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國民政府財政部駐滬調查貨價處編印

仲 裁 勞 資 問 題 之 前 提

對於各大場廠之建議

上海愛多亞路十八號

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仲裁勞資問題之前提

國民政府財政部駐滬調查貨價處

對於各大場廠之建議

以強力解決工潮。固盡人而知其窒礙難行。即依和平方法如組織仲裁委員會等。立於第三者地位。從事於善意的調解。亦僅可認為消滅爭端之初步。而決不足以達解決工潮之目的。何者。凡有所贊否。必有所依據。法院所恃者法律。非依法不足以服人。工師所恃者尺度。非合度無以辨當否。今仲裁之所以為仲裁者果何物乎。

工潮之主因在生活問題。生活困難。非空言慰藉所可消弭也。生活之救濟在增加工資。所增若干。要以一方不超過適當之出品成本。一方足以維持適當之工人生計為原則。然適當之工人生計。又無從臆測而武斷者。

也。惟有藉統計以判明之。統計惟何。其一爲關於工人所得之統計。其二爲關於工人支出之統計。

所謂工人支出之統計。卽世界通行之生活費指數是也。其詳非本文之所能盡。大抵採取工人家庭之日用項目及其數量。按時調查其時價之升降。藉以證明生活費用增減之實況。此其概要也。欲獲得此項統計。

第一、須確知大多數工人之日用項目究有幾何。爲數若干。以爲調查費用。及編製指數之根據。此等事項。術語稱爲家計調查。自非勞工階級誠意合作。樂於報告。無由得圓滿之效果。敝處業已分別擬具表式。刷印多份。預備送交各業工人查填告報。

第二、須將上開各項食物用品之零售市價及車費學費等之定率。按期調查。再根據工人家計調查所得結果之消費項目數量。編成生活費指數。

以說今昔實際生活所需支出之多寡。敝處對於此事。雖明知任重道遠。難期勝任愉快。但責任所在。不敢不勉。關於零售物價之調查。業已粗有頭緒。一俟家計調查。有相當之結果。即可着手編製矣。

所謂工人所得之統計。即各國習見之普通工資指數是也。工資有二。其一爲工資率。即發給工資之標準。例如每人每日工資五角是。其二爲工資。乃工人在一定時期因工作而得之收入。例如某廠某月加開夜工。則工資率雖規定每日五角。而工人全月收入。必在十五元以上。反之而不能全日開工。則工人全月收入。又必在十五元以下。可知根據工資或工資率而製成之統計。即爲普通工資指數。在雇主方面。可以比較今昔出品成本之異同。在工人方面。可以比較今昔所得之厚薄。惟此項材料有待於工場及廠家之供給。猶之家計調查。必有待於工人支出之賬簿也。

既有生活費指數。又有普通工資指數。然後可求出實際工資指數。蓋普通工資。即貨幣工資之謂。工人生活之寬裕或艱難。不繫乎貨幣工資之多寡。而以貨幣工資交換所得實物之多寡為轉移。工資雖減。而物價比前更廉。則雖無虛名而有實惠。生活較易。反之工資雖加。而物價之增漲更速。則得不償失。生活反難。上海之工價。以今視昔。不可謂不高。而工人之生活反形困頓者。職此故也。

至求實際工資之法。係以適宜之工人生活費指數。除同一基本時期之普通工資指數。而乘以一百。其得數即為實際工資指數。例如民國元年之普通工資指數為一〇〇。其時之生活費指數亦為一〇〇。迨民國十五年。普通工資指數為一二六。而生活費指數為一五六。則其實際工資指數為

$$\frac{126}{126} \times 100 = 100\%$$

今如實際工資有正確數字可爲依據。則勞工生活之是否困窘。及所以酌盈劑虛之道。皆不難按圖索驥。爲銖兩悉稱之補苴。是故解決工潮。惟此爲根本的辦法。仲裁爭議。亦惟此爲合理的標準。今適用此項統計。按期協定其工資率者。在英國已無慮三百萬人。而比利時、丹麥、加拿大、美利堅等處。亦多有援例引用者。其餘各國。縱非絕對遵守。奉爲唯一之標準。亦莫不鄭重參酌。資爲解決工資之有力的參攷。吾國勞工風潮。於今爲烈。急起直追。不容或緩。所冀各大場廠。對於敝處之工資調查。慨予助力。俾得順利進行。早日蒞事。則非獨私感而已。

抑此項調查與其他各種之工業調查不同。蓋敝處之所欲得者。非各場

廠之全般的營業狀況。而僅僅限於工資一項。卽以調查各場廠某年某月發給工資賬簿爲限。不及其他。且將來所發表者。亦以各業各級工人之平均工資爲限。並不將各廠工資之細數。分別發表。深信實業界諸君當能瞭然於此舉之用意。而不致有所疑沮也。今另附明信片一紙。如荷贊同。希卽見覆。當將調查表式寄奉。

十六年二月十九日

A PRELIMINARY QUESTION IN THE ARBITRATION OF LABOR DISPUTES

A Proposal to Employers and Factory Owners.

By Bureau of Markets, Ministry of Finance.

Almost every one knows that labor strikes cannot be settled by any high-handed action, nor they will reach an ultimate conciliation by the arbitration of a third party, if it does not depend upon some data which can be used to work out a solution.

Labor strikes find their principal cause in the difficulties of livelihood which as a fact can be only redressed by the increase of wages. It must, however, on one hand not exceed the adequate cost of production and on the other suffice to enable laborers to maintain a living. This purpose is best attained by means of statistics which have a twofold aspect: namely, the earning and expense of laborers.

The method of statistics concerning the output of laborers is known as the cost of living index. The preliminary step is to obtain the items and quantities of daily consuming articles in a majority of families of laborers. This process is technically known as the family budget enquiry and depends, of course, upon the co-operation of laborers. This Bureau has prepared several tabular forms which are to be distributed to laborers for their assistance in investigation.

The next step is to investigate periodically the current retail price of the above commodities besides other expenses such as tuition, fare, etc. and compile them into a cost of living index number based upon the data of consumption of articles obtained from a family budget enquiry. This Bureau has already secured certain records of retail prices and shall try to make an index number as soon as our family budget enquiry comes to a success.

The method of statistics concerning the earnings of laborers is commonly known as the index number of wages. Wages mean the actual earning of a laborer obtained from his work in a definite period, while the rate of wages is the schedule of payment to different working classes. For instance, suppose the wage paid to laborers is \$0.50 a day, but if a certain factory should open night work or, on the contrary, operate for a half day only, then the actual earning of laborers during the whole month must be either above or below \$15.00, although the rate of wages is \$0.50 a day. The index number of wages, which may be based either upon wages or the rate of wages, is capable to show the difference in cost of production on one hand, and the change of earnings of laborers on the other. Like the family budget enquiry which needs the co-operation of laborers such information are to be furnished by leading factories.

From the index number of the cost of living and that of wages, we can get an index number of real wages. As a matter of fact, the livelihood of laborers depends upon not so much on the amount of wages which one obtains as upon their value in the exchange for commodities. If the price level is lower, the laborer will be able to get a smooth livelihood, although his wages may be reduced, but if the price level is increasing violently, then he will meet a great difficulty in spite of increase of wages. On account of the high price level ruling in this port, the laborers have suffered much in maintaining their established standard of living, notwithstanding their wages have been increased considerably.

As to the method of calculating real wages, first divide the index number of normal or money wages by a suitable cost of living index number having the same basic period and then multiply the quotient by 100, the result gives the index number of real wages. For instance, if the index number of normal or money wages is 100 in 1912, and the cost of living index number is 100 also, which increased to 126 and 156 respectively in 1926, then the index number of real wages amounts to

$$\frac{126}{156} \times 100 = 80.8$$

The livelihood of laborers and its adjustment may be

easily obtained, provided there are accurate figures of real wages. Consequently, this gives the fundamental plan in the settlement of labor strikes. In Great Britain, there are about 3,000,000 workers whose rate of wages is regulated periodically by these statistics, while in Belgium, Denmark, Canada, and the United States cases of utilization of these statistics are many. Other countries keep them as important references, though they do not serve as the only standard.

Labor strikes have now almost come to a crisis in this country and it is hoped that all employers and factory owners will render their best assistance in this Bureau's investigation of wages, which we think will not only be appreciated by this Bureau.

Unlike other industrial investigations, this enquiry has nothing to do with business conditions of firms and factories but is confined to the item of wages. In other words, it concerns only the monthly pay account of factories to their laborers and moreover this Bureau will not publish the various amount of wages paid to different working classes by respective factories, but only the average wages of different classes and industries. We hope that all employers and factory owners will gladly furnish this Bureau with informations inquired. When this Bureau gets a positive answer from a factory, a table will be mailed to it immediately for the desired information. Enclosed herewith a post card which please sign and return.

February 19, 1927

A PRELIMINARY QUESTION
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