

Newsletter - 1923



U. S. Department of Labor  
WOMEN'S BUREAU  
Washington

News Letter No. 20

January 23, 1923.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

California

The \$16 minimum wage rate for women in the mercantile industry has been sustained by the Industrial Welfare Commission in accordance with the recommendation embodied in the report from a wage board made up of employers and employees in that industry. This report was unanimously in favor of the retention of the \$16 minimum. Statistics of the Industrial Welfare Commission indicate that 31,189 women are employed in stores in California and that of this number about 6 per cent, or 1909 women and minors, are being paid less than \$16 a week as regular apprentices. In 1914 about 62.5 per cent of women and minors in this industry received less than \$10 a week. Mrs. Edson is quoted as follows "The Commission's decision in the mercantile classification is based upon a series of hearings conducted throughout the state. The investigation revealed an altered employment situation within the past year. A year ago the state was dealing with an unemployment question and employers were demanding that the minimum wage be cut so that more girls could be employed. At the present time employers, who a year ago were demanding a cut, are now asking that the minimum of \$16 a week be retained."

The Industrial Welfare Commission will now proceed to fix the minimum wages for women and minors in other industries. It is expected that the minimum wage will be set for the general manufacturing industry sometime in January, also for the fish canning industry and needle industries. Later the Board will proceed to fix the minimum wage for the fruit canning industry, laundry industry, telephone and telegraph offices, general and professional offices, hotels and restaurants, and the textile industries. (San Francisco Examiner, December 30, 1922.)

Indiana.

The Indiana League of Women Voters will support the eight-hour bill which is to be presented by the State Federation of Labor.

Kansas.

The Legislative Committee of the League of Women Voters is studying two plans--either a women's bureau or a modification of the industrial welfare commission plan. A statutory eight-hour day also is under consideration instead of giving power to the Industrial Commission to regulate hours.



Massachusetts.

Minimum Wage for Brush Industry.

The Minimum Wage Commission of the Department of Labor and Industries approved provisionally the determinations of the Brush Makers' Wage Board and a public hearing was held January 9. The Wage Board submitted a unanimous report providing a minimum wage of \$13.92 a week for women employed a year or more in the industry, and rates of \$9.60 and \$12 a week for beginners according to their experience. These rates on an hourly scale represent 20¢, 25¢ and 29¢, respectively. The Board recommended that these rates become effective March 1, 1923. The present rates have been in effect since August, 1914, the decree for the brush industry being the first entered by the Minimum Wage Commission.

A second wage board was formed by the Commission in 1921 for the purpose of revising rates. This board submitted a report in the spring of 1922 providing a minimum wage of \$14.40 a week. The Minimum Wage Commission did not approve this report, but referred the matter to a third board which has just reported.

Punch Press Regulations Adopted.

Rules for safe-guarding power press tools have been adopted by the Department of Labor and Industries to become effective February 1. These rules provide for guards for presses, for adjustment of tools, and specify approved forms of safety appliances to be used in the operation of the power presses.

New York.

Minimum Wage and an Eight-Hour Day.

Reports from New York indicate that not in a number of years has legislation for minimum wage and an eight-hour day for women workers looked so promising. Both measures appear in the program of the new administration and the Governor in his message to the Legislature on January 1 asked for their immediate enactment. The Governor asked for the support of the women's organizations and a steering committee of the Women's Joint Legislative Conference has been appointed composed of Miss Frances Perkins, Mrs. Clara Mortenson Beyer, representing the Consumers' League, Miss Rose Schneiderman, representing the Women's Trade Union League, Miss Mary Dreier, and Miss Nelle Swartz, who are to direct and have power to act in all legislative matters.

Enlargement of Women's Bureau.

The enlargement of the Women's Bureau of the New York State Department of Labor also received attention in the Governor's message to the Legislature. A much larger appropriation is asked for the bureau in order to make its work more effective. This will also be made a matter of executive order.

Fee Paying Employment Agencies.

The Division of Women in Industry of the Department of Labor has just completed a report on fee-paying employment agencies in New York State. This report will probably not be published but will be used as a basis for legislation, not only to increase the number of public employment bureaus in the state, but also to place under very much closer supervision the fee-paying bureaus now in existence.



### Legislative Program of State Federation of Labor.

The following were among the proposals submitted by a committee representing the executive council of the State Federation of Labor to the Governor-elect at a conference held December 15, 1922:- Exclusive insurance in the State fund under the workmen's compensation law; adequate appropriations and equipment for the State Labor Department; increase in the number of factory inspectors; creation of a real bureau of women in industry; restoration of legal counsel to the Labor Department; provision in the law itself for important bureaus of the Department including, among others, a bureau of inspection and a bureau of employment; separate administration of and increase in number of referees and staff of the Workmen's Compensation Bureau to secure more speedy disposition of compensation claims; provision for appointment and removal of referees by State Industrial Board instead of the Industrial Commissioner; eight-hour work day for women and minors in industrial establishments; minimum wage law for women and minors.

### Women Voters' Legislative Program.

The New York State League of Women Voters will introduce into the Legislature 12 of the so-called "equalizing laws":- The right to serve on juries; the right to hold public office; equal right to guardianship of children; equal right to be appointed administrator; equal provisions as to inheritance of real estate; the same age for making a will of personal property; a married woman to have the right to choose her domicile, for voting purposes, to control her earnings in her home, and to have the right to collect wages if she is working for her husband outside the home; equal penalties for sex offenses; equalization of dower and courtesy; the father made equally liable with the mother for the support of an illegitimate child.

### Pennsylvania.

The Industrial Board in answer to the request made by the York High School for interpretation of the rule regulating employment of minors as elevator operators, decided that the rule does not apply to industrial school apprentices. The petition of the DeLong Hook and Eye Company, Philadelphia, for modification of the industrial home work rulings, particularly with regard to securing health certificates, was denied by the Industrial Board. The L. K. Liggett Drug Company, Germantown, was denied permission for women employees to work seven days every other week. Exemption from the provisions of the industrial home work rulings was denied the Reyburn Manufacturing Company, Philadelphia.

### Texas.

#### Report of the Bureau of Labor Statistics.

The following is a summary of the report of the Bureau of Labor Statistics for the period from February, 1921 to September, 1922:

Inspections were made in 165 cities and towns and a total of 2,623 establishments were inspected. Employed in these establishments were 81,642 men and 51,105 women, a total of 132,747.

In conformity with the law requiring the Bureau of Labor Statistics to collect and compile statistics "relating to all departments of labor," 1792 concerns made full reports to the Department. Employed in these establishments were 152,089 men and 34,148 women. A total of 121,034 men and 13,958 women received more than \$15 a week. Receiving less than this amount were 20,210 women and 29,057 men. Receiving less than \$12 a week were 13,322 women and 9,470 men, and receiving less than \$9 a week were 6,134 women and 3,196 men.



In 116 laundries reporting 1,136 men and 660 women received more than \$15 a week. Receiving less than \$15 were 176 men and 2,627 women; 90 men and 2,192 women received less than \$12, while 21 men and 1,110 women received less than \$9.

In 73 five-and-ten-cent stores reporting 2,623 women received less than \$12 a week, 1,626 received less than \$9, 1147 less than \$8, and 357 less than \$7. Of the 387 men employed 245 received less than \$15 a week.

Dry-goods stores reporting numbered 297. Receiving less than \$15 a week were 4,190 women and 978 men; less than \$12 a week, 2, 194 women and 568 men; less than \$9 a week 788 women and 297 men.

In the 56 textile mills and garment factories reporting 2,683 employees received more than \$15 a week. Receiving less than \$15 were 2,081 women, and 1,269 men; less than \$12, 1,369 women and 639 men; 614 women and 124 men were paid less than \$9 a week.

Eight telegraph and telephone companies reported 2,753 women and 2,816 men receiving more than \$15 a week; 2,716 women and 867 men received less than \$15; 1,179 women and 576 men received less than \$12 while less than \$9 a week was paid to 151 women and 395 men.

In the 70 hotels reporting 1,131 women and 1,099 men received less than \$15 a week; 1,047 women and 866 men received less than \$12 and 519 women and 488 men received less than \$9.

There were employed in the 35 candy factories reporting 647 women and 157 men receiving less than \$15 a week; 582 women received less than \$12, 404 less than \$9, and 278 less than \$8 a week.

#### Minimum Wage.

A minimum wage bill is part of the legislative program of the State League of Women Voters.

#### Vermont.

During the year ending June 30, 1922, Miss Jean B. Pinney, factory inspector, states in her report that she visited 127 factories and work-shops where women are employed. Conditions as a rule were found good. To quote from her report "Where bad conditions have been found to exist they have nearly always been willingly corrected in so far as possible by the employers. This is not by any means saying that conditions are ideal in Vermont. They are far from it. Often the mills and factories are old buildings, lacking approved modern methods of heating, lighting, and sanitation. There are few rest rooms or lunchrooms--out of the 127 places visited I believe 3 had rooms that might be dignified by the name--frequently there is not even a cloak room, and the workers have no place to hang wraps except on nails on the wall in the workroom. The toilet arrangements are very often poor, and proper facilities for washing seldom exist. But on the other hand, there are a good many comparatively modern factories--I have in mind several of the newer textile mills which might serve as models for their kind--where working conditions approximate perfection. There are a goodly number of the older mills which have been remodelled, and I believe that there is a steadily growing number of employers who are coming to see that increased comfort for their employees means increased production from their plants.



"The law gives the Commissioner of Industries jurisdiction only over the women in manufacturing and mechanical establishments. The women in mercantile establishments, hotels, restaurants, hospitals, telephone exchanges, and sundry other businesses have no protection from the law as to hours, or other conditions. This is a situation which should be remedied by legislation. The hours worked by women in stores in the larger towns are of course within the weekly limit of 56 hours prescribed by the statute for manufacturing and mechanical establishments, but in the smaller towns and more remote districts where stores are kept open every night in the week this limit is often exceeded. The women working in hotels and restaurants often have long shifts, and in the small mutually owned independent telephone companies, where the exchange is located in a private house, the operator is sometimes on duty for 20 hours out of the 24. Sanitary conditions in some of the stores of our largest cities are frequently not what they should be, and there is at present no legal remedy for any of these problems." (Biennial Report, Commissioner of Industries, Vermont 1920-22.)

#### West Virginia.

The League of Women Voters will work for legislation providing a 9-hour day, 48-hour week, and one day's rest in seven.

#### Canada.

##### Ontario

The Ontario Minimum Wage Board opened at the end of November a public hearing in connection with the fixing of minimum wages and maximum hours for female workers employed in factories for drugs and toilet articles, in the manufacture of cereals and in the sorting and packing of teas. (Labour Gazette, Canada, December, 1922)

##### Quebec

Shortly before the opening of the present session of the Legislative Assembly of the Province of Quebec a delegation from the National and Catholic unions submitted to Premier Taschereau a program of legislation which it was hoped would be considered by the legislature. Among the proposals made was one to establish a 50-hour week for women and children employed in the textile industry. (Labour Gazette, Canada, November, 1922)

A delegation of the Quebec Provincial Executive of the Trades and Labour Congress of Canada recently submitted to the Government of Quebec, among others, a request for legislation establishing minimum wages for women, and mothers' allowances. (Labour Gazette, Canada, November, 1922)

#### Chili.

The Labor Bureau has been making an inspection of the Santiago factories as to hygiene, wages, social welfare, observation of labor laws, and general labor conditions. Each case reported adversely has been taken up individually by the head of the Bureau, and as a result many improvements have been made. In connection with the observance of the law requiring factories employing more than 50 women operatives to maintain day nurseries for infants, one factory was found which opens its nursery for children up to 5, or 6 years of age. (Bulletin, Pan American Union, December, 1922)



England.

Domestic Service.

Lieut.-Col. Nall asked the Minister of Labour whether able bodied spinners are allowed to draw unemployment benefits whilst vacancies in domestic service are available; and what steps are taken to prevent women and girls drawing benefit after refusing a situation? Sir Montagu Barlow replied that benefit is only paid to women who are nominally employed otherwise than in private domestic service. Further, such women who are suitable for, and who refuse, domestic service are not granted benefit. Viscountess Astor, evidently weary of the continual ignorant attacks on these unemployed women, asked for an explanation to be given to the House that these women cannot be taken into domestic service unless they are trained, and Mr. Thorne suggested that if domestic service were made more humane more girls would go into it. (Woman's Leader, December 15, 1922.)

Legislative Program of Women's Organizations.

Preparations for the new session are now in full swing among women's organizations. The National Union of Societies for Equal Citizenship has a long program. The Guardianship, Maintenance, Custody and Marriage of Infants Bill is being redrafted by a small committee of eminent lawyers and others, and will be introduced into the House of Lords by Lord Askwith next Session. A great deal of evidence has already been heard by the Joint Select Committee of both Houses of Parliament which was considering this Bill in the summer and very interesting new evidence has just been received with regard to the satisfactory working of equal guardianship laws from British Columbia and the United States of America. The N.U.S.E.C. has also in preparation a bill to enable a woman to obtain a divorce on the same grounds as those on which a man can. (Woman's Leader, December 22, 1922.)

Finland.

Vocational Education for Unemployed Women.

The Government has decided to grant subsidies to the local authorities for the organization of vocational courses for unemployed women. The grant will consist of: (1) One-half of the instructors' salaries; (2) one-half of the allowance paid to the pupils up to a maximum of 8 to 12 Finnish marks per day per pupil according to the number of children whom she has to support; (3) a sum not exceeding 50 marks per pupil for the necessary equipment. The Government grant is given on condition that the local authorities expend an equal sum in addition to meeting the general expenses (premises lighting, heating, etc.)

The courses may be of from one to three months' duration; the hours are eight per day or forty-five per week. There must not be less than ten and not more than fifteen women in each class. All the courses so far organized have been in dress making, and the grants which have been allotted amount to 56,000 marks. (Industrial and Labour Information, 24 November, 1922.)



Irish Free State.

Formation of an Association of Trained Nurses.

A meeting of trained nurses was held in Dublin on 8 November for the purpose of discussing the best means of protecting the rights of members of the profession. An association was formed with the following objects: (1) To protect the interests of Irish trained nurses for their mutual benefit; (2) To provide headquarters, with office and nurses' home; (3) To secure that the interests of trained nurses will receive the attention they merit; (4) To provide sickness and unemployment benefits; (5) To secure competitive positions for Irish trained nurses throughout the country; (6) To secure Governmental assistance for the organization of the nursing profession. (Freeman's Journal, Dublin, 9 November, 1922; Industrial and Labour Information, 1 December, 1922)

Japan.

New Labor Department Created.

The Japanese Cabinet Council, on 8th September, decided to create a Labor Department in which all the departments which have hitherto dealt with labor questions will be concentrated. The new Department will thus take over the functions of the Department of Social Affairs of the Home Office, the Labor Department of the Board of Agriculture and Commerce, and the Factory and Mining Departments. It will be attached to the Home Office. An appropriation of 6,500,000 yen for carrying on the work of the new department will be asked for in the next Parliamentary Session. (Ministry of Labour Gazette, London, November 1922.)

Mexico.

A vocational school for women has been established in Puebla where the following classes are given: Embroidery in white and colors; upholstery; the making of linen articles; sewing; dress-making; and book-binding. (Bulletin, Pan American Union, December, 1922.)

Peru.

Labor and Social Welfare Council.

On August 13 took place the formal inauguration of the new Labor and Social Welfare Council. Of the 22 members, 7 were elected by the labor unions and represented the miners, factory employees, workers in small industries, maritime workers, land transportation workers, agricultural workers and commercial employees. (Bulletin, Pan American Union, December, 1922.)

Roumania.

The Minister of Labour and Social Welfare is preparing a bill for the reorganization of this department. The scheme provides, among other things, for the establishment of a Superior Council of Labour, consisting of employers, workers and specialists in labour questions, which shall act as an advisory body to the Minister on all questions concerning labour. (Universal, 1 November, 1922; Industrial and Labour Information, 15 December, 1922.)



Salvador.

Among the labors of the Women's committee for the relief of flood victims, is the establishment of a trade school for girls who were sufferers from the catastrophe. For the present the school, which will furnish the pupils with the mid-day meal, will teach only the trade of dress-making. Later it is planned to include other occupations in the curriculum and to open the school not only to those who are flood sufferers, but to others who need to learn to be self-supporting. Funds from Mexico have helped to make this school possible. (Bulletin, Pan American Union, December, 1922)

Switzerland.

The Secretary-General of the League of Nations has been notified of the formal ratification of the Draft Conventions concerning unemployment, the employment of women during the night, the night work of young persons employed in industry, and the minimum age for admission of children to industrial employment. (Industrial and Labour Information, 10 November, 1922)

NOTES

National Council of Catholic Women.

The Second Annual Conference of the National Council of Catholic Women, held in Washington, D. C., November 21 - 25 passed resolutions giving unreserved endorsement of the program of the United States Women's Bureau of the Department of Labor for a "living wage", an "eight-hour day", "proper sanitary conditions", "safe and standard equipment", and "facilities for rest and recreation"; urging the formation of special committees for the dissemination of accurate knowledge and information pertaining to the problems of women in industry and the appointment by each Provincial Director of the National Council of a special representative to aid in the carrying out of these resolutions and to report to the National office of the Council on the progress of the effort in each province; pledging the support and cooperation of the Council to all worthy agencies engaged in the betterment of conditions affecting women in industry and calling upon the Executive Secretary of the National Council to forward copies of these resolutions to the Women's Bureau of the Department of Labor, to the proper Committees in Congress and to the constituent bodies represented by the delegates to the convention. The Conference pledged that the active opposition of all Catholic women be stimulated against the passage of the so-called Equal Rights Blanket Amendment asserting that it will seriously jeopardize the remedial industrial legislation for women in industry now existing in many states and will postpone indefinitely passage of such legislation in states where such laws do not exist and that it will affect seriously the whole attitude of men and women to the obligations assumed as husband and wife and the unity of home and family life. (National Catholic Welfare Council Bulletin, December 1922)

PERSONNEL

New York.

Mr. Bernard L. Shientag has been appointed to succeed Mr. Henry D. Sayer as Industrial Commissioner.

Miss Frances Perkins has been appointed a member of the Industrial Board.



U. S. Department of Labor  
WOMEN'S BUREAU  
Washington

News Letter No. 21.

March 7, 1923.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

Alabama

The Alabama legislature, which convened January 9, has now adjourned to meet again in July. Introduction of the hour bill under consideration by the League of Women Voters has been postponed until that time

Arizona

The \$16 minimum wage bill for women which was introduced in the legislature by Representative Rosa McKay has been signed by Governor Hunt and will become effective on May 11. There is a rumor to the effect that the business interests of the State will circulate an initiative petition to refer the minimum wage law to the people at the next general election, on the ground that it is unconstitutional. (New York Women's Wear, February 15, 1923.)

Colorado

Pending Legislation.

A bill has been introduced in the Senate providing that the enforcement power of the minimum wage law be transferred from the Industrial Commission to the Labor Commissioner. Another House bill provides that the enforcement of the 8-hour law for women be given to the Labor Commissioner.

Minimum Wage Law a Dead Letter.

The sixth report of the Industrial Commission of Colorado, 1922, makes the following statement concerning the minimum wage law for women and minors: "Colorado has what is generally termed a 'Minimum Wage Law'. This law, up to the present time, has been practically a dead letter, by reason of the fact that no appropriation has been made for carrying out its provisions, except that provision is made for the payment of the salary of a secretary. Without the proper appropriation to carry on the work contemplated by the act, it is impossible to make the law effective, and this Commission has been criticised for a situation which it can neither remedy nor prevent. The Commission has not had a sufficient appropriation to properly carry on its work under the Compensation Law and the Industrial Relations Law, and has not been able to divert any of the appropriations for such purposes to the Minimum Wage Department. The Commission has recommended to the Legislature the providing of a sufficient appropriation to make the Minimum Wage Law effective."

Connecticut

The Consumers' League of Connecticut has introduced a bill for a 50-hour week and a 9-hour day, backed by the Connecticut Federation of Churches, the League of Women Voters, and many local women's organizations. The hearing will be on March 2.

The Connecticut Federation of Labor has introduced a bill for a 48-hour week and an 8-hour day, and a local union in Waterbury has introduced one for a 44-hour week and 8-hour day. The hearings on these two bills have not yet been set.



District of Columbia.

Workmen's Compensation.

The Underhill bill providing compensation for workers in private employ in the District of Columbia was substituted for the Fitzgerald bill when the latter came up for a vote in the House of Representatives in January. The Fitzgerald bill, unlike the Underhill bill, which passed the House, provided for an exclusive State fund, and was supported by labor organizations and the American Association for Labor Legislation. Hearings on the Underhill bill have been held before the Senate Committee on the District of Columbia, but thus far no action has been taken by the Committee.

Minimum Wage Hearing.

The constitutionality of the Minimum Wage Law of the District of Columbia will be argued before the Supreme Court of the United States March 12.

Illinois.

The women's 8-hour bill has been introduced in both branches of the Illinois legislature and is scheduled for joint hearing March 7. The bill is to amend the present hour law by changing the maximum hours from 10 to 8, thus leaving the law a seven-day week. There are 18 women's organizations which form a Joint Committee for the Women's Eight-Hour bill, and which are actively working for its passage.

A 9-hour bill has been introduced by Senator Hicks of Rockford.

Indiana.

The general assembly convened January 4, and on January 9 Representative Schwartz introduced an 8-hour bill which was sponsored by the State Federation of Labor. It provided for an 8-hour day and a 6-day week, applicable to all lines of employment for women, including executives and clerical workers. One section called for the repeal of the present night work law for women, and because of this provision, the bill was not endorsed by the League of Women Voters, the Federation of Women's Clubs, and other organizations favoring protective legislation for women.

The bill was reported out of committee January 16 on a divided report-- the majority report for indefinite postponement, and the minority for passage. Through the efforts of those persons interested in such legislation but not in favor of the provisions of this bill, the minority report was substituted for the majority report and the bill passed to second reading. The same group had an amendment prepared providing for a 50-hour week, applicable to factories, mercantile establishments, laundries, restaurants, and telephone exchanges only, and not including executives and clerical workers in these establishments. However, an attempt to introduce this amendment on second reading failed, as a motion to strike out the enacting clause prevailed.

The proposed amendments were then introduced in the Senate by Senator Holmes, and referred to the Labor Committee on February 9. As yet the Committee has made no report.

The opposition manifested at the hearings on both the House and Senate bills, came from the Manufacturers' Association, and from business and professional women's organizations.

Iowa.

A bill providing for a 9-hour day and a 50-hour week for women workers was introduced in the House February 13. Penalties for violation are a fine of from \$25 to \$100, or thirty days in Jail for each offense. The bill, which does not cover professional women or executives, has the backing of the Women's Bureau of the Trades and Labor Assembly.



Massachusetts.

Recess Commission Reports on Minimum Wage.

The Special Commission on Unemployment, Unemployment Compensation and the Minimum Wage has reported recommending that the minimum wage law be retained for the present, amended to provide that minimum wage boards appointed by the Minimum Wage Commission shall not exceed seven. In concluding its report the Commission says, "While there is evidence that the condition of women working has been improved, the good results accruing from the law have not been sufficient to justify the Commission in recommending at this time an extension of its provisions. It is for this reason, therefore, that the Commission recommends that the law be continued for a period of possibly five years, and that the Department of Labor and Industry be authorized and directed to gather, in the meantime, such information and facts as will make it possible to determine more accurately whether the legislation is justified or required. With almost united opposition of employers throughout the Commonwealth, the Commission is compelled to recognize the fact that the minimum wage law is extremely unpopular among most employers in the Commonwealth. It is also recognized that the Minimum Wage Commission is somewhat handicapped in administering the law because of the existing antipathy to it. In some cases, advertising an employer may penalize him severely; in other occupations advertising may not affect an employer appreciably. This situation has led some employers to ignore the decrees, but the cases of non-compliance have not been as numerous as they might be assumed to be under a recommendatory law."

New Wage Rates for Brush Factories.

The Minimum Wage Commission of the Department of Labor and Industries has entered a decree for brush factories, establishing a minimum rate of \$13.92 for experienced employees and special rates of \$12 and \$9.60 for learners and apprentices. The new decree will go into effect March 1.

Rules and Regulations for Punch Press Tools.

Rules and regulations for safe-guarding power press tools effective February 1, were approved by the Commissioner and Associate Commissioners of the Department of Labor and Industries, with the Assistant Commissioner dissenting, on the ground that adequate provision is not made for guarding slow speed presses, on which some of the most serious accidents occur.

Michigan.

A bill providing an 8-hour day for men and women has been defeated in the Michigan legislature. A similar bill has been introduced at several sessions by Representative Holland and always defeated. The bill this year received a few more votes than in previous years.

Missouri.

A minimum wage bill submitted by the drafting committee of the Minimum Wage Commission which was created two years ago was defeated in the House February 21, after hearings before the Children's Code Committee. The bill is permissive, not mandatory, a provision made necessary by the wording of the State constitution. The Senate bill has been reported favorably by the Labor Committee, is now on the calendar for engrossment, and is said to stand a very good chance of passing the Senate. In that case, it is hoped to have it referred to a different committee in the House. Minimum wage legislation is opposed by the Associated Industries of Missouri, while the campaign for the bill is being conducted by the Missouri Woman's Legislative Committee, with the backing of other organizations.



Nebraska.

A bill providing a \$12 minimum wage for women was recommended for passage in the House of Representatives by a vote of 58 to 40, but was defeated on the third reading by a vote of 44 to 39.

New Hampshire.

A bill limiting the hours of work for women to 48 per week has passed the House of Representatives and is now before the Senate Committee on Labor.

New Jersey.

A bill prohibiting night work for women passed the Senate February 20, by a vote of 11 to 6, and is now in the Judiciary Committee of the Assembly. A similar bill last year passed the Assembly and was defeated in the Senate.

A bill providing for a minimum wage commission has been introduced, and is in the Judiciary Committee of the Assembly.

New York.

Commissioner Shientag has reestablished the Bureau of Women in Industry in the Department of Labor. The Commissioner's letter to the Governor was as follows: "My restoration of the Bureau of Women in Industry will mean very little unless it is given adequate facilities to deal with the problems especially affecting the health, welfare and safety of working women and children. This bureau should be equipped to obtain all the facts relating to the conditions under which women and children are employed; to study industrial processes with a view to reducing the strain and fatigue to which women workers are subjected, and to be in a position to recommend improved standards of employment for women and children, either by voluntary cooperation of employers, or by remedial legislation when necessary. For this important work I shall ask for an increased appropriation for the Bureau for the year beginning July 1, 1923, and for a pro rata deficiency appropriation for the next four months. The Bureau will then have the necessary trained investigators and facilities to carry on its work, and will produce results that I am sure will be worth while, not alone to the working women directly affected, but to the entire community." (New York Evening Post, February 16, 1923.)

Pending Legislation.

A joint hearing will be held February 27 on the bills providing an 8-hour day and a 48-hour week for women in industry and authorizing the creation of a commission with power to fix minimum wages for women and minors employed in factories and shops. There has also been introduced in the legislature a bill to create a bureau of women in industry which shall be in charge of a chief, with six investigators all of whom shall be women and at least one of whom shall be a licensed physician.

Ohio.

The effort to secure minimum wage legislation in this session of the legislature has met with an adverse report from the Senate Labor Committee, which has rejected the minimum wage bill and recommended for passage a resolution providing for a fact finding commission to investigate the minimum wage question.

Oklahoma.

A bill for a minimum wage for women has been reported out by the House Committee on Labor and Arbitration. As a result of a hearing attended by representatives of the Southwestern Bell Telephone Company, the bill was amended to make the minimum wage for experienced workers \$13.50 per week instead of \$16,



and for beginners \$10.50 instead of \$10. Telephone Company representatives said the \$16 minimum would have added \$600,000 to their expenses in this state. The amended bill will give the Minimum Wage Commission power to increase the minimum for certain industries and certain localities where it is shown the \$13.50 minimum is not sufficient. (Tulsa Tribune, February 17, 1923.)

#### Rhode Island.

There are seven 48-hour week bills before the Rhode Island assembly. The one which is said to be receiving the most support at present calls for a 48-hour week and a possible 10-hour day. Hearings have been held on the various bills during the last two weeks before the House Judiciary Committee. One bill would prohibit night work between 6 p. m. and 6 a. m.

Several bills have been introduced calling for one day's rest in seven. Another bill provides that no woman shall knowingly be employed within four weeks before confinement and four weeks after, and still another has been introduced in the Senate providing that the same restrictions as to age and hours of work shall apply to home work as well as to factory work.

#### South Dakota.

Bills calling for an 8-hour day and a minimum wage of \$16 per week for women in the industrial world of South Dakota have been introduced in the house of Representatives. The bills were prepared through the efforts of the Women's Progressive Club of Sioux Falls, and do not apply to domestic or farm help. They provide for apprentice rates until girls develop capabilities sufficient for the minimum wage. (Sioux Falls Argus-Leader, February 10, 1923.)

#### Tennessee.

Measures tending to admit women to a fuller political equality have been introduced in the present session of the General Assembly. The League of Women Voters is responsible for the bills. They make it mandatory that women shall be on every school board in the State, equalize women's rights with men's in the guardianship of their children, and require that women shall be elected on the State executive committees of the political parties in the same proportion as are men.

#### Texas.

According to the Dallas News of February 8, the House and Senate Labor Committees have reported the same minimum wage bill, though the House Committee recommended an important amendment, to the effect that any decision of the Commission may, in any and all cases, be appealed to the courts. The Senate bill restricts appeals to law questions only, declaring that the findings of the Commission on facts is conclusive. The bill is designed to take the place of the old law held inoperative.

To meet the criticism of the former law that it did not permit zoning, in order to fix different minimums, in different parts of the state, the bills provide for the creation of local wage-boards of nine members, three representing the employers, three the employees, and three the public. These are appointed by the Commission upon its own motion or upon petition of fifty employees in any single industry. This board makes a local examination to determine whether a minimum wage should be adopted there.

#### Wisconsin.

There have been introduced in the legislature, but not yet acted upon, bills, providing (1) an 8-hour day for women, (2) an 8-hour day for men and women, and (3) regulating the hours of women workers in hotels.



United States.

Reclassification of the Federal Civil Service.

The bill for reclassification of civilian positions in the federal civil service has been reported out of committee to the Senate. A similar bill has already passed the House. It is hoped that the Senate bill will be passed and the differences between the two bills adjusted in conference before the adjournment of Congress March 4. If final action is not taken on the reclassification bill, legislation will again be necessary to continue the present "bonus."

Amendment Sought to Compensation Act.

As a result of the decision of the Comptroller General, which was made public February 3, emergency legislation amending the United States Employee's Compensation Act is being sought by the organized employees of the government, and it is hoped will be enacted before the adjournment of Congress March 4.

September 23 last the Comptroller General ruled that the federal compensation Act "provides compensation for such disability only as is the result of a personal injury of an accidental nature, or at least, of a personal injury which is referable to some particular event capable of being fixed in point of time." Last month, after a conference with the Comptroller General, the Compensation Commission sent him a number of "typical compensation cases on which awards have been made by the Commission from time to time," and which "illustrate the practice of the Commission under the definition of the term 'personal injury', as applicable to disease as well as accidental injury, provided the disease is found to have a direct causal relationship with the nature of the employment." On January 29 the Comptroller General handed down a further decision in line with that rendered last September. After discussing at some length the several cases laid before him by the Commission, he set forth the general principles underlying the position taken by him in this matter. "Vocational or occupational diseases" he defined as "diseases brought about by the peculiar nature of the employment and conditions inherent in the vocation or occupation itself. Such diseases as tuberculosis, pneumonia, and influenza are not peculiar to any particular class or classes of vocation or occupation, but prevail in all walks of life, in or out of any service or employment, the susceptibility of individuals depending in large part, at least, upon their bodily condition and resistance. If it be assumed that the compensation law was intended to cover vocational or occupational diseases, there would be no ground for extending it ordinarily to cases of tuberculosis, pneumonia, or influenza."

Going beyond this class of diseases and considering the scope of the federal compensation law, the decision proceeds: "I think it beyond question that the term 'personal injury sustained while in the performance of his duty' as used in this statute, was not intended to cover diseases generally, and I think it was not intended to cover generally what are designated as vocational or occupational diseases. The requirement that the administrative notice shall state the day and hour when the injury occurred is entirely inconsistent with the inclusion generally of such diseases. I am constrained to hold that the term 'personal injury' was not used in the broad sense of any wrong, damage, or mischief suffered by the employee, but in the narrower sense of direct injury to bodily tissue through some accidental or fortuitous happening, definitely fixed in point of time,<sup>in</sup> contra-distinction to the gradual organic changes or functional disturbances brought about by vocational or other diseases."

Taking into account the practice of the Compensation Commission in allowing compensation in cases of disease as well as of injury, and also the fact that the awards have been passed by the accounting officers of the Treasury, the



Comptroller General announced that such payments under awards already made would be continued up to the close of the present fiscal year. No further awards, however, in cases similar to those decided adversely by him should be made unless in pursuance of express authorization by Congress. (Federal Employee, February, 1923.)

#### Canada.

##### Alberta.

The Minimum Wage Board has issued orders effective April 1, 1923 fixing a minimum wage rate of \$14 for experienced women workers in manufacturing industries, laundries, dyeing and cleaning establishments, hotels, restaurants, refreshment rooms, boarding houses, etc., personal service occupations, offices, shops, stores, and mail order houses. The rates for learners range from \$6 to \$12 per week with two exceptions. In the millinery industry a probationary period of one month for which no wages are stipulated is allowed, after which for two months \$4 per week shall be paid. For dressmaking, tailoring and fur-sewing apprentices a probationary period of one month for which no wages are stipulated is allowed after which \$6 per week shall be paid for a period of three months.

#### Australia.

On 9 October the Board of Trade at Sydney fixed the basic wage for adult women in the state of New South Wales at 1 pound, 19 shillings, 6 pence, a reduction of 1 shilling 6 pence per week. As a result of replies to questionnaires, the Board had come to the conclusion that the proportion of minimum wage earners compelled to live in boarding houses was comparatively small, and that there had been no increase in the cost of board and lodging during the six months immediately preceding the decision. The Women's Service Club, the Women's Reform League, and the Printing Employees' Union have protested strongly against the decision of the Board, stating that it is impossible for a girl to live on the basic wage as now laid down. Women trade union officials lay stress upon the fact that the men's basic wage is 3 pounds, 18 shillings, and claim that there should be equal pay for equal work. (Sydney Telegraph, 10-11 October 1922; Industrial and Labour Information, 29 December, 1922.)

#### Austria.

By a decree of 28 September 1922 (B. G. Bl. No. 725) the following labour legislation has been made applicable to the Burgenland (former Hungarian territory ceded to Austria in accordance with the Peace Treaty): Act of 19 December 1917, concerning child labour; Act of 14 May 1919, concerning night work of women and young persons in industrial establishments; Act of 15 May 1919, concerning works councils; Act of 30 July 1919, concerning workers' annual holidays; Act of 18 December 1919, concerning boards of conciliation and collective agreements.

A decree dated 22 September (B. G. Bl. No. 723) extends to the Burgenland Austrian legislation for the protection of life and health of workers in industrial establishments. (Industrial and Labour Information, 19 January 1923.)

#### Brazil.

A preparatory session of the first Brazilian Feminist Congress was held in Orsina de Fonseca School, Rio de Janeiro, on the 15th of November. All women who are interested in improvements, morally, socially, and politically, for women, were invited to attend. The Congress proper was to be inaugurated the first of January. (Bulletin, Pan American Union, February 1923.)



Hungary.

Action of the Government on the Draft Conventions.

The Hungarian Government is considering the steps to be taken in regard to the Draft Conventions adopted at the various sessions of the International Labour Conference. In the meantime, it is endeavoring, as far as possible, to adapt bills already prepared, to the Draft Conventions in question, and particularly the bill for the protection of children, young persons and women employed in manufacturing and certain other occupations. The terms of this bill conform almost completely to the provisions of the Draft Conventions on this question adopted at Washington (1919). The bill has been submitted to the representative industrial organizations, and it is expected that Parliament will soon be in a position to take action on it. (International Labour Information, 19 January 1923.)

Bill for the Restriction of Night Work.

A bill has recently been submitted to Parliament empowering the Minister of Trade to prohibit by decree work between the hours of 8 p. m. and 6 a. m. in any branch of industry except where night work is deemed necessary on account of the nature of the industry, or in the interests of the public welfare. No such prohibition shall be issued in respect of work the object of which is to satisfy exceptional or periodically recurring requirements of the community, or of work rendered necessary by force majeure, or in order to prevent destruction of perishable materials, etc. Decrees issued for the purpose of prohibiting night work shall not establish unequal conditions of competition for establishments in the same industry or trade. (International Labour Information, 19 January 1923.)

Panama.

Senora Ester Niera de Calvo sponsored a bill in the National Assembly for the political equality of Panama's women, and has urged all the members of her sex in the country to support this measure. Senora de Calvo represented Panama at the Pan American Conference of Women held in Baltimore last April.

NOTES

The National Conference of Social Work will hold its fiftieth anniversary session in Washington, D. C., May 16 to 23, 1923.

The National League of Women Voters will hold its fourth annual convention in Des Moines, Iowa, April 9, to 14, 1923.

NEW PUBLICATIONS.

Anderson, Adelaide Mary.

Women in the factory: An administrative adventure, 1893 to 1921. London, 1922. 316 p.

California. Civil service commission.

Cost of living survey. Report of the California state civil service commission relative to the cost of living in California for selected family groups. Prepared by a special committee appointed for the purpose... Sacramento, 1923. 84 p.



Colorado. Industrial Commission.

Sixth report, 1921/22. Denver, 1922. 173 p.

Connecticut. Bureau of labor.

Thirtieth report, 1921/22. Hartford, 1922. 71 p.

Connecticut. Factory inspection department.

Eighth biennial report, 1920-22. Hartford, 1922. 123 p.

Industrial conference of the state of New York.

Proceedings of the sixth annual industrial conference, Buffalo, N. Y.,  
November, 21-23, 1922. Albany, 1923. 188 p.

Louisiana. Laws, statutes, etc.

Labor laws of the state of Louisiana: 1922. New Orleans, 1922 (?). 137 p.  
Prepared by the Bureau of labor and statistics.

Massachusetts. Department of labor and industries.

Rules and regulations for safeguarding power press tools. Boston, 1922.  
6 p. (Industrial bulletin 17).

Minnesota. Industrial commission.

First biennial report, 1921/22. Minneapolis, 1923. 153 p.

National industrial conference board.

Changes in the cost of living: July 1914-November 1922. New York, De-  
cember 1922. 37 p. (Research report 57.)

U. S. Federal board for vocational education.

Vocational rehabilitation: its purpose, scope, and methods, with illustra-  
tive cases. Washington, Govt. print. off., 1923, illus. 46 p. (Bulletin  
80, Vocational rehabilitation series 7.)

-----Department of Labor. Women's Bureau.

Preliminary report: Women's earnings in Ohio in September 1922. 18 p.  
Mimeographed.

Washington. Department of Labor and Industries.

First report, 1921/22. Olympia, 1922. 114 p.

Women's news service inc.

Women of 1923: international. Philadelphia, John C. Winston Co., 1923.  
224 p.



Only Copy

U. S. Department of Labor  
WOMEN'S BUREAU  
Washington

News Letter No. 22

March 31, 1923.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

Connecticut.

Nine Hour Bill Defeated.

The Consumers' League bill providing a 9-hour day and 50-hour week was defeated in the Senate March 27 by a vote of 16 to 15. It had previously failed of passage in the House.

Bill to Increase Number of Inspectors.

The House Committee on Labor has reported favorably a bill to increase the number of deputies to be appointed by the commissioner of labor and factory inspection from nine to ten providing that "not less than two and not more than three shall be women." This allows an increase of one woman.

District of Columbia.

On Wednesday March 14, the minimum wage case was argued before the Supreme Court of the United States. Mr. Justice Brandeis was not present and therefore but eight members of the Court were sitting. Felix Frankfurter presented the case for appellants but yielded some of his time to Mr. W. L. Brewster, chairman of the Industrial Commission of Oregon. The case for the appellees was handled by Challen B. Ellis and Wade H. Ellis. The action of the Court of Appeals in allowing a re-hearing of the case was argued at length and both sides were questioned closely on this matter by the Justices of the Court. The two questions are now before the Supreme Court - that <sup>of</sup> the jurisdiction of the lower court and the constitutionality of the minimum wage law.

Briefs upholding the law were filed by six states - California, Washington, Oregon, Kansas, Wisconsin, and New York.

Illinois.

Disagreement between the committee chairman caused a joint hearing on the women's eight hour bill March 8 to break up in confusion. On the Tuesday following, March 13, Mrs. Lottie Holman O'Neill, who introduced the bill in the House, succeeded in bringing it out of committee with a favorable recommendation on a vote of 20 to 3. Eight members were absent. When the measure came up on second reading consideration of it was postponed until April 10 by a vote of 68 to 67, the author of the motion to postpone, Representative Lee O'Neill Browne, stating that insufficient time had been allowed to prepare amendments.

Iowa.

A public hearing on the bill for a 9-hour day and 50-hour week for women workers was held March 10 and the bill reported out of committee March 16 with <sup>a</sup> recommendation for passage. It was scheduled to come before the House March 24 or 26.

In addition to the support of the Women's Bureau of the Trades and Labor assembly the bill has the support of some fifteen women's organizations including the Women's Christian Temperance Union and the State Federation of Women's Clubs.

The bill exempts women in executive positions and establishments engaged in canning or curing of perishable fruits or vegetables during the harvesting season.



Kansas.

Contrary to newspaper reports, word has come from Kansas that the work of the Division of Women and Children has not been abolished, but has been left practically as it has been the past two years. An effort was made, however, at this session of the legislature to cut off the appropriation.

Massachusetts.

Miss Ethel Johnson, Assistant Commissioner of the Department of Labor and Industries, has issued, in mimeographed form, tables showing the condition of principal woman-employing industries in Massachusetts. These tables cover the ten years from 1911 to 1920, or the period since the enactment of the 54-hour law and the 48-hour law.

Minnesota.

Hour Law Reported from Committee.

A bill providing a 9½-hour day and 54-hour week has been reported out of committee to both Senate and House. Existing law does not limit the number of hours women may work in hotels and offices anywhere in the state, nor in restaurants and telegraph or telephone establishments outside cities of first and second class.

Minimum Wage Law to be Amended.

An amendment to the minimum wage law which will make it possible to enforce the law without sending the wage orders by registered mail to all employees affected passed the House without a dissenting vote.

Woman Member of Industrial Commission.

A bill providing for a woman member of the Industrial Commission passed the House amended to read that the Governor may appoint a woman at the expiration of the term of any one of the three commissioners now in office.

Blanket Bill Defeated.

The blanket bill of rights was defeated in the House by a vote of 78 to 30.

Missouri.

Minimum Wage Bill.

The bill to establish a minimum wage commission has been engrossed and now goes to third reading in the Senate.

Eight Hour Bill Killed.

The 8-hour bill, reported from the House Committee unfavorably but favorably from the Senate Committee, was virtually amended to death in the Senate.

New Hampshire.

Hour Bill Defeated.

The Senate has defeated the bill for a 48-hour week and has passed a joint resolution asking the General Court to appoint a commission to investigate the question.

New Jersey.

Night Work Bill Passed.

The night work bill passed by the Senate and amended in the House to become effective December 31, 1924 - 21 months hence - was signed by Governor Silzer March 21. The bill provides that no woman shall work in a factory, laundry or bakery between 10 p. m. and 6. a. m. Canneries are excepted.



New York.

Status of Wage and Hour Bills.

An effort made by the minority leader March 28 to have the House Committee discharged from further consideration of the minimum wage bill and the 8-hour bill failed by a vote of 73 to 71. Both bills have passed the Senate. The House has before it a resolution calling for the appointment of a commission to investigate generally the question of minimum wage and an 8-hour day for women, and carrying an appropriation of \$15,000. The commission would consist of four senators, five assemblymen and five additional members to be appointed by the chairman of the commission, of whom two would represent women wage earners, two the employers and one the public.

The Brooklyn Chamber of Commerce has endorsed both the minimum wage and the 8-hour bill.

Amendments to Hour Law.

Amendments to the labor law have been introduced to permit the employment of women under 18 years of age in canning establishments during the summer months; to provide that no woman under 18, instead of 21, shall be employed in a factory between 9 p. m. and 6 a. m., nor in a mercantile establishment between 10 p.m. and 7 a. m. and striking out the provisions relating to the hours of labor of women in newspaper offices.

Emergency Appropriation for Labor Department.

The emergency appropriation bill to enable the Labor Department to function until July 1 has been passed by Houses of the legislature and signed by the Governor.

North Dakota.

Modification of the eight-hour day for women, voted by the state Senate, will not be opposed by members of the Workmen's Compensation Commission, according to S. S. McDonald, a member. The amendments made by the Senate permit nurses on duty with patients to be employed more than eight hours in one day and the same provision is made with reference to court stenographers, help employed during the legislative sessions, by hotels and restaurants when banquets are served, but limits the employment to 48 hours in any one week. Permission to exceed the eight hours in cases of emergency must be obtained from the Workmen's Compensation Commission. (St. Paul, Minn., Dispatch, February 23, 1923.)

Ohio.

Newspaper reports from Ohio state that as a result of a House caucus the Walther minimum wage bill, identical with the Burke bill defeated in the Senate, will not be taken up in the House. The Burch resolution providing for legislative investigation of the subject of minimum wage was adopted by the Senate and is at the head of the House calendar.

Pennsylvania.

Wage and Hour Legislation.

A bill limiting the hours of work for women to 48 per week was introduced in the House March 19. A minimum wage bill also is under consideration for introduction in the present session of the legislature.



#### Industrial Court Planned.

A court of industrial relations is provided for in a bill introduced in the House of Representatives today by Representative Parkinson of Waynesburg. The court would have three judges and have jurisdiction over mining industries and those engaged in the manufacture or transportation of clothing or food products or articles entering into their manufacture. Industries not specifically provided for would be permitted to submit by mutual agreement controversies arising between employers and workers. (Washington, D. C., Star, March 27, 1923.)

#### Increased Demand for Women Employees.

The monthly report of the Employment Bureau for January shows greater demand for women in every line of work than has been shown at this time of year for three years past. Employers filed request for 2,988 women in January compared with 1,413 such requests January a year ago, and 2,194 requests January, 1921. There are fewer applicants this year than last, however, more women applied in January of this year than in December, 1922. There were 3,766 applicants among the women last month. Opportunities for women in employment exists in the clerical field, in hotels and institutions, machine shops and factories, as day workers and in domestic service, where the greatest call is found. General employment conditions show a larger number of applicants during January than at any time since September with 18,956 persons applying for jobs and 17,502 persons asked for by employers. (Pennsylvania Department of Labor and Industry, Bulletin of Information, February, 1923.)

#### Rhode Island.

##### Legislation.

The bill for a 48-hour week and 9-hour day has passed the House by a vote of 70-21 and is now before the Senate. The bill provides that the 48 hours may be worked in five days of 9 hours and 36 minutes each.

The only woman member of the legislature introduced a bill prohibiting the employment of women four weeks before and four weeks after childbirth. The bill is now before the Senate after passing the House amended to read "may" instead of "shall".

The no-night work bill sponsored by the Consumers' League would prohibit women from working between 10 p. m. and 6 a. m. in any factory, manufacturing or mercantile establishment.

#### South Dakota.

Both houses of the legislature have passed the minimum wage and hour bills, the Senate unanimously and the House by votes of 82 to 10 and 72 to 12, respectively. The minimum wage is set at \$12 per week and the hours at 10 per day and 54 per week except for telegraph and telephone workers. Both laws go into effect July 1, 1923.

#### West Virginia.

A bill limiting hours of work of women to 8 per day and prohibiting work after ten o'clock at night is now before the legislature.

#### Wisconsin.

The Assembly has passed by a vote of 59 to 29 a bill limiting the working hours of women to 8 per day and 44 per week. Another bill passed brings women hotel employees within the scope of the hour law. Bills providing a basic 8-hour and an 8-hour day for state employees also have passed the Assembly.



United States.

One of the fundamental principles of the Reclassification Act which passed just before the adjournment of the last Congress is that of equal pay for equal work irrespective of sex. The Act which writes into law principles<sup>and</sup> definitions designed to set up in the government service a genuine merit system of employment, promotion and dismissal, is considered the most important piece of Civil Service legislation since the original Civil Service Act. It is the result of four years of earnest effort on the part of the National Federation of Federal Employees supported by seven national organizations of women, the United States Chamber of Commerce, the National Civil Service Reform League, the American Society of Engineers and numerous other organizations.

The salary schedules which become operative July 1, 1924, are of particular importance to the thousands of women now massed in the low paid groups - library workers, translators, clerks, and the clerical mechanical workers in the printing and sewing trades in such departments as the Bureau of Engraving and Printing, the Government Printing Office, and the Mail Equipment Shop.

Under the Reclassification Act the major services are divided into grades according to requirements and qualifications with opportunity for advancement within the grade as well as from grade to grade or class to class. A central classifying agency is created to coordinate salary scales and establish or revise the efficiency ratings upon which salaries and advancement depend.

Canada.

Saskatchewan.

An amendment to the Minimum Wage Board order covering hotels, restaurants and refreshment rooms provides that the minimum rate for an experienced woman for a week of seven days shall be \$15 instead of \$16.50 and for a kitchen employee \$13 instead of \$14.50. The minimum rate for learners for a seven day week is now to be \$13 instead of \$14.50. The amendment became operative March 15, 1923.

Argentina.

The head of the National Department of Labor has suggested a bill to the Ministry of the Interior for regulating the labor of women and children in street trades. The bill prohibits all women from working between 9 p. m. and 6 a. m. and requires the Department of Labor to keep a list of all women over 18 engaged in street trades. Women are absolutely prohibited from street vending when they have with them nursing babies or young children, or are in an advanced state of pregnancy. (Bulletin, Pan American Union, March, 1923.)

Germany.

In Berlin, the substitution of men for women workers was, in some cases, particularly difficult, because the women could not at once be absorbed in their former occupations. Many women could not go back to the ready-made clothing and lingerie industries because the rough work in the factories had unfitted them for fine sewing. Others had suffered injury to health as a result of the heavy munition work. One particularly striking phenomenon was that many women had injured their eyes to such an extent by night work<sup>and work</sup> in explosive factories that, according to the results of medical examination, it was impossible to find employment for them. The collective agreements were partly responsible for this, as employers were averse to paying the higher wage rates fixed for older workers. (Lunders, Elsa, Women's work in industry since the war. Industrial and Labour Information, 9 February, 1923.)



Japan.

The question of the prohibition of night work in the cotton spinning industry is attracting a great deal of attention in Japan, partly owing to the fact that the spinning industry is suffering from depression and a restriction of output has been felt to be necessary by the entrepreneurs themselves, and partly to the fact that the Government is contemplating the amendment of the existing Factory Act with the object of prohibiting the employment of women and young persons during the night.

Public opinion disapproves of the suggestion to restrict output with a view to maintaining the level of prices, but will in general welcome any steps aiming at the adoption of as many as possible of the principles embodied in the International Labour Conventions and at the amelioration of the conditions of work of women.

The present Factory Act, which came into force in 1916, prohibits the employment of women and young persons under 15 years of age from 10 p. m. to 4 a. m., but allows an exception, for a period of 15 years from the date of the enforcement of the Act, in the case of workers employed on the shift system. It is assumed that the Government intends amending the Factory Act to shorten the remaining period of eight years during which night work is still permitted.

The employers have as yet made no definite statement as to their attitude, and even at the meeting of the Association held in Osaka on 23 December to discuss this question, no agreement was reached. (Osaka Asahi, 5-15 December, 1922; Industrial and Labour Information, 16 February, 1923.)

Poland.

As the result of a memorandum submitted in 1919 by the Federation of Catholic Domestic Servants to the Ministry of Labour, insisting on the need for special legislation on domestic service, the Ministry drafted a bill after having conducted an inquiry among those concerned. This bill was submitted to the Council of Ministers on 9 February, 1921, and finally approved by them <sup>on</sup> 25 May, 1921. At the third reading the Diet referred the bill to the Legal Committee and the Committee on the Protection of Labour. As it was not finally approved by the constituent assembly, it will be laid before the new Diet.

In its present form, as approved by the above committees, the bill contains the following provisions:

Persons are regarded as domestic servants who are employed in a household for a certain period and are not paid by the day. Persons employed in agricultural occupations do not come within the scope of the bill.

The working conditions agreed on by the two parties must be specified in writing, and copies kept by both the employer and the worker. Unless otherwise stipulated, the agreement is valid for a month, and can be cancelled after two weeks' notice. Agreements valid for three months or more can only be cancelled after a month's notice.

The agreement may be cancelled without notice by the employer under any of the following circumstances: (a) If the servant fails to enter on his duties on the date fixed; (b) If he fails to carry out his duties in spite of warning repeated three times; (c) If he insults his employer or his family; (d) If he neglects the children entrusted to his care; (e) If he is intoxicated or is guilty of immoral conduct; (f) If he is guilty of any crime or breach of the law; (g) If, for a period of more than three weeks, he is unable to work on account of illness.



The agreement may be cancelled without notice by the servant: (a) If he is insulted by his employer; (b) If unlawful requests are made to him; (c) If the employer changes his residence; (d) If the employer fails to observe his obligations; (e) In the event of the death of the husband or wife or a near relative of the servant; (f) In the event of his marriage.

The effective working day may not exceed 12 hours, with an interruption of two hours on week days, and 6 hours on Sundays and holidays. The arrangement of hours of work must be specified in the written agreement, and must be such as to enable the servant to fulfill his religious obligations on Sundays and holidays. He shall be allowed at least 8 consecutive hours of rest at night, which may only be interrupted in case of illness, accident, or a journey, and never for more than one night in each case. Domestic servants permanently engaged in the care of children or sick persons are not covered by this provision. All work in excess of these limits must be paid for at overtime rates, and can only be allowed four times a month, at the rate of at most 3 hours each time.

Domestic servants are entitled to two weeks' holiday with pay after one year's service. If this holiday is spent away from the home of the employer they are entitled, in addition to their ordinary wages, to a special indemnity equivalent to three times their wages. They are further entitled to a holiday of not more than 10 days, with pay, in the event of the serious illness or death of a near relative. If a domestic servant leaves after one year's service, he is entitled to an indemnity equivalent to at least a fortnight's wages, provided he has not been dismissed for his own fault.

If the employers' dwelling contains a room intended for a servant, it must be used for this purpose. The room must contain heating facilities, and in other respects satisfy hygienic requirements.

If a domestic servant is incapacitated by sickness or accident, for which the employer may be considered responsible, he is entitled to an indemnity. If there is no sickness fund in a locality where he is employed, the following provisions apply: (a) If the sickness is due to conditions of work, the employer must provide for the treatment of his servant at home or in hospital, during the whole period of his illness, or until the payment of the above-mentioned indemnity; (b) If the sickness is not due to working conditions, the employer is only liable to pay the cost of treatment for three weeks.

The bill contains special provisions as to the work of young persons. Minors may not be engaged without the approval of their parents or guardians. The employer must see that provisions of the law concerning continued education are observed. Hours of work must not exceed eleven per day, and the work must end one hour earlier than that of adults. Minors are entitled to annual leave after six months' service. (No. 3126 of the Publications of the Constituent Assembly, and communication from the Ministry of Labour and Social Welfare; Industrial and Labour Information, 26 January, 1923.)

#### Russia.

As a general rule women may not be employed on night work, overtime, or in unhealthy industries. The night work of women may, however, be allowed temporarily in certain branches of industry, on the proposal of the trade union concerned, approved by the Commissariat of Labour. Women may also be allowed to work overtime in cases where the local inspector of labour and the trade union concerned are agreed that it is impossible to carry out the work with male labour alone. Pregnant women and nursing mothers may in no case be required to work overtime nor during the night.

Provision is made for 8 weeks leave before and 8 weeks after confinement, for women engaged on manual work, the corresponding periods for women engaged in



intellectual work being 6 weeks both before and after confinement. After a miscarriage manual workers are allowed 3 weeks leave, intellectual workers 2 weeks leave. Full wages are payable during all such leave. Nursing mothers are entitled to half an hour's interruption of work at intervals of 3 hours, for the purpose of nursing their children.

In no case may women be employed on work consisting solely in lifting and moving objects weighing more than 10 pounds. They may only do such work as a subsidiary occupation, occupying them for at most one-third of the working day. Moreover, the maximum weights that may be moved by women are established in various branches of industry. (Organization of industry and labour conditions in Soviet Russia. International Labour Office. Studies and reports, Ser. B: Economic Conditions, No. 11, July, 1922.)

#### Spain.

The Spanish Official Journal (Gaceta de Madrid) published on 15 July, 1922, the text of two acts authorizing the Government to proceed with the ratification of the Draft Convention concerning unemployment and the Draft Convention concerning the employment of women before and after childbirth. (International Labour office, Official Bulletin, 14 February, 1923.)

#### International.

##### Women Workers in the Postal Services.

It will be remembered that the Congress of the International Federation of Postal, Telegraph and Telephone Workers held at Berlin in August, 1922, discussed the conditions of service of women in the postal, telegraph and telephone services. (Industrial and Labour Information, v. 3, No. 10, p. 451.)

The Congress had before it a report presented by Miss Else Kolshorn on an inquiry undertaken in accordance with a decision of the Congress of November, 1920, on the question of the marriage of women officials, night work of women and certain other questions. According to the Bulletin of the International Federation of Postal, Telegraph and Telephone Workers, the report contains the following particulars as to the regulations in force in various countries.

##### Marriage of Women Officials.

In Austria, Czechoslovakia, Germany, Netherlands, Italy and Sweden women are not compelled to resign from the civil service on marriage. In Luxemburg and Switzerland they must resign on marriage but in the latter country the regulations vary according to the grade.

In the Netherlands women who, not being already entitled to a pension leave the civil service on the occasion of their marriage or within a short time after it are entitled to a bonus. In Czechoslovakia, Germany, Italy, Luxemburg and Sweden no bonus is payable under these circumstances. In Austria contributions towards the pension fund are refunded to women who retire on marriage. In Switzerland the contributions paid into the insurance fund (5 per cent of the annual salary) are refunded. In Belgium, Denmark and Great Britain marriage bonuses are paid.

The German Union of Women and Telegraph Workers considers that the employment of married women in the civil service should be exceptional and generally speaking of a temporary character only. The Union advocates the payment of a bonus to women civil servants on marriage to compensate them for loss of pension rights, etc., the bonus to vary in amount according to length of service. It recommends that measures should be taken -- if possible, uniform measures in all countries -- to secure the retirement of married women civil servants. After a certain period they should cease to be entitled to a bonus or should receive only a reduced sum. Those who return to the civil service on widowhood or if divorced should be required to refund the whole or part of the bonus which they have received.



### Night Work of Women.

In Czechoslovakia, Germany, Netherlands and Russia women are employed on night work under the same conditions as men. Night work is prohibited for women civil servants in Austria, Italy, Luxemburg, Sweden, and Switzerland.

The German Union of Women Post and Telegraph Workers is opposed to the prohibition of night work for women on the ground that it may be made a pretext for payment of a lower wage. Similar rights, they consider, involve similar duties.

### Other Questions.

Miss Kolshorn, in her report, also gives an abstract of the replies received by the Secretariat on various other questions including regulations concerning the employment of women in civil service before and after confinement; distribution of women employees in the various branches of the postal, telegraph and telephone service; exclusion of women from higher posts; difference in rates of pay of men and women employed in similar work; professional training of women civil servants; participation in bodies representing the staff.

In conclusion Miss Kolshorn submitted the following demands which were approved by the Congress:

(1) Men and women civil servants should be treated alike with regard to salaries and promotion in cases where the work done is the same and the same standard of education and training is required.

(2) Women should not be obliged to resign on marriage.

(3) Women who resign on marriage should receive adequate compensation, for the loss of their own pension and pensions payable to surviving dependents. (Bulletin de la Federation Internationale des P. T. T., November, 1922; Industrial and Labour Information, 16 February, 1923.)

### NOTES

#### Wage Increases in the Textile Industry.

The New York Times of March 31 states that as a result of wide-spread announcements of wage increases in cotton and woolen mills elsewhere in New England, it was indicated that the manufacturers of Fall River probably will offer a 12½ per cent increase to 36,000 operatives in 111 cotton mills in negotiating with the Textile Council on the latter's demand for a 15 per cent advance. New Bedford manufacturers, the Times says, are awaiting adjustment in Fall River before acting themselves, and any settlement in Fall River is expected to apply to the 24,000 cotton workers in New Bedford.

Approximately 15,000 textile workers in Rhode Island will be affected by increases April 30. In most cases the amount is not stated, otherwise, it is 12½ per cent. In Maine some 5,000 cotton mill operatives and in New Hampshire over 13,000 will receive a 12½ per cent increase April 30.

Massachusetts woolen mills were apparently the first to announce a 12½ per cent advance covering 20,000 employees and effective April 30. New Jersey woolen mills have also posted notices of wage increases which will affect about 12,000 operatives. The amount of the increase, although not made known, will compare favorably it is understood, with the percentage of increase granted by the New England woolen concerns.

Several mills in the south also are reported to have announced 10 per cent wage increases.

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The third annual convention of the Workers Education Bureau of America will be held in New York City April 14-15, 1923.



The Association of Governmental Labor Officials of the United States and Canada will hold its tenth annual meeting in Richmond, Virginia, May 1-4, 1923.

The Midyear Safety Conference will be held in Chicago, April 17, under the joint auspices of the National Safety Council's Engineering Section, the Chicago Safety Council, and the Western Society of Engineers.

PERSONNEL

Pennsylvania.

Dr. Royal Meeker has resigned his position with the International Labour Office at Geneva, where he has been two years, to accept appointment as Commissioner of Labor and Industry of Pennsylvania.

NEW PUBLICATIONS.

Canada, Department of Labour.

Report 1921/22. Ottawa, 1923. 116 p.

Great Britain, Industrial fatigue research board.

Atmospheric conditions in cotton weaving. London, 1923. 36 p. (Report 21, Textile ser.6)

Joint board of sanitary control.

Twelfth annual report, 1922. New York, 1923. 64 p.

Contents: - Fire hazards in factory buildings... By George M. Price, and Rudolph P. Miller. --- Seating and posture: an inquiry . . . into the seating conditions in the women's garment trades.. By George M. Price and Theresa Wolfson.

Lazard, Max.

Compulsory labour service in Bulgaria. Geneva, 1922. 158 p. (International labour office. Studies and reports. Ser. B: Economic conditions, No. 12)

Luders, Elsa.

Women's work in industry since the war.

Industrial and Labour information, v. 5, No. 6, 9 February, 1923, p. 20-22.

Massachusetts. Special commission on unemployment, unemployment compensation, and the minimum wage.

Report, February 9, 1923. Boston, 1923. 78 p.



U. S. Department of Labor  
WOMEN'S BUREAU  
Washington

News Letter No. 23.

April 26, 1923.

*only copy*

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

California.

The Industrial Welfare Commission order reestablishing the minimum wage rate of \$16 a week in the mercantile industry became effective April 8. This order varies slightly from the order of 1920 in that it reduces the rate for learners for the second six months from \$12 to \$11 and for the third six months from \$14 to \$12 and adds a fourth period of six months with a rate of \$14. The 1923 order also fixes for women or minors employed as elevator operators a rate of \$12 for the first three months and for messenger or errand boys the wage established is \$10.56 for the first three weeks and \$12 thereafter, with 25 cents an hour for part-time work. The standard hours for all mercantile employment as before is not more than 48 per week and 8 per day. Millinery workroom apprentices are not covered in the recent order nor are women workers in food catering departments.

District of Columbia.

On April 9 the decision was handed down by the Supreme Court of the United States declaring the minimum wage law of the District of Columbia unconstitutional on the ground that it interfered with freedom of contract and was a price fixing law and that "in principle, there can be no difference between the case of selling labor and the case of selling goods." The opinion, written by Justice Sutherland, was concurred in by Justice McKenna, McReynolds, VanDevanter, and Butler. Dissenting opinions were written by Chief Justice Taft and Justice Holmes. Chief Justice Taft spoke also for Justice Sanford. Justice Brandeis did not sit on this case.

It is not known definitely at this date what effect this decision will have on the state minimum wage laws or just what action will be taken by the women workers affected or by the organizations speaking for them which have struggled for twenty years to secure such legislative protection for working women.

Certain movements, however, have been initiated. Governor Hart of Washington State has proposed a conference of Governors to crystalize sentiment for a constitutional amendment which would permit the States to enact minimum wage laws, with no possibility of their later nullification through Supreme Court action. On April 20 the Consumers' League called a conference in New York which was attended by members of minimum wage boards and industrial commissions of various States. No report of this conference has been given out.

The National Women's Trade Union League as soon as the Supreme Court decision became known, announced its plan for a nation wide conference to "examine the possibilities of remedy and if possible propose a course of action." This conference will be held in Washington, D. C., May 14 to 15, immediately preceding the Social Workers Conference and to it are asked state labor officials having the enforcement of wage laws, numerous national women's organizations, and other groups.

The Oakland, California, Post-Inquirer is authority for the announcement that on April 12 in that State a group of senators presented a resolution calling upon Congress to initiate an amendment to the constitution empowering the States to enact minimum wage laws.

Already according to the National Women's Trade Union League some girls in District of Columbia stores are suffering wage cuts, in some cases as much as 50 per cent; some of them are being laid off and with others the minimum sales requirements have been increased. The Merchants and Manufacturers Association, which represents the majority of merchants, says, however, that it knows of no wholesale cuts but admits isolated cases. One 5 and 19 cent store has advertised that it will not cut the wages of its employees.



Whether or not the entire Act is invalidated by this decision is not yet certain. Legal opinion differs on this question especially with reference to that part of the Act which applies to minors. The Corporation Counsel of the District still has this matter under consideration, although he has announced his belief that the entire law is invalidated.

### Illinois.

By a vote of 89 to 56 the 8-hour bill, introduced by Mrs. Lottie Holman O'Neill, passed the House April 25. It must now go to the Senate where it has not yet been reported out of committee.

When the bill came up for second reading April 10, fifteen amendments were proposed all of which were defeated, two by roll call votes of 119 to 24 and 83 to 54.

The first amendment, one of five offered by Representative Lee O'Neill Brown, and the one defeated by the largest vote was practically a substitute bill providing, according to industry, a 9-hour day and 54 or 58-hour week or, in the case of canneries, a 10-hour day and 60-hour week, and in the case of emergencies or reasonable work a 70-hour week with no daily limit. Overtime was provided for emergencies at the rate of time and one-half but no reference was made to overtime pay for "seasonable work".

### Indiana.

The Department of Women and Children reports that for the year ending September 30, 1922, "of the 932 plants inspected, 570 employed women in the production or service department and 460 employed women in offices. Of the Women who were employed in the shops 84.3 per cent worked more than 8 hours per day and 73.7 per cent of the men worked more than 8 hours per day. Of women in clerical work 25.4 per cent only worked more than 8 hours per day...One hundred and three plants reported overtime ranging from 30 minutes on an 8-hour schedule to all night overtime at least one night in the week."

The Department reports also on a survey of canneries in Indiana, probably the first in the history of the state. The investigation covered 164 equipped plants of which 141 were in operation. These employed 6,132 males and 6,143 females at the time of inspection. "Of the total number of women in canneries, 47 per cent worked 10 hours per day, 64 per cent of these working 10 hours per day and 60 hours per week. The longest hours reported were those of one firm employing 34 women for over 13 hours a day and 80 to 82 hours per week. Another firm had 164 women working 13 hours a day and 78 to 80 hours a week; 75 women worked 13 hours a day and 74 to 76 hours per week; 38 worked over 12 hours a day and 74 to 76 hours per week; 123 worked 13 hours a day and 64 to 66 hours per week."

In conclusion the report says in regard to hours, "Though long, exhausting hours were the rule, there were noticeable efforts to standardize and shorten the day of the canning factory employee. Five plants had operated at least one season on an 8-48 hour schedule for women and children and not over a 10-60 hour schedule for men. Another never permitted women to work longer than 9 hours and men 10 hours. If the usual force of employees absolutely could not handle the day's work then a new shift was employed. With six plants having accomplished so much, it is not unreasonable to expect at least a measure of restriction on overtime by the other plants."

### Iowa.

The 9-hour bill was defeated in the House April 5 by a vote of 81 to 25. As reported to the House from the Committee on Labor the bill had been amended to exclude women workers in mercantile establishments, hotels, restaurants, telephone or telegraph establishments and clerical positions. Other amendments provided that numerous industries could work their women employees ten hours a day three days a week during specified peak months.



Massachusetts.

## Minimum Wage Law Not Changed.

The Senate has accepted without debate the adverse report of the Committee on Social Welfare on the bill to repeal the minimum wage law. They also rejected the bill providing that public members of wage boards shall be appointed by the Governor.

At a hearing on that section of the report of the Recess Commission on Unemployment and Minimum Wage, held before the Social Welfare Committee March 29, counsel for the Associated Industries and for the Manufacturers' Protective Association stated they had no objection to the recommendation in the majority report that the law be continued for a period of five years while further investigation as to its operation be conducted. Representatives of a number of women's organizations spoke in favor of the minority report, which recommends that the law be made mandatory.

## Attempts to Repeal Forty-Eight Hour Law Fail.

The various bills introduced this session for the repeal of the forty-eight hour law, the return to the fifty-four hour law, and the repeal of night work regulations have been reported adversely.

## Wage Board to be Formed for Establishments Manufacturing

## Druggists' Preparations, Compounds and Proprietary Medicines.

The Minimum Wage Commission has voted to form a wage board to recommend minimum rates for women employed in the manufacture of druggists' preparations, compounds and proprietary medicines.

The occupation includes the manufacture of medicinal and toilet preparations, druggists' supplies, ointments and tinctures. Approximately 1,800 women and minors under eighteen years of age are engaged in the work in Massachusetts. The greater part of this number are employed in filling, labeling and packing the containers for the manufactured product.

An investigation of the wages of women in the occupation made by the Commission in 1920 showed in part that of the women 18 years of age and over 82.7 per cent had average weekly earnings under \$15, 68.4 per cent under \$13 and 40.7 per cent under \$11. Of women who had one or more years of experience 72.5 per cent had average weekly earnings under \$15, 53.8 per cent under \$13 and 24.5 per cent under \$11.

## Lighting Code Adopted.

The Department of Labor and Industries has recently adopted a lighting code for factories, workshops, manufacturing, mechanical and mercantile establishments. This code will go into effect January 1, 1924.

Minnesota.

A new hour law passed by the legislature before its adjournment on the 19th of April, provides a 9½-hour day and a 54-hour week for all women workers excepting domestics and nurses. Telephone operators in towns of less than 1,500 inhabitants also are exempted. The law is to take effect July 1, 1923.

The present law limits hours to 9 a day and 54 a week in mechanical or manufacturing establishments, telephone or telegraph offices in cities of the first and second class only; to 10 a day and 58 a week in mercantile establishments, restaurants, lunchrooms, eating houses or kitchens operated in connection therewith in cities of the first and second class and to manufacturing and mechanical industries outside such class of cities. Mercantile establishments outside cities of the first and second class have a weekly limitation of 58 hours.

New York.

## Investigating Commission Created.

A dispatch of April 18 reports the passage by the Assembly, by a vote of 78 to 62, of a resolution to create a joint legislative committee to inquire into the necessity for minimum wage and 8-hour legislation for women and minors. A later dispatch however, states that Speaker of the House Machold and Senator Nathan Straus, Jr., came



to an agreement relative to the hour bill and that Senator Straus has reintroduced his bill amended so as to permit women to work 10 hours a day for five days a week. According to a statement in the Brooklyn Citizen of April 19 such a bill will pass the Assembly.

Outer Wear Knit Goods Industry Investigation  
Summary of Findings.

The workers are of mixed nationalities but Americans and Jews are in the majority. Seventy per cent of the workers are women. Few children are employed. The work is largely highly skilled.

The employers are with comparatively few exceptions small proprietors of Jewish nationality who own their own shops and do contract work for jobbers. They usually manufacture the entire product. A few, however, perform the first operations on goods which are completed by another manufacturer.

Home Work: Sixteen shops gave out work to be done in the tenements at the time of the investigation. It is safe to assume that in the smaller plants the giving out of home work is a customary practice.

Physical conditions are unstandardized but in general comply with the Labor law. A thoroughly modern scientifically planned workshop is extremely rare and is not typical of the industry as a whole.

Hours: The basic hours are short, in most cases being under 48, but the amount of overtime is excessive. Six establishments employing women reached 60 hours a week and over, a direct violation of the Labor Law. Time and a half is paid in comparatively few cases and even straight time is not paid in many cases of overtime work.

Wages: The median basic wage of all the 1,624 employees included in the investigation was from \$24 to \$25.

The median basic wage for men was from \$35 to \$40, and for women from \$21 to \$22 a week. One hundred and thirty-two women, or 10.5 per cent, received under \$15; 36 received less than \$12.

A comparison of the basic to the actual earnings for those employees where both wage rates were listed showed the actual earnings to be higher, (due to the amount of overtime), the average basic wage being \$25.92 while the average actual wage was \$29.58.

Seasons: Whether or not a wage is adequate depends upon the number of months the worker can count upon receiving it. The outer knit wear industry is highly seasonable. The length of the season varies with each product and to a considerable extent with each shop. Until the wage rates of workers are computed a full year, no fair estimate of wage earning can be reached. (New York Department of Labor, Special Bulletin 117. March, 1923.)

Ohio.

The Burch resolution providing for a legislative investigation of the subject of a minimum wage law was adopted by the House April 3 by a vote of 70 to 44. It had previously been passed by the Senate by a vote of 19 to 16. The resolution provides for a fact finding commission of six members, three senators and three representatives.

Pennsylvania.

Hour Bill.

A hearing on the hour bill introduced by Representative Jacob Mathay was held April 10 before the House Committee on Labor and Industry. The bill was reported the same day and is now on second reading. The Mathay bill reduces the hours fixed in the earlier law from 54 to 48 a week and from 10 to 8 a day and provides also that women who want extra time off one day a week may work 8-3/4 hours on the other six days. The bill does not cover domestics, nurses or women canning perishable products.



Minimum Wage Bill.

A bill providing for the establishment of a minimum wage board in the Department of Labor and Industry has been introduced by Miss Gertrude MacKinnon and referred to the House Committee on Labor and Industry.

Rhode Island.

The bill providing a 48-hour week and a 9-hour day for women is still before the Senate Committee on Special Legislation.

All bills for one day's rest in seven have been killed and the bill for prohibition of night work is still in committee.

Vermont.Office of Woman Factory Inspection Retained.

Unsuccessful effort was made during the session of the legislature just passed to repeal the Act of 1921 by which it was made mandatory that the Commissioner of Industries appoint a woman factory inspector. This effort was based on the claim that the law should make no sex distinction, that the matter should be left to the discretion of the Commissioner. The bill was defeated 21 to 7 the opposition to it being led by Miss Edna L. Beard, Vermont's first woman senator. Various organizations opposed the bill including the State Federation of Women's Clubs, the Women's Joint Legislative Committee, and the League of Women Voters.

Seating Bill Rejected.

A bill calling for standardization of the seating law passed the House but was rejected by the Senate. The present law does not apply to factories and manufacturing establishments.

West Virginia.

The bill providing an 8-hour day for women, no night work and a six-day week which was introduced by Mrs. Gates, the only woman member of the legislature, has met with defeat. The bill is said to have had the endorsement of all the women's civic organizations of the state.

Wisconsin.Bill Defeated.

The Olsen bill for a 44-hour week for women, the Tucker 8-hour bill, and the Weber bill for an 8-hour day in public work have all been defeated. The Assembly also reversed its vote on a bill to increase the hours of state employees from 7 to 8 per day.

Canada.Labor Legislation in 1922.

Many Acts directly or indirectly affecting labour were passed during the year 1922, by the Parliament of the Dominion and by the Legislatures of the provinces. A Bureau of Labour was established in Alberta, consisting of a Commissioner of Labour with other officers, who will prepare or collect information and statistics affecting labour, administer such acts as may be assigned to the bureau by Order in Council, and discharge any further duties which may be delegated to him by the Minister of Labour. The Manitoba Act of 1915, establishing a Bureau of Labour attached to the Department of Public Works was amended by a provision that the bureau may be transferred to some other department; and in the same province a Department of Public Welfare was created.

In British Columbia office and clerical workers, formerly excluded from the Workmen's Compensation Act as not being exposed to industrial hazards, and farm labourers, were made admissible to the benefits of the Act.



Alberta enacted a Minimum Wage Act during the year, being the seventh province of the Dominion to enact minimum wage legislation. The Nova Scotia Minimum Wage for Women Act (1920, chapter 11) and the Quebec Women's Minimum Wage Act (1919, chapter 11), however, have not yet taken effect. The wages and hours of work of women and young persons in industries coming under the Alberta Factories Act had since 1920 been subject to "investigation and determination" by an advisory committee appointed under the provisions of that Act, but by an amendment of 1921 the power to "determine" wages was withdrawn from this committee. The new Act supersedes the "advisory committee" by a board constituted on similar lines to the boards of Manitoba, British Columbia, Saskatchewan and Ontario. The Ontario Minimum Wage Act was amended to enable the board to fix the maximum number of working hours per week, as well as the minimum wages, of female employees; rates of wages for time worked in excess of the established maximum may also be fixed by the board.

In Ontario an Act was passed to provide one day's rest in seven for employees in hotels and restaurants which employ more than two persons, the rest day if possible to be on a Sunday. Municipal councils in British Columbia were enabled to order the closing of shops on ordinary week days after 5 p.m. instead of after 6 p.m., but the right to petition municipal council for the passing of an early closing by law was restricted to merchants who are entitled to vote at civic elections. (Labour Gazette, Canada, March, 1923.)

#### Alberta Minimum Wage Award Delayed for Six Months.

Alberta's new minimum wage for women of \$14 a week which was to have come into effect on the first of April, will not be generally applied until September the first.

Recently, on behalf of the Minimum Wage Board appointed last year to investigate and recommend a minimum wage for women, Chairman A. G. Browning, Deputy-Attorney-General, announced that the Board had decided to suspend the application of the act for five months in regard to manufacturing industries, laundries, dyeing and cleaning establishments, and shops, stores and mail-order houses. In all other respects the recommendations of the Board as announced in the extra edition of the Alberta Gazette, January 17, 1923, came into effect April 1.

Although no statement has been made on the matter, it is expected that the Board will hear further representations from employers and employees in the trades and businesses mentioned if so desired between now and the first of September.

The order of the board establishing the \$14 a week minimum for female employees, came into force April 1, in hotels, restaurants, rooming and boarding houses, personal service occupations, and for female employees in offices. The regulations and special rates in regard to probationary periods and apprenticeships in many of the occupations also came into effect on the first of April as provided for.

#### China.

According to the Chinese press, a Bill for the protection of workers has been drafted by workers' associations in the various provinces and is now before Parliament. The object of the Bill is to regulate hours of work, provide measures for the protection of workers against accident, introduce old age and invalidity pensions, guarantee freedom of association, etc.

The workers' associations have requested Parliament to insert the provisions of the bill in the constitution of the Republic which has not yet been finally drafted. (Communication of the International Labour Office; Industrial and Labour Information, 29 March, 1923.)

#### Czechoslovak Republic.

Factory inspection, which is regulated principally by an Austrian Act of 17 June, 1883, an Hungarian Act No. 28 of 1893, and a Czechoslovak Act of 27 January, 1921, is organized as follows: The territory of the Republic is divided into twenty-five inspection districts, in addition to which there are three special inspection



offices, one for the construction of waterways and two for building. All these services are subordinated to the Central Inspection Office, under the Ministry of Social Welfare at Prague.

The inspection staff was increased in 1921, the number of inspectors being raised from 62 to 68, that of special building inspectors from one to four, and of women inspectors from four to six. The inspectors visited 18,825 firms, 15,972 of which were subject to accident insurance, 6,946 were factories, and 5,374 were firms which made no use of motor power. The number of persons employed by the firms visited was 666,560, of whom 211,215 were of female sex; among these there were 22,981 young persons and 11,845 girls between 14 and 16 years of age. One thousand nine hundred and 41 women were illegally employed on night work. Further, 4,399 women, or 2.1 per cent of all women employed in the firms visited by inspectors, were illegally employed after 2 p.m. on Saturday, chiefly in textile works in the country. (International Labour Review, February-March, 1923.)

#### Finland.

Although Finland has not adopted the Draft Convention concerning employment of women during the night, the government considers that effect should be given to the recommendation concerning night work of women in agriculture and it is proposed to incorporate its principles in a bill relating, inter alia, to the protection of women and children in agriculture which is being prepared by the Committee on Agricultural Labour. (International Labour Office, Official Bulletin, 21 February, 1923.)

#### Japan.

##### Bill Amending the Factory Act.

The Bureau of Social Affairs has drafted and submitted to the chambers of commerce and other employers' organizations a Bill amending the present Factory Act, which is to be brought before the Parliament during the present session.

The principal changes affecting women which the Bill makes in the present Act are summarized below.

(1) The scope of the Act, which is at present restricted to factories "in which at least 15 workers are regularly employed" will be extended to cover factories in which 10 workers are regularly employed.

(2) The age up to which the clauses providing special protection for young persons apply (the prohibition of night work, etc), will be raised from 15 to 16, this provision to come into force three years from the date of promulgation of the Act.

(3) The maximum hours of employment of women, under the present Act 12 hours per day or, in factories engaged in the manufacture of silk yarn by machinery, etc., 13 hours per day, are to be reduced to 11 and 12 hours per day respectively. No limitation is proposed in the hours of work of adult male workers.

(4) The time during which the employment of women and young persons during the night is prohibited is changed from 10 p.m.-4 a.m. to 10 p.m.-5 a.m. (or, by special sanction of the administrative authorities, 11 p.m.-6 a.m.).

(5) The period during which the night work of women and young persons shall continue to be allowed in undertakings working on the shift system is to be brought to an end three years after the amending Act comes into force, instead of in August, 1931, as at present fixed. (Tokyo Asahi, Osaka Asahi and Osaka Mainichi, 8 January, 1923; Industrial and Labour Information, 2 March, 1923.)

Employers' views of the factory Act Amendment Bill are given at some length in the issues of March 16 and 23 of Industrial and Labour Information.



Poland.

A Bill on Home Work.

The Bill on home work, submitted to the Diet by the Minister of Labour and Social Welfare on 12 May 1922, has now been referred to the Commission of Industry and Commerce. The object of the Bill is to render the conditions of home work as far as possible similar to working conditions in factories...

Employers who give out home work must keep a complete list of the workers thus employed. They must issue to each of them a card giving details as to wages, materials supplied either by the employer or the employee, the date on which supplies have been furnished and on which the manufactured articles are due, ~~xx~~ and the date on which wages are paid. Minimum wage rates for home work may be introduced wherever home workers fail to earn as much during legal hours as workers of corresponding grades and average skill employed in factories. Such rates are to be fixed by special committees consisting of at most 5 representatives each of employers' and workers' unions and 5 members designated by the Minister of Labour. The committees are to be appointed for two years and will be entitled to make recommendations on the general conditions of home work, and especially on the working conditions of women, young persons and children and on the housing of home workers. The decisions of the committees will be submitted for approval to the factory inspectors, whose decisions in turn may be laid within a period of a fortnight before the Minister of Labour, who will decide in the last instance. The minimum rates will remain in force for the period determined by the committee, but either party will be entitled to demand their revision. The Minister of Labour and Social Welfare, in agreement with the Minister of Industry and Commerce and the Minister of Public Health will be empowered to prohibit home work wherever this may seem called for, in order to protect the interests of the workers or consumers. Home work is subject to supervision by the factory inspectors.

(Publication No. 3532 of the Constituent Assembly; Industrial and Labour Information, 2 March 1923.)

Bill concerning the Protection of Women and Young Persons.

In 1921 the Ministry of Labour submitted a Bill concerning the protection of women and young persons to the Constituent Assembly. The Assembly was not able to vote on the Bill before the end of the session, but it will shortly be submitted to the Cabinet in order that it may be laid before the present Parliament. The adoption of this Bill will fulfil the provisions of the Berne Convention of 1906, to which the Polish Government gave its adherence in 1922 (Gazette of Laws of the Polish Republic. 1922, No. 19, p. 158).

The first chapter of the Bill lays down that special protection, in addition to that provided by the Hours of Work Act of 18 December 1919 (Gazette of Laws, 1920, No. 2, p. 7) is to be given to women and young persons employed in the industrial and commercial undertakings referred to in section 1 of the above-mentioned Act. Women and young persons may not be employed on work which is particularly injurious to health, exhausting, or dangerous. The Ministry of Labour and Social Welfare is instructed to draw up a list of such kinds of work in agreement with the Ministries concerned...

Women's work is regulated by Chapter III. The employment of women in mines is prohibited. The provisions concerning their nightly rest are the same as those which refer to young persons. The nightly rest of adult women may, however, be reduced to 10 hours in seasonal industries and in undertakings where such a measure has been shown to be necessary, provided that the permission of the factory inspector has first been obtained, and that the exception is not allowed more than 60 times a year for each woman.



All undertakings employing women of any age must provide them with special sanitary accommodation and cloakrooms. Undertakings which employ more than 100 women must have bath rooms and a creche. Women who are nursing their children are entitled to two half-hour breaks, which are included in their hours of work. A pregnant woman is entitled to leave her employment if she produces a medical certificate stating that her confinement will probably take place within six weeks, and employers may not employ a woman for a period of six weeks after her confinement. The employer may not give notice to a woman or dismiss her during this period.

Employers who contravene the Act are liable to imprisonment for not more than six weeks, or to a fine, or to both these penalties. (Information supplied by the Labour Protection Department of the Polish Ministry of Labour; Industrial and Labour Information, 23 March 1923.)

#### NOTES

An order of the Industrial Commissioner of New York, Mr. Shientag, effective February 13, 1923, reads as follows:

There is hereby established a Bureau of Women in Industry in the Department of Labor, to which is assigned the present staff of the Division of Women in Industry. The head of the Bureau shall be known as the Director of the Bureau of Women in Industry.

#### NEW PUBLICATIONS.

Indiana. Department of women and children.

Report for the year ending September 30, 1922, including a report on Indiana canneries. Indianapolis, 1923. 33 p.  
Reprinted from year book.

League of nations. International labour office.

Publications. Geneva, March 1923. 64 p.

National league of women voters. Committee on women in industry.

Childbirth protection. Washington, D. C., 1923. 11 p.  
By Irene Osgood Andrews.

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Uncle Sam and the women care. Washington, D. C., 1923. 8 p.  
By Mary Van Kleeck.

New York. (State) Department of Labor.

Outer wear knit goods industry. New York, 1923. 19 p. (Special bulletin 117)  
Prepared by the Bureau of women in industry.

Tennessee. Bureau of workshop and factory inspection.

Tenth annual report, 1922. Nashville, 1923. 101 p.

U. S. Department of labor. Bureau of labor statistics.

Proceedings of the ninth annual convention of the Association of governmental labor officials of the United States and Canada, held at Harrisburg, Pa. May 22-26, 1922. Washington, D. C., Govt. Print. Off., 1923, 158 p.  
(Bulletin 323.)

West Virginia. Bureau of labor.

Sixteenth biennial report, 1921-1922. Charleston, 1922. 159 p.



U. S. Department of Labor  
WOMEN'S BUREAU  
Washington

News Letter No. 24.

June 6, 1923.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

California.

On May 4 the State Industrial Welfare Commission issued an order sustaining the minimum wage of \$16 a week for women working in laundry and dry-cleaning establishments. The required period of apprenticeship in these industries was reduced from 6 to 3 months. A wage of 33 1/3 cents an hour for the women in the fruit and vegetable-packing industries was sustained in the same order. It is estimated that over 20,000 women were affected altogether. A dissenting opinion was filed by Paul A. Sinsheimer of the Industrial Welfare Commission stating that the estimates of cost of living were too low and proposing an increase to \$17 or \$17.50 for the laundry and dry-cleaning workers. (San Francisco Chronicle, May 6, 1923, and San Francisco Examiner, May 5, 1923.)

Maine.

The Governor has called a special election for Monday, October 15, on the 48-hour measure which was initiated last winter, under the initiative and referendum law. The bill provides a 48-hour week for women and children in industry. A local paper points out that such a law would necessarily mean a 48-hour week for men in all industries where women are employed and takes the attitude that Maine manufacturers could not meet outside competition if the short week were forced upon them. Maine, according to this paper, will not be ready for a 48-hour week until such a standard is set up in all the other northern States. (Portland Express & Advertiser, May 21, 1923.)

Massachusetts.

The Minimum Wage Administration.

Miss Ethel Johnson, Assistant Commissioner of the Department of Labor and Industries has issued a statement regarding the effectiveness of the Massachusetts Minimum Wage Law.

"The great majority of employers have complied and are complying with the provisions of the decrees. This is because the decrees have been recognized to be reasonable in the requirements made; because in the majority of instances they have been based on the unanimous or practically unanimous findings of the wage boards made up of representatives of employers and employees in the occupations in question and because there has developed the force of public opinion to support the work. . . .

"There are in Massachusetts approximately 5,000 firms employing between 75,000 and 80,000 women and girls in the sixteen occupations covered by minimum wage decrees. Of this number, there were at the close of the fiscal year 1922 approximately 375 firms with cases of non-compliance. Only 5% of these firms, however, have refused to comply with the decrees."

The following analysis of cases pending December 1, is given:

	<u>Firms</u>		<u>Employees</u>
Number of firms that made adjustment following inspections	306	involving	1210
Number of firms with cases pending	373	"	3465
Adjustments promised or possible	226	"	3094
Adjustments doubtful	40	"	441
Adjustments refused	39	"	744
Information incomplete (Reinspection necessary)	68	"	186
Total number of cases brought up	1743		36,641



Weekly Payment of Wages.

The law requiring weekly payment of wages has been extended to cover janitors, porters, watchmen, and employees in the theatres, moving picture houses and dance halls.

The effort to include domestic help in the provisions of the act was defeated.

Workmen's Compensation Act.

The waiting time under the Workmen's Compensation Law has been reduced from ten days to seven days by an act approved March 23, 1923.

Another act provides that failure to make a claim under the Workmen's Compensation laws, shall not bar proceedings if the insurer has executed an agreement in regard to compensation with the employee, or made a payment for compensation under this law.

Report of the Recess Commission on Unemployment and Minimum Wage.

The majority report of the Commission on Unemployment and Minimum Wage recommended further investigation of the effect of the present minimum wage law, and proposed that the wage boards should be limited to not more than seven members. The minority report recommended the enactment of a mandatory minimum wage law.

The committee report, "no legislation necessary," on these recommendations has been accepted in both branches.

Hours of Women and Minors and Public Exhibition of Children.

The various measures introduced to repeal or weaken the 48-hour law and to permit night work in textile factories have been reported adversely, and these reports accepted in both branches. Similar action has been taken on the bill to permit the public exhibition of children under fifteen years of age.

Minimum Wage Inspection Tables.

Wage tables based on the inspection work under the minimum wage decrees in Massachusetts 1922, 1923 have been compiled for the following occupations: earning and rate tables for Laundries, Men's Furnishings, Hosiery, and Knit Goods, Muslin Underwear, Wholesale Millinery, Corset, Minor Confectionery, Office and Other Building Cleaners, and Women's Clothing Occupations, also earning and rate tables for Retail Stores by population and by type of store.

Wages of Women Employed in the Manufacture of Druggists' Preparations,  
Proprietary Medicines and Chemical Compounds.

The investigation made by the Commission regarding the wages of women employed in the manufacture of Druggists' Preparations, Proprietary Medicines and Chemical Compounds show the average weekly earnings for women in this occupation, weekly rates for those on time rate basis, rates for adult women, earnings in relation to experience, age living arrangements, marital condition, and dependency of employees. Tables with explanatory text have been prepared for the use of the wage board which is being formed for this occupation.

Minnesota.

An industrial survey including conditions and wages of women workers is now under way in the Twin Cities, as a basis for an appeal to the Minnesota Industrial Commission for higher wages and a shorter period of apprenticeship for girls under the minimum wage schedule. Mrs. D. E. Virtue, director of Seton Guild, is chairman of the committee in charge, elected at a meeting of representatives of Minneapolis women's organizations. (Minneapolis Journal, May 6, 1923.)



### New Jersey.

The Consumers' League of New Jersey has recently made a survey of living costs for female factory employees in the following New Jersey cities: Elizabeth, Newark, Jersey City, The Oranges, Hoboken, West Hoboken, Passaic, New Brunswick, Riverside and Camden. The amounts necessary to secure the standardized menu of twenty-one meals in the various cities were: Newark, \$6.65; West Hoboken, \$11.20; The Oranges, \$7.50; Passaic, \$7; New Brunswick, \$6.65; Riverside, \$6.50; Camden, \$6.50; and Elizabeth, \$8.40. Boarding house charges ranged from \$7 a week in Riverside to \$15 a week in The Oranges. The minimum weekly clothing allowance was placed at \$2.88 for Elizabeth and \$4.40 for West Hoboken, with other cities falling within that range.

When allowance was made for sundries, health, and savings, the minimum requirement was found to be highest in West Hoboken where it amounted to \$21.60 a week.

The survey was made to secure data to be presented in support of a minimum wage bill. On the basis of the facts obtained the League expects to advocate a program of municipal housing in the industrial cities of the State. (Elizabeth, N.J. Journal, May 7, 1923.)

### New York.

#### Legislation

The minimum wage bill was defeated by one vote in the Assembly after having passed the Senate. The original bill had been amended, eliminating the clause which made non-compliance a misdemeanor, in order to avoid the objections raised by the recent decision of the United States Supreme Court.

The 48-hour week also lost by one vote in the Assembly, having previously passed the Senate.

Bills aiming to make workmen's compensation more effective did not even get to a vote.

The bill legally creating the Women in Industry Bureau of the Department of Labor, passed both houses.

#### Activities of Bureau of Women in Industry.

Two studies are at present being made by the Bureau, one an analysis of the wages of women in five industries: Paper box, mercantile, shirt and collars, confectionery, and tobacco, the other dealing with the cause of women's work accidents and their social and economic influence.

State Industrial Commissioner Shientag has announced plans for alterations in the State Department of Labor Building which will make possible a hearing room devoted entirely to the cases of women claimants under the Workmen's Compensation Law. The aim of the Commissioner is to have only women employees in charge of this room.

### Pennsylvania.

The Mathay bill providing for an 8-hour day and 48-hour week was killed in the House by a vote of 86 to 77. The bill permitted nine hours of work on one day in order to permit a Saturday half holiday, and excepted domestics and nurses from its provisions. (Philadelphia Evening Public Ledger, May 9, 1923.)

### Rhode Island.

The bill providing for a 48-hour week for women and minors was killed in the Senate by a vote of 20 to 17.

The Mother's Aid Bill has passed both houses and become law.

### Wisconsin.

The Olsen hour bill, amended to provide for a 9-hour day and 50-hour week, passed both houses of the legislature. This action followed the failure of earlier bills which attempted an 8-hour day and 48-hour week. (Milwaukee Journal, April 20, 1923.)



The Killian bill establishing a 10-hour day and 55-hour week for hotel workers was passed and signed by the Governor. The passage of this bill marked the end of a ten year fight in the State to make hour laws applicable to hotels. (Duluth, Minn. Herald, May 11, 1923).

United States.

Acting Attorney General Seymour has expressed the opinion that the United States employees compensation commission has full authority to grant compensation to government employees who contract occupational diseases. This is in opposition to the earlier ruling of Comptroller General McCarl that such persons were not entitled to compensation under the law.

Canada, Ontario.

The minimum wage board has issued orders establishing the minimum wage for women in textile factories and in the manufacture of drugs, chemicals, etc., medicine, non-hazardous chemicals, etc. In each case the wage for experienced adults in Toronto is \$12.50, in other cities of 30,000 population \$11.50, in cities and towns with 5,000 to 30,000 population, \$11.00, and \$10.00 in the rest of Ontario. The orders governing the textile industry took effect on August 1, 1922; while the orders governing the miscellaneous group of industries named above became effective on February 1, 1923. (Labor Gazette, Canada, April, 1923.)

France.

Draft Decree Concerning the 8-hour Day in Retail Trade.

The Minister of Labour has recently submitted to the Council of State a draft Decree respecting the application of the Eight-hour Day Act of 23 April, 1919 to retail trade in goods other than foodstuffs in towns with a population exceeding 100,000.

The text of the draft provides that in undertakings or parts thereof covered by the provisions of the Decree in which the weekly rest is allowed in rotation, hours of work must not exceed eight per day, while undertakings in which a rest period of at least one day per week is allowed to all workers collectively must adopt one of the following methods for the application of the Act of 24 April, 1919:

- (a) Limitation of working hours to eight per working day in each week;
- (b) Distribution of the weekly working hours unequally between the working days, subject to a maximum daily limit of nine hours, in such a way as to allow half a day's rest to all workers collectively on one working day in the week.

A Decree may be issued, on the demand of organizations of employers or workers in the industry in a district or in a particular locality, and after consultation with the organizations concerned and reference to agreements between them, where such exist, authorizing a uniform system of distribution of hours of work in all undertakings in the locality or district in question.

The draft provides that workers shall not be employed otherwise than as laid down in a timetable showing the distribution of working hours in each day. This timetable must be displayed in every workplace to which it applies, or must be shown in a special register kept up to date and placed at the disposal of the factory inspection staff.

The following permanent exemptions are allowed:

Daily working hours may be extended beyond the limits fixed in the processes and subject to the conditions specified below:--

- (1) Work of stokers employed in connection with the power supply, lighting and heating, the lifting apparatus, etc.:--one hour at most. (An hour and a half



- on each day following a day on which work has been suspended);
- (2) Work of engine-men, electricians and workers employed on maintenance work:--one hour at most;
  - (3) Work of persons employed in cleaning places., etc.:--one hour at most;
  - (4) Work of persons employed on general work (cleaning, packing, errands):--one hour at most;
  - (5) Work of managing staff, heads of departments, foremen, inspectors, etc.: one hour at most;
- Work of timekeepers, etc: one hour at most;
- Work of carters, motor-drivers and other workers employed on transport work: Work of delivery-men, night watchmen, fire brigade, persons in charge of medical services and other arrangements made for the benefit of the manual and non-manual workers in the undertaking and their families:--four hours at most.

The exemptions specified above apply to adult workers of both sexes, except (1) and (2), which are applicable only to adult male workers.

The period of uninterrupted rest between two working days must in no case be less than 12 hours.

The draft further makes the following provisions for temporary exemptions.

Working hours may be temporarily extended beyond the limits fixed in the following cases:--

- (1) Urgent work which must be carried out immediately in order to prevent impending accidents, for salvago purposes or to repair injuries to machinery or plant or buildings of the undertakings:--unlimited extension on any one day chosen by the employer, and on subsequent days not more than two hours beyond the limit fixed for the majority of the workers in the undertaking;
- (2) Urgent work with which the undertaking has to deal (exceptional influx of work):-- maximum, 150 hours a year. In 1923, 1924 and 1925 this maximum may, however, be increased to 200 hours.

In the case of workers employed in packing and forwarding, the maximum may be increased to 300 hours per annum in 1923-1924-1925.

In no case may the period of uninterrupted rest between two consecutive working days be less than 12 hours, except by special sanction of the departmental factory inspector. (L'Echo de Employes, March, 1923, Industrial and Labor Information, 6 April, 1923).

#### Germany.

##### Employment of Women in the Textile Industry.

The German Textile Workers' Union (Deutscher Textilarbeiter-Verband), which has a total membership of 728,342, two-thirds of whom are women, recently instituted an inquiry concerning the position of women in the textile industry. The main object of the inquiry was to meet the attacks made on the 8-hour day and the 46-hour week which is usual in this industry.

As far back as 1907, the date of the last industrial census, more than half (51.2%) of the members of the textile workers' union were women and girls. The proportion is now two-thirds. As all married women have household duties in addition to their industrial occupation it is necessary that they should have on at least one day of the week sufficient free time to attend to such household work as cannot be done in the morning or evening before or after working hours. The burden of



house-hold duties falls particularly heavily on married women in industrial employment. In addition to their work in the factory these women have their duties as housewives and mothers. The longer the working hours the heavier the burden for the married women in industry.

The inquiry aimed at ascertaining (1) the number of textile undertakings in Germany classified according to size, and the number of workers employed classified according to sex and age (adults and young persons under 16); (2) the number of married women employed in the textile undertakings covered by the inquiry, including widows and women divorced or living apart from their husbands; (3) the economic position of the married women in the industry (age, number of children, reason for undertaking industrial work, husband's occupation) and other particulars.

Number of textile undertakings and number of persons employed.

The Union was unable with the means at its disposal to include all textile undertakings in the inquiry. Every effort was made, however, to make it as comprehensive as possible and members of all unions and workers not belonging to any union were included amongst the workers covered by the inquiry. Home work undertakings were excluded, and only a small number of undertakings employing from 1 to 5 workers were included because in many cases the workers employed in these undertakings are all members of the family of the owner. For this reason the number of small undertakings covered by the inquiry was much less than the number of these undertakings given in the official statistics.

The total number of undertakings covered by the inquiry was 8,999 employing 805,127 workers -- 300,976 men (37.4%) and 504,151 women (62.6%). The proportion of women workers is lower than would appear from the trade union membership figures. This is due to the fact that the trade union figures include home workers, who are almost all women.

The total number of textile undertakings with more than 200 workers has increased considerably in recent years; according to the inquiry, there are 965 such undertakings employing in all 474,966 workers. The corresponding figure for 1907 was 627 for the same area, i.e. excluding Alsace-Lorraine.

Number of Married Women.

The number of married women employed in the textile industry has increased proportionately more than the number of women in general. According to the 1907 figures 20% of all women workers in the textile industry were married.

The recent inquiry, however, shows that one-third of the women workers in the industry are or have been married. Of the married women 57.4% had children of school age (51.1% had one child, 28.4% two children, 13% three children and 7.6% four or more children.) According to the inquiry there were 1,310 families with four children, 469 families with five children, 171 families with six children, 53 with seven children or over of school age.

Reason for Taking Up Industrial Employment.

The chief reason given for the entry of married women into industry was that the husband's earnings were insufficient. The total number of women in the industry who were the sole wage earners of the household, i.e. widows or women divorced or living apart from their husbands, was 13,581 or 29.5%.

The Textile Workers' Union insists that in the regulation of hours of employment and other labor conditions these facts should be taken into consideration, and that steps should be taken to prevent injury to the health of women owing to excessive work in the factory and in the home, injury which endangers the health of the next generation.



The Union considers that the results of the inquiry show the impossibility of increasing hours of work beyond eight per day and indeed indicate the urgent necessity of a further reduction. (*Der Textilarbeiter*, 9-16 March, 1923; *Industrial and Labor Information*, 6 April, 1923).

#### Italy.

Legislative Decree No. 692, relating to hours of work of workers and employees in industrial and commercial undertakings was promulgated and published in the *Gazette Ufficiale* of 10 April.

Eight hours a day and 48 hours a week were established as the normal maximum for wage earners and salaried employees in industrial and commercial undertakings of all kinds. The decree is not applicable to domestic servants, the managing staff of undertakings, nor commercial travellers. Separate regulations are to be made for public offices and public services.

Enforcement is by fine.

The decree is to go into operation four months after promulgation and provision is made in the decree for presentation to Parliament for conversion into an Act, (*International Labor Office, Official Bulletin*, 25 April, 1923).

#### Mexico.

Dr. Puig Casauranc, deputy for Veracruz, is preparing a bill to protect the health of women in industry and in domestic service, which he expects to introduce into the Chamber of Deputies. The "Chair Law" proposed by Doctor Margain in the Second Mexican Child Welfare Congress for the benefit of women in factories and stores will be part of this bill, which will also contain provisions regarding women in domestic service. (*Bulletin of the Pan American Union*, May, 1923).

#### Roumania.

Provisions of Existing Legislation and of the Draft Labour Code concerning the Protection of Women and Children.

Under the existing legislation (Act of 1912 concerning the organization of crafts, credit and social insurance) the maximum hours of work of women must not exceed eleven per day. Subject, however, to the authorization of the Ministry of Labour this maximum may be exceeded where the men workers work for more than eleven hours and the stoppage of women earlier would interfere with the working of the undertaking. The employment of women and girls under 17 years of age on work which might injure their health or which is too heavy for their physical strength is prohibited. There are no regulations specifying the work covered by this provision of the Act.

The employment of women is prohibited for six weeks after childbirth, and a woman worker may not be dismissed for absence on this ground. In addition women are entitled to a maternity benefit for a fortnight before childbirth on presentation of a certificate issued by an official doctor.

With regard to young persons, the Act provides that maximum hours of work in industrial undertakings must not exceed eight per day in the case of young persons between eleven and fifteen years of age and ten per day in the case of those between fifteen and eighteen years of age. Night work is prohibited for boy apprentices under fifteen years of age and for girl apprentices under seventeen years of age.



The Draft Labour Code recently submitted to the Committee on Labour Legislation contains a number of provisions concerning the protection of women and children which are intended to amend existing legislation in conformity with modern requirements.

Part III of the Draft Code prohibits the employment of children under fourteen years of age. Besides the prohibitions concerning the employment of women before and after childbirth the Code provides for certain relaxation in working rules for women during pregnancy, for the payment of a maternity allowance, for free medical attendance, and for extra rest periods to enable mothers to nurse their children. The employment of women and young persons under eighteen years of age at night is prohibited (nightly rest period of at least eleven consecutive hours), and also the employment of young persons under sixteen years of age and of women in underground, dangerous or unhealthy work. (Industrial and Labor Information, 27 April 1923).

NOTES.

Association of Governmental Labor Officials.

The Association of Governmental Labor Officials of the United States and Canada held its convention from May 1 to 4 in Richmond, Virginia. The following states were represented at the convention:

Arkansas	1	New Jersey	1
Connecticut	8	New York	2
D. of C.	1	North Carolina	1
Delaware	2	Ohio	1
Georgia	2	Oklahoma	1
Illinois	3	Oregon	1
Louisiana	1	Pennsylvania	4
Massachusetts	1	Virginia	12
Minnesota	2	West Virginia	1
Maryland	1	Wisconsin	1
New Hampshire	1	U. S. Dept. of Labor	10
North Dakota	1	Canadian Federal Dept. of Labor	1
Ontario	2		

Resolutions on the following subjects were adopted:

1. The appointment of a committee to recommend standards of collecting, compiling, and presenting statistical data to increase the value of the reports of the various state offices.
2. The adoption of a federal amendment which would make possible a federal 48-hour week law.
3. The encouragement of congressional action in submitting amendments regarding child labor and minimum wage legislation for women.
4. Steps toward amalgamation with the Association of Public Employment Services.

The Bryn Mawr Summer School.

The third session of the summer school for women <sup>workers</sup> in industry will commence on June 15. The school will again be limited to approximately 100 students.



Profiting by the experience of the past two summers, some changes are to be made in the curriculum. The work offered has been grouped into three divisions of subject-matter: (I) Modern Industrial Society, (II) Literature, History and Art, (III) Introduction to Science. Each student will do work in the First Division and in either II or III. Work on Psychology and Economics will also be open to advanced and second-year students. English composition will be included in the work of each student. Courses in Appreciation of Music and Informal Nature Study may form part of the leisure hour program.

The activities of the students have not been limited to the summer months on the campus. In 40 different cities they have been carrying on this educational work. In cities where no workers' classes existed these girls have organized them and have in some instances conducted them themselves. They have also been active in recruiting new applicants for the school and in raising fellowship funds. (Bryn Mawr Alumni Bulletin, April, 1923).

#### Minimum Wage.

##### A. F. of L. Conference

A conference of representatives of several unions having women members was held in the A. F. of L. Building, Washington, D. C., April 26, 1923. A "Permanent Conference for the Protection of the Rights and Interests of Women Wage Earners" was formed. It pledged itself to cooperation in organizing the women wage earners in the District of Columbia, and urged organization among these workers. The conference also went on record as supporting the movement for a conference for fuller consideration of action to improve the standards and life of women workers.

An organization campaign among women in the District is under way.

#### Conference on Women's Wages and the Supreme Court Decision.

The conference called for May 15 and 16 by the National Women's Trade Union League to consider the condition confronting wage earning women in view of the Supreme Court's decision invalidating the minimum wage law of the District of Columbia, brought together representatives of 27 organizations, including trade unions, the churches, women's organizations and various other groups interested in women's problems and labor legislation. Prominent attorneys present by special invitation joined in the discussion. The conference at its conclusion adopted a statement requesting all organizations there represented to give earnest consideration "to the significance of the movement of women workers to organize for their own protection through the establishment of collective agreement with employers", and "to possible methods of cooperation with this movement." It also provided for a joint committee to study the legislative proposals presented during the meetings and report to the delegates by November 1, 1923.

The following legislative proposals were discussed in the conference and referred to the committee:

- (1) Restriction of power of the U. S. Supreme Court. All proposed methods to be studied.
- (2) Amendment of the Federal Constitution for the broad purpose of insuring protection of social legislation and the rights of labor.
- (3) Amendment of the Federal Constitution which will give to the States and Congress the power to enact minimum wage legislation.
- (4) Minimum wage statutes to come within the limits of the Supreme Court decision.

#### Western Sentiment Regarding Minimum Wage,

The following resolution was passed by the President's Council of Women's Organizations, Tacoma, Washington:



Since the Supreme Court of the United States has declared the minimum wage laws of the District of Columbia unconstitutional, and since this decision places in jeopardy the minimum wage laws of the various states of the Union, including our own, we, the President's Council of Tacoma Women's Organizations, in regular assembly, therefore petition the President of the United States that he urge upon Congress an amendment to the Constitution of the United States which will authorize adequate laws to abolish child labor and to establish minimum wage laws for the protection of women.

PUBLICATIONS.

Consumers' league of eastern Pennsylvania.

Vacations with pay for factory workers. Philadelphia, 1923. 11 p.

Japan, Department of finance.

The Twenty-second financial and economic annual. Tokyo, 1922. 239 p.

Maryland, Department of labor and statistics.

Thirty-first annual report. Baltimore, 1922. 288 p.

Massachusetts, Department of labor and industries.

Annual report for year ending Nov. 30, 1922. Boston, 1923. 43 p.

Mississippi, Department of factory inspection.

Sixth biennial report to the state board of health. Jackson, 1922. 38 p.

Klein, Philip.

The burden of unemployment, a study of unemployment relief measures in fifteen American cities. Russell Sage Foundation. New York, 1923. 243 p.

Swan, Charles A.

Causes of absenteeism among store workers.  
Nation's health, v. 5, no. 3, March, 1923. p. 163-164

United States, Department of labor, Children's bureau.

Child labor and the work of mothers in the beet fields of Colorado and Michigan. Washington, Govt. print. off., 1923. 122 p.

Bureau of labor statistics.

National health insurance in Great Britain, 1911-1921. By Henry J. Harris. Washington, Govt. print. off., 1923. 103 p. (Bulletin 312)

Women's Bureau.

What industry means to women workers. By Mary Van Kleeck. Washington, Govt. print. off., 1923. 10 p. (Bulletin 31)

The share of wage earning women in family support. Washington, Govt. print. off., 1923. 170 p. (Bulletin 30)



U. S. Department of Labor  
WOMEN'S BUREAU  
Washington

News Letter No. 25.

July 9, 1923.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

California.

Earnings of women wage-earners.

A recent report of the state Bureau of Labor Statistics gives data on the earnings of California wage earners based upon the state census of manufactures made annually by the bureau. Information on earnings was compared for the periods of December, 1918 and December, 1921. In the first period 77.1% of the women earned less than \$16 while in 1921 only 28.2% earned less than that amount. One half of the women earned less than \$16.70 in the later period, while the median for the earlier period was only \$12.45. The report considers this change in women's earnings as an indication of the effectiveness of the state minimum wage law. With the men the increase was much less marked. Very nearly the same percentage earned under \$16 and under \$18 respectively in each year, although the median in 1921 was \$28.75 as compared with \$27.15 for the earlier date. (California - Bureau of labor statistics - Twentieth biennial report, 1923.)

Minimum wage.

The minority report of Paul Sinsheimer dissenting from the findings of the commission establishing a \$16 wage for the laundry workers, is of interest because of its discussion of the budget on which that figure is based. It is Mr. Sinsheimer's contention that the amount should be not less than \$17 or \$17.50. The yearly budget allowed by the commission was \$836.30, a figure which counts on a weekly wage of \$16 for 52 weeks in the year. It is pointed out that, since the employee actually does not and can not on the average work 52 full weeks, the budget refutes itself. He would allow for one week's loss of time on account of illness and one week's vacation. He <sup>thinks</sup> the amount allowed under the heading of sundries is inadequate, due both to omission of necessary items and to the small allowance made for those which are included. Mr. Sinsheimer estimates that the revisions which he proposes would increase the amount of the weekly wage to \$17 or \$17.50. (Minimum wage for women in the laundry industry in the State of California. Minority report by Paul A. Sinsheimer.)

Connecticut.

The 38th annual convention of the Connecticut Federation of Labor opened on June 4th. The meeting went on record as favoring a 48-hour law for women workers. (New Haven Register, June 5, 1923.)

Illinois.

The 10-hour day for women workers remains the legal standard of the State of Illinois in spite of attempts to get more progressive legislation. An 8-hour bill passed the house, but in the senate this bill met with the Hicks amendment which removed the 8-hour provision and authorized the State industrial commission to make rules concerning the working day for the principal industries. Until rulings should be made <sup>by</sup> the commission, women were not to be employed more than 9 hours in any one day nor more than 56 hours a week. Even with these changes the bill failed to pass, being defeated in the senate by a vote of 23 to 18. It was reported that the chief opposition was due to the fact that the bill did not take care of possible emergencies. (Chicago Tribune, June 7; Richmond News-Leader, June 13.)



Kansas.

The scope of the Kansas Industrial Court has been greatly limited by the decision of the United States Supreme Court which denies the right of the Kansas court to fix wages in a dispute between a packing house and its employees. The opinion indicates that the ordinary business of dealing in food, clothing, and even fuel can not be regarded as possessing such public interest as would justify state regulation of wages or prices.

Maryland.

The Maryland League of Women Voters is already preparing for a legislative program at the next session of the state legislature, aiming to enlist the support of candidates as they announce themselves. Among the measures advocated by the organization is an 8-hour law and the establishment of a minimum wage commission. (Christian Science Monitor, June 19.)

Massachusetts.

Test of Wage Law Publicity.

The Boston Evening Transcript has pleaded guilty to the charge of refusing to publish an advertisement from the commission announcing the refusal of a Boston firm to abide by a minimum wage decree. A fine of \$100 was imposed and an appeal was taken. The publicity method of enforcement and not the validity of the whole act is questioned. (Christian Science Monitor, June 7.)

Correction.

In the last number of the News Letter it was reported that 3,465 women were involved in the minimum wage cases which were pending. This figure should have been 4,465.

Nevada.

According to the latest report of the Nevada Commissioner of Labor there were only 2214 women employed in the industrial groups surveyed in the State. Over a fifth of these were employed in mercantile occupations, while only 36 were engaged in any manufacturing industry. The largest proportion was in those occupations which were classed under "public service".

The average daily wage for the women as a whole was \$3.63, an average distinctly raised by the high wages of the public service workers. Among the women in mercantile establishments and those in laundries the average earnings were \$3.11. The small group engaged in manufacturing averaged \$3.35. The average number of hours worked per day by the women in all the industries was 7.6. (Nevada-Fourth biennial report of the commissioner of labor.)

Wisconsin.

Study by a legislative committee of the causes of unemployment and methods of its prevention was proposed in the state legislature as a substitute for the unemployment insurance measure which had previously been suggested. The new proposal would call for a committee of three assemblymen and two senators with an appropriation of \$25,000, to investigate the reasons underlying the recurring periods of business depression and business expansion. (Christian Science Monitor, June 8.)

United States.

Thirty-seven states have accepted by legislative action the provisions of the Sheppard-Towner maternity and infancy act, the latest additions being New York and Wisconsin. The Illinois legislature voted down similar legislation.



Australia.

The latest year book of the commonwealth of Australia shows that in 1920-1921 there were 356 women out of every 10,000 of the female population employed in factories, the proportion being almost exactly one-third that for the men. Practically one-fifth of all the factory employees were women, the percentage having varied but little in the past five years, although it was slightly lower than it had been during the war years. The report suggested that this large number of women workers was due not so much to the incursion of female labor into what may be termed men's trades, as to the activity in those trades in which women are ordinarily engaged, more especially in millinery, dress-making, etc.

Canada - British Columbia.

The last session of parliament passed laws forbidding the employment of women and those under 18 at night in any undertaking, as well as all employment at any time of those under 15 years of age. The employment of women for six weeks following childbirth is prohibited and certain rights are granted during the six weeks preceding. Hours in all industrial undertakings are to be limited to 8 daily and 48 weekly. Although such action was taken, provision was made that these rules should not become operative until the other provinces of Canada should have brought into force similar legislation. (Journal of Comparative Legislation and International Law - May, 1923.)

England.

Domestic Service.

The Minister of Labor has appointed a committee to study the problem of domestic employment and hearings before the committee were started on June 13. Servants, private employers and those employing servants on a large scale were represented at the hearing. The honorary general secretary of the Domestic and Hotel Workers' Union appeared before the committee. She gave twelve reasons for the unpopularity of domestic service, among which were the following: The long hours, restricted liberty, loneliness, low status, and the drain on health due to constant confinement, overwork and few rest periods. She suggested a standard minimum wage and some standard of efficiency, coupled with a six months period of training.

Mr. A. F. Part, managing director of Trust Houses, Ltd., submitted a scheme for a national service guild of employers and employed which would supply training, grade the occupations of domestic service, and perhaps set up a minimum wage standard. He also suggested a scheme of pensions, without government support. (Manchester Guardian, June 14, 1923.)

Unemployed Women.

The General Council of the Trades Union Congress has called attention in a special memorandum to the large number of unemployed women in England at the present time. According to the official figures in February there were over 240,000 unemployed women and girls registered at the Employment Exchanges, a figure which leaves out of account the women in the uninsured trades, such as domestic service. It is pointed out that there has been considerable difference in the administration of unemployment insurance as it affects men and women, since it is ordinarily accepted that men have a particular trade and cannot be expected to take up work for which they have had no training, while it is considered that women have always open to them the possibility of going into domestic service. The report makes clear, however, that for the vast majority of unemployed women, domestic service provides no solution, for many of these women have spent years acquiring skill in a trade to which they hope to return with the revival of business. Their predicament is particularly serious, since road making and other constructional relief schemes are of no use in the solution of their problem. (The Women's Leader, May 18, 1923.)



### Germany.

A Home Work Amendment bill has been brought forward in the Reichstag and handed over to a committee. This is the first serious attempt to get a legal minimum wage for home workers. The great difficulty lies in the fact that the majority of the home workers are women and that practically all of them are unorganized.

The new bill provides that the existing home work boards shall be allowed to fix a minimum wage for their particular branches of home work and to establish it for all home workers as a legal wage. The boards are also to settle all difference between employers and employees.

It is expected that the bill will meet with considerable opposition from employers. (Christian Science Monitor, June 18.)

### Japan.

#### Conditions of Labour in the Japanese Spinning Industry.

The Kyocho Kai (The Association for Harmonious Co-operation) has been making special investigations into the conditions of labour in various kinds of industries and has published a report on the spinning industry in a recent number of its magazine, a summary of which appeared in the International Labour Review.

The report has particular significance due to the importance of the industry in Japan, the large number of women employed, the long hours of work, and the prevalence of night work. According to the fourth Annual Report on Factory Inspection, there were 232,806 workers employed in the manufacture of silk, cotton, jute, and wool yarns, with 177,476 or 76.2% of these employees women. The age distribution of these women was of particular interest. Almost two-thirds of them were under 20 years old, while somewhat less than a fifth of them were under 15.

The report points out that one of the most difficult problems of the industry is the recruiting of women workers.

"This is partly due to the increased demand for women workers consequent on the rapid progress made in this industry, and partly to the short period of time which most of the women work. The recruiting of workers is done either through agents especially sent out for this purpose or through the personal connections of the workers already engaged. Roughly 62 per cent of the workers are recruited by the former method, the expenditure incurred for recruitment through such agents being about 30 yen per head, including agents' fees, expenses in preparing for the new employment, and the travelling expenses of the worker. In addition, it is usually the custom that a sum of money, at least about 15 yen, be advanced to each worker recruited. As an example might be taken certain factories employing 14,709 workers (3,680 men and 11,029 women). During the second half of 1921 the number of workers recruited by these factories was 4,060 of whom 49 were not fit for work. The cost of recruitment (including the expense of sending back those unfit for work) amounted to 117,427.41 yen, that is 29.29 yen per head. In addition, a total sum of 10,231.75 yen was advanced to the workers, or about 24.99 yen per head.

"Thus the recruiting of workers through agents is very expensive, especially when experience shows that those engaged in this way do not stay long in their employment. Moreover, the system of advancing money to the workers at the time of their engagement, which was originally introduced with the object of keeping them at the factories, often leads them to wander from factory to factory without being able to pay off their debts."

The labor turnover is very high in the industry, both among the men and the women.

The report shows the following information on hours.



"In recent years operations of the cotton-spinning factories have been restricted in order to decrease output. Since July 1920 operations were restricted to 20 hours per day, but after December, 1921, this restriction was abolished; operations are now carried on for 22 hours per day in many factories and for 20 hours in others. The workers are engaged in two alternate shifts, and the length of attendance at the factory for each shift is 11 to 12 hours per day, with 30 minutes' rest for meals, and 15 minutes' rest at 9 a.m. or 9 p.m. and 3 a.m. or 3 p.m. In the silk-spinning and wool-spinning factories, as in the cotton-spinning factories, two shifts of 12 hours are generally adopted, but in the jute-spinning factories, owing to bad trade, night work has been abolished and most of the factories adopt the 12-hours system during the day time.

"Four days' rest per month are given where the factory is working on 2 shifts; but where there are only day operations, while some employers grant 4 rest days, others only give 2. There is an increasing tendency to adopt the Sunday rest system."

Wage payment in the cotton-spinning industry is usually on a daily basis for men workers and on piece rate for women, although a mixed system of time and piece rates is sometimes used. Some silk-spinning factories use the daily wage system for all their workers and others the piece rate system, while the piece-rate system is more common in jute-spinning. An inquiry of the Department of Agriculture and Commerce showed the following figures on average daily wage for the various groups of spinners: 1.33 yen for the men and .95 yen for the women in cotton spinning; 1.29 yen and .78 yen for the two groups on silk spinning; 1.15 yen and .85 yen in jute-spinning. (The yen is approximately equivalent to fifty cents in American money.) (International Labour Review, May 1923.)

#### Ten-hour day for Japanese women.

The National Cotton-spinning Association has recently decided voluntarily to reduce the hours of female workers from 12 to 10 hours daily. This reduction was to become effective in July, 1923. (New York Times, May 30, 1923.)

#### Norway.

The temporary Act of 1922 establishing compulsory arbitration expired at the end of March. The Liberal Government submitted to Parliament a bill to renew the act, but a change of government took place after the introduction of the bill and it was rejected by a vote of 65 to 45. (Industrial and Labour Information, 11 May, 1923.)

#### Philippines.

An act regulating the employment of women and children in shops, factories, industrial, agricultural, and mercantile establishments and other places of labor was passed by the Philippine legislature and approved on March 16, 1923.

The employment of boys and girls under 14 years of age in mines or in places of labor where explosives are manufactured is forbidden. Nor shall children under that age be employed in any place of labor on school days unless they know how to read and write. Young persons under 16 cannot be employed in any place of labor more than 7 hours daily, or 42 hours weekly, nor can they be employed at all except in specified occupations considered suitable for them. At least sixty minutes must be allowed for noon meals for all workers. Seats for women and children in factories, shops, industrial or mercantile establishments, must be provided. (6th Philippine legislature. S. No. 101)



NOTES

British Labor Women

The British National Conference of Labor Women met at York, England, during June. The 50-odd subjects which the delegates discussed during the two days at their disposal included capital punishment, women police, unemployment, Government grants for training schemes, relief on loans, education, feeding of necessitous school children, pure milk, hours of work, trusts, old age pensions, Socialist Sunday schools and the position of women. (Christian Science Monitor, June 18.)

International Labor Conference.

The 5th session of the International Labor Conference is to be held in October, 1923, and is to convene for one week only. Owing to the shortness of the session it is proposed to take up one subject only, general principles for the organization of factory inspection.

International Congress of Working Women.

The Third International Congress of Working Women is to be held from August 14-21 at Schoenbrunn Castle near Vienna. Various open conferences are to consider such subjects as methods of trade union organization among women, the regulation of wages of home workers, and family allowances in payment for wages. There will also be consideration of resolutions to be sent to the International Labor Conference on questions expected to come before that body in October.

Workers' Education.

The Brookwood Workers' College at Katonah, New York, graduated the first class of fifteen students this June. A two-year resident course is offered. The work of the first year includes such subjects as English, History of Civilization, Psychology, Social Problems, and training in how to study. In the second year subjects bearing more directly upon the problems which the students will meet in the labor world are on the program: History and Labor movements, social theories, Government, Labor Organization Problems, Statistics and Labor Journalism.

Bryn Mawr Summer School.

The Bryn Mawr summer school opened on June 16 with an enrollment of a hundred students. The students are drawn from 24 states and 65 per cent of them are American born.



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U. S. Department of Labor  
WOMEN'S BUREAU  
Washington

News Letter No. 26

September 11, 1923.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Alabama.

The League of Women Voters in the State is actively engaged in a campaign for an 8-hour day and 48-hour week for women in Alabama industries.

Arizona.

An attack has been launched against the Arizona minimum wage law by an employer of that State. The case is brought by a confectioner, asking an injunction to restrain the officials of the State from prosecuting him for non-compliance with the law. The case was brought in the federal circuit court and the injunction granted.

California.

The constitutionality of the California law has also been questioned and in this instance the case is brought by a woman who sought employment as an apprentice in a candy factory. She was willing to accept the offer of \$6 a week, but was unable to because the minimum wage law provided a \$9 wage for apprentices. Her claim is that the law denies her the right to work for whom she pleases, the right to select and learn a trade, and deprives her of the opportunity to earn a living. She also alleges that the law is discriminatory because there is no minimum wage law for men.

Maine.

The campaign for an 8-hour day for women and children in Maine is now under way. Under the provisions of the State constitution legislation can be initiated by a petition signed by 12,000 bona fide voters. More than the required number of voters signed the petition which was presented to the legislature in 1923, asking for an 8-hour day and 48-hour week for women and children.

According to the initiative and referendum law of Maine, a measure thus initiated must be submitted to a referendum of the voters unless it is passed by the legislature without change. The legislature of 1923 took no action on the bill, except to pass a resolve referring it to the people, who will vote on it at a special election called by the governor for October 15.

Laws passed by the legislature of the State do not become effective until ninety days after the recess of the legislature passing it, unless in case of emergency. A referendum can be invoked during that time by petition of at least 10,000 voters, in which event the law is automatically held in abeyance until the next regular or special election, when it is submitted to the people for ratification or rejection. The present law regulating hours of employment of women and children in Maine as amended in 1915 limits the daily hours to 9 and the weekly hours to 54. After its enactment the opposition secured a petition of the required number of signatures, and the law was held in abeyance until the next election, when it was overwhelmingly ratified by the voters of the State.



Minnesota.

The Industrial Commission of the State reports during the year from July 1, 1922 to July 1, 1923, wage adjustments amounting to \$15,559.46. The largest adjustment made by any one firm amounted to \$3,608.45 and involved 1,257 girls. In many instances need for action on the part of the commission was due to the fact that employers did not realize that they were required to pay the full minimum for a week of from 36 to 48 hours, unless they had a learner permit. The Wage Order makes no provision for a week of less than 36 hours, but requires that the full minimum be paid when the employee is offered less than a full week's work.

New York.

Dr. Leland E. Cofer of New York City has been appointed Director of the Division of Industrial Hygiene, State Department of Labor.

Oregon.

The Manufacturers' and Merchants' Association of Oregon has issued a bulletin the purpose of which is "to plead with ALL employers of Oregon to still acknowledge the authority of the Industrial Welfare Commission's rulings, and in no case deviate from them, nor in any instance where a higher wage than the present minimum is now being paid, to reduce such wage to the minimum; but on the contrary where production and efficiency justifies it, rather to increase the wage."

The following resolution was adopted by the Directors of the Association:

"WHEREAS, the Supreme Court of the United States, has recently declared unconstitutional the minimum wage law of the District of Columbia, and

"WHEREAS, the law in question is so similar to the law of Oregon, that if a test case of same was made, our law might be held to be invalid also, and

"WHEREAS, the experience of a great majority (if not all) employers of Oregon who employ women, is that the minimum wage law of this State has been of such material benefit to both employers and employees, (aside from the humanitarian side of the question), that it would be most unfortunate as well as a disgrace to the State to disturb the equitable and harmonious relations now existing where women are employed in our industries, therefore,

"BE IT RESOLVED, that the Manufacturers and Merchants Association of Oregon pledge to the Industrial Welfare Commission their support and cooperation in maintaining the present status of the Oregon law, and that we will use every effort to discourage anyone from testing the validity of the law in the courts, and will also use every effort to prevent the repeal of the law by the Legislature, should such a thing be attempted, and as an evidence of our sincerity we hereby pledge ourselves to be governed in the future as we have in the past by the rulings of the Industrial Welfare Commission."



Rhode Island.

The Mothers' Pension Law passed during the last session of the legislature became effective on July 1.

Washington.

The following information has been issued concerning the work of the Labor Department of the State of Washington during the year ending June 30, 1923.

The Women's Division collected \$6,735.09 in minimum wage claims due women workers.

The Industrial Welfare Commission, which has jurisdiction over the employment of minors, has granted 1190 permits to boys and 113 to girls. In all 140 applications for permits were rejected. Figures obtained from 400 payrolls and including 7,259 women show that the average weekly wage from June 30, 1922 to June 30, 1923 for women employed as heads of departments and buyers was \$52.12, while that of all other women employees (excluding minors and apprentices) was \$18.59. The report does not make clear whether these figures show actual earnings or scheduled wages. (Everett (Washington) Labor Journal, July 20, 1923.)

Wisconsin.

Pea Canneries.

Pea canning factories constitute a special problem with which the Industrial Commission of the State must deal. Material revisions were made this year in the concessions granted canneries for the employment of women in emergencies. The maximum number of hours which any woman over seventeen may work during any week has been reduced from 70 to 66 hours and the number of days on which any woman may be employed more than 10 hours has also been reduced. There was no opposition on the part of the canners to these changes in the concessions granted them. The work has been so organized in 43½ per cent of the canneries that they never exceed 10 hours a day.

Home Work.

The amended Home Work Law provides that any employer who wishes to employ any home workers must have two kinds of licenses: (1) A permit from the Industrial Commission, permitting him to engage in home work manufacture, and (2) A license issued by the local health officer of the community in which the home worker resides. A separate license is required for each of the premises at which home work manufacture is to be carried on and the persons who are to do the home work must be named herein. A fee of \$1 must be paid to the local health department for each license issued, which is to be paid by the employer and not the home worker. The Minimum Wage Law applies to home work as well as to factories. The Child Labor Law also applies to home work.

A permit to engage in home work is therefore conditional upon compliance with these laws. Before an application for a permit to engage in home work is granted by the commission an investigation is made by the Women's Department as to the adequacy of the rates paid, etc. The department is at present making a number of these investigations. The greatest bulk of the home work done in the State is done in the city of Milwaukee.

United States.

Dr. Louise Stanley, formerly legislative secretary of the American Home Economics Association and a member of the faculty of the Department of Home Economics in the University of Missouri, has been appointed director of the newly created Bureau of Home Economics in the U. S. Department of Agriculture.



Brazil.

A decree of April 30, 1923, created the National Council of Labor, to consist of 12 members appointed by the President of the Republic; 2 workers; 2 operators; 2 officials of the Ministry of Agriculture, Industry, and Commerce, and 6 persons of recognized competence in matters under the jurisdiction of the council. This body is to serve the Government as an advisory council in subjects related to the organization of labor and social welfare. It is to concern itself with such industrial problems as the following: Average length of the working day in the principal industries; systems of remuneration of labor; collective labor contracts; conciliation and arbitration, especially to prevent or bring to an end to cessations of industry; child labor; apprenticeship and technical education; labor accidents; social insurance; cooperative housing associations; pensions to railway workers; loan and agricultural banks.

In connection with the secretary general's office a social museum and library of sociology and economics are to be organized and maintained. (Bulletin of the Pan-American Union, August, 1923.)

Canada-British Columbia.

The award of a minimum wage of \$14 a week for experienced women in manufacturing industries was called in question by the employers of the province. It was contended that that wage was set at a time when higher prices prevailed and that it was not necessary in the present period of deflation. Following a conference with representatives of the employers, labor, and the general public to consider the matter, the Chairman of the Minimum Wage Board announced that there would be no change in the wage award.

China.

A report to the National Christian Conference of China states that new industrial conditions are rapidly developing in that country. The modern factory system is making headway.

The report states:

"China has all the experience of the West to build on and with her eyes open she should be able to avoid many pitfalls and to profit by the good which is as inherent in this system as the bad, -such as an increase in the real wealth of the country, public and private, and a consequent raise in the standard of living and because machinery has taken over the heaviest drudgery, the setting free of human energy for higher forms of service and of time for self-development.

But thus far the system has started with all of the traditional mistakes aggravated by the greater ignorance and poverty of the workers.

(1) Wealth is becoming concentrated in a few hands and the masses are left as poor as before but with the added handicap of not owning their own tools.

(2) A working day of fourteen or sixteen hours or even more, made worse by the necessity of long trips between home and factory, is not unusual. Twelve hours appears to be the average.



(3) China's time-honoured family system breaks down when whole families are in the factory for day or night shifts, and the development of a better home life, which is one of the deepest concerns of the Christian Church, is made impossible.

(4) Grave risks come with the use of high-powered machinery and of certain dangerous processes of manufacture (cotton fluff, etc.) when grown people and children of the utmost ignorance and helplessness are employed. Many accidents have resulted from over-tired workers falling asleep at their machines. Sanitary conditions bad enough in themselves are made worse because so many men, women, and children are crowded into each room.

(5) The health of women is seriously impaired both by night work and by the economic necessity of working up to, and too soon after, childbirth.

(6) The child labor problem, with its heavy toll on the minds and bodies of China's future citizens, is at its worst here; thousands of children from six years of age up are employed on both day and night shifts of from twelve to sixteen hours. The same arguments which had to be met in the West are advanced here by both parents and employers: "They are better off than at home" - "There are no schools for them to go to anyway." "They must earn money." The fact that their tiny wage lowers the whole wage scale is lost sight of in the vicious circle.

(7) Conflict between labor and capital has not yet developed in any very acute form but there are many signs that labor is beginning to be restless and to seek organization. Unless the obvious mistakes are avoided it is likely to adopt some of the more reckless measures of the labor movements of the West but with infinitely more serious results due to ignorance.

(The church and the economic and industrial problems of China. Report to the National Christian Conference.)

#### Germany.

A recent article on the place of women in the German trade union movement traces the history of the organization of women workers in that country. In 1892 only 1.8 per cent of the trade union membership was comprised of women, while in 1922 this percentage was 21.6, falling somewhat below the figure which was reached during the war period. There are 1,753,576 women members in the so-called "free" trade unions and 232,250 in the Christian trade unions.

Although women trade unionists in Germany have the same rights as the men, it is customary for the women's subscription to be only half that of the men's, or at any rate to be lower. The reason for this distinction is that women workers generally receive lower wages than men, in most cases about two-thirds of the men's wages. Although the trade unions are opposed in theory to any differentiation between men and women as regards wages, the difficulties in the way have prevented the practical application of this principle in the large majority of cases.



Wage conditions are most unsatisfactory among the home workers and attempts at organization have met with least success among this group of workers. A few trade unions, such as those of the leather workers, saddlers, and tobacco workers, most of whose members are men, have been able to regulate the wage condition of home workers fairly satisfactorily. Among the women home workers, however, organization is made difficult by the fact that many of them are only attempting to partially support themselves while others are ashamed of having to do paid work at all. (International Labor Review, July, 1923.)

#### NOTES

##### Workers' Education

A new Labor College is to open in New York City during October owned and directed by workers through the Central Trades and Labor Council. Although certain of the International unions have conducted classes for their members, this is the first general labor school in the city. The courses to be offered will deal largely with the problems which are encountered by active trade unionists in the regular routine of organization and the teaching staff will be drawn from among the members of the teachers' union. (N.Y. Call, August 21, 1923.)

##### International Federation of Working Women

At its third congress held in Vienna August 14-21, the International Federation of Working Women elected Mlle. Helene Burniaux of Brussels president, to succeed Mrs. Raymond Robins who refused to be considered for re-election. Miss Edith McDonald of London was elected secretary; Mrs. Maud Swartz, president of the Women's Trade Union League of America, was re-elected American vice-president of the International organization.

The Federation went on record as favoring protective legislation as a means of improving the condition of women workers in industry. Many delegates considered this one of the most important accomplishments of the congress. It was also decided that an inquiry should be made into the conditions existing in industries in which employees do piece work at home.

In its closing session this Congress decided to open negotiations with the Amsterdam International trade union headquarters looking toward the formation of a woman's section of the International Federation of Trade Unions to replace the International Federation of Working Women. The American delegation was not in a position to support the proposal, since the American Federation of Labor of which the American working women are members has not affiliated with the International organization. Until action is taken by the International Federation of Trade Unions, the International Federation of Working Women will continue under its present constitution.



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No. 27

U. S. Department of Labor  
WOMEN'S BUREAU  
Washington

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News Letter No. 27.

October 19, 1923.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

California.

On September 22 Superior Judge Cabaniss handed down a decision on the case against the Industrial Welfare Commission, ruling that the California Minimum Wage law was valid. It is stated that the case will be carried to the highest courts. (San Francisco Chronicle, September 23, 1923.)

Kansas.

X  
The Kansas industrial court recently concluded a cost of living survey of wage-earning women in Kansas. As a result of the survey \$16.93 a week was set as the minimum necessary to provide respectable lodging, suitable clothing, and to take care of such items as laundry, sickness, carfare, church, and charity. (Marion (Ohio) Repository, September 25, 1923.)



Massachusetts.

Minimum Wage for Manufacturing Druggists' Preparations.

A minimum wage of \$13.20 a week for women employed in the manufacture of druggists' preparations, proprietary medicines, and chemical compounds has been approved by the Minimum Wage Commission of the Department of Labor and Industries. The new decree will become effective January 2, 1924. The provisions of the decree are as follows: for women eighteen years of age or over who have been employed a year in the occupation, not less than \$13.20; for beginners, not less than \$9.60 a week, and for those with six months experience, not less than \$10.60 a week.

With the establishment of this decree, seventeen occupations are now covered by minimum wage rates.

The new decree is based upon the recommendations of a wage board of seven members. In reaching its determinations on the minimum wage necessary to enable a self-supporting woman to meet the cost of living and maintain health, the wage board prepared the following budget:-



<u>Item</u>	<u>Amount</u>
Board and lodging	\$8.00
Clothing	2.00
Laundry	.50
Carfare	.40
Doctor, dentist and oculist	.25
Church	.15
Vacation	.40
Recreation and self-improvement	.55
Reserve for emergency	.50
Incidentals	.20
Insurance	.25
Total	\$13.20

This is the second decree entered in 1923. The former decree, for the brush industry, provides a minimum rate of \$13.92. Of the six decrees entered in 1922, two provide minimum rates of \$14.00, two, \$13.75, and two, \$13.50.

#### Violations of Minimum Wage Awards.

The Minimum Wage Commission published in October of the present year, three paper box firms and twenty-two laundries for failure to comply with minimum wage decrees for these occupations.

The inspection work under these decrees covered one hundred and seventy-seven paper box establishments employing women, and three hundred and thirty laundries. The establishments advertised represent, in the case of laundries, six and two-thirds per cent of those inspected employing women; and, in the case of paper box establishments, one and seven-tenths per cent.

These advertisements appeared in the Boston Herald and Globe for October 3 and 4; also in papers throughout the State where the firms are located.

#### New York.

The New York State Department of Labor obtained separate reports for men and women factory workers for the first time this June. The wages of shop employees only were tabulated, since the proportion of women office workers was often sufficient to materially change the situation. The earnings for the men in the State as a whole were \$31.59, while the corresponding figure for the women was \$16.02. The wages for the men in New York City and up-State were \$32.54 and \$31.27, respectively, while the women's earnings in these localities were \$18.75 and \$15.04.

The highest earnings for the up-State women were found in shoe factories, cotton mills, and factories making cameras and other instruments and photographic supplies and the sugar refineries, but in most of these the average earnings for June fell under \$17. These industries which reported higher earnings for women employed so few as to be unimportant. The lowest-paid industries up-State were fruit pressing and canning and glove making, ranging from \$9 to \$11. The highest wages for women in New York City were found in the women's clothing industry (\$25.04) and in millinery (\$24.27), while the women with the lowest earnings in that city were employed in the candy and biscuit factories where the average earnings in June were but slightly over \$14.

More than one-half of the women workers of the State are in the clothing and textile factories and in practically all of these industries they constitute one-



half or more of the working force. The average earnings of the women in the clothing industries were between \$20 and \$21 in New York City, and just over \$14 up-State.

In commenting upon the difference between the wages of the men and women workers the bulletin says:

"Whether women are not admitted to the most highly paid trades or whether they pull down the wages in the trades in which they predominate are questions that cannot be answered by such an investigation as this. It is significant, however, that men's wages are inclined to be lowest in those industries in which there is a large proportion of women workers. This again may be due to the fact that these industries require less skilled work or it may be due to the fact that the employment of women has a tendency to cause lower wages. The only important exception to this tendency for lower wages for men in the industries with a large proportion of women is in the garment trades in New York City, where both men and women are highly organized.

"On the other hand the wages of women are likely to be highest in the industries in which they are numerically important. This is probably because in the industries in which only a few women are employed a large proportion of them are cleaners or doing some kind of extra work, and they are engaged on skilled or semi-skilled work only in the industries in which they are employed in large numbers.

"In all these comparisons of wages, even for the same industry, there is no comparison of occupations. It is not possible to say that the wages of men are about twice as high as those of women for the same work because the occupations of the women in the machinery factories, for instance, are likely to be quite different from those of the men. From the point of view of income and the cost of living, however, it makes no difference whether women receive smaller incomes because they are paid less in the same industries or because they have not yet succeeded in working their way into the higher paid trades. From the point of view of raising women's wages it is at least as important to open a way into new trades as it is to raise wages in occupations into which they are now crowded." (New York Industrial Commission: Industrial Bulletin, July, August, September, 1923.)

#### Texas.

The Texas Department of Labor reports investigation of 377 cases of violation of the State law limiting the hours of women employees to 9 hours a day between February 1, 1921 and September 1, 1923. Of these 242 cases were of minor importance and were adjusted on the basis of immediate discontinuance of the practice. In 28 cases employers were required to pay the women for their overtime, while criminal prosecutions were instituted in 107 instances. (Dallas News, September 3, 1923.)

#### Wisconsin.

The new hour law limiting the day's work to 9 hours and the week to 50 became effective on September 1.

#### United States.

A recent statement issued by the United States Civil Service Commission shows 27,469 women and 38,821 men employed in the government service in the District of Columbia. Outside of the District the men greatly outnumber the women in the government service, 428,189 men and only 54,052 women being reported.



ENGLAND

The Woman Worker and Unemployment.

An article in a recent number of The Nation and The Athenaeum in discussing the unemployment situation, states that "upon no class of the community has the burden of the depression fallen more severely than upon the large mass of women workers, who depend for their subsistence, and sometimes for the support of others on their own earnings."

During the war there was a marked improvement in the condition of women workers. Their trade union organization improved, and the Trade Board system was widely extended, raising the wage standard in trades where wages had been poor. Since the war period, however, they are losing ground. Competition for jobs is strong and women are afraid to take active part in organization. Such a situation is naturally reflected in their wages. "In a few industries, such as the textile trades, where the status of the women workers is high and firmly established, their wages in comparison with those paid to men are good; and, in the industries covered by Trade Boards, wages, though not high, are perhaps not lower than the prevailing economic conditions necessitate. But in the distributive trades, and in a large number of miscellaneous occupations which are difficult to classify, they have fallen well below the Trade Board standard, and conditions of very real sweating are coming into being. Wages of 15s. and even 10s. a week for adult women are by no means unknown. The best employers are not exploiting the situation unduly, but owing to the weakness of the women's trade union organization and the existence of a large margin of unorganized and unemployed workers, it is becoming increasingly difficult to maintain an even standard of wages throughout an industry."

The situation of the women workers in regard to unemployment relief is rather different from that of the men. "It has been taken for granted, often quite unwarrantably, that they are not wholly self-dependent; and they have found it in consequence infinitely more difficult than men to obtain unconvanated benefit under the insurance scheme and relief from the rates. The domestic service test has been worked far too hard, and without proper regard for the fact that many women are altogether unsuitable for such work or are unable, owing to their responsibilities at home, to go into resident domestic service. We need to recognize as a community that a large proportion of our women are now permanently engaged in industry, and that in times like these they are entitled, as a measure of simple justice, to the same treatment as is meted out to men."

Industrial Depression and Home Work.

A survey of unemployment made by Toynbee Hall in East London during the winter of 1922, gave special attention to the effect of industrial depression upon the home workers, a group not provided for by unemployment insurance. During January and February 1922, 105 home workers were visited in the Boroughs of Bethnal Green, Poplar, Shoreditch and Stepney, a chance selection of workers being made from official lists of home workers, taking care that the trades were represented in proportion to the total numbers working in them. Practically three-fourths were in the garment, box making and boot making trades, while the remainder was scattered through 12 lesser trades. Seventeen men were found in the garment, boot and silk weaving trades, but the rest of the workers visited were women.



The home workers who were engaged in the work at the time were, for the most part, workers of long standing. Those who had been in their trade 10 years or more, formed 70 per cent of the whole group. Only 25 per cent had begun home work since 1914 and in almost every instance this was due to the unemployment of the main bread winner. Only 34 per cent of those visited were working full time. The workers visited showed evidence of a reduced standard of living since 1914, in spite of increases in rates.

The industrial depression has not had the effect of increasing the number of home workers. Rather the contrary situation exists, for very few young persons are taking up home work. (Unemployment in East London. Report of survey made from Toynbee Hall.)

### JAPAN

In an address before the International Congress of Working Women in Vienna, Miss Taka Kato, delegate from Japan, outlined the principal difficulties confronting working women in that country. The three problems which she points out as peculiar to that country and existing in addition to the usual industrial problems are: (1) the employment of women at hard manual labor, such as mining, building, etc.; (2) the employment of women and girls in immoral occupations licensed by the government; (3) the dormitory system for housing women factory employees.

No satisfactory statistics are available on the number of women employed in Japan, but the president of the Japanese General Federation of Labor, estimates the number roughly as 12,820,000, of whom approximately 100,000 are working in mines.

About 60,000 women work along with men in the pits of the coal mines, where the temperature remains at about 90 degrees. The coal is dug by the men and carried by the women in two shallow baskets suspended from a cross piece, each basket weighing about 25 pounds loaded.

In the textile industries practically three-fourths of the employees are women. In the spinning factories four-fifths of the women were housed in dormitories where the day and night workers sleep in alternate shifts. In the agricultural industries 46 per cent of the workers were women. (The Labor Woman, Sept. 1, 1923.)

### NOTES

#### Women in Rochester, N. Y.

"The Woman Home Maker in the City,"

A recent bulletin published by the Bureau of the Census presents the following conclusions from an analysis of census figures for the city of Rochester: 1. There is little difference in the conditions revealed by this report between American women and English and Canadian women who are or have been married. The essential differences occur between women of these nationalities and Italian, Polish, and Russian and Lithuanian women.



2. The proportion of women with broken conjugal ties due to causes other than the death of husband is greatest among Americans and Canadians.
3. Boarding or lodging is also more frequent among American and Canadian women than among women of other nationalities in Rochester.
4. One-third of all American and Canadian and over one-fourth of all English women who are or have been married are without children in their homes. A little less than one-half of the women home-makers of these nationalities with children have only one child.
5. About one-eighth of the Italian, Polish, and Russian and Lithuanian women are without children in the family circles. One-fifth of the mothers of these nationalities have only one child each.
6. Approximately an equal number of American-born women and foreign-born women home-makers earn money to add to the family income.
7. A greater proportion of Italian mothers with young children than mothers of any other nationality work outside the home.
8. The husband is the sole breadwinner for his family in as large a proportion of foreign families as of American families in Rochester. However, his burden, as measured by the number of persons in the family, is heavier than that of American husbands and fathers.
9. Lack of ability to speak English occurs most frequently among Italian women.

#### Labor Convention

The American Federation of Labor held its annual convention from October 1-14 in Portland, Oregon. Special attention is to be given during the coming year to the organization of women workers.

#### Working Women's Congress

Below is printed the text of the resolution adopted by the Congress in regard to affiliation with the International Federation of Trade Unions, together with the statement of the position of the American delegation.

"It is agreed that:

- (1) The sentence of the Report of the Secretariat referred to the Commission be adopted.
- (2) The Executive Board be directed to open negotiations with the International Federation of Trade Unions with a view to putting the principles into operation in the following way:-
  - (a) By developing the present Women's Department at Amsterdam and appointing a woman secretary.
  - (b) By establishing a Women's Committee representing the Trade Union Movement in different countries to work with the Department and the Executive authorities of the International Federation of Trade Unions in the development of the Trade Union Movement amongst women. This shall be called together at least once a year, and more frequently if necessary.
  - (c) By holding a Congress of Working Women at least every two years, preferably before the Biennial Congress of the International Federation of Trade Unions.
- (3) The results of these negotiations and the decisions taken upon the subject by the Congress of the International Federation of Trade Unions in April, 1924, be communicated by the Executive Board to all the affiliated organizations and from their replies the Executive Board shall decide upon the continuance of the Federation.



(4) That in view of these proposals the Federation continue for the present to work under the constitution adopted in 1921 at Geneva.

Statement of American Delegation.

The American Delegation represented in this Congress is not authorized to vote for a change in the form of the International Federation of Working Women as proposed and recommended in the report of the Commission on Constitution.

The American Delegation wishes to point out further to this congress that America is in a different position from the other countries in regard to the International Federation of Trade Unions at Amsterdam. Your national trade unions are already a part of the International Federation of Trade Unions, while our American Federation of Labor is not affiliated with it. We therefore do not record our vote on this report.

The International Federation of Trade Unions Congress meets in April, 1924, so that its action on this Commission's proposal can be reported to the Biennial Convention of the National Women's Trade Union League, which meets in June, 1924, for our consideration and action."

NEW PUBLICATIONS.

Breckinridge, Sophonisba P.

Home responsibilities of women workers and the "equal wage." Journal of political economy, August, 1923.

United States Department of Commerce, Bureau of the Census.

The woman home-maker in the city. Washington Government Print. Off. 1923. 49 pp.

Department of Labor, Bureau of Labor Statistics.

Wages and hours of labor in cotton goods manufacturing in 1922. Washington, Gov't. Print. Off. 1923. 27 pp. (Bulletin 345)



U. S. Department of Labor  
WOMEN'S BUREAU  
Washington

News Letter No. 28.

November 23, 1923.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

Arizona.

The Arizona minimum wage law case will be set for oral argument in the Supreme Court of the United States shortly after the first of the year, in the opinion of John W. Murphy, attorney general, who yesterday sent the record on appeal to Washington. The State is appealing from the ruling of a federal court of equity held at Los Angeles, granting A. Sardell of Nogales an injunction against the enforcement of the law passed by the last legislature, in which the minimum wage for women is fixed at \$16 per week. (Phoenix, Ariz. Gazette, October 2, 1923.)

Illinois.

A study made about four months ago by the New York Department of Labor showed that the earnings of women was about half of that of men employed in the factories in that State. It appears from the reports to the Illinois Department of Labor that the women are relatively somewhat better off than their New York sisters. (The 203,404 male factory workers averaged \$30.78 per week in October.) The women workers for the reporting concerns in Illinois number 43,103 in October. Their weekly earnings for the month averaged \$17.94. The highest average weekly earnings for any industry was recorded by the fur concerns, where operations are particularly active just now. Five small fur concerns who report to the Illinois Department of Labor paid on the average \$69.28 per week to males during October, and \$39.31 per week to females. Other manufacturing industries in which the earnings of male employees exceeded \$36 per week, were dairy concerns and women's clothing, newspapers and periodicals, job printing, cars and locomotives and ice manufacturing. Female earnings were above the \$25 mark in musical instruments concerns, fur factories and men's hats. The earnings of women averaged less than \$12 per week in four industries, and were over \$15 in all but eleven out of fifty-four industries. (Illinois Department of Labor, General Advisory Board, News Release, November 16, 1923.)

Kansas.

Correction.

The Kansas cost of living survey referred to in the last news letter was made in 1922 and not recently, as stated by the Marion, Ohio, Repository of September 25, 1923, which was quoted.

Massachusetts.

Textile Investigation.

The Commissioner of Labor and Industries has concluded his investigation of conditions in the textile industry in Massachusetts and the southern States, and submitted his report to the Governor. In summarizing this report, the Commissioner points out that the increase in the manufacture of cotton goods has been much more rapid in the southern States than in Massachusetts; also that there has been a much more rapid increase in the number of spindles operated in the southern mills than in Massachusetts; that at the present time, however, the competition between Massachusetts and the southern States is confined chiefly to the spinning of yarn and the production of coarse and medium grade cotton goods.

The following advantages enjoyed by the southern cotton mills are discussed: lower wage costs, cheaper power, newer plants and machinery, longer hours of plant operation, freedom from restrictive legislation; and among minor advantages, proximity



to raw material, lower freight rates, and lower taxes. On the other hand is mentioned the expense for maintenance of villages in the southern mills.

The report includes in addition to a discussion of the existing competition in the industry, the following subjects: A comparison of wages in representative cotton mills in Massachusetts and four competing southern States, labor legislation affecting the textile industry in Massachusetts and the southern States, ownership of cotton spindles in cotton growing States, cost of production of identical goods in Massachusetts and southern mills, and relative cost of living in Massachusetts and southern States.

#### Bread and Bakery Products Study.

The field work for the study of wages of women employed in the preparation of bread and other bakery products in Massachusetts has been completed, and wage records were secured for 1,985 women and girls employed in 21 establishments.

#### Study of Jewelry and Jewelry and Instrument Cases Occupation.

An inquiry into the wages of women employed in the manufacture of jewelry and jewelry and instrument cases is to be made this fall by the Minimum Wage Commission. According to the latest published statistics for the occupation, those for 1920, there are 152 firms engaged in the industry, employing approximately 3,092 women and minors. Of the adult women employed in 1920, 33.5 per cent were receiving rates less than \$14 a week for full time employment.

#### Test Case on the Constitutionality of Minimum Wage Law.

The case of the Commonwealth vs. The Boston Transcript came before the Superior Court on October 11. A verdict of guilty was rendered by the jury. This case is based on the refusal of the newspaper to publish the Commission's advertisement of a firm failing to comply with one of the minimum wage decrees. In the lower court the case was decided for the Commonwealth and the newspaper fined \$100. The newspaper appealed and the case was taken to the superior court, where an agreed statement was presented. The jury was instructed to render a verdict of guilty. The case will now go to the Supreme Judicial Court of Massachusetts as a test of the constitutionality of that section of the minimum wage law which requires newspapers to publish the Commission's notices of firms refusing to comply with minimum wage decrees.

A decision of the Supreme Judicial Court upholding the minimum wage law in its essential provisions was handed down in September 1918. This decision, however, refrained from passing upon the validity of those sections of the law which are called in question in the present case.

The case is of interest outside of Massachusetts inasmuch as the decision of the United States Supreme Court in the District of Columbia case given last spring, has made it appear that the only form of minimum wage legislation which might be regarded as constitutional at the present time is that of the Massachusetts type. (Massachusetts Department of Labor and Industries, News Letter on Women and Children in Industry, No. 2, October 1923.)

#### Texas.

A mimeographed report of the Bureau of Labor Statistics includes the following in a summary of activities from February 1921 to September 1923: Inspections have been made by representatives of the department in 179 cities and towns of the State. A total of 2,703 employing establishments have been inspected, and 4,774 inspections made therein. Employed in these establishments inspected were 106,174 males, and 73,064 females, a total of 179,239 workers whose safety, comfort, and general welfare have been carefully looked after. A total of 1,067 orders were issued following these inspections, requiring employing concerns to make changes and improvements in regard to better guarding of machinery, sufficient fire escapes, providing seats for female



employees, improved sanitary conditions, and other things that would tend to benefit and protect the workers.

Special attention was given to 411 cases of female employees being required or permitted to work longer hours than the 9-54 hour law permits. Of this number 269 were found to be of minor importance, and were adjusted on a basis of immediate discontinuance of the practice. Thirty-two were adjusted by requiring employers to pay over time wages and an agreement to comply with the law in the future. One hundred and ten criminal prosecutions were instituted. Of this latter number there were 47 convictions; 12 acquittals; 36 dismissed, and 15 are still pending in the courts. The total amount of fines, court costs, and overtime payments collected amounted to \$3,700.60.

#### Wisconsin.

The May and June number of "Wisconsin Labor Statistics," issued by the Industrial Commission of Wisconsin, and recently received, "presents a study of earnings and hours of work of 56,456 minor and women employees in selected Wisconsin industries in April, 1923. By a statistical sampling method it is intended to show representative conditions for different industries. The minimum wage reports of 967 employers, having a total of 154,159 employees, cover 97,703 men, 28,782 women, and 27,674 minors. Of the total employee forces 63.4 per cent are men, 18.7 per cent are women, and 17.9 per cent are minors."

"The minimum wage questionnaire asked employers to reply to four questions upon the operation of the minimum wage law as it affected their own business during the past year." Eight hundred and sixty-three establishments complied. "In answer to the question 'Were any minors and (or) women discharged from work because of the present minimum wage law', 37 establishments replied 'Yes', and 826 replied 'No'. Some concerns answering 'Yes' added comments such as: 'No aptitude to learn, not worth the minimum wage', 'not paying attention to business', 'wasted too much time', etc. Entirely aside from the wage question, there is indication in such replies that the establishment found the discharged employee failing in discipline and service.

"To the question, 'Was it necessary for you to rearrange hours for minors and women employees on account of the minimum wage law', 93 establishments replied 'Yes', and 770 replied 'No'. Employers in mercantile lines reported nearly one-third of the cases of change in working time schedule. The explanation frequently offered was that saleswomen of the store started work later in the morning, and that the time schedules were arranged to have the working force augmented or reduced in correspondence with normal changes in the volume of trade throughout the day. In a few instances, employers indicated a decrease of the number of hours worked per week.

"The question, 'Has the minimum wage law caused any change in lines manufactured by you, or in the kind of business carried on by you', was answered yes by 54 establishments, and 'No' by 809 establishments. In the making of very low-priced specialties, wherein the labor cost is a very high proportion of the total cost of the output, the minimum wage may compel some establishments to discontinue certain lines in favor of lines in which profits can be realized. The margin of profit and total profits from operation vary greatly among employers in the same industry.

"'Proportional to your total working force, are you now employing more or fewer minors than a year ago?' The replies to this question show 327 establishments maintained about the same ratio as in April a year ago, and 173 establishments reduced, while 197 increased the proportion of minors employed to total working force."

The bulletin contains 12 detailed tables, and the following "Memoranda Notes":

1. The Minimum Wage Law aims to secure to certain persons, a regulation of the labor market by establishing a wage point based upon personal requirements to sustain life and a minimum of well being, below which no wage contracts shall be made.

2. In general, every industry supports its workers and by force of competition for larger wages has now competitively established wage rates that are clearly above the fixed minimum wage. The establishment of a legal minimum wage has had practically no effect on wages in general. An employer could not long keep his labor if



he paid less than the competitive wage, and since he can get labor at that wage, he would not pay more.

3. The product of unskilled labor generally has more value than the established legal minimum wage. Since the minimum wage law of Wisconsin went into effect, studies of wages of minors and women employed in Wisconsin industry give no support at all to the claim that the minimum wage tends to become the maximum wage.

4. The minimum wage law has not effected any appreciable change in the conduct of business by Wisconsin employers. There has been no general discharge of minors and (or) women from work because of the present minimum wage law. Neither has the minimum wage law caused any appreciable change in lines manufactured by employers, or in the lines of business carried on by them, nor has there been any appreciable change in the composition of working forces in different lines of industry.

5. The minimum wage law has not resulted in unemployment for handicapped person, who, because of inexperience, advanced age, physical defects, or other reasons, are in fact unable to earn the legal minimum wage.

6. In establishing a minimum living wage the State cannot be held to have either adopted any wage principles or undertaken wage and commodity price fixing, either directly or indirectly; that a minimum wage law may give some effect to the price of goods heretofore produced cheaply by so-called "deficit workers" is incidental and not a primary object or result of its operation. There is no attempt on the part of the State to define or legally fix what wages shall be paid for given labor services by either females or males, or minors, or adults, or in any way to evaluate labor services and to secure for employees as much as the reasonable value of their labor may be. All this is left strictly and entirely to the competitive ability of the parties to wage contracts.

7. The basis of the minimum wage lies in findings of facts with respect to the minimum cost of living as outlined by the Wisconsin statutes.

## CANADA

### British Columbia.

Orders No. 16 and No. 16-A of the Minimum Wage Board, dated September 23, 1923, and effective 60 days thereafter, fix for employees in the manufacturing industry a minimum wage rate of \$14 for experienced employees, and for inexperienced employees rates and periods of apprenticeship varying according to the occupation. The same orders limit the hours of work to 8 per day and 48 per week.

### Ontario.

A survey of the results so far achieved under the Ontario Minimum Wage Act is made by the Board in their Second Annual Report covering the year 1922. At the time this report was issued five of the Board's orders had been in force for at least a year, that is, the orders governing laundries, dye works, etc., in Toronto, in other large cities, and throughout the province; the order covering the confectionery and paper goods group in Toronto; and that governing saleswomen and others in retail stores in Toronto. During the year 1922 the Board issued 14 new orders, dealing with at least 60 trades, and covering at least 53,000 female workers.

It is claimed that although the orders were issued in a period of falling wages, the average wages in the occupation covered by the orders have advanced rather than receded. "Our statistics show," the report states, "that the workers are better off in the trades concerned than they were before the orders went into force. It is reasonable to infer that without the protection afforded by these orders they would have been much worse off." These claims are supported, in regard to the first five orders, by tables showing wage conditions before each order was issued, and after the order had been in force for a year. Thus, taking the confectionery manufacturing group, the average weekly wages of adult female workers rose from \$10.99 to \$14.20, while the average wages of girls under 18 dropped from \$9.84 to \$9.52. The number of young girls



who were employed showed a reduction, indicating that minimum wage legislation tends in a measurable extent to replace juvenile with adult labor. This tendency toward a relative decrease in the number of young girls employed is evident also in the retail stores and laundry groups. The decline has been in the number of girls at the bottom of the wage scale, many who were formerly employed at weekly wages under \$7 or \$8 being eliminated, or receiving higher wages as the result of orders of the Board. Some weight, however, must be allowed in this connection to the operation of the Adolescent School Attendance Act, under which children must continue school attendance up to the age of sixteen years, except those who receive permits of exemption from the local authorities. The Board finds that juvenile employment increases during periods of trade stagnation, when the family wage-earner is without work and the children are drafted into industry in order to provide the necessaries of life. The Adolescent School Attendance Act was an attempt to reverse this process, but its effectiveness in this direction is difficult to estimate, owing to the varying practice of the local authorities in the granting of employment permits to adolescents. It would appear, however, that the Adolescent School Attendance Act and the Minimum Wage Act have operated jointly to check the practice of using young children to supplement the family income.

Summarizing the benefits which have been secured by the Minimum Wage Act, the report claims that all the lowest wages have been cut out, and "thousands of women and girls have been lifted from unsocially low wage levels into the region of independence and self-support." This result has been reached without injury to industry; employers of the better type are protected against their wage-paring competitors; industrial peace is promoted, since the minimum wage scales have been fixed only after the consent and cooperation of both parties have been secured; the minimum wages do not tend to become the maximum wage of the class affected - on the contrary, wage increases are found among the higher paid as among the lower paid workers. The displacement of workers resulting from the orders cannot be accurately stated, since, as the report says, "for every girl that lost a job, more than one girl got a job." All that can be fairly said is that orders of the Board have never been the cause of a general reduction of working force.

The Board makes a practice of annually revising the cost of living budgets which form the basis for the minimum wage rates. Five revisions were made during the year under review, but in none of these did the Board find any justification for altering its rates. (Labor Gazette, Canada, October 1923.)

#### Report on Employment of Women.

The volume of work done through the women's department of the Ottawa Employment Office has increased steadily since its inception in July 1919. Many applications have been received from clerical workers, stenographers, typists, sales clerks, and bookkeepers, but there has not been a great demand for this class of worker. About 45 per cent of these applicants are inexperienced, and many of the experienced girls have been thrown out of employment owing to the reduction in staff of some departments of the Government. Business has not been brisk in commercial offices, so there has been little opportunity of placing these girls elsewhere.

Ottawa, like many capital cities, has few manufacturing establishments, and the majority of the operatives are French-Canadians who are good workers as a rule, and quick to learn. There are several factories where men's heavy clothing is made, and while these firms employ many operators, steady work cannot be guaranteed except to a few, as the orders are more or less irregular.

Since the administrative orders of the Minimum Wage Board have taken effect, considerable improvement in wages and general conditions of employment has been noted in Ottawa and the vicinity. (Ontario Department of Labor, 3rd Annual Report, 1922. Toronto, 1923.)



AUSTRALIA.

The organized labor movement of the State of Victoria now demands that women workers shall be paid the same wages as men. The wage schedules adopted by the State wage board fix minimum wages for both men and women workers, but the rate for the women is always less than the rate for men. Even the State-fixed minimum wage for men is not enough adequately to support a worker's family, this delinquency having produced the movement for motherhood and child endowment. (American Federation of Labor, Weekly News Service, November 3, 1923.)

ENGLAND.

Domestic Service Report.

The report of the committee appointed by the Minister of Labor in April, 1923 to inquire into the present conditions as to the supply of female domestic service was issued on the 29th of October. In a summary of the report appearing in the Manchester Guardian of October 30 the following paragraphs are specially worth noting:

"In connection with this subject we desire to express our emphatic disagreement with the tendency manifested in some quarters to consider that all women, no matter what their age, temperament, experience, or domestic circumstances, are potentially fitted for resident domestic service as a wage-earning occupation, and should be penalized for failing to undertake it. We are, on the contrary, of opinion that, save in exceptional circumstances, it is difficult, even with training, to make good domestic workers out of women whose whole upbringing and experience have been non-domestic in character."

"There is a wide-spread misapprehension both as to what persons are eligible for unemployment benefits, and under what conditions it may be paid. A section of the public would appear to advocate that no woman should receive unemployment benefit at all, because they consider there are sufficient domestic vacancies to absorb all unemployed women. We desire to record our total and emphatic disagreement with such an outlook. We feel that women should have as much freedom in their choice of a profession as men - though they must not expect to exercise this choice at the expense of the rest of the community - and that women who have been trained for a particular trade and have paid contributions into the insurance fund are entitled to benefit subject to the regulations governing its payment."

In commenting editorially on the latter paragraph, the Manchester Guardian says: "The Acts can only be said to shelter idle women if it be called justice to conscript as domestic servants by a policy of starvation unemployed women who have been trained for and have worked in other trades, and have paid in contributions for the benefits they are now receiving. In the case of a shortage of footmen it would scarcely be thought wise or fair to starve unemployed engineers into the servants' hall, and the Committee justly insists that working women must have the same rights in this matter as men. In any case, the housekeeper who takes into her kitchen any such virtual conscript would probably be praying before long for protection from such "help.""

Among other things the Committee recommends (1) instruction in domestic science in all elementary schools for every girl between 12 and 14; (2) more advanced instruction in central and secondary schools; (3) scholarships and bursaries for girls who wish to complete a specialized training; (4) whole-time vocational courses in suitable centers for girls over 14; (5) maintenance grants where necessary for individual pupils; (6) open examinations with certificates of proficiency.

Women in the Civil Service.

The claim to sex equality in the civil service was rejected by the government committee which inquired into the pay of State employees. The committee finds that for work which requires continuity of service the woman government worker in the early years of her employment "gives less value than a young man of equal capacity, and should be paid less." The prospect of marriage also "reduces the value" of the young woman worker to her employer. The committee applies the commodity theory of human



labor power to women, and opposes "equal pay for the same post" on the ground that due to economic conditions the British civil service has no difficulty in "recruiting educated women of the type required at less rates than men," and bolsters up its medieval position by pointing out that large employers as a rule insist that in work "above routine the average woman worker is worth less than the average man."

The report is generally condemned by organized labor of Great Britain. (American Federation of Labor, Weekly News Service, September 29, 1923.)

#### Mary Macarthur Holiday Home.

As a memorial to Mary Macarthur a house known as the Mary Macarthur Holiday Home was opened in 1922 at The Gables, High Ongar, Essex. The object of the home is to provide for working women who need a rest or holiday, and who are not actually ill or requiring the attendance of a doctor or skilled nursing, and preference is given to those who are ordinarily in industrial employment. In every possible way the home is managed like a private hotel or boarding house, the visitors having very few rules to observe, and being made to feel as much as possible independent guests. For the most part the women who have been there during the past year have been trade unionists and industrial workers.

The Women's Section of the General Workers' Union has undertaken to maintain four beds, and they have therefore four free places upon which their members have the first call. It is hoped that other unions may take the same course. (Labor Women, November 1, 1923.)

#### POLAND.

The International Labor Office is informed that the Council of Ministers of the Republic of Poland recently decided to recommend to Parliament the ratification of the Draft Convention concerning the employment of women before and after child-birth. It is expected that this and other proposals will be considered by parliament during the coming winter session. (International Labor Office, Official Bulletin, 3 October 1923)

#### RUSSIA.

The new labor code of Russia put into effect November 15, 1922, fixes the hours of labor as 8 a day, except for underground workers, mental labor, and boys and girls of 16 to 18, in which cases the working day should not exceed six hours. Overtime work is forbidden, and detailed and stringent regulations are made about discharge of workmen, the maintenance of productivity, social legislation, etc. (Pasvolsky, Leo. The new economic policy in Russia. Information Service, Research Department, Commission on the Church and Social Service, Federal Council of the Churches of Christ in America, November 17, 1923.)

#### NOTES.

Resolutions passed by the National Council of Women meeting in biennial convention in Decatur, Ill., October 29 to November 3, 1923, included one endorsing a federal child labor amendment, and the following resolution concerning the proposed blanket amendment:

WHEREAS, there is a movement to introduce in the next session of Congress an amendment to the constitution to give equality to men and women in the United States and its territorial possessions, thus making a constitutional provision so vague and general that all laws pertaining to the protection of women, especially labor laws applying to women only, would be subject to litigation and interpretation by the Courts, therefore endangering the laws now in effect that have taken so many years to enact, and to establish by Supreme Court decision, and

WHEREAS, the disabilities and inequalities sought to be removed through the so-called "blanket" amendment can be removed by separate laws in the several States,

THEREFORE, BE IT RESOLVED that the National Council of Women declare against this blanket amendment as a method of bringing about equality.

The National Council of Women is composed of 38 national organizations of women.



PERSONNEL

England.

Miss Margaret Bondfield has been elected chairman of the General Council of the Trades Union Congress of Great Britain. This is the first time this office has been held by a woman.

NEW PUBLICATIONS.

Arkansas. Laws, statutes, etc.

Annotated digest of the labor laws of the State of Arkansas in force at the close of the legislative session of 1923. 160 p.

Issued by the Arkansas Bureau of labor and statistics.

International labor conference. 5th session.

Report on general principles for the organization of factory inspection. Geneva, 1923. 214 p.

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Supplementary report on general principles for the organization of factory inspection. Geneva, 1923. 42 p.

International labor office.

Note upon the measures taken to give effect to the draft conventions and recommendations adopted by the International labor conference.

International labor office. Official bulletin, v. 8, no. 17, 24 October 1923. p. 138-176.

I. List of acts, bills, and others measures adopted, introduced, drafted or in preparation, to give effect to the decisions of the International labor conference. II. Tabular summary.

League of nations. International labor conference. 5th session.

Report of the director. Geneva, 1923. 106 p.  
Text in French and English.

Lee, Frederic S.

The physiologist in industry.

Atlantic Monthly, v. 132, no. 1, July 1923. p. 53-64.

Ontario. Department of labor.

Third annual report, 1922. Toronto, 1923. 88 p.

Pennsylvania. Department of Labor and Industry.

Industrial home work in Pennsylvania. Data collected in 1916-1917, with preface, including brief survey in 1920, by Agnes Mary Hadden Byrnes. 189 p.

Prepared through the cooperation of the Department of labor and industry, The Consumers' league of eastern Pennsylvania, and the Carola Woerishoffer graduate department of social economy and social research, Bryn Mawr college.

Ryan, John A.

The supreme court and the minimum wage. New York, 1923. 56 p.

Shin, Taku.

Industrial conditions among women in China. Extracts from an address to the International congress of working women, August 1923, in Vienna.

Labor Woman, v. 11, no. 11, November, 1923. p. 174, 182.

The address in full is being published in a penny pamphlet by the International federation of women workers.

U. S. Department of labor. Children's bureau.

Child labor on Maryland truck farms. By Alice Channing. Washington, Govt. Print. Off., 1923. 52 p., pl. (Publication 123)

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Bureau of labor statistics.

Laws providing for bureaus of labor statistics, etc. Washington, Govt. Print. Off., 1923. 170 p. (Bulletin 343)