

Newsletter - 1924

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

News Letter No. 29.

January 25, 1924.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

Kansas.

Complaints that restaurants in Wichita were violating the law by allowing women to work seven days a week have been made to the Kansas Industrial Court. The same complaint has been made from several other towns in western and southern Kansas. The Kansas law besides fixing the regular daily schedule of working hours for women in industry provides that each employee shall be given one day of rest during the seven. (Wichita Beacon, December 6, 1923.)

Kentucky.

An eight-hour law for the working women of Kentucky will be recommended before the forthcoming session of the Kentucky Legislature by Pat Filburn, State labor supervisor. In making this announcement, Mr. Filburn declared that the law to be proposed would guarantee the protection not only to the factory workers but to the women who are employed in offices. The present law covering the latter group applies only to those women under 21 years of age. (Louisville Herald, December 16, 1923.)

Maryland.

Eight-Hour Bill Introduced.

An eight-hour day for women is provided in a bill introduced in the House by Antony Dimarco, First city district. Mr. Dimarco's measure would replace the present 10-hour day for women, would limit the hours of work for one week to 48 instead of 60, while providing that no woman shall work more than six hours continuously. The bill is to apply particularly to women employed in manufacturing, mechanical, mercantile, printing, baking and laundering establishments, but exempts women employed in canning or preserving establishments where the work is seasonal. Women will be also permitted to work longer than eight hours a day in mercantile establishments outside of Baltimore city on Christmas Eve and the five working days preceding that date, provided suitable rest periods are granted. (Baltimore American, January 17, 1924.)

Massachusetts.

Repeal of Hour Law Asked.

The annual attempt to wipe the 48-hour law off the statute books in Massachusetts has been started, this time through one of three bills filed with the legislature through Senator Walter H. Shuebruk, of Cohasset, at the request of the petitioner, George A. Long, of Boston. The bill calls for the repeal of the law.

The second of the three bills provides for the suspension of the law for a period of four years to allow Massachusetts to catch up industrially with other States, while under the provisions of the third measure women and children, now prohibited from being employed after 6 p.m. in the textile mills, would be allowed to work up to 11 p.m.

The petitioner maintains that the law, as it now stands, prevents the operation of two shifts, since it is impossible to work more than one shift with so many employees restricted as to hours. This works a hardship, he says, on the industry here, which is in competition with that of other States where such restrictions do not apply.

The present 48-hour law was passed in 1919 and each year since then its opponents have filed bills seeking its repeal. Each year also the labor leaders, particularly in the textile industry, have fought these attempts to repeal or even change the law and to date they have been successful. (Daily News Record, New York, January 10, 1924.)

#### Opinion of Court on Labor Legislation for Women.

In connection with that provision of the 48-hour law which prohibits the employment of women for more than 48-hours in a week, whether employed in more than one establishment or not, the following excerpt from the opinion of Judge Elias Bishop of Boston is of interest. In passing sentence upon employers who had violated the law, he stated that he wanted to call attention to the fact that the State had the police power to pass these laws for the protection of women and children; that their right to pass these laws had been sustained by the United States Supreme Court and had been found to be constitutional. Under this police power the State regulates the number of hours that women and children may work; requires that notices be posted showing the number of hours required and stated that if anyone exceeds the number of hours as allowed by the statute, irrespective of whether they had a knowledge of it or not, they were violating the laws. He went on to state that even in the case of any girl that comes into a factory and says that she works at home during the day, or any other fictitious statement to the employer, the very fact that she is employed elsewhere during the day, in addition to employment here evenings, makes the second employer liable; that the second employer must have the knowledge that women have not been employed elsewhere during the day, and that such women are hired by the second employer at his peril. He further remarked that these laws were of great importance to the country and State, since they were enacted for the benefit of the health of women and children and the preservation of the race.

#### Industrial Accidents to Women.

During the year ending June 30, 1922, the latest year for which figures are available, there were in this State 51,105 industrial accidents involving loss of time from work. Of these injured workers 3,790 were women.

#### New Lighting Code.

A lighting code for industrial establishments adopted this year by the Massachusetts Department of Labor and Industries goes into operation January 1, 1924. It applies to factories, workshops, manufacturing, mechanical and mercantile establishments throughout the State. The purpose of the code is to prevent industrial accidents and to reduce eye strain due to inadequate or faulty lighting. The code establishes minimum standards for intensities of illumination, and provides for protection from glare, for distribution of light in working places, and for entrance and exit lighting.

Under the law the Department of Labor and Industries is required to make reasonable rules, regulations and orders applicable either to employers or employees or both, for the prevention of accidents and for the prevention of industrial or occupational diseases.

Massachusetts is the eighth State to adopt a lighting code. The other seven are California, New Jersey, New York, Ohio, Oregon, Pennsylvania, and Wisconsin.

Copies of the Massachusetts code may be secured from the Department of Labor and Industries, State House, Boston.

#### Minimum Wage Order for Stores Violated.

The Minimum Wage Commission on December 1, published 53 retail firms for non-compliance with the Retail Store Decree. These stores represent 128 establishments located in 51 cities and town throughout the State. This is the sixth occupation under which non-compliances have been published. The Commission had previously

during 1923 published 22 laundries, three paper box establishments, one muslin underwear establishment and one women's clothing establishment. In 1921, the first year that non-compliances were published, 10 paper box establishments and one office building estate were published.

#### Minnesota.

##### Study in Occupations.

"A study in occupations for classes in community life problems" prepared by Victoria McAlmon, counselor, Department of Attendance and Research has just been issued by the Minneapolis public schools.

This pamphlet of unusual value "is intended to supply to the ninth grade classes in the Minneapolis public schools information regarding occupations in the United States, in Minnesota, and in Minneapolis, and to provide facts which students may use in analyzing themselves and in choosing an occupation. Since no occupation is invariably good or invariably bad, and since what is good for one individual and one capacity may be quite unsuitable for another, the young beginner needs to know himself as well as the possibilities in the world about him."

##### Hour Law Violations.

Minnesota reports several recent prosecutions for violation of the hour law in which a \$25 fine has been imposed.

#### New York.

##### Pending Legislation.

Bills providing for the creation of a minimum wage board and a 48-hour week for women have been introduced in both Houses of the legislature.

The New York Mail, January 10, says "Prospects of a Senate battle over minimum wage legislation and working hours for women and children in industry developed with the introduction of a bill by Senator James L. Whitley, Republican, Monroe, which is taken at the Capitol to be the Republican answer to the 48-hour week bill introduced yesterday by Senator Nathan Straus, Jr., Democrat. Senator Straus' measure was opposed by the Republicans and failed of passage last year."

Of the Whitley bill the Rochester Journal, January 9, says "While violation of the law would not carry a punishment of either fine or imprisonment it would carry a penalty which to many would be more humiliating than either, the force of public opinion, which would be created by publication of complete reports of the court.

"Provision is made by the bill for investigations, to be made by the State industrial commissioner, in cases of reports that women and minors are employed at wages too low to maintain decent standards of living, or that the hours of labor are so long that they are detrimental to health or welfare generally.

"The commissioner would appoint an equal number of representatives of employers and employes to constitute a labor conference to take testimony. The public also would have one or more representatives in the conference.

"Hearings would be held and testimony taken and the amount of a minimum wage, proper working hours and other conditions decided upon, and the report of the conference then would be submitted to the industrial commissioner.

"On receipt of the report, the commissioner would indicate whether it had his approval. If approved, he would cause a summary of the findings to be published in the bulletin of the labor department.

"An order then would be made by the commissioner, to become effective within thirty days, and a complete report of the findings and of the order published at regular advertising rates in whatever newspaper the commissioner might decide upon.

"Any newspaper refusing to publish this report at its regular rates would be subject to a fine of not less than \$100 for each offense.

"No newspaper would be liable for any action for damages from such publication unless there was a wilful misrepresentation of facts.

"More than one conference could be called to pass on the evidence, if the commissioner deemed it advisable to take such action, and an employer could petition the Supreme Court to determine whether compliance with the order would make it impossible for him to conduct his business at a reasonable profit.

"In case he is sustained the court could restrain the commissioner from publishing his name. All published findings would be attended by the signature of the commissioner."

#### Constitutionality of Hour Law Questioned.

Right of the State legislature to enact laws affecting hours of labor for women in industry is involved in an appeal to the United States Supreme Court by Joseph Radice, proprietor of a restaurant in Buffalo, according to announcement yesterday by Attorney General Sherman. Radice is appealing from a decision of the Court of Appeals that hold legal the law prescribing the hours of labor for waitresses as between 6 o'clock in the morning and no later than 10 o'clock at night.

Deputy Attorney Goldsmith of Saratoga Springs, a legal expert on appeals has been designated by Attorney General Sherman to oppose Radice's appeal.

Mr. Goldsmith, who will argue the case before the United States Supreme Court contends the litigation involves not only interpretation of the labor law provisions dealing with women employed in restaurants, but that it actually questions the right of the legislature to enact such legislation. (Albany Knickerbocker Press, January 12, 1924.)

#### Rhode Island.

##### Bill for Forty-Eight Hour Week Introduced.

The House Judiciary Committee late last week reported out, with recommendation of passage, the so-called Lavender 48-hour bill. This bill is, with one exception, the same as that introduced last year by the same representative, passed by the House, and killed near the end of the session by the Senate. It is generally conceded in political circles that the bill will have a similar fate this year.

The original bill this year stipulated that employes may agree with their employer to work the stated 48 hours in five days of nine hours, 36 minutes each. The House Judiciary Committee has amended it so as to provide that such an agreement may be ended after 40 days' notice by either part to the agreement.

The bill has been placed on the House calendar and made a special order of business next Friday at 2 p.m. (Daily News Record, New York, January 14, 1924.)

Establishment of a 48-hour week for women in industry was urged by Governor William Flynn in his message to the General Assembly.

##### Night Work Bill Pending.

An act prohibiting the employment of women and minors under 18 in industrial establishments between the hours of 6 p.m. and 6 a.m. was introduced in the Senate today by Senator John H. Powers of Cumberland, Democrat. The bill is similar to one in effect in Massachusetts, according to Senator Powers. Public service, hotel and employes of other special classes are exempted from the provisions of the measure. (Providence Bulletin, January 1, 1924.)

#### Wisconsin.

##### Industrial Board Refuses to Modify 9-Hour Law.

A decision handed down by the Wisconsin Industrial Commission refuses to modify the law passed by the last State Legislature establishing the 9-hour day and the 50-hour week for female employes.

Employers throughout the State had applied for a revision of the regulations of working hours for women to permit either 10 hours' employment five days a week, or a schedule of 10 hours on Saturdays, particularly in retail stores. The employers did not ask more than 50 hours a week employment under either of the proposed schedules. The modification was requested by delegations from every branch of industry

and business in Wisconsin at a hearing held six weeks ago before the commission. Merchants particularly desired a modification to facilitate handling of the Christmas shopping rush.

The decision said, in part: "If the total weekly hours are reduced from 50 to 48, the argument in favor of the five-day week would gain great force. It is the belief of the commission that abolition of the 10-hour day was the primary object of this legislative act. The requests for permission to employ women 10 hours on Saturdays came from store proprietors and are based on the ground that long established custom requires that stores be kept open longer on Saturday. It is agreed that Saturday is the busiest day of the week. It therefore does not seem consistent with the welfare of women workers to permit them to be employed longer on the hardest day." (Daily News Record, New York, December 14, 1923.)

#### CANADA.

##### Alberta.

##### Minimum Wage Law Violation.

The proprietor of an ice cream parlor at Edmonton was found guilty in the local police court in November of an infraction of Order No. 3 of the Minimum Wage Board, which fixes a minimum weekly rate of \$14 a week of six days for experienced employees in hotels, restaurants, boarding houses, etc., or \$16.50 for a week of seven days. Counsel for the defense challenged the order as being ultra vires, interfering with the rights of private citizens. It was also contended that the definition in the order of an "Experienced female", as one who had served three months, was unreasonable, that period being too short for a girl to learn the business. The magistrate replied that the law must be enforced as it stood, found the accused guilty of the offense, and warned him of the consequences of further infractions of the Board's order, which would involve fines ranging from \$25 to \$500 for each offense. (Labour Gazette, Canada, December, 1923.)

##### Minimum Wage Reduced for Certain Occupations.

The Minimum Wage Board of Alberta, after conferences with the parties concerned in the existing orders governing factories, laundries and shops, decided during November to repeal these orders, and to reissue them in a new form. The original orders fixed the minimum wage for experienced female employees in these industries at \$14 per week. This rate was temporarily reduced by subsequent amendments to \$12 a week, the lower rate to continue in effect until September for workers in manufacturing establishments and in laundries until the \$14 minimum rate should come into force. The new orders fix at \$12.50 per week the minimum rate of wages for experienced female employees in the occupations mentioned above, with corresponding modifications in the rates for inexperienced female employees. Order No. 1, as reissued, also makes new subdivision in the general classification of manufacturing, the various occupations being grouped according to the difficulty of the processes involved, and to the length of the period required for the attainment of proficiency by learners.

Besides these new orders, which supersede the order already in existence, the Board has also published Orders No. 9, No. 10, No. 11, and No. 12.

Order No. 9 amends Order No. 8 by further deferring, until December 1, the operation of Orders No. 1, 2, 6 and 7.

Order No. 10 revises the existing Order No. 3 which fixes the minimum wage for female employees in hotels, restaurants, refreshment rooms, boarding houses, etc., in respect to the rate of wages for apprentices or learners. The existing rates, namely, \$10, \$11, and \$12 for the first, second, and third month of employment respectively, are specified in the new Order to relate to a working week of six days, while for a week of seven days new minimum rates are fixed for each of the first three months of employment, at \$11.50, \$12.75, and \$14.00. When learners have completed their period of training they are to receive at least \$14 for a week of six days, and \$16.50 for a week of seven days, these being the existing rates for experienced workers.

Order No. 11 amends the existing Order No. 4 which fixes the minimum wage for female employes in personal service occupations, by adding to the specified occupations in this class females who are employed as operators of elevators.

Order No. 12 repeals the former Order No. 1, No. 2, and No. 6; and also repeals Order No. 7 which was also issued early in the present year fixing the minimum rate for the occupations covered by orders No. 1, No. 2, and No. 3, definitely at \$14 per week.

Judge A. A. Carpenter, chairman of the Board, explained the Board's action in fixing the new minimum weekly wage at \$12.50 as follows:

"After a careful consideration of the evidence available - and it may be said that in the last series of conferences alone the view of approximately 100 of the parties directly interested were presented - the board, or a majority of its members, came to the conclusion that apart from any other considerations, it would be unwise, even from the standpoint of the employees, to bring into effect Order No. 7 in view of the conditions now prevailing in the province. In the Board's view, the possibility if not the probability that the higher minimum would result in the loss of employment for a considerable number of employes and short time for a further considerable number, could not lightly be disregarded. At the same time, in connection with employment in the industries covered by the order affected, the question of a living wage was carefully considered, and in arriving at the \$12.50 minimum it has adopted, the Board believes that the principle generally supposed to be involved in fixing a minimum wage, i.e., the providing of a living wage, has not been lost sight of."

At a hearing held at Edmonton early in November to consider the revision of the minimum rate of \$14 a week, as fixed by Order No. 7, the manufacturers submitted the following reasons for a reduction:

1. The high weekly minimum of \$14 would prejudice Alberta manufacturers in competition with those of Eastern Canada.
2. The minimum of \$14 which exists in Saskatchewan and British Columbia was fixed at a time when the cost of living was higher than at present.
3. The limiting of the number of inexperienced girls to 25 per cent is a serious handicap, especially in seasonal occupations.
4. The training periods allowed by the Orders are too short, particularly in some industries where an intelligent girl requires a longer time to acquire the experience required to earn \$14 a week.
5. The orders hindered employers from employing girls of low earning capacity, that is, it deprived such workers of wages altogether.

(Labour Gazette, Canada, December 1923.)

#### Manitoba.

The Winnipeg Trades and Labor Council recently questioned the right of the Minimum Wage Board of Manitoba to grant to particular firms exemptions from the requirements of orders issued under the act. Permits to employ female help at wages below the minimum rates are issued, it is stated, only under exceptional circumstances; for example in one case the majority of the employes affected wished to work shorter hours in order that none should be laid off. Section 10 of the act provides that "the Board may issue to any employee physically defective, or to a female learner in such class of occupation as usually requires to be learned, a special license authorizing the employment of the licensee under such rules and regulations as may be made under this act." Members of the Trades and Labor Council claimed that there was nothing in the act enabling the Board to grant dispensations, and advised the Council to press for a stricter enforcement of the act. The Council will also endeavor to have the Minimum Wage Board brought up to its full strength of five, as required by the act, instead of three members, as at the present time. (Labour Gazette, Canada, December, 1923.)

GERMANY.

Expiry of Eight Hour Day Orders in Germany.

The orders establishing the 8-hour day for manual and for non-manual workers respectively have been renewed at intervals since their enactment, the last occasion being on the 29th of October of this year, when they were renewed till the 17th of November. As this period has not been further prolonged, the legal 8-hour day for German workers (other than miners, whose hours are regulated by special legislation) must be considered to have ceased to be operative. (Ministry of Labour Gazette, London, December, 1923.)

INDIA

A bulletin recently published by order of the Government of India (No. 31, Women's Labor in Bengal Industries by Dagmar F. Curjel, M.D. (Glasg), D.P.H. (Comb.), Women's Medical Service, India) gives the average daily number of persons employed in all industries registered under the Indian Factories Act as adults 1,195,551 (1,007,955 males and 187,596 females) and children 68,107 (56,920 males and 11,187 females).

Women form about one-quarter of the average daily workers in the jute mills and about one-fifth in the cotton mills, and in the coal mining industry the proportion of women to men underground is about two to three. The average woman worker in a jute mill receives a weekly wage of Rs. 2-8-0. In cotton mills, the rate of wages is lower on the whole and women who are employed on the less skilled and lower paid processes tend to leave and take up better paid temporary work during the period jute presses are running, returning later to the cotton mills when the other work ceases. The management of the cotton mills usually retain two or three weeks' wages in arrears, while in the jute mills they usually keep one week's wages. In the coal mines a woman's pay for a day's work varies from 8 to 12 annas, and it is stated that they usually spend from five to eight hours down in the mine, their work being mainly the carrying of coal to the containers or tubs. In the jute mills, except in the immediate neighborhood of Calcutta, a multiple shift system was the rule and the actual number of hours worked daily by women under the shift system in the preparation department was said to vary from 9 to 11 hours. In some mills where the hand-sewing department was partitioned off from the factory, women were working twelve hours a day on piece work as finishers to earn a daily average wage of from five to six annas. All cotton mills work a one-shift day; the woman worker has an 11-hour day, with a mid-day interval during which she usually returns to her own home. In the jute and cotton mill areas, according to the report, "it did not appear possible for single workers to live and maintain themselves on an adequate diet under five annas a day." (Labour Gazette, Canada, November, 1923.)

MEXICO.

Seventy-five per cent of Mexican women support or contribute to the support of their homes, according to reports of the delegates to the first convention of the Mexican section of the Pan American League for the Advancement of Women. (Bulletin, Pan American Union, September, 1923.)

PHILIPPINE ISLANDS

An act of the Philippine legislature approved and effective March 16, 1923, provides, among other things, that seats shall be provided for women workers for use outside working hours and during working hours "provided they can perform their duties in this position without detriment to their efficiency." Another section makes it unlawful to employ women "where the nature of the work requires the employee to work always standing." The act also provides that a pregnant woman shall have 30 days' vacation with pay before and after confinement and that the employer shall not discharge her without just cause under the penalty of payment to her of "wages equivalent to the total of two months counted from the day of her discharge." (Labor, Quarterly Bulletin, Bureau of Labor, Manila, January-June, 1923.)



URUGUAY.

It should be noted, moreover, that Uruguay was one of the first countries to adopt the legal working day of eight hours, anticipating by four years the similar action taken by the United States in the first International Labor Conference held in Washington in 1919. It is worthy of note that the Uruguayan Act of 1915, establishing the eight-hour day, applies not only to the industrial workers but, in addition, to commercial, railway, tramway, bank, and hotel clerks, to coachmen and truck drivers, to street sellers, court and other legal employes, cinema and theater employes, messengers, and many others, through a list too lengthy to be completed here. Numerous supplementary regulations and codes have established the manner of applying this law in the diverse activities and industries included therein.

Night work has been the object of a special legislative act, that of March, 1918, which prohibits it entirely in bakeries, spaghetti, macaroni, and candy factories. This law is one of the most complete and interesting ever legislated and it places Uruguay at the head of American countries in the matter of labor legislation.

The act of July, 1918, made obligatory the furnishing of seats in all business establishments, shops and factories for the use of their respective workers. (Bulletin, Pan American Union, December, 1923.)

NOTES.

President Urges Minimum Wage Legislation.

For purposes of national uniformity we ought to provide by constitutional amendment and appropriate legislation, for a limitation of child labor, and in all cases under the exclusive jurisdiction of the Federal Government a minimum wage law for women, which would undoubtedly find sufficient power of enforcement in the influence of public opinion. (Address of the President of the United States to the Senate and House of Representatives, December 6, 1923.)

Report of Women's Industrial Conference.

The proceedings of the Women's Industrial Conference held January 11, 12, and 13, 1923 have just been issued as Bulletin 33 of the United States Women's Bureau. Because only a limited edition has been printed the bulletin is not being sent to the usual mailing list. Copies, however, may be had upon request to the Women's Bureau, U. S. Department of Labor, Washington, D. C.

PERSONNEL.

Indiana.

Mrs. Margaret Hoop has been appointed director of the department of Women and Children of the State Industrial Board. She succeeds Mrs. Lu Ella Cox whose resignation took effect January 1, 1924.

NEW PUBLICATIONS.

Canadian laws governing the employment of women.

Labour gazette, Canada, v. 23, no. 12, December 1923. p. 1377-1384.

International Labour Office.

Hours of labor in industry; Switzerland. Geneva, 1923. 26 p.  
(Studies and reports, ser. D (Wages and hours) no. 9)

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Hours of labor in industry; Italy. Geneva, 1923. 34 p.  
(Studies and reports, ser. D (Wages and hours) no. 8)

Kelman, Janet Harvey

Labor in India; a study of the conditions of Indian women in modern industry. London, New York, 1923. 281 p.

McAlmon, Victoria

Study in occupations for classes in community life problems. Minneapolis, 1924. 43 p.

Prepared by Victoria McAlmon, counselor, Department of attendance and research, Minneapolis public schools.

Massachusetts, Department of labor and industries, Division of industrial safety.

Lighting code for factories, work shops, manufacturing, mechanical and mercantile establishments. March, 1923. 6 p. (Industrial bulletin 18)

Massey, Alice Vincent

Occupations for trained women in Canada. London, 1920. 94 p.

Oregon. Laws, statutes, etc.

Handy reference to labor laws and supreme court decisions of the State of Oregon. Ed. 12, 1923. 64 p.

Compiled and issued by the Bureau of labor, Oregon.

Ryan, John A.

A constitutional amendment for labor legislation. National catholic welfare conference bulletin, v. 5, no. 7, December, 1923. p. 5-6, 33; no. 8, January, 1924, p. 5-6, 19.

Sells, Dorothy M.

British trade boards system. London, 1923. 293 p.

Troncoso, Moises Poblette

Labor legislation in Uruguay. Bulletin, Pan American Union, v. 57, no. 6, December, 1923. p. 561-563.

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

Fifth annual report of the director, 1922-1923. Washington, Government Printing Office, 1923. 20 p.

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Proceedings of the women's industrial conference called by the Women's bureau, United States department of labor, Washington, D. C., January 11, 12, and 13, 1923. Washington, Government Printing Office, 1923. 190 p. (Bulletin 33)

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Women in South Carolina industries: a study of hours, wages, and working conditions. Washington, Government Printing Office, 1923. 128 p.

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

News Letter No. 30.

March 24, 1924.

*Only Copy*  
ACTIVITIES AFFECTING WOMEN IN INDUSTRY

California.

The Golden Gate Canneries Company of Southern California refused temporarily to comply with the State minimum-wage law and were sustained in their action in an opinion rendered for the Industrial Welfare Commission by Attorney General U.S. Webb. When the Commission complained that the company was not paying to its women workers the minimum wage prescribed by the Commission's order, the company offered to put \$3,800, the amount covering the wages in dispute, in escrow pending a final determination by the Supreme Court as to the validity of the minimum wage law. The Attorney General ruled that this procedure could be followed. (San Francisco Call-Post, January 22, 1924.)

Kentucky.

A bill to reorganize the State Department of Labor has been passed unanimously by the House of Representatives. This bill, which has the approval of the Governor, was proposed by the Consumers' League and has the endorsement of seven State organizations of women, of labor unions, of the Louisville Board of Trade and the Associated Industries of Kentucky.

Maryland.

A bill providing an 8-hour day for women was defeated in the House of Delegates by a vote of 44 to 52, the closest vote recorded this season. (Daily News Record, New York, March 10, 1924.)

Massachusetts.

Earnings of Men and Women Wage Earners.

The Department of Labor and Industries is now securing data on wages for men and women at stated intervals. The first period for which this information was secured is January, 1924. This showed for the establishments reporting average weekly earnings of \$28.53 for men as compared with \$17 for women.

In the manufacture of the following classes of goods women constituted at least one-third of the total number of persons employed: Boots and shoes; textiles (cotton goods, woolen and worsted goods, hosiery and knit goods, and silk goods); confectionery; paper boxes; men's clothing, women's clothing, and stationery goods. In the manufacture of confectionery, hosiery and knit goods, silk goods, men's clothing, women's clothing, and stationery goods the number of women reported employed by the concerns represented actually exceeded the number of men.

Average weekly wages in excess of \$30 were paid to men in the following industries: Manufacture of women's clothing, \$36.52; printing and publishing, book and job, \$34.74; printing and publishing, newspaper, \$34.53; manufacture of men's clothing, \$33.29; stationery goods, \$31.03; paper and wood pulp, \$30.33; and rubber tires and tubes \$30.26. For women average weekly wages in excess of \$20 were paid in printing and publishing, newspaper, \$26.66; printing and publishing, book and job, \$22.56; and manufacture of cotton goods, \$20.69.

### Investigation of Wages in the Jewelry Industry.

The Minimum Wage Commission has recently completed the field work in connection with the wages of women employed in the jewelry industry in this State.

#### Minimum Wage.

The Committee on Social Welfare of the Massachusetts legislature has reported adversely on the two minimum wage bills which were presented this year. Both bills were measures attacking the present law. One would restrict the freedom of the Commission in selecting wage board members. This has been reported leave to withdraw and this report has been accepted in both branches. The other measure asked for the repeal of the minimum wage law. This has been left to the next annual session at the request of the petitioner.

#### Forty-eight Hour Law and Two Shift System.

The various bills before the Committee on Labor and Industries for the repeal or suspension of the 48-hour law and for the modification of the night work law have been reported adversely. One bill asked for the repeal of the 48-hour law and the substitution of a 54-hour law. A second provided for the suspension of the 48-hour law for a period of four years. A third removed the night work restriction as it applies to textile mills.

#### Civil Service Examinations to be Opened to Women.

The Civil Service Commission has announced that from now on all examinations will be open to women, whether the position for which the examination is held is to be filled by a man or woman. Up to the present time it has been the practice of the Commission to confine examinations to men if the head of the department asking for an examination stated that he desired to appoint a man for the position for which the list was to be established. This practice maintained even when the position was held by both men and women. For instance, the examination for industrial inspector in the Department of Labor and Industries given in July, 1921 was open only to men. Six of the inspectors, however, are women, and prior to the reorganization there were eight women holding this position in the Department. The law recognizes that part of the positions are to be held by women, as provision is made in the statute that the Commissioner, Associate Commissioners, and Assistant Commissioner shall determine from time to time how many of the inspectors shall be women.

Another examination for industrial inspectors was announced for January this year. This examination was listed for men. Prior to the date the examination was given, however, the Civil Service Commission opened it to women and several women took the examination.

This change in policy on the part of the Civil Service Commission is largely due to the efforts of Representative Susan W. Fitzgerald who has taken an interest in the matter and brought the situation to the attention of the Commission. She has recently filed a bill relative to appointments under the Civil Service which is intended to open positions in the State service more widely to women. (Massachusetts Council on Women and Children in Industry. News Letter No. 3, February, 1924.)

### New Jersey.

#### Minimum Wage Bill Defeated.

A minimum-wage bill was introduced in this session of the legislature and passed the House with only three negative votes. It failed, however, of passage in the Senate.

#### Effort to Amend Night Work Law Defeated.

The bill to amend the night work law enacted last year has met with decisive defeat. This bill, which gained but three affirmative votes in the Senate, would have made it possible for the commissioner of labor to permit women in certain industries to work between 10 p.m. and 6 a.m. if he felt sure that their health and morals would not be endangered. (Hackensack Record, March 4, 1924.)

New York.

### Night Work Law Declared Valid.

The U. S. Supreme Court, in an opinion written by Justice Sutherland, has sustained the law prohibiting the employment of women in restaurants in cities of the first and second class, between 10 p.m. and 6 a.m. The case was brought by Joseph Radice, a restaurant keeper in Buffalo and the validity of the law was challenged upon the ground that "it contravenes provisions of the Fourteenth Amendment, in that it violates (1) the due process clause, by depriving the employer and employee of their liberty of contract, and (2) the equal protection clause, by an unreasonable and arbitrary classification."

Justice Sutherland says: "The legislature had before it a mass of information from which it concluded that night work is substantially and especially detrimental to the health of women. We can not say that the conclusion is without warrant. The loss of restful night's sleep can not be fully made up by sleep in the day time, especially in busy cities, subject to the disturbances incident to modern life. The injurious consequences were thought by the legislature to bear more heavily against women than men, and, considering their more delicate organism, there would seem to be good reason for so thinking. The fact, assuming it to be such, properly may be made the basis of legislation applicable only to women. Testimony was given upon the trial to the effect that the night work in question was not harmful; but we do not find it convincing. Where the constitutional validity of a statute depends upon the existence of facts, courts must be cautious about reaching a conclusion respecting them contrary to that reached by the legislature; and if the question of what the facts establish be a fairly debatable one, it is not permissible for the judge to set up his opinion in respect of it against the opinion of the law-maker. The State legislature here determined that night employment of the character specified, was sufficiently detrimental to the health and welfare of women engaging in it to justify its suppression; and, since we are unable to find reasonable grounds for a contrary opinion, we are precluded from reviewing the legislative determination . . . ."

"Nor is the statute vulnerable to the objection that it constitutes a denial of the equal protection of the laws.... The limitation of the legislative prohibition to cities of the first and second class does not bring about an unreasonable and arbitrary classification.... Nor is there substance in the contention that the exclusion of restaurant employees of a special kind, and of hotels and employees' lunch rooms, renders the statute obnoxious to the Constitution. The statute does not present a case where some persons of a class are selected for special restraint from which others of the same class are left free.... but a case where all in the same class of work, are included in the restraint."

### Pending Legislation

The Senate has passed bills providing for a 48-hour work week for women and for a minimum wage commission. An amendment to the hour bill is under consideration which will give the Industrial Board power to grant variations up to 54 hours for eight weeks in the calendar year.

### The Study of the Steam Laundry Industry.

The study of steam laundries is being conducted by the Industrial Hygiene Division of the New York State Department of Labor from two independent points of view: First, to determine whether the present status of the steam laundry industry of the State, from the standpoint of working conditions, is consistent with the requirements of the New York State labor law; and second, to determine by scientific investigation, i.e., physical examinations and laboratory tests, the actual effect of the conditions in the various types of steam laundries upon the health of the workers. (Industrial Bulletin, New York, January, 1924.)

### Ohio.

The Ohio Minimum Wage Investigating Commission appointed by the last legislature met in Columbus on February 6. There was a large representation of proponents and some opponents of minimum wage legislation and as a result of the hearing it was decided that the Commission should go ahead with its investigation, in spite of the Supreme Court's decision in the District of Columbia case. This seemed practical to the members of the Commission because there are several types of minimum wage laws and should any one of them be proposed at the next legislature, this Commission should be able to report on it.

The Commission asked the proponents and the opponents of minimum wage legislation to submit briefs on the operation of the law in Massachusetts, Wisconsin, and California. These briefs must be in the hands of the Commission by March 10. After that fifteen days will be allowed for answers to the briefs. Then the Commission will check up those points upon which the opponents and proponents fail to agree by personal investigation. (Ohio Council on Women in Industry. Bulletin, March, 1924.)

### Pennsylvania.

#### Safety Conference Called.

The Department of Labor and Industry has issued a call for a State-wide safety conference to be held on March 26, in the hall of the House of Representatives in Harrisburg.

#### Accident Statistics.

Industrial accidents in Pennsylvania in 1923 caused the loss of over 2,691,600 days by injured employees; a wage loss to employees of \$13,453,000; compensation cost of \$13,143,393; 2,412 employees were killed, 1,167 were permanently injured, 104,205 were seriously injured, and 92,651 were less seriously injured; 649 eyes were lost and 308 hands; 1,468 fingers were crushed or severed, 77 arms and 116 legs were cut off; 176 feet and 180 toes were removed.

### Rhode Island.

A bill was introduced in this session of the legislature to prohibit women over 15 years of age from working at industrial and mercantile establishments between 10 p.m. and 6 a.m.

### Virginia.

A bill to limit the work day of women to eight hours has been indefinitely postponed. (Lynchburg News, February 8, 1924.)

### United States.

Seven resolutions have been introduced into Congress during the present session to amend the Federal constitution granting to Congress the power to regulate the employment of women. These have all been referred to the Committee of the Judiciary.

### Canada.

#### Draft Conventions and Recommendations.

A conference of representatives of the Dominion and Provincial Governments of Canada was held at Ottawa from 24-26 September, 1923 for the purpose of considering the obligations of Canada arising out of the Labour Sections of the Treaties of Peace. The Conference was attended by the Deputy Ministers of Labour or officials of the Labour Departments of seven of the nine Provinces, as well as by Dominion officials, and the Chairman was the Hon. James Murdock, Dominion Minister of Labour. Representatives of the employers' and workers' organizations of Canada, which are usually consulted for the purposes of Article 289 of the Treaty, were invited to submit observations. The Conference adopted a number of resolutions, relating to certain of the Draft Conventions and Recommendations, the texts some of which, so far as they relate to the decisions of the First Session of the Conference, are as follows:

1. Draft Convention concerning the employment of women before and after childbirth.

Resolved that in the opinion of this Conference this matter is not a live question in Canada, and appears to be satisfactorily taken care of by local regulations.

2. Draft Convention concerning the employment of women during the night.

Resolved that in the opinion of this Conference the provisions of the Draft Convention concerning the employment of women during the night be accepted as a basis for securing uniform legislation within each Province.

3. Recommendation concerning the protection of women and children against lead poisoning.

Resolved that we approve of the principle of the Recommendation concerning the protection of women and children against lead poisoning, and suggest that the Law Officers of the Crown embody the same in the Federal laws regarding white phosphorus; but if in their opinion this is not competent to the Federal authority, the various Provinces be requested to enact the necessary legislation.

No resolution was adopted with reference to the Draft Convention limiting the hours of work in industrial undertakings to eight in the day and forty-eight in the week, but "it was agreed that the Federal Department of Labour should proceed as promptly as possible to bring about an up-to-date survey in order to ascertain the present position of the eight-hour day movement in industrial undertakings in Canada; the information obtained by the inquiry to be submitted to all the Provincial Governments for their consideration." (International Labour office, Official Bulletin, 7 November, 1923.)

#### Austria.

On 20 February, the Austrian Nationalrat received the report of the Committee on Social Affairs with regard to a number of the Draft Conventions adopted by the International Labour Conference at its First and Third sessions. The report contained the following recommendations:

(1) That the Draft Conventions adopted by the First Session of the International Labour Conference held in Washington in 1919 concerning the limitation of the hours of work in industrial undertakings to eight in the day and forty-eight in the week shall, in conformity with Article 50 of the Federal Constitution, be approved, subject to the reservations that the Draft Convention shall come into force only when it has been ratified by the European States Members of the International Labour Organization which have the greatest industrial importance (Belgium, Germany, France, Great Britain and Italy) and by all the States adjacent to Austria and having economic relations with her (Kingdom of the Serbs, Croats, and Slovenes, Poland, Switzerland, the Czechoslovak Republic and Hungary).

(2) That the Draft Conventions adopted by the First Session of the International Labour Conference held in Washington in 1919 concerning unemployment, concerning employment of women during the night, and concerning the night work of young persons employed in industry, and, further, the Draft Conventions adopted by the Third Session of the International Labour Conference held in Geneva in 1921 concerning the age for admission of children to employment in agriculture, concerning the rights of association and combination of agricultural workers, and concerning the use of white lead in painting, shall be approved in conformity with the constitution.

The recommendations of the Committee were unanimously adopted. (Industrial and Labour Information, 25 February, 1924.)

Belgium.

The Sections of the Belgian Chamber of Representatives met on 14 February to consider two bills brought in by Mr. Devèze and by the Minister of Industry and Labour, respectively, for the modification of the Eight Hour Act, of 14 June 1921. The Devèze bill was rejected by all the sections by a vote of 137 to 20. That of the Minister of Industry and Labour was defeated by a vote of 97 to 66, one section only adopting it by a majority of one.

Under the Rules or Procedure of the Belgian Chamber of Representatives, the Chamber is divided by lot into six sections. The Sections consider bills and proposals which are before the Chamber. Each Section votes separately and appoints its own rapporteur. The six rapporteurs then meet and, after further consideration of the bill, in their turn elect a rapporteur, who submits the general report to the Chamber in plenary session. (Industrial and Labour Information, 25 February 1924.)

Bolivia.

In October 1923, the bill establishing an eight-hour working day in Bolivia was passed by the Senate by a large majority. (Industrial and Labour Information, 18 February 1924.)

Brazil.

Considerable discussion has been aroused in Brazil by the presentation to the Chamber of a bill for the regulation of conditions of labor in industry and commerce. The bill is proposed by the Social Legislation Committee which was established by legislative act in 1917 to draw up proposals relating to labor.

The bill provides in part for a forty-eight hour week; a weekly day of rest; fifteen days annual holiday with pay; prohibition of child labor; a work day not to exceed six hours for young persons between 14 and 18 years of age, who are also forbidden employment in occupations likely to be injurious to their health; prohibits night work for women between 6 p.m. and 6 a.m., and work in occupations "in an exceptional degree organically injurious to women;" provides for a holiday, with two-thirds pay, of thirty days before confinement and forty days afterwards and, if necessary, thirty days during pregnancy; prohibits the employment of pregnant women in occupations where they may be exposed to any physical shock or undue effort; provides that women shall have time off during work for nursing their children; and provides that establishments employing more than fifty women must have a nursing room to which the woman who leaves her child must contribute one-third of her daily wage and every adult bachelor not maintaining a widowed mother, and unmarried sister, or brothers under 18 years of age must contribute one-fifth of his weekly wage. Also establishments employing women must provide as many chairs as there are women workers.

The bill deals further with trade pension funds, questions of health and safety, factory inspection, and conciliation boards.

In putting forward their proposals the Social Legislation Committee state that they have sought to meet the essential and most urgent needs of the Brazilian workers. The question they add, is not one of innovations or rash experiments, but one of following on general lines the example already set by almost all the civilized peoples and of fulfilling the international obligations assumed by Brazil. (Industrial and Labour Information, 25 February 1924.)

Czechoslovak Republic

In many cafes and restaurants women are employed as waitresses. The law provides that women shall not be employed in these establishments between the hours of 10 p.m. and 5 a.m. Heretofore the law has been violated by working these women overtime. It has been decided to refuse such permits in the future. (Czechoslovak Review, January, 1924.)



England.

Rapid progress is being made with the drafting of the Eight-Hour-Day Bill which Mr. Tom Shaw, Minister of Labour, will submit to Parliament at the earliest possible opportunity. The bill is designed to carry out one of the decisions of the Washington Convention of 1919. (Workers' Union Record, March, 1924.)

France.

The regulation of the employment of mothers in relation to child birth is based in France partly on the Code of Labour and partly on the Act of 17 June 1913.

By the Code of Labour, Book I, Section 29, it is provided that a woman employed in a commercial or industrial establishment may not work for four weeks after confinement; and further, that her absence from work for eight consecutive weeks before and after confinement may not, on pain of damages, be held a reason for determining her contract of labour.

According to the Journal Officiel of 24 January 1924, the Chamber of Deputies adopted at its sitting of the previous day a bill modifying the provisions of this section of the code so as to bring the period of absence during which a woman's place must be kept open up to twelve weeks, and also provided that she may not be dismissed even if she is absent for fifteen weeks, if her absence is due to an illness which is caused by pregnancy or confinement and makes it impossible for her to resume her work.

By the Act of 17 June 1913, French women without means are given maternity allowances during the rest period before and after confinement, while another Act dated 24 October 1919, sanctions the payment of a daily bonus for twelve months after confinement, if the mother nurses the infant herself. (Industrial and Labour Information, 18 February 1924.)

Holland.

In conformity with Article 7 of the Labour Law of 1919, the Netherlands Minister of Labour has authorized for a period from 1 January to 31 December 1924 a distribution of the hours of labour in a certain number of printing establishments, different from the distribution of hours ordinarily described by the law as follows:

(1) The working day for women and young persons shall not exceed ten hours; for men eleven hours.

(2) The working week for young persons under 16 shall not exceed forty-eight hours; that for young persons over 16 and for women shall not exceed fifty-five hours.

(3) In no case shall the number of hours worked in excess of forty-eight exceed twenty-five hours a quarter.

(4) The working year must not exceed twenty-five hundred hours.

(5) The work of women and young persons must be broken by a night's rest of at least eleven consecutive hours, including the period between 10 p.m. and 5 a.m.

(6) In any case in which this authority is exercised the modified time table must be put up side by side with the ordinary time table. (Nieuwe Rotterdamsche Courant, 16 January 1924; Industrial and Labour Information, 11 February, 1924.)

Switzerland.

The referendum in Switzerland on the Act of 1 July, 1922, for the revision of the existing law establishing the 48-hour week has resulted in the rejection of the Act by 430,853 votes to 317,201. The ballot took place on 17 February 1924. The number of electors whose votes were recorded was particularly large, viz. about 76 per cent of the entire electorate; in certain cantons it even reached 80 per cent and over. Section 41 of the Act of 27 June, 1919, establishing the eight-hour day, accordingly remains in force. (Industrial and Labour Information, 18 and 25 February, 1924.)

NOTES.

Symposium on "Equal Rights" Amendment.

The current issue, March 1924, of the Congressional Digest, published at Washington, D. C., contains a symposium on the "Equal Rights" amendment, endorsed by the National Woman's Party and introduced in both Houses of Congress, by Senator Curtis and Representative Anthony, both of Kansas.

Woman's National Committee for Law Enforcement.

The Woman's National Committee for Law Enforcement will hold a convention in Washington, D. C., April 10 and 11, 1924.

Convention of League of Women Voters.

The National League of Women Voters will hold its Fifth Annual Convention at Buffalo, New York, from the 24th to the 29th of April, 1924.

NEW PUBLICATIONS.

California, Laws, Statutes, etc.

Labor laws of the State of California, 1923, under the enforcement of the Bureau of Labor Statistics. Sacramento, 1924. 184 p.

Consumers' league of eastern Pennsylvania

Working women and children in Pennsylvania. An analysis of the occupational and the manufacturing sections of the 14th United States Census. By Grace Fugh. Philadelphia, 1923. 34 p.

Edgeworth, F. Y.

Women's wages in relation to economic welfare.  
Economic journal, v. 33, no. 132, December, 1923. p. 487-495.

Gilson, Mary Barnett

Scientific management and personnel work.  
Bulletin, Taylor society, v. 9, no. 1, February, 1924. p. 39-50.

Great Britain. Medical research council. Industrial fatigue research board.

Two studies on rest pauses in industry. London, 1924. 34 p. (Its Report 25)

Henry, Alice

Women and the labor movement. New York, George H. Doran company, 1923. 241 p.

International Labour Office

Protection of eyesight in industry. Problems of industrial lighting. Geneva, 1923. 158 p. (Studies and reports, ser. F (Industrial hygiene no. 6)  
Bibliography, p. 111-116.

Labour legislation in Canada, 1923. Ottawa, 1924. 84 p.

Compiled and published by the Department of labour of Canada.

New York. Department of Labor.

Hours and earnings of women in five industries: confectionery, paper box, shirts and collars, tobacco, mercantile. New York, November, 1923. 116 p. (Special bulletin 121)

Prepared by the Bureau of women industry.

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Some effects of the law licensing fee-charging employment bureaus.  
8 p.

Prepared by the Bureau of women industry.

Reprinted from Industrial bulletin, New York, January, 1924.

Seaman, Louise Hunting

Women and the book-publishing house.

News-bulletin, Bureau of vocational information, v. 2, no. 3, p. 17-18, 21, 23. February 1, 1924.

Ohio council on women in industry

Ohio's women workers. Toledo, 1924. 21 p.

Valentine, Frances W.

Opportunities for women in the insurance business in Boston. Boston, 1924.

8 p.

(Women's education and industrial union, Vocational bulletin no. 4)

U. S. Department of Labor, Women's Bureau.

Married women in industry. By Mary N. Winslow. Washington Government Printing Office, 1924. 8 p. (Bulletin 38)

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

New Letter No. 31.

May 2, 1924.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

United States

Paper Box Board Industry To Shorten Hours

A conference of paper box board manufacturers was called in Washington May 2 by the Secretary of Labor. The call which was issued April 12, 1924, stated that for some months the United States Department of Labor had been aware of industrial conditions in the box board industry and had made several efforts towards its improvement, but that from information in possession of the Secretary the Department was satisfied that the two tour system of 11 and 13 hours still prevails in many establishments and that Sunday work had not yet been abolished.

For the purpose of getting a friendly discussion of this subject the Secretary called the representatives of the industry into conference. The conference was held in the auditorium of the Department of the Interior Building. It was opened by an address by the Secretary of Labor Davis in the course of which he read a letter from the President in which he said:

"My dear Mr. Secretary:

It is a satisfaction to know that you are assembling the manufacturers of boxboard in Washington to confer upon a method for eliminating Sunday work and the long work days in this important industry.

I trust that you may be able to devise a method so that, in this industry, there may be no work upon Sunday that is not distinctly of an emergency nature. I also hope that you may find a method to abolish the alternating week of eleven-hour and thirteen-hour shifts. There are difficulties involved, of course, but I believe that in the long run it will be found more satisfactory to have the usual hours which now prevail in industry, and the usual cessation of work on Sunday.

I want to thank you for the interest that you have taken in this matter, and wish you would extend my best wishes to the conference for its every possible success.

Very truly yours,

(Signed) Calvin Coolidge."

The meeting was exceptionally well attended; it was estimated that 80 per cent of the paper box board mills and that over 95 per cent of the productive capacity were represented by the delegates present.

During the forenoon a resolution was adopted, practically unanimously, to abolish Sunday work throughout the industry. At the afternoon session a resolution was introduced by Mr. Brashear of the Fort Orange Paper Company which does away with the eleven and thirteen-hour tour system in the industry, which was adopted practically unanimously. The resolution reads as follows:

"It is the sense of this meeting that the eleven and thirteen-hour tours should be abolished, and that a committee be appointed from the industry to put into operation the eight-hour tour as soon as possible, and not later than January 1, 1925, and that eight hours is hereby recognized as the proper labor hours in the industry."

It is understood that this refers to the tour men and not to the day workers. As the women in the industry are all classed as "day workers" it probably will not immediately affect them, although it is believed that the entire industry will ultimately operate on the eight-hour day.

At a meeting of the members of the Box Board Association, held immediately after the conference, it was decided that so far as the abolition of Sunday work was concerned it would take effect immediately.

### California

Through Mrs. Edson, Executive Commissioner of the Industrial Welfare Commission, the Women's Bureau has learned that the item quoted in the preceding News Letter from the San Francisco Call Post was a misinterpretation of the opinion rendered by the Attorney General in the Golden Gate Canneries case. Mrs. Edson says, "The facts of the matter are: The Attorney General sustained the Industrial Welfare Commission in refusing to allow the money owing the women cannery workers being put in escrow pending the final decision of the Supreme Court as to the validity of the California Minimum Wage Law. The \$3,800, approximately, has been paid in full through the Industrial Welfare Commission. The minimum wage law in California is being strictly enforced and will be unless an adverse decision of the United States Supreme Court declares it unconstitutional."

### Connecticut

Two women inspectors have been added temporarily to the two permanently on the staff of the office of Factory Inspection and the Commissioner of Labor has stated his intention of introducing a bill at the next legislature calling for the appointment of four women deputies, two to inspect factories, and two to inspect stores, restaurants, bakeries, etc. This increase in the number of women deputies was asked for by the Consumers' League in a bill introduced in 1923.

### New York

#### Forty-eight Hour Week Defeated.

The forty-eight hour bill for women in industry passed by the Senate was defeated in the Assembly. Motion to have the Rules Committee instructed to report the bill failed to carry by a vote of 74 to 70, lacking two votes of the necessary 76 for passage.

#### Other Legislation.

A bill providing for the establishment of a minimum wage commission also was defeated. A motion to discharge the Rules Committee from further consideration of this bill came within five votes of passage.

A bill was introduced in both Houses intended to permit women to work in restaurants up to midnight.

Among bills introduced at the last minute was one to amend the Labor Law by prohibiting the manufacture of toilet articles, artificial flowers, feathers, hat ornaments, and portions of pajamas in apartments or tenement houses, if any part of such premises is used for living purposes.

#### Standard Hours and Working Time in Factories.

Figures obtained by the State Labor Department through questionnaires, returned from 1,300 manufacturers throughout the State, employing over 400,000 workers, show that "the 8-hour day is general in the factories in New York State. Over 80 per cent of the factory workers in New York City have a basic working week of 48 hours or less and one-third have a 44-hour week. Up-state the week is longer. Not quite half the men and somewhat fewer of the women worked 48 hours a week, and the 44-hour week was almost unknown. A substantial proportion of the men up-state work

over 54 hours as compared with almost none in New York City. Two-thirds of the women up-state work 9 hours a day but most of them work 49, 50 and 51 hours a week. A comparatively small proportion have the 54-hour week, the maximum permitted under the law. Although the proportion of women on the very long shifts is lower than that of the men, it is noticeably true that in most industries the proportion of women with the shortest working week is also low compared with the men workers."

"About two-thirds of the factory workers in New York, worked the regular full-time week in December 1923. Of the remainder a little less than half (15 per cent) worked overtime and slightly more than half (18 per cent) worked less than a full week. Overtime among the women was negligible but part-time was almost twice as extensive as among the men."

These two quotations are from two articles in the February issue of the Industrial Bulletin published by the Industrial Commissioner of New York State. The articles are detailed statements of conditions in various industries as well as in the State as a whole.

#### Oklahoma

The Oklahoma Paper Company was fined \$287.50 when its counsel pleaded guilty to information charging it with violation of the State Labor Laws. The charge was that the company was working girls more than 9 hours a day in its city plant. Four similar charges against the company were dismissed when it pleaded guilty to the first. (Oklahoma Oklahoman, April 6, 1924.)

#### Tennessee

The Legislative Council of Tennessee Women represents State wide or national organizations of women with membership in Tennessee. About 75,000 Tennessee women are included in the membership of the organizations.

#### Washington

That the eight-hour law for women applies to all women employed in any mercantile or mechanical establishment, laundry, hotel or restaurant, "irrespective of the class of work she may be doing," is the opinion rendered by Attorney General Dunbar to the Department of Labor and Industries. The query especially referred to stenographers.

The mere fact that certain of the individuals within an establishment covered by this Act happen to be engaged in work similar to that carried on in an establishment not covered by the Act is immaterial," said the opinion. (Bronx (N.Y.) Home News, April 13, 1924.)

#### Canada

##### British Columbia

The British Columbia Hours of Work Act, 1923, which is to take effect on January 1, 1925 establishes a working day of 8 hours, and a working week of 48 hours, in the principal industries of the province with the exception of agriculture and horticulture, a different arrangement of daily hours being however permitted if agreed upon by the workers and their employers. The provisions of this Act resemble those of the Hours of Work Act of 1921, with the important difference that the latter Act, like others in a series of Acts passed in the same year to conform with the Draft Conventions and Recommendations of the International Labor Conference at Washington in 1919, was not to become operative until similar legislation should have been enacted in the other provinces of Canada. Under the new Act the Government is to appoint a Board of Adjustment, composed of the Deputy Minister of the province as chairman and two other members representing the interests of the employers and of the workers respectively, this board to administer the Act, with authority to grant exemptions after full inquiry and within certain defined limits.

(Canada Laws, statutes, etc. Labor legislation in Canada, 1923. Published by the Department of Labor of Canada, 1924.)

#### Nova Scotia

The Minimum Wage for Women Act passed by the Legislature of Nova Scotia in 1920 contained the proviso that it was to "come into force on, from and after and not before such day as the Governor in Council orders and declares by proclamation." A proclamation was issued on February 11, 1924, fixing the first day of May, 1924, as the date on which the Act will come into force.

The Act applies only to factories and shops. The Governor in Council is authorized to appoint a Minimum Wage Board of five members including two women. The members of this Board will have authority first, "to ascertain and declare what wages are adequate to furnish the necessary cost of living to employees," and, where not inconsistent with the Factories Act or the Act "Of the Closing of Shops and the Hours of Labor therein for Children and Young Persons" to ascertain and declare also what was reasonable hours and proper sanitary conditions and requirements for those employed in factories and shops; and secondly, to establish standards of minimum wages and of hours of employment for such employees. The Board is clothed with the full authority of a Commission under the Public Inquiries Act, with the power to summon witnesses, issue warrants, etc.

Employers are required by the Act to keep registers of the names, addresses, and actual earnings of all their employees, and to permit any member or representative of the Board to inspect these registers. Special minimum rates may be fixed for defective workers and for apprentices in occupations for which minimum wages have been fixed, and the Board may issue special licenses good for a specified period, to these classes to work for wages below the regular rate. Employees are protected against dismissal or intimidation by their employers for their share in any inquiry by the Board. Employers paying wages below the minimum rate are subject, in respect to each employee so underpaid, to a fine from \$25 to \$100, and the employee, moreover, may recover the amount by which her actual wages were short of the minimum rate for her class, notwithstanding any agreement she may have entered into to work for less wages.

The Act applies only to the cities and incorporated towns of Nova Scotia, but the area of application may be extended at any time by the Governor in Council on the recommendation of the Board. (Labor Gazette, Canada, March 1924.)

#### Ontario

The Minimum Wage Board of Ontario recently reissued, with some changes the existing order governing female employees in laundries, dry-cleaning establishments and dye-works in the province, the new order to take effect on March 1, 1924. Following the practice of the Board the amount of the minimum wage varies slightly in different parts of the province, Toronto as the center of densest population having the highest rate followed by other cities, and by the rest of the province excluding such centers. The new order governing workers in laundries, etc., makes some changes in this population basis. Toronto remains in a class by itself, but in the cities of the second class are now included all those having a population of 30,000 or over instead of only those with 50,000 or over. A larger number of employees therefore have the benefit of a higher minimum rate than formerly, being moved from the third to the second class. The third class, which has the lowest minimum includes the rest of the province.

Apart from the change just mentioned, the minimum wage for skilled adults remains unaltered, being \$12 a week for Toronto, the same amount for other cities of over 30,000 population, and \$11 for the rest of the province. The minimum rates for experienced adults and for young girls also remain as before. Under the new order the total number of inexperienced adults and minors combined must not exceed 25 per cent of the total number of employees.

The work period for which these minimum wages are to be paid must not be less than 44 or more than 50 hours a week. Work in excess of 50 hours is to be counted as overtime and paid for at not less than the minimum wage rates, reckoned on the basis of a 50-hour week. (The earlier order required that overtime be reckoned on the basis of a week of 48 hours.) On the other hand work for less than 44 hours a week may be counted as "short time", and paid for at not less than the minimum rates reckoned proportionately to the regular weekly work period in the establishment concerned. (The earlier order fixed 40 hours as the limit for "regular employment.")

The new order raises the maximum charge which may be made for board and lodging making a distinction between the amounts which may be charged for these services in cities and in country districts. Formerly the charge for lodging was limited (except in Toronto) to \$1.50 per week, but in cities of more than 30,000 a charge of \$2 may now be made; similarly the maximum charge allowed to be made for board is raised from \$4.50 to \$5.00 in the urban centers, remaining at the smaller figure in the rest of the province. The charge for single meals must not anywhere exceed 25 cents, the same limit as formerly fixed. No deduction below the minimum wage line for absence may exceed the value of the time lost reckoned in proportion to the normal working hours in vogue in the establishment concerned. (Labor Gazette, Canada, March, 1924.)

The Ontario Minimum Wage Board has recently held public hearings in connection with proposed orders to govern the paper trades (including bookbinding, printing, etc.) in Toronto, and places of amusement outside of Toronto.

#### Quebec

The existing law enabling city and town councils to pass by-laws ordering the closing of particular classes of stores at 7 o'clock or after in the evening of one or more days each week throughout the year or during a particular season has been amended during the legislative session ended March 15, by the substitution of 6 o'clock as the evening limit. (Labor Gazette, Canada, April, 1924.)

#### Belgium

In view of recent proposals before the Chamber of Representatives for the amendment of the Eight Hour Act, it may be of interest to note that Mr. Theunis, the Prime Minister, in announcing to the Chamber on 18 March the programme of the reconstructed Government, declared that they were determined to apply, in a democratic spirit, all the existing laws. He added that a preliminary inquiry would be instituted with a view to the preparation of the triennial report which was required by parliament on the application of the Eight Hour Act, and that this report would throw a valuable light on the State and progress of national production. (Industrial and Labor Information, 24 March 1924.)

#### Approval of Draft Conventions

The Belgium Senate on 20 March 1924 adopted without discussion a bill for the approval of the Franco-Belgian Conventions signed in Paris on 24 January 1921, embodying the provisions of the Draft Conventions adopted by the first session of the International Labor Conference fixing the minimum age for the admission of children to industrial employment, concerning the night work of young persons employed in industry, and concerning the employment of women during the night. (Industrial and Labor Information, 7 April 1924.)

#### China

Considering the country as a whole it has been estimated that over 70 per cent of the working people work 7 days in a week. Only a few factories under



Christian management, such as the Commercial Press Works in Shanghai and the hair net and embroidery industries in Chefoo (which are under Christian influence), stop work on Sundays. The majority of the industrial establishments work continuously throughout the year. Some of the larger and more modern factories, however, often suspend work for one day in ten or twice a month for the purpose of cleaning and repairing the machinery.

The number of rest days varies somewhat in different parts of the country. Work is suspended from 3 days to 2 weeks at the Chinese New Year. The 5th of the 5th moon and the 15th of the 8th moon (being the dates for the dragon-boat and mid-autumn festivals) are two general holidays.

Modern machinery has reduced the skill needed for operation, so that women and children may be employed to attend to mechanical processes. They are generally willing to work for lower wages than men, and employers prefer to use them wherever it is possible. The number of women and children engaged in modern industry have never been estimated with any degree of accuracy. It is generally estimated that in cotton mills nearly 40 per cent of the workers are women, 40 per cent are children and only 20 per cent are men. Many children of 8 and 9 are admitted into factories and even some under 7 are known to be at work. In silk filatures in Central and South China nearly all the workers are women and girls, but boys between 10 and 20 are largely used in North China. In Chefoo, of the 21,000 women and girls employed in industry, about 18,000 are in the hair net, lace and embroidery industries. Taking all branches of industry together, probably 15 per cent of the employees are women, 20 per cent boys and girls under 14 and 65 per cent men.

The first attempt at the regulation of labor by the State was made in March, 1923, when the Board of Agriculture and Commerce published 28 articles governing the conditions of employment. While these are extremely conservative compared with the standard set forth by the International Labor Office of the League of Nations, they mark the beginning of State efforts for the regulation of industry in China. Among the main features may be mentioned the prohibition of child labor under 10 for boys and 12 for girls; the institution of less strenuous working conditions for junior workers, whose ages range from 10 to 17 (for boys) and 12 to 18 (for girls); the decision that the working day for junior workers should not exceed 8 hours and that for adults 10. Other items are to the effect that employers are forbidden to employ junior workers between 8 p.m. and 4 a.m. Employers should take responsibility for giving elementary education and free medical care to their employees, and female workers should be given 5 weeks' holiday before and after childbirth. One of the articles also instituted factory inspection by local officials. (Industrial and Labor Information, 24 March 1924.)

#### England

#### Women's Deputation to British Government

A deputation arranged by the Industrial Law Bureau of the Young Women's Christian Association waited upon the British Home Secretary on 8 February for the purpose of urging that the government should introduce new factory and workshop legislation in the interests of women factory workers.

The need for a statutory 48-hour week was specially emphasized and the deputation also called attention to the need for a minimum standard of temperature and a standard of lighting in factories and workshops; for the closing down of underground workrooms within a given period; for mess rooms, washing accommodation and accommodation for out-door clothing for the workers concerned; and for a largely increased inspectorate, including both men and women.

The deputation was received by the Parliamentary Under-Secretary to the Home Office. (Mr. Rhys Davies) who promised that its requests would receive the sympathetic attention of the Home Secretary (Mr. Arthur Henderson) who, it was stated, had already in a letter to the organiser of the deputation expressed his interest in the subject and his sense of the desirability of amending the Factory and Workshop Act. (Daily Herald and Manchester Guardian, 9 February 1924; Industrial and Labor Information, 24 March 1924.)

### Bill for Eight Hour Day

According to reports in the English Press, the British Minister of Labor (Mr. Tom Shaw) announced in the House of Commons on 2 April that he hoped to introduce before Easter the promised bill relating to the eight-hour day. In reply to several questions on the point, the Minister added that the bill would be introduced whether other countries took similar steps or not. Seeing that the Hours Convention was supported by the British Representatives at the International Labor Conference so long ago as 1919, he was not prepared to agree to further delay until competing countries adopted the same standard. (Industrial and Labor Information, 7 April 1924.)

### Women's Conference

The National Conference of Labor Women which will be held on May 13 and 14 promises to be one of the largest that have yet assembled. Delegates will number as many as 700. In addition to reports on unemployment, education for youth, penal reform, and women in industry, will be a report on the housewife's position in relation to world supplies which will set forth a bold policy of international organization. (Labor Woman, April, 1924.)

### Working Hours

An inquiry has recently been instituted by the British Trade Union Congress on the working hours of members of the affiliated organizations. The results show that 3½ million workers have a 48-hour week, and 800,000 a 42-hour week. Of the 15 million British workers, some 10 to 12 millions work 48 hours a week or less. (Press Report 13, International Federation of Trade Unions, April 3, 1924.)

### France

It will be remembered that an Act of 2 August 1923 extended workmen's compensation legislation in France to domestic servants and house-staff. In reply to a question from Mr. Coucoureux whether the Act applied to casual domestic servants, and if so, how the wages of such domestic servants could be calculated from the point of view either of compensation or insurance, the Minister of Labor replied as follows: "Subject to the decisions of the Judicial Courts, which are alone competent to interpret the law, the Minister of Labor considers: (1) That the Act in question applies to casual domestic servants, whether they have entered into a direct contract with their employer, or whether they belong to an agency for such servants. The person to whom they are bound by contract for hire of services is the person responsible for any accidents which happen as the result of or in connection with their work. (2) There should in such cases be applied the usual procedure of the Court of Cassation, which has decided that a casual worker in a continuous undertaking may, for the assessment of indemnities due to him as workmen's compensation for accident, take into account only the wages received in the undertaking in question, and may not add any moneys earned in any other establishments. There is no legislation or decree regulating the wage to serve as a basis for the fixing of insurance premiums, which should be determined by discussion between the parties concerned." (Industrial and Labor Information, 24 March 1924.)

### Germany

The Executive Committee of the German General Federation of Trade Unions decided at its last meeting to inaugurate a campaign in favor of a referendum on the subject of the statutory eight-hours day. A commission of five was appointed to do preparatory work to this end. (Press Report 14, International Federation of Trade Unions, April 10, 1924.)

### Hungary

The Hungarian Prime Minister has submitted to the National Assembly, a report on the Draft Conventions and Recommendations of the first three sessions of the International Labor Conference. The report emphasizes the government's difficulties in preparing, for the purposes of a Parliamentary debate, within the short space of 18 months, the whole of the subject matter of the three sessions in question, especially in view of the fact that Hungary did not take part in them, her admission to the League of Nations dating only from 18 September 1922.

The nine Draft Conventions recommended for ratification include those concerning unemployment, the employment of women before and after childbirth, and the employment of women during the night.

The Recommendations adopted include those concerning the protection of women and children against lead poisoning, the establishment of Government health services, prohibition of the use of white phosphorous in the manufacture of matches, the prevention of unemployment in agriculture, the night work of women and of young persons and children in agriculture, the living-in conditions of agricultural workers and the application of the weekly rest in commercial establishments. (Industrial and Labor Information, 31 March 1924.)

### Poland

The declaration of the Prime Minister on the subject of hours of labor, is of considerable interest to all who are following the movement of opinion in various countries with regard to the 8-hour day. Poland has had by law an 8-hour day and a 46-hour week in industry for the last four years. A suggestion that these limits should be extended in view of present economic conditions in Poland, was put forward in the name of employers at the first meeting of the new Economic Council held a few days ago in Warsaw. The Prime Minister, so far from giving any support to the proposal declared his strong belief that the maintenance of the 8-hour day was essential to industrial progress.

The determination of the Polish Government to preserve the present law intact acquires special interest, first from the present industrial and economic difficulties of the country, and secondly, from the proximity of Germany. Further, the declaration of the Prime Minister is the more notable by reason of the fact that Poland has not yet ratified the Washington Convention on hours of labor, and is therefore under no legal international obligation to maintain the existing law unaltered. (Industrial and Labor Information, 17 March 1924.)

### NOTES

#### Sixth International Labor Conference

The following four items are included in the Agenda of the sixth session of the International Labor Conference to be held in June, 1924: (I) Development of facilities for the utilization of workers leisure; (II) Equality of treatment for national and foreign workers as regards workmen's compensation for accidents; (III) Weekly suspension of work for 24 hours in glass-manufacturing processes where tank furnaces are used; (IV) Night work in bakeries.

#### National Women's Trade Union League

Following the Ninth Biennial Convention in New York City of the National Women's Trade Union League, the League and the Brookwood Labor Institute in cooperation will hold a Labor Institute at Katonah, New York, June 21 to 28. There will be morning and evening sessions with the afternoons left free for group discussion or recreation. The expense to each student will be \$20 for lodging, board and tuition.

National League of Women Voters

At its convention just held in Buffalo, N. Y., the National League of Women Voters declared against blanket legislation and for specific remedies to remove legislative inequalities against women. Collective bargaining and the formation of the working girls' budgets applied to local communities were put in the programme of work along with a study of the granting of suffrage in the District of Columbia, and a public welfare department in the District of Columbia. (Christian Science Monitor, April 29, 1924.)

A "Busy Woman's Clock."

A "clock face" questionnaire has been prepared by the Women in Industry Department of the National Woman's Christian Temperance Union for circulation to working women in towns or cities of 2,500 to 25,000 population. On the clock face the women are asked to indicate the part of each day spent at work outside the home, the time occupied in household duties, in recreation, church and civic work, or other activities, and in sleep. The questionnaires are furnished without cost and can be obtained from the Director of the Women in Industry Department, Mrs. Laura Miller, The Cedars, Darien, Connecticut.

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Abbott, Edith

Immigration: select documents and case records. Chicago, 1924. 809 p.

Carroll, Mollie Ray

Women and the labor movement in America. Washington, D. C., 1923. 16 p.  
Published by the Women in industry committee of the National league of women voters.

Chapin, Marie Bowen

Teaching as a profession.  
News-bulletin, Bureau of vocational information, v. 2, no. 8, April 15, 1924.  
p. 57-58, 62-63.

Great Britain. Medical research council. Industrial fatigue research board.

On the extent and effects of variety in repetitive work. London, 1924.  
38 p. (Report no. 26.)

Higley, Merle

Women in advertising in New York agencies. New York, 1924. 24 p.  
Published by the Young women's Christian association of the City of New York.

International labor office

Some problems of factory inspection.  
International labor review, v. 9, no. 3, March, 1924. p. 372-386.

Jacobs, Harry Loeb

Objectives of secretarial training in the private business school.  
News-bulletin. Bureau of vocational information, v. 2, no. 8, April 15, 1924.  
p. 59-61, 63.

Paper read at the National Conference of secretarial training held at Boston October 26, by the U. S. Bureau of education.

News Letter No. 32.

May 29, 1924.

## ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Massachusetts

## Wages of Men and Women in Massachusetts Industries.

Women's wages in Massachusetts industries average about 60 per cent of those of men according to returns made to the Department of Labor and Industries. Beginning this year, the Department is securing separately monthly pay-roll data for men and women employees from a selected group of manufacturing establishments in the State.

The report for March from 386 establishments employing 58,192 men and 22,197 women gives the average weekly earnings of men as \$28.06, and the average weekly earnings of women, \$16.12. Average earnings of women in specific occupations include boot and shoe cut stocks and findings, \$14.00; bread and bakery products, \$12.26; dyeing and finishing textiles, \$13.99; manufacture of rubber goods, \$13.83; and woolen and worsted goods, \$18.44.

The figures secured from the monthly returns give a somewhat more favorable picture of the relation of women's wages to those of men than the annual statistics of manufactures which includes all women employed in manufacturing industries in the State. According to the annual statistics women's wages average approximately one-half the wages of men. This is practically the same proportion shown in other industrial States.

Both sets of figures, however, the monthly returns and the annual returns, indicate much higher wages for women than the investigations made by the Minimum Wage Commission show are actually received. This is the case where the figures cover the same establishments in the same occupations and are taken during the same year.

There are several reasons for the wide variations in these figures. The figures published in the statistics of manufactures are based mainly on questionnaires filled out by employers and sent to the Department. The figures used by the Minimum Wage Commission are secured by actual investigation, and represent a direct transcript made by the Commission's agents from the pay-roll record of the establishments included in the study. Another reason for difference in the figures is the basis on which they are taken. The statistics of manufactures are based on one week's pay roll. The studies made by the Minimum Wage Commission usually cover a period of three or four months. The figures given in the statistics of manufactures represent a combination of rates for full-time employment, in the case of time rate workers and potential earnings for full-time employment, in the case of piece-rate workers. The Commission figures show actual rates for those on time rates and actual earnings for all women workers employed in the establishment. (Massachusetts Council on Women and Children in Industry, News Letter, May, 1924.)

### The Two Shift System

Although the effort to secure the two shift system in the textile mills in Massachusetts by repeal of the night work regulations for women and minors in the mills failed last year, it is still a live issue and will probably be renewed another year. Emphasis has been given to the effort by the growing competition from the textile industry in the South.

The present night work law prohibits the employment of women and girls of all ages and of boys under 18 in the manufacture of textiles after six o'clock at night. In the case of other manufacturing establishments, the limit for night work is ten o'clock. Night work regulations are therefore much more drastic for textile mills than for other manufacturing industries. In this connection it should be remembered that the textile industry employs more women and minors than any other industry in the State. The textile mills want to change the night work limit for women and minors from 6 o'clock to 11 o'clock at night. This is one hour later than the present limit for other manufacturing industries. Even if this proposed change were authorized it would not allow two 8-hour shifts for adult women without a reduction of the lunch period from the present legal minimum of 45 minutes to 30 minutes.

Owing to a peculiar provision in the existing night work regulations it would be possible to employ girls under 21 and boys under 18 on the two shift system without a change in the lunch period. The night work law for minors of these ages permits them to go to work an hour earlier in the morning than in the case of adult women, that is, girls under 21 may begin work in textile mills at 5 o'clock in the morning, whereas women 21 years and over may not start until 6 o'clock. This existing inconsistency in the law has little effect under the present single shift system in the mills. With the adoption of the two shift system there is the possibility that it might result in increasing the number of minors employed.

The two shift system would probably result also in increasing difficulty in enforcement of the 48-hour law. At the present time in manufacturing industries other than textile factories, there is at times, during the busy season, difficulty in preventing the employment of women in more than one establishment beyond the 48-hour limit. The adoption of two 8-hour shifts in the textile industry, the principal woman employing industry in the Commonwealth would tend to encourage this practice. It would be very difficult to ascertain whether women employed on the late shift in one factory had previously been employed in the same day on an earlier shift in another factory. (Massachusetts Council on Women and Children in Industry, New Letter, May, 1924.)

### Conference on Combining Wage Boards

The Minimum Wage Commission on May 5, called a conference with employers on the question of establishing a single wage board for canning and preserving establishments and establishments engaged in the preparation of minor lines of confectionery and miscellaneous food products. At the present time there are two separate decrees for these lines, the canning and preserving decree providing a minimum rate of \$11.00, and the minor lines of confectionery and food preparations decree, providing a minimum rate of \$12.00.

### Report on the Textile Industry

The report of the Commissioner on the condition of the textile industry in Massachusetts and competing southern States was published by the American Wool and Cotton Reporter in the issue for March 27, 1924.

### Women Pass Examination for Industrial Inspector

Of the six women who took the Civil Service examination for Industrial Inspector for the Department of Labor and Industries, five have passed. Two of them are present and former inspectors of the Division of Minimum Wage. Of seventy-five men who took the examination, eight passed. The examination was originally announced as open to men but shortly before the date for giving it, it was extended to women.

The women who took the examination understood that the existing vacancy in the Department of Labor was for a man, but they wanted the opportunity, to demonstrate their qualifications for the position and to get their names on the eligible list in case a subsequent vacancy should be open to women.

#### Rhode Island

The Governor on May 9, signed the bill passed by the Legislature establishing a 9-hour day and a 48-hour week for women and minors under 16 years of age in factories, manufactories, mercantile, or business establishments. By agreement between employers and employees the 48 hours may be worked in five days of 9 hours and 36 minutes each. The law becomes effective June 1, 1924.

#### South Dakota

Decision of the South Dakota Supreme Court in affirming the constitutionality of the new 54-hour work week for women and children in the State is a victory for various women's organizations which pushed the law in the last legislature.

South Dakota is not developed industrially as are the eastern industrial States, but there was decided opposition to this law among employers, especially in restaurant work. The test came in a Municipal Court at Sioux Falls. A waitress brought action when called upon to work a greater number of hours than the law provided. A number of complaints of excess time required have been filed at different points in the State but these have been held in abeyance for the test case decision in the Supreme Court. (Christian Science Monitor, May 3, 1924.)

#### Washington

The report of the Supervisor of Women in Industry, Mrs. Delphine M. Johnson, states that from July 1, 1923 to April 30, 1924, there was collected the sum of \$4,766.09 in minimum wage claims due women workers in the industries of this State. From April 1, 1921 to April 30, 1924 the sum of \$30,367.10 was collected.

During the past ten months there have been ordered installed 97 rest rooms and 67 separate toilets for women, together with numerous drinking fountains, paper and individual towels, many changes also have been ordered in ventilation and light.

From July 1, 1923 to April 30, 1924, the pay rolls of 227 representative firms were taken covering the employment of 5,040 women. The average wage for working women was found to be for heads of departments and buyers, \$46.36; for office employees, \$21.83; and for all other employees (excluding minors and apprentices) \$16.89. Without segregation the average wage of the total 5,040 women employees is \$18.06.

#### Bulgaria

The fourth mobilization this spring for compulsory labor in Bulgaria will affect the staffs of government offices and public institutions, the Bulgarian Red Cross Society, the national theater, the deaf and dumb institution, the State printing office and State mines, the law court, consulates and legations, the Holy Synod and the central Jewish and Moslem organizations. Work will be allotted to the conscripts in accordance with their ability and will include: control and administration of mobilized labor, archive and library work, inventory and classification work, gardening and other work on State lands, forests, nursery gardens and stud farms, and art work (painting, sculpture, designing and photography), according to the needs of the Compulsory Labor Department or the institutions concerned. As a general rule, temporary conscripts will be employed locally on work in connection with the institutions where they are normally employed. (Darjaven Vestnik, 14 February 1924; Industrial and Labor Information, 24 March 1924.)

Section 8 of the Compulsory Labor Act in Bulgaria provides for purchase of exemption by persons who are liable to regular service. Until recently the price demanded for such exemption varied between 12,000 and 48,000 levas, payable in one sum. By regulation of 5 March 1924, the Government has reduced this scale. It is now fixed at between 9,000 and 32,000 levas per annum, half payable at the time when the amount

is fixed and the other half, three months later. (Slovo, 13 March 1924; Industrial and Labor Information, 7 April 1924.)

### Colombia

Congress has appointed a committee of its members on Social Welfare and Agriculture, which committee is to prepare and present a bill in Congress containing practical legislation on such problems as wages, labor accidents, health measures in factories and commercial establishments, medical attendance for workers, collective insurance, pensions, workmen's housing, and other important subjects. (Bulletin, Pan American Union, May, 1924.)

### Czechoslovak Republic

The Czechoslovak Socialist papers Ceske Slovo and Pravo Lidu, and the Communist paper Rude Pravo, state that certain groups of employers have endeavoured to restrict to some extent the scope of the Act of December, 1918, on the 8-hour day in industry, commerce and agriculture, by placing an interpretation favorable to their own interests on certain of its provisions which are somewhat indefinite.

The employers in question, these papers allege, are endeavouring to spread the 48-hour week over five days only, in order to reduce heating charges. It is also asserted that they sometimes make their employees work overtime without previously asking permission of the proper authorities, and that the pay for overtime is very moderate, and is sometimes given in a lump sum; and, further, that during negotiations for collective agreements the employers endeavour to insert clauses which have the effect of the increasing hours of work.

This procedure is said to be responsible for several disputes. All of those which have been brought to a conclusion, it is stated, have been settled by observance of the provisions of existing legislation.

The most important of these disputes was that of the "Tanwald" textile industry, in which 3,000 workers were faced with a lockout lasting several weeks, because they had refused to work one extra hour a week in cleaning machinery, on the ground that the hour in question should not be made part of the 48 legal working hours of the week.

Similarly, the ethics of the Federation of Chemists (employers) to extend hours of work were fruitless. The Supreme Court has just decided that the 8-hour Act is applicable to chemists' establishments.

It is also mentioned that a strike by way of protest broke out as a result of the proposal of the Federation of Hotel Keepers at Prague to extend the work of kitchen employees by one hour in the new collective labor agreement.

Parliament has been presented with a proposal to amend the Act, submitted by the German agriculturists and supported by other deputies of the German bourgeois party. The Amendment provides for the abrogation of the provisions concerning the enforcement of the 8-hour day in agriculture and also for the possibility of regulating hours of work on other lines than those of the 8-hour day or the 48-hour week, provided that hours of work do not exceed 192 over a period of 4 weeks.

The Communists Deputies' Club decided to ask the government, firstly, to prosecute energetically any infringements of the existing legislation, and secondly, to define in a decree the meaning of the less lucid section of the Act. By agreement with the Socialist parties in the Government coalition, arrangements have now been made for approaches to be made jointly by the two parties to the Ministers of Social Welfare and the Interior. (Industrial and Labor Information, 5 May 1924.)

### Denmark

The new Labor Government which has recently come into power in Denmark, and which does not command a party majority in the Folketing but is dependent on support by the Radical party, has given through the Minister for Social Affairs a clear indication of its intentions with regard to the Hours Convention.

The new Minister for Social Affairs, Mr. Borgbjerg, has declared, according to the Danish Press, that in the opinion of the government the 8-hour day should now



be established by law. It was ridiculous, he said, that such a reform, the result of 50 years of effort, should still be the subject of dispute. The Treaty of Versailles promised this reform to the workers and it was not right for Denmark to be among the nations which broke such promises. The Danish delegates, added the Minister, supported the Washington Convention and it ought to be ratified by Denmark. In past debate the Radicals had shown that they concurred with Labor on this point, and there would therefore be a majority in the Folketing in favor of legislation for the establishment of the 8-hour day. (Industrial and Labor Information, 5 May 1924.)

#### Germany

The movement for the prolongation of hours of work in Germany is tending to become general. At the beginning of January it was chiefly noticeable in the mining and metal industries of the Ruhr; shortly afterwards it spread to the whole of Germany.

The measures taken in the two important industries named have brought about a more or less considerable extension of hours of work in other branches of industry. These prolongations, which are allowed under the Order of 21 December, 1923, are in some cases fixed by direct agreement between the parties concerned, but more often by official arbitration boards after strikes or lockouts. On several occasions, when neither employers nor workers have been willing to accept the decision of arbitration boards, the awards of the latter have been made compulsory by the Minister of Labor.

The majority of the agreements are concluded for a few months only. They maintain the principle of the 8-hour day but, according to the requirements of the industry concerned allow hours of work to be extended in certain cases to 9 a day, by agreement with accredited representatives of the workers. In other and rare cases the 9-hour day is laid down as normal, yet other agreements provide for longer working hours subject to certain conditions.

Overtime is paid for at an increased rate which in some cases comes into force after the 48th hour, and in others after the 54th.

The hours fixed by these agreements represent maximum, and the actual hours worked may in practice be fewer. In fact, it is stated the existing time-table has been maintained in a number of industries, in spite of the formal sanctioning of longer hours by agreements. (Industrial and Labor Information, 14 April, 1924.)

#### Persia

Some time ago the International Labor Office made friendly representations to the Persian Government with regard to the conditions under which women and children were employed in the carpet-weaving industry in Kerman and adjacent villages. In due course the Office was informed that steps had been taken to remedy the existing abuses and that more definite measures were pending.

The office now learns by communication from the Persian Minister at Berne that, in accordance with the decision of the Persian Government, the Governor of the Province of Kerman has issued a decree dated 17 December, 1923, which confirms and in some respects extends the measures previously applied.

The new decree provides for a maximum working day of 8 hours, holiday with pay on Friday and at festivals, a minimum age of 8 years for boys and 10 for girls, separate work places for boys and for girls with forewomen to supervise those for girls, prohibition of the employment of workers suffering from contagious disease, prohibition of underground or damp workshops, the provision of windows facing the south, disposition of the weaving frame and worker's seat such as to give the best possible working position for the young workers, and monthly sanitary inspection of workshops. The police authorities are instructed to enforce these requirements, any infringement of which is punishable by a fine or imprisonment for a period not exceeding 20 days. (Industrial and Labor Information, 21-28 April, 1924.)

#### Uruguay

The Montevideo sanitarium for working women who cannot afford treatment elsewhere has now added to its equipment a dental clinic, the dentist being Senorita Ibera Hasas Vello, who treats patients twice a week. (Bulletin, Pan American Union, May, 1924.)

NOTES

"A Half Day of Light for Every Wage Earner Every Week in the Home"

A campaign for "a half day of light for every wage earner every week in the home" has been started in St. Louis under the direction of Suzanne Frances Napton, who is W.C.T.U. State Superintendent of Women in Industry. The sponsors of the movement include Rabbi Leon Harrison, Archbishop J.J. Glennon, Major Henry W. Kiel, Dr. George B. Mangold, Director of the Missouri School of Social Economy, such women's organizations as the League of Women Voters, Consumer's League, Catholic Women's Association, etc., the Church Federation, and many individual churches, and the St. Louis Federation of Labor.

W. C. T. U. Preparing Study Course

Lucy E. Simpson, Superintendent of Women in Industry for the Ohio Women's Christian Temperance Union, with the cooperation of the Ohio Council of Women in Industry, the W.C.T.U., and the League of Women Voters is preparing a study course, with bibliography, on Ohio Women in Industry.

National Conference of Social Work

The National Conference of Social Work will meet in Toronto, Canada, June 25 to July 2.

Catholic Conference on Industrial Problems

The second annual meeting of the Catholic Conference on Industrial Problems was held on May 27 to 28 in Pittsburgh, Pa.

NEW PUBLICATIONS

Broughton, G. M.

Labor in Indian industries. London, 1924. 214 p.

Bureau of vocational information, New York

Banking and finance.

Journal of personnel research, v. 3, no. 1, May 1924. p-7-14.

Gephart, W. F.

Women in the banking business.

Journal of personnel research, v. 3, no. 1, May 1924. p. 1-6.

International labor conference. 6th session

Reports I-IV. Geneva, 1924.

I. Report on the development of facilities for the utilization of workers' leisure; II. Report on equality of treatment for national and foreign workers as regards workmen's compensation for accidents; III. Report on a weekly suspension of work for 24 hours in glass-manufacturing processes where tank furnaces are used; IV. Report on night work in bakeries.

Items I - IV on the agenda.

Lipmann, Otto

Hours of work and output.

International labor review, v. 9 no. 4, April 1924. p. 481-506.

MacMillan, J. W.

Minimum wage legislation in Canada and its economic effects.

International labor review, v. 9, no. 4, April 1924. p. 507-537.

U. S. Department of Labor, Women's Bureau

Radio talks on women in industry. Washington Gov't Print. Off., 1924. 34 p. illus.

Utilization of leisure in Finland

International labor review, v. 9, no. 4, April 1924. p. 573-586.

Wolfe, Humbert

Labor supply and regulation. London, 1923. 422 p. Wages: II. Women: p.274-296.

Women of 1924: International

New York, Women's News Service, Inc., 1924. 386 p. Ida Clyde Clark, Editor.

News Letter No. 33.

June 30, 1924.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Kansas

A test of the constitutionality of the State law which provides that a woman shall not be employed in a restaurant after 12 o'clock at night probably will be carried to the supreme court following a test now pending in the district court of Riley county, according to Miss Alice K. McFarland, Director of Women's Work of the Court of Industrial Relations. Enforcement of the law is being opposed by M. A. Pease, a Manhattan restaurant proprietor, who has refused to comply with an order of the Industrial Court which held that he could not employ women on the night shift of his restaurant. He sought to enjoin any action by the State by injunction proceedings, but was unsuccessful. A waitress employed by Pease also attempted to enjoin the State from interfering with her employment but the court held that she did not have grounds for action.

County Attorney, A. M. Johnston of Riley county then made Pease defendant in a suit charging him with violation of the State law. The original case, filed before a justice of the peace, was withdrawn when it was agreed by both sides that the proceedings be filed in the district court under a mutual statement of facts, and that ultimately the test would be carried to the supreme court. (Manhattan Chronicle, May 28, 1924.)

Massachusetts

Newspapers Not Compelled to Publish Advertisements.

That newspapers cannot be compelled to publish the names of employers who fail to comply with rulings of the Minimum Wage Commission is the decision of the Supreme Court of Massachusetts in the case of the Boston Evening Transcript against the Minimum Wage Commission.

As to the effect of the opinion of the court upon the work of the commission Miss Ethel Johnson, Assistant Commissioner of the Department of Labor and Industries says:

"The only limitation that the decision imposes is in connection with the newspaper publication. It is now optional rather than mandatory for newspapers to carry such publications. Although some newspapers may decline to carry advertisements of noncompliance, it is interesting to note that during the period that the present case was before the court, advertisements of noncompliance were published by the Commission in some fifty newspapers throughout the commonwealth. Not a single paper requested to carry a publication of this nature during this period has declined to publish. In the entire history of the Commission there has been only one definite refusal of this nature. Several papers during the period in question applied to the Minimum Wage Commission for permission to publish advertisements of noncompliance. It would, therefore, appear that the Commission is not likely to be seriously handicapped in the matter of advertisements.

"Even assuming that the decision would make it very difficult for the Commission to secure advertisements of noncompliance through the press, however, that would not necessarily prevent such publication. The legal obligation rests on the Commission now as formerly to make known the result of its inquiries and to publish the facts as it may find them with regard to compliance or noncompliance with its decrees. Such information could be published through the Commission's bulletins and reports should the regular avenue through the newspapers be closed.

"With regard to the effect of the decision on compliance with the decrees, it is possible that a few employers who might otherwise comply, may be encouraged to disregard the recommendation of the Commission. The majority of employers affected by the decrees will doubtless as in the past continue to cooperate with the Commission in carrying out its recommendations. The success of the minimum wage work in Massachusetts - and it has been distinctly successful despite very serious handicaps - has not rested upon the fact that as a last resort the Minimum Wage Commission could advertise recalcitrant employers. It has rested rather upon the educational side of the work and upon the efforts to secure cooperation. The great majority of employers in all of the occupations covered by decrees have complied with their provisions. This is because the majority of employers are fair-minded; because the Minimum Wage decrees, based as they are on the recommendations of wage boards made up of employers and employees in the occupation, carry with them a moral sanction for their acceptance and most employers have been willing to recognize this sanction.

"One thing that the decision emphasizes is the need for greater publicity for the minimum wage work. The court reiterates in its present opinion the function of the Massachusetts law to establish machinery for inquiry relative to the wages of women and children and to make public the results of such inquiry. More can be accomplished in the way of securing public understanding and public support for the minimum wage work, and specifically in securing support for the general acceptance of the minimum wage decrees, through making known the wages of women workers as shown by the Commission's investigations and inspections which are the basis for the decrees, than through any other method."

#### Wage Board for Bread and Bakery Products

A wage board to determine the minimum rates for women employed in the manufacture of bread and bakery products has been authorized by the Massachusetts Minimum Wage Commission. The action in forming a wage board is taken as a result of the investigation made by the Commission last year with regard to wages of women employed in this occupation. This investigation, made April through June 1923, covered 21 establishments with 1,295 women employees. Of the women included in the study 46.7 per cent were receiving weekly rates below \$14.00 and 20.8 per cent were receiving weekly rates below \$12.00.

#### New Wage Board for Millinery Trades

The Minimum Wage Commission has voted to form a new wage board to cover both wholesale and retail millinery establishments. At the present time there are two decrees for the different branches of the occupation: one for wholesale millinery establishments with a minimum rate of \$11.00 a week; one for retail millinery with a minimum rate of \$10.00. This action in combining the lines has been taken by the Commissioners after opportunity for conference on the question was given to employers and employees in both branches.

#### Minnesota

During the month of May, 35 regular inspections were made by the investigators of the Division of Women and Children and 353 establishments were visited and found to be employing no women. Five hundred and ten special investigations were made, many of which were due to complaints regarding violations of the hour law or minimum wage law. Inspections were made in ten cities or towns outside of Minneapolis and St. Paul. Orders to comply with the State labor law were served on 132 firms.

Six firms were prosecuted for employing women in excess of 54 hours a week. Two firms paid fines of \$25.00 each, one firm was fined \$50.00 with stay of execution, and one firm was fined \$30.00, \$15.00 of which was suspended and \$15.00 paid. Two cases were dismissed, one because the firm had gone out of business, one because it was alleged that the employee was a member of the firm.

During May the investigators of this division were instrumental in obtaining wage adjustments for women and minor male employees in the amount of \$1,368.56 to meet the requirements of Wage Order No. 12. This involved 40 firms and 117 employees.

In June the division executed three prosecutions for violation of the hour law in Brainerd and secured a \$25.00 fine in each case. In a town of about 1,500 inhabitants an investigator secured wage adjustments to the amount of \$509.53.

#### New York

##### Proposed Rules for Needle Trades

Public hearings were held during the week of June 16 throughout the State on proposed rules for the needle trades. The committee which prepared these rules was made up of representatives from the employers, employees, and representatives from the State Department of Labor. The rules cover arrangements and guarding of sewing machines, machinery, apparatus equipment, furniture and fixtures; the arrangements of aisle space; provision for suitable seats; lighting and first aid kits. There was little opposition to the rules which, when adopted, will have the same effect as law.

##### Home Work Inspection Transferred to Bureau of Women in Industry

On July 1, the Division of Home Work Inspection which has been a division of the Bureau of Inspection is to be transferred to the Bureau of Women in Industry. Commissioner Shientag in making the transfer issued the following statement: "In so recommending I have no complaint to make about the present administration of the Home Work Division, which has been efficiently conducted. I feel, however, that this problem is more than one of routine inspection. It is one which as before stated, involves continuous study and investigation such as the Bureau of Women in Industry is in a position to undertake. Most of the homeworkers are either women or children and to place the supervision of manufacturing in tenements under the Bureau of Women in Industry would give to the administration of the law a new viewpoint that would be most beneficial."

##### University Training Course for Labor Inspectors

During the coming academic year, a training course for labor inspectors will be given at Columbia University by Lydia E. Sayer now Executive Secretary of the Consumer's League of New York and formerly factory inspector and special investigator for the New Jersey Department of Labor.

This course is designed primarily to offer practical training for those who are planning to become factory inspectors either in New York State or elsewhere. It will also be valuable to industrial secretaries of various organizations and to social workers who wish to become more conversant with problems of industry. The course is limited in number to 25 persons on account of the difficulty of doing satisfactory field work with a larger group.

The lectures will include the following topics: Organization and functions of State Labor Departments; essentials of factory inspection, including fire protection, machine guarding, factory sanitation, industrial lighting, and special provisions for the health and welfare of women and children; inspection of mercantile establishments; regulation of homework; industrial hygiene, including occupational disease.

Field trips will include visits to factories, mercantile establishments, museums of safety, etc.

Preference will be given in the selection of students to those who have had or are taking concurrently courses in economics, sociology and labor problems, or who have had practical experience in industry, but in the case of students who are judged to be otherwise qualified to profit by the course, this requirement will be waived.

## Pennsylvania

### Employment Bureau Services for Women

The Department of Labor and Industry maintains bureaus of employment in Harrisburg, Philadelphia, Scranton, Reading, Erie, Johnstown, Pittsburgh and Williamsport. One section of each bureau is devoted entirely to the service of women seeking employment. During the month of May, 1,273 were placed in positions.

### Textile Code

The Textile Code for Pennsylvania is now at the printery being prepared for public hearings. Two public hearings will be held probably sometime in July after which the code will be arranged for distribution to those interested. Particular attention has been given to the need for proper ventilation.

Copies of the tentative draft or the finished code may be obtained by addressing Dr. Royal Meeker, Secretary, Labor and Industry.

## Wisconsin

### Reduction of Hours in Canning Industry

A communication from Miss Maud Swett, Director of the Women's Department of the Industrial Commission, reads as follows: "We have materially reduced the hours in both the pea canning orders and the other canning orders for this season. You will note now that in the pea canning orders, the normal day and week are 9 hours and 54 hours. The maximum hours in other industries are 9 per day and 50 per week. We did permit the 54-hour week in canneries so that the canneries could clean up their work on Saturday afternoon without having to obtain a second shift for Saturday afternoon work only. Most of the canners do not like to work on Sunday but they cannot very well stop on Saturday noon as manufactories can that are not dealing with perishable products. We have limited the number of days on which they may work over 9 hours to 8 during the season and no day can be longer than 11 hours and no week longer than 60 hours. The regulations used to permit a 12-hour day and 60-hour week.

"We have made corresponding reductions in the canning orders which apply to canners of beans, cherries, corn and tomatoes. These canneries were not permitted to work more than 10 hours in any one day. Now they are not permitted to work more than 10 hours on more than 8 days during the season. They must organize their factories on the 9-hour day and 54-hour week the same as the pea canners."

### Hours for Women in Condenseries Unchanged

Condenseries petitioned the Industrial Commission to permit them to employ women to a maximum of 10 hours in any one day, but with a maximum of 50 hours per week; that is, they wanted to employ women for 10 hours on 5 days of the week, giving them 2 days off during the week. These 2 days would not necessarily be consecutive. The Commission denied this request. Under the old order which related to condenseries they were permitted to work until 7 o'clock on Saturday evening on condition that they did not work more than 10 hours during the day nor at all on the Sunday following. The order now has been changed to comply with the amendment to the women's hour law so that they may still work until 7 o'clock on Saturday, providing they do not work on Sunday at all, but they must not employ the women on Saturday more than 9 hours, nor for more than 50 hours during the entire week.

### Back Pay Collected by Women's Department

Between July 1922 and May 12, 1924 the Industrial Commission through the women's department has collected back pay due women employees in 659 establishments to the amount of \$8,952.34. Since May 12, 1924 several hundred dollars have been collected in tobacco establishments of the State besides several hundred dollars collected in the course of inspections in various other industries.

Canada

Alberta

Minimum Wage Legislation

Recent amendments to the Alberta Minimum Wage Act, passed at the late session were subsequently criticized by labor representatives as tending to neutralize the benefits secured by the Act. The provision to which exception was taken was that enabling the board to make special provision for longer hours and revised wage rates during the pressure of seasonal work, and for increasing the normal proportions of apprentices. Before the amendment was enacted the board had authority only to fix periods of employment, but not to make provisions for emergencies. The board is now inviting a discussion of opinion from the various parties interested, and if they so desire a conference will be held before regulations are issued in regard to the question of apprentices and of overtime wages and hours. (Labor Gazette Canada, June, 1924.)

Status of Women

Resolutions affecting the civil rights of women in Canada were passed unanimously by the legislature of Alberta at its recent session, copies being subsequently forwarded to the Prime Minister of Canada.

The first resolution proposed that the laws with respect to the naturalization of aliens should not operate either in the Dominion or in the Provinces to deprive a woman of her right to vote in the elections, who, being a British subject has married an alien, and who has, excepting for the contract of marriage done no act to alienate her citizenship.

The other resolution asked that the parliament of Canada should amend the divorce laws of the Dominion now in effect in the Province of Alberta in such a way as to grant equal rights and privileges to husbands and wives with respect to the causes or acts which entitle them to remedy by way of divorce. (Labor Gazette, Canada, June, 1924.)

Manitoba

The Labor Women's Social Economic Conference of Winnipeg recently appointed committees to study the workings of certain provincial acts, including the mothers' allowance, child welfare, garnishee, workmen's compensation, minimum wage and factory act. (Labor Gazette, Canada, June, 1924.)

New Brunswick

At a recent meeting of the New Brunswick executive of the National Council of Women, it was proposed to urge the provincial government to appoint a woman factory inspector in accordance with the provisions of the factory act of 1919. (Labor Gazette, June, 1924.)

Nova Scotia

The last session of the legislature of Nova Scotia amended the Minimum Wage Act of 1920 by making it applicable to women in any occupation instead of only to those employed in factories and shops. The Act became effective May 1 of this year. (Labor Gazette, Canada, June, 1924.)

Ontario

The Minimum Wage Board of Ontario recently issued orders governing women employees in theaters and amusement places throughout the province. Ushers, cashiers and cleaners are included among the employees covered by the new order. The order relating to employees in Toronto took effect on April 14, and that relating to other parts of the province on June 1.

In Toronto the minimum wage is \$12.50 per week, except where an employee works less than 40 hours per week, in which case she must be paid not less than 30 cents per hour.

In cities with population over 30,000, except Toronto, the minimum rate is \$12.00 per week for employees working 40 hours per week or more; or 27 cents per hour for those working under 40 hours.

In the rest of the province the minimum rate is \$11.00 or 25 cents per hour for those working less than 40 hours per week.

No working period is to be reckoned for payment as less than 2 hours. (Labor Gazette, Canada, June, 1924.)

Belgium

An interesting experiment by the Belgian Confederation of Christian Unions is announced in the Revue du Travail for 31 March, 1924, which states that the Confederation has established an equalization fund for the payment of family allowances to permanent members of the unions. Under the scheme, which was to come into operation on April 1, 1924, the unions are to affiliate to the fund all members who have reached the age of 21 years.

Family allowances will be paid in respect of all children under 16 years of age, beginning with the third. For 1924, the rate of allowance has been fixed at 500 francs per child per annum. Payments will be made monthly by postal cheque sent direct to members entitled to them. In addition to these regular allowances, a birth bonus of 200 francs will be paid in respect to each child, irrespective of the number of children in the family.

The unions will pay to the equalization fund, a sum of 275 francs per member per annum. This figure has been fixed on the basis of the statistics of membership.

Christian Workers' Organizations other than trade unions (e. g. cooperative societies, mutual aid societies, etc.) are entitled to become affiliated to the fund. (Industrial and Labor Information, May 12, 1924.)

Chile

The Comite Pro-Derechos de la Mujer (Women's Rights Committee); in view of the numerous requests decided at a recent meeting to work for the creation of a women's division in the Labor Bureau to be directed by a woman. This means is considered indispensable for guiding the efforts of the women who are obliged to earn their living by daily work. (El Mercurio, April 17, 1924.)

England

Mr. L. J. Cadbury, of the cocoa and chocolate works at Bourneville, Birmingham, in a communication to the Economist of May 17, 1924 gives some interesting particulars on the effect on output of shorter hours of this establishment. He divides the influences counteracting the effects of reduction of hours into three groups: (1) increased effort; (2) better organization and management; and (3) mechanical development.

Taking the operations in which a large number of people are engaged on hand-work, he gives the table printed below as showing the estimated production in his organization between 1913 and 1923, when hours were reduced from 47 to 44, (by 7 per cent). This increased effort, he maintains, depends on certain circumstances such as (a) that the output of each operative is dependent on his own individual effort and not governed by any mechanical process; (b) that payment by results on an individual piece-rate system operates; and (c) confidence that, if workers "open out" and produce to the maximum of their ability, piece-rates will not be cut.

Although the tendencies to increase the output have been divided roughly into three groups, yet it is almost impossible to find examples of the isolated effects of any one of them which by itself is uneffected by either of the other two.

Operation	Due to increased effort	Due to improved organization	Due to mechanical development	General increase per employee, per hour, 1913-23.
	Per cent	Per cent	Per cent	Per cent
Distribution by road transport	--	9	18	27
Cocoa process	15	12	2	47
Chocolate process	15	18	6	39
Chocolate wrapping	10	12	5	27
Chocolate (hand)	12	12	3	27
Chocolate (machine)	5	5	5	15



"Examination of these figures", Mr. Cadbury concludes, "shows very varying rates of increase in hourly output, and one would hesitate to say what the average as a whole for this firm has been. It is also necessary to take into account a certain increase, necessarily involved by closer organization, in nondirect producing wages. But, allowing for this, I am fully convinced that the three tendencies enumerated have for the last 10 years more than counterbalanced the reduction of hours." (Industrial and Labor Information, June 9, 1924.)

### France

The conditions of the application in the paper industries of the French Eight-Hour Act of April 23, 1919 are fixed in a decree of April 16, 1923. The decree covers undertakings engaged in the manufacture of boarding of all kinds, writing books, registers, envelopes, paper bags and other paper or cardboard articles. It applies not only to wage earners in these industries but also to the wage earners and salaried employees in other occupations exclusively concerned with the maintenance or general working of the undertakings in question or of their affiliated branches. One of the two following procedures should be adopted: (1) Limitation of hours actually worked to 8 for each working day in the week; (2) Unequal distribution of 48 working hours between the working days of the week (daily maximum 9 hours) so as to allow of one half-day's rest per week.

The decree allows employers to extend daily hours of work in exceptional cases on condition that such extension does not bring the day's work to more than 10 hours. The extension is for the purpose of making up time lost for accidental reasons or owing to force majeure. If the interruption was not more than a day's duration, the time lost must be made up within a maximum time limit of 15 days from the resumption of work. If the interruption lasted more than a day, but not more than a week, the time limit is 50 days. In the event of the interruption having lasted longer than a week, the written authorization of the Departmental Factory Inspector, given after the trade organizations concerned have been heard, is necessary before the time lost can be made up after the expiration of the time limit of 50 days.

Certain permanent and temporary exemptions also are allowed under the decree. (Journal Official, April 25, 1924; Industrial and Labor Information, May 19, 1924.)

### Latvia

By letter of May 13, 1924, the Latvian Minister of Labor informed the International Labor Office that on April 2, 1924 the Government had decided to submit the hours convention to the Saeima for ratification, with the reservation that ratification should be conditional upon the ratification of the Convention by the States of chief industrial importance, within the meaning of Article 393 of the Treaty of Versailles. On April 6, 1924, the Government decided to recommend to the Saeima the unconditional ratification of the Washington Draft Conventions concerning childbirth, night work of women, minimum wage, and night work of young persons. (Industrial and Labor Information, May 26, 1924.)

### Sweden

Less jazz dancing and more reading of good books, less drunkenness and more interest in private gardens, less gambling and greater excellence among Swedish laborers is directly traceable to the reduction of the working day in 1919 to 8 hours, according to a report of the Workmen's Culture Association (Washington Herald, June 7, 1924.)

PERSONNEL

Kentucky

Mr. Clell Coleman has been appointed Commissioner of the Department of Agriculture, Labor and Statistics, and two women labor inspectors have been appointed - Mrs. Evelyn Brown Rodman and Mrs. Carolyn Hudson Karsner. The Department formerly had but one women inspector.

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Florence, P. Sargent

Economics of fatigue and unrest and the efficiency of labor in English and American industry. London, New York, 1924. 426 p.

Kansas, Laws, statutes, etc.

Women workers in Kansas. Laws governing the employment of women and minors in the State of Kansas, 1923. Topeka, 1923. 18 p.  
Published by Court of Industrial Relations, Women's division.

Macey, R. H. and Company

How much should I spend for clothes? Suggesting an apparel budget for women. New York, 1923. 16 p.

McClelland, Nancy V.

Decoration of houses as a profession for women.  
News-bulletins, Bureau of vocational information v.2, no. 10,  
May 15, 1924. p. 75, 79.

Medicine as a profession

News-bulletin, Bureau of vocational information, v.2, no. 10,  
May 15, 1924. p. 73-74, 78.

Moore, Louise

Employment methods in a small concern.  
American management association convention address series, no. 10,  
p. 8-12.

Miss Moore is Director of employment and service, Dutchess manufacturing company.

Northcroft, D. M.

Women at work in the League of Nations. London, 1923. 32 p.

U. S. Department of Labor, Women's Bureau

Home work laws in the United States. Washington, Gov't. Print. Off.,  
1924. 10 p. (Advance section from Bulletin No. 40)

-----Library of Congress, Division of Bibliography

Short list of reference on wages of women in the United States. 7 p.  
Mimeographed.

Reading Room

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

READING ROOM

News Letter No. 34.

July 31, 1924.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

Connecticut.

Miss Charlotte Molyneux Holloway, Industrial Investigator of the Department of Labor and Factory Inspection, reports that "owing to the slackening of industry for the past month or so there are more women looking for work than at any time since January, 1924. However, they do not seem to desire employment in household work, except wages which are prohibitive to many who would be willing to give \$40, \$50, and \$60 a month for help with some experience. The demand for houseworkers still exceeds the supply. Many of the women who are no longer working in the factories will go into field work in the month of August. This will be in the tobacco industry."

The State employment offices cooperate with the United States Employment Service.

Massachusetts.

Very little labor legislation was enacted during the session of the General Court recently ended. This year as in previous years there were various measures seeking the repeal or modification of the existing labor laws, as well as petitions for their extension. Among the pro-labor measures, by far the larger number were those relating to workmen's compensation. These included bills to shorten the waiting period before compensation begins, increasing the amount of compensation for injured employees, giving the injured workmen greater freedom in the selection of a position, as well as measures providing for self-insurance and a State insurance fund.

Other labor measures introduced this year as well as in previous years included the bill for one day's rest in seven for hotel and restaurant employees, prohibition of the use of opaque glass in factory windows, provision for the investigation of employment of married women in the Commonwealth, and measures providing for State regulations of private employment offices. All of these measures were defeated.

The few labor measures that were enacted include an amendment to the law relative to contracts on public works affected by the 8-hour law, an extension of the weekly payment of wages law, and an amendment to the workmen's compensation law. The last mentioned measure provides that in case of industrial injuries resulting in incapacity which extends beyond a period of four weeks the compensation shall be paid from the day of the injury instead of from the seventh day as under the present law. The weekly payment act adds to the list of employees who are entitled to receive their wages weekly, musicians and casual laborers, that is employees who have worked for a period of less than six days. The law relative to contracts on public works is mainly a codification of existing legislation on the subject.

Nebraska.

In a recent communication Mr. L. B. Frye, Commissioner of Labor, says "the last State legislature curtailed our appropriation to such an extent that the Commissioner and one office assistant represent the personnel of the Labor Department, and our time is almost wholly given over to the enforcement of the compensation law, holding that the interest of the injured laboring man is paramount. We regret that we are not able to give more attention to the various departments of labor but find it impossible."

New York.

Important Contract Signed in Garment Industry.

"One of the most important contracts ever entered into by the Union and employers in the garment industry in New York City," says the New York Times of July 17,

has been signed by the four principal factors in the cloak and suit industry. "The agreement is between the International Ladies' Garment workers' Union and the Joint Board of the Cloak, Skirt, Dress and Reefer Makers' Union of the International Ladies' Garment Workers' Union; the American Cloak and Suit Manufacturers' Association, sub-manufacturers; Merchants' Ladies' Garment Association, jobbers, and the Cloak, Suit, and Skirt Manufacturers' Protective Association, inside manufacturers.

"The agreement provides that the cloak and suit makers 'agree that all of its members who produce all or part of their garments on their own premises will maintain union shops' and will deal only with the manufacturers who conduct union shops.

"'No member of the association', says the agreement, 'shall employ or continue employing a manufacturer whose name is not included in the latest corrected list of union shops furnished by the union.' A clause prevents an association member from giving work or an order to a manufacturer before ascertaining whether he is in contractual relations with the union. Under another provision the association can impose a fine for a first offense on the part of a member dealing with a manufacturer not under contract with the union and expel him for a second offense. Other provisions authorize the association to investigate the books of members to determine whether they are dealing with manufacturers not under contract with the union, and for a prohibition on purchases by a member from a manufacturer whose workers are on strike or against whom the union has called a strike.

"'There shall be no strike or lockout in the shop of any manufacturer dealing with the members of the association during the period of the agreement,' says the agreement, 'nor shall there be any individual shop lockout, stoppage or strike pending the determination of any complaint or grievance.'

"Other provisions follow: 'The Association shall cooperate with the union in establishing and maintaining an unemployment insurance fund for the benefit of the members of the union. The fund shall be made up by contribution from the manufacturers and the union or individual members of the union; the contribution of the employers to the unemployment insurance fund shall be equal to 2 per cent of the weekly pay roll and that of the workers to one per cent of their weekly wages. The fund shall be administered jointly under proper rules and provisions to be agreed upon by the parties.

"'An appropriate label shall be adopted by the Joint Board of Sanitary Control to designate that the garments carrying the same have been manufactured under proper sanitary surroundings. The Joint Board of Sanitary Control shall furnish such labels at cost to manufacturers conducting union shops. Each member of the association obligates himself to handle or deal in no garments that do not bear this label. Any dispute as to the form or manner of use of such label shall be determined by the impartial chairman.'

"In case the employers and union fail to agree on any disputes that come up it is provided that 'the question or dispute shall be referred to a trial board consisting of one member from each organization, party hereto and a permanent umpire to be known as impartial chairman of the industry. Such impartial chairman shall be selected by the parties hereto in conjunction with the Cloak, Shirt and Skirt Manufacturers' Protective Association and the American Cloak and Suit Manufacturers' Association, within two weeks from the date of the execution of this agreement. \*\*\*\*\*

"'In order to secure a more equitable distribution of the work and to afford to all workers in the industry an equal opportunity of labor, the Advisory Commission appointed by the Governor shall immediately designate a group of experts working under the direction of the said Commission, who shall make a thorough study of the industry and of all the problems confronting the various interests involved. Such experts shall submit their report to the Commission on or before January 1, 1925 and the Commission shall thereupon take up the said report and make definite recommendations on these and other problems involved.'

"The union obliges itself to enter into no contract benefiting manufacturers not members of the Association, and both sides of the industry recognize the necessity of unionizing the entire industry in the metropolitan district." One year from July 16 is named as the date of termination of the agreement.

"It means for the industry," said Morris Hillquit, counsel for the International Ladies' Garment Workers' Union, that the present dispute between the various factions has been temporarily at least adjusted. The favorable result is due largely to the advisory commission appointed by Governor Smith, who have given their time and interest to the problems in the spirit of broad sympathy and with a profound understanding of the problems laid before them."

"The Merchants' Ladies' Garment Association (jobbers) are pleased with the final outcome of this controversy," said Samuel Blumberg, its counsel. "While it was necessary that some concessions be made, undoubtedly the agreement will result in bringing about a speedier and more practical stabilization of conditions in the industry."

#### Women's Club Plans Reforms for Servants.

The Christian Science Monitor for July 30, 1924, contains the following story:

Civic improvement begins at home and the women's club which has for its object "the welfare of the city of New York" may as well begin by setting its own house in order. On this basis the Women's City Club of New York is making a valuable contribution to the domestic service problem and to the question as to whether women can inaugurate with their own employees the same standards of hours, labor, and conditions of work, which they urge upon shops and industries.

The Women's City Club now comes before the public with the results of an experiment which it has conducted for one year among its 50 employees. It began by making a study of conditions in its own household. How can our legislative committee be working for an 8-hour for women without being certain that the club is practicing what it preaches, asks the special committee on labor policy which was appointed to try out the idea. The committee went into the question of hours, division of work, and conditions of labor. It investigated the division of the holiday offerings to the employees' fund, the hiring and firing of employees, vacations, standardization of wages, increases for length of service, and payments during emergencies. It compared its own standards with those in force in similar institutions.

As a result the employees were divided into six groups, the hall, kitchen, cleaning, dining room, stenographic, and bookkeeping forces. Each of these groups has a representative who votes at the meetings of the general employees' committee, the other members being the house manager, the chairman of the finance committee, and the chairman of the house committee.

All of the work in the house is on the 48-hour week basis. Wages have been standardized and explained to the employees. A standard increase is provided at the end of each six months, making it possible in three years to reach the maximum wage for that special job. When an employee has reached this maximum she is encouraged to fit herself for higher paid work, and the annual report of the club, which has just been issued and which gives appreciation for the service of members of the club, likewise mentions by name every employee who has served for four years or more. Two of these employees, the report notes, have been trained and are now serving as head waitresses.

The administration of the holiday fund has been settled by giving the employees a fixed sum based on a percentage of their yearly salaries in December and May. The remainder of the holiday money is set aside as a general employees' fund, which is spent for gifts on joyous occasions as well as given to help over difficult places. The gifts are just as beneficial at one time as the other, says the committee, and in its opinion the fund, because of its dual character, becomes a real welfare undertaking.

The result of the labor policy work, says the committee, is that "the employees give more evidence of interest in our club as a whole than ever before, and, of course, the understanding and appreciation of cooperation, as well as the morale, will increase as the possibilities for development and activity become apparent."

#### Advisory Committee on Industrial Hygiene.

The Industrial Commissioner recently has constituted an Advisory Committee on Industrial Hygiene for the State Department of Labor, and an Industrial Hygiene Clinic has been opened at the Reconstruction Hospital, 100th Street and Central Park West, New York City, where treatment will be furnished, diagnoses made and scientific research of effects of industrial poisons conducted. This Clinic is operated under the joint auspices of the Industrial Hygiene Bureau, the Reconstruction Hospital, and the College of Physicians and Surgeons.

#### Industrial Council Appointed.

In appointing the new Industrial Council of ten members Governor Smith said, "I regret the fact that the Industrial Council of the Labor Department was abolished three years ago in connection with the so-called reorganization of that Department and I am glad to have had the opportunity to sign the bill passed at the last session restoring the Council. I believe that the Council composed of representative of employers and labor can be of real service, not alone in connection with many important administrative problems confronting the labor department, but in the formulation and consideration of legislation affecting working conditions. Under the present law the Council is not only to consider all matter submitted to it by the Industrial Commissioner and advise him with respect thereto, but in addition the Council is given the power that it did not have under the former law, and that is on its own initiative to recommend to the Commissioner such changes of administration as, after consideration, may be deemed important and necessary. Through the Council both employers and labor will have continuous and direct contact with the Labor Department and with the officials in charge of its administration."

#### Oklahoma.

##### Operation of Employment Agencies Without Licenses.

A case was recently brought to trial against a woman for operating a private employment agency without a license. Prosecution was instituted in the Common Court and she was found guilty by a jury, a fine of \$50 and costs being imposed. Among other abuses the evidence showed that the applicants, all of whom were girls and women, were charged \$10 for the positions obtained regardless of the amount of salary, or the permanency of the position.

During the month of June, without obtaining a license, a man was operating a teachers' employment agency in two different cities in which Normal Schools are located. After prosecution was instituted by the Department of Labor he pleaded guilty and was fined \$50 and costs and given 30 days in jail. He was then turned over to another county where for the same offense he paid another \$50 fine and costs. This man was making unwary school teachers his victims by accepting an enrollment fee of \$2.50 and without any intention of securing employment for them.

##### Violations of Nine Hour Law.

During the month of June complaints were filed against a laundry for employing women in violation of the 9-hour law. On account of this being the first offense the cases were disposed of upon the defendant paying the minimum fine of \$50 in one case and costs in the three cases filed, with the understanding there would be no further violations.

Three cases against a woman proprietor of a boarding house for violation of the 9-hour law for women were dismissed upon the payment of the costs in the cases, the proprietors pleading ignorance of the law, and pledging herself in writing to future observance.

Five cases alleging violations of the women's 9-hour law<sup>were</sup> filed against a mercantile establishment, and three cases against a woman proprietor of a restaurant for violation of the hours provision have not yet been brought to trial.

### Pennsylvania

#### Day of Rest in Restaurants.

An interpretation of Rule W-1 to include small restaurants was presented to the Industrial Board by Dr. Meeker at the July 8th meeting. The Board adopted unanimously this extension of the permission for sub-dividing the required day of rest in seven for women in industry. This interpretation gives the small restaurant proprietors the right to sub-divide the day of rest according to any one of the following plans:

1. Give one complete day of 24 hours in each calendar week.
2. Give 24 hours consecutive rest, beginning at any hour on the one day to continue until a corresponding hour the following day.
3. Give complete day off on Sunday one week, and complete day off on weekday the next week. (Variation under plan of day in each week).
4. Give alternate Sunday off with one-half week day. Totalling two full days in each fortnight.
5. When it works no injustice to the employees give two half-holidays per week; defining half day as five hours consecutive service.

#### Woman Appointed to Industrial Board.

The Administrative Code, which reorganized the State government, abolished the Industrial Board of the Department of Labor and Industries and provided for its reconstruction with advisory duties and powers instead of administrative duties and powers.

Governor Pinchot recently announced the appointment of a new board of four members. Mrs. Samuel Semple of Titusville, who has served on the Board since its creation in 1913, was appointed to represent the women in industry.

### Wisconsin

The Milwaukee Sentinel of June 29 printed the following story:

The first step to test the constitutionality of the Wisconsin minimum wage law was taken this morning in federal court in Superior by the Folding Furniture Company, of Stevens Point, Wisconsin, whose attorneys made application for a temporary interlocutory injunction.

The hearing is being held before federal judges C. S. Luse of Superior; F. A. Geiger of Milwaukee; A. Evans, Chicago.

The federal law provides that no injunction shall be issued by the federal court against the operation of a state law unless three federal judges are sitting.

The case this morning simmered down to the question of whether or not an emergency existed in the situation of the Folding Furniture Company and whether the District of Columbia minimum wage law, declared unconstitutional in 1923, is applicable to the Wisconsin law.

It was contended by J. E. Messerschmidt, assistant attorney general, that the Stevens Point concern had been operating for more than four years under the minimum wage law and that therefore there could be no emergency at this time. He further declared that before they could ask temporary relief they must show that they have appealed to the State Industrial Commission. This had not been done.

Leon V. Hanfman and Benjamin Fross of Milwaukee and A. L. Simongeski, attorneys for the plaintiff maintained that their client would suffer irreparable injury unless a temporary injunction were issued. They contended that the Wisconsin minimum wage law deprived them of the right to contract and the "due process of law" protection of the fourteenth amendment.

Mr. Messerschmidt was assisted by Fred C. Siebald, Joseph Padway, and C. W. Babcock, the latter two representing the State Federation of Labor. Fred M. Wilcox, chairman of the Wisconsin minimum wage commission, is also attending the trial.

### United States

Interesting facts regarding the number of men and woman filing income tax returns in 1921 and 1922 have been gleaned from the reports for those years of the Internal Revenue Bureau on statistics of income. Tables in these reports show that the number of income tax returns filed by women as "heads of families" in 1922 increased 17.8 per cent, or 20,573, while the number of returns filed by men in the class decreased 2.3 per cent, or 9,306.

The number of returns filed by women not "heads of families", or "wives making separate returns from their husbands" or "joint returns" increased 21.6 per cent, or 131,671, while those filed by men in the same class decreased 6.2 per cent, or 121,474.

### Canada

#### Ontario

The Ontario Minimum Wage Board held a public hearing during July for the discussion of proposed minimum rates for female workers in food trades, and for those in various other trades not already dealt with under previous orders. The proposed rates are similar to those for the factory group, namely \$12.50 in Toronto and from \$11.50 to \$10 per week in other parts of the Province according to density of population. (Labour Gazette, Canada, July, 1924)

### Czechoslovak Republic

Availing himself of section 23 of the Czechoslovak Parliamentary rules of procedure, which allow a deputy whose proposal has been negatived by the Preparatory Committee to appeal to the Chamber in plenary session, the German Agrarian deputy, Mr. Windirsch, proposed that the Chamber should reverse the decision of the Preparatory Committee rejecting his bill for the abolition of the 8-hour day in agriculture.

At its meeting of 27 May, the Chamber almost unanimously rejected Mr. Windirsch's motion - 5 only voted for it. (Industrial and Labour Information, 16 June, 1924)

### England

#### Equal Pay: An Object Lesson

The bulk of the male members of the Union of Postal Workers have never been very strong on questions of equality, but we imagine that the recently announced alteration in the method of sending telegrams will make more than one convert to equal pay. It is intended apparently that telegrams should be telephoned by girl telephone operators instead of being telegraphed by telegraphists, and the change will have the result of handling a great deal of the work now performed by male telegraphists over to women telephonists. The object of the change is, of course, economy. But we wonder how long it will take the men to see that the only certain way to stop this kind of economy is to insist that men and women shall be graded and paid equally. The only economy possible will then be the employment of the most suitable officer from the work point of view. (Opportunity, Organ of the Federation of Women Civil Servants, July 1924)

#### Equal Pay: Chancellor's Statment

Viscountess Astor asked the Prime Minister what steps are being taken to give effect to the resolution passed in the House of Commons on August 5, 1921,



especially in reference to the paragraph stating that, while not committing itself to the increase in the Civil Service salaries involved in the payment of women in all cases at the same rate as men, the House was of the opinion that the question of the remuneration of women as compared with men should be reviewed within a period not to exceed three years?

Mr. Snowden: The Government endorse without qualification the principles embodied in the Resolutions referred to in the noble lady's question. With regard to pay, I would remind the noble lady that under those resolutions the House of Commons in view of the then financial condition of the country, declined to commit itself to the increase of Civil Service salaries involved in the payment of women at the same rates of men, but resolved that the question of the remuneration of women as compared with men should be reviewed within a period not exceeding three years. The Government, after full consideration, have decided that the state of the country's finances is still such as to make it impossible to justify the enormous increase in expenditure that would be involved. (Opportunity, Supplement, July 1924)

#### Report of the Chief Inspector of Factories.

The New Statesman, July 5, 1924, comments editorially on the Annual Report of the Chief Inspector of Factories as follows:

During 1923, the number of registered factories increased by 2,000 while that of workshops fell by 5,000. This change is partly the result of the introduction of power, causing the transference of establishments from the workshop to the factory class. It is also attributed partly to the decline of small rural workshops which have suffered more than factories from the trade slump. The figures of course, represent not a change of direction, but only an intensification of a process that has long been at work. There are still 147,000 workshops as against 139,000 factories; but the workshops employ only a small and declining fraction of the wage-earners. The other interesting section of the report is that which deals with the industrial employment of women. It is stated that, over the whole range of occupations into which female labour was introduced during the war, the reversion to the older practice is now virtually complete. Even where a few women are still left in such occupations, they are replaced as they retire by men. The confident predictions that war-time dilution would usher in a new epoch of women's employment on work previously done by men have been fulfilled in hardly a single occupation, even where women's work during the war gave the greatest satisfaction. The shorter duration of women's working life and the special provisions that have to be made where women are employed are still effective barriers to any wide-spread substitution of women's labour for men's, even where in a technical sense, the women are equally capable of doing the work. Mere conservatism is also probably a powerful factor in causing the reversion to pre-war practices.

#### Finland

According to an announcement in a *Arbetarbladet*, Helsingfors of 16 May 1924, the Hours of Work Committee which was appointed in Finland in 1918, and which presented its report some time ago recommended among other things that the Government should draft a special bill concerning the prohibition of night work for women in industry, and that the introduction of legislation of maternity insurance in connection with health insurance should be expedited. (Industrial and Labour Information, 21 July, 1924)

#### France

In the discussion on the 8-hour day during the Sixth Session of the International Labor Conference in June of this year Mr. Justine Godart, French Minister of Labour, spoke as follows:

The 8-hour day, established in France by the Act of 23 April, 1919, has given valuable results. It is becoming more and more solidly based, not only on the text of an Act which served as a model in drafting the Washington Convention, but upon an evolution in social habits and upon a systematic transformation in the methods of production. Thirty industries, grouping 5,000,000 wage earners, are now covered by public administrative regulations for the application of the provisions of the Act. During the preparation of these regulations, employers and workers met to examine in common, and in a manner which has been full of profit for both sides the new conditions of labor, and their agreement has been expressed and has been given the force of law by various decrees. At the present moment, eight other public administrative regulations are in course of preparation.

The enforcement of the decisions which have thus proceeded from the joint deliberations of employers' and workers' organizations is insured by strict supervision on the part of a staff of factory inspectors. The number of contraventions resulting in conviction runs into thousands. I emphasize this fact, not with any sense of satisfaction but in order to show the magnitude of the effort which has been accomplished in France in order loyally to apply the 8-hour day; moreover, the number of contraventions is infinitesimal in relation to the number of wage earners.

The object of the 8-hour day is to secure "humane conditions of labor," as it is expressed in the declaration of rights of labor contained in the Preamble to Part XIII of the Treaty of Versailles. Now, an investigation has recently been carried out by the French Labor Office -- the results of which will shortly be published, and will contain valuable information relating to the researches made into the question of the utilization of workers' spare time -- and on the basis of this investigation I can affirm that the 8-hour day is improving family life in France, and has given a great impetus to those interesting forms of organization of social life which endeavour to improve the health of the workers by physical exercise, his knowledge by vocational and general instruction and by reading, and his intelligent recreation by the extension of musical and recreational societies. Since 1919 the number of workers' allotment gardens has increased 45 per cent. Drunkenness has decreased very considerably, and on this point the investigation has secured ample and irrefutable evidence. Enquiries have been made amongst the owners and managers of public houses, and one of them said: "The trade is now becoming a much pleasanter one than it used to be; we no longer see drunken people." Alcoholism is therefore much less an individual vice than a social evil created by fatigue and the need for violent sensations a need which is felt all the more strongly in proportion as spare time is brief. Who knows from what other and more terrible evils humanity might be delivered by common sense and united action for the common good? (Industrial and Labor Information, 30 June, 1924.)

#### Germany

#### The Eight-Hour Day

The following statements were made before the Sixth Session of the International Labor Conference, reported in Industrial and Labor Information, 30 June, 1924.

Mr. Leymann (Government Delegate) pointed out that it was only under pressure of exceptional circumstances that the German Government consented to abandon the rigid application of the principle of the 8-hour day.

Since 1923, (he said), hours of work have been prolonged in many industries by collective agreements. In some important industries, however, e.g. mining, the glass industry, and building, the 8-hour day has been maintained. It should be noted that the collective agreements provided for maximum working hours but that the maximum is in practice frequently not attained. It is not known whether it will be possible to overcome the existing economic difficulties, still less is it possible to see what conditions will be like when the full burden of the reparation payments comes to be felt. The Hours of Work Act of December, 1923 now in force, is an emergency measure. It will certainly be amended when economic conditions improve and when it becomes easier to foresee future developments. The German Government is however unable at present to say anything definite about the time when such a measure will be undertaken or about its purport and extent. \* \* \*

Germany has to fulfill certain obligations, and it can only do so if it can attain a surplus of production -- a surplus of exports over imports. This can only be obtained by an increase in production, or by a smaller demand for goods in the country itself. The latter is not possible in Germany, because the demand is as small as it possibly can be owing to the poverty of the great mass of the people, and particularly of the middle classes. We must therefore strive to obtain a surplus, and we can only get that if we have either a better organization of the factories or an increase of the output of each individual.

There is in Germany a considerable lack of capital, which makes better organization of factories very difficult, and it is the belief of competent people in Germany that the best possible organization of the factories would not be sufficient for our purpose. It is therefore necessary to have an increased output from the individual. I quite realize that simply to increase the hours of work does not necessarily imply an increase in the output of the individual. It is frequently the case that eight hours' work will produce a larger output than nine or ten hours work but that is not true in every single case. There are cases in which a prolongation of hours of work does involve an increase in output -- for example, in mining; and for that reason we have been forced to increase our hours of work. We could not do it because the Act stood in the way. It was not possible without a special permit to obtain any overtime, even if overtime was provided for by collective agreement. It was therefore necessary for us to have more elastic provision. It is by no means our intention to increase hours of work generally. There are in fact many trades, as I have stated, which still have an 8-hour day. If you examine the situation I think you will find that in other countries hours of work are not really any shorter than they are in Germany.

I would once more like to refer to the statement made in the declaration on behalf of the German Government -- that new arrangements with regard to the 8-hour day will be made as soon as economic conditions improve; and I can only hope, as we all hope, that they will improve as soon as possible.

Mr. Muller (Workers' Delegate) said that until November, 1923 the 8-hour day was strictly observed in Germany. Then came the turning point and the workers' organizations being weak the Government took the opportunity to meet the desires of employers and authorize the prolongation of hours of work. The existing Orders virtually left employers free to fix hours of labor according to their own will. In the view of the workers the employers had failed to take advantage of the period of inflation and big profits to improve the organization of their factories and increase their plant. The workers' organizations were determined that the fundamental principle of the 8-hour day should be respected and, as soon as possible, they would fight for it with the utmost energy. There were, however, other countries in which the 8-hour day was not observed as it should be, and if any enquiry were instituted it should extend to those countries also. As to reparations and the report of the Experts, the German workers welcomed the fact that at last a way seemed to have been found towards European peace.

Mr. Vogel (Employers' Delegate), expressing the views of German employers said they were not opposed to the 8-hour day but they were opposed to too strict and systematic an application to it. Measures for social welfare must be in harmony with the requirements of production and hours of work must be fixed in such a way that production should be as large as possible. Germany could not be forced to keep the 8-hour day on any ground moral or legal. It had been admitted that the majority of civilized countries had not applied the 8-hour day, and it was therefore impossible to reproach employers in Germany for the action they had taken. When they asked for a prolongation of hours of work they were far more concerned with getting increased production than with getting cheaper production, though the latter was a factor to be considered. They had to import food and raw materials into Germany and for that reason production must be increased. The German employers recognize their social obligations. When they said that the workers should work more they meant, of course, that the whole German people should work more.

### Sweden

In the year 1923 the Riksdag passed a law containing provisions concerning the employment of women in the service of the State and in other public service. This law was approved by the King in June, 1923, and will come into force on a date to be determined by the King and the Riksdag.

A committee appointed in 1921 to consider the question of salary and pension published its report in October, 1923. In November, 1923, at the request of the King, the Department of Social Welfare, issued a statement in which they expressed their opinion on the report of the Committee. The following is a summary of a part of this statement:

The Department is quite unable to agree with the Committee's recommendations that men and women should receive different rates of pay for the same work. To allow women to compete with men for vacancies in the State Service and then to give women a smaller salary than men doing the same work cannot be considered equitable and the idea should not be entertained. The Department considers that the only rational manner of dealing with the question is that the rates of salary should be based on the nature of the work, and that in either case the most efficient person and the one best suited to the particular task required should be appointed whether this person be man or woman, or has family responsibilities or no family responsibilities. If the State secures the best possible servant in every case it also secures the cheapest service.

The Committee has further stated that women should receive less salary than men because their sickness incident is greater and their output of work less. The Department considers the work in the State Service is sufficiently varied to allow of each person being placed on work suitable to his or her sex where he or she can give good results; it is therefore not just to differentiate in remuneration owing to sex or family responsibilities. The differentiation should be solely on the grounds of greater or lesser efficiency. The principle followed in recruiting for the Service of the State should be that remuneration is proportionate to the nature of the work and is not higher than what is required to obtain a competent staff. The sound principle of open competition should be followed, no regard being paid to sex or family responsibility. Women will gradually enter more spheres of employment and greater numbers will do the same work as men. It will then be easier to compare output and to form an opinion of the aptitude of each sex for different types of work. The Department is of the opinion that if the Committee's proposal for lower salaries for women were adopted the State would tend to employ more women.

The Department considers that the principle of equal pay for equal work should be adopted in the State Service and there should be no differentiation on sex grounds. (Sociala Meddelanden, No. 4, 1924; Opportunity, July, 1924.)

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 Bureau of labor and statistics of Arkansas.

Great Britain. Medical research council. Industrial fatigue research board.

Results of investigation in certain industries.

"A complete summary of the recommendations relating to special industries which have appeared in the published reports of the Industrial fatigue research board."

Great Britain. Inspector of factories and workshops.

Annual report, 1923. London, 1924. 129 p.

Indianapolis chamber of commerce and Indiana university.

Indianapolis vocational information series I - V. Bloomington, 1923-24.

I.- Opportunities for women in the telephone service, 1923; II.- Department store service, 1923; III.- Opportunities for girls in the profession of nursing, 1923; IV.- Banking as a profession, 1923; V.- Teaching as a profession with special reference to conditions in Indiana, 1924.

International labor review.

v. 9, no. 6, June, 1924.

Influence of housing conditions on the use of leisure, by Raymond Unwin; Leisure of the young worker: A report by the World's committee of the Y.M.C.A.; Use of spare time in Sweden, by Bertil Nyström; Workers' leisure committees in Belgium; Use of spare time in Czechoslovakia; City workers' spare time in the United States, Spare time in the country: I. An English experiment in organization; Alien workers under workmen's compensation legislation in the United States.

Kentucky. Bureau of Labor.

Tenth and eleventh biennial report, 1920-23. Frankfort, 1924. 190 p.

Mess, H. A.

Factory inspectors and their collaborators.

Contemporary review, no. 703, July 1924. p. 84-90.

New York, Laws, statutes, etc.

New York labor laws enacted in 1924. Albany, 1924. 56 p. (New York State Department of Labor. Special bulletin 125.)

U. S. Department of Labor, Women's Bureau.

Women in New Jersey industries: A study of wages and hours. Washington, Government Printing Office, 1924. 99 p. (Bulletin 37)

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

News Letter No. 35.

August 30, 1924.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY.

Arizona

The suit instituted in the United States District Court for the District of Arizona against the Attorney General and the County Attorney of Santa Cruz County to enjoin these officers from enforcing the minimum wage law resulted in the Federal Court granting a temporary injunction and an appeal being taken direct to the Supreme Court of the United States, where the case is now pending. A. Sardell who brought the suit claimed that the law was unconstitutional because it abridged his rights to contract as guaranteed by the Federal Constitution.

Minnesota

During the month of July 161 regular inspections were made by the investigators of the Division of Women and Children. Three hundred and sixteen special investigations were made, and 187 calls were made where no women were found employed. Twenty-one cities were visited outside of St. Paul and Minneapolis and 132 orders were issued on employers to comply with the State Labor Law.

Six firms were prosecuted for violating the hour law. Five of the firms guilty of employing women excessively long hours were owners of restaurants and one was the proprietor of a store. In all cases but one the defendants were found guilty and were fined not less than \$25.00. In one case, the defendant did not appear and therefore, forfeited bail of \$25.00.

Wage adjustments amounting to \$694.24 were obtained for 37 employees to meet the requirements of minimum wage order No. 12. Twenty-eight firms were involved.

In May John Hickey employed as a bell-boy at the Ryan Hotel sued the hotel for back wages because of its failure to pay him the minimum wage. He was awarded by the Judge \$78.00 in back pay. The Judge ruled that the value of meals must be taken into consideration in figuring the wage due him whether he ate the meals or not, as the agreement was that he should receive meals plus \$5.00 a week. The Judge also ruled that the value of any tips which he may have received could not be taken into consideration.

New York

The Legislative program adopted at the recent convention of the State Federation of Labor includes establishment of wage boards with power to investigate and recommend living wages for working women and support of the measure to obtain an 8-hour day for women in industry.

Ohio

The Toledo, Ohio, Times of August 24, states that "the Ohio Council of Retail Merchants has sent out letters to all candidates for the Legislature asking that they not pledge themselves in advance to new legislation, further reducing the number of hours which women may be employed.

"The letter, signed by George V. Sheridan, Director, states that in several counties committees are at work securing promises from legislative candidates that they will support a law which would permit women in this State to work no more than eight hours in any one day, or more than 48 hours a week.

"All that the merchants' organization asks is that the new assembly approach such legislation with an open mind and free obligation to vote one way or the other.

"The present law which has been operative since 1917 applies only to cities of 5,000 or more," says the council letter. "It provides that females over 18 years of age must not be employed for more than 50 hours in any one week. It provides further that they may be employed not to exceed nine hours in any one day, with the exception of Saturday, where in mercantile establishments they may work for ten hours.

"A 48-hour week with an 8-hour day limit would very materially disturb the retail situation throughout the State. It would add appreciably to the cost of store operation.

"A committee from our council has been investigating the propaganda being circulated in favor of the 48-hour week and finds that it does not originate either with the labor organizations or the women employees. It seems to emanate entirely from certain groups of welfare workers whose knowledge of actual conditions is rather limited.

"This communication is merely to ask that you, as a candidate for a legislative office, refrain from pledging yourself to support such a proposal until you have had full opportunity to investigate the probably result of such a change in both the cities and the rural districts. This letter is prompted by the fact that in past years when legislative proposals were under consideration in the legislature we have found that many members were pledged in advance."

#### Wisconsin

The following is taken from the Stevens Point Journal of August 19:

In United States District Court at Superior yesterday, Circuit Judge Evan A. Evans and District Judges F. A. Geiger and C. Z. Luse concurring, an important victory was won by A. L. Smongeski, attorney for the Folding Furniture Works of Stevens Point, when the Wisconsin minimum wage law so far as it affects the employment of adult women was declared in violation of the Constitution of the United States. A temporary injunction was granted, restraining the State from enforcement of the law. Hearing on the injunction was set by the three jurists for the 28th. The law is held unconstitutional on the ground that it takes private property without compensation. It was announced later at Madison that, if a permanent injunction is granted as the ruling of the judges indicates it is likely to be, the case will be appealed by the State to the United States Supreme Court.

The court in handing down its decision, based its stand entirely on the District of Columbia case known as Adkins versus Children's Hospital. The United States Supreme Court in this case a few years ago held that the minimum wage law of the District of Columbia was unconstitutional for reasons supposed to be identical to those alleged by the Folding Furniture Company against the Wisconsin law.

The crux of the hearing held in Superior was the question whether or not the District of Columbia case could be distinguished from the Wisconsin case. The court stated that they could see no distinction and therefore, since the District of Columbia case represented the Supreme Court stand, they were bound to follow that case.

The court specifically indicated that the plaintiff was not questioning the application of the law to minors nor did the temporary injunction granted apply to minors. The case was decided solely on the effect of enforcing a minimum wage schedule for adult women.

G. E. Messerschmidt, assistant attorney general, while in Superior during the hearing of the case, stated that in carrying it to the Supreme Court, Wisconsin would attempt to bring about a reversal of the stand by the United States Supreme Court on the minimum wage law.

Following is the complete statement of the court regarding its decision:

Plaintiff: A Wisconsin corporation doing business and employing labor at Stevens Point, Wis. and alleging facts bringing it within the scope of operation of the so-called Wisconsin minimum wage law, attacks the constitutionality of this act so far as it regulates or makes provisions for the determination and fixation of minimum wages for adult women. It specifically disavowed upon oral arguments, any intention to attack that part of the law which applies to the wages of minors.

The bill also alleges that a minimum wage of 25 cents per hour has been fixed by the defendants and that the plaintiff was able to employ adult women, not physically or mentally handicapped, for less than 25 cents per hour, but if it did so it would be subjected to repeated criminal prosecutions as the act makes each wage employment a separate offense.

The constitutionality of the act, as so questioned in the case, is entirely dependant upon the applicability of the decision in Adkins vs. Children's Hospital, 261 U.S. 525. A careful comparison of the District of Columbia act with the Wisconsin act has failed to bring out any vital, or, in fact, substantial difference between them, and we are constrained to accept them all as announced in the majority opinion in the Adkins case.

If the rule announced in that case is to be modified, limited, restricted, rejected, or reversed as counsel urged it should be, it must rest with the court that announced it to do so. Until so modified or reversed, it is idle for this court to engage in a discussion of the relative merits of the majority or minority opinion.

Some urge was made at the beginning of the argument that no emergency was shown, and that defendant was unprepared to proceed and could not be prepared in advance of its filing and answer. The oral argument disclosed the limited character of the attack on the act, as well as the nature of the defense. Its counsel with commendable frankness, admitted that the granting or withholding of relief was determinable solely by the applicability of the Adkins decision.

The injunctive order affecting only adult women will issue.

#### Virgin Islands

As to the labor of women in the Virgin Islands the report of the Federal Commission appointed by the Secretary of Labor to Investigate Industrial and Economic Conditions in the Virgin Islands contains the following paragraph:

The principal single item regarding manual labor on the Island of St. Thomas is the coaling of vessels, in which nearly four hundred natives are engaged. Of these, two out of three are women. The coaling of ships is, in a large part, performed by these native women, who carry the coal from the wharf to the ship in baskets, averaging 90 pounds in weight, the baskets being carried on the head. The carriers are paid two cents a basket, and, as it is possible for each carrier to earn an average of about 60 cents a day of eight hours, and as the ships calling to be coaled average about two per week, it can be seen the weekly earnings of these coal carriers is about \$1.20, while the cost of living is practically as high as obtains in the States.

#### Canada    British Columbia

The following interesting testimony to the value of the "Minimum Wage Act" comes from the manager of an important section in one of the large departmental stores in the Province. Before the Act was passed girls were appointed by the management of the store at a low wage, without much reference to their ability to do the work required, with the result that there was always a surplus of inefficient help in each department, causing considerable confusion and many mistakes and proving in various ways that cheap help is often the most expensive. Since the Act came into force, however, and only a certain proportion of the girls may be inexperienced, he



states, the selection is made more carefully by the departmental managers themselves; consequently a much higher degree of efficiency has been obtained and the departments are running more smoothly. The departmental heads state that they are unanimously of opinion that the Act has been a benefit to them from a business point of view. (Annual Report, Department of Labor, British Columbia, 1923.)

### England

#### Middle-Class Women and Industrial Legislation New Bills and Old Bogies By Barbara Drake (From the Labor Woman, August 1, 1924)

(This statement has been specially prepared for the Standing Joint Committee of Industrial Women's Organizations and is published to make clear the position labor women take on protective legislation for women.)

While practical statesmen of different political parties have been forced by the relentless logic of facts to abandon the policy of laissez-faire in industry, and to introduce protective legislation for one class after another of defenceless workers, each new proposal for the regulation of women's labor has encountered the same opposition from a small group of politically active (but industrially inexperienced) women who argue today as their mothers, and their grandmothers, argued before them against the iniquity of State interference with individual freedom and of laws in particular applying only to their own sex. Among the earliest records of feminist agitation is the protest against the Coal Mines Act of 1842, which prohibited for the first time, women's employment in underground mines where, according to the official reports at the time, men worked often 12 hours a day, and women and children worked longer. Middle-class women made common cause with the coal owners in their bitter resistance to legislation which, in restricting the "freedom" of these slaves, interfered with their own personal liberty to exploit for private profit "cheap and docile female labor."

The movement reached its height in the 'seventies when the suffrage societies were moved to violent indignation at the action of the men cotton operatives in promoting the Factory Act of 1874. The new provisions, which reduced hours of work in textile factories from  $10\frac{1}{2}$  to 10 per day applied only to women, young persons, and children and the feminists at once suspected a plot to handicap women's labor in competition with men's labor, and so drive women from employment. As a matter of fact, the men cotton spinners, by whom the campaign was lead, were also thinking of themselves. In the then State of public opinion, it was not a matter of practical politics to limit by law the hours of work of adult men, but the cotton unions had learned from experience that in effect the women's factory day was passed on to the men working with them, and the men's battle was fought from "behind the women's petticoats." Mr. Fawcett, on behalf of the suffrage societies, moved in Parliament to delete the word "women" from the bill, but failed to carry his amendment insofar as it related to work in private houses. The Women's Trade Union League followed at first the feminist policy of its founders and during the 'seventies was loud in denouncing one and all restrictions on women's labor, including protection after childbirth. This attitude on the part of the League brought it time and again into conflict with the men's trade unions, more especially with the textile unions which included already a considerable body of women members, but some support for its views was gained for a time among the little societies of women workers established through its labors, and remaining directly under its influence. As, however, the League became less wholly dependent on middle-class support, losing its "philanthropic" character and coming more closely into contact with industrial facts, there was a complete change of

policy. Before the end of the 'eighties the League was actively engaged in organizing the famous campaign of the laundresses who claimed their right to come within the Factory Acts, and whole-hearted support was given to the potters' unions in the agitation which led to the Potters' Charter of 1891, when power was given to the Home Secretary to prohibit women's employment in certain white lead processes. The League criticized severely "the action of some well-meaning ladies who brought up to London the healthiest pottery workers they could find in order to protest against interference."

Meanwhile, Mrs. Sidney Webb, Miss B. L. Hutchins, Miss Gertrude Tuckwell, and others, in a series of brilliant writings during the 'nineties, defeated the feminists on their own ground of social and economic theory. "The common middle-class objection to factory legislation that it interferes with the individual liberty of the operative," Mrs. Sidney Webb wrote, \* "springs from ignorance of the economic position of the wage-earner. Factory legislation positively increases the individual liberty and economic independence of the workers subject to it. No one who knows what life is among the people in Lancashire in textile villages on the one hand, and among the East End, or Black Country unregulated trades on the other, can ever doubt this." And all these general considerations, Mrs. Webb maintained, applied most forcibly to women wage-earners who are less able than men to enforce their own common rules through trade unionism - a weakness which exists, though in a less degree, until today. Finally she showed that the fear of women's exclusion from industrial employment was wholly unfounded. "The uniform effect of Factory Legislation in the past has been, by encouraging machinery, division of labor, and production on a large scale, to increase the employment of women and largely to raise their status in the labor market."

In the days before women's political and franchise rights the most substantial argument to be advanced against protective legislation was that the women who were subject to it had no share in framing it. The grievance was undoubtedly a real one at the time, but has since lost all its substance. Older women today have an equal voice with men in the making of laws, and a Bill is now before Parliament which proposes to give the vote to young women at the same age as to young men. Industrial women are fully alive to their new political responsibilities, and quite capable of putting forward their own case. The keen vitality of their political organizations has indeed been one of the striking features of recent general elections. Unfortunately, the extreme feminist school seems to remain quite untouched by events, and the old feeble clamour has once more been revived owing to the International Labor Conventions which prescribe special restrictions on women's labor. The attack centers round the provisions prohibiting women's night work, notwithstanding the fact that these have been accepted by Industrial Women's organizations all over the world. The die-hards have gone so far as to oppose the International Maternity Convention because, though providing for the first time full maintenance for the mother before and after childbirth, it would lengthen the period of compulsory withdrawal from industry.

It is significant of modern tendencies in industrial legislation that such comparatively new acts as the Trade Board Acts, regulating wages in unorganized trades, the Shop Hours Act, under which shop assistants are entitled to one half-holiday a week, or the National Insurance Acts, apply to both men and women. Similarly, the International Hours Convention, in prescribing a 48-hour week, makes no distinction of sex. It is the Labor Party view that every worker should be assured the minimum conditions of a civilized life, and the law extend its protection to all those in need of it, and not to one sex alone. Industrial women are as sound as middle-class feminists on the question of "equal laws", but, unlike these arm-chair philosophers, they are far more concerned for the practical results of legislation than

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\* Paper read at the Conference of the National Union of women workers, 1895.

for its mere conformity with the abstract principal of sex equality. Had the feminists had their way in the past, and all restrictions on hours of work been postponed until Parliament was prepared to extend the same law to either sex, the whole of experience suggests that in unorganized trades women would be working today in factories 70 and 80 hours a week (as indeed they may still be found doing in unregulated shops and refreshment places), and the prospects of a universal eight-hour day would be infinitely more remote than they are now. Apart from the immediate gain in health due to improved factory conditions, in which men as well as women have shared, this same improvement has reacted so as to assist women to organize, and the effect of the unequal law has been to make things actually more equal as between men and women in industry. Nor do industrial women count it a reflection on the independence of their sex that they who bear the burden of motherhood should be granted, where necessary, special measures of protection, and exempted from certain dangers, or more arduous processes of industry.

#### Germany

An enquiry by the General Federation of German Trade Unions into the actual situation in that country as regards hours of work covered 46,122 undertakings employing 2,453,523 workers. The results of the enquiry show that more than one-half the wage earners and salaried employees covered, or 54.7 per cent, worked more than 48 hours per week. The Federation is considering the possibility of a plebiscite on the maintenance of the 8-hour day. (Industrial and Labor Information, 4, August 1924)

#### Greece

A summary of the Greek factory inspection report for 1921 is printed in the International Labor Review for July, 1924:

At the beginning of 1921 the factory inspection staff consisted of two senior inspectors, seven men and two women inspectors. It was almost completely renewed in connection with the political revolution. The chief inspector and six others were dismissed, or resigned. Some of those who took their place were called up for military service, so that the work was done by only two senior inspectors, four men and two women inspectors. The total number of visits of inspection was 6,563, covering 5,079 industrial and small undertakings in 35 towns. No visits were made in Macedonia except to a few tobacco warehouses, in the Ionian Islands, Samos, or Epirus. \*\*\*\*\*

Of 26,444 men employed, 4,190 are under 18 years of age, the corresponding figures for women being 19,751 and 6,169 respectively. The higher proportion of young persons among women workers is due to the fact that the Greek father is more interested in the training of his sons than in that of his daughters, which also accounts for the greater degree of illiteracy among women. In the Piraeus, for instance, out of 1,949 women workers, 1,362 or 70 per cent had had no school education, 324 had attended the national school until the third form, 194 until the fourth, and 69 until the fifth or sixth.

The hours of work in small undertakings are as a rule 10 a day, except on Saturdays, but owing to the absence of the uniform time-table supervision is difficult. The same hours are worked in industrial undertakings, except in tobacco factories. In certain spinning and weaving mills there were repeated contraventions of the prohibition of night work, which took place with the collusion of women workers. The report draws attention to the need for legislation to protect young women domestic servants, whose hours of work much exceed 10 a day. It refers in this connection to the results of an enquiry into domestic employment agencies in Athens which was undertaken as a result of the Washington Convention in question. It appeared that the number of employment agencies in Athens which kept regular accounts was three, that there were six which failed to do so, and that the number of persons placed in employ-

ment was: 165 nurses, 798 maids, and 324 men servants. Apart from the agencies covered by this enquiry, there were a number of private agencies in the provinces which exploit the workers. According to the report of the inspector for the Piraeus, the Act on the employment of women before and after childbirth is very seldom applied, and then only if the woman has some other source of income. \* \* \*

As in the previous year, there was a demand for women workers in the textile industry. The shortage of women workers in the Piraeus, Syra, and Edessa led to the closing down of factories. The reason for this shortage in Syra was the removal of working-class families to Athens and the Piraeus owing to the fact that the men of the family were unable to find employment at home. In Edessa it was the revival of the preference for agricultural work; in Athens and Piraeus the attraction of less difficult and more profitable occupations.

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

News Letter No. 36.

October 20, 1924.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

California

Status of Minimum Wage Case

On October 7, 1924, the case testing the constitutionality of the California Minimum Wage Law (Helen Gainer vs. The Industrial Welfare Commission of California) came up before the California Supreme Court. By agreement of counsel for the defendant and the Attorney General of California representing the Commission, the case was submitted on brief without oral argument. Three briefs supporting the minimum wage were filed in behalf of the Industrial Welfare Commission, one by Attorney General Webb, one by Mr. Warren H. Pillsbury, and one by Mr. Felix Frankfurter, of the Harvard Law School, assisted by Miss Mary W. Dewson, research secretary of the National Consumers' League. The latter brief was filed in behalf of the following six Women's organizations: the California Federation of Women's Clubs, the California League of Women Voters, United Garment Workers of America, Local No. 125 of Los Angeles, Waitresses and Cafeteria Workers' Union, Local No. 639, Los Angeles, Women's Christian Temperance Union of Northern California, Women's Christian Temperance Union of Southern California. A decision will be rendered in this case within 90 days.

Mrs. Edson, Executive Commissioner of the Industrial Welfare Commission, says: "Our information as to the identity of Helen Gainer, the plaintiff, is that she was a typist in the employ of a certain detective agency at the time the suit was brought. It is perfectly apparent that a woman who was anxious to secure employment at \$5 or \$6 a week was in no position to bear the expense of such a suit."

Effect of the District of Columbia Minimum Wage Decision

The far-reaching effects of the United States Supreme Court decision declaring unconstitutional the minimum wage law of the District of Columbia are seen in a decision rendered early in 1924 by the Supreme Court of California in a case brought for violation of the State statute fixing a maximum fee to be charged by employment agencies.

The opinion of the State Supreme Court points out that the Supreme Court of the United States in the case of Adkins vs. Children's Hospital "made an exhaustive review of the authorities touching the right to contract about one's affairs, including the right to make contracts of employment, and held that such a right was a part of the liberty of the individual which is protected by the Fifth Amendment to the Constitution of the United States. The question under consideration was whether Congress had the constitutional power to fix standards and minimum wages for women and children engaged in any occupation within the District of Columbia. Its conclusion was that the act in question passed the limits prescribed by the Constitution and was therefore, invalid. Surely the reasons which may be advanced for establishing standards of minimum wages for women and children are not less potential than those which may be urged in favor of the validity of the act before us.

"The same arguments made for and against the validity of the act in the instant case were made in the Adkins Case, and the conclusion there reached was the result of a very full and deliberate consideration of the many authorities which have been cited in the case at bar. The question being a federal one, the decision of the highest court of the country on the subject is conclusive upon us, even if we found ourselves without a precedent in our own jurisdiction.

"Upon the authority of the cases cited, and a long list of others referred to therein, we are of the opinion that the statute in question is invalid and that the prisoner is entitled to his discharge."

## Kansas

The temporary order of the State Industrial Court relating to hours of women employed in mercantile establishments which granted permission to merchants to keep women clerks on duty until 10 o'clock at night during the summer season, automatically ended September 15. But reports to the Industrial Court indicate that many country merchants have overlooked this regulation, according to Miss Alice McFarland, head of the Women's Welfare Division of the court.

"We are asking the cooperation of women in agricultural communities in the enforcement of this regulation by completing their shopping by 9 o'clock," said Miss McFarland. "It is necessary that the merchants keep within the law or risk prosecution. It is especially the Saturday night trading which prompts the merchants to violate this regulation. The picture show hours doubtless have much to do with this situation. We urge that the women do their shopping before they attend the evening shows, instead of afterwards. One picture show owner who also owns a general store suggested that the time for the picture shows could be changed, but of course that is out of our jurisdiction."

The order whereby women clerks may be employed until 10 o'clock instead of 9, from June 15 to September 15, was enacted by the Industrial Court four years ago at the request of the Kansas Wheat Growers and small town merchants as a "harvest emergency" although the plan was opposed by the women employees. It was argued that during the busy period upon the farm, it was essential to extend shopping hours for the accommodation of the farm trade. (Topeka Journal, September 23, 1924.)

## Massachusetts

### Hearing on Wage Board Determinations

The Minimum Wage Commission has provisionally approved the recommendations of the wage board for canning, preserving and minor lines of confectionery and will hold a public hearing on the question of final acceptance October 28. The present wage board combines the work of two former boards: that for canning and preserving, and that for minor lines of confectionery and miscellaneous food preparations. The existing minimum rate under the canning and preserving decree is \$11 a week; that under the minor lines of confectionery decree, \$12 a week. The wage board recommends a minimum rate of \$13 a week for the combined lines. Special rates for beginners and minors range from \$8 to \$12 a week, according to age and experience. The board recommends that the new rates become effective April 1, 1925.

### Investigation of Wages

The Minimum Wage Commission is making a study of the wages of women employed in the manufacture of toys, games, sporting goods and related lines.

### Wages in Manufacturing Establishments

The State Department of Labor and Industries in August conducted its usual monthly survey of employment and earnings in manufacturing establishments in Massachusetts. For 844 identical establishments, comparable data were secured, by major industries and by leading industrial cities, for a representative pay-roll week including or ending nearest the 15th of the month in July and August, 1924.

In addition to reporting the aggregate earnings those employers who could readily do so furnished pay-roll data separately for male and female employees. Of the 844 returns received and tabulated, 398 were made on this special basis. The establishments thus reporting employed 78,587 persons, 56,674, or 72.1 per cent, of whom were males and 21,913, or 27.9 per cent of whom were females. Of the total paid in wages (1,877,659), the males received \$1,523,823, or 81.2 per cent and the females received \$353,736, or 18.8 per cent. The average weekly earnings of male employees was \$26.89, and of the females, \$16.14. Earnings in excess of \$30 per week were paid

to males in the following industries: Printing and publishing, newspaper, \$34.82; printing and publishing, book and job, \$34.15; automobiles, including bodies and parts, \$31.81; musical instruments, \$30.55; and women's clothing, \$30.49. Earnings in excess of \$20 were paid to but two industries as follows: Printing and publishing, newspaper, \$24.50; and automobiles, including bodies and parts, \$23.02.

### Mississippi

The hour law applying to both men and women was amended at the last session of the legislature to provide a 10-hour day and 55-hour week for employees in mills, canneries, workshops or manufacturing establishments. The old law providing a daily limitation only of 10 hours covered only employees in manufacturing and repairing. The law which applies only to women was enacted in 1914 and limits the hours to 10 daily and 60 weekly in "any laundry, millinery, dressmaking, store, office, mercantile establishment, theater, telegraph or telephone office, or any other occupation."

### New York

#### Curious Anomalies of Dress in Women Laundry Workers

Two curious anomalies of dress are observed among the women workers in steam laundries. Both of these are more or less unsatisfactory attempts on the part of these women to adapt themselves to the two most difficult features of their work, namely: the abnormal atmospheric conditions which prevail, and the long hours of standing.

A great many of the girls are seen to wear sweaters in all but the very hottest seasons of the year despite the fact that the temperature of the rooms in which they work are very hot. They do this because they are peculiarly sensitive to drafts. And yet drafts cannot be eliminated so long as windows and doors must be called upon to assist in the general ventilation of the work rooms. The wearing of sweaters in an already overheated room is, of course, contrary to every sound principle of physiology and general hygiene. Laundrymen should avail themselves more than they do of the services of the expert ventilating engineers which the Division of Industrial Hygiene is prepared to place at their disposal. Experience has shown that the maintenance of improper atmospheric conditions is in no sense inherent in the laundry industry, and can for the most part be eliminated.

The wearing of carpet or felt bedroom slippers is surprisingly common in the industry, and is a real confession of how great a strain the long hours of standing appear to be. And here again the attempt at adaptation is an unfortunate one. It is obvious that these workers cannot make the various adjustments which are required for the maintenance of good health without expert assistance. This the Division of Industrial Hygiene is prepared to give them by means of its Section on Education. At the present time the girls are being instructed in: (1) Proper use and care of their feet; (2) Diet; (3) Clothing; (4) Water drinking; (5) Methods to be adopted to reduce fatigue.

(May R. Mayers in Industrial Hygiene Bulletin, September, 1924.)

### Rhode Island

According to the Consumers' League of Rhode Island, the 48-hour law enacted at the last session of the legislature is not being enforced. Although the Governor says it is a law, the Secretary of State refuses to receive the document to file with the other State laws except by order of the Supreme Court.

### South Dakota

The 1923 legislative session, at its close, passed an act which provides a \$12 per week minimum wage for women in business and industry, and giving permission to employ apprentices at a less figure on application to the Industrial Commissioner, who shall upon such application issue the permit applied for. Just how far employers



complied with the provisions of this law it is impossible to state, as there is no inspection provided for, and no funds to carry out that part of the work. But applications have come to this department (State Industrial Department) for permission to employ apprentices at less than the minimum wage, in 216 cases. Of these 160 came from mercantile establishments; 34 from laundries; 10 from cigar manufacturers; 6 from printing firms; 3 from candy manufacturers; 2 from millinery establishments; and 1 from a telegraph company.

The employment wage given in most of these cases ran from \$9 to \$10.50 per week as the apprentice wage, and in many of the cases notices have been filed here that such employees have been advanced to the minimum, as such reports are required.

The act which fixed 10 hours in any one day or 54 hours in any one week as the maximum number of hours which a woman could be compelled to labor has not been enforced to any degree by the proper enforcement officers for the reason that it was taken to the court on a test case shortly after the law went into effect, and was not decided by the supreme court until a short time ago when it was sustained as a constitutional act, the attack being upon the constitutionality of its provisions. There have been complaints sent to this department that women and girls in restaurants were being compelled to work in excess of 10 hours in any day, and in excess of 54 hours in a week. While these complaints have been filed they have been general, and in no way specific. At the same time this department is not given any authority nor appropriation for the enforcement of the provisions of this act, it all being placed under the general enforcement provisions of law through complaint and action by the States attorney. Any enforcement acts desired under the act must be through that channel. It is complained that girls in such circumstances fear to make the complaint for fear of discharge. It is suggested that labor unions can do a great deal along such lines if they take up the case as an organization and see that the proper action is taken to secure the enforcement of the law, and with recent holdings of the supreme court along that line they have a basis on which to build their cases. (7th Annual Report, South Dakota Industrial Commission, 1923-24.)

#### Canada, Ontario

The Minimum Wage Board of Ontario announces that the same regulations as those contained in the previous order No. 30, governing the electrical trades, are on October 1, to be enforced in respect the wages paid to female employees in the rubber and tobacco trades in the province. The minimum rates of wages for experienced adults are \$12.50 in Toronto, \$11.50 in other cities of 30,000 population or over, \$11 in cities and towns between 5,000 and 30,000 population, and \$10 elsewhere. (Labor Gazette, September, 1924.)

#### Argentina

The president of the National Department of Labor recently presented to the Minister of the Interior a bill for the creation of a labor court to pass on questions arising from the application of laws on labor, social betterment, salaries, benefit funds, and decisions of the courts of conciliation and arbitration. It would have a body of three members to exercise the powers conferred by the proposed law, which also provides for proceedings for exacting fines for the infringements of labor laws, the inspector of the Department of Labor to act as plaintiff in such cases. It provides that 30 per cent of the proceeds of such fines shall be used to provide a fund for social betterment, and 70 percent for the expenses incurred by special studies to improve Argentine labor law application. (Bulletin, Pan American Union, August, 1924.)

#### Brazil

On June 18, 1924, a petition to the President was delivered by 450 women representing 6,000 women employed in offices, factories, business and other establishments, requesting the appointment of a woman representative on the National Labor Council. This is the largest body of women which has yet petitioned the Government for a measure in their behalf. (Bulletin, Pan American Union, October, 1924.)

### Chile

Under the name of "Labor University" the city of Santiago proposes to establish a trade school. Dr. Francisco Landa, who has been appointed principal explains the name of the school by saying that the subjects to be taught will be universally applicable to material production and to manual or mechanical labor. While the building is being made ready, the work of preparing the teachers is going on. A staff of 27 men and women has already been chosen. Those appointed for their technical knowledge who are without teaching experience will be given pedagogical training. Prospective students will be examined physically, and only those who are well or susceptible of cure will be admitted. Health will be an important care of the school, there being both a man and a woman teacher of hygiene as well as an instructor of physical education. (Bulletin, Pan American Union, August, 1924.)

### China

The hair-net industry in the district of Shantung has greatly developed in the last several years. The export of hair-nets to the United States was valued at \$719 in 1913 and at \$319,322 in 1923.

The original cause of the growth of the hair-net industry in China was the advantages of cheap and usable human hair. The rule of Manchus compels men as well as women to wear long hair. The overthrow of the Republic threw this hair on the market. Poverty and famine compelled women to part with their hair at low rates. Further, it is stated, that the Chinese hair, being coarser is stronger and more adaptable than the fine hair of the European women for making hair-nets. The second advantage which helped China to take the industry away from the rest of the world is the cheapness of labor. The highest paid employee in the hair-net industry, the inspector, receives 25 Mexican dollars per month. Ordinary workers receive from 22 dollars down to 9 dollars per month, the latter being the minimum wage for 14 year old girls. The average cost is one American cent per net. (Far-Eastern Review, April 1924; Industrial and Labor Information, 15 September, 1924.)

### Mexico

Considering the large number of women now employed in various occupations, The Regional Center of the Catholic Women's Union of Mexico is working in favor of having a law passed obliging all factories and establishments employing women to provide them with chairs so they may rest when their work does not require that they should be standing. Realizing that it will be some time before such a law could be promulgated, the Catholic Women's Union addressed a circular to the Federation of Chambers of Commerce suggesting that merchants and proprietors of establishments employing women provide these employees with seats. (Bulletin, Pan American Union, September, 1924.)

### Uruguay

Senator Cima has drawn up a bill restricting the labor of women and children. Night work would be prohibited to all minors under 18 and to all women excepting those in domestic service, hospitals, hotels and theaters. Minors under 18 and women under 18 and women might not be employed in underground labor nor in industries prejudicial to health or morals. Pregnant women could not be employed for six weeks previous to confinement nor for six weeks afterwards. Their places would be kept open for them. Women could not be discharged because of pregnancy, but during this time they would receive a subsidy from their employers. Until hospitals for working women are established it would be a government obligation to provide the attendance of a physician and mid-wife in the home. The bill also looks to a subsidy of 10 pesos to be paid for a year to each mother who nurses her baby during this period. It requires that in all industrial establishments there shall be a day

nursery to care for nursing babies and that the mother shall have not less than one hour included in her working hours to feed the baby. This hour she may take in periods of fifteen minutes or more. (Bulletin, Pan American Union, August, 1924.)

NOTES

The International Barbers' Union, at its recent convention, voted to amend its constitution and accept women into membership.

NEW PUBLICATIONS

International federation of working women

Working women in many countries. Report of congress held at Vienna, August, 1923. Amsterdam, 1924. 13 p.

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Prepared by the Office of the chief statistician, New York State labor department.

Pennsylvania. Laws, statutes, etc.

Abstract of laws and rulings affecting women and children who work in Pennsylvania. Philadelphia, 1924. 18 p.

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Powell. Thomas Reed

Judiciality of minimum-wage legislation.

Harvard Law Review, v. 37, no. 5, March, 1924. p. 545-573.

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

News Letter No. 37.

November 20, 1924.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Illinois

More than one hundred women representing many of the most important factories in Illinois organized the Women's Bureau of the Illinois Manufacturers' Association, October 31, following a luncheon at the Hotel Sherman, Chicago. About a dozen men were present by invitation. This bureau composed in the main of women executives of firms belonging to the Illinois Manufacturers' Association has been formed for the purpose of

- Investigating all social legislation.
- Presenting industrial questions from the factory and business viewpoint to organizations of women and to churches.
- Investigating both sides of every legislative bill, federal and State in which women particularly are interested.
- Setting forth economic truths as opposed to arguments based on emotion and impulse.

President E. C. Heidrich, Jr., of the Illinois Manufacturers' Association, said that the increasing number of women in industry made it desirable for a Women's Bureau to serve in an advisory capacity to the association.

"It does not follow", he said, "that the bureau will specifically carry out any policy of the Board of Directors of the Illinois Manufacturers' Association, but simply will present facts in economic progress. It will not be for a selfish purpose but as I understand it, will be guided in its presentation of facts regarding so-called social legislation by sober judgment rather than impulse and emotion. Legislative bills too often are based upon conditions that prevail in isolated sections or upon temporary or rare conditions and not enough regard is paid to the effect they would have upon permanent conditions and institutions. We do not want to antagonize anybody, but we would like to have the economic facts presented in such matters as the eight-hour day."

Massachusetts

The September survey of employment and earnings conducted by the State Department of Labor and Industries disclosed that of the 15 cities for which data are separately classified, 11 showed increased employment in September as compared with August, 1924, and in four in which there was an increase in employment, the reduction in force (except in Fall River) was almost negligible. The largest relative increase was one of 11.4 per cent in Haverhill, resulting principally from improved conditions in the boot and shoe industry in that city. In Boston there was an increase of 5.5 per cent in the number of employees in the 173 representative establishments reporting. There was a decrease of 16.3 per cent in the number employed in the 19 representative establishments in Fall River, but this decrease was almost altogether due to curtailment of production in one large cotton manufacturing establishment.

#### Minimum Wage.

The Massachusetts Minimum Wage Commission has entered a decree for canning and preserving and minor lines of confectionery establishments. This provides the rate of \$13.00 a week for adult, experienced workers and special rates ranging from \$8.00 to \$12.00 a week for inexperienced workers and minors. The decree will become effective April 1, 1925.

#### Industrial Safety Work.

During the month of September, the Department of Labor and Industries through its inspection division made 3,878 inspections, and 15,398 reinspections. During this period, 11,325 orders were issued and 1,708 orders including ones outstanding from the previous month were complied with. Of the orders issued, 647 related to the labor of women and minors, covering posting of time notices, procuring and returning certificates, and excluding minors from prohibited trades. There were 362 orders dealing with industrial safety. The major part of the complaints entered during the month, 119 out of 177, had to do with nonpayment of wages. The sum of \$5,936.28 was paid by employers to employees during the month, after the matter had been taken up with the Department.

There were 25 prosecutions instituted, 10 of which were for nonpayment of wages. Of the cases prosecuted, verdicts of guilty were returned in 22 instances. There was one verdict of not guilty; two pleas of nolo were excepted.

#### Minnesota

In the case of the State vs. Rand (District Court, Fourth Judicial District, Minnesota, September 9, 1924), the defendant was charged with the violation of chapter 298, Laws of 1923, which forbids labor in certain employments for more than six days in any one week. The restricted employments are mechanical and mercantile establishments, factories, foundries, power plants and stationary boiler or engine rooms, but certain numerous exceptions are specified by the law and the Act also excepts "Works of necessity" from whatever cause. It was agreed that the defendant had permitted a worker in his employ to work seven days a week and the case was tried, therefore, before the court as a matter of law. The court said:

The defendant is entitled to a judgment of not guilty on at least two grounds:

1. The business of the defendant is that of furnishing gas to the entire population of the City of Minneapolis, for lighting, cooking, heating and many other uses. It requires the defendant's gas factory and plant to be kept in continuous operation to meet the constant needs day and night, of approximately 400,000 people. It would be difficult to conceive of an establishment whose operation for the full seven days of each week was of greater necessity to the general health and welfare. Therefore, the conclusion seems to be unavoidable that the defendant's work and employments come within the express exemption of the law.

2. While the general purpose of the law is highly laudable and most salutary in purpose it would seem to have been so unhappily and improvidently drawn as to contravene provisions of both federal and State constitutions forbidding class and special legislation and securing to all the equal protection of the law.

Class legislation is such as selects particular individuals from a class and imposes upon them special burdens. All class legislation is special legislation. It discriminates against some and favors others. It is partial. It is unequal. It lacks uniformity

in application. It does not treat all alike who are similarly situated within the sphere of its operation. It is arbitrary. It grants to some privileges and immunities which it denies to others.

Chapter 298, the Act now under consideration, specifically excepts from its operation certain public service corporations, namely common carriers and telegraph and telephone companies. (Query: Why not gas companies whose continuous public service is quite as essential?)

Other industries, whose operation is of a continuous nature, are also excepted: Sewer pipe and brick and tile factories, creameries and cheese factories, burning of kilns and potteries, also hospitals, clinics, sanitariums and dispensaries, in all of which a continuous supply of gas is an absolute necessity.

Also this law excepts specifically certain industries not requiring continuous operation, such as newspaper plants, salt factories, lime factories, flour mills, places of public amusements, automobile garages, repair shops, oil stations, licensed pharmacists, canning factories, undertakers, and cemetery associations.

Our Supreme Court has said that "no arbitrary distinction between different kinds and classes of business can be sustained, the conditions being otherwise similar," and there is no discoverable differences in the present case for excluding the gas company from the list of exceptions. Its service is as public in nature as any and more necessary than some; its operations are necessarily continuous.; the evidence discloses a health hazard not so great as others named in the exempt class; its conditions of employment are excellent.

Why should a watchman for a common carrier such as a railway or motor-bus company, be permitted to work seven days a week while the watchman for the gas company is limited to six?

Such discriminations deny to the citizen the equal protection of the laws and are contrary to the fundamental laws of both State and nation.

#### New York

The Eighth Annual Industrial Conference under the auspices of the Department of Labor, which is to be held in the Roosevelt Hotel in New York City, on December 2, 3, and 4 will, it is planned, be the greatest gathering of this kind that the Department has ever held. The main theme of the conference will be "Maintenance of Peace and Stability in Industry," and under this general head it is expected that the following subjects will be considered:

1. The peaceful solution of industrial disputes.
2. What should be labor's participation in the conduct of industry?
3. The effect of the shorter work day in industry.
4. Cooperation in accident prevention.
5. The health of the workers.

Pennsylvania

A bill limiting women's working hours to 48 a week is included in proposed legislative measures to be discussed at a conference in Harrisburg of representatives of organized labor. The conference is called by James H. Maurer, President of the State Federation of Labor. (Scranton Republican, Nov. 12, 1924.)

Canada    Alberta

In the Supreme Court of Alberta, Mr. Justice Simmons, in chambers, gave an opinion recently in a case involving the Hudson's Bay Company, Limited, in regard to Order No. 6 of the Minimum Wage Board, governing female employees in shops, stores, and mail order houses. This order, as published by the Board in the Alberta Gazette on March 31, 1923, fixed the minimum wage to be paid to inexperienced workers in the fifth three-month period at \$12.00 per week.

Two clerks who had been employed by the Hudson's Bay Company for over one year were being paid at a lower regular weekly rate of wages than the \$12.00 required by the Board. The company resisted the order of the Board to comply with the order for the following reasons:

First, the company alleged that the order was illegally made in that it was stated to become effective on a future date, whereas the Minimum Wage Act provided that any order "shall become operative at the date of publication thereof in the Alberta Gazette."

Second, it was alleged that the company actually paid these two employees the required minimum. In making this claim the company took into consideration the money paid to each of them for holidays, under the company's "holidays with pay" plan, but at the same time treated these holidays as a period during which the employees were not employed.

Third, the company claimed its clerks received a commission on sales and added the amount of these commissions to the employees' regular wage. The Minimum Wage Board, on this point, claimed that these commissions should not be taken into consideration, except to the extent that they may be added to the wage paid during the week the commissions were earned, for the purpose of determining the minimum paid for that week.

The Court's ruling on the various points raised by this case was as follows:

The Board was bound by the provisions of the Act in regard to the date on which its orders should become operative. On the other hand, the fact that the Board in its order attempted to override the statute in regard to the date, should not vitiate the effect of that order, and could be neglected. The Board's order was therefore valid, subject to qualification that it became effective on the date of publication, and not on a postponed date named in the order.

On the second point the court found that, in regard to the company's practice of granting the employees a week's holiday with pay, "the presumption is that they are paid on the same basis as during the period of employment, and that they (the company) cannot employ or use the amount so paid for the holiday week in raising the average of the other week's employment."

In regard to commissions, the Court ruled that "since the act has to deal with the minimum wage, such commissions or bonuses should apply only on the week on which they are earned and should be confined to the said period." (Labour Gazette, Canada, October, 1924.)

### Belgium

The Secretary-General of the League of Nations, by letter of 2 August 1924 informed the International Labour Office that the ratification by Belgium of the draft convention concerning the employment of women during the night had been communicated to him and had been registered on 12 July 1924. (International Labour Office, Official bulletin, 20 September, 1924.)

### Esthonia

The Esthonian Government has decided to submit to a committee composed of representatives of the Ministries of Labour, Commerce, and Justice, the eight-hour bill which has been drawn up by the Ministry of Labour. There is at the moment no Esthonian legislation on the hours of work, but the Government has decided in favour of conditional ratification of the Washington Hours Convention.

The new bill is to apply to industry, commerce, banks, insurance societies, building and transport undertakings. The following occupations are not covered: Agricultural labour (a special bill is in preparation on this subject); domestic and other servants; home work and work in schools and educational institutions; care of invalids and children; work in hotels; chemists' shops and theaters; and certain categories of work on railways.

Hours of work are fixed by the bill at 8 per day and 48 per week. This limitation does not extend to members of the employer's family, or to managers or heads of services.

A rest of from  $1\frac{1}{2}$  to 2 hours must be given to workers at latest  $5\frac{1}{2}$  hours after they begin their work.

Overtime is authorized only for the repair of machines or where it is necessary to prevent accidents. The hours of work of enginemen, firemen, and other workers in electrical and gas works, etc. may be extended. The overtime of seasonal workers in the peat industry and in brick work may not exceed 150 hours per year. In all other cases special authorization for overtime by the Ministry of Labour is required. Overtime is paid for at 50 per cent above the normal rates of wages.

The bill also deals with the weekly rest and holidays. On Sundays and official holidays, workers employed under a single shift system are entitled to a rest of 36 hours; workers employed in two shifts to a rest of 29 hours; and those in three shifts to a rest of 24 hours. Restaurants, cafés and foodstuff shops may remain open on Sundays and holidays.

Failure to comply with the act may involve a fine (maximum, 50,000 Esthonian marks), or imprisonment (maximum one month). (Revaler Bote, 25 September, 1924; Industrial and Labour Information, 20 October, 1924).

### India

Mr. N. M. Joshi, Member of the Indian Legislative Assembly who attended the Washington International Labour Conference as the Indian Workers' delegate, proposes to introduce in the legislative assembly a bill to ameliorate the working conditions of women in industry, in mills and factories. The bill is suggested by the Maternity Convention adopted at Washington, and seeks to carry out some of the proposals contained in the convention.

Mr. Joshi's bill aims at safeguarding the interests of women engaged in industrial occupations. It prohibits their employment six weeks before confinement, on production of a medical certificate. Further, it entitles such women to an allowance to be paid by the Local Government out of a maternity benefit fund established for the purpose.

The bill also proposes that, should a woman die during her confinement, the benefit to which she is entitled shall be paid to a person who undertakes the care of the child. Moreover, the bill imposes certain restrictions on employers. Thus an employer cannot dismiss a woman who is absent from work six weeks before or



after confinement, and any employer breaking any of the provisions of the act will be liable to a fine which may extend to Rs. 500. (Industrial and Labour Information, 20 October, 1924.)

#### Japan

It may be recalled that under an act amending the Japanese Factory Act, promulgated on 29 March 1923, provision is made for the total prohibition of night work of women and young persons under sixteen years of age, the prohibition to take effect three years from the date on which the act came into force. Japanese employers are already considering how they should modify their existing arrangements in order to comply with this requirement in spinning and weaving establishments at present employing women and young persons on both day and night shifts. Two methods have been suggested, one involving a longer day shift and the other two shifts of shorter duration.

Interest attaches to an experiment made in this connection by a weaving factory in the Aichi prefecture. A comparative trial was made by this undertaking of the two systems - first a shift of 12 hours' attendance or 11 hours' actual work, and secondly, two shifts of 9 hours' attendance or 8½ hours' actual work. The same workers were employed in both tests. They included four men for repairing machines, and 60 women of whom about one-half were skilled and one-half unskilled.

The one shift of 11 actual working hours was tried during December 1923 and January 1924, the hours of attendance being from 6 a.m. to 6 p.m., with an hour's rest for lunch. The two shifts of 8½ working hours were tried in October and November 1923, the first shift beginning at 4 a.m. and ending at 1 p.m., with half an hour's rest from 6 to 6:30 a.m., and the second beginning at 1 p.m. and ending at 10 p.m., with half an hour's rest from 7 to 7:30 p.m. The shifts were changed on the 15th. of each month. Wages were arranged partly on a day basis and partly on a piece-rate basis for the women workers, the men being paid on the day basis only.

The experiment showed that, while the stoppage of machines was more frequent under the two-shift system the rate of production was higher under that system than under the single shift system, owing mainly to the fact that the workers were less tired and tried to earn larger wages through increased production during the shorter hours. The general conclusion was that two shifts of 8½ hours gave the more satisfactory results. (Rodo Jiho, monthly publication of the Bureau of Social Affairs, August 1924; Industrial and Labour Information, 20 October 1924.)

#### Norway

The question of extending the operation of the Norwegian Act relating to minimum wages for commercial employees was discussed on 27 July by Parliament. The Minister for Social Affairs had suggested that the act should be repealed, and this suggestion had found support among the rest of the Conservative Government of the day. The majority of the Social Committee however, strongly opposed the proposal. During the debate, the Conservative Representatives declared themselves in principle against the minimum wage act, but stated that in existing circumstances they would not oppose its extension. The proposal of the committee was therefore unanimously adopted and the act was extended to 1 October 1925. (Arbeiderbladet, 30 July 1924; Industrial and Labour Information, 20 October, 1924.)

#### NOTES

American Association for Labor Legislation.

The 18th Annual Meeting of the American Association for Labor Legislation will be held in Chicago, December 28 - 31. A joint meeting will be held with the

American Statistical Association under the general head of "Population and the Labor Supply." Among the speakers will be Miss Grace Abbott, Chief of the U. S. Children's Bureau; George Soule of the Labor Bureau, Inc.; Dr. Susan M. Kingsbury of Bryn Mawr, and Bryce M. Stewart of the Amalgamated Clothing Workers of America.

How far is it practicable to stabilize industry through stabilization of banking and credit operations will be discussed at a joint session with the American Economic Association.

Among other important and timely topics and speakers scheduled for the meeting are The True Scope of Unemployment Insurance by Prof. John R. Commons and Constitutional Problems in Securing Protective Legislation in the States and Provinces by Dr. J. W. Macmillan, chairman of the Ontario Minimum Wage Board.

#### Special Courses in Social Service.

George Washington University is offering special courses in social service for active and prospective social workers, police officers (including policewomen), students of sociology and political science, students of public health (especially those interested in social hygiene and venereal disease control), and for all others engaged or wishing to engage in organized social welfare activities.

Fifteen hours will be devoted to labor problems including unemployment and underemployment; standards of employment; women in industry; homework; working conditions; hours; minimum wage; social aspects of industrial problems; child labor; responsibility of industry and society; principles of collective bargaining; trade unionism - its history, services, policies and present status.

#### Result of W.C.T.U. Survey.

According to a recent clipping, Mrs. Laura Miller, Director of the department of women in industry of the National Woman's Christian Temperance Union has reached the conclusion that employed women get an average of only six hours sleep a night. Her conclusion is based on the results of a survey in which 25,000 questionnaires were sent out to as many working women.

The survey also disclosed that by far the majority of women wage earners cook at least one meal a day, and most of that majority cook two; moreover, that the average working woman is more "fagged out than the average man, because a 'woman's work is never done,'" even though she may be a wage earner.

In response to the 25,000 questionnaires sent out, replies have been received from about 5,000 women. While they vary in detail, the following, which is from a factory hand, is given as a fair sample of the woman wage earner's day:

"From midnight to 5 a.m., slept; from 5 to 6:45 dressed, got breakfast, ate and went to work; 7 to 12 noon, at work; 12 to 12:45 p.m., lunch; 12:45 to 4:30 work; 4:30 to 5:15, on the journey home, marketing, etc.; 5:45 to 7, cooked dinner for four, ate, cleaned kitchen and other housework; 7 to 8, bathed two children and put them to bed; 8 to 9:30 ironed, sewed and mended; 9:30 to 10:30, read; 10:30 to 10:45, bathed and to bed."

As a footnote to the above schedule the writer commented: "This really is not an average day. There was no washing of clothes to do, no baking, canning or heavy house cleaning, and the children, as it happens, were well; no nursing therefore, required."

The questionnaire - Busy Woman's Clock - was suggested when, in a campaign for members in the W.C.T.U. among the working women, many women signified their interest in the organization and in the work it is conducting, but declared it would be of no use for them to join as they had no time to attend the meetings.

PERSONNEL

Texas

Miss Emily Jordan, for eight years president of the San Antonio Local of the United Garment Workers of America, has recently resigned that position to become labor inspector for the State of Texas under the Bureau of Labor Statistics.

NEW PUBLICATIONS.

Bureau of vocational information.

Training for the professions and allied occupations. Facilities available to women in the United States. New York, 1924. 742 p.

California. Industrial accident commission.

Report, July 1, 1922 to June 30, 1923. Sacramento, 1924. 30 p.

Crawford, M. D. C.

Heritage of cotton, the fibre of two worlds and many ages. New York, and London, 1924. 244 p., 21 pl.

Filene, Edward A.

The way out: a forecast of coming changes in American business and industry. New York, 1924. 306 p.

Illinois. Department of Labor.

Sixth annual report, 1922-23. Springfield, 1924. 149 p.

International labour office.

Hours of labour in industry: Czechoslovak Republic. Geneva, 1924. 46 p. (Studies and reports, ser. D (Wages and hours) no. 12)

Kelley, Florence.

Judicial obstacles to labor legislation. American labor legislation review, v. 14, no. 3, September, 1924 p. 222-224

Mayers, May R.

Fatigue in the washing departments of the New York steam laundries. Journal of industrial hygiene, v. 6, no. 7, November 1924. p. 270-280, 8 fig.

New York. Department of labor.

Annual report of the industrial commissioner, 1922-23. Albany, 1924 183 p.

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Rules relating to the arrangement and guarding of sewing machines, machinery, apparatus, equipment, furniture and fixtures in needle trades, effective October 1, 1924. 11 p. (Industrial code bulletin no. 28)

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Rules relating to the construction, equipment, maintenance and operation of laundries, effective October 1, 1924. 19 p. (Industrial code bulletin

Ohio. Laws, statutes, etc.

Laws governing factory and building inspection. Columbus, 1924. 64 p.  
Published as Bulletin of the Department of Industrial relations, and the  
Industrial Commission of Ohio.

Pruette, Lorine.

Women and leisure. New York, 1924. 225 p.

U. S. Department of Labor. Bureau of Labor Statistics.

Time and labor costs in manufacturing 100 pairs of shoes: 1923.  
Washington, Govt. Print. Off., 1924. 154 p. (Bulletin 360)

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Safety code for mechanical power-transmission apparatus, National bureau  
of casualty and surety underwriters, International association of indus-  
trial accident boards and commissions, the American society of mechanical  
engineers, sponsors. Tentative American standard, approved July, 1923, by  
American engineering standards committee. Washington, Govt. Print. Office,  
1924. 30 p. (Bulletin 364)

Women's Bureau.

Domestic workers and their employment relations. A study based on the  
records of the Domestic efficiency association of Baltimore, Md. By Mary  
V. Robinson. Washington, Govt. Print. Office, 1924. 87 p. (Bulletin 39)

Virginia. Laws, statutes, etc.

Labor laws of the commonwealth of Virginia. Richmond, 1924. 79 p.  
Compiled by Legislative Reference Bureau, and published by the Bureau  
of Labor and Industry of Virginia.

Wolman, Leo.

Economic justification of the legal minimum wage.  
American labor legislation review, v. 14, no. 3. September, 1924.  
p. 226-233.