was established in 1883, upon the winding-up of

* This association, in common with all the other British associations for production referred to in the present Report, except the Edinburgh Printing Company and the Household Furnishing Company (which are established under the Companies Acts) is registered under the Industrial and Provident Societies Act. In compiling the details with respect to the history and position of the British co-operative associations for production which are given in the present Report the sources of information utilised have been as follows:—The particulars as to the establishment and original position of the associations (except in the case of companies registered under the Companies Acts) are taken from the Reports of the Chief Registrar of Friendly Societies;

an unregistered society with similar objects which had been in existence since 1853. The association had at the end of 1884, 209 members, a paid-up share capital* of 1,459*l.*, and loan capital amounting to 130*l.* At the end of the period covered by its balance-sheet for 1894-5 (October 1894 to October 1895), the association had 281 members, a paid-up share capital of 2,313*l.*, and a loan capital of 1,343*l.* The amount received for sales and work performed in the period in question was 918*l.*, and the profits were 6*l.*, which sum was applied in the reduction of losses previously incurred. The association paid in the 12 months referred to wages to the amount of 348*l.*, the number of its employees being nine (eight men and one lad); of the employees two are members of the association.

The affairs of the association are managed by the general meetings of the shareholders and by a general committee of six members (including the president), which is appointed by the general meeting; there is also a local committee of six members, appointed by the general committee. Of the general committee four are representatives of co-operative distributive societies in the South of England, and two are gentlemen interested in the co-operative movement, and of the local committee two (exclusive of the local secretary, who is only partially employed by the society) are persons employed by the association. The president, treasurer, and secretary are appointed, and may be removed by the general committee. There is a manager of the society's business, appointed by the general committee, who cannot be removed "except by (a) the vote of not less than two-thirds of the whole committee, (b) a special general meeting of "the members." The manager need not be a member of the society; he may be appointed from the members of the general committee, with the approval of a general meeting; he shall regularly report to the committee all matters relating to the affairs of the society, and shall consult it on the course to be pursued. The remuneration of the manager may include such share in the net profits, not exceeding 25 per cent., as may be agreed upon by at least two-thirds of the committee

(Footnote--continued.)

those as to the present position of these associations are based mainly upon information supplied to the Department by the associations themselves; but in a few cases details contained in returns made by societies to the Chief Registrar have been used here, and in a very small number of instances figures have been taken from the *Report of the Co-operative Congress, 1896*, published by the Co-operative Union. The details as to the rules of the societies registered under the Industrial and Provident Societies Act are based on the official copies of these rules, consulted at the central office of the Chief Registrar; the only exception is one Scottish society (Paisley Manufacturing), the rules of this society not being accessible at the central office.

* Except in one case, mentioned where it occurs, the shares in the British co-operative associations for production, an account of which is given in this Report, are of the nominal value of 1*l.*; except in one case, mentioned later on, no individual is allowed to have more than one vote, however many shares he may hold.

The rules as to the division of profits declare that, after providing for depreciation, paying interest on capital at such rate not exceeding 5 per cent. as the general meeting may direct, and providing for Reserve Fund, Educational Fund, Congress Fund, and Social Fund, and subject to any agreement with the manager as to allotting to him a share in profits, the profits of the society in each year "shall be divided into two equal parts, of which one shall be distributed rateably on the capital of the society, until the dividend thereon amounts to 7*l.* 10*s.* per cent. per annum, and the other half, together with the excess, if any, of the share of profit allotted to capital over 7*l.* 10*s.* per cent. per annum, shall be allotted among all the persons employed by the society during the period to which the division relates, other than the manager, in proportion to the wages or salaries earned by them, which shall be fixed at the rates customary in the neighbourhood." An employee not already a member of the society must apply for membership within three months after the dividend is declared, or else his bonus is forfeited, and carried to Reserve; and on his admission he must let his bonuses remain with the society until he holds at least one fully paid-up share.

To turn now to the cases in which contracts involving both the performance of labour and the supply of materials have been given out by public authorities to associated bodies of workmen, we find that the associations by which such contracts have been obtained are of two classes, commonly termed "distributive" and "productive." The distributive associations are societies formed with the object of buying goods wholesale in order to retail these articles (primarily to their own members, but incidentally also to non-members), though some of these societies possess "productive" departments, in which they manufacture some part of the goods which they sell. The productive societies are established for the express purpose of carrying on manufacture. The distributive societies would hardly seem to come within the purview of the present inquiry, which relates rather to that form of organisation in which the associated workmen are associated, not as consumers for distribution, but as producers for production. At the same time, before proceeding to describe in detail the cases in which contracts have been obtained from public authorities by co-operative associations for production, it seems proper very briefly to notice those in which such authorities have given contracts to associations for distribution.

The Town Council of Halifax state that contracts for police clothing have for some years been given out by them by public competition to the **Halifax Industrial Society** as follows:—
 1883, 211*l.* 9*s.*; 1884, 381*l.*; 1885, 212*l.* 4*s.*; 1886, 345*l.* 7*s.*; 1888, 328*l.* 4*s.*; 1889, 204*l.* 2*s.*; 1891, 215*l.* 3*s.* 10*d.*; 1892, 399*l.* 8*s.*; 1894, 425*l.* 13*s.*; 1895, 267*l.* 4*s.*; total 1883-95, 2,989*l.* 14*s.* 10*d.*

The Leicester Co-operative Society state that they have had the following contracts, all obtained by public competition :—

Date of Contract.	Name of Public Authority with which Contract was made.	Nature of Goods supplied.	By whom the Goods were manufactured.	Total Amount of Contract.	Proportion of Total Amount of Contract due to Value of Labour (apart from supply of Materials).
1890 - -	Leicester Corporation.	Fire brigade boots (standard screwed).	English Wholesale Society.*	£ s. d. 9 9 0	Per Cent. 33
1891 - -	" "	Police boots (machine-sewn).	"	243 4 6	33
1892 - -	" "	" "	"	187 3 0	33
Oct. 31, 1893 -	Leicester Board of Guardians.	Flour - -	Selves -	115 0 0	—
Jan. 24, 1893	" "	" - -	" -	110 0 0	—
March and Aug. 1893.	Leicester Corporation.	Police boots (machine-sewn).	English Wholesale Society.	182 8 0	33
March 20, 1893.	" "	Boro' firemen's boots (standard screwed).	"	10 2 6	33
April and September, 1894.	" "	Police boots (machine-sewn).	"	191 12 0	33
		Boro' firemen and sewer boots (standard screwed).	"	9 16 6	33
March 1895.	Board of Guardians.	Flour - -	Selves -	80 0 0	—
Total -				1,138 6 6	

(*) A federation of 1,046 co-operative societies, nearly all distributive societies.

The Leicester School Board also state that the co-operative society just referred to is usually invited to tender for the supply of provisions, flour, and meat to the Board's Industrial School at Desford, and has had its tenders accepted in the following cases, each tender being for one year, subject to the articles supplied being satisfactory :—

December 1890, groceries (tea, sugar, raisins, currants, coffee, treacle, and cocoa); November 1892, meat; December 1892, groceries (tea, sugar, currants, coffee, cocoa, treacle, split peas, and rice).

The tenders were, it is stated by the Board, "accepted out of a limited competition among selected firms, and were satisfactorily carried out."

According to information supplied by the Corporation of Huddersfield and by the Huddersfield Industrial Society,

that association has obtained from the Corporation the following contracts:—

Date.	Nature of Goods supplied.	By whom the Goods were manufactured.	Total Amount of Contract.	Proportion of Total Amount of Contract due to the Value of Labour (apart from Supply of Materials).
*February 1891	Tunics - -	Society - -	£ s. d. 19 10 0	Per Cent. 26½
" " "	Caps - -	Private firm -	3 10 0	The society cannot state.
" " "	Boots (machine-sewn).	English Wholesale Society.	74 11 6	
August 1891	" "	" "	58 12 6	
February 1892	" "	" "	75 4 3	
February 1893	" "	" "	74 17 0	
August 1893	" "	" "	75 2 3	
September 1894	" "	" "	83 11 0	
February 1896	" "	" "	74 15 0	The society cannot state.
August 1896	" "	" "	89 6 0	
Total -			628 19 6	

* The date given by the society is October 1889.

All the above contracts were obtained by public competition, and were, as the Corporation state, carried out to their entire satisfaction.

The following information, relating to a contract obtained by this society later in date than those set forth above is from the *Co-operative News* of February 22, 1896 (p. 185):—"The Huddersfield Industrial Society has again secured the contract for the supply of boots, numbering 107 pairs, for the borough police force. This makes the ninth time the contract has been given to the society, and the boots, which are made to measure at the Leicester works of the [English] Wholesale Society, have given satisfaction on every occasion."

The Corporation of Burnley state that "in September 1891, the **Burnley Industrial and Equitable Co-operative Society** supplied the Health Department of the Corporation with 60 street scavengers' overcoats (labour and materials) at 19s. 9d. each (8s. for labour, 11s. 9d. for material), and that in November 1893 a similar contract was made for 60 street scavengers' caps, at 1s. 4½d. each (5½d. for labour, and 11d. for material), and three sanitary officers' caps at 6s. 6d. each (4s. for labour and 2s. 6d. for material). These contracts were obtained by public competition with other local tradesmen under the ordinary form of contract; "the work was carried out satisfactorily, and there have been no complaints in relation thereto."

The **Scottish Co-operative Wholesale Society**, which is a federation of 281 co-operative societies, mainly distributive, and which has extensive manufacturing departments, has obtained from various public authorities the contracts, particulars of which are given below :—

Date of Contract.	Name of Public Authority with which Contract was made.	Whether Contract obtained by Public Competition, or how.	Nature of Goods supplied under Contract.	Total Amount of Contract.	Proportion of Total Amount of Contract due to Value of Labour (apart from Supply of Materials).
June 24, 1892	Corporation of Glasgow.	Public competition.	Firemen's clothing.	£ 369 18 6*	Per Cent. From 25 to 33.
Sept. 13, 1892	" "	" "	Clothing for lighting establishment.	60 1 3†	" "
October 1894 to March 1895 (date of supply of goods).	" "	Competition among selected firms.	Clothing for tramway employees.	508 17 0‡	About 25.
May 1895	" "	—	Clothing of tramway employees stored, cleaned, and repaired.	59 7 0‡	"
Jan., Dec., 1895.	Glasgow School Board.	Public competition.	Printing - -	16 14 11	80
June-October 1895.	Barnhill Poor House.	" "	Preserves - -	25 18 3	33
Sept. 3, 1895	Govan School Board.	" "	Clothing - -	56 17 0	About 25.
Sept. 6, 1895 (date of supply of sample).	Corporation of Glasgow.	Competition among selected firms.	Boots tops§ for Fire Department.	37 6 9	—
Sept. 15, 1895	Glasgow School Board.	Public competition.	Brushes - -	20 9 3	17
Nov. 12, 1895	" "	" "	Janitors' clothing.	57 7 6	About 25.
Dec. 1895 (date of supply of goods).	Corporation of Glasgow.	—	Clothing for tramway employees.	19 7 9	—
Dec. 24, 1895	Barnhill Poor House.	Public competition.	General clothing for attendants.	43 3 7	About 25.
Total - -				1,270 8 9	

* Stated by Corporation; value of goods supplied stated by society as 883*l.* 12*s.* 3*d.*

† Stated by Corporation; value of goods supplied under contract apparently identical with this stated by society as 48*l.* 5*s.*

‡ Stated by Corporation; society states date of contract "December 1894—May 1895," and gives "tunics and jackets, 563*l.* 6*s.* 10*d.*"

§ The Corporation state that "the boots are made up by members of the Fire Brigade, the leather and other materials for finishing being bought by the Department."

The Corporation of Glasgow, from which the most important of the contracts mentioned above were obtained, state that the contracts were executed by the society in an entirely satisfactory manner.

The **Lancaster and Skerton Equitable Industrial Co-operative Society**, of Lancaster, has obtained the following contracts from public authorities (the goods being made by the society's own men in its workshops) :—

Date of Contract.	Name of Public Authority with which Contract was made.	Whether Contract obtained by Public Competition or how.	Nature of Goods supplied under Contract.	Total Amount of Contract.	Proportion of Total Amount of Contract due to Value of Labour (apart from Value of Materials).
1893 - -	Town Council of Lancaster.	Public competition.	Police clothing -	£ s. d. 114 1 6	Per Cent. —
March 1895 -	" "	" "	" "	110 16 3	30
Sept. 1895 -	Lancaster Asylum Board, Lancaster Asylum.	Invitation tender.	Clothing for Asylum Fire Brigade.	37 5 0	24 to 32
1896 - -	Town Council of Lancaster.	Public competition.	Police clothing -	—*	—
Total - -				262 2 9	

* Contract not yet executed, when information supplied.

In answer to an inquiry whether the contracts executed for them by this society have been carried out well and cheaply, the Town Council of Lancaster state that, "seeing they received " the contract in 1893, 1895, and 1896, it is to be presumed the " contracts were " so carried out.

The **Industrial Co-operative Society** of Droylsden, state that in February and September 1895 they obtained, by public competition, from the Corporation of Manchester contracts for the supply of clothing to the value of 286*l.* 16*s.* 3*d.* The garments were made up by the (English) Co-operative Wholesale Society. The secretary of the Droylsden society writes: "I do not think the cloth was co-operative manufacture."

The **Kilmarnock Equitable Co-operative Society** state that in November 1895 they obtained, by public competition, from the Kilmarnock Infirmary a contract to supply bread to the value of 2*l.* 10*s.* weekly during a period of 12 months.

It also appears from the *Co-operative News* of March 7, 1896 (p. 239), that "the **Workington Industrial Society** " has secured the contract for the supply of groceries and provisions for the next twelve months to the local infirmary. All " the goods will be purchased from the [English] Wholesale " Society," and from the same newspaper's issue of March 14,

1896 (p. 255), that "the Galashiels Society* has obtained the " winter trousers and greatcoats portion of the police contracts " for the burgh of Galashiels. All the material will be supplied " by the drapery department of the Scottish Wholesale."

Coming now to deal with the question of contracts (embracing the supply of material as well as the performance of labour) obtained from public authorities by co-operative associations for production, we find that a large amount of work has been given out by the War Office to societies of this class employed in the manufacture of boots and shoes, the approximate particulars of these contracts during 1885-95, as furnished by the War Office, being as under (*see* page 17).

With respect to the contracts just mentioned, the War Office states that, ' for the purpose of valuation, an all-round price " of 10s. per pair may be taken." It will thus be seen that in 1885-95 inclusive the War Office gave out to co-operative associations contracts for the aggregate number of 818,945 pairs of boots and shoes, of the total value of about 409,473*l*.

The supplies under these contracts " are reported to be of " average quality, not differing from the supplies furnished by " the trade generally. The boots are hand-sewn or machine-sewn, chiefly the latter." It is stated that " such societies " tender in open competition with private firms for Army " orders, and no exceptional facilities are granted to them in " this connection. Payments are only made for approved " supplies, as promptly as possible after delivering, the same " as in other cases. Security is generally required with each " first order, the guarantee of a responsible person being " obtained; but the amount involved is not large, as the " Department runs no risk of losing material, and has only to " guard against a possible market rise of a few pence per pair."

In regard to the societies which have had contracts for boots and shoes with the War Office (other than those which are no longer in existence)† a brief account, showing the history and position of each association, will now be set forth.

The Northamptonshire Productive Society, of Wollaston, Northamptonshire, has had, in addition to the contracts with the War Office mentioned above‡ (contracts obtained

* The town clerk of Galashiels states that the society referred to is the Galashiels Co-operative Store Society; that the total value of the articles contracted for (other than one garment, of which the price had not been fixed) was 35*l*. 5*s*.; and that the contract, which was obtained by public competition, will not be executed until November 1896; and adds "that the society had part of the contracts for " the police clothing last year, and that the work was well done, and was considered, " keeping in view the quality of the cloth, to be the cheapest of the various " estimates submitted."

† The Chesham Productive Society, established in 1885, was dissolved in 1890. The Tingdene Co-operative Boot and Shoe Manufacturing Society, established in 1888, was dissolved in 1898. The Irthlingborough Productive Boot and Shoe Society, established in 1891, was wound-up in 1893-5.

‡ So far as can be ascertained from the particulars given by the society, it appears that, in regard to its contracts with the War Office, the proportion of the total amounts of the contracts attributable to the value of labour has varied from about 16 to about 33 per cent.

**CONTRACTS for BOOTS and SHOES obtained from the WAR OFFICE
by Co-OPERATIVE ASSOCIATIONS in each of the Years 1885-95.**

Name of Society obtaining Contracts.	Approximate Number of Pairs of Boots and Shoes comprised in Contracts.					
	1885.	1886.	1887.	1888.	1889.	1890.
	Pairs.	Pairs.	Pairs.	Pairs.	Pairs.	Pairs.
Northamptonshire Productive Society*	25,000	20,000	26,000	—	9,700	27,500
Chesham Productive Society -	2,000	6,671	—	—	—	—
Finedon Co-operative Boot and Shoe Manufacturing Society.	—	7,000	23,000	19,000	25,500	25,724
Baunds Productive Society -	—	—	6,000	—	21,000	17,000
Walgrave Productive Society -	—	—	5,000	—	4,000	9,000
Tingdene Co-operative Boot and Shoe Manufacturing Society.	—	—	—	7,898	13,000	32,000
Irthlingborough Productive Boot and Shoe Society.	—	—	—	—	—	—
Ringstead Britannia Co-operative Society.	—	—	—	—	—	—
St. Crispin Productive Society -	—	—	—	—	—	—
Total	27,000	33,671	60,000	26,898	73,200	111,224
	Approximate Number of Pairs of Boots and Shoes comprised in Contracts— <i>cont.</i>					
	1891.	1892.	1893.	1894.†	1895.	Total 1885-95.
	Pairs.	Pairs.	Pairs.	Pairs.	Pairs.	Pairs.
Northamptonshire Productive Society*	26,000	32,000	24,000	800	11,000	202,000
Chesham Productive Society -	—	—	—	—	—	8,671
Finedon Co-operative Boot and Shoe Manufacturing Society.	44,500	27,000	29,000	2,000	13,000	215,724
Baunds Productive Society -	25,000	40,500	39,400	—	23,400	172,300
Walgrave Productive Society -	10,500	18,000	8,000	—	10,000	64,500
Tingdene Co-operative Boot and Shoe Manufacturing Society.	22,000	22,000	—	—	—	96,898
Irthlingborough Productive Boot and Shoe Society.	10,000	5,143	—	—	—	15,143
Ringstead Britannia Co-operative Society.	—	4,500	8,100	500	6,000	19,100
St. Crispin Productive Society -	—	6,750	11,150	—	6,700	24,600
Total	138,000	155,893	119,650	3,300	70,100	818,945

* The War Office states that "this society held orders in 1881, 1882, 1883, and 1884."

† The War Office states that "the 1894 demand came forward later than usual, the contracts being placed at the beginning of 1895."

‡ The War Office notes "about 40 per cent. of total demand."

in 1885-95 for the supply of 202,000 pairs of boots and shoes, of the value of about 101,000*l*.*), contracts from the Crown Agents for the Colonies, of which the following particulars are given by the society :—

Date of Contract.	Whether Contract obtained by Public Competition, or how.	Nature of Work done under Contract.	Total Amount of Contract.	Proportion of Total Amount of Contract due to Value of Labour (apart from Supply of Materials).
February 23, 1893	Competition	Boots, ankle, machine-sewn.	£ s. d. 650 0 0	Per Cent. About 22½
" 28, 1893	"	"	84 3 4	" 26½
May 24, 1893	"	"	84 1 6	" 22½
July 15, 1893	"	"	173 6 8	" 22½
October 3, 1893	"	"	488 15 0	" 35
November 24, 1893	"	"	700 0 0	" 22½
February 17, 1894	"	"	238 6 8	{ " 26½ " 27½
March 12, 1894	"	"	42 6 0	" 22½
July 5, 1894	"	"	86 13 4	" 22½
" 6, 1894	"	"	154 13 9	" 27½
January 25, 1895	"	"	239 1 8	{ " 26½ " 27½
June 18, 1895	"	"	177 10 0	" 21½
July 31, 1895	"	"	33 9 0	" 21½
December 6, 1895	"	"	0 10 6	" 20
January 17, 1896	"	"	5 10 0	" 21½
February 15, 1896	"	"	114 6 8	" 23
" 21, 1896	"	"	4 13 0	" 42½
Total			3,177 6 8	

† As to 84*l*. 3*s*. 4*d*., about 26½ per cent.; as to 154*l*. 3*s*. 4*d*., about 27½ per cent.

‡ As to 84*l*. 11*s*. 9*d*., about 26½ per cent.; as to 154*l*. 8*s*. 6*d*., about 27½ per cent.

The Northamptonshire Productive Society was established in 1881, and at the end of 1882 had 20 members, a share capital of 189*l*., and loan capital to the amount of 83*l*.. At the end of 1895 this society had 51 members (all individuals), a paid-up share capital of 1,199*l*. and loan capital 914*l*., with a reserve fund of 100*l*.. The sales in 1895 were of the value of 12,545*l*., and a loss was incurred of 216*l*.. The society paid in wages in 1895 the sum of 3,449*l*., and employed, at the end of 1895, 51 persons (40 men, 8 women, and 3 young persons), of whom 39 were members of the society.

The affairs of the society are administered by the general meetings of the shareholders and by a committee consisting of

* Exclusive of the contracts obtained in 1881-4, as to which particulars are not available.

five members, all of whom are persons employed by the society. There is a president, chosen by the general meeting, who is a member of the committee, a treasurer, similarly selected, a secretary, appointed by the committee, and a general manager, similarly appointed. By the rules of the society each applicant for admission has to apply for at least five shares, and when he has paid up these, "any male member who is also an employee of the society, and has less than 20 shares in the society, shall apply for one additional share at least, apart from any share that may be necessary to capitalise any dividend or interest allotted to him." Each member is responsible for his own work, and if such work is rejected as not in accordance with contract, has to refund its cost for materials and wages. The profits remaining, after paying interest on shares at 5 per cent. ("such rate not to be cumulative"), providing for Reserve Fund (to which purpose at least 10 per cent. of the profit, or any smaller per-centage necessary to raise such fund to one-fifth the amount of the society's shares, loans, and deposits for the time being, must be devoted), and applying one-tenth of the profits to the formation of an interest guarantee fund until such fund shall amount to two years' interest on the shares, loans, and deposits of the society for the time being (this fund being intended to be used for paying interest when the society's profits may not be sufficient to pay the same), and also paying the society's subscriptions to certain co-operative propagandist institutions, are to be applied as follows:—10 per cent. is to go to Provident Fund, 5 per cent. to Educational Fund, 5 per cent. to a fund for rewarding special services (no sum to be voted for this purpose except on the recommendation of the committee), 1 per cent. to each member of the committee, or if the members are more than 10, then 10 per cent. to the committee to be divided equally between them, 10 per cent. to the shareholders, as super-dividend on share capital, 20 per cent. to such co-operative societies or companies as shall have been customers of the society, and shall have paid their accounts on the due date (or so soon thereafter as the committee may allow in any case), in proportion to such payments, the balance to the employees of the society in proportion to their wages or salaries. With respect to the share in profits allotted to committeemen, to shareholders as super-dividend, and to employees, until the recipient holds at least 20*l.* in shares of the society, he is to get his share in profits, not in cash, but in shares.

The Finedon Co-operative Boot and Shoe Manufacturing Society, of Finedon, Northamptonshire, which is stated by the War Office to have obtained from that Department in 1886-95 contracts for 215,724 pairs of boots and shoes of the aggregate value of about 107,862*l.*,* was established in 1886.

* As to the contracts obtained in 1895, the society states that the proportion of the total amount due to the value of labour, apart from materials, was 25 per cent. for the most part, 26 for the remainder.

The Co-operative Aid Association assisted the society in its early days by standing guarantor for it to the Army Contract Department "on the usual terms of 30s. per 100*l.* premium."* At the end of 1889 (no earlier information is available) the society had a membership of 28, a paid-up share capital of 1,319*l.*, and loan capital to the amount of 220*l.* At the end of 1895 the society had 26 members (all individuals), a paid-up share capital of 2,344*l.*, loan capital amounting to 305*l.*, and a Reserve Fund of 456*l.* Its sales in 1895 were of the value of 12,140*l.*, and its profits† for that year were 73*l.*, which sum was divided thus: 68*l.* went as dividend to the members of the society, 3*l.* as dividend (bonus on labour) to non-members, and 2*l.* in donations. The number of employees at the end of 1895 was 82 (46 men, 30 women, many of whom, however, worked for other manufacturers as well as for the society, and 6 young persons). The society paid in wages in 1895 the sum of 3,321*l.*

The affairs of the society are administered by the general meetings of the shareholders and by a committee appointed by the general meeting. There is a secretary appointed by the committee. By the rules of the society no company or society may be a member. An applicant for admission has to send in a sample of his work for approval by the committee, and must sign an application form agreeing to take five shares; this is also to be signed by a guarantor, who certifies that the candidate is a fit person to be admitted, and countersigned by the society's manager. Every member is required to hold three transferable and three withdrawable shares. Each member is responsible for his own work, and has to pay the cost in materials and wages of any work that is rejected as not in accordance with contract. A similar liability is imposed upon non-members employed by the society, which, in return, agrees to allot to such employees a dividend on their wages at one-half the rate of that allotted to members, and also to accept them as members, after a period of probation, if the committee see a reasonable prospect that the society will be able to provide them with permanent employment; but they must allow their bonus for the last quarter to be applied towards paying-up the shares which they have to take up. The rules as to the division of profits declare that, after providing for depreciation, for the payment of dividend on the share capital at such rate as the society may direct, and subject thereto at 6 per cent. on transferable and 5 per cent. on withdrawable shares, for Reserve Fund, Educational Fund, Congress Fund, and Social Fund, the remaining profits shall be divided on the following basis:—"The total amount earned as interest on " share capital during the period to which the distribution relates

* *Report of Co-operative Congress, 1888, p. 71.*

† Exclusive of interest on share capital, the amount of which it has not been possible to ascertain.

" shall be added to the total amount earned as wages by the members of the society employed by it during such period, together with half the amount earned as wages by the non-members so employed; and there shall be allotted to capital a share of profit equal to the rate per £ on its earnings obtained by dividing the total net profit by the total earnings of capital and work; the balance remaining shall be divided between the members and non-members of the society, in proportion to the amount of work done by each person employed during the quarter."

The Raunds Productive Society, of Raunds, near Thrapston, Northamptonshire, was established in 1887, in which year it obtained from the War Office the first of the series of contracts* set forth above. It will be seen that the total number of pairs of boots and shoes for which the society obtained contracts in 1887-95 was 172,300, of the value of about 86,150*l*. The Co-operative Aid Association stood guarantors for the society to the Army Contract Department in respect of its first contract "on the usual terms of 30*s*. per 100*l*. premium."† By the end of 1888 the society had 14 members, a share capital of 204*l*., and loan capital 156*l*.. At the end of 1895 the society had 30 members (all individuals), a paid-up share capital of 1,655*l*., loan capital amounting to 465*l*., with a Reserve Fund of 476*l*.. The sales in 1895 were to the value of 16,742*l*., and the profits of the year amounted to 682*l*., which sum was divided in the following manner:—Share capital received, as fixed interest and super-dividend, 122*l*.; employees received, as bonus on labour, 516*l*.; the sum of 35*l*. was added to Reserve Fund, and 9*l*. was devoted to various donations. The total amount paid as wages in 1895 was 3,899*l*., and the number of employees employed at the end of 1895 was 114 (80† men, 32 women, and 2‡ young persons); of these 30 were members of the society.

The affairs of the society are managed by the general meetings of the members and by a committee, chosen by these meetings, and consisting of 11 members—the president, appointed by the general meeting, and 10 other members; all the committeemen are employees of the society; there is a secretary appointed by the committee. The rules provide that no company or society shall be eligible for membership, and that each applicant for

* The society states that the proportion of the total amount of these contracts attributable to the value of labour (*closing and making*) has varied from 17 to 35 per cent., according to the class of work. The proportion attributable to labour, including the processes other than *making and closing*, cannot be stated because the persons by whom these other processes were performed were simultaneously employed also in relation to work other than that done under the contracts in question.

† *Report of Co-operative Congress, 1888, p. 71.*

‡ The society states that of the 82 male employees (80 men and 2 lads), 38 only were employed exclusively by the society; the other 44 were outside workers, employed also by other manufacturers, and were not members of the society.

membership shall agree to take 10 shares; a guarantor signs the application form to testify that the applicant is a fit person to be admitted into the society, whose manager countersigns the form. The application form must be sent in with a sample of the work of the candidate, which must be approved by the committee. Every member has to hold not less than 10 transferable shares; additional shares are withdrawable. Each member is held responsible for his own work, and if it be rejected, as not in accordance with contract, he must pay to the society whatever the work cost for wages and materials. A similar responsibility is imposed upon non-members employed by the society, all such persons being allowed to share in the profits by receiving a bonus on their wages at half the rate of that paid to members; they also have the right to become members after a term of probation, if the committee see a reasonable prospect of being able to find them permanent employment; their bonus for the last quarter is to be applied in paying-up the shares which they have to take up. The profits remaining, after providing for depreciation, paying a dividend on the share capital at such rate as the society may direct, and subject thereto at the rate of 6 per cent. on transferable, and 5 per cent. on non-transferable shares, and providing for Reserve Fund, Educational Fund, and Social Fund, are to be divided in the following manner:—"The total amount earned as interest on share capital during the period to which the distribution relates shall be added to the total amount earned as wages by the members of the society employed by it during such period, together with half the amount earned as wages by the non-members so employed; and there shall be allotted to capital a share of profit equal to the rate per £ on its earnings obtained by dividing the total net profit by the total earnings of capital and work. The balance remaining shall be divided between the members and non-members of the society, in proportion to the amount of work done by each person employed during the quarter."

As will be seen from the particulars given above, the **Walgrave Productive Society**, of Walgrave, Northamptonshire, obtained from the War Office in 1887-95 contracts* for the supply of 64,500 pairs of boots and shoes, value about 32,250*l.* This society was established in 1887. At the end of 1891 (the earliest year as to which information is available) this society had nine members, a paid-up share capital of 539*l.*, and loan capital amounting to 661*l.* At the end of 1894 (no later figures are available) this society had nine members, a paid-up share capital of 593*l.*, and loan capital amounting to 730*l.*; the sales in 1894 were of the value of 4,511*l.*, and its profits†

* With regard to the contracts obtained in 1895, the society states that the proportion of the total amount of the contracts due to the value of labour (apart from supply of materials) was 30 per cent. Information on this point as to earlier contracts is not available.

† Exclusive of interest on shares, the amount of which it has not been possible to ascertain.

amounted to 2s. 6½d., which sum was allotted to a sick member. The number of persons employed by the society in August 1894 was 43 (29 men, 10 women, 4 young persons), of whom nine were shareholders, owning between them the entire share capital, and forming the committee of management. The amount paid in 1894 for wages and productive expenses was 1,414*l*. The affairs of this society are administered by the shareholders (acting as general meeting and as committee), all of whom are employees of the society. There is a president and a secretary appointed by the committee. By the rules of the society no company or society is eligible for membership. Every person who wishes to join the society has to sign a form, countersigned by the manager of the society, in which the applicant agrees to take 12 shares; this form must be signed by a person who guarantees the fitness of the candidate; he must also produce, for the approval of the committee, a sample of his work. Every member is required to hold not less than six transferable and six withdrawable shares. Each member is to be responsible for his own work, and has to refund the cost (for wages and materials) of any of his work rejected as not in compliance with contract. The society undertakes to allow any person, not a member, whom it may employ, after a period of probation, to become a member, if the committee see a reasonable prospect of being able to find him constant employment; his dividend for the last quarter is to be applied towards paying-up the shares in the society which he is required to take up.

The rule as to the division of profits declares that, after providing for depreciation, paying a dividend on the capital at such rate as the society may direct, and subject thereto, not exceeding 6 per cent. on transferable and 5 per cent. on withdrawable shares, and providing for Reserve Fund, Educational Fund, and Congress Fund, the profits shall be applied in the following manner:—"The total amount earned as interest on " share capital during the period to which the distribution " relates shall be added to the total amount earned as wages by " the members of the society employed by it during such period, " together with half the amount earned as wages by the non- " members so employed; and there shall be allotted to capital a " share of profit equal to the rate per £ on its earnings obtained " by dividing the total net profit by the total earnings of " capital and work. The balance remaining shall be divided " between the members and non-members of the society, in " proportion to the amount of work done by each person " employed during the quarter."

The **Ringstead Britannia Co-operative Society**, of Ringstead, Thrapston, Northamptonshire, which, as will be seen from the figures given above, obtained, in 1892-5, contracts from the War Office for the supply of 19,109 pairs of boots and shoes, value about 9,555*l*., was established in 1891. At the end of

1892 this society had 11 members and a paid-up share capital of 233*l*. At the end of 1894 (no later figures are available) the society had 11 members (all individuals), a paid-up share capital of 242*l*., and a loan capital amounting to 138*l*. Its sales in 1894 were of the value of 3,509*l*., and its profits* were 72*l*., out of which 53*l*. was allotted to members (12*l*. as interest on shares and 41*l*. as dividend), 12*l*. went as dividend (bonus on labour) to non-members, while 7*l*. was credited to Reserve Fund. The number of persons employed by the society in October 1894 was 84 (of whom 37 men and 1 lad were permanently, 24 men, 16 women, and 6 young persons only partially, employed). The whole share capital was held by 11 employees. The amount paid for wages and productive expenses in 1894 was 1,038*l*. The affairs of the society are administered by the general meetings and by a committee appointed by the general meeting. There is a president appointed by the general meeting (who is a member of the committee), and a secretary, appointed by the committee. By the rules of the society no company or society may be admitted as a member. Every person who desires, to become a member has to sign a form, countersigned by the manager of the society, in which the applicant agrees to take 20 shares, and this form must be signed by a person who guarantees the fitness of the candidate; the applicant must also produce a sample of his work, which must be approved of by the committee. Every member is required to hold not less than 20 transferable shares; shares over the first 20 are withdrawable. Each member is held responsible for his own work, and has to refund the cost (for materials and wages) of any of his work rejected as not in accordance with contract. A similar responsibility is imposed upon persons not members who may be employed by the society, who are also required to agree to work exclusively for the society; in return, the society undertakes to allot to such employees a dividend on their wages (as subsequently mentioned), and to admit them to membership after a period of probation, provided the committee see a reasonable probability of being able to find permanent employment for them; their dividend for the last quarter is to be applied towards paying-up the shares which they have to take up. The rule as to the division of the profits declares that, after providing for depreciation, paying a dividend of 5 per cent. on capital, and providing for Reserve Fund, Educational Fund, Congress Funds, and Social Fund, the profits shall be divided in the following manner:—"The total amount earned as " interest on share capital during the period to which the distribution relates shall be added to the total amount earned " as wages by the members of the society employed by it " during such period, together with half the amount earned

* Exclusive of interest on share capital, the amount of which it has not been possible to ascertain.

" as wages by the non-members so employed; and there shall
 " be allotted to capital a share of profit equal to the rate
 " per £ on its earnings obtained by dividing the total net
 " profit by the total earnings of capital and work. The balance
 " remaining shall be divided between the members and non-
 " members of the society in proportion to the amount of work
 " done by each person employed during the quarter, provided
 " that a worker who is not a member shall only be allotted
 " dividend at half the rate to which he would be entitled as a
 " member."

The **St. Crispin Productive Society**, of Raunds, near Thrapston, Northamptonshire, whose contracts with the War Office,* obtained in 1892-5 for the total number of 24,600 pairs of boots and shoes, value about 12,300*l.*, are mentioned above, was established in 1891, but had not commenced business at the end of that year. At the end of 1892 this society had 22 members, a paid-up share capital of 281*l.*, and loan capital amounting to 9*l.* At the end of 1895 it had a membership of 29 (all individuals), a paid-up share capital of 636*l.*, loan capital amounting to 239*l.*, and a Reserve Fund of 10*l.* Its sales in 1895 were of the value of 5,418*l.*, and its profits† for that year were 324*l.*, which sum was divided thus:—32*l.*, was devoted to paying off losses previously incurred, 173*l.* went as dividend to members, 8*l.* as dividend (bonus on labour) to non-members, 11*l.* to Reserve Fund, 20*l.* was applied to special depreciation of fixed stock, and 80*l.* was carried forward as undivided profit. The number of persons employed by the society at the end of 1895 was 6 (5 men and 1 young person),‡ and it paid in salaries and wages in that year, 252*l.* Of the persons employed by the society 5 are members.

The affairs of the society are administered by the general meetings and by a committee appointed by the general meeting, and consisting of 9 members, of whom 1 is an employee of the society.§ There is a president appointed by the general meeting (who is a member of the committee), and a secretary appointed by the committee. By the rules no company or society is admissible to membership. Every person who desires to become a member must sign a form, countersigned by the manager of the society, in which the applicant agrees to take 10 shares, and this form must also be signed by a guarantor who certifies as to the fitness of the applicant. The applicant must also produce a sample of his work, and is not eligible unless his work is approved by the committee. Every member must hold

* The society states that in regard to these contracts the proportion of the total amounts of the contracts attributable to the value of labour was 30 per cent.

† Exclusive of interest on share capital, the amount of which it has not been possible to ascertain.

‡ This appears to be the number of persons employed by the society on its own premises, outside workers (no doubt working also for other manufacturers) not being counted as employees of the society.

§ The other 8 members of the committee are outside workers of the society; see last note.

at least ten transferable shares; any additional shares which he may hold shall be withdrawable. Each member is to be responsible for his own work, and if his work is rejected as not in accordance with contract, has to refund its cost for materials and wages. A similar liability is imposed upon non-members employed by the society, the society, in return, undertaking to allot to such persons a bonus on their wages at half the rate of the bonus on members' wages, and to admit them, after a period of probation, to membership, provided the committee see a reasonable probability of being able to find them permanent employment; their bonus for the last quarter is to be applied towards paying-up the shares which they have to take up. The rules as to the division of profits declare that, after providing for depreciation, for the payment of interest on capital at such rate as the society may direct, and subject thereto at 6 per cent. on transferable and 5 per cent. on withdrawable shares, for Reserve Fund, Educational Fund, Congress Fund, and Social Fund, the remaining profits shall be divided on the following basis:—"The total amount earned as interest on share capital " during the period to which the distribution relates shall be " added to the total amount earned as wages by the members of " the society employed by it during such period, together with " half the amount earned as wages by the non-members " so employed; and there shall be allotted to capital a share " of profit equal to the rate per £ on its earnings obtained " by dividing the total net profit by the total earnings of capital " and work. The balance remaining shall be divided between the " members and non-members of the society, in proportion to the " amount of work done by each person employed during the " quarter."

Other instances in which associated bodies of workmen have obtained from public authorities contracts involving the supply of materials, as well as the performance of labour, are the following:—

The **Edinburgh Co-operative Printing Company**, under a contract obtained in February 1890, have supplied catalogues, &c. (printing and material both included), to the value of 2,143*l.* 6*s.* 7*d.* (of which 67 per cent. is stated to have been the value of labour) to the committee of the Edinburgh Free Library. This company (formed under the Companies Acts) was established in 1873. Its balance-sheets covering the year ending February 1896 show the company to have had at the close of this period a paid-up share capital of 6,130*l.* This capital was the property of 139 shareholders (115 individuals and 24 societies). The company has also loan capital to the amount of 11,939*l.*, and a Reserve Fund amounting to 1,075*l.* Its sales in the period named were of the value of 9,676*l.*, and its profits 808*l.*, of which sum 613*l.* was applied in paying interest at 10 per cent. on the shares, 153*l.* (being 20 per cent. of the divisible profits) was credited to Employees' Provident

Fund, and 42*l.* was carried forward. The number of persons employed was 80 (48 men, 18 women, and 14 young persons), of whom 3 were shareholders in the company; and the amount of the year's wages-bill was 4,797*l.* There are 7 directors, of whom 1 is an employee of the Company.

The company, since March 1, 1886, has allotted 20 per cent. of its net profits to its employees, all those who have had six months' consecutive service with the company being allowed to participate in proportion to the amount earned as wages by each. The share of each participant is placed to his credit with the company as a Provident Fund, bearing interest at 4 per cent., but is paid out to him on leaving the employment of the company (though payment may be delayed or altogether refused if he "by himself or in combination with others" shall have "committed any act involving serious loss or damage to the company"). Recently, in consequence of a tendency being manifested for men to throw up their employment with the company, for the express purpose of being able to claim to have the money standing to their credit as Provident Fund paid out to them, a rule was passed providing that "should any employee resign his or her situation, or so misconduct himself or herself as to render his or her dismissal expedient, with the intent to procure payment of the sum standing in his or her account, the directors may, if they think fit, postpone payment thereof for any period not exceeding two years."

There is a consulting committee, composed of six members (three elected by the employees and three chosen by the directors from among their own number), which assists in carrying out the provisions in force in regard to the Provident Fund.

It is stated by the Corporation of Manchester that this authority has given certain contracts to the **Co-operative Printing Society** of Manchester, Newcastle-upon-Tyne, and London. The contracts (obtained by public competition) were made in December 1889 and January 1893, and were of the aggregate amount of 375*l.* 12*s.* 9*d.* The Corporation state that the work was carried out satisfactorily, and that a contract has recently been obtained (by public competition) by the society for binding such books as the Corporation may require them to bind for three years from January 1, 1896. This society was established in 1869. Its balance-sheet for the six months ending March 31, 1896, shows that the society has a paid-up share capital of 18,647*l.*, held by 625 shareholders (426 individuals and 199 societies), loan capital amounting to 15,988*l.*, and a Reserve Fund of 5,280*l.* The value of the sales in the 12 months ending March 31, 1896, was 67,229*l.*, and the profits of this period amounted to 5,058*l.*, of which 205*l.* was credited to Reserve Fund, and 925*l.* was devoted to paying capital its first dividend of 5 per cent., while the shares received a super-dividend at the

rate of $2\frac{1}{2}$ per cent., which absorbed 463*l.*, customers received 791*l.* as a rebate of $2\frac{1}{2}$ per cent. on their purchases, and the employees had 572*l.* as a bonus on their wages at the same rate, the balance being devoted to certain special purposes (mainly special depreciation and expenses, but including certain charitable donations) or carried forward. The amount paid for wages and salaries in the period referred to was 23,978*l.*, the number of employees being 410 (232 men, 99 women, 79 young persons), of whom 103 are shareholders in the society.

The affairs of the society are administered by the general meetings of the shareholders, and by a committee of 13 members, chosen by the general meeting (the president, who is appointed by the general meeting, the secretary, who is chosen by the committee from among its own members, and 11 other members); there is a sub-committee, called the executive committee, which consists of 5 members of the committee. None of the committee-men are employees of the society. There is also a manager of the society's business, appointed by the committee. The rules require a member to subscribe for at least two shares. Any society which is a member is entitled to send to the general meeting one representative for every 100 shares, or any fraction of 100 shares, which it may hold. The rule as to the division of profits declares that after provision has been made for depreciation (not less than $7\frac{1}{2}$ per cent. to be allowed on fixed stock) and for any additions to the Reserve Fund which the committee may recommend and the shareholders approve, and paying 5 per cent. on paid-up share capital, the remaining profits are to "be apportioned at an equal rate per £ to share capital, labour, and customer."

The Corporation of Manchester also state that in October 1890 they gave a contract for a yearly supply of workmen's cord clothing to the **Hebden Bridge Fustian Manufacturing Co-operative Society**, of Nutclough, Hebden Bridge, Yorkshire, and that "the estimated amount of the value of the "work done under the contract was 587*l.* 10*s.*."* The Corporation state that the contract was given by public competition, and that the work was carried out satisfactorily. According to information supplied by the society, the proportion of the total amount of this contract due to the value of labour (apart from the supply of materials) was 33 per cent. This society was established in 1870, and at the end of 1871 had 132 members, a share capital of 540*l.*,† and 95*l.* of loan capital, with a Reserve Fund of 10*l.*†. At the end of 1895 the society had 797 members (497 individuals, 300 societies); a paid-up share capital of 25,845*l.* (of which 10,415*l.* was held by societies, 7,398*l.* by persons employed by the society, and 8,032*l.* by other indi-

* The society states the total amount received under the contract at 984*l.* 12*s.* 4*d.*

† These figures are taken from the official return of the Chief Registrar; the society states that the share capital was 523*l.* and Reserve Fund 5*l.*

viduals), and loan capital amounting to 6,771*l.*, with a Reserve Fund of 3,360*l.*, an Accident Insurance Fund of 65*l.*, and an Insurance Fund of 4,035*l.* The sales in 1895 were of the aggregate value of 42,048*l.*, and the profits amounted to 5,417*l.*, which sum was divided thus:—to share capital, as dividend, at the rate of 5 per cent., 1,265*l.*, to customers as rebate on their purchases at the rate of 5 per cent. to members and 2½ to non-members, 1,664*l.*, to employees, as bonus on labour at the rate of 5 per cent. on their wages, 691*l.*, to Education Fund, 60*l.*, to Reserve Fund, 770*l.*, to Accident Insurance Fund 5*l.*, to Insurance Fund, 700*l.*, various subscriptions and donations, 228*l.*, leaving a small balance carried forward. The amount paid in wages in 1895 was 14,133*l.*, and the number of employees at the end of the year was 320 (140 men, 150 women, and 30 young persons), of whom 297 were members of the society.

The affairs of the society are managed by the general meetings and by a committee chosen by the shareholders, and consisting of 10 members (the president and 9 others); none of the committeemen are employees of the society; 6 of them are representatives of different store (distributive) societies. There are also a treasurer, a secretary, and a general manager, all appointed by the committee. The rules as to the division of the profits declare that, after provision has been made for depreciation and for any addition to Reserve Fund which the committee may determine to make, a dividend at the rate of 5 per cent. is to be paid on share capital and the remainder shall be divided at an equal rate per £ between the employees and the customers of the society, in proportion to the wages earned or purchases made by each, every such share in profits to be paid in the form of paid-up share capital until the recipient shall have earned or subscribed 20*l.*, after which this bonus is payable in cash. "Societies becoming shareholders by purchase shall be entitled to the full dividend (as before provided for) falling due to them; but "societies not being shareholders shall only be entitled to half "that amount." It is provided that the shares issued to the persons in the employment of the society for the shares of profit to be assigned to them shall not give a right to vote upon any question except that of the alteration of any rule relating to such shares, and shall not be withdrawable by any person while in the employment of the society. The rules provide that no paid servant of the society can be appointed on the committee.

The London School Board state that the **Co-operative Builders**, of Brixton, have had from this authority eight contracts for various building works, the particulars of the tenders being as follows:—

Date of Acceptance of Tender.	Nature of Work.	Amount of Tender.
May 14, 1891 - -	Enlargement of Halford Road School, Walham Green.	£ 2,064
July 21, 1892 . -	Enlargement of Nunhead Passage School, Peckham Rye.	5,404
July 28, 1892 - -	Enlargement of Haselrigge Road School, Clapham.	3,889
March 2, 1893 - -	Enlargement of Randall Place School, Greenwich.	2,286
May 11, 1893 - -	Erection of cookery centre and other works at Baker Street School, Stepney.	2,398
November 30, 1893 -	Enlargement of Coburg Road School, Old Kent Road.	4,187
May 10, 1894 - -	Erection of cookery centre and other works at Collingwood Street School, Ratcliff.	1,011
May 10, 1894 - -	Enlargement of Eltringham Street School, Warrisworth.	1,868
	Total - - -	23,107*

* The figure given by the society is 23,873*l.*; the difference is, no doubt, attributable to the cost of "extras," not included in the original tenders.

These contracts were obtained by competition in the manner usual with School Board work of this nature; the Board have a limited list of contractors, some of whom are invited to tender for each job. It is stated by the Board that "they have no reason to be dissatisfied with the manner in which" the Co-operative Builders "have carried out their contracts"; while, as to the cheapness of their work, "if their tenders had not been the lowest, they would not have been accepted." The society states that the proportion of the total amount of these contracts due to the value of labour (apart from the supply of materials) was 52 per cent.

The London County Council state that the Co-operative Builders obtained from them, by open competition, in December 1891, a contract for the erection of the Weights and Measures Office at Rosebery Avenue, the amount of the tender being 6,838*l.*,* and carried out the work "in all respects satisfactorily." The society states the proportion of the amount of this contract attributable to the value of labour to have been 48 per cent.

The Co-operative Builders were established in 1888, and at the end of 1889 had 171 members,† a share capital of 1,360*l.*,‡ and loan capital amounting to 1,100*l.* The society was re-organised at the end of 1894, and at the end of 1895 had 40 members† (all individuals), a share capital of 47*l.*,‡ and a Reserve Fund of 279*l.* The value of the work done by the society in

* Amount of contract given by society, 6,873*l.*; see note at foot of table above.

† With respect to the reason for the smaller number of members and smaller amount of share capital, as between 1889 and 1895, the society states, "this is due to the fact that in 1888 all the divisible profits were given in the form of shares, the recipients becoming shareholders whether they would or not. At the reconstruction in 1894 this was changed, and the profits were paid in cash, leaving it to the men to apply for shares, if they chose to do so."

1895 was 6,634*l.*, and its profits for the year were 422*l.*, out of which 276*l.* was carried to Reserve Fund, 2*l.* was paid as dividend on the share capital, 14*l.* was allotted to Education Fund, 5*l.* to Benevolent Fund, 3*l.* was paid to the Co-operative Union, 45*l.* was given as bonus to the managers of the society, and 73*l.* as bonus to the workmen employed (at the rate of 4½*d.* in the £ on wages in the first, and 7½*d.* in the £ in the second, half-year), a small balance being carried forward as undivided. The amount paid in wages in 1895 was 3,643*l.*, and the number of employees at the end of that year was 49 (48 men and 1 young person); of these 26 were members of the society.

The affairs of the society are managed by the general meetings and by a committee of 6 members, appointed by the general meeting, of whom 4* are employees of the society; there are a secretary and a manager, appointed by the committee. The rule relating to the division of profits declares that, after providing for depreciation (at such rates as the ordinary meetings may decide, but not less than 10 per cent. on fixed stock and plant, and 5 per cent. on buildings), and carrying such sum, not less than 10 per cent. of the remaining net profits, as the ordinary meetings shall determine, to Reserve Fund (which fund shall never be used to pay interest or dividend), and paying 5 per cent. to share capital, one-tenth of the remainder shall be applied for educational purposes (not to exceed 30*l.* in any year), 1 per cent. of the total net profit shall be at the disposal of the committee for charitable purposes, the society's subscription to the Co-operative Union shall be paid, and the remainder shall be allotted thus: 5 per cent. of the total net profit is to go to the manager, and 3½ per cent. to the assistant manager, but if the sum disposable shall not be sufficient to meet such payments in full, it shall remain undivided; from the remainder 2½ per cent. additional interest on capital shall be paid; the balance shall be divided among those who have been employed by the society during the previous six months in proportion to the wages earned, but the wages of all foremen employed at weekly wages shall, for the purpose of calculating their share, be taken at 50 per cent. more than they actually were.

The Rochdale District Co-operative Corn Mill Society states that it has obtained by public competition from public authorities, whose names it has furnished but does not wish published, a large number of contracts, the particulars of which are given on the next page:—

* This was the number in June 1896. The society points out that the number of committeemen employed varies from time to time; 5 out of the 6 present members of the committee are workmen, who have all been, and at any given time might all be, in the employ of the society.

Date of Contract.	Nature of Goods supplied.	Total Amount of Contract.	Proportion of Total Amount of Contract due to Value of Labour (apart from Supply of Materials).
		£ s. d.	Per Cent.
1891	Provender - - -	436 2 1	3
"	Flour and provender - -	886 14 9	3
"	Bran - - -	1,933 1 6	3
"	Flour - - -	1,057 10 0	3
"	Flour and provender - -	3,789 0 9	3
"	Flour - - -	1,623 15 0	3
"	Flour - - -	73 15 0	3
1892	Provender - - -	706 15 4	3
"	Flour and provender - -	451 2 3	3
"	Bran - - -	1,992 0 0	3
"	Flour - - -	330 0 0	3
"	Flour and provender - -	467 9 2	3
"	Flour - - -	3,096 18 9	3
"	Flour - - -	337 10 0	3
"	Flour - - -	2,598 5 0	3
"	Flour - - -	569 15 0	3
"	Provender - - -	38 15 7	3
"	Flour and provender - -	2,618 3 10	3
1893	Provender - - -	504 8 8	3
"	Flour and provender - -	1,258 17 9	3
"	Bran - - -	1,667 19 3	3
"	Flour - - -	1,210 0 0	3
"	Flour and provender - -	560 3 1	3
"	Flour - - -	2,024 2 2	3
"	Flour - - -	203 8 9	3
"	Flour - - -	1,063 15 0	3
"	Flour - - -	587 1 0	3
"	Provender - - -	55 15 6	3
"	Flour and provender - -	904 6 5	3
1894	Provender - - -	200 8 0	3
"	Flour and provender - -	1,156 8 5	3
"	Bran - - -	1,825 19 3	3
"	Flour - - -	1,153 0 0	3
"	Flour - - -	236 7 0	3
"	Flour - - -	1,073 12 6	3
"	Flour - - -	442 11 0	3
"	Flour - - -	767 17 0	3
"	Flour - - -	218 5 0	3
1895	Flour - - -	3,000 0 0	3
"	Flour - - -	350 0 0	3
"	Flour - - -	800 0 0	3
"	Flour, &c. - - -	300 0 0	3
"	Flour - - -	2,000 0 0	3
"	Flour, &c. - - -	68 0 0	3
"	Flour - - -	235 0 0	3
"	Flour - - -	360 0 0	3
"	Provender - - -	537 0 0	3
	Total - - -	£47,770 19 9	

This society, established in 1850, had, at the end of 1895, 672 members (592 individuals and 80 societies), a paid-up share capital of 79,584*l.*, and loan capital to the amount of 16,286*l.* The sales of the society in 1895 were 180,050*l.*, and the profits

2,393*l.*, which sum was applied towards making good losses previously incurred. The society's wages-bill for 1895 was 5,735*l.*, and the number of employees at the end of that year was 70 (67 men and 3 women), none of whom were members of the society.

The affairs of the society are managed by the general meetings and by a committee, appointed by the general meeting, and consisting of 11 members (a president, treasurer, and secretary, and 8 other members); with the exception of the secretary, all the members of the committee are representatives of different store societies. The rules forbid the servants of the society to serve any office in the committee of management or to be auditors. Any member of the committee shall vacate his office if he holds any other office or place of profit under the society. After fixed stock has been depreciated at 7½ per cent. and interest at such rate as the quarterly meetings decide, not to exceed 5 per cent., has been paid on the share capital, the net profits of the society "shall from time to time be applied by " direction of the ordinary quarterly meetings thereof, either to " increase the capital or business of the society, or to any " provident purpose authorised by the laws in force in respect " to friendly societies, and the remainder shall be divided " among the members of the society in proportion to the amount " of their purchases at the mill during the quarter."

The Bristol School Board state that they purchase boots for the Carlton House Industrial School from the **Bristol Pioneers' Boot and Shoe Productive Society**. "The " society has been supplying boots to the school since October " 1891. There was no public competition, nor has any form of " contract been used." The value of the boots supplied is stated to have been in 1892 30*l.* 3*s.* 3*d.*, in 1893 19*l.* 15*s.*, in 1894 21*l.* 3*s.*, in 1895 17*l.* 18*s.*, total, 88*l.* 19*s.* 3*d.* It is also stated that recently "in consequence of the goods being un- " satisfactory, the Board agreed to increase the price by 10 per " cent. in the hope of an improvement."*

This society was established in 1888; at the end of 1890 (no earlier information is available) the society had 47 members, a paid-up share capital of 153*l.*, and loan capital amounting to 286*l.* At the end of 1895 the society had 61 members, a paid-up share capital of 405*l.*, and loan capital 859*l.* The sales of 1895 were of the value of 2,053*l.*, and there was a loss on the year's trading of 90*l.* The number of employees at the end of 1895 was 25 (18 men, 5 women, 2 young persons), of whom 20 were members of the society. The expenditure in 1895 for wages was 1,033*l.*

The affairs of the society are administered by the general meetings of the shareholders, and by a committee consisting of

* The society states that "the 10 per cent. increase in price was owing to rise in " cost of leather, and no regular complaint has been forwarded from the Board as " to the quality of work supplied."

7 members (including the president) chosen by the general meeting; of the committeemen, 4 are employees of the society. The rules require every member to hold at least five shares in the society. The net profits, after providing interest on capital at such rate, not exceeding 5 per cent., as the general meeting shall from time to time decide, and providing for depreciation, &c. are to be applied as follows:—After paying the society's subscription to the Co-operative Union, the balance to be divided, 20 per cent. to customers in proportion to their purchases, 10 per cent. to Reserve Fund, 5 per cent. to Social Fund, 2 per cent. to Educational Fund, 3 per cent. to rewarding special services, 60 per cent. between the employees of the society and its shareholders in the like proportion as the amount of the wages of the former shall bear to the amount of the dividend on shares already provided for in favour of the latter. If any employee who is not a member of the society becomes entitled to a share in the profits, this share is retained for 12 months; if within this time he is accepted as a member, the money is placed to his credit as shares, unless he is refused membership; then it is paid over to him in cash.

The Commissioners of the Burgh of Paisley have in 1892, and again in 1893, placed a contract for police clothing with the **Paisley Co-operative Manufacturing Society**, these orders being obtained by public competition, and being stated to have been to the aggregate amount of 86*l.* 17*s.* 6*d.* (80*l.* 13*s.* in 1892 and 6*l.* 4*s.* 6*d.* in 1893). As to the contract entered into in 1892 the proportion due to the value of labour is stated by the society to have been 46 per cent. The Commissioners state that the contracts were satisfactorily fulfilled. This society was established in 1862. At the end of 1895 the society had a paid-up share capital of 19,323*l.*, belonging to 1,457 shareholders (1,216 individuals and 241 societies), and a loan capital of 35,327*l.*, with a Reserve Fund amounting to 1,641*l.* Its sales in 1895 were of the total value of 61,920*l.*, and its profits amounted to 4,563*l.*; this sum was divided in the following manner:—Capital received, as fixed interest at the rate of 5 per cent., 953*l.*, and as super-dividend at the rate of 1½ per cent., 239*l.*; the sum of 152*l.* was credited to Reserve Fund, customers got a rebate on their purchases (at the rate of 2½ per cent. in the first, and 7½ per cent. in the second, half of the year) amounting to 2,449*l.*; the employees received a bonus (at the rate of 2½ per cent. on their wages in the first, and 7½ per cent. in the second, half-year) amounting to 521*l.*, sums amounting together to 131*l.* were disbursed in various donations, and 118*l.* was carried forward. The society, which at the end of 1895 employed 268 persons (85 men, 143 women, and 40 young persons), paid in wages in 1895 the sum of 11,263*l.* Out of the 268 employees 52 were shareholders in the society.

The affairs of the society are managed by the general meetings and by a committee of 11 members (the president,

secretary, and 9 other members), elected by the general meeting.* The rules as to the division of the profits declare that, after provision has been made for depreciation and for Reserve Fund (the amount to be carried to which is to be determined by the general meeting), and a dividend has been paid on the share capital at the rate of 5 per cent., and after providing for any sums voted by the general meeting for any social or provident purpose, the remainder of the net profits shall be allotted to— (1) the parties who have made purchases from the society during the period to which the division relates, according to the amount of their purchases, and (2) the employees of the society, at the same rate, upon the wages of such employees respectively, as the dividend allotted to purchases.

The Nottingham Operative Tailors' Co-operative Society has had contracts from the Corporation of Nottingham for clothing, as to which the particulars which follow have been furnished by the Corporation.

Date.	Committee with which Contract was made.	Nature and Quantity of Work done under Contract.	Amount of Contract.	Amount Paid.
			£ s. d.	£ s. d.
Oct. 27th, 1892	Watch	Police superintendents' and inspectors' overcoats and trousers.	58 10 0	53 10 0
Jan. 1893	Water	Official uniforms and workmen's clothing	89 9 6	89 9 6
July 1893	Water	Suits of well flannel, &c.	21 18 0	7 12 0
Sept. 1893	Watch	Superintendents' and inspectors' trousers	17 5 0	17 5 0
Feb. 1894	Watch	Superintendents' and inspectors' tunics and trousers.	53 10 0	53 10 0
August 1894	Gas	Various uniforms	68 1 6	68 1 6
Jan. 23rd, 1895	Water	Various official uniforms	18 7 0	18 7 0
Feb. 2nd, 1895	Public Parks	Blue serge working suits	14 8 0	12 0 0
Feb. 2nd, 1895	Health	Inspectors' uniforms and overcoats	49 12 6	46 14 0
Mar. 20th, 1895	Castle	Nine workmen's overcoats	20 5 0	20 5 0
Mar. 20th, 1895	Finance	Official uniforms	23 17 0	22 12 0
Sept. 12th, 1895	Gas	Overcoats, reefers suits, and trousers	43 7 9	43 7 9
Sept. 12th, 1895	Gas	Cord trousers	17 6 6	17 8 6
		Total	£465 19 9	477 2 3

From particulars furnished by the society it appears that the value of labour (apart from that of materials) in the goods supplied under these contracts was, in general, about one-third of the total amounts of the contracts. The contracts were obtained by public competition. The town clerk of Nottingham states, "the work must have been done well, as it had to pass the ordeal of an examination by persons appointed from

* None of the present members of the committee are employees of the society; but the society states that "the late president is an employee, and held the position "for 16 years, and another 2 employees were on the Board for a number of years."

" each committee for that purpose. The work must have been cheaply done, as the lowest tender only is, as a general rule, accepted."

This society was formed in 1892, at the end of which year it had 159 members, 347*l.* paid-up share capital, and 12*l.* loan capital. At the end of 1895 the number of shareholders was 143, including 6 co-operative societies, a paid-up share capital of 349*l.*, and a loan capital of 20*l.* The value of the goods sold by the society in 1895 was 1,036*l.*, and they made a loss of 79*l.* The number of employees at the end of 1895 was 8 (6 men, 1 woman, and 1 young person); of these, 6 (men) were shareholders in the society. The wages paid in 1895 amounted to 484*l.* The affairs of the society are managed by the general meetings and by a committee appointed by the general meeting, and consisting of 10 members; of the committeemen 3 are employees of the society. There is a president, chosen by the general meeting, who is a member of the committee, a treasurer, similarly elected, who is also a member of the committee, a secretary appointed by the committee, and a general manager, also appointed by the committee. No individual member is allowed to hold more than 10 shares. After provision has been made for depreciation, and interest at 5 per cent has been paid on the shares, and after any payments to Reserve Fund, the net divisible profits are to be divided thus:—50 per cent. is to go to the employees, in proportion to the amount of wages earned by each, and is to be devoted to taking up shares in the society, 5 per cent. is to go to Social and Educational Fund, 10 per cent. as super-dividend on shares, 5 per cent. for special services to the society, and 30 per cent. as rebate to customers in proportion to their purchases from the society.

The War Office states that contracts for brooms and bass heads have been placed by it with the **Co-operative Bass Dressers** to the value of about 1,200*l.* in 1894 and about 2,200*l.* in 1895, and that "in the absence of a report to the contrary, it is assumed that the goods were satisfactory." The society states that the proportion of the total amount of these contracts attributable to the value of labour was 40 per cent.

According to information supplied by the London County Council, this society "has on three occasions tendered in reply to an advertisement for the supply of bass brooms and brushes, and contracts were entered into with them in 1892, value about 100*l.*, in 1894, value about 15*l.*; in 1895, value about 200*l.*" It is stated by the same authority that the contracts in question "have been carried out quite satisfactorily," and that the society's "tender for these particular goods having been the lowest, the work may be said to have been done well and cheaply." The proportion of the total amount of these contracts attributable to the value of labour is estimated by the society at 30 per cent. From details furnished by the society it appears that the society has at various dates in 1892-5

obtained by public competition contracts for the supply of brooms from certain other metropolitan authorities as under:—

Date.	Name of Contracting Authority	Total Amount of Contract.	Proportion of Total Amount of Contract due to Value of Labour (apart from Supply of Materials).
March 1892 to March 1894.	Board of Works, Limehouse District.	£ 284	Per Cent. 35
March 1893 to March 1895.	St Giles's Vestry, Camberwell.	566	35
April 1894 to November 1895.	Battersea Vestry	224	35
	Total - -	£1,074	

The Co-operative Bass Dressers' Society was established in 1889, and at the end of 1891 (the first year as to which statistics are available) had a membership of 133, a paid-up share capital of 608*l.*, and 54*l.* of loan capital. At the end of 1895 the number of the shareholders was 84 (83 individuals and 1 society), the paid-up share capital was 691*l.*, and the loan capital 120*l.*; the Reserve Fund amounted to 260*l.* The sales in 1895 were of the value of 5,044*l.*, and the profits were 372*l.*, which sum, together with a small balance remaining over from last year, was distributed in the following manner:—215*l.* was credited to Reserve Fund, 37*l.* went as interest on share capital, 115*l.* was paid as bonus on labour to employees (at the rate of 7½ per cent. on wages), and 7*l.* was devoted to Educational Fund. The society employed at the end of 1895 20 persons (19 men and 1 young person), and paid in wages in that year 1,606*l.* Of the employees 19 are shareholders in the society.

The affairs of the society are administered by the general meetings of the shareholders and by a committee which consists of 8 members (including the president and treasurer, who are chosen by the general meeting, and the secretary and the manager, who are appointed by the committee); of the committeemen 6 are employees of the society. The rules declare that, after providing for depreciation (at such rate as the general meeting decides, but not less than 15 per cent. on fixed stock and 5 per cent. on buildings), and for Reserve Fund (as decided by the general meeting, but not less than 10 per cent., and, so long as the Reserve Fund shall not equal two-thirds of the paid-up capital, not less than one-quarter), and paying 5 per cent. on share capital, one-twentieth of the remaining profits is to be devoted to educational purposes, the society's subscription to the Co-operative Union is to be paid, and "the remainder shall be allotted to those who have worked for the society in

" proportion to the wages earned, provided always that no worker shall be entitled to receive any such bonus in cash until he hold 5 fully paid-up shares in the society, but such bonus shall be credited to him in the form of shares in the society."

The **Household Furnishing Company**, of Newcastle-upon-Tyne, obtained in 1895 a contract for supplying brushes and chairs to the Newcastle City Asylum, and another for supplying similar goods to the Jarrow School Board. As the contracts are for supplies during 12 months, it is—it is stated—impossible to indicate now the value covered by them. It is stated that the proportion of the total amount of the contracts due to the value of labour may be estimated to be 15 per cent. This company was established in 1873, and at the end of the period 1894-5 (ending September 30, 1895) had a paid-up capital of 4,961*l.* (4,361*l.* ordinary shares and 600*l.* 5 per cent. preference shares), a loan capital of 12,997*l.*, and a Reserve Fund of 408*l.* The capital is in 5*l.* shares, of which, at the date last mentioned, 66 were held by individuals and 8 by co-operative societies. The sales of the company in the period named amounted to 10,541*l.*, and its profits to 60*l.*, of which 20*l.* was credited to Reserve Fund and the remaining 40*l.* was carried forward. The wages paid in this period were 3,442*l.*, and the number of employees was 101 (80 men, 7 women, and 14 young persons), of whom 42 are shareholders in the company. There are 7 directors (the chairman and 6 other persons, of whom 4 are representatives of various co-operative store societies). The articles of association provide that all persons working for the company shall leave with the company on deposit, by way of instalments towards the purchase of shares, a certain proportion (fixed differently for different classes) of their wages; also that "in the choice of workmen preference will be given to those who hold paid-up shares." The articles of association provide that of any balance "remaining after 10 per cent. has been paid on the ordinary shares, one-third is to be divided equally on the ordinary shares, one-third shall be distributed among the company's employees, in proportion to the amount of wages earned by each, and one-third shall be divided between purchasers, in proportion to the amount purchased by each."*

The **Co-operative Quarrying Association**, Con-dorrat (Dunbarton), obtained by public competition in 1895 a contract from the Police Commissioners of Glasgow for supplying 100 tons of paving setts, more or less, per month, at the rates of 13*s.* and 13*s.* 6*d.* per ton, the contract being for a period of five years from March 27, 1895, with a break in the option of either party at the end of three years, on giving

* Shareholders in this company have each one vote for every share up to 10, and an additional vote for every two shares beyond 10 up to 20, and an additional vote for every 5 shares beyond 20.

three months' notice in writing to the other party. Up to the end of 1895 the society had supplied 1,367 tons at the price of 899*l.* 7*s.* 1*d.* The Corporation of Glasgow state that this contract "has, so far, been carried out in a very satisfactory manner." The society states that it has also, under a contract obtained by public competition in April 1895, supplied to the Town Council of Coatbridge about 500 tons of rough metal at the price of 20*l.* 16*s.* 8*d.* This society was established in 1892, with an original membership, at the end of that year, of 36, and share capital then amounting to 162*l.* At the end of 1895 the society had 50 members (42 individuals and 8 societies), a paid-up share capital of 205*l.*, a loan capital of 150*l.*, and a Reserve Fund amounting to 86*l.* Its sales in 1895 amounted to 2,101*l.*, and its profits to 189*l.*, which sum was applied as follows:—28*l.* went to share capital, and 123*l.* to employees, as bonus on labour (115*l.* to members, at the rate of 1*s.* 1*d.* in the £ on wages in the first half-year, and 2*s.* 8½*d.* in the £ in the second, and 8*l.* to non-members, at the rate of 6½*d.* in the £ in the first half-year, and 1*s.* 4½*d.* in the £ in the second), while 38*l.* was carried to Reserve Fund. The society at the end of 1895 employed 24 persons (23 men and 1 young person, of whom 18 were members of the society), and paid in 1895 wages amounting to 1,367*l.*

The affairs of this society are administered by the general meeting of the shareholders and by a committee consisting of 10 members (the president, treasurer, secretary, and 7 other members), and there is also a manager. Of the members of the committee, 7 are employees of the society.

The **Kettering Co-operative Building and Contracting Society** obtained in 1895 from the Guardians of the Kettering Union a contract for the execution of certain alterations to the board room and additions to the bread store. The amount of the contract was 239*l.*, of which (it is stated by the society) 40 per cent. was attributable to the value of labour. The contract was obtained by public competition. The clerk to the Guardians states that there was some delay, which, however, may not have been entirely the fault of the society, and "on the whole, I think the Board are satisfied that the work has been done cheaply and well." This society was established in 1894, but did no business in that year. At the end of 1894 the number of members was 137. According to the *Report of the Co-operative Congress, 1896*, the number of members at the end of 1895 remained 137, the total paid-up share capital was 622*l.*, loan capital 273*l.*, Reserve Fund 91*l.*; the value of the business done in the year was 6,793*l.*, and the profits were 48*l.*, out of which 83*l.* went to share capital, 170*l.* to employees as a bonus at the rate of 7½ per cent. on their wages, and 100*l.* was paid to customers as a rebate at the rate of 5 per cent. on their purchases. According to the same authority, the amount paid for salaries and wages in 1895 was 2,273*l.*, and the number of

persons employed by the society at the end of 1895 was 30. The affairs of the society are administered by the general meetings of the shareholders and by a committee appointed by the general meeting; there are a president, a secretary, and a treasurer, appointed by the general meeting, who have all seats on the committee. There is a general manager appointed by the committee; he may be a member of the committee, but may not be president. With respect to the composition of the committee, "the ordinary business meetings may from time to time make such regulations not inconsistent with the rules as seem to them desirable for securing—1st, that two-thirds of the committee are practically acquainted with some branch of the trade; 2nd, that each branch is represented on the committee (when practicable) in proportion to its importance." The rules require that each member shall hold at least five shares, and no individual may hold more than 50*l.* (one-half share, one-half loan capital) in the society. The rules as to the division of the profits declare that, after providing for depreciation (10 per cent. on fixtures, 2½ per cent. on buildings), paying 5 per cent. on share capital, and providing for Congress Funds, the remaining profits shall be applied as follows:—5 per cent. to Reserve Fund, 45 per cent. to the employees of the society, in proportion to their earnings, 12 per cent. to the committee, 3 per cent. to Social and Educational Fund, 5 per cent. to Provident Fund, 10 per cent. as super-dividend to shareholders, and 20 per cent. to customers of the society. Profits accruing to a member holding less than five paid-up shares are to be accumulated for him until the total sum, with the share capital credited to him, amounts to 5*l.*, and then placed to his credit on share account. Profits coming to an employee who is not a member, are to be retained for 12 months; if he become a member within that time, the amount is credited to his share account; if he applies for membership, but is refused, he gets the amount in cash; failing application for membership, his share is carried to Provident Fund, unless he give reasons satisfactory to the committee to explain the delay in his application. With respect to the 20 per cent. of profits allotted to customers, the sum to be allotted to each is to be "one-fifth part of the divisible profit on his own purchases, to be measured by multiplying one-fifth of the amount of such purchases by the average profit per £, ascertained by dividing the total divisible profits by the total sales."

The **Sheffield House Painting and Decorating Society** has done a certain amount of work for the Corporation of that town, the whole of this work being undertaken in the second half of 1895. The first and longest job was a contract, obtained by public competition, for painting work at the Sheffield Sewage Disposal Works to the value of 157*l.* (of which the society states 134*l.* to have been the value of the labour employed).

This was followed by an order to do certain painting work at the Ruskin Museum, Sheffield, to the value of 78*l.* 1*l.* 3*d.*, the tender being accepted on a limited competition between a selected list of about half-a-dozen firms. Both these jobs are stated by the city surveyor to have "been carried out in a " satisfactory manner and at a reasonable price." From figures supplied by the society, it appears that a further order (obtained by private tender) was placed by the Corporation with the society in connexion with the job at the Ruskin Museum, this addition amounting to 38*l.* 16*s.* 5*d.* The society states that, out of 117*l.* 7*s.* 8*d.*, the total value of the work at the Ruskin Museum, the value of the labour employed was 106*l.* The society states that it has had orders from the same Corporation, also obtained by private tender, for two small painting jobs, the value of the one being 1*l.* 8*s.* (value of labour 1*l.* 1*s.*) and that of the other 2*l.* 16*s.* (value of labour 2*l.* 10*s.*).

This society was established in 1894, with an original membership, at the end of that year, of 43, a paid-up share capital of 77*l.*, and loan capital to the amount of 32*l.* At the end of 1895 the society had 20 members (19 individuals and 1 society), a paid-up share capital of 98*l.*, and loan capital 59*l.* The year's work was of the value of 903*l.*, and the society made a loss of 15*l.* The society employed, at the end of 1895, 10 men, of whom 7 were members of the society, and the amount expended for salaries, wages, and productive expenses in 1895 was 642*l.*

The affairs of the society are administered by the general meetings of the shareholders, and by a committee appointed by the general meeting, and consisting of 8 members (the chairman, 6 other members, and the secretary). Of the committeemen 4 are employees of the society. There is also a general manager, appointed by the committee. The rules provide that four members of the committee shall be elected from the society's employees. The rules as to the division of profits declare that the profits, after provision has been made for ordinary depreciation, shall be distributed in the following manner :—5 per cent. is to be allotted to special depreciation of stock, 25 per cent. to Reserve Fund, 5 per cent. to Contingent Fund, 5 per cent. to Educational Fund, and 60 per cent. to the employees and customers of the society, this amount being divided on the basis of wages earned on the one hand, and purchases paid for on the other, at an equal rate per *£*. The share of profit coming to an employee or to a customer is not to be paid in cash, but is to be paid in shares of the society. But an employee is allowed to receive his bonus in cash as soon as he has 10 paid-up shares; he also gets cash if he is refused as a member; if he do not apply for admission within six months after shares have been allotted to him, his share in

profits is forfeited and credited to Reserve Fund; but the committee may remit the forfeiture upon the delay in applying for admission being explained to their satisfaction.*

II.—NEW ZEALAND.

One of the most interesting among the cases, in which the co-operative system has been applied to the execution of labour contracts in connexion with public works, is the practice which has for some time obtained in New Zealand. In reply to detailed inquiries addressed to the Agent-General for New Zealand, the Government of that colony has been good enough to transmit the account of the working of this system,† which is printed (together with a few explanatory notes based upon documents published by the New Zealand Government) in the succeeding pages of this Report, and also the Standard Specification and Conditions printed in Appendix A., *post*, pp. 237–243.

* In addition to the societies mentioned in the text there are three which are known to have obtained contracts from public authorities, but about whose existence at the present time no precise information is available. The War Office states that it gave a contract (the date of which is not mentioned) for the supply of 34 small litter sheds, with corrugated iron roofs, and works in connexion therewith, at the Royal Artillery Barracks, Woolwich, to the Woolwich Builders' Society; the amount of the contract was about 400*l.*, and "the service was well executed." This society was established in 1889, but repeated communications, addressed to its registered office, as given in the Report of the Chief Registrar of Friendly Societies, by the Department, have been returned by the postal authorities marked "Gone away"; and inquiries made by the Department show that the society has no longer any active existence. The West Ham School Board state that, in November 1892, they gave a contract for cleansing and painting the Canning Town School to the Reliance Co-operative Painters' and Decorators' Society, of Canning Town. This contract was given by limited competition (among selected firms), and the amount of the tender was 186*l.* The Board state that "the work was eventually carried out in a satisfactory manner, but the contract included a certain amount of alterations, and also the provision of a wooden dado, and this led to some friction between the men—the carpenters and painters. Exception was also taken on the part of this Board to much of the wood used, and this eventually had to be removed and proper material provided." The society also did some jobbing work (very small repairs to locks, windows, &c.) for the Board; the society's charges were considered excessive. About this society nothing is now known at the office of the Chief Registrar of Friendly Societies; its name has not appeared in the Reports of the Chief Registrar subsequent to the Report for 1892, the year in which the society was established. The London Amalgamated Co-operative Builders, of Canning Town, to whom in 1894 the West Ham Town Council is reported to have given a contract to construct a band-stand at a cost of 190*l.* (*Co-operative News*, May 12, 1894, p. 505), are stated in the Report of the Chief Registrar for 1894 to be in course of liquidation, notice of commencement of winding-up having been received in 1895.

† This account appears in the *New Zealand Official Year Book*, 1894, pp. 234–42.

THE CO-OPERATIVE SYSTEM OF CONSTRUCTING PUBLIC WORKS.

Extract from
New Zealand
Official Year
Book, 1894.

By H. J. H. BLOW, Under-Secretary for Public Works.

The great bulk of our railway and road-works, and much of our building-work in New Zealand* is now carried out under what is known as the co-operative system, an arrangement which has only been brought into operation within the last three years or so.

The contract system had many disadvantages. It gave rise to a class of middle-men, in the shape of contractors, who often made large profits out of their undertakings, and at times behaved with less liberality to their workmen than might have been expected under the circumstances. Even in New Zealand, where the labour problem is less acute than in older countries, strikes have occurred in connexion with public works contracts, with the result that valuable time has been lost in the prosecution of the works, much capital has been wasted by works being kept at a stand-still and valuable plant lying idle, and large numbers of men being for some time unemployed; and considerable bitterness of feeling has often been engendered. The contract system also gave rise to sub-contracting, which is worse again; for not only is it subject to all the drawbacks of the parent system, but by relegating the conduct of the works to contractors of inferior standing, with little or no capital, the evil of "sweating" was admitted. Very often, too, the business people who supplied stores and materials were unable to obtain payment for them, and not seldom the workmen also failed to receive the full amount of their wages. The result in such cases was that, instead of the expenditure proving a great boon to the district in which the works were situated, as would have been the case if the contract had been well managed and properly carried out, such contracts frequently brought disaster in their train. The anomaly of the principal contractor making a large profit, his sub-contractor being ruined and his workmen left unpaid, also occasionally presented itself, and thus the taxpayer who provided the money had the mortification of seeing one man made rich (who would perhaps take his riches to Europe or America to enjoy them) and a number of others reduced to poverty, or in some instances cast upon public charity.

Contracting also sometimes led to congestion of the labour market in the very districts where works were in progress. When large undertakings were advertised for tender, workmen out of employment naturally gravitated to the districts where

* The public works referred to in the text appear to be works done for the Government; in the *Report of the Department of Labour* for 1894 it is stated that "If the co-operative system could be extended to the operations of County Councils, municipalities, &c., the benefit to poor men would be very great, the competitive system by tender often being of a grinding and ruinous character" (p. 2); see also *Report of the Department of Labour*, 1893, p. 17. As to recent extensions of the co-operative system in relation to public-works, see *Labour Gazette*, June 1895, p. 181.

Extract from
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Official Year
Book, 1894.

such works were to be constructed, in the hope of obtaining employment upon them when operations were commenced. But if the successful tenderer happened to be a contractor residing in some other part of the colony, who already possessed a good staff of workmen, or knew where to find reliable men who had worked for him before, he generally took his men with him, so that instead of the works being a relief to the local labour market they would have quite the reverse effect.

The co-operative system was designed to overcome these evils, and to enable the work to be let direct to the workmen, so that they should be able, not only to earn a fair day's wage for a fair day's work, but also to secure for themselves the profits which a contractor would otherwise have made on the undertaking.

It also places the workman on a much higher plane, and enables him to comprehend more fully the dignity of labour. Under the co-operative system every workman is a contractor, and has a personal interest in the economical and successful carrying out of the work. He is also his own master.

Not only does the system offer these solid and very real advantages to the workmen, but it also offers substantial advantages to the State. Under this system works are carried out for their actual value—no more and no less.

The work is valued by the engineer appointed to have charge of it, before it is commenced, and his valuations are submitted to the engineer-in-chief of the colony for approval. When approved, they constitute the contract price for the work; but they are not absolutely unchangeable as in the case of a binding, strictly legal contract. It frequently happens under an ordinary contract that work turns out to be more easy of execution than was anticipated, and the State has to see its contractors making inordinate profits. Sometimes, on the other hand, works cost more than expected; but in most cases of this kind the contractor either becomes bankrupt, so that the State has, after all, to pay full value for the work, or, if the contractor happens to be a moneyed man, he will probably find some means of getting relieved of his contract, or of obtaining special consideration for his losses on completion of his work. Under the co-operative system, if it is found that the workmen are earning unusually high rates, their contracts can be determined, and be re-let at lower rates, either to the same party of men, or to others, as may be necessary. Similarly, if it is shown, after a fair trial of any work, that capable workmen are not able to earn reasonable rates upon it, the prices paid can, with the approval of the engineer-in-chief, be increased, so long as the Department is satisfied that the work is not costing more than it would have cost if let by contract at ordinary fair paying prices.

An illustration in support of the contention that contractors sometimes make unreasonable and quite unexpected profits occurred on one of the railway works recently. After very

careful inquiries in the neighbourhood, and also after prospecting all the likely places thoroughly, the conclusion was come to that no suitable and easily obtainable material was available for ballasting the eight miles extension of the Whangarei-Kamo Railway to Hikurangi. It was therefore determined to ballast it with broken metal, the stone for breaking being taken from an extensive limestone deposit at one end of the line. No contractor would have prospected the district more thoroughly than the Government engineers did, and so, if the work had been tendered for, all the tenderers would doubtless have allowed for ballasting with broken metal, every yard of which would have cost at least 2s. 6d. After the formation works had been in hand for more than a year, however, and just as platelaying was about to be begun, an extensive deposit of very suitable scoria-ash was discovered quite accidentally and quite unexpectedly. The deposit was situated so conveniently to the line that the ballast only cost about 6d. per yard, delivered on the railway; hence the saving to the Government by this fortunate discovery will not be less than 2,000*l*. Under the co-operative contract this money will be absolutely saved to the taxpayers of the colony, whereas, under the old contract system, it would all have gone into the pockets of the lucky contractor.

Extract from
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Official Year
Book, 1894.

Another great advantage of co-operation is that it gives the Government complete control over its expenditure. Under the old plan, when large contracts were entered into, the expenditure thereunder was bound to go on, even though, through sudden depression or other unlooked-for shrinking of the revenue, the Government would gladly have avoided or postponed the outlay. To propose a postponement of the works, however, would only be to invite claims for compensation from the contractor—possibly entailing a loss to the State fully as large as any loss that could accrue from going on with the works in the face of an unfavourable money market. Under the co-operative method the works can be proceeded with more leisurely, or discontinued altogether, by simply giving a week's notice to the men.*

Not only has the Government complete control over the expenditure, but in the matter of the time within which works are to be completed the control is much superior to that possessed

* See conditions attached to Contracts, Appendix A, *post*, p. 242. The system also enables the Government to decrease the amount of work done on public works, at a time when there is a brisk demand for labour in the outside market; "another advantage [of the co-operative system] is the power which is left in the hands of the Government to regulate its expenditure on public works. As a case in point, during the months of April, May, June, July, and August, whilst work was available in the settled districts, the Government reduced its expenditure on roads, railways, and other public works. This enabled the settlers to take advantage of the labour which was thus set free, and it removed the complaints which were made in the past that the local bodies and the settlers could not obtain the labour when required" (*Public Works Statement*, 1894, p. v.). But if works are done under the ordinary contract system, "when once a contract has been signed binding a contractor to complete works within a definite period, they must be continuously pushed on, even where labour is very scarce and in great demand for other purposes" (*Public Works Statement*, 1892, p. 7).

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when the works are in the hands of a contractor. When once a given time is allowed to a contractor in which to complete a work, any request to finish it in less time would at once provoke a demand for extra payment; but under the co-operative system the Government reserves the right to increase the numbers employed in any party to any extent considered desirable, so that if any sudden emergency arises, or an unusually rapid development in any district takes place, it is quite easy to arrange for the maximum number possible of men being employed on the works in hand, with no more loss of time than is required to get the men together.

Work also is better done under the co-operative than under the contract system. Under the former method the Government finds its own materials,* which are carefully selected to ensure their being of the best class; and the workmen, therefore, have no interest in stinting the use of material to try to effect savings, while the Government overseers,† of course, see that there is no waste. No attempts are now made to put whiting into the paint, instead of white lead, or to introduce inferior brands of cement or iron into the works, and no walls are built dry in the centre, or filled in with bats, as it is easier for the men to construct the work of sound materials than with rubbish. All stores are purchased by the Government's own officers, and are supplied to the co-operative contractors from the Government store, so that the Department knows exactly what class of materials is used. The workmanship put in is also of a superior kind. The men are the contractors themselves; they take a pride in their work, and have no taskmaster standing over them, finding fault with them for being too particular and taking too much pains. All the work done under the co-operative system will bear comparison with any similar work done by contract, and will generally show to advantage.‡

* With regard to the materials usually supplied by the Government and by co-operative contractors respectively, see Appendix A., *post*, p. 241. Instances are mentioned in which the co-operative contractors supplied timber, girder and other iron, fence rails, road metal and other stone, and pipes (*Return on Prices Paid under Government Co-operative Labour Systems*, Parliamentary Paper D.—18 B. of 1892).

† "The engineer, in fact, has practically to take the position of the contractor, whilst the overseers have to act, not only as overseers for the Government but also as foremen of works for the contracting parties" (*Public Works Statement*, 1892, p. 7). It has been stated in one case (in relation to road construction) that "as regards the cost of supervision, that may be, and likely is a little more costly than under the ordinary contract system, due to the fact that we are not busy all the year round, and gangers' wages are running on. A contractor would slack off his on-cost men under similar circumstances" (*Report of Mr. A. Cross, inspector, in Report of the Department of Lands and Survey, 1893-4*, p. 64).

‡ In the case referred to in the last note, Mr. Cross remarks, "One thing I must say in favour of the ordinary system of contracts: that better work is done, and carried out nearer to the requirements of the plans and specifications, and with less trouble to those in charge of the works. On the whole, the ordinary contract system gives better satisfaction as regards workmanship, and naturally so, as only experienced men are competent to tender. I need not repeat to you the difficulties I have had to contend with in getting work done fairly by some of the co-operative contractors, nor the means they took to have 'satisfaction'; and until the workmen learn that civility and good workmanship must be given, the same difficulties will recur again and again" (*Ibid.*).

The system was first tried in connexion with formation works on roads and railways, including small bridges and culverts, and other similar works, but it has now been extended to the erection of iron bridges (the ironwork being supplied and delivered at the sites of the bridges by the Department), the supply of sleepers, the laying of the permanent way, the construction of timber bridges up to 2,000*l.* in value, and of masonry abutments and piers for bridges, and the erection of stations and other public buildings, &c.*

Extract from
New Zealand
Official Year
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The first work to be carried out under the co-operative system was the formation of certain sections of the Ngakawau-Mokihinui Coal Railway. Some portions of this line had been let by contract in the ordinary way, and the contracts thrown up as unremunerative, when, as a large number of men were in need of employment in the district it was decided to let the work to them on the co-operative principle. They were asked to arrange themselves into parties of about fifty each, and to select certain persons to act as trustees under regular deeds of trust, the trustees to take the work from the Government at the amount of the engineer's estimate, but all the men to have an equal interest therein, and the wages and profits to be divided equally. The plan worked well from the start; but further experience with it has shown the advisableness of modifying some of the details. For example: the parties are smaller now and no trustees are insisted upon. It was found difficult in practice to get 50 or 60 men to work harmoniously together, owing to differences, not only in the temperament of the men,

* As examples of the successful application of the co-operative system to the execution of work on public buildings may be cited the painting of the Supreme Court and Police Station buildings at Wellington ("the work has been well done"; *Public Works Statement*, 1893, p. 35); the erection of the Te Aro Station buildings on the Wellington-Woodville Railway ("These buildings are the first that have been erected under the co-operative system, and the work has been executed in a thoroughly satisfactory manner;" *Ibid.*, p. 31); and the erection of the Grey Railway Station and Police Barracks, as to which, it is stated by Mr. Bosse, agent of the Department of Labour, at Greymouth, that "all classes of Labour employed worked harmoniously together, and that the work performed is so thorough and substantial as to call forth praise from disinterested experts" (*Report of the Department of Labour*, 1894, p. 27). In the *Public Works Statement*, 1895, p. iv., it is stated that "The extension of the co-operative system to the erection of public buildings has proved satisfactory, and, comparing the class of work done with that previously performed under the contract system, it is quite safe now to apply the co-operative system to buildings of all kinds, whether in wood, brick, or stone. This being the case, it has been decided to re-erect the Auxiliary Asylum at Auckland in brick under this system." The co-operative system is applied to bush felling on Crown Lands, the men having the option of settling on the lands so cleared, and also to the great bulk of the work done on the State Farm of the New Zealand Government. "The manager names a price per chain for some fencing, and some half-dozen men group themselves, and take it by contract at that price. Again, if the manager requires an acre of land dug over with the spade, or firewood cut and stacked, or drains dug, for any of these things he names his price, and the workers accept it if content. As the manager learns by experience the working abilities of the men, and is instructed to offer them a price which will ensure an equivalent to a fair wage if worked at steadily, the men generally accept. Of course, continual refusal to accept work at a fair price would necessitate the removal of the discontented person from the farm" (*Ibid.*, pp. 2, 3).

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but also in their abilities as workmen. The parties now for the most part do not exceed 10 or 12 men, and they probably do not average much over six.* Then, instead of trustees, acting under regular deeds of trust, there now are merely two "head-men," and if the party prefers it (as they sometimes do) only one "head-man."†

The method followed in letting and carrying out the work is somewhat as follows:—When a length of railway is to be constructed on the co-operative principle the formation work is divided into sections of suitable size. Where the work is heavy, one cutting and one embankment will be sufficient for a party, but in lighter works sometimes as much as half a mile, or even a mile, of formation may be intrusted to one set of men. Plans and sections of the work are prepared, and a brief and simple

* It appears that, as a rule, each party is allowed to choose its own members, with the assistance of the officer in charge of the work, and that, when once the group is formed, no man may be expelled from it by his mates except with the sanction of the officer in charge. But the officer in charge has "the right to increase the number of men in any party at any time when he sees fit, or to decrease the number at any time by giving one week's notice to the head-man of the reduction required;" he may also discharge any member of a party "for incompetency, or for neglect of duty, or other misconduct or breach of" the conditions of the contract; see Appendix A., *post*, p. 242. The tendency is for the stronger men to group together, while the aged and feeble men are formed in separate groups and given the lighter parts of the work. On these points see *Public Works Statement*, 1891, pp. 5-7; *Public Works Statement*, 1892, p. 7; *Report re Working of Labour Bureau in New Zealand*, Parliamentary Paper of New South Wales, 1893, p. 4; *Return on the Co-operative System of Public Works*, D.—5 A. of 1893, pp. 1 and 2; *Report of Mr. G. F. Robinson*, road surveyor, Taranaki, in *Report of the Department of Lands and Survey*, 1893-4, p. 60 A. (Mr. Robinson remarks, "One of the chief difficulties in dealing with the co-operative men is the frequent changes that are made in the parties. The men show no desire to co-operate with or assist each other; each one simply tries to do the best he can for himself, by joining in with a stronger and better party than his previous one.") In some cases the groups have been formed by balloting; but Mr. G. Mueller, chief surveyor, Auckland North, states, "I have noticed that when co-operative gangs have been elected by ballot, and where the men had no previous knowledge of each other, they do not, as a rule, work amicably together" (*Report of the Department of Lands and Survey*, 1894-5, p. 76; see also *Ibid.*, p. 82, and *Report of the Department of Lands and Survey*, 1895-6, pp. 89, 92). In some cases the groups appear to have been made up by the officers in charge of the works; "we have tried equalising the wage by putting good and indifferent workers together, but the result has always been quarrelling, and separation at the end of the contract" (observations of Mr. G. F. Robinson, *Ibid.*, p. 77).

† By the conditions attached to the contracts (see Appendix A., *post*, p. 241) it is provided that "Each party shall appoint one out of their number to act as head-man of the party, who shall be responsible for the proper carrying out of the work, correct levels, &c.; also two of their number (the head-man and another) to be their authorised agents, to receive all moneys due for work done, and to sign receipts on behalf of the party for sums paid. Should either of these men neglect his duty, or be found to be in any way unsuitable, the officer in charge shall have power to call upon the party to appoint some other member to be head-man or authorised agent in his place; or if a majority of the party are dissatisfied with the head-man or authorised agent, they may at any time revoke his appointment, and appoint any other member in his place; and, immediately on any such revocation and appointment being made, the same must be notified to the officer in charge by a notice in writing signed by a majority of the party." See also *Public Works Statement*, 1891, p. 6; *Official Notice of April 1892*; *Returns re Working of Labour Bureau in New Zealand*, Parliamentary Paper of New South Wales, 1893, p. 4; *Return on the Co-operative System of Public Works*, D.—5 A. of 1893, p. 2.

specification provided.* The engineer who is to have charge of the work then carefully computes the quantities of the several classes of excavation and other work requiring to be done, assesses the value of the same, and forwards his estimates to the head office, where they are submitted to the engineer-in-chief for an expression of opinion as to their reasonableness or otherwise. The rates are based on the current rate of wages ruling in the district for similar work, with a small per-centage added to represent in some degree the profits which a contractor would have made had the work been let by tender in the ordinary way. That is, the price fixed should enable a first-class workman to earn an average wage per day of eight hours slightly in excess of what a contractor would pay him for the same work, while workmen of less strength and ability would earn proportionately less.† There is, however, an understood proviso that the work shall not cost more than if let by contract at fair rates, and experience has generally given favourable results in this respect. When the prices have been approved by the engineer-in-chief they constitute the basis of the contract with the men, the contract being a "schedule rate" and not a "lump sum" one. The engineer's estimate of the quantities is not, however, binding on either the Government or the men, the work done being measured monthly, and the actual quantity executed paid for. The men go to work at these prices, finding their own picks and shovels, but all plant of an expensive character, such as trucks, rails, barrows, &c., is supplied by the Government, the price allowed for the work being, of course, largely dependent on the class of plant supplied for performing it.‡ The men are also furnished with tents in the first instance, but they are required to keep them in repair, or to be at the cost of supplying new ones when the old ones become worn out or unserviceable. If horses or drays are required the men make their own arrangements for procuring them, as there is never any difficulty in hiring them from settlers living in the neighbourhood. The men also provide their own explosives, or requisition for them on the Government store, in

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* See Appendix A., post, pp. 237-241.

† It appears from an official notice published by the New Zealand Government, under date of April 6, 1892, that it was "found necessary to allow the engineer full discretion in giving a higher price to the weaker or more inefficient (though not to more idle) men, as these also have women and children dependent on them, and, if they were to receive the prices paid to the best class of navvies, would hardly earn food for themselves." But in subsequent accounts of the system no mention is made of such differential prices; indeed, in Mr. Robinson's *Report of 1893-4* (ante, p. 48 n) it is stated that "as we cannot have two prices, one for the strong and one for the weak, it naturally follows that the rate per day earned by the various parties varies considerably." See also *Report on the Bureau of Industries*, 1892, p. 2; *Memorandum by the Engineer-in-Chief on the Co-operative System*, D.—18 of 1892; *Return on Prices paid under Government Co-operative Labour Systems*, D.—18 B. of 1892; *Return on the Railway Works under the Co-operative System*, D.—18 C. of 1892; *Return on Co-operative Works*, D.—5 of 1893; *Return on the Co-operative System of Public Works*, D.—5 A. of 1893; *Return on Co-operative Works*, D.—5 C. of 1893; *Report of the Department of Lands and Survey*, 1893-4, pp. 44, 45, 51, 61, 63.

‡ The cost of repairing plant and tools is borne by the men; see Appendix A., post, p. 241.

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which case they are charged a small per-centage over the actual cost to the Government, the sum being deducted at the end of the month from the sum payable under the contract. Separate contracts are let for bush felling and clearing, fencing, construction of culverts, &c.

A very similar procedure is adopted with regard to other works. If the contract is to be for the erection of a timber bridge, the Department first takes out the detail quantities of all timber and iron work required, and obtains tenders for the supply of the same, and arranges for delivery on the ground. The value of the labour required in the erection of the structure is then carefully assessed and submitted for the approval of the engineer-in-chief, as in the case of earthwork contracts; the number of men required to carry out the work properly and economically is determined upon, and a contract let accordingly. The same is done with masonry work, except that the excavation of the foundations and the cutting of the inlets and outfalls is usually let to one party, and the actual masonry work to another, so as to avoid having to include labourers and mechanics in the same party. When the line is ready for the laying of the permanent way, the Department first supplies all the rails, fastenings, points and crossings, and sleepers necessary for the work, and then arranges contracts as follows :—(1.) For notching and boring the sleepers. (2.) For getting and filling ballast into trucks. (3.) For laying the permanent way, including linking in, spreading the ballast when tipped on the road from ballast waggons, lifting and packing, and final lifting and straightening. The Department supplies its own engine and waggons, and does the hauling for the men.

In the erection of buildings separate contracts are let for each trade employed. First, a contract to a party of labourers for levelling or otherwise preparing the site; then another contract to a party of bricklayers for all brickwork required; still another contract to a party of carpenters and joiners for the woodwork; and another to a party for the plumbing work; and another for the painting, and so on. The Government finding all materials in each case.

The work done is measured monthly, and payments made to the head-men of parties in cash, and to the full value of the work done, no per-centage or "reserve" being retained, the head-men being left to pay whatever debts may have been contracted by the party, and to divide the balance equally among all the members thereof.*

The Department does not guarantee payment to storekeepers supplying the men with goods and provisions, but, with the view of assisting them in the collection of their accounts, the engineers are instructed to notify storekeepers known to be supplying

* The payments are now monthly (see Appendix A., *post*, p. 242); but it would appear that formerly progress payments were made fortnightly; see *Official Notice* of April, 1892; *Report on Bureau of Industries*, 1893, p. 2.

goods to the men of the dates on, and places at, which payments are to be made, and generally to assist the storekeepers in obtaining payment of their accounts; and, whenever any storekeeper intimates his intention of taking proceedings against a party, the engineer will withhold payment for a few days to enable the storekeeper to obtain an order of the court attaching the moneys due, or so much thereof as may be owing to him.

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As it often happens that men are working at a distance from where their families live, the Government Paymaster is instructed to offer his services in conveying remittances to the nearest money-order office for transmission to their wives, or for deposit in the Post Office Savings Bank; and any men not remitting to their families, but allowing them to become a charge upon public charity, are dismissed from the works.

Should any of the men desire to leave the works, no impediment is placed in the way of their doing so. On the occasion of any monthly pay they can resign from their party and leave immediately, their places being filled by other men obtained by the engineer through the Government Labour Bureau.* A change can also be made in the head-man or head-men of the party, either by the engineer in charge of the works or by a majority of the workmen comprising the party. The engineer, if he considers a change necessary in the interests of the work, is empowered to depose the head-men, and to call upon the party to elect others in their place; and the workmen, in their turn, are also entitled to depose the head-men and elect others, provided that a majority of the party agree upon such a course and forwards notice in writing to the engineer of such having been done. The engineer is authorised also to discharge a man or any number of men from a party for any reason that he may consider sufficient, and is responsible to the Department only for such action.

The engineers see that the men make due and satisfactory progress with their work, and if the progress is not satisfactory they can either determine the contract altogether and relet it to another party, or they can draft additional men into the party.

* It is worthy of remark that, from the establishment, in June 1891, of the Labour Bureau onwards, the proportion of the total number of persons assisted by that Bureau to obtain work, for whom employment has been found by sending them to Government works, has gone on steadily increasing. Thus, the *Report* on that Bureau, 1892, states that "the total number assisted to employment from the 1st of June, 1891, to the 31st May, 1892, was 2,974, of whom 2,000 were sent to private employers and the others to public works" (p. 1). The *Report of the Department of Labour*, 1893, gives the total number assisted by the Bureau from April 1st, 1892, to March 31st, 1893, as 3,874, of whom 2,618 were sent to private employment and 1,356 to Government works (p. 13); while the *Report* of that Department, 1894, gives the total number assisted by the Bureau from April 1st, 1893, to March 31st, 1894, as 3,371, of whom 1,019 were sent to private employment and 2,352 to Government works (p. 20). The 1895 *Report* (p. 28) gives the total number assisted by the Department from April 1st, 1894, to March 31st, 1895, as 3,030, of whom 894 were sent to private employment and 2,136 to Government works, and the 1896 *Report* (p. 1) states the total number of men assisted by the Department from April 1st, 1895, to March 31st, 1896, as 2,871, of whom 708 were sent to private employment and 2,163 to Government works.

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as they may think best. They also see that the men do not make unduly high wages by working extra hours, the regulation hours not exceeding 48 per week.*

All men employed on Government co-operative works are selected by the Government Labour Bureau, and in selecting them the following rules apply :—

(1.) Applicants not previously employed on Government co-operative works have priority of claim over men who have recently been so employed.

(2.) Men resident in the neighbourhood of the works have priority over non-residents.

(3.) Married men have priority over single men.†

(4.) In recording the applications of men who have previously been employed on Government co-operative works, the dates when they left such works are noted, and those longest off such works are considered first.

(5.) All applicants for work must have been at least one week out of employment before they can apply, and all men previously employed on Government co-operative works must have been at least fourteen days off such works prior to re-registration as applicants for further work.‡

* By the conditions attached to co-operative contracts it is provided that "eight hours shall constitute a working-day, and no co-operative workman shall, under any circumstances work more than forty-eight hours per week, without the express permission in writing of the Resident Engineer; and the head-man shall keep an account of the time worked by all members of the party;" and also that "no workman shall be at liberty to remain on the Government co-operative works while at the same time connected in any way with other works or employment; and any workman found transgressing this regulation will be liable to be summarily dismissed from the works." See Appendix A., *post*, p. 242.

† With reference to the preference given to married men, Mr. Alex. Reese, agent of the Bureau of Industries in the Pahiatua district, remarks "that a large amount of discontent is expressed because married men from other districts have preference on the public works to single men living in this district. They do not object to married men who are residents having preference, but many of them say that married men of low repute, or with disreputable families, should not be brought from other parts of the colony and given preference to steady single men who are struggling to build a nest for themselves" (*Report of the Department of Labour*, 1893, p. 17). Mr. Greig, agent of the Department of Labour at Invercargill, remarks: "I have had some difficulty, in selecting men for work, to know the new arrivals from those resident in the colony, and likewise to know the single men from the married men. In many instances I have had to visit their houses and see the wife and family before giving them work, and I have found that the wife and family were not in existence. In such cases the applicants did not again visit me" (*Report of the Department of Labour*, 1894, p. 30). It would appear that, as between married men, preference is given to those who have most children; and that attention is also paid to the comparative poverty of applicants; "in the Department of Labour instructions have been given that, in choosing men, those with large families and those most in need should have preference in selection, thus giving relief to the largest number possible within the bounds of a limited expenditure" (*Ibid.*, p. 2). With regard to the "new arrivals," mentioned by Mr. Greig, it appears that it is the intention of the Government to confine employment on public works to persons resident in New Zealand. "Very stringent means will be adopted to ensure that new arrivals shall not participate in the expenditure of public money on public works" (*Journal of the Department of Labour*, January 1895, p. 95).

‡ It appears that in some quarters it was thought that objections would be raised on the part of men discharged from co-operative works, and that efforts would be made to induce the Government to find employment for these and other unemployed workmen. On these points the following statements will be of interest. "The

(6.) If there are more applicants for work than there are vacancies to fill, a ballot is taken to determine the particular men to be employed. Such ballots are conducted in the presence of the men interested, and members of local bodies in the district may also be present if they wish.

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The qualifications of the men as workmen, and their personal characters, are also, of course, taken into consideration.

All parties of men when they finish their contracts are discharged, and are not again employed except under the above-mentioned rules.

It sometimes happens, of course, that men who are not up to the standard which a contractor would require are selected for employment on the works; but it is claimed as one of the advantages of the system that men of all capacities can be employed under it, since payments are made according to results, so that the men get just what they earn, whether the amount be great or small.

If men are sent to work at a distance too great for them to walk to, their railway or coach fares are paid by the Government on their signing an order authorising the amount thereof to be deducted from their first month's earnings, and the amounts so paid are deducted from the earnings of the party accordingly.

In reporting each month on the progress of the work in hand, the engineer in charge of the same sends in a statement showing the number of parties employed, the number and names of the men in each party, the work on which they are employed, the amount of work done during the month, the rate paid for same, and the total amount earned by each party. From this latter amount he deducts all payments made by the party for horse-hire, explosives, tools, &c., thus showing the net amount available for distribution amongst the members as their actual earnings. The return also shows the days and hours each man worked, and from this is worked out and shown the actual wages earned per man by each party for each day worked, and also per standard day of eight hours. For some of the information contained in

(Footnote—continued.)

"contention that, when a large amount of labour is unemployed, pressure, which is well nigh irresistible, would be brought to bear on the Government to find employment, has been proved to be altogether erroneous, as is evidenced by the large reductions in the number of men employed on the Government co-operative works during the last few months" (*Public Works Statement*, 1892, p. 7). "A false impression has arisen in the minds of some of the co-operative labourers as to their position on the works. After having had some weeks or months of work, they appear to consider that they have a vested right to continuous employment, and when they are discharged, they write indignant letters to the press and to the Government about 'local men' being superseded by men sent from the 'large towns' (*Report of the Department of Labour*, 1894, p. 2). "A very pleasing feature in connexion with this matter was the few complaints made by those who were retired from the works, for only in one or two isolated cases did they complain—thus negating once and for all the objection that was taken to the co-operative system by those who asserted that the co-operative men would become a political power, and that pressure would be brought to bear by them to force upon the colony an increased public works expenditure" (*Public Works Statement*, 1894, p. v.).

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this return—as, for example, the number of days and hours worked by each man—the engineer has to depend mainly upon information furnished by the head-men of the parties; but the Government overseers check the information supplied as far as possible. The Department takes every care by supplying each party with time-sheets, and instructing its overseers to examine them as frequently as possible, to secure the accuracy of these returns, and there is no reason to believe that the information furnished is untrustworthy.

The number of men employed under the co-operative system from time to time varies greatly; but about 2,000 may be taken as the average number for the last year or so.

In the *Public Works Statement*, 1894, it is stated that “the total earnings of the co-operative contractors employed under the Public Works Department during the year [September 1, 1893–August 31, 1894] have been 69,603*l.*, and under the Lands Department, 88,377*l.*, or a total of 157,980*l.* distributed amongst the co-operative contract workmen of the colony” (p. vi.).

A list of documents consulted in relation to the co-operative system in New Zealand will be found in Appendix B., *post*, p. 244.

The following Table, showing the number of men employed on Government works under co-operative contracts, from April 1893 to June 1896, inclusive, is based on figures contained in the *Journal of Commerce and Labour* and *Journal of the Department of Labour* (issued by the New Zealand Department of Labour) for successive months beginning with the first-named date and ending with July 1896.

NUMBER of ARTISANS and LABOURERS EMPLOYED on
Co-OPERATIVE WORKS in each of the Years 1893-6.

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Month.	1893.			1894.		
	Artisans.	Labourers.	Total.	Artisans.	Labourers.	Total.
January - -	—	—	—	54	1,972	2,026
February - -	—	—	—	84	2,003	2,146
March - -	—	—	—	76	1,862	1,938
April - -	—	—	1,400*	110	1,640	1,750
May - -	—	—	1,464*	123	1,740	1,863
June - -	59	1,623	1,682	119	1,774	1,893
July - -	88	1,788	1,874	105	1,698	1,773
August - -	54	1,370	1,924	102	1,659	1,761†
September - -	53	1,902	1,955	126	1,855	1,981
October - -	56	1,833	1,889	104	1,887	1,991
November - -	76	1,922	1,998	81	1,871	1,952
December - -	66	2,056	2,122	164	1,947	2,111
	1895.			1896.		
	Artisans.	Labourers.	Total.	Artisans.	Labourers.	Total.
January - -	142	1,868	2,010	125	2,003	2,128
February - -	138	2,119	2,273	109	2,150	2,259
March - -	135	2,102	2,237	139	2,072	2,211
April - -	185	2,061	2,196	129	2,154	2,283
May - -	163	2,137	2,300	167	2,239	2,406
June - -	136	2,350	2,486	154	2,139	2,293
July - -	123	2,416	2,539	—	—	—
August - -	118	2,516	2,634	—	—	—
September - -	140	2,615	2,764	—	—	—
October - -	186	2,516	2,702	—	—	—
November - -	196	2,553	2,749	—	—	—
December - -	168	2,408	2,576	—	—	—

* Artisans not distinguished from labourers, but in April 1893, 25 out of the total of 1,400 were "painters, plumbers," &c.

† There should be added 129 men (how many artisans, how many labourers, not stated omitted in the return for this month, as stated in the return for the subsequent month.

III.—VICTORIA.

The Agent-General for Victoria, in reply to a request for information on the subject, has forwarded a Report prepared in reply to that request by the Railway Commissioners of that colony, which is printed in full below. It will be seen that in some cases the system adopted bears a strong resemblance to that in force in New Zealand (*ante*, pp. 42-55), while in others the method does not possess the same co-operative features, the contractors having in these cases workmen working under them, not as partners but as subordinates.

Report of
Railway Com-
missioners,
Victoria.

VICTORIAN RAILWAYS: BUTTY-GANG SYSTEM.

October 3rd, 1894.

Memo. for the Engineer-in-Chief.

Construction of railways on what is known as the butty-gang system was commenced in February 1892. It was adopted to provide work without delay for the destitute unemployed of Melbourne, and the detailed arrangements were such as to give inexperienced men an opportunity of joining in the work along with those who were accustomed to it.

By this system men are put to work as soon as the surveyors mark out the first mile or two of the railway; the delay of several months required to allow preparation of drawings and quantities for a contract thus being avoided.

In giving employment, all destitute, deserving men who are not, on account of physical weakness or infirmity, quite unfitted for the work, have an equal opportunity. Men supporting families were, however, given preference over others.

Fully three-fourths of the men engaged, have been without experience in the work—a large number coming from the lighter trades such as plasterers and painters.

The men are franked by rail to the nearest railway station, the amount of train fare, calculated at reduced rates, being afterwards deducted by instalments from their first month's earnings.

Tents, cooking utensils, and necessary tools are provided, and 5 per cent. retained from earnings to cover wear and tear, and loss or damage.

When the articles are returned, a valuation of them is made which in the case of careful, industrious men usually results in the refund of one-half to three-fourths or more of the retained per-centage.

On arrival at the site of the works, the men are formed into butty-gangs. On the first lines each gang consisted of about ten men, but, owing to their not knowing each other previously, and the difficulty of sorting them so as to place those of equal strength and energy together, dissatisfaction arose, and they had to be divided. For the easier parts of the earthworks,

which are first put in hand, it has been found advisable to place four or five men only in a gang; and, where the nature of the work will allow it in case of disputes arising, these gangs are allowed to sub-divide, and some of the men who prefer it are permitted to work by themselves. The labour of supervision is not very greatly increased by this, as, by arranging the gangs to suit the disposition and temperament of the men, they are kept more contented, and the engineer has many fewer disputes among them to settle.

Report of
Railway Com-
missioners,
Victoria

On the other hand, when the nature of the work requires it, the engineers, by picking men of equal capacity out from among those already at work, form large butty-gangs which are kept together without much difficulty; gangs up to 60 in number having worked satisfactorily for considerable periods. Fixed portions of work are allotted to each gang, so that the men see how long they are likely to stay in one locality and make their arrangements as to camping, &c. accordingly. For any but the simplest work the gangs choose one man as leader, who, while taking the place of a ganger, shares equally in the earnings. Not unfrequently this man returns to the ranks and another leader is chosen.

The work is paid for by measurement, at prices fixed by the engineer, to allow efficient industrious men to make the market rate of wages in eight hours work. The amount earned is equally divided among all the men in the gang, except when any are reported as having been absent during working hours, when a *pro rata* reduction is made from them for the time lost.

The experience gained by the officers superintending the work enables them to fix prices which keep the earnings very closely to fixed rates. Should it be found necessary to raise or lower a rate, notice is given to the men that the alteration will take place at the commencement of the next fortnightly period.

When the work to be done is of such a description that it does not allow of a sub-division among small gangs and requires the constant attention of a foreman, capable men are invited to form gangs and submit prices for the work, so that the stimulus of competition is introduced. Should the price accepted prove too low, it is not then raised, but the men are allowed to abandon the job and it is given to the next lowest tenderers, or fresh offers are called for. Usually these prices are submitted by one man, or by a party of two or three, who employ others at fixed rates of pay. All the men so employed are paid by the department at time and rates as fixed by those employing them, subject to the rule that the rates must not be less than those fixed by the Government; only the balance of money coming due on the job after the workmen are paid is handed to these butty-gang contractors who, when there are more than one, share it equally.

The rates of wages paid by these butty-gang contractors are usually a little higher than those fixed by the department, the best men available being obtained by giving an increased pay.

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In cases where, on account of uncertainty as to conditions under which the work will have to be done, the newness of the work, or other causes, it is not possible to fix a price beforehand which can be depended on to give regulation earnings, efficient men are employed on day work, but whenever it becomes possible to revert to payment by measurement at fixed prices this is done. It is not found advisable to keep many men employed for long periods on daily wages, very strict supervision and frequent removals being necessary to keep up efficiency.

Payments were first made weekly, but it was found that fortnightly pays gave satisfaction to all, and allowed a reduction of the pay staff.

Interim cash advances were made to new arrivals within the value of work they had done, but this has been stopped since the introduction of a scheme for supplying rations.

Complaints had frequently been made as to high prices charged by storekeepers, butchers, and bakers, for provisions supplied, and to prevent these, tenders were obtained for supply to the men individually of all necessities, excluding liquor, at fixed rates, payment guaranteed subject to the condition that no stores were to be supplied to men not working, and a limit of expenditure of 8s. per week per man. A special officer superintends the issue of the stores, and checks the weight and quality, and settles any small disputes that may arise. In this way the cost of food to the men has been reduced, and its quality improved, and the men fully appreciate the advantage.

The employment being far from the centres of population, it was found that many of the men neglected to send money to their families which were left behind, and a system has been introduced under which they are required to remit a reasonable portion of their earnings through the department, the money being sent without any deduction to the most convenient railway station for the men's families. Many of the men who, when left to themselves, wasted most of their earnings, now send the money away to their families cheerfully.

The hours worked average a little over eight per day, some of the stronger men working long hours voluntarily, to increase their earnings, while weaker and less industrious workers frequently start late, and take long spells during the day. It has not been found necessary to interfere with the men's own choice as to the length of working hours.

The earnings vary from 50 per cent. over, to 50 per cent. under, the rate of wages fixed by the department, the average being about 10 per cent. below that rate, owing to the large proportion of weak and inexperienced men.

The fixed rate from February 1892 to March 1893 was, for ordinary railway labourers, 6s. per day of eight hours. From April 1893 to date, labourers, 5s. per day, tradesmen, 7s., and men with horses and drays, 10s.

The men generally become contented as they get accustomed to the work, and keep on good terms with the officers supervising them, complaints of unjust treatment as to measurement or payment being rare and capable of settlement by a little explanation which is freely given.

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The advantages found in working the system have been—

- (1.) *Saving of Time.*—From three to six months on a line, say, 20 miles long, would be required for permanent survey and preparation, advertising and letting of contracts. In addition to this there has been a saving of about one-fourth of the time required for carrying out and opening the railways; the joint saving resulting in the public having the advantage of the railway in little more than half the time that was usually occupied under the system of large contracts.
- (2.) *Saving in Cost.*—This was estimated at the outset by the engineer-in-chief at 15 per cent. as compared with letting large contracts. It has been found that the men do the work as cheaply for the Government as they would for contractors, and the staff required for supervision is only slightly larger than is necessary when large contracts have to be superintended, while the shorter time it is required fully compensates the difference; consequently the whole cost of the staff which a contractor would employ is avoided, and the high rate of profit included in contract prices to cover contractor's time, and use of his capital, or, as was frequently the case, the high rate of interest on money borrowed to carry on with, is done away with. After allowing for the reduction in rate of wages due to the depression of the times the cost of works, as compared with estimates based on previous contract rates, indicates that the above-mentioned estimate of 15 per cent. saving has been fully realised.
- (3.) *Facility for Alterations.*—Alterations are made while the works are in progress to meet unforeseen contingencies that arise without the difficulties that so frequently occur when a large contractor has to be dealt with and special prices settled.
- (4.) *Avoidance of Claims.*—The heavy claims which were so frequently made by large contractors, with the tedious process of settlement and the frequent recourse to expensive arbitrations, which resulted in heavy awards, are completely avoided.

One hundred and fifty miles of railway have now been made and opened on this system and 48 miles more are in active progress. These lines are chiefly in easy country, but a small mileage has been constructed in medium and rough country.

Considering that wages have been reduced as much as 30 per cent. below former rates, there has been very little difficulty in

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managing the men, who as a rule are anxious for re-employment when their work is finished.

The introduction and carrying out of the *butty-gang* system has called for the exercise of much judgment and discretion on the part of the engineers placed in charge, while prompt action in settling disputes and difficulties is frequently called for. While enjoined to be strict and just in all their dealings with the men the officers have shown a kindly consideration for their feelings and comfort which has gained their good will, and done much to help matters along. The officers who were taken from the supervision of contracts to carry on this work have readily adapted themselves to it and shown an ability and energy which have largely contributed to its successful working. Without high principled, intelligent, and zealous officers success could not be looked for.

While the opportunity for introducing the system came with the depressed times, it can be continued by adapting the regulation rate of wages from time to time to what is paid by private employers, as the men generally would prefer to remain under a uniform system rather than put up with the loss and disadvantages of frequently changing employers and employment.

Under this system the various works of railway construction are carried out, shortly as follows:—

The work is parcelled out in small contracts, or executed by piece-work or day labour, as may be most advantageous to the department, which supplies all plant, materials, and costly tools and appliances.

The *Clearing*, when light, is let by the chain; when heavy and variable, it is done by efficient axemen on day work. Cutting up for firewood is let by the cord or ton.

Fencing.—The posts and rails are obtained under small contracts, and the erection is let by the chain or mile.

Cattle Guards and Level Crossings.—The materials are obtained under small contracts, and the work is done by the piece.

Earthworks.—Cuttings are let by the cubic yard to large gangs with horses and drays, the explosives for blasting being sold to the men by the department at cost price.

Side cuttings, surface forming, and side ditches, drains, &c. are let by the piece.

Rolling and Trimming Banks is done by day work or piece work as most convenient.

Bridges and Culverts.—Materials are obtained under contract, and delivered on the line by the department, and the work is let to the various tradesmen at piece prices.

Ballast, when obtainable along the line, is put on under small contracts at per cubic yard. When conveyed a distance by rail, the getting and filling are let, and the conveyance and spreading done by the department with picked workmen on day labour.

Sleepers are obtained in small contracts, and conveyed by rail to the new lines. Report of
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Sleeper adzing, platelaying, and laying points and crossings are let to large gangs of experienced men at piece prices.

Maintenance of line for running on during construction is done by day work with picked men.

Platform Walls and Filling, gravelling, and metalling of approaches, erection of houses, portable offices, &c., at stations are done by combined day and piece work.

After the lines are opened for public traffic, station buildings, goods sheds, grain platforms, engine sheds, water supplies, &c. are let by separate small contracts.

MAURICE E. KERNOT,
District Engineer.

VICTORIAN RAILWAYS.*

LIST of LINES constructed under "BUTTY-GANG" SYSTEM, showing Cost to Date.—All laid with 60 lbs. Steel Rails.—Stations averaging 6 Miles apart with Minimum Equipment.

Line.	Opened.	Length.	Cost per Mile, exclusive of Land and Rolling Stock.	Ruling Grade.	Standard Rate of Wages.	Remarks.
Warracknabeal to Beulah.	5/1/93	22	£ 2,265	1 in 60	Per Day. 6s.	Easy country.
Donald to Birchip - Beulah	28/3/93	32½	2,127	1 in 100	6s.	Do.
Beulah to Hopetoun	6/3/94	16	2,093	1 in 100	6s. & 5s.	Do.
Korumburra to Jumbunna; coal line.	4/4/94	3½	3,703	1 in 30	5s.	Rough.
Korumburra to Strealecki and Silkstone; coal lines.	1/6/94	3	3,476	1 in 30	5s.	Do.; part unfinished.
Dimboola to Jeparit	19/6/94	23	1,563	1 in 75	5s.	Not fenced; easy country.
Natimuk to Goroke	31/7/94	28½	2,103	1 in 50	5s.	Do.
Boort to Quambatook	7/8/94	22	1,738	1 in 75	5s.	Not fenced; easy country.
Wycheproof to Sea Lake.	—	48	—	1 in 100	5s.	Not fenced; easy country.
		198½				

* The following statements, bearing upon the matters dealt with in the report printed in the text, are contained in reports of the Engineer-in-Chief of the Victorian Railways.

"A commencement was made in March 1893, under instructions from the Board of Land and Works, with the construction of two railways in the mallee district in

the north-western portion of the colony in anticipation of the sanction of Parliament, the objects in view being the provision of work to relieve the unemployed labour of the city, and the opening up of new country for the coming season's wheat traffic, if possible.

"Both lines were included in the first recommendations of the Parliamentary Standing Committee on Railways.

"These two lines extend from terminal points on existing lines as follows :—

"Donald to Birchip	-	-	-	-	32 miles.
"Warracknabeal to Beulah	-	-	-	-	22 "
"Total	-	-	-	-	54 "

"The earthworks, bridges, and culverts required are light; inexpensive fencing is being erected, gate-crossings at public roads being almost entirely dispensed with; and all the work, so far as is practicable, is being either let by tender after open competition or carried out by piece-work at fair prices. Good progress has been made with the works, and the lines will be ready for the coming harvest" (*Report of the Victorian Railways Commissioners, 1892, p. 16*).

"The two railways in the mallee district in the north-west of Victoria, which were commenced in March 1892, were opened for public traffic throughout, as follows :—

"Warracknabeal to Beulah, 22 miles, 5th January, 1893.

"Donald to Birchip, 32½ miles, 28th March, 1893.

"After the Way and Works had been maintained by the Board of Land and Works, but at the cost of revenue account, for some months, the lines were handed over for maintenance to the Railways Commissioners on the 11th July, 1893.

"These two lines have been constructed at a cost per mile very much below that of any railways previously made in the colony, owing to the light and economical character of the works, the low rates for labour and materials due to the existing depression, the land being handed over to the Department free of cost, and the works being carried out under the new system of small contracts" (*Report of the Victorian Railways Commissioners, 1893, p. 16*).

"I have the honour to report that, during the financial year ending 30th June, 1894, the following lines of railway were opened for public traffic :—

"Beulah to Hopetoun, 16 miles, on the 6th March, 1894.

"Korumburra (Jumbunna Junction) to Jumbunna, 3½ miles, on the 7th May, 1894.

"Korumburra (Strezlecki Junction) to Strezlecki, 2½ miles, on the 1st June, 1894.

"Dimboola (Station) to Jeparit, 23 miles, on the 19th June, 1894.

"All these railways have been very sparingly furnished with accommodation works pending the development of traffic; and the construction having been economised and carried out by the Department, under the *butty-gang* system, at a time when both labour and materials have been exceptionally low, and fencing, gates, and cattle-guards being in many cases omitted, the capital cost per mile has been much below that of former railways. . . . With a view to provide work for the unemployed, and in anticipation of the sanction of Parliament, a line of railway through the mallee from Wycheproof to Kaneira and Sea Lake (a distance of 48 miles), was surveyed by contract let under instructions in March last, and the new line is now in course of construction under the *butty-gang* system" (*Report of the Victorian Railways Commissioners, 1894, p. 14*).

IV.—RUSSIA.

In order to ascertain to what extent the practice on the part of public authorities of giving out contracts, especially labour-contracts, to associated bodies of workpeople, including those known under the name of *artels*, prevailed in Russia, and whether any special arrangements existed in that country for enabling public contracts to be undertaken by such associations, the Board of Trade requested the Foreign Office to desire

Her Majesty's Ambassador at the Court of St. Petersburg to procure such information as might be obtainable in regard to the matters above mentioned (a memorandum specifying the nature of the details which it was desired to ascertain accompanying this request), and also to forward copies of any laws or regulations, reports on works carried out, or on associations carrying out such works, or any other official documents bearing on the subject, together with any statistics coming from an official or other trustworthy source. In reply to this request the Foreign Office has forwarded to the Board a copy of the despatch and report which are here printed at length.* A list of publications dealing with the artel system will be found in Appendix C, *post*, pp. 245-249.

Sir F. LASCELLES to the EARL OF KIMBERLEY.

MY LORD,

St. Petersburg, June 18, 1895.

WITH reference to your Lordship's despatch of March 26 last, I have the honour to inclose an interesting report drawn up by Mr. Carnegie on the System of Associations of Working Men in Russia, known under the name of "Artels."

Mr. Carnegie has been at great pains to obtain the information embodied in this report, which in consequence of the absence of published statistics has been no easy task.

I venture to hope that the details collected by Mr. Carnegie may prove of use, although it has not been possible to supply the statistics for which the Board of Trade asked, no such statistics having been published either by the Russian Government or other trustworthy source.

I have, &c.

(Signed) FRANK C. LASCELLES.

REPORT ON THE SYSTEM OF ASSOCIATIONS OF WORKING MEN IN RUSSIA KNOWN UNDER THE NAME OF "ARTELS."

Before entering into any details respecting the organisation of and the work undertaken by the associations of workmen, called in Russia artels, it may be as well to give a short sketch of their origin and history.

An artel has been defined by one Russian authority as "an association of certain individuals of the lower classes who join together to carry out the same business, labour, or trade," and by another as "an association of certain persons who unite their

Definition of
an artel.

* This report has been published by the Foreign Office as F.O. Misc. Ser., 1895, No. 372.

" capital and labour, or only the latter, for a certain work, trade, " or undertaking, and, consequently, are mutually responsible." These two definitions sufficiently describe what an artel is, subject to certain differences in their occupations and internal regulations which will be noticed further on.

**History of
artels.**

The first mention of artels was in the end of the 14th century, but in all probability they were not unknown before that time. The origin of the artel system may be found in the 10th century among the Zaporojny Cossacks of the River Dnieper. This warlike people banded themselves together for offensive and defensive purposes, and elected a chief, or ataman, for a certain fixed period, who conducted the operations of the tribe and superintended the equal division of the spoil to each member of it. When not engaged in war their only means of livelihood consisted in hunting and fishing, and they soon discovered, as the game grew scarcer that it was more to their advantage to form themselves into associations for the prosecution of these pursuits, with an equal division of the profits, than for each individual to follow them alone. They started trading with the people in the centre of Russia with the profits of the chase and the surplus of the booty obtained in war, and for this purpose they ascended the River Dnieper in boats as being the easiest, in fact only, means of communication with those living in the interior; from these early beginnings the present artels of pilots and boatmen on that and on other rivers derive their present existence.

**Occupations
of artels.**

There are few occupations or trades in Russia in which artels are not or have not been employed. It is unnecessary to give a list of all, but some of the principal ones may be mentioned in order to show the extreme adaptability of the artel system, such as hunting, fishing, agriculture, salt, coal and gold mines, banks, customs houses, and railways. There are artels of carpenters, painters, blacksmiths, masons, porters, bargees, waiters, &c., and artels of workmen are employed in making pottery, cheese, tar, percussion caps, boots, gun carriages and ropes; there are even artels of beggars, musicians, and horse stealers.

**Absence of
legislation on
artels.**

Up to the present time there is practically no legislation in Russia respecting artels, with the exception of certain regulations affecting the "exchange" artels in St. Petersburg and in other large towns, and artels of pilots and barge drawers, which will be noticed in due course. This absence of legislation is not extraordinary if one remembers how little, in a vast country like Russia, the temporary banding together of a few peasants for the execution of some simple work was likely to attract the attention of the legislator, especially as the poverty of those forming such associations precluded the idea of raising the revenues of the country to any great extent by taxing them. Moreover, the Zemstvos, or provincial assemblies, are better able than the State to deal with any local legislation that may be required or to draw up any special regulations for a particular district, which makes Government interference all the more unnecessary. The members of artels have given cause for little or no legislation either from

the State or Zemstvo. They are generally guided by the old customs and regulations which have been handed down for generations, which are found to act very well, and which are accepted and unhesitatingly obeyed with that docility and simplicity which characterise the Russian peasant to such a marked degree. They have always lived in village communes under the control of a popularly-elected elder (*starosta*), whom they for the most part submissively obey. It is, therefore, natural to them to perform their duties in the *artel* quietly and obediently, and they regard the common division of the profits made by the association as the most ordinary, almost only, mode of being recompensed for their labour. As a matter of fact these associations of workmen are of a far too socialistic character to have met with approval or to have been officially recognised in the highest quarters of the Government, though it is true that owing to certain conveniences they offer and under particular circumstances, *artels* have been and are employed directly by the State in the customs houses and on railways, &c. The whole question has lately been attracting some attention, and legislation on the subject will probably be proceeded with in the near future, the nature of which will be referred to in another place.

There are certain fundamental principles on which every *artel* is based—it will be seen later on that they are subject to some slight variations in special cases—which may be said to form the backbone of the whole *artel* system, viz. :—

Fundamental principles of an *artel*.

1. Each member of the association has an equal share in the duties and work.
2. Each member receives an equal share of the profits.
3. All the members are mutually responsible for the work and conduct of each.

The conditions of admission to *artels* necessarily vary according to the work engaged on by them and to their internal regulations. For the most part women are not admitted, excepting sometimes into the *artels* engaged in the simplest agricultural labour. Women, however, form their own associations, as in the case of the *artels* engaged in the cultivation of tobacco in the province of Tchernigoff, which consist exclusively of women, who elect their own elder, and entirely conduct their own affairs themselves. There is also another *artel* composed of women who are employed in loading ships with grain at Archangel. This *artel* has been in existence for very many years, and the members speak a kind of polyglot language which can be understood by the captains of any foreign ships visiting that port.

Admission to *artels*.

Relationship enters largely into the question of the formation of *artels*, the members being very jealous about the admission to their associations of strangers, and always giving the preference either to a relative or to a member of the same village or district. This is not unnatural, seeing that they are mutually responsible for the behaviour and efficiency of each other. But in some *artels*, the fishing *artels* for instance, anyone is admitted

Composition of *artels*.

who possesses the necessary implements for the pursuit of his calling, and no inquiries into character are made. Age, character, physical strength, and efficiency, are also taken into consideration before the would-be artelshik* is admitted, which is clearly necessary, as otherwise it would be impossible to obtain any equality among the members in the amount of work performed. No new member is ever admitted into an artel who is under any labour obligation to any other person; as a general rule artelshiks are forbidden to do any work outside the artel.

Entrance fees.

An entrance fee has generally to be paid to the artel before a new member is admitted, but the amount varies greatly according to the artel and to the nature of the work. For instance, those who form an artel for a few months in the country for the harvest or haymaking pay some very small sum, about equal to 6d., to be expended by the elder in the purchase of some few simple agricultural implements, but in St. Petersburg anyone who wished to become a member of one of the more important exchange artels would have to pay at least 100*l.* entrance fee. In some artels an entrance fee in kind and not in money is required, as in the case of the artels of fishermen already noticed above (who have only to own the necessary implements), and in that of the artels undertaking the country postal service, the members of which must each possess a certain number of efficient horses and a carriage.

Division of
artels into
two classes.

Although all artels resemble each other in their fundamental characteristics they may be divided into two great classes, viz., those that are permanent and those that are temporary. To the former belong the exchange artels of St. Petersburg, Moscow, &c., and certain agricultural and other artels; to the latter, the vast number of country artels which are formed for a few months and dissolved after the completion of the work which called them into existence. I now propose to give a brief account of the exchange artels, their origin, internal organisation and occupations.

The St. Petersburg Exchange (Birzshevy) Artels.

St. Petersburg
exchange
artels.
Their history.

Of all the Russian artels the exchange artels are the richest and most highly organised. The name given to them is somewhat misleading as they have nothing to do directly with the Exchange; according to one explanation it arises from the custom, formerly prevalent in Moscow, for workmen and associations of labourers to congregate for hire in the neighbourhood of the Exchange; but according to another, the name of exchange (Bourse, or Russian, Birzsha) was used to denote the usual place of meeting of work-people of different kinds, e.g., the drivers' exchange is where, in many towns, carters and drivers are to be found and hired. The first of the St. Petersburg artels are believed to have come from Moscow, attracted, no doubt, as many other labourers must have been, by the work to be got while the new city, created by Peter

* *I.e.*, member of an artel.

the Great, was in course of construction. They established their headquarters near where the Exchange stands and either adopted or continued the name of the exchange artels. It was, however, at a subsequent date to this that the Moscow artels started the organisation which exists at the present time. For the future I will confine myself to the St. Petersburg artels, for though others of the same name are to be found in most of the larger towns and seaports of Russia they are all engaged in more or less the same work and their organisation and regulations are similar.

• There are at present in St. Petersburg some thirty different exchange artels, each one bearing a distinctive name relating either to its place of origin or to the family of its founder. The most ancient is the Yaroslav, established in 1714; more than half were founded in the 18th century. The number of the members of each artel varies considerably. Two have less than 50 members, while one has more than 250. Twelve artels have some 50 to 100 associates, and the rest from 100 to 250. In all there are about 3,000 artelsbiki. The members are for the most part peasants from the governments of Archangel, Yaroslav, and Vologda, and from other parts of Great Russia. Few come from Little Russia, where the greater fertility of the soil affords them more inducement to remain at home and where the local wages are sufficient for their needs. The lower middle classes in the towns are often anxious to be admitted to these artels, but they are regarded with no favourable eye by the members, who prefer their own relatives or peasants from their native parts.

Number of
exchange
artels.

The work undertaken by these artels divides them into two distinct groups, viz., those who are engaged in the loading, unloading, and safe custody of merchandise either at the ports, in the railway stations, or in the town itself; and secondly, those who are employed as clerks and messengers in banks, commercial establishments, and the railway administration.

Division of
exchange
artels into
two groups.

In the banks the business of the artelshik is to carry and to collect money, to post letters, do errands, and to perform other monetary transactions of a more or less important character. On the railways they convey money between the different stations. It is customary for the bank artelshik in some cases to deposit a certain sum of money as a security, the amount varying according to the importance of the transactions confided to his charge. An interest of 5 per cent. is paid on this caution money, which is returned with the accrued interest on the conclusion of the contract. Should the sum of money deposited be insufficient to refund the employer in the case of loss, the latter may annex the salary of the artelshik. Should this still prove insufficient the artel must indemnify him out of its funds. To so high a degree are the artelshiks considered worthy of trust, that often large sums of money destined for commercial transactions in distant parts of the Empire are entrusted to their keeping. A Russian gentleman informed me that during the recent famine year he was appointed

Bank
artelshiks.

by Government to superintend the buying of corn in one part of the country for the relief of the inhabitants of a famine-stricken district. For this purpose he employed an artelshik who was not only responsible for the money expended but also for the quality of the corn purchased, and who conducted all the transactions to the entire satisfaction of those concerned.

A bank or commercial establishment cannot enter into negotiations directly with an artelshik; the elder of the artel selected must be applied to, and he will arrange which artelshiks are to perform the work required.

Earnings of
the exchange
artels.

Some years ago the gross annual earnings of the St. Petersburg exchange artels reached the total of 1,250,000 r. (about 125,000*l.*).

Before mentioning the regulations and internal economy of the exchange artels, it will be as well to give a translation of the few statutes which appear on the subject in the Russian code of laws.

Russian Code of Laws. Vol. XI., Part 2.—Exchange Artels.

Laws
respecting
exchange
artels.

Sec. 2409. Associations of workmen are generally called artels when constituted on mutual voluntary conditions for the execution of services and works disproportionate to the powers of one individual. Artels undertaking various works on the Exchange, at the Customs, at the municipal warehouses and wharves, at the markets, and such like occupations, are called exchange artels.

Sec. 2410. Artels consist of the actual artelshiks, apprentices, and boys; each artel has its elder (starosta) and treasurer, chosen for not less than a year and by not less than a third of the whole artel, and who present themselves to the council of the clerks' guild and receive from it particular badges bearing an inscription of the artel, and a number to be worn on the breast or in the hat, so that they can be identified by those in search of artel workmen.

Sec. 2411. Those wishing to join an artel pay on entering a certain fixed entrance fee; should they not possess the sum, a certain amount is retained every year from the money they have earned, and this deduction takes place when the annual profits of the artel are divided.

Sec. 2412. Anyone who enters an artel without paying the entrance fee counts as an apprentice or boy until he has qualified himself by his earnings.

Sec. 2413. Everyone entering an artel gives to the directing board and to the elder a written undertaking admitting the authority of the artel and binding himself to obey its general regulations.

Sec. 2414. In each artel all must be guarantee one for the other, and are answerable for loss or damage.

Sec. 2415. Exchange artelshiks work and serve for fixed pay, which is agreed upon by their employers, and which is sanctioned by the town council.

Sec. 2416. An employer who has engaged one artel in his service cannot take another for his purposes to the detriment of the first one engaged, and if artelshiks undertake a work which they are not numerous enough to carry out they must hire assistants at their own cost, even though it be at rates of remuneration in excess of those received by themselves.

Sec. 2417. The occupation of all those forming an artel are various, but they have one object in view, work or service, and each man is paid for the same out of the common fund in proportion to his contribution towards it, i.e., according to whether he has paid his footing in full or only in part.

Sec. 2418. The elders and treasurers who absent themselves on business connected with the artel, even though they do not work, will receive a share equal to that of the best workers of the artel.

Sec. 2419. The term of service of an artel must be for not less than a year.

Sec. 2420. An artel may not dissolve before concluding any work undertaken by it.

Sec. 2421 deals with regulations affecting the stevedore artels, which used to be engaged in St. Petersburg and at Cronstadt in loading and unloading, especially flax, hemp, and tow, but since these articles have met with so much competition in foreign markets and since the development of railways the export of this class of produce from St. Petersburg has sensibly diminished, so that now the association of stevedores has ceased to exist. There are a few members left of the old stevedores who undertake contracts on their own separate accounts, and although they still call themselves artels (with various designations) they are not so in reality and have nothing in common with artels, being ordinary workmen who undertake work for fixed periods and pay.

These laws embody practically all the regulations of the exchange artels, but a few remarks amplifying them and describing their working will not be out of place.

Regulations
of exchange
artels.

The mutual responsibility of the members of an artel is absolute. Should any article be either damaged or lost when in charge of an artelshik, the artel is bound to make it good and to refund the value of the article. This is the chief reason for the great care shown in the admission of new members, for in order to protect the artel from heavy losses the members must be well-known to each other as careful and trustworthy men, for, as already noticed, bank artelshiks are constantly entrusted with very large sums of money for which the artel is responsible. It is, however, very rare that serious irregularities occur.

Mutual re-
sponsibility.

Already, at the end of the last century, a tariff was established for the payment of the artelshiks by their employers. Certain rates for the payment of labour were settled between them by

Pay of
artelshiks.

mutual agreement, which received the sanction of the municipal authorities. The present rate of remuneration was established in 1861. The artelshiks are paid according to the work apportioned to them by the elder. Ordinary labourers receive some 10 r. (about 1*l.*) per month, while those employed in banks and commercial establishments get 30 r.

Artel
regulations.

Nearly all the exchange artels have regulations drawn up in writing. The principal ones relate to :—

Fees to be paid on entering and leaving an artel.

The election, rights, and responsibilities of the elders and other artel officials.

Mutual responsibility.

Conditions of temporary retirement from the artels.

Conditions between the artels and their employers.

The division of profits.

Admission of
new members.

The consent of all the members of an artel is necessary for the admission of a new member. An entrance fee has always to be paid, the amount of which depends upon the regulations of the artel. Some entrance fees have to be paid in full, and others in fixed instalments; when paid under the latter conditions the sum is usually larger. The entrance fees vary from 900 r. (about 90*l.*) to 1,100 r. (110*l.*), which are increased when paid in instalments to 1,000 r. (100*l.*) and 1,430 r. (143*l.*) respectively. Other smaller sums of money have to be paid also for various purposes of the artel. Apprentices and boys are admitted on the payment of much smaller entrance fees, and receive a proportionately smaller share of the profits. A candidate for an artel must be, according to the regulations, "a man of good character and known to some members of the artel." On being elected, he is sworn and signs an agreement to observe the conditions and regulations of the artel.

Internal
organisation.

Each artel has a president or elder (starosta); he is usually the oldest member, and is elected by the members of the artel. He represents the artel in all its transactions with the employers and draws up the conditions of work and signs the contracts. He distributes the work to each artelshik, sees that it is properly performed, receives all the pay due to the members, and is responsible for the division of the profits. The elder is elected, by a majority of the artel, for either one year or six months. He is responsible to the members for his acts, and if convicted of negligence or dishonesty, &c., he can be fined or even expelled. He is generally obeyed without a murmur, and it is extremely rare that any disagreements in an artel ever come before the Courts of Justice. All such questions are usually promptly dealt with before a general assembly of the artelshiks. The elder also has the right to impose fines for various offences up to a certain amount, but should the imposition of a heavier fine be necessary he must call a meeting of the whole artel.

A secretary is also chosen, who keeps the books of the artel and the accounts of all money received or expended. Both he

and the elder receive a rather larger share of the profits than the other members in recompense for their greater responsibilities and extra work. There are also other minor officials chosen, who assist the elder and the secretary in their labours.

A strict supervision is kept over the work of each artelshik, and note is made should he be earning less than the proper amount. In such cases, when the division of profits takes place, a proportionate sum will be deducted from his share. Fines are levied for absence from work, unpunctuality, drunkenness, and misbehaviour. Should an artelshik fall ill, if it is not from the effects of drunkenness or fighting, &c., he still receives his share of the profits for the space of one year. Should he not return to his duties after that period his name is still kept on the books, but after three years' absence he ceases to be a member of the artel. Leave of absence is often granted to the members, but should the term be unduly exceeded the offender is expelled.

As I have mentioned before, the whole artel is responsible for the acts of all the members. Should, therefore, any article be stolen or damaged the artel has to make the loss good out of its funds, but the artelshik who was responsible has a certain sum, according to circumstances, deducted from his share. In cases of culpable negligence or of any disgraceful conduct, the culprit would be expelled. In such a case the whole share of the offender is forfeited to the artel and goes to increase its capital. Mutual responsibility.

In each artel there are usually four capitals, a working capital, a capital of reserve, a capital of guarantee, and one for charity. The latter is employed on behalf of sick members, old age pensions, widows of deceased members, and subscriptions to charitable institutions. The capital of reserve is employed should the working capital prove insufficient. The capital of guarantee has been lately instituted, and only exists in some artels which are engaged in undertakings of such importance that under certain conditions they might be liable to pay large sums of money as an indemnity for some unfulfilled contract. The money forming these capitals is all lodged in the State Bank or its branches, excepting in the cases of small sums, which are confided to the care of the elder. Money arrangements.
Artel capitals.

The division and payment of the profits of each artel takes place generally twice a year, at the conclusion of the summer and winter seasons respectively, but there are artels in which the division takes place only once in the year. Each artelshik receives his share according to his work. For instance, if one man had been working for the five winter months when work is scarce and the days are short, he would receive less than one who had worked through the summer when there is more to do and the hours are longer. A careful account is kept of the daily attendance of each member of the artel and of the work he is engaged on. Should he incur fines or be absent from his duties a proportionate amount is deducted from his share, as is likewise the case when a new member is paying his entrance fee by Division of the profits.

instalments. Apprentices and boys do not benefit to the same extent as the regular members.

Conditions of
leaving an
artel.

Each member of an artel has the right to leave it when he chooses. As we have already seen, an artelshik can be expelled should he grossly infringe the rules or involve the artel in heavy liabilities. In this case he forfeits all his share in the artel and does not even receive back his entrance fee, but if a member retires of his own free will, he receives back his entrance fee, his share in the capital, and any money he may have in it, and his share of the profits from the time of their last division up to the day of his departure. He may not sell his place in the artel to anyone else, nor may he introduce into it any relative or acquaintance instead of himself. Should an artelshik, whose relations are not resident in the town, die, his funeral is arranged by one or two of his fellow members and the cost is defrayed out of his share, the remaining balance of which goes to his heirs.

Work outside
the artel.

Artelshiks are forbidden to speculate with the money entrusted to them either by the artel or by their employer. Many artels do not allow their members to engage in any outside work, but others are less particular and permit them to undertake private work with which the artel has nothing to do.

Artel
assistants.

Owing to the climate of the northern and centre parts of Russia the amount of work to be done varies immensely according to the season of the year. In summer, the artels find themselves totally unable to undertake alone the vast amount of work which is suddenly thrown upon them by the opening of the navigation, for the high amount of the entrance fee and the exclusiveness of the members keep the numbers of each artel comparatively low. They have, accordingly, to hire extra hands, who are paid either by the month or by the day. The artels are responsible for the behaviour and capability of these men they engage, but, beyond their wages, they receive no profits nor derive any advantage from their connexion with the artel. They are, for the most part, peasants who come up to St. Petersburg every spring.

Other
Petersburg
artels

There are two other permanent associations of workmen in St. Petersburg which have a close connexion with the exchange artels, the packers' and porters' associations or artels.

Packers' artel.

The packers' artel is employed mostly in the port of St. Petersburg. They were originally introduced from Archangel as being "people learned in the packing business," and now consist of two artels of 156 and 18 members respectively. They are often called in by the exchange artels to assist them in their manifold occupations at the port.

The Porters'
Company.

The Porters' Company is an artel in the employment of the Customs Department of the Government. Their name, Dryaguil, is derived from the German Träger. The foundation of this company is practically synchronous with that of St. Petersburg, and in 1825 they were officially appointed by the Minister of Finance to look after the interests of the Customs Department in the loading and unloading of ships. They may be said to

represent the interests of the Government as opposed to those of the individual, who on his side would be represented by an exchange artel.

This company was subsequently employed, and still is, in all the custom houses, not only in the seaports but in the frontier custom houses as well. They receive pay according to a fixed tariff for the amount of labour they perform. Their internal organisation is very similar to that of the artels already described, and calls for no particular remark.

Before quitting the subject of the permanent artels, it may be of interest to mention the Moscow Nijnigorodski artel, formed especially for the execution of work connected with the railway, such as the loading and unloading of merchandise, and of any sort of baggage, its safe custody, and conveyance between station and station and station and depôt. Their regulations mostly resemble those of the exchange artels. The members of this artel have to wear a metal badge and a number for means of identification. They are also responsible for any damage done to goods committed to their charge. The artel reserves to itself the right to engage any number of extra hands, so as to expedite the work at busy seasons of the year.

I have seen a copy of the contract drawn up between the Moscow-Mazurinski Exchange Artel and the directors of the Moscow-Koursk Railway Company, the principal articles of which may be of interest. The document begins with a statement by the representatives of the artel that "the artel, consisting of 200 permanent artelshiks, undertakes the loading and unloading of goods, &c., and the custody of them on the journey. . . . That a sufficient number of artelshiks will be provided for the due execution of the contract without remuneration from the company, but that the right is reserved to engage as many extra hands for the execution of the work as may be deemed necessary."

Railway
artels.

Contract
between a
railway
company and
an artel.

Then follows an enumeration of the officers of the artel, and of the various duties of importance at stations and depôts, &c. to be fulfilled by the artelshiks, and the number of them told off for the purpose. The conditions under which the work of conveyance, loading, &c. will be conducted are given very fully (such as, that the trucks are to be protected from the snow while the work is proceeding, &c.), and full responsibility for loss or damage is undertaken by the artel. The railway company agrees to pay the artel according to a fixed rate. For example, for each 1,000 pouds (16 tons) loaded 2 r. 60 c. (about 5s.), and for the unloading of the same 1 r. 50 c. (about 3s.). Then other rates of payment are given for the transference of goods, for the care of sheep, cattle, &c. The artel guarantees that a certain number of overseers shall be on duty at the stations and in the trains, who are to receive extra pay from the company, which also undertakes to remunerate any artelshik who, while in the execution of his duty, is obliged to go on to

the line of another company, at the rate of 40 r. (4l.) a month. The artel agrees to deposit 50,000 r. (5,000l.) as a security against damage, breach of contract, loss, &c., which sum is to be increased to 80,000 r. (8,000l.), i.e., 400 r. (40l.) per member, by a tax of 5 per cent. on the earnings of the artelshiks. This latter sum is not to be exceeded unless the number of artelshiks is augmented, in which case it is to be increased proportionately. Five per cent. on this sum will be paid half-yearly to the artelshiks, but the capital is not returned until the expiration of the contract, which in this case was concluded for three years.

"Sweating"
by artels.

I am informed that the State railways are discontinuing the employment of artels, in spite of the utility of the system, owing to the way in which the latter "sweat" the workmen they hire to assist them. These assistant labourers being paid the minimum of wages have every inducement to be dishonest and careless, which entirely discounts the benefits gained from the industry and honesty of the artelshiks themselves. The consequence is that the Government now finds it more convenient to engage their employés in the same manner as is done in other countries.

A similar accusation has been brought against the exchange artels, viz., that of "sweating" their assistant labourers to a very great extent.

Temporary or Country Artels.

Temporary or
country
artels.

I now propose to say a few words on the subject of temporary or country artels, which are formed for short periods only, or for the execution of some particular work on the completion of which the association is dissolved.

Yearly
migration of
country
labourers.

One of the questions which is attracting just now a great deal of attention on the part of the Government is the periodical migration of a large part of the rural population. For many years past it has been the established custom of the labourers in one district to migrate in spring to some other part of the country in search of work, returning to their homes at the end of autumn. There is no system in this yearly migration, old habits and customs alone regulating the peregrinations of the peasants. I have seen a chart of the country, drawn up in a Government department, to show the different centres from which the labourers chiefly come and the localities they make for. From this it may be observed that all considerations of distance and apparent convenience are set aside, for the peasants often travel many hundred miles by road and river to obtain the same work which they could have found within, perhaps, two days' journey of their homes. It is obviously evident that a vast amount of time and energy must be unnecessarily wasted in travelling at the season of the year when labour is in most demand. To examine into the cause of these migrations would be to open up the immense and important question of the rural

population and the land in Russia, which will have to be considered ere long by the Government. The village lands as originally allotted to the peasants are not sufficient now for the ever-increasing population, consequently in each family there are a certain number of members who can well be spared from the cultivation of their fields, and who must either idle at home or seek employment elsewhere, if it be for the summer months only. It is of this class of individuals that the country artels are composed, the greater number of which are those of agricultural labourers, carpenters, masons, carters, &c. The manner of their organisation is as follows :—

Towards the end of winter a certain number of the peasants of a village or group of villages form themselves into an artel and elect their elder (*starosta*). He enters into negotiations with a contractor in a neighbouring town for the engagement of the artel he represents. If he is successful the artel assembles shortly after Easter and enters immediately upon its work. At this time of the year the railway companies convey labourers at much reduced rates, which lately have been still further lowered by the introduction of a fourth class. The contracts usually terminate about the end of October, when the peasants return to their villages, where they pass the long winter in sleeping and wood cutting. It is usual on the formation of the artel to levy some small sum on the members, which goes to provide them with some of the simpler tools for their work. In some cases a small entrance fee is demanded, and the money collected is deposited by the elder with the contractor as a guarantee and returned by him to the artel when the work is completed. Artels which are formed for agricultural work are getting scarcer, so I am told, and the ordinary custom of hiring and paying the labourers either by the day or month is becoming more usual. But in some parts of the country artels still are engaged for the harvest and hay-making. They are rarely paid in money, but receive a quarter, sometimes a half, of the crop. This they sell, and divide the profits among the members. The agricultural artels usually provide the labour only, and no tools, except perhaps the roughest and most ordinary. Large and important works of construction are not, as a rule, entrusted to artels directly. The principal contractor makes over part of the work to smaller men, and they in their turn employ the peasant artels, which in these cases usually furnish the tools themselves, such as wheelbarrows and spades. These artels have to deposit a guarantee with the contractor for the completion of the work by the time specified.

Organisation
of country
artels.

Railway fares
reduced for
labourers.

The numerous shepherds in Russia also form themselves into artels; it is only through the elder, however, that they can be engaged by the landed proprietors and village communes to look after their large herds of horses, cattle, and sheep. The artel, not the shepherd himself, is usually paid at the end of the autumn, not in money, but in corn or other agricultural produce,

Shepherd
artels.

the amount having been previously arranged. This is all collected together and sold for the benefit of the artelshiks.

Post artels.

Before quitting the subject of the country artels there are still some which, from the importance of the duties performed by them, deserve more than a passing mention, for instance, those which conduct the postal and conveying services in the country. In Russia, where the railway system is as yet very imperfectly developed, the importance of having these services safely and regularly performed is obvious. The Government is, of course, ultimately responsible for the postal communications in the Empire, but the Zemstvo, or provincial assemblies, are more directly so. Contracts are made with either the one or the other by the post artels. The latter undertake to provide a certain number of vehicles and horses, and the charges they are to make for their services are fixed beforehand by the authorities. To become a member of one of these artels a peasant must possess a vehicle and three horses, which are harnessed abreast and form the well-known Russian conveyance, the troika. The starosta of each artel is in constant communication with the authorities, to whom he is responsible for the punctual performance by the artel of their postal duties. The artel is, however, quite independent, and is conducted according to its own internal regulations. Similar artels also undertake the conveyance of cattle, corn, and wood, &c., from the interior of the country to the railway stations or seaports.

Miscellaneous artels.

There are many artels which could not properly be classed among those which I have endeavoured to describe on account of either their regulations, origin, or employment. I propose to mention a few which present features of interest, but which hardly resemble the exchange artels or the ordinary country artels. There are, however, such numbers of them that one example of each different species will be found sufficient. I shall first draw attention to artels which have received assistance from the State or other authorities, or from private individuals.

State or privately aided artels.

The Government and Zemstvos have endeavoured from time to time to form workmen's banking artels, which would take care of the working man's savings, and advance small sums of money to him. Money was advanced on easy terms for this object, but the experiment met with scant success, as has been the case also with the artels formed in connexion with large workshops and factories for supplying the workpeople with food and drink. A large number of factories have started these artels, but the advantages of them have not been recognised by the Russian workman, owing principally to the fact that dealings with these establishments are conducted strictly on the ready-money system.

Insurance artels.

Efforts have also been made by Government to establish in the country insurance artels against cattle plague, fires, floods, &c., but these efforts have met with little or no success.

In another direction, however, the endeavours of private individuals have been more successful, namely, in the formation of permanent agricultural artels, of which several have been started. In 1863 a certain gentleman living in Bessarabia learnt that some peasants wished to form themselves into an artel. He sketched out a plan of the general duties of such an association, and said he would advance the money to start the enterprise. His offer was gladly accepted. At the end of the first season the artel was 560 r. (56%) to the good. With that, they rented a few more acres and set up a small shop; next year a school was built, also a common yard for the cattle, and all debts were paid off. The general condition of the peasants was much improved, and eventually they were enabled to purchase various agricultural machines. Unfortunately, no details are given as to the numbers forming this artel, nor of any of their regulations. It would also be interesting to know what amount of money was advanced to start the undertaking. Other agricultural artels have been formed at different times presenting similar characteristics, but all have not apparently met with the same success. Last year there was a fresh movement towards the formation of such artels in the south of Russia. A gentleman in the Chersonese advanced money for this purpose, and the results seem to be fairly satisfactory. I see in the newspapers that a report has been drawn up on the subject, the writer of which recommends that the Government should be approached with a view to their granting loans to the peasants who wish to form artels, and that the local authorities should be instructed to cast a favourable eye on all such enterprises.

There is yet another class of artel which has been attracting some attention lately, artels for cottage industries. During the long winter, many of the peasants pass the time in making a great variety of simple articles, principally of wood, but, for want of good tools and from their ignorance of the advantages of division of labour and co-operation, the results of their work are poor and the prices they obtain for it miserable. An attempt has been made to better this state of affairs and the results have been most successful. The peasants have been persuaded to form themselves into artels for these domestic industries, money has been advanced by private individuals, and, in some instances, by the authorities, and better tools provided or bought.

In some instances the workmen in a factory have managed to get the entire business into their own hands. The workmen in an iron foundry formed an artel, took over the business, and in 4½ years not only paid off all debts, taxes, and charges, to the extent of 94,000 r. (9,400%), but were also able to start a capital of 30,500 r. (3,050%).

In the Government ordnance factory at Nijni Tourino a vast improvement was brought about by the formation of the

workmen into an artel. In the year 1860, a large order was given to the factory, and, with a view to make the work as cheap as possible, piece-work was instituted. This change in the system immediately produced an improvement in the amount of work done to the extent of 10 per cent. Such success led to the formation of an artel in the factory, which soon received special orders. There were at first 60 members, which were soon increased to 150. Meanwhile not only was the work better and more quickly done, but it was more cheaply done also, the cost diminishing almost 50 per cent. The artel soon grew so rich that they were able to give 500 r. (50*l.*) towards the erection of a school. Unfortunately, later the artel met with reverses. They were out of work for some time, and ultimately divided up their capital among the members. They had no written regulations, and difficulties arose about the signing of contracts in the absence of some one legally authorised to do so. The artel has, however, been reconstituted and their regulations have now been properly drawn up and confirmed.

Ekaterinburg
artel.

The Nijni Tourino artel served as a model for the Ekaterinburg artel, which was formed in a gun carriage manufactory in that town in 1871. A guarantee was demanded from the members on the formation of the artel, but as the men had no money, the whole arrangement very nearly fell through. However, a gentleman connected with the factory, who was most anxious for the success of the scheme, arranged that the houses of the workmen should be taken as a guarantee in place of money. The advantages of the system very soon showed itself, as in the case of the Nijni Tourino artel.

Pavlova Nijni
Gorodski
artel.

An artel which attracted great attention was one which was formed in a cutlery factory in the Pavlova Nijni Gorodski government in the year 1870. The attention of the Minister of Finance was directed towards this industry, and both he and the Russian Technical Society attempted to improve, not only the industry, but also the condition of the men engaged in it, who only received 1 r. 50 c. to 2 r. (3*s.* to 4*s.*) per week wages. Attempts to induce the men to form into artels met with no success, nor was there any improvement in their work. At last the Minister sent 30,000 r. (3,000*l.*) to Pavlova for the formation of an artel, and a gentleman, a native of the place, laboured indefatigably among the workpeople to induce them to better their condition and to form an artel. After three years he at last succeeded; he drew up the regulations and started an artel which numbered some 50 members. At first all went well, and a depôt was even started in Moscow. Unfortunately, however, as soon as the gentleman who had laboured so hard to bring about this improved state of things left the artel to its own guidance, affairs went badly through gross mismanagement, and in 1877 the artel was dissolved. I have been unable to obtain any more recent information respecting the last three artels I

have mentioned, but I believe the first two, at all events, are still in existence.

The only remaining artels worthy of special mention are those of the waiters in hotels and restaurants, the "bourlaks" or barge drawers, and the "starateli," miners in the Urals and Siberia.

The organisation of the waiters' artels is excellent. They are all natives of the same part of the country, and are by origin ^{Waiters' artels} Tatars (Tartars, as we wrongly call them). They come from the Kazan government and are Mussulmans by religion; as such they profess to drink neither wine nor spirits, which, no doubt, is one of their chief recommendations to the restaurant proprietor. They are clean, obliging, and excellent servants. At certain fixed periods—about every two years—they are ordered by their elders to return for a time to their homes to visit the wives and children they have left behind them.

The bourlak artels were at one time a very important body; ^{Bourlak artels.} their chief employment was the hauling of barges along the canals, and a few special regulations affecting them appear in the Code of Laws. But now, owing to the introduction of steam and to the greater use made of horses in the work they used formerly to be engaged in, their numbers have greatly diminished; in any case they do not present any features of particular interest. The same may be said of the river pilot artels.

The starateli are miners engaged for the most part in gold ^{Starateli.} mining in the Ural Mountains. They form into species of artels and work under conditions of two kinds; firstly, when the mine is their own, and secondly, when it is the property of either the Crown or of private individuals. The Government often leases a mine to an artel of "starateli," who have to work it at their own expense, and are free to keep any and all the gold they find for a certain number of years, after which a rent is demanded. As often as not the mine produces little or nothing, and the starateli are entirely ruined. These artels always demand an entrance fee from a new member. In the second case, when the starateli are working the mine for the benefit of the proprietor, any person possessing the necessary tools is free to join the association.

As I have already remarked there is almost an entire absence of legislation in Russia on the subject of artels, with the exception of certain regulations affecting only the exchange artels. However, it is now proposed to remedy this defect in the Code of Laws—in view of the importance of the artel system throughout the country—and a project has been elaborated by the Society for the Co-operation of Russian Trade and Manufactures for the purpose. For the most part these laws will merely embody and extend to all artels most of the regulations already mentioned which govern the exchange artels. Artels will be legally defined, laws made respecting the admission of new members, their mutual responsibility, &c., and finally—"The ^{General remarks on the artel system. Proposed legislation.}

" formation of artels which are founded on the basis of a verbal agreement among the associates is not forbidden, but such artels are not permitted to acquire real estate."

No special facilities for hiring artels.

No special arrangements are made either by Government or by other public authorities for work to be undertaken by artels. In many cases the advantage of the system is so great that work is entrusted to them in preference to other workmen, as in the case of the custom house and of the artelshiks employed in the State bank. Loans, however, will always be advanced to artels by the Government at a lower rate of interest than to other persons or companies in consequence of the usually existing guarantee fund.

The advantage of artels.

The system of artels undoubtedly leads to the performance of better work. It is the interest of each member of the artel to see that the other members perform their full share of the labour, that they are not unpunctual, dishonest, or given to drunken habits. The general conduct of the artelshiks is vastly superior to that of the ordinary Russian working man, who is sadly addicted to drink and idleness. The members of an artel are always sure of a certain salary for a fixed period, which is not the case with a free labourer. Another advantage of the system is that the members are able to live with their own friends and relations around them, which must exercise some salutary influence on their behaviour. Further, in the case of the country artels, when the members return home they bring back a certain sum of money to their families; they also enlarge their minds and those of their kith and kin by travelling from place to place and not remaining in their native villages during their whole existence. It is by joining an artel that they get a chance of seeing something outside their own narrow surroundings. There is also every incentive for the labourer to behave well and prove himself a good worker, otherwise assuredly he would never be admitted into an artel, or if elected he would be expelled very soon.

Pay of artelshiks.

The members of artels, as a rule, receive higher remuneration than the current pay in consequence of the guarantee usually given by the artel for the performance of the work contracted for by it, and also by reason of the mutual responsibility of the members. Also as each member keeps his eye on his fellow to see that he is not shirking his share of the labour, the work performed all round is likely to be of a better quality than that of the ordinary workman. An employer is willing to give higher wages when his risk of loss is proportionately diminished. Work, therefore, done under this system, though better, is certainly more expensive for the employing authority.

As to extension of system.

It is difficult to say whether or no the system of artels is extending in Russia. I believe that the simpler forms of country artels are getting fewer in number, as it is becoming commoner to engage labourers in the manner usual in other European countries. But on the other hand the whole question has been lately attracting some attention, and one reads in newspapers of

schemes for the creation of permanent agricultural artels in the southern governments, and of the formation of artels in the villages for the promotion of cottage industries. The exchange artels remain fairly stationary as regards the numbers of their members, for as they become richer they grow more exclusive.

There is a good deal of literature* on the subject of the artels in the various parts of the empire, giving their history, characteristics, &c., but I have been unable to obtain any reports, either official or otherwise, of work carried out by them, or statistics on the subject. As far as I can ascertain none have ever been published. I annex, however, the copy of the last edition, published in 1876, of a work on the exchange artels, which gives their history, regulations, organisation, and occupations.†

Reports and statistics of artels.

V.—FRANCE.

As soon as, in 1848, the first important attempts to organise production upon a co-operative basis began to be made in France, the help of the State was given towards the development of the newly formed co-operative associations, both by means of financial assistance and by special facilities for undertaking work for public authorities accorded to the associations by legislative enactment; and the policy of stimulating co-operative production by these means, although abandoned for a lengthy interval, was subsequently re-adopted, and has continued in force until the present day.

With a view to providing co-operative associations with funds to enable them to undertake work, a credit of 3,000,000 fr. (120,000*l.*)† was, by a decree of July 9th, 1848, opened at the Ministry of Agriculture and Commerce in favour of associations consisting either of workmen alone or jointly of employers and workmen, this sum to be advanced on loan upon recommendations to be made and upon terms to be arranged by a Council of Encouragement formed by the Minister; and regulations for carrying this decree into effect were made by this Council on July 12th, 1848, and received the approval of the Minister. The money having been found for the co-operators, the next step was to provide them with employment; and accordingly a decree was made on July 15th, 1848, by which the Minister of Public Works was authorised to grant to associations of workmen, whether by open competition or private contract, contracts

* See Appendix C., *post*, pp. 245-249.—D. F. S.

† The work alluded to (which was sent to the Board of Trade, together with the report printed above) is the book of Nemiroff referred to in Appendix C., *post*, p. 247.—D. F. S.

‡ It has been estimated that one-half of this sum has been lost, owing to the failure of the societies to repay the sums advanced to them (*République Française*, August 3rd, 1883). The budgets of 1893, 1894, 1895, and 1896 have each contained a vote of 140,000 fr. (5,600*l.*) for the encouragement of workmen's associations.

for carrying out public works, the conditions to be settled by regulations to be made thereafter. The decree required that only such associations should be permitted to tender for public works as should have proved to the Administration the terms upon which the society was formed, and that such terms should in all cases provide for the creation, by means of deductions from wages, of a sick, accident, and provident fund.

Before setting forth the regulations made in pursuance of the decree of July 15th, 1848, it will be convenient to explain that by the law,* as it then stood, all contracts given out by any department of the State in France, with certain specified exceptions, amongst the excepted contracts being those in which the value of the articles to be supplied did not exceed 10,000 frs. (400*l.*), or, in the case of a supply to extend over several years, 3,000 frs. (120*l.*), were required to be given out by public competition, and if two or more competitors bid the same amount,† and such amount was the lowest tender, then there had to be a fresh competition between these equal tenderers. All contractors were obliged to give security. The regulations made under the decree in question (these regulations being dated August 18th,–September 23rd, 1848) defined the particular class of contracts which the Minister of Public Works might give to co-operative associations, these including earth-works, the supply of material for road-making or road-mending, and general building work in cases in which the contracting association would not be required to supply any materials. It was further provided that where the value of the contract did not exceed 20,000 frs. (800*l.*) the contract might be made without open competition. If the offer made by an ordinary contractor and that made by a co-operative association were the same, the contract was to be given to the co-operative association, and it was also provided that co-operative associations should not be required to give security for the due execution of the contract, but that, instead, from all payments on account to be made to such societies one-tenth should be retained until the work was finally passed. Subject to such retention, it was provided that co-operative associations should receive in respect of all work done fortnightly payments on account,‡ based on

* See "Loi portant fixation du budget général des dépenses et des recettes de l'exercice 1839," January 31st, 1833, sec. 12, enacting that an Ordinance on Government contracts should be made, "Règlement sur les marchés passés au nom de l'État," December 4th, 1836 (the Ordinance contemplated by the law of 1833 just mentioned), "Règlement général sur la comptabilité publique," May 31st, 1838; the last-named is a consolidating enactment, and need not be further referred to here.

† The procedure adopted in France (and in Italy) in placing a contract by competition is that, an estimate having been made of the value of the work to be done or goods to be supplied, this estimate is taken as a basis or upset price, and the competitors are invited to say at what rebate off this upset price each will agree to carry out the contract; the person who offers to take the contract at the largest rebate is, of course, the lowest tenderer.

‡ In ordinary cases contracts for public works stipulated that the payments made to the contractors should be monthly (*Report of M. Mourad, see Monsieur, July 13th, 1848*).

rough reckonings of what was due to them. In order to enjoy the privileges thus created in their favour, the co-operative associations desiring to obtain a contract for public works were required to send into the department concerned a list of their members, whose number must be large enough for carrying out the work, the number requisite being fixed by the specifications, and a copy of their constitution, which must provide, as required by the decree, for the establishment of a sick, accident, and provident fund, and must also prove that they had created a "family council," elected by the members and composed of at least three persons, who might be either members or non-members, the duty of this council being to settle all minor differences between members of the society, to see that its by-laws were observed, to fix the amounts payable to members out of the sums received for the work carried out, to distribute the sick, accident, and provident fund, and to settle what was to be done in the case of members whom the engineers or architects concerned might decline to allow to be employed by the society in carrying out the works entrusted to it, and must also show that one or two "syndics" had been appointed, with power to enter into all contracts, to represent the society in its dealings with the contracting authority in regard to the execution of contracts, and to settle all accounts and give the necessary receipts for all moneys payable to the society.

In accordance with the policy now initiated, certain contracts for public works were given out to some of the co-operative associations; but after the "Coup d'État" of December 2nd, 1851, these associations were, almost without exception, dissolved; and for many years co-operative production was in abeyance. About 1879 the co-operative movement made a fresh start, which culminated in the appointment in 1881 by M. Floquet, who had just been made Prefect of the Seine, of a commission charged with the duty of reporting on the best means of facilitating the undertaking of contracts for the City of Paris and the Department of the Seine by co-operative associations,* and this was soon followed by the adoption by the Paris Municipal Council on July 26th, 1882, of a resolution, which received the approval of the Prefect on August 14th, 1882.

It should be explained that, at the date when the resolution of 1882 was passed by the Municipal Council, the law in regard to the giving out of contracts by the City of Paris was as follows. This matter was governed by the general law of 1837,† dealing

* The honour of having taken the first step, in recent years, to promote the undertaking of public contracts by co-operative societies has been claimed for the French Office of Works ("Direction des Bâtimens Civils et des Palais Nationaux"), on the ground that this office appointed in April 1878 a departmental committee charged with the duty of inquiring into the solvency, &c. of persons desiring to tender for contracts; but this committee does not appear to have had any special reference to co-operative associations. (See *Report of Commission on Co-operative Associations* of 1883, Vol. II., pp. 282-3.)

† "Ordonnance royale portant règlement sur les entreprises pour travaux et fournitures au nom des communes et des établissements de bienfaisance," November 14th, 1837.

with all contracts made by communal authorities, as modified by the special law concerning the City of Paris of 1873,* and the regulations made under that law in the same year.† Under these enactments it was obligatory on the city of Paris to give out by public competition all its contracts, with certain specified exceptions, including permission to give out by private contract contracts for supplies or works to the value of not more than 10,000 fr. (400*l.*), or, in the case of a yearly supply, 3,000 fr. (120*l.*). In the event of equality of (lowest) tenders, there had to be a fresh competition between the two or more persons whose tenders had been identical. Contractors were required to give security for the due execution of their contracts. The resolution of 1882, provided that both ordinary contractors and co-operative associations were no longer to be in all cases alike subject to the obligation of giving security; the settlement of the question whether a given person or association should be allowed to compete has to be governed by the decision of a committee of the municipality, of which the Prefect of the Seine is *ex officio* member.‡ With respect to co-operative associations wishing to tender for contracts, this committee of scrutiny has to examine the list of names of members, and the rules of the society, which must provide for the nomination of qualified representatives, not exceeding three in number, who shall be authorised to enter into contracts on behalf of the association and to direct the execution of all work undertaken by it, subject to the directions of the engineers or architects, and to deal on behalf of the association with the contracting authority so far as concerns the execution of contracts, the settlement of accounts, and the giving of the necessary receipts for moneys payable under the contract. It was further declared that every such association must prove that it possessed an accident fund, providing benefits for workmen injured while at work and for the widows and children of those fatally injured; but this condition is dispensed with, if the society cover the risks by insurance effected with a solvent company or companies. If the existing rules of an association do not contain the provisions just specified, then the society, in order to be allowed to compete, must bind itself to alter the rules so as to make such provisions, the alteration to be completed within such time as the committee of scrutiny may allow.

It may be added that the previous law governing the contracts of the City of Paris has, so far as concerns the limit for private

* "Décret relatif à la comptabilité de la ville de Paris," August 8th, 1873.

† "Règlement sur la comptabilité des recettes et des dépenses de la ville de Paris," December 28th, 1878.

‡ See the "Arrêté Préfectoral" of the Prefect of the Seine, November 15th, 1882, constituting this committee. This committee has been enlarged by adding representatives of the "Conseil Général," and its powers have been extended, so that it now takes cognisance of contracts with the Department of the Seine as well as those of the City of Paris, see the "Arrêté Préfectoral" of the Prefect of the Seine, March 21st, 1894, made in conformity with the resolution of the Conseil Général of November 29th, 1893.

contract, been amended by a recent decree (of February 21st, 1895), which raises the limit up to which contracts may be made by the municipal administrations of the Prefecture of the Seine and the Prefecture of Police to 20,000 fr. (800*l.*), or, in the case of a contract made for several years, 5,000 fr. (200*l.*).

The example set in 1881 and 1882 by the Prefect of the Seine and the Municipal Council of Paris was soon followed by the Government. In March 1883, M. Waldeck-Rousseau, then Minister of the Interior, appointed a commission "with the object of inquiring into (1) the best means of facilitating the admission of the workmen's co-operative associations to take part in contracts, given out by public competition or private contract, for the execution of the works required by the State; (2) what means could be adopted to induce contractors to give to their employees a share in the profits of their undertakings." This Commission took a great deal of evidence, and concluded its proceedings at the end of May 1888. On June 4th, 1888, a decree was made, fixing the conditions under which co-operative associations might take part in the execution of public works.

Before, however, setting forth the provisions of the decree of 1888, it will be convenient to explain that, before it was made, the original law of 1836 regulating contracts with the State (*see ante*, p. 82 *n.*) had been repealed by the decree of November 18th, 1882,* which, as modified by the decree of 1888, is the law now governing this matter, and which makes the following provisions. All contracts for work to be done, supplies to be furnished or transport to be executed for the State, with certain specified exceptions, are to be made by public competition, which competition is to be absolutely open, unless the exigencies of the service require that the competition be restricted to a selected list of competitors, chosen by the administration concerned as being qualified to undertake the contract in question. In each case the specifications shall state the security to be given, (1) as a condition of being allowed to compete, (2) as a guarantee of the due fulfilment of the contract. The specification may, in proper cases, provide that no security shall be required, or that the preliminary security shall suffice for all purposes. If two or more persons shall make identical offers, such equal tenderers shall compete among themselves by fresh offers, or, if they decline to do so, the tender to be accepted is to be determined by lot. With regard to the exceptional cases in which a contract may be placed by private contract, these include contracts the value of which shall not exceed 20,000 fr. (800*l.*), or, if the contract be one extending over several years, 5,000 fr. (200*l.*).

* There is also a decree of 1862, "Décret portant règlement sur la comptabilité publique," May 31st, 1862. This decree, so far as it deals with the matters now under consideration, follows the lines of the law of 1836; but the decree of 1882, mentioned in the text, repeals a large part of the decree of 1862, which does not require more particular mention in this place.

Such being the law then governing the giving out of Government contracts, the new decree of June 4, 1888, provided as follows:—

- (1.) All contracts, whether given out by public competition or by private contract, are, so far as may be practicable, to be divided into sectional* contracts, according to the amount of the contract or the character of the different trades involved. If all the sectional contracts shall not be placed, the Administration concerned shall have power to give out those not already placed by private agreement, or to have a fresh competition, in which the entire contract shall be put up to competition, as a whole, or in which only the sectional contracts not already placed shall be put up to competition, either separately or grouped together, as one contract.
- (2.) Associations of French workmen, formed in accordance with the law, are allowed to tender, under the conditions fixed by this decree, for contracts for work to be done or supplies to be furnished to the State; and any such contracts may be made by private contract, if the value of any such contract shall not exceed 20,000 fr. (800*l.*).
- (3.) In order to be admitted to compete for any State contract, an association must first produce—
 - (a.) A list of its members;
 - (b.) The rules of the society;
 - (c.) Certificates in favour of its managers, who are to direct the work to be done or the supply of goods to be furnished under the contract, and to take part in verifying the amount of work done or goods supplied under the contract, testifying to the competence of these managers.

The society is also to state the *minimum* number of members which it undertakes to employ in carrying out the contract.

In the case of a contract given out by public competition, the documents required to be produced, as above, must be produced 10 clear days prior to the date of the competition.
- (4.) Associations of workmen are dispensed from the necessity of giving security in cases in which the estimated value of the work to be done, or goods to be furnished under the contract, shall not exceed 50,000 fr. (2,000*l.*).
- (5.) If it shall occur that the offer made by an ordinary contractor, and that made by a workmen's association shall be of identical amount, preference shall be given to the offer of the association. Should it occur

* See *post*, p. 88.

that two or more workmen's associations make offers identical in amount, a fresh competition, limited to these associations, shall take place; but if the associations decline to make fresh offers, or if their fresh offers shall be identical in amount, then the matter shall be determined by lot.

- (6.) Subject to such retentions as may be provided for by the specification, payments on account in respect of the work executed or goods delivered by workmen's associations shall be made once a fortnight.
- (7.) Workmen's associations shall be and remain subject to all the general conditions imposed upon contractors by the several State Administrations, so far as the same shall not be inconsistent with the terms of this decree.
- (8.) This decree shall not apply to contracts with the War Office or the Admiralty, in cases in which such application shall, in the opinion of the Minister concerned, be prejudicial to the interests of the service.*

It appears that a question was raised as to how far the decree of 1888, just set forth, applied to the procedure to be adopted in the case of contracts given out by the French Departments; by a judgment of the Council of State, given on June 27th, 1889, it was settled that this decree was applicable in its entirety to contracts made by the Departments.† A few years later (July 29th, 1893) a law was passed containing a single section, which extended the provisions of the decree of 1888 to competitions for works required to be done for municipal and communal authorities.‡ These authorities, it should be explained, were at the time when this law of 1893 was passed, and subject to the modifications introduced by this law, still are subject, so far as the giving out of contracts is concerned, to the provisions of the Ordinance passed in 1837,§ which has been referred to (*ante*, p. 83.) The law of 1837 bears a general resemblance to the law of 1836 in relation to State contracts (see *ante*, p. 82);

* With respect to the French Office of Works, a decree of November 13th, 1893, enacts that in the special case of a contract with an association of French workmen, under the provisions of the decree of June 4th, 1888, the office is authorised to make payments on account, even before the production of a partial account by the association, but on the express condition that the sum total of such payments on account shall never exceed one-half of the value of the work done and not paid for since the date of the last payment on account.

† "Avis du Conseil d'Etat portant que le décret du 4 juin 1888, relatif à la participation des sociétés d'ouvriers français aux marchés de travaux et de fournitures passés par l'Etat, est également applicable aux marchés passés au nom des Départements," June 27th, 1889.

‡ "Loi ayant pour objet l'admission d'associations ouvrières françaises aux marchés de travaux et de fournitures à passer pour le compte des communes," July 29th, 1893.

§ "Ordonnance royale portant règlement sur les entreprises pour travaux et fournitures au nom des communes et des établissements de bienfaisance," November 14th, 1837; see also "Loi sur l'organisation municipale," April 5th, 1884. As to benevolent institutions, see "Loi sur les hospices et hôpitaux," August 7th, 1851.

the municipal and communal authorities are not allowed to make any contract otherwise than by public competition, save in certain specified cases. The excepted cases include contracts the amount of which shall not exceed 3,000 fr. (120*l.*), and it is provided that such contracts may, with the approval of the Prefect, be given out by private contract.

Turning back now to the decree of June 4th, 1888, intended to make it easier for co-operative associations to undertake public contracts, a few words of comment upon its provisions seem necessary. First, as to the "sectionalising" ("lôtiissement") of contracts. Suppose that the contract is one for the erection of barrack buildings. In the first place, if the amount of the contract, as a whole, be, say, 500,000 fr. (20,000*l.*), the contract will, very possibly, be too big a matter for the average French co-operative society, with its small capital, to undertake. If, therefore, each of the, say, four blocks into which the buildings are divided, were given out separately, this would, obviously, make it far more easy for co-operative societies to tender. But even this amount of sectionalising will not suffice. For the French societies do not undertake the erection of a building, as a whole, because, as an almost invariable rule, each society is composed of members of one trade only. Therefore, if the co-operative societies are to have a chance of doing the work, the contract for carpenters' work must be a separate contract from the contract for the bricklaying and masonry; the joiners will tender for another contract, the upholsterers for another, and so on.

With respect to the first kind of sectionalising, it is obvious that, while in some cases you can put on one co-operative society of joiners to work in one wing of a large building, and another similar society to work in another, and in some instances such an arrangement is actually made, yet if you were constructing a moderate-sized building, all in one block, any attempt to split up the joinery contract into two or more, would present serious difficulties; and, in fact, in most cases this multiplication of contracts is found to be impracticable. So far as concerns the second kind of "lôtiissement," it does not seem at all necessary to make one contract include the excavation of the foundations, the brick and stonework, the carpenters' work, the joiners' work, that of the plumbers, &c., &c., so that the "sectionalising" contemplated by the French law need not present any serious practical difficulties. However, the French co-operators complain that the decree of 1888 is not at all properly carried out in this respect, many, especially of the provincial, authorities apparently ignoring the very existence of the decree.* It seems, however, to be clear that "lôtiissement" of this kind, although certainly not universal, is yet adopted in a large number of cases.

* See *L'Association Ouvrière* (the organ of the French Co-operative Union of Productive Societies)—"Chambre Consultative des Associations ouvrières de production de France"), September 1894, p. 2, and January 1896, p. 6.

With respect to the provision which dispenses the co-operative associations from the necessity of giving security* when competing for and carrying out contracts whose value is less than 50,000 fr. (2,000*l.*), it is clear that the requirement of security must be a considerable embarrassment to a society possessing only a small amount of capital. Here, again, the co-operators complain that the privileges conferred by the law upon workmen's associations are not seldom withheld from them.† Upon the precise extent to which this complaint is well-founded it is not possible to express a definite opinion; but that the law is very widely applied is beyond question.

A further privilege of no little importance, which the French law has created in favour of the co-operative associations, is that of receiving fortnightly payments on account, thus enabling them to pay their workmen's wages without delay. To what extent it is found possible to carry out this enactment it would not be easy to say; the available evidence tends to show that, in practice, literal compliance with this provision of the law can seldom be found to be possible, and that co-operative associations carrying out contracts with public authorities must often have to wait some time to get their money.‡

The special provisions which the French law has made with the object of facilitating the undertaking of public contracts by co-operative associations having now been explained, it remains to refer to the very numerous cases in which, whether under these special provisions or not, work for public authorities has been carried out by these associations. A certain amount of information in regard to the public contracts carried out by the co-operative associations is to be found in the *Report* of the Commission on Co-operative Associations of 1883. The evidence given before that Commission tended to show that the not inconsiderable amount of work, which the co-operative associations had done for public authorities, had been done in a very satisfactory manner. Thus M. Alphand, director of the works of the city of Paris, stated that the co-operative societies of carpenters, of joiners, of house painters, and of paviors, which

* The amount of security varies, of course, in different cases; in a number of announcements of contracts to be placed for various State services, departmental, municipal, and communal authorities, which I have examined, the security demanded was generally about 3 per cent., sometimes going as low as 2, in some cases up to 4-5 per cent. of the total upset price; though in one case 10 per cent. was asked for, and in another case (a contract of the city of Paris for snow-sweeping) no security was demanded.

† See *L'Association Ouvrière*, September 1894, p. 2; March 1896, p. 5.

‡ "The associations are by many persons regarded as being treated with a special degree of favour in regard to the payments made for the work which they carry out for the State, the Department, and the city of Paris. It may, perhaps, not be without utility to destroy this myth. With very few exceptions, the workmen's associations are treated, in this respect, on precisely the same footing as other contractors, and if, on some occasions, they succeed in obtaining slightly more prompt payment, the reason is that, being more than ordinarily poor, they take more than ordinary pains to secure prompt payment; this is the truth of the matter" (*Report* for 1894 of the Co-operative House Painters' Society, "*Le Travail*," p. 7).

were the only societies that had carried out the work for the city, had, as a general rule, done their work in a satisfactory manner. "Not only," he said, "has the work been well done, but it has also been quickly done. I beg to draw attention to this fact. Here we have workmen, associated together, who have done an enormous amount of hard work in carrying out certain contracts—contracts given to them at prices in no way higher than those at which such contracts are given out to ordinary contractors. These contracts, I repeat, have been carried out with a remarkable degree of expedition, and the co-operators have made a substantial profit."*

The information contained in the *Report of the Commission on Co-operative Associations of 1883* takes the matter up to the middle of that year only, and much has been done since then, in the direction of entrusting public contracts to the co-operative associations in France. With respect to these later developments a large amount of information has been furnished for the purposes of the present Report, through Her Majesty's Ambassador at Paris, by various departments of the French Government and by the Prefect of the Seine (in relation to the contracts given out by the Municipal Administrations of the city of Paris).

The Ministry of Justice reports that its central administration alone has had dealings with any co-operative associations, these being certain contracts, of no very large amount, which have been made with the Co-operative House-Painters' Association known as "Le Travail." These contracts are stated to have been made at prices similar to those charged by ordinary contractors, and to have been carried out in an entirely satisfactory manner; the particulars will be found later on, in the account of the co-operative society in question (*post*, p. 120).

The Ministry of Public Instruction and Fine Arts sends a Table, giving details in respect to the contracts which its Secondary Education Department has had with a number of different co-operative associations. From this Table, a translation of which is printed in Appendix D., *post*, pp. 250, 251, it appears that this Department has given out to co-operative associations of French workmen, 22 contracts for the construction and repair of school buildings, to the aggregate value of 759,129 fr. (say, 30,365*l.*),† subject, in 20 out of the 22 cases, to rebates varying from 12 up to 38·3 per cent. It is stated that the prices at which these contracts were placed were moderate, and that the manner in which the contracts were carried out was in every way excellent.

The Museums Department of the same Ministry has, it is stated, occasionally got small repairs done by the Co-operative Gilders' Association (see *post*, p. 138). The Church Fabric Department has on two occasions given contracts to co-operative

* *Report of Commission on Co-operative Associations of 1883*, Vol. II., p. 286.

† Including two contracts, to the total value of 69,760 fr. (say, 2,790*l.*), given out to a firm which appears not to be a co-operative association, see *post*, p. 250 n.

societies; one of these contracts was for the scaffolding required in connexion with the restoration of one of the spires of the Cathedral of Coutances, and was given to the Co-operative Carpenters of La Villette (see *post*, pp. 108-112), the value of the work being 16,290 fr. 60 c. (say, 652*l.*), subject to a rebate of 11·5 per cent; the other was a contract for work in connexion with the apse of the Cathedral of Cahors, and was given to the Co-operative Stonecutters and Masons of Cahors (whose society has since ceased to exist), and was of the value of 8,361 fr. 85 c. (say, 334*l.*), subject to a rebate of 38 per cent. The Central Administration of the Ministry of Public Instruction and Fine Arts is in the habit of getting work, of small amount, done by the Co-operative Society of House Painters, "Le Travail," already referred to (see *post*, pp. 117-123); the work is taken at a rebate of 20 per cent. from the standard price list of the city of Paris,* which appears to be the ordinary rebate in cases of this character.

The French War Office states that, so far as concerns the Artillery, the only workmen's co-operative society with which contracts have been made is that of the Co-operative Ironworkers of Rugles (see *post*, pp. 141, 142), which since 1892 has, by the lowness of its tenders, secured the annual contract for the supply of brass required for this branch of the service, and which is stated to have fully carried out all its engagements, and to have given no single occasion for complaint of any kind. For the Engineers building contracts have been entered into with various co-operative associations at Toulouse, Lyons, and Carcassonne, to the aggregate value of 789,000 fr. (31,560*l.*). In regard to these contracts (the particulars of which are given in Appendix E., *post*, p. 251), it is stated that, as no complaint has been received from the local staffs with respect to the manner in which these contracts have been carried out, it follows that the provisions of the contracts would appear to have been strictly complied with. Adverting to the question of the cost of the work, it is observed that it must be taken to be certain that the admission of the co-operative societies to tender increases the competition for the contracts, and that the societies only obtain the contracts if and in so far as their tenders may be at least as low as those made by ordinary contractors.

With regard to the Administrative Departments of the French War Office, the Army Clothing Department is the only one which has had contracts with co-operative societies. These contracts have been as follows: (1) A contract was made on February 27th, 1894, with a co-operative society at Bourges (see *post*, pp. 146, 147), for the supply of military stores and equipments until December 31st, 1899, the contract being made at a rebate of 1·25 per cent. from the prices mentioned in the standard specification, and being to the *minimum* value of 282,000 fr. (11,280*l.*) per annum (the society being bound to furnish supplies in excess of this value up to a certain *maximum* annual quantity). The

* See *post*, p. 111 n.

contractor is required to provide, by way of security, a stock of leather of the value of 35,000 fr. (1,400*l.*), and to keep a stock of this value at all times on his premises. No part of the raw material is supplied to the contractor. (2) A contract was made on May 17th, 1894, with a co-operative society at Marseilles (see *post*, pp. 147, 148) for the supply of military stores and equipments until December 31st, 1899; the contract was made at a rebate of 1 per cent. from the prices named in the standard specification, and the *minimum* annual value of the goods to be supplied was 322,000 fr. (12,880*l.*). The conditions of this contract were similar to those of the contract with the Bourges society above-mentioned. (3) Contracts for a certain quantity of stores and equipments were on May 24th, 1895, placed with a "Co-operative Productive Society" at Paris (34A rue de Gentilly),* which, however, possesses somewhat doubtful claims to be considered an association of workmen (see *post*, p. 149), and with the two co-operative societies, the one at Bourges and the other at Marseilles, above referred to. Here, again, security was demanded from the contractors, who on this occasion were required either to get a responsible person to join them in giving a joint and several guarantee, or to deposit cash or Government securities. (4) A contract for boots for the Fire Brigade of the city of Paris was, on January 25th, 1895, placed with the "Co-operative Productive Society," (34A rue de Gentilly, Paris), above mentioned (the contract covering the period, January 1st, 1895, to December 31st, 1899), at a rebate of 11·06 per cent. from the prices named in the standard specification; the contractor was required to give security to the amount of 3,500 fr. (140*l.*). No materials were supplied to the contracting firm.

The French Ministry of Public Works, which calls attention to the fact that, before the passing of the decree of June 4th, 1888, it had already, by way of experiment, entrusted important contracts to certain co-operative societies, sends a complete list, printed below in Appendix F. (*post*, pp. 252-255), of all the co-operative associations with which its Office of Works has made contracts, up to the end of 1894. These contracts, which are stated to have been made in relation to structural work in relation to public buildings, will be seen to be 99 in number, their aggregate value being 901,300 fr. (36,052*l.*),† subject in all but six cases, to rebates varying from 2 up to 35·2 per cent. It is stated that "the workmen's associations have, as rule, given satisfaction; they carry out their contracts in a proper manner, and in no single case has there been any sort of disturbance, difficulty,

* With respect to the value of the supplies under the contract with this firm, the French Labour Department states: "We have been unable to ascertain the amount, but it must have been under 20,000 fr. (800*l.*)." The French War Office does not state the amounts involved in relation to the contracts referred to under (3) and (4).

† Including 43,000 fr. (1,680*l.*) the value of a contract obtained by an association (dissolved some years ago), which the French Co-operative Union of Productive Societies states to have been an association of masters, not of workmen, see *post*, p. 253 n.

" or dispute, or one single instance of the want of adequate discipline. The societies are usually represented by a manager, with whom alone the Ministry has to deal, and who acts in relation to the Ministry precisely as would an ordinary contractor, signing the contracts, receiving instructions, securing that these instructions shall be carried out by his fellow co-operators, presenting and settling the accounts, and receiving payment for what is due under the contract." With respect to the cost of the work, it is stated that the tenders of the co-operative societies are, at the least, as low as those of ordinary contractors; "indeed, it may be stated that there exists among these societies a certain tendency to take the work for less than would an ordinary contractor, in cases in which they want to get into touch with a new architect, whose good opinion they hope to gain, in order to receive later on contracts for certain other jobs." As to the results to the co-operative societies, the Ministry mentions that the managers of these societies, once the difficulties attendant upon the start are overcome, declare themselves well satisfied.*

The Ministry of the Interior, from which branch of the French Government no communication has been received, has, ever since 1881, got the printing of its official gazette (*Le Journal Officiel*) done by an associated body of workmen, under a contract which is of special interest as approaching very closely to the type of arrangement indicated as proper to be investigated by the *Report* of the late Royal Commission on Labour. An account of this case, based mainly on personal inquiries made on the occasion of a visit paid to the printing office of the association in question ("L'Association du *Journal Officiel*"), and on details furnished by its manager, is contained at pp. 104-108 below, from which it will be seen that the State supplies all the materials, and provides the necessary premises; the contract, made by a co-operative body of compositors, being to produce the *Journal* at a price fixed by agreement with the Ministry. This arrangement appears to be advantageous to the Government and to yield satisfactory results to the co-operators.

One most important client of the French co-operative associations is the city of Paris; and as to the contracts given out by that municipality to these associations from September 1879 to October 1895 (inclusive), full information is given in Appendix G., *post*, pp. 256-276. Part I. of this Appendix is a translation of a Table printed in the *Report* of the Commission on Co-operative Associations of 1883 (Vol. II., pp. 468-71), and brings the matter up to the end of July 1883. Parts II. and III., which supply details in continuation of those given in Part I., are translations of Tables supplied, as above mentioned, by

* The Ministry states that it cannot indicate the proportion of the value of the contracts in question attributable to the value of labour, as it always gets its costs out to cover, in one price, the total expenses of production (labour, material, working expenses, &c.) as well as the contractor's profit.

the Prefect of the Seine, Part II. relating to contracts made by the Engineer's Department of the Paris municipality, chiefly paving contracts, in some of which (contracts for re-cutting old paving blocks, &c.) it will be noted that no material had to be supplied by the contracting association, and Part III., dealing with contracts given out by the Architect's Department. The total number of the contracts referred to in the three parts of Appendix G.—contracts which embrace practically every kind of building work, as well as cabinet-making and upholstery—is 299; and the aggregate net amount receivable by the co-operative associations concerned under the same is 9,144,227 fr 88 c. (say, 365,769*l.*). While the dealings of the city of Paris with the co-operative associations have been on this extensive scale, the experience of the municipality would appear to be altogether favourable to the co-operative contractors. With regard to the contracts given out to these associations up to the middle of 1883 (Part I. of Appendix G., *post*, pp. 256–258), the emphatic opinion in favour of the societies expressed by the Director of the Works of the city of Paris in his evidence before the Commission of 1883 has already (*ante*, p. 89) been cited. The remarks made in the Table (Part II. of Appendix G., *post*, pp. 258–261) showing the contracts made by the Engineer's Department subsequent to the date of those comprised in Part I. are, in practically the whole of these cases, uniformly laudatory (“Works carried out satisfactorily”). The Table setting forth the contracts made with co-operative associations between July 1883 and October 1895 by the Architect's Department (Part III. of Appendix G., *post*, pp. 261–276) does not contain any observations with respect to the manner in which the various contracts were carried out. But on this point I was able, at an interview, which M. Bouvard, the General Inspector of the Municipal Architect's Department, was good enough to accord to me, to obtain the opinion of that official. M. Bouvard stated that the co-operative associations carry out the work which is entrusted to them in a satisfactory manner. “The associations,” said M. Bouvard, “have only two faults; the first is that of breaking up and being dissolved before a contract is completed; the second is that of too frequently changing the manager.” Upon the importance for a co-operative society of having a competent and trustworthy manager, M. Bouvard expressed himself with much earnestness: “The measure of the worth of a co-operative society,” said he, “is the worth of its manager.” (“*Tant vaut le directeur, tant vaut l'association.*”)

That the work done for the city of Paris by the co-operative associations is good work, there seems little reason to doubt. Is it cheap? This is not so easy a question to answer. Where the contract is given out by open competition, the question does not arise, for the lowest tender takes the contract. But a large part of the work is given out by private contract. Sometimes there is only one association that could do the work, and even if there

are two, there is frequently no effective competition, the societies more or less explicitly agreeing, as M. Bouvard told me, not to underbid each other. Under these circumstances it is sometimes said, and that not alone by persons either hostile to, or ignorant of, the co-operative movement, that the work given out by the city of Paris by private contract to co-operative associations is given to them at unduly high prices; that the municipality, in short, could get this work done considerably cheaper, if it tried to. On the other hand, quite well-informed and entirely reasonable people, connected with the management of the societies, aver that the municipal officials insist upon the prices being kept low—often, they complain, so low as to leave little or no margin to the contracting association. Fully to investigate the question would be a difficult and a lengthy task. On the whole, the impression, which, having some little familiarity with the workmanship of many among the Paris associations, and having seen some of the work done by them at different times for various public authorities, I have formed, is that, while the co-operators are, no doubt, usually well treated in the matter of price, the excellent quality of the work which they perform gives a very fair equivalent to the contracting authority. That the Paris co-operative societies are, to a great extent, dependent for their very existence upon the favour custom of the Paris Municipality appears undeniable;* but that the support given to these societies has inflicted upon the ratepayers of Paris any very serious burden is an assertion which it might not, I believe, be easy to defend.

In the pages which follow, a brief account will be given of the constitution, history, and present position of the co-operative associations at present in existence, which are known to have obtained contracts from the Government departments and other public authorities in France, so far as it has been possible to ascertain the particulars, together with a list of those societies which have been ascertained to have had contracts of this kind, but which have since ceased to exist. It should, however, be explained that no official statistics, showing the position of the different French societies engaged in productive enterprises, are available, and that the difficulty of obtaining trustworthy information on this subject is very great, owing to the dislike entertained by these societies, especially, it would appear, by those having their seat in Paris, to the publication of details relating to their financial position and to the results of their operations.† In this connexion I should wish to be permitted

* Compare what is said of the co-operative societies, by Ernest Brelay, in *Nouveau Dictionnaire d'Economie Politique*, ed. by Léon Say and Joseph Chaillay, Art. "Co-operation," Vol. I., p. 596. "Il n'y a pas d'exagération ni d'outrage à les représenter comme visant à la position de 'sociétés entretenues.'"

† Out of all the Paris associations for co-operative production, of which the last *Almanach de la Coopération Française*, 1896, names 67, there are only 4, I was told, which have their balance-sheets printed. With respect to a number of these Paris societies, as to which the French Labour Department obtained, for the purposes of the present Report, certain statistical information, the details were in every case

gratefully to acknowledge the assistance afforded to me by the French Labour Department ("Office du Travail"), to which I am indebted for many particulars.

Association des Ouvriers en Limes.*

The Co-operative File-makers' Association was established in 1848 with an original capital of 10,000 fr. (400*l.*), lent by the State and repaid in 1854.† The capital is now (1895) 151,477 fr. 75 c. (say, 6,059*l.*), the whole of which is paid-up, all having been subscribed by persons employed by the association; the Reserve Fund stood at the end of 1894 at 8,407 fr. 45 c. (say, 336*l.*). The number of the original members was 14;‡ and there are now 21 members, all of whom work for the association, which also employs 30 non-members. The value of the sales in 1894 was 160,000 fr. (6,400*l.*). The total value of the goods (files) supplied by this association to public authorities (under private contract in all cases) is stated to be 10,000 fr. (400*l.*). It is stated that, in the articles manufactured by the association, the value of the labour employed represents about 40 per cent. of the total.

The employees of the association are paid partly day-wages, partly piece-wages, "at rates established in the business."

The rules of the association provide that each member shall hold shares to the amount of 8,000 fr. (320*l.*), and may hold not more than 10,000 fr. (400*l.*). Until his capital amounts to 2,000 fr. (80*l.*), a member is obliged to leave with the society all money due to him for interest on share capital or share in profits; after that, he gets the interest on his capital in cash, but his share in profits is credited to his share account. Members are to receive sick pay (that is, 2 fr. = 1*s.* 7·2*d.* per day), and the money is to be charged to expenses account. The general meeting elects a Council of seven members, who hold office for two years; but the actual business administration is in the hands of managers (at present two) appointed by the general meetings, who hold office until dismissed; the managers have consultative seats on the Council, but with no power to vote. Out of the profits 5 per cent. is paid, as fixed interest, on capital, 10 per cent. of the profits is credited to Reserve Fund; the balance of profits is divided between the members of the society in proportion to the amount received by each as wages during the year.

Footnote—continued.

given upon the express condition that the figures should not be published in connexion with the name of any individual society. The provincial associations, from which the French Labour Department obtained similar details, did not exact a similar promise of secrecy.

* Based on information supplied to me by the association.

† "At the end of eight years" (evidence before the Commission on Co-operative Associations of 1883, *Report*, Vol. I., p. 315).

‡ *Ibid.*

Société des Lunetiers.*

The Spectacle-makers Society, of Paris, which has carried out contracts for several branches of the public service, e.g. the French Admiralty (contract for field-glasses to the value of about 11,000 fr. = 440*l.*) and the French War Office (contracts for spectacles for the military hospitals to the value of about 5,000 fr. = 200*l.*), was founded in 1849. Two workmen, employed in a very small establishment, making spectacles, eye-glasses, &c., conceived the idea of inducing their employers to sell their business to a co-operative society to be formed to carry it on. The original number of members was 13, including the two employers. The price paid by the new association for the plant, &c. of the former firm was 650 fr. (26*l.*) But the co-operators did not possess this amount, which had, therefore, to remain as a loan. The rules originally provided that each member should contribute 300 fr. (12*l.*), to the capital of the society. In 1852 this amount was raised to 1,000 fr. (40*l.*), then to 2,000 fr. (80*l.*), then to 5,000 fr. (200*l.*), again in 1878 to 25,000 fr. (1,000*l.*), and later on to 30,000 fr. (1,200*l.*). The rules provide that this sum of 30,000 fr. (1,200*l.*) shall be contributed in the following manner:—Until the member has contributed 5,000 fr. (200*l.*) all his share in profits is retained, and credited to his capital account; he may also leave 10 per cent. of his wages to be treated in a similar manner; when he has 5,000 fr. (200*l.*), and until he shall have 10,000 fr. (400*l.*), he must leave three-quarters of his share in profits, and may leave 10 per cent. of his wages and the other quarter of his profits to be credited to his capital account; when this account stands at 10,000 fr. (400*l.*), but under 20,000 fr. (800*l.*), half of his profits must be left with the society; when he has 25,000 fr. (1,000*l.*), but under 30,000 fr. (1,200*l.*), he must leave a quarter of his profits to accumulate as capital. Any member may go on leaving a quarter of his profits to accumulate until he has 40,000 fr. (1,600*l.*) invested with the society.

In addition to the full members ("associés") there is a class of "adherents," who are chosen from among the society's employees, and who were first admitted in 1857, with the obligation of contributing to the capital of the society, each from 1,000 fr. (40*l.*) to 2,000 fr. (80*l.*). This amount was subsequently raised, and the adherent is now required to contribute 5,000 fr. (200*l.*)

* Based on the *Report of the Commission on Co-operative Associations of 1883*, Vol. I., pp. 206-12: on *Le Società Cooperative di Produzione*, by Ugo Rabbeno, pp. 73, 118, 119, 122, 124, 128, 198, 199, 241, 507, 512, and 516, and on an account of the society, which the society published in July 1889. Inquiries addressed by me to the society have remained unanswered, and the attempt made by the French Labour Department to obtain information was unsuccessful. The original name of this society was "Association fraternelle des Ouvriers Lunetiers" (Brotherly Association of Working Spectacle-makers); this was changed in 1852 by the substitution for "Brotherly Association" of "Industrial and Commercial Society," and since then the word "Ouvriers" (working) has dropped out of the title, as used by the society.

by leaving with the society 10 per cent. of his wages and the whole of his dividends until he has 1,000 fr. (40*l.*), and one-half of his dividends (with the right to leave the whole of his dividends, and also 10 per cent. of his wages, if he chooses) until he has 5,000 fr. (200*l.*), which is the largest sum that an adherent is allowed to invest in the society. The adherents have no votes, and take no part in the management of the society. At the end of 1882 the actual paid-up capital of the society was 1,270,024 fr. 85 c. (say, 50,801*l.*). In 1887, according to Professor Rabbeno, the capital was 1,200,000 fr. (48,000*l.*), exclusive of a mathematical instrument factory, purchased for about 3,000,000 fr. (120,000*l.*), and then already in part paid for out of profits. In May 1883 there were on the list of members six retired workmen, 49 workmen members, five capitalists having made advances entitling them to a share in the profits ("capitalistes commanditaires"), 52 adherents (workmen), and six widows of deceased members, total 118.*

In July 1889 the society stated the number of persons interested in it as 62 (full) members, 61 adherents, and nine widows of deceased members or adherents. The society also stated that the members are elected from among the adherents, and that the number both of members and of adherents is unlimited, as "the society always admits new members and new adherents according to its requirements, and to the eligibility of candidates." As a fact, the number, both of members and of adherents, appears to remain very small. A return prepared by the Prefecture of the Seine, and communicated, for the purposes of the present Report, by the French Labour Department, states the number of members on January 1st, 1895, as 40, and the nominal capital as 4,000,000 fr. (160,000*l.*). The sales of the society were stated by it in 1889 to be of the annual value of nearly 4,000,000 fr. (160,000*l.*); the annual profits of the society were stated by Professor Rabbeno (as the result of inquiries made in 1887) to amount to about 500,000 fr. (20,000*l.*). The number of persons employed by the society in July 1889 was 1,490. The affairs of the society are managed by the general meetings of the shareholders, the council, and three managers appointed by the general meetings, who hold office for one year, but may be re-elected. No member may vote at the general meeting until he has been a member for at least a year, and has contributed at least 1,000 fr. (40*l.*) to the capital. The rules of the society with regard to the division of profits have been altered from time to time. Before the admission of adherents the profits were divided between the members exclusively, at first equally between all the members who had earned in the year at least 600 fr. (24*l.*) as wages for work done for the society, subject, however, to the retention of 10 per cent. of the

* So in *Report of Commission on Co-operative Associations of 1883*, Vol. I., p. 209; but the number of members is given as 53 (full) members and 42 adherents in Vol. II., p. 417.

profits to form a Pension Fund, then among all the members in proportion to the wages received from the society in the year by each, no part being now retained for Pension Fund, and subsequently in proportion to the amount of capital which each owned and the amount of wages which he had earned in the year; *i.e.*, the total capital being added to the total wages earned by all the members in the year, a ratio was made between the sum of capital and wages and the amount divisible as profits, and that amount was then divided upon this basis: thus, if the capital were 100,000 fr. (4,000*l.*) and the total wages earned in the year came to 80,000 fr. (3,200*l.*), while the profits were 9,000 fr. (360*l.*), so that the ratio in question was 5 per cent., then a member owning 3,000 fr. (120*l.*) capital, and having earned 2,000 fr. (80*l.*) as wages, would get 150 fr. (6*l.*) as interest or dividend on his capital and 100 fr. (4*l.*) as bonus on labour, together, 10*l.*; it is, however, provided that, for the purpose of calculating a man's bonus on labour, he shall be taken to have earned not more than 2,600 fr. (104*l.*) in the year, even if his actual earnings exceeded this sum. When the new class of adherents was created, it was provided that these persons should be allowed to participate in the profits on the same lines as the full members, but only in respect of the capital which they own, and not of the wages which they have earned; an adherent has thus no claim to bonus on labour.

With regard to the large number of auxiliary workmen (employees who are neither full members nor adherents), these are not allowed to participate in the profits of the society in any manner. The society employs its workmen, so far as possible, on piece-wage. It insures its workmen against accidents; there is a Mutual Aid Society, to which the society makes an annual contribution; in some of its factories there are Sick Funds.*

Association Générale des Ouvriers Facteurs d'Instruments de Musique.†

The Association of Journeymen Makers of Musical Instruments was formed in 1865 by 33 members, each subscribing for 500 fr. (20*l.*) The society met with great difficulties at first, and at one time the number of members was reduced to five. At the beginning of 1895 the society had 32 members, all employed by the society; at the end of 1895 there were 56 members, all so employed. The society also employs from 30 to 50 non-members. The employees of the society are paid partly time-wages, partly piece-wages. The question whether these wages are the trade-union rates is answered by the society

* With respect to this society, see also *L'Association Ouvrière*, October 1894, p. 8; December 1895, p. 3; and February 1896, p. 3.

† Based on the *Report of the Commission on Co-operative Associations of 1883*, Vol. I., pp. 213-8, Vol. II., pp. 422-6; on *Les Associations Ouvrières de Production et La Chambre Consultative*, by Emile Réaux (a work published in 1893), pp. 41, 42; and on details supplied by the French Labour Department.

in the negative. The whole of the existing capital is stated to have been paid-up by persons working for the association. But the amount of the paid-up capital cannot be stated, as the society does not permit the publication of any details relating to its financial position. The society states it had, in 1895, a loan from the Legs Rampal* of 40,000 fr. (1,600*l.*), for the purpose of paying off the capital of certain sleeping partners ("commanditaires"). The society, in its evidence before the Commission on Co-operative Associations of 1883, stated that it had supplied goods to several municipal authorities and to the State. From the details obtained, for the purposes of the present inquiry, by the French Labour Department, it appears that it would not be easy to state exactly the total amount of the work done for public authorities by the society; "the musical societies are "often more or less communal in character"; the society states that the value of the goods supplied to the Government (under contracts obtained by public competition) is 5,000 fr. (200*l.*). The society stated to the Commission of 1883 that the proportion of the total value of the goods manufactured by them attributable to the cost of labour was six-sevenths; in *Les Associations Ouvrières* the proportion is stated as two-thirds. There are two managers, appointed for six years. The division of the profits is as follows:—10 per cent is carried to Reserve Fund, 10 per cent. goes to Provident Fund, the manager gets 5 per cent., and the shareholders get the remaining 75 per cent. No share in profits is given to non-members employed by the society.

Société Générale des Ouvriers Ferblantiers Réunis.†

The Co-operative Tinplate Workers' Society was formed in May 1866 by 38 workmen, who raised between them the sum of 38 fr. (1*l.* 10*s.* 4*8d.*). The formal constitution of the society took place in July 1868. The capital was originally fixed at 50,000 fr. (2,000*l.*), each member making himself responsible for contributing 2,000 fr. (80*l.*), payable by weekly instalments of 1 fr. (9*6d.* each). It was arranged that the owners of the capital should be credited with interest at the rate of 3 per cent. on every complete sum of 10 fr. (8*s.*) belonging to them, but that this interest should be retained towards making up the total sum of 2,000 fr. (80*l.*), which each undertook to contribute

* In 1879 Benjamin Rampal, well known as an economist, left a large sum (the greater part of which, however, is not at present available, by reason of the existence of certain prior interests) to the city of Paris to be lent out to workmen's associations; it is this legacy fund which is referred to as the "Legs Rampal." Compare *Le Società Cooperative di Produzione*, by Ugo Rabbeno, pp. 148-50.

† Based upon the *Report of the Commission on Co-operative Associations of 1883*, Vol. I., pp. 218-27; upon *Les Associations Ouvrières*, pp. 44, 45; and upon a copy of the rules of the society, lent by Mr. H. W. Wolff.

to the funds of the society. Membership is confined to workmen engaged at Paris as tinplate workers, metal turners, or makers of metallic relief work. At the end of 1892 the number of the members was 78; and the amount of capital subscribed was then 156,000 fr. (6,240*l.*). The Reserve Fund amounted, at the end of 1892, to 28,311 fr. (say, 1,132*l.*), and the Pension Fund then stood at 62,000 fr. (2,480*l.*). The year's sales amounted to 382,000 fr. (15,280*l.*), of which 85,144 fr. (say, 3,406*l.*) was attributable to the cost of labour. The net profits of the year are stated to have exceeded 18,000 fr. (720*l.*).

The original members of the society waited to commence operations until they had got together the sum of 25,000 fr. (1,000*l.*). By the time of the Franco-Prussian War (1870) they had placed themselves in a position to undertake a contract with the Government for the supply of 30,000 buckets. They stated before the Commission of 1883 that they had never borrowed money, except by discounting their bills on terms, which were at the beginning very high, but which, after a few years, were the ordinary commercial terms.

The society's work consists largely in the manufacture of gas-lamps and gas-meters, in which they do a considerable trade. The proportion of the value of their output, which is attributable to the cost of labour, appears to be between 20 and 30 per cent.

There is a general meeting of the members held once a quarter; but the actual management of the society's affairs is entrusted to a manager (who must be a member) with an assistant manager under him. These officials hold office for two years, but are re-eligible. The present manager appears to have held his position since 1875. The manager and assistant manager act under the supervision of a Council of Supervision elected by the general meeting to serve for three years, but with eligibility for re-election.

The division of the net profits (after the payment of 3 per cent. on the capital) is as follows:—25 per cent. is credited to Reserve Fund, 25 per cent. to the Pension Fund, 50 per cent. is divided by the manager, in concert with the Council, among the members, whether they have been employed by the society during the year or not; but no one who has not yet completed the payment of his instalments of capital may draw out his "dividend on labour." Non-members employed by the society do not participate in its profits. It is of interest to note that the rules of this society (framed so long ago as 1868) provide as follows:—"Seeing that the root of immorality lies in want of education, every member who has children is required to provide for them such education as his means permits; any member who, after receipt of two successive warnings within one quarter, shall neglect to comply with this regulation will be expelled from the society."

Imprimerie Nouvelle.

The Co-operative Printers' Association, known as "L'Imprimerie Nouvelle," was founded in November 1869, with a nominal capital of 50,000 fr. (2,000*l.*), in shares of 100 fr. (4*l.*) each. The capital is at present 200,000 fr. (8,000*l.*), all paid-up, the whole of which was subscribed by men in the trade, no one being allowed to become a member unless he is either a compositor, a machine-minder, or a working reader ("compositeur-conducteur"), and belongs to the trade union of his branch; nor is anyone allowed to work for the society as an auxiliary (non-shareholder) unless he is a member of the trade union. There are at present 1,050 shareholders, of whom 100 (owning about 5 per cent. of the total capital) are employed by the society, while the number of non-member workmen employed is, on the average, 20. The society has not accumulated a Reserve Fund; but it is constantly making additions to its plant; it has no Pension or Benefit Fund.

The figures furnished, for the purposes of the present inquiry, by the Prefect of the Seine, through Her Majesty's Ambassador at Paris, show that the Co-operative Printers have had a loan of 50,000 fr. (2,000*l.*) from the Legs Rampal;† this was granted in December 1883, with the stipulation that it should be paid off by nine annual instalments; but they were unable to make the repayments agreed upon, and, being declared insolvent, were allowed to escape further liability on paying one-fourth only of the sum borrowed. At the date of the Prefect's figures (March 1, 1892,) there was due from the society in respect of this composition 4,873 fr. 99 c. (say, 195*l.*); their manager states that this has now been paid off. The society has also had from the State a subvention of 3,000 fr. (120*l.*), paid out of the 1894 Budget. So far as concerns advances from banking establishments, the Co-operative Printers did not suffer, at their first start, from any want of money, having quite sufficient capital for the trade carried on. Now they can borrow from ordinary bankers, against accounts for work done, passed but not yet paid, at current commercial rates; they also obtain advances from the Co-operative Bank.‡ Their total turnover for 1894 was 225,000 fr.

* Based almost entirely on information given to me on a visit to the society's establishment by its manager; the date of foundation is from *Les Associations Ouvrières* (p. 45).

† See ante, p. 100 n.; the figures referred to in the text show the position of the advances made out of this legacy fund on March 1, 1892.

‡ The Co-operative Bank is an association founded in June 1893, but which did not commence operations until January 1894. The association is a federation of co-operative societies for production, the number of constituent societies being, at the end of 1894, 55. Its nominal (subscribed) capital is 30,000 fr. (1,200*l.*), of which (as I was informed by its manager in October 1895) 10,000 fr. (400*l.*) was then paid-up. The Bank received soon after its formation a subvention of 50,000 fr. (2,000*l.*) from the Government, and early in 1894 an anonymous donor made it a gift of 500,000 fr. (20,000*l.*). The Bank finds security for co-operative societies undertaking contracts and having to provide security, makes advances to societies to which money is owing for work completed, but not yet paid for, lends them money

(9,000*l.*), of which 40,000 fr. (1,600*l.*) was the value of work done for the City of Paris, and 20,000 (800*l.*) the value of work done for the Department of the Seine. The net profits of the year 1894, after payment of 5 per cent. on the shares, amounted to 7,000 fr. (280*l.*).

The society has had work for public authorities for the last seven years; and the total value of the contracts of this class which it has carried out (up to the end of 1894) is 420,000 fr. (16,800*l.*), of which 280,000 fr. (11,200*l.*) was for contracts obtained by public competition, and 140,000 fr. (5,600*l.*) for work done on private treaty.

With respect to the proportion of the total value of the society's output attributable to the cost of labour, the manager states that, while in private contracts the society usually, but not always, supplies the paper, in all public contracts, without exception, the paper is supplied by the society, and in these contracts the proportion of the total value which represents the cost of labour varies from 30 to 50 per cent.

The rules provide that no person may hold more than 10 shares in the society. The administration of the society's affairs is to be in the hands of a Council of nine members, appointed by the general meeting (one of them separately appointed by the machine-minders); their appointment may be cancelled at any time, and in any case they cannot remain in office, without re-election, more than three years. There are, under the orders of the Council, a manager and an assistant manager, chosen by the Council from among the general body of members, subject to ratification by the general meeting. These officers may be discharged at any time. The management of the printing office is to be in the hands of the manager.

The method of division of profits laid down by the rules is as follows: 30 per cent. of the profits is to go to form a Reserve Fund, until such fund shall equal the share capital; the balance (after paying 5 per cent. on the paid-up shares) is to be applied in enlarging the printing office of the society or in buying up other printing businesses. But if at any time the Reserve Fund shall equal the share capital, and all the members who are compositors, together with a full proportion of machine-minders and readers, shall be provided with occupation in the society's office, then the general meeting may authorise the distribution of dividends, such distribution to be in equal

(Footnote—continued)

against stocks of materials purchased by them, discounts bills for them, and generally affords them financial help. The operations of the Bank are stated to have, so far, proved successful, but little difficulty having been experienced in obtaining the repayment of the monies advanced, while the assistance afforded to a large number of co-operative associations in enabling them to obtain and carry out contracts, including contracts to a considerable amount with the Government and other public authorities, has been of a substantial nature. The Report of the Bank for 1894, which shows a turnover in that year of 2,056,731 fr. 30 c. (say, 82,269*l.*), and net profits (after paying 5 per cent. interest on capital) amounting to 8,510 fr. 35 c. (say, 340*l.*), will be found in *L'Association Ouvrière*, May 1895, pp. 3, 4.

proportions among all the members, no account being taken of the number of shares held by each.

The society employs its compositors in groups, "working in pocket," i.e., taking the work at a piece-price which is divided among themselves by the members of the group. The prices are so arranged as to give the men not less than the rates fixed by their trade union. The machine-minders and readers are paid by the hour, at trade union rates. No provision is made for allotting any share in profits to the employees, except in so far as they may be shareholders; "bonus to labour" not being paid either to members or non-members.*

Association du Journal Officiel.†

Up to the year 1881 the French Ministry of the Interior, which is responsible for the publication of the official gazette, known as *Le Journal Officiel*, was accustomed to get this journal printed by contract in the ordinary manner. The last contract, which was for 12 years, had given rise to a good deal of friction between the contractor and the Ministry, and upon its expiration it was resolved to hand over the printing and the distribution of this paper to a group of compositors, associated for the purpose as a society, the Government furnishing the plant and supplying the paper. Accordingly, on February 5, 1881, the "Association du *Journal Officiel* (Société anonyme, à capital variable, de composition, impression, expedition et distribution des Journaux "Officiels de la République Française)" was formed with a capital of 5,000 fr. (200*l.*), divided into 100 shares of 2*l.* each. In 1883 the number of shareholders was 28, and the capital 5,600 fr. (224*l.*). The amount of the capital, the whole of which is paid-up, is now 5,600 fr. (224*l.*) in 112 shares of 50 fr. (2*l.*) each, the number of shareholders being 26, all of whom (25 compositors and the manager) are employed by the society. The Reserve Fund amounted at the end of 1894 to 16,000 fr. (640*l.*). The society subscribes annually a fixed proportion of its profits to the Benefit Fund of the Paris compositors' trade union.‡ By the original rules it was stipulated that no person should be allowed to take a share in the society unless he were a member of this trade union;

* Subsequently to my visit to these co-operative printers their premises suffered severe injury by fire, under circumstances which are thus described in a newspaper report: "It appeared that M. Delavante, the foreman printer, had been severely 'reproved at a stormy meeting of directors the night before, and a vote was given 'virtually reducing him to the position of a simple workman. The unfortunate man, instead of going home, appears to have set fire to the building, and afterwards stabbed himself no less than twenty-two times, in the cellar, where his remains were found' (*Daily Chronicle*, December 23, 1895); see also *L'Association Ouvrière*, December 1895, p. 5.

† The details given in the text are based partly upon the *Report of the Commission on Co-operative Associations*, Vol. I., pp. 274-89, Vol. II., pp. 447-9, but mainly upon information obtained by personal inquiries, in the course of which I visited the society's establishment (31, Quai Voltaire, Paris) and obtained particulars from M. Descroizette, its manager.

‡ The organisation known as "La Société Typographique Parisienne," with its office in rue de Savoie.

but these rules have been revised, and this stipulation does not appear in the rules of 1886, or in those (dated 1893) at present in force. The shares can only be transferred with the consent of the Council of Administration, which has the right to find a transferee of its own selection. No person may hold more than four (formerly five) shares. The affairs of the society are directed by the Council of Administration, consisting of five members elected by the general meeting of shareholders, each of whom must hold at least four shares (formerly one share). The members of this Council are not paid for their services, but are recouped any actual loss incurred through absence from their employment, and money spent by them in the discharge of their duty is refunded. The rules give the Council very full powers, including power to engage and dismiss the members of the staff and to fix their remuneration, and to approve all contracts entered into by the association. There is also a manager, who carries out the orders of the Council, and supervises the execution of the work. The first manager was named in the rules, by which he was appointed for three years, the general meeting having power to extend his period of office up to six years and to renew it for further periods of not more than six years each, and it was declared that during his period of office, he could not be dismissed from his position except for gross misconduct. His salary was fixed at 6,000 fr. (240*l.*) per annum; he had power to engage and dismiss the auxiliary workmen (non-members) and to fix their remuneration. The present manager is appointed by the general meeting for three years, but the meeting may renew his appointment for further successive periods of three years. He receives the same salary as the first manager (240*l.*); but the rules now in force do not give him the right to engage or dismiss the auxiliary workpeople or to fix their rate of pay, nor do they repeat the provision against dismissal except for gross misconduct, made in the case of the first manager. With respect to the general meeting, it should be remarked that no person can give more than a single vote, no matter how many shares he may hold. The rules provide that the profits of the operations carried on by the society shall be applied as follows: 5 per cent. is to be placed to the account of the Reserve Fund, which the law requires to be accumulated; so much shall be paid to the shareholders as will provide a dividend at the rate of 5 per cent. on their capital; of the balance 10 per cent. shall be credited to a Provident Fund, and 5 per cent. shall be paid into a Benefit and Pension Fund for compositors;* the remaining profits shall be distributed by way of bonus among the shareholders and "the co-operating workers" (i.e., those of the employees who do not hold shares) upon such terms and in such proportions as the annual general meeting may

* The provision in respect to the money to be contributed for pension and benefit purposes contained in the earlier rules varies slightly from that stated in the text, which is in accordance with the rules now in force.

determine. The practice adopted is to divide the fund available for bonus between the employees of the society, whether members or auxiliaries, in proportion to the amount earned in the year by each as wages, all being allowed to participate except persons who have worked for the society during but a small part of the year.*

The manager of the newly constituted association, who already before its legal formation had made a verbal agreement with the Minister of the Interior, entered, on July 21st, 1881, into a written contract, made by him on behalf of the society, with that Minister. By this contract the society was to receive a fixed sum for the composition of each sheet (16 pages) of the *Journal Officiel*, the Government allowing them a certain daily sum in addition, to cover the expense of keeping material in good order ("clearing," &c.). With respect to the machining, the contract provided that the society should receive a fixed sum per sheet (the payment being increased if more than a certain number of copies should be printed). The Government arranged to pay the engine attendants. As to the distribution of the *Journal* (which involves delivery to subscribers in Paris, and transport to the railway stations of the copies intended for the provinces), this was undertaken by the society in consideration of a fixed annual amount. It was agreed that the Government should always keep in hand, as a guarantee for the due execution of the contract, the sum owing to the association in respect of two weeks' work, or the sum of 13,000 fr. (520*l.*), whichever should be the larger amount. The contract provided that if the management of the society's affairs should pass out of the hands of the then manager, his successor must be approved by the Minister of the Interior, and should take the place of the then manager so far as concerned the execution of the contract. The arrangement was that the whole of the paper and other materials required (with the exception of the wrappers for addresses and the gum and string required in connexion with the distribution of the *Journal*, which items were to be provided by the association) and the whole of the type and plant of every kind were to be provided by and at the expense of the Ministry of the Interior. The printing offices are also provided for the society at the expense of the State.

The contract just referred to, which was originally made for the remainder of the current year (1881), remained in force until 1892, when a new agreement (dated December 29th, 1892) was entered into between the Government and the association, and this has since continued in force. The general character of the arrangements under the new contract closely resembles that of those contained in the original agreement, the chief exception †

* Thus, in order to participate in profits, *e.g.*, a compositor must have earned in wages during the year at least 300 fr. (12*l.*), a machine-minder 150 fr. (6*l.*).

† The minimum amount to be retained by the Government as guarantee was raised to 15,000 fr. (600*l.*).

being in regard to the powers entrusted to the manager. The original contract, while binding the manager to provide an adequate staff of workpeople, left him a large degree of liberty in respect to the control and superintendence of these employees. But in consequence, as I have been told, of certain irregularities which took place, and of a certain want of strict discipline which had manifested itself, it was found necessary to insert in the new contract a clause giving to the Director of the *Journal Officiel* (an official of the Ministry of the Interior), and to his subordinate officers, rights of supreme control in regard to the work carried out in the printing office. In particular, the deputy overseers ("clickers") and other superior employees in the composing rooms can now be appointed only with the consent of the Director. The manager, however, is allowed to appoint the ordinary workmen, dismissals taking place upon the resolution of the Council of Administration.

The total number of persons employed (in addition to the manager) by the association at the present time (in composition, machining, folding, and distribution) varies from 190 to 195, and was, at the time of my visit, 193; but many of these are employed only intermittently. Thus, among the compositors there are the 25 shareholders, who are employed all the year round; 35 "auxiliaries," who work when either of the two Houses of Parliament is sitting, and at such other times as employment can be found for them, and 17 "assistants," who are employed only when both Houses are in session. The division of the bonus being in proportion to the amount earned in the year as wages by each participant, the share of the permanent employees is naturally much larger than that of those only intermittently employed.

With respect to the methods of organisation adopted in regard to the labour employed by the association, some of the work is done on time-wage, some on piece-wage, either individual or collective, the wages being in accordance with the trade union rates. The collective form of piece-work, it should be noted, is a system very common in the Paris printing trade, especially in newspaper printing, which is known as "partnership" ("commandite"), the work being done by a group of men working together, who, in the first place, receive their regular wages, and in addition divide among themselves a bonus consisting of the difference between the aggregate wages of the men and the total piece-price agreed to be paid by their employers in respect of the work executed.

With regard to the result to the State of getting the *Journal Officiel* printed by this association, it is not possible to make any statement, no reference to the work done by this association being contained in the reports forwarded by the French Government; but in the evidence before the Commission on Co-operative Associations of 1883 it is stated that the gain to the Government (the cost of production and distribution under the new

system being compared with the cost when the work was given out to a contractor in the ordinary way) was more than 600,000 fr. (24,000*l.*) in 1881, and over 700,000 fr. (28,000*l.*) in 1882; the official director of the *Journal Officiel* estimating the total saving to the Government in respect of the total cost of labour and materials at 30 per cent.* That the Government finds it to its advantage to get this work done under this co-operative system is a conclusion to which the fact that these arrangements have been continued, year after year, for a period of some 15 years, would seem to point. At the same time, from the information which has been supplied, it would appear that the results to the co-operating workmen may be taken to have been of a satisfactory nature.†

Société des Ouvriers Charpentiers de la Villette.‡

The Association of the carpenters of La Villette was formed in November 1881 by 133 members, who got together a capital of 30,000 fr. (1,200*l.*). The amount of the capital was subsequently raised to 92,800 fr. (3,712*l.*) at which it now remains, the whole being fully paid-up. The value of a share is 100 fr. (4*l.*). Every new member has to pay, on entering the association, not only the sums due on the shares which he takes up, but also a sum equal to the share in the Reserve Fund attributable to each existing share.§

When I called on the society (in October 1895) I was told that the whole of the capital had been subscribed by persons who, so far as the society could find work for them, were in the employment of the society; but I am informed that, after the society had been in existence for some years, it was found that a considerable part of the capital belonged to persons who had either left the trade or had ceased to work for the society.¶ The number of members is at present 128; all of these are employed by the society, taking the work in turn, if there is not enough for all. In addition, the society employs five clerks, &c. who are not members, and from 15 to 30 non-member

* *Report of the Commission on Co-operative Associations of 1883, Vol. I., p. 276.*

† Detailed information with respect to the value of the work done and the amount of the profits realised in each year since its establishment by the association have been furnished by its manager, but cannot be printed here, since that gentleman stated that he would prefer that the figures should not be made public.

‡ Based mainly on information supplied to me, on a visit to its workshops, by the society, and on details furnished by M. Louis Favaron, formerly its manager, but partly on *Les Associations Ouvrières*, pp. 50, 51.

§ Thus, if there were, at the time when the new member came in, 900 shares, and the Reserve Fund was 7,200*l.*, then the new member must pay for each share which he takes up 4*l.*, and in addition, 8*l.*; total 12*l.* In *Les Associations Ouvrières* it is stated that no one could become a member unless he was a member of the trade guild ("Compagnons passants du Devoir"), but I find no such provision in the rules.

¶ M. Favaron told me that, at the beginning of 1893, one-fifth of the capital belonged to the representatives of deceased shareholders, and one third to persons who had left Paris, many of them being no longer carpenters by profession. He says that at the present time the proportion of the total share capital held by the persons working for the Villette Society is 20 per cent.

workmen. The total amount available for reserve purposes at the end of 1894 was 169,444 fr. (say, 6,778*l.*) made up of (a) the regular legal Reserve Fund, 22,481 fr. (say, 899*l.*); (b) the extraordinary Reserve Fund, 131,323 fr. (say, 5,253*l.*); and (c) the Depreciation and Loss Fund, 15,640 fr. (say, 626*l.*). The society does not possess a Benefit Fund; but its employees are insured against accidents by an arrangement with an insurance company, made without cost to the workpeople, under which they receive 3 fr. (2*s.* 4*d.*) per day, if injured.

The society has not received any subvention from the State, but has had very considerable advances from the Legs Rampal.* The figures as to the Legs Rampal furnished, for the purposes of the present inquiry, by the Prefect of the Seine, show that, in March 1884, the sum of 30,000 fr. (1,200*l.*) was advanced from this source, and that up to the end of February 1892 the society had repaid one-half of this amount. But the society states that the whole of this loan has been repaid, and that in February 1895 they received a second loan of 40,000 fr. (1,600*l.*), from the Legs Rampal, of which, prior to my visit (October, 1895) they had already refunded 8,000 fr. (320*l.*). They have at present no money on loan from ordinary banking institutions, but have a running credit with the Co-operative Bank† for 20,000 fr. (800*l.*), the amount owing to that bank being (in October 1895) 7,000 fr. (280*l.*). With respect to credit from vendors of materials, &c. the society obtains the terms usual in the trade.

The work done by the society has comprised, in addition to ordinary carpenters' work, some very heavy scaffolding jobs, such as that executed in connexion with the famous "machinery gallery" of the French Exhibition of 1889. They reckon that out of the total value of their work from 18 to 20 per cent. is attributable to the cost of labour. They say that they make their profit mainly out of the supply of materials. The society has carried out works for various public authorities to a large amount. They state that about 90 per cent. of their public contracts were obtained by public competition, the rest by private treaty. In a communication forwarded, through Her Majesty's Ambassador at Paris, by the French Ministry of Public Instruction and Fine Arts, mention is made of a contract made by that Department with this society for the erection of scaffolding in connexion with the restoration of one of the spires of the Cathedral of Coutances, to the value of 16,290 fr. 60 c. (say, 652*l.*) less a rebate of 11½ per cent., and of another contract made with the society for work at the Lycée Fénélon, to the value of 23,000 fr. (920*l.*) less a rebate of 12 per cent. (see Appendix D., *post*, pp. 250, 251). In the list of contracts obtained by co-operative associations from the French Ministry of Public Works forwarded by that office, through Her Majesty's

* See *ante*, p. 100 n.

† See *ante*, p. 102 n.

Ambassador at Paris (*see* Appendix F., *post*, pp 252-255), there appear particulars of contracts given to this society (partly by public competition, partly by private tender) in 1885-93 to the aggregate value of 94,500 fr (3,780*l.*) less rebates of from 8 up to 32·2 per cent. With regard to the contracts obtained by this society from the City of Paris the figures given in the *Report* of the Commission on Co-operative Associations of 1883 (Vol II, pp. 468-71), and printed in Appendix G., Part I, *post*, pp. 256-258, show that up to July 31st, 1883, the society had received from that municipality (as to the greater part by private contract, but partly by public competition) contracts to the aggregate net value of 179,157*l.* fr. 34 c. (say, 7,166*l.*). From the figures furnished, through Her Majesty's Ambassador at Paris, in connexion with the present inquiry, by the authorities of the City of Paris, which are set forth in Appendix G., Part II, *post*, pp 258-261, it will be seen that the Engineer's Department gave out to this society in 1894 a contract, obtained by private tender, and extending from July 21st, 1894, to June 20th, 1897, to the net value of 18,090 fr. (say, 724*l.*), and from the figures set forth in Part III of the same Appendix, *post*, pp 261-276, it appears that the Architects' Department in 1886-95 gave to the society contracts (obtained mainly by public competition, but partly by private contract) to the aggregate net value of 310,904 fr. 44 c. (say, 12,436*l.*)* The value of the work done by the society (whether for public authorities or private individuals) during 1894 is stated by the society to have been 415,000 fr. (16,600*l.*), on which there was a loss of 14,500 fr (580*l.*).

With respect to the loss sustained in 1894 it should be mentioned that up to the early part of 1893 the society was in a flourishing condition, its profits for 1892 having been stated in the balance-sheet for that year, which appears to have been drawn up with a marked tendency to under-estimate rather than to over-estimate the gains, at 124,336 fr 48 c. (say, 4,973*l.*), this sum including interest at 5 per cent. on the shares. The same balance sheet shows that the whole of the plant, which is said to have been worth 50,000 fr. (2,000*l.*), had been written off; that the ordinary Reserve Fund stood at 16,263 fr. 70 c. (say, 651*l.*), the extraordinary Reserve Fund at 104,517 fr. 96 c (say, 4,181*l.*), the Pension Fund at 16,142 fr 15 c. (say, 646*l.*), the Special Fund for adding to plant at 11,315 fr. 92 c. (say, 453*l.*), and the Depreciation and Loss Account at 44,680 fr. 70 c. (say, 1,787*l.*) But early in 1893 dissensions arose in the society, which led to the withdrawal of M. L. Favaron, its manager, and of a number of the members. Without going into all the details it is enough to say that the immediate cause of

* With regard to contracts obtained from public authorities by this Association, *see also* *Bulletin de l'Office du Travail*, June 1894, p. 287; December 1894, p. 594; January 1896, p. 16; June 1896, p. 337, August 1896, p. 468; September 1896, p. 537

M. Favaron's secession was a dispute as to the application of the profits, that gentleman wishing a large part of these profits carried to reserve, while his opponents did not desire that so large a sum should be treated in this manner. The loss of their leader, who had always represented the society in its dealings with its clients, whose ability was widely known, and who at once started a rival association,* seems to have been very severely felt. At no time since the departure of M. Favaron has the society declared a profit, nor have they since then paid any interest on their share capital. Altogether, in the two years (1893-4) after M. Favaron's secession, the Carpenters of La Villette state that they lost about 80,000 fr. (3,200*l.*), but their affairs, they say, are now in a more prosperous condition. Before the secession of their late manager and his friends the society were paying wages much higher than those current in the trade,† thus, in 1891 and 1892 they paid 1 fr. (9*6d.*) per hour as against 90 c. (8*64d.*), the standard rate of the Paris list,‡ and 80 c. (7*68d.*), the wages usually paid. In 1893 their wages came down to 90 c. (8*64d.*), and after the middle of 1894 fell to 80 c. (7*68d.*) per hour, at which figure they remain.

The rules provide that the affairs of the society shall be administered by a Council of not less than 6, or more than 10, members, chosen at a general meeting by the votes of an absolute majority of all the shareholders. The Council has very full powers, and may delegate these to a sub-committee of three members or to a manager. Each shareholder has one vote only, however many shares he may hold, and proxy voting is not allowed. The rules declare that the profits are to be divided in the following proportions:—5 per cent is to go to the ordinary Reserve Fund, interest is to be paid on the paid-up capital at the rate of 5 per cent., an amount to be fixed by the general meeting, on the proposition of the Council, is to be devoted to adding to the society's plant; of the balance 60 per cent is to go to an extraordinary Reserve Fund, and 40 per cent. is to be divided among the shareholders. But the payments to the Reserve Funds are to go on so long only as these funds shall not exceed one-third of the share capital; after that, the sums which would otherwise go to the Reserve Funds are to be added to the amount distributed as dividend among the shareholders§. It will be seen that no provision is

* See *post*, pp 142-143.

† This was another point on which M. Favaron took a different view from other shareholders, he says that he was willing that they should pay 90 c. (8*64d.*) per hour, but no more.

‡ "La Série des Prix de la Ville de Paris," a standard list of prices and rates; the last list was compiled in 1882, the employers declining to take part in settling it. The wage rates in this list are roughly equivalent to what would be termed here "full trade union wages."

§ M. Favaron told me that the provisions of the rules as to the Reserve Funds were not carried out. There seems to have been a general agreement not to comply with the rules, which, however, by reason of the absence of so many of the owners of the shares (see *ante*, p 108*n*) could not be altered in the method provided by the constitution of the society.

made for allotting any share in the profits to employees as "bonus to labour."

Société Coopérative des Ouvriers Parqueteurs.*

The Co-operative Parquet Makers' Association, of Paris, was founded in November 1881, in consequence of a strike in the trade. It is stated in *Les Associations Ouvrières* (p. 52) that the capital of the society is 5,000 fr. (200*l.*) in 50 shares of 100 fr. (4*l.*) each, on which 25 fr. (1*l.*) per share must be paid on subscription and the balance is payable "by a monthly payment of 15 fr." (12*s.*). The society is stated to be "open" to all workmen members of the trade union, and non-member "employees are treated on the same footing as members." In a communication sent through Her Majesty's Ambassador at Paris, the French Ministry of Public Instruction and Fine Arts (*see* Appendix D, *post*, pp. 250, 251) mentions that this society obtained from that Department, in connexion with the Lycée Fénelon, a contract to the value of 51,900 fr. (2,076*l.*), less a rebate of 18 per cent.; while from the figures supplied, through Her Majesty's Ambassador at Paris, by the City of Paris (*see* Appendix G., Part III., *post*, pp. 261-276), it appears that the Architect's Department of that municipality has given out to the society in 1884-95 (mainly by public competition, but partly by private contract) contracts to the total net value of 610,705 fr. 34 c. (say, 24,428*l.*).

Association Générale de l'Ebénisterie Parisienne.†

The General Association of Parisian Cabinet Makers was created in December 1881, its formation being due to a strike in this trade which existed during 1879, 1880 and 1881. The number of its original members was 140, each of whom made himself responsible for one share of 500 fr. (20*l.*) value; thus the total amount of the subscribed capital was 70,000 fr. (2,800*l.*), upon which the subscribers paid-up at once an aggregate sum of nearly 8,000 fr. (320*l.*). No one is eligible as a member unless he is a Frenchman, and a cabinet maker, and belongs to the trade union. No one is allowed to subscribe for more than two shares. The shares are payable by monthly instalments of 5 fr. (4*s.*). The entrance fee is an amount fixed each year by the general meeting. (In 1885 the entrance fee was 50 fr.=2*l.*).

This association had, at first, to contend against considerable difficulties. Four managers resigned in succession, and some of the members abandoned the society in despair, and pressed

* Based on *Les Associations Ouvrières*, pp. 51, 52.

† Based upon the *Report* of the Commission on Co-operative Associations of 1883, Vol. I., pp. 53-70, Vol. II., pp. 859-69, upon *Les Associations Ouvrières*, pp. 52-4, and upon a copy of the rules of this association, as revised in 1885, lent by Mr. H. W. Wolff.

for repayment of the sums which they had subscribed to its capital. But orders for work were not wanting, these coming, in large part, from the municipal authorities of the City of Paris, with whom the society made a contract in 1882 to the amount of 120,000 fr. (4,800*l.*), and in 1883 to the amount of 30,000 (1,200*l.*)* The society also made the furniture for a house of refuge at Nanterre, fitted up the linen stores of an asylum at Villejuif, supplied the furniture for certain parts of the Law Courts, carried out important work at the Condé Museum at Chantilly, made a considerable part of the furniture at the Sorbonne, &c., &c. Among the contracts entered into with co-operative associations by the French Ministry of Public Instruction and Fine Arts mentioned in a communication forwarded, through Her Majesty's Ambassador at Paris, by that Department (*see* Appendix D., *post*, pp. 250, 251), are three contracts, to the aggregate value of 61,565 fr. (say, 2,463*l.*), less rebates in one case of 20 and 21 per cent., and in the other cases of 20 per cent., obtained by this association; while in a statement supplied, through Her Majesty's Ambassador at Paris, by the French Ministry of Public Works, showing all the contracts which that office has made with co-operative societies to the end of 1894 (*see* Appendix F., *post*, pp. 252-255), mention is made of two contracts given (by private tender) in 1885 and 1890 respectively, to the total net value of 17,000 fr. (680*l.*), to this society. In the list of contracts with co-operative societies made by the Architect's Department of the City of Paris between 1883 and 1895, which the authorities of that municipality have, through Her Majesty's Ambassador in Paris, forwarded to the Labour Department (*see* Appendix G., Part III., *post*, pp. 261-276) particulars are given of contracts obtained (partly by public competition, but principally by private contract) by this association to the aggregate net value of 511,856 fr. 21 c. (say, 20,474*l.*)† It is reckoned that in the work done by the society the cost of the raw material is equivalent to about one-third of the selling price of the goods produced.

The association, in its early days, borrowed large sums (as much as 200,000 fr.=8,000*l.* being at times owed on this account), from the Central People's Bank‡ and, in 1883, received a loan from the Legs Rampal§ of 10,000 fr. (400*l.*), of which,

* These contracts are mentioned in the evidence given by the society before the Commission of 1883, (*Report*, Vol. I., pp. 57 and 59), but are not referred to in the list of the contracts with co-operative societies made by the City of Paris contained in Vol. II., pp. 468-71.

† For contracts recently obtained from public authorities by this society, see *Bulletin de l'Office du Travail*, November. 1895, p. 627; December 1895, p. 690; May 1896, p. 276; August 1896, p. 468.

‡ "La Caisse Centrale Populaire," a credit institution which ceased to exist a few years ago (about 1887), owing, as I was informed, to the too generous scale of its advances to co-operative societies; compare *La Società Cooperativa di Produzione*, by Ugo Rabbeno, pp. 150, 151.

§ See *ante*, p. 100 n.

according to the figures furnished, for the purposes of the present Report, by the Prefect of the Seine, it had, up to March 1, 1892, repaid 5,023 fr. 81 c. (say, 201*l.*). They seem to have, at an early stage, commanded confidence in commercial circles; for it was stated before the Commission on Co-operative Associations of 1883 that their wood merchant had freely offered to give them a credit of 100,000 fr. (4,000*l.*) for six months. The society had, in 1894, a subvention from the State of 2,500 fr. (100*l.*)*

The society employs very few non-members; non-members employed do not share in the profits of the society. Most of the work of the society is done on piece-wage.

The general meeting of the shareholders takes place once in six months, non-attendance being punished by fine. The general meeting elects a Council of Administration and a Committee of Experts. The Council is composed of nine members (four working in the workshops of the association, five working outside), who hold office for 18 months. They receive remuneration for their services, the amount being fixed by the general meeting. The Council is invested with very full powers of management, the practical exercise of which, however, is to a large extent vested in the manager of the association, whom the Council selects, with the subsequent approbation of the general meeting, from among the general body of shareholders. The manager holds office for three years;† the amount of his salary is fixed by the general meeting. The piece-wage prices of all work are to be settled by the Council, on the basis of the prices current in the leading houses in the Paris trade. If any difference arises with respect to the price of work, the matter is to be referred to the arbitration of the Committee of Experts, consisting of five members, two named by the Council, two chosen by the workmen in the shops of the association, and the fifth selected by lot from three members to be nominated for the purpose each year by the general meeting, these three persons being chosen from men who do not work in the society's shops.‡

The association pays a fixed interest at the rate of 5 per cent. on its shares, and divides its net profits in the following manner:—50 per cent. is divided among all the shareholders equally as "dividend," 25 per cent. goes to the Reserve Fund, and 25 per cent. is credited to the Pension Fund. The quota to be credited to the Reserve Fund in respect of each member is 200 fr. (8*l.*); but when this quota has been contributed, he may draw out the 25 per cent. of each year's profits, which would otherwise be added to the Reserve Fund, in addition to his other dividend.§

* *Bulletin de l'Office du Travail*, March 1895, p. 173.

† By the original rules, for one year only.

‡ By the original rules this committee consisted of seven members, two chosen from those working in the shops, five outside, all named by the general meeting.

§ This provision is not found in the original rules.

Société Anonyme Coopérative des Ouvriers Horlogers.*

The Co-operative Clock-makers, of Paris, are stated, in a communication furnished, through Her Majesty's Ambassador at Paris, by the City of Paris (*see* Appendix G., Part III., *post*, pp. 261-276), to have obtained by private contract from the Architect's Department of that municipality, in 1892, a contract to the net value of 5,270 fr. (say, 211*l.*). This society was originally formed in 1877, and then had 20 members, each of whom subscribed for capital to the amount of 300 fr. (12*l.*), payable by weekly instalments of 2 fr. (1*s.* 7*2d.*) each. In 1882 the definite establishment of the society took place; the paid-up capital then amounted to 5,400 fr (216*l.*), and manufacture was commenced, but at first with discouraging financial results. However, in 1883, a loan of 3,800 fr. (152*l.*) was obtained from the Legs Rampall† (all of which, according to the information supplied by the society, has now been paid off), and thenceforth the affairs of the society began to assume a prosperous complexion. The society was in 1894 accorded a State subvention of 1,000 fr. (40*l.*)‡. The society states that the whole of its present capital (which is in shares of 800 fr = 32*l.* each) has been paid up by employees of the society; special provision is made in the rules for the admission of "adherents," who are only required to subscribe for a quarter share (value 200 fr. = 8*l.*), payable 2 fr. (1*s.* 7*2d.*) on subscription, and the balance by weekly instalments of 1 fr. (9*6d.*) each. It is not possible to indicate the amount of capital now paid-up, the society desiring that no disclosure shall be made of any of the figures relating to its financial position. The number of members in 1895 was 32, of whom 26 worked for the society, together with, at times, up to 3 non-members. The work done in the society's workshops is paid for by time-wages, that done in the homes of the workpeople by piece-wages; in either case the rate of pay is that fixed by the trade union list of 1893. Membership is confined to clock-makers, and those engaged in trades connected with clock-making. The affairs of the society are managed by the general assembly, by a Council of five members, elected for two years by the general meeting, and by a manager, who is chosen by the Council, to hold office for two years, either from among the members of the Council or from the general body of the shareholders. The society states that share capital receives a fixed interest of 6 per cent., and the remaining profits are divided in the following manner:—5 per

* Based upon *Les Associations Ouvrières* (p. 48), upon a copy of the rules of the society obtained by me in Paris, and upon information supplied by the French Labour Department.

† See *ante*, p. 100 n.

‡ The figures supplied, for the purposes of the present inquiry, by the Prefecture of the Seine, show that on March 1, 1892, the sum then remaining to be paid off was 933 fr. 84 c. (say, 37*l.*).

§ *Bulletin de l'Office du Travail*, March 1895, p. 174.

cent. goes to ordinary Reserve Fund, 8 per cent to the manager, 10 per cent. is paid as bonus on labour, the balance is credited to special Reserve Funds and to the individual account of each member (it is understood, as share capital).*

"L'Éclairage Moderne."†

The Co-operative Association of Gas and Electric Light Fitters and Plumbers, which is known by the name of "L'Éclairage Moderne," was formed in March 1882. In order, to be eligible as a member, a man must belong to the trade union of workers in bronze; but in the case of workmen other than workers in bronze, who may be employed by the society, this qualification is not insisted upon. The number of the members was 160 at the foundation of the society. The capital was originally 20,000 fr. (800*l.*), in 100 fr. (4*l.*) shares, payable by weekly instalments of 1 fr. (9*6d.*) each, but was raised in 1892 to 50,000 fr. (2,000*l.*). No member is allowed to hold more than 10 shares; and every member has one vote, no matter how many shares he may hold. The society received, in April 1890, a loan of 10,000 fr. (400*l.*) from the Legs Rampal,‡ which amount was to be repaid within three years by equal annual instalments. The instalments due in 1891 and 1892 are known to have been repaid; no later information on this point is to hand. The society also received in 1894 a State subvention of 1,500 fr. (60*l.*).§

The society has now attained a position of some importance as may be judged from the scale of its turnover, which in 1892 amounted to a total value of 200,000 fr. (8,000*l.*). A considerable part of the work done by this society, which embraces not alone bronze work in connexion with gas and electric light installation, but also plumbers' work and roof construction, appears to be done for public authorities.

From particulars furnished, through Her Majesty's Ambassador at Paris, by the French Ministry of Public Instruction and Fine Arts (*see* Appendix D., *post*, pp. 250, 251), it appears that that Department gave to this Association a contract to the value of 50,800 fr. (2,032*l.*), less 27 per cent. rebate, and from information supplied, through the same channel, by the French Ministry of Public Works (*see* Appendix F., *post*, pp. 252-255), it

* The division formerly provided for in the society's rules was—interest not exceeding 6 per cent. to be paid on share capital; of the balance 20 per cent. to go to Reserve Fund, and 80 per cent. to shareholders, as new share capital. By an amendment, provision has been made for allotting a share "in the profits produced by their labour" to the adherents, to the non-member workmen and to the office staff, not being members of the society; only those persons are entitled to participation who have been in the employment of the society for at least one year; "the Council shall carry out this provision with a *minimum* of 20 per cent. of the profits *as* produced by their labour."

† The account given in the text is based upon *Les Associations Ouvrières*, pp. 54, 55, and upon a copy of the rules of the society, lent to me by Mr. H. W. Wolff.

‡ *See ante*, p. 100 n.

§ *Bulletin de l'Office du Travail*, March 1895, p. 173.

is shown that in 1892-4 that office gave out to this society (by private tender) contracts to the aggregate value of 59,700 fr. (2,388*l.*), subject to rebates of 20 per cent. in some cases, 18 per cent. in others, and 12 per cent. in others. The figures furnished, through Her Majesty's Ambassador in Paris, by the Municipality of Paris (*see* Appendix G., part III., *post*, pp. 261-276) prove that authority to have given to this association in 1883-95 (mainly by private contract, but partly by public competition) contracts to the aggregate net value of 360,899 fr. 85 c. (say, 14,436*l.*). It would appear that, although in the value of the work done by the society, the cost of material is a large factor, the cost of labour is considerably in excess of the value of the material.

The general meeting of the shareholders appoints an Executive Council of 19 members, holding office for two years, but eligible for re-election. This Council has very full powers, and manages the bulk of the society's affairs, acting through a manager and an assistant manager, who must be either members or ex-members of the Council; the term of office of these officials is the same as that of the Council. The rule for the division of the profits originally provided that 20 per cent. of the profits should go to the Reserve Fund, until this was equal to the share capital, and the other 80 per cent. should be devoted to enlarging the society's establishment, or buying up the goodwill of other houses in the trade; but in 1892 the rules were altered, and now 50 per cent. of the profits goes to the Reserve Fund (which fund is not to be more than twice the amount of the share capital), 30 per cent. goes to the construction of new patterns, and 20 per cent. to the creation of a Pension Fund.

All the society's employees, whether members or not, are insured, free of charge, against accidents. The workmen employed by the society receive time-wages at the full standard rates of the Paris list; * overtime, including Sunday work, is paid for at 25 c. (2*·*4*d.*) per hour in excess of the ordinary rates.

"Le Travail," Association d'Ouvriers Peintres.†

The House Painters' Association, known as "Le Travail" (Labour), was founded at the end of 1882 with a nominal capital of 6,400 fr. (256*l.*), which was subscribed by nine associates. By May 1883 the number of members was nine, and the nominal share capital was 7,200 fr. (288*l.*), of which 5,400 fr. (216*l.*) was paid up.† At the present time (1895) the number of shareholders is 23 the nominal capital is 25,000 fr. (1,000*l.*), divided into 250 shares of 100 fr. (4*l.*) each, on which 24,100 fr. (964*l.*) was paid-up at the end of 1894; there was also on Savings Bank account, held on

* *See ante*, p. 111 *n.*

† The account of this society given in the text is based upon information furnished to me on my visit to its workshops by M. Buisson, the manager of the society.

‡ *Report of Commission on Co-operative Associations*, 1883, Vol. I., p. 128.

loan from members, the sum of 18,745 fr. 84 c. (say, 750*l.*); the amount then standing to the credit of the ordinary Reserve Fund was 15,000 fr. (600*l.*),* and that to the credit of the special Reserve Fund was 15,017 fr. 58 c. (say, 601*l.*); there was standing to the credit of the Pension Fund 2,124 fr. 50 c. (say, 85*l.*) as Common Fund, and 33,435 fr. 74 c. (say, 1,337*l.*) in the names of individual beneficiaries, and the Mutual Aid Fund (which is also an Accident Insurance Fund) amounted to 4,620 fr. 44 c. (say, 185*l.*). The value of the business done,† the wages paid,‡ and the profits§ made in each year since the foundation of the society are shown below:—

Year.	Value of Business done †		Wages paid.‡		Profit.§	
	Fr.	c.	Fr.	c.	Fr.	c.
1883 -	97,537	20	41,637	59	4,285	4
1884 -	177,025	99	50,102	26	6,034	44
1885 -	147,657	57	46,567	37	597	3
1886 -	199,735	11	59,544	32	4,217	6
1887 -	99,482	71	44,050	68	1,139	68
1888 -	175,261	43	68,737	10	9,602	63
1889 -	342,473	52	136,209	47	25,378	72
1890 -	290,533	57	112,264	17	24,394	50
1891 -	317,690	15	92,483	51	23,608	32
1892 -	443,115	5	110,378	84	33,380	8
1893 -	535,834	62	143,191	91	45,181	53
1894 -	621,061	8	194,743	90	58,103	1
Total -	3,447,408	0	1,094,911	12	235,922	4
	say, £137,896		say, £43,796		say, £9,437	

The manner in which the profits earned in 1894, amounting to 58,103 fr. 1 c. (say, 2,324*l.*), were divided was as follows:—The paid-up share capital received interest at 5 per cent., amounting to 1,205 fr. (say, 48*l.*); there was credited to the Pension Fund 1,693 fr. 35 c. (say, 68*l.*); and there was devoted to making additions to the Mutual Aid Fund 1,841 fr. 81 c. (say, 74*l.*), leaving a balance of 53,362 fr. 85 c. (say, 2,134*l.*), which was dealt with thus:—10 per cent. was credited to special Reserve Fund|| = 5,336 fr. 30 c. (say, 213*l.*); 30 per cent. was allotted to

* This is the full amount of the Reserve Fund, as provided by the rules of the society. As to the special Reserve Fund, see note below.

† This is the "gross value"; that is to say, the figures include "discounts and rebates." Thus, the gross value of the work done in 1894 being 621,061 fr. 8 c. (say, 24,842*l.*), the discounts and rebates were 237,753 fr. 49 c. (say, 9,510*l.*). The discounts are the deductions allowed for prompt payment; the rebates are the deductions from the upset price of each contract which the society allows to the customer. The gross value includes the value of any work which the architect does not certify for, and which, therefore, is not paid for by the customer.

‡ Wages of workmen; salaries of office staff and management are not included.

§ Profits after allowing for depreciation, but including the interest on share capital.

|| The sums allotted to this fund are credited to the individual accounts of the shareholders, in proportion to the number of shares held by each; no interest is paid on these accounts, which cannot be withdrawn, except to defray loans incurred by the society.

all the persons employed by the society, whether members or not, in proportion to the number of hours worked by each in the service of the society = 16,008 fr. 85 c. (say, 640*l.*); 30 per cent. was paid as super-dividend to shareholders = 16,008 fr. 85 c. (say, 640*l.*); 2 per cent. was credited to the Mutual Aid Fund = 1,067 fr. 25 c. (say, 43*l.*); 20 per cent. was credited to the Pension Fund, being carried to the individual credit of the members, in proportion to the number of hours worked by each = 10,672 fr. 55 c. (say, 427*l.*); and 8 per cent. was paid to the manager of the society = 4,269 fr. 5 c. (say, 171*l.*). With regard to the share in the profits received by share capital, it will be seen that the paid-up share capital, amounting to 24,100 fr. (964*l.*), received in fixed interest and super-dividend together, 17,213 fr. 85 c. (say, 689*l.*), and the owners of the shares were further credited in the accounts of the special Reserve Fund (subject to the liability of application to pay future losses) with further sums amounting to 5,336 fr. 30 c. (say, 213*l.*), or, in all, 22,550 fr. 15 c. (say, 902*l.*); so that the 23 members of the society received as capitalists (quite apart from the sums allotted to them or for their benefit as employees, whether in respect of bonus on wages, of Pension Fund, or of Mutual Aid Fund) a return on their investment not far short of 100 per cent. As to the bonus on wages paid out of the profits of 1894, it appears that this was equivalent to 7 centimes (*·*67*d.*) per hour worked, or roughly about 8½ per cent. on wages. The total sum distributed, as bonus on labour, among the employees of the society, up to the end of 1894, is 60,908 fr. 95 c. (say, 2,436*l.*)*.

It is further to be remarked that, in addition to the bonus on wages, and to all the other benefits provided for the employees of this society, all of them, whether members or not, are stated to be in receipt of wages considerably higher than those received by the employees of most firms engaged in the same trade; it being stated that 9 out of 10 ordinary employers pay only from 70 c. (*6·*72*d.*) to 75 c. (*7·*2*d.*) per hour, but this society pays its painters, if non-members, 80 c. (*7·*68*d.*), while ordinary members get 85 c. (*8·*16*d.*) and founders receive 95 c. (*9·*12*d.*) per hour. The total addition to wages made since the foundation of the society up to the end of 1894, by reason of the higher rates which it pays, is reckoned to be at least 63,000 fr. (2,520*l.*). The number of persons who were employed by the society in 1894 was 344, but many of these were only temporarily

* After the account in the text was printed, this society sent me their report for 1895, which states the paid-up share capital at 26,100 fr. (1,044*l.*); value of business done, 666,692 fr. 8 c. (say, 26,668*l.*), of which 517,313 fr. 36 c. (say, 20,693*l.*) was in respect of work for public authorities; profits, 68,081 fr. (say, 2,723*l.*) divided thus: to shareholders, as interest, 1,305 fr. (say, 52*l.*), and as super-dividend, 20,032 fr. 80 c. (say, 801*l.*); to special Reserve Fund, 6,677 fr. 60 c. (say, 267*l.*); to Pension Fund, 13,355 fr. 20 c. (say, 534*l.*); to Mutual Aid Fund, 1,335 fr. 52 c. (say, 54*l.*); to the manager, 5,342 fr. 8 c. (say, 214*l.*); and to the employees as bonus on labour, 20,032 fr. 80 c. (say, 801*l.*).

employed ; the society states that the number of employees may be taken to be, in addition to the 23 members, from 20 to 200.

This society is shown by the figures supplied, for the purposes of the present inquiry, by the Prefect of the Seine, to have had from the Legs Rampal* in 1883 a loan of 3,200 fr. (128*l.*); the society states that this has now been repaid in full. The society has had no subvention from the State. In its early days the society was greatly assisted by the advances which it obtained from the Central People's Bank,† credit being then found very hard to obtain. Now the society borrows from commercial houses at ordinary rates, as well as from the Co-operative Bank.‡

The society reckons that the total value of the work which it has done, from its commencement to the end of 1894, for public authorities amounts to about 1,300,000 fr. (52,000*l.*), of which 80 per cent. represents the value of work obtained by public competition, and 20 per cent. that of work obtained by private contract. From information furnished, through Her Majesty's Ambassador at Paris, by the French Ministry of Justice, it appears that that Department has within the last few years given work to this society to the value of 515 fr. 58c. (say, 21*l.*) in 1893, 2,893 fr. 18c. (say, 116*l.*) in 1894, and to the (estimated) value of about 8,500 fr. (340*l.*) in 1895. In the list of co-operative associations having done work for the Secondary Education Office, under the Ministry of Public Instruction and Fine Arts, furnished through Her Majesty's Ambassador at Paris, the name of this society figures as having had a contract for painting work in connexion with the Lycée Lamartine to the value of 22,835 fr. (say, 913*l.*), subject to a rebate of 25·9 per cent.

This society is also employed by the Central Administration of the Ministry last referred to to execute small painting jobs (no formal contract being entered into, as the amount involved is quite small).

As to the work done by this society for the Ministry of Public Works, a statement supplied, through Her Majesty's Ambassador at Paris, by that Department (see *post*, Appendix F., pp. 252-255) shows that between 1883 and the end of 1894 the society obtained from the Department (partly by public competition, partly by private tender) contracts to the aggregate value of 436,800 fr. (17,472*l.*) subject to the rebates specified. From the figure furnished, through Her Majesty's Ambassador at Paris, by the Paris Municipality, with respect to the contracts obtained by co-operative associations from that authority (see Appendix G., Part II., *post*, pp. 258-261) it will be seen that in 1891 this society obtained from the Engineer's Department two contracts to the total net value of 78,855 fr. 10 c. (say, 3,154*l.*), while from the the Architect's Department (see Appendix G., Part III., *post*,

* See *ante*, p. 100 n.

† See *ante*, p. 113 n.

‡ See *ante*, p. 102 n.

pp. 261-276) the society, between July 1888 and October 1895, obtained contracts to the total net value of 288,292 fr. 24 c. (say, 11,532*l.*).

The constitution of this society, which is on lines in some important respects unique, is as follows: The members are divided into (a) "founders" (the nine original founders of the society or such persons as the general meeting may elect in their places) and (b) "adherents." A founder may hold 25 shares (of 100 fr. = 4*l.* each); an adherent is limited to 10 shares. Save in regard to the shares originally subscribed at the foundation of the society, a share in the society can be taken up only by means of a deduction from wages,* made continuously until the whole required sum is made up, at the rate of 5 centimes (say, $\frac{1}{2}$ *d.*) per hour, or 10 fr. (8*s.*) per month, if the man be employed elsewhere than in the society's workshops. All sums retained or paid on account of subscribed, but not yet fully paid-up, share capital bear interest at 5 per cent. Membership is confined to persons who are either house-painters or engaged in some kindred trade; every new member must subscribe for one share, paying-up one-half the amount at once, and must agree to allow the other half of this share to be paid-up by retentions from his wages, and also to allow similar retentions to be made until he is the holder of at least five fully paid-up shares, and must pay an entrance fee of 20 fr. (16*s.*), which goes to the Mutual Aid Fund; he must also pay 1 fr. (9 $\frac{1}{2}$ *d.*) per month into his individual account in the Pension Fund.

The affairs of the society are administered by the general meetings, in which each member has one vote for every five shares which he holds, and by the Executive Council, a body composed of five members, chosen by the general meeting, of whom three must be founders, and all of whom must hold not less than five shares each; they hold office for five years. The Executive Council, which has very full powers, elects a manager, who is in office for the same period as the Council, and to whom it can delegate all or any of the powers which it itself possesses. The Executive Council also chooses the secretary. In addition, this society has a special institution called the "Family Council," which is composed of the nine founders, and to which very important functions are assigned; the nature of these functions may best be explained by a textual translation of the rules relating thereto, which are as follows:—

"The founders form, within the society, a Family Council, upon whom devolves the important duty of promoting, by means of a close union between them—a similarity of opinions, of interests, and of aims—the stability, the existence—if possible, the perpetual existence—of the association. In order to this end, it shall be incumbent upon them to take all possible care to

* But one-half of the *first* share that a man holds is paid in cash.

see that the rules and regulations are at all times applied in the spirit in which they have been framed.

"The Family Council does not possess the right to take any part in the actual administration of the business of the society, this being within the exclusive province of the Executive Council. The power of the Family Council is confined to communicating, through that one of its members who shall be senior in age, to the Executive Council, its opinion upon any and every important question, the decision taken in regard to which is likely to exercise a serious influence upon the present position and upon the future development of the society.

"The Family Council has the power, by the vote of a two-thirds majority, to invalidate any decision taken by the general meeting, should such decision, in the opinion of the Council, be of a nature to imperil the stability of the society or to involve a departure from the path of progress traced for it by its founders. The Family Council also has the power, by the vote of a bare majority, to veto any proposed change in the society's rules, which would tend to radically alter their character or to prejudice vested interests.

"The Family Council is entrusted with the duty of settling all disputes between members of the society or between the society and any of its members. The Family Council may, upon the application of the Executive Council, and if so voted by a two-thirds majority of its members, decree the immediate expulsion of any shareholder on any of the following grounds:—

- "(i.) Default in payment of moneys required by the rules to be paid, otherwise than for some valid reason;
- "(ii.) Refusal to work in the society's employ;
- "(iii.) Undertaking and carrying out work on the shareholder's own account;
- "(iv.) Conviction for any offence involving disgraceful conduct;
- "(v.) Generally, any form of improbity, clearly established.

"At the next general meeting the Family Council has to explain and justify its decision, which, however, if persisted in by the Council, is not subject to reversal.

"All investments of the society's funds (including all sums to the credit of any Reserve Fund, and the capital of the Mutual Aid and Pension Funds) require the previous sanction of a majority of the members of the Family Council; no mortgage of any real estate or other 'immoveable' property ('immeuble') belonging to the society may be made without similar assent.

"If, notwithstanding the foresight exercised and the care taken by the founders, in order to fix with precision the powers possessed by each of the separate organisations which together form the society, conflicts should arise, and if it should not be found possible by the exhibition of common sense and reasonableness to put an end to such conflicts, then the right to a

supreme voice in the settlement of the matter shall rest with the Family Council, which could, by a two-thirds vote, after putting into force every legal means placed at its disposition by the rules of the society and by the law, proceed to take steps for the immediate dissolution of the society."

The rule as to the division of the profits made by the society declares that, after 5 per cent. has been paid as fixed interest on the shares, and after provision has been made for depreciation at the rate of one-eighth per annum, the profits shall be divided thus:—5 per cent. shall go to the Reserve Fund required by the law, until this fund shall reach 15,000 fr. (600*l.*), and afterwards to the Pension Fund, 10 per cent. shall be credited to the Special Reserve Fund, 30 per cent. shall be distributed, as bonus on labour, among the employees of the society, whether shareholders or not, in proportion to the number of hours worked by each for the society, 30 per cent. is to go, as super-dividend to the shareholders, 2 per cent. is to be added to the Mutual Aid Fund (which provides relief in cases of illness or other special need, and also in case of accident), and 15 per cent. to the Pension Fund, and 8 per cent. is to be paid to the manager of the society.

Association Corporative des Ouvriers Tapissiers de Paris.*

The Paris Co-operative Upholsterers' Association was founded in February 1884, with a nominal capital of 6,350 fr. (254*l.*) divided into shares of 50 fr. (2*l.*) each. To-day the capital stands at 30,000 fr. (1,200*l.*) fully paid-up, which consists partly of money paid-up on shares (all the shareholders being persons engaged in the upholstery trade) and partly of sums added out of the profits of the concern. The amount to the credit of the Reserve Fund on December 31st, 1894, was 8,761 fr. 70 c. (say, 350*l.*), and that credited to the Provident Fund (which provides benefits in case of accidents, fatal or otherwise) was 5,440 fr. 30 c. (say, 218*l.*). The shareholders are 120 in number; they take it in turn to be employed by the society, which is able to find work, as a rule, for 40 of its members; in addition, 15 non-members (women or labourers) are employed. The amount of the turnover and of the profits (net profits, after paying 5 per cent. on capital) and of the sums distributed as bonus to employees during the last six years has been as follows:—

—	1889.	1890.	1891.	1892.	1893.	1894.
	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.
Turnover -	65,461 85	104,276 05	88,325 15	100,525 25	103,635 95	77,241 25
Net Profits -	5,158 25	7,880 95	4,133 90	5,777 05	6,239 70	8,073 25
Bonus -	1,289 55	1,957 70	1,033 45	1,444 25	1,560 00	768 30

* Based on information supplied to me, on a visit to the society's warehouse, by its manager.

Thus, taking an average of the last six years, the annual value of the work done and goods sold by the society has been 89,910 fr. 75 c. (say, 3,596*l.*), and their profits, 5,368 fr. 85 c. (say, 215*l.*) per annum, while the amount distributed as bonus among the employees of the society during this period has averaged 1,342 fr. 21 c. (say, 54*l.*) annually.

The society is shown by the figures supplied, for the purposes of the present Report, by the Prefect of the Seine to have had in 1887 an advance of 3,000 fr. (120*l.*) from the Legs Rampal,* on condition of the city of Paris being allowed to deduct 40 per cent. from all sums due to the association for work done for the municipality, and so pay off the debt in three years; the entire advance was thus repaid in 1888-90. The society has not had any subvention from the State.

At its first start the association found it difficult to obtain advances from banks, &c., but their credit is now good, and the balance-sheet for 1894 mentions on the debit side "Sundry running accounts—1,574 fr. 50 c." (say, 63*l.*), and "Owing for supplies of materials—7,108 fr. 15 c." (say, 284*l.*), as well as 15,000 fr. (600*l.*) advanced by the Co-operative Bank.†

The very commodious building occupied as a warehouse and factory by the association is its own property, and is of special interest as having been constructed and fitted up entirely by co-operative societies.

The manager reckons that out of the total value of the work done by the co-operative upholsterers 25 per cent. is attributable to the cost of labour. He states that the total value of the public contracts carried out by the association since its foundation is about 370,000 fr. (14,800*l.*), of which sum 90 per cent. is the value of contracts obtained by private tender (a limited number of firms being invited to submit a price) and 10 per cent. that of contracts obtained by public competition. It will be seen from the figures given in Appendix G., Part III., *post*, pp. 261-276, that the total net value of the contracts obtained (all by private contract) from the Architect's Department of the city of Paris by this association, between 1885 and October 1895, was 157,579 fr. 51 c. (say, 6,303*l.*). The manager reckons that, as a rule, the proportion of the annual output, which is work done for public authorities is, roughly, 50 per cent.

The rules forbid any member's holding more than 30 shares, and no one is allowed more than one vote, irrespective of the number of shares which he may hold. The general meeting appoints a council of seven members, by whom the affairs of the society are administered, to hold office for three years, and the council appoints a manager, to whom large powers are accorded, and who holds office for three years, with eligibility for re-election. The rule for division of profits provides that the net profits (after paying the fixed interest of 5 per cent. on the shares) shall

* See *ante*, p. 100 n.

† See *ante*, p. 102 n.

be divided thus :—5 per cent. of these profits to go to a Provident Fund, 50 per cent. to go to Reserve Fund, 25 per cent. to go to employees (whether members or not) "in proportion to the services rendered by each" (in practice, all the ordinary work-people receive identical shares, and the foremen, &c. a higher share, in proportion to their higher wages), and 20 per cent. to go as dividend to shareholders. All sums accruing to a shareholder (unless he already has as many shares as he is allowed to hold) are to be credited to his share account. In addition, 5 per cent. is deducted from all wages earned, and treated in a similar manner.

The society pays its employees day-wages; but an account of the work done is kept, and if at the end of the week it is found that the value of the work done by any employee is smaller than the amount of his week's time-wages, then the society pays him only the value (at piece-wage rates) of what he has produced. The wages, whether time or piece, are in all cases full trade union rates. The association has, since 1869, had an eight hours' working-day; and the manager says that their men turn out as much work in eight hours as those working outside produce in the usual day of 10 hours.*

Association Lyonnaise des Maçons.†

The Lyons Masons' and Bricklayers' Association was formed to undertake earthworks and building-work in stone, brick, and cement, in November 1884, with an original nominal capital of 17,000 fr. (680*l.*). The nominal capital is now 50,000 fr. (2,000*l.*),‡ of which 49,259 fr. 55 c. (say, 1,970*l.*) is paid-up. The whole of this sum has been provided by workmen in the trades concerned, the great bulk by past or present employees of the society, 4,000 fr. (160*l.*) only having been paid by outside workmen. The society has no reserve funds. The value of the work done in 1894 was 189,716 fr. 85 c. (say, 7,589*l.*). The number of members in 1895 was 63, and the number of these persons who work for the association averages 20 to 30, while an average of 20 non-members is also employed by the society. All the employees are paid day-wages, at the rates agreed upon between the trade unions and the employers' associations.

The society has obtained advances from a bank and also from its own officers and from others of its members; the total outstanding advances are stated at 21,725 fr. (869*l.*).

In a communication forwarded through Her Majesty's Ambassador at Paris the French War Office states that the Engineers have made four contracts with this society, as follows:—(1) contract in 1890, 1891, and 1892 for the construction of

* The manager says theirs are, perhaps, the only works in France, of any kind, which have an eight hours' day.

† Based on information supplied by the French Labour Department.

‡ Value of each share stated as "about 30 fr." (24*s.*).

a magazine, barracks, and road to same, obtained in August 1890 by private contract, after an attempt to place the contract by public competition had failed, to the value of 200,00 fr. (8,000*l.*), (2), (3), and (4) contracts for repairs and maintenance work for six years 1893-8, obtained by public competition in December 1892; value of (2) 28,000 fr. (1,120*l.*) per year, value of (3) 35,000 fr. (1,400*l.*) per year, value of (4) 20,000 fr. (800*l.*) per year; total value of all four contracts 698,000 fr. (27,920*l.*). The society reckons the proportion of the value of these contracts attributable to the cost of labour at one-third of the whole. With regard to the execution of the work under these contracts, the French War Office states that no defects have been reported, and that the cost may be considered low, as the society would not have got the work unless it had been willing to accept terms at least as low as those offered by other contractors. In the *Bulletin de l'Office du Travail*, July 1895, p. 400, it is stated that this society had recently obtained a contract for the excavation and stone, brick, and cement work in connexion with the erection of certain public schools. By the rules of the society capital receives a fixed interest of 5 per cent.; 5 per cent. of the balance of profits goes to Reserve Fund, 10 per cent. to the manager, and the balance to the shareholders. The manager holds office for one year.

Association des Ouvriers Menuisiers de Paris.*

The Paris Joiners' Co-operative Association was founded in 1884 with a capital of 10,500 fr. (420*l.*) in 105 shares of 100 fr. (4*l.*) each. It is stated in *Les Associations Ouvrières* that the society "is composed of 7 members, and is open to all workmen belonging to the trade union, subject to the obligation of every new member to subscribe for four shares, on which one-tenth of the nominal value is payable on subscription, the balance by payments of 7 fr. 50 c. (6*s.*) per month." But every candidate for admission must have worked for three months in the society's workshops, and must be accepted by the general meeting on the recommendation of the council, must bind himself to leave any monies that may become due to him as his share in the profits of the society to accumulate as share capital until he shall have 15 shares standing in his name, and must pay one share up in full in the first year of his membership. After paying the fixed interest on capital† and crediting Reserve Fund with interest at 5 per cent., the balance of profits is divided thus:—5 per cent. goes to Mutual Aid Fund, 20 per cent. is paid as super-dividend on share capital, and 75 per cent. is divided among all who have been employed by the society in proportion to the number of hours worked by each.

* Based on *Les Associations Ouvrières*, p. 63.

† Whether at 4 per cent. or 5 per cent. is not clear.

According to the figures furnished, through Her Majesty's Ambassador at Paris, for the purposes of the present Report, by the Prefecture of the Seine, this society obtained in 1884 a loan of 5,000 fr. (200*l.*) from the Legs Rampal,* of which before March 1st, 1892, it had repaid all but 939 fr. 19 c. (say, 38*l.*). The society received in 1894 a subvention from the State of 1,500 fr. (60*l.*).†

The council of the society consists of three members; there is a manager with full powers; the manager alone signs for the firm; he is appointed for three years, and may be re-elected. This society has carried out a considerable quantity of work for public authorities. In the particulars sent, through Her Majesty's Ambassador at Paris, by the French Ministry of Public Instruction and Fine Arts (*see* Appendix D., *post*, pp. 250, 251) mention is made of three contracts, to the aggregate value of 149,200 fr. (5,968*l.*), subject to rebates of 16·1 per cent. in one case and of 20 per cent. in the others, obtained from that Department by this society. The French Ministry of Public Works, according to the figures which it has supplied through Her Majesty's Ambassador at Paris (*see* Appendix F., *post*, pp. 252-255), gave to this society, by private tender, in 1893 and 1894 three contracts, the total value of which was 5,700 fr. (228*l.*), subject to a rebate of 20 per cent. in one case and 10 per cent. in the others. From the details furnished, through the same channel, by the city of Paris (*see* Appendix G., Part III., *post*, pp. 261-276) it appears that the Architect's Department of that municipality gave to this society in 1885-95 (partly by public competition, partly by private contract) contracts to the aggregate net value of 271,599 fr. 46 c. (say, 10,864*l.*).

Association des Ouvriers Paveurs de Paris.‡

The Paris Paviers' Association was founded at the end of 1884 with a nominal capital of 10,000 fr. (400*l.*) in 200 shares of 50 fr. (2*l.*) each. This society has done a considerable amount of public work. The value of the contracts which in 1890-4 it obtained by private tender from the French Ministry of Public Works was, according to the details supplied, through Her Majesty's Ambassador at Paris, by that Department (*see* Appendix F., *post*, pp. 252-255), 10,190 fr. (404*l.*), less rebates in the case of each of the five contracts in question at the rate of 8 per cent. The figures furnished, through the same channel, by the city of Paris (*see* Appendix G., Part II., *post*, pp. 258-261) show that in 1888-93 the society obtained by public competition from the Engineer's Department of that municipality contracts for paving work to the total net value of 496,150 fr. (19,846*l.*).§

* *See ante*, p. 100 n.

† *Bulletin de l'Office du Travail*, March 1895, p. 173.

‡ Based on *Les Associations Ouvrières*, pp. 71, 72.

§ *Les Associations Ouvrières* mentions a contract made with this society by the city of Paris earlier than 1888, but no such contract appears in the official figures.

the last of these contracts covering a period which extends from July 1st, 1895 to June 30th, 1898; in all cases the society is stated to have carried out the work in a satisfactory manner. The figures last referred to (see Appendix G., Part III., *post*, pp. 261-276) also show that the Architect's Department of the city of Paris gave to this society, in 1892, 1893, and 1894 (mainly by public competition), contracts to the aggregate net value of 55,388 fr. 14 c. (say, 2,216*l.*)*

According to *Les Associations Ouvrières* "the situation of the association is extremely favourable, and the last year's trading shows a profit of 8,250 fr. (330*l.*), which, in accordance with the rules of the society, was divided as follows:—15 per cent. went to increase the capital, 25 per cent. was paid as bonus on labour to employees (whether members or not), 20 per cent. went to Reserve Fund, 20 per cent. to Provident, and 20 per cent. to Pension Fund."

Association des Ouvriers Piqueurs de Grès de Paris et du Département de la Seine.†

The Association of Stone-cutters of Paris and the Department of the Seine was formed on July 19th, 1886, with a nominal capital of 2,000 fr. (80*l.*) in 50 fr. (2*l.*) shares, subscribed by 33 members. The number of members rose, when the society got to work, to 45. The society has had contracts from the municipality of Paris and also from the town of Pontoise. With respect to the contracts with the city of Paris, the figures furnished through Her Majesty Ambassador at Paris, by the authorities of that municipality (see Appendix G., Part II., *post*, pp. 258-261) show that it obtained by private tender from the Engineer's Department, in 1886, 1891, and 1895, four contracts (the last extending to June 1898) to the aggregate net value of 1,023,500 fr. (40,940*l.*).

In April 1890 this society was granted a loan of 2,000 fr. (80*l.*) from the Legs Rampal‡ repayable by instalments which were to be deducted from monies accruing due for work done by them. The figures furnished, through Her Majesty's Ambassador at Paris, for the purposes of the present Report, by the Prefect of the Seine show that up to March 1st, 1892, 1,300 fr. had been repaid by the society. The value of the work done by this society was 107,253 fr. (say, 4,290*l.*) in 1892, the work done being mainly contracts (all pure labour-contracts not involving the supply of material) carried out for the city of Paris. The capital was in 1892 raised to 10,000 fr. (400*l.*).

The rules provide that the affairs of the society shall be directed by a council of administration, consisting of five members, elected

* As to contracts with public authorities obtained by this association, see also *Bulletin de l'Office du Travail*, May 1894, p. 229, and May 1895, p. 282.

† This seems to refer to 1892 or 1891-2.

‡ This account is based upon *Les Associations Ouvrières*, p. 74, and upon a copy of the rules of the society obtained by me in Paris.

§ See ante, p. 100 n.

annually by the general meeting; two of the members of this council acting as "delegates" or managers of the society in its dealings with its clients. The members of the council must hold each not less than four shares. At the general meeting each member has one vote only, no matter how many shares he may hold. From the wages of all employees, whether members or auxiliaries, a deduction at the rate of 3 per cent. is made, the money thus raised being applied to defray the expenses of administration and to form an Accident Fund. In addition, a deduction of 2 fr. 50 c. (2s.) per 1,000 blocks of stone is made from the price paid by the city of Paris for work done by the society for that authority, and a deduction of 3 per cent. is made from the price of work done for private individuals, the object of these deductions being to form a Sick Fund. The profits of the society are divided between the members in proportion to the amount of share capital held by each.

L'Association Corporative des Ouvriers en Voitures.

In *Les Associations Ouvrières* (p. 62) a very brief description is given of a co-operative society, which appears to have done work for public authorities, the Trade Society of Working Coach-makers, of Paris. This society, which includes men in all the trades connected with coach and carriage building, and which makes ambulances and also carts and carriages of all kinds, was founded in 1886. It received in 1890 a loan of 6,000 fr. (240l.) from the Legs Rappal,* repayable in three equal instalments, to be paid on January 1st, 1892, July 1st, 1892, and January 1st, 1893. The figures furnished, through Her Majesty's Ambassador at Paris, by the Prefecture of the Seine, show that up to March 1st, 1892, the amount repaid by the society was 900 fr. 40 c. (say, 36l.). The society has also had, in 1894, a subvention from the State of 2,000 fr. (80l.).† There is a council of 15 members, to which a large degree of power in the management of the society's affairs is given; the council chooses one of its own members to be manager, with unlimited authority, but subject to a committee of supervision consisting of four members who hold office for 18 months.

Association des Ouvriers Menuisiers, "L'Espérance du Bâtiment."‡

The Joiners' Association, known by the name of "L'Espérance du Bâtiment" (The Hope of the Building Trades) was formed on January 12th, 1887, with a capital of 10,000 fr. (400l.), in

* See ante, p. 100 n.

† *Bulletin de l'Office du Travail*, March 1895, p. 173.

‡ Based upon information supplied to me on a visit to its workshops by the society, and upon *Les Associations Ouvrières*, pp. 66, 67.

100 fr. (4*l.*) shares, of which one-half only was originally paid-up; of this amount 5,000 fr. (200*l.*) was paid by the eight original workmen members and a similar amount by two persons not joiners by trade. At the present time the nominal capital is 20,000 fr. (800*l.*), of which 16,000 fr. (640*l.*) is paid-up; this sum is wholly the property of workmen employed by the society, the outside shareholders having had their shares paid off.* The number of members is now 12, and they at times employ non-member workmen, sometimes as many as 6. The figures supplied, through Her Majesty's Ambassador at Paris, by the Prefect of the Seine show that up to the end of April 1892 this society had received by way of loan from the Legs Rampalt† the sum of 5,000 fr. (200*l.*); according to the information given me by the society, when I visited their workshops, the total amount which they have received from this loan fund is 6,000 fr. (240*l.*), of which they have repaid 2,000 fr. (80*l.*). In 1894 the society received a subvention from the State of 1,500 fr. (60*l.*). They have been able to borrow money on ordinary commercial terms from a banking institution, and have also obtained money on loan from the Co-operative Bank.‡

The society had, by the end of 1894, accumulated a Reserve Fund of 1,800 fr. (72*l.*). They have not yet got an Accident Fund; but they insure all their employees, free of charge to them, against accidents with an insurance company.

The society states that the value of the work which it carries out may be taken to be made up, one-third of the cost of labour, one-third of the cost of materials, and one-third of working expenses and profits. The great bulk of the work executed by the society is work carried out on contracts obtained, mostly by public competition, from various public authorities. A list of the contracts for public works obtained by the society was given to me, showing the value of such works completed since the formation of the society to be 465,310 fr. (say, 18,612*l.*), that of such works now in hand 80,000 fr. (3,200*l.*), and that of such works contracted to be done, but not yet commenced, 73,000 fr. (2,920*l.*)—a grand total of 618,310 fr. (say, 24,732*l.*). The greater part of this work is stated to have been for the city of Paris, but some was for the Department of the Seine. With regard to the work done by this society for the city of Paris, the figures supplied, through Her Majesty's Ambassador at Paris, by that municipality (*see* Appendix G., Part II., *post*, pp. 258-261), show that this society obtained from the Engineer's Department in

* "The Co-operative Union of Productive Societies having decided that, in order to be eligible as a shareholder in a co-operative group, it was necessary to be a worker in the trade carried on by the group, the working members of this society ("L'Espérance du Bâtiment") found themselves obliged to refund the share capital subscribed by the foreign element" (*Les Associations Ouvrières*, p. 67).

† *See ante*, p. 100 n.

‡ *See ante*, p. 102 n.

February 1894, by public competition, a contract (not completed at the date of the information supplied) to the net value of 15,162 fr. 18 c. (say, 606*l.*), while the society received from the Architect's Department, in 1888-95, mainly by public competition, but partly by private contract, contracts (*see* Appendix G., Part III., *post*, pp. 261-276), to the total value of 333,966 fr. 52 c. (say, 13,359*l.*)* The value of the business done by this society in 1894 was 118,000 fr. (4,720*l.*); and their profits for 1894, after paying 5 per cent. interest on capital, were 2,200 fr. (88*l.*). They pay their employees by the hour, at the full rate of the Paris list,† which is considerably higher than the rate paid by ordinary employers. They say that their men do much more work per hour than those working for ordinary employers.

The rules of this society provide that every person who desires to become a member must subscribe for as many shares as the general meeting may decide—in no case less than 10. The amount of each share (100 fr. = 4*l.*) is to be paid-up as to one-tenth at once, the shareholder, if not employed by the society, paying the balance by instalments of 7 fr. 50 c. (6*s.*) per share per month, but if he is so employed, then by a deduction from his wages at the rate of 15 per cent. No one can be a member unless he is not less than 21 nor more than 55 years of age, and has been employed by the society for three months. Fully paid-up shares receive interest at 5 per cent.; but all interest and shares in profits must be left in the hands of the society until the amount of the shares held by the member shall reach 2,000 fr. (80*l.*); after this he gets his interest, but all share in profits accruing due to him is retained, and he has to go on paying monthly instalments of 7 fr. 50 c. (6*s.*), if not working for the society, or the society deducts at the rate of 5 per cent. from his wages, if he is employed by it, until he shall hold 4,000 fr. (160*l.*) in shares, which is the largest amount of shares which any one member is allowed to hold.

The affairs of the society are administered by a council of three members and a manager, all elected by ballot at the general meeting and holding office for three years. The manager acts under the general supervision of the council, but, subject thereto, possesses very large powers. Out of the gross profits the rules provide that in the first place there shall be paid interest at 5 per cent. on the paid-up shares, 5 per cent. is then to be deducted for the Reserve Fund, 5 per cent. for accident and sickness purposes, and 4 per cent. for a Depreciation Fund. The balance, being the net profits, is to be divided—10 per cent. to shareholders, 10 per cent. for assistance to members in illness, 55 per cent. among the members in proportion to their respective earnings during the year, and 25 per cent. among the non-member employees (auxiliaries) of the society "in proportion to

* As to the public contracts obtained by this society, *see also Bulletin de l'Office du Travail*, November 1895, p. 627.

† *See ante*, p. 111 n.

" the amount of work done by each "; but if no auxiliaries have been employed in the year, then 10 per cent. is to be applied in assisting members or auxiliaries in illness, and the remaining 15 per cent. is to be divided among the shareholders.

Union des Ouvriers Serruriers.*

The Union of Locksmiths and General Smiths of Paris was formally established in 1887, but really dates back as far as February 1885, when five workmen put together their savings and started a small workshop. When the society was formally established, the capital was fixed at 11,900 fr. (476*l.*) in 238 shares of 50 fr. (2*l.*) each. Of their work, which has included the production of iron gates, candelabras, &c., a good deal has been done for various public authorities. The French Ministry of Public Instruction and Fine Arts, in a communication forwarded through Her Majesty's Ambassador at Paris, (*see* Appendix D, *post*, pp. 250, 251), states that it gave to this society, in connexion with the Lycée Fénelon, a contract to the value of 40,000 fr. (1,600*l.*), subject to a rebate of 18 per cent., and in connexion with the Lycée Lamartine, a contract to the value of 55,856 fr. (say, 2,234*l.*); subject to a rebate of 28·8 per cent. In the details supplied, through Her Majesty's Ambassador at Paris, by the French Ministry of Public Works (*see* Appendix F, *post*, pp. 252-255) it is stated that that Office gave to this society in 1890, 1893 and 1894, by private tender, contracts together amounting in value to 10,700 fr. (428*l.*), subject to rebates of from 12 to 20 per cent. From the figures furnished, through the same channel, by the City of Paris (*see* Appendix G, Part III, *post*, pp. 261-276), it appears that the Architect's Department of that municipality gave to this society (mainly by private contract, but partly by public competition) in 1887-95 contracts of the aggregate net value of 170,329 fr. 88 c. (say, 6,813*l.*).

Union des Sculpteurs-Mouleurs.†

The Association of Stone and Wood Carvers and Decorative Plasterers was formed in March 1888, with a nominal capital of 1,600 fr. (64*l.*) in 50 fr. (2*l.*) shares, of which 160 fr. (6*l.* 8*s.*) was paid-up. The trade union was asked and consented to subscribe for shares. The share capital at the end of 1894 was 22,250 fr. (890*l.*), of which 8,750 fr. (350*l.*) was paid-up. The whole of the paid-up capital is the property of men in the trade, the trade union holding four shares. The number of the share-

* Based on *Les Associations Ouvrières*, pp. 69, 70.

† Based mainly upon information given to me by the manager of the association, but in part upon details supplied by the French Co-operative Union of Productive Societies and upon *Les Associations Ouvrières*, pp. 68, 69.

holders is 23, of whom 12, on the average, work for the society. They employ usually 6—12, but occasionally as many as 23, auxiliaries. No one can be a member of the society who is not a member of the trade union. Every new member is now required to subscribe for 20 shares, but is not obliged to pay these up at once in full. All members working for the society have 5 per cent. on the amount of wages due to them deducted; 3 per cent. towards paying up their liability on shares, and 2 per cent. towards a Special Reserve Fund. The total amount available as reserve at the end of 1894 was 13,385 fr. (say, 535*l.*), of which about 1,200 fr. (48*l.*) was attributable to the ordinary Reserve Fund, and about 12,000 fr. (480*l.*) to the Special Reserve Fund. The society has also a Pension Fund, which at the end of 1894 amounted to 1,800 fr. (72*l.*).

The work done by the society includes carving, both in marble, stone, and wood, and decorative plaster work in *carton-pierre* and *stucco*, compositions which are used, e.g., for ceilings, and give the effect of elaborate and highly artistic stone carving. They have carried out a large amount of work for public administrations, including various Ministries, Departments, and the city of Paris; the total value of the contracts carried out by the society for the State and the city of Paris since its formation up to the time when I visited them in October 1895, was stated to be about 500,000 fr. (20,000*l.*).

In a communication forwarded, through Her Majesty's Ambassador at Paris, by the French Ministry of Public Instruction and Fine Arts (*see* Appendix D., *post*, pp. 250, 251) mention is made of a contract which that Department made with this Association in connexion with the Lycée Fénélon to the net value of 3,900 fr. (156*l.*). The French Ministry of Public Works, in a communication sent through Her Majesty's Ambassador at Paris (*see* Appendix F., *post*, pp. 252–255), refers to three contracts which that Office had, in 1889–93, made with this society (all obtained by private tender), to the total value of 12,500 fr. (500*l.*) of which 7,000 fr. (280*l.*) was net and the remainder subject to a rebate of 5 per cent. According to the figures supplied, through Her Majesty's Ambassador at Paris, by the municipality of that city (*see* Appendix G., Part III., *post*, pp. 261–276), the Architect's Department of the city of Paris has in 1894 and 1895 had three contracts (given out by private contract) with this society to the total net value of 13,898 fr. 96 c. (say, 556*l.*). The total value of the business done by the society in 1894 was 90,000 fr. (3,600*l.*), of which 15,000 fr. (600*l.*) is stated to have been the value of work done for the Government, 5,000 fr. (200*l.*) that of work done for departmental, and 20,000 fr. (800*l.*) that of work done for municipal authorities.

Most of the public contracts which the society takes are given them by private treaty, only a very small portion being obtained by public competition. The contracting authorities, I was informed, in order to keep within the limits within which it is

permissible to dispense with public competition, split up the work required for a whole building and give out the contracts room by room.

The society at its foundation had great difficulty in obtaining loans from ordinary sources. But they have had considerable sums from the Legs Rampal,* the figures furnished, through Her Majesty's Ambassador at Paris, by the Prefect of the Seine showing that, up to the end of February 1892, they had received (in April 1890) a loan of 2,800 fr. (112*l.*) and had repaid 900 fr. (36*l.*), while the manager of the society told me that up to October 1895 they had already borrowed from this source (at 3 per cent.) 7,000 fr. (280*l.*), all of which they had repaid, and they were expecting shortly to receive a fresh advance of 5,000 fr. (200*l.*). When the difficulties of the start had been surmounted, they found it possible to borrow from a banking institution at about the usual rates, the loans being made against architects' certificates for work completed and passed but not yet paid for; and they have recently had a loan of 25,000 fr. (1,000*l.*) from the Co-operative Bank.† The manager of the society informed me that the society had not received any subvention from the State; their name, however, appears in the list of societies to which subventions were allotted in the Budget of 1894 with 1,000 fr. (40*l.*) against it.‡

The rules provide that the manager shall hold office for three years. The scheme of division of profits (after paying 4 per cent. on share capital) is as follows:—One-fourth is to go to the (Ordinary) Reserve Fund, one-fourth to the Pension Fund, one-fourth to a Benefit Fund, and the remaining fourth to be paid to the employees in proportion to the amounts of wages earned by each in the year, auxiliary (non-member) employees participating as well as members. But up to the present time no share in profits has been paid out, all that would have thus been paid in cash being credited towards paying-up sums due on the shares. It would appear that the balance of profit and loss has not been finally struck, and that in the meantime the amount of profit is not definitely established. It is stated that the wages paid by the society (time-wages) are higher by 20 per cent. than those received by the workmen of ordinary employers.

Société Corporative des Ouvriers Syndiqués Plâtriers et Peintres de Saint-Étienne (Loire).§

Among the societies, which are mentioned, in a communication forwarded, through Her Majesty's Ambassador at Paris, by the French Ministry of Public Works as having obtained contracts

* See *ante*, p. 100 n.

† See *ante*, p. 102 n.

‡ *Bulletin de l'Office du Travail*, March 1895, p. 173.

§ Based on information supplied by the French Labour Department.

from that authority, is the Trade Society of Trade Union Plasterers and House-Painters of Saint-Étienne (Loire); the contract (*see* Appendix F., *post*, pp. 252-255) given to this society by private tender in July 1892 was for work in connexion with the School of Mines of Saint-Étienne, to the value of 1,800 fr. (72*l.*) subject to a rebate of 16 per cent.

This society was formed in October 1888. The present capital is, nominal, 2,000 fr. (80*l.*) in shares of 50 fr. (2*l.*) each, paid-up, 500 fr. (20*l.*), all of this amount having been paid by persons working for the association. There is no Reserve Fund. The turnover of the business in 1894 was to the value of 35,000 fr. (1,400*l.*). No profits have, so far, been realised. The number of members in 1895 was 15, all of whom, together with five or six non-members, are employed by the society; all the employees work at time-wages at the trade union rates of pay. The society has had a loan of 1,500 fr. (60*l.*) from the Co-operative Bank,* but has had no loan from public sources. The society appears to have had a subvention from the State of 1,500 fr. (60*l.*) in 1894.† The society states that it has carried out work for public authorities to the total value of 22,500 fr. (900*l.*)—20,000 fr. (800*l.*), being the value of work obtained by public competition from the municipality of Saint-Étienne, 500 fr. (20*l.*) that of work similarly obtained from the Department (Loire), and 2,000 fr. (80*l.*) that of work done for the Government.

The rules state that no one is eligible for membership except he be a Frenchman, and a working plasterer or house-painter, or engaged in some kindred trade; he must, in any case, be a member of the trade union, and must not be in arrear with his payments to the union. In special cases the general meeting, at the instance of the council, may admit persons not strictly qualified under the rule just set forth. No member may hold more than one share. The affairs of the society are administered by the general meetings and by a council of five persons, elected by the general meeting to hold office for one year. The council has very wide powers, which it can delegate to one of its members as manager. This official holds office for one year. The council also appoints the secretary. There is a foreman under the manager who is appointed by the council. After 5 per cent. has been paid on share capital and plant has been depreciated (at 10 per cent.), the remaining profits are to be divided in the following manner:—5 per cent. of such profits is to be credited to Reserve Fund, 15 per cent. to Pension Fund, and the balance divided among the members of the society in proportion to the number of hours which each shall have worked for the society.

* *See ante*, p. 102 n.

† *Bulletin de l'Office du Travail*, March 1895, p. 173.

Société des Ouvriers Casseurs de Pierre du Département de la Seine.*

The Association of Stone-breakers of the Department of the Seine, of Paris, was founded on November 2nd, 1888, with a nominal capital of 2,000 fr. (80*l.*) divided into 50 fr. (2*l.*) shares. The capital to-day stands at 5,000 fr. (200*l.*) fully paid-up, the whole of which has been subscribed by workmen employed by the society. No one can be a member who is not a stone-breaker by trade. At the time of my visit to the society (October 1895) the number of its members was 13. They employ from 4 up to 50 auxiliary (non-member) workmen. They have received a subvention of 500 fr. (20*l.*) from the State. They have accumulated a Reserve Fund of 165 fr. 35 c. (say, 7*l.*), a Pension Fund of 490 fr. (say, 20*l.*), and a Benefit Fund of 2,000 fr. (80*l.*). The whole of the work which they have done has been done, on contracts obtained by private treaty, for the city of Paris, the value of the work done in 1894 being 44,000 fr. (1,760*l.*), on which a profit of 1,200 fr. (48*l.*), in addition to 5 per cent. paid on the capital, was realised. The total value of the work done by the society since its foundation up to the end of 1894 was 156,000 fr. (6,240*l.*). The total value of the three contracts which the Engineer's Department of the city of Paris, according to the figures supplied, through Her Majesty's Ambassador at Paris, by that municipality, has made with this society (in 1889, 1891, and 1895—the last contract extending to June 1898) is 239,000 fr. (9,560*l.*); see Appendix G., Part II., *post*, pp. 258–261. The work consists in breaking up old, worn-out, paving stones, the broken bits being used for macadam road paving, and is carried out in the municipal stone yards. The men require a few wheelbarrows and stone-hammers, but the value of the plant and tools employed is insignificant. The city pays 5 fr. 70 c. (4*s.* 6·72*d.*) per cubic metre (1·31 cubic yards) of stone broken. The society retains 70 c. (6·72*d.*) per cubic metre (1·31 cubic yards), the working expenses being defrayed out of the money so deducted, and pays the remaining 5 fr. (4*s.*) as piece-wage, the members and auxiliaries receiving the same remuneration. It is stated that the price ordinarily paid by contractors for this work is 3 fr. 75 c. (3*s.*) per cubic metre (1·31 cubic yards). The rules provide that the affairs of the society shall be managed by a council of five persons, elected by the general meeting, among whom shall be chosen two delegates to represent the society in its dealings with its clients; that the council elected to act from November 1891 shall remain in office until June 1895, and the council then elected shall retain office until the expiration of the period for which the society was formed (*i.e.*, until November

* Based upon information supplied to me by M. Lucien Happey, manager of the association, upon *Les Associations Ouvrières*, pp. 73, 74, upon the journal *L'Association Ouvrière*, April 1895, p. 3, and upon information furnished to me by the French Co-operative Union of Productive Societies,

1898). At general meetings each member has one vote only, irrespective of the number of shares which he may hold. Of the net profits of the society 35 per cent. is divided between the employees (whether members or not), while the remainder is credited to the Reserve and Benefit Funds and divided between the shareholders.

Association des Ouvriers Granitiers du Département de la Seine.

The Association of Granite Workers of the Department of the Seine, of Paris, has, according to the details supplied, through Her Majesty's Ambassador at Paris, by the city of Paris (*see* Appendix G., Part II, *post*, pp. 258-261), obtained by private tender from the Engineer's Department of that municipality, in 1889-95, three contracts, the last covering the period July 1st, 1895—June 30th, 1898, for re-cutting old paving blocks to the aggregate net value of 169,000 fr. (6,760*l.*), and has also, according to the same authority, had, in 1892 and 1893, two contracts (given out by private contract) from the Architect's Department of the city of Paris, to the total value of 17,817 fr. 93 c. (say, 713*l.*); *see* Appendix G., Part III, *post*, pp. 261-276. With respect to this society, the only available information is that it was founded in 1888 by 10 members.*

Association des Ouvriers Paveurs et Cimentiers, "L'Épargne."†

The Association of Paviers and Workers in Cement known as "L'Épargne" (Thrift), of Bordeaux, was founded by nine members in August 1890. At the end of 1892 it had 17 members; its annual turnover was to the value of 120,000 fr. (4,800*l.*). Its first profits were devoted to forming a Mutual Aid Fund, providing benefits for its members in case of illness or the less serious class of accidents. At the same time the society insures its members against serious accidents, and the creation of a Pension Fund is stated to be in contemplation. This society received in 1894 a subvention from the State of 1,000 fr. (40*l.*).‡ The value of the contracts for public authorities, obtained by public competition by this society, from its foundation to the end of 1892 is stated to exceed 100,000 fr. (4,000*l.*). In order to enable the society to compete for certain work in connexion with the Bordeaux quays it became necessary to deposit a Security Fund, and for this purpose such of its members as possessed property (*e.g.*, house property) mortgaged their possessions, and so raised the requisite amount. The contract, which was of the value of 80,000 fr. (3,200*l.*), was awarded to the society.

* *Les Associations Ouvrières*, p. 78.

† Abstracted from *Les Associations Ouvrières*, pp. 72, 73.

‡ *Bulletin de l'Office du Travail*, March 1895, p. 173.

Association des Ouvriers Doreurs sur Bois.*

The Co-operative Gilders' Association, of Paris, was founded in 1890 by seven gilders, most of whom were foremen, with a nominal capital of 5,000 fr. (200*l.*).† The united savings of the founders came to 225 fr. (9*l.*) only, and accordingly did not suffice to provide the sum (one-tenth of the nominal capital) which the law required to be paid-up at once; but they borrowed the balance and made a start. Orders flowed in, but the first year showed, on a turnover of 12,000 fr. (480*l.*), a loss of 474 fr. (say, 19*l.*) In 1891 the turnover was 51,000 fr. (2,040*l.*), and enough profits were earned to pay off all existing debts and to enable the payment of a bonus on labour to the members. In 1892 the turnover exceeded 200,000 fr. (8,000*l.*), and it was found possible to pay a bonus equivalent to 5 c. (·48*d.*) per hour worked to the employees (equivalent to an addition to wages at the rate of 5 per cent.), and the capital was raised to 25,000 fr. (1,000*l.*; it is understood that this is the amount to which the *nominal* capital was raised). The society received from the State in 1894 a subvention of 1,500 fr. (60*l.*).‡ Membership of the society is open to all gilders belonging to the trade union, but they must be Frenchmen, and must pay an entrance fee of 135 fr. (5*l.* 8*s.*) each, either in cash down or by instalments. The working day is 10 hours, and the wages (the same for members and non-members) paid are 10 fr. (8*s.*) a day. "The members have the right to a full share in the profits, but non-members share in the profits only to the extent of 30 per cent." The society is said to have always succeeded in finding full employment for its members. The members are insured by the society against accidents, an injured member being thus entitled to receive 2 fr. 50 c. (2*s.*) a day. The French Ministry of Public Instruction and Fine Arts, in a communication forwarded through Her Majesty's Ambassador at Paris, mentions that this society has received orders for repairs of inconsiderable amount in connexion with the national museums, while the French Ministry of Public Works, in a communication forwarded through the same channel (*see* Appendix F., *post*, pp. 252-255), mentions two contracts made with this society, by private tender, in 1891 and 1892, to the aggregate value of 3,200 fr. (128*l.*), subject, in each case, to a rebate of 28 per cent. The net value of the work entrusted to this society in 1891-5 by the Architect's Department of the city of Paris (the contracts being obtained by private contract) and referred to in the figures supplied, through Her Majesty's Ambassador at Paris, by that municipality (*see* Appendix G., Part III., *post*, pp. 261-276), is 18,685 fr. (say, 747*l.*).

* Based on *Les Associations Ouvrières*, pp. 70, 71.

† It is believed, in shares of 50 fr. (2*l.*) each.

‡ *Bulletin de l'Office du Travail*, March 1895, p. 173.

Association d'Ouvriers Paveurs, "Le Pavage."*

The Paviers' Society, known as "Le Pavage," was founded on January 27th, 1891, by 14 workmen, with a nominal capital of 2,000 fr. (80*l.*) in 50 fr. (2*l.*) shares, the capital originally paid-up being 645 fr. (say, 26*l.*). The nominal capital now amounts to 10,000 fr. (400*l.*), of which nearly 6,000 (240*l.*) is paid-up. The whole of the amounts paid-up have been paid by paviers working for the society. The society had by the end of 1894 accumulated a Reserve Fund of 1,500 fr. (60*l.*), a Pension Fund of 402 fr. (say, 16*l.*), a Sick Fund of a similar amount, and a Depreciation Fund of 550 fr. (22*l.*). The work done by the society is partly paving and partly drainage work. In work of the latter class the cost of the materials supplied by the society is large. But in paving work, *e.g.*, the maintenance of pavements for the city of Paris, the only materials which they supply are sand and cement. They have, of course, to find their own carts, horses, barrows, and tools. The society began by taking sub-contracts from contractors for public works, and went on to take contracts on its own account. The value of the work carried out by the society in 1894 was 102,000 fr. (4,080*l.*), of which about 60 per cent. was in respect of work done for the Government or for other public authorities; and it is expected that the output of 1895 will be about double this figure.

In a communication, forwarded through Her Majesty's Ambassador at Paris (*see* Appendix F., *post*, pp. 252-255), the French Ministry of Public Works states that in 1893 and 1894 it gave out to this society three contracts (two by public competition, one small contract by private tender) to the total value of 65,900 fr. (2,636*l.*), subject to rebates of 30, 34·2, and 35·1 per cent. The Engineer's Department of the City of Paris, according to a statement forwarded, through Her Majesty's Ambassador at Paris, by that municipality (*see* Appendix G., Part II., *post*, pp. 258-261), gave to this society, by public competition, in May 1895, a contract extending from July 1895 to the end of June 1898 for work to the value of 240,000 fr. (9,600*l.*).

The net profits of the society (after paying 5 per cent. interest on the share capital) have been:—

For the year 1891,	625 fr. (25 <i>l.</i>).
" 1892,	77 fr. (say, 3 <i>l.</i>).
" 1893,	2,349 fr. (say, 102 <i>l.</i>).
" 1894,	507 fr. (say, 20 <i>l.</i>).

At the time of my visit (October 1895) the number of the members of the society was 10, and they were employing 130 auxiliaries, the number of non-member workmen being stated to vary from 10 to 150 and to average 40.

* Based on information supplied to me by the manager of the society in an interview at its headquarters.

By the rules it is provided that no one may be a member of the society who is not a pavior by trade and a member of the trade union. The business of the society is managed by the Council of Administration, composed of five members, elected for three years by the general meeting, one of whom is general manager. The Council has full power to enter into contracts, &c.; the general manager acts under the Council, which he consults in all matters of importance.* The method of division of the profits is as follows:—15 per cent. is credited to Reserve Fund until this shall equal the capital of the society, 10 per cent. goes to an Accident Fund, and the same amount to a Pension Fund, 15 per cent. is credited to a Depreciation Fund, 25 per cent. is divided among all the employees of the society, whether members or not, in proportion to the amount earned in the year by each, and the balance is divided between those shareholders who have paid-up all that is due on their shares.

In order to enable the society to take contracts, a man occupying an important public position, soon after the society was founded, guaranteed to a bank the repayment by the society of a loan of 20,000 fr. (800*l.*) made to "Le Pavage," for which the somewhat high rate of 6 per cent. interest was charged. As time went on, their credit improved, and they were able to borrow from a banking institution on ordinary terms. They now borrow any money which they may require from the Co-operative Bank† and from ordinary credit establishments.‡

The society's employees are paid hourly wages at the rate of 60 c. (5·76*d.*) per hour; while ordinary contractors, it was stated, pay their men only 50 c. (4·8*d.*) per hour. As I was informed that the great bulk of the public contracts taken by the society were obtained by public competition, I asked how the society managed, while paying higher wages than their competitors, to bid lower than these employers, and so secure these contracts, and also to get a profit out of contracts obtained on these terms. The manager stated that the reason was that their men worked considerably harder than those employed by ordinary contractors.

Syndicat Professionnel des Tailleurs de Pierre et Similaires de Grenoble.§

An example of the undertaking of public contracts by an association of workmen organised, not as a co-operative society, but as a trade union, is to be found in the case of the Trade Union of Stone-cutters and Kindred Trades of Grenoble, which

* Thus I was informed that, if the manager thought the purchase of a horse necessary, he would obtain the authority of the Council before buying the animal.

See *ante*, p. 102 *n.*

† The name of this society appears in the list of societies to whom subventions were accorded out of the Budget of 1894, in which 1,000 fr. (40*l.*) is stated to be allotted to "Le Pavage" (*Bulletin de l'Office du Travail*, March 1895, p. 174). But the manager told me that the society had not received any public subvention.

§ Based on information supplied by the French Labour Department.

has carried out contracts for paving work, including the supply of the stone required, for the city of Grenoble, and has also done work, without supplying material, for a contractor employed by the same municipal authority; the union has also carried out certain contracts, the precise nature of which is not specified, for the French Government (Department of Public Works—"Ponts et Chaussées"). The work has in all cases been done on piece-wages, at the rates specified in the standard list of Grenoble, subject in each case to such rebate as was agreed upon in the contract.

This trade union, which was formed in July 1892, collected by means of contributions or loans made by its members for the purpose of equipping its workshops and procuring the necessary material, the total amount of 1,190 fr. (say, 48*l.*). It has no Reserve Fund. The amount of the monthly contribution required from members is 50 c. (4*s.* 8*d.*). The value of the work carried out in 1894 was 5,120 fr. (say, 205*l.*). The number of members in 1895 was 22, that of the persons employed was 4, all members of the union. The manager in charge of the works holds office for one year.* The affairs of the union are managed by the general meetings and by a council composed of a president, vice-president, secretary (and assistant secretary acting as substitute), a treasurer, and four other members, all holding office for six months.

Société Coopérative des Fonderies, Laminoirs, et Tréfileries de Rugles.†

The Co-operative Foundries, Plate-works, and Wire-works of Rugles, in the Department of Eure, was formed‡ in November 1892, with a nominal capital of 200,000 fr. (8,000*l.*) in 4,000 shares of 50 fr. (2*l.*) each. The amount paid-up is 100,000 fr. (4,000*l.*), the whole of which has been paid by persons employed by the society. The Reserve Fund amounted at the end of 1894 to 4,769 fr. 55 c. (say, 191*l.*). There is a Mutual Aid Fund which is supported by a deduction of 1½ per cent. from wages and by contributions made by the society, but the amount of this fund is not stated. The turnover in 1894 was to the amount of 3,883,624 fr. 80 c. (say, 155,345*l.*). The number of members in 1895 was 231; these were all employed by the society, together with 26 non-members, who, it is stated, had not been with the society long enough to qualify as members.

* The question, what is the method of dividing profits, is answered in the following terms. "The profits are divided in a general manner in proportion to the profits produced by the contracts carried out for the city of Grenoble."

† Based on information furnished by the French Labour Department.

‡ The signatories to the rules of the society at its foundation (who were named by the rules as its council for its first year) are there described as a municipal councillor, a works manager, a wire-worker, a foreman, a machinist (engineer), a founder, and a smith.

The employees are paid partly day-wages and partly piece-wages "at agreed rates." The society appears to have no difficulty in borrowing at moderate rates large sums to carry on its operations. They had at one time as much as 2,151,449 fr. 90 c. (say, 86,058*l.*) advanced to them, and had recently advances amounting to 1,524,473 fr. 75 c. (say, 60,979*l.*) outstanding; these loans have been made to them at 5 per cent. interest.

The French War Office, in a communication forwarded through Her Majesty's Ambassador at Paris, states that this society has, by tendering at low prices, obtained, since 1892, the annual contract for the supply of brass required for the artillery, and that "it has fulfilled all its obligations, and its supplies have " never given occasion for any complaint." The society states the total value of these contracts at 7,000,000 fr. (280,000*l.*), the proportion attributable to the value of labour being 14 per cent.

The general meeting of the shareholders appoints a council of five members, who hold office for one year. No salary is attached to the office. The members of the council must hold each at least 10 shares. The council names one of its members as manager of the society; he holds office for one year. The general meeting is composed of those shareholders who hold each not less than 10 shares, and each has one vote for every 10 shares which he holds. In order to be able to exercise its functions, the general meeting must have an attendance representing at least one-quarter of the total capital of the society. From the profits 5 per cent. interest is paid on the paid-up capital; of the balance, 10 per cent. goes to Reserve Fund, and the remaining profits are divided equally between the shareholders, as super-dividend, and the employees of the society, as bonus on labour.

Les Charpentiers de Paris.*

The Paris Carpenters' Association was founded in April 1893, in consequence of dissensions which had arisen in the Association of the Carpenters of La Villette, and which have already been referred to (*ante*, pp. 110, 111), by M. L. Favaron, the manager of the Villette Association, and some of the workmen of that society, who seceded with him.

The original capital was 135,000 fr. (5,400*l.*) in shares of 500 fr. (20*l.*) each, payable as to one-half on subscription, and as to the other by four equal bi-monthly payments, and the capital remains the same to-day, the whole amount being paid-up. There were 25 members at the formation of the society, and are 28 now, all of whom work for the association. They employ from 20 up to 140 non-member workmen. At the end of

* Based upon information given to me by the manager of this association on a visit to its workshops, supplemented by details which he was good enough to furnish subsequently by letter.

1894 the society had available for reserve purposes a sum of 13,186 fr. 40 c. (say, 527*l.*), consisting of (a) their ordinary Reserve Fund of 1,246 fr. 80 c. (say, 50*l.*), and (b), an extraordinary Reserve Fund of 11,939 fr. 60 c. (say, 477*l.*). The society has not yet established a Pension Fund. The total value of the business done by the society has been in 1893 (a few days over eight months), 573,799 fr. (say, 22,952*l.*), of which 36,555 fr. (say, 1,462*l.*) was the value of work done for the Government, and 6,513 fr. (say, 261*l.*) that of work done for the City of Paris, while the balance represented work done for private individuals; in 1894, 975,073 fr. (say, 39,003*l.*), of which 256,917 fr. (say, 10,277*l.*) was the value of work done for the Government, 55,160 fr. (say, 2,206*l.*) that of work done for the City of Paris, 13,198 fr. (say, 528*l.*) that of work done for the Department of the Seine, and 11,659 fr. (say, 466*l.*) that of work done for the Public Charity Office ("Assistance Publique"); and in 1893, 1,106,289 fr. (say, 44,252*l.*), of which some 137,763 fr. (say, 5,511*l.*) was the value of work done for the Government, 139,925 fr. (say, 5,597*l.*) that of work done for the City of Paris, 46,293 fr. (say, 1,852*l.*) that of work done for the Department of the Seine, and 8,779 fr. (say, 351*l.*) that of work done for the Public Charity Office. Thus the total value of the turnover in 2 years 8 months was 2,655,161 fr. (say, 106,206*l.*). The net profits (after paying 5 per cent. interest on the share capital), as shown on the balance-sheets of the society, have been for 1893, 24,936 fr. 40 c. (say, 997*l.*), and for 1894, 46,487 fr. 55 c. (say, 1,860*l.*); but it is admitted that a very high degree of caution was exercised in drawing up these accounts, and that, without any impropriety, it would have been possible to put the profit balances at much higher figures. It may be mentioned that the whole of the plant of every kind, valued at 51,345 fr. (say, 2,054*l.*), was written off, out of revenue, in 1893 and 1894.

This society has not received any advances from the Legs Rampal* nor any subvention from the State, and has not borrowed any money from banking institutions or other sources. In purchasing materials, however, the society obtains credit in the same manner as ordinary firms.

The work done by the society comprises, as well as ordinary carpenters' work, a good deal of smiths' work, such as the fitting of girders, the erection of iron stair-cases, &c. The manager reckons that one-third of the total value of the work which the society executes is attributable to the cost of labour.

The Paris Carpenters have (as the figures given above indicate) carried out public works to a large amount. The society states that about one-half of these contracts were obtained by public competition, the other half by private treaty.

In a communication forwarded, through Her Majesty's Ambassador at Paris, by the French Ministry of Public Instruction

* See ante, p. 100, n.

and Fine Arts (*see* Appendix D., *post*, pp. 250, 251), mention is made of four contracts given by that Department to this society, to the aggregate value of 123,185 fr. (say, 4,927*l.*), less rebates of 34, 38·3, 26·1, and 20 per cent. According to the information supplied, through Her Majesty's Ambassador at Paris, by the French Ministry of Public Works, which is printed in Appendix F., *post*, pp. 252-255, this society obtained from that Office in 1893 and 1894 (mainly by private tender, but partly by public competition) contracts to the aggregate value of 60,600 fr. (2,424*l.*) subject to rebates of from 10 to 15·6 per cent. The figures furnished, through the same channel, by the City of Paris show that the Architect's Department of that municipality, between July 1894 and October 1895, gave out to this society (mainly by private treaty, but partly by public competition) contracts to the aggregate net value of 168,784 fr. 30 c. (say, 6,751*l.*); *see* Appendix G., Part III., *post*, pp. 261-276.*

The employees of the society receive time-wages varying from 80 c. (7·68*d.*) to 1 fr. (9·6*d.*) per hour, according to capacity, the rate fixed by the Paris list† being 90 c. (8·64*d.*) per hour, and the rate currently paid being 80 c. (7·68*d.*).

The rules of this society provide that no one shall be eligible for membership unless he is a Frenchman, and belongs to the corporation of carpenters. Every member must take up two shares at least, but no one may hold more than 160 shares. Each member has one vote only, no matter how many shares he may hold. The affairs of the society are managed by the general meetings (the rules providing that at a general meeting at least two-thirds of the share capital must be represented, and if this is not the case, then a second meeting is to be called which shall have power to act whatever be the amount of share capital represented therein), by a council of five members (the general manager, who has a seat on the council by virtue of his office, and four other members chosen by the general meeting). Two members of the council (other than the general manager) retire each year, but may be re-elected. The council has extensive powers, but a very large measure of authority indeed is vested in the general manager, who is elected by the general meeting for six years, but whose term of office is virtually co-extensive with the existence of the society; for the general meeting is bound by the rules to re-elect him at the expiration of the six years. The general manager may, however, be deprived of his position by a vote of the general meeting on the recommendation of the council; the vote necessary for this purpose is that of a majority of the members present, but the vote cannot be taken unless at least four-fifths of the shareholders are present; if that is not the case, then the matter must be adjourned to a second meeting to be held at 10 days'

* As to the public contracts obtained by this society, *see also* *Bulletin de l'Office du Travail*, July 1896, p. 402.

† *See ante*, p. 111 n.

interval, at the least, with express notice of the object of such meeting. The rule as to the division of profits declares that 5 per cent. of the profits shall go to the Reserve Fund required by the law, 5 per cent. to the shareholders as interest on the paid-up capital, 20 per cent. to all the employees of the society, in proportion to the wages received by each, 20 per cent. to the general manager, 5 per cent. to the leading carpenter ("gâcheur de charpente"), and 2 per cent. to the leading stair-case joiner ("gâcheur d'escalier"), 15 per cent. to the shareholders, as super-dividend on capital, and 28 per cent. to special Reserve Fund. It is further provided that if in any year the share of capital in the profits (*i.e.*, interest *plus* super-dividend) shall come to less than 5 per cent. on the share capital, then the deficiency may be made good out of the special Reserve Fund; and also that the accumulation of Reserve Funds (ordinary and special) may go on until they shall together amount to three times the paid-up capital.

"L'Industrielle," Société Coopérative Ouvrière du Bâtiment.*

The Co-operative Builders' Society, known as "L'Industrielle" (the Industrial), of Toulon, a society formed to carry on the trades of masons, bricklayers, and navvies, was founded in January 1894 with an original capital of 500 fr. (20*l.*), entirely subscribed by the employees of the association. The number of members in 1895 was five. The capital has all been spent, and the society is not doing any work. It did work to the value of 5,000 fr. (200*l.*) in 1894, of which 4,200 fr. (168*l.*) was the value of work done under a contract obtained, by public competition, from the Ministry of Marine. Day-wages, according to the trade union scale, were paid.

The rules of the association require that each member shall pay into the funds of the society 5 fr. (4*s.*) per month, and that one-half of the profits on the work done shall be retained to augment those funds. No one is admissible as a member except he belong to some branch of the building trade. The general meeting elects a council of six members, who hold office for one year. This council possesses very full powers, which it can delegate to a manager, who must be a member, and who may be chosen either by the general meeting or by the council; the manager holds office for one year. In the general meeting each member has one vote only. After paying the interest on the capital (at what rate is not specified) the remaining profits are to be divided thus: 50 per cent. is to go to Reserve Fund, 45 per cent. to the members, and 5 per cent. to all the persons employed by the society, whether members or not, in proportion to the amount earned as wages by each.

* Based on information furnished by the French Labour Department.

Société Coopérative Anonyme de Fournitures d'Équipement et Chaussures Militaires de Bourges.*

The French War Office, in a communication furnished through Her Majesty's Ambassador at Paris, states that it has given a contract, concluded in February 1894, to the Military Supplies and Boots Co-operative Society of Bourges, for the supply of stores,† head-gear, and boots. The supply is annual, to the *minimum* yearly value of 282,000 fr. (11,280*l.*), and the contract, which extends until the end of 1899, was obtained at a rebate of 1½ per cent. from the standard upset prices. The War Office requires that the contractor shall, in order to provide a guarantee for the due fulfilment of the contract, keep always in his factory a stock of leather of the value of not less than 35,000 fr. (1,400*l.*). The whole of the materials required are furnished by the contractor. A second contract was obtained from the War Office in May 1895 by the society; particulars as to this contract are not available.

This society was formed in January 1894 with a nominal capital of 5,000 fr. (200*l.*) in shares of the nominal value of 50 fr. (2*l.*) each. The amount of the nominal capital remains the same, and it is all paid-up, the whole sum having been subscribed by workmen. There is no Reserve Fund. The number of members in 1895 was 42, of whom 39 worked for the society, which also employed from 40 up to 90 non-members. Its employees are employed partly on day-wages, partly on piece-wages, at rates agreed upon between them and the society. The sum received in 1895 for work done by the society was 417,035 fr. 2 c. (say, 16,681*l.*), all of which, the society states, was done for the War Office, 397,546 fr. 61 c. (say, 15,902*l.*) being the value of work obtained by public competition, and 19,488 fr. 41 c. (say, 779*l.*) being the value of work obtained by private contract.

The society has a credit of 40,000 fr. (1,600*l.*) with a banking firm, but has had no loan from public sources.

The shares are payable by monthly instalments of 5 fr. (4*s.*), and each new member must pay on each share a sum representing the proportion of the Reserve Fund for the time being corresponding with each share.‡

The affairs of the society are administered by the general meetings and by a council of five members, holding office for three years, who are chosen by the general meeting. In order to be eligible on the council, a member must, while in office, hold at least five shares. The council annually selects from its

* Based on information supplied by the French Labour Department.

† "Effets de grand équipement" (this term might include such articles as belts, pouches, revolver cords, &c.) and "effets de campement" (this term might include small tents, camp fittings, cooking utensils, &c.).

‡ If there are 80 shares and the Reserve Fund stands at 800 fr (32*l.*), the new member pays 10 fr. (8*s.*) on each of his shares.

members a president and a secretary. The council has very full powers, and may delegate these to a manager or to other persons. In the general meetings each member has one vote for every share which he holds, but in no case more than five votes. Of the net profits the rules declare that one-twentieth part shall be credited to Reserve Fund (until the Reserve Fund shall be equal to one-tenth part of the share capital); the balance of the profits is to be divided among the shareholders in proportion to the number of shares held by each.

Société Anonyme Coopérative de Fournitures de Grand Équipement et Chaussures Militaires.*

In a communication forwarded through Her Majesty's Ambassador at Paris, the French War Office states that in May 1894 it gave a contract for stores,† head-gear, and boots to the Military Supplies and Boots Co-operative Society of Marseilles, the contract being for supplies required annually, to the *minimum* yearly value of 322,000 fr. (12,880*l.*), and extending until the end of 1899, at a rebate of 1 per cent. from the upset prices. The society states that the contract was obtained by private contract, on an attempt to place the contract by public competition failing. The French War Office states that a further contract for stores and head-gear, particulars as to which are not supplied, was given to this society in May 1895. The society, which is employed exclusively in working for the French War Office, states that the proportion of the total amount of its contracts attributable to the value of labour is one-sixth. The number of members in 1895 was 37, all of whom were employed by the society, which also employed at times as many as 150 non-members. Its employees are employed partly on day-wages, partly on piece-wages, at rates which the society states to be higher than those paid by the best-paying outside employers.

This society was formed in March 1894, with a nominal capital of 5,000 fr. (200*l.*); the capital remains at the same figure, and is wholly paid-up, the entire sum having been provided by workmen in the employment of the association. There is no Reserve Fund. The society has an open credit of 150,000 fr. (6,000*l.*), with a firm of merchants, at a moderate rate of interest.

The shares are payable by monthly instalments of 5 fr. (4*s.*); each new member must also pay a sum representing the proportion of the Reserve Fund for the time being corresponding with each share.‡

The affairs of the society are administered by the general meetings, and by a council of five to seven members, elected by

* Based on information supplied by the French Labour Department.

† "Effets de grand équipement" and "effets de campement," see *ante*, p. 146 *n.*

‡ See *ante*, p. 146 *n.*

the general meeting. In order to sit on the council, a man must, while he holds office, own at least five shares. The council holds office for three years; it elects every year from its own members a president and a secretary. The council has very full powers, which it may delegate to a manager or to other persons. The present manager holds office during the period over which the contract with the War Office first referred to above extends. In the general meetings each member has one vote for each share, up to five, which he may hold. The rules declare that one-half of the net profits shall be carried to reserve, and the other half divided among the shareholders in proportion to the number of shares held by each.

Association Ouvrière des Maçons de Paris.*

The Paris 'Co-operative Masons' and Bricklayers' Society was founded in May 1894, and commenced work on July 15th, 1894. Its capital (nominal) was originally 40,000 fr. (160*l.*) in 100 fr. (4*l.*) shares, of which 4,000 fr. (160*l.*) was originally paid-up. When he subscribes for a share, the member must pay-up 10 fr. (8*s.*) at once, and the balance by monthly instalments of 10 fr. (8*s.*) each. Now its nominal capital is 50,000 fr. (2,000*l.*), of which 12,000 fr. (480*l.*) is paid-up. Membership is confined to persons engaged as employees in some branch of the masons' and bricklayers' trades. The number of the members at the formation of the society was 14 and remains the same; they employ from 12 up to 45 non-member workmen (auxiliaries). The society had, by the end of 1894, accumulated a Reserve Fund of 2,300 fr. (92*l.*), but has not yet formed a Pension or a Benefit Fund. The society received out of the Budget of 1894 a State subvention of 3,000 fr. (120*l.*), and had at the end of 1894 procured advances from the Co-operative Bank† to the amount of 8,000 fr. (320*l.*). The total value of the work which, up to the time when this information was given to me by its manager (October 1895), this association had carried out for various public authorities was 300,000 fr. (12,000*l.*), the whole of the contracts being obtained by public competition. The society mentions, as the most important works which it has carried, or is carrying, out, the mayor's residence of Drancy, the mayor's residence and a block of school buildings at Chevilly, the Central Schools of Asnières, the police barracks of St. Ouen, and the maintenance and repair of the public buildings under the control of departmental authorities.‡ The net profit earned (after paying interest at 5 per cent. on the share capital) on the work of 1894 was 1,567 fr. (say, 63*l.*).

The rules provide that the affairs of the society shall be administered by a council of five members, appointed by the

* Based on information given to me by the manager of the society and upon details supplied by the French Co-operative Union of Productive Societies.

† See *ante*, p. 102 *n.*

‡ As to the public contracts obtained by this society, see also *Bulletin de l'Office du Travail*, August 1896, p. 468.

general meeting to serve for three years, with very full powers, and a manager who has to carry out the decisions of the council. The manager is elected at the general meeting to serve for ten years. At the general meeting each member is entitled to one vote only, whatever may be the number of shares which he may hold. The rules provide that the net profits (after payment of 5 per cent. on the paid-up shares) shall be divided in the following proportions:—20 per cent. to the Reserve Fund, 5 per cent. to the Benefit Fund, 5 per cent. to the Pension Fund, 35 per cent. to share capital (paid-up), and 35 per cent. to employees (whether members or not) in proportion to the amount earned by each during the year. The wages paid by the society are the full standard wages of the Paris list.*

Société Coopérative de Production pour les Fournitures Militaires, Civiles, et Administratives.

In a communication forwarded through Her Majesty's Ambassador at Paris, the French War Office, in stating the particulars of contracts which it has given to co-operative associations, mentions that in May 1895 a contract for stores† and head-gear (value not stated) was obtained by the Co-operative Productive Society, whose address is 34A, rue de Gentilly, Paris, and that in January 1895 the same society obtained the contract for the supply of the boots required by the city of Paris Fire Brigade from January 1st, 1895, to December 31st, 1899, at a rebate of 11·06 per cent. from the upset prices, security being given for the satisfactory execution of the contract to the amount of 3,500 fr. (140*l.*). The full title of this society, which is not recognised as a workmen's co-operative society by the French Co-operative Union of Productive Societies, is "The Co-operative Productive Society for the Supply of Military, Civil, and Official Stores." The following is the account of this society which has been furnished by the French Labour Department:—"This society, which was founded on November 15th, 1894, counts as its founders a wealthy contractor, Mr. M., and six workmen, who appear not to be employed by the society. Mr. M. is the president of the council and the manager of the society's business. The capital was originally fixed at 50,000 fr. (2,000*l.*). The rules of the society allot 30 per cent. of the profits to the workmen employed; but these are net profits, after paying 5 per cent. on the shares. 35 per cent. of the profits go to the founders, 10 per cent. to the shareholders, and 25 per cent. to the council. The society has obtained by private contract a contract from the War Office for supplies required for the Madagascar expedition. We have been unable to ascertain the amount of the contract, which, however, must necessarily have been below 20,000 fr. (800*l.*)."

* See *ante*, p. 111 n.

† "Effets de grand équipement," see *ante*, p. 146 n.

Association des Ouvriers Piqueurs de Grès Réunis.*

The Association of United Stone-cutters was formed in November 1894, and commenced work on July 15th, 1895. The bulk of the work done by this society has been done on contracts entered into by private treaty with the city of Paris, consisting of re-cutting old paving blocks, which they carry out in a stone-yard belonging to the municipality. They have occasionally done work for district authorities ("mairies"), and sometimes for private individuals. The value of the tools, &c. required for the work is not large. They started with a nominal capital of 2,000 fr. (80*l.*) in shares of 50 fr. (2*l.*) each, and this is the present amount. The amount of the paid-up capital is between 400 fr. and 500 fr. (16*l.*–20*l.*), the whole of which has been subscribed by men employed by the association. The number of the members of the society is 11. They have at times employed up to 6 non-member workmen (auxiliaries), but at the time when I visited them they were not employing any but their own members. In the work which they do for the City of Paris they receive 80 fr. (3*l.* 4*s.*) per 1,000 blocks; out of this they pay in wages (piece-wages) 70 fr. (2*l.* 16*s.*), subject, however, to a deduction of 2–3 fr. (1*s.* 7 *d.*–2*s.* 4 *d.*) per 1,000 blocks, retained to defray working expenses; the remaining 10 fr. (8*s.*) per 1,000 is credited to the share accounts of the members employed on the job towards paying-up what is due on their shares. Their auxiliaries receive the same wages as the members—wages stated to be higher by 20 per cent. than those paid by ordinary employers—subject, however, to a deduction of 1 per cent. towards payment of the general expenses of the association. But the auxiliaries receive no share in the profits of the society, which are divided among its members in proportion to the amount of share capital held by each. The figures furnished, through Her Majesty's Ambassador at Paris, by the City of Paris (*see* Appendix G., Part II., *post*, pp. 258–261) show that on July 12th, 1895, the Engineer's Department of that municipality gave to this society, by private tender, a contract for re-cutting old paving-stones, extending to June 30th, 1898, to the aggregate net value of 60,000 fr. (2,400*l.*). The value of the work which had been executed by the society up to the date of my visit (October 1895) was estimated by them at about 10,000 fr. (400*l.*).

Concerning a certain number of co-operative associations, which are known to have obtained contracts from public authorities, details have been furnished by the French Labour Department, but with the intimation that the societies in question do not permit the publication, in connexion with their names, of some of the most important of these details (relating to the present financial position of these societies).

* Based on information supplied to me by members of the association on a visit to the yard in which they are employed.

The Trade Union Association of Joiners, known as "The Modern Joinery Business" (**L'Association Corporative, "La Menuiserie Moderne"**), of Paris, which the figures supplied, through Her Majesty's Ambassador at Paris, by the different authorities concerned, show to have had two contracts to the aggregate value of 42,328 fr. (say, 1,693*l.*), less rebates of 20 per cent. and 17·2 per cent., from the Ministry of Public Instruction and Fine Arts (*see* Appendix D., *post*, pp. 250, 251), also to have obtained by private tender in 1893, from the Ministry of Public Works, a contract to the value of 9,500 fr. (380*l.*), less a rebate of 15 per cent. (*see* Appendix F., *post*, pp. 252-255), and to have obtained from the Architect's Department of the City of Paris, in 1891-5 (partly by public competition and partly by private contract), contracts (*see* Appendix G., Part III., *post*, pp. 261-276) to the aggregate net value of 204,566 fr. 67 c. (say, 8,182*l.*), is stated to have been founded in 1892,* its original shareholders numbering 7, and had in 1895 7 members, all workmen then employed by the society, who have together contributed the whole of the capital of the business, which is in shares of 100 fr. (4*l.*) each. They have had a loan of 6,000 fr. (240*l.*) from the Legs Rampal,† of which they had by the end of 1895 refunded 1,000 fr. (40*l.*). The society received in 1894 a subvention from the State of 2,000 fr. (80*l.*).‡ The society employs, in addition to the 7 members, an average of about 23 non-members (sometimes none, occasionally up to 40). The employees are paid time-wages, at the rates fixed by the Paris list.§ The manager holds office for six years. The method of division of profits is as follows.—After 5 per cent. has been paid on the paid-up share capital, the balance of the profits is treated thus: 10 per cent. is credited to Reserve Fund, 15 per cent. to Mutual Aid Fund, and 10 per cent. to Pension Fund, 15 per cent. goes as super-dividend to the shareholders, and the other 50 per cent. is distributed by way of bonus on labour among all who have been employed by the society, whether members or non-members.

The Association of Working Plumbers, Roofers, and Zinc-workers of Paris (**L'Association des Ouvriers Plombiers-Couvreurs-Zingueurs**), which the figures above referred to (*see* Appendix G., Part III., *post*, pp. 261-276) show to have obtained in 1894 and 1895 from the Architect's Department of the City of Paris (mainly by private contract, but partly by public competition) contracts to the aggregate net value of 45,080 fr. 55 c. (say, 1,803*l.*), was founded in 1892, the number of its original members being 7, and in 1895 had 12 members, all of them

* It will be noted that the date of foundation is later than that of the society's first contracts with the city of Paris; also that there was for some years before the foundation of this society a society with a very similar title and with the same address, which had a contract with the Ministry of Public Works (*see* Appendix F., *post*, pp. 252-255) and several contracts with the City of Paris (*see* Appendix G., Part III., *post* pp. 261-276).

† *See ante*, p. 100 n.

‡ *Bulletin de l'Office du Travail*, March 1895, p. 173.

§ *See ante*, p. 111 n.

employed at one time or another by the society, who had between them found all the capital with which the society works (the shares being of the nominal value of 50 fr. (2*l.*) each. This society received in 1894 a subvention of 2,000 fr. (80*l.*) from the State.* There were 6 members employed by the society in 1895 and from 4 to 16 non-members. The wages paid (day-wages) are above the standard wages of the Paris list,† inasmuch as the rates in that list are paid in full, though the working hours are one hour less per day than those contemplated in the list.‡ The manager of the society holds office for three years. With respect to the division of the profits, no fixed interest is paid to capital, which receives 10 per cent. of the profits, while 40 per cent. is stated to be credited to Reserve Fund, 20 per cent. to Mutual Aid Fund, and 20 per cent. to be distributed as bonus on labour.‡

The Co-operative Society of Paris Saddlers, known as "The Future," (*L'Association des Ouvriers Selliers de Paris, "L'Avenir"*), which has done a not inconsiderable amount of work for public authorities, was founded in 1892. The society states that its business consists in making articles used in fencing and boxing. There are 7 members; they have provided the capital (which is in shares of 50 fr. = 2*l.* each). This society in 1894, received a subvention from the State of 1,500 fr. (60*l.*).§ All the 7 members were in 1895 employed by the society, in addition to from 3 to 55 non-members, this large number of outside workers, however, having been employed for a few days only. The employees are partly on time-wages, partly on piece-wages; the question, whether the wages are those fixed by the Paris wage-list, or by the trade union, is answered in the negative. The manager of the society is appointed for five years. No fixed interest is paid on the shares; the profits are divided thus:—40 per cent. is credited to Reserve Fund, 10 per cent. to Pension Fund, and 20 per cent. to Mutual Aid Fund, while the shareholders get 10 per cent., and 20 per cent. is paid as bonus on labour to the employees.

The French Photographers' Society (*L'Union Française des Photographes*), of Paris, which has done a certain amount of work for the Paris municipality (*e.g.*, photographing houses which the municipality was preparing to acquire for public purposes), the contracts being made by private contract, was founded in 1893. Nearly the whole of the paid-up capital (the shares being of the nominal value of 50 fr. = 2*l.* each) has been provided by the workmen who are employed, so far as employment can be found for them, by the society, the balance having been provided by other workmen in the same trade. The society received in 1894 a subvention from the State of 1,000 fr. (40*l.*).§ The number of the members in 1895 was 12, of whom

* *Bulletin de l'Office du Travail*, March 1895, p. 174.

† See ante, p. 111 n.

‡ Leaving, it will be seen, 10 per cent. of the profits unaccounted for.

§ *Bulletin de l'Office du Travail*, March 1895, p. 173.

from 2 to 7, according to the amount of work on hand, were employed by the society. No non-members are employed. For the work done on the premises of the society time-wages, for that done outside piece-wages, are paid; there is stated to be no standard trade union rate of wages in this industry. The manager of the society holds office for three years. The method of dividing the profits is stated to be as follows :—45 per cent. is credited to Reserve Fund, 5 per cent. to Mutual Aid Fund, 10 per cent. to Pension Fund, while 20 per cent. goes to the shareholders, and 20 per cent. is paid to the employees as bonus on labour.

Other associations of workmen believed to be still in existence, which are known to have obtained contracts from public authorities, but about which it has not been found practicable to ascertain exact particulars, are as follows :—“*La Société des Ouvriers Tôliers-Fumistes*” (stove-pipe and chimney makers), which appears in the figures furnished, through Her Majesty’s Ambassador at Paris, by the City of Paris (*see* Appendix G, Part III., *post*, pp. 261–276), as having obtained by private contract in 1891 from the Architect’s Department of that municipality a contract to the value of 7,000 fr. (280*l.*) net, is stated by the French Labour Department and by the French Co-operative Union of Productive Societies to have never carried on active operations. This society was founded in 1891 with a nominal capital of 8,000 fr. (320*l.*) in 50 fr. (2*l.*) shares. In addition to co-operative societies mentioned in the details supplied by the French Government and the City of Paris, some information as to other societies may be gained from the particulars as to the placing of contracts for public works appearing from time to time in the *Bulletin de l’Office du Travail*; in these mentions is made of a contract for carpenters’ work obtained by “a co-operative society” at Limoges (May 1894, p. 220), of similar contracts obtained by the Co-operative Carpenters, of Lyons, “*L’Association Coopérative des Ouvriers Charpentiers*” (May 1895, p. 283, July 1895, p. 400), and of a contract for earthwork (foundation digging?) and stonework obtained by a trade union of masons and stone-cutters, “*Syndicat des Ouvriers Maçons et Tailleurs de Pierre*,” at Niort (December 1895, p. 690), which is no doubt identical with the “*Société d’Ouvriers Tailleurs de Pierre et Maçons*,” 5, rue du Faisan, Niort, mentioned in *Almanach de la Coopération Française*, 1896, p. 142.

The list of co-operative societies, which are known to have had contracts with public authorities, but which are known or believed to no longer exist, is a very long one. The list* would

* In compiling these particulars the principal sources of information utilized have been Rabbeno’s *Le Società Cooperative di Produzione*, the Report of the Commission on Co-operative Associations of 1883, *Almanach de la Coopération Française*, 1896, *L’Association Ouvrière*, April 1896, *Bulletin de l’Office du Travail*, June 1896; also details supplied to me by the French Co-operative Union of Productive Societies, and by the French Labour Department.

include, in addition to Louis Blanc's tailors at Clichy, and the spinners, also organised in 1848 with the assistance of Louis Blanc, and certain other associations (of navvies, &c.) formed about the same time under his influence, the longer-lived "Association des Ouvriers Menuisiers en Fauteuils" (cabinet-makers), of Paris (rue de Charonne), which was founded in 1848 and re-organised in 1881, but has since ceased to exist; "Association Générale d'Ouvriers Tailleurs" (tailors), of Paris (rue Turbigo); "Association d'Ouvriers Peintres de Paris" (house-painters), of the rue St. Martin, Paris; "Association Syndicale (also called "Association Coopérative") des Ouvriers Charpentiers de la Seine" (carpenters), of Paris (rue Stendhal, earlier, rue des Vignolles); "Association Générale des Ouvriers Cimentiers" (workers in cement), of Paris (rue St. Paul, afterwards, rue de Tanger); "Association Parisienne des Ouvriers Parqueteurs" (parquet-floor makers), of Paris (rue de Chazelles); "Association Coopérative des Ouvriers Vanniers de la Seine" (basket-makers, &c.), of Paris (rue du Temple); "Société Générale du Bâtiment" (builders), of Paris (avenue d'Ivry, at one time, rue Saint-Merri); "Association Coopérative et Collective du Charronnage" (coach and van-makers), of Paris (rue d'Avron); "La Sellerie Parisienne" (saddlers), of Paris (rue du Faubourg St. Martin); "L'Union, Société de Peintres en Bâtiment" (house-painters), of Paris (rue de Charonne, temporary office at first, avenue de la Roquette); "La Syndicale, Association d'Ouvriers Menuisiers en Bâtiment" (joiners), of Paris (rue Basfroi, also referred to as "Associations Ouvrières de l'Ameublement Réunies"; "Société des Cimentiers Réunis" (workers in cement), of Paris (rue de Crimée); "Union des Maçons et des Tailleurs de Pierre" (masons and stone-cutters), of Paris (rue de Wattignies); "La Sécurité, Société d'Ouvriers Peintres" (house-painters), of Paris (boulevard St. Marcel); "Union Syndicale Corporative des Ouvriers Terrassiers du Département de la Seine" (navvies), of Paris (boulevard de Charonne, earlier Bry-sur-Marne, Grande Rue); "Association, L'Avenir, Société Générale de l'Ameublement" (cabinet-makers, upholsterers, &c.) of Paris (rue Saint-Ambroise); "Association d'Ébénistes" (cabinet-makers), of Paris (rue de Montreuil); "Union des Sculpteurs de Paris" (stone-carvers and monumental masons), of Paris (rue de Tournon); "Société des Ouvriers Paveurs Réunis sous la raison sociale Lemoine et C^{ie}." (paviors), of Paris (?); "Société des Marbriers" (marble masons), of Paris (rue Saint Maur); "Association d'Ouvriers Paveurs de la Seine" (paviors), of Paris (rue Saint-Pierre, afterwards rue des Ardennes); "Syndicat Coopératif des Charpentiers de Navires" (ship-carpenters), of Boulogne-sur-Mer; "Union Coopérative des Tailleurs de Pierre et Maçons de Cahors" (stone-cutters and masons); "Association de Peintres, Le Progrès" (house painters), of Paris (rue Caulaincourt); "Association Toulousaine des Ouvriers Plâtriers" (plasterers), of Toulouse; "Société Coopérative des Ouvriers

Maçons" (masons and bricklayers), of Lyons; "Union Syndicale des Ouvriers Maçons et Tailleurs de Pierre" (masons and stone-cutters), of Carcassonne; "Construction industrielle" (joiners),* of Paris (passage Raoul); "Union Corporative des Ouvriers Menuisiers du Département de la Seine" (joiners), of Paris (rue Marcadet, see *ante*, p. 151 *n.*); "Société ouvrière Coopérative des Ouvriers Terrassiers, Puisatiers, Mineurs du Département de la Seine" (navvies), of Paris (rue Guillemillot); "Société Générale des Ouvriers Couvresseurs, Plombiers, et Zingueurs" (roofers, plumbers, and workers in zinc), of Paris (faubourg St. Denis, afterwards faubourg St. Martin); "La Parisienne, Société Coopérative d'Ouvriers Menuisiers" (joiners), of Paris (rue Beuret, at one time rue du Maine); "Association de l'Ébénisterie," also known as "Société Générale Française de l'Ameublement" (cabinet-makers), of Paris (rue St. Nicolas); "Association Corporative du Bronze" (workers in bronze), of Paris (rue d'Alembert); "Atelier syndical des Ouvriers Menuisiers," afterwards known as "Le Bois" (joiners), of Paris (avenue St. Ouen, afterwards rue Baron); "La Fraternelle" (house-painters and decorators), of Paris (boulevard Morland, afterwards rue de Crillon); "Société Coopérative, La Solidarité, peintres"† (house-painters), of Paris (faubourg Saint Martin). If we include, in addition to societies which have obtained contracts directly from public authorities, also those which have done work for the use of public authorities as sub-contractors employed by persons having such direct contracts, we must add to our list the "Société des Fumistes-Briqueteurs" (chimney-builders), of Paris (rue Richard-Lenoir), and the "Association Générale d'Ouvriers en Instruments d'Optique"‡ (optical instrument makers), of Paris (rue Pierre-Levée).

VI.—ITALY.

The practice of entrusting contracts for the execution of public works to co-operative associations exists to a very considerable extent in Italy, where special legislative enactments have been made with the object of facilitating the undertaking of public contracts by organisations of workmen. Although cases in which public works were carried out by co-operative bodies occurred prior to the legislation in question, yet the development of the system may be said, virtually, to date from the passing of the first of the laws now referred to in 1889; and

* The French Co-operative Union of Productive Societies states that this was an association of masters, not of workmen.

† The name of this society occurs in *Almanach de la Coopération Française*, 1896, p. 139; but the French Labour Department states that the society was wound-up early in 1896.

‡ The name of this society occurs in *Almanach de la Coopération Française*, 1896, p. 141; but the French Labour Department states that it was wound-up on April 15th, 1896. The society appears to have chiefly worked for the Société des Lunetiers (*ante*, pp. 97-99).

it will, therefore, be proper to begin the account of this matter by an analysis of this legislation, based mainly upon a full report furnished, in reply to questions addressed to him in connexion with the present inquiry, by Sir D Colnaghi, H.M. Consul-General at Florence. Contracts for work to be done for the State in Italy are, as a rule (to which there are certain specified exceptions), given out by public auction, and the contractor has to give security for the due completion of his contract.* The objects aimed at by the legislation which will be described were to facilitate the taking of public contracts by co-operative societies, which had hitherto found it difficult to compete, especially on account of their want of capital. The first step taken in this direction was the enactment of certain provisions contained in the Law of July 11th, 1889,† which enable contracts for works done for the State to be given, under certain conditions, to co-operative societies, without competition by public auction, either under the method of "private auction" ("licitazione privata") or under that of "private treaty" ("trattativa privata"). Under the former method, the procedure adopted is that a limited number of persons, presumed to be qualified to carry out the contract, are asked to tender for the work, either (a) by making an offer at a time and place indicated for the purpose, or (b) by filling in and returning a form of tender sent to them for the purpose; under the method of private treaty the negotiations for the contract are carried on with an individual selected for the purpose.‡

The conditions under which co-operative societies are allowed to avail themselves of these provisions, are: that they shall be "co-operative associations of production and labour, legally constituted, and composed of workmen;"§ that the value of the work, to which any contract taken under these provisions shall relate, shall not exceed 100,000 lire (4,000*l.*) and that such contract shall be one in which the value of labour predominates (*i.e.*, exceeds the value of materials, &c.). It is also provided that the payments on account made in respect of such contracts shall be made *pro rata*, in proportion to the amount of work executed; and that in the case of the co-operative contractors the security for the due execution of the works shall be provided by retaining 10 per cent. of the sums from time to time payable by way of progress payment, the money thus retained

* See Law on Public Works, Annex F of the Law, No. 2,248, for administrative unification of the Kingdom of Italy, March 20, 1865, Articles 325-63, Law of General Accounts of the State, No. 2,016 (3rd series), February 17, 1884, Articles 1-16, Regulations for the Administration of the Patrimony and for the General Accounts of the State, annexed to the Royal decree, No. 3,074 (3rd series), May 4, 1885, Articles 37-130; Law amending the Law of General Accounts of the State, No. 4,713 (3rd series), July 14, 1887, also Appendix H., *post*, pp. 277-281.

† Law amending the Law of General Accounts of the State, No. 6,216 (3rd series), July 11, 1889. For the text of the sections referred to, see Appendix H., Part I., *post*, p. 277.

‡ See Regulations of May 4, 1885, Articles 99-101.

§ "Associazioni cooperative di produzione e lavoro, legalmente costituite fra operai."

to be handed over to the contractors when the works shall have been finished and passed as perfect.

In the following year (1890) Regulations for carrying out the law of 1889, just mentioned, were issued in a Royal decree (dated August 23rd, 1890), to which was prefixed an explanatory report.* In order to obtain a contract under the law of 1889, a co-operative society must inscribe its name, together with a list of its members (giving their names and the crafts which they follow) and other particulars in a register. The Prefect verifies whether the society is legally constituted as a co-operative society of production and labour, whether all its effective members are workmen, exercising the crafts or craft to carry on which the society was formed, and whether the division of the profits is made, "in conformity with the principles of co-operation," i.e., whether the profits, after deducting interest on capital at the legal commercial rate, and such part thereof as may be devoted to a reserve fund, and to other special funds in accordance with the rules of the society, have been distributed among the workmen, who have participated in the execution of the work done by the society, "in proportion to the amount of work actually performed by them respectively, or to the wages which they have respectively received." The societies which, in the judgment of the Prefect, fulfil the conditions just stated are to be inscribed by him in the Register of Admission.

With respect to the provisions last set forth, their object is, in the report prefixed to these regulations, stated to be to prevent ordinary contractors from turning to their own advantage facilities specially designed for the benefit of co-operative associations,† by obtaining public contracts under some arrangement by which a fictitious society is put forward on their behalf.

The central and provincial administrations of the State, when proceeding under this law, must instruct their officers, charged with the preparation of the plans, to make a special certificate showing (amongst other things), whether the conditions prescribed by the law are fulfilled, i.e., whether the total value of the contract does not exceed 4,000*l.*, and whether the cost of labour will be more than 50 per cent. of this amount. It is specifically provided that "whenever the nature of the works permit it, and reasons of practical convenience do not forbid it, the contracting administrations may separate the contract for the supply of the materials from that for the labour" (required in working up these materials).

Co-operative societies seeking to obtain a contract must supply to the administration concerned details showing that their

* Regulations for Contracts for Public Works with Co-operative Societies of Production and Labour (Law of July 11, 1889, No. 6,216, Article 4), approved by Royal decree of August 23, 1890, No. 7,040 (3rd series). These regulations are printed in Appendix H., Part II., *post*, pp. 277-281.

† As to the practice on the part of contractors of getting contracts in the names of co-operative societies, having no real existence as such, see *post*, p. 167.

members, not already otherwise employed, are sufficient in number and capacity for the execution of the works included in the contract; and, in cases in which (the value of the contract being under 8,000 lire=320*l.*) the procedure adopted is that kind of private auction in which the selected societies are asked to fill in and return a form of tender, sent to them for the purpose, such form of tender must contain an express statement on this head.

In all cases in which the procedure adopted is either that form of private auction, under which offers are made at a specified time and place, or the method of private treaty, the sum named by the intending contractors must be lower than that fixed by the contracting authority as the estimated cost (the amount by which the sum offered falls below the sum estimated being spoken of as the "rebate"). If at a private auction the largest rebate is offered simultaneously by two or more co-operative societies, the contract is to be again competed for by these societies; if no increase in the rebate is offered, then the question which society shall get the contract is determined by lot.

In cases in which the value of the contract exceeds 8,000 lire (320*l.*), the contracting authority must issue notices in the manner prescribed in the case of auctions for public contracts under the general law.* In these notices are inserted the names of the societies which are inscribed in the Register of Admission, and which have conformed to the conditions established by these regulations. Under whatever procedure a contract be offered, every society desiring to obtain it must name the person to whom, as their representative, they intend to confide the direction of the works, who must be a person acceptable to the contracting authority, and furnished with a certificate of fitness in due form, certifying that he has proved his technical efficiency in the actual execution of similar works. In all contracts with co-operative societies under the law of July 1889 the society is to be forbidden to sub-let or give out as piece-work (i.e., sub-contract) the whole or any part of the contract under penalty of rescission of the contract, of the payment of damages, and the forfeiture of any security which may have been given; and similar penalties are attached to the employment by the society of non-members, except in cases in which, under exceptional circumstances, special permission may be given in the contract for the employment, at specified stages in the execution of the works, of a number of such non-member workmen, not exceeding one-tenth of the total number of workmen employed on the works. Provision is made for progress payments at intervals of 10, 20, or 30 days, such payments to be made against certificates showing the amount of work actually executed; the payment of the final instalment

* See Regulations for the Administration of the Patrimony and for the General Accounts of the State, annexed to the Royal decree, No. 3,074 (3rd series), May 4, 1885, Articles 73, 74, and Appendix II., *post*, pp. 277-281.

will be subject to the provisions prescribed by the general law relating to public contracts.* It is to be a condition of every such contract that, by way of security for the due execution of the works, 10 per cent. of the amount payable in respect of each progress payment shall be retained by the contracting administration until the works shall have been completed and passed. Save as provided by these regulations, the general regulations regarding public contracts are to apply to the contracts made with co-operative societies in the same manner as to all other contracts.

The Fourth Italian Co-operative Congress, held in 1890 passed a resolution demanding that the privileges accorded by the law of 1889 should be made to apply to all contracts, irrespective of their value, and to contracts made by public authorities generally,† as well as to those made by Government administrations; that the requirement that the contract should be one in which the value of labour predominates over that of materials should be abolished; that the benefits of the law should be extended to all co-operative societies of whatever art or craft;‡ that it should no longer be necessary (in order to secure the privileges in question) that the whole of the net profits of the society shall be divided among the persons by whom the work has been carried out; and that co-operative societies should have the preference [at equal tenders] in competitions for contracts. The First Congress of Italian Societies of Production and Labour, held in 1895, passed resolutions tending in the same direction as those of the 1890 Congress, and also asking that, wherever possible, contracts should be "sectionalised" (i.e. separate contracts should be given out for separate kinds of work required in connexion with the same job (see *ante*, p. 88, as to "lôissement"), and pressing for the appointment of a tribunal composed partly of co-operators, partly of public officials, whose duty it should be to distinguish the genuine from the spurious co-operative societies of production and labour, and, in addition, to devise measures for obviating the evil results arising from accepting rebates from the wages of the workmen, and also for preventing the co-operative societies from injuring their interests by undue competition among themselves.

So far as concerns proposals for the alteration of the law of 1889 made to the Italian Legislature, several measures have at

* See Law on Public Works, Annex F. of the Law, No. 2,248, for administrative unification of the Kingdom of Italy, March 20, 1865, Articles 338-65, and Appendix H., *post*, pp. 277-281.

† See *post*, p. 190.

‡ From some remarks made by Sir D. Colnaghi, in a report upon this question, forwarded by the Foreign Office to the Labour Department, it would appear that the intention of this resolution was to do away with the requirement that a co-operative society, in order to be entitled to the special privileges of the law, must be wholly composed of workmen. In strictness, of course, a society which has one or more civil engineers on its Technical Committee, with the status of membership, does not fulfil the condition that it shall be "composed of workmen" (see *ante*, p. 156).

different times been introduced with the object of still further facilitating the undertaking of public contracts by co-operative associations.* In particular, it has been proposed to allow contracts to be given to co-operative societies by private auction or private treaty up to the value of 200,000 lire (8,000*l.*), instead of 100,000 lire (4,000*l.*). It has also been proposed to make the special provisions for facilitating the granting of contracts to such societies applicable, not only in the case of contracts with State administrations, but also in that of contracts with public authorities generally (provincial and communal administrations, land improvement and irrigation boards, &c.), such authorities having so far been unable to make contracts with co-operative authorities, except when they have obtained special permission from the Prefects to dispense with the requirements of the law, which, as a rule, forbid them to place contracts otherwise than by public auction.†

In this connexion it should be noted that Consul-General Colnaghi remarks: "I believe that in all cases, or, certainly, as a rule,§ up to the present time, contracts have been given out " to co-operative societies by private tenders, *i.e.*, to bid alone " to the exclusion of ordinary contractors. Indeed, the societies " would not, I think, have much chance of obtaining a contract, " under present circumstances, in open competition, as the

* See *Legislatura XVII.*, First Session 1890-1, Chamber of Deputies, Document No. 260; *Legislatura XVIII.*, First Session 1892, Chamber of Deputies, Document No. 107; *Legislatura XVIII.*, First Session 1892-3, Senate, Document No. 73; *Legislatura XVIII.*, First Session 1892-4, Chamber of Deputies, Document No. 362; *Legislatura XVIII.*, Second Session, Chamber of Deputies, Debates, sitting of December 13, 1894, p. 146.

† It appears to have been contended on behalf of the co-operators that the law, as it stands, gives the communal and provincial authorities the power to make contracts by private auction or private treaty with co-operative associations; but it would seem that the correctness of this view is doubtful, and that these authorities have acted on the assumption that they do not possess this power. For the law on the subject, see next note.

‡ The law in regard to communal and provincial authorities requires that all contracts over 500 lire (20*l.*) in value in the case of communal authorities, or over 3,000 lire (120*l.*) in the case of provincial authorities shall be made by public auction, with the same formalities as are laid down for State contracts, except in either case permission to make the contract by private auction or private treaty, shall have been given by the Prefect; see Communal and Provincial Law of February 10, 1889, No. 5,921 (3rd series), sections 157, 158, 226, and regulations under this law annexed to Royal decree of June 10, 1889, sections 76 and 100. With respect to public charitable institutions, see law No. 6,972 (3rd series), July 17, 1890 (especially section 26), and regulations under this law annexed to Royal decree No. 99 February 5, 1891 (especially Administrative Regulations, sections 55-60); under these enactments, contracts by public charitable institutions exceeding 500 lire (20*l.*) in value must be made by public auction, with the formalities required in the case of State contracts, except permission to make the contract by private auction or private treaty be given by the Administrative Board of the province, which, in the case of contracts for requirements which have to be met at recurrent intervals or daily, may also, if such a course be of evident advantage to the public service, give permission annually for such contracts to be made with co-operative societies.

§ Instances of exceptions to this rule will be found in the official report, *Sulle Associazioni Cooperative in Italia* (see *post*, p. 171 *n.*), pp. 16, 17 (contract obtained by public auction in 1886 by the Society of Day Labourers of Bagnacavallo), and in Appendix J., *post*, Table III., pp. 292-293 (contracts obtained by public auction in 1890 and later by various co-operative societies).

"ordinary contractors would do all in their power to oppose them." One reason which was given against allowing communal and provincial authorities to make contracts otherwise than in the usual manner by public auction with co-operative societies was that there was a danger that local societies would exercise pressure upon these authorities in order to secure contracts on favourable terms,* a danger which the available evidence tends to show to be by no means absent in certain cases.† It was also proposed that the privileges created with regard to tendering for public contracts by the law of 1889 should no longer be confined to societies composed exclusively of workmen, but should be extended to societies in which workmen formed a majority of the members, and that the law should apply to all contracts, irrespective of whether the value of the labour predominates over that of materials or not.

In the *Revue du Travail* (published by the Belgian Ministry of Industry and Labour) of January 1896, it is stated (p. 45) that, in order to carry out the views expressed by a congress of co-operative societies recently held in Rome, the Italian Ministry of Agriculture, Industry, and Commerce has lately issued a circular to the Prefects throughout Italy, in which, with the object of securing the proper enforcement of the regulations of 1890 in regard to the undertaking of public contracts by co-operative societies, certain measures are prescribed. Thus, the Prefects are enjoined to refuse to insert in the list of societies competent to avail themselves of the privileges conferred by the law of 1889 all societies which do not strictly fulfil the requirements of the law. The Prefect is to see that the list of members in each case is genuine, and whether all the members are really workmen. A general inquiry is to be made into the position of co-operative productive and labour societies, and such societies are to send a list of their members to the authorities within two months of the close of the financial year, with their wages, and the sums which they have received out of the profits.

With respect to the results of the operation of the law of 1889, two official reports give some information. The first of these is a report of the sub-committee of the Chamber of Deputies on the estimates for the Ministry of Public Works for the financial year 1891-2,‡ a translation of which has been furnished by Consul-General Colnaghi. This report states that

* Compare the *Report of the Central Committee of the Senate (Legislatura XVIII., First Session 1892-4, Document No. 73A)*, in which it is insisted that it is requisite "that the communes, the provinces, and the public charitable institutions should not become subject to pressure on the part of local societies."

† See the *Report of the sub-committee of the Chamber of Deputies* cited below, *post*, p. 162, and *Report of the Central Committee of the Senate, Legislatura XVIII., First Session 1892-4, Document No. 73A*.

‡ *Atti Parlamentari, Legislatura XVIII., First Session 1890-1. Chamber of Deputies, No. 10A., sitting of June 14, 1891.*

the question, what have been the results obtained by entrusting contracts to co-operative societies, cannot yet be answered, the duration of the experiment having been too short to allow a proper judgment to be formed. "It may, however, be stated " that the abatements [rebates] obtained under this special form " of tender have been, on an average, less than those which are " generally secured under the usual system. Moreover, it often " happens that, owing to insistent demands, supported by the " Prefects for reasons of public order, in cases allowed by the " general law of accounts, private tenders are accepted from " co-operative societies under which the cost of the works is " further increased."

Referring to the execution by co-operative societies of contracts for the maintenance of National roads, this report states that, " Generally speaking, the quality of the work done has not " been so satisfactory as that secured under the ordinary " system. It is not, however, possible to make positive state- " ments to serve as a rule on this point, for the conditions " vary very greatly from province to province, and the results " have been more satisfactory in the districts in which labourers' " societies have been organised for some time. . . . In " general, no disputes of any importance have, hitherto, arisen " with the contracting societies; but the abatements [rebates] on " the estimates only averaged between 2 and 7 per cent., in one " case alone reaching 16·41 per cent., and are, consequently, " very inferior to those which are nearly always obtained under " the ordinary system of tenders for contracts."

With regard to the contracts carried out by co-operative associations for the Government Hydraulic Department (mainly in connexion with river works), the work done under these contracts is stated to have consisted "almost entirely of " earth works ('movimenti di terra'), few in rough stone " work ('sassaie') and very few in masonry ('lavori murari'). " Generally speaking, there have been no disputes or " defects in execution. Still some difficulties have arisen, as " is shown by the following examples: For one work the " contracting co-operative society ceded the contract by " notarial act to a contractor against a compensation of 5,000 " lire (200*l.*). For a supply of stones, the storage was fraudu- " lently made large, empty spaces being left inside the heaps, " so that the volume appeared greater than it really was. For " some extensive earth works the labour was so subdivided and " executed with so little regularity that supervision was difficult, " and that irregular settlements of the earth might possibly " occur. This has been provided for, so that no damage has " occurred to the administration. For some excavations the " contracting society had put forward claims to obtain higher " prices for their work. In this case, no decision has, as yet, " been come to. | There was also a case of some works contracted " for being so slowly and badly carried out that, all things

" considered, it was deemed advisable to cancel the contract. This contract was really given to a contractor, and it was only during its execution that it was discovered that all the interest therein belonged to a co-operative society which had employed a *prête-nom*. The society in question has received considerate treatment on the part of the administration, but the question is still pending. The abatements [rebates] on the estimates have generally been from 3 to 4 per cent., rarely 5, 6, or 7 per cent.; thus the works given out to co-operative societies have cost more than those provided for on the ordinary system. For works entrusted to co-operative societies, it is necessary to increase the technical supervision on the part of the administration, because it rarely happens that the societies are provided with a director of sufficient experience."

The second of the official reports dealing with the results of the application of the law of 1889 is a report* presented to the Chamber of Deputies in the early part of 1892, by the Minister of Public Works (Francia), which relates to the contracts for public works given out to co-operative labour societies from May 1888 to December 31, 1891. This report was in the following terms:—†

"Gentlemen,—In conformity with the order of the day, approved by the Chamber of Deputies in the sitting of June 21, 1891, I have the honour to present the Report on contracts for public works given to co-operative societies between May 1888 and December 31, 1891. Two of those were placed prior to the promulgation of the law of July 11, 1889, No. 6,216, and three by public auction, conducted in the ordinary way, at which the societies bid like ordinary firms.

"The report is made up of the following six tables:—

Table I. Road works let by private treaty to co-operative societies, prior to the promulgation of the law of July 11, 1889, No. 6,216 (Series 3), after ordinary public auctions had failed to elicit tenders.

Table II. Road works let to co-operative societies in accordance with Article 4 of the law of July 11, 1889, No. 6,216 (Series 3).

Table III. Road works let by ordinary public auction to co-operative societies after the promulgation of the law of July 11, 1889, No. 6,216 (Series 3).

Table IV. Works for embanking rivers and torrents let to co-operative societies in accordance with Article 4 of the law of July 11, 1889, No. 6,216 (Series 3).

* *Atti Parlamentari, Legislatura XVII.*, First Session 1890-1, Chamber of Deputies, Document No. XXXII., sitting of February 4, 1892.

† The translation of this report and of the Tables appended thereto (see Appendix J., *post*, pp. 282-313) has been made by Mr. Wotzel, of this Department.

Table V. Works (including the supply of material) on railways open to traffic let to co-operative societies.*

Table VI. Comparative Tables of wages paid to the workmen in the different provinces of the Kingdom by contractors for public works and by co-operative labour societies.

"The total value of the works placed with the co-operative societies up to December 31, 1891, has been 5,506,700 lire 73 cent. (say, 220,268*l.*), of which 2,169,770 lire 79 cent. (say, 86,791*l.*) was for road works, 3,247,610 lire 78 cent. (say, 129,904*l.*) for hydraulic works, and 89,319 lire 16 cent. (say, 3,573*l.*) for railway works.

"Each of the statements from No. I. to No. V. supplies, among other matter, facts and opinions, carefully collected by the administration, on the chief conditions connected with the progress of the works. These facts and opinions may serve to confirm certain observations I made last year before the Committee on Accounts, to the effect that the rebates offered by co-operative societies are smaller than those obtained from the ordinary contractors, that better results are obtained in those provinces where societies of day labourers ('*braccianti*') have for a long time been organised, whilst in other provinces it not seldom happened, for example, that the whole or part of the workmen did not belong to the societies which had taken over the contracts, and that the technical management of such societies is, in the majority of cases, below the standard of requirements.

"A comparison has, so far as possible, been made between ordinary contracts and those of co-operative societies, as regards the rate of the rebate, and in most cases as regards the amount of wages. But the data resulting from the experiment are still limited and cover a relatively short period, so as to render it impossible, for the present, to draw comparisons which could lead to a full and safe opinion on the results of the two systems which prevail in the letting of public contracts, and,

* With respect to the contracts in connexion with railways carried out by co-operative societies, the following extract from the translation sent by Consul-General Colnaghi of the report made in June 1891 by the sub-committee of the Chamber of Deputies referred to above (pp. 161, 162) will be of interest: "Railway Department. No opportunity has occurred of entrusting to co-operative societies the execution of any of the new works to be carried out for the direct account of the State, because the case of contracts limited in amount to 100,000 lire (4,000*l.*), in which labour predominates has not occurred. The Ministry [of Public Works] has, however, requested the Mediterranean, Adriatic, and Sicilian Railway Companies to bear in mind the provisions of the law of July 11th, 1889, when carrying out works entrusted to them by the Government, for which the expenditure is to be re-imbursed, for the completion of the new railway lines. . . . With regard to the maintenance of the railways, these are provided for by the respective contractors until they have been approved, and afterwards by the companies working the lines; therefore, there are no works of this description which could be given out to co-operative societies."

consequently, on the extent to which the co-operative system is a success.”*

The six Tables which are appended to the report just set forth are printed at length in Appendix J., *post*, pp. 282-313, and will be seen to contain matter of much interest. It will be observed that the details given in this report do not include any statistics in relation to contracts granted to co-operative societies by the Italian Ministries of War and of Marine. But some information on these points is contained in an appendix annexed to a report of a Committee of the Chamber of Deputies,† presented in February 1892, and a translation of this appendix is given in Appendix K. to the present report, *post*, p. 314. The details there given show that under the law of July 11, 1889, up to the end of 1891, in all 14 contracts (partly for supplies, *e.g.*, saddlery, but mainly for building works) had been obtained by 12 different co-operative societies from the Ministry of War, the total value of such contracts being 233,769 lire 39 cent. (say, 9,351*l.*); while the only contracts given out by the Ministry of Marine were a few unimportant contracts given to the Co-operative Society of San Pier d'Arena (see *post*, pp. 235, 236).

It will be remarked that both of the Italian reports last referred to relate to a period ending with December 31, 1891. A return showing the co-operative societies of production and labour to which contracts for public works were granted under the law of 1889 up to the end of 1894, supplied for the purposes of the present report by Commendatore Bodio through Sir D. Colnaghi, is printed in Appendix L., *post*, pp. 315-325. This return shows that under the law of July 11, 1889, up to December 31, 1894, 713 contracts for public works to the total value of 11,349,682 lire 60 cent. (say, 453,987*l.*) were given out to 157 co-operative associations of the class referred to.‡

When forwarding the return last referred to, Consul-General Colnaghi at the same time sent a translation of a memorandum from the Accountant-General's Department at Rome (dated February 1895), which contains the following passage:—"The co-operative societies of production and labour, which, in the course of the last six years, have undertaken contracts for works on account of the State, have in general given satisfaction. Of the 713 lots granted to them, the contracts have only had to be rescinded in four cases; and of the 158 [query? 157?]

* It is proper to state that the report printed in the text has been the subject of criticism on the part of Italian co-operators (see esp. *Report of Sixth Congress of Italian Co-operators*, pp. 102-4). In particular, in regard to the comparisons made in the report between the wages paid by co-operative societies and by ordinary contractors, it is pointed out that the member of a co-operative society receives, in addition to his wages, a share in profits and a right to benefits under the Provident Fund, Accident Fund, &c.

† *Legislatura XVII.*—First Session 1890-2, Document No. 260A.

‡ This return apparently does not include railway works, and does not relate to work done for the Ministry of War.

" societies, by which contracts were taken up, only 27 have been subjected to fines and to costs for supervision to ensure the proper execution of the works."

With respect to the Italian co-operative productive societies the latest and fullest details available are those contained in a volume (*Statistics of Co-operative Societies: Labour Societies of Day Labourers, Masons and Bricklayers, and Workmen of Kindred Trades*; Rome, 1895) recently published by the Statistical Department of the Ministry of Agriculture, Industry, and Commerce, from which the observations which follow are abstracted. Between 1883, in which year commenced the publication of the *Official Bulletin of Joint Stock Societies*, and the end of 1889, there were officially recognised 65 societies of the nature here referred to, while in 1890-4 inclusive there were so recognised more than 400 such societies. In addition, this report contains the names of 27 societies existing at the end of 1893, but not having obtained legal recognition. So far as concerns the officially recognised societies in existence at the end of 1894, it is stated that, after making due allowance for societies having no real existence, the number of societies in actual existence at that date was about 400.* It is also stated that the number of the societies which are entered on the Registers of the Prefects as competent to carry out work for the public administrations is 311.†

The growth of this form of organisation is stated to be connected with the great development of public works and of building speculation, which resulted in the formation of a class of workmen holding, as it were, an intermediate position between agricultural labourers and town workmen. These men do not possess the qualifications requisite to secure employment in workshops; at the same time, when men of this class have once become accustomed to receive higher wages than field labourers and to live in a different manner to that which is customary in the country districts, they are reluctant to resume agricultural employment. During periods of activity in such kinds of work as railway and canal construction, and building operations, they commenced to unite in associations, with the object of taking the place of the ordinary contractors, by absorbing whose profits they conceived it to be possible to increase their own wages. When, however, the activity in these trades abated, the workmen concerned looked to the co-operative associations to secure them employment.

The special laws and regulations in relation to public contracts, conferring upon the co-operative societies the privileges which

* The official figures show 522 societies as in existence at the end of 1894; but it is stated that a considerable number of societies have ceased to exist, without any official record of their disappearance having taken place. Thus, it is mentioned that in Rome, while the number of societies formed between 1883 and the end of 1894 was 29, and the names of all of these appeared in the official list, the number of societies known to be in active operation was no more than 16.

† These Registers are being revised; 80 societies have recently been struck off (*Credito e Cooperazione*, 15 Nov.-1 Dec. 1896, p. 197).

have been described above, did much to promote the formation of such societies, though some of the societies which were formed must be considered to be co-operative in name only, for many contractors, in order to secure these privileges for their own benefit, became promoters and directors of sham co-operative societies, inducing the workmen employed to be content with the receipt of wages alone, with no interest in the gains, and to give up to them the whole of the profits.

The co-operative societies formed under the circumstances above explained are composed of day labourers, road-menders, carters, masons and bricklayers, stonecutters, marble-workers, whitewashers, &c. As a rule, the men in one of these associations will be found to number among them persons belonging to several of these branches of trade; thus, day labourers form a joint society together with carters, or with masons and bricklayers; masons and bricklayers will combine with stone-cutters, or with marble-workers, and so on; in some cases the association will be one of "general builders," and will embrace all the different trades engaged in construction works.

The associations now referred to have in common certain characteristics; in the work which they do labour is the principal element, but little plant being required and no great amount of raw material being involved. Then again, it is observed, the business of an association of this class always possesses this special feature that no attempt is made to create or forestall demand; the society gets to work, if and when a demand for its work shall have arisen.

It is remarked that, while, when these societies first began to be formed, a certain class antagonism usually induced the associated workmen to exclude from membership persons not belonging to the working-classes, it is now quite common for non-workmen to be allowed to join a co-operative society, a provision which is made both in order to secure a larger capital than it would be possible for the society to possess if it confined its membership strictly to workmen, and still more with the object of obtaining the services of persons having a practical acquaintance with business affairs and a capacity for organisation, to whom may be entrusted the general direction of the works. As a rule, however, persons not belonging to the working-classes are admitted with restricted rights, as to sharing in profits, taking part in the management, and so on.

The capital of an association is usually unlimited in amount the shares are "personal," and transferable only by consent of the general body of members, are of small denomination, not exceeding in any case 100 lire (4*l.*). (As a fact, the value of a share, as will be seen from Appendix M., *post*, pp. 326-335, appears in most cases to be very seldom over 1*l.*, and often much less.) The shareholder is allowed to pay-up his share in quite small weekly or monthly instalments. The law does not allow a member of a co-operative society to hold shares exceeding in

nominal value the sum of 5,000 lire (200*l.*). (It may be added that the number of shares which each member may hold is frequently limited, the rules very often providing that no member may hold more than a single share.*) It is stated that new members are readily admitted, on subscribing for a share and paying an entrance fee, the amount of which is in some cases permanently fixed, but more frequently varies from time to time in proportion to the value of a member's interest in the amount standing for the time being to the credit of the Reserve Fund. Each member has one vote, no matter how many shares he may hold.

With respect to the division of profits (which, it is stated, is not always carried out according to the rules of the society), the payments out of the profits consist in large contributions, usually, it is stated, amounting to 50 per cent., or not much less, of the whole, in favour of the Reserve Fund and of Provident Fund, Accident Fund, Pension Fund, &c. Of the balance then remaining, a considerable part is frequently allotted, as "bonus to labour," to the employees, in proportion to the amount of work done for the society by each, as measured by the amount of wages earned. Often, but not always, interest, not exceeding the legal rate, is paid on the shares, which are sometimes also entitled to a share in the profits by way of super-dividend, in addition to the fixed rate of interest.

In some cases the profits are divided equally between all the members, whether they have been employed by the society during the whole year or for a few days only, or have not worked for the society at all. In other cases the profits are divided on the basis of the holding of shares; but this, in a society in which each member is allowed to hold only a single share, is practically equivalent to an equal division *per capita*. The non-workmen members, however, share in profits, if at all, only to the extent of receiving interest on their paid-up shares.

With regard to the Reserve Fund, it is stated that, as the societies are quite free in respect to the investment of such a fund, it is used as working capital, and, in particular, is devoted to providing the necessary security in relation to contracts for public works.

It is remarked that, as between labour and capital, where these share separately in the profits, the tendency is to allot the lion's share to labour, capital either getting no part of the profits or, at most, the legal rate of interest.

In the last place, it is noted that the co-operators attach much more importance to obtaining regular employment at moderate but sufficient wages rather than to earning big profits, and especially where the aim of the society is mainly to find work for the unemployed, the members prefer to get good wages,

* In some cases provision is made for gradually re-funding to the shareholders the amounts subscribed.

rather than to look forward to receiving a large bonus at the end of the year.

So far as concerns the internal organisation of a co-operative productive society, there is a general meeting of members, a council of administration, a "college of syndics" (virtually a committee of control, whose duty it is to see that the rules are strictly conformed to, that the resolutions of the general meeting are duly carried out, and that the books are properly kept, and to report on these points to the general meeting), and often also an arbitration committee, to decide any question between the society and a member. There is also a technical committee, which examines the specifications of work for which it is proposed to tender, directs the execution of the works undertaken, and settles the remuneration of the workmen. The members of the technical committees are not, in all cases, required to be members of the society, outsiders are allowed to sit on this committee, and, not seldom, care is taken to include in it a civil engineer and a lawyer.

In all except the smaller societies it is the practice for the members employed by the society, to work in squads of about 15 men (in some cases 20 or 30). Each squad works under the supervision of a leading man, who receives in addition to his ordinary wages, a small per-centage ($\frac{1}{2}$ to $\frac{1}{3}$ per cent.) on the aggregate earnings of the men under him. In those cases, in which no permanent arrangement of this kind obtains, the practice is to appoint a leading man *ad hoc*, on each occasion.

As a rule (it is stated) it is arranged that members only shall be employed, but in cases in which either part of the work is of a special nature, or the number of the members is not large enough to finish the work by the date agreed upon, the employment of non-members is permissible, preference, however, being, in some instances, accorded to members of a local Mutual Aid Society, or of a neighbouring co-operative society. But the employment of outsiders has comparatively seldom to be resorted to; for, as a rule, there is not work enough to employ all the members. (In many societies the rules provide that, where there is not work enough to employ all the members, they shall take it in turn to be employed, preference being sometimes given to men who are unable to find employment outside.)

The wages paid to the employees of the societies are sometimes time-wages, sometimes piece-wages. Many societies fix their piece-wages separately for each job, at figures equivalent to the contract price, less 10 per cent. Where time-wages are paid, these are fixed by the technical committee for each class of workmen and each grade of work; but all men of one class doing the same grade of work get the same rate of pay. On the whole, piece-work seems to be the most usual form of remuneration.

A large number of facts in relation to 103 co-operative societies, in respect to which it had been found possible to obtain the details, are given in the Italian official report, from which the

foregoing particulars are taken, in a tabular form, and, in the case of societies known to have carried out contracts with public authorities, the details are reproduced in Appendix M., *post*, pp. 326-335.

Referring to the tabular details just mentioned, the report draws attention to the small nominal value of the shares (from 10 lire = 8s. to 25 lire = 1l.), and to the small amount of capital per member, each member, as a rule, only subscribing for one share, and taking a long time to pay-up the amount subscribed by minute instalments.

When credit is required (*e.g.*, by a society recently started, which has to pay wages before any payment on account has been received), advances, it is stated, are obtained without difficulty. After a year of abundant work, a society will be found to have provided itself with working capital by the accumulation of a Reserve Fund.

It is also observed that the number of persons employed by a society is usually smaller than that of the members available for, and desirous to take employment; and that, nevertheless, even in societies which are not in a position to find work for all their own members, it is a not uncommon thing to employ non-members, which is said to be probably attributable either to the fact that the society in question could not find among its own members workmen able to do certain kinds of work required, or to the fact that the members lived at a great distance from the place where the work had to be carried out, in which case, especially if the members are not badly off for work at home, they prefer to put on men living near the works.

With respect to the financial results of the operations carried out by the co-operative labour societies, it is observed that, in periods of great activity in the building trades, the societies, notwithstanding that the wages which they pay are on a higher scale than those ordinarily current, manage to make considerable profits—a fact which may, it is said, possibly be due to their being allowed to obtain contracts by a limited competition;* and it is pointed out that the prices which the societies get for their work are higher than those paid for similar work when the competition is an open one. Sometimes, whether from imperfect methods of working, faulty administration, or some other cause, losses are incurred; but, speaking broadly, it is stated, the societies earn fairly substantial profits.

The report now under consideration directs attention to certain federations of co-operative labour societies—that formed in Romagna, at the head of which is the Senator Buonvicini; that existing in Modena, under the direction of Signor G. Agnini; and that established in Rovigo, which is presided over by Signor Tullio Minelli. The idea underlying the formation of these federations was, it is stated, principally that of preventing the

* The co-operative societies, in these cases, are alone allowed to tender, ordinary contractors being excluded. In some cases it would appear that the societies arrange not to underbid each other (*see post*, p. 179, also p. 204).

societies which belong to them from underbidding each other in competitions for works; but, on the actual establishment of these organisations, they developed larger aims, including the promotion of common interests, and also the undertaking of contracts on their own account, and the employment, on the works so undertaken, of the federated societies. At the end of 1893 the federation in Romagna comprised 25 societies, that in Modena 23, and that in Rovigo 20. The lines upon which these federations are formed are illustrated by the constitution of the Modena federation, which is described in detail later on (pp. 203-206).

In the succeeding pages of the present Report an account is given of the constitution, history, and financial position of a large number of co-operative societies which have obtained contracts for public works, this account being supplemented by the Table already referred to (Appendix M., *post*, pp. 326-335).

It may be convenient to note in this place that, neither in the official reports which have just been summarised, nor in the information which forms the basis of the account of the Italian co-operative societies, which follows, is there any evidence of the application by the different public administrations of the special Regulation (*ante*, p. 157) enabling these authorities, when dealing with a co-operative association, to separate the contract for the supply of material from the contract for the performance of labour,* and that, in practically the whole of the cases as to which details are available, where the work has involved the supply of materials, the co-operative contractors appear to have supplied the materials as well as the labour.

Associazione Generale degli Operai-Braccianti del Commune di Ravenna.†

The General Association of Day Labourers of Ravenna, formed in 1883, and registered in 1888, was the earliest in date of societies of this class—societies formed among the less highly skilled operatives by whom earthworks, the digging of canals,

* While these pages were under final revision, I had the opportunity of meeting Commendatore Enea Cavaleri, who occupies a position of importance in the Italian co-operative movement, and I asked if he knew of any cases of the application of this Regulation. He replied that he believed a few such cases had occurred; but subsequently wrote to me that he had made inquiries at the Ministry of Public Works, and found that his previous impression was incorrect (no such separation of contracts, as contemplated in this Regulation, having been made in any instance).

† The sources of information utilised are: An article on Co-operation in Italy, by Professor Rabbeno, in *Report of Co-operative Congress*, 1885, p. 105; *Le Società dei Braccianti in Italia*, by Professor Rabbeno, 1888, pp. 4-6; *Le Società Cooperative di Produzione*, by Professor Rabbeno, 1889, p. 298; *Report of Third Italian Co-operative Congress*, 1889, pp. 30, 71; *Report by Consul Franz*, F.O., Annual Series, 1889, No. 788, pp. 18, 19; *Sulle Associazioni Cooperative in Italia* (an official report published by the Italian Ministry of Agriculture, Industry, and Commerce), 1890, pp. 12-15; *Report by Consul Franz*, F.O., Annual Series, 1890, No. 683, p. 19; *Report of Fourth Italian Co-operative Congress*, 1891, pp. 16, 17; *Report by Consul-General Colnaghi*, F.O., Miscellaneous Series, 1891, No. 211, pp. 47-9; *Report by Consul-General Colnaghi*, F.O., Miscellaneous Series, 1893, No. 276, p. 87; and the rules and certain balance-sheets of this association and figures extracted from its balance-sheets lent to me by Mr. H. W. Wolff.

and other kinds of navvies' work is performed. The rules of the society declare that "the special object of the association consists in the formation of a common fund, which will enable it to undertake on its own account the greater part of the public and private works at present handed over to the greed of contractors." Membership is confined to day labourers, carters, paviors, and sawyers, who must be natives of Ravenna or have lived there for at least a year. The shares are of 24 lire (19s. 2⁴d.) each, payable by monthly instalments of 1 lira (9⁶d.) each, extending over two years. In addition, a new member must, within four months from his admission, pay an entrance fee of such amount (based on the amount for the time being of the Reserve Fund of the society, as shown by its last balance-sheet) as the members in general meeting shall each year determine.* The shares are non-transferable, and no person may hold more than one share.

It had originally been intended to wait to commence operations until the society should possess a capital of 20,000 lire (800*l.*). However, early in 1884, although the capital subscribed hardly reached 6,000 lire (240*l.*), a start was made by carrying out certain works, partly for the municipality of Ravenna, partly for a local company. The society is stated to have carried out these contracts in a satisfactory manner. Later in the same year the municipality of Ravenna rented to the society 350 hectares (say, 865 acres) of land, which they turned into artificial meadow. In the same year the society undertook a sub-contract for important Government works, amounting to two million lire (80,000*l.*) in value—earthworks required in connexion with the reclamation of the marshes of Ostia, Camposalino, Maccarese, and Isola Sacra, in the province of Rome. In regard to these works Consul Franz remarked: "The chief difficulty in carrying out these works is the unhealthiness of the place, which naturally kept back workmen for a good part of the year. During some months it was absolutely necessary to suspend the work. Perhaps it would have been impossible to carry out the undertaking by employing ordinary labourers belonging to this district, and paid by the day. But as in Romagna (district of Ravenna), there exists an extensive association of labourers (a sort of co-operative society) for this particular kind of work, several squads, selected, I believe, by drawing, were despatched to the above places every year. The men, who are of a robust constitution, sober, not subject to a master, and have a direct control over their food, wine, and housing, as well as on the hours of work, performed their task peacefully, dividing among themselves the price agreed upon with the contractor. Having visited the said places at the beginning of the hot season, I had an opportunity of

* The effect of this rule is understood to be that if there were 200 members, and the amount to the credit of the Reserve Fund was 1,000 lire (40*l.*), the new member's entrance fee would be 5 lire (4*s.*). By the rules the entrance fees are credited to the Reserve Fund.

"witnessing the wonderful activity displayed by that hard-working race of men under a scorching sun, and with their feet deep in marshy water. I also had the opportunity of hearing that illness was not frequent amongst them, and that disputes were of a rare occurrence."*

In regard to the works just referred to, the official report on co-operative societies, published in 1890, by the Italian Government states as follows: The management of the works in the province of Rome has been kept separate from the principal seat of administration at Ravenna. . . . At the Roman administration, from the commencement of the works to September 30, 1889, the association received, for works executed, 1,366,092 lire (say, 54,644*l.*), and was at the latter date a creditor of the Royal Corps of Civil Engineers for 25,576 lire (say, 1,023*l.*) on account of works carried out. Subject to final settlement, the value of the works executed was 1,391,668 lire (say, 55,667*l.*); the approximate profits, as shown by the balance-sheet made out to September 30, 1889, amounted to 25,066 lire (say, 1,003*l.*). So large an undertaking required a considerable plant. In traction engines, centrifugal machines, rails, and Decauville trucks, the association expended upwards of 50,000 lire (2,000*l.*). It also devoted a large sum to establishing stores for the men in the almost desert spot where the works were to be carried on, and in providing them with lodgings. For the stores, from the beginning of the works to September 30, 1889, the association disbursed, in purchases of goods, distribution, and supervision, 603,890 lire (say, 24,156*l.*), and received for goods sold, 634,116 lire (say, 25,365*l.*). To provide the workmen with lodgings, a house was rented at Isola Sacra and various buildings at Ostia. The total sum expended up to September 30, 1889 on this account, including the value of beds, bedding, kitchen utensils, &c. was 97,014 lire (say, 3,881*l.*), and the receipts amounted to 68,734 lire (say, 2,749*l.*). For their lodgings the labourers paid 3 lire 50 cent. (2*s.* 9*d.*) a month.

Lastly, the association established an infirmary, towards which each member pays 1 lira (9*d.*) a month. On falling ill he is entitled, after the second week of illness, to a weekly subsidy of 5 lire (4*s.*), and to free maintenance in the infirmary.

The wages paid to the labourers varied from 1 lira 50 cent. (1*s.* 2*d.*) a day to 3 lire 50 cent. (2*s.* 9*d.*) a day, according to the season, and the quality of the work. . . . The association has had a decidedly beneficial effect on the moral conduct of the labourers.†

Other contracts for public works were given to the society. Its members, originally 303 in number, were at the end of the first year 2,500. For all of these men the society was able to find employment. It is stated that, while the men previously were either unemployed or had to work for no more than 1½ lire

* *V.O.*, Annual Series, 1890, No. 638, p. 19.

† *Sulle Associazioni Cooperative in Italia*, pp. 13-5.

(1s. 2·4d) per day, those engaged in the marsh reclamation works above referred to received an average wage of 3 lire 10 cent. (2s. 5·76d.).

In 1891 this society, having associated itself with other societies of a like nature in the Romagna,* undertook a sub-contract for the construction of works on the Larissa-Piræus railway in Greece, to the amount of 13,000,000 lire (520,000*l.*).

The total value of the works carried out by this society,† from 1886 to 1893 (both years included) was 2,192,508 lire 48 cent. (say, 87,700*l.*); and the amount expended up to the end of 1893 on works in course of execution was 121,614 lire 31 cent. (say, 4,865*l.*). A very large proportion of these works were carried out for various public authorities, being mainly earthworks, canal work, road work, &c. In the Branca report (Appendix J., *post*, pp. 282–313), which covers the period May 1888–December 1891, mention is made in Table IV., No. 13 (*post*, pp. 298, 299) of contracts for public works in connection with the embankment of rivers and torrents carried out in the province of Ravenna by this society to the total value of 215,340 lire 20 cent. (say, 8,614*l.*); and in regard to the execution of these contracts, it is there stated that “the works done fell short of what could be desired as regards regularity of execution, owing to want of discipline among the workmen, who are inadequately paid, and cannot be dismissed for neglect. The stone work and operations requiring skilled labour were done by non-members of the society.” It is also mentioned that the President of the society was a contractor.

The same Table (*post*, pp. 306, 307) mentions, under No. 71, a contract for public works carried out by the society (a contract for opening two branch dykes), value 6,210 lire (say, 248*l.*), and under No. 73 a contract for canal excavation work to the value of 25,100 lire 10 cent. (say, 1,004*l.*)‡ which this society obtained in July 1890. It may be mentioned that a contract obtained by the society in 1889, apparently in consequence of the intervention of the Ministry of Public Works, which “invited the railway companies to further, as best they can, the participation of the co-operative societies in contracts,” is specified in Table V. (Appendix J., *post*, pp. 308, 309).

* Among the papers lent me by Mr. H. W. Wolff is a set of rules apparently referring to this federation of labour societies. The association to which these rules relate is the Association of Co-operative Societies of Labour and Production in the Romagna (“Consorzio delle Associazioni Cooperative di Lavoro e Produzione in Romagna”), which is a federation formed in October, and registered in November 1890, the original members being representatives of the Association of Day Labourers of Ravenna mentioned in the text, the Association of Day Labourers of Bagna Cavallo, the Association of Day Labourers and Workmen in Kindred Trades of Castel Bolognese, the Association of Day Labourers of Massa Lombarda, the Co-operative Masons and Bricklayers of Massa Lombarda, and the Association of Day Labourers of Turolo. According to the official *Statistics of Co-operative Labour Societies* of 1895, the number of associations belonging to this federation is 25; see *ante*, pp. 170, 171.

† The Greek railway contract is not included in the figures.

‡ The amount received in respect of this contract appears in the society's balance-sheet for 1891 as 25,853 lire 83 cent. (say, 1,034*l.*).

This contract, which was for "loading and unloading of shingle" for railway extension between Portonaccio and Fara Sabina" (value not stated), "had to be rescinded on account of differences" which arose as to the length of the working day."

In order to carry out the works entrusted to it, the society has required advances, which it has obtained in some cases upon security, in others without security, from various banks and institutions, including the Savings Bank of Ravenna, the People's Bank of the same city, the Federation of Co-operative Productive Societies of the Romagna, the National Bank, and the Bank of Naples. Professor Rabbeno, writing in 1888, states that the King of Italy took shares to the value of 10,000*l.* lire (400*l.*) by way of a loan to the society, and that many private individuals followed his example by coming to the assistance of the society at a critical moment. Consul-General Colnaghi states that in September 1892 "the King of Italy, who, as their patron, had" been solicited by the President of the Society of Labourers of Ravenna to assist them in obtaining a loan on easy terms, "responded by a gift of 50,000 lire (2,000*l.*). 'Do not,' said His Majesty, 'repay me, but when you can, place the sum to' 'the account of a Pension Fund, which it is your duty to' 'institute.' The King, it appears, continually employs the "labourers belonging to this society on works connected with "his estates, and has expressed his thorough satisfaction with "their conduct."*

Apart from its ordinary business of carrying out contracts for the execution of work, the society has founded at Ostia an agricultural colony which appears to be in a fair way to attain success.† The colony is established on a tract of land 468 hectares (say, 1,156 acres) in extent, forming part of the estates of the Crown. In 1890 the King of Italy granted the free use of this land to the society which, however, holds no formal lease or conveyance of the property. There has been expended on the establishment of this colony a sum of about 190,000 lire (7,600*l.*), a large part of which is stated to have been given by the King, the amount of whose donation is treated as a loan to the colony, repayment of which is to be made to the Provident Fund of the society. The colony at present includes 36 heads of families, and eight men without families. The profits of the colony are, in the first place, to be devoted to repaying to the parent society the money which it has laid out upon its establishment; after this repayment has taken place, the profits of this branch are to be divided as follows: 40 per cent. is to go to the Provident Fund; 40 per cent. is to be devoted to forming a Special Reserve Fund for paying off any losses incurred by the

* F.O., Misc. Series, No. 276, 1893, p. 37.

† The particulars in relation to this colony given in the text are taken from an article by Signor L. Albertini in *Credito e Cooperazione*, January 1896, pp. 9-11. For a fuller summary of this article see *Labour Gazette*, February 1896, p. 55. See also the Italian official *Statistics of Co-operative Labour Societies* of 1895, p. XVIII.

colony and for promoting its development; while 20 per cent. is to be divided as bonus between the colonists, each family taking an equal share.

The total net profits of the society,* as shown by its balance-sheets, were, during the years 1890-3, as follows: in 1890, 8,094 lire 18 cent. (say, 324*l.*); in 1891, 4,870 lire 29 cent. (say, 195*l.*); in 1892, 3,352 lire 29 cent. (say, 134*l.*); in 1893, 2,717 lire 29 cent. (say, 109*l.*), the average annual profits thus amounting to 4,758 lire 51 cent. (say, 190*l.*).

The balance-sheet for 1893 shows that the number of members (each of whom had subscribed for one share) was 2,248 (of whom 2,240 were workmen), and that the amount paid up on the 2,248 shares was 49,981 lire (say, 1,999*l.*). The Reserve Fund stood, at the end of 1893, at 23,574 lire 87 cent. (say, 943*l.*); the Provident Fund, to which the King of Italy had contributed 17,854 lire (say, 714*l.*), at 26,278 lire 66 cent. (say, 1,051*l.*); and the special fund for the colonization of lands at Ostia at 50,000 lire (2,000*l.*) (this sum being treated as if borrowed from the Provident Fund);† there was at that date owing in respect of money borrowed (against security) on a running credit from the Ravenna Savings Bank 15,426 lire 30 cent. (say, 617*l.*).

According to the constitution of the society, the management of the society's affairs is entrusted to (a) the general meeting of shareholders; and (b) the Executive Council, assisted by a Technical Committee (which is also to act as a committee of arbitration in case of disputes arising among the members). The Technical Committee is to be composed of three experts ("esperti") and one civil engineer, this engineer being chosen outside the society.‡ This committee has to examine the specifications of all work which it is contemplated that the society shall undertake, and settles the remuneration to be paid to those engaged in the execution of the work, these men working in squads, and receiving piece-work prices fixed at 10 per cent. below the contract price. The committee superintends the execution of the work, and, upon its completion, presents a report upon it to the general meeting. The Technical Committee has power to enter into contracts for the execution of work, but must never take a contract at a price too low to yield a "fair day's wage" ("una giornata honesta"), and in cases of doubt on this point, must refer the matter to the general meeting. While engaged in the superintendence of work done by the society, the engineer and other members of the Technical Committee are to receive a fixed scale of daily salary.

* i.e., the parent society.

† It would appear that this sum of 2,000*l.* was money advanced for the Ostia Colony by the King of Italy.

‡ In the Italian official Report on Co-operative Societies (1890) it is said that the Technical Committee of this society is composed of four experts who were members, and of a civil engineer and a lawyer, non-members (*Sulle Associazioni*, p. 12).

By the byelaws of the society, it is provided that the execution of the works carried out shall be superintended by a director (named by the Council from among the members of the Technical Committee), a clerk, and a measurer, who are assisted by foremen ("spondini") and sub-foremen ("caporali").* The director of works, with the concurrence of the Council, appoints the clerk, the measurer, and all the staff required (foremen and sub-foremen). The Executive Council of the society determines whose turn it is to be employed. The methods of dividing the profits laid down in the society's rules is as follows: 40 per cent. of the profits is to go to the shareholders,† 40 per cent. to the Reserve Fund (to which are also credited all entrance fees paid by new members), and 20 per cent. to the Provident Fund (providing benefits for those incapacitated through accidents, sickness, or old age).

ASSOCIAZIONE FRA GLI OPERAI BRACCianti DEL MANDAMENTO DI BUDRIO.‡

The Association of Day Labourers of the district of Budrio (comprising the communes of Budrio and Molinella, in the province of Bologna) was formed in January 1885, and registered, in June 1890. This society differs in an important respect from the bulk of the associations of a similar character in Italy; for it admits as members, not only workmen, but also persons belonging to other classes; all its members are required to be persons living or owning property in the district. In the year of its formation (1885) the number of its members was 1,953; but many members failed to keep up the payments on their shares, and the membership was reduced to 1,327 in 1886, and to 913 in 1887. On December 31, 1893 (the latest date as to which information is available), the number of the members was 1,815, divided into two categories, of which the one (workmen) contained 1,669 members (of whom 1,386 were day labourers, 138 were masons and bricklayers, and 96 were carters, the others being smiths, carpenters, &c.), and the other (non-workmen) comprised 146 members.

* The "spondini" (of two ranks, first and second class) have to see that the work carried out conforms to the plans and specifications; the "caporali" undertake minor duties of supervision.

† Equally, since no one may hold more than one share. It will be remarked that the shares do not carry a fixed rate of interest.

‡ The account given in the text is based upon *Le Società dei Braccianti in Italia*, by Professor Rabbéno, pp. 6, 7; upon the Report of the Third Congress of Italian Co-operators, p. 71; upon the Italian official Report *Sulle Associazioni Cooperative in Italia*, pp. 15, 16; upon the Report of the Fourth Congress of Italian Co-operators, p. 17; upon the Report of Consul-General Colnaghi, F.O., Misc. Series, 1891, No. 211, p. 49; upon a manuscript report by Signor Pacifico Marchesini, the secretary of the association, and a statistical account of the society's operations drawn up by its secretary and accountant, also in manuscript, lent to me by Mr. H. W. Wolff; and upon the rules of the society, its balance-sheet for 1893, and an account of its operations furnished for the purposes of the present Report by its secretary and supplied by Consul-General Colnaghi.

The shares are of 24 lire (19s. 2·4d.) each, payable by 60 monthly instalments of 40 cent. (3·84d.) each. The shares do not carry interest, or entitle the holder to any share in profits, and the money subscribed on them is repayable, the order in which the shareholders shall be paid off being determined by lot.* The share capital on December 31, 1893, was, nominal (subscribed) 22,464 lire (say, 899l.); paid-up, 11,557 lire 60 cent. (say, 462l.). Of the total share capital, shares to the nominal value of 21,624 lire (say, 865l.) on which 11,059 lire 20 cent. (say, 442l.) is paid-up, belong to workmen members, and shares to the nominal value of 840 lire (say, 34l.), on which 492 lire 40 cent. (say, 20l.) is paid-up, belong to non-workmen members of the association. There is, in addition to the repayable capital, a "Permanent Reserve"; this fund, which amounted at the end of 1893 to 51,476 lire 81 cent. (say, 2,059l.), has for the most part been built up out of profits, but includes a donation of 5,000 lire (200l.) made by the King of Italy, and a sum of 150 lire (6l.) given by a private gentleman.

The society has had loans from the Savings Bank of Bologna and from a firm of bankers in that city; but considerable difficulty has been experienced in obtaining advances, except upon the terms that their repayment should be secured by the personal guarantee of individuals possessing means; fortunately, certain responsible persons were found willing to give the required security.

The total value of the work carried out by the association since its foundation, up to the end of 1893, is given as 589,065 lire 58 cent. (say, 23,563l.), and the profits made in respect of this work as 75,348 lire 10 cent. (say, 3,014l.). The sum here stated as the profit realised on these works is, it should be understood, not the net profit on the operations of the society, after paying general expenses of administration, &c., but the gross profits on the jobs in question, *i.e.*, the excess of the price of the work over its cost, general expenses excluded. With regard to the net profits of the society up to the end of 1893, these have amounted to 70,743 lire 13 cent. (say, 2,830l.) of which 46,750 lire 78 cent. (say, 1,870l.) has been placed to the credit of the Reserve Fund, and 23,992 lire 35 cent. (say, 960l.) has been paid as "dividend" to the workmen members of the society. It may be observed that the aggregate amount, which every workman member, who, having been a member of the society at its foundation, still remained on its books on December 31, 1893, had by that date received in respect of his dividends, was 25 lire (1l.).

The work undertaken by the society has comprised road work, including the supply of gravel, &c. for road-making, the construction of railway and river embankments, and building work

* Up to December 31, 1893, the total amount repaid in this manner for the extinguishment of paid-up shares was 26,136 lire (say, 1,045l.).

of various kinds, including masons' and bricklayers' work, smiths' and carpenters' work, &c., and has embraced a large number of contracts with different public authorities, including the Government, the province of Bologna, and certain municipal authorities.* The society states that a contract for the supply of gravel for making up certain roads during the five years, 1892-6, was obtained by the society from the province of Bologna by private tender; and that in relation to the works contracted for by the Government through the Prefecture of Bologna, "the co-operative societies of that part of the country" are asked to bid for the contracts in a limited competition, in which these societies are alone invited to take part; and, "since in all cases friendly arrangements are made between the different societies, the contracts are obtained at prices showing only a very small abatement [rebate] from the upset price in each case."

The society states that it has never failed to execute any contract within the time allowed for its completion, and asserts that the manner in which the contracts entrusted to it have been carried out, has been such as to give satisfaction to those by whom it has been employed, and that it is generally recognised that it does its work better than ordinary contractors. That the work of the society has given satisfaction is borne out by the official Report on Co-operative Associations in Italy;† but in the official report on public works executed by co-operative societies, set forth in Appendix J. (see *post*, pp. 306, 307), it is stated, in relation to certain river embankment work carried out by the society, that the society "was badly disciplined, and required a good deal of supervision," and it is mentioned that the President of the society was a "workman and trader," and the director of the works was a contractor for public works.

The society states that the practice on the part of public administrations of entrusting work to the society is, although somewhat slowly, extending, though the same cannot be said in respect to the employment of the society on the part of private individuals. The society complains that the Government insists upon contracts for earthworks being taken at an unduly low figure, and that the terms obtainable are so bad as to make it a necessity to cut down wages, as the only way to avoid the risk of working at a loss.

It is stated that, as a rule, the society employs members only, the cases in which non-members are employed being exceptional; non-members do not share in profits, but always receive the same wages as the members.

The society states that the earnings of its workmen vary from 1 lira 50 cent. (1s. 2·4d.) to 2 lire 50 cent. (2s.) per day on time-wage, and from 1 lira 80 cent. (1s. 5·28d.) to 3 lire 50 cent.

* For particulars as to certain public works carried out by this society, see Appendix J., *post*, Table IV., No. 61, pp. 306, 307, and Appendix L., *post*, No. 4, pp. 316, 317.

† *Sulle Associazioni Cooperative in Italia*, p. 16.

(2s. 9. 6d.) per day on piece-wage, and that these earnings are higher than those of men employed by ordinary contractors, and above the current rates of the localities in question.* Day labourers (navvies, &c.) employed by the society are in all cases on piece-wage. The men who see to the alignment of embankments, &c. are on day-wage, as also are the masons and bricklayers. Carters, smiths, carpenters, &c. are on piece-wage.

By the rules of the society its affairs are managed by the general meeting of the shareholders, by an Executive Council, and by a Technical Committee. The Executive Council consists of a President and 12 Councillors, elected by the members of the society assembled in the annual general meeting, and the Technical Committee is elected by the Executive Council; this committee is composed of six members. The members of the Executive Council and of the Technical Committee hold office for three years; they are eligible for re-election; all of them serve gratuitously. There are also a legal representative of the society, a secretary, and a cashier.

The Technical Committee is charged with the duty of studying and reporting to the Executive Council upon the specifications of works which it is proposed shall be undertaken by the society; it sends a representative to bid for contracts; it is also its duty to supervise the execution of work undertaken by the society, and to report thereon upon its completion.

The profits of the society are divided into equal halves, whereof one is added to the Permanent Reserve Fund, while the other is distributed, as "dividend," in equal shares among the workmen members† of the society, whether these shall have been employed by the society during the year or not.

OFFICINA COOPERATIVA ARCHIMEDE IN MILANO.‡

The Co-operative Smiths' Society, "Archimede," of Milan, was formed towards the end of 1884, and registered in January 1885, its creation being due to the efforts of the Mutual Aid Society, "Archimede." By the rules, membership is open to all mutual aid societies, co-operative societies, and other institutions and their members, and to workmen and workwomen of all trades; among its members are included persons of various classes, workmen and others; but the majority are either smiths,§ or workmen engaged in kindred trades. The number of its members was 85 in 1886, 257 in 1889, and 130 in 1895.

* As to the wages paid by co-operative societies and by ordinary contractors in the province of Bologna generally, see Appendix J., *post*, pp. 310, 311.

† Except those admitted within the last 12 months, who share rateably according to the number of months during which they have been members.

‡ The account given in the text is based upon *Le Società Cooperative di Produzione*, by Professor Rabbeno, pp. 292, 322, 323, upon the *Report* of the Fourth Italian Co-operative Congress, pp. 22, 23; and upon information furnished, for the purposes of the present Report, by Consul-General Colnaghi.

§ Out of 257 members at the date (1889) of Professor Rabbeno's book, referred to in the preceding note, about 80 were smiths by trade.

The shares are of 20 lire (16s.) each payable by monthly instalments of not less than 1 lira (9·6d.) each; in addition, an entrance fee of 1 lira (9·6d.) per share has to be paid; and, when a Reserve Fund shall have been instituted, each new member will have to pay his quota towards it, the amount of such quota being fixed each year on the basis of the sum then standing to the credit of the Reserve Fund, divided by the then number of members.* No one is allowed to hold more than 200 shares; and all have equal voting power, irrespective of the number of shares which each may hold. The capital was in 1886, 5,240 lire (say, 210*l.*) nominal (subscribed), and 4,691 lire (say, 188*l.*) paid-up; in February 1895, the capital was nominal (subscribed), 12,200 lire (488*l.*); paid-up, 11,120 lire (say, 445*l.*). The society does not possess any Reserve Fund or Pension Fund.

The society does not owe any money in respect of advances made to it.

This society made a very good start, for it is stated that on its first year's working it paid a dividend to its shareholders at the rate of 27 per cent. But in the next two years, although its general operations were highly satisfactory, it got into serious difficulty by building workshops on too large a scale, and because its accounts were badly kept, with the result that at one time the society was on the point of being forced into liquidation. However, four workmen, members of the Executive Council, advanced to the society each a sum of 1,000 lire (40*l.*), and an additional sum of 5,000 lire (200*l.*) was raised by the issue of shares; the workshops were sold, a new manager was appointed; and in the course of one year debts to the amount of 15,000 lire (600*l.*) were paid off. In this manner the re-establishment of the society's position was effected.

The amount of the annual turnover is stated to vary from 50,000 lire (2,000*l.*) to 60,000 lire (2,400*l.*).

The municipality of Milan gave the society a contract for smiths' work required in connexion with the cemetery of Musocco to the value of 40,000 lire (1,600*l.*), the material as well as the labour being included in the contract.† The number of workmen employed on this job was 10.

The society states that the work which it has carried out has given satisfaction, both as to quality and price.

The number of the workmen employed by the society is usually 20, of whom one-fourth are non-members.

The society states that most of its work has been done on day-wage, some on piece-wage, and that its men's earnings are up to the standard of current wages.

The management of the society's affairs rests with the general meeting, with the Executive Council, and with the manager.

* Thus, if the Reserve Fund stands at 2,000 lire (80*l.*), and there are 200 members, the new member will have to pay 10 lire (8s.) as his contribution to the Reserve Fund, in respect of each share for which he may subscribe.

† It is believed that the work under this contract was the construction of iron gates.

The Executive Council, which is invested with very considerable powers, is composed of five members, chosen by the general meeting, and holding office for two years, with eligibility for re-election, but only after 12 months have elapsed since the end of their previous term of office. The director is selected from among the members by the Council, which may dismiss or suspend him, and, acting under the supervision of the Council, is entrusted with the personal direction of the society's business.

The profits of the society are divided thus: 50 per cent. goes to the shareholders (in proportion to the number of shares held by each), 25 per cent. to the manager and the workmen employed by the society, 20 per cent. to the Reserve Fund, and 5 per cent. to the Mutual Aid Society, "Archimede," towards the Invalidity Fund.

ASSOCIAZIONE DEGLI OPERAI-BRACCIANTI DEL COMUNE DI FINALE NELL' EMILIA.*

The Association of the Day Labourers of Finale-Emilia, in the province of Modena, was formed in April 1886, and registered in July 1889.† The members, all of whom are by the constitution of the society required to be day-labourers‡ and to belong to the township of Finale, numbered 575 at the formation of the society, and 1,336 in March 1893; no later figures on this point are available. The capital consists of shares of 24 lire (19s. 2½d.) each, the nominal (subscribed) capital at the end of March 1894 being 33,432 lire (say, 1,337½l.), of which 18,678 lire 28 cent. (say, 747½l.) was paid-up. The position of the society at the date (April 25, 1894) of the latest available balance-sheet is shown by the capital account, which states the excess of assets over liabilities, at 54,429 lire 18 cent. (say, 2,177½l.); but this amount includes the sum of 14,753 lire 72 cent. (say, 590½l.) due on the unpaid portion of the share capital, and a debt owing from the Co-operative Masons' Society of Rome, originally amounting to 1,960 lire (say, 78½l.), but now standing, with accumulated interest, at 2,384 lire 60 cent. (say, 95½l.), which the society was claiming in liquidation proceedings then going on in Rome, and also comprises the profits of the year, amounting to 1,198 lire 82 cent. (say, 48½l.), one-half of which would be paid

* The account given in the text is based upon the Italian official Report *Sulle Associazioni Cooperative in Italia*, p. 16; upon the Report of the Fourth Congress of Italian Co-operators, pp. 17, 18; upon a Memorandum by Signor Agnini, President of the society, a copy of its rules and of its byelaws, and its balance-sheet for the year ending March 31, 1893, and upon a Memorandum by the same gentleman, dealing with the position of the co-operative labour societies of the province of Modena, supplied by Consul-General Colnaghi; and upon balance-sheets of the society for 1890-1, 1891-2, and 1893-4, lent by Mr. H. W. Wolff.

† 1889, according to a statement endorsed on the rules of the society; 1890, according to the information furnished by Signor Agnini.

‡ According to the official *Statistics of Co-operative Labour Societies of 1895*, there were, at the end of March 1892, 1,253 members, each holding one share, of whom 3 were non-workmen.

away immediately, as dividend, to the shareholders. In the report, in which this balance-sheet is printed, an appeal is made to members to keep up the instalments due on their shares, with respect to which considerable remissness had been shown.

The whole of the work done by the society has been done either for the Italian Government or for the municipality of Ravenna. Up to the end of February 1895, the total value of the contracts undertaken by the society was 476,456 lire 90 cent. (say, 19,058*l.*), of which 362,275 lire 94 cent. (say, 14,491*l.*) was in respect of work already completed, and 114,180 lire 96 cent. (say, 4,567*l.*) was the value of work remaining to be completed. The 362,275 lire 94 cent. (say, 14,491*l.*), in respect of completed work, was made up of 357,265 lire 67 cent. (say, 14,291*l.*), on account of work done for the Government; 3,000 lire (say, 120*l.*) on account of work done for the municipality; and 2,010 lire 27 cent. (say, 80*l.*) on account of work done for the Government and the municipality jointly; while the sum of 114,180 lire 96 cent. (say, 4,567*l.*), on account of work as yet uncompleted, was all in respect to contracts undertaken for the Government.* The work in question consisted of excavation, embankment making, street construction, filling up abandoned watercourses, &c. The society states that its employees are, as a rule, employed on piece-wage; that the rate of pay is in all cases higher than the current rates paid by ordinary employers, and that the hours of labour of its workmen are considerably shorter than those which had been usual among workmen of this class.† According to the declaration of the society, all its contracts have been carried out to the entire satisfaction of the contracting authorities.

The figures furnished show as the profits earned in respect of the contracts (to the value of 362,275 lire 90 cent. say, 14,491*l.*) already completed the aggregate amount of 52,418 lire 2 cent. (say, 2,097*l.*). But in respect to two contracts nothing is stated as to profit or loss. As to the financial result of one of these contracts (value stated as 731 lire 65 cent., say, 29*l.*) nothing is known; as to the other (value stated at 500 lire = 20*l.*), the balance-sheet for 1893-4 shows that there was a loss of 10 lire 4 cent. (about 8*s.*). It is also to be noted that, in some cases at any rate, the workmen employed submitted to considerable deductions from their wages, the amount of such deductions being included as part of the profits on the jobs in question. This point is dealt with below. If these deductions were allowed for, the amount of the profits on these contracts would be very materially reduced below that shown in the figures supplied.

* In Appendix J., *post*, Table IV., No. 20, pp. 298, 299, and Appendix L., *post*, No. 53, pp. 318, 319, will be found certain particulars in respect to contracts with public authorities carried out by the society.

† Signor Agnini states that, while the men's wages were originally from 1 lira (9*s.* 6*d.*) to 1 lira 20 cent. (11*s.* 5*d.*) per day of nine hours, the society succeeded in raising them to 1 lira 75 cent. (say, 1*s.* 4*s.* 8*d.*) to 2 lire (1*s.* 7*s.* 2*d.*) per day of seven hours.

The net balance of profit upon the operations of the society, for the years 1890-1 to 1893-4, is stated in its balance-sheets as follows :—

Net profit of 1890-1	-	9,649 lire 46 cent.	(say, 386 <i>l.</i>)
"	1891-2	- 14,696 lire 43 cent.	(say, 588 <i>l.</i>)
"	1892-3	- 15,925 lire 92 cent.	(say, 637 <i>l.</i>)
"	1893-4	- 1,198 lire 52 cent.	(say, 48 <i>l.</i>)

It must, however, be remarked that in 1891-2 the society's employees submitted to the deduction from their wages of sums amounting in all to 7,338 lire 43 cent. (say, 294*l.*), this money being credited as an addition to the capital of the society; while in 1892-3 a sum of 9,214 lire 96 cent. (say, 369*l.*) was given up out of their wages by the employees. Had the wages in question been paid in full, the profits in 1891-2 would have been shown as 7,308 lire (say, 292*l.*), instead of 14,696 lire 43 cent. (say, 588*l.*); and the profits in 1892-3 would have figured as 6,710 lire 96 cent. (say, 268*l.*), instead of 15,925 lire 92 cent. (say, 637*l.*)*

By the rules of the society its affairs are to be managed by the general meeting, in which each member has one vote only, irrespective of the number of shares which he may hold, and by an Executive Council, elected by the general meeting to serve for one year, with eligibility for re-election. The Executive Council is composed of 7 members, 3 of whom need not be members of the society; one of these 7 councillors is president, another cashier, and a third secretary. The duty of entering into contracts and of generally directing the work done by the society is undertaken by the Council, which is at liberty to obtain gratuitous advice from an engineer, if necessary.

The members of the association are divided into squads, each consisting of 20 men, under a ganger chosen by the Executive Council, subject to confirmation by the general meeting. Each of the gangers receives as remuneration a sum paid by the squad under him and equivalent to one-half per cent. on the daily wages of each man in the squad. The general meeting chooses a foreman and an assistant foreman; the pay of these officials is fixed each year by the general meeting.

With regard to the method of dividing profits, the rules provide that the profits accruing from money on deposit shall go to increase the funds of the society; as to the profits arising from the execution of works, the rules originally provided that one-half of the profits should be added to the capital of the association, while the other half should be divided among the shareholders, in proportion to the number of fully paid-up shares held by each. But recently (subsequently to the division which took place in 1894) the rules have been changed, and now

* The society states that it has aimed rather at paying high wages than at making large profits.

provide that one-fourth of the profits shall go to augment the capital, and the other three-fourths shall go to the holders of paid-up shares.

SOCIETÀ ANONIMA COOPERATIVA DI COSTRUZIONE LAVORANTI
MURATORI DI MILANO.*

At a time when preparations were being made by the masons and bricklayers of Milan to institute a strike (which began in September 1887) the Masons' and Bricklayers' Mutual Aid and Protection Association (a body formed in 1886 to provide mutual aid among, and to protect the interests of the workmen in this trade) conceived the idea of founding a co-operative society, and accordingly under its auspices an association, which took the name of the Co-operative Society of Masons and Bricklayers of Milan, was formed, commenced operations about July 1887, and was definitely constituted in October 1887. Membership is not limited to any particular class of persons. But, as a matter of fact, all the members of the society with rare exceptions (including a few engineers) are masons and bricklayers, or workmen engaged in some other branch of the building trade. The nominal value of each share is 25 lire (1*l.*) of which 15 lire (12*s.*), together with an entrance fee of 1 lira (9*d.*), have to be paid up within four months and 10 within twelve months. In addition, each person taking a share has to pay a contribution to the Reserve Fund, the amount of such contribution being fixed by dividing the amount standing to the credit of the Reserve Fund by the number of the shares already issued. Any person may hold any number of shares, but only has one vote, however many shares he may hold.

The number of the original shareholders was 194, holding between them 266 shares, 60 of these shares being taken by the Mutual Aid Association above mentioned. At the end of 1894, there were 564 members, who held a nominal (subscribed) share capital of 28,975 lire (1,159*l.*), of which 28,334 lire 75 cent. (say, 1,133*l.*) was paid-up. The Reserve Fund amounted to 15,840 lire 14 cent. (say, 634*l.*), exclusive of the accumulated entrance fees amounting to 1,162 lire (say, 46*l.*) which belong to the Reserve Fund; while the Old Age Pension Fund stood at 17,647 lire 25 cent. (say, 706*l.*), and the value of a lodging-house for masons and bricklayers owned by the society was 4,300 lire (172*l.*).

* This account is based upon the official Italian Report, *Sulle Associazioni Co-operative in Italia*, pp. 19, 20; *Report by Consul-General Colnaghi*, F.O., Misc. Series, 1891, No. 211, p. 50; upon the *Report of the Second Italian Co-operative Congress*, pp. 25, 29-32; the *Report of the Third Congress*, p. 28; the *Report of the Fourth Congress*, p. 19; *Report by Consul-General Colnaghi*, F.O., Misc. Series, 1893, No. 276, pp. 37, 38; upon information supplied, for the purposes of the present Report through Consul-General Colnaghi; and upon reports and balance-sheets of the society, and a report compiled by the society in connexion with the International and National Congress held at Milan in October 1894, lent by Mr. H. W. Wolff.

The question how to obtain sufficient financial assistance to carry out the work of the society was, at first, one involving great difficulty. But a few private individuals lent them money, and they secured advances from certain co-operative banks and from the Milan Savings Bank. The balance-sheet for 1893, shows that the society owed for bank advances 22,599 lire 93 cent. (say, 904*l.*); but it appears that by the end of 1894 all sums owing to banks had been repaid.

In its early days the principal work done by the society consisted of the erection of a factory, and the construction of a number of workmen's dwellings for the Industrial Dwellings Association of Milan. In 1888 the society bought some land, on which they proceeded to build a house worth about 120,000 lire (4,800*l.*); this they subsequently sold at a profit. In 1889, an engineer, Signor Francesco Arcelli, was appointed as managing director, to undertake the general management of the works carried out by the society, and it is stated that his services proved to contribute in a large measure to the success which it has attained. The society has executed important contracts for the municipality of Milan, including works in connexion with the cemetery at Musocco (on which from 50 to 500 workmen were employed) and sewer works (on which from 400 to 500 were employed). The contract for work done in connexion with the Musocco cemetery (which appears to have consisted of the erection of buildings at the entrance) was one of considerable importance; for the sums stated in the society's balance-sheets to have been received as payments on account under this contract, in the years 1892 and 1893, amounted to 215,579 lire 46 cent. (say, 8,623*l.*). The total value of the sewerage works undertaken by the society is stated to have been about 240,000 lire (9,600*l.*). Other works stated to have been carried out by this society for the municipality of Milan, are the construction of a public lavatory (value of contract about 40,000 lire = 1,600*l.*), and the restoration of a tower (value of contract about 100,000 lire = 4,000*l.*). The quality of the work carried out by the society for the Milan municipality is stated by that authority to have been excellent. The society was obliged to employ a certain number of persons not members to assist in the work, chiefly for the excavation, stone cutting, and other work outside their own trade. The wages paid are stated to have been principally time-wages, at a higher rate than those paid by ordinary employers. When the society finds occasion to make a sub-contract for any part of the work which it has undertaken, preference is given to other co-operative societies, such as those of the day labourers, the stone-cutters, and the smiths.

The receipts and expenditure of the society are, in a report presented by its Executive Council to the Congress which was held at Milan in October 1894, stated in a Table which is reproduced below.

* As to these three societies, see *ante* pp. 180-182, and *post*, pp. 195-199.

SUMMARY of RECEIPTS and EXPENDITURE of SOCIETY up to
September 30, 1894.

SUMMARY of RECEIPTS and EXPENDITURE of

Receipts.	1887 (six months).	1888.	1889.
Works carried out	Lira. 13,950.00	Lira. 133,530.46	Lira. 55,683.34
House built on society's own account	—	—	99,169.07
Various repairs to houses on account of clients	5,403.27	8,885.95	8,253.22
Receipts of builders' materials store in Pioppetta Street	—	—	—
	19,353.27	132,416.41	163,104.63
Interest, rebates, and other various receipts	5.00	1,053.83	8,281.15
Lire	19,358.27	133,470.24	171,385.78
	= £774	= £5,339	= £6,856

Expenditure.	1887. (six months).	1888.	1889.
<i>Costs of Production.</i>			
Wages	Lira. 16,470.43	Lira. 52,596.93	Lira. 27,464.96
Materials	422.01	71,285.74	100,276.32
Incidental expenses	24.79	191.20	13,450.46
Tools used	100.00	396.77	669.07
Timber used	31.64	718.46	325.82
Lire	17,038.87	125,188.10	152,176.65
Rebates	203.37	4,000.00	5,826.22
<i>General Expenses.</i>			
Costs of administration	1,000.00	1,282.51	1,847.36
Rent	40.00	200.00	225.00
Rates and taxes	—	100.44	891.69
Insurance	—	—	181.69
Stationery, &c.	184.95	522.23	927.86
Furniture, &c.	—	456.35	413.13
Discount	6.25	196.87	224.12
Lire	18,533.44	131,945.55	162,712.40
Profits	824.83	1,524.69	8,072.38
Lire	19,358.27	133,470.24	171,385.78
	= £774	= £5,339	= £6,856

SOCIETY up to September 30, 1894.

1890.	1891.	1892.	1893.	1894 (to September 30).	Total.
Lira. 102,188.92	Lira. 132,787.06	Lira. 130,984.03	Lira. 290,846.23	Lira. 329,512.35	Lira. 1,179,782.59
22,305.16	—	—	—	—	121,374.33
10,747.17	14,747.91	21,115.96	22,708.25	16,533.13	106,398.68
—	4,619.97	7,425.79	8,881.97	7,918.48	28,846.15
135,141.25	152,154.94	159,525.78	322,436.45	354,263.90	1,438,396.63
4,172.50	3,032.54	4,432.97	7,748.71	6,739.70	35,456.20
139,313.75	155,177.28	163,958.75	330,185.16	361,003.60	1,473,852.83
= £5,573	= £6,207	= £6,558	= £13,207	= £14,440	= £58,954

1890.	1891.	1892.	1893.	1894 (to September 30).	Total.
Lira. 42,197.59	Lira. 46,895.26	Lira. 50,186.45	Lira. 116,786.73	Lira. 110,545.61	Lira. 474,933.98
71,572.81	82,725.38	86,808.79	179,237.49	211,263.39	803,392.03
5,781.07	2,122.45	3,525.35	5,804.02	8,391.00	33,240.34
741.41	686.87	2,486.45	2,228.05	2,510.00	9,819.63
2,472.97	2,108.03	2,442.79	7,027.94	7,200.00	22,407.64
122,718.95	136,429.98	145,240.83	311,084.73	339,910.00	1,349,798.61
2,473.20	4,139.85	3,680.27	1,293.48	2,241.04	23,857.43
1,634.98	1,934.00	2,616.21	2,637.25	2,505.50	15,717.81
987.10	1,438.50	1,175.00	1,406.10	1,200.00	6,673.79
459.59	472.84	933.35	1,314.12	1,104.99	5,276.99
142.87	481.27	360.00	788.08	705.60	2,662.51
1,807.61	1,463.95	937.06	1,455.10	1,036.47	8,335.20
599.76	189.00	156.10	238.96	100.00	2,302.10
907.60	—	1,880.55	3,510.83	1,410.00	6,136.23
131,728.96	146,553.39	157,197.37	323,790.05	350,313.60	1,422,654.66
7,584.89	8,621.89	6,771.38	6,405.11	10,790.00	51,198.17
139,313.75	155,177.28	163,958.75	330,185.16	361,003.60	1,473,852.83
= £5,573	= £6,207	= £6,558	= £13,207	= £14,440	= £58,954

It will be seen from the figures here set forth that the total value of the work executed by the society, from its formation up to September 1894 (whether for private individuals, co-operative societies, or the municipality of Milan), reached a total of about one and a half million lire (60,000*l.*).

It will be seen from the figures just stated that in the total value of the works carried out by the society, the part attributable to the cost of material very largely exceeds that due to the cost of labour; and it is to be noted that it is expressly stated that, in all the contracts which the society has carried out for the municipality of Milan, it has supplied the materials as well as the labour.

The report already quoted gives the following statement in regard to the method in which the profits made by the society have been applied:—

APPLICATION of PROFITS.
(From commencement in July 1887 to end of September 1894.)

(1)	Detail Figures.	Summary Figures.	Per-centage of each item in Column 3 to whole. (4)
	Lire.	Lire.	
Attendance fees to committee-men -	1,268.05	13,951.29	25.81
Per-centage to foremen (now abolished)	412.50		
Divided in cash among members -	12,270.74		
Allotted to Reserve Fund -	15,766.20	15,766.20	29.17
" Provident Fund -	17,515.61	24,336.45	45.02
" Masons' Technical School -	1,100.00		
" Members of the Society out of Employment -	1,420.84		
" Fund for erecting a Masons' Lodging-house -	4,300.00		
Total, lire -	54,053.94* = £2,162	54,053.94* = £2,162	100.00

The affairs of the society are managed by the general meetings, and by an Executive Council consisting of 5 members, elected by the general meeting to serve for two years, but eligible to serve for a further period, and by a director, acting under the immediate supervision of the Executive Council. The Council is entrusted with very full powers, including power to appoint and to suspend or dismiss the director or any of the other employees, and to fix his and their remuneration. The rules provide that the profits, after payment of certain sums to

* It will be observed that the total of the profits shown in this Table—54,053 lire 94 cent. (say, 2,162*l.*)—exceeds those shown in the preceding Table—51,198 lire 17 cent. (say, 2,048*l.*)—by 2,855 lire 77 cent. (say, 114*l.*). The explanation appears to be that the profits in this Table include (while those in the first Table exclude) certain gains made otherwise than in the ordinary business of the society.

the members of the Council in respect of their attendance, and of interest at a rate to be fixed each year by the general meeting (not to exceed 6 per cent.) on the share capital, shall be applied as follows:—20 per cent. is to be credited to Reserve Fund; 10 per cent. is to go to a technical school managed by the Masons' Mutual Aid and Protection Association, or to some similar institution; 10 per cent. to unemployed or needy workmen of the society; and 60 per cent. is to be credited to the Old Age and Infirmary Fund in favour of the members of the society.

It will be observed that no share in the profits is given to non-member workmen; it is pointed out that the society considers it preferable to pay, as they do, wages above the ordinary standard, rather than to pay "bonus to labour." It is stated that, since the society was established, there have been no more strikes in the trade at Milan, and that the rate of wages for masons and bricklayers has, to a slight extent, been increased.

SOCIETÀ ANONIMA COOPERATIVA DELLE ARTI COSTRUTTIVE IN RAVENNA.*

The Co-operative Society of Skilled Building Trades, of Ravenna, formed in July 1889, with the view of undertaking building work of all kinds, and especially the construction of workmen's houses on land presented by the municipality was legally constituted in February 1890, and registered in April 1890. The society is organised in sections, each section consisting of workmen belonging to one branch of the building trade. No one can be a member unless he belongs to one of the following branches: masons and bricklayers, painters and decorators, glaziers, carpenters and joiners, smiths, stone-carvers, and marble workers, or is engaged in some other work connected with the building industry; and no one is eligible for membership unless he is either a native of Ravenna or has lived there at least during the whole of the last year. Contractors of all kinds are excluded from membership. Every member of the society has equal voting power. The capital is divided into shares of 24 lire (19s. 2·4d.) each, payable, in the case of the first share taken up, by instalments of 1 lira (9·6d.) a month, or for other shares, 50 cent. (4·8d.) a month. Each member is expected to take up at least two shares (not being bound to begin paying up on his second share until he has paid-up all money due on his first), and has to pay an entrance fee of 3 lire (2s. 4·8d.).

It appears from the rules, that the premises occupied as headquarters by the society were allotted to them, free of expense, by the municipality of Ravenna. The local public administrations, as well as companies, and individuals, assisted the society to find employment. Its balance-sheets for 1890-1 to 1892-3 show that, up to May 24th 1893, the society had received for

* Based on the rules and balance-sheets of the society and its report for 1892-3, lent to me by Mr. H. W. Wolff.

work carried out the total sum of 161,927 lire 40 cent. (say, 6,477*l.*)*. A large part of these works were carried out for the municipality of Ravenna, some for the province of Ravenna,† others for the Guild of Charity of Ravenna, while a good deal was done for various co-operative societies (the co-operative printers, tailors, and bakers, and day labourers‡), the last-mentioned society having, up to May 1893, paid to this society, for work executed for them, the sum of 9,805 lire 3 cent. (say, 392*l.*)§.

The capital on May 24, 1893, was nominal (subscribed) 9,168 lire, in 382 shares of 24 lire each (say, 367*l.* in 382 shares of 19*s.* 2*d.* each), on which the sum of 5,730 lire (say, 219*l.*) was paid-up; and the Reserve Fund then stood at 4,281 lire 27 cent. (say, 171*l.*).

The society's balance-sheet for 1890-1 shows that it owed at the end of that period the sum of 2,500 lire (100*l.*) in respect of money borrowed from the Ravenna Savings Bank, and in 1891-2 the sum of 833 lire (say, 33*l.*) appears as owing to the People's Bank; but in its balance-sheets for 1892-3 no money is mentioned as owing in respect of advances.

The first year's working showed a profit of 3,909 lire 87 cent. (say, 156*l.*); but it would appear that this profit was greater than would have been shown, but for the fact that credit was given for sums which ultimately failed to be realised, and that a good many expenses of an urgently necessary character stood over, and were brought into the debit side of next year's account, which showed a loss on the year's working of 621 lire (say, 25*l.*).

The members were much disheartened, and the affairs of the society fell into some little confusion, while orders became the reverse of plentiful. The balance-sheet for 1892-3, shows a net loss on the year's working of 830 lire 99 cent. (say, 33*l.*) but it is claimed that, in the course of that period, much had been done to improve the administration of the society's business.

The rules provide that the affairs of the society shall be managed by an Executive Council composed of 5 delegates, chosen by the general meeting of the members, and also of a cashier, and a secretary, the two last-named officials not being required to be members of the society, and by a Technical Committee, whose members may also be chosen outside the society. The oldest of the delegates elected to sit on the Executive Council is to be President of the society, with power to act as its representative

* Exclusive of 10,270 lire 81 cent. (say, 411*l.*) received for work, the accounts of which had not been finally settled, or which had not yet been completed.

† As to public works carried out by this society, see Appendix L., *post*, No. 100, pp. 320, 321.

‡ See *ante*, pp. 171-177.

§ Exclusive of 2,151 lire 70 cent. (say, 86*l.*) paid in respect of work, the accounts of which had not yet been finally settled.

in regard to contracts, &c. All these offices are held for one year, their holders being eligible for re-appointment.

Each of the several trade sections is to name its own chief, who, with the assistance of the secretary, supervises and directs the work of the section.

The Technical Committee is to consist of an engineer and architect, an expert, a store-keeper, and of the several chiefs of the different sections.

The Technical Committee has to examine the estimates and specifications, and to fix the price to be paid to the workmen, this price being fixed at 8 per cent. less than the estimate in each case, to supervise and direct the execution of the work, and report on the same, when completed, to the society.

When the expert and the store-keeper are employed in supervising and directing the work of the society, they are to be paid salaries.

The rules direct that one-half of the profits shall be credited to the Reserve Fund (to which are also credited the entrance fees), while the other half shall be divided between the shareholders, in proportion to the number of fully paid-up shares held by each.

SOCIETÀ FRA GLI ARTIERI DI BADIA POLESINE.

The following details in regard to the Co-operative Builders of Badia Polesine, in the province of Rovigo, are based upon details supplied by that society, for the purposes of the present Report, through Sir D. Colnaghi.

In 1888, when the communal authorities of Badia Polesine were about to place two contracts (one for the erection of certain public buildings, the other in connexion with the extension of the cemetery) to the aggregate value of about 70,000 lire (2,800*l.*), the workmen in the building trades of the place (masons and bricklayers, carpenters, smiths, &c.) formed, for the special purpose of undertaking these contracts, a co-operative society.* The work was given, by private tender, to the society, by which it is stated to have been carried out in a satisfactory manner. The total number of persons employed in the execution of the works was about 160; among these were included a certain number (not stated) of non-members, who took no share in the profits. Some of the work was done on time-wage, some on piece-wage. The materials required (as well as the labour) were furnished by the society. It is not claimed that the wages paid were in excess of the current rates; but the society succeeded in clearing a net profit of about 2,500 lire (100*l.*), which was divided between its members in proportion to the wages earned on the jobs by each.

* Reference is made to this society in the *Report of the Third Congress of Italian Co-operators*, p. 22.

With respect to the constitution of the society, it was provided that its affairs should be managed by a manager, elected by the general body of members, and entrusted with very full powers, with one or two sub-managers named by him, and by a Council of 5 members who need not be members of the society, and who are to be chosen by the general meeting of the society. The basis for division of the profits is as follows: 5 per cent. is to be paid to the persons who advanced the caution money, 10 per cent. to the manager of the society, and the remaining 85 per cent. is to be distributed (in such proportions as mentioned above) between the members employed (including the manager and sub-managers as well as the ordinary workmen). After the profits shall have been divided, the rules provide that the existence of the society is to come to an end.

The example given by this society was followed by others, formed under similar circumstances, and it is said to have given an impetus to the co-operative productive movement generally.

SOCIETÀ ANONIMA COOPERATIVA FRA BRACCIANTI ED OPERAI DEL DISTRETTO DI BADIA POLESINE

The details which follow are based upon information furnished by the Co-operative Society of Day Labourers and Workmen of Badia Polesine, in the province of Rovigo, for the purposes of the present Report, through Sir D. Colnaghi.

This society,* formed in January 1890 by day labourers and workmen engaged in various branches of the building trade residing within the district of Badia Polesine, numbered on December 31, 1894, 904 members, and had a subscribed share capital of the nominal amount of 10,848 lire (say, 434*l.*) divided into 904 shares of 12 lire (9*s.* 7 *d.*) each, on which the sum of 850 lire (34*l.*) was paid-up. In addition, the King of Italy had presented to the society the sum of 1,440 lire (say, 58*l.*). The total capital actually at the disposal of the society on the date last-named was 1,590 lire (say, 64*l.*).

The society has undertaken, under contracts obtained by private tender from the Government, two contracts, one of these being for work in connexion with the regulation of river bed and banks to the value of 34,110 lire† (say, 1,364*l.*), the other being for river embankment work to the value of 69,925 lire (2,797*l.*).

The society was enabled to carry out its first work through advances made to it for its initial expenses by certain friends, and has accordingly not borrowed any money from bankers, &c.

* As to the circumstances under which this society was founded, see also *Report of Fourth Italian Co-operative Congress*, p. 15.

† See Appendix J, *post*, Table IV., No. 46, pp. 302, 303, where it is said that the President of the society was a contractor and the director of the works an engineer; also Appendix L, *post*, No. 128, pp. 322, 323.

The rules declare that the shares (of 12 lire = 9s. 7·2d. each) shall be paid-up by bi-monthly instalments of 1 lira (9·6d.) each; and that an entrance fee of 25 cent. (2·4d.) shall be payable by each member. No ordinary member is allowed to hold more than one share. In addition to the ordinary members, who must be day labourers, navvies, or men engaged in some other branch of the building trade, there are to be a certain number of extraordinary members; these are persons, not eligible, as workmen, for ordinary membership, who may hold one or more shares, but who are not to receive any interest or dividends on their shares, being only entitled to the return of the money paid for their shares, such recoupment not to take place until the society shall have accumulated a Reserve Fund of 15,000 lire (600*l.*); they are allowed to vote in the general meetings and to fill official positions; but the proportion of the total number of such positions filled by members of this class must not exceed one-third.

The management of the society's affairs is in the hands of the general meeting of the members, of an Executive Council, and of a Technical Committee. In the general meeting the voting is according to the majority of those present, proxy voting not being allowed. The Executive Council, which consists of 15 councillors, one third of whom retire at the end of each year, but may be re-elected, is entrusted with considerable administrative powers. The Technical Committee, elected by the Council, consists of three experts and one engineer, who hold office for a year, with power to be re-elected; this committee examines the specifications of works which the Society proposes to undertake, and reports thereon, fixes the price to be paid for work to the workmen, and supervises the execution of all work carried out by the society. The profits are to be divided thus:—30 per cent. is to be added to the Reserve Fund until this shall amount to 50,000 lire (2,000*l.*), 50 per cent. is to be divided as bonus on labour among the members employed by the society, in proportion to the amount of wages earned by each, 20 per cent. is to go to the formation of an Accident Fund, until this shall amount to 50,000 lire (2,000*l.*), and afterwards shall be added to the bonus on labour.

SOCIETÀ ANONIMA COOPERATIVA DI PRODUZIONE FRA I
LAVORANTI SCALPELLINI IN MILANO.*

The Co-operative Stone-cutters Society of Milan, formed in February 1892 and registered in March 1892, has carried out paving contracts (the supply of material being included) for the municipality of Milan, one of these contracts being of the value of 13,150 lire (526*l.*), and its execution giving employment to

* Based mainly upon information supplied by Consul-General Cohnaghi, but partly upon the official *Statistics of Co-operative Societies of 1895*.

18 stone-cutters, in addition to 12 labourers who were not members of the society, and the other being to the value of about 900 lire (36*l.*), and giving employment to 15 stone-cutters, and four non-member labourers. The stone-cutters were on piece-wages, the labourers on day-wage. The second contract is said to have resulted in a profit to the society at the rate of 5 per cent.*

Membership is confined to persons who are working stone-cutters, or who belong to the Stone-cutters' Mutual Aid Society. According to the balance-sheet for 1892, the number of members was 110; the nominal (subscribed) share capital (entirely held by workmen) was 1,120 lire (say, 45*l.*), in shares of 10 lire (8*s.*) each, on which 1,064 lire (say, 43*l.*) was paid-up. The total value of the works carried out during the year was 12,692 lire (say, 508*l.*), on which the society earned a net profit of 427 lire (say, 17*l.*); this was divided as follows:—48 lire (say, 2*l.*) went to share capital, 133 lire (say, 5*l.*) was paid to members employed as bonus on labour, 76 lire (say, 3*l.*) was credited to Reserve Fund, and 170 lire (say, 7*l.*) to Provident Fund. The number of persons employed by the society at the end of 1892 was 14, all members.

The shares of the society are of the nominal amount of 10 lire (8*s.*) each, a member not being allowed to hold more than 10 shares, and having one vote only, however many shares he may hold. The shares are payable by weekly instalments of not less than 50 cent. (4·8*d.*) each; the entrance fee is 1 lira (9·6*d.*); in addition, every new member has to pay his proportion in respect of the Reserve Fund. The shares are entitled to a fixed interest of 5 per cent.; the net profits (after payment of this interest), are divisible thus: 20 per cent. goes to the Reserve Fund, 45 per cent. is paid over to a Mutual Aid Fund, and 35 per cent. is distributed among all such members of the society as shall have been employed by it during the year, in proportion to the daily earnings of each man.

The general meeting of the shareholders elects a Council composed of 7 members, who serve for two years, and are eligible for re-election, but only after they shall have been out of office for one year. The Council has large powers for the management of the business of the society; while the manager, a salaried employee, elected by the general meeting, on the nomination of the Council, is charged with the immediate direction of its affairs, acting under the Council.

The workmen employed by the society are to be members; but if it becomes necessary to get work done by outside labour, preference is to be given to co-operative societies. If work cannot be found for all the members, they are to be employed in turn.

* The financial result of the first job is not mentioned.

**SOCIETÀ ANONIMA COOPERATIVA LAVORO FRA I BRACCIANTI
DI MILANO E PROVINCIA.***

The Co-operative Society of Day Labourers of the City and Province of Milan was formed in July 1892, and registered in August 1892. The members of the society all belong to the class of day labourers, no one being allowed to join the society unless he is a navvy, a carter employed in connexion with building work, or a pavior; he must also present the ticket of the Chamber of Labour. The number of the original members was 90; that of the present members is 287. The nominal value of a share is stated in the rules to be 12 lire (9s. 7·2*d.*), the new member paying 2 lire (1s. 7·2*d.*) as entrance fee, and completing the payment of his share by monthly instalments of 1 lira (9·6*d.*) each. The shares cannot be transferred. No one is allowed to hold more than a single share.

The subscribed capital is stated to consist of 293 shares, of which the nominal value is stated to be 4,232 lire (say, 169*l.*); of this amount 2,967 lire (say, 119*l.*) is stated to be paid-up. There is a Reserve Fund of 736 lire 46 cent. (say, 29*l.*).

The society was assisted by a loan advanced by a private individual. Work was commenced in December 1892, and up to the end of 1894 the value of the work which the society had carried out was about 54,000 lire (2,160*l.*).

The profits of the first year amounted to 1,057 lire 91 cent. (say, 42*l.*), which sum was divided in the following manner:—

	Lire.	Cent.
5 per cent. to members on their shares -	51	30
25 per cent. to members employed by the society, in proportion to the amount of wages earned by each -	264	47
35 per cent. credited to Reserve Fund -	370	26
25 per cent. credited to Pension Fund -	264	47
10 per cent. credited to Out-of-Work Fund	107	41
Total -	1,057	91
	(say, 42 <i>l.</i>)	

A large part of the work which the society has carried out has been done for the municipality of Milan, the most important contract entrusted to it by this authority being the cleansing of the drainage system within the city, a contract on which 100 men, employed on wages of from 2 lire (1s. 7·2*d.*) to 2 lire 50 cent. (2s.) a day, were engaged, and the total value of which was upwards of 10,000 lire (400*l.*).

* The account given in the text is based upon the balance-sheet of the society for 1893 and a letter from the secretary of the society, both lent by Mr. H. W. Wolff, and upon information furnished, for the purposes of the present Report, by Consul-General Colnaghi.

Amongst the other public works carried out by the society may be mentioned the removal in 1892 of a large quantity of snow, for which they received about 900 lire (36%), the cleansing of the external drainage system of Milan (total value of contract 8,000 lire = 320%), and certain other drainage works to the value of 6,000 lire (240%); the society also undertook a second contract for the removal of a large quantity of snow in the winter of 1893-4. In all cases, in which there was material to be supplied, the contracts with the municipality have included the supply of that material.

When the society requires to get masons' and bricklayers' work done, it has recourse to the Co-operative Society of Masons and Bricklayers described above (*ante*, pp. 185-191).

With respect to the constitution of the society, its rules provide that its affairs shall be managed by the general meetings and by an Executive Council (consisting of a director, 6 councillors, a secretary, and a cashier), elected by the general meeting to serve for two years, but eligible for re-election. The secretary and cashier are to receive remuneration for their services. The director has, under the direction of the Council, considerable powers; the Council engages and dismisses the workmen employed. There is also a Technical Committee, elected by the general meeting, and composed of 4 expert workmen, an engineer, and a lawyer. The members of the Technical Committee serve for two years, and are eligible for re-election. The engineer and the lawyer need not be members of the society. The Technical Committee has to examine the specifications of work for which it is proposed to tender and to report thereon, all contracts being made by the Council with the concurrence of the Technical Committee. This Committee also fixes the wages of all persons employed by the society, the wages of the members employed being based on a deduction of 10 per cent. from the contract price in each case. No contracts are to be undertaken unless there is a reasonable chance of their yielding "a fair day's wage" for the workmen, and if there is any doubt about this, the general meeting must be consulted. On such occasions as the director, the engineer, and the expert workmen on the Technical Committee are actively engaged in supervising the work of the society, they are to receive remuneration. The method adopted in the division of the profits is shown by the figures given above (*ante*, p. 197), it will be observed that no share in profits is allotted to non-members employed by the society.

SOCIETÀ COOPERATIVA "VITRUVIO" FRA I MURATORI DI ROMA.

The following details in respect to the Co-operative Society of Masons and Bricklayers, "Vitruvio," of Rome, are taken mainly from *La Cooperazione Italiana* (the organ of the National League of Italian Co-operative Societies) of November 10, 1894.

This is a society of recent formation (apparently dating from about September 1892), which is stated to have had, in October 1894, a nominal (subscribed) capital of 1,398 lire (say, 56*l.*), in shares of 10 lire (8*s.*) each, on which 812 lire 50 cent. (say, 33*l.*) was paid-up. At one time the members, who are required by the rules to be masons or bricklayers, or masons' or bricklayers' labourers, or navvies, numbered 159; but some failed to keep up the payments on their shares, and were expelled; and in October 1894 the number of the members was 105, of whom 70 appear to have been workmen and 35 non-workmen.*

The society carried out, between September 12, 1892 and December 31, 1893, works to the total value of 61,434 lire 92 cent. (say, 2,457*l.*), on which they are stated to have cleared a profit of 3,805 lire 79 cent. (say, 152*l.*). At the same time they paid wages considerably higher than those paid by ordinary employers, their masons and bricklayers getting 4 lire (3*s.* 2·4*d.*) per day, as against from 2 lire 25 cent. (1*s.* 9·6*d.*) to 2 lire 75 cent. (2*s.* 2·4*d.*) per day currently paid, while their labourers got from 2 lire (1*s.* 7·2*d.*) to 2 lire 60 cent. (2*s.* 0·96*d.*), as against 1 lira 50 cent. (1*s.* 2·4*d.*) to 1 lira 75 cent. (1*s.* 4·8*d.*) per day.

The work carried out by this society has included work done for the Government (their execution of which is said to have been so satisfactory as to have elicited the praises of the head of the Government engineering staff), and contracts carried out for the municipality of Rome.†

The profits of the society are divided in the following proportions: 5 per cent. to share capital, 75 per cent. to the Reserve Fund, 20 per cent. to the employees, in proportion to their wages. But when the Reserve Fund shall amount to 15,000 lire (600*l.*), 35 per cent. only of the profits is to be credited to that fund, while 40 per cent. is to go as bonus on labour to the members employed, and the remaining 20 per cent. is to be devoted to forming an Accident Fund.

SOCIETÀ COOPERATIVA DI LAVORO E DI PREVIDENZA FRA I LASTRICATORI DI FIRENZE.

The following Memorandum in reference to a contract carried out for the municipality of Florence by the Co-operative

* See Appendix M., *post*, pp. 334, 335, where it is also stated that the 1893 balance-sheet shows Reserve Fund 348 lire (say, 14*l.*), "other funds" 35 lire (say, 1*l.*), profits of year, 1,422 lire (say, 57*l.*); divided thus: 72 lire (say, 3*l.*) to share capital, 284 lire (say, 11*l.*) to workmen employed, 1,066 lire (say, 43*l.*) to Reserve Fund.

† For particulars of contracts for public works carried out by this society, see Appendix L., *post*, No. 118, pp. 322, 323.

Labour and Provident Society of Paviers of that city is supplied by Sir D. Colnaghi :—

" Among the few contracts given out by the municipality of Florence to co-operative societies, the most important was for paving a short street (" via degli Speciali ") in this city. It was granted in the course of 1894 to the Co-operative Society of Paviers of Florence, founded in 1893.

" The total number of members is 65, of whom some 26 or 27 obtained employment in the above work. Current rates of wages, from 3 lire (2s. 4·8d.) to 3 lire 50 cent. (2s. 9·6d.), were, I understand, paid to the skilled workman, while the labourers (' manovali ') received 2 lire 40 cent. (1s. 11d.) instead of 2 lire (1s. 7·2d.). The stone used for the side pavement was supplied by the society, that for the roadway by a contractor.*

" The total amount of the contract was 5,000 lire (200*l.*), and the net profit to the society was 600 lire (24*l.*), which was placed to capital account and not divided among the members."

The rules of the society, a copy of which has been furnished by Sir D. Colnaghi, show that the shares are of the nominal value of 50 lire (2*l.*) each, payable by weekly instalments of not less than 50 cent. (4·8d.) each, and that an entrance fee of 2 lire (1s. 7·2d.) is payable on admission. No one is allowed to hold more than 10 shares. The affairs of the society are to be managed by the general meeting, at which the decision is to be according to the votes of the majority of those present (each having one vote only, however many shares he may hold, and proxy voting not being allowed), by the Executive Council and by a Technical Committee, with the assistance of a consulting engineer and a legal adviser, named by the Council. The Council is to consist of a president, a cashier, a secretary and 8 other persons, all elected at the commencement of the year by the general meeting, and has the usual administrative functions; while the Technical Committee consists of 5 members, elected at the general meeting, and is entrusted with the duty of reporting to the Council as to contracts to be undertaken, of supervising all contracts made by the society, whether for executing works or buying materials, of determining who shall be employed, and of fixing the remuneration and the hours of labour of the members employed.

The profits are to be divided in the following manner: interest at the rate of 5 per cent. is to be paid on the paid-up shares, of the balance of profits 50 per cent. is to go to a Provident Fund for the benefit of members disabled by illness or infirmity, 25 per cent. is to go to the Reserve Fund, 20 per cent. is to be divided among the members who shall have been employed by the society, in such proportions as shall correspond with the

* This is an instance of the separation of the contract for labour from the contract for material; but this arrangement would not appear to have been made by virtue of the Regulations of 1890; see *ante*, p. 160 *n.*

number of hours worked by each and the capacity of each, as fixed, prior to the commencement of the works, by the Technical Committee, and 5 per cent. is to be divided in equal shares among the members of the Council and the Technical Committee. The money paid as interest on the shares, and all bonus to labour not drawn out are to remain for five years in the hands of the society, and are to be treated as forming part of the Provident Fund. In any case, all sums at any time credited in respect of interest on capital or bonus to any member holding less than ten fully paid-up shares are to remain with the society until these sums, together with any payments made by him, shall be equivalent to the nominal value of 10 shares. When the Reserve Fund shall equal in amount the total paid-up share capital, the share in profits, previously credited to the Reserve Fund, shall, instead, be added to the Provident Fund.

CO-OPERATIVE SOCIETIES AT BOLOGNA.

The following details in relation to contracts carried out by co-operative societies for the City of Bologna are based upon a Memorandum supplied, for the purposes of the present Report, by the Syndic of Bologna, through Sir D. Colnaghi.

The **Co-operative Paviers' Society of Bologna** has carried out for the municipality of that city certain work in connexion with the repairs of the streets, the society furnishing, in addition to the labour required, also the material (gravel and other stone). The contracts already completed by the society have been two in number, and the amount paid to the society for this work was 6,603 lire 90 cent. (say, 264*l.*). It would appear, it is said, that the execution of these contracts resulted in a profit to the society, since it subsequently offered to take more work of the same kind on similar terms. The work was carried out in a satisfactory manner, the quality being better than that of the work done by certain contractors, though the price at which the society took the contracts was higher than that for which such work has been done by the contractors in question.

The paviers employed on these works were all members of the society, though many of the labourers were not.

The practice of giving out contracts in this manner cannot be said to be at this moment extending; though such an extension may possibly take place when the organisation of certain co-operative labour societies, at present being undertaken by the Bologna Chamber of Labour, shall have been completed.

Another society which obtained a contract (comprising the supply of material as well as of labour) from the municipality of Bologna is the **Co-operative Society of Masons and**

Bricklayers of Bologna,* which erected a public wash-house, costing about 20,000 lire (800*l.*) It is stated that this society, being badly organised and directed, "encountered difficulties of " an economic nature,"† and that these necessarily affected the execution of the work, which suffered serious delays.

CO-OPERATIVE SOCIETIES AT VENICE.

The following details in regard to contracts undertaken by co-operative societies, at Venice, are based upon a statement, dated February 11, 1895, supplied by Signor Selvatico, the Syndic of that city, for the purposes of the present Report, through Sir D. Colnaghi.

The **Co-operative Society of Masons and Bricklayers of Venice‡** has, from 1893 onwards, contracted, by public competition, to carry out certain work for the Government, and has also undertaken, without any formal contract, certain jobs for the municipality of Venice. In Appendix L, *post*, No. 151, pp. 324, 325, will be found figures relating to contracts for public works obtained by this society, four in number, all being made in 1893, from which it appears that the aggregate amount of these contracts was 7,794 lire 19 cent. (say, 312*l.*). In addition, this society, according to the details given in Appendix K, *post*, p. 314, obtained, in 1890, contracts for paving and building work to the value of 39,263 lire 45 cent. (say, 1,571*l.*) from the Ministry of War. The society has also carried out work for private individuals. It is stated that the persons employed by the society upon the works in question were members, except in the case of the contracts carried out for the Government, in relation to which 10 per cent. of those employed were non-members. The workmen were employed on day-wages, and the rates of wages are said to have been in excess of the current rates.

The **Co-operative Carpenters' Society of Venice**, which was founded in 1894, has done a considerable amount of work for the municipality. This work consisted of several jobs

* Whether this is the society referred to in Appendix L, *post*, No. 7, pp. 316, 317, is not clear. A society of Masons and Bricklayers at Bologna, formed in 1888, which carried out considerable works, some apparently under contracts with public authorities, and which is stated to have been very successful is mentioned in the *Report of the Fourth Italian Co-operative Congress*, p. 19, and is, no doubt, the society referred to in the information supplied by the Syndic of Bologna; this society was dissolved in 1894 (see the official *Statistics of Co-operative Labour Societies of 1895*, p. 43). In the *Report* by Consul-General Colnaghi, F.O., 1893, Misc. Series, No. 276, p. 38, it is stated that "at Bologna, owing to a defalcation of funds, the masons' association had encountered difficulties which it is gradually overcoming. The municipality has been able to give the society several contracts which have been satisfactorily carried out. Having no present capital, however, the society labours under certain disadvantages, such as having to pay interest on materials, for the hire of barrows," &c.

† See the last note.

‡ This society is mentioned as having a paid-up capital of 27,000 lire (1,080*l.*) in the *Report (1891)* of the Fourth Italian Co-operative Congress, p. 20.

given out without formal contracts, chiefly with the object of encouraging the society. The men employed were partly on piece-wage, partly on day-wage; the wages paid are stated to have been, in all cases, above the current rates.

The **Co-operative House Painters' Society of Venice** has had, under private tender, certain work for the municipality. The wages which its employees have received are said to have been higher than those current in the locality.

The **Co-operative Navvies**, the **Co-operative Metal-workers**,* and the **Co-operative Stone-cutters, of Venice**, three societies of recent formation, have done for the municipality certain jobs of minor importance.

Speaking generally, all the co-operative societies above mentioned have supplied material as well as labour.

The Syndic states that the municipality is favourably disposed to these societies and has endeavoured to encourage them, but that there exist practical difficulties which, to a certain extent, impede their operations.

FEDERAZIONE DELLE COOPERATIVE DI LAVORO DELLA PROVINCIA DI MODENA.

The particulars which follow, in relation to the Federation of the Co-operative Labour Societies of the province of Modena, are based upon an account of this organisation supplied, for the purposes of the present Report, by Signor G. Agnini, its President, through Sir D. Colnaghi. The number of the co-operative labour societies existing in the province of Modena at the beginning of 1894 was 30, with an aggregate membership of 7,961. The societies in question were formed among day labourers, carters, masons, and bricklayers, &c. To these must be added certain other societies of later formation; taking into account the membership of these societies, and the increase which has taken place in the number of the adherents of the 30 societies above-mentioned, Signor Agnini reckons that, at the date on which he wrote (the end of February 1895), the total number of workmen associated in the different co-operative labour societies of the province of Modena was about 12,000. The constitution of these societies is described as being on the lines of the Society of Finale Emilia, details in respect to which are given above (*ante*, pp. 182-185). The Federation of the Co-operative Labour Societies of the province of Modena was formed

* It appears probable that this is the society referred to by Consul-General Colnaghi in his *Report*, F.O., 1893, Misc. Ser., No. 276, p. 39, in the following terms:—"At Venice, a small society of mechanics was formed among the workmen who had fallen into the ranks of the unemployed during the crisis of last winter. The municipality entrusted to them some unimportant works, which they executed satisfactorily. The civic authorities now propose to give to the society a contract to erect a small iron bridge, and possibly some further work. The co-operators have, however, had the good fortune to meet with a respectable civil engineer, who has volunteered to be their representative."

in January 1891, with the object, as is stated by Signor Agnini, "of preventing the occurrence of competition between these societies, when undertaking contracts, and of enabling the co-operators to undertake, jointly, works on a large scale, as also of securing uniformity in the conduct of the affairs of the different societies."

The Federation, which, according to the official *Statistics of Co-operative Labour Societies* of 1895 (p. XX.), comprises 23 associations, has its seat in the city of Modena. It has not as yet undertaken any work on its own account; but owing to its action certain works, all of which appear to be of a public nature, have been carried out by combinations of the following societies: (I.) The societies of the province of Modena, and the society of the province of Reggio Emilia, constructed a bridge to the value of 54,000 lire (2,160*l.*); (II.) the societies of Pavullo and Castagneto carried out certain road works to the value of 47,764 lire 29 cent. (say, 1,911*l.*); (III.) the societies of Bomporto,* Camposanto,† and Nonantola executed work to the value of 9,009 lire (say, 360*l.*); (IV.) the societies of Carpi,‡ Cavezzo, and Novi, executed work to the value of 73,347 lire (say, 2,934*l.*); (V.) the societies of Finale,§ Cavezzo, and Carpi,‡ carried out, in partnership with a firm of contractors, work to the value of 102,895 lire (say, 4,116*l.*). Upon the works here referred to members of the societies were alone employed by them; the men were on piece-wage, and their wages are stated to have been in all cases above current rates. In addition, the societies are stated to have made and divided among their members not inconsiderable profits. It is stated that the profit on contract No. IV. was 8,491 lire 89 cent. (say, 330*l.*), and that on No. V. was 6,350 lire 80 cent. (say, 254*l.*); but in regard to No. I. disputes had arisen between the contracting authorities and the societies, and on this job a loss was expected. As to the financial results of contracts Nos. II. and III., no figures are given. It is stated that the execution of all these works, except No. I., obtained the complete approval of the authorities for whom the contracts were carried out.

In addition to the public works which have been carried out under the auspices of the Federation, this organisation has taken the initiative in regard to the introduction of co-operative labour in the work of weeding the rice fields in the Province of Emilia. This work, which is carried out each year in the months of May and June, gives employment to a very large number of women and children, who have hitherto been brought to the rice fields by contractors, who made agreements with the

* For particulars as to public works carried out by this society, see Appendix J., *post*, Table IV., No. 22, pp. 298, 299, and Appendix L., *post*, No. 53, pp. 318, 319.

† See *post*, p. 219. For particulars as to public works carried out by this society, see Appendix L., *post*, No. 57, pp. 318, 319.

‡ For particulars as to public works carried out by this society, see Appendix J., *post*, Table IV., No. 21., pp. 298, 299.

§ See *ante*, pp. 182-185.

proprietors for cleansing the land. It is stated that these gangs of labourers performed 12 or even 13 hours' work a day—work of a very arduous character—in return for a remuneration, consisting in part of a miserable pittance in cash, in part of a scanty supply of food very unsatisfactory in character, while the contractors by whom they were employed cleared large profits. The Federation induced some of the owners of the rice fields to get this work done through the co-operative labour societies, which got together the necessary gangs. In this way the earnings of the workers were materially increased, and the hours of labour were reduced; at the same time, the employment of children was given up, adults only being now employed in this laborious occupation.*

By the rules of this Federation it is declared that its objects are (a) to endeavour to obtain the contracts given out by the Government and by the Provincial Administration, (b) to undertake, on collective account, the execution of such of these contracts as have to be carried out in localities in which no co-operative societies are in existence, preference being given in carrying out such contracts to the workmen belonging to such localities, (c) to maintain good relations between the federated societies, to assist them by advice and help, and to carry on the propaganda of co-operative principles.

The capital of the Federation is composed of (a) the contributions paid by the federated societies (at the rate of 5 cent. = 48*l.* per inscribed member), (b) a sum equivalent to one-half per cent. upon the amount received by the constituent societies in respect of each contract carried out by them, which sum they are to pay over to the Federation, and (c) the profits arising from works carried out by the Federation itself, subject however to 10 per cent. of such profits being devoted to a special charitable fund, and also to the distribution of 40 per cent. thereof among all those who shall have been employed upon such works, whether members of the Federation or not. The societies which belong to the Federation are bound, under pain of expulsion, not to compete for any contract to which, by reason of the fact that a co-operative society is established in the district in which the contract is to be carried out, a preferential right exists in favour of such local organisation, the constitution of the Federation expressly providing that each of the constituent societies shall possess the exclusive privilege of undertaking works situated within its own district, though, if it has not members of its own sufficient in number to do the work, the Federation may call in the assistance of gangs belonging to other societies. When the Federation itself carries out works, each of the constituent societies is entitled to take such share in carrying them out as shall be assigned to it by the Council of the Federation. This Council is comprised of delegates appointed

* See also *Report* by Consul-General Colnaghi, F.O., 1893, Misc. Ser., No. 276, pp. 86, 87.

by the constituent societies, each society sending one delegate (who holds office for one year, and may be re-elected) and selects from its members a Presidential Committee, consisting of a President, Vice-President, and Secretary.

VARIOUS SOCIETIES.

In addition to the co-operative societies already mentioned, there are a number of others, which are known to have carried out public works, and concerning which it is possible to supply a certain amount of information.

Federations of Day Labourers of Mantua. In Professor Rabbeno's book, *Le Società di Braccianti* (pp. 7-11), will be found an account of certain federations of societies of day labourers in the province of Mantua, formed in the course of an agitation among the agricultural population in 1884-6. But in regard to these bodies, by which some contracts for public works were carried out, very few details are available.* In one case one of these federations took a contract from Government for works to the value of 80,000 lire (3,2000*l.*) subject to an abatement of 35 per cent, but found itself unable to pay its members employed on the job, 700 in number, their wages, because it had exhausted all its funds in paying the caution-money. Ultimately, however, some friends lent the federation 4,000 lire (160*l.*) to pay wages with. The manner in which the work was executed is said to have been highly praised by the engineers in charge. But in the end it was found that the total amount due to the federation for the job was so small that the employees received altogether much less than they would have got had they been employed by ordinary contractors. The results of the contracts subsequently undertaken by this organisation were still less satisfactory; and the workmen, being discouraged, to a great extent abandoned the federation, which consequently got into serious difficulties. The official *Statistics of Co-operative Labour Societies* of 1895 make no mention of any federation of labour societies existing in the Mantua district.

The official *Report on Co-operative Associations (Sulle Associazioni Cooperative in Italia)*, published in 1890 by the Italian Ministry of Agriculture, Industry, and Commerce, contains (pp. 15-7) some information with respect to several other societies of day labourers, which have carried out works for public authorities. The **Society of Day Labourers of Bagna Cavallo** (Villanova di Bagnacavallo), in the province of Ravenna, formed in 1884, carried out in its first year work to the value of about 12,000 lire (480*l.*), on which it gained a profit of 1,100 lire (44*l.*), which, added to the contributions of the members, made up a fund of 2,300 lire (92*l.*). The operations

* See also *Report of Third Italian Co-operative Congress*, pp. 71, 72.

of 1885 were also successful ; but in 1886, the society obtained by public auction a contract to the value of 28,000 lire (1,120*l.*), with a rebate of 33 per cent, and, although the members accepted wages on a somewhat low scale, the society lost more than 2,500 lire (100*l.*), which swallowed up the whole of their capital, and left them in debt to the extent of 232 lire (say, 9*l.*). However, they undertook other work with better results, and got together a small amount of capital, to which the King of Italy added a donation of 2,400 lire (96*l.*). In 1888 they had no work ; in 1889 they are stated to have got work to the value of 10,000 lire (400*l.*)—no doubt the river embankment work referred to in Appendix J., *post*, Table IV., No. 14, pp. 298, 299. The figures stated in Appendix L., *post*, No. 97, pp. 320, 321, show this society to have obtained, in 1893 and 1894, contracts for public works to the value of 10,942 lire 27 cent. (say, 438*l.*). According to the official *Statistics of Co-operative Labour Societies* of 1895, this society had, at the end of 1891, 479 members (24 of whom were not workmen), each having subscribed for one share of 24 lire (1*9s.* 2*·*4*d.*), and it employed 79 persons, all members. The nominal (subscribed) capital is stated in the 1892 balance-sheet at 11,184 lire (say, 447*l.*), of which 4,033 lire (say, 161*l.*) was paid-up ; the society possessed a Reserve Fund of 4,309 lire (say, 172*l.*) and "other funds" amounting to 543 lire (say, 22*l.*). The ordinary members must be workmen born or living in Bagnacavallo, but other persons, if able to assist the society, are also admitted. No member may hold more than one share. The division of profits is 40 per cent. to the members, 40 per cent. to the Reserve, and 20 per cent. to the Provident Fund.

The **Society of Day Labourers of Cotignola**, in the province of Ravenna, is stated in the same *Report* to have been founded in 1889 and to have completed in its first year work to the value of 58,000 lire (2,320*l.*). Upon the first job which it undertook the society gained a profit of 4,217 lire (say, 169*l.*), on its second job it lost 1,386 lire (say, 56*l.*), leaving the net profit of the year at 2,831 lire (say, 113*l.*). In this connexion the *Report* from which these details are taken, remarks that naturally the profits of a co-operative society of this kind are on a lower scale than those made by ordinary contractors, since such a society usually pays wages above current rates. This society appears to have done a not inconsiderable amount of public work ; thus, in Appendix J., *post*, Table IV., No. 15, pp. 298, 299, mention is made of contracts for river embankment works to the value of 68,154 lire 25 cent. (say, 2,726*l.*) having been obtained by this society at various dates prior to the end of 1891 ; a contract for public works obtained by this society in 1893 (to the value of 4,026 lire 34 cent. (say, 161*l.*)) is mentioned in Appendix L., *post*, No. 101, pp. 320, 321. In the official *Statistics of Co-operative Labour Societies*, published in 1895, details, taken from the balance-sheet of the society for 1892, are published, showing that the nominal (subscribed) capital of the society in that

year was 2,000 lire (80*l.*), of which 948 lire (say, 38*l.*) was paid-up, that its Reserve Fund amounted to 691 lire (say, 28*l.*), and that it had carried out in 1892 work to the value of 17,449 lire (say, 698*l.*). The same authority gives extracts from the rules of the society, which show that, in order to be a member, a man must be a day labourer or a carter, and must be a native of Cotignola or have lived there for at least a year; but honorary members may also be elected, being persons, not workmen, who are in a position to render substantial services to the society. The division of the profits is as follows: 40 per cent. to members, 50 per cent. to Reserve Fund, and 10 per cent. to Accident Fund.

The **Day Labourers' Society of Forlì**, in the province of Forlì, which was founded in or prior to 1887 (*see* official *Statistics* of 1895, p. 43), is stated in the Report (*Sull'Associazione*) of 1890, to have remained inactive until, in 1888, they received certain generous donations and then undertook and carried out work to the value of about 200,000 lire (8,000*l.*). This society has undertaken contracts for public works to a large amount, particulars as to which will be found in Appendix J., *post*, Table I., Nos. 1-3, pp. 282, 283, Table II., Nos. 23-7, pp. 288-291, and Table IV., No. 29, pp. 300, 301, and in Appendix L., *post*, No. 27, pp. 316, 317. With reference to the manner in which the contracts were executed by the society, the Report printed in Appendix J. speaks well of the society as to No. 1; as to No. 23, however, it is stated that delay occurred in commencing the work, and also in its execution, and that in October 1891 the work was abandoned, and had not been resumed. The society is said to have been hampered by want of funds. Contract No. 24 is stated to have been carried out, not by the society itself, but by a contractor for public works, acting on its behalf. Upon contract No. 23, only about one-third of the men employed were members of the society; upon contracts Nos. 25 and 26 none of the men employed were members of the society. As to No. 29, it is stated that the work was executed satisfactorily, but at certain portions the society had to have recourse to outside labour; the representative of the society is stated to have been a contractor. It will be observed that Appendix L., *post*, pp. 316-325, contains no reference to any work done by this society after 1890.

The *Report* of 1890 above referred to states that the **Day Labourers' Society of Pieve d'Olmi**, in the province of Cremona, had been unable, in the course of its three years' existence, to get together more than 235 lire (say, 9*l.*) of capital, and could get no work to do. But in 1891 the society is shown by the particulars given in Appendix J., *post*, Table IV., No. 32, pp. 300, 301, to have obtained a contract for public (river embankment) works to the value of 7,551 lire 36 cent. (say, 302*l.*), the execution of which is there stated to have proceeded in a satisfactory manner; this, it should be observed, is the only

contract mentioned in Appendix L, *post*, No. 12, pp. 316, 317, to have been obtained by this society.

The *Report* of the Fourth Italian Co-operative Congress, held in 1890 (pp. 17 and 20), mentions as having carried out public works the Societies of Day Labourers of Cadelbosco Sopra, Castelnovo Sotto, Reggio Emilia, and Pisa, and the Co-operative Carters of Reggio; and from this *Report* and the official *Statistics of Co-operative Labour Societies* of 1895 it is possible to give a few details in respect of these societies.

The **Society of Day Labourers of Cadelbosco Sopra**, in the province of Reggio Emilia, which is mentioned as having had a contract to the value of about 20,000 lire (800*l*) for river embankment work, was founded or registered in 1890; and at the end of 1892 the society had 500 members, all workmen; its nominal (subscribed) share capital was 12,000 lire (480*l*) in shares of 24 lire (19*s*. 2·4*d*.) each, and the paid-up share capital was 7,293 lire (say, 296*l*), while the Reserve Fund amounted to 4,023 lire (say, 161*l*). The value of the work carried out by the society in 1892 was 39,222 lire (say 1,569*l*); and its nets profits for that year amounted to 773 lire (say, 31*l*). This society is stated in Appendix L, *post*, No. 106, pp. 322, 323, to have had in 1890-4 contracts for public works to the aggregate value of 141,416 lire 49 cent. (say, 5,657*l*). This society admits as members, in addition to day labourers and carters of the locality, also persons, not workmen, who are in a position to render substantial advantages to the society.

The **Co-operative Day Labourers of Castelnovo Sotto**, in the province of Reggio Emilia, who are mentioned in the Congress *Report* as having a membership of 200, are stated to have had a contract to the value of about 20,000 lire (800*l*) for river embankment work.

The **Day Labourers' Association of Reggio Emilia**, in the province of Reggio Emilia, which has had entrusted to it had the pulling down of the city walls of Reggio, and the construction of a shooting-range, was founded or registered in 1889. In September 1893 it had a total membership of 878 (all but 20 being workmen), a nominal (subscribed) share capital of 22,824 lire (say, 913*l*), the 858 workmen each holding one share, and the 20 non-workmen members holding between them 93 shares. The value of each share appears to be 24 lire (19*s*. 2·4*d*.); of the total share capital 10,445 lire (say, 418*l*) was paid-up; there was a Reserve Fund of 33 lire (say, 1*l*) and "other funds" amounting to 62 lire (say, 2*l*). The operations of the society from December 1, 1892, to September 20, 1893, appear to have involved a loss of 6,507 lire (say, 260*l*). This society is mentioned in Appendix L, No. 107, *post*, pp. 322, 323, as having had, in 1893, a contract for public works to the value of 5,880 lire 45 cent. (say, 235*l*); and from Appendix K, *post*, p. 314, it appears that the society, in conjunction with the

Co-operative Society of Masons and Bricklayers of Reggio Emilia (see *post*, p. 232), was, in 1890, entrusted by the Ministry of War with the construction of a powder magazine, to the value of 43,875 lire (1,755*l.*). The rules of this society are similar to those of the Day Labourers of Cadelbosco Sopra (mentioned above).

The Co-operative Day Labourers of Pisa, a society mentioned in the Congress *Report* as having 250 members, and a capital of 6,000 lire (240*l.*), is there stated to have had river embankment work. This appears to be the society referred to in Appendix L, *post*, No. 86, pp. 320, 321, as having had, in 1890, two contracts for public works to the aggregate value of 31,376 lire 34 cent. (say, 1,255*l.*)*.

†The Co-operative Society of Day Labourers of Viadana, in the province of Mantua, was founded or registered in 1889. It is stated that at the end of 1891 the society had 374 members—345 of whom were workmen, each of whom had subscribed for one 24 lire (19*s.* 2*d.*) share, and 29 non-workmen, who held between them 73 similar shares. The 1893 balance-sheet states the nominal (subscribed) capital at 10,056 lire (say, 402*l.*), of which amount 1,278 lire (say, 51*l.*) was paid-up; and the society had a Reserve Fund of 956 lire (say, 38*l.*). Its profits for 1893 were 87 lire (say, 3*l.*). The total value of the public contracts obtained by this society, and mentioned in Appendix L, *post*, No. 43, pp. 318, 319, is 66,391 lire 3 cent. (say, 2,656*l.*); see also Appendix J., *post*, Table IV., No. 11, pp. 298, 299, where it is stated that the President of this society was a tradesman. The shares are not entitled to any interest or share in profits, and may be paid off when the Reserve Fund shall have reached 10,000 lire (400*l.*). Of the profits, 50 per cent. go to the workmen members in proportion to the amount of work done for the society by each, 30 per cent. to Reserve Fund, and 20 per cent. to the Mutual Aid and Provident Fund.

The Co-operative Society of Day Labourers of Bovolenta, in the province of Padua, was founded or registered in 1890. It is stated that at the end of 1893 the society had 241 members (all workmen), with a nominal (subscribed) share capital of 6,768 lire (say, 271*l.*), in 282 shares of 24 lire (19*s.* 2*d.*) each, of which amount 1,331 lire (say, 53*l.*) was paid-up. Its profits for 1893 were 880 lire (say, 35*l.*). The society employed, at the end of 1893, 50 persons, all members, but appears to employ at times a large number of non-members. This society is mentioned in Appendix L, *post*, No. 69, pp. 320, 321, as having had, in 1891, a contract for public works to the

* But in the official *Statistics of Co-operative Labour Societies of 1895*, p. 51, it is stated that a society apparently identical with that referred to in the text never had any active existence.

† From this point onwards the authority on which the statements in the text are given is (unless where some other source of information is mentioned) the official *Statistics of Co-operative Labour Societies of 1895*.

value of 7,495 lire 50 cent. (say, 300*l.*). By the rules of the society, membership is confined to day labourers, masons and bricklayers, and carters of Bovolenta and the neighbourhood; but other persons likely to be of material advantage to the society may be honorary members. No workman member may hold more than one share.* The balance is divisible, 50 per cent. to members, 30 per cent. to Reserve Fund, and 20 per cent to Mutual Aid Fund.

The **Co-operative Society of Day Labourers of Castelbaldo, Masi, Piacenza d'Adige, &c.**, in the province of Padua, was founded or registered in 1890. It is stated that at the end of 1893 the society had 2,281 members (3 only not workmen), each of whom had subscribed for one 9 lire (7*s.* 2*d.*) share. The balance-sheet for 1893 shows capital funds to the amount of 22,050 lire (882*l.*), but does not state how much of this was paid-up share capital and how much Reserve Fund; there is also an entry of "other funds" to the amount of 2,257 lire (say, 90*l.*). The profits of the society for 1893 were 3,561 lire (say, 142*l.*), of which 1,424 lire (say, 57*l.*) went to the employees (who at the end of 1893 numbered 1,160, all members), a similar sum of 57*l.* to the Reserve Fund, and 713 lire (say 28*l.*) to the Mutual Aid Fund. It will be seen from Appendix L., *post*, No. 61, pp. 318, 319, that the total value of the contracts for public works given out to this society in 1890-4 was 472,951 lire 84 cent. (say, 18,918*l.*); *see also* Appendix J., *post*, Table IV., No. 56, pp. 304, 305, where it is stated that the works there referred to were carried out by the society "in an exemplary manner," and that the President of the society was a man of independent means. The rules state that membership of the society is confined to day labourers, masons and bricklayers, carpenters, smiths, and manual workers generally. Persons, not workmen, who are in a position to be of great use to the society, may be honorary members. After 5 per cent. has been paid on the share capital, the remaining profits go, 40 per cent. to the workmen members in proportion to the amount of wages earned by each, 40 per cent. to increase the capital of the society, and 20 per cent. to the Mutual Aid Fund.

The **General Co-operative Society of Day Labourers and Similar Workers of the District of Upper Massa (Massa Superiore)**, in the province of Rovigo, was founded or registered in 1890. At the end of 1891 it appears that its members numbered 180 (173 workmen and 7 non-workmen), each of whom held one 24 lire (19*s.* 2*d.*) share. It employed at the end of that year 52 persons, all members of the society. The balance-sheet for 1893 states the nominal (subscribed) capital at 6,624 lire (say, 265*l.*), with a total paid-up capital of 2,539 lire (say, 102*l.*); and the society had a Reserve Fund of 769 lire

* Since 241 members (all workmen) hold between them 282 shares, this rule is evidently not enforced.

(say, 31*l.*) and "other funds" amounting to 390 lire (say, 16*l.*). Its profits for 1893 amounted to 1,053 lire (say, 42*l.*). It will be seen from Appendix L., *post*, No. 138, pp. 324, 325, that the total value of the contracts for public works there stated to have been given to this society in 1890-4 was 177,074 lire 65 cent. (say, 7,083*l.*); see also Appendix J., *post*, Table IV., Nos. 33, 34, pp. 300, 301, where, in respect to a contract undertaken by the society in 1891, it is said that "most of the work has been admitted as satisfactory, and has been formally approved; a certain delay is observable in the performance of some portions, and the society holding the contract has applied for the help of another society in two portions of the work." By the rules of the society admission as ordinary members is confined to residents in the district, each of whom is allowed to hold one share only; in addition, there may be extraordinary members, holding one or more shares, but with no claim to any interest in the funds of the society, and no right to receive interest or dividends or to be refunded their shares. These extraordinary members are allowed to take part in the general meetings, and to hold office in the society, but so that not more than one-third of the offices be so filled. Of the profits 40 per cent. is to go to Reserve Fund until this fund shall have reached 50,000 lire (2,000*l.*); 40 per cent. is to go to the ordinary members and 20 per cent. to the Mutual Aid Fund, until it shall have reached 10,000 lire (400*l.*).

The Co-operative Society of Day Labourers of Central Polesine (Polesine Centrale), in the province of Rovigo, was founded or registered in 1891. It is stated that at the end of 1892 the society had 415 members (410 workmen, each holding one 24 lire = 19*s.* 2*d.* share, and 5 non-workmen holding between them 25 similar shares). From its balance-sheet for 1893 it appears that its nominal (subscribed) capital was 10,465 lire (say, 419*l.*), on which 1,132 lire (say, 45*l.*) was paid-up. It had a Reserve Fund of 993 lire (say, 40*l.*). The profits made by this society in 1893 amounted to 752 lire (say, 30*l.*). The figures given in Appendix L., *post*, No. 139, pp. 324, 325, show that the value of the public contracts entrusted to this society in 1892 and 1893 was 98,065 lire 78 cent. (say, 3,923*l.*). This society admits (a) effective and (b) honorary members, the latter being allowed to hold shares, but with no right to repayment of the amounts contributed, and to take part in the general meeting with a consultative vote only, and to fill offices in the society, with full power to vote. Out of the profits earned on each job 20 per cent. is divided as bonus on labour, among all the workmen employed on the job, the balance being placed to the general credit of the society; of the profits shown by the annual balance-sheet one-half goes to all the workmen members and the other half to Reserve Fund.

The Co-operative Association of Production and Labour of the Day Labourers and Workmen in Cavarzere, in the province of Venice, was founded or regis-

tered in 1889. This society is stated to have had at the end of 1891 in all 1,067 members, of whom 1,057, each holding one 24 lire=19s. 2·4d. share, were workmen and 10 non-workmen, these holding together 39 similar shares. The society employed at the end of 1891 in all 138 persons (one only not a member). From its balance-sheet for 1893 it appears that the society then had a nominal (subscribed) capital of 26,496 lire (say, 1,060*l.*), of which 9,493 lire (say, 380*l.*) was paid-up, a Reserve Fund standing at 23,946 lire (say, 958*l.*) and "other funds" to the amount of 5,627 lire (say, 225*l.*). From Appendix L, *post*, No. 148, pp. 324, 325, it appears that the total value of the public contracts there mentioned to have been granted to this society in 1889, 1890, and 1893, was 179,459 lire 72 cent. (say, 7,178*l.*); *see also* Appendix J., *post*, Table IV., Nos. 50, 51, and 58, pp. 304-307, where the President of this society is spoken of as being a "dealer in articles of monopoly." The members of this society are (a) ordinary, who must be workmen living in Cavarzere, and (b) extraordinary, these being persons who make a donation to the society for the benefit of the Accident Fund to the amount of five shares. These extraordinary members receive neither interest nor dividends, but they are allowed to take part in the general meetings and to fill, between them, one-quarter of the total number of offices in the society. The distribution of the profits takes place as each separate job is completed, 50 per cent. going to the workmen members in proportion to the amount of wages received by each, 30 per cent. to Reserve Fund, and 15 per cent. to Accident Fund, while 5 per cent. is placed at the disposal of the Council of Administration. The workmen belonging to the society are divided into squads of 15 to 20 each, each squad being under a leading man. The different squads have a right to employment in turn, in case there is not work enough available to employ all the members.

The Co-operative Society of Day Labourers and Workmen of the Communes of Albaredo d'Adige, &c., in the province of Verona, was founded or registered in 1890. At the end of 1892 it appears that the society had 1,362 members (1,330 workmen, holding each one 12 lire=9s. 7·2d. share, and 32 non-workmen, holding between them 37 similar shares); while its balance-sheet for 1893 shows that its nominal (subscribed) capital was then 4,092 lire (say, 164*l.*); the amount paid-up is not stated. The society possessed a Reserve Fund of 6,568 lire (say, 263*l.*) and "other funds" to the amount of 5,506 lire (say, 220*l.*). The profits made by the society in 1893 amounted to 9,176 lire (say, 367*l.*), divided thus: 3,670 lire (say, 147*l.*) to share capital; an equal sum to Reserve Fund, and 1,836 lire (say, 73*l.*) to Provident Fund. The total value of the public contracts stated in Appendix L, *post*, No. 152, pp. 324, 325, to have been given to this society in 1891, 1893, and 1894, is 226,046 lire 23 cent. (say, 9,042*l.*); *see also* Appendix J., *post*, Table IV., No. 53, pp. 304, 305. The members are (a) effective, who are day labourers

and other workmen, and (b) honorary, who take one or more shares with the object of improving the position of the society, but with no share in profits or right to interest; they may hold office, but not more than one-third of the offices may be so filled. Of the profits 40 per cent. goes to the workmen shareholders, 40 per cent. to Reserve, and 20 per cent. to Accident Fund.

The Co-operative Production and Labour Society of Day Labourers and Artisans of Cucca, in the province of Verona, was founded or registered in 1890. It is stated that at the end of 1891 this society consisted of 714 members. All of these, except 21, were workmen, and each of them held one share of 20 lire (16s.).* At the end of that year the society employed 500 persons, of whom 50 were non-members. The balance-sheet for 1893 shows that the society possessed a nominal (subscribed) capital of 6,143 lire (say, 246*l.*), a Reserve Fund amounting to 5,465 lire (say, 219*l.*), and "other funds" amounting to 1,376 lire (say, 55*l.*). The profits for 1893 are stated to have been 6,895 lire (say, 276*l.*), which sum was divided as follows: 2,547 lire (say, 102*l.*) were credited to Reserve Fund, 1,515 lire (say, 61*l.*) to Provident Fund, and 2,833 lire (say, 113*l.*) shared among the members. The figures given in Appendix L, *post*, No. 153, pp. 324-325, show that the total value of the public contracts there referred to as having been given out to this society in 1890-3 was 161,182 lire 42 cent. (say, 6,447*l.*); see also Appendix J, *post*, Table IV., No. 52, pp. 304, 305, where it is said that the works there stated to have been executed by the society "were carried out in a most exemplary manner."

The Co-operative Day Labourers' Society of Legnago, in the province of Verona, was founded or registered in 1890, and it is stated that at the end of 1891 it had 781 members, of whom 766 were workmen, and that it employed at the end of that year 222 persons, all members. The members of this society do not subscribe share capital, but pay monthly contributions of 25 cent. (2*4d.*) each. The balance-sheet for 1893 shows Reserve Fund, 4,421 lire (say, 177*l.*), "other funds" (this item including the aggregate of the monthly contributions), 7,572 lire (say, 303*l.*), and profits, 4,687 lire (say, 187*l.*), making a total (for all these assets) of 16,680 lire (say, 667*l.*). This sum of 16,680 lire (say 667*l.*) was in 1893 divided in the following manner: 10,008 lire (say, 400*l.*) was credited to the fund for undertaking works, while the balance of 6,672 lire (say, 267*l.*) was divided in equal halves between the Accident Fund and the Sickness Fund. This society is stated in Appendix L, *post*, No. 154, pp. 324, 325, to have been granted in 1889, 1891, and 1893, public contracts to the total value of 103,674 lire 39 cent. (say, 4,147*l.*); see also Appendix J, *post*, Table IV., No. 54, pp. 304,

* How much of this capital was paid-up cannot be stated, the figures given in the official *Statistics of Co-operative Labour Societies of 1895* not being sufficiently clear on this point.

305. By the constitution of this society, day labourers, carters, masons and bricklayers, smiths, carpenters, and stone-cutters are admitted as ordinary members, while persons not being workmen may be extraordinary members, if they are in a position to be of use to the society; in addition, persons who have deserved well of the society may be admitted as honorary members. The extraordinary members are to subscribe for at least one 10 lire (8s.) share; they may take part in the general meetings, but may not hold office. The rules provide that 50 per cent. of the profits shall go to increase the capital of the society, and the other 50 per cent. to an Accident Fund.

The **Co-operative Day Labourers' Society of Galliera**, in the province of Bologna, was founded or registered in 1890. The society is stated to have had at the end of 1892 a membership of 441, all its members being workmen, and each of them holding one 24 lire (19s. 2·4d.) share. Thus the total nominal (subscribed) capital was 10,584 lire (say, 423l.). Of this sum, 9,154 lire (say, 366l.) was paid-up. The society had also a Reserve Fund of 9,219 lire (say, 369l.). The total value of the work carried out by the society in 1892 was 140,262 lire (say, 5,610l.). The number of employees at the end of 1892 was 200, of whom 40 were non-members. Its profits for 1892 were 16,081 lire (say, 643l.), of which one-half was distributed among such of the workmen employed as were members, and the other half was credited to Reserve Fund.* The figures given in Appendix L, *post*, No. 3, pp. 316, 317, show the total value of the public contracts there stated to have been entrusted to this society in 1890, 1892, and 1893, to have been 159,657 lire 13 cent. (say, 6,386l.); *see also* Appendix J., *post*, Table IV., No. 62, pp. 306, 307, where it is stated that, in regard to the works there referred to, this society "acquitted itself well, and carried out the work very satisfactorily," and that its President was a school-master, while its director of works was a contractor for public works. Membership is confined to day labourers of Galliera and its neighbourhood. By the rules, the interest earned on shares is to be credited to Reserve Fund; of the profits on works one-half is to be added to the funds of the society, one-half is to be divided equally among the members.

The **Co-operative Society of Day Labourers of Medicina**, in the province of Bologna, was founded or registered in 1890. At the close of the year 1891 it appears that the society contained 305 members, of whom 57 were not workmen, and that, while each of the 248 workmen members had subscribed for one share of 24 lire (19s. 2·4d.) value, the 57 non-workmen members had subscribed between them for 81 similar shares. At the end of 1891 the society employed 720 persons, of whom 580 were non-members. The 1893 balance-sheet shows the nominal (subscribed) capital at 3,984 lire

* Included in the 9,219l. lire (say, 369l.) stated above.

(say, 159*l.*), on which 3,518 lire (say, 141*l.*) was paid-up, while the Reserve Fund stood at 845 lire (say, 34*l.*), and "other funds" at 1,948 lire (say, 78*l.*). The total value of the work carried out by the society in 1893 was 15,656 lire (say, 626*l.*). The profits for 1893 were 548 lire (say, 22*l.*), of which 110 lire (say, 4*l.*) went to the Provident Fund, while of the balance of 438 lire (say, 18*l.*) one-half went to the workmen, and the other half to the Reserve Fund. The total amount of the public contracts stated in Appendix L, *post*, No. 8, pp. 316, 317, to have been given out to this society in 1890 and 1894 is 79,810 lire 21 cent. (say, 3,192*l.*); *see also* Appendix J., *post*, Table IV., No. 65, pp. 306, 307, where it is said the President of the society was an engineer. Any persons residing or owning property in the district of Medicina, whether workmen or not, may become members. The shares give no right to interest or dividends, and are repayable in order fixed by lot. Of the profits, 40 per cent. are to go to the members, 40 per cent. to Reserve Fund, and 20 per cent. to Accident Fund. Until the society shall have a capital of at least 20,000 lire (800*l.*) earning profits, exclusive of any shares paid-up by the members, the workmen are not to share in profits, and no such sharing in profits was to take place during the first five years of the society's existence. The Accident Fund is to become operative after it shall have reached 10,000 lire (400*l.*).

The Co-operative Association of Day Labourers in the Building Trades of Argenta, in the province of Ferrara, was founded or registered in 1889. In 1893 the society had 718 members, two of whom only were not workmen. Its nominal (subscribed) share capital was 17,638 lire (say, 708*l.*) in 24 lire (19*s.* 2*d.*) shares, 4 shares alone being subscribed by persons not workmen. With regard to the finances of this society, which is stated to be one of great importance, nothing more is known, except that the value of the work done by it was, in 1889-90, 78,236 lire (say, 3,129*l.*), in 1891, 20,492 lire (say, 820*l.*), and in 1893, 46,248 lire (say, 1,850*l.*). Appendix L, *post*, No. 15, pp. 316, 317, mentions public contracts given to this society in 1890, 1892, and 1893, to the total value of 196,318 lire 3 cent. (say, 7,853*l.*); *see also* Appendix J., *post*, Table IV., No. 5, pp. 296, 297, where it is stated that the President of the society was a man of independent means. In addition to the ordinary members, who must be day labourers, or men engaged in some branch of the building trades, other persons may join the society by subscribing for shares, but on condition that they shall have no claim upon any of the profits or funds of the society. One-half of the profits is to go to increase the capital of the society, the other is to be distributed among the workmen members in proportion to the number of paid-up shares held by each.

The Co-operative Society of Day Labourers of the Commune of Cento (Reno Centese), in the province of Ferrara, was founded or registered in 1892. Membership is

confined to day labourers, each subscribing for a single share (12 lire = 9s. 7-2d.). At the 'end' of 1893 the number of members was 1,011, who employed 55 persons, all of them members. How much of the share capital of 12,132 lire (say, 485*l.*) was paid-up, the available information does not show; there was a Reserve Fund of 1,011 lire (say, 40*l.*). The value of the work done by the society in 1893 was 27,490 lire (say, 1,100*l.*). The accounts for the year show a loss of 2,267 lire (say 91*l.*). It is stated in Appendix L., *post*, No. 19, pp. 316, 317, that this society obtained in 1893 a contract for public works to the value of 36,745 lire 50 cent. (say, 1,470*l.*)* The members of the society are grouped in squads of 25 men each, the different squads being employed in turn, if there is not work enough to occupy all. Of the profits the rules provide that 60 per cent. shall go to the members, in proportion to the amount of wages earned by each (no member, however, being allowed to receive any part in profits until his share has been fully paid-up), while 10 per cent. is to be added to the Reserve Fund, and 30 per cent. to the Provident Fund.

The Co-operative Association of Day Labourers and Branches of Skilled Trades of Mesola, in the province of Ferrara (with its office at Massenzatica), was founded or registered in 1890. It appears that at the end of 1892 its members numbered 158 (all, except 9, being workmen), and that its nominal (subscribed) capital was 1,347 lire (say, 54*l.*), its Reserve Fund amounted to 128 lire (say, 5*l.*), and "other funds" to 254 lire (say, 10*l.*). Further details as to the financial position of this society are not available. Appendix L., *post*, No. 22, pp. 316, 317, shows that the total value of the public contracts there mentioned to have been entrusted to this society in 1892-4 was 40,703 lire 32 cent. (say, 1,628*l.*). The "effective" members of this society must be workmen, but any persons who are considered to be useful to the society may be admitted as honorary members, and enjoy the same privileges as effective members, except that not more than three offices out of eleven may be occupied by honorary members. The shares are of 12 lire (9s. 7-2d.) each, and a member may hold any number of shares. The rules provide that the profits shall be divided as follows: 70 per cent. among the members in proportion to the amounts paid-up on their shares, 20 per cent. to the Accident Fund, and 10 per cent. to Reserve Fund.

The Co-operative Society of Day Labourers and Building Trade Operatives of Poggio Renatico, in the province of Ferrara, was founded or registered in 1890. At the end of 1892 its members were 258, all workmen, each of

* In Appendix J., *post*, Table IV, No. 2, pp. 294, 295, mention is made of a Society of Day Labourers at Cento (President, Signor Francesco Baraldi, advocate), which appears not to be identical with the society described in the text.

whom had subscribed for one share (24 lire = 19s. 24d.).* From the balance-sheet for 1893 it appears that the amount of the nominal (subscribed) capital was 6,344 lire (say, 254l.), of which 5,456 lire (say, 218l.) was paid-up; the Reserve Fund was 2,391 lire (say, 96l.) and "other funds" 1,500 lire (60l.). The profits of 1893 were 7,690 lire (say, 308l.). Appendix L, *post*, No. 23, pp. 316, 317, mentions contracts to the total value of 158,604 lire 64 cent. (say, 6,344l.) as having been entrusted to this society in 1890, 1893, and 1894; *see also* Appendix J., *post*, Table IV., No. 4, pp. 294, 295, where it is stated that the President of this society was an engineer. As effective members only day labourers or person engaged in some branch of the building trades are admitted; non-workmen may be honorary members, with the same rights as the others, except that they take no share in profits, one-half of which goes to increase the capital of the society, while the other is divided among the workmen members. This society is split up into two sections, the one comprising day labourers, the other consisting of masons and bricklayers, carters, carpenters, &c.

The Co-operative Association of Day Labourers of S. Giustina (Rimini), in the province of Forlì, was founded or registered in 1890.† At the end of January 1894 the society had 76 members (all except 12 of whom were workmen), and 36 shares (20 lire=16s. each) had been subscribed by the workmen, and 5 by the non-workmen members;‡ the society was then employing 59 members, and 52 non-members. Its balance-sheet (for the period February 1 to December 31, 1894) states the nominal (subscribed) capital at 940 lire (say, 38l.), and the amount paid-up at 831 lire (say, 33l.), while the Reserve Fund was 734 lire (say, 29l.) and "other funds" amounted to 2,732 lire (say, 109l.). The profits for the period in question (11 months of 1894) were 5,514 lire (say, 220l.), which sum was divided thus: 1,654 lire (say, 66l.) went to shareholders, and a like sum to members employed by the society, while 1,103 lire (say 44l.) went to Reserve, and a like sum to Provident Fund. Appendix L, *post*, No. 31, pp. 318, 319, states the value of the public contracts there mentioned to have been entrusted to this society, in 1893 and 1894, as 8,481 lire (say, 339l.). The "effective" members must be workmen; each is allowed to take up one share only. The honorary members have no votes. The rules provide that 30 per cent. of the profits shall be divided among the effective

* The figures in the official *Statistics of Co-operative Labour Societies of 1896* are not clear as to the amount of capital subscribed at the end of 1893.

† Apparently re-constituted in 1891, having been originally formed in 1890. *See* the official *Statistics of Co-operative Labour Societies of 1895*, p. 44. In Appendix J., *post*, Table V., No. 4, pp. 808, 809, mention is made of a contract to the value of 10,131 lire 67 cent. (say, 405l.) carried out in a satisfactory manner by a society of the same name—probably the original society before its re-constitution.

‡ It appears that in addition to the five shares said to have been subscribed by non-workmen members, other shares, taken up by non-workmen friends of the society, are included in the item of "other funds."

members, 30 per cent. among such of these as shall have been employed by the society, 20 per cent. shall go to Reserve, and 20 per cent. to the Mutual Aid Fund.

The Co-operative Society of Day Labourers of **Camposanto** was founded or registered in 1891. At the end of 1892 there were 324 members (all workmen—membership being strictly confined to day labourers), each of whom had subscribed for one share of 24 lire (19s. 2·4d.), and the society then employed 27 persons, all members. The balance-sheet for 1893 shows the capital as nominal (subscribed) 7,776 lire (say, 311*l.*), and paid-up 964 lire (say, 39*l.*), and the Reserve Fund as 1,685 lire (say, 67*l.*). No information as to the profit or loss of 1893 is available.* In 1892, according to Appendix L, *post*, No. 57, pp. 318, 319, this society obtained a contract for public works to the value of 8,541 lire 50 cent. (say, 342*l.*). The rules provide that one-half of the profits shall be added to the capital of the society, and the other half shall go to the holders of fully paid-up shares.

The Co-operative Society of Day Labourers of **Concordia**, in the province of Modena, was founded or registered in 1890. At the end of 1891 the society had 682 members (3 only not workmen), each of whom had subscribed for one share of 24 lire 25 cent. (19s. 4·8d.) each, and it employed 100 persons (80 members, 20 non-members). The 1893 balance-sheet shows the capital at 5,852 lire (say, 234*l.*) nominal (subscribed), but does not show how much of this was paid-up; the Reserve Fund is stated at 2,163 lire (say 87*l.*), and "other funds" at 1,793 lire (say, 72*l.*); while the profits of the year are stated at 420 lire (say, 17*l.*), but the operations of the year resulted in a loss of 112 lire (say, 4*l.*), and the profit was declared out of a Special Reserve Fund, previously set aside. Appendix L, *post*, No. 56, pp. 318, 319, shows that in 1894 a contract for public works, to the value of 32,976 lire 95 cent. (say, 1,319*l.*), was given to this society. The rules are stated to be generally similar to those of the Camposanto Day Labourers already described.

The Co-operative Society of Day Labourers and Artisans of **Colorno**, in the province of Parma, was founded or registered in 1890. From its balance-sheet for 1893 it appears that its nominal (subscribed) capital was 1,903 lire (say, 76*l.*); but how much of this was paid-up is not stated, nor are details given as to its membership. The profits for 1893 were 206 lire (say, 8*l.*). In 1894, as is stated in Appendix L, *post*, No. 73, pp. 320, 321, this society obtained a contract for public works to the value of 650 lire (26*l.*). The ordinary members must be day labourers, workmen, or artisans, born or residing

* The profit for 1892 was 1,861 lire (say, 74*l.*), the whole of which was credited to Reserve. The number of persons employed at the beginning of 1892 was 255, of whom 47 were non-members.

in Colorno. Each ordinary member must subscribe for one share, of 10 lire (8s.), and no such member may hold more than 10 shares. Persons who may render assistance to the society may be extraordinary members, and any such member, if he pay up the amount of at least one share, may vote, and may be elected to office. Of the profits, 20 per cent. are to go to the members, 40 per cent. to Reserve, and 40 per cent. to Mutual Aid Fund.

The **Co-operative Society of Day Labourers of Alfonsine**, in the province of Ravenna, was founded or registered in 1890. At the close of 1891 this society had 408 members (including 8 not workmen), each of whom had subscribed for one share of 15 lire (12s.). The nominal (subscribed) capital was thus 6,120 lire (say, 245*l.*), of which 683 lire (say, 27*l.*) was paid-up, and the society had a Reserve Fund of 629 lire (say, 25*l.*). The value of the work done by the society in 1893 was 21,527 lire (say, 861*l.*), and its profits for that year were 564 lire (say 23*l.*), all of which was credited to Reserve Fund. From Appendix L, *post*, No. 91, pp. 320, 321, it will be seen that in 1892 this society obtained two contracts for public works to the aggregate value of 144,617 lire 62 cent. (say, 5,785*l.*). In order to be a member of this society a man must be a day labourer or a carter and must be a native of Alfonsine or have lived there for at least one year. No member may hold more than one share. Persons not workmen may also be members, if they are in a position to be of substantial service to the society. One-half of the profits goes to the members, the other half is added to Reserve Fund.

The **Co-operative Society of Day Labourers of Massa Lombarda**, in the province of Ravenna, was founded or registered in 1890. At the end of 1891 it is stated that the society had 340 members (5 non-workmen), who had each subscribed for one 20 lire (16s.) share, making the total nominal capital 6,800 lire (272*l.*), of which 877 lire (say, 35*l.*) was paid-up, and that it had a Reserve Fund of 2,191 lire (say, 88*l.*) and "other funds" amounting to 28 lire (say, 1*l.*). Its profits for 1891 were 4,195 lire (say, 168*l.*), divided thus: 1,888 lire (say, 76*l.*) to shareholders, a like sum to Reserve Fund and 419 lire (say, 16*l.*) to certain special funds. Appendix L, *post*, No. 94, pp. 320, 321, shows that this society obtained in 1893 a contract for public works to the value of 75,827 lire 10 cent. (say, 3,033*l.*); see also Appendix J, *post*, Table IV., No. 64, pp. 306, 307, where it is said that this society at various dates prior to the end of 1891 undertook contracts for public works, in connexion with the embankment of rivers and torrents, to the amount of 91,000 lire (3,640*l.*); and it is mentioned that the President of the society was a landowner and its director was a contractor for public works. The members must be day labourers who were born, or who have lived at least one year, in Massa Lombarda, but any other person who may

take a share and donate it to the society or who may render assistance gratuitously to the society may be an honorary member. No member may hold more than five shares. The profits are divided, 45 per cent. to shareholders, 45 per cent. to Reserve Fund, and 10 per cent. is allotted for expenses of administration, &c.

The **Co-operative Society of Day Labourers of Russi**, in the province of Ravenna, was registered in 1890. At the end of 1891 the society comprised 249 members—245 workmen, each holding one 20 lire (16s.) share, and four other persons holding between them six similar shares. The number of persons employed at the end of that year (no later information is available) was 323, of whom 216 were members and 107 non-members of the society. The balance-sheet for 1893 states the nominal (subscribed) capital at 2,840 lire (say, 114*l.*), of which 1,209 lire (say, 48*l.*) was paid-up, the Reserve Fund at 5,663 lire (say, 227*l.*), and "other funds" at 536 lire (say, 21*l.*). Nothing is stated as to profit or loss, which is possibly due to the fact that the rules provide that no distribution of profits shall take place during the first five years, the profits being instead credited, 70 per cent. to Reserve and 30 per cent. to Provident Fund. Appendix L., *post*, No. 90, pp. 320, 321, shows that public contracts to the value of 29,486 lire 76 cent. (say, 1,179*l.*), were given to this society in 1889 and 1890; *see also* Appendix J., *post*, Table IV., No. 17, pp. 298, 299. The rules require that, in order to be a member of the society, a man must be a day labourer or carter or a working foreman, and must be a native of or resident in Russi; no member, it is provided, shall hold more than one share. After the society has been in existence for five years, the rules provide that the profits are to go, 40 per cent. to members in proportion to the amount of work done by each for the society, 40 per cent. to Reserve, and 20 per cent. to Provident Fund.

The **Co-operative Society of Day Labourers of Guastalla**, in the province of Reggio Emilia, was founded or registered in 1890. The society had, at the end of 1893, 626 members (all workmen) each holding one 24 lire (19s. 2*4d.*) share. The total nominal (subscribed) capital was thus 15,024 lire (say, 601*l.*), of this amount 3,910 lire (say, 156*l.*) was paid-up. The Reserve Fund amounted to 301 lire (say, 12*l.*), and "other funds" to 115 lire (say, 5*l.*). The value of the work carried out by the society in 1893 was 7,377 lire (say, 295*l.*); nothing is said as to profit or loss. This society, according to Appendix L., *post*, No. 108, pp. 322, 323, had in 1893 and 1894 contracts for public works to the value of 7,452 lire 55 cent. (say, 298*l.*). Membership is confined to day labourers, carters, &c. born or residing in Guastalla, but other persons may be admitted if they are in a position to materially

assist in the progress of the society. No member may hold more than a single share. The profits are to go 40 per cent. to members,* 40 per cent to Reserve Fund, and 20 per cent. to Provident Fund.

The **Co-operative Society of Day Labourers and Workmen in Skilled Trades of Vietri di Potenza**, in the province of Potenza, was founded or registered in 1890. At the end of 1891 the society had a membership of 30 (including 3 non-workmen). The workmen members had subscribed for 580 shares of 10 lire (8s.) each, and the other members for 750, and the total nominal (subscribed) capital is stated as 13,540 lire (say, 542*l.*); how much was paid-up is not stated; the number of persons employed was 32 (11 of whom were non-members). The value of the work done in 1891 was 21,356 lire (say, 854*l.*), and the divisible profits (including 427 lire, say, 17*l.*, carried forward from last year) was 2,134 lire (say, 86*l.*), of which 1,706 lire (say, 68*l.*) went to shareholders, 213 lire (say, 9*l.*) to Reserve, and a similar amount to Provident Fund.† According to Appendix L, *post*, No. 88, pp. 320, 321, this society received in 1890 and 1893 contracts for public works to the value of 128,524 lire 4 cent. (say, 5,141*l.*); see also Appendix J., *post*, Table II., No. 38, pp. 292, 293, where it is said that the society was directed by a contractor for public works, and was represented on the spot by another contractor, who was not a member, and that "the men employed belong to the locality and are non-members of the society. This is due to the smallness of its membership." The members (with the exception of certain persons not belonging to the working classes (who were admitted on the formation of the society in order to assist its development) are workmen of Vietri. The rules provide that one-half of the profits shall go to the Reserve Fund and the other half shall be divided between the members, in proportion to the number of shares held by each.

Another society consisting of day labourers is the **Co-operative Society of Navvies of Parma**, which was founded or registered in 1893, and which is stated to have had at the end of that year 254 members, all workmen, each of whom had subscribed for one 24 lire (19s. 2*d.*) share, making the total nominal capital 6,096 lire (say 244*l.*); the amount paid-up was 784 lire (say, 31*l.*). The work done in the year was to the value of 8,978 lire (say, 359*l.*); profit or loss not stated. This society is shown by Appendix L., *post*, No. 75, pp. 320, 321, to have obtained in 1894 a contract for public works to the value of 69,628 lire 86 cent. (say 2,785*l.*). Membership is confined to (a) day labourers who have lived for at least 12 months in Parma,

[* There is a query (?) after this word in the original (*Statistics of Co-operative Labour Societies*, p. 76).

† Leaving 2 lire (1s. 7*d.*) unaccounted for.

and (b) such persons as, not being day labourers, may fill the offices of President, Chairman of the Technical Committee, Syndic, or Legal Adviser, these persons being allowed to remain members only so long as holding office.

Akin to the day labourers' societies are certain associations about which some details will now be given. In the *Report* of the Second Italian Co-operative Congress (p. 20) it is stated that certain peasants at Rajano in the Abruzzo district, who had been turned out of their holdings by their landlord because they had voted against him at an election, formed in December 1886 a co-operative builders' society, with the title of "**L'Associazione Costruttiva dei Lavoratori Abruzzesi**," which at once took (at a rebate of 31 per cent. off the upset price) a contract from the municipality of Corfinio for the construction of an aqueduct, and had already (November 1887) carried out two-thirds of the work. In the execution of the work which the society undertakes members are employed, on piece-wage. The capital consists of shares of 30 lire (24s.) each, payable by monthly instalments of 2 lire (1s. 7·2d.) each. The society, it was stated, had no difficulty in obtaining work; in addition to the aqueduct, they had nearly completed a contract in connexion with the cemetery at Vittorito to the value of 11,000 lire (440*l.*), and another for the construction of a jetty on the River Aterno to the value of 7,000 lire (280*l.*), and had obtained a contract for embankment works on the Rivers Aterno and Sagittario to the value of 400,000 lire (16,000*l.*). This society was, in its early days, assisted by the Co-operative People's Bank of Rajano, founded in January 1887.

The Co-operative Labour Society of Peasants and Artisans of Suzzara, in the province of Mantua, was founded or registered in 1890. At the close of 1892 it is stated that it had 580 members (547 workmen, 33 non-workmen), of whom the 547 workmen members had each taken up one 10 lire (8s.) share, and the 33 non-workmen members held 37 similar shares between them. Of the total nominal (subscribed) capital of 5,840 lire (say, 234*l.*) 3,972 lire (say, 159*l.*) was paid-up. The society had a Reserve Fund of 369 lire (say, 15*l.*), and "other funds" amounting to 947 lire (say, 38*l.*). The number of persons employed at the end of 1892 was 125, including 61 non-members. The society carried out in 1892 work to the value of 28,259 lire (say, 1,130*l.*); the profits for the year were 2,653 lire (say, 106*l.*)*. The figures given in Appendix L., *post*, No. 44, pp. 318, 319, show this society to have obtained in 1892 and 1893 contracts for public works

* This society has a distributive store, and it seems likely that the profits stated above include those of this shop.

to the value of 172,208 lire 42 cent. (say, 6,888*l.*). The ordinary members must be day labourers or artisans; persons, not workmen, who have a recognised character for services rendered towards the working-classes may also be admitted, but not more than three such persons may sit on the Council of Administration. No member may hold more than 20 shares. The rules provide that the general meeting may each year give such part of the profits as it thinks fit to the shareholders; subject to any such payment to capital, the profits are to go, 50 per cent. to members employed by the society in proportion to the work done by each, 30 per cent. to Reserve, and 20 per cent. to Provident Fund. The society is bound to insure its employees against accident. It also has a Sick Fund.

The **Co-operative Society of Workmen of S. Martino di Venezze and Pettorazza**, in the province of Rovigo, was founded or registered in 1890. At the close of 1893 this society had 126 members, each holding one 24 lire (19*s.* 2*d.*) share; of these 100 were workmen and 26 non-workmen. Of the total nominal (subscribed) capital of 3,024 lire (say, 121*l.*), 1,231 lire (say, 49*l.*) was paid-up: the society does not appear to have possessed any Reserve Fund. The value of the work done in 1893 was 38,503 lire (say, 1,540*l.*), and the number of workmen employed at the end of that year was 88, all members of the society. The profits of 1893 amounted to 2,761 lire (say, 110*l.*), of which 966 lire (say 39*l.*) went to the shareholders, 1,381 lire (say, 55*l.*) to Reserve, and 414 lire (say, 16*l.*) to Provident Fund. This society is stated in Appendix L, *post*, No. 137, pp. 324, 325, to have obtained in 1891 a contract for public works to the value of 38,502 lire 53 cent. (say, 1,540*l.*); *see also* Appendix J., *post*, Table IV., No. 49, pp. 304, 305, from which it appears that this was a contract for river embankment works; the President is there said to be Chevalier E. Marcazza. Membership is confined to persons born and living in the places in which the office or any sub-office of the society is situated, though this requirement may be waived in the case of persons who are considered to be able to render assistance to the society. No member is allowed to hold more than a single share. It is stated that the rules provide that the profits shall be divided thus: 35 per cent. is to go among all the members, being divided equally among them, 35 per cent. to be added to Reserve, and 15 per cent. to Accident Fund, and 15 per cent. is to be distributed among the workmen members, the share of each being in proportion to the amount of work which he has done for the society.

The **Co-operative Society for Building and Production of the Labourers of Sorbolo**, in the province of Parma, registered in 1893, but formed in or prior to 1891, is stated to have had, at the end of 1893, 108 members (103 workmen

each holding one 10 lire = 8s. share, and 5 non-workmen, holding between them 9 similar shares.) Of the total capital of 1,120 lire (say, 45*l.*), 415 lire (say, 17*l.*) was paid-up; the society had a Reserve Fund of 54 lire (say, 2*l.*). No information as to profit or loss is available. The number of persons employed at the end of 1893 was 4, all members. This society appears from Appendix L, *post*, No. 74, pp. 320, 321, to have had in 1891, 1893, and 1894, contracts for public works to the value of 23,246 lire 8 cent. (say, 930*l.*). The "effective members" of this society must be workmen or workwomen; other persons without distinction may hold shares, and persons are also admitted specially, if they have rendered assistance to the society. No member may hold more than 50 shares. Of the profits 20 per cent. goes to paid-up shares, 20 per cent. to Reserve, 20 per cent. to Pension Fund, 10 per cent. to Accident Fund, and 30 per cent. among the effective members who have been employed by the society, in proportion to the amount of work done by each.

The Co-operative Labour Society of Veterans of the Army of Victor Emanuel and Garibaldi in Città di Castello, in the province of Perugia, was founded or registered in 1891. The society had, at the end of 1892, 55 members (20 workmen, holding between them 21 shares of 25 lire=*l.* each, and 35 non-workmen, together holding 52 similar shares). In the 1893 balance-sheet, the total nominal (subscribed) capital is put down as 1,950 lire (78*l.*), of which 1,798 lire (say, 72*l.*) was paid-up. The Reserve Fund was 484 lire (say, 19*l.*). The value of the work done by the society in 1893 was 16,872 lire (say, 675*l.*), and the profits for that year were 2,941 lire (say, 118*l.*), of which sum 1,166 lire (say, 47*l.*) went to the workmen, 1,192 lire (say, 48*l.*) to Reserve Fund, and 583 lire (say, 23*l.*) to certain special funds. Appendix L, *post*, No. 79, pp. 320, 321, shows that, in 1890 and 1893, this society obtained contracts for public works to the aggregate value of 93,490 lire 65 cent. (say, 3,740*l.*); see also Appendix J, *post*, Table II., No. 33, pp. 290, 291, where, in relation to the contract given to this society in 1890, it is stated that "the society only receives as members men who have served in Italian campaigns, for, besides being a co-operative labour society, it is also a friendly society for veteran soldiers. It is directed and administered locally by Signor Luigi Magnini, a captain of cavalry of the auxiliary forces, who has private means. He is also President of the society. Signor Giovanni Battista has been formally authorised by him to act in all matters connected with the superintending of the works. Signor Gaspare Bellucci has been appointed by the Governing Council as technical director of the works, on behalf of the society, and is well fitted for the post. The execution of the work has been such as to afford no grounds for unfavourable

" comment. Nearly all the men employed are unconnected with the society. It is intended to modify the rules with a view to the admission of members who do not fulfil the above condition as to military service." Appendix J., *post*, Table II., No. 34, pp. 292, 293, also mentions a second contract (to the value of 2,584 lire 28 cent., say 103*l.*) given to this society, in 1890, but not referred to in Appendix L. In reference to this contract it is said that the society had not members suited for the work in sufficient numbers, and that most of the men employed belonged to the locality, and were not members of the society. It is stated that membership is ordinarily confined to persons who belong to the Mutual Aid Society of Veterans of the Army of Victor Emanuel and Garibaldi, but friends in a position to assist the progress of the society are also allowed to hold shares. Out of the profits of each year is provided the interest on share capital (at what rate is not stated), this being credited to Reserve Fund, then 20 per cent. of the profits is paid over to the Mutual Aid Society just named; of the balance one-half goes to the Reserve Fund, and the other half to the workmen, the share of each being in proportion to the amount of work done by him.

The Southern Co-operative Society for Production and Labour in Potenza, in the province of Potenza, was founded or registered in 1890. Its balance-sheet for the year ending July 31, 1894, shows the society to have had a nominal (subscribed) capital of 3,900 lire (156*l.*), but how much of this was paid-up is not stated; the Reserve Fund stood at 220 lire (say, 9*l.*). There is a balance of loss brought down as 9,746 lire (say, 390*l.*), but this includes 2,822 lire (say, 113*l.*) lost in the preceding year. The society seems never to have made a profit. The value of the work done in 1893-4 was 17,785 lire (say, 711*l.*) Appendix L, *post*, No. 89, pp. 320, 321, shows that this society obtained, in 1893, a contract for public works to the value of 3,734 lire 55 cent. (say, 149*l.*). The rules provide that members shall be (a) "productive," taking part in the work of the society, and (b) "co-operating"; in order to become a productive member a man must subscribe for one or more shares of 20 lire (16*s.*) each; a co-operating member must take up not less than 20 similar shares. Any member may hold as many as 250 shares. In this society, it is to be noted, each member has as many votes as he holds shares. The rules provide that the profits shall go, 5 per cent. to Reserve Fund, 10 per cent. in equal moieties between the governing body of the society on the one hand, and its office staff, &c. on the other, 7 per cent. to the President for him to distribute at his discretion among members of the society, and the balance (78 per cent.) between the shareholders, in proportion to the number of shares held by each, but subject to the retention of one-tenth of this balance, the moneya

retained being distributed as bonus on labour among such members as have taken part in the work done by the society.

In the official *Statistics of Co-operative Labour Societies of 1895* it is stated that the **Co-operative Society of Labour, Credit and Consumption of Palermo**, carried out in 1891 work to the value of about 30,000 lire (1,200*l.*) for the municipality of Palermo; this society was founded or registered in 1890. At the close of 1892 the society had 224 members (123 of whom were workmen); and employed 13 persons (12 members); its nominal (subscribed) capital was 24,825 lire (993*l.*), in 25 lire (1*l.*) shares, of which 10,500 lire (420*l.*) was subscribed by the workmen members, and 14,325 lire (573*l.*) by the non-workmen members; of this amount 10,669 lire (say, 427*l.*) was paid-up. This society had, in addition, loan capital (sharing in profits) to the amount of 18,396 lire (say, 736*l.*). The Reserve Fund at the end of 1892 amounted to 485 lire (say, 19*l.*)*. The rules make the membership open to all persons. As soon as each separate job is finished, a division of the profits on the job takes place, on the following basis: 35 per cent. is distributed among the workmen members, in proportion to the amount of work done on the job by each, and the balance is divided thus: 50 per cent. goes to the paid-up shares, 15 per cent. to Reserve Fund, 15 per cent. to the Council of Administration, 3 per cent. to the Accountants, 10 per cent. to the Technical Committee, 4 per cent. to the Arbitration Committee, and 3 per cent. to the Treasurer.† It is intended, as soon as the Reserve Fund, shall have reached an adequate amount, to form an Accident and Provident Fund; in the meantime the society insures its workmen against accidents.

The Co-operative Society of Workmen and Skilled Branches of Trade of Potenza, in the province of Potenza, was founded or registered in 1890. At the end of 1891 this society had 17 members (12 workmen, holding between them 39 shares of 100 lire=4*l.* each, and 5 non-workmen, owning together 161 similar shares); and employed 64 persons (12 members, 52 non-members). The 1894 balance-sheet shows the nominal (subscribed) capital as 19,500 lire (780*l.*); how much was paid-up is not stated; the Reserve Fund was 4,831 lire (say, 193*l.*). The profits for 1894 were

* The profits for 1893 are not stated; those for 1891 amounted to 2,716 lire (say, 109*l.*), divided thus: 1,800 lire (72*l.*) to the loan capital, 143 lire (say, 6*l.*) to the shareholders, 43 lire (say, 2*l.*) to Reserve Fund, 100 lire (4*l.*) to the Council of Administration and other officers of the society, and 630 lire (say, 25*l.*) to the workmen members.

† The details as to the division of the profits are, to a certain extent, conjectural, being taken from the official *Statistics of Co-operative Labour Societies of 1895*, with certain modifications which seem necessary to remove discrepancies pointed out in that volume.

742 lire (say, 30*l.*). The figures in Appendix L., *post*, No. 87, pp. 320, 321, show this society to have obtained in 1890-2 contracts for public works to the aggregate value of 274,815 lire 93 cent. (say, 10,993*l.*) ; *see also* Appendix J., *post*, Table II., Nos. 35-7, pp. 292, 293, where it is stated that the director of the society was a notary, and that most of the men employed were local men, not members of the society, there being an insufficient number of members suitable for the work in question. The rules provide that membership shall be confined to workmen, belonging to Potenza. The number of shares which each member may hold is unlimited. One-half of the profits is to be added to the capital of the society, the other half is to be distributed among the members, the basis of distribution being as to one-tenth the number of days' work done for the society by each man, as to the other nine-tenths the number of shares held by each man.

The Co-operative Society of Road-menders of Rome was founded or registered in 1890. It is stated that at the close of 1893 this society consisted of 25 members, all workmen, each holding one 30 lire (24*s.*) share ; but there must have been some non-workmen members, because it is stated that 10 shares were held by non-workmen members. The number of employees at the end of 1893 was 60, including 35 non-members. The total nominal (subscribed) capital was, according to the 1894 balance-sheet, 1,155 lire (say, 46*l.*) ; but how much of this was paid-up is not stated. There is no entry under "Reserve Fund," but the "other funds" appear as 12,738 lire (say, 510*l.*), which is stated to be made up of 5,445 lire (say, 218*l.*) dividends on the working of three years due to members, and 7,293 lire (say, 292*l.*) accumulated profits ; whether any profit was made in 1894, or whether this 292*l.* includes any and what profits made in 1894, is not known. This society, according to Appendix L., *post*, No. 112, pp. 322, 323, obtained in 1892 a contract for public works to the value of 3,433 lire 98 cent. (say, 137*l.*). It is stated that the members of this society are road-menders, that during the first two years the rules provide for the dividend on the shares being credited to Reserve Fund, and that, subject to this, the division of profits is 35 per cent. to the paid-up shares, 35 per cent. to workmen members, 20 per cent. to Reserve Fund, and 10 per cent. to the Engineer Director.*

The Co-operative Carters of Reggio, in the province of Reggio Emilia, are stated in the *Report* of the Fourth Italian Co-operative Congress (p. 17) to have had 63 members, and to have carried out road-mending work for the communal authorities of that town. The Co-operative Society of Carters of Crevalcore, in the province of Bologna, are stated in the official *Statistics of Co-operative*

* The three societies of road-menders at Rome lately amalgamated, and recently obtained a contract for street work (*Credito e Cooperazione*, May 15, 1896).

Labour Societies of 1895 to be exclusively engaged in carting shingle, &c., on the roads of that town. This society was founded or registered in 1893, and at the close of that year it had 45 members, all workmen, and employed 45 persons (all members). Its nominal (subscribed) capital was 270 lire (say, 11*l.*) in 6 lire (4*s.* 9*d.*) shares, and it possessed a Reserve Fund of 711 lire (say, 28*l.*). The value of the work which this society carried out in 1893 was 10,344 lire (say, 414*l.*). According to the same authority, the membership of this society is confined to carters of Crevalcore. Every member is bound, upon his admission, to subscribe for one share; and he has also to contribute to the Loan Fund 10 cent. (0·96*d.*) per week for every (draught) animal which he possesses, being in any case bound to contribute as if he possessed one such animal. The society makes advances, without interest, out of the loan fund to enable its members to purchase (draught) animals and to purchase or pay for the repair of carts. The profits of the society consist of (a) interest on money on deposit, and (b) the profits obtained by the transportation work undertaken by the society. Profits of the former class go to increase the funds of the society, those of the latter class are to go, one-half to the funds of the society, and one-half among the members, all sharing equally.

The following are societies of masons and bricklayers or of other workmen connected with the building trades:—

The **Co-operative Masons and Bricklayers of Leghorn** were (according to the *Report* of the Fourth Italian Co-operative Congress, pp. 19, 20) founded in April 1889, but did not get to work until February 1890, when they undertook a contract for erecting a town gate. After completing this contract the society obtained others, and at the date referred to in the *Report* (October 1890) they had in course of execution work to the value of 30,000 lire (1,200*l.*). They obtained advances from the People's Bank of Leghorn. In Appendix L, *post*, No. 38, pp. 318, 319, it is stated that this society had in 1893 and 1894 in all 38 contracts for public works to the aggregate value of 5,850 lire 74 cent. (say, 234*l.*); and from Appendix K, *post*, p. 314, it appears that in 1890 this society was entrusted by the Ministry of War with the execution of building repairs to the value of 17,025 lire 60 cent. (say, 681*l.*).

The *Report* of Consul-General Colnaghi (F.O., 1893, Misc. Ser., No. 276, p. 38) mentions that the **Co-operative Masons and Bricklayers of Mantua** "had, in 1891, "obtained some contracts from the military authorities"; see Appendix K, *post*, p. 314, where it is stated that in 1890 work to the value of 3,379 lire 60 cent. (say, 135*l.*) was entrusted to this society by the Ministry for War. In Appendix L, *post*, No. 47, pp. 318, 319, mention is made of a contract for

public works to the value of 3,633 lire 7 cent. (say, 145*l.*) which was given to this society in 1891. From the Italian official *Report of 1890 (Sulle Associazioni, p. 20)* it appears that the membership of the society is confined to working masons and bricklayers, no member being allowed to hold more than five shares, and that the profits are divided, one-half among the shareholders in proportion to the amount of share capital held by each, and one-half among the members employed, in proportion to the amount of work done for the society by each.

The details given in Appendix L, *post*, No. 124, pp. 322, 323, show that the **Co-operative Society of Masons and Bricklayers of Rome** obtained in 1889 a contract for public works to the value of 43,535 lire 79 cent. (say, 1,741*l.*); while in Appendix J., *post*, Table II., No. 29, pp. 290, 291, mention is made of a contract for road works in the province of Campobasso to the value of 39,950 lire (1,598*l.*), which this society obtained in 1890. The work seems to have been well-done; but it is to be noted that the persons employed appear to have been nearly all natives of the district in which the works were carried out, and, presumably, not members of the society. The remarks made by Signor Romussi in his address to the Fourth Italian Co-operative Congress (*Report, pp. 20, 21*), in relation to this society, allude to it in very uncomplimentary terms, it being stated that, after the society, by undertaking a contract in Greece,* which it had not the means to carry out, had involved itself in debt, and was on the point of failure, the Government, on the eve of the elections, granted it a subvention (previously refused) of 50,000 lire (2,000*l.*), whereupon the society at once published a manifesto to the electors in favour of the Government.

The **Co-operative Builders of Cesena**, in the province of Forlì, are stated in Appendix J., *post*, Table IV., No. 72, pp. 308, 309, to have obtained in February 1890 a contract for excavation work in connexion with the harbour Canal of Cesenatico, to the value of 80,434 lire 88 cent. (say 3,217*l.*),† and it is mentioned that the representative of the society was an engineer. Professor Rabbeno (*Le Società Cooperative di Produzione, pp. 324, 325*) states that this society was formed in 1885, that in 1886 the members numbered 150, and the subscribed (nominal) capital amounted to 3,780 lire (say, 151*l.*), and that the profits of that year were 10,000 lire (400*l.*), but that the operations of 1887 resulted in a loss. In the official *Report of 1890 (Sulle Associazioni, p. 20)* it is

* This appears to have been a railway construction contract in connexion with the lines in the Peloponnesus, made with "*La Société Internationale des Travaux Publics*," the value of the labour alone being more than 2,000,000 lire (80,000*l.*). See *Report of Fourth Italian Co-operative Congress, p. 49.*

† See also Appendix L., *post*, No. 28, pp. 316, 317.

mentioned that the shares of this society are of two kinds, those of one class being subscribed by workmen engaged in various branches of the building trade and those of the second class being subscribed by other persons. One-half of the profits goes to capital, but the holders of shares of the second class are not to receive more than will suffice to pay 5 per cent. on their shares; the other half of the profits goes in equal moieties* to the Reserve Fund and the Provident Fund. The *Report* just referred to states that this society employs a large proportion of non-members, who receive no share in the profits.

The **Co-operative Association of Working Masons and Bricklayers of Forlì**, in the province of Forlì, was founded or registered in 1891, and at the end of 1892 had 190 members, all workmen, each holding one 10 lire (8s. share). The balance-sheet of the society for 1893 shows that the nominal (subscribed) capital was 2,500 lire (100*l.*), of which 1,336 lire (say, 53*l.*) was paid-up, and there was a Reserve Fund of 496 lire (say, 20*l.*) and "other funds" amounting to 165 lire (say, 7*l.*). The profit of 1893 was 3,532 lire (say, 141*l.*), which sum was divided thus: 1,677 lire (say, 67*l.*) went to the workmen, 1,017 lire (say, 41*l.*) to Reserve, and 838 lire (say, 33*l.*) to Provident Fund. The figures given in Appendix L, *post*, No. 30, pp. 316, 317, show that in 1892-4 this society obtained contracts for public works to the total value of 209,204 lire 67 cent. (say, 8,368*l.*). The ordinary members are of two classes (*a*) masons and bricklayers, and (*b*) masons' and bricklayers' labourers. They have each to subscribe for one share, and also to pay a weekly contribution of 15 cent. (1*44d.*) in the case of a mason or bricklayer, or 10 cent. (9*6d.*) in the case of a labourer. Special provision is made for the admission as members, but with no right to take part in the administration or to share in profits, of persons who may take up shares by way of donation (without claim to receive interest or dividends or to be refunded the sums thus contributed to the capital of the association). The profits are to be divided thus: 25 per cent. is to increase the society's capital, 50 per cent. to be divided equally between the members, and 25 per cent. to go to a Mutual Aid Fund.

The **Co-operative Society of Masons and Bricklayers of Massa Lombarda**, in the province of Ravenna, was founded or registered in 1890. At the close of 1891 this society contained 75 members (70 workmen, 5 non-workmen), each holding one 20 lire (16s. share). The nominal (subscribed) capital was thus 1,500 lire (60*l.*), of this sum 959 lire (say, 38*l.*) was paid-up; the Reserve Fund stood at 976 lire (say, 39*l.*) and "other funds"

* See *Le Società Cooperative di Produzione*, by Professor Rabbeno, p. 325.

amounted to 244 lire (say, 10*l.*). The profits of 1891 were 2,620 lire (say, 105*l.*) of which 1,310 lire (say, 52*l.*) went to the shareholders, 1,048 (say, 42*l.*) to Reserve, and 262 lire (say, 11*l.*) to Provident Fund. Appendix L, *post*, No. 95, pp. 320, 321, shows that this society obtained in 1891 and 1892 contracts for public works to the value of 153,342 lire 83 cent. (say, 6,134*l.*). Only persons practising the craft of mason and bricklayer and living in Massa Lombarda are admitted as ordinary members; no ordinary member may hold more than one share. Membership is also extended to persons, not masons or bricklayers, who may take up shares as contributions by way of gift to the society's funds, with no claim to any profits in respect of such shares, or who may otherwise make donations to or assist the society. The rules provide that 50 per cent. of the profits shall go to the owners of fully paid-up shares, 40 per cent. to Reserve and 10 per cent. to Provident Fund.

The Co-operative Society of Masons and Bricklayers, Smiths, Carpenters, and Workers in Cognate Trades of Reggio Emilia, in the province of Reggio Emilia, was founded in 1890. At the end of 1893 this society had 338 members, all workmen, who had, between them, subscribed for 5,820 shares of 6 lire (4*s.* 9·6*d.*) each, the total share capital being thus 34,920 lire (say, 1,397*l.*), of which 11,077 lire (say, 443*l.*) was paid-up; the Reserve Fund was 1,840 lire (say, 74*l.*), and there were "other funds" amounting to 2,068 lire (say, 83*l.*). The profits of 1893 were 4,650 lire (186*l.*) divided thus: 1,860 lire (say, 74*l.*) to shareholders, a like sum to the workmen, and the balance of 930 lire (say, 38*l.*) to Reserve Fund. In Appendix K, *post*, p. 314, it is stated that this society, in conjunction with the Co-operative Society of Day Labourers of Reggio Emilia (see *ante*, pp. 209, 210), was in 1890 entrusted by the Ministry of War with the construction of a powder magazine, the value of the work being 43,875 lire (1,755*l.*). From Appendix L, *post*, No. 105, pp. 322, 323, it appears that this society in 1891 and 1894 had contracts for public works amounting together to the value of 9,844 lire 70 cent. (say, 394*l.*). The members must be persons belonging to the trades indicated in the name of the society. The profits are divided thus: 40 per cent. goes to the shareholders, 40 per cent. to the members employed by the society in proportion to the amount of work done by each, and 20 per cent. to Reserve Fund.

The Co-operative Society of Masons, Bricklayers, and Cognate Skilled Operatives of Rome was founded or registered in 1891. The official *Statistics of Co-operative Labour Societies* of 1895 give the membership in 1893 as 15, all workmen; but as it appears from the same authority that, in addition to 15 shares (of 30 lire=24*s.* each) held by the

workmen members, a similar number of shares are held by non-workmen members, the first statement would seem to be incorrect; of the total nominal (subscribed) capital of 900 lire (36*l.*) one-third (300 lire=12*l.*) was at the end of 1893 paid-up. The number of persons employed at the same date was 15, all members. The value of the work carried out by the society in 1893 was 10,422 lire (say, 417*l.*), and the profits of that year were 535 lire (say, 21*l.*), of which 267 lire (say, 11*l.*) went to the shareholders, 161 lire (say, 6*l.*) to Reserve and 107 lire (say, 4*l.*) to Provident Fund. Appendix L, *post*, No. 113, pp. 322, 323, shows this society to have had, in 1891-4, contracts for public works to the aggregate value of 11,316 lire 76 cent. (say, 453*l.*). It is stated that the rules confine membership to masons and bricklayers, scaffolders, builders' labourers, and navvies. No member is allowed to hold more than 10 shares. Of the profits (which are divided up at the conclusion of each job) 30 per cent. goes to Reserve Fund, 20 per cent. to a Mutual Aid Fund (which includes unemployed benefits), and 50 per cent. to members employed by the society in proportion to the amount of work done for the society by each.

The **Co-operative Society of Production and Labour of the Skilled Building Trades of Perugia** was founded or registered in 1890. No details as to its membership are given; but apparently it numbered at the end of 1892 296 members, all workmen, its capital (in 25 lire=1*l.* shares, one only of which may, according to the rules, be held by any one member) being stated to consist of 296 shares, entirely subscribed by workmen; of this capital 6,296 lire (say, 252*l.*) had been paid-up, while its Reserve Fund was 11 lire (8*s.* 9*d.*), and it had "other funds," amounting to 348 lire (say, 14*l.*). The profits of 1892 were 559 lire (say 22*l.*), of which 316 lire (say, 12*l.*), was credited to Reserve Fund, and the balance of 243 lire (say, 10*l.*) to Provident Fund. The figures given in Appendix L, *post*, No. 78, pp. 320, 321, show that this society obtained in 1891 and 1892 contracts for public works to the aggregate value of 2,173 lire 77 cent. (say, 87*l.*). Membership is confined to persons engaged in various branches of the building trade, residing in Perugia. This society allows to any member who obtains work for the society 10 per cent. of the profits on the job. The rules for division of profits allot 70 per cent. to Reserve and 30 per cent. to Accident Fund, but after the Reserve shall have reached a figure equivalent to one-half of the paid-up capital, the profits are to be divided equally between Reserve Fund and Accident Fund.

The **Co-operative Society of Workmen for Building Works of Rome** was founded or registered in 1889. It is stated that at the end of 1892 this society had lost the whole of its capital, having a debit balance of accumulated loss amounting

to 6,246 lire (say, 250*l.*), as against a capital (fully paid-up) of 6,210 lire (say, 248*l.*). At the end of 1893 it is stated that there were 82 members, all workmen; but this can scarcely be correct, as it is also stated that there were 207 shares (of 30 lire = 24*s.* each), of which 70 belonged to workmen and 137 to non-workmen. It is stated that the total nominal (subscribed) capital shown in the 1893 balance-sheet was 6,210 lire (say, 248*l.*), all paid-up; there was no Reserve Fund. The value of the work done by the society in 1893 was 32,178 lire (say, 1,287*l.*), and the number of workmen employed at the end of that year was 32, all members. The profits of 1893 amounted to 1,364 lire (say, 55*l.*), which sum was applied in the following manner: 360 lire (say, 14*l.*) was paid as dividends to the members, 200 lire (8*l.*) was devoted to paying off shares, and the balance was applied in paying off losses incurred in previous years. It is stated that the society was in process of re-organisation. This society is shown by Appendix L, *post*, No. 111, pp. 322, 323, to have had, in 1889-94, 95 separate contracts for public works to the aggregate value of 115,446 lire 69 cent. (say, 4,618*l.*); see also Appendix J., *post*, Table IV., No. 70, pp. 306, 307. In Appendix K., *post*, p. 314, it is stated that in 1891 the Ministry of War entrusted this society with work to the value of 12,173 lire (say, 487*l.*). Workmen engaged in any branch of the the building trades are admitted as members; women are also admissible, but only if they do work considered indispensable, and are paid on the same footing as the men. No member may hold more than 10 shares.

The rules are stated to provide that the profits are to be reckoned on the conclusion of each job, and are to be divided into two equal moieties, one of which is to be added to the capital funds of the society, while the other is to be divided among the members, in proportion to the amount of work done for the society by each. If, on making up the final accounts for the year, a further credit balance of profit shall appear, interest is to be paid on the shares at the rate of 5 per cent.; and if, after such payment, there shall remain any further available balance, such balance, or so much thereof as shall not exceed 10 per cent. upon the capital funds of the society, as the same shall have stood in the accounts of the preceding year, shall be placed to the credit of the capital funds of the society; such part of the said balance as shall exceed such 10 per cent. shall be divided between the shareholders, by way of addition to the 5 per cent. on their shares already provided for.

The Co-operative Society of Arts and Crafts of Rome was founded or registered in 1892. Its balance-sheet, dated August 31, 1894, but covering what period is not known, states the nominal (subscribed) capital at 1,625 lire (65*l.*), in 25 lire (1*l.*) shares, of which 717 lire (say, 29*l.*) was paid-up; no

Reserve Fund is shown. Particulars as to membership are not available. The society is stated to have earned, in the period covered by this balance-sheet, profits to the amount of 645 lire (say 26*l.*). It is stated in Appendix L, *post*, No. 119, pp. 322, 323 that in 1893 and 1894 this society obtained contracts for public works to the aggregate value of 6,686 lire 83 cent. (say, 267*l.*). The rules of this society are stated to be identical with those of the Co-operative Society of Masons and Bricklayers and Plasterers, "Esquilino," of Rome, and would appear to provide that no member may hold more than 10 shares, and that a two-fold distribution of profits shall take place; first, any profits shown on the conclusion of each separate job are allotted one-third to increase the capital funds of the society, two-thirds to the members; then, out of the general profit balance appearing on the closing of the accounts at the end of the year, interest, not exceeding 5 per cent., is paid on the shares. If disabled by an accident in the course of his employment, a member is entitled to draw his wages in full until he has recovered his health.

The Co-operative Ironworks Society of Sampierdarena,* in the province of Genoa, was formed in 1883, in consequence of a strike of the braziers in a local firm, 10 or 15 of the strikers joining to form a society. On the shares of 100 lire (4*l.*) each, weekly payments of 25 cent. (24*d.*) were made, and thus a little capital was slowly got together. The local co-operative distributive society† rendered great assistance. A beginning was made early in 1884, and the society has gone on increasing until it has reached important dimensions, and has turned out locomotives, steamboats, machinery, &c., in considerable quantities. Some of the work which this society has done has been done for Government or other public authorities, including a small amount of work for the Ministry of Marine (*see* Appendix K, *post*, p. 314 *n.*). According to Professor Rabbeno the number of members in 1887 was 650, who employed 60 workmen. The account given by Signor Romus-i at the Fourth Italian Co-operative Congress in 1890 puts the number of members at 795, the share capital‡ at 107,202 lire (say, 4,288*l.*), the Reserve Fund at 32,000 lire (1,280*l.*), the value of machinery, plant, and stock at 136,000 lire (5,440*l.*), and states the value of the output in 1879 at 378,370 lire (say, 15,135*l.*); while Professor Rabbeno, who (writing in 1889) estimated the average annual value of the output at about 200,000 lire (8,000*l.*), terms this a most successful association; and Sir D. Colnaghi stated in 1893 that

* This name is also written "San Pier d'Arena," or "S. Pier d'Arena." The details as to this society are based on *Le Società Cooperative di Produzione*, by Professor Rabbeno, pp. 289, 292, 293, 295, 322, and 323, on the *Report* of the Third Italian Co-operative Congress, p. 28, on the *Report* of the Fourth Italian Co-operative Congress, p. 25, and on the *Report* of Sir D. Colnaghi, F.O., 1893, Misc. Ser., No. 276, p. 38.

† As to this society see *Labour Gazette*, June 1893, p. 45.

‡ This is apparently the amount of the paid-up capital.

the society was in a flourishing condition, and that the King of Italy had recently taken shares in it.*

* So far as concerns co-operative associations known to have had public works and which are no longer in existence, it should be noted that the *Report* translated in Appendix J., *post*, mentions that the Society of Day Labourers of Portammare, which obtained in 1890 a contract for public works, had ceased to exist (p. 297); while the official *Statistics of Co-operative Labour Societies of 1895* record the dissolution or cessation of the following associations: the societies of day labourers of Occhiobello, Bondeno, and Parma; the labour societies of Poggio Rusco, Colorina, Quistello, Campitello, and Caltanisetta ("dissolved in 1894 for reasons of public order"), the societies of masons and bricklayers of Spezia and Tivoli, the Central Workmen's Co-operative Society of Rome, and the societies for contracts and building works of Belluno and Castellavazzo. The Co-operative Society of Day Labourers of Villamezzana is stated to still exist, but not to carry on active operations; the same appears to be the case in relation to the Co-operative Society of Day Labourers of Casumaro, and the Co-operative Society of Day Labourers of Delebio, the Co-operative Society of Day Labourers of Adria, the Co-operative Society of the Building Trades of Rovigo, and the Co-operative Society of Labourers of Basso Polesine.

APPENDIX A.

STANDARD SPECIFICATION and CONDITIONS used for Co-OPERATIVE
CONTRACT ON GOVERNMENT RAILWAYS, NEW ZEALAND.*

NEW ZEALAND RAILWAYS.

Railway.
Section.)

Co-OPERATIVE CONTRACT, FORMATION, &C.

Party No. Between and

SPECIFICATION.

Materials and Workmanship.

1. Except where otherwise specified all the workmanship and all materials used under this contract when supplied by the co-operative contractors, shall be of the following kinds and descriptions:—

Sand for mortar and concrete shall be clean, sharp, washed sand, free from soil, clay, or vegetable matter. Shingle for concrete shall be fine, clean-washed shingle free from soil or clay; no piece shall be larger than $2\frac{1}{2}$ in. in any dimensions, and it shall not contain more than 5 per cent. of its bulk of sand. Broken stone for concrete shall be of hard tough stone, clean, and broken to $2\frac{1}{2}$ in. gauge.

Metal shall be hard tough broken stone, of approved quality; no piece to be larger than will pass through a $2\frac{1}{2}$ in. ring.

Concrete shall be composed of one part of cement to six parts of shingle or broken stone and two parts of sand, gauged by measure, in a box of approved shape, and turned twice together while dry and once wet before being deposited. The concrete shall be used immediately upon being mixed, and kept wet until set. Concrete shall be deposited in layers not exceeding 12 in. in thickness, and well rammed. No layer shall be deposited before the preceding one has properly set. When laid in water such precautions as the Resident Engineer may approve shall be taken to prevent the cement washing out.

All concrete face-work shall be finished off with a $\frac{1}{2}$ in. coat of cement mortar, laid smoothly and evenly.

Mortar shall be of three parts of sand to one of cement, gauged by measure.

The components of mortar and concrete shall be gauged and mixed in the presence of the Overseer.

* In sending the document printed in the text, Mr. Walter Kennaway, C.M.O., secretary to the Agent-General for New Zealand, remarks. "As may be seen, the enclosed standard specification (with prices schedule) is designed with reference more particularly to railway works; but in the event of the work to be done being the erection or repairing of a building, a special specification and schedule are prepared to suit the nature of the work; the conditions and mode of signing the contract being the same in all cases. The conditions and methods used by the Lands and Mines Departments in carrying out road construction works are practically the same as those employed by the Public Works Department, and described and illustrated by the enclosed papers; the specifications being varied to suit the different classes of works."

Brickwork shall be laid in English bond, joints not to exceed $\frac{1}{4}$ in. in thickness; it shall be set in cement mortar, and neatly pointed. Bricks shall be properly bedded in mortar, and not laid dry under the plea of being afterwards grouted; they shall be kept properly wetted during laying.

Rubble masonry shall be set in mortar; it shall be well bonded and levelled every 12 in. or 18 in. in height. Walls 2 ft. 6 in. thick and under shall have one through header for every superficial yard of face, header not to exceed 12 in. in height; walls over 2 ft. 6 in. thick to have one 2 ft. 6 in. header, not more than 12 in. high, to each superficial yard of face and back.

Ashlar masonry shall be axe-dressed, or sawn on beds and joints, and rock-faced in front. The beds and joints shall be truly square to each other and to the face. The work shall be laid in courses and truly level. The courses shall be at least 12 in. thick. Walls 2 ft. 6 in. thick and under to have one through header to each superficial yard of face; walls over 2 ft. 6 in. thick to have one header at least 2 ft. 6 in. long to each superficial yard of face and back. No stone to be greater in height than in breadth. All face-stones to have $\frac{1}{4}$ in. chisel-draft around the angles.

Culverts, drains, and other structure of every kind shall be founded on firm and sound strata, and excavations shall be made to such depths and of such dimensions as the Resident Engineer may consider necessary to obtain the proper stability and sufficient bearing-area. Excavated materials shall be filled in and well rammed around the foundations when laid; the surplus shall be removed as directed.

Arch-face stones for rubble masonry shall be axe-dressed or sawn on the beds and joints, with rustic face, and chisel-drafts around all the angles. The arch-face stones to be the full depth of the arch, and properly bonded with the inner work. All beds and joints shall be truly square or radial, as may be required. Coping shall consist of flat stones on edge set in cement mortar, and shall be finished off in a workman-like manner to such form as the Resident Engineer may direct.

All stone used in masonry shall be laid on its natural bed; it shall be of a kind and quality approved by the Resident Engineer.

The joints in rubble masonry shall be raked out and neatly pointed.

The 12 in. and other drainpipes will be supplied by the Government and delivered to the contractors along the road at points as nearly as possible opposite to where they are required to be inserted. The contractors will require to convey them from the points of delivery to where required along the works.

All work shall be carried out and be finished off in every way as directed by the Resident Engineer.

Felling, Clearing, and Grubbing.

2. The whole of the timber within at least a chain and a half of the centre-line on each side shall be felled, and in no case for a less distance than half a chain beyond the foot of the slopes of the embankment or the top of the slopes of the cuttings.

All logs, underbrush, scrub, and other vegetation shall be removed and cleared away for a distance of at least half a chain on each side of centre-line, and in no case for a less distance than 10 ft. beyond the foot of slopes of embankments or the top of slopes of cuttings; and no such matter shall be left under any part of the embankments, or mixed with the materials which form the embankment.

In cuttings, and along formation on the surface, all stumps and roots shall be grubbed out and removed; in embankments, no stump shall be left within 3 ft. of formation-level, or within 2 ft. of the surface in slopes.

All scrub shall be burned when and as directed by the Resident Engineer.

Earthworks.

3. Except where otherwise directed by the Resident Engineer, all vegetation growing on the line of railway shall be cleared off to the full width of bottom of bank.

Cuttings.—The cuttings are to have a base at formation-level of 12 ft. in solid rock and 13 ft. elsewhere, and are to be made in accordance with plan and section. The slopes shall be $\frac{1}{4}$ to 1 in solid rock, and 1 to 1 in all other material. It is, however, specially provided that the Resident Engineer shall be sole judge as to what class the material in the cuttings belongs, and any alteration of the widths or slopes of cuttings will be ordered in writing.

The material obtained from the cuttings and side drains shall be used in making the embankments; and should it be insufficient for the purpose the Contractors shall obtain the balance by widening cuttings or from side cuttings, as may be directed by the Resident Engineer; but no side cutting shall under any circumstances be made within the area of station ground. All slopes shall be neatly and uniformly trimmed off from top to bottom to the inclinations shown or specified.

During the execution of the works the formation and slopes shall be properly drained, so as to prevent any lodgment of water.

A drain is to be cut along the bottom of slopes of cuttings, as shown in drawings, and in all cases must be provided with a proper outfall of at least the same size. Catchwater drains shall be dug above the top of one slope of all cuttings, and where necessary above banks, at a distance not exceeding a chain from the top and foot of slopes. These ditches shall average 5 cubic feet per lineal yard, and shall be true and regular to the inclinations directed. No stumps or roots to be left in them. They shall be made at the commencement of the work, with proper outfalls, and shall be cleared out from time to time as may be necessary or ordered.

Embankments.—The embankments must be carried forward uniformly of the proper shape, with such an addition to the heights and widths, to allow for subsidence and shrinkage, as the Resident Engineer may consider necessary, so as to avoid as far as practicable the necessity for making subsequent additions either to the heights or widths of the embankments to bring them to the correct levels and dimensions. When not otherwise directed, the allowance for shrinkage alone is to be not less than 1 in. to every foot in height.

Whenever the foundation of an embankment is on sloping ground, steps and benches must be cut under the base of the embankment, and should the seat of the embankment be of soft material, the contractors shall remove the same.

No vegetable substance or other material objected to by the Resident Engineer shall be put into any embankment.

The top of the ordinary single-line embankment shall have a width at formation-level of not less than 6 ft. on each side of centre, with slopes trimmed off to an inclination of not less than $1\frac{1}{2}$ horizontal to 1 vertical, and to be maintained full and true until the completion of the contract.

Whenever any change is made in the inclination of any of the slopes, it must be done gradually, and in not less than 20 yards in length.

The contractors shall not in any way interfere with or divert the existing drainage-areas, unless otherwise directed, and shall leave such stops or stanks in the side cuttings, and take such other precautions as the Resident Engineer may think necessary for that purpose. The side cuttings for bank-material must be made in a regular and approved manner, and, unless specially authorised, not less than 10 ft. from the foot of any embankment, nor less than 5 ft. from any fence, and where they have to act as drains shall be taken out clear and to a uniform inclination. No material shall be run to spoil except with the written sanction of the Resident Engineer. When material is run to spoil, it must be done in such a way and in such places as shall be approved by the Resident Engineer.

Behind and around abutments, culverts, walls, piles, struts, and all structures of masonry or timber of what kind soever, the embankments shall be wheeled in and carefully rammed. Any injury done to such culverts or other structures by movement of the embankment shall be repaired and made good by the contractors.

The station yards shall be formed throughout to the formation levels indicated for the railway adjoining.

Stream Diversions and Ditches.

4. Stream diversions shall be cut where and as directed. The bottom of the cut shall have a uniform inclination throughout, and shall be made at a level commencing at the bottom of the stream at the lower end and terminating at the bottom of the stream at the upper end of the diversion. The base of the cutting shall be equal to the base of the stream diverted, and the slopes shall be as specified for cuttings.

Culverts and Drains.

5. Walls of culverts shall be of rubble or ashlar masonry in cement or concrete. The arches and inverts shall be of brickwork turned in rings, or rubble masonry in cement, or of concrete, as ordered by the Resident Engineer; and the walls, arches, and inverts for each class of work are to be of such thickness as he shall direct. Arches shall be built on centres, and in approved frames, and in accordance with instructions.

The frames of timber culverts shall be mortised and tenoned and pinned; the planking shall be securely spiked to the frames. The edges of the planking must fit truly for the whole thickness, and the planks must extend over at least two panels, and break joint as much as possible.

Dry stone culverts shall be constructed as shown upon the drawings.

All culverts shall be covered with a 9-in. layer of well-wrought clay puddle.

The foundations for culverts shall in all cases be carried down to solid ground and prepared for upper work to the satisfaction of the Resident Engineer.

Sufficient inlet and outfall drains shall be dug at each culvert, and all rocks and stumps in them shall be removed.

Such drains shall extend at least $\frac{1}{2}$ chain from each end of the culverts.

All stoneware pipes or box-drains shall be laid in trenches in all cases to be cut in the solid, and the pipes or box-drains shall be bedded and encased in well-wrought clay puddle. The joints of the pipes are to be set with cement mortar, and their ends protected with concrete rubble or brickwork, as shown.

Materials to be supplied by Government.

6. The following materials will be supplied by the Government, and delivered at convenient places along the road adjacent to the works :—
Portland cement.

• All stoneware glazed pipes.

Timber for culverts and box-drains, and spikes for the same.

Bricks.

All other materials required in construction shall be supplied by the contractors.

Special Conditions.

(1.) In these conditions and the preceding specifications, "Resident Engineer" or "officer in charge" shall mean the Government engineer having the principal local charge of the work, or any officer acting under his instructions.

(2.) Each party shall appoint one out of their number to act as head man of the party, who shall be responsible for the proper carrying out of the work, correct levels, &c.; also two of their number (the head man and another) to be their authorised agents, to receive all moneys due for work done, and to sign receipts on behalf of the party for sums paid. Should either of these men neglect his duty, or be found to be in any way unsuitable, the officer in charge shall have power to call upon the party to appoint some other member to be head man or authorised agent in his place; or if a majority of the party are dissatisfied with the head man or authorised agent, they may at any time revoke his appointment, and appoint any other member in his place; and, immediately on any such revocation and appointment being made, the same must be notified to the officer in charge by a notice in writing signed by a majority of the party.

(3.) The Government will supply such tents as may be required; they shall be kept in proper repair by the party while in use, and on the completion of the work shall be returned in good order, reasonable wear and tear excepted. Should the tents become worn out or unserviceable during the progress of the work they shall be replaced at the cost of the party. The Government will provide free of cost all tools (except shovels, spades, and axes) and plant, which will be delivered to each party on or as near as possible to the site of the works, and all placing and fitting up of plant on the works shall be done by the party at its own cost. The officer in charge shall have power to remove or exchange any tools, &c., between party and party if he thinks it advisable.

(4.) The cost of repairing plant and tools shall be born by the men, such cost to be estimated by the Resident Engineer, and deducted from the amounts payable to the respective parties.

(5.) Explosives will be provided by the Government, and the cost of the same will be deducted from the amounts due for work done by the parties to whom they are supplied.

(6.) When any member of a party is absent from the works on behalf of the party he shall be paid the same as if at work; but if a member is absent from any other cause, and is received back into the party, the authorised agent or agents shall at the first payment thereafter deduct from his wages a proportionate sum according to the time of his absence and the average rate per day earned by the party during the period for which such payment is due, and the amount so deducted shall belong to the rest of the party.

(7.) The officer in charge shall have power to discharge from the work any member of a party for incompetency, or for neglect of duty or other misconduct, or breach of these conditions; but no man shall be discharged by his party without the sanction of the officer in charge. When a member is discharged from a party the amount of his earnings up to the date of his discharge, computed on the basis mentioned in clause 6, shall at the next ensuing progress payment be handed by the head man to the officer in charge, who shall pay it to the owner. Any dispute arising as to the amount, &c. in any such case shall be settled by the officer in charge.

(8.) Should any member of a party leave the work through illness his place shall be kept open for him until the next progress payment, after which, in the event of his illness continuing, the matter shall be dealt with as the officer in charge shall direct. The wages of the men invalidated shall be paid in accordance with the provisions of clause 6 or 7, as the case may be.

(9.) In the event of any member of a party leaving the works except on behalf of his party, he shall not have any claim upon the earnings of his party, except up to the day upon which he ceased work; nor shall he be received back into the party except with the consent of a majority of the members thereof and the officer in charge.

(10.) Payments will be made monthly, or as nearly as may be, for full value of the work done according to the estimate of the Resident Engineer.

(11.) Eight hours shall constitute a working-day, and no co-operative workman shall under any circumstances work more than forty-eight hours per week, without the express permission in writing of the Resident Engineer; and the head man shall keep an account of the time worked by all members of the party, on forms to be supplied by the officer in charge.

(12.) The officer in charge shall have the right to increase the number of men in any party at any time when he sees fit, or to decrease the number at any time by giving one week's notice to the head man of the reduction required.

(13.) The Government reserves the right to stop the works at any time by the officer in charge giving written notice to the head man that the works are to be stopped; and the giving of such notice shall have the effect of determining the contract. In the event of this right being exercised by the Government, the party shall accept payment of the full value of the work done (to be assessed by the Resident Engineer) up to the date of the notice determining the contract as a discharge from the works and of all claims against the Government on account of the contract.

(14.) Second-class railway-passes to the railway-station nearest to the works will be provided by the Government when necessary, for which the men of each party will be charged, and the value thereof may be deducted from moneys earned by the party as the work advances, or prior to the departure of any man from the works, and paid into the Public Account.

(15.) No workman shall be at liberty to remain on the Government co-operative works while at the same time connected in any way with other works or employment; and any workman found transgressing this regulation will be liable to be summarily dismissed from the works.

(16.) All particulars as to number and location of parties, class of work, payments, and all details of work shall be settled by the Resident Engineer, who shall be the sole arbiter in any dispute that may arise in

the progress of the works, and the works shall be carried out to his satisfaction. The measurements of the Resident Engineer shall in all cases be taken as final.

W. H. HALES,
Engineer-in-Chief.

Public Works Office, Wellington,
15th December 1894.

The following are the PRICES to be given to PARTY No.
between and

Description.	Item.	Price.
GRADING—		
Cutting - - - - -	C. yards	
Side-cutting - - - - -	"	
Loose rock - - - - -	"	
Solid rock - - - - -	"	
Stream-diversions - - - - -	"	
Ditching - - - - -	L. chain	
Clearing - - - - -	Sq. chain	
Grabbing - - - - -	"	
Metal - - - - -	C. yards	
Forming up to 12 in. deep - - - - -	L. chain	
BRIDGES AND CULVERTS—		
Excavation of foundations - - - - -	C. yards	
Timber (fixing in place) - - - - -	B.M.	
Rubble masonry in cement - - - - -	C. yards	
Ashlar - - - - -	"	
Concrete - - - - -	"	
Puddle - - - - -	"	
Laying 18 in. stoneware glazed pipes - - - - -	L. yards	
Laying 12 in. " " " - - - - -	"	
Laying 9 in. " " " - - - - -	"	
Box-drains - - - - -	"	
Inlet and outlet walls to drains - - - - -	Per pair	

We, the undersigned, members of Party No. , agree to the specifications and conditions hereto attached, and to the prices stated in the schedule herein :

(Signature)

Head Man and Authorised Agent.

Authorised Agent.

APPENDIX B.

LIST of DOCUMENTS consulted in relation to the CO-OPERATIVE CONTRACT SYSTEM in NEW ZEALAND.*

- (1.) Public Works Statement, 1891.
- (2.) Bureau of Industries, Wellington, New Zealand. Official Notice, dated April 6, 1892.
- (3.) Report on the Bureau of Industries, 1892.
- (4.) The Co-operative Contract System (Memorandum by the Engineer-in-Chief on), D.—18 of 1892.
- (5.) The Co-operative System (Return of Works carried out under), D.—18A of 1892.
- (6.) Public Works Statement, 1892.
- (7.) Prices paid under Government Co-operative Labour Systems, D.—18B of 1892.
- (8.) The Railway Works under the Co-operative System, D.—18c of 1892.
- (9.) Journal of Commerce and Labour, continued as Journal of the Department of Labour, monthly, from March 1893 to July 1896, inclusive.
- (10.) Report *re* Working of Labour Bureau in New Zealand, Legislative Assembly, New South Wales.
- (11.) Report of the Department of Labour, 1893.
- (12.) Report of the Survey Department, for the year 1892-3.
- (13.) Co-operative Works: Cost of Railway and Road Construction, D.—5 of 1893.
- (14.) The Co-operative System of Public Works (Statement forwarded by the Minister for Public Works to the Premier of South Australia relative to), D.—5A of 1893.
- (15.) Relief and Co-operative Works (Men employed on), D.—5B of 1893.
- (16.) Co-operative Works (Men employed on and their Earnings), D.—5c of 1893.
- (17.) Public Works Statement, 1893.
- (18.) Report of the Department of Labour, 1894.
- (19.) Report of the Department of Lands and Survey, for the year 1893-4.
- (20.) Official Year Book, 1894.
- (21.) Public Works Statement, 1894.
- (22.) Report of the Department of Lands and Survey, for the year 1894-5.
- (23.) Public Works Statement, 1895.
- (24.) Report of the Department of Lands and Survey, for the year 1895-6.

* Except No. 10, all the documents mentioned in the text are official publications of the Government of New Zealand.

APPENDIX C.

LIST OF AUTHORITIES DEALING WITH THE RUSSIAN ARTELS.

With respect to publications dealing with the Russian Artels, the following list of authorities may be of service:—

Clarard, *De l'Emploi des Artèles*, published as Fascicule IV. by the French Labour Department, pp. 61, &c. (Paris, 1893); **von Haxthausen**, *Studien über die innern Zustände, das Volksleben, und insbesondere die ländlichen Einrichtungen Russlands* (Hanover, 1847). **Le Play**, *les Ouvriers de l'Orient*, ch. v., pp. 217–22 (Tours, 1877); **Loria**, *Proprietà Capitalista*, Vol. II., pp. 436, 437 (Turin, 1889); **Louginine**, *Les Artèles et le Mouvement Coopératif en Russie* (Paris, 1887); **Mackenzie Wallace**, *Russia*, ch. vi., pp. 86, 87, (London, 1877); **Pingaud**, *Rapports sur les Conditions du Travail dans les pays Étrangers adressés au Ministre des Affaires Étrangères, Russie*, pp. 49–57 (Paris, 1891); **Rabbeno**, *Le Società Cooperative di Produzione*, pp. 6–9 (Milan, 1889); **Stähr**, *Über Ursprung, Geschichte, Wesen und Bedeutung des Russischen Artels* (Dorpat, 1890–1). Among articles on Artels in compendia of economics may be mentioned those by **von Falck** in *Nordische Rundschau*, Band V., Heft. 6, 1886 (Leipsic, 1884, &c.), and by **Stieda** in *Jahrbücher für Nationalökonomie und Statistik*, Neue Folge, vi., pp. 193–230 (Jena, 1881–90), and in *Handwörterbuch der Staatswissenschaften* (edited by Conrad, Elster, Lexis and Edg. Loening), Vol. I., pp. 932–6 (Jena, 1890, &c.); Stieda in the former article refers to an article on Artels by **Vreden** in the new edition of his *Lehrbuch der politischen Oekonomie*, pp. 148–60 (St. Petersburg, 1880), and in his latter article refers to articles on the same subject by **Frühauf** in *Vierteljahrsschrift für Volkswirtschaft und Kulturgeschichte*, Vol. I. (1868), and by **Grünwald** in *Russische Revue*, 4, p. 340; 9, pp. 37 and 115 (Leipsic, 1884, &c.). See also article by **Bonar** in *Dictionary of Political Economy* (edited by Inglis Palgrave), First Part, p. 59 (London, 1891). See, too, F.O., 1892, Misc. Ser., No. 217, pp. 18–20, *Labour Gazette*, June 1894, p. 191, and F.O., 1896, Ann. Ser., No. 1736, p. 17. With regard to the Bulgarian “Zadruga,” an organisation similar to the Russian Artel, see *Board of Trade Journal*, August 1890, pp. 219–21, and *Co-operative News*, September 13, 1890, pp. 929–30.

So far as concerns publications giving information as to the Artel which have appeared in the Russian language, a list of the available sources of information, based principally upon the bibliography supplied by Meshoff in the “*Sbornik Svyedenyi ob Artelyach v Rossii*,” is subjoined. In every case in which any one of these Russian publications is included in the catalogue of the British Museum, the catalogue reference is added to the description of the work. The publications in

which the name of the author is stated are given first, in Part I., and in Part II. those in which the name of the writer is not disclosed.

PART I.

Aksakoff, Ivan.—An account of trading in the fairs of the Ukraine country (St. Petersburg, 1858, 4°, 8247 g. 29). On trade associations in the province of Yaroslav, *Roussky Remeslennik*, 1862, No. 2. Russian workers' artels on the Western frontier, *Golos*, 1869, No. 166.

Aristoff.—The industries of ancient Russia (St. Petersburg, 1866, 8°, 8246, ff. 27).

Baer (von), Schultz, Danilyevsky and Others.—Account of the condition of the fishing industry in Russia, 9 vols. (St. Petersburg, 1860-75).

Biéloff.—Various contributions to "*Sbornik Svjedenyi ob Artelyach v Rossii*" (See below: *Sbornik*, &c.).

Biélyayeff, I.—Bonds of joint and mutual guarantee in Russia, *Rousskaya Besyeda*, 1860, Vol. 20, No. 2, pp. 1-100.

Co-operative Associations, Committee on (See "*Sbornik Svjedenyi ob Artelyach v Rossii*").

Danilyevsky, von Baer, Schultz and Others.—Account of the condition of the fishing industry in Russia, 9 vols. (St. Petersburg, 1860-75).

Danilyevsky, N. Y.—Brief account of the Ural fishing industry: its organisation on communal principles, *Sovremennik*, Vol. 69, pp. 247-54. Notes on the iron-ware trade of the province of Vladimir: Memoirs of the *Imperial (Russian) Geographical Society*, 1854, No. 4, pp. 14-26 (St. Petersburg, 8°, Ac. 6130).

Derounoff, S. Y.—Cheese dairies in the Potekhousk district; *Yaroslavskiya Gubernskiya Vjedomosti*, 1870, No. 22.

Dityatin, Prof.—Organisation and government of Russian towns, Vol. 1, book 2, part 2 (St. Petersburg, 1875).

Dorobatovsky.—The timber industry and artels; *Rousskaya Muisl*, 1867, No. 2 (Moscow, 1887, 8°, p. 4843 d.c.).

Doubensky.—Workers engaged without formal contract, and free labour in the Serdobsk district; (*Russian*) *Journal of Rural Economy*, 1861, No. 6. Rules of St. Petersburg Joiners' Artel, St. Petersburg, 1864. Artels of Smiths in the province of Tver, *Birzheviye Vjedomosti*, 1871, No. 157. Partnerships (*Tovarištchestva*) in the province of Tver, *Besjeda*, 1872, Nos. 5 and 6, pp. 8-38 and 48-61 respectively.

Efimenko.—See *Yefimenko*.

Engelhardt, A.—Draft rules of the Artels of the Exchange in Moscow drawn up by the Moscow Exchange Committee, (Moscow, 1864). Saltpetre production, and the utopia of artel promoters, *Dayatelnost*, 1871, Nos. 45-7. Questions of Russian rural economy: Artel cheese dairies, *Otchetstvenniya Zapiski*, 1872, No. 2, pp. 135-51, (St. Petersburg, 1872, 8°, pp. 4841 e.).

Ephimenko.—See *Yefimenko*.

Fedoroff, M.—Artel co-partnership; *Sovremennik*, 1864, No. 5, Vol. 102. Laws and customs relating to artels, *Sanktpeterbourgskiya Vjedomosti*, 1864, No. 153 (St. Petersburg, 1864, p. p. 9490/68). Russian artels, *Golos*, 1865, No. 37. In defence of the artel principle, *Ibid.*, 1865, No. 66. Russian artels and the co-operative relations existing among their members, *Peterbourgski Listok*, 1866, Nos. 167 and 177, 1867, Nos. 15 and 28. On the question of artels, *Novoye Vremya*, 1869, No. 236 (has also contributed articles to "*Sbornik Svjedenyi ob Artelyach v Rossii*").

Fligeten, K.—A few words as to artels of cheesemakers, *Transactions of the Imperial (Russian) Free Economic Association*, 1869, Vol. 1. No. 4, pp. 327-31.

Frühau.—Russian workpeople's associations; *Transactions of the Imperial (Russian) Free Economic Association*, 1869, Vol. 2, No. 2, pp. 97-117.

Hagemeister.—Statistical survey of Siberia (St. Petersburg, 1854, 8°, 10057 d.f.).

Isayeff.—Artels in Russia (Yaroslav, 1881). On the development of national economic institutions in Russia, *Sjeverni Vjestnik*, No. 1, 1896 [continued in following numbers.] (St. Petersburg, 1896, 8°, pp. 4848 h.)

Jadrintseff.—See *Yadrintseff*.

Jakoushkin.—See *Yakoushkin*.

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Jephimenko.—See *Yefimenko*.

- Kalatchoff, N.**—Artels in ancient and modern Russia [St. Petersburg, 1864, 8° 8282 f. 20 (11)]; also articles in *Otchestvenniya Zapiski*, 1865, No. 8 (St. Petersburg, 1865, 8°, pp. 4841 e.), and in *Narodnoye Bogatstvo*, 1865, No. 1.
- Kamuishin.**—Artel members; *Voronezhskii Listok*, 1867, No. 32.
- Khodnoff, A.**—The question of cheesemaking by artels, (*Russian*) *Agricultural Gazette*, 1868, No. 48. Are artels of cheesemakers possible in this country? *Terskaya Vvedomosti*, 1868, No. 49.
- Khodski.**—Political economy in relation to finance, pp. 213-7 (St. Petersburg, 1887).
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- Longhinoff, N.**—On joint and mutual guarantee bonds; *Moskovskaya Vvedomosti*, 1864, No. 81, and *Novgorodskaya Gubernskaya Vvedomosti*, 1869, Nos. 7 and 8.
- Martuinoff, A.**—Volga scenes, 1: The bargemen's artel; *Volga*, 1862, No. 21.
- Maximoff.**—A year in the North (St. Petersburg, 1859, 12°, 10293 e.).
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- Miloradovitch, L.**—Artels of workmen for the establishment of factories and workshops (St. Petersburg, 1862).
- Nebolsin, P. I.**—Some notes about the Ural Cossacks, *Memoirs of the Imperial (Russian) Geographical Society*, 1854, No. 6 (St. Petersburg, 8°, Ac. 6130).
- Nemiroff, G.**—Artels of the Exchange in St. Petersburg: sketch of their organisation and present condition (St. Petersburg, 1876).
- Nerutcheff, M.**—Cheesemaking artels and the improvement in peasant economy; (*Russian*) *Agricultural Gazette*, 1868, No. 51.
- Novoselski.**—Social questions in Russia (St. Petersburg, 1881).
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- "*Sbornik Svyedeniy ob Artelyach v Rossiye*."—A compendium of information relating to artels. Three volumes—one for each of the years 1873, '74 and '75—issued by the St. Petersburg section of the (Russian) Committee on Co-operative Associations. Contains contributions from various writers, including Fedoroff, Meshoff, Ogorodnikoff, Yefimenko, Sozonoff, Schlikevitch and Bieloff, (St. Petersburg, 1873-5, 8°, p. p. 1423 pf.).
- Schlikevitch.**—See "*Sbornik Svyedeniy ob Artelyach v Rossiye*."
- Schultz, von Baer, Danilyevsky, and Others.**—Account of the condition of the fishing industry in Russia, 9 vols. (St. Petersburg, 1860-75).
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- Shapiro, S.**—On the development of tar making on the artel system in the North, *Sanktpeterbourgskaya Vvedomosti*, 1870, No. 32 (St. Petersburg, 1870, pp. 9490/68). Artels of pilots on the river Svir, *Nedelya*, 1870, Nos. 43-4.
- Shaposhnikoff-Kapoustin.**—Notes on the navigation of the Don in the province of Voronezh, *Voronezhskaya Besyeda*, 1861, p. 116.
- Shcherbina.**—Sketch of South Russian artels and of certain forms of the commune artel (Odessa, 1881).
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Vereshtchagin, N. V.—Account of the introduction of cheesemaking by artels in Russia; *Transactions of the Imperial (Russian) Free Economic Association*, 1867, Vol. 4, part 6, p. p. 471-7. Cheesemaking by artels in Russia; *Ibid.*, 1870, Vol. 2, part 2, pp. 94-101. The best methods for the preservation and sale of milk and of butter made therefrom (St. Petersburg, 1872).

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Waraksin.—See **Varaksin**.

Wereshtchagin.—See **Vereshtchagin**.

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Yakoushkin.—Notes on a journey in the provinces of Novgorod and Pskov; (St. Petersburg, 1860, 12°, 10290 c.). Law based upon Custom [*Obiuchnaya Prava*]; (Yaroslav, 1875, 8°, 5756 b.b.b. 5).

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ARCHANGEL PROVINCIAL STATISTICAL COMMITTEE. TRANSACTIONS OF.—SEE **TRANSACTIONS**.

BESYEDA, 1871, No. 5, pp. 188-223.—The smaller industry in connexion with the artel system and the agricultural commune.

BIRZHEVIYE VVEDOMOSTI, 1870, No. 382.—The construction of railways by artels. *Ibid.*, 1871, No. 217.—The advantage of forming artels of agricultural labourers.

DYELO, 1868, Nos. 5 (pp. 117-39), 6 (pp. 38-64), 9 (pp. 93-122).—Social economic experiments.

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KALOUZHKSKIYA GOUBERNSKIYA VVEDOMOSTI, 1871, No. 66.—The artel principle as applied to village industries.

MILITARY GAZETTE (VOYENNY SBORNIK), 1864, No. 2, pp. 307-51 (St. Petersburg, 1864, 8°, p. p. 4016).—Hiring a means of escaping military service among the Ural Cossacks. *Ibid.*, 1867, No. 7, part 2, pp. 93-104.—Organization of regimental and officers' artels.

NARODNOYE BOGATSTVO, 1864, No. 130.—Regulation of the status of members of "Exchange" artels,

NARODNAYA GAZETA, 1869, No. 45.—Cheese and butter making by artels in the Tver district.

NOVOYE VREMYA, 1869, Nos. 217 and 219.—Artels and mercantile employment.

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REPORT OF THE COMMISSION APPOINTED BY THE TSAR FOR INQUIRING INTO THE PRESENT POSITION OF RURAL ECONOMY AND RURAL INDUSTRY IN RUSSIA.

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TRANSACTIONS OF THE EXPEDITION FITTED OUT BY THE IMPERIAL RUSSIAN FREE ECONOMIC ASSOCIATION AND THE RUSSIAN GEOGRAPHICAL SOCIETY, FOR INQUIRING INTO THE GRAIN TRADE AND GRAIN PRODUCING CAPACITY OF RUSSIA, Vol. 1 (St. Petersburg, 1870, &c., 8°, Ac. 2353/5).

TRANSACTIONS OF THE ARCHANGEL STATISTICAL COMMITTEE, 1867 and 1868, No. 111 (Archangel, 1869).

TRANSACTIONS OF THE STATISTICAL COMMITTEE OF THE PROVINCE OF YAROSLAV.

TRANSACTIONS OF THE RAILWAY COMMISSION.

TRANSACTIONS OF THE COMMITTEE FOR INVESTIGATING THE VILLAGE INDUSTRIES OF RUSSIA.

VOYENNY SBORNIK (See above: Military Gazette).

VYESTNIK FINANÇOFF (Journal of the Russian Ministry of Finance), Nos. 45, 46, 47, 48, 50, and 51 of 1894.—The artel in village industries (for abstract see *Labour Gazette* of April, 1895, pp. 113-4), also No. 23 of 1896, p. 902.

APPENDIX D.

TRANSLATION OF TABLE SHOWING CONTRACTS MADE WITH
CO-OPERATIVE ASSOCIATIONS OF FRENCH WORKMEN BY THE
SECONDARY EDUCATION DEPARTMENT OF THE (FRENCH)
MINISTRY OF PUBLIC INSTRUCTION AND FINE ARTS.

The Secondary Education Department, so far as concerns the works carried out for the State for the construction and repair of colleges ("lycées") for boys and for girls, has conformed to the provisions of the Decree of June 4, 1888, relating to the admission of the French workmen's associations to compete for contracts.

Works of this nature have been entrusted to the following co-operative associations.

Names and Addresses of the Associations.	Managers.	Value of the Works.	Rebate agreed to.
Lycée Fénelon.			
Les Charpentiers de la Villette, 49, rue Saint-Blaise (carpenters).	M.M. Tricoche -	France, 23,000	Per cent. 12'0
Union des ouvriers serruriers, 7, rue Froissart (locksmiths and general smiths).	Pasquier -	40,000	15'0
Les ouvriers parqueteurs, 10, rue de la Rosière (parquet-makers).	Frédelle -	51,900	18'0
L'Éclairage Moderne (plumbers' work), 199, faubourg du Temple.	Bailey -	50,800	27'0
Le Progrès (painting), 60, rue Caulaincourt -	Gallet -	64,900	25'0
L'Ébénisterie Parisienne, 17A, Cité Bertrand (cabinet makers).	Maujean -	16,500	20'0
Les Charpentiers de Paris, 24, rue Labrousse (carpenters).	Favaron -	62,440	34'0
Ouvriers menuisiers de Paris, 30, rue du Poteau (joiners).	Machuron -	108,600	16'1
Les sculpteurs-mouleurs français, 60, rue Caulaincourt (librous plasterers, &c.).	Cartier -	3,900	Net agreed price.
Lycée Louis-le-Grand.			
L'Ébénisterie Parisienne - - - -	Maujean -	24,800	20 and 21
Les ouvriers menuisiers de Paris - - -	Machuron -	30,900	20'0
Les Charpentiers de Paris - - - -	Favaron -	26,000	33'3
Ateliers de Neuilly (smith's work), 11, rue de Sablonville, Neuilly. ¹	André -	61,800	31'5
Lycée Victor Hugo.			
Les Charpentiers de Paris - - - -	Favaron -	18,380	25'1
La menuiserie moderne, 161, rue Marcadet (joinery).	Levasseur -	9,600	20'0
Ateliers de Neuilly (furniture), 33, rue de Grefoulhe, Levallois-Perret. ¹	Genissien -	7,900	Net agreed price.
Menuisiers de Paris - - - -	Machuron -	2,700	20'0
Ébénisterie Parisienne - - - -	Maujean -	10,405	20'0

¹ This is not an association of workmen. The French Labour Department reports that it is an ordinary joint stock company, which has never laid claim to possess a co-operative character.

Names and Addresses of the Association.	Managers.	Value of the Works.	Rebate agreed to.
Lycée Lamartine.	M.M.	Francs.	Per cent.
Menuiserie moderne - - -	Levasseur -	32,668	17.2
Le Travail (painting), 6, rue de Madrid -	Buisson -	22,835	25.9
Union des ouvriers serruriers - - -	Pasquier -	55,856	28.8
Charpentiers de Paris - - -	Favaron -	15,385	20.0
Total (22 contracts), 759,129 francs (say, 30,365/).			

The terms upon which these contracts were made, as specified in the above Table, appear advantageous. It must also be stated that the Department has had every reason to feel satisfied with the manner in which these works have been carried out.

APPENDIX E.

TRANSLATION OF TABLE SHOWING THE CONTRACTS ENTERED INTO BY THE (FRENCH) WAR OFFICE WITH CO-OPERATIVE ASSOCIATIONS IN CONNEXION WITH THE ENGINEERS.

Nature of Works.	Value of Contracts.	Associations by which Contracts were obtained.	Period covered by Contracts.	How Contracts given out.	Remarks.
Section 3 (plastering) of the works required for the construction of infantry barracks (Guilleméry).	Francs. 27,700	L'Association toulousaine des ouvriers plâtriers à Toulouse.	Until completion of work.	Public competition, held May 2, 1889.	Toulouse.
Section 1 (earth-works, masons' and bricklayers' work, paving, plastering) required for maintenance.	18,300	La société co-opérative des ouvriers maçons à Lyon.	Year 1890	Public competition, held March 15, 1890.	Buildings at Lyons on right bank of Saône, including barracks of Barbe Island.
Construction at St. Fons of a magazine, barracks, and approaches.	200,000	L'association lyonnaise des maçons.	Years 1890, 1891, and 1892.	Private contract made August 8, 1890, after failure to place contract by public competition.	Lyons.
Entire works required for maintenance.	28,000 (a year)	" " "	Six years from 1893 to 1898.	Public competition, held December 23, 1892.	Buildings at Lyons on right bank of Saône including barracks of Barbe Island.
" " "	35,000 (a year)	" " "	" " "	" " "	Buildings at Lyons between Saône and Rhône.
" " "	20,000 (a year)	" " "	" " "	" " "	Camp of La Valbonne.
Construction of detached building at Cavalry Barracks (Block B.).	45,000	L'union syndicale des ouvriers maçons et tailleurs de pierre de Carcassonne.	Until completion of work.	Public competition, held September 19, 1893.	Carcassonne.
Total (7 contracts), 759,000 francs (\$1,560L.).					

APPENDIX F.

TRANSLATION OF TABLE SHOWING THE CONTRACTS MADE WITH
CO-OPERATIVE ASSOCIATIONS OF FRENCH WORKMEN BY THE
OFFICE OF WORKS ("DIRECTION DES BÂTIMENTS CIVILS ET
DES PALAIS NATIONAUX") OF THE (FRENCH) MINISTRY OF
PUBLIC WORKS, UP TO DECEMBER 31, 1894.

Names of Societies.	Where the Work was done.	How Contracts were made.	Date of Approval of Contracts.	Value of Contracts.	Rebates.
Association des Peintres, "Le Travail" (house-painters), 6, rue de Madrid, Paris.	Ministry of Agriculture.	Public competition.	March 8, 1883	Francs. 202,000	Per cent. 35'0
" " "	" " "	Private tender	Feb. 15, 1883	4,000	7'0 and 2'0
" " "	" " "	" " "	April 4, 1885	7,000	14'0
" " "	" " "	" " "	April 29, 1885	2,600	No rebate.
" " "	" " "	" " "	April 2, 1886	2,000	"
" " "	" " "	" " "	Sept. 3, 1886	1,000	14'0
" " "	Agronomic Institute.	" " "	March 10, 1886	4,000	20'0
" " "	" " "	" " "	June 13, 1887	3,000	20'0
" " "	" " "	" " "	April 14, 1888	4,000	20'0
" " "	" " "	" " "	June 20, 1889	42,500	30'0
" " "	" " "	" " "	April 6, 1891	4,500	No rebate.
" " "	" " "	" " "	June 14, 1893	2,000	20'0
" " "	Château de St. Germain.	" " "	Oct. 23, 1889	5,500	23'0
" " "	Hôtel des Écuries de l'Alma.	" " "	Sept. 16, 1887	16,700	25'0
" " "	Ministry of Public Instruction.	" " "	Dec. 12, 1887	16,000	20'0
" " "	" " "	" " "	Jan. 29, 1889	10,000	20'0
" " "	" " "	" " "	April 23, 1890	1,500	20'0
" " "	" " "	" " "	Oct. 22, 1892	2,500	20'0
" " "	" " "	" " "	May 17, 1893	2,000	20'0
" " "	" " "	" " "	April 30, 1894	2,000	20'0
" " "	Guignon School of Agriculture, Palais Royal	" " "	Sept. 13, 1889	5,500	18'0
" " "	" " "	" " "	May 22, 1890	7,500	20'0
" " "	" " "	" " "	May 11, 1891	4,000	20'0
" " "	" " "	" " "	May 19, 1892	2,800	20'0
" " "	" " "	" " "	June 8, 1893	3,500	25'0
" " "	Ministry of Justice	" " "	Sept. 2, 1892	2,500	20'0
" " "	" " "	" " "	May 13, 1893	1,600	20'0
" " "	" " "	" " "	May 5, 1894	2,000	20'0
" " "	Museum	" " "	April 8, 1892	8,000	18'0
" " "	" " "	" " "	Dec. 18, 1893	12,000	10'0
" " "	" " "	" " "	Oct. 19, 1894	5,000	28'0
" " "	Trocadéro Palace	" " "	Dec. 23, 1892	3,000	15'0

Names of Societies.	Where the Work was done.	How Contracts were made.	Date of Approval of Contracts.	Value of Contracts.	Rebate.
Association des Peintres, "Le Travail" (house-painters), 6, rue de Madrid, Paris.	Trocadéro Palace -	Private tender	April 24, 1894	Francs, 5,800	Per cent. 15 0
" " -	Élysée Palace -	" " "	May 17, 1893	2,000	26 0
" " -	" " "	" " "	June 27, 1893	5,000	26 0
" " -	" " "	" " "	April 25, 1894	1,500	26 0
" " -	" " "	" " "	July 9, 1894	6,000	26 0
" " -	Versailles and Trianon Palaces.	" " "	April 19, 1894	3,500	10 0
" " -	" " "	" " "	May 5, 1894	8,000	10 0
" " -	" " "	" " "	" " "	10,000	10 0
Association syndicale des ouvriers charpentiers de la Seine (carpenters), 56 rue Stendhal, Paris.	Charenton Lunatic Asylum.	Public competition.	April 3, 1884	32,000	34 1
Construction Industrielle (joinery), 28, Passage Raoul, Paris.	" " "	" " "	" " "	42,000	15 0
Association générale de l'ébénisterie parisienne (cabinet-makers), 52, rue St. Maur, Paris.	General Post Office	Private tender	Aug. 27, 1885	10,000	No rebate.
" " -	Agronomic Institute.	" " "	Sept. 2, 1890	7,000	No rebate.
Ouvriers charpentiers de la Villette (carpenters), 49 rue St. Blaise, Paris.	School of Fine Arts	" " "	Nov. 3, 1885	6,000	8 0
" " -	" " "	Not stated	Nov. 26, 1886	9,000	8 0
" " -	Charenton Lunatic Asylum.	Private tender	Aug. 17, 1887	1,500	10 0
" " -	" " "	" " "	July 2, 1889	10,000	10 0
" " -	" " "	" " "	Feb. 26, 1891	2,000	15 0
" " -	Museum	Public competition.	March 16, 1891	31,000	32 2
" " -	" " "	Private tender	Aug. 8, 1892	8,000	16 0
" " -	Arc de Triomphe de l'Étoile.	" " "	Nov. 9, 1891	4,000	11 2
" " -	Agronomic Institute.	Public competition.	June 8, 1893	26,000	30 0
Union des mouleurs en plâtre (fibrous plasterers, etc), 28, rue St. Vincent, Paris.	Trocadéro Palace	Private tender	June 8, 1889	7,000	No rebate.
Union des sculpteurs-mouleurs (fibrous plasterers, etc), 60, rue Caulaincourt, Paris.	Élysée Palace	" " "	June 22, 1893	1,700	5 0
" " -	" " "	" " "	April 11, 1893	3,800	5 0
Union corporative des ouvriers menuisiers du Département de la Seine (joiners), 161, rue Marcadet, Paris.	Guignon School of Agriculture.	" " "	Sept. 12, 1879	8,300	5 2

¹ The French Co-operative Union of Productive Societies states that this was an association of masters, not of workmen.

² From inquiries which I have made it appears that these two names both refer to the same association.

Names of Societies.	Where the Work was done.	How Contracts were made.	Date of Approval of Contracts.	Value of Contracts.	Rebates.
Association d'ouvriers paveurs de Paris (paviors), 131, boulevard Bessières, Paris.	Sèvres Factory -	Private tender	June 16, 1890	France, 1,500	Per cent. 8'0
" " "	" " "	" " "	June 11, 1891	2,500	8'0
" " "	" " "	" " "	March 22, 1892	2,500	8'0
" " "	" " "	" " "	May 29, 1893	1,800	8'0
" " "	" " "	" " "	April 24, 1894	1,900	8'0
Union Corporative des ouvriers serruriers du Département de la Seine (lock-smiths and general smiths), 7, rue Froussart, Paris.	Store-rooms of the State and stables of the Alma.	" " "	June 16, 1890	1,500	12'0
" " "	" " "	" " "	May 13, 1893	1,600	15'0
" " "	" " "	" " "	" " "	1,600	15'0
" " "	" " "	" " "	May 4, 1894	1,500	15'0
" " "	Agronomic Institute.	" " "	June 14, 1893	4,500	20'0
Association des ouvriers doreurs sur bois (gilders), 43, rue St. Vincent, Paris.	Palais Royal -	" " "	May 11, 1891	2,200	28'0
" " "	" " "	" " "	May 19, 1893	1,000	29'0
Société d'entreprise générale de peinture, "Le Progrès," 80, rue Caulaincourt, Paris.	School of Fine Arts.	" " "	Dec. 17, 1891	18,000	20'0
" " "	Conservatoire des Arts et Métiers.	" " "	June 14, 1893	4,700	20'0
" " "	Marble store room.	" " "	Sept. 15, 1893	2,000	20'0
" " "	" " "	" " "	April 30, 1894	1,500	20'0
" " "	Store rooms of the State.	" " "	May 18, 1893	1,600	20'0
" " "	Hôtel des Écuries de l'Alma.	" " "	" " "	1,600	20'0
" " "	" " "	" " "	May 4, 1894	1,500	20'0
L'association ouvrière, "L'éclairage moderne," M. Bailey, manager (gas-fitting, plumbing and roofing) 59, rue du faubourg du Temple, Paris.	Plumbing works (maintenance and heavy repairs).	" " "	July 2, 1892	10,000	20'0
" " "	" " "	" " "	Jan. 14, 1893	16,000	20'0
" " "	Charenton Lunatic Asylum.	" " "	Dec. 3, 1892	9,500	18'0
" " "	Alfort School and Observatory of St. Maur Park.	" " "	" " "	9,500	18'0
" " "	Higher Normal School.	" " "	May 2, 1893	1,600	12'0
" " "	" " "	" " "	March 9, 1894	2,500	12'0
" " "	" " "	" " "	April 2, 1894	1,600	12'0
" " "	" " "	" " "	July 29, 1892	1,300	11'0
Société corporative des ouvriers peintres syndiqués de St. Etienne (painters) 38, rue de la République, St. Etienne (Loire).	School of Mines, St. Etienne.	" " "	July 29, 1892	1,300	11'0

Names of Societies.	Where the Work was done.	How Contracts were made.	Date of Approval of Contracts.	Value of Contracts.	Rebates.
Société anonyme d'ouvriers paveurs, "Le Pavage" (pavers) 63, boulevard Brune, Paris.	Conservatoire des Arts et Métiers.	Public competition.	June 8, 1893	Franks. 38,900	Per cent. 35.1
" " "	Higher School of Mines.	Private tender	April 3, 1894	3,000	30.0
" " "	Maintenance of and heavy repairs in public buildings.	Public competition (1894-95-96).	Jan. 15, 1894	24,000	34.2
Société coopérative ouvrière, "Les Charpentiers de Paris" (carpenters), 24, rue Labrousse, Paris.	Conservatoire des Arts et Métiers.	Private tender	June 14, 1893	2,500	12.0
" " "	" " "	" " "	Oct. 3, 1894	14,000	12.0
" " "	Higher Normal School.	" " "	May 17, 1893	1,700	12.0
" " "	" " "	" " "	March 9, 1894	8,500	10.0
" " "	Store rooms of the State.	" " "	Dec. 31, 1893	2,400	10.0
" " "	Museum.	Public competition.	Dec. 23, 1893	22,000	15.6
" " "	Arc de Triomphe.	Private tender	April 24, 1894	8,000	10.0
" " "	Odéon Theatre.	" " "	March 14, 1894	1,500	10.0
Société coopérative, "La menuiserie moderne" (joiners), 16, rue Marcadet, Paris.	Agronomic Institute.	" " "	June 14, 1893	9,500	15.0
Association d'ouvriers menuisiers du bâtiment de Paris (joiners), 30, rue du Poteau, Paris.	Store rooms of the State.	" " "	May 13, 1893	1,600	10.0
" " "	Stables of the Alma.	" " "	" " "	1,600	20.0
" " "	" " "	" " "	July 16, 1894	2,500	10.0
Total (98 contracts), 301,300 francs = \$6,052.					

APPENDIX G.

PART I.

TRANSLATION OF TABLE SHOWING THE CONTRACTS GIVEN OUT BY PUBLIC COMPETITION OR PRIVATE CONTRACT TO WORKMEN'S ASSOCIATIONS, UP TO JULY 31, 1883, BY THE ADMINISTRATION OF THE PREFECTURE OF THE SEINE.*

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Amount of Contract †	Remarks.
Société des Ouvriers Paveurs réunis sous la raison sociale Lemoine et Cie.— <i>M. Lemoine (Joseph-Adrien)</i> managing director.	Maintenance of paved and stone-laid streets.	Sept. 25, 1879	Maintenance of the paved and stone-laid streets of Paris, from January 1, 1880, to December 31, 1882.	Fr. 436,860 c.	Public competition.
Association des peintres de Paris, société coopérative de production.—Administrator delegate: <i>M. Bernardeau</i> , 2, rue Saint-Simon.	Painting	May 14, 1881	Fitting up a primary girls' school, rue de Jouy, No. 9.	8,678 22	Private agreement.
" "	"	July 23, 1881	Fitting up a boys' school, rue de Turenne, No. 54.	4,876 26	Public competition.
Société des ouvriers charpentiers de la Villette.— <i>M. Labarbe</i> , manager, 47-49, rue Saint Blaise.	Carpentry	March 11, 1882	Construction of a ball and conference room, mayor's mansion of Nineteenth District.	16,546 50	" "
" " "	"	April 1, 1882	Enlargement of the Mayor's Mansion of Sixth District.	6,466 67	" "
Association syndicale des ouvriers charpentiers du Département de la Seine.— <i>M. Foret</i> , administrator delegate, 28, rue des Vignolles.	"	April 17, 1882	Construction of a boys' school, Avenue Parmentier (Eleventh District).	15,343 2	" "
Société des Marbriers.— <i>M. Pervaz</i> , manager, 99, rue Saint-Maur.	Marble work	July 19, 1882	Maintenance of the Departmental Offices (sections 11, 13, and 14), Third Division of Architect's Department.	5,580 -	" "

* Translated from *Report of Commission on Co-operative Associations of 1883*, Vol. II., pp. 468-71.

† Where in the original the amount is stated to have been subject to a specified rebate, the amount is in the text given net—after deduction of the rebate.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Amount of Contract. ¹	Remarks.
Association des ouvriers cimentiers.— <i>M. Eoxy</i> , manager. Offices: 9, rue Saint-Paul.	Branch sewers.	July 27, 1882	Construction of branch sewers (private), rues Keppler & Gallice. <i>Note.</i> —The work was done for the account of the owners of the property and paid for directly by them, without the intervention of the administration.	Fr. c. 16,900 82 (16,900 fr., less rebate of 30'1 p. c.).	Public competition.
Association syndicale des ouvriers charpentiers du Département de la Seine.— <i>M. Forêt</i> , administrator, 22, rue des Vignolles.	Carpentry	Oct. 11, 1882	Construction of temporary school buildings, rue des Rigoles & rue de l'Ermitage.	200,000 —	Private agreement.
Association des ouvriers charpentiers de la Vilette.— <i>M. Labarbe</i> , manager, 17-49, rue Saint-Blaise.	"	"	Construction of temporary school buildings, rue Stephenson, Nos. 12, 14, and 16.	140,000 —	" "
Association des ouvriers cimentiers.— <i>M. Puysegu</i> , manager, 9, rue Saint-Paul.	Branch sewers.	Nov. 6, 1882	Construction of branch sewers, Avenue de Clichy.	15,988 72 (21,920 fr., less rebate of 27'15 p. c.).	Public competition.
" " "	" "	Dec. 2, 1882	Construction of branch sewers, rue Friant.	3,967 12 (5,240 fr., less rebate of 26'2 p. c.).	" "
Société générale du bâtiment.— <i>M. Flament</i> , manager, 17, rue Saint-Merr.	Masonry and brickwork.	Dec. 4, 1882	Temporary school, Avenue Bosquet, No. 57.	62,000 —	Private agreement.
Association syndicale des ouvriers charpentiers du Département de la Seine.— <i>M. Forêt</i> , administrator, 22, rue des Vignolles.	Carpentry	Dec. 9, 1882	Construction of cattle stalls, sheep pens, and sheds at the cattle market of La Vilette.	54,880 53 (70,537 fr., less rebate of 31 p. c.).	Public competition.
Association des ouvriers cimentiers.— <i>M. Puysegu</i> , manager, 9, rue Saint-Paul.	Branch sewers.	Jan. 8, 1883	Construction of branch sewers, rue Balagny.	5,068 73 (6,960 fr., less rebate of 27'2 p. c.).	" "
Association générale des paveurs de la Seine.— <i>M. M. Gaulier (Eugène)</i> and <i>Grimaud (Sylvain)</i> , managers, 183, rue de Crimée.	Paving	Feb. 17, 1883	Maintenance of the paving in the Seventeenth District.	46,080 — (60,000 fr., less rebate of 23'2 p. c.).	" "

¹ Where in the original the amount is stated to have been subject to a specified rebate, the amount is in the text given net—after deduction of the rebate.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Amount of Contract. ¹	Remarks.
Association d'ouvriers paveurs de la Seine.— <i>M.M. Machinaud, Paquet et Cie.</i> , 45, rue Saint-Pierre.	Paving	Feb. 17, 1883	Maintenance of the paving in the Nineteenth District.	Fr. c. 45,485 - (55,000 fr., less rebate of 17'8 p. c.).	Public competition.
Association des ouvriers charpentiers de la Villette.— <i>M. Labarthe</i> , manager, 47-49, rue Saint-Blaise.	Carpentry	June 23, 1883	Construction of a boys' school, rue des Ecluses-Saint - Martin, No. 40.	12,891 47 (18,106 fr., less rebate of 28'8 p. c.).	" "
"L'Union" Société coopérative de peintres en bâtiment.—42, Avenue de la Roquette.	Painting	"	" " "	8,763 84 (15,848 fr., less rebate of 44'7 p. c.).	" "
" " "	"	"	Altering the Voltaire Market to make it a gymnasium.	8,796 41 (15,878 fr., less rebate of 44'6 p. c.).	" "
Association des ouvriers charpentiers de la Villette.— <i>M. Labarthe</i> , manager, 47-49, rue Saint-Blaise.	Carpentry	July 5, 1883	Enlargement of the mayor's mansion of the Sixth District.	3,262 70 (4,130 fr., less rebate of 21 p. c.).	" "
Total net amount (21 contracts), 1,112,385 frs. 61 c. (say, 44,405l.).					

¹ Where in the original the amount is stated to have been subject to a specified rebate, the amount is in the text given net—after deduction of the rebate.

PART II.

TRANSLATION OF TABLE SHOWING THE CONTRACTS GIVEN OUT TO WORKMEN'S ASSOCIATIONS BY THE ENGINEER'S DEPARTMENT OF THE CITY OF PARIS FROM FEBRUARY 1883 TO OCTOBER 31, 1895.*

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Amount of Contract. ¹	Remarks.
Association générale des paveurs de la Seine (<i>M. Beurret</i> , delegate).	Paving	Feb. 17, 1883. (From Jan. 1, 1883, to Dec. 31, 1885.)	Earth works, paving, cartage, &c., in connexion with regular maintenance works.	Fr. c. 485,000 -	Public competition. Work carried out in a satisfactory manner.
Société des ouvriers cimentiers.	Branch sewers.	1883 (month and day not stated).	R. de Longchamp, de Lauriston, Avenue Malakoff.	20,330 29 (27,868 fr. 80 c. less rebate of 27'05 p. c.).	Work carried out in a satisfactory manner.
" " "	" "	" "	Rue Boissy d'Anglas.	7,175 61 (10,552 fr. 37 c., less rebate of 32 p. c.).	" "
Association collective du charbonnage.	Cart-making	April 26, 1884	Maintenance of the sewers.	83,840 -	—

* It will be seen that the period covered by this Table covers a small part of the Table in Part I.; as, however, I asked the Chief of the Secretarial Staff of the Engineer's Department to furnish the figures in continuation of those contained in the preceding Table, it may, it is supposed, be taken that no contract included in Part I. is also included in Part II.

¹ Where in the original the amount is stated to have been subject to a specified rebate, the amount is in the text given net—after deduction of the rebate.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Amount of Contract. ¹	Remarks.
Association des ouvriers piqueurs de grès (<i>M.M. Boulon and Dormois, delegates</i>).	Re-cutting old paving stones.	Sept. 27, 1888. (From Oct. 1, 1886, to Dec. 31, 1888.)	Re-cutting old paving stones in the city stoneyards.	Fr. c. 137,500 -	Private tender. Work carried out in a satisfactory manner.
" " "	" "	Oct. 1, 1888. (From Jan. 1, 1889, to Dec. 31, 1891.)	" "	200,000 -	"
Association générale des paveurs de la Seine (<i>M. Besuret, delegate</i>).	Paving	Dec. 22, 1888. (From Jan. 1, 1889, to Dec. 31, 1891.)	Earthworks, paving, cartage, &c., in connexion with regular maintenance works.	485,000 -	Public competition. Work carried out in a satisfactory manner.
" " "	"	July 21, 1888	Bd. Beaumarchais. Relaying (end-wise) of paving stones.	17,800 -	" "
Association des ouvriers paveurs de Paris (<i>M. Hivernat, delegate</i>).	"	Dec. 22, 1888. (From Jan. 1, 1889, to Dec. 31, 1891.)	Paving work in connexion with maintenance.	188,000 -	" "
" " "	"	July 21, 1888,	Rue de Lyon	39,750 -	" "
Société des ouvriers cimentiers.	Branch sewers.	" "	Rue Clairaut	4,231 80 (7,450 fr., less rebate of 45'2 p. c.)	Work carried out in a satisfactory manner.
Société des ouvriers cimentiers réunis.	" "	" "	R. des Chauffourniers.	13,960 33 (22,980 fr., less rebate of 39'25 p. c.).	" "
Association des ouvriers granitiers du Département de la Seine (<i>M. Lefort, delegate</i>).	Re-cutting granite.	Jan. 15, 1889. (From Jan. 1, 1889, to Dec. 31, 1891.)	Re-cutting old granite in the city stoneyards.	39,000 -	Private tender. Work carried out in a satisfactory manner.
Société des ouvriers casseurs de pierre du Département de la Seine (<i>M.M. Farnier & Happey, delegates</i>).	Breaking up old paving stones and old materials.	Feb. 1, 1889. (From Jan. 1, 1889, to Dec. 31, 1891.)	Breaking up old paving stones, &c.	47,000 -	" "
Association des ouvriers paveurs de Paris (<i>M. Hivernat, delegate</i>).	Paving	July 5, 1890	Avenue de Châtillon.	27,400 -	Public competition. Work carried out in a satisfactory manner.
Société des ouvriers cimentiers réunis.	Branch sewers.	Sept. 6, 1890	Rue Campagne Première.	7,141 80 (10,580 fr., less rebate of 32 5 p. c.).	Insolvent: in liquidation.
Association des ouvriers piqueurs de grès (<i>M.M. Boulon & Dormois, delegates</i>).	Re-cutting old paving stones.	Dec. 14, 1891. (From Jan. 1, 1892, to June 30, 1895.)	Re-cutting in the city stoneyards.	446,000 -	Private tender. Work carried out in a satisfactory manner.
Association des ouvriers granitiers du Département de la Seine (<i>M.M. Lorr & Endignou, delegates</i>).	Re-cutting granite.	Dec. 2, 1891. (From Jan. 1, 1892, to June 30, 1895.)	" "	70,000 -	" "

¹ Where in the original the amount is stated to have been subject to a specified rebate, the amount is in the text given net—after deduction of the rebate.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Amount of Contract. ¹	Remarks.
Société des ouvriers casseurs de pierre du Département de la Seine (<i>M.M. Vezmier & Happey</i> , delegates).	Breaking up old paving stones (grit-stone) and old materials.	Dec. 5, 1891. (From Jan. 1, 1892, to June 30, 1895).	Breaking up old paving stones, basalt and granite kerbstones.	Fr. c. 132,000 -	Private tender. Work carried out in a satisfactory manner.
Association générale des paveurs de la Seine (<i>M. Beaufret</i> , delegate).	Paving	Nov. 21, 1891. (From Jan. 1, 1892, to June 30, 1895).	Earth works, paving, cartage, &c. in connexion with the regular maintenance works.	560,000 -	Public competition. Work carried out in a satisfactory manner.
Association des ouvriers paveurs de Paris (<i>M. Hivernat</i> , delegate).	"	April 27, 1891	Rue Beaumar	64,600 -	" "
Société coopérative des ouvriers terrassiers, puisatiers, mineurs du Département de la Seine.	Earthworks	Jan. 30, 1891	Earthworks, rue des Plantes prolongée.	8,200 -	Private tender. Work carried out in a satisfactory manner.
Association Ouvrière, "Le Travail."	Painting, glaziers' work, and gilding.	Mar. 24, 1891	Maintenance works in connexion with buildings on Champs de Mars.	62,900 - (85,000 fr., less rebate of 22 p. c.).	—
" " "	"	May 20, 1891	Construction works in connexion with buildings on Champs de Mars.	15,955 10 (22,793 fr., less rebate of 30 p. c.).	Work carried out in a satisfactory manner.
Société des ouvriers casseurs de pierre de Paris (<i>M. Boissier</i> , delegate).	Breaking up old paving stones and old materials.	Mar. 31, 1893	Breaking up old materials.	11,000 -	Private tender. Work carried out in a satisfactory manner.
" " "	Breaking up old (grit-stone) paving stones and old materials.	June 29, 1893	" " "	7,900 -	" "
("M. Castan," delegate).	"	April 2, 1894	" " "	12,500 -	" "
Société des ouvriers charpentiers de la Villette.	Carpentering and joinery.	July 21, 1894. (From July 21, 1894, to June 30, 1897.)	Work in and about the promenades.	18,090 - (27,000 fr., less rebate of 33 p. c.).	—
L'Espérance du Batiment (<i>M. Peuple</i> , manager).	Joinery	Feb. 24, 1894	Construction of public baths, Place Hébert.	15,162 18 (21,246 fr. 54 c., less rebate of 28 6 p. c.).	Public competition. Work now in course of being carried out.
Association des ouvriers piqueurs de grès (<i>M.M. Boulon & Dormois</i> , delegates).	Re-cutting old paving stones.	July 12, 1895. (From July 1, 1895, to June 30, 1896.)	Re-cutting old paving stones.	240,000 -	Private tender. Work carried out in a satisfactory manner.
Association des ouvriers piqueurs de grès réunis (<i>M. Renaud</i> , delegate).	"	"	" " "	60,000 -	" "

¹ Where in the original the amount is stated to have been subject to a specified rebate, the amount is in the text given net—after deduction of the rebate.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Amount of Contract. ¹	Remarks.
Association des ouvriers granitiers du Département de la Seine (<i>M. Larr</i> , delegate).	Re-cutting granite.	July 12, 1895. (From July 1, 1895, to June 30, 1898.)	Re-cutting old granite.	Fr. c. 60,000 -	Private tender. Work carried out in a satisfactory manner.
Société des ouvriers casseurs de pierre du Département de la Seine (<i>M. Hapoy</i> , delegate).	Breaking up old paving stones and old materials.	"	Breaking up old materials.	60,000 -	" "
Société des ouvriers casseurs de pierre de Paris (<i>M. Castan</i> , delegate).	Breaking up old materials.	Jan 11, 1895. (From Jan. 1 to June 30, 1895.)	Breaking up old materials (grit-stone).	9,000 -	" "
" "	"	July 12, 1895. (From July 1, 1895, to June 30, 1898.)	" " "	18,000 -	" "
Association d'ouvriers paveurs (<i>M. Hivernal</i> , delegate).	Paving	May 25, 1895. (From July 1, 1895, to June 30, 1898.)	Maintenance of paving, earth-works, cartage, &c.	180,000 -	Public competition. Work carried out in a satisfactory manner.
La Société, "Le Pavage" (<i>M. Leroy</i> , manager).	"	"	" " "	240,000 -	" "
Total net amount (37 contracts), 4,040,236 fr. 68 c. (say, 161,602%).					

¹ Where in the original the amount is stated to have been subject to a specified rebate, the amount is in the text given net—after deduction of the rebate.

PART III.

TRANSLATION OF TABLE SHOWING THE CONTRACTS GIVEN OUT TO WORKMEN'S ASSOCIATIONS BY THE ARCHITECT'S DEPARTMENT OF THE CITY OF PARIS FROM SEPTEMBER 1883 TO OCTOBER 20, 1895.*

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
Association syndicale des ouvriers charpentiers de la Seine, 56, rue Stendhal.	Carpentering	Sept. 17, 1883.	La Villette Cattle Market.	Fr. c. 13,713 22	Per cent. 31·2	Public competition.
L'Avenir, 9, rue St. Ambroise.	Joinery	Oct 13, 1883.	La Chapelle Market.	16,006 30	23·0	"
Association syndicale des ouvriers charpentiers de la Seine, 56, rue Stendhal.	Carpentering	"	Temporary school, avenue de la République.	71,181 45	31·6	"

* The original, translated in the text, begins with four contracts already included in the Table printed in Part I. of this Appendix; since this Part (III.) is intended to form, together with Part II., the continuation of the figures printed in Part I. of this Appendix, the four contracts in question are not included above.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
Association syndicale des ouvriers charpentiers de la Seine, 56, rue Stendhal.	Carpentering	Jan. 26, 1884.	Enlargement of Archives House.	Fr. c. 8,102 88	Per cent. 39·8	Public competition.
" " "	"	Mar. 8, 1884.	Enlargement of block of school buildings, rue Violet and rue Fontary.	8,370 66	31·1	"
Société générale des ouvriers couvreurs, 136, rue du faubourg St. Denis.	Roofing and plumbing.	"	" " "	14,209 44	36·6	"
Association syndicale d'ouvriers parqueteurs, 24, rue Petrelle.	Artistic parquetry.	May 5, 1884.	Decoration of Hôtel de Ville.	33,810 -	Price agreed.	Private contract.
L'Avenir, 9, rue St. Ambroise.	Staircase balustrades.	"	" " "	1,463 71	5·0	"
L'Union, 75, rue de Charonne.	Painting	April 26, 1884.	Bercy warehouses; bars and gates.	8,018 56	45·6	Public competition.
Société générale des ouvriers couvreurs, 135, rue du faubourg St. Denis.	Roofing and plumbing.	June 14, 1884.	Enlargement of School of Physics and Chemistry.	7,255 92	38·1	"
Associations ouvrières de l'ameublement réunies, 10, rue Basfroy.	Furniture	Aug. 12, 1884.	Decoration of Hôtel de Ville.	56,504 45	Price agreed.	Private contract.
Association générale de l'ébénisterie parisienne, 106, rue Chemin Vert.	"	"	" " "	10,800 -	"	"
L'Avenir, 9, rue St. Ambroise.	Staircase balustrades.	Sept. 24, 1884.	" " "	1,463 71	5·0	"
Société générale des ouvriers couvreurs plombiers, 135, rue du faubourg St. Denis.	Roofing and plumbing.	Oct. 11, 1884.	Enlargement of Archives House.	15,707 94	39·1	Public competition.
Association syndicale des ouvriers parqueteurs du Département de la Seine, 24, rue Petrelle.	Mosaic parquetry.	April 21 1885.	Decoration of Hôtel de Ville.	19,496 85	Price agreed.	Private contract.
Société générale des ouvriers couvreurs plombiers-zingueurs, 235, faubourg St. Martin.	Roofing and plumbing.	Mar. 14, 1885.	Enlargement of Mayor's Mansion, 15th District.	9,659 40	40·0	Public competition.
Association corporative des ouvriers tapseiers, 9, rue St. Ambroise.	Hangings	April 15, 1885.	Mayor's Mansion 16th District.	5,374 10	Price agreed.	Private contract.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
				Fr. c.	Per cent.	
La Parisienne, 8, rue du Maine.	Joinery	June 27, 1885.	Enlargement of day school at Lycée Charlemagne.	21,511 10	32'5	Public competition.
Corporation des ouvriers du bronze, 16, rue d'Alembert.	Metal key-plates (for arches over doors and gates).	Sept. 31, 1885.	Hôtel de Ville	2,600 -	Net price.	Private contract.
Société générale des ouvriers couvreurs-plombiers-tingueurs de Paris, 235, faubourg St. Martin.	Roofing	Sept. 19, 1885.	Warehouses, St. Bernard.	35,230 63	36'1	Public competition.
Association parisienne d'ouvriers parqueteurs, 31, rue de Chazelles.	Parquetry	Oct. 23, 1885.	Mayor's Mansion of 13th District.	3,977 19	37'0	Private contract.
" " "	"	Oct. 17, 1885.	Enlargement of block of school buildings, rue Blomet.	15,578 82	36'1	Public competition.
Association d'ouvriers menuisiers, 30, rue de Poteau.	Joinery	Nov. 7, 1885.	Detached building at Pantin Cemetery.	22,227 10	33'1	"
La Parisienne, 9, rue du Maine.	"	"	Detached building at Bagneux Cemetery.	10,337 54	33'9	"
Association générale de l'ébénisterie parisienne, 106, rue du Chemin Vert.	Office furniture.	Nov. 25, 1885.	Furnishing Hôtel de Ville.	9,000 -	Price agreed.	Private contract.
Association de l'ébénisterie, 6, rue St. Nicolas.	Benches	"	" " " "	6,000 -	"	"
Association corporative des ouvriers tapissiers, 9, rue St. Ambroise.	Curtains	"	" " " "	10,000 -	"	"
Association corporative du bronze, 16, rue d'Alembert.	Ornamentation of staircase balustrade.	Feb. 13, 1886.	Hôtel de Ville	2,120 -	"	"
Association générale des ouvriers cimentiers, 45, rue de Tanger.	Cement paving.	Nov. 25, 1885.	Mayor's Mansion, 13th District.	1,219 04	20'0	"
Association corporative des ouvriers tapissiers, 37, rue Cardinet.	Upholstery	Feb. 13, 1886.	Furnishing and decorating Hôtel de Ville.	3,880 -	Price agreed.	"
Société des ouvriers charpentiers de la Villette, 49, rue St. Blaise.	Carpentering	April 31, 1886.	Maintenance and repair of the municipal buildings (1888(?) - 91).	37,392 -	22'1	Public competition.
Union corporative des ouvriers serruriers du Département de la Seine, 7, rue Communes.	Smith's work	May 13, 1887.	Construction of new sheep-pens at la Villette Cattle Market.	10,647 12	31'1	"

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks
				Fr. c.	Per cent.	
Union corporative des ouvriers menuisiers du Département de la Seine, ¹ 161, rue Marcadet.	Joinery and parquetry.	July 13, 1888.	Maintenance and repair of the municipal buildings (1888-91).	35,131 -	18'3	Private contract.
L'Espérance du Bâtiment, 81-83, rue des Pyrénées.	"	"	" " "	34,722 50	18'3	"
Association générale de l'ébénisterie parisienne, 106, rue du Chemin Vert.	"	"	" " "	32,680 -	18'3	"
Association d'ouvriers menuisiers en bâtiment de Paris, 30, rue du Poteau.	"	"	" " "	31,454 -	18'3	"
Union syndicale corporative des ouvriers terrassiers du Département de la Seine, 96, Bd. de Charonne.	Earthworks	Oct. 5, 1888.	Construction of a men's night shelter, rue du Château des Rentiers.	14,000 -	Price agreed.	"
Société des ouvriers charpentiers de la Villette, 49, rue St. Blaise.	Carpentering	"	" " "	19,992 -	28'6	"
Union corporative des ouvriers menuisiers, 161, rue Marcadet. ¹	Joinery	"	" " "	15,600 -	13'0	"
Union corporative des ouvriers serruriers du Département de la Seine, 7, rue Commines.	Smith's work	"	" " "	8,500 -	15'0	"
Le Travail, 6, rue de Madrid.	Painting and glazing.	"	" " "	4,200 -	30'0	"
Association générale de l'ébénisterie parisienne, 106, rue du Chemin Vert.	Joinery	Jan. 12, 1889.	Enlargement of Mayor's Mansion of 13th District.	35,768 94	33'5	Public competition.
Société des ouvriers charpentiers de la Villette, 49, rue St. Blaise.	Carpentering	April 20, 1889.	Construction of a block of school buildings.	15,638 46	27'2	"
" " "	"	"	Construction of school, rue Juhén-Lacroix.	8,423 19	26'4	"
" " "	"	Sept. 7, 1889.	La Villette Cattle Market, iron barriers.	32,446 22	36'6	"

¹ See ante, p. 151 n.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
Association d'ouvriers paveurs de la Seine, 16, rue des Ardennes.	Paving	Sept. 7, 1889.	La Villette Cemetery Market, reconstruction of the piggeries.	Fr. c. 28,700 -	Per cent. 24.0	Public competition.
Association corporative des ouvriers tapissiers, 5, rue Meissonnier.	Furniture	Feb. 11, 1890.	Mayor's Mansion of 14th District.	31,000 -	Price agreed.	Private contract.
Union corporative des ouvriers menuisiers de la Seine, 161, rue Marcadet. ¹	Joinery	Mar. 27, 1890.	Construction of Central Labour Exchange.	20,000 -	13.0	"
Association d'ouvriers menuisiers, 39, rue du Foteau.	"	"	" " "	20,000 -	13.0	"
L'Espérance du Batiment, 81-83, rue des Pyrénées.	"	"	" " "	20,000 -	13.0	"
Association générale de l'ébénisterie parisienne, 100, rue du Chemin Vert.	Cabinet-making.	"	" " "	20,000 -	13.0	"
Association des ouvriers parqueteurs, 10, rue de la Rosière,	Parquetry	"	" " "	20,000 -	18.0	"
Union corporative des ouvriers serruriers, 7, rue de Communes.	Hardware	"	" " "	20,000 -	16.0	"
Le Travail, 6, rue de Madrid.	Painting	"	" " "	20,000 -	26.0	"
L'Éclairage Moderne, 99, faubourg du Temple.	Gas-fitting	"	" " "	20,000 -	20.0	"
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Furniture	April 24, 1890.	Block of school buildings, rue Marcadet. Installation of the Municipal Library.	4,600 -	Price agreed.	"
Union corporative des ouvriers menuisiers, 161, rue Marcadet. ¹	"	"	" " "	4,612 -	Net price.	"
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	"	July 15, 1890.	Mayor's Mansion, 14th District.	9,000 -	Price agreed.	"
Atelier syndical des ouvriers menuisiers 25, avenue St. Ouen. ²	Joinery	Aug. 12, 1890.	Central Labour Exchange.	8,000 -	13.0	"
L'Espérance du bâtiment, 81-83, rue des Pyrénées.	Joinery and parquetry.	July 26, 1890.	Reconstruction of school, rue de Tourville.	12,765 38	32.2	Public competition.

¹ See *ante*, p. 151 n.² This is "Le Bois," see *post*, p. 272.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
Société des ouvriers charpentiers de la Villette, 49, rue St. Blaise.	Carpentering	July 26, 1890.	Reconstruction of schools, rue Belleville and rue des Pyrénées.	Fr. c. 14,735 15	Per cent. 27.8	Public competition.
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Furniture	Sept. 13, 1890.	Lycée Voltaire -	10,894 -	Price agreed.	Private contract.
Association corporative des ouvriers tapissiers, 5, rue Meissonnier.	"	"	" " -	2,790 -	"	"
Société des ouvriers parqueteurs, 10, rue de la Rosière.	Parquetry	Sept. 23, 1890.	Construction of Central Labour Exchange.	9,600 -	18.0	"
Le Progrès, 60, rue Caulaincourt.	Painting	"	" " -	9,600 -	26.0	"
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Furniture	Nov. 2, 1890.	Sorbonne -	11,857 -	Price agreed.	"
Société des ouvriers charpentiers de la Villette, 49, rue St. Blaise.	Carpentering	Oct. 18, 1890.	Construction of schools, rue Chaptal.	14,370 8	34.8	Public competition.
L'Éclairage Moderne, 99, faubourg du Temple.	Gas-fitting	Nov. 22, 1890.	Construction of schools, rue Vicq d'Azir and rue Claude Vellefaux.	7,919 85	44.5	"
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Joinery	"	" " -	34,034 48	33.7	"
Société corporative des ouvriers parqueteurs, 10, rue de la Rosière.	Parquetry	"	" " -	19,321 48	26.1	"
L'Éclairage Moderne, 99, faubourg du Temple.	Roofing and plumbing.	Jan. 10, 1891.	Construction of schools, rue Étienne Dolet and rue des Marmites.	13,199 50	40.1	"
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Joinery	"	" " -	21,688 73	33.9	"
" " "	"	"	Construction of new piggeries at La Villette slaughter-house.	9,006 82	36.1	"
Association corporative des ouvriers tapissiers, 5, rue Meissonnier.	Furniture	Feb. 13, 1891.	Sorbonne -	4,046 46	Price agreed.	Private contract.
Union corporative des ouvriers serruriers, 7, rue Communes.	Smiths' work	Feb. 20, 1891.	Enlargement of school, rue Titon.	9,006 -	18.0	"

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
L'Espérance du Batiment, 81-83, rue des Pyrénées.	Joinery and parquetry.	Mar. 20, 1891.	Maintenance and repair of the municipal buildings, 1891-4.	Fr. c. 67,320 -	Per cent. 25·2	Public competition.
La Menuiserie Moderne, 161, rue Marcadet.	" "	Mar. 23, 1891.	" " "	43,800 -	27·0	"
L'Eclairage Moderne, 99, faubourg du Temple.	Roofing and plumbing.	April 25, 1891.	" " "	102,200 -	27·0	"
Le Travail, 6, rue de Madrid.	Painting and glazing.	Mar. 24, 1891.	" " "	62,900 -	28·0	"
Union corporative des ouvriers serruriers, 7, rue de Communes.	Bars	May 27, 1891.	Central Labour Exchange.	9,945 -	Price agreed.	Private contract.
Le Progrès, 60, rue Caulaincourt.	Painting	"	" " "	8,500 -	26·0	"
Société des ouvriers charpentiers de la Villette, 46, rue St. Blaise.	Raised benches.	May 23, 1891.	" " "	15,000 -	18·0	"
La Menuiserie Moderne, 161, rue Marcadet.	Furniture	"	" " "	9,920 -	Price agreed.	"
Atelier syndical des ouvriers menuisiers, 34, rue Baron. ¹	"	"	" " "	9,920 -	"	"
L'Espérance du Batiment, 81-83, rue des Pyrénées.	"	"	" " "	9,920 -	"	"
L'ébénisterie parisienne, 60, rue St. Maur.	"	"	" " "	9,920 -	"	"
Association des ouvriers menuisiers de Paris, 30, rue du Poteau.	"	"	" " "	9,920 -	"	"
La Menuiserie Moderne, 161, rue Marcadet.	Joinery	May 30, 1891.	Reconstruction of school, rue Ganneron (?)	14,728 23	37 3	Public competition.
Société coopérative des ouvriers parqueteurs, 10, rue de la Rosière.	Parquetry	"	Construction of block of school buildings, rue St. Lambert.	18,516 77	25·1	"
La Fraternelle, 10, boulevard Morland.	Painting and glazing.	July 21, 1891.	Construction of school, rue Gerbert.	8,148 33	38·2	Private contract.
Société coopérative des ouvriers parqueteurs, 10, rue de la Rosière.	Parquetry	June 27, 1891.	Construction of Bouille School.	41,030 37	23·9	Public competition.
Le Travail, 6, rue de Madrid.	Painting	July 25, 1891.	Central markets.	10,000 -	26·0	Private contract.
Association corporative des ouvriers tapissiers, 5, rue Meissonnier.	Cornices	Aug. 28, 1891.	Sorbonne.	10,360 -	Price agreed.	"

¹ This is "Le Bois," see post, p. 272.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
Société coopérative des ouvriers parqueteurs, 10, rue de la Rosière.	Parquetry	Aug. 20, 1891.	Ledru Rollin Asylum.	Fr. c. 7,469 2	Per cent. 18·0	Private contract.
La Menuiserie Moderne, 161, rue Marcadet.	Joinery	Sept. 29, 1891.	Central Labour Exchange.	9,600 -	13·0	"
Atelier syndical des ouvriers menuisiers, 34, rue Baron. ¹	"	"	" " -	9,000 -	13·0	"
Société des ouvriers tôliers-fumistes, 29, rue Geoffroy St. Hilaire.	Kitchen oven and range	Oct. 6, 1891.	Ethienne(?) school	7,000 -	Net price.	"
Association d'ouvriers doreurs, 86, rue St. Vincent.	Gilding	Oct. 1, 1891.	Mayor's Mansion of 13th District.	1,310 -	"	"
Chambre syndicale des ouvriers marbriers, 88, rue Oberkampf. ²	Ornamental mantel-piece	Oct. 17, 1891.	Hôtel de Ville -	10,000 -	"	"
Atelier syndical des ouvriers menuisiers de Paris, 34, rue Baron. ¹	Joinery	Oct. 10, 1891.	Archives House -	17,169 10	38·9	Public competition.
Association générale de l'ébénisterie parisienne, 60, rue St. Maur.	Furniture	Nov. 23, 1891.	Central Labour Exchange.	9,600 -	Price agreed.	Private contract.
La Menuiserie Moderne, 161, rue Marcadet.	"	"	" " -	9,500 -	"	"
Association d'ouvriers menuisiers, 30, rue du Poteau.	"	"	" " -	8,100 -	"	"
L'Espérance du Bâtimet, 81-83, rue des Pyrénées.	"	"	" " -	9,500 -	"	"
Atelier syndical des ouvriers menuisiers, 34, rue Baron. ¹	"	"	" " -	8,200 -	"	"
Le Travail, 6, rue de Madrid.	Painting	Dec. 16, 1891.	Banqueting Hall, rue Lecombe.	9,030 66	18·0	"
L'Espérance du Bâtimet, 81-83, rue des Pyrénées.	Joinery	Nov. 21, 1891.	Converting No. 49, rue de Charanton into school.	13,738 12	37·5	Public competition.
Association corporative des ouvriers tapissiers, 5, rue Meissonnier.	Furniture	Dec. 23, 1891.	Sorbonne - -	2,538 90	Price agreed.	Private contract.
Société coopérative des ouvriers parqueteurs, 10, rue de la Rosière.	Parquetry	Dec. 19, 1891.	Construction of school, rue Cler.	12,502 30	25·1	Public competition.

¹ This is "Le Bois," see *post*, p. 272.

² This appears to be the "Union syndicale des ouvriers marbriers du meuble" mentioned in *Annuaire des Syndicats Professionnels*, 893, p. 294, as having been founded in 1891, and having 110 members.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after Deduction of Rebate).	Rebate.	Remarks.
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Furniture	Feb. 27, 1892.	Sorbonne -	Fr. c. 28,200 -	Per cent. Price agreed.	Private contract.
Association corporative des ouvriers tapissiers, 5, rue Meissonnier.	"	"	" " -	26,400 -	"	"
Société des ouvriers charpentiers de la Villette, 49, rue St. Blaise.	Carpentering and iron staircases.	Feb. 6, 1892.	Construction of school, rue des Lilas.	13,349 97	30'4	Public competition.
Société des ouvriers horlogers, 43, rue de Saintonge.	Clock-making	Feb. 27, 1892.	Central Labour Exchange.	5,270 -	Price agreed.	Private contract.
Association d'ouvriers granitiers du Département de la Seine, 13, rue de l'Eure.	Paving	"	School, rue de Charenton.	9,821 18	12'6	"
Atelier syndical des ouvriers menuisiers, 34, rue Baron. ¹	Joinery and parquetry	Feb. 20, 1892.	Construction of school, rue du Cher(?).	15,236 4	28'6	Public competition.
Association d'ouvriers doreurs, 36 and 38, rue St. Vincent.	Gilding	Mar. 19, 1892.	Mayor's Mansion, 13th District.	520 -	Net price.	Private contract.
Société des ouvriers charpentiers de la Villette, 49, rue St. Blaise.	Carpentering	Mar. 12, 1892.	Construction of school, rue Desrenaudes.	8,961 17	31'5	Public competition.
" " "	"	"	Construction of school, rue des Panoyaux.	15,409 37	36'6	"
" " "	"	Mar. 26, 1892.	Construction of school, rue Championnet.	17,763 16	34'4	"
Association corporative des ouvriers tapissiers, 5, rue Meissonnier.	Furniture	April 29, 1892.	Banqueting Hall, rue Lecombe.	5,172 -	Price agreed.	Private contract.
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	"	"	Banqueting Hall, rue Lecombe. Mayor's Mansion of 12th District.	6,095 -	"	"
Association corporative des ouvriers tapissiers, 5, rue Meissonnier.	"	"	Banqueting Hall. Mayor's Mansion of 12th District.	10,800 -	"	"
Association d'ouvriers doreurs, 36 and 38, rue St. Vincent.	Decoration	"	" " " "	3,509 -	30'0	"
Société coopérative des ouvriers parqueteurs, 10, rue de la Roquette.	Parquetry	April 9, 1892.	Reconstruction of the J. B. Say School.	58,789 83	20'1	Public competition.
" " "	"	"	Reconstruction of the Sorbonne.	145,414 74	18'5	"
Le Travail, 6, rue de Madrid.	Glazing	"	" " " "	47,934 10	42'1	"

¹ This is "Le Bois," see *post*, p. 272.

Name of Association.	Nature of Works.	Date of Contract	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
				Fr. c.	Per cent.	
Association d'ouvriers paveurs de Paris, 131, boulevard Bessières.	Paving	April 9, 1892.	Reconstruction of the Sorbonne.	22,780 91	34'4	Public competition.
Le Travail, 6, rue de Madrid.	Mirrors and gilding.	June 17, 1892.	Banqueting Hall, rue Lecombe.	1,242 -	8'0	Private contract.
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Joinery	July 9, 1892.	Construction of schools, rue de la Plaine.	31,950 -	33'1	Public competition.
" " "	"	"	Reconstruction of Mayor's Mansion of 10th District.	25,257 36	31'1	"
L'Espérance du Bâtiment, 81-83, rue des Pyrénées.	Parquetry.	Aug. 13, 1892.	Reconstruction of schools, rue de la Plaine.	17,243 44	23'2	"
" " "	"	"	Mayor's Mansion of 10th District.	13,890 24	26'1	"
Union des ouvriers serruriers, 7, rue Froissart.	Telephone and bell-hanging.	Sept. 14, 1892.	Labour Exchange	7,000 -	30'0	Private contract.
L'Espérance du Bâtiment, 81-83, rue des Pyrénées.	Joinery and parquetry.	Sept 17, 1892.	Construction of school, rue Faidherbe.	13,404 83	30'0	Public competition.
La Menuiserie Moderne, 172, rue Marcadet.	Joinery	Dec. 1, 1892.	Celestins Barracks	9,518 97	26'0	Private contract.
Atelier syndical des ouvriers menuisiers, 84, rue Baron.	"	"	" " "	9,932 6	22'4	"
L'Espérance du Bâtiment, 83, rue des Pyrénées.	"	"	" " "	9,932 6	22'4	"
Association corporative des ouvriers tapissiers, 5, rue Meissonnier.	Furniture	"	Mayor's Mansion of 9th District.	1,400 -	Price agreed.	"
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	"	"	" " "	8,497 -	"	"
L'Éclairage Moderne, 99, faubourg du Temple.	Gas-fitting	"	School, rue Ganneron (?).	10,000 -	27'0	"
La Menuiserie Moderne, 172, rue Marcadet.	Furniture	"	" " "	6,740 -	37'3	"
Société des ouvriers charpentiers de la Villette, 49, rue St. Blaise.	Carpentering	Feb. 8, 1893.	Asylum, rue de Tolbuc.	10,000 -	25'0	"
Association des ouvriers paveurs de Paris, 131, boulevard Bessières.	Paving and drainage.	April 15, 1893.	School, rue Bouret	7,024 38	34'0	Public competition.

¹ This is "Le Bois," see *post*, p. 272.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
<i>Société des ouvriers charpentiers de la Villette, 40, rue St. Blaise.</i>	Carpentering	June 1, 1893.	Asylum, rue de Tolbiac.	Fr. c. 2,345 -	Per cent. 25'0	Private contract.
<i>La Menuiserie Moderne, 161, rue Marcadet.</i>	Joinery	"	" " "	2,606 18	30'0	"
<i>Association des ouvriers menuisiers, 30, rue du Potreau.</i>	"	"	" " "	3,324 26	30'0	"
<i>L'Espérance du Batiment, 81, rue des Pyrénées.</i>	"	"	" " "	8,050 58	20'0	"
<i>Société coopérative des ouvriers parqueteurs, 10, rue de la Rosière.</i>	Parquetry	"	" " "	8,946 -	20'0	"
<i>Le Progrès, 60, rue Caulaincourt.</i>	Painting	"	" " "	4,579 -	25'0	"
<i>Association des ouvriers menuisiers, 30, rue du Potreau.</i>	Joinery	"	Night Shelter, rue Stendhal.	7,151 -	20'0	"
<i>La Menuiserie Moderne, 161, rue Marcadet.</i>	"	"	" " "	7,200 -	20'0	"
<i>Société coopérative des ouvriers parqueteurs, 10, rue de la Rosière.</i>	Parquetry	"	" " "	6,550 -	20'0	"
<i>Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.</i>	Furniture for library.	June 16, 1893.	Etienne (?) school.	8,900 -	Net price.	"
<i>Société coopérative des ouvriers parqueteurs, 10, rue de la Rosière.</i>	Parquetry	Aug 28, 1893.	School, rue des Lilas.	8,998 75	15'0	"
<i>Le Travail, 6, rue de Madrid.</i>	Painting	Oct. 3, 1893.	Celestins Bar	8,136 80	30'0	"
<i>Le Progrès, 60, rue Caulaincourt.</i>	"	"	" " "	16 80	30'0	"
<i>Association corporative des ouvriers tapissiers, 5, rue Meissonnier.</i>	Hangings	"	Pavilion of Flora	1 -	Price	"
<i>Association des ouvriers grani- tiers du Département de la Seine, 13, rue de l'Eure.</i>	Paving and draining.	Oct. 24, 1893.	Enlargement of block of school buildings, boulevard Arago.	7,996 30.		"
<i>Association corporative des ouvriers tapissiers, 5 rue Meissonnier.</i>	Furniture	Nov. 7, 1893.	Sorbonne - -	8,627 -	Price agreed.	"
<i>Association d'ouvriers paveurs de Paris, 131, boulevard Bessières.</i>	Paving (grit-stone, wood, and granite).	Nov. 11, 1893.	Construction of block of school buildings, rue Wattignies.	20,150 47	13'3	Public competition.

Name of Association.	Nature of Work.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
L'Éclairage Moderne, 99, faubourg du Temple.	Gas-fitting	Dec. 30, 1893.	Reconstruction of Celestins Barracks.	Fr. 9,940 50	Per cent. 25 0	Private contract.
Union des ouvriers serruriers, 7, rue Froissart.	Electric bells.	Feb. 28, 1894.	Asylum, rue de Tolbiac.	1,500 -	25 0	"
Société des ouvriers plombiers-couvreurs-singueurs, 152, rue Saint-Maur. ¹	Gas-fitting	"	Celestins Barracks	3,375 -	25 0	"
Association générale de l'ébénisterie parisienne, 174, cité Bertrand.	Furniture	Apr. 12, 1894.	J. B. Say School.	8,140 68	18 0	"
" " "	"	May 29, 1894.	Etiennette (?) School.	9,900 -	Net price.	"
" " "	"	July 20, 1894.	Boulle School	5,000 -	"	"
Association d'ouvriers menuisiers, 30, rue du Poteau.	Joinery	June 9, 1894.	Transformation of buildings at La Villette slaughter-houses.	14,680 -	34 3	Public competition.
Les charpentiers de Paris, 24, rue Labrousse.	Carpentering	July 26, 1894.	Enlargement of school, rue de Marseille.	8,402 93	33 0	Private contract.
Le Bois, 34, rue Baron.	Joinery	"	" " "	8,790 85	32 6	"
Association générale de l'ébénisterie parisienne, 174, cité Bertrand.	Furniture	Sept. 18, 1894.	Boulle School	9,979 -	Price agreed.	"
Association d'ouvriers menuisiers, 35, rue du Poteau.	"	"	" " "	5,230 -	"	"
Union des ouvriers serruriers, 7, rue Froissart.	"	"	" " "	7,040 -	"	"
Société des ouvriers parqueteurs de Paris, 10, rue de la Rosière.	Parquetry	Sept. 21, 1894.	Celestins Barracks	9,734 14	16 0	"
Société d'ouvriers paveurs de Paris, 131, boulevard Bessières.	Paving	"	" " "	5,427 88	22 0	"
Le Travail, 6, rue de Madrid.	Mirrors	"	" " "	8,550 96	34 0	"
Union des sculpteurs-mouleurs français, 60, rue Caulaincourt.	Fibrous plastering.	"	" " "	7,938 96	20 0	"

¹ In the original this is "couvreurs-plombiers-singueurs"; but the address shows that this title is a mistake, confusion having arisen out of the similarity of the name of the association referred to with that of the Union des ouvriers couvreurs-plombiers-singueurs, 12, rue de Nue.

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
				Fr. c.	Per cent.	
Association des ouvriers menuisiers de Paris, 35, rue du Poteau.	Joinery and parquetry.	Sept. 12, 1894.	Maintenance and repair of the municipal buildings (1894-8).	44,944 -	25'1	Public competition.
L'Espérance du Bâiment, 81, rue des Pyrénées.	"	"	" " "	51,800 -	28'0	"
La Menuiserie Moderne, 161, rue Marcadet.	"	"	" " "	57,200 -	28'5	"
Les charpentiers de Paris, 24, rue Lalrouste.	Carpentering	Oct. 15, 1894.	" " "	60,000 -	25'0	Private contract.
Le Menuiserie Moderne, 161, rue Marcadet.	Joinery and parquetry.	Sept. 22, 1894.	Construction of school, rue de Florence.	18,779 71	32'8	Public competition.
Société des ouvriers charpentiers de la Villette, 46, rue St. Blaise.	Carpentering	Oct. 6, 1894.	Construction of school, rue des Couronnes.	9,779 69	25'1	"
Société des ouvriers plombiers - couvreurs-zingueurs du Département de la Seine, 152, rue St. Maur.	Roofing and plumbing.	"	" " "	8,552 94	45'2	"
Le Travail, 6, rue de Madrid.	Painting	Nov. 26, 1894.	Maintenance and repair of the municipal buildings (1894-8).	86,580 -	51'9	Private contract.
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Joinery	Dec. 1, 1894.	Reconstruction of Mayor's Mansion of 10th District.	37,919 12	31'1	"
Association corporative des ouvriers tapisiers, 5, rue Meissonnier.	Furniture	Dec. 1 1894	Enlargement of Mayor's Mansion of 13th District.	3,663 -	Price agreed.	"
" " "	Decoration	Jan. 4, 1895.	Châtelet Theatre	3,034 -	"	"
Union des sculpteurs - mouleurs français, 60, rue Caulaincourt.	"	"	" " "	2,280 -	Net price.	"
Association d'ouvriers doreurs, 93, rue Caulaincourt.	"	"	" " "	3,258 -	30'0	"
Association corporative des ouvriers tapisiers, 5, rue Meissonnier.	Upholstery	Jan. 18, 1895.	Mayor's Mansion of 10th District.	2,670 -	Net price.	"
Union des sculpteurs - mouleurs français, 60, rue Caulaincourt.	Stone carvings.	"	" " "	3,660 -	"	"
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Joinery	"	" " "	2,414 -	"	"

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
Les charpentiers de Paris, 24, rue Labrousse.	Carpentering	Jan. 12, 1895.	Reconstruction of school, rue de Ménilmontant.	Fr. c. 9,684 85	Per cent. 34'4	Public competition.
Association d'ouvriers menuisiers, 35, rue du Poteau.	Joinery	Feb. 9, 1895.	Construction of Fire Brigade Barracks, rue J. J. Rousseau.	58,255 11	36'1	"
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Furniture	Mar. 9, 1895.	J. B. Say School.	4,034 -	Net price.	Private contract.
" " "	"	Mar. 25, 1895.	Boule School	2,850 -	"	"
" " "	Joinery	April 18, 1895.	Mayor's Mansion of 10th District.	30,000 -	31'1	"
Association corporative des ouvriers tapissiers, 5, rue Meissonnier.	Furniture	April 8, 1895.	Sorbonne	9,988 -	Net price.	"
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	"	"	"	9,905 -	"	"
Association d'ouvriers doreurs, 93, rue Caulaincourt.	Decoration	April 16, 1895.	Gaieté Theatre	5,137 -	30'0	"
L'Eclairage Moderne, 99, faubourg du Temple.	Gas-fitting	April 18, 1895.	Mayor's Mansion of 10th District.	9,470 -	35'0	"
" " "	Electric lighting.	June 17, 1895.	Sorbonne	8,170 -	Net price.	"
Association des ouvriers plombiers - couvreurs zingueurs, 152, rue St. Maur.	Roofing, plumbing, and slating.	July 23, 1895.	Construction of block of school buildings, rue Rebeval.	18,263 61	31'0	"
Union des ouvriers serruriers, 7, rue Froissart.	Smiths' work	June 30, 1895.	"	56,808 20	33'5	Public competition.
Société des ouvriers charpentiers de la Villette, 49, rue St. Blaise.	Carpentering and iron staircases.	July 23, 1895.	Construction of school, rue des Pyrénées.	11,891 75	39'0	Private contract.
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Joinery and parquetry.	"	"	15,277 -	30 0	"
Société coopérative des ouvriers parqueteurs, 10, rue de la Rosière.	Parquetry	Aug. 9, 1895.	Construction of school, rue St. Luc.	7,142 10	23'0	"
Le Travail, 6, rue de Madrid.	Painting	Aug. 26, 1895.	Construction of block of school buildings, rue Roussin.	17,988 02	40'0	"
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Furniture	Aug. 20, 1895.	School, rue J. B. Say.	2,201 -	Net price.	"

Name of Association.	Nature of Works.	Date of Contract.	Character of Operations.	Net Amount of Contract (after deduction of Rebate).	Rebate.	Remarks.
Les charpentiers de Paris, 24, rue Labrouste.	Carpentering	Aug. 19, 1895.	Boarding school house, (r).	Fr. c. 9,320 92	Per cent. 30 0	Private contract.
Association d'ouvriers menuisiers, 35, rue du Poteau.	Joinery	"	" " "	9,456 6	30 0	"
Association coopérative des ouvriers parqueteurs, 10, rue de la Rosière.	Parquetry	"	" " "	13,283 56	23 0	"
Les charpentiers de Paris, 24, rue Labrouste.	Carpentering	Aug. 26, 1895.	Construction of school, rue de ?	19,839 40	30 0	"
Association des ouvriers parqueteurs, 10, rue de la Rosière.	Parquetry	"	" " "	14,665 42	23 0	"
Le Travail, 6, rue de Madrid.	Painting	"	" " "	11,728 80	40 0	"
Les charpentiers de Paris, 24, rue Labrouste.	Carpentering	Aug. 27, 1895.	Construction of school, rue Turgot.	10,075 30	30 0	"
La Menuiserie Moderne, 161, rue Marcadet.	Joinery	"	" " "	14,973 58	30 0	"
Association d'ouvriers menuisiers, 35, rue du Poteau.	Parquetry	"	" " "	11,030 13	23 0	"
Union des ouvriers serruriers, 7, rue Froissart.	Ironwork	"	" " "	19,793 47	32 0	"
Association générale de l'ébénisterie parisienne, 17A, cité Bertrand.	Furniture	Aug. 26, 1895.	Boulev. Sch. ool	6,600 -	Net price.	"
Société coopérative des ouvriers parqueteurs, 10, rue de la Rosière.	Parquetry	Aug. 3, 1895.	Reconstruction of Soibonne.	142,328 6	15 1	Public competition.
Les charpentiers de Paris, 24, rue Labrouste.	Carpentering	"	Construction of block of school buildings, rue Roussin.	21,480 90	36 4	"
L'Espérance du Bâtiment, 81, rue des Pyrénées.	Joinery	Aug. 24, 1895.	Construction of group of school buildings, place Duplex.	26,855 33	36 2	"
Société des ouvriers charpentiers de la Villette, 49, rue St. Blaise.	Carpentering	"	Construction of a block of school buildings, rue Brochant (?).	14,925 9	38 8	"
" " "	"	"	Construction of school, rue St. Maur (?).	8,744 2	39 1	"
" " "	"	"	Construction of school, rue d'Alésia.	8,638 17	37 4	"
Les charpentiers de Paris, 24, rue Labrouste.	"	Sept. 17, 1895.	Mayor's Mansion of 10th District.	15,000 -	25 0	Private contract.

[illegible]

APPENDIX H.

ITALIAN LAWS AND REGULATIONS RELATING TO THE EXECUTION OF
PUBLIC CONTRACTS BY CO-OPERATIVE SOCIETIES.*

PART I.

LAW amending the Law of General Accounts of the State, No. 6,216
(3rd Series), July 11th, 1889.

Art. 4.—Contracts for the execution of public works may be stipulated by private auction or tender ("a licitazione od a trattativa private") with co-operative societies of production and labour legally constituted among working men, provided that the amount of the work does not exceed lire 100,000 (4,000*l.*), and that it relates to contracts in which the value of labour predominates.

The payments on account shall be made *pro ratâ*, in proportion to the work executed, by assigning credits on the local treasuries ("mandati a disposizione") in the same manner as for expenditure to be made "ad economia."[†]

In such contracts the security shall be formed by means of a stoppage of 10 per cent. on the amount of each *pro ratâ* payment, to be returned when the works have been completed and approved ("collaudati").

PART II.

REGULATIONS for executing Article 4 of Law of 11th July 1889,
approved by Royal Decree of 23rd August 1890, No. 7,040
(3rd Series).

REGULATIONS.

Art. 1.—Within a month of these Regulations coming into force, the Prefect shall give public notice that a register of admission has been opened, in which co-operative societies of labour and production, desirous of tendering for contracts for public works, under Article 4 of the law of the 11th July 1889, are required to be inscribed in order to be qualified to compete.

Art. 2.—Indicates the details for each society which must be inserted in the register, such as title, object, names of members, and the craft they exercise, the date of the deed of constitution, and the name of the director or person delegated to represent the administration of the society, and, finally, the special conditions under which the society is formed.

Art. 3.—The demand for inscription in the register by the co-operative societies is to be accompanied by:

1. The deeds of constitution of the societies, with proofs of their having conformed to Articles 219, 220, and 221 of the Commercial Code,[‡] as regards their publication and transcription, or in lieu of the deeds, &c., the numbers of the official bulletin of

* The account of Italian legislation given in the text has been furnished by Sir D. Colnaghi, Her Majesty's Consul-General at Florence.

† When works are carried out directly by an administration which supplies the materials, the workmen being paid by daily wages. [See Regulations for the direction, the accounts, and the approval of public works carried out on account of the State under the care of the Ministry of Public Works, December 19, 1875, Articles 58-76.—D.F.S.]

‡ See Foreign Office Report, No. 211, 1891.

companies formed by shares, published by the Ministry of Agriculture, Industry, and Commerce, in which these deeds have been inserted, may be annexed.

2. A Table ("specchio") giving the names of the members and their crafts, and the names and qualities of the effective administrators, and of the other persons specially authorised to make contracts on the part of the said societies.

Art. 4.—The prefect verifies for each society—

- (a) if, by the above-mentioned deeds, the association is legally constituted as a co-operative society of production and labour;
- (b) if all the effective members are working-men, exercising the craft, or one of the crafts, which form the object of the society;
- (c) if the division of the profits is made in conformity with the principle of co-operation, i.e., if the said profits, the interest on capital at the legal commercial rate being deducted, as well as the proportion devoted to the reserve fund and to other special funds in accordance with the statutes, have been distributed among the working-men members [who have participated in the production in proportion to their effective work, i.e., to the wages they have received]; *

the societies which, in the Prefect's judgment, conform to the above conditions shall then be entered on the Register of Admission.

Art. 5.—Any changes that may occur in the constitution, composition, and representation of the society, are to be reported to the Prefect as in Article 3.

The Prefect shall cancel the inscription of those societies which have not conformed to the provisions of the present Article, as well as of those societies which have legally ceased to exist, are in liquidation, or no longer fulfil the requirements of Article 4.

Art. 6.—The Prefect will communicate by official letter to the societies the reasons for which their rejection or cancelling has been determined.

Within 30 days of the receipt of this communication the societies may appeal to the Ministry of Agriculture, Industry, and Commerce, whose decision is final. In default of appeal, the Prefect's decision is final.

Art. 7.—In the months of January and July of each year the prefect is required to send in to the Ministry of Agriculture, Industry, and Commerce a detailed report on the inscriptions, cancellings, and other annotations made in the Registry of Admissions, as well as on the inscriptions refused during the half-year.

Art. 8.—An extract of each inscription must be forwarded on the day of entry to each Ministry to the local Intendant of Finance and to the Prefects of the neighbouring ("limitrofe") provinces.

Art. 9.—The central and provincial Administrations of the State, when they propose to avail themselves of the facilities granted by Article 4 of the law of the 11th July 1889, must instruct the competent technical officers in preparing the plans to enter on a special Table ("tabella"):

1. The estimated cost of the labour including that relating to work "ad economia"† for the part to be executed by workmen furnished by the contractor.

* The words in this paragraph between brackets [] are those which, by the resolution passed by the Fourth Co-operative Congress, it is desired should be suppressed. (See *ante*, p. 159.—D.F.S.)

† Works which an administration undertakes directly, furnishing the required materials, and paying the workmen by daily wages. (See *ante*, p. 277 n.—D.F.S.)

2. The estimated cost for the supply of materials, implements of labour and other objects included in the contract, as also for the part to be executed "ad economia," when the materials, implements of labour, or other, are furnished by the contractor.
3. The sum total of the two estimates and the percentual proportion of the first with regard to the second.*
4. The estimated cost of management, supervision, and approval ("collaudo") of the works, of expropriations, &c., not included in the contract.

The sum total and the per-centage, as in No. 3, will serve to ascertain that the amount of the works to be contracted for does not exceed lire 100,000 (4,000*l.*), and that the cost of labour exceeds 50 per cent. of the whole.

Art. 10.—Authorises the separation of the contract for the supply of materials from the contract for labour.†

Art. 11.—The Administrations are to demand from the societies tendering for a contract not exceeding lire 8,000 (320*l.*) a Table, as in Article 3, with the addition of the variations that have occurred since their respective inscriptions on the register, and indicating the other works that the society has assumed and not yet completed.

The societies are also bound to furnish the Administration with data demonstrating that there exists a sufficient number of members fit to carry out the works to be contracted for and not otherwise employed.

Art. 12.—When the works do not exceed lire 8,000, private auction ("licitazione") may be proceeded with under the dispositions of Clause (b) of Article 100 of the Regulations for the General Accounts of the State, the draft conditions ("schema di atto") to be sent to the selected societies are to contain the indications expressed in the above-mentioned clause.

Art. 13.—Both in the case of private auction, under Clause (n) of Art. 100 of the Regulations for the General Accounts of the State, as well as in the case of private tender, the tenders must show an abatement on the estimates.

In the case of private auction, the Administration, by means of a "sealed schedule"‡ fixes the *minimum* abatement which the tenders must reach for the works to be adjudged, in conformity, so far as they are applicable, with Articles 86 and 90 of the Regulations for the General Accounts of the State.

When at the private auction two or more societies offer equally favourable tenders, a further competition will be held between them, and the works will be adjudged to that society which improves on the first tender.

When no further abatement is made the society will be selected by lot.

Art. 14.—When the amount of the contract exceeds lire 8,000, the Administration must issue public notices in the manner established for public auctions by Articles 73 and 76 of the Regulations for the General Accounts of the State.

* The literal translation of this section is—"The sum of the above-mentioned two estimates and the per-centage which the amount of the first estimate bears to the total;" e.g., labour, 150*l.*, materials, &c., 100*l.*, total, 250*l.*, ratio of labour to total, 60 per cent.—(D.F.S.)

† The full translation of this section is—"Whenever the nature of the works permit it, and reasons of practical convenience do not forbid it, the contracting Administrations may separate the contract for the supply of the materials from that for the labour."—(D.F.S.)

‡ "Scheda segreta."

In these notices the names of the societies inscribed on the Register of Admission, and which have conformed to the conditions established by Article 4, are to be inserted.

These notices shall be published at the place and in the province where the works are to be carried out, and also in the neighbouring provinces if it is thought opportune, following, for their insertion in the official bulletin of the Kingdom, the dispositions of Art. 76 of the Regulations as above.

The notices must indicate :

- (a.) The nature of the works, the locality in which they are to be executed, and their estimated cost.
- (b.) The place, the day, and the hour at which the tenders will be received. Between the date of the notice and that of the auction at least five days must elapse.
- (c.) The place in which the general and special conditions ("Capitolato Generale e Speciale") are deposited, together with the annexes, which are to serve as a basis for the contract.
- (d.) The condition that the societies must exhibit, on the day fixed for the auction, the Table and additions required by Article 11.

Art. 15.—In the General Conditions the proviso that a sealed schedule ("scheda segreta") for the *minimum* abatement on the price fixed by the estimates will be established by the Administration, is to be expressed.

Art. 16 provides that the societies duly inscribed on the registers at the Prefectures, which have not been invited to tender for a contract, may demand to be admitted to compete, provided that their petition is presented to the authority charged to receive the contract within three days of the date fixed by the public notice for holding the auction.

Art. 17.—By this article the societies, when they give in their tenders for the private auction, or when they present themselves for the private tender to which they have been invited, are required to name the person to whom they intend to intrust the execution of the works as their representative. This person must be acceptable to the Administration, and furnished with a regular certificate of fitness ("certificato di idoneità") attesting that he has given proof of technical skill ("perizia") in the execution of works similar to those which form the object of the contract, in conformity with the provisions of Article 77 of the Regulations; the dispositions of Article 347 of the law of the 20th March 1865 on public works continuing still in force.

One of the society's legal representatives may act as director of the works, provided that he is furnished with the certificate above mentioned.

Art. 18.—Under this article it is absolutely forbidden to the co-operative societies which have assumed contracts to cede, sub-let, or give out on piece-work, the whole or part of the works forming the object of the same under penalty of the rescission of the contract, of the payment of an indemnity for any damages that may occur, as well as of the forfeiture of the security, in so far as this may have been formed.

Art. 19.—Under exceptional circumstances, permission may be given in the contract for the society to employ non-members in a number not exceeding one-tenth of the total number of working-men employed on the works. In case of violation of this article, the penalties provided by Article 18 shall be applied.

Art. 20.—Provides that the payments shall be made in proportion to the work executed at periods of 10, 20, or 30 days, if within each period, a sufficient quantity of work has been completed to avoid the payment of lesser sums than those established by the Administration in

the special conditions; the dispositions of Article 358 and following of the law of the 20th March 1865, as regards the payment of the last rate, continuing in force.*

Art. 21.—The payments on account shall be made on the production of certificates, based on the statement of the progress ("stato di avanzamento") of the works. These certificates shall be issued by the person delegated by the contracting Administration to superintend the works, and the statements of the progress of the same shall be signed by the legal representative of the society.

The certificates for the payments on account shall show the amount to be retained for the security mentioned in the preceding article, and consequently the net payment that is to be made.

Art. 22.—When the Administration determines to make the payments by means of credits on the local treasuries ("mandati a disposizione") an official shall be delegated for this purpose, so that the payments may be made at the date established in the province, and possibly (when there is a local receiver of taxes) at or near the place where the works are carried out.

For the service of the payments to co-operative societies by means of drafts ("buoni") on credits on the local treasuries ("mandati a disposizione") for the accounts to be kept, for the returns to be made by the delegated officials, and for the responsibility of these officers, and of the agents who are to pay the drafts, the dispositions contained in sections 3 and 7 of Chap. VII. of the Regulations for the General Accounts of the State are applicable.†

Art. 23.—The works which, either from not having been systematically carried out or for other reasons, cannot be valued, are excluded from the certificate of progress, and for them no payments on account shall be made, saving that they are to be taken into account when they are in a condition to be duly measured and valued.

For contracts relating to the supply of stores, the method of consignment or delivery, and the terms of the payments, shall be established in the special conditions.

Art. 24.—When the works have been approved, and the fulfilment of the obligations imposed by the contract on the co-operative society ascertained, and the final regulation of the amount due ("crediti") has been found in order, the competent Administration provides for the payment of the balance and, consequently, for the return of the sums retained for the security, as in Articles 20 and 21.

Art. 25.—For all that is not otherwise provided for in the present Regulations, the dispositions of the existing General Regulations continue in force.

* By "the last rate" is meant the final *pro rata* payment. This article further provides that it shall be declared in the contracts that the security for the due execution thereof shall be formed by the retention of 10 per cent. of the amount of every instalment payable to the societies on account of work executed, exclusive of any other retention prescribed by the general conditions in force in relation to such contracts.—(D.F.S.)

† Section 3, Articles 361–368 (p. 114), contains special rules relating to credits on the local treasuries ("mandati a disposizione").

Section 7, Articles 435–455 (p. 136), relates to the payment of credits ("mandati," issued by the central Administrations, of the drafts remitted by the delegated officials, and of the orders issued by the intendants of finance.

APPENDIX J.

TRANSLATION of RETURN of CONTRACTS for PUBLIC WORKS
May 1888 andTABLE I.—ROAD WORKS granted by PRIVATE TREATY to CO-OPERATIVE
(Series 3), after ordinary PUBLIC

Province in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.		Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.
1. Forlì	Co-operative Joint Stock Society of Labourers and Skilled Trades of Forlì.	Maintenance of the section of road between Forlì railway station and the border of the province of Florence, on the high road No. 42, Forlì-Pontassieve, for the period of nine years, from July 1, 1888, to June 30, 1897.	May 23, 1888, for the period of nine years, for the yearly sum of lire 3,065.25.	Lire. 27,537.25	8.50
2. Massa	"	Deviation of a portion of the high road No. 38, Aulla-Suzzara, in the locality known as Serrone.	October 5, 1888	19,976.00	13.00
3. Cagliari	"	Building of a stone bridge over the River Flumendosa, between Muravera and Villaputzu, on the high road No. 75, Cagliari-Terranova.	May 8, 1889	429,135.00	8.50
Total			{ Lire say, £	476,808.25 119,068	

TABLE II.—ROAD WORKS granted to CO-OPERATIVE SOCIETIES in accordance

1. Aquila	Co-operative Joint Stock Society for Building of Baronissi (Salerno).	Maintenance of the section of the high road No. 51 of the Abruzzi, comprised between its junction with the communal road, at the station of Sulmona, and the bridge of Titolo Grove.	June 28, 1890, for four years, for the yearly sum of lire 20,074.45.	Lire. 80,297.90	6.50
2. "	"	Clearing the snow from the above-named section of road.	Piece-work agreement, January 30, 1891.	5,190.00	—
3. "	"	" "	Piece-work agreement, February 13, 1891.	7,000.00	—
4. "	"	" "	Piece-work agreement, February 23, 1891.	6,890.00	—

* Parliamentary Papers, *Legislatura XVII.*, First Session 1890-91-92. Chamber of Deputies (Branca), sitting of

APPENDIX J.

granted to ITALIAN CO-OPERATIVE LABOUR SOCIETIES, between
December 31, 1891.*

SOCIETIES prior to the PROMULGATION of the LAW of July 11, 1889
AUCTIONS had failed to elicit TENDERS.

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
The Society is represented by Signor Arduino Borini. Its internal affairs are arranged by Signor Germanico Piselli, the director and secretary. The works have proceeded and are proceeding in a manner which satisfies the Civil Engineering Department. They are performed by carters and by workmen belonging to the Society. The contract was given to the Society by private treaty, owing to the absence of bidders at the public auctions held at the Prefect's Offices in Forlì. The works, which were conducted by Signor Arduino Borini, representing, and himself belonging to, the Society, were finished in 1889, approved in 1890, and paid for on November 17, 1890. The contract was given to the Society by private treaty, owing to the absence of bidders at the public auctions held at the offices of the Prefect of Massa. The contract was given to the Society of Day Labourers of Forlì by private treaty, owing to the absence of bidders at the two public auctions held at the office of the Ministry of Public Works on February 16 and March 13, 1889.	The net yearly sum payable under the preceding contract was lire 3,041.79, and the abatement 0.30 per cent. — The contract was not carried out. It was rescinded, fresh plans having to be made for altering the position of the bridge, owing to changed conditions in the River Flumendosa.

with Art. 4 of the Law of July 11, 1889, No. 6,216 (Series 3).

There are no observations to make as regards the execution of the works. Their progress is, however, attended with extraordinary delay, and orders have to be repeatedly given before they are carried out. This is said to be due to want of money and of persons on the spot qualified to conduct the works, or to represent the society. The Society's representative at the works is Signor Antonio Zadalardo, a plasterer by trade. — — All the workmen employed are non-members of the Society, and belong to the locality. The contract is to last four years, and will expire on June 30, 1894. — —	The abatement in the previous contract was 18.907 per cent., hence the net sum was lire 13,153.24. For the works mentioned under 2, 3, and 4, the Society of Baronissi has already been paid the sum of lire 13,768.40. — —

No. XXXII. Presented by the Minister of Public Works (*interim*) of Posts and Telegraphs
February 4, 1892. Rome, 1892.

c 86500.

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TABLE II.—ROAD WORKS granted

Province in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.
5. Aquila	Co-operative Joint Stock Society for Building; Baronissi (Salerno).	Completion of the second section of the provincial road, Class 1, No. 1, comprised between the Fosso S. Pietro Avellana and Castel del Giudice.	Agreement, June 13, 1891.	Lire. \$0,490.24 5.80
6. Catanzaro.	"	Maintenance of the section between the Sella del Soccorso, near S. Mauro Marchesato, and the provincial road Cotrone-Cutro, in the high road No. 61, called Silana.	June 20, 1890, for two years, for the yearly sum of lire 8,705.42.	17,410.84 5.00
7. Foggia	"	Works for protecting a section of the high road No. 53, Appulo-Sannitica, against the wash of the stream of Fortore. The section is that between the bridge with the 13 arches on the Fortore and the gate of Foggia di Lucera.	March 18, 1890	53,400.00 6.00
8. "	"	Works supplementary to the above.	Supplementary tender, August 11, 1890.	6,774.40 8.00
9. Aquila	Co-operative Joint Stock Society for Building, of Nocera (Salerno).	Completion of the third section of the branch road in provincial road, Class 2, No. 46, from the Sella di Castiglione to the Fosso Colle del Faggio.	September 19, 1890.	22,515.00 5.00
10. Catanzaro.	"	Maintenance of the section of the high road, No. 68, from Montecucco to Marina di Stilo, between Montecucco and the border of the province of Reggio-Calabria, on Mount Pecoraro.	August 16, 1890, for the period of seven years, for the yearly sum of lire 9,951.	69,657.00 7.00
11. "	"	Extra supply of shingle for the above.	Tender, November 30, 1890.	3,878.10 7.00

to CO-OPERATIVE SOCIETIES, &c.—*continued.*

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
The Signor Zadalardo, referred to above, was legally authorised to represent the Society on the spot. The contract was formally committed to the Society at the end of October 1891, but the Society was authorised to defer the commencement of work till April 1892. The works are conducted by one of the members, Santoro by name, a mason and bricklayer. They progress slowly, as the Society does not supply the funds needed for paying the men, none of whom are members. The contract lasts for two years, from July 1, 1890, to June 30, 1892. The works were begun on June 12, 1890, and their rate of progress constantly diminished. The continual changing of the local representative of the Society was rather detrimental to the technical conduct of the works, especially as regards the procuring of workmen. The Civil Engineering Department had to compel the director of the Society to conduct them himself. A period of four months was fixed for their execution, an extension of two months being afterwards granted. The Society, nevertheless, exceeded by 42 days the total period of six months allowed. The works have already been formally approved. During their progress the men frequently complained of delay in the payment of their wages. In the interests of the Society, the local management was undertaken in turns by Signor Antonio Cuoco, of Baronissi, director, and Signori Giuseppe and Alfonso Santoro, foremen masons and bricklayers, also of Baronissi. The timber work was entrusted to Onofrio and Federico Palumbo, carpenters, both belonging to the Society. With the exception of these, and three masons and bricklayers, who worked for a few days, all who were employed were non-members of the Society, and belonged to neighbouring communes. Owing to diligent supervision and direction on the part of the Civil Engineering Department, the works were executed satisfactorily.	— Previously the section of road was being constructed. The contract for its maintenance was taken over from July 1, 1890. —
There was no accredited representative of the Society at the works, though the Civil Engineering Department and the Prefect had requested that one should be sent. The engineer, Giovanni Cagnano, was accredited to receive the order for carrying out the works ("consegna") and to sign the documents. Complaints were made to the Civil Engineering Department for non-payment of the workmen's wages. At first many workmen of Salerno, said to belong to the Society, were employed. They soon left off work, however, and the Society employed men, all of whom but one were outsiders. There are still complaints as to non-payment of wages. In the summer of 1891 the Civil Engineering Department was frequently disturbed by workmen who came in bodies demanding payment of what was due to them.	—
Up till June 1891 the works were conducted, first by Giovanni Palmibo, mason and bricklayer, of Nocera, and then by Luigi Emscalchi, a contractor, also of Nocera, both belonging to the Society, though they never had formal authority to represent it. This has given grounds for supposing that they had taken over the contract. Owing to their inexperience and the failure of the Society to supply in due time the means for paying the workmen, the works had to be suspended in June. Many workmen were left unpaid.	In the preceding contract the abatement was 27·764 per cent., the net yearly sum being lire 7,180.23.
The matter was then entrusted to Saverio Pagario, of Nocera, a contractor, also belonging to the Society, who was to carry out the work for a small sum. It was, however, again suddenly suspended, owing to the failure of the men to obtain their wages—which have not yet been paid. The Civil Engineering Department has, in consequence, caused the work to be carried out by the Administration itself, to the detriment of the Society. All the men employed were non-members of the Society except three, who, however, only worked for a few months. The contract took effect from July 1, 1890, owing to the cancelling of the previous agreement and is to expire on June 30, 1897.	—

TABLE II.—ROAD WORKS granted

Province in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement Per Cent.
12. Catanzaro.	Co-operative Society of Eboli (Salerno).	Maintenance of a section of the high road No. 63 (called "delle Calabrie"), comprised between its junction with high road No. 65, near the bridge over the Angitola, and the stream of Mesima, on the border of the province of Reggio Calabria.	June 25, 1890, for a period of four years, for the yearly sum of lire 19,777.60.	Lire. 79,110.40 6'00
13. "	"	Extra carting of shingle on the above section of road.	Tender November 30, 1890.	5,405.00 6'00
14. Avellino	"	Rebuilding of a double guard-house on the pass of the Appennines on the high road No. 65, Contursi-Barletta.	May 9, 1890	7,304.00 6'30
15. Salerno	"	Maintenance of the section of high road No. 58 (of the Val d'Agri) between Sapri and Sanza.	May 9, 1890, for five years, for the yearly sum of lire 15,709.40.	78,547.00 8'00
16. Cosenza	"	Maintenance of the section of the high road No. 61 (della Sila), which is between the bridge of Camigliatello and Cosenza.	June 25, 1890, for five years, for the yearly sum of lire 18,791.24.	69,200.20 8'00
17. "	"	Rectifying defects found in work which required skilled labour, on the above section of road.	Declaration of March 23, 1891, appended to estimate of February 5, 1891.	1,843.23 5'00
18. "	"	Supply of materials, plant, &c., for constructing supports for the bridge, No. 25, in the above section of road.	Principal contract June 25, 1890.	1,721.79 —
19. "	"	Maintenance of the section of high road No. 61 (Sila), between the bridge of Camigliatello and Sella Gradina on the border of the province of Catanzaro.	June 25, 1890, for four years, for the yearly sum of lire 18,903.40.	75,613.60 6'00
20. "	"	Rectifying defects found in the work which required skilled labour on the above section of road.	Declaration of April 4, 1891, appended to the estimate, February 5, 1891.	4,174.76 —

40 CO-OPERATIVE SOCIETIES, &c.—*continued.*

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
The works are being conducted by Felice Antonio Borrello, of Monteleone Calabro, a contractor and member of the Society, and are proceeding most satisfactorily and rapidly. All the workmen are non-members of the Society. The contract took effect from July 1, 1890.	The abatement in the preceding contract was 20·43455 per cent., the net yearly sum being lire 16,331.86.
The works have proceeded regularly, but not rapidly enough. They are at present suspended owing to unfavourable weather. The work is under the direction of Signor Francesco Stornello, who has visited the spot from time to time as a member, and as representative of the Society. The works are being carried out by Andrea Palumbo, foreman, and a number of masons and labourers, all belonging to the Society. For work of minor importance two women and a stonecutter, non-members of the Society, have been taken on.	—
By a deed dated December 28, 1890, Signor Biagio Cetraro, a contractor residing at Sala Consilina, and a member of the Society, was appointed to represent that body. He superintends the work and acts with Signor Francesco Stornello, the technical director, as representative of the Society in its relations with the Civil Engineering Department. He is assisted at the works by another member, Signor Giuseppe Viceconti. None of the workmen belong to the Society.	The abatement in the preceding contract was 27·0203 per cent., the net yearly sum being lire 11,771.63.
In the road contracts Nos. 16 and 19, the authorised representative of the Society at the works is Signor Giovanni Branca, of Lappano (Cosenza), mayor of the commune of that name. Signor Branca is, moreover, directly and personally interested in the works which he administers. According to his own verbal statement the contract has been sub-let to him. Persons in no way connected with the Society are said to be employed in the work. Very little can be said to the credit of the Society as regards the progress of the work. The periods at which materials were to be supplied as fixed by the contract were not adhered to, there being delays both in the first and second year, so that frequent applications and reminders were necessary. On the whole the Society gives little satisfaction. What has been said above is due in great measure to the distance of the works from the headquarters of the Society and to bad management. The contract for the first section, Cosenza-Camigliatello, lasts five years: from July 1, 1890, to June 30, 1895. That of the second section, Camigliatello-Sella to Gradina, lasts four years: from July 1, 1894, to June 30, 1894.	The abatement in the preceding contract was 32·20 per cent., the net sum being lire 11,248.02.
—	—
—	—
—	The abatement in the preceding contract was 33·50 per cent., the net yearly sum being lire 11,132.10.

TABLE II.—ROAD WORKS granted

Provinces in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.	
21. Cosenza	Co-operative Society of Eboli (Salerno).	Building a double guard-house in Dolcetti, near the section of high road No. 57 (delle Calabrie), between the bridge over the Lao and the railway station of Spezzano Castrovillari.	May 9, 1890	Lire. 8,398.50	8'00
22. Potenza (Lagonegro).		Regulating and reducing steep inclines in the road between bridges 66 and 67 on the section of high road 57 (delle Calabrie), comprised between the bridges over the Calore and Lao.	March 18, 1899	10,074.00	8'00
23. Florence	Co-operative Joint Stock Society of Day Labourers and Skilled Trades of Forli.	Levelling of slopes in the road-way at the part called Casa Bianca or Nuovo, between Ponte Petri and the railway station of Pracchia, near high road No. 40, from the Modena to the Florentine country.	January 21, 1890	61,441.10	2'00
24.		Levelling portion of the high road No. 42 (Forli - Pontassieve), between the bridge "della Annunziata" and the cemetery of Dovadola.	January 29, 1890	31,532.00	8'00
25. Brescia		Making a deviation in the high road No. 17 (del Tonale), between the church of Saint Sebastian, near Vezza d'Oglio and the torrent Cannone.	August 21, 1899	23,735.00	6'00
26. Porto Maurizio.		Making a short bend towards the mountain in the high road No. 33, from Piedmont to Oneglia, between the 6th and 7th kilometre stones.	March 28, 1890	10,836.80	2'00

to Co-OPERATIVE SOCIETIES, &c.—continued.

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
Signor Giovanni D'Atri, of Castrovillari, is legally authorised to represent the Society. He was formerly employed by the Civil Engineering Department of Cosenza as an extra assistant. He is now a member of the Co-operative Society of Eboli, and there is reason for believing that the contract has been sub-let to him. Though all the workmen employed belong to the neighbouring districts of Castrovillari and Morano, a fair number of them, at any rate, are members of the Co-operative Society of Eboli, a branch of the Society of Castrovillari. The Society has acted in an irregular way in the building of this guard-house. The period for completion had to be frequently extended owing to dilatoriness and negligence. The Department has had to pay the men, whose wages were long overdue.	—
Both in the negotiations for the contract and at the works the Society was represented by Signor Francesco Stornello, of Eboli. With the exception of this foreman and a relative of his who acted as overseer all the workmen employed were Calabrians from S. Stefano and Mancone; a very small number belonged to Lagonegro. None of them belonged to the Society.	—
According to the conditions of the contract the works should have been started on May 5, 1890, but they were not begun till June 17, after notifications made to the Society by the Civil Engineering Department. The progress made was inadequate, and after fruitless applications the Prefecture had to send formal notice to the Society insisting on the employment of more men. The works were suspended on October 31st, 1890, owing to the season, nor were they resumed before June 1, 1891, after a notice from the Prefecture. The rate of progress was again slow in this year, giving rise to frequent reminders, which provoked the Society to abandon the works on October 3, 1891, and notwithstanding a notice from the Prefecture on October 19, they have remained at a standstill. About one-third of the workmen employed by the Society were members, the rest being outsiders belonging to the locality. There are no observations to make as to the manner in which the work has been done up to the present, but considering the slow rate at which it has progressed, it is very doubtful if the time allowed for its completion, including the extension granted till June 1892, will be sufficient. The failure of the Society to comply with the requests and notices of the Engineering Department and Prefecture is ascribed to want of funds. Signori Vincenzo Matteucci, Achille Ricci, Antonio Borri, and the engineer, Luigi Gardini, authorised representatives and members of the Society, have acted in succession as conductors of the works on behalf of that body.	—
The works have been completed. No interruption occurred during their progress.	
Signor Vincenzo Mattencci, a foreman of Forlì, represents the Society. The order to proceed ("consegna") was given on October 1, 1889, but, owing to the season, the works were not started till April 11, 1890, and were completed on September 20 of the same year. After receiving the order to proceed, the representative of the Society appeared no more at the works, which were begun and brought to their conclusion, on behalf of the Society, by Signor Vincenzo Gregorini, a contractor for public works, residing in Vezza d'Oglio. Gregorini was furnished with due authority to demand the orders for payment. None of the workmen employed on the works belonged to the Society holding the contract. They all belonged to the place. The works are now finished.	
The works were finished on December 3, 1890, and formally approved on May 12, 1891. The Society was represented at the works by Signor Antonio Borri, a foreman mason and bricklayer of Forlì. All the men employed belonged to the place, none being members of the Society. The works connected with the transporting of earth had been entrusted to one Francesco Lanno; but, as he acted under Borri's orders, it is supposed that he was employed by him.	

TABLE II.—ROAD WORKS granted

Province in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.
27. Cagliari	Co-operative Joint Stock Society of Day Labourers and Skilled Trades of Forh.	February 6, 1891	Lira. 21,252.83	2'00
28. Florence.	Co-operative Joint Stock Society of Masons and Bricklayers of Pistoia, for the undertaking of labour contracts.	June 8, 1890	8,476.90	4'00
29. Campobasso.	Co-operative Society of Masons and Bricklayers of Rome.	February 14, 1890	39,960.00	6'00
30. Brescia	Co-operative Joint Stock Society of Working Masons and Bricklayers of the Town and Province of Brescia.	April 22, 1890, for nine years, for the yearly sum of lire 6,868.50.	61,316.50	5'00
31. Belluno	Co-operative Society of Castel-Lavazzo.	December 24, 1889	45,000.00	10'00
32. Bologna	Co-operative Society of Industry and Labour of Lugo (Romagna).	August 30, 1890	21,854.31	5'00
33. Perugia	Co-operative Friendly Society of Workmen of Città di Castello.	August 23, 1890, for five years, for the yearly sum of lire 9,771.70.	57,945.30	5'00

to CO-OPERATIVE SOCIETIES, &c.—continued.

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
The works have been finished and formally approved.	The contract was not carried out, as the Council of State decided against the letting of the works by private treaty.
The works were superintended by Signor Adamo Branoni, the duly accredited representative of the Society being Signor Pietro, of Ascoli Piceno, master mason and bricklayer. He executed the works creditably and with care. They are now completed. With the exception of four or five of the masons, overseers and carmen, who accompanied Branoni from the province of Rome, and of whom it is not known whether they belonged to the Society or not, all the men employed belonged to the neighbourhood in which the works were situated, and to parts round about the province of Campobasso.	—
The Society is represented by Agostino Guidici, a mason and bricklayer of Brescia. The small amount of mason's work required was done by Guidici himself, who lives in Edolo. The navvying and other similar operations were done by men of the locality, not connected with the Society.	The abatement in the preceding contract was 7.85 per cent., the yearly sum being lire 6,062.44 per annum.
The work is now completed. It was carried out very slowly, owing either to want of plant or scarcity of workmen belonging to the Society, part of whom were occupied in regulating the approach to the right of the bridge over the torrent Tavanella. The work was very well done. The business of the Society was administered locally by Signor Olivier Martin Vincenzo, a contractor.	—
The works are finished. The Society has, so far, strictly fulfilled its obligations. The nature of the work necessitated the employment, for the most part, of local workmen, those belonging to the Society in Lugo being unacquainted with such work as blasting and splitting masses of rock. The Society had, therefore, to pay rather high wages to the men whom it employed. The works, while in progress, were visited by Signor Giuseppe Landi, on behalf of the Society of which he is president, assisted by Signor Ravaglia, an engineer belonging to Lugo. Signor Settimio Venturini was permanent representative of the Society at the works.	—
The Society only admits to membership men who have served in Italian campaigns, for, besides being a co-operative labour society, it is also a friendly society for such veteran soldiers. It is directed and administered locally by Signor Luigi Magnini, a captain of cavalry of the auxiliary forces, who has private means. He is also president of the Society. Signor Giovanni Battista has been formally authorised by him to act in all matters connected with the superintending of the works. Signor Gaspare Bellucci has been appointed by the Governing Council as technical director of the works on behalf of the Society, and is well fitted for the post. The execution of the work has been such as to afford no grounds for unfavourable comment. Nearly all the men employed are non-members of the Society. It is intended to modify the rules with a view to the admission to membership of persons who do not fulfil the above condition as to military service.	The abatement in the preceding contract was 7.07 per cent., the net yearly sum being lire 11,129.37. The smaller cost of the contract in the case of the Co-operative Society is due to the road from the borders of Aretno to San Justino having been taken over by the Provincial Administration.

TABLE II.—ROAD WORKS granted

Province in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.
34. Perugia	Co-operative Friendly Society of Workmen of Città di Castello.	Repair of structures on the above section of road.	Tender, August 24, 1890.	Lire. 2,684.28 5'00
35. Potenza	Co-operative Society of Potenza.	Maintenance of the section of high road No. 55 (Contursi-Barletta), between S. Andrea di Conza and Atella.	May 21, 1890, for four years, for the yearly sum of lire 19,429.80.	77,719.20 6'00
36. "	"	Maintenance of the high road No. 58 (Val d'Agri) from Scilla Cessuta to Gaudipiano.	June 26, 1890, for nine years, for the yearly sum of lire 8,175.10.	73,575.90 16'41
37. "	"	Repairing and strengthening of the high road No. 55 (Contursi-Barletta), between S. Andrea di Conza and Atella.	August 7, 1891	41,696.89 6'00
38.	Co-operative Society of Workmen of Vietri di Potenza.	Maintenance of the high road No. 58, (Appulo-Lucania), from Potenza to Auletta.	June 9, 1890, for four years, for the yearly sum of lire 23,700.32.	94,837.24 5'00
39. Treviso	Co-operative Society of Cornuda.	Maintenance of the high road No. 9 (di Alemagna), from Vittorio to Cimafradito.	June 28, 1890, for nine years, for the yearly sum of lire 8,080.48.	72,724.41 6'15
Total - - -			(Lire 1,451,402.54 say, £ 58,059	

NOTE.—Nos. 2, 3, 4, 5, 9, 11, 13, 17, 20, 27, and 37 of the above contracts were negotiated after

TABLE III.—ROAD WORKS granted by ORDINARY PUBLIC AUCTION to July 11, 1889,

1. Belluno	Co-operative Joint Stock Society of Castel-Lavazzo.	Repairing the right-hand approach of the bridge over the torrent of Tavanella, and providing structures for protecting the high road No. 9 (di Alemagna) against the river Piave, between the 32nd and 33rd kilometre stones.	October 15, 1890	Lire. 21,232.95 30 85

to CO-OPERATIVE SOCIETIES, &c.—*continued*.

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
Signor Errico Pietro, a notary of Potenza, is director of the Society. The men employed both in these and in the works mentioned under Nos. 34 and 35 are for the most part local and non-members. In both societies there is a scarcity of members adapted for work of this kind. The remarks made above as to the road-maintenance contract with the Society of Potenza, apply also in this case. The Society is directed by Signor Salvatore Vignola, notary, and contractor for public works. It is represented on the spot by the technical director, Signor Giuseppe Ferrara, contractor, who is a member. The men employed belong to the locality, and are non-members of the Society. This is due to the fewness of its members. The order to proceed ("consegna") was drawn up with the concurrence of Signori Pietro Casagrande, president, and Luigi Cima, vice-president of the Society. Signor Giuseppe Lucchetti, a member, and son of Domenico Lucchetti, who held the contract for these works for three consecutive periods of nine years each, has been chosen as duly accredited representative of the Society at the works. He seldom appears there to discuss matters when invited to do so by the Civil Engineering Department, being represented on such occasions by one Domenico Cibien, a foreman, and member of the Society. The works are proceeding as they did before the contract was given to the Society, the same local workmen—none of them members of the Society—being employed. They work partly by the piece and partly by the day.	— The abatement in the preceding contract was 3.53 per cent, the net yearly sum being lire 19,930.76. The abatement in the preceding contract was 20.923 per cent, for the road section from Sella Cessuta to Moliterno, and 20 per cent. from Moliterno to Gandipiano. The net annual amount for the two sections combined was lire 7,137.46. They now constitute one section. — The abatement in the previous contract was 83 per cent, the net yearly sum being lire 16,024.43.

the promulgation of the regulations approved by Royal Decree of August 23, 1890, No. 7,040.

CO-OPERATIVE SOCIETIES after the PROMULGATION of the LAW of No. 6,216 (Series 3).

The contract was obtained by public auction, held in the usual way, at the offices of the Prefect at Belluno, on September 13, 1890, by Signor Vincenzo Oliver Martin, as representative of the Co-operative Society of Castel-Lavazzo. The works were carried out satisfactorily.	—

TABLE III.—ROAD WORKS granted by ORDINARY PUBLIC

Province in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.	
2. Belluno	Co-operative Joint Stock Society of Castel-Lavazzo.	Maintenance of high road No. 8 (of Belluno) from the point where it meets the Alemagna Road to Primolano, on the border of the province of Vicenza.	Not yet signed	Lire. 134,261.40	33.333
3. Vicenza	Co-operative Society for Building, at Fonzaso.	Repairing and protecting high road No. 10 (Bassano-Primolano) from injury by the torrents of Cison and Brenta, at six localities in the communes of Cison, San Nazzario, and Solagna.	June 7, 1890	44,178.15	1.50
4. Catanzaro.	Co-operative Society of Eboh.	Making the first portion of the 6th section of the provincial road No. 23, series 2.	Not yet signed	21,967.50	12.25
Total			{ Lire say, £	241,610.00 9,664	

TABLE IV.—WORKS for EMBANKING RIVERS and TORRENTS granted to July 11, 1889,

1. Ferrara	Day Labourers of Bondeno.	Bank on right side of Panaro-Cavamento from Rampa Borsari to Coronella.	April 4, 1890	Lire 6,775.59	14.15
"	"	Regulating left bank of Panaro from the lower end of Punta di Botte, facing Bondeno.	January 7, 1890	46,964.00	8.00
"	"	Regulating Carmine . . .	January 30, 1891	6,697.20	4.00
2. "	Day Labourers of Cento.	Regulating left bank of Reno at Coronella Mussolina.	Under direct control of the Administration.	9,210.00	—
3. "	Day Labourers of Cento and Casumaro.	Regulating works, as above, from Fandila to end of 3rd section.	"	51,376.00	—
4. "	Day Labourers of Poggio-Renatico.	Regulating works, as above, from end of 3rd section to Rampa di S. Prospero.	June 30, 1890	52,600.00	—
"	"	Strengthening and embanking operations at Ganzanini, on left side of Reno.	January 27, 1890	10,284.00	—

AUCTION TO CO-OPERATIVE SOCIETIES, &c.—*continued.*

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
The Society obtained the contract, being the only bidder at the auction, held in the usual way at the offices of the Prefect at Belluno, on December 30, 1891. The contract dates from January 1, 1892, to June 30, 1900.	—
The Society obtained the contract at the public auction held at the Prefect's offices in Vicenza on May 30, 1890. The works were finished on September 30, 1891. Their progress, while being carried out, was satisfactory. A delay of 168 days was caused by differences of opinion as to measurements of solid rock. The local direction of the works was at first given to Signor Luigi Gorza, and afterwards to Signor Vettore Scopel, both masons and bricklayers by trade. Signor G. B. Cavalin joined in directing the work at the 5th and 6th localities. About two-thirds of the workmen employed belonged to the Society, the rest being local, and non-members.	—
The Society obtained the contract at the public auction held at the offices of the Prefect in Catanzaro, on October 8, 1891.	—

CO-OPERATIVE SOCIETIES in accordance with Art. 4 of the Law of No. 6,216 (Series 3).

	President, Antonio Stefanoni, advocate.
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All of the works are said to have been executed satisfactorily, except those under No. 3, in which tardiness and want of diligence are complained of.	—
Under No. 5, the stoneworks, to the value of lire 500, were handed over to a contractor. Constant supervision on the part of the officers of the Civil Engineering Department proved to be necessary. The frequent requests for payments on account for the work were seldom justified. Co-operative societies are considered to be only adapted for the carrying out of earth works.	The president is Signor Francesco Baraldi, advocate. The president is Luigi Frignani, advocate.
	President, Luigi Montanari, engineer.
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TABLE IV.—WORKS for EMBANKING RIVERS and TORRENTS

Province in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.
5. Ferrara	Day Labourers of Argenta.	Further embankment works at Ganzanini, on left of Reno.	May 27, 1890 Lire. 18,337.67	—
"	"	Protection of river front of S. Antonio, on left of Reno.	May 24, 1890 27,700.00	—
"	"	Protection of river front of Manica, on left of Reno.	May 27, 1890 17,600.00	—
6. "	Day Labourers of Lower Ferrara.	Protection of portion of river front of Coronella Certosini, on right of Po.	April 22, 1890 6,094.75	0'05
"	"	Embanking portion of Coronella Cavallari, on right of Po.	April 26, 1890 2,277.71	1'50
"	"	Construction of bank in Martelli and Valline, on right of Po di Goro.	December 3, 1889 13,126.12	2'00
"	"	Regulating right side of Po di Goro, at Crepalda, by means of a bank.	February 10, 1890 15,435.33	0'50
"	"	Construction of bank at Palazzina, on right of Po di Goro.	December 9, 1889 3,118.55	3'00
"	"	Construction of "piazzabassa," at Fabbri-Zigotti, on right of Po di Goro.	February 12, 1890 3,195.94	0'50
"	"	Similar works at Barbieri on same side of river.	February 2, 1891 15,963.26	12'55
7. "	Day Labourers of Guarda, Ro. Zocca and Ruina.	Similar works in Da-Po, on same side of river.	November 19, 1890 15,119.40	4'00
"	"	Completion of double structures for resisting current at two parts of right bank of Po.	February 2, 1891 16,478.10	15'00
8. Pisa	Society of Day Labourers of Portoferraio.	Works on right bank of Era adjoining Pisa-Florence Railway.	January 4, 1890 30,123.34	2'06
9. Mantua	Co-operative Labour Society of Peasants and Artisans of the 1st and 2nd districts of Mantua.	Various works - - -	February 19, 1890 " 1, 1890 " 19, 1890 June 25, 1891 44,144.86	1'00
10. "	Co-operative Society of the Brotherhood of Labour of S. Nicolò.	" - - -	February 19, 1890 December 24, 1890 " 19, 1890 " 24, 1890 March 20, 1890 36,202.34	—

granted to Co-OPERATIVE SOCIETIES, &c.—continued.

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
-	President, Carlo Grosso, of independent means.
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-	President, Stefano Mongini of independent means.
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-	President, Giovanni Masieri.
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Satisfactory execution of the work reported. The Society has ceased to exist.	Represented by Oreste Morgantini.
-	President, Attilio Volta, peasant.
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Three of the presidents of the Society are peasants, and one is a merchant. The diligence and zeal of the presidents are highly spoken of.	President, Giuseppe Lanfredi, peasant.
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TABLE IV.—WORKS for EMBANKING RIVERS and TORRENTS

Province in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.
11. Mantua	Co-operative Labour Society of Day Labourers of Viadana.	Various works April 20, 1890 May 12, 1890 July 20, 1890 May 12, 1890	Lire. 22,586.38	—
12. "	Co-operative Joint Stock Labour Society of Poggio Rusco.	" January 15, 1890	15,440.41	—
13. Ravenna	General Association of Day Labourers of Ravenna.	" Various dates	215,340.20	2'00
14. "	Co-operative Society of Day Labourers of Bagna-Cavallo.	Repairs at three localities on Senio. February 2, 1889	10,548.00	—
15. "	Co-operative Society of Day Labourers of Cotignola.	Various works Various dates	68,154.25	—
16. "	Co-operative Society of Day Labourers of Lugo.	Taking bank of Senio further inland on right side. April 3, 1890	4,029.75	0'50
17. "	Co-operative Society of Day Labourers of Russi.	Various works : Various dates	18,386.51	0'50
18. "	Day Labourers of Faenza.	Construction of sewer outlets, &c., on right side of Lamone. April 22, 1890	24,270.00	—
19. "	Day Labourers of Voltana.	Raising banks of Senio between Ponte della Piatta and junction with Reno. December 13, 1890	83,747.44	4'01
20. Modena	Day Labourers of Finale Emilia.	Demolition of walls and banks of Panaro della Lunga. February 13, 1891 Shutting off abandoned river bed of Panaro della Lunga by means of a dam. February 20, 1891	19,263.58 71,278.62	6'50 6'20
21. "	Association of Labourers of Carpi.	Widening and raising left bank of Secchia from Bertelli to Passo della Fioppa. November 14, 1890	73,347.19	6'25
22. "	Day Labourers of Bomporto.	Taking further in and strengthening river wall of Naviglio at entrance to Panaro. November 5, 1890 Embankment opposite Toni, on left side of Panaro. April 27, 1891 Constructing banks opposite Fioocchi and Toni, on Panaro. "	760.83 2,303.08 6,016.63	5'10 1'50 5'25

granted to CO-OPERATIVE SOCIETIES, &c.—continued.

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
.	President, Dr. Antecore Messina, tradesman.
.	President, Luigi Ridolfi, peasant.
The works done fell short of what could be desired as regards regularity of execution, owing to want of discipline among the workmen, who are inadequately paid and cannot be dismissed for neglect. The stone work and operations requiring skilled labour were done by non-members of the Society.	President, Federico Ceroni, contractor.
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No remark is made as to the progress and regularity of the work	President, Gregori Ag- nini.
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.	President, Alfredo Baresi, baker.
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.	President, Tommaso Vin- cenzo, tradesman.
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TABLE IV.—WORKS for EMBANKING RIVERS and TORRENTS

Provinces in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.	
23. Piacenza.	Co-operative Society of Castelvetro Piacentina.	Works for protecting river wall on right side of Po at Malcantone.	Various dates	Lire. 3,183.65	8'10
24. Padua	Day Labourers of Ponte-Lungo.	Various works - - -	"	28,787.54	—
25. "	Day Labourers of Piove.	Works on banks of canal of Roncagette.	July 24, 1890	4,379.29	8'00
26. "	Day Labourers of Pernuncia.	Various works - - -	Various dates	24,113.13	3'00
27. "	Day Labourers of Lozzo a Testino.	Works on banks of canal of Roncagette.	May 11, 1891	7,801.48	5'00
28. "	Society of skilled Building Trade Workers of Padua.	Various works - - -	Various dates	49,454.00	6'00
29. Forli -	Day Labourers of Forli.	Regulating right bank of Montone	April 28, 1890	61,889.00	0'50
30. Reggio Emilia.	Day Labourers of Novellara.	Regulating two parts of left bank of Crostolo.	December 10, 1889	12,619.70	8'00
31. Sondrio	Co-operative Society of Delebio.	Bank on left side of Adda . -	March 14, 1891	2,393.65	4'00
32. Cremona.	Co-operative Society of Artisans and Day Labourers of Pieve d'Olimi.	Constructing river slopes at Finardi, Argonone, and Valetta, and a bank at Fossa Caprara, on left side of Po.	January 24, 1891	7,551.36	8'00
33. Rovigo	General Co-operative Society of Day Labourers and Similar Workers of the District of Massa Superiore.	Throwing back part of river bank at Bocchi, on left side of Po.	June 4, 1891	6,815.50	5'00
34. "	"	Urgent raising of portion of river bank of Bocchi on left side of Po.	December 11, 1890	1,302.69	—

granted to Co-OPERATIVE SOCIETIES, &c.—*continued*.

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
The works have not yet been started.	—
	President, Isidoro Luigi Ostani, of Pontalungo, assisted by two clerks, Voltan and Beltrami. President, Luigi Trivellari, druggist.
The execution of the works was satisfactory. The Societies had frequently to employ non-members.	President, Pasquale Friszarin, contractor for public works. President, Giuseppe Pesaro, engineer. President, Sig. Mario, advocate; and vice-president, Domenico Toschi, contractor for public works.
The work was executed satisfactorily, but at certain portions the Society had to have recourse to outside labour.	Representative, Antonio Borin, contractor.
Though the execution of the works is stated to be satisfactory, exceptional delay is complained of. Few of the members take part in the work, a number of outsiders being employed. No member of the Society is technically qualified for conducting the works, a navvies' ganger being appointed for the purpose.	President, Pellegrino Andicani, white-washer.
.	President, Giuseppe Tamagno.
Owing to objections raised by the navvies of Casalecchi, it was necessary to allow part of the work to be given to the day labourers of Casalmaggiore, the proportion so given being greater than that allowed by Art. 19 of the regulations. The work proceeded in a satisfactory manner.	President, Pietro Broschi, day labourer.
Most of the work has been admitted as satisfactory, and has been formally approved; a certain delay is observable in the performance of some portions, and the Society holding the contract has applied for the help of another society in two portions of the work	President, Tito Tosi, director of the People's Bank of Modena.
.	Gualio Zucchini, of Massa.

TABLE IV.—WORKS for EMBANKING RIVERS and TORRENTS

Province in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.
35. Rovigo	Day Labourers of Occhio Bello.	Embanking same river side in Occhio Bello and Golena delle Rotte.	January 31, 1891 " 14, 1890	Lira. 23,897.10 0.30
36. "	"	Regulating right side of Adige with embankments in Drizzagno, Volta Fornaci, Drizzagno Pagan, and Marezzana Colombara.	December 10, 1890	73,609.04 2.25
37. "	Day Labourers of Bottrighia.	Protective structures in Certosa on left side of Po.	January 22, 1890	20,775.40 0.50
38. "	"	Embanking left side of Po di Tolle, in Correggio.	November 19, 1890	5,892.44 0.60
39. "	Co-operative Joint Stock Society of Day Labourers and Workers of the Island of Ariano, with headquarters in Corbola.	Embanking left side of Po, in Quirini.	December 3, 1889	9,196.33 0.30
40. "	"	Throwing back of river front and bank at Corbola, on right side of Po di Venezia.	November 7 1889	7,800.00 —
41. "	Day Labourers of Adria.	Raising and widening left bank of Po di Goro, and moving parts of same further inland, between Trombin and Laé.	June 16, 1891	19,210.27 4.55
42. "	"	Embanking right side of Adige, in Volta Fantata.	January 10, 1890	48,434.76 1.00
43. "	Day Labourers of Basso Polesine, headquarters Adria.	Embanking right side of Po di Venezia, in Cornera, Molini Fini, and Presa.	August 23, 1891	43,243.40 7.55
44. "	Day Labourers of Lendinara District.	Embanking right side of Adige, in Marezzana Barbuglio.	December 11, 1890	22,393.53 1.35
45. "	"	Embanking right side of Adige at Volta Baratta.	July 1, 1891	38,909.00 5.10
46. "	Society of Day Labourers and Workers of the Badia District.	Excavation of portions of river beds and strengthening river walls of Adigetto and Scortico.	December 10, 1890	33,734.79 1.10
47. "	Co-operative Joint Stock Society of Workmen of Boara Polesine.	Embanking right side of Adige at Spinarello.	September 9, 1890	13,802.70 0.75

granted to Co-OPERATIVE SOCIETIES, &c.—*continued*.

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
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.	President, Chevalier Anacleto Rosati.
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.	President, Signor Antonio, advocate.
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.	President, Luigi Maran- goni, foreman and con- tractor.
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.	President, Luciano Luc- chetto, of independent means.
.	President, Bernardo Fasoli, of independent means.
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.	President, Guglielmo Pan- sacchi, a contractor; director of works, Attilio Franceschini, engineer.
.	President, Ermengildo Gaspardo.

TABLE IV.—WORKS for EMBANKING RIVERS and TORRENTS

Province in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.
49. Rovigo	Co-operative Joint Stock Society of Labourers of Concordirame, Rovigo, Lusia and Vescovana.	Bank on right side of Adige at Volta Zacco.	April 26, 1890	Liro. 30,161.29 0.50
49. "	Co-operative Society of Workmen of S. Martino di Venezze and Pettorazza.	Embanking works on right side of Adige at Marezana and Drizzagno Campetti.	June 4, 1891	38,502.92 8.00
50. "	Co-operative Association of Day Labourers and Workmen of Cavarzere, for Production and Labour.	Embanking and strengthening right side of Adige in Drizzagno and Piantazza.	December 11, 1889	73,540.00 0.25
51. "	"	Embanking at Drizzagno and Salvioni on right side of Adige.	July 12, 1890	64,312.02 0.75
52. Verona	Day Labourers of Cucca.	Various works " " "	May 16, 1890 May 16, 1890 July 2, 1891	80,960.08 7,422.80 19,376.15 0.10 8.75 10.10
53. "	Day Labourers of Albaredo.	" " " "	January 23, 1891 February 4, 1891 May 13, 1891 "	18,570.46 57,106.99 6,172.80 25,023.33 10.01 0.65 4.00 4.50
54. "	Day Labourers of Legnago.	" " " "	January 16, 1891 February 13, 1891 March 24, 1891 March 11, 1891	7,694.17 45,028.23 12,227.52 20,560.47 3.10 5.05 6.00 —
55. "	Day Labourers of Terrazzo.	" " " "	April 3, 1890 July 7, 1890 January 24, 1891 March 24, 1891	4,332.32 20,431.88 26,583.03 68,787.51 26,400.63 0.20 0.25 12.70 4.05 20.06
56. Padua	Co-operative Society of Day Labourers of Castelbaldo, Masi, Piacenza d'Adige, S. Urbano, and Terrazzo.	" " " "	February 29, 1890 April 4, 1890 May 21, 1891 February 16, 1891 February 26, 1891	5,529.00 9,467.50 18,161.71 34,656.32 96,961.30 3.00 3.00 4.01 4.00 —
57. "	Co-operative Society of Day Labourers of Boara Pisana, Vescovana, and Barbona.	" " " "	October 9, 1890 March 8, 1890 October 9, 1890	5,953.56 7,548.70 18,663.10 2.00 5.00 3.00

granted to CO-OPERATIVE SOCIETIES, &c.—*continued.*

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
.	President, Chevalier Gio. Batta Casalmi, of independent means.
.	President, Chevalier E. Marazza.
.	President, Francesco Padovani, dealer in articles of monopoly.
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The works were carried out in a most exemplary manner. Some delay took place during the season for agricultural labour, and in the execution of the contracts under Nos. 54 and 55, a proportion of workers (less than one-tenth) not belonging to the societies were employed.	—
The works referred to under No. 56 were carried out in an exemplary manner.	President, Antonio Duzzi, of independent means.
The works referred to under No. 57 were handed over to the Society of Borgoforte (Mantua). In the execution of the last contract under No. 59, one-fourth of the workmen belonged to the contracting society and three-fourths to other societies.	President, Dr. Antonio Aggio, of independent means.

Provinces in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.	Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.
53. Padua	Co-operative Society of Day Labourers of Cavarzere.	Various works	Lire. 5,976.06 7,397.23 84,910.00 13,618.35 13,336.77	3'00 5'00 5'00 20'50 6'08
59. "	Co-operative Society of the District of Este.	April 19, 1890 October 3, 1890 July 12, 1890 February 14, 1891 May 9, 1891	6,205.30 2,820.61 11,562.40 792.03 62,326.64	3'00 1'00 3'00 0'50 3'11
60. Bologna	Day Labourers of S. Giovanni in Ferruccio.	Various works in connexion with the embanking of rivers and torrents.	June 10, 1891	54,744.53 24'00
61. "	Day Labourers of Budrio and Molinella.	Various works	Various dates	44,873.65 6'00
62. "	Day Labourers of Galliera.	"	"	74,709.24 34'00
63. "	Day Labourers of Pieve di Cento.	"	January 5, 1891	70,543.30 20'20
64. "	Society of Day Labourers of Massa Lombarda.	"	Various dates	91,000.00 9'00
65. "	Day Labourers of Medicina.	"	June 13, 1890	8,994.00 3'00
66. Mantua (Rovere).	Day Labourers of Quistello.	Works for protecting river bank at Bottavechia on left side of Secchia.	April 2, 1891	27,010.03 6'15
67. "	Day Labourers of the 1st and 2nd Districts of Mantua.	Making bank at Mantegazza, on right side of Po.	June 25, 1891	10,308.08 4'20
68. Bacino del Sele.	Joint Stock Society of Eboli.	Repair of dwellings of Battipaglia - Farm Colony.	Various dates	6,370.00 3'00
69. Vallo di Diano.	Noceira Joint Stock Society.	Regulating main torrent and portion of Lontrara S. Giovanni between the bridges of Barco and Zerro.	"	54,526.80 5'50
70. Agro-romano.	Co-operative Society of Workmen for Building of Rome.	Making complete system of banks on low lying lands of Valle di Baccano, commune of Campagnano.	"	40,416.00 4'00
71. "	General Association of Day Labourers of Ravenna.	Opening two branch dykes to the right of the main reservoir of Ponente in the drained land of Osta.	"	6,210.00 3'00

granted to CO-OPERATIVE SOCIETIES, &c.—continued.

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
- - - - -	President, Francesco Padovani, vendor of articles of monopoly.
(See observation under No. 57 on previous page) - - -	President, Catterino Tono, of independent means and tradesman.
- - - - -	President, Ferdinando Sciò, day labourer.
The Society referred to under No. 61 was badly disciplined and required a good deal of supervision. The Society referred to under No. 62 acquitted itself well, and carried out the work very satisfactorily. In some cases the services of non-members were enlisted.	President, Gaetano Brazzi, workman and tradesman; director, Annibale Certani Bruton, contractor for public works.
- - - - -	President, Giuseppe Bianchi, schoolmaster; director, Albino Mazzacurati, contractor for public works.
- - - - -	President, Chevalier Cesare Carpegiani, of independent means; director, Domenico Antenori.
- - - - -	President, Giuseppe Ghiselli, landowner; director, Paolo Costa, contractor for public works.
The frequent changing of directors prevented proper organisation in the Society referred to under No. 65. In this Society, and in those mentioned in the preceding numbers, influence was exercised by certain known contractors belonging to the province.	Director, Antonio Conte, engineer.
The second of the works was done better than the first, in which non-members were employed.	President, Alessandro Vincenzi, cheesemonger.
The second of the works was carried out by another society, but the transfer was not made with a view to profit, the Society of Mantua taking over the work on behalf of the Society of Quingentole (to which the contract had been given), owing to the latter not being legally registered at the time.	President, Natale Faccadori, peasant.
- - - - -	-
- - - - -	-
- - - - -	-
- - - - -	-

TABLE IV.—WORKS for EMBANKING RIVERS and TORRENTS

Province in which the Works were situated.	Name of Co-operative Society and Description of Works of which it undertook the Contract.		Date of Signing of Contract.	Total Net Value of the Works.	Abatement per Cent.
72. Agro-romano.	Co-operative Joint Stock Society of the Skilled Building Trades of Cesena.	Excavating basin for feeding harbour canal of Cesenatico.	February 17, 1890	Lira. 80,434.88	0.50
73. "	General Association of Day Labourers of the Commune of Ravenna.	Excavating canals at entrance of Porto Corsini.	July 5, 1890	25,100.10	0.14
74. "	Co-operative Society of Day Labourers and Skilled Trades of Cesenatico.	Making deviation in part of road of Alaggio, west of harbour of Cesenatico.	July 29, 1891	2,000.00	1.00
Total				{ Lira . 3,247,810.88 say, £ 129,904	

TABLE V.—WORKS (including the SUPPLY of MATERIAL) on

1. Forlì	Co-operative Society of Masons and Bricklayers of Imola.	Building the new station of Gambetola.	January 30, 1889	Lira. 34,980.18	20.00
2. Belluno	Co-operative Society of Belluno, for Contracts and Building Works.	Extensions and alterations in company's property at the station of Belluno, to provide hotel accommodation.	May 12, 1899	37,699.63	8.00
3. Perugia and Rome.	Associations of Day Labourers of Ravenna.	Loading and unloading of shingle for railway extension between Portonaccio and Fara Sabina.	"	"	"
4. Forlì and Ravenna.	Co-operative Society of S. Giustina.	Supplying, loading, and unloading 3,000 cubic metres of shingle for maintaining the line between Cesenatico and Ravenna.	April 29, 1890	10,131.67	abatement, the work having been given by private treaty.
5. Sondrio	Co-operative Joint Stock Society of Colorina.	Supply of shingle for hardening track of Valtebina Railway.	November 30, 1890	6,897.70	15.00
Total				{ Lira 89,319.18 say, £ 3,573	

granted to Co-OPERATIVE SOCIETIES, &c.—*continued*.

Summary of Particulars obtained from the Departments for which the Contracts were executed.	REMARKS.
.	Represented by Giovanni Valsania, engineer.
.	Represented by Signor Federico Ceroni.
.	Represented by Signor Edoardo Sintini.

RAILWAYS open to TRAFFIC, granted to Co-OPERATIVE SOCIETIES.

Execution of works satisfactory. Their completion was, however, delayed five months beyond the period fixed by the contract.	The Ministry of Public Works has invited the railway companies to further, as best they can, the participation of the Co-operative Societies in contracts. The companies, in reply, have given assurance of their readiness to do their utmost in furthering the wishes of the Government.
Execution of works satisfactory	—
A contract was entered into in July 1889, but had to be rescinded on account of differences which arose as to the length of the working day.	—
Execution of works satisfactory	—
Execution of works satisfactory	—

TABLE VI.—COMPARATIVE STATEMENT of WAGES paid to the WORKMEN
WORKS and by CO-OPERATIVE
(In lire and centesimi, lira =

NAMES OF PROVINCES.	CLASSES OF WORKMEN, NATURE									
	Foreman Mason and Bricklayer.		Mason and Bricklayer, 1st Class.		Mason and Bricklayer, 2nd Class.		Head Labourer.		1st Class Labourer.	
	Wages Paid.		Wages Paid.		Wages Paid.		Wages Paid.		Wages Paid.	
	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.
Arezzo* . .	—	—	3.65	3.00	—	2.35	—	—	1.95	—
Belluno . .	4.30	3.00	2.80	2.80	2.30	2.25	2.10	2.00	1.80	1.60
Bologna . .	—	—	2.40	2.40	2.10	2.10	—	—	1.75	2.15
Brescia . .	4.25	—	2.55	2.50	—	—	—	—	—	—
Cuneo . .	—	—	3.40	3.50	2.50	3.00	—	2.75	2.20	2.25
Ferrara . .	—	—	2.55	3.20	—	—	4.80	3.50	3.65	2.70
Forlì . .	2.45	2.45	1.90	1.00	1.70	1.70	—	—	—	—
Genoa . .	4.50	4.60	3.75	4.00	3.50	3.75	—	—	2.50	2.25
Girgenti . .	—	—	4.00	4.75	2.80	3.75	—	—	2.30	2.25
Mantua . .	—	—	2.20	2.30	—	—	—	—	—	—
Massa . .	—	—	2.50	4.00	—	—	—	—	1.50	2.00
Messina . .	—	—	3.00	3.00	2.60	2.80	—	—	2.10	2.10
Milan . .	3.00	2.15	2.50	2.88	2.00	2.70	—	—	2.00	2.24
Novara . .	5.00	—	3.50	—	2.60	—	—	—	2.10	—
Padua . .	—	—	2.00	2.50	1.57	2.05	—	—	1.90	1.12
Palermo . .	5.00	5.00	3.50	3.25	3.55	2.90	2.55	2.40	2.20	2.30
Parma . .	—	—	3.00	—	2.20	2.50	—	—	—	—
Pavia . .	—	—	2.50	—	1.95	1.40	—	—	1.35	—
Perugia . .	3.00	3.16	2.50	2.53	2.00	2.25	—	—	—	—
Pesaro-Urbino	—	—	2.50	3.00	1.75	1.00	—	—	1.45	1.40
Piacenza . .	—	—	2.20	—	2.25	3.00	—	—	2.40	—
Pisa . .	—	—	3.00	3.10	2.25	2.30	—	—	—	—
Ravenna . .	—	—	3.00	3.00	3.00	3.00	2.15	2.00	2.50	2.50
Reggio Emilia	—	—	2.60	2.00	3.00	2.00	—	—	—	—
Rome . .	4.50	4.00	3.50	3.50	—	2.85	—	—	2.30	2.40
Rovigo . .	—	—	2.50	—	2.25	—	—	—	1.80	1.85
Treviso . .	—	2.15	3.00	3.00	2.25	—	4.00	3.50	2.25	2.75
Udine . .	3.50	—	2.70	—	2.20	—	—	3.50	2.50	2.50
Verona . .	—	—	2.50	—	—	—	3.00	—	2.50	2.25
Vicenza . .	—	—	2.25	2.25	—	—	—	—	1.35	1.35

* There are only two N.B.—In many provinces, where co-operative societies have, up to the present, made but a limited by these co-operative societies are known. These wages vary from one job to another through differences works, or the difficulties attending their execution. The wages, both of workmen paid by contractors districts of any one province at different seasons of the year. Finally, it should be observed that, as occupations found in such provinces respectively, the separate enumeration of trades involving duties distinguished at the head of the above Table, those who, though perhaps differing in title, perform

in different PROVINCES of the KINGDOM by CONTRACTORS for PUBLIC LABOUR SOCIETIES.

9-6*d.*, 100 *centesimi* = 1 *lira*.)

OF WORK, AND WAGES PAID.											
2nd Class Labourer. Wages Paid.		Masons' and Bricklayers' Boy. Wages Paid.		Navy or Barrowman. Wages Paid.		Stonecutter, 1st Class. Wages Paid.		Stonecutter, 2nd Class. Wages Paid.		Blaster. Wages Paid.	
By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.
1.35	1.25	—	—	1.35	—	3.00	—	—	—	—	—
1.40	1.30	1.00	0.95	—	—	—	—	—	—	2.05	2.00
1.30	1.75	0.95	0.95	1.50	1.50	—	—	—	—	—	—
—	—	1.00	1.05	2.55	1.65	3.45	4.00	3.20	—	2.35	2.35
1.95	1.75	1.50	1.25	—	—	—	—	—	—	2.60	—
1.40	1.50	1.10	1.00	1.55	1.90	—	—	—	—	—	—
—	—	—	—	1.60	1.60	5.00	—	3.00	—	—	—
2.25	2.00	1.30	1.40	—	—	5.00	4.50	4.40	3.75	3.50	3.00
—	—	1.30	2.00	2.00	2.00	5.00	5.00	—	4.00	3.50	3.75
1.50	1.60	1.40	1.50	1.45	1.80	—	—	—	—	—	—
—	—	0.80	1.50	—	—	2.80	4.00	—	—	2.20	2.00
—	—	1.12	1.12	1.90	1.00	—	—	3.00	3.00	2.10	2.10
1.50	1.02	0.90	0.90	1.80	2.07	—	—	—	—	—	—
—	—	1.35	—	2.10	1.15	3.50	—	—	—	3.00	—
1.15	1.40	0.40	0.55	1.10	2.41	—	—	2.50	3.50	—	—
1.75	1.90	1.35	1.02	—	—	5.00	4.42	4.00	3.70	4.00	3.50
1.50	1.50	1.10	1.10	2.00	2.00	3.00	3.00	—	—	—	—
—	—	0.95	—	1.75	—	5.50	—	3.75	—	—	—
—	—	1.30	1.28	1.40	1.32	2.00	3.16	2.50	2.50	—	—
—	1.00	1.22	—	1.22	—	—	—	1.95	—	—	—
1.80	—	0.95	—	1.75	2.50	3.00	—	—	—	—	—
1.55	—	1.10	1.15	1.65	2.25	3.50	—	3.00	—	—	—
2.15	2.00	1.00	0.95	2.05	—	—	—	—	—	—	—
—	—	—	—	1.55	1.10	—	—	—	—	—	—
2.20	2.15	1.25	1.00	3.50	3.25	5.00	—	3.75	3.75	—	—
1.35	1.45	1.15	1.10	1.30	1.40	—	—	—	—	—	—
1.40	—	1.10	—	—	2.25	—	—	—	3.25	—	—
1.40	—	0.90	—	2.75	1.60	4.00	—	3.00	—	—	—
2.00	1.60	0.80	—	1.60	{ 2.25 } { 2.75 }	4.00	—	3.00	—	—	—
1.25	1.20	—	—	—	—	—	—	2.85	—	—	—

societies, recently established.
amount of progress, the wages of those workers only, who were required in the few works undertaken in cost of administration, in the rates of abatement (rebate) offered at the auctions, the nature of the and of those paid by co-operative societies, represent an average of the wages paid in the different the descriptive title of a workman varies from one province to another, according to the chief of a somewhat common or general sort has been obviated by grouping, under the categories work of a kindred nature.

TABLE VI.—COMPARATIVE STATEMENT of, WAGES paid to the

NAMES OF PROVINCES.	CLASSES OF WORKERS, NATURE									
	Pavior. Wages Paid.		Carpenter. Wages Paid.		Timber Sawyer. Wages Paid.		Blacksmith. Wages Paid.		Blacksmith's or Car- penter's Boy. Wages Paid.	
	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.
Arezzo*	—	—	2.75	2.50	—	—	—	—	—	—
Belluno	2.05	2.00	—	—	—	—	—	—	—	—
Bologna	—	—	2.15	—	—	—	2.75	—	1.25	—
Brescia	2.85	—	3.40	—	—	—	2.55	—	—	—
Cuneo	2.70	—	2.90	3.50	—	—	4.00	—	—	—
Ferrara	—	—	—	2.65	3.25	—	—	—	1.30	1.35
Forlì	2.45	—	2.65	—	—	—	2.60	—	1.50	—
Genoa	3.00	3.00	4.00	3.80	3.00	3.00	2.60	3.40	—	—
Girgenti	—	—	4.50	5.00	—	—	—	—	—	—
Mantua	2.50	2.50	2.40	2.40	—	—	2.50	2.50	—	—
Massa	—	—	2.50	4.00	—	—	—	—	—	—
Messina	—	—	2.80	2.80	—	—	—	—	—	—
Milano	—	—	—	—	—	—	—	—	—	—
Novara	3.00	—	3.50	—	—	—	—	—	1.50	—
Padua	1.80	2.00	2.12	2.50	—	—	2.00	2.50	1.20	1.50
Palermo	4.00	3.30	—	—	—	—	—	—	1.50	1.00
Parma	4.00	4.00	2.60	2.80	—	—	—	—	—	—
Pavia	3.10	—	3.05	—	—	—	3.15	—	—	—
Perugia	3.25	3.04	2.83	2.60	2.50	2.50	2.50	2.60	1.00	1.23
Pesaro-Urbino	—	—	2.30	—	1.65	—	2.00	—	0.80	—
Piacenza	2.90	—	2.05	—	—	—	2.70	—	—	—
Pisa	—	—	2.65	—	—	—	2.00	—	—	—
Ravenna	—	—	3.00	—	—	—	3.00	—	1.50	—
Reggio Emilia	—	—	—	—	—	—	—	—	—	—
Rome	7.00	—	3.50	3.10	—	—	3.30	3.50	—	—
Rovigo	—	—	—	—	—	—	—	—	—	—
Treviso	—	—	—	3.25	—	—	—	3.50	1.25	1.15
Udine	2.70	—	4.25	2.80	—	—	3.50	—	0.60	—
Verona	—	—	3.00	—	—	—	3.00	—	1.40	—
Vicenza	—	—	—	2.25	—	—	—	—	—	—

* There are only two

N.B.—In many provinces, where co-operative societies have, up to the present, made but a limited by these co-operative societies are known. These wages vary from one job to another through differences works, or the difficulties attending their execution. The wages, both of workmen paid by contractors districts of any one province at different seasons of the year. Finally, it should be observed that, as occupations found in such provinces respectively, the separate enumeration of trades involving distinguished at the head of the above Table, those who, though perhaps differing in title, perform work of

WORKMEN in different PROVINCES of the KINGDOM—*continued.*

OF WORK, AND WAGES PAID.											
Pumper. Wages Paid.		Chimney Builder. Wages Paid.		Indoor Painter. Wages Paid.		Varnisher. Wages Paid.		Carman with One Horse and Cart. Wages Paid.		Carman with Two Horses and Cart. Wages Paid.	
By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.	By Contractors.	By Co-operative Societies.
2.10	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—
3.00	—	—	—	—	—	—	—	4.65	4.75	—	—
—	—	—	—	—	—	—	—	4.00	4.40	—	—
—	—	—	—	4.50	—	—	—	—	—	—	—
—	—	5.00	5.00	5.00	5.00	3.50	3.00	—	—	—	—
—	3.50	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	3.00	3.00	3.90	4.40	—	—
—	—	—	—	—	—	—	—	6.00	7.00	—	—
—	—	—	—	2.35	2.35	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—
—	—	3.75	—	3.80	—	3.75	—	—	—	—	—
2.13	2.25	—	—	—	—	—	—	2.66	2.88	—	—
—	—	—	—	—	—	—	—	—	—	—	—
—	—	3.50	3.50	5.00	5.00	2.50	2.50	5.00	5.00	8.00	8.00
—	—	2.75	—	4.65	—	—	—	—	—	—	—
—	—	4.00	5.00	3.00	2.87	2.50	2.50	—	—	—	—
—	—	—	—	2.50	—	1.87	—	—	—	—	—
1.90	—	—	—	—	—	—	—	5.00	—	7.25	—
—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	3.75	3.50	—	—	—	—	—	—
2.70	2.70	—	—	—	—	—	—	3.10	3.10	—	—
3.50	—	—	—	—	—	—	—	3.40	—	—	—
—	—	—	—	5.00	—	3.00	—	—	—	—	—
—	—	—	—	—	—	—	—	2.00 boat- man. 4.50 horse, &c. 3.90	—	—	—
—	—	—	—	—	—	—	—	4.35	—	—	—
—	—	—	—	—	—	—	—	3.85	—	—	—

societies, recently established, amount of progress, the wages of those workers only, who were required in the few works undertaken in cost of administration, in the rates of abatement (rebate) offered at the auctions, the nature of the and of those paid by co-operative societies, represent an average of the wages paid in the different the descriptive title of a workman varies from one province to another, according to the chief duties of a somewhat common or general sort has been obtained by grouping, under the categories a kindred nature.

APPENDIX K.

(ITALIAN) MINISTRY OF WAR.

TRANSLATION of STATISTICS, for the Years 1889, 1890, and 1891, of CONTRACTS for the EXECUTION of WORKS and the SUPPLY of MATERIALS granted to CO-OPERATIVE SOCIETIES, under ARTICLE 4 of the Law of July 11, 1889, No. 6,216.†

Nature of Co-operative Society (for Labour, Production, Supply, &c.).	Locality.	Materials or Works contracted for.	Value of Works and Materials contracted for.			
			1889.	1890.	1891.	Total.
Co-operative Society for Groceries.	Reggio Emilia.	Soap . . .	Lira. 556.29	Lira. 1,085.99	Lira. 317.23	Lira. 1,959.51
Typographical Union	Rome .	Books . . .	250	—	—	250
Co-operative Society of Working Saddlers.	Turin .	Saddlery and harness.	—	22,729.50	34,378.68	57,108.18
Co-operative Society of Bootmakers.	Verona	Boots . . .	—	—	220	220
Co-operative Friendly Society among Masons and Bricklayers.	Venice .	Systematizing pavements, building walls, works for strengthening &c.	—	39,263.45	—	39,263.45
Co-operative Joint Stock Society of Masons and Bricklayers, for Production.	Leghorn	Maintenance and repair of structures.	—	17,025.60	—	17,025.60
Co-operative Joint Stock Society of Masons, Bricklayers, and Workers in Cognate Trades; and Co-operative Society of Day Labourers.	Reggio Emilia.	Construction of a powder magazine.	—	43,875	—	43,875
Co-operative Joint Stock Society of Masons, Bricklayers and Labourers.	Mantua and Province.	Replacing wooden protective structures on roofs, and repairing passages in certain military structures.	—	3,379.60	—	3,379.60
Co-operative Society of the Building Trades.	Rovigo	Erection of repairs at certain barracks, and supplying iron railings.	—	7,580	—	7,580
Co-operative Society of Masons, Bricklayers, and Stonecutters.	Spezia .	Banking and other works on the road from the Spezia Arsenal to the S. Bartolomeo Dockyard.	—	—	50,940	50,940
Co-operative Joint Stock Society of Workmen for Building.	Rome .	Works of excavation and masonry.	—	—	12,173	12,173
Total { Lira -			806.29	134,939.14	98,023.96	233,769.39
any, £			32	5,396	3,921	9,351

* We have also made similar inquiries at the Ministry of Marine, and have ascertained that the only contracts granted to co-operative societies under the above law were certain contracts, few in number, and of small importance, obtained by the Co-operative Society of S. Pier d'Arena. These particulars obtained from the Ministry of War are not very cheering. Let us hope that the future will bring a considerable increase in the contracts for works and supplies granted to co-operative societies, both by the Ministry of War and that of Marine.

† Parliamentary Paper, *Legislatura XVII*, First Session 1890-91-92. Chamber of Deputies, No. 800-A. Report of a Committee on the Bill brought in by the Minister of the Treasury (Luzzatti), sitting of February 10, 1892.

APPENDIX L.

APPENDIX L.

TRANSLATION of LIST of ITALIAN CO-OPERATIVE SOCIETIES of PRODUCTION
 Art. 4 of the LAW of July 11, 1889, No. 6,216, to the end of 1894,
 Director of the Statistical Department of the Ministry of Agri-
 GENERAL at

Name of Society.	Address.	Province.	1889.		1890.	
			No. of Contracts.	Amount.	No. of Contracts.	Amount.
1. Co-operative Society of Masons and Bricklayers, Cornate Skilled Trades and Labourers.	Ancona	Ancona	—	Lire. —	—	—
2. Co-operative Society for Contracts and Building Works.	Castel Lavasio.	Belluno	1	45,000.00	1	21,332.95
3. Co-operative Society of Day Labourers.	Galliera	Bologna	—	—	2	71,759.23
4. Co-operative Society of Workmen of the District.	Budrio	"	—	—	—	—
5. Co-operative Society of Day Labourers.	Persiceto	"	—	—	—	—
6. " " " "	Castel d'Argile.	"	—	—	—	—
7. Co-operative Society of Master Masons and Bricklayers.	Bologna	"	—	—	1	11,071.30
8. Co-operative Society of Day Labourers.	Medicina	"	—	—	1	8,617.48
9. Co-operative Society of Working Masons and Bricklayers.	Brescia	Brescia	—	—	1	64,607.33
10. Co-operative Labour Society	Caltanissetta.	Caltanissetta.	—	—	—	—
11. Co-operative Society of Masons, Bricklayers and Stonecutters.	S.M. Capua Vetro.	Caserta	—	—	—	—
12. Co-operative Society of Day Labourers.	Pieve d'Olina.	Cremona	—	—	—	—
13. Co-operative Society of Day Labourers and Spademen.	Buenavilla.	"	—	—	—	—
14. Co-operative Society of Masons and Bricklayers.	Caneco	Cuneo	—	—	—	—
15. Co-operative Association of Day Labourers in the Building Trades.	Argenta	Ferrara	—	—	3	63,637.67
16. " " " "	Bondeno	"	2	6,620.00	2	55,739.59
17. Co-operative Association of Day Labourers of Lower Ferrara.	Berra	"	3	38,833.06	5	40,193.26
18. Co-operative Association of Day Labourers.	Guarda Ferrarese.	"	—	—	1	15,110.40
19. Co-operative Association of Day Labourers in Reno Centese.	Reno Centese.	"	—	—	—	—
20. Co-operative Association of Day Labourers.	Ferrara	"	—	—	2	12,596.98
21. " " " "	Vigarano	"	—	—	—	—
22. " " " "	Massenza.	"	—	—	—	—
23. " " " "	Poggio Renatico.	"	—	—	2	62,884.00
24. " " " "	Casimiro	"	—	—	1	47,030.00
25. " " " "	Pieve di Cento.	"	—	—	—	—
26. Co-operative Association for Building	Pistoia	Florence	—	—	1	8,476.80
27. Co-operative Association of Day Labourers.	Forlì	Forlì	2	51,322.23	4	207,545.45
28. Co-operative Association of Skilled Building Trades.	Cesena	"	—	—	1	80,434.88
29. Co-operative Association of Skilled Trades.	Cesenatico	"	—	—	—	—
30. Co-operative Association of Working Masons and Bricklayers of Forlì.	Forlì	"	—	—	—	—

* The List, as received, gives the names of the societies in Italian; those names are here given in English.

APPENDIX L.

and LABOUR to which CONTRACTS for PUBLIC WORKS were granted under supplied for the purposes of the present Report by COMMENDATORE BODIO, culture, Industry, and Commerce through SIR D. COLNAGHI, H.M. CONSUL-FLORENCE.*

1891.		1892.		1893.		1894.		Total	Total
No. of Contracts	Amount.	No. of Contracts	Amount.	No. of Contracts	Amount.	No. of Contracts	Amount.	No. of Contracts	Amount.
—	Lire. —	4	Lire. 688.26	16	Lire. 2,746.12	14	Lire. 592.59	34	Lire. 3,996.97
—	—	1	18,148.39	—	—	—	—	3	84,461.34
—	—	1	5,801.60	1	79,096.30	—	—	4	150,657.13
2	28,383.01	1	21,437.91	2	23,664.80	—	—	5	73,490.72
1	67,444.53	2	8,523.42	1	58,475.96	—	—	4	124,442.91
—	—	—	—	—	—	1	50,412.85	1	50,412.85
—	—	1	1,868.90	—	—	—	—	2	12,838.40
—	—	—	—	—	—	1	71,192.73	2	79,810.21
1	12,977.00	—	—	1	1,550.59	—	—	3	79,134.92
—	—	—	—	1	5,019.00	—	—	1	5,019.00
—	—	—	—	1	27,694.37	1	12,778.01	2	40,472.58
1	7,551.36	—	—	—	—	—	—	1	7,551.36
—	—	—	—	2	53,497.40	1	51,298.63	3	104,776.06
—	—	1	8,265.95	—	—	—	—	1	8,265.95
—	—	2	56,587.64	2	76,092.72	—	—	7	196,318.03
1	6,691.90	3	21,009.47	1	9,482.96	—	—	9	100,140.22
1	15,093.28	—	—	—	—	—	—	9	94,090.10
1	16,478.10	1	3,548.96	1	3,911.13	—	—	4	39,048.64
—	—	—	—	1	36,745.50	—	—	1	36,745.50
—	—	2	15,837.21	—	—	—	—	4	28,734.19
—	—	—	—	1	7,194.95	—	—	1	7,194.95
—	—	2	23,667.80	1	6,357.86	2	10,677.66	5	40,703.32
—	—	—	—	3	80,714.50	1	15,006.14	6	158,604.64
—	—	1	6,190.00	—	—	—	—	2	53,160.09
1	70,543.20	—	—	—	—	—	—	1	70,543.20
—	—	—	—	—	—	—	—	1	8,476.90
—	—	—	—	1	4,994.71	—	—	7	263,764.42
—	—	—	—	—	—	—	—	1	80,434.68
1	1,990.35	1	80,290.55	—	—	1	28,900.00	3	111,170.99
—	—	2	103,907.67	1	90,000.00	1	15,397.00	4	209,204.67

* + Massenzalica in original; but see official *Statistics of Co-operative Labour Societies* of 1895, pp. 10, 11, 28, 30, 47.

List of the CO-OPERATIVE SOCIETIES of PRODUCTION and LABOUR to

Name of Society.	Address.	Province.	1889.		1890.	
			No. of Contracts.	Amount.	No. of Contracts.	Amount.
31. Co-operative Association of Day Labourers of S. Giustina.	Rimini	Forlì	—	Lira.	—	Lira.
32. Co-operative Association of Carpenters.	Forlì	"	—	—	—	—
33. Co-operative Association of Shoemakers.	"	"	—	—	—	—
34. Co-operative Association of Blacksmiths.	"	"	—	—	—	—
35. Co-operative Joint Stock Society of Steamboat Navigators.	Lerici	Genoa	—	—	—	—
36. Co-operative Joint Stock Society of Masons, Bricklayers, and Stonecutters.	Spezia	"	—	—	—	—
37. Co-operative Joint Stock Society for Production and Labour.	Lecce	Lecce	—	—	—	—
38. Co-operative Joint Stock Society of Masons and Bricklayers.	Leghorn	Leghorn	—	—	—	—
39. Co-operative Joint Stock Labour and Distributive Society of Artisans and Peasants.	S. Matteo delle Chieriche.	Mantua	—	—	—	—
40. Co-operative Joint Stock Society of the Brotherhood of Labour.	S. Nicolo a Po.	"	4	25,632.85	1	8,335.60
41. " " "	Poggio Rusco.	"	—	—	1	15,440.41
42. Co-operative Joint Stock Society of Artisans of the 1st and 2nd Districts.	Mantua	"	—	—	3	29,641.38
43. Co-operative Joint Stock Society of Day Labourers.	Viadana	"	—	—	5	30,780.23
44. Co-operative Joint Stock Society of Peasants and Artisans.	Suzzara	"	—	—	—	—
45. Co-operative Joint Stock Labour Society.	Quistello	"	—	—	—	—
46. Co-operative Joint Stock Labour and Distributive Society.	Quingenole.	"	—	—	—	—
47. Co-operative Joint Stock Society of Masons, Bricklayers, and Labourers.	Mantua	"	—	—	—	—
48. Co-operative Joint Stock Labour and Distributive Society.	Villastrada	"	—	—	—	—
49. " " "	Campitello	"	—	—	—	—
50. Co-operative Joint Stock Society of Peasants and Artisans.	Ceresè	"	—	—	—	—
51. Co-operative Joint Stock Society of the Brotherhood of Masons and Bricklayers.	Messina	Messina	—	—	—	—
52. Co-operative Joint Stock Building Society.	Mistretta	"	—	—	—	—
53. Co-operative Joint Stock Society of Day Labourers.	Finale Emilia.	Modena	—	—	3	63,036.98
54. Co-operative Joint Stock Society of Labourers of Carpi.	Carpinella	"	—	—	2	84,307.31
55. Co-operative Joint Stock Society of Day Labourers.	Bomporto	"	—	—	2	3,043.51
56. " " "	Concordia	"	—	—	—	—
57. " " "	Camporotondo.	"	—	—	—	—
58. Co-operative Joint Stock Society of Cercoles for Building.	Cercola	Naples	—	—	—	—
59. Co-operative Joint Stock Society of Neapolitan Workmen for Building.	Naples	"	—	—	—	—
60. Co-operative Joint Stock Society of Day Labourers.	Montargana.	Padua	—	—	—	—
61. Co-operative Joint Stock Society of the Commune of Castelbaldo.	Castelbaldo	"	—	—	4	119,986.02
62. Co-operative Joint Stock Society of Day Labourers.	Pontelungo	"	—	—	2	11,354.09
63. Co-operative Joint Stock Society of Workmen.	Pernuncia	"	—	—	1	2,885.00
64. Co-operative Joint Stock Society of Skilled Building Trades Workers.	Padua	"	—	—	4	23,641.74
65. Co-operative Joint Stock Society of Labour and Credit.	Este	"	—	—	3	21,309.71

which CONTRACTS for PUBLIC WORKS were granted, &c.—*continued.*

1901.		1902.		1903.		1904.		Total No. of Con- tracts.	Total Amount.
No. of Con- tracts.	Amount.	No. of Con- tracts.	Amount.	No. of Con- tracts.	Amount.	No. of Con- tracts.	Amount.		
—	Lire. —	—	Lire. —	1	Lire. 1,161.00	1	Lire. 7,380.00	2	Lire. 8,461.00
—	—	—	—	1	15,884.49	—	—	1	15,884.49
—	—	—	—	1	7,380.00	—	—	1	7,380.00
—	—	—	—	1	22,244.88	—	—	1	22,244.88
—	—	—	—	1	7,200.00	—	—	1	7,200.00
—	—	—	—	—	—	1	11,467.50	1	11,467.50
—	—	2	8,676.24	—	—	—	—	2	8,676.24
—	—	—	—	23	5,048.37	15	802.37	38	5,850.74
—	—	—	—	1	71,097.06	—	—	1	71,097.06
—	—	—	—	—	—	2	30,722.00	7	65,190.45
—	—	—	—	—	—	—	—	1	15,440.41
5	65,007.79	2	72,730.11	1	31,322.35	1	3,040.00	12	206,957.63
—	—	—	—	1	11,194.80	1	2,416.00	7	66,391.03
—	—	1	77,548.12	1	94,680.30	—	—	2	172,268.42
1	27,010.13	—	—	—	—	—	—	1	27,010.13
1	2,844.87	3	39,463.44	1	38,067.12	2	85,371.00	7	162,349.53
1	8,633.07	—	—	—	—	—	—	1	8,633.07
—	—	1	15,671.62	—	—	—	—	1	15,671.62
—	—	1	12,663.50	—	—	—	—	1	12,663.50
—	—	1	21,056.51	—	—	—	—	1	21,056.51
—	—	—	—	1	714.43	—	—	1	714.43
—	—	1	33,300.00	—	—	—	—	1	33,300.00
2	90,542.31	1	28,694.06	2	44,631.86	1	94,695.41	11	351,600.47
—	—	—	—	—	—	2	31,993.58	4	116,200.89
1	6,016.63	—	—	—	—	2	14,057.00	5	23,117.14
—	—	—	—	—	—	1	32,976.45	1	32,976.45
—	—	1	8,541.50	—	—	—	—	1	8,541.50
—	—	—	—	3	28,349.88	—	—	3	28,349.88
—	—	—	—	—	—	1	21,594.00	1	21,594.00
—	—	—	—	—	—	1	787.64	1	787.64
2	56,808.03	2	28,700.69	5	147,718.74	2	119,738.46	15	472,951.84
1	37,643.00	—	—	—	—	—	—	3	68,997.00
3	20,997.96	1	10,123.10	—	—	1	8,041.00	6	42,046.96
2	20,729.76	5	29,507.57	6	202,138.85	1	5,424.90	15	286,502.82
2	31,671.00	1	5,930.03	2	31,025.71	2	25,806.60	10	175,741.13

LIST of the CO-OPERATIVE SOCIETIES of PRODUCTION and LABOUR to

Name of Society.	Address.	Province.	1889.		1890.	
			No. of Con- tracts.	Amount.	No. of Con- tracts.	Amount.
66. Co-operative Joint Stock Society of Day Labourers.	Borgoforte	Padua	—	Lire.	—	Lire.
67. " " " "	Boara Pisana.	"	—	—	3	31,864.30
68. " " " "	Lozzo e Testino.	"	—	—	—	—
69. " " " "	Bovolenta	"	—	—	—	—
70. " " " "	Pieve	"	—	—	1	4,471.70
71. Co-operative Joint Stock Society of Andrea Brustolon.	Padua	"	—	—	—	—
72. Co-operative Joint Stock Labour Society.	Lareggia	"	—	—	—	—
73. Co-operative Joint Stock Society of Day Labourers.	Colorno	Parma	—	—	—	—
74. Co-operative Joint Stock Society for Production and Labour.	Sorbolo	"	—	—	—	—
75. Co-operative Joint Stock Society of Navvies.	Parma	"	—	—	—	—
76. Co-operative Joint Stock Society of Day Labourers.	"	"	—	—	—	—
77. " " " "	Mortara	Pavia	—	—	—	—
78. Co-operative Joint Stock Society for Production and Labour.	Perugia	Perugia	—	—	—	—
79. Co-operative Joint Stock Society of Veterans of Victor Emanuel and Garibaldi.	Città di Castello.	"	—	—	1	87,945.30
80. Co-operative Joint Stock Society of Working Masons and Bricklayers	"	"	—	—	—	—
81. Co-operative Joint Stock Friendly Society of Workmen.	"	"	—	—	1	2,594.28
82. Co-operative Joint Stock Society for Work on Rivers and Roads.	Martizza	Piacenza	—	—	2	7,662.22
83. Co-operative Joint Stock Society of Day Labourers.	Castelvetro Piacentina.	"	—	—	—	—
84. Co-operative Joint Stock Society of Day Labourers for the Rights of Labour.	Calendasco	"	—	—	—	—
85. Co-operative Joint Stock Society of Navvies.	Calcinaia	Pisa	—	—	—	—
86. Co-operative Joint Stock Society of Pisa.	Pisa	"	—	—	2	31,376.34
87. Co-operative Joint Stock Society of Workmen and Skilled Branches of Trades.	Potenza	Potenza	—	—	3	198,607.89
88. Co-operative Joint Stock Society of Day Labourers.	Vetri di Potenza.	"	—	—	1	105,762.04
89. Southern Co-operative Joint Stock Society for Production.	Potenza	"	—	—	—	—
90. Co-operative Joint Stock Society of Day Labourers.	Russi	Ravenna	4	20,786.78	1	8,790.00
91. " " " "	Alfonseine	"	—	—	—	—
92. " " " "	Villemezzana.	"	—	—	—	—
93. " " " "	Ravenna	"	3	33,338.04	10	208,152.47
94. " " " "	Massa Lombarda.	"	—	—	—	—
95. Co-operative Joint Stock Society of Masons and Bricklayers.	"	"	—	—	—	—
96. Co-operative Joint Stock Society of Day Labourers.	Lugo (Romagna).	"	—	—	1	4,029.75
97. " " " "	Villanova	"	—	—	—	—
98. " " " "	Faenza	"	1	28,312.00	2	95,191.71
99. Co-operative Joint Stock Society of Industry and Labour.	Lugo (Romagna).	"	—	—	1	30,543.66
100. Co-operative Joint Stock Society of Skilled Building Trades.	Ravenna	"	—	—	—	—
101. Co-operative Joint Stock Society of Day Labourers.	Cotignola	"	—	—	2	64,469.25

which CONTRACTS for PUBLIC WORKS were granted, &c.—*continued.*

1891.		1892.		1893.		1894.		Total	Total
No. of Con- tracts.	Amount.	No. of Con- tracts.	Amount.	No. of Con- tracts.	Amount.	No. of Con- tracts.	Amount.	No. of Con- tracts.	Amount.
—	Lire.	1	Lire. 6,643.00	—	—	1	Lire. 92,784.38	2	Lire. 99,427.38
—	—	—	—	—	—	1	5,606.60	4	37,470.60
1	7,405.50	—	—	—	—	—	—	1	7,405.50
—	—	1	1,687.64	1	21,110.56	1	13,278.70	3	35,076.90
—	—	2	20,064.40	1	32,283.45	—	—	4	56,819.55
—	—	—	—	1	21,763.38	—	—	1	21,763.38
—	—	—	—	—	—	1	650.00	1	650.00
—	—	—	—	1	3,523.25	1	42,013.53	2	45,535.78
1	2,740.01	—	—	2	1,456.72	2	19,049.35	5	23,246.08
—	—	—	—	—	—	1	60,628.86	1	60,628.86
—	—	—	—	—	—	2	14,486.34	2	14,486.34
—	—	—	—	—	—	1	2,000.00	1	2,000.00
1	860.10	2	1,304.67	—	—	—	—	3	2,173.77
—	—	—	—	1	5,545.35	—	—	2	93,490.65
—	—	1	379.57	—	—	—	—	1	379.57
—	—	—	—	—	—	—	—	1	2,584.28
—	—	—	—	—	—	—	—	2	7,692.22
1	46,790.93	1	42,205.78	—	—	1	21,300.71	3	110,357.42
—	—	—	—	1	2,637.34	—	—	1	2,637.34
—	—	—	—	1	6,617.00	2	19,200.63	3	25,877.94
—	—	—	—	—	—	—	—	2	31,376.34
1	53,347.58	2	22,860.53	—	—	—	—	6	274,815.95
—	—	—	—	1	22,762.00	—	—	2	128,524.04
—	—	—	—	1	3,734.55	—	—	1	3,734.55
—	—	—	—	—	—	—	—	5	29,486.76
—	—	2	144,617.62	—	—	—	—	2	144,617.62
—	—	1	41,734.13	1	6,755.91	—	—	2	46,490.00
7	91,502.67	8	132,533.90	13	209,982.03	4	91,883.85	45	767,452.95
—	—	—	—	1	75,827.10	—	—	1	75,827.10
1	92,213.28	1	61,129.55	—	—	—	—	2	153,342.83
—	—	1	86,752.85	—	—	—	—	2	89,762.60
—	—	—	—	1	4,118.86	1	6,823.41	2	10,942.27
—	—	1	38,871.46	—	—	—	—	4	147,375.17
—	—	—	—	—	—	1	34,857.33	2	65,400.98
—	—	—	—	1	8,000.00	1	7,536.00	2	15,536.00
—	—	—	—	1	4,026.34	—	—	3	68,405.59

LIST of the CO-OPERATIVE SOCIETIES of PRODUCTION and LABOUR to

Name of Society.	Address.	Province.	1898.		1899.	
			No. of Contracts.	Amount.	No. of Contracts.	Amount.
102. Co-operative Joint Stock Society of Day Labourers.	Villavol- tana.	Ravenna	—	Lire.	1	Lire. 8,747.44
103. Co-operative Joint Stock Society of Shoemakers.	Ravenna	"	—	—	1	7,286.50
104. Co-operative Joint Stock Labour and Credit Society.	Polistena	Reggio Calabria.	—	—	—	—
105. Co-operative Joint Stock Society of Masons, Bricklayers and Cognate Trades.	Reggio Emilia.	Reggio Emilia.	—	—	—	—
106. Co-operative Joint Stock Society of Day Labourers.	Cadelbosco Sopra.	"	—	—	2	30,971.08
107. " " " "	Reggio Emilia.	"	—	—	—	—
108. " " " "	Guastalla	"	—	—	—	—
109. " " " "	Novellara	"	1	12,619.70	—	—
110. Co-operative Joint Stock Society of Publishers of Rome.	Rome	Rome	—	—	—	—
111. Co-operative Joint Stock Society of Workmen for Building.	"	"	1	238.11	26	64,908.85
112. Co-operative Joint Stock Society of Road Menders.	"	"	—	—	—	—
113. Co-operative Joint Stock Society of Workmen engaged in the Building Trades.	"	"	—	—	—	—
114. Co-operative Joint Stock Society of Blacksmiths.	"	"	—	—	—	—
115. Co-operative Joint Stock Labour Society for Workmen of Various Skilled Trades.	Civitavecchia.	"	—	—	—	—
116. Co-operative Joint Stock Society of Printers of Rome.	Rome	"	—	—	—	—
117. Co-operative Joint Stock Society of Masons and Bricklayers.	Tivoli	"	—	—	—	—
118. Co-operative Joint Stock Society ("Vitruvio") of Masons and Bricklayers.	Rome	"	—	—	—	—
119. Co-operative Joint Stock Society of Arts and Crafts.	"	"	—	—	—	—
120. Central Co-operative Joint Stock Society of Rome.	"	"	—	—	—	—
121. Co-operative Joint Stock Society of Chimney Repairers.	"	"	—	—	—	—
122. Co-operative Joint Stock Society of the Tiber.	"	"	—	—	—	—
123. Co-operative Joint Stock Society of Painters and Decorators.	"	"	—	—	—	—
124. Co-operative Joint Stock Society of Masons and Bricklayers.	"	"	1	49,535.79	—	—
125. Co-operative Joint Stock Society of Bookbinders.	"	"	—	—	1	44,000.00
126. Co-operative Joint Stock Society of Day Labourers.	Adria	Rovigo	—	—	1	60,909.36
127. Co-operative Joint Stock Society of Labourers of Basso Polesine.	"	"	—	—	—	—
128. Co-operative Joint Stock Society of Day Labourers.	Badia Polesine.	"	—	—	1	35,799.20
129. Co-operative Joint Stock Society of Navvies.	Roara Polesine.	"	—	—	1	15,179.72
130. Co-operative Joint Stock Society of Day Labourers.	Bottrighe	"	—	—	2	28,423.04
131. " " " "	Corbola	"	2	16,994.34	1	20,996.00
132. " " " "	Lendinara	"	—	—	1	22,308.55
133. " " " "	Occhio- bello.	"	—	—	2	102,171.02
134. " " " "	Polesella	"	—	—	—	—
135. Co-operative Joint Stock Society of Navvies and Similar Workers.	Rovigo	"	—	—	—	—
136. Co-operative Joint Stock Society of Conca- durame.	Conca- durame.	"	—	—	1	30,171.30

LIST of the CO-OPERATIVE SOCIETIES of PRODUCTION and LABOUR to

Name of Society.	Address.	Province.	1889.		1890.	
			No. of Contracts.	Amount.	No. of Contracts.	Amount.
137. Co-operative Joint Stock Society of S. Martino di Venezia.	S. Martino di Venezia.	Rovigo	—	Lire.	—	Lire.
138. Co-operative Joint Stock Society of Day Labourers.	Massa Superiore, Rovigo.	"	—	—	1	1,550.00
139. Co-operative Joint Stock Society of Masons, Bricklayers, Smiths, and Day Labourers of Polesine Centrale.	"	"	—	—	—	—
140. Co-operative Joint Stock Society of Production and Labour.	Pollica	Salerno	—	—	—	—
141. Co-operative Joint Stock Society for Building.	Baronissi	"	—	—	3	221,607.89
142. " " " "	Nocera Inferiore.	"	—	—	3	162,007.15
143. Co-operative Joint Stock Society of Ecoli.	Eboli	"	—	—	9	370,937.21
144. Co-operative Joint Stock Society of Labourers.	Delebio	Sondrio	—	—	—	—
145. Co-operative Joint Stock Society of Skilled Building Trades.	Treviso	Treviso	—	—	—	—
146. Co-operative Joint Stock Society of Labour.	Cornuda	"	—	—	1	72,724.41
147. Co-operative Joint Stock Society of Skilled Building Trades.	Udine	Udine	—	—	—	—
148. Co-operative Joint Stock Society of Production and Labour.	Cavarzere*	Venice	1	87,224.10	1	64,312.02
149. Co-operative Joint Stock Society of Labourers.	"	"	—	—	3	64,283.98
150. Co-operative Joint Stock Society of Day Labourers.	Strà	"	—	—	—	—
151. Co-operative Joint Stock Society of Masons, Bricklayers, and Labourers.	Venice	"	—	—	—	—
152. Co-operative Joint Stock Society of Day Labourers.	Albaredo d'Adige.	Verona	—	—	—	—
153. " " " "	Cucca	"	—	—	1	30,000.98
154. " " " "	Legnago	"	1	45,023.23	—	—
155. " " " "	Terrazzo	"	—	—	2	34,784.00
156. Co-operative Joint Stock Society of S. Michele and S. Martino.	Verona	"	—	—	—	—
157. Co-operative Joint Stock Society of Operative Masons and Bricklayers.	Vicenza	Vicenza	—	—	—	—
GRAND TOTAL .	{ Lire say, 2	—	27	458,085.23 19,243	157	3,673,329.83 146,933

* This is given "Cavezere" in the original, but "Cavarzere" is intended; see the official

which CONTRACTS for PUBLIC WORKS were granted, &c.—*continued.*

1891.		1892.		1893.		1894.		Total No. of Contracts.	Total Amount.
No. of Contracts.	Amount.	No. of Contracts.	Amount.	No. of Contracts.	Amount.	No. of Contracts.	Amount.		
1	Lire. 38,502.02	—	—	—	—	—	—	1	Lire. 38,502.02
1	6,905.73	3	59,148.32	—	—	1	79,470.08	6	177,074.65
—	—	1	1,951.40	2	96,114.38	—	—	3	98,065.78
—	—	1	53,568.27	—	—	—	—	1	53,568.27
3	80,523.66	—	—	—	—	—	—	6	303,131.55
—	—	—	—	1	31,524.46	—	—	4	194,131.61
3	12,002.19	1	14,558.66	—	—	—	—	13	398,208.06
1	2,136.96	—	—	—	—	—	—	1	2,136.96
—	—	1	4,385.92	1	16,938.00	—	—	2	21,323.92
—	—	—	—	—	—	1	1,779.78	3	74,504.19
—	—	2	4,274.38	—	—	—	—	2	4,274.38
—	—	—	—	1	27,923.60	—	—	3	179,459.72
2	26,945.27	1	12,695.05	1	30,386.20	1	12,939.61	8	146,250.01
1	1,459.00	1	40,030.73	—	—	—	—	2	50,490.33
—	—	—	—	4	7,794.19	—	—	4	7,794.19
5	113,083.61	—	—	1	81,355.30	2	31,657.39	8	226,046.23
2	26,792.95	1	30,998.50	1	72,303.90	—	—	5	161,176.42
3	40,473.16	—	—	1	17,574.00	—	—	5	103,674.39
3	121,860.17	—	—	2	22,568.64	—	—	7	179,212.81
—	—	—	—	1	10,589.10	—	—	1	10,589.10
1	9,499.02	2	3,594.74	—	—	—	—	3	13,093.76
119	1,636,541.89	104	1,728,260.56	171	2,359,627.16	135	1,497,838.93	713	11,349,682.60
—	65,462	—	69,050	—	94,385	—	59,914	—	463,987

Statistics of Co-operative Labour Societies of 1895, pp. 26, 27, 39, and 66.

APPENDIX M.

STATISTICAL DETAILS and BALANCE-SHEETS of ITALIAN CO-OPERATIVE
and KINDRED

Date of Foundation or Regi- stration.	Name and Address of Society.	Period to which Balance Sheet relates.	Number of Members.		Value of Share.
			Workmen.	Non- Workmen.	
1890	Co-operative Society of Masons, Bricklayers, and Stonecutters in Spezia.	From July 1890 to 31st December 1891. 1892	29	—	Lire. 80
1889	Co-operative Labour Society in Poggio Rusco.	1891 1892 ^a	461 475	46 46	24 —
1890	Co-operative Labour and Distributive Society among Labourers and Artisans in Quistello.	1891 1892 1893	170 — —	22 — —	10 — —
1890	Co-operative Labour Society of Peasants and Workmen in Suazara. ^b	1892	547	33	10
1889	Co-operative Labour Society of Day Labourers of the Commune in Viadana.	1891 1892 1893	345 — —	29 — —	24 — —
1892	Co-operative Productive Society of Working Stonecutters in Milan.	1892	110	—	10
1887	Co-operative Society for Building among Working Masons and Brick- layers in Milan.	1887 1888 1889 1890 1891 1892 1893 1894	— — — — 715 — — —	— — — — 37 — — —	25 — — — — — — —
1890	Co-operative Labour Society of Day Labourers of Bovolenta.	1893	241	—	24
1890	Co-operative Society of Day Labourers of the Communes of Castelbaldo, Masi, Piacenza d' Adige, &c., in Castelbaldo.	1891 1892 1893	2,194 — 2,278	3 — 3	9 — —

* Compiled from *Statistica delle Società Cooperative, Società Cooperative di Lavoro fra Braccianti, Generali della Statistica*. Rome, 1895 (pp. 2-23). Those societies only are included which are known to have given in the body of the present Report, it will be observed that certain discrepancies exist. It has seemed

† Losses are printed

¹ 2 lire to shares, 2,363 to the workmen, 337 to Reserve Fund, and 675 to the fund for expenses of administration.

² These balance-sheets are certainly incorrect. The capital account shows that the society has, during a succession of years, made losses amounting in the aggregate to 2,084 lire; and yet the profit and loss account, both for 1891 and 1892, records no loss, and balances evenly. Although these data are inaccurate in some parts, we have thought it well to report them, so as to show how faulty the accounts of the societies sometimes are.

³ The society carries on a co-operative store, and has a Sick Fund.

⁴ Profits already divided when the balance-sheet was made up.

⁵ 48 lire to shares, 133 to the workmen members, 76 to Reserve Fund, 170 to Provident Fund.

⁶ The mean number of workmen employed during the year (on day-wages) was 75 members and 46 non-members.

APPENDIX M.

LABOUR SOCIETIES OF DAY LABOURERS, MASONS AND BRICKLAYERS,
TRADES.*

Number of Shares subscribed by		Number of Employees at End of Period.		Capital.		Reserve	Other	Work	Balance of
Workmen.	Non- Workmen.	Members.	Non- Members.	Nominal (sub- scribed).	Paid-up.	Fund.	Funds.	done in Period.	Profit or Loss.†
20	—	20	90	Lire. 1,460	Lire. 1,206	Lire. 53	Lire. —	Lire. 37,968	Lire. 3,377 ¹
—	—	—	—	2,500	1,413	463	235	145,682	5,645
461	46	—	—	12,168	4,281	813	—	9,010	1,418
475	46	—	—	12,504	4,289	826	—	1,508	2,034
170	33	—	—	2,030	1,259	192	—	—	234
—	—	—	—	4,550	2,780	—	444	—	349
—	—	—	—	4,080	1,892	—	463	—	—
547	37	64	61	5,840	3,972	369	947	28,269	2,656 ⁴
345	73	—	—	10,032	1,080	47	200	—	32
—	—	—	—	10,032	1,174	79	200	—	676
—	—	—	—	10,056	1,278	956	—	—	87
112	—	14	—	1,120	1,064	36	—	12,692	427 ⁵
—	—	—	—	9,200	5,780	368	—	—	824
—	—	—	—	14,775	12,515	1,308	1,615	132,416	1,525
—	—	—	—	20,535	18,302	2,161	12,954	—	2,672
—	—	— ⁶	— ⁶	25,025	22,715	4,787	7,025	112,935	7,585
901	153	28	19	26,350	24,416	12,863	12,033	147,534	8,624 ⁷
—	—	—	—	27,625	26,152	15,547	16,025	152,101	6,771
—	—	—	—	28,250	27,023	16,194	19,968	315,554	6,405
—	—	—	—	28,974	28,397	16,997	27,974	452,268	7,800
282	—	50	—	6,768	1,331	—	—	21,009	880
2,194	3	992	—	—	—	7,522 ⁸	—	— ⁹	10,027
—	—	—	—	—	—	15,991 ⁸	1,406	—	7,235 ¹⁰
2,278	3	1,218	—	—	—	22,050 ⁸	2,257	—	3,581 ¹¹

*Muratori ed Affini al 31 Dicembre 1894. Ministero di Agricoltura, Industria e Commercio (Direzioni ottenute dai contratti con pubbliche autorità). In comparing the figures contained in this Appendix with those best to give in this place the figures given in the *Statistica*, without alteration.*

in italic figures.

¹ 2,864 lire to shares, 1,580 to Reserve Fund, 3,000 to Provident Fund, 676 to Unemployed Fund, 250 to the Masons' School, 280 to the Council of Administration.

² This sum represents the whole capital of the society, it has been impossible to distinguish the paid-up capital and the Reserve Fund separately.

³ Up to the end of March 1891, the society executed works to the value of 784,397 lire. In 1891 it executed work to the value of about 220,000 lire. The expenditure on account of the works was 219,792 lire, the society had the supplying of materials for 150 kilometres of road; a scheme had been considered for renting land for division among the families of members in small allotments.

¹⁰ The profit balance shown in the balance-sheet is 3,910 lire only, the reason being that, prior to the drawing up of the balance-sheet, 3,325 lire had already been divided out of profits among the members.

¹¹ 1,424 lire to the workmen, 1,499 lire to Reserve Fund, and 713 lire to Provident Fund.

STATISTICAL DETAILS and BALANCE SHEETS of

Date of Foundation or Registration.	Name and Address of Society.	Period to which Balance-Sheet relates.	Number of Members.		Value of Share.
			Workmen.	Non-Workmen.	
1890	Co-operative Productive, and Labour Society of Day Labourers of the Communes of Montagnana, Megliadino, S. Fidenzio, &c. in Montagnana.	1891	796	—	Lire. 9
		1892	—	—	—
		1893	—	—	—
1890	General Co-operative Association of Day Labourers and similar Workers in the District of Massa Superiore, in Massa Superiore.	1891	173	7	24
		1892	—	—	—
		1893	—	—	—
1891	Co-operative Society of Day Labourers of Polesine Centrale in Rovigo.	1892	410	5	24
		1893	—	—	—
1890	Co-operative Society of Day Labourers of S. Martino di Venezze and Pettorazza in S. Martino di Venezze.	1893	100	23	24
1889	Co-operative Productive and Labour Society among Day Labourers and Workmen in Cavarzere.	1891	1,057	10	24
		1892	—	—	—
		1893	—	—	—
1890	Co-operative Society of Day Labourers and Workmen of the Communes of Albaredo d' Adige, Bonavigo, Arcoole, &c. in Albaredo d' Adige.	1st Jan. 1891 to 28th Feb. 1892.	1,680	45	12
		1892	1,330	32	—
		1893	—	—	—
1890	Co-operative, Productive, and Labour Society among Day Labourers and Artisans in Cucca.	1891	693	21	20
		1892	—	—	—
		1893	—	—	—
1890	Co-operative Society of Day Labourers in Legnago.	1891	766	15	—
		1892	—	—	—
		1893 ¹⁴	—	—	—
1890	Co-operative Society of Workmen of the District in Budrio.	1891	1,366 ¹⁵	152	24
		1892	—	—	—
		1893	1,669 ¹⁶	146	—
1893	Co-operative Society of Carmen of the Commune of Crevalcore (17).	1893	45	—	6
1890	Co-operative Society of Day Labourers in Galliera.	1892	441	—	24
1890	Co-operative Society of Day Labourers of the District in Medicina.	1890	—	—	—
		1891	246	57	24
		1892	—	—	—
		1893	—	—	—

* Losses are printed

¹ 837 lire to Reserve Fund, 390 to Provident Fund, 400 to special funds.² 26 lire to Reserve Fund and 53 to Provident Fund.³ 7 lire to shares, 419 to the workmen, and 419 to Reserve Fund.⁴ 966 lire to shares, 1,361 to Reserve Fund, 414 to Provident Fund.⁵ 6,175 lire to shares, 3,705 to the workmen, 1,333 to Provident Fund, 613 to other funds.⁶ Includes a sum of 1,292 lire at the disposal of the Council of Administration.⁷ 4,357 lire to shares, 4,357 to Reserve Fund, 2,181 to Provident Fund (including the 1,807 profits of the year 1892).⁸ 3,670 lire to shares, 3,670 to Reserve Fund, and 1,836 to Provident Fund.⁹ 1,589 lire to the workmen, 1,214 to Reserve Fund, 1,214 to Provident Fund.¹⁰ 1,489 lire to the workmen, 2,318 to Provident Fund, and 2,567 undistributed profits.¹¹ 2,547 lire to Reserve Fund, 1,516 to Provident Fund, 2,533 to members (divided before the balance-sheet was made up).¹² The members of this society do not subscribe any shares, but pay a monthly subscription of 25 centesimi. It has not been possible to ascertain the amount thus subscribed, the sum being included under "Other Funds."

CO-OPERATIVE LABOUR SOCIETIES, &c.—*continued.*

Number of Shares subscribed by		Number of Employees at End of Period.		Capital.		Reserve	Other	Work	Balance of
Workmen.	Non- Workmen.	Members	Non- Members.	Nominal (sub- scribed).	Paid-up.	Fund.	Funds.	done in Period.	Profit or Loss *
796	—	82	6	Lire. 7,164	Lire. 7,164	Lire. —	Lire. —	Lire. —	Lire. 1,727 ¹
—	—	—	—	7,884	428	887	1,002	—	712
—	—	—	—	8,703	464	1,398	694	—	1,372
173	7	52	—	4,320	942	617	—	—	76 ²
—	—	—	—	5,040	1,176	580	53	—	526
—	—	—	—	6,624	2,539	769	390	—	1,053
410	25	—	—	10,440	?	1,230	—	—	845 ³
—	—	—	—	10,465	1,132	993	—	—	752
100	28	83	—	3,024	1,031	—	—	33,503	2,761 ⁴
1,097	39	137	1	26,304	9,621	6,431	2,958	—	12,351 ⁵
—	—	—	—	26,712	10,240	10,138	5,428 ⁶	—	302
—	—	—	—	26,496	9,463	23,916	5,627	—	5,549
1,680	50	—	—	1,363	1,363	1,725	—	—	9,228 ⁷
1,880	37	—	—	1,919	1,819	1,724	9,037	—	1,667 ⁸
—	—	—	—	4,092	4,092	6,568	5,506	—	9,176 ⁹
693	21	450	50	14,280	?	—	1,728	—	4,047 ⁹
—	—	—	—	662	662	2,700	1,510	—	6,374 ¹⁰
—	—	—	—	6,143	6,143	5,465	1,376	—	6,896 ¹¹
—	—	222	—	— ¹²	—	—	2,173	90,878	10,096 ¹³
—	—	—	—	— ¹³	—	4,421	8,048	—	1,281
—	—	—	—	— ¹³	—	4,421	7,572	—	4,687
663	—	600	—	15,912	5,342	43,963	—	—	6,319
—	—	—	—	19,824	8,510	46,974	—	—	4,732
901	35	—	—	22,464	11,552	49,560	—	—	3,841
46	—	45	—	270	270	771	—	10,344	—
441	—	160	40	10,584	9,154	9,219	—	140,262	16,081 ¹⁴
—	—	—	—	6,432	1,812	—	—	24,451	80
248	31	140	580	7,896	2,727	230	61	18,428	1,371 ¹⁵
—	—	—	—	4,008	3,035	814	769	5,693	222 ²⁰
—	—	—	—	3,984	3,513	645	1,948	19,707	549 ²¹

in *italic* figures.

¹² 4,421 lire to Reserve Fund, 4,421 to Provident Fund, 1,258 undistributed profits. The figure given in the text does not include 2,533 lire already divided among the members.

¹³ In this year the capital of the society (contributions of members, Reserve Fund and other funds) was divided thus: 10,699 lire to the fund for undertaking works, 3,396 to Accident Fund, and 3,336 to Sick Fund.

¹⁴ 1,028 shares were refunded to 845 members.

¹⁵ Transport of gravel on the roads of the commune of Crevalcore is the only work performed by the society.

¹⁶ Profits had already been distributed at the time of drawing up of balance-sheet, half paid to the workmen members, and half into the Reserve Fund.

¹⁷ 136 lire to shares, 304 to the workmen, 404 to Reserve Fund, and 247 to Provident Fund 1.

¹⁸ Loss already covered when the balance-sheet was made up by drawing on Reserve Fund and other funds.

¹⁹ 219 lire to the workmen, 218 to Reserve Fund, and 110 to Provident Fund.

STATISTICAL DETAILS and BALANCE-SHEETS of

Date of Foundation or Registration.	Name and Address of Society.	Period to which Balance-Sheet relates.	Number of Members.		Value of Share.
			Workmen.	Non-Workmen.	
1891	Co-operative Society of Day Labourers of the Commune of S. Giovanni in Persiceto.	1892	633	—	Lire. 10
1889	Co-operative Society of Day Labourers and Building Trade Operatives in Argenta. ²	1893	716	2	24
1892	Co-operative Society of Day Labourers of the Commune of Cento in Reno Centese (Cento).	1893	1,011	—	12
1890	Co-operative Society of Day Labourers and Branches of Skilled Trades in Mesola, with head-quarters in Massenzatico.	1892	149	9	12
1890	Co-operative Society of Day Labourers and Building Trade Operatives in Poggio Renatico.	1890-92	558	—	24
		1893	—	—	—
1891	Co-operative Society of Working Masons and Bricklayers in Forlì.	1892	190	—	10
		1893	—	—	—
1891	Co-operative Society of Day Labourers, Masons, and Bricklayers of S. Giustina and Rimini in Rimini.	1st Jan. 1892 to 28th Feb. 1893.	—	—	—
		1st March 1893 to 31st Jan. 1894.	64	12	20
		1st Feb. 1894 to 31st Dec. 1894.	—	—	—
1891	Co-operative, Productive, and Labour Society among Day Labourers of the Commune in Camposanto.	1892	324	—	24
		1893	—	—	—
1890	Co-operative Society of Day Labourers of the District in Concordia.	1891	679	3	24, 25
		1891-92 ³	—	—	—
		1893	—	—	—
1889	Co-operative Society of Day Labourers in Finale nell' Emilia.	1st April 1890 to 31st March 1891.	—	—	—
		1st April 1891 to 31st March 1892.	1,250	3	24
		1st April 1892 to 31st March 1893.	—	—	—
		1st April 1893 to 31st March 1894.	—	—	—
1890	Co-operative Labour Society among the Day Labourers and Artisans of the District in Colorno.	1893	—	—	—
1893	Co-operative Society of Navvies in Parma.	1893	254	—	24
1893	Co-operative Society for Building and Production among the Labourers in Sorbolo.	1893	103	5	10

* Losses are printed

¹ 588 lire to the workmen, 598 to Reserve Fund.² It was impossible to obtain sufficient data from the society's balance-sheet. The society is very important. In 1889-96 it executed works to the value of 73,236 lire; in 1891, to the value of 20,492 lire; and in 1893, to the value of 46,248 lire.³ 5,400 lire to the workmen, 2,192 to Reserve Fund, and 3,216 to special funds.⁴ 496 to Reserve Fund, 165 to Provident Fund.⁵ 1,677 lire to the workmen, 1,017 to Reserve Fund, and 898 to Provident Fund.⁶ A sum is here included under the title of "Capital of the Society," which, however, is neither the subscribed nor the paid-up capital, and may consist of accumulated profits; the shares of certain special honorary members are also included.⁷ The profits were not divided.⁸ 956 lire to shares, 967 to the workmen, 636 to Reserve Fund, and 638 to Provident Fund.⁹ The balance-sheet is very confusing, and on careful examination does not yield trustworthy data as to profits.

CO-OPERATIVE LABOUR SOCIETIES, &c.—*continued.*

Number of Shares subscribed by		Number of Employees at End of Period.		Capital.		Reserve	Other	Work	Balance of
Workmen.	Non- Workmen.	Members.	Non- Members.	Nominal (sub- scribed).	Paid-up.	Fund.	Funds.	done in Period.	Profit or Loss.*
883	—	64	—	Lire. 8,330	Lire. 703	Lire. 869	Lire. —	Lire. 26,249	Lire. 1,186 ¹
733	4	121	—	—	—	—	—	—	—
1,611	—	55	—	12,132	?	1,611	—	36,748	2,267
—	—	—	—	1,347	1,347	129	254	—	—
258	—	—	—	4,749	4,749	—	—	62,229	19,798 ³
—	—	—	—	6,344	5,456	2,391	1,500	—	7,690
190	—	—	—	1,900	658	—	1,735	—	661 ⁴
—	—	—	—	2,500	1,336	480	165	—	3,332 ⁵
—	—	—	—	800	647	86	1,153 ⁶	—	5,199 ⁷
36	5	59	52	820	703	46	1,871 ⁸	—	3,189 ⁹
—	—	—	—	940	831	734	2,732 ⁶	—	2,514 ^{10,9}
324	—	27	—	7,776	963	—	—	8,305	1,861 ¹¹
—	—	—	—	7,778	964	1,685	—	—	76
679	3	80	20	16,539	2,253	—	1,501 ¹²	18,801	1,129 ⁷
—	—	—	—	5,695	5,695	—	—	—	4,081 ¹⁴
—	—	—	—	5,852	5,852	2,163 ¹⁵	1,786 ¹⁶	—	429
—	—	—	—	28,302	15,767	138	500	—	9,649 ¹⁷
1,250	3	—	—	30,072	16,989	4,812	500	—	14,696 ¹³
—	—	—	—	32,064	18,155	12,200	500	—	15,925 ¹⁰
—	—	—	—	33,329	18,475	20,001	500	—	1,196 ²⁰
—	—	—	—	1,903	1,903	—	—	—	200
254	—	—	—	6,096	784	—	—	8,978	455
108	9	4	—	1,120	415	54	—	1,375	264 ²¹

in *italico* figures.¹ 1,654 lire to the shares, 1,654 to the workmen, 1,103 to Reserve Fund, 1,103 to Provident Fund.² To Reserve Fund. ¹³ Profits of preceding years.³ The balance-sheet for 1891-92 comprises both working years, and is, therefore, partly a repetition of the 1891 balance-sheet which is given above.⁴ 1,718 lire to shares, 2,163 to Reserve Fund, 200 to special funds.⁵ Includes the two funds described in the society's rules as "Capital of the Society" and Reserve.⁶ Includes the Benevolent Fund of 1,598 lire, formed with profits which should have been distributed on shares, and the "Banner Fund" of 200 lire.⁷ 4,995 lire to shares, and 4,654 to Reserve Fund.¹⁴ 7,308 lire to shares, and 7,388 to Reserve Fund.⁸ 5,124 lire to shares, and 7,901 to Reserve Fund.²⁰ 600 lire to shares, and 599 to Reserve Fund.⁹ There was no distribution of profits, as the rules provided that it should take place when the works were paid for; the workmen members to get 50 per cent., and 50 per cent. and 20 per cent. to go to Reserve and Accident Funds respectively.

STATISTICAL DETAILS and BALANCE-SHEETS of

Date of Foundation or Registration.	Name and Address of Society.	Period to which Balance-Sheet relates.	Number of Members.		Value of Share.
			Workmen.	Non-Workmen.	
1890	General Co-operative Society of Day Labourers of the Commune in Alfonsine.	1891	400	8	Lib. 15
1889	General Co-operative Society of Day Labourers in Villanova (Bagnacavallo).	1890	—	—	24
		1891	455	24	—
		1892	—	—	—
1890	General Co-operative Society of Day Labourers of the Commune in Cotignola.	1892	—	—	—
1890	Co-operative Society of Day Labourers in Massa Lombarda.	1891	335	5	20
1890	Co-operative Society of Working Masons and Bricklayers in Massa Lombarda.	1891	70	5	20
1889	General Co-operative Society of Day Labourers of the Commune in Ravenna.	1889	—	—	24
		1893	2,240	8	—
1890	General Co-operative Society of Day Labourers of the Commune in Russi.	1891	245	4	20
		1892	—	—	—
		1893	—	—	—
1890	Co-operative Society of Day Labourers in Cadelbosco di Sopra.	1892	500	—	24
1890	Co-operative Society of Day Labourers of the Commune in Guastalla.	1892	578	—	24
		1893	626	—	—
1889	Co-operative Society of Day Labourers of the Commune in Reggio Emilia.	1st Dec. 1892 to 20th Sept. 1893.	858	20	—
1890	Co-operative Society of Masons and Bricklayers, Smiths, Carpenters, and similar Skilled Workers in Reggio Emilia.	1892	—	—	—
		1893	338	—	6
1887	Co-operative Society for Building among Workmen of the District ("Circondario") in Pistoia.	1891	36	—	25
1891	Co-operative Society of Veterans of the Army of Victor Emanuel and Garibaldi in Città di Castello.	1891-92	20	35	25
		1893	—	—	—
1890	Co-operative Society of Production and Labour among Skilled Building Trades in Perugia.	1892	—	—	25
1889	Co-operative Society of Workmen for Building Works in Rome. ¹	1893	82	— ²	30
1890	Co-operative Society of Road-menders in Rome.	1891-93 ³	23	—	30
		1894	—	—	—

* Losses are printed

¹ To Reserve Fund.² 794 lire to shares, 794 to Reserve Fund, 398 to Provident Fund.³ It is not known how the profits have been disposed of; probably in the same manner as in the preceding year, viz. 40 per cent. to the shares, 40 per cent. to the Reserve Fund, and 20 per cent. to special funds. This is the arrangement provided by the society's rules. The figures in the capital account are drawn up on the basis of the distribution of the profits having already taken place.⁴ 1,888 lire to shares, 1,888 to Reserve Fund, and 419 to special funds.⁵ 1,310 to shares, 1,048 to Reserve Fund, and 268 to Provident Fund.⁶ The profits were not divided, but were allotted to clearing off liabilities incurred in preceding years.⁷ 1,173 lire to shares, 1,173 lire to the workmen, 28 to Reserve Fund, 559 to special funds.⁸ 1,680 lire to shares, 1,680 to the workmen, 839 to Reserve Fund.⁹ 21 lire to shares, 404 to the workmen, 404 to Reserve, 232 to special funds.¹⁰ 1,160 lire to the workmen, 1,192 to Reserve, 583 to special funds.

CO-OPERATIVE LABOUR SOCIETIES, &c.—continued.

Number of Shares subscribed by		Number of Employees at End of Period.		Capital.		Reserve	Other	Work	Balance of
Workmen.	Non- Workmen.	Members.	Non- Members.	Nominal (sub- scribed).	Paid-up.	Fund.	Funds.	done in Period.	Profit or Loss.*
400	8	—	—	Lire. 6,120	Lire. 683	Lire. 629	Lire. —	Lire. 21,627	Lire. 564 ¹
—	—	—	—	9,504	2,485	2,400	—	23,323	1,966 ²
465	24	79	—	11,112	3,971	3,928	666	16,837	2,410 ³
—	—	—	—	11,184	4,033	4,309	548	—	1,527
—	—	—	—	2,000	948	691	343	17,449	702
335	5	—	—	6,900	877	2,191	28	—	4,195 ⁴
—	5	—	—	1,500	959	976	244	—	2,620 ⁵
—	—	—	—	50,890	46,501	13,406	13,154	—	6,046
2,240	8	—	—	53,952	49,981	23,574	76,578	—	2,717
246	6	216	107	5,020	1,067	6,816	405	—	—
—	—	—	—	2,610	1,177	6,839	536	—	1,899
—	—	—	—	2,840	1,209	5,663	536	—	188
500	—	—	—	12,000	7,393	4,028	—	39,322	778
678	—	—	—	13,872	2,019	200	—	16,335	749 ⁶
626	—	—	—	15,024	3,910	301	115	7,377	77
828	93	—	—	22,824	10,445	33	62	—	7,669
—	—	—	—	9,983	9,983	2,472	—	—	2,933 ⁷
5,820	—	—	—	34,920	11,077	1,840	2,068	—	4,850 ⁸
75	—	—	—	1,875	1,490	83	—	—	887 ⁹
21	52	—	—	1,325	1,713	—	—	34,369	1,181 ⁹
—	—	—	—	1,960	1,798	484	—	16,873	2,941 ¹⁰
296	—	—	—	7,400	6,606	11	348	—	650 ¹¹
70	137	82	—	6,210	6,210	—	—	32,178	1,364
25	10	25	35	1,050	1,050	161	—	289,918	23,242 ¹⁵
—	—	—	—	1,155	1,155	—	12,738 ¹²	—	—

in *italic* figures.¹ 316 lire to Reserve, 243 to Provident Fund.² This does not seem correct; see *ante*, p. 234.³ At the end of 1892 this society had lost the whole of its capital; had accumulated losses of 6,246 lire against a capital of 6,210 lire. In 1893 it made a profit of 1,364 lire, divided thus: 360 lire as dividends to the members, 200 lire to paying off shares, the remainder to covering losses of the preceding years; this sum appears to have been divided before the balance-sheet was drawn up. The society is in process of reorganisation.⁴ The particulars relate to the three years 1891, 1892, and 1893.⁵ 8,135 lire to shares, 4,648 to Reserve Fund, 8,134 to Provident Fund, 2,323 undistributed profits.⁶ Includes 5,446 lire triennial dividend to members, and 7,293 lire accumulated profits. The profit and loss account for 1894 is not given, so that it is impossible to state whether any profits were made in that year, or to what extent they are included in the 7,293 lire.

STATISTICAL DETAILS and BALANCE-SHEETS of .

Date of Foundation or Regis- tration.	Name and Address of Society.	Period to which Balance-Sheet relates.	Number of Members.		Value of Share.
			Workmen.	Non- Workmen.	
1891	Co-operative Society of Masons, Brick- layers, and Cognate Skilled Opera- tives in Rome.	1893	15	—	Lire. 30
1892	Co-operative Society of Masons and Bricklayers (<i>Vitruvio</i>) in Rome.	1893	70	35	10
1892	Co-operative Society of Arts and Crafts in Rome.	31st Aug. 1894 ¹	—	—	23
1891	Co-operative Society of Masons, Brick- layers, and similar Skilled Work- men in Tivoli.	1892	—	—	25
1890	Southern Co-operative Society for Production and Labour in Potenza.	31st July 1890 to 31st July 1891	—	—	—
		31st July 1892	—	—	—
		31st July 1893	—	—	—
		31st July 1894	—	—	—
1890	Co-operative Society of Workmen and Skilled Trades in the Commune of Potenza.	1891	13	5	100
		1894	—	—	—
1890	Co-operative Society of Day Labourers and Workmen in Skilled Trades in <i>Victri di Potenza</i> .	1891 ⁷	27	3	10
1890	Co-operative Labour, Credit, and Distributive Society in Palermo.	1891	—	—	—
		1892	123	101	25

* Losses are printed

¹ This does not seem correct; see *ante*, pp. 232, 233.² 267 lire to shares, 161 to Reserve Fund, 107 to Provident Fund.³ 72 lire to shares, 284 to the workmen, 1,068 to Reserve Fund.⁴ There is no indication of the period covered by the balance-sheet.⁵ Includes also losses of previous year, amounting to 2,322 lire.⁶ 2,066 lire to shares, 296 to the workmen, 2,962 to Reserve Fund.⁷ The balance-sheet is wrong. The society also possessed a sum of 427 lire, profits made in the preceding year; so that at the end of 1891 the profits at the disposal of the society amounted to 2,134 lire, which was divided as follows: 1,706 lire to members, on their shares; 213 lire to the Reserve Fund and 213 lire to the Accident Fund. (It will be seen that 2 lire are left unaccounted for.)

CO-OPERATIVE LABOUR SOCIETIES, &c.—*continued.*

Number of Shares subscribed by		Number of Employees at End of Period		Capital.		Reserve	Other	Work done in	Balance of
Workmen.	Non-Workmen.	Members.	Non-Members.	Nominal (subscribed)	Paid-up.	Fund.	Funds.	Period.	Profit or Loss.*
15	15	15	—	Lire. 900	Lire. 300	Lire. —	Lire. —	Lire. 10,423	Lire. 535 ²
70	35	—	—	1,050	464	348	35	—	1,423 ³
—	—	—	—	1,625	717	—	—	—	645
—	—	—	—	1,525	1,386	—	—	25,040	3,643
—	—	—	—	5,000	1,000	—	—	—	145
—	—	—	—	5,000	1,000	—	—	—	145
—	—	—	—	5,000	1,000	—	—	46,500	2,928
—	—	—	—	3,900	3,900	220	—	17,785	9,745 ⁵
30	161	12	53	20,000	20,000	75	—	—	5,934 ⁶
—	—	—	—	10,500	10,500	4,831	—	—	742
580	750	21	11	13,540	13,540	—	—	21,356	1,707 ⁸
409	552	—	—	24,900 ⁹	7,107	210	—	— ¹⁰	2,716 ¹¹
420	573	12	1	24,325 ⁹	10,669	485	—	—	— ¹²

in *italic* figures.

² This figure does not appear in the capital account, which has no entry under profit or loss.

³ The society has also a loan capital (sharing in profits), which stood at 25,000 lire in 1891 and 13,300 in 1893.

¹⁰ The society carried out works to the value of about 80,000 lire for the municipality of Palermo. It has not been possible to obtain the profit and loss account.

¹¹ 1,900 lire to loan capital, 143 to the shareholders, 43 to Reserve Fund, 100 to the Council of Administration, the Syndics, the Technical Committee, &c., and 630 to the workmen members.

¹² The profits are not shown, having already been distributed before the balance-sheet was made up among those interested.

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