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Les Employés en Allemagne. Leur Situation Sociale et Leur Contrat d'Emploi, Législation et Revendications by J. Buelens; Les Employés en Autriche. Leur Situation et Leur Contrat d'Emploi by J. Buelens

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merce. Agriculture and certain other industries, dealt with elsewhere in the series of which this book forms a part, are also excluded.

One is struck with the vast amount of statistical material extant respecting the numbers and kinds of industrial undertakings, the persons, capital, and machinery employed, and the output. Of a great deal of this material Dr. Hesse has furnished an extremely useful summary. On the other hand, one also realises that large gaps still remain to be filled, the information either not existing at all or relating to periods often hopelessly out of date. Unfortunately, the latter deficiency tends to be somewhat exaggerated in the book before us. The facts relating to countries outside Germany are, in many cases, quoted second-hand from other German authors. This is perhaps natural, but it frequently results in the statistics (for example, those of imports and exports) being more out of date than they need have been, and, further, in being on the face of them not always consistent with one another. For example, the number of employed persons in industry and mining in the United Kingdom in 1901 is stated in a table on page 111 to be less than the number in England and Wales alone, as given in a table on page 122. These tables are extracted from other German publications, the authors of which have evidently classified the British Census results differently.

But it would be captious to continue to pick out faults of this description, of which the author is doubtless already conscious. It is more just to recognise the merit and utility of the book. The writing of a book of this character, and also its revision, are laborious undertakings, and every reader must feel indebted to Dr. Hesse for providing him with such a useful commentary on, and survey of, a large body of international statistics. A.D.W.

6.—1. *Les Employés en Allemagne. Leur situation sociale et leur Contrat d'Emploi, Législation et Revendications.* Par J. Buelens. xv+327 pp., 8vo. Anvers: "Veritas" Ch. et H. Courtin, 1913. Price 6 frs.

2. *Les Employés en Autriche. Leur situation et leur contrat d'emploi.* Par J. Buelens. 92 pp., 8vo. Anvers: Ch. et H. Courtin, 1914. Price 2½ frs.

The "working-classes," or, more correctly, the wage-earning classes, have long been the subject of study by economists, statisticians, and other persons, and have frequently received the attention of the legislature. The result is a mass of laws, such as Factory Acts and Trade Union legislation, governing the industrial activities of these classes or sections of them, and a body of fairly extensive knowledge, though still incomplete, respecting their means and mode of living. Of other classes in the community we know far less. One of these is the class composed of clerks, shop assistants, teachers, and other salaried persons occupying for the most part a subordinate place in the ranks of industry, commerce, and the

professions. It is this class, with certain exceptions, in Germany and Austria, respectively, which forms the subject-matter of Professor Buelens' two books.

Apart from preliminary matter and appendices, the book on *employés* in Germany is divided into three sections, dealing with (a) the social and economic position of the class, (b) legislation on their contract of service, and (c) their complaints and demands respecting this legislation. Professor Buelens' material is well-arranged under these headings, and the book, although not entering into minute details, is very informative.

The first section is, from some points of view, the most interesting. The data available for describing the economic position of the class under consideration are very limited and meagre. The author's main sources of information are the results of a few isolated inquiries, official and otherwise, which are not strictly comparable with one another, but nevertheless yield interesting, though tentative, conclusions. For instance, the first chapter summarises some inquiries into the social origins of the new "frock-coated" "proletariat," from which it appears that the bulk of this class, or at least of those covered by the investigations, come from the lower middle and superior classes, and only a comparatively small proportion from the "working-classes" (*ouvriers*). Hence the general outlook of the *employé* class is that of the middle class or bourgeoisie, and the working-classes are regarded as inferiors. This is in despite of the fact, revealed by statistics quoted in a later chapter, that the income and economic position of this class are in many cases below those of the better paid wage-earners. Other statistics are quoted respecting hours of work, which appear to be mostly 10 per day in shops and 9 in offices; Sunday work, which exists to some extent; and annual holidays, which are generally granted.

The second section of the book relates to the legal enactments, which, apart from the Civil Code, are of recent origin, affecting the terms of engagements or contracts of service, including duration of work, payment of salary, obligation of employers in case of illness, obligations arising on the termination of service, &c. In the third section the author reviews and criticises the claims of *employés* for further amelioration of their conditions, and also offers suggestions of his own for meeting some of the alleged grievances. It is not possible in a brief review to summarise the many points raised in such a study. The appendices contain extracts from the relevant German laws and a bibliography.

Information bearing on the social and economic position of *employés* in Austria—where they form a much smaller class than in Germany—appears to be extremely scanty. The most interesting facts quoted by the author indicate that salaries are on a lower level than in Germany, and that the proportion of females is growing rapidly. Special legislation in Austria on the conditions of employment of commercial clerks and other similarly situated persons

dates from 1910. It is later than the German legislation, and is more advanced and comprehensive. The greater part of the book consists of a digest and explanation of this law, which is also quoted at length, and the general opinion thereon appears to be that the law is fairly satisfactory, although of course not perfect.

Legislative interference with the contracts and conditions of service of different classes of persons has always had its opponents. But such interference is now a *fait accompli*, and Professor Buelens' studies serve admirably to show its general working in the case of *employés* in Germany and Austria, and on the whole he gives it his approval. A.D.W.

7.—*Gesundheitliche Schädigungen der Frau bei der industriellen Arbeit unter besonderer Berücksichtigung einiger Betriebe.* Von Dr. Käte Winkelmann. viii + 95 pp., 8vo. Jena: Gustav Fischer, 1914. Price 2s. 6d.

This little work, which forms one of a series of monographs on politico-economic problems edited by Professor Conrad, succinctly describes the principal diseases associated with various industries, calling attention to the methods of prophylaxis which have been found most efficacious and to the difficulties which in practice impede the working of such methods. In the third section, which is the most original, the authoress details the results of some inquiries she made in Halle, and provides a sane criticism of the morbidity statistics available in Germany with suggestions for their improvement. The English reader will be gratified to notice that Dr. Winkelmann not infrequently contrasts German and English systems in a manner flattering to our national self-esteem. Dr. Winkelmann, is of opinion that the incidence of, for example, lead-poisoning is gravely under-estimated in certain towns. She instances the fact that inspection of a certain pottery works revealed six cases which had not figured among the notifications, because the doctor had returned them as saturnism.

Dr. Winkelmann's work does not profess to be much more than a compilation, but it is a useful compilation, and condenses a good deal of scattered knowledge. M.G.

8.—*The State and the Poor.* By Geoffrey Drage, M.A. 264 pp., 8vo. London: Collins, 1914. Price 1s.

This small and handy volume forms part of "The Nation's Library." No one could be better qualified by long study and practical experience than Mr. Drage to prepare a brief but comprehensive survey of the vast question to which it relates, on which (as he says) nearly 400 statutes, 5,000 judicial decisions, and departmental orders without number are to be observed by every Poor Law administrator. He comments with justice on the hopeless confusion which prevails in the domain of public assistance. In a brief introduction he shows that while the Report of the Royal Commission of 1832-34 was launched into successful operation