

STATE LAWS AFFECTING WORKING WOMEN.

INTRODUCTION.

During the last 30 years there has been an increasing amount of legislation passed by the various States with the aim of protecting and aiding women, especially working women. At present practically every State has one law or more of this type. In this report the majority of the laws that affect women who work have been charted. Also five maps have been made from these charts to give a picture of conditions for the country as a whole. In the maps depicting limitation of working hours it has been possible to show for each State only one hourly limitation. If there is more than one limitation the State is given credit for that which covers the greatest number of women. The particular laws considered are those that regulate the hours of women who work, provide a minimum wage for women workers, control the conditions under which home work may be carried on, and provide mothers' pensions so that needy mothers will not be dependent solely on their own efforts for the support of their families. The laws that regulate working conditions have not been included because of their great number and wide differences, which would make the charting of them extremely complicated and of great length. Laws providing that women workers must be furnished seats and those forbidding their employment in certain industries or occupations which are deemed injurious, also, are not considered. The two types of legislation which form the basis of these charts are (1) acts of the various State legislatures, which apply to specified industries or occupations, and (2) regulations of State industrial commissions or boards which usually have the force of law and which usually consider each industry or occupation separately.

LAWS REGULATING THE LENGTH OF THE WORKING DAY OR WEEK.

There are only four States in the United States—Alabama, Florida, Iowa, West Virginia—that do not have some sort of a law regulating the hours of work for women. Indiana has only one limitation of hours—that prohibiting the employment of women at night in one occupation, manufacturing. All the other States have either definitely forbidden the employment of women for more than a certain number of hours per day or week, or have penalized all employment beyond certain specified hours by providing that it must be paid for at an increased rate.

Eight-hour laws.—The shortest period to which hours of work are limited is 8 hours per day in 9 States—Arizona, California, Colorado, Kansas, Montana, Nevada, New Mexico, Utah, Washington, the District of Columbia, and the Territory of Porto Rico. The number of industries or occupations included in these laws varies greatly.

California has the most inclusive legislation. An act of the legislature in that State limits the hours of work strictly to 8 per day and 48 per week in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, hospital, place of amusement or restaurant, or telephone or telegraph establishment or office, or the operation of elevators in office buildings, or any express or transportation company. In addition to the industries and occupations covered by this act of the legislature the hours of work in a number of other industries and occupations have been limited by orders of the industrial welfare commission. One of these limits the hours of those employed as "labelers" in the fruit or vegetable or fish-canning industry to 8 per day and 48 per week; another order limits the hours of workers employed in unclassified occupations to 48 per week; another limits the employment of workers in the dried-fruit industry and in offices to 6 days per week unless time and a half is paid for the seventh day, and even in this case only 48 hours a week may be worked; still another order requires that time and a half be paid for all hours worked beyond 48 per week or for work done on the seventh day of the week in the fruit and vegetable canning or packing industry, the fish-canning industry, and in agricultural field occupations. Thus by a combination of the two methods of legislation California has limited the hours of work for practically all women workers, except domestic servants.

Although the States in this group limit daily hours uniformly to 8, the number of hours that a woman may work per week varies. California, Utah, the District of Columbia, and the Territory of Porto Rico allow only 48 hours work per week. Arizona, Colorado, Nevada, and Washington allow 56 hours; Kansas, 48 hours in one occupation, 54 hours in another, and 56 hours in a third, and New Mexico has different limits in various occupations, ranging from 48 hours to 60 hours per week.

Eight-and-a-half-hour laws.—One State, North Dakota, by an act of the legislature provides for a working day of $8\frac{1}{2}$ hours in specified industries and occupations but limits the weekly hours to 48. This act applies only to places with a population of more than 500, but North Dakota is following the same principle as California and bringing all women workers under some hour law. Through rulings of the minimum wage department the same limit of $8\frac{1}{2}$ hours per

day and 48 hours per week has been extended to the entire State for manufacturing, office, laundry, and mercantile occupations.

Nine-hour laws.—Fifteen States—Arkansas, Idaho, Kansas, Maine, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, New York, North Dakota, Ohio, Oklahoma, Oregon, Texas—limit the working day of women in specified industries or occupations to 9 hours. Two of these States, Massachusetts and Oregon, limit the weekly hours to 48. Ohio allows 50 working hours per week; North Dakota, 58 hours; Idaho, 63 hours, and the remaining 10 States permit 54 hours per week.

In Kansas an order of the industrial welfare commission regulates hours in the public housekeeping occupation to either a 6-day week of 9 hours per day, or a 7 day week of 8 hours per day. North Dakota is establishing hour limitations in small communities that vary from the standard set by the 8½-hour act of the legislature, but is continuing to increase the number of women workers coming under some hour law.

Ten-hour laws.—In this group are found the greatest number of States—Connecticut, Delaware, Georgia, Illinois, Kentucky, Louisiana, Maryland, Minnesota, Mississippi, New Jersey, North Dakota, Virginia, Wisconsin, and Wyoming—19 in all. The weekly hours permitted vary. New Jersey, Pennsylvania, and Rhode Island have the shortest limit, 54 hours per week. Connecticut, Delaware, and Wisconsin allow 55 hours; Georgia, Kentucky, Louisiana, Maryland, Mississippi, and South Carolina, 60 hours; Illinois, Oregon, South Dakota, and Virginia, 70 hours. In Wyoming 60 hours per week is permitted if a woman works 7 days per week but only 52 hours per week is allowed if she works 6 days. Three of these States—Minnesota, North Dakota, Oregon—limit the hours of the majority of their women workers to less than 10 per day and only include a few groups in their 10-hour laws. They appear on the maps not as States having 10-hour laws but according to the legislation which covers the greatest number of women workers.

Ten-and-a-quarter, ten-and-a-half, eleven, and twelve hour laws.—In this miscellaneous group of laws are found the States of New Hampshire, permitting a 10¼-hour day and a 54-hour week; Vermont, a 10½-hour day and a 56-hour week; Tennessee, a 10½-hour day and a 57-hour week; and North Carolina, an 11-hour day and a 60-hour week. South Carolina appears on two charts (III and IV), as one of its laws limits cotton manufacturing establishments to 10 hours per day and another limits mercantile establishments to 12 hours.

Weekly hour laws.—In addition to laws limiting daily hours in specified industries or occupations, five States—Connecticut, Maine, Minnesota, New York, Oregon—have legislation supplementing

Errata, p. 9.

Group of States having 10-hour laws should include New Mexico, Oregon, Pennsylvania, Rhode Island, South Carolina, and South Dakota, making 20 in all.

the laws regulating both daily and weekly hours, and limiting only the weekly hours for certain industries or occupations. For these weekly limits, Connecticut and Minnesota specify 58 hours; Maine and New York, 54 hours; Oregon, 56 hours in one occupation and 48 hours in another. Minnesota has established a basic 48-hour week and provides that 25 cents per hour must be paid for all hours worked beyond this limit.

Summary of laws limiting daily and weekly hours.—In all, 43 States have laws that limit the hours that a woman may work. In many States, however, the number of industries or occupations coming under the law is so small as to affect only a small proportion of all working women in the State. A comparison of the charts will show that the States which have laws establishing the shortest working day and week are also the States which bring the greatest number of industries or occupations under the provisions of the law. (See Eight-hour and eight-and-a-half-hour chart, p. 16.)

LAWS PROVIDING FOR A DAY OF REST, ONE SHORTER WORKDAY, TIME FOR MEALS, AND REST PERIODS.

Nineteen States, the District of Columbia, and the Territory of Porto Rico have further regulated the hours of working women by providing for breaks in their hours of employment. These laws supplement the legislation on the length of the working day and week, and insure women workers against too long continuous employment, as well as against a working day and week of unlimited length.

Day of rest, one shorter workday.—Twelve of these States—Arkansas, California, Delaware, Kansas, Massachusetts, New Jersey, New York, North Dakota, Ohio, Oregon, Pennsylvania, Washington—and the District of Columbia have limited the number of days that a woman may work in succession, in the majority of cases to 6 days out of 7.

Time for meals.—Fourteen States—Arizona, Arkansas, California, Delaware, Indiana, Kansas, Louisiana, Massachusetts, Minnesota, New Jersey, New York, Ohio, Pennsylvania, Wisconsin—and the Territory of Porto Rico have provided that a period of time varying from 30 minutes to 1 hour must be allowed for the noonday meal.

Rest periods.—Twelve States—Arkansas, Delaware, Kansas, Louisiana, Maine, Maryland, Massachusetts, New Jersey, North Dakota, Oregon, Pennsylvania, Washington—the District of Columbia, and the Territory of Porto Rico have ruled that a woman can work only a fixed number of hours, usually 5 or 6, without either a meal period or a rest period of some sort.

Summary.—A great many of the States which have laws limiting the total number of hours that a woman may work per day or per