

Newsletter - 1927

News Letter No. 47.

January 26, 1927.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Arkansas

The Arkansas law regulating the minimum wage of women was declared unconstitutional by the Supreme Court of the United States on January 17, 1927. The court, Mr. Justice Brandeis dissenting, affirmed the judgment of the District Court of the Eastern District of Arkansas which enjoined the enforcement of the law, declaring it to be in violation of the Fourteenth Amendment to the Federal Constitution. The case was that of W. H. Donham, as prosecuting attorney for the Sixth Judicial Circuit of the State of Arkansas, et al, Appellants, v. West-Nelson Manufacturing Company, No. 118. The wage involved was \$1 a day for inexperienced employees, and \$1.25 for experienced employees. The company was engaged in the manufacture of overalls, jumpers, shirts, and other work clothing. The Supreme Court rested its decision on the authority of two precedents: Adkins v. Children's Hospital of the District of Columbia, and Murphy v. Sardell of Arizona.

California

Eight-Hour Law Amendment Introduced.

It is reported that a bill has been introduced in the Senate which would require employers to keep accurate records of the number of hours worked by women employees. The intention is to prevent violation of the 8-hour law for women by forcing the employer to present the accurate schedule of hours worked upon demand by an inspector of the State Bureau of Labor Statistics.

Another Amendment Asked.

A resolution was passed by the 27th Annual Convention of the California State Federation of Labor instructing their legislative committee to work for an amendment to the 8-hour law for women, giving "the right to anyone, upon supported evidence, to become the complaining witness and to secure complaints against violation of the act."

Connecticut

The State League of Women Voters has endorsed bills to be introduced in the present legislature providing maximum work weeks of 48 hours for women in industry and of 55 hours for women employed in mercantile establishments.

Illinois

Work is under way again this year to secure the enactment of an 8-hour law for the working women of Illinois. Nineteen organizations, cooperating as the Illinois Joint Committee for the Women's Eight-Hour Bill are working for this legislation. The present law allowing a 10-hour day, was first passed in 1909, and amended in 1911. There has been no legislation since then, although repeated efforts have been made to secure a shorter day.

Massachusetts

New Minimum Wage Set.

A minimum rate of \$13.50 a week for women and girls in Massachusetts employed in the toys, games, and sporting goods occupation, has been fixed by the Minimum Wage Commission. This makes the eighteenth occupation for which a minimum has been set.

According to this decree, which becomes effective March 1, a woman who has reached the age of 18 years, and has had one year's experience in the occupation, is eligible for the minimum rate. For inexperienced employees, 16 years or over, and for all others, irrespective of age, with one year's experience, a special rate of \$12 is fixed. For all others the rate is to be not less than \$10 a week.

Hour Law Modification Again Sought.

Cotton mill men, through the Arkwright Club, again have filed a bill to modify the 48-hour law. Their plan, according to the Daily News Record, of January 11, would permit cotton mills to operate 54 hours in any given week, but at the same time would maintain an average for the year of 48 hours.

New Hampshire

A bill providing a 48-hour work week for women and minors has been introduced in the House. The bill is supported by the State branch of the American Federation of Labor and is opposed by the New Hampshire Manufacturers' Association. A committee hearing on this bill was scheduled for January 25.

New York

Bills have been introduced in the lower house which would establish a 48-hour work week for women, and a minimum wage board of three members to be appointed by the governor. During the month hearings have been continued before the Industrial Survey Commission on the question of the 48-hour week.

Pennsylvania

Women Taxi-Drivers.

While women taxi-drivers have not been unheard of before, it is of particular interest that 25 women drivers are now employed by the Cunningham Cab Company of Philadelphia. It was about six months ago that this company began the experiment of employing women drivers to increase its force of chauffeurs. The women, who are reported to be entirely satisfactory on the job, are on duty 9 hours a day, 6 days a week, with an hour allowed for lunch. Those on the first shift begin work at 7 a.m. The last shift starts at 9 a.m. and finishes at 7 p.m.

As to wages, the women are paid 30 per cent of their earnings, but are guaranteed \$2.50 a day. They are not required to change tires on their cabs, but if such an operation is necessary, a telephone call for the company's service car is sufficient. The women are said to like their jobs and to have proved themselves extremely careful drivers, their accident record in the first few weeks or so of their work having been lower than that of any corresponding number of men drivers for a similar period of time.

Accidents to Working Women.

At the request of the Bureau of Women and Children of the State Department of Labor and Industry, an analysis has been made for the first time of compensated accidents to working women. A report on this study is given by Elizabeth S. Ziegler in the December, 1926, issue of Labor and Industry.

Of 78,774 accidents which were compensated in 1924 there were found to be 1,455 accidents to women 21 years old and over. One of every 6 adult workers in Pennsylvania is a woman but men sustained from 6 to 8 times the proportion of accidents to women. Ninety-five per cent of the accidents to women resulted in temporary disability, 4.3 per cent in permanent partial disability, and .5 per cent in death. The injuries of women showed as much permanent disability as men, but relatively one-fifth as much fatality. More older women were injured fatally than younger ones. Three of the 7 fatally injured were more than 65 years old and the youngest was 35.

More than one-half of the accidents to women occurred in manufacturing plants, and one-fourth in mercantile establishments, hotels, and restaurants. A group termed "miscellaneous" comprised of employees of privately-owned institutions, clubs, etc., was charged with one-sixth of the accidents. Accidents to men, on the other hand, were led by two large groups in equal proportions: Manufacturing and coal mining, with respectively 40.0 and 35.0 per cent. The industries where women sustained relatively more accidents than men were textiles, clothing, food, paper and printing, tobacco, laundries, and leather and rubber goods in manufacturing; in stores, hotels and restaurants, municipalities, jobbers and warehouses, and in the miscellaneous group. In the accidents to women, manufacturing was responsible for 65.0 per cent of the permanent disability, and the miscellaneous group for 25.0 per cent of the permanent disability, and for three of the seven deaths.

Nowhere in the comparison of accidents to men and women is there greater distinction between the two groups than in cause of accident. The cause ranking first in the women's accidents, falls of persons which counted 475, or 33.0 per cent, was responsible for only 10.0 per cent of accidents to men. The second highest cause of women's accidents was machinery, with 375, or 25.0 per cent, and this class accounted for only 12.0 per cent of the men's. Again, bumping into and stepping on objects was charged with 9.0 per cent (125) of the accidents to women, but only 4.0 per cent of the accidents to men. The handling of objects, on the other hand, listed 15.0 per cent of the accidents to women, but more than 20.0 per cent of the accidents to men. There were two causes, whose weight was obviously due to transportation and coal mining, which, while contributing one-third of the accidents to men, amounted to only 5.0 per cent of the accidents to women. These were vehicles and falling objects.

This analysis, Miss Ziegler concludes, indicates that accidents to women in Pennsylvania are not alarmingly high in number or in proportion to employment. It does show, however, that women's accidents comprise a separate entity in the whole accident group, in that the industries where they occur and the causes connected with them are wholly distinct from accidents to men.

Canada

British Columbia.

The validity of the first order under the male minimum wage act of British Columbia, which was challenged by the British Columbia Lumbermen's Association, has been upheld by the Court of Appeals of the Province. The judgment dealt with an

appeal against the conviction by lower courts of a lumber firm for paying employees less than 40 cents an hour, the rate fixed by the minimum wage board for the lumber industry.

The contention of the company was that the board should conduct a systematic inquiry into all industry before making an order. The Court of Appeals, however, held that this was not a sound construction of the act, which intended that the board should hold inquiries and make orders from time to time; otherwise the act would be unworkable.

China

A report communicated by Miss H. Rietveld, Industrial Secretary of the Y.W.C.A. in Chefoo, North China, to the International Labor Office, is in part as follows:

The making and exporting of hair nets began in 1909. By 1921 the industry had grown to such an extent that 17,000 women and girls were employed in examining nets in Chefoo. At present (1926) there are not more than 2,000 women and girls steadily at work in this industry. This is a striking example of the precarious state of employment for those who follow a trade depending on fashion or style.

Although the decline in the hair-net industry has thrown hundreds of women out of work, many of whom have returned to the villages from which they came for this work, there is still great reluctance among the women to learn new trades. One would imagine that economic pressure would push them into other work; but in many cases, when they lose their work in the hair-net industry, the burden of supporting them falls on some other member of their family.

Practically all women and girls who examine nets have bound feet. I have found some who walked to and from their work, covering a distance of three miles every day. Forewomen in most shops and factories have normal feet. The custom of binding feet is still so rooted among these working people that it seems as if only action by the government, possibly by imposing a tax on bound feet, can hope to change it.

The wages for women who examine nets are as follows:

Unskilled workers and learners..anything up to 30 coppers	* per day.		
Semiskilled workers.....	30 to 40 coppers	"	"
Skilled workers.....	40 to 55 coppers	"	"
Forewomen.....	\$15 to \$20 a month.		

Hours of work depend on daylight. In winter the working day is about 8 hours; in summer it is 10, 11, or 12 hours. Some factories arrange for overtime work just before the Chinese New Year holiday, as the women are very eager to earn more money at that time.

Three factories give a Sunday rest, with pay, at all times; several do only rush work on Sunday, and give double pay for it; some work seven days a week with seven days' pay, but in these the worker is allowed two or three days' rest a month at any time she chooses to take it.

* 50 coppers = approximately 5d., or 10 cents.

Embroidery.

There are in Chefoo more than 25 small embroidery workshops. The articles made include tablecloths, tea cloths, lunch sets, "doilies", shawls, kimonos, and underwear for the foreign trade. There is a demand for embroidered muslin tablecloths in the Chinese market as well as for bed valances and bedspreads, embroidered in Chinese designs. This production for home consumption is in contrast to the collapse of the foreign hair-net market.

There are indications that embroidery workshops will be established shortly in the surrounding villages. One village three miles from Chefoo already has 5 workshops, one employing 80 workers, and the others from 10 to 30 workers. An exporter has opened a workshop also in Weihsien, on the motor road. He declares that Chinese women are capable of doing as good work as is produced in the convents of Europe, and that importers in the United States can buy in Chefoo more cheaply than in Europe.

The workers in this trade are mostly young girls who are learning or have just learned the trade. It takes two weeks for an average worker to learn the work. During June and July, new workshops were opened every week with 10 to 20 workers in a shop. Of these, two or three were older women who were teaching the girls. Girls of 7, 8, and 9 years are drawing threads for drawn thread work, and girls from 9 to 20 years are learning to embroider.

The work is all piece-work. Wages are slightly higher than in the hair-net industry:

Learners and unskilled workers,	from 20 to 35	coppers a day			
Semiskilled workers.....	" 30 to 45	"	"	"	"
Skilled workers.....	" 60 to 70	"	"	"	"

Hours depend on daylight. An 11- and 12-hour day is common. In the smaller workshops, the women take rest periods during the day, when they grow tired. All forewomen complain that the time from 1 to 3 o'clock in the afternoon during the lost weather is not very productive; the workers, they say, become too sleepy.

Silk Winding.

In the steam filatures, where skeins of raw silk are prepared from cocoons, the workers are all men and boys. There are, however, two factories in Chefoo which employ at times as many as 200 women and children in the winding of silk. The woof thread for weaving pongee or Shantung silk has to be wound on special bobbins. It is a simple winding process, the silk fiber being taken from the skeins and put on the bobbin by twirling the bobbin with a piece of leather string.

In these factories, the workers are seated on the ground, except when they provide mats for themselves. They are crowded for space, and sometimes the women bring their babies, who lie beside them on the dirty floors. The workers are of all ages, from 7 to 70 years. The wages are low. The work is piece-work, paid by the number of bobbins wound in a day. Exceptionally good workers can earn 50 coppers a day. The average is about 35 coppers a day. Work is from daylight to dark. The workers start from home for work before daylight.

England

According to the Woman's Leader of November 5, 1926, "an interesting experiment is taking place at Surbiton, where a house known as the Gables is being turned into Hill Croft College, where working women students, chiefly weekly wage-earners, can be accommodated. The college was opened in 1920 at Beckenham as an experiment in providing full-time study for women workers. The 105 students who have passed through up to date include domestic workers, brewery workers, biscuit packers, etc. About one-half of these have returned to their former work, and the remainder have taken up some form of social or educational work. Over 40 bedrooms are being provided in the new college, which is under the presidency of Professor J. L. Stocks. Various educational trusts have contributed towards the expense, as have also employers, women's colleges, public girls' schools, etc."

Germany

A conference of women textile workers convened by the Textile Workers' Union, was held on 11 and 12 October last at Gera, a center of the German textile industry.

The congress was attended by 400 delegates, representing more than 600,000 women workers affiliated to the German Textile Workers' Union. Reports were submitted on the questions of special protection for women textile workers against the risks of their occupation, and of the legal protection of women workers with child.

The congress endorsed the demand of the women textile workers that pregnant women should be excused from work for two months before and three months after childbirth, that wages during that period should be replaced by insurance bonuses, and that hours of work should be limited to four per day during the fifth and sixth months after childbirth. In addition, certain improvements were demanded in conditions of labor, e.g., rest periods, and, as occasion required, rest rooms, inspection by women doctors attached to the factory inspectorate, etc.

As regards women's work in general, a resolution was adopted protesting against any restriction of the political and economical independence of women, and against any attempt to prevent the employment of married women or of women whose male parents were workers, on the pretext that double wages were thus earned. (Vorwärts, 12-14 October 1926; Industrial and Labor Information, 22 November 1926.)

Palestine

The situation of women workers in the towns of Palestine is particularly difficult, according to a communication to the International Labor Office, published in Industrial and Labor Information, 8 November 1926.

There are 700 women workers in the clothing trade working at very low wages. The Labor Department of the Zionist Organization has endeavored to improve conditions of labor in this trade by establishing producers' cooperative societies. At Jerusalem, Tel-Aviv and Haifa, there are tailoring and cutting undertakings under the direction of the local women's organizations.

Women workers employed in the manufacture of cigarettes, matches, and cardboard goods are also paid very low wages—on an average of 10 piastres a day. In other industries the daily wage is from 20 to 25 piastres.

Competition among the women, which has been intensified by unemployment, makes it very difficult for the women workers' organizations to take any action to secure a raising of wages. It may be noted that the majority of women factory workers belong to no union. Generally speaking, the situation of these workers in Palestine may be compared with that of women workers 30 years ago in industrial countries like Great Britain or Germany. This is the most regrettable because there is no legislation in Palestine for the protection of women workers.

Under the spur of unemployment, a certain number of women are turning to occupations which are quite new to them. Thus, about 150 women are employed in the building trade, not only on subsidiary work but also on work which has hitherto been confined to men (e.g., masonry, rough casting, house painting, window making, etc.) Other women are employed in printing works and in binding, boot and shoe, and furniture factories.

There are 400 women officials in the public service, in the service of the various Jewish organizations and in private undertakings. There are 400 women employed in hospitals and private nursing homes. There are also 100 women teachers, and 200 women working in hotels and restaurants.

Poland

Women and Children in Poland.

By an act passed by the Polish Parliament on 5 July 1926, the time limit for the bringing into operation of certain provisions of the Act of 2 July, 1924, relating to the work of women and children, has been further extended.

Section 15 of the act of 1924 lays down that bathrooms and crèches must be installed in all undertakings employing more than 100 women, and that every nursing mother shall be entitled to two interruptions of 30 minutes during the working day for the purpose of nursing her child, to be reckoned as hours of work. By an act of 30 July 1925 it was provided that the date of coming into force of these provisions should be fixed by Decree of the Minister of Labor and Social Assistance, in any case not later than 29 July 1926. The new act prolongs this period by two years, i.e. until 29 July 1928. (Industrial and Labor Information, 18 October 1926.)

Salaries of Civil Servants.

In Poland, since December 1925, the salaries of civil servants have not been subject to automatic readjustment according to the cost of living, and, as the index number rose from 170 to 187.6 between January and October of the present year, the purchasing power of their salaries has declined by 10.3 per cent.

For some time past, civil servants have been making vigorous endeavors to secure the reintroduction of the sliding scale system, but the Government has so far been unable, for financial reasons, to satisfy their demands. On 29 October, however, the Government decided to increase the salaries of all civil servants by 10 per cent during November and December. The civil servants' organizations declare that this step is totally inadequate. (Industrial and Labor Information, 29 November 1926.)

PERSONNEL

Texas

It has been announced that Miss Fannie Daniel was appointed State labor commissioner in December to succeed E. J. Crocker, who resigned. Miss Daniel formerly was secretary to Mr. Crocker.

NOTES

Textile Unions and Married Women Workers.

The International Federation of Christian Textile Workers' Trade Unions held its ninth Congress at Antwerp August 23-27, 1926. Among others, a report on the work of married women in the textile industry, and its dangers, was presented by Miss Weitasky of Germany, the main points of which are contained in the following resolution, adopted unanimously by the Congress.

The Congress once again protests against the employment of married women in the textile industry. Factory work presents drawbacks not only for the health and morality of married women, but also for the future generation; it puts an obstacle in the way of a regular and happy family life and the proper education of the children.

The Congress therefore persists in demanding the prohibition of the work of married women in factories. Exceptions should only be permitted for women living alone and for those who have to support a family.

An adequate increase in the wages of men workers or the granting to fathers of families of a supplement for a wife and children should be the means of preparing the way for this measure. So long as these do not exist, the Congress is of opinion that further protection of married women workers is necessary, and it demands, in particular:

- (1) The prohibition of the employment of married women for more than 44 hours a week or more than 8 hours a day;
- (2) The development of maternity protection, so that the employment of mothers should be prohibited during 8 weeks before and 8 weeks after confinement. A suitable grant should be made to women during this period to compensate for the loss of wages incurred;
- (3) Lightening of work for pregnant women; the provision of seats for them during hours of work, and the possibility of rest periods when indisposed, etc.

The Congress, further, requests the International Labor Office to undertake inquiries into the extent and nature of work carried on in factories by married women in the different countries, and on the consequences of this work for the worker herself, for the future generation, and for family life and the education of the children. The International Labor Office is also requested to make efforts to secure, through international conventions, the more complete protection of women, and the progressive suppression of the work of married women in factories.

The organizations affiliated to the International Federation of Christian Textile Workers undertake to support the action of the Office before their respective Governments, to make propaganda in their countries in favor of the realization of the claims formulated, and in particular, to enlighten public opinion on the question of the disadvantages of the work of married women in factories. (Industrial and Labor Information, 25 October 1926.)

NEW PUBLICATIONS

Blankenhorn, Mary Dewhurst

Behind the counter. 2 p.

Reprinted from the Outlook, December 22, 1926.

Commons, John R., and Andrews, John B.

Principles of labor legislation. rev. ed., New York, Harper & Brothers Publishers, 1927. 616 p.

Consumers' League of New York.

Forty-eight hour law. Do working women want it? Report from 500 women in New York State on a proposed law limiting the hours of work in factories and mercantile establishments. New York, Marstin press, 1927. 39 p.

Investigation conducted by the Consumers' league of New York, 1926-1927.

Hurlin, Ralph G., and Berridge, William A.

Employment statistics for the United States; a plan for their national collection and a handbook of methods recommended by the committee on governmental labor statistics of the American statistical association. New York, Russell Sage Foundation, 1926. 215 p.

Hutchins, B.L., and Harrison, A.

History of factory legislation. ed. 3, London, P. S. King & Son, ltd., 1926. 298 p.

Information bureau on women's work.

Are women's wages a special problem. Toledo, Ohio, 1926. 13 p.

King, Edith Shatto, and Frear, Augusta

Classification of social agencies by function in the city of New York. New York, Welfare council of New York City, 1926. 120 p.

Leuck, Miriam Simons

Fields of work for women. New York, D. Appleton and Co., 1926. 349 p.

New York. Department of Labor.

Memorandum on the forty-eight hour week for women. By James A. Hamilton, Albany, 1926. 7 p.

Young Women's Christian Association.

Women in the Orient. A source book compiled . . . as a background for study and understanding of industrial conditions in the East particularly as they affect women. New York, Womans Press, 1926. 221 p.

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

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ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Arizona

A bill limiting the working hours of women to 8 a day and 48 a week was approved February 14 by the committee of the whole senate, and referred to the committee on style and revision. A later report states that the bill was favorably acted upon by the senate. The present law provides an 8-hour day for women workers but allows a 56-hour week.

Arkansas

The Arkansas Council of Welfare Legislation, at a recent meeting, urged legislation fixing the maximum number of hours for women working in the textile industry. While the present law, which limits the working hours of women to 54 a week, applies to manufacturing establishments, cotton factories are specifically exempted.

Idaho

A bill has been introduced in the lower house which would empower the commissioners of public welfare to fix a minimum wage for women and to prescribe their working conditions. Every employer of women would be required to keep a record of his employees and for any violation of the law a fine of \$25 to \$100 could be imposed.

Illinois

The women's 8-hour bill was introduced in the lower house February 2, by Mrs. Lottie Holman O'Neill. The bill provides that no female shall be employed more than 8 hours in any mechanical or mercantile establishment, or factory, or laundry, or hotel, or restaurant, or telegraph or telephone establishment or office thereof, or in any place of amusement, or by any person, firm or corporation, engaged in any express or transportation or public utility business, or by any common carrier, or in any public institution, incorporated or unincorporated. The following exceptions, however, are allowed:

- (1) If employment is for not more than 6 days a week, not more than 10 hours may be worked on one or two days, but not more than 48 hours in any one week.
- (2) If employment in a telephone establishment is between 7:30 p.m. and 8:00 a.m., 10 hours are permitted, if sleeping facilities are provided, and time is allowed for sleep.

The act shall not apply:

- (1) To women employed in canneries in the preservation of perishable fruits and vegetables direct from the fields between May 1 and October 15 of each year;
- (2) To graduate nurses;

- (3) To any operator of a switchboard for a telephone company in an agency maintained in a private residence or place of business other than a telephone establishment.
- (4) In times of extraordinary public emergency, such emergency to be reported within 24 hours to the Department of Labor. If the emergency continues beyond that time the Department shall determine and decide when the emergency has passed.

Time records and posting of the act are required, and penalties are set for failure to comply with its provisions.

Massachusetts

Two Bills Rejected.

Two bills on which hearings were held recently before the legislative committee on State administration have been given leave to withdraw—one calling for an investigation of the State Department of Labor and Industry, and the other providing that the assistant commissioner, who is a woman, should be designated associate commissioner.

Protest Change in Hour Law.

A mass meeting was held February 11 by the Lawrence Central Labor Union, to protest against proposed changes in the 48-hour law. Among the speakers were the president of the United Textile Workers and the president of the Massachusetts State Branch of the American Federation of Labor. The cotton textile interests are seeking legislation which will classify cotton manufacturing as a seasonal industry, and make it possible for mills to employ women as long as 10 hours a day and 54 hours a week, during rush periods, provided that the average number of hours for the year does not exceed 48 a week. The present law provides that in manufacturing establishments where the work is determined by the Department of Labor and Industry to be seasonal, more than 48, but not exceeding 52 hours per week may be worked by the women employees if the average for the year does not exceed 48 hours per week.

Hearings on the bill were held February 23 before the legislative committee on labor and industries, at which representatives of the textile industry were heard in support of the bill, and representatives of organized labor in opposition. The Democratic leader in the house reported to the committee that at the caucus held on the first legislative day, members of his party went on record unanimously against any change in the present hour law.

Minnesota

A bill is now pending in the legislature to establish a 54-hour week for women.

From 1923 until 1926 the Division of Women and Children was enforcing chapter 422 of the laws of 1923 which limited the hours of women to 9½ a day and 54 a week. In July, 1926 the Kronik Cleaning and Laundry Company refused to be bound any longer by the law and was prosecuted for noncompliance. Evidence was introduced, however, to show that the act had not been constitutionally passed and the prosecution was dismissed. A letter from the Attorney General to the Industrial Commission explains the situation:

"..... It appears that the bill finally signed by the governor, and now appearing as chapter 422, Session Laws 1923, is not the bill which was in fact passed by the house and senate, because it does not contain certain amendments which

raised the permissible employment of female persons from $9\frac{1}{2}$ to 10 hours per day, and from 54 to 55 hours per week in certain cases, and which entirely eliminated section 6 requiring employers to keep certain schedules of hours of work, posted in their places of employment.

"An act, to be constitutionally passed, must have the approval of the house, the senate, and the governor. In this case the bill for the act which was sent to the governor for approval, and approved by him, did not correspond in fact with the bill passed by the house and senate. The mistake was that of some clerk of the house or the senate, and the governor was not at fault. But the fact remains that the act as it now appears in the files of the secretary of the State and on the statute books never did receive the approval of the house, the senate, and the governor. Hence it is not law."

Nebraska

After an all-day debate February 9, the House of Representatives rejected a bill to limit the employment of women and girls in Nebraska industries to 8 hours a day. The vote was 51 to 34 in favor of indefinite postponement. Both proponents and opponents demanded a roll call.

New Hampshire

After several hearings on the 48-hour bill, the house committee on labor reported, 10 to 4, that the bill was "inexpedient to legislate."

Another bill is reported pending which would allow the employment of women more than 54 hours a week, the present legal limit.

New Jersey

After passing the senate by a vote of 12 to 2, the night work bill for which New Jersey women have worked so untiringly, has been held up in committee in the house.

Another pending bill has for its object the inclusion of silicosis in the list of compensable diseases under the Workmen's Compensation Act.

New York

The commission created by the legislature of 1926 to study the State's existing labor laws, reported its findings and recommendations to the legislature February 15, 1927. In compliance with the recommendation of the commission a bill is about to be introduced to limit the work week of women to 48 hours, or $49\frac{1}{2}$ hours if a half-holiday is allowed each week. In line also with the commission's report the bill provides for 78 hours overtime each year.

That part of the report of the commission which has to do with the 48-hour week is given here in full.

Report of Industrial Survey Commission on 48-Hour Week.

To no question has the commission given more study than to the question of the proposal to limit by law the working hours of women, in factories and mercantile establishments, to 48 hours a week. This question has been before the legislature

in one form or another for 10 years. It is a question on which endless dispute can arise and as to which the whole facts are not conceded on one side or the other. The probable effect of a 48-hour week can not be predicted by one side without the prediction being immediately challenged by one group or another, or by all, on the other side.

Of course, as a general principle, and, if not likely to cause either injustice to workers or destruction of State industries, the 48-hour week is something, if possible, to be attained.

There is, first, the claim by some that this law, if enacted, will cause a great injustice to thousands of women workers, a number of whom have appeared before the commission and who claim that they will be deprived of their livelihood by the passage of such a law. There is no substantial or convincing evidence before us to support this conclusion.

Secondly, there is the claim that certain industries of the State, notably the textile industry, will be driven from our State.

There has been some evidence before us with regard to the textile industry in the State of Massachusetts, where the 48-hour working week for women has been in effect for several years. The claim is made that the condition of the textile industry in Massachusetts is due in large part, if not wholly, to the existence of this law. On this point the evidence is inconclusive. It may be that the decline in the cotton textile industry in that State is due to various causes not related to that law, such as the fact that women today do not wear as much cotton clothing as heretofore, and the substitution of silk and silk imitations in such garments as they wear, and partly perhaps to the fact that in many Massachusetts mills the equipment is out of date and the management poor.

Another factor that probably can not be overlooked is what is sometimes referred to as the industrial awakening of the South. It does seem that some economic factors are more favorable to the cotton textile industry in the South than in the North. The fact that labor costs are cheaper in the South, with cheaper rents, lower taxes, and cheaper power, must exert an important influence in the matter of building up the textile industry in that section of the country at the expense of the northern States.

Many witnesses have appeared before this commission both for and against the law. Union male labor is for the law. Union female labor, especially those who now work but 48 hours, or less, and many women interested in welfare work, are for the law, and report that numerous workers, whose names for obviously justifiable reasons are not given, favor the proposed law.

On the other hand, many workers, seemingly healthy, and some women's political organizations are opposed to the proposed law.

To your commission it seems that a more important question to women is the obtaining for them of wages more nearly approximating the wages of men engaged in work requiring equal intelligence and application. In comparison with the wages given to men, the wages paid women are unjustly inadequate. As one woman stated, a woman well paid, well fed, is happier at 52 hours than one underpaid at 48 hours.

It has been claimed before the commission that in manufacturing plants where the basis of production is the operation of a machine, rather than hand manipulation, the plant which operates its machinery the fewest hours will have the smallest production, and that not only will production be smaller but the proportion of overhead expenses to be charged against each unit of production will be greater.

On the other hand, the workers claim that the industries dependent mainly on machines, such as the textile industry, are the very industries in which the strain of long hours is the hardest and where the effects of fatigue are most felt.

It is claimed that the passage of a 48-hour law in this State will seriously affect the manufacturing plants of the State in competition with plants in other States, and that such plants in this State will either have to substitute men for women, or move their plants to other States. If this condition were to be created as a result of the 48-hour law it would be very serious, but your commission is not satisfied from the evidence before it, that the danger of such a situation could not readily be met by the management of industry if a 48-hour law were made sufficiently flexible to take care of the seasonal rushes and of the occasional overtime required, by breakdown or other industrial causes.

In establishments such as department and other stores, catering as they do to the inhabitants of the town or city where they are situated, no great injury will ensue either to workers or proprietors if the hours of labor be limited to 48 per week. The buyers will be compelled to do their buying within a fewer number of hours. There can be no other result than a benefit to the workers.

One of the outstanding facts in this whole question is the fact, as shown by the statistics of the State Department of Labor, that an overwhelming percentage of the women employed in factories at the present time work but 48 hours or less a week. And of those who work more than 48 hours, only an extremely small proportion now work in excess of 50 hours. These very industries, however, where the women are employed regularly at 48 or 50 hours, contend most strongly that the exigencies of business, to meet rush orders, because of temporary breakdowns, or other conditions facing management, must have the right to work overtime, and that they do now work overtime, sometimes up to the legal limit of 54 hours a week. Such overtime, however, does not always necessitate more than 2 or 3 hours a week when it does occur.

After an exhaustive examination and after hearing many witnesses on both sides, including the Director of the Bureau of Women in Industry of the New York State Department of Labor, and also the Director of the Women's Bureau of the United States Department of Labor, which bureau has investigated the subject in a number of States, this commission declares itself in favor of a 48-hour law for women employed in factories and mercantile establishments, except those now exempt by law from the provisions of the 54-hour law and the 10 o'clock limitation for work at night. In declaring for the 48-hour law, we recognize the need of industry for an opportunity to work additional hours in case of seasonal rushes, or other conditions that may arise from time to time, where a straight 48-hour week would work a great hardship. We also recognize the condition that now prevails in many industrial plants of a Saturday half-holiday. Believing that the half-holiday affords an opportunity for healthful recreation, and the recovery from the effects of physical strain and fatigue, and is a great factor for the physical well-being of women workers, we are of the opinion that it is not only essential to retain the half-holiday where it now exists, but it is highly desirable to urge it upon industry as an almost universal proposition.

This commission while in favor of a provision in the 48-hour law, that, while no more than 8 hours a day will be permitted on any day in the week, where women employees are required to work 6 full days a week, we recommend a provision that would permit factories or mercantile establishments to employ their women workers 49½ hours a week, in order to give them a full half-holiday on one day of each week,

besides their regular day of rest. In order to do this, it is necessary to provide that women may be employed for not to exceed 9 hours on any day, where it is done for the purpose of giving a shorter work-day on one of the other days of the week, and limiting the hours of that shorter day to one-half of nine hours, namely, $4\frac{1}{2}$.

In order to take account of the necessities of industry, for a moderate amount of overtime, we recommend a provision that would permit of not to exceed 78 hours of overtime in any one year, such overtime to be available to the employer whenever he requires it, but upon giving notice to the industrial commissioner at the time of beginning such overtime work. This is practically the provision contained in the so-called Mastick-Shonk bill that was introduced in the legislature last year. That provision, which was generally agreed to by all the proponents of the 48-hour law, permitted 12 weeks of overtime. The bill did not state, however, how the overtime was to be taken, and it is believed that the present recommendation for 78 hours overtime is more elastic and better adapted to the needs of industry.

In making this recommendation, your commission, of course, recognizes that in no event, under the overtime provision, shall any woman be permitted or required to work more than the present legal number of hours, that is to say, 54 hours in any one week. While this proposal is not accepted by the employers' representative on this commission, it is accepted by the representative of labor and the representative of the general public on the commission. We believe it appropriate to say, in that connection that representatives of labor most directly interested in passage of this bill, were invited to confer with the commission, and speaking as the official spokesman for their very large group of organized workers, they declared themselves to this commission as agreeable to accepting this proposal, as a great measure in advance for the welfare of the women workers of the State and as one that they wish to see enacted into law.

The commission desires to commend all those who have aided in its deliberations on this very troublesome subject, both those who urged the 48-hour week and those who sincerely and conscientiously objected to it. The discussions have been carried on without rancor, and in a spirit of fairness, and in an honest endeavor to arrive at a satisfactory solution of the question, and we feel that the State owes them a debt of gratitude.

The commission recognizes the difficulty imposed upon industry in adjusting itself to the changed conditions which may be imposed by such a law, and unless great injustice and hardship is to be done in certain cases, the time of taking effect of such a law should be postponed for a reasonable time. While urging, therefore, that all employers as soon as possible, adjust their hours to the provisions of the law which we recommend enacting, we further recommend that the actual effect of the law be postponed for a period of 6 months after the passage of such act.

Nevada

Among other labor bills endorsed by the legislative committee of 18 Nevada unions, as well as the State Federation of Labor, is that for an amendment to the 8-hour law for women providing for a 48-hour week instead of the present 56 hours.

Ohio

The Urban League reports that in Cleveland colored girls have been placed as elevator operators in a large department store which formerly used men. The men were transferred to other jobs.

England

Investigation into the question of weight-lifting by women in various industries, has revealed the fact that the paper trade heads the list for the weight of the individual load carried.

Tests carried out on 18 women and two girls showed an average relation of load to body weight in this trade of 57 per cent, the average daily amount lifted for each woman being 1.1 tons.

The investigator, Dr. Sybil G. Overton, Medical Inspector of Factories, states that the evidence suggests that 40 per cent of body weight for the individual load should not be exceeded by women and girls where the lifting and carrying is an essential part of the process and is intermittent or continuous throughout the process. For incidental and occasional loads not more than 50 per cent of the body weight should be lifted or carried at a time. (Workers' Union Record, November, 1926.)

NOTES

For the purpose of standardizing methods of calculating labor turnover, and interpreting the results, the board of directors of the store managers' division of the National Retail Dry Goods Association, has authorized the planning and research committee to undertake a study of labor turnover in stores. It is expected that this study will enable stores to put their labor figures on a comparable basis and to be in a position to make future analysis.

A. R. Strang, of the Ed. Schuster & Co., Inc., Milwaukee, is the chairman of the planning and research committee of the division. All members of the organization are requested to furnish information on their methods of handling labor turnover data in their respective stores, including methods of calculation, classification of departures or separations, the inclusion or exclusion of "extra" employees, and the importance which the member store responding places on such data in the functioning of its executive departments.

The other members of the committee are, in addition to Mr. Strang, Miss Eugenia Lies, of R. H. Macy & Co., Inc., E.N. Ferrell, of Jordan Marsh Co., Boston, and F. R. Lamb of the Edw. Malley Co., New Haven, Conn.

It is expected, after this study is completed, if there is sufficient demand from the members, the rate of labor turnover in department stores, the causes, remedies, etc., may be undertaken. This study, which is now under way, it was explained, is a necessary prelude to such work in order that the data may be put on a comparable basis. (Daily News Record, February 4, 1927.)

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Arizona

A new 8-hour law enacted by the 1927 legislature was approved by the Governor March 9. Under the provisions of this law not only are the daily hours of women restricted to 8 but the work week is limited to 6 days. The old law permitted a 7-day week and therefore 56 hours of work per week. Women in manufacturing establishments, places of amusement, and railroad restaurants or eating houses on railroad property, none of whom was covered by the old law, are included in the new one. Under the new law girls working in telephone or telegraph offices or exchanges where less than three are employed, nurses, women working in the fields during the harvest season, or in the fields, packing sheds or factories where perishable produce is grown or handled, and women working 6 hours or less each day, may work 7 days a week.

California

By a vote of 7 to 5 the assembly capital and labor committee on March 18 tabled a bill to extend the 8-hour law to include women employed in sanatoriums, relief homes, asylums, banks, general and professional offices, insurance offices, and real estate offices. The bill was opposed by business and professional women in the State.

Connecticut

The lower house of the legislature has rejected bills providing for shorter working hours for women in manufacturing, mechanical and mercantile establishments. The bills had been unfavorably reported by the labor committee. Three of the bills applied to manufacturing plants and called for a 9-hour day and, respectively, for a 48-, a 50-, and a 54-hour week. The others, also three in number, applied to mercantile establishments and called for (1) a 55-hour week and 10-hour day, (2) a 48-hour week for females and a 6 p.m. closing hour for minor under 16 years, and (3) a 6 p.m. closing for women and girls, with such establishments exempted as are exempt from the Sunday laws.

A bill to amend the existing law so as to allow for 15 deputy factory inspectors, of whom not less than two and not more than six should be women was amended before passage to increase the number of inspectors from 15 to 17. The old law allowed 10 deputies, two and not more than three to be women.

Illinois

Eight-Hour Bill Favorably Reported.

The women's 8-hour bill received favorable action in the committee on industrial affairs of the house on March 23. By a vote of 17 to 5 the committee decided to report the bill to the house with the recommendation that it pass.

One Day's Rest in Seven.

Hearings were held March 29 before the house judiciary committee on a bill providing one day of rest in seven. The Illinois division of the Actors' Equity Association is especially active in support of the bill.

Massachusetts

By an overwhelming vote of 159 to 5 the house on March 19 rejected the amendment to the 48-hour law proposed by the textile interests whereby women in the cotton mills would have been allowed to work 10 hours a day and 54 hours a week, with an annual weekly average of 48 hours.

Michigan

Hearings have been held recently before the labor committee of the senate on a bill forbidding the employment of women on emery wheels and drill presses. The chairman of the State Department of Labor and Industry told the committee that the department through its inspections could regulate such work so as to prevent its proving dangerous or unhealthful.

Minnesota

Efforts to provide by law for a woman member of the Industrial Commission and for a 54-hour week for women workers both have met with defeat. The hour bill was amended so that it would have applied only to cities of the first and second class, which meant only Minneapolis, St. Paul, Duluth, and Winona.

Nevada

A senate bill providing an 8-hour day and 6-day week for women has not been reported out of the committee on labor.

New Hampshire

Without debate and by a vote of almost two to one—230 to 120—the House of Representatives on March 1 defeated the bill which would have decreased the hours of work of women in industry from 54 to 48.

New Jersey

The effort to make enforceable the night work act which should have become effective January 1, 1925, by providing specific penalties for violations, has met with defeat.

New York

Forty-Eight Hour Week Wins.

On March 31 Governor Smith signed the modified 48-hour bill which represents the result of 14 years of effort to reduce the legal working hours of women in New York industries. The law, which embodies the recommendations of the Industrial Survey Commission, permits 49½ hours a week if a half holiday is granted on one of the six working days, and allows 78 hours overtime during the year. The bill passed the senate with only one dissenting vote. In the assembly the vote was 122 to 22. The law becomes effective January 1, 1923.

Other Legislation.

Important enactments of the 1927 session of the legislature include numerous amendments to the workmen's compensation law, among them provisions increasing the maximum weekly payments to injured workers from \$20 to \$25 and increasing the total sums that may be paid for certain forms of disability from the present \$3,500 to a maximum of \$4,000 and \$5,000.

Two amendments to the labor law were enacted providing increases in the salaries of factory, mercantile, boiler, mine and tunnel inspectors, and their division into six grades within the State Department of Labor, and giving to the Industrial Commissioner power to require that the walls and ceilings of rooms and hallways in every factory be kept clean. Among four emergency amendments to the workmen's compensation law, which were introduced on behalf of the State Department of Labor two weeks before adjournment and which failed of passage, was one to include benzol as a cause of occupational disease.

The Industrial Survey Commission created by the legislature of 1926 to study industrial conditions throughout the State, has been continued for one more year with an appropriation of \$25,000.

The reorganization commission bill signed by the Governor March 17 removes from the Hughes reorganization act of 1926 the requirement that two members of the State Industrial Board shall be representative of employees and two representative of employers. The board of five members succeeding the former board of three, is now in full operation. The three members, whose appointments have been approved by the senate are James S. Whipple, promoted from the position of compensation referee, E. W. Edwards, president of the New York State Allied Printing Trades Council, and Leonard W. Hatch, advanced from the position of chief statistician of the State Labor Department. The two other members of the board are Frances E. Perkins, Chairman, and Richard J. Cullen. The retiring member is Richard H. Curran, whose term expired January 1. The salary of an industrial board member is \$8,500 a year.

North Carolina

Shorter Work Day Defeated.

A bill to reduce the working hours of women in factories to 55 a week has been defeated.

Investigation of Industrial Conditions Asked.

A bill introduced in the legislature in February provides for the creation of a commission of labor and industry whose duty it would be to investigate and report to the next general assembly the conditions of laboring people in agriculture and industry in North Carolina, and to make such recommendations as are necessary to improve the conditions of the workers.

West Virginia

A bill for an 8-hour day and 48-hour week for women workers in West Virginia is now pending in the legislature. Joint hearings were held March 29.

Canada

Quebec.

The Minimum Wage Board recently issued Order No. 2, governing laundries, dye works, and dry-cleaning establishments of the province with the exception of the city and island of Montreal and a radius of ten miles around and beyond the island.

This order becomes effective April 16 while Order No. 1 governing Montreal and the adjoining districts took effect March 1. The minimum rates of wages for Orders No. 1 and No. 2, respectively, are: experienced workers \$12 and \$9; inexperienced workers over 18 years, for the first six months \$10 and \$7, for the second six months \$11 and \$8; apprentices under 18 years, for the first six months \$9 and \$6, for the second six months \$10 and \$7, for the third six months \$11 and \$8. The length of the working period to which these minimum rates apply is defined as the "regular recognized working period of the establishment." The same rules and conditions are attached to both orders as follows:

No worker, who begins as a young girl shall, after reaching the age of 18 years, receive less than the wages prescribed for an inexperienced worker over 18 years. If she has been employed in the industry for a year or more before reaching the age of 18 years, she shall be considered an experienced worker upon reaching the age of 18 years and receive not less than the minimum wage of experienced workers.

Not more than 35 per cent of the total of female employees in any establishment shall be either inexperienced adults or apprentices under 18 years of age.

Any female employee working in excess of the regular recognized working period of the establishment shall be paid at not less than the regular rates. Any female employee losing time during the regular recognized working period will be paid proportionately for the actual number of hours worked. No deduction below the minimum wage line for absence shall exceed the value of the time lost, reckoned proportionately to the regular recognized working period of the establishment. An employee required to wait on the premises shall be paid for the time thus spent.

The board may issue permits for lower wages on behalf of aged or handicapped workers. It may also grant permits of variation or suspension of any of these regulations in case of exceptional conditions. Employers and employees are invited to consult the board regarding any problems which these orders may concern. (Labor Gazette, Canada, March 1927.)

India

The following is quoted from the book just published by Margaret Read—
From field to factory: An introductory study of the Indian peasant turned factory hand:

Until the Mines Act of 1923 came into force, going into the coal-mines was a family concern, that is, men, women, and children all worked together, whether underground or on the surface. It should be noted here that some of the mines in the Bengal coal-field are known as surface mines, where the conditions are different from and less arduous than those in deep shaft mines. These surface seams are not however very widespread, and will eventually be worked out, whereas the deeper coal is both better and to be found in much larger quantities. The Mines Act of 1923 forbade children under 13 to enter the underground part of the mine, and their employment either underground or on the surface. It did not, however, forbid the employment of women underground, which was forbidden in England in 1842. In the Report of the Chief Inspector of Mines for 1923 it was stated that the proposal to prohibit the employment of women underground was strenuously opposed in certain quarters, chiefly on the grounds that the supply of labor was not sufficient to work the mine without the women. Also much was made of the different type of work in the surface mines. In his Report for 1924 the Chief Inspector stated that the opposition was becoming

weaker. "Recently a prominent general manager of coal-mines who knows much of Indian labor conditions, addressed to the Indian Mining Association a letter in which he said 'that the time now is ripe for the withdrawal of women workers from Indian Mines.' Mining labor is now plentiful and it would probably be easier now to replace women than at any time for many years." At present 41,616 women are employed underground in coal-mines out of a total of underground workers of 167,719.

In the larger coal-mines the hours are two 10-hour shifts in the 24, 8 a.m. to 6 p.m. and 8 p.m. to 6 a.m. If it is difficult for men to keep their health working underground, it is far more serious for women, the majority of whom are of the child-bearing age. Their work consists mostly of carrying the coal in baskets from the seams to the tubs, and it is often very heavy work. The arrangements for ventilating the mines are not yet very advanced, and the dangers from bad air, defective roofing, and fire-damp explosions are far greater than in Western mines. In the 1924 Report it is stated of a total mining force of 258,217 there were 233 fatal accidents, causing the death of 281 persons, 247 men and 34 women, and serious accidents causing injury to 420 persons. It is stated further that fatal accidents generally occur from a willful disregard of orders given by managers and foremen, and that there is need for education and a greater sense of responsibility among the workers. First-aid classes are held in some centers as part of the work of the Mines Board of Health.

Undoubtedly the question of women's work in mines is a difficult and complicated one. The withdrawal of women's labor from the mines would involve a costly and troublesome reorganization of labor, and would force mine-owners to extend the use of labor-saving devices and machine-cutting appliances. The experience of other countries shows that this always leads to increased output. Moreover, as the National Christian Council Review states (September, 1925): "Apart from humanitarian considerations, it appears to be reasonably clear that the removal of women from mines is, along with housing, the principal necessity if the standard of life of the mining community is to be raised. It surely needs no argument to prove that the standard of life of a community, where the women spend their days down in the mine with the men, must be low, and that family life in any sense of the term must be non-existent." This vexed question is the subject for constant debate and discussion in Government and social reform circles in India, but there is a looking toward England all the time for help in achieving this reform. Indian social reformers say that English public opinion can force the issue if it will.

Rumania

The first draft of a bill for the regulation of the work of women and children, which in the main gives effect to the Washington Conventions, has been submitted by the Minister of Labor to the industrial organizations concerned.

The bill, according to Industrial and Labor Information, March 7, 1927, applies to all classes of industrial undertakings enumerated in the Conventions, with the single exception of those employing only members of the same family working under the direction of the father and on condition that such undertakings are not classed as dangerous or unhealthy and that the work is not carried out by mechanical means.

Night work is forbidden for young persons under 18 years of age, and also for women and girls of any age. The nightly rest period must be of at least 11 consecutive hours' duration. For young persons under 16 years of age, and for women and girls of any age, the rest period must comprise the hours between 10 p.m. and 6 a.m.; for young persons over 16 years of age it must comprise the hours between 10 p.m. and 5 a.m. The Ministry of Labor may authorize exceptions for certain continuous-process industries and for certain commercial undertakings (restaurants, pastry-cooks' shops, confectioners' shops, hotels, bars, etc.), on condition that a minimum of 11 consecutive hours' rest be given. In cases where there is extra pressure of work in connection with seasonal requirements, the Ministry is empowered to reduce the nightly rest of women and girls over 16 years of age to 10 hours, but such reduction may not be permitted for more than 60 days in the year.

Daily and weekly hours of work will be regulated by the decision of the Ministry, account being taken of the nature of the work performed by women and young persons. Overtime work at home is forbidden and it is forbidden to employ young persons under 18 years of age, and women and girls of any age, in underground work in mines and quarries.

The factory inspection authorities may at any time require a medical examination of young persons under 18 years of age and of women and girls in order to ascertain whether the work given them is beyond their physical capacity.

Employers are required to grant a holiday to women workers before childbirth, the length of the holiday to be fixed by the medical officer. Mothers are forbidden to work for six weeks after childbirth. This period may be prolonged under medical advice. During the whole period of maternity leave women are to receive an allowance and free medical attendance. In addition to the ordinary rest periods a nursing mother is entitled during hours of work, to two breaks of half an hour each, without any reduction of wages.

South Africa

A new agreement relating to wages and conditions, effective as from February 1 of this year, has been concluded for the whole of the tea room, restaurant, and refreshment trade in Johannesburg, Industrial and Labor Information March 7, reports on the authority of The Star, Johannesburg, January 22, 1927:

The minimum wage is fixed at 7 pounds a month for waitresses in their first six months' service, 8 pounds a month in the second six months, and 9 pounds a month thereafter. The minimum for a third grade cook is 8 pounds a month; 10 pounds for a second grade, and 14 pounds for a first grade. These wages include such meals and light refreshments as are served in normal working hours. A minimum of at least half an hour must be allowed for each meal taken when on duty. No employee will be permitted to work on a commission basis, though employers may pay a commission in addition to wages.

Working hours will be 8 a day to be completed within 11 hours from the time of starting work on four days of the week; 5 hours on one day in each week, to be completed before 2 p.m.; and 9 hours on Saturdays. No employee is to be required or permitted to work systematic overtime; but an employer will be entitled to call upon an employee, provided the employee agrees, to work two hours' overtime in any one week. Overtime is to be paid for at double the ordinary rates. All employees working on public holidays are to be paid at the rate of time and one-half in respect of such days.

Employees; other than casual hands, are to be granted 14 days' annual leave on full pay after 12 months' continuous service with one employer, while employees who have not had continuous service with one employer for 12 months shall, on leaving, receive one day's pay in respect of each completed month of service with such employer in lieu of holiday leave.

An employee guilty of causing malicious damage or malicious breakages, or of carelessly causing breakages, gross negligence, misbehaviour or any other misdemeanor when on duty is rendered liable to such penalties or fines, as the Industrial Council may decide.

NOTES

Permanence of Men and Women Office Workers.

Another report on the comparative stability of men and women office workers has appeared in The Journal of Personnel Research, February, 1927. This report, by Marion A. Bills, Aetna Life Insurance Company, recalls that on the same subject by H.B. Bergen (Journal of Personnel Research, July, 1926), which was reviewed in News Letter No. 46. These reports are in striking agreement and "definitely dispose of the arguments against women workers on grounds of instability."

The Bills report deals with 635 men and women office workers hired by the Aetna Life Insurance Company from 1920 to 1923 inclusive. Relative stability is measured by comparing proportions remaining with the firm and average length of service of those who left the firm. Almost equal percentages of men and women hired were still with the firm up to the time of this report (25 per cent of men and 26 per cent of women). Of those who left the firm the women exceeded the men by about a fourth of a year in average length of service.

Southern Clergy Appeals to Southern Employers.

Forty-one representative Southern bishops and ministers on March 28 issued an "Appeal to Industrial Leaders of the South." Among the signers of the document are three Episcopalian bishops, five Methodist Episcopal Church, South, bishops, two Methodist Episcopal Church bishops, and leading pastors of practically all communions in the South. The appeal is as follows:

We pastors and officials of the churches of the South address this communication to you because of our interest in the well-being of the people of the industrial South. While we recognize that there are problems similar to those herein mentioned in other parts of the country, yet we as Southern men are addressing this appeal solely to you because we recognize that the South has social conditions and industrial problems which are peculiarly its own, and which must be met by those who have a full knowledge of those conditions.

We are proud of the remarkable growth of Southern industry and we know that you are concerned with us in the welfare of your employees and those dependent upon them.

We bring before you with the greater confidence, therefore, the necessity for the improvement of certain social and economic conditions, especially in the textile industry, but existing also in other industries. These are, to speak briefly, the isolation of population in a mill village; the long working week, extending in many industries even to 55 and 60 hours; a certain amount of the 7-day week which still exists in some industries; the employment of women and of children between 14 and 16 at overlong periods of labor; low wage standards in some industries with consequent depressed standards of living; the general absence of labor representation in our factories.

Life in a mill village under a company control while an advance of status in the beginning, is not the best training ground for citizenship in that it does not train residents for participation in government. It has generally proved in recent years, however, it may have been at first, to be unfavorable to education, to religion, and to understanding and sympathy between the citizens of the mill village and those of the larger community. In spite of the difficulty of the problem we are convinced that these villages should be merged as rapidly as is consistent with safety into the larger community.

We do not undertake to suggest the forms which employee representation in factory government should take, whether arrangements negotiated with regular unions or forms of works' councils. But labor is human and not a commodity. Labor gives all that it has, including capital through savings, and since labor also has wisdom, skill and ingenuity to contribute to the greater productivity of our industries it is desirable and helpful that it should have a proper share in making and enforcing the regulations by which industrial plants are controlled.

The quality and quantity of the product, elimination of waste, regularity of employment, better control of industry as a whole, the wage scale and the fairness of discipline of the shop are of deepest interest to labor. Higher wages, better schools, shorter hours of labor and the independence of the worker tend to enrich life and to develop a stronger type of citizenship.

We believe that all of these conditions can be steadily improved and we therefore urge you, as present leaders holding positions of responsibility and vantage, to take the initiative in their improvement. We believe if you will take the initiative, and if there can be friendly cooperation of employers, employees, churches, educators and officials of the State, it will be possible to build in the South by united effort, in the lifetime of this generation, a greater and more powerful industry, constructed solidly upon goodwill and cooperation, avoiding the waste and bitterness of industrial conflicts and mitigating the intensity of the class struggle.

We can not allow ourselves to close this statement without saying that the policy which we have presented to you as employers, if it is followed, requires an intelligent and sympathetic appreciation by the public of the difficulties, financial and otherwise, which beset leaders of Southern industry, especially in the textile industry, at this time. And it calls for the whole-hearted cooperation of labor, organized and unorganized, if it is to succeed. We pledge our active cooperation to secure this understanding and cooperation.

Women in the Insurance World.

The following editorial is taken from the issue of March 25, 1927 of The Woman Teacher, London, the official organ of the National Union of Women Teachers:

We learn from a perusal of two numbers of the Insurance Guild Journal that the women in that profession are up against some of the same problems as we are ourselves.

The proportion of women to men in insurance offices is very small, and they are confined, so far, to the lower positions. Those few who have attained to any post involving other than routine work have done it by sheer push and energy. As the women are so few in number, they have joined the same union as the men—The Guild of Insurance Officials. The public-spirited ones among them are discovering,

however, that though they are in the same union and pay the same subscription they do not receive the same benefits, for the men are demanding for themselves that when they reached the age of 26 or 28, they should receive a salary which will enable them to marry, and this they put at 280 or 300 pounds.

The more progressive among the women are not slow to perceive and to point out that such a demand implies a differentiation between men and women, not only in the amount of their salary, but also in the basis on which the salary is calculated.

In a special "Women's Number" of the Guild's official organ, Miss Marion Ffrench, of the Liverpool, London, and Globe Society, deals with the men's attitude in a very trenchant article. She opens with the crucial question "Does the Guild stand for Equality?" and we can not help recalling the time when we, at that period still members of the N. U. T., asked ourselves and others the same question.

Miss Ffrench continues: "During the last six months I have had great misgivings on this point, and as I form a small part of that greatly-maligned body of progressive women behind the 'Women's Movement', I feel it is incumbent on me to examine very closely into facts before giving my moral and monetary support to an association that does not--both in word and deeds--give a definite and complete pledge on this point."

She declares that if insurance officials are to be effectively organized, the men must realize that their interest and the women's are mutual. This, she continues, the men have not done, since "an invidious distinction is drawn between men and women--which should never have been done by an association composed of both sexes--in the very adoption of" the principle that men should have preferential treatment over women because of family responsibilities.

"We women," says Miss Ffrench, "unlike the men it would seem, have not joined the Guild with the object of pressing for a remuneration according to our personal responsibilities, but

"(1) To obtain with the cooperation of our fellow workers a salary commensurate without ability and qualification;

"(2) To improve and regulate the relations between ourselves and our employers;

"(3) To secure good and equal opportunities for men and women in the insurance world;

"(4) To secure adequate and equal pay, equal increments, and equal status for men and women insurance officials.

"In fact, our main plank is 'Equality', and we had certainly thought that it was an important item in the Guild's programme. We have come into the insurance world, we are staying there, and we mean to have fair play, and, where our ability to hold our own with the men has been proved, they will see that it is to their benefit not to allow us to be imported as cheap labor."

The women of the Guild considered this matter at a meeting of their Advisory Committee, when Miss Ffrench proposed and Miss Waddingham seconded a motion "that the men's demands were inconsistent with the conference deliberations as they apparently draw a distinction between the salaries paid to men and women in insurance, and are not in the best interests of the Guild inasmuch as it can be said that if its policy is inequality in the matter of salaries, it should also be so in regard to Guild subscription."

It appears that the men officials had in the past reproached the women with being inconsistent; Miss Ffrench reminds them of this, and says:

"It will be rather painful, I am thinking, to our men colleagues to realize that at last the tables are turned, and we are now accusing them of being inconsistent—they have had their little joke so long that I am sure they will be loath to give it up!"

We hope that Miss Ffrench and Miss Waddingham will have the full support of all their women colleagues in their fight to make their own union act up to its expressed principles. It will be a hard fight; we speak from experience, but if the men are clear-sighted enough, they can not help recognizing that they are risking their own prospects in allowing themselves to be undercut by women.

Nothing is plainer to those who are acquainted with both men and women insurance officials, ^{than} that the women are at least—at least—as capable as the men, and if the men are gradually ousted by the competition of cheaper feminine labor, then they will have only themselves to blame.

News Letter No. 50.

April 30, 1927.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

California

A bill amending the present 8-hour law by removing from its application women engaged in processing or packing eggs and dressing poultry has been passed by the legislature and sent to the Governor for signature.

Illinois

One Day Rest in Seven.

The Weekly News Letter of the Illinois State Federation of Labor for April 23 reported that the "dismembering of the One Day Rest in Seven Bill in the Committee on Judiciary of the House of Representatives on April 13, culminated in the passage of an amendment entirely releasing theaters from the provision of the measure. The action was taken on the modified bill which as introduced applied only to factories and theaters. Two other amendments had previously passed, weakening the bill by excepting from its terms certain classes of factories to such an extent as to make it almost ineffective as applicable to industrial concerns. The only action on which there was a roll call vote was the motion to amend by striking out the words 'or theaters' which was adopted by a vote of 15 to 13."

Women's Eight-Hour Bill.

After withstanding nine attempts at amendment, the Women's Eight-Hour Bill was ordered placed on the calendar for third reading. For lack of three votes, however, it failed May 3 to pass the House. The vote, after two hours' debate on the bill, was 74 to 64.

Massachusetts

Forty-Eight Hour Week to Continue.

Without a dissenting voice, the Senate on March 24, accepted the adverse report of the Committee on Labor and Industry on the bill sponsored by the Arkwright Club to modify the 48-hour law so as to allow women to work a maximum of 10 hours a day or 54 hours a week in rush seasons.

New Wage Boards Formed.

The Minimum Wage Commission has formed two new wage boards, one for establishments manufacturing boot and shoe cut stock and findings, the other for electrical machinery and supplies. The boot and shoe cut stock and findings occupation includes the manufacture of such lines as counters and innersoles, shoe trimmings, stays, leather heels, shanks and welting. The electrical machinery and supplies occupation includes the manufacture of products like electrical apparatus and equipment, induction coils, radios, incandescent lamps and mica. It is the function of these wage boards to recommend minimum rates of wages for women and girls in these occupations.

Minnesota

The hour law of 1913 has been amended to permit the employment of women in canning factories more than 54 hours a week for a period of 75 days each year.

New York

Industrial Accidents to Women.

Reporting on industrial accidents to women in New York State, Miss Nelle Swartz, Director of the Bureau of Women in Industry, in the Industrial Bulletin for April, says that "industrial accidents to women are in smaller proportion than accidents to men. Of the compensated industrial accidents in New York State in the year ending June 30, 1926, those to women were 7 per cent of the total. The per cent of females among workers with compensated accidents is, therefore, less than a third as large as the per cent of females among the gainfully employed (25 per cent)."

The proportion of accidents to females has been fairly consistent, Miss Swartz points out, for the past 10 years except in 1917 and 1918, when the proportion was somewhat lower. The proportions run from 3.9, 5.6, and 7.1 per cent in 1917, 1918, and 1919, to 7.3 per cent in 1926.

The report continues: Almost a fourth of the accidents to females were among minors. Among males the accidents to minors were only 9 per cent of the total. This difference in proportion is due to two facts: First, that female minors comprise a larger proportion of all gainfully employed females than male minors do of all gainfully employed males; second, that whatever industrial hazards females are subject to are equally present in all age groups, whereas male minors do not enter hazardous occupations of males such as transportation, construction, and mining in any great numbers. * * *

More than one-half of all the compensated accidents to women occurred in the manufacturing industry. * * * More than three-fourths of accidents to girls under 21 were in the manufacturing industry; among older women more than one-half were in manufacturing. On the other hand, there were fewer accidents among minors in clerical and personal service than among adult women. Of the manufacturing industries, clothing is the most important in accidents to women with almost a third of the total. Textiles and food products are next in importance, with 13 and 11 per cent respectively of the total. * * *

Falls of persons and machinery are the most important causes of accidents to women with about a third and a fourth respectively of the total. In addition, handling objects caused 15 per cent of the total, hand tools, 8 per cent. The falls which caused accidents were almost equally divided between falls from elevation and falls on level. Three-fourths of the former were from stairs and steps, while of the falls on levels more than one-half were due to slipping of the foot and more than one-fifth to stumbling over loose objects.

Textile and metal workers' machines were the chief causes of machine accidents; the former responsible for more than a third of the total, the latter for a fifth. Paper products and printing machines, food products and laundry machines were responsible for 11, 9, and 8 per cent respectively of machine accidents. The textile machines were largely sewing machines. More than one-half of the metal working machines were power presses. * * *

Of the accidents due to handling objects the largest number were naturally due to sharp or rough objects, such as glass, wire, or slivers. Nevertheless more than a fourth of them were due to heavy objects, principally to strain in handling such objects. Of the hand tool accidents, nearly all were due to the glancing or slipping of tools while being used by the worker. This indicates the possibility of decreasing accidents by means of better education in the proper use of tools. Of the accidents caused by hoisting or conveying apparatus, one-half were due to elevators, one-third to dumb waiters.

Of the compensated accidents to females, 85 per cent resulted in temporary disability. The other 15 per cent, except for a few causing deaths, resulted in permanent partial disabilities. No permanent total disabilities were caused by compensable industrial accidents to women in the past year. Among males the proportion of deaths and permanent disabilities was higher than among females. * * *

The extent of disability has some relation to the age of the worker. For instance, the per cent of temporary disabilities which in general are the less serious, decreases in each age group. On the other hand, the per cent of permanent partial disabilities increases with each age group. The only group in which deaths are important are in the 60 year or older group where they are 2 per cent of the total, although they are less than one-half of one per cent in all the other groups. * * *

Seven-and-a-Half Hour Day Inaugurated.

The Daily News Record of April 30 is authority for the following:

Fulfilling in advance the recently enacted 48-hour working law passed by the legislature, the James A. Hearn & Son department store on 14th Street announced yesterday it would shorten the working day of its employees beginning Monday from 8 hours to 7½ hours. This is the first occurrence in what is expected to be a general movement in mercantile establishments.

The general opinion was that the revised schedule would cause no particular harm to business; but one executive remarked that owing to the law compelling shorter hours for women, many women would be supplanted by men in nonselling departments.

The Hearn announcement fixes the hours of store operation from 9:30 a.m. to 5.00 p.m. instead of from 9.00 a.m. to 5.00 as heretofore. This will enable the employees to report at 9.15 a.m. instead of 8.45, and to leave as usual at 5.15. The company statement proclaims its hearty indorsement of the shortened work day. The new hours also assist the "staggered plan" proposed by Commissioner Harris of the Health Department. In this occurrence Hearn follows the policy effected several times previously of being a pioneer in the shortening of working time. It was Hearn's which 28 years ago originated the all-day closing on Saturdays. This store later started the practice of closing at 5 p.m. on week days in summer.

Isaac Lieberman, president of Arnold Constable Co., said his firm was considering establishing the selling day at 10 a.m. to 6 in place of 9 to 5.30. He did not believe any harm would occur to trade. He expressed his disapproval, however, of the 48-hour law for women.

Lew Hahn, managing director of the National Retail Dry Goods Association, expressed pleasure over Hearn's action, calling it an "intelligent move."

Samuel Mundheim, president of Stern Bros., and also of the New York Retail Dry Goods Association, said he believed operating hours largely depended on location.

It was learned at James McCreery's that this store would act in unison with Lord and Taylor in whatever change of hours might be effected.

Two stores in Cincinnati have been on a seven-hour schedule for 16 months, and three in Chicago for a year. They report good results.

Appointment of Dr. Rogers Pleases Workers.

"The appointment of Dr. Lindsay Rogers of Columbia University as executive director of the National Wholesale Women's Wear Association, like every other occurrence of importance in our main industry, is a matter of considerable interest to the members of our union in the New York market," says the April 22 issue of Justice, the official organ of the International Ladies' Garment Workers' Union.

Continuing, the editorial says in part: "The cloak organization, of which Prof. Rogers becomes the executive head, is the association of cloak manufacturers and jobbers formed a year ago to supervise the nonlabor activities of the Merchants Ladies' Garment Association, the jobbers, and of the old Protective Association, the "inside" manufacturers. This organization, therefore, has nothing to do with labor matters, but confines itself exclusively to such activity as credit, shipment, group purchasing of material, liquidation of goods, etc. etc.

"It is obvious, nevertheless, that this effort to bring closer together under capable executive direction, the interests of the manufacturers and the jobbers in the cloak industry of New York, which for many years past have been operating at cross currents, is bound to have a wholesome effect on the industry as a whole.

"We are not inclined to exaggerate the possible benefits that might accrue from this executive centralization of the interests of the cloak jobbers and manufacturers, especially to the labor part of the industry. We do, however, maintain that anything which tends to bring more order, coordination and system to such a chaos-ridden industry like the cloak industry, is bound to have a sound influence on all the factories and groups in it.

"Dr. Rogers comes to the cloak industry with expert knowledge of its problems acquired first hand in the past three years, since he was appointed in 1924 by Governor Smith to serve on the Special Mediation Commission for the cloak industry. As secretary of that commission, Dr. Rogers was in charge of the research work conducted by the mediators, which later was published in the form of recommendations that attracted wide attention among all the factors in the trade.

"We have nothing but good wishes to extend to Dr. Rogers upon his assumption of new duties in our principal industry. His training, wide contacts with all phases of the cloak trade, and experience gained from close investigation should enable him to accomplish substantial trade improvements that would have a wholesome effect, in the long run, upon all groups vitally interested in the welfare of the cloakmaking business in New York City."

Right to Equal Pay Denied by Court.

The Court of Appeals on May 3, according to press reports, denied the right of women school teachers to draw the same pay as men school teachers doing similar work. The decision was handed down in a case brought against the Syracuse Board of Education by Cornelia A. Moses, a school teacher of Syracuse.

The equal pay for women school teachers' law was attacked on the ground that it arbitrarily attempted to erase natural differences in the sexes, interferes with contracts and violates the home rule law in compelling municipalities to supply money for the benefit of certain classes of individuals.

Pennsylvania.

Plans for a one-day conference on industrial nursing are being considered by the Pennsylvania Department of Labor and Industry. It is expected that about 100 nurses will be represented. June 8 is the tentative date set for the conference.

Canada.

In an article on Canada's minimum wage laws and their effect, published in Industrial Canada for March, H. Michell, Professor of Political Economy in McMaster University, Toronto, says: "In general, it may be remarked that it is becoming fairly certain from evidence of the working of the principle in Great Britain, the United States and Australia, that except in the case of notoriously sweated industries, where conditions are admittedly deplored by all decent employers, the working of the minimum wage principle is very uncertain. During a time of rising wages, it has little or no effect. When wages are falling and unemployment is general it breaks down, as was quite evident in England during 1921 and 1922. Apart from these general considerations, it is useful, sometimes, in prosecuting unworthy employers who victimize their women workers by starvation wages and overlong hours. The results so far as Canadian records show, are also inconclusive. In Ontario the law has very apparently raised the whole level of women's wages by a substantial amount. In British Columbia the results are confused."

Alberta.

When the Alberta factories act was being amended and consolidated at the session of 1926, opinion in the province was divided as to the wisdom of including in the new act a section providing for the establishment of an 8-hour working day in the industries of the province. Finally it was decided to establish, by Order in Council, a commission to investigate the subject of a 48-hour working week in factories, shops, and offices. In the meantime it was provided that the working hours of labor in these establishments should not exceed 9 in the day and 54 in the week. In accordance with this provision, Commissioners were appointed as follows: A. A. Carpenter, chairman; Norman Hindsley, representing the employers, and E. E. Roper, representing the employees.

The commissioners recently presented reports, the majority recommending that the suggested limitation of hours should not be carried out until the other provinces have taken similar action, while the minority report recommends the immediate adoption of the 8-hour day in industries in the province. (Labor Gazette, Canada, April, 1927.)

British Columbia.

The legislature which adjourned March 7, enacted several laws of interest to labor, among them amendments to the factories act and to the minimum wage act.

Amendments were made to those sections of the factories act which deal with the employment of children, young girls and women and with night work in laundries. No child may now be employed in a factory except by written permission of the inspector, which must specify the hours of employment, not exceeding six. Formerly the employment of children was permitted in the business of fish-canning or curing or in fruit packing during the time of fish runs or in the fruit seasons. A further amendment makes overtime and night work of women and young girls in the above-mentioned industries and seasons conditional upon the written consent of such girls or women or their parents or guardians.

The minimum wage act was amended to provide that employers' statements of wages, hours and working conditions of female employees, as required under the act, should be verified by statutory declaration. Employers' registers must now contain a record of wages paid and hours worked, as well as the names, ages, and addresses of the women employed. Orders of the board must be kept posted free from mutilation or defacement. A new clause is added which permits the board to reconsider, without calling a conference, any order which has been enforced for at least one year, and to amend such order or replace it by a new one. An employer who contravenes an order of the board by payment of less than the minimum wage, will, in future, upon conviction, be ordered to pay to the employee the difference between the wages paid and the minimum wage. (Labor Gazette, Canada, April, 1927.)

Saskatchewan.

By act of the legislature which closed its session March 30, barber shops and beauty parlors were added to the list of establishments to which the minimum wage act applies.

China.

With a view to settling disputes between capital and labor, the Political Committee of the Kuomintang Government for the Province of Hoo-Pei has drawn up factory regulations, some of the main points of which are as follows:

The regulations are applicable to all factories in the Province which employ more than 20 workers, or which are in any way dangerous or unsatisfactory. Employers are required to recognize the right of the workers to conclude collective agreements with them. Employers are forbidden to employ children under 12 years of age, and to give night work between 9 p.m. and 5 a.m. to children under 15 years of age or to women. As regards women, however, these provisions will not enter into

force until four months after the promulgation of the regulations. Employers also are forbidden to employ women and children in dangerous or unhealthy work, which is described as follows:

Dangerous work: (a) The starting and stopping of electric machines or other machines productive of motor power; (b) greasing; (c) work on belts and pulleys; (d) handling of explosives; (e) building work carried on above ground level.

Unhealthy work: (a) Manufacture of matches with yellow phosphorous; (b) work involving the use of white lead; (c) work involving the use of sulphur and its compounds; (d) manufacture of products for washing which are reckoned to be injurious; (e) work in factories for the manufacture of chemical products involving the use of poisonous substances; (f) work connected with heating or the transport of coal; (g) work involving exposure to a temperature above or below the normal.

The minimum wage is fixed at 13 dollars (Chinese) per month. This provision does not apply to apprentices. In the event of a rise in the cost of living, it is for the trade unions to agree with the employer for a wage increase.

Daily hours of work may not exceed 10. A weekly rest, with payment of wages must be granted to workers. If the worker works on a day when he is legally entitled to rest, his wages must be doubled. In cases of force majeure or accident, employers may, with the permission or approval of the public authorities, prolong hours of work under conditions agreed upon between them and the trade unions.

Work of the same kind must be paid for by the same wage, without distinction of sex.

Six weeks' rest, with payment of wages, must be granted to women workers before and after childbirth.

When work is stopped in the factory on the initiative of the employer, the employer must pay the workers throughout the days of unemployment, the wage which they would normally receive. In the event of the employer finding great difficulty in meeting his obligations under this section, he may apply for government assistance.

The employer may engage or dismiss a worker only with the consent of the trade union. (Industrial and Labor Information, March 28, 1927.)

Malta.

The factories regulation bill in Malta received assent on 17 December, 1926, the legislative assembly having agreed on 20 October to the senate's amendments, with certain exceptions relating to sections 6 and 8 referred to below.

Section 6 reads: Work by women and children shall not last more than 8 hours per day and shall have not more than two intermediate breaks of an aggregate duration of not less than one hour, not to be reckoned in the 8 hours.

The senate proposed to delete this section, the principal reason advanced being that it ought to be inserted in a special law dealing with hours of work, and that such a measure was in contemplation. The senate was not against the manner of putting it into effect.

In debate in the legislative assembly on this amendment, it was pointed out that the 8-hour bill was still in its initial stages, and, not being restricted to women and children, would certainly meet with obstacles and difficulties, not only on the score of principle but also in its application. Serious struggles, and in fact, its complete rejection might be anticipated. Further, the factories regulation bill aimed at protecting the interests of those under age, and one of the methods of such protection was to restrict their hours of work; therefore the incorporation of section 6 was quite in order. The senate's amendment for the deletion of section 6 was accordingly not concurred in.

Section 8, as originally drafted, simply stated that "whoever employs women of any age and children under the age of 16 years shall enter in a register to be kept for that purpose a record of their name, surname, father's name, ordinary residence, date of birth, date of their employment and eventual discharge."

To this the senate proposed to add the following paragraph: Women under age and children who have not completed 16 years of age shall not be employed in the works contemplated in this act unless they produce a medical certificate testifying that they are in good health and fit for the work in which they are to be employed. Such certificate shall be issued free of charge by the district medical officer, if so requested.

This addition was agreed to by the legislative assembly, with the substitution of the words "18 years" for the words "16 years." The assembly also amended the first paragraph of section 8, by substituting the words "18 years" for the words "16 years."

Section 6, and the amendment of the legislative assembly to section 8 were subsequently agreed to by the senate. (Industrial and Labor Information, April 4, 1927.)

Great Britain.

National Conference of Labor Women.

The National Conference of Labor Women in Great Britain, which is an annual event, but was cancelled last year owing to the general strike, is to be held May 11 and 12 in Huddersfield, England. The conference is called under the auspices of the Labor Party, in cooperation with the Standing Joint Committee of Industrial Women's Organizations, a committee which embraces representatives in the political, trade union and cooperative movements. On May 10, just preceding the full conference, there is to be held a private business conference on organization, which is restricted to delegates of the women's section of the political movement, and will take place under the chairmanship of Dr. Marion Phillips, chief woman officer of the Labor Party. At this private conference will be discussed the internal organization of the women in the Party, and especially organization of rural areas.

The full conference will be presided over by Mrs. Eleanor Hood, J.P., well known for her work in the cooperative movement, and present chairman of the Standing Joint Committee. The agenda will include reports on the two years' work of the Labor Party in women's interests at home and abroad, dealing with franchise, nursing, penal questions, factory legislation, family endowment, the poor law, health and unemployment. On the second day reports will be taken on agricultural policy, and its effect on housewives in town and country, on women's part in developing a constructive policy of peace; on education, women in industry, and women and the mining industry.

Delegates are said to average about 1,000 in number at these conferences, and the "platform" takes up little of the proceedings, the speakers being mainly working women from the body of the hall.

Women in Industry in Great Britain.

An article by Margaret G. Bondfield in the American Federationist for May, on Women in Industry in Great Britain has appended a detailed list of Trade Board Rates "from which you will see," says Miss Bondfield, "that the average rate for women workers in connection with power factories is around about 26 shillings to 28 shillings for a 48-hour week. American readers who may be shocked at the lowness of this wage must remember that the pre-war rates for these trades were around about 7 shillings 6 pence to 13 shillings for a week much longer than 48 hours—chain-making was even lower, as in this trade the workers earned 5 shillings to 7 shillings 6 pence for a full week of over 60 hours. It must also be remembered that these figures have to be taken in relation to the cost of living; the actual purchasing power of the workers has not increased to the extent which the money wage would imply."

Speaking of hours of labor, Miss Bondfield says: "Under the Trade Boards, the 48-hour week is generally accepted as the normal week, with overtime payment at time and a quarter for the first two hours, then time and a half, and double time on statutory holidays. These conditions, which have been more or less established by

protective legislation, do not apply to the catering trade or to the nursing profession. Waitresses in the tea shops and in many restaurants and hotel servants have very long shifts, and their wages are considerably below those quoted as the Trade Board rates for a 48-hour week.

"The hours of shop assistants are regulated not by Trade Boards but by Closing Orders under the Shops Act of 1912.

"The British Factory Act which permits the 60-hour week is very much out of date on the question of hours. Nearly all power factories work on the basis of 48 hours per week, with a Saturday half-holiday from 12 noon. There has been a sustained agitation to secure the amendment of the Factory Act, to bring it into line with ordinary practice, and it is a matter of intense disappointment to the workers at the present moment that the Government has decided not to proceed with the Factory Bill introduced by the Labor Home Secretary in 1924. Instead, they have tabled a bill which in many particulars falls short of present practice. No provision is made for washing facilities or accommodation for keeping and drying outdoor clothing. The clauses dealing with hours are very unsatisfactory. A working day of 10 hours and a period of employment of 12 is to be permitted. Provisions for overtime cause even more serious misgivings. If they pass as they stand at present in the bill, it will mean that a 54-hour week will become possible for all workers from 14 and upwards, and a 57-hour week for women and young persons over 16. Never before in the history of factory legislation has the principle of general overtime been allowed in the case of young persons under 18.

"There are certain very bad spots unprotected by any kind of regulation, and it is interesting to * * * note that those trades in our country that have no regulation of any kind, and where the women have complete freedom from any legislative interference, are the trades in which the worst sweating conditions prevail as, for example, fur-pulling and catering. For years there has been an agitation, especially in connection with the catering trade, pressing for the establishment of a Trade Board. Inquiries were set in motion as the result of our pressure—deputations placed before the Ministry, glaring instances (which were all too common) of long hours and miserable wages, and as far back as 1920 the then Minister of Labor, Dr. Macnamara, announced that he proposed to establish the required board. Excuse after excuse was manufactured for delay, and finally the Cave Committee of Enquiry led to the closing down of any further activities in the way of new boards. It was hoped that the Labor Government might have been able to establish the boards, but their term of office came to an end too quickly, and before this much needed step could be taken, although the preliminary investigation required by the act had been completed by them, and the results had confirmed the necessity for a Board."

NOTES.

National Conference of Social Work.

The 54th annual meeting of the National Conference of Social Work will take place May 11 to 18, at Des Moines, Iowa. The division of industrial and economic problems will discuss (1) industry and the church, (2) industry and education (3) rural economic conditions, (4) the effect of labor legislation on women workers, and (5) rehabilitation. On the fourth topic, Miss Flora Dunlap, of Des Moines, and Miss Mary Winslow of the Women's Bureau of the U.S. Department of Labor, are to be the speakers, and Miss Linna Bresette the chairman of the round table. Chairman and speakers on other subjects will include F.E. Johnson, Federal Council of Churches, R. L. Cooley, Milwaukee Continuation Schools, Spencer Miller, Jr., Workers' Education Bureau, D.D. Lescoghier, University of Wisconsin, Charles S. Johnson, Urban League, and Oscar M. Sullivan, Department of Education, St. Paul.

International Conference of Trade Union Women.

The International Conference of Trade Union Women will meet July 29 to 30, in Paris, just preceding the meeting of the International Trade Union Congress which is fixed for early in August. This will be the first international trade union conference of women to be called since the inception of the International Committee on Trade Union Women at Amsterdam in 1925, which is now from within the International Federation of Trade Unions carrying on the work begun at Geneva in 1921 by the International Federation of Working Women, which ceased to exist with the formation of the Committee at Amsterdam.

The agenda for this conference includes the following items:

1. The protection of working women. Rapporteur—Helene Burniaux.
2. The significance of the woman wage-earner from the point of view of national economics. Rapporteur—Gertrud Hanna.
3. Home work. Rapporteur—Julia Varley.

Bureau of Vocational Service.

The Bureau of Vocational Service, founded several years ago, with headquarters at 426 South Spring Street, Los Angeles, Calif., "has earned first the loyal backing of a small but deeply interested group and in the last few years an increasing measure of community interest and support." Continuing, the booklet recently issued by the bureau says: "Supported by the community chest, our aim is to promote civic welfare by direct service to the girls and women who must find their proper and most productive place in the working world.

"Both common sense and common justice point to community support for such service since it is so obviously to the best interests of the community that her women be able to find their best usefulness. Not only does the community profit by the adequate use of the abilities and experience of the women in the population, but by the women themselves becoming adequately self-supporting.

"Freely, then, we give to women and girls who must work (1) information about occupations open to them, about training requirements and opportunities; (2) counseling in their occupational problems and difficulties; (3) placement in specific positions when possible.

"Without making the mistake of offering any panaceas, we who are working with the problems of occupational adjustment, can not help but see very clearly the importance of occupational adjustment as a preventive measure against social maladjustment. If the widow who must call, perhaps on a parent-teachers' association to help keep her children in school, on the dispensary and some relief agency and her church for help in emergencies, can be made adequately self-supporting by proper occupational adjustment, she will not have to ask for relief and her self-respect will make her a contributing citizen. In other words, there has been effected a saving to the community not only in the bill for relief work, but also in the more intangible, but socially vital assets of human abilities. * * *

"Our service includes careful, scientific counseling based on constant research into occupational opportunities and continuously checked with practical experience in placement work."

The staff of the Bureau of Vocational Service consists of Winifred M. Hausam, Director, Helen G. Fisk, Assistant Director, Beatrice Lantz, Field Secretary, Bessie Finkelhor, Placement Secretary, and Dr. J. Harold Williams, Consulting Psychologist.

Sweet Briar Summer School.

An experiment in resident summer school work for women workers in industry will be conducted this summer at Sweet Briar, Va., from July 22 to September 2. While the school is being held on the campus of Sweet Briar College it is in no way connected with the college administration.

The summer school is being sponsored by an independent committee of southern men and women including six workers and five persons connected with colleges or projects for education for workers. Five of the committee members are trade unionists.

A grant was secured for fifty per cent of the budget, the other half to be obtained from local southern communities for scholarships for 24 students. It is hoped that twenty-five per cent of these may come from other parts of the country in order that the school may not be narrowly sectional. Economics will be taught by Dr. Broadus Mitchell of Johns Hopkins University, and English by Miss Lois MacDonald, who has been on the faculty of two other summer schools for women workers. Admission requirements are: Age limits, 18-35 years; two years' experience in industry; good health. All requests for information should be sent to Louise Leonard, secretary of the committee in charge, whose address until July 22 will be 48 West 52nd Street, New York City. (Life and Labor Bulletin, May, 1927.)

News Letter No. 51.

July 15, 1927.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

California

In its fifth report covering July 1, 1922 to June 30, 1926, the Industrial Welfare Commission of California draws the following general conclusions as to the effect of the minimum wage regulations:

The orders of the Industrial Welfare Commission regulate the employment of approximately 160,000 women and minors in the State. Pay roll reports and information from inspection and from investigation covering the employment of over 130,000 women are on file in the offices of the department. From this large body of data certain definite conclusions can be drawn as to the exact effect of the minimum wage regulations. The opponents of this legislation claim the following results:

1. The minimum wage will become the maximum wage.
2. Apprentices or lower paid workers will be dropped on reaching their minimum wage and will be replaced by lower paid workers.
3. Infirm or substandard workers who are allowed to receive a lesser wage will be substituted for normal workers.
4. The highest paid workers will have their wages reduced to equalize the additional wages paid to the lower paid workers.
5. Industry will be throttled and new industries will not develop in the State.

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1. An analysis of certified pay-roll reports of women employed in the mercantile, laundry, and manufacturing industries filed with the commission shows an increasing per cent of women receiving actual weekly earnings in excess of the minimum wage of \$16 a week, as follows:

1920.....	46.4	per	cent
1922.....	54.3	"	"
1923.....	58.6	"	"
1924.....	62.7	"	"
1925.....	63.2	"	"

This, the Commission states, disproves the statement that the minimum wage becomes the maximum wage.

2. From the same pay-roll data we find that the number of apprentices becomes less each year until 1925, when the large increase in the number of women employed makes a small increase of .4 per cent over 1924, and the number of \$16-and-over-a-week workers increases, showing that apprentices are not dismissed but are absorbed normally into the great group of higher-paid workers. The following table shows the decreasing per cent of learners who receive rates of wages of less than \$16 a week.

1920.....	14.3	per	cent
1922.....	8.3	"	"
1923.....	7.3	"	"
1924.....	5.4	"	"
1925.....	5.8	"	"

3. There has been no evasion of the payment of the minimum wage by the substitution of elderly and infirm women, who may work for less than the minimum wage, for minimum wage workers. All such workers must be licensed, and licenses are issued only after the commission has ascertained an applicant's inability to earn the minimum wage. The substandard worker has not suffered loss of employment, since any employer may apply for permit for such workers, and all legitimate requests are granted. There were 327 such licenses issued in the three calendar years 1923, 1924, and 1925, with 648 renewals of licenses issued in previous years. At the close of the calendar year 1925 there were 335 licenses in effect in all industries covered by the orders of the Industrial Welfare Commission.

4. It is said that women are handicapped by protective industrial legislation and that if the State provided a minimum living wage for the lowest paid women workers, it will injure the higher paid women who by their superior energy and ability have been able to secure for themselves adequate wages. However, in the pay-roll reports of women employees filed with the commission in the mercantile, laundry, and manufacturing industries of California in 1919, under the \$10 minimum wage, only 446 women received actual earnings of \$30 or over a week. In 1925, under the \$16 minimum wage, 6,084 women in these industries received actual earnings of \$30 or over a week.

5. In the mercantile, laundry, and manufacturing industries there were the following number of establishments reporting women employees:

In 1919.....	3,077	establishments
In 1920.....	3,244	"
In 1922.....	4,350	"
In 1923.....	5,041	"
In 1924.....	5,174	"
In 1925.....	5,597	"

This record indicates that the number of establishments has increased over 100 per cent in six years. The number of women workers reported in these same industries has increased from 44,373 in 1919 to 76,566 in 1925.

Illinois

Senate Bill No. 97—the women's eight-hour bill, revised to permit further exemptions and to allow 10 hours a day but not more than 48 hours or 6 days a week—passed the Senate May 25 by a vote of 28 to 16, two votes more than the constitutional majority required. It was then referred to the House, which advocates of the legislation hoped might give favorable consideration to the bill in its amended form. However, the bill was defeated June 29 by a vote of 68 to 59, nine short of a constitutional majority.

Maine

In an opinion rendered May 26, at the request of the State Commissioner of Labor, Charles O. Beals, the Deputy Attorney-General, Sanford L. Fogg, declared that to employ women 11 hours a night for 4 nights in a week, and 10 hours on the fifth night is in violation of the law which says that women shall not be employed more than 54 hours a week and 9 hours a day except for the sole purpose of making a shorter day's work for one day a week.

Massachusetts

The regular monthly survey, made by the Department of Labor and Industries, of employment and earnings in representative manufacturing establishments in the State, for May, 1927, shows that 15 of the industries covered showed a gain of only 523 persons, and the remaining industries, except for one in which there was no change in the number employed showed a combined loss of 4,534 persons.

Of the 233,061 persons employed as shown by the May returns, 180,153, or 77.3 per cent, were employed in establishments which were reported as operating on a normal full-time schedule, with general full time for all wage-earners. The corresponding percentage for April was 82.7, and for March was 81.8.

In May in only one industry (carpets and rugs) were the employees reported as working on full-time schedules in all establishments; in two other industries (motor vehicles and parts, and rubber goods) all but 1 per cent were on full time; and in seven others employment was better than 95 per cent of the normal. In 24 other industries a majority of the employees were on full time. The returns show, therefore, that in 34 out of 39 industries specified, at least a majority of the employees were working on full time.

In none of the major industries did changes of employment exceed 5 per cent. In the manufacture of textile machinery there was a decrease of 9.1 per cent in the number of employees, and in cutlery and tools an increase of 8.6 per cent.

Of the 1,036 establishments, 14 were idle during the week reported for as follows: Woolen and worsted goods, 4; boots and shoes, 3; cotton goods, 3; and one in each of four other industries. Since the last report, four establishments formerly included in the survey and normally employing a total of 1,100 wage earners discontinued operations. Of this number 800 were in one cotton goods establishment, 250 were in two boot and shoe establishments, and 50 were in a machine-tool establishment.

Overtime was reported in one or more departments of 18 establishments as follows: Woolen and worsted goods, 4; cotton goods, 2; book and job printing and publishing, 2; and one in each of 10 other industries.

For all industries combined, there was a very slight decrease in the average weekly earnings per person from \$24.74 in April to \$24.72 in May. The average earnings of the men were \$29.43; and of the women, \$16.67.

New York

Health of Women in the Hatter's Furriers Trade.

As part of its health research program, the Bureau of Women in Industry recently made a study of women employed in three hatter's furriers establishments in New York City, "not so much to ascertain the presence of chronic mercurialism, since improved methods are known to have decreased its occurrence, but to study the effect upon health of other unfavorable conditions associated with the industry, especially noise and dust." The report of the study, published in the June issue of the Industrial Bulletin of the State Department of Labor, sets forth the following conclusions:

Among a group of 89 women taken from a working environment in which noise, fur dust, mercury and a sedentary type of work were the unfavorable features, the commonest complaints found were colds, headaches, dysmenorrhoea, constipation, tinnitus, and coughs. The commonest physical defects were overweight, impaired hearing, chronic naso-pharyngitis and tonsillitis, gingivitis, enlargement of the submaxillary lymph nodes, mild anemia, slight tremors, poor posture and weak feet. Hesitation was felt about diagnosing with certainty, any case of chronic mercurialism both because of the scarcity of subjective symptoms and the slightness of the findings. There were, however, 7 cases which were considered as probably showing evidence of mild chronic mercury poisoning in the condition of the gums.

The unfavorable effect of the noise was apparent it was believed, in the number having impaired hearing and complaining of noises in their ears. How far the fur dust played a part in producing the large proportion of abnormal conditions of the nose and throat which were found was uncertain in a geographical locality in which such conditions are common. While there was not much evidence from the statements of the workers that would point to a noticeable connection between environment and condition in this respect, it is certain that even though the fur dust may not have been responsible for the original development of these conditions, it served to encourage their persistence. The effect of the sedentary nature of the work in encouraging overweight, constipation and dysmenorrhoea has already been mentioned.

Although no dramatic connection between work and health of workers was found in this study, it is apparent that elimination or a lessening of the undesirable features in the trade would undoubtedly result in marked improvement in the health of the women employed. It can be said, in general, that improvement in industrial environments is occurring slowly but any investigation of specific conditions, such as this, reveals the need for continued effort in this direction.

Hours and Earnings of Women Laundry Workers.

With an estimated working population in laundries in New York State of 20,000, of whom about 11,200 are women, the Bureau of Women in Industry, in a recent pay-roll study of hours and earnings, covered about one-fourth of all the women laundry workers in the State. The study is based on 3,216 women employed in 64 laundries, 34 in New York City, 30 in cities and towns scattered throughout the rest of the State.

Ninety-three per cent of all the women studied were employed on a time-work basis. It is possible, therefore, to show rates or what the industry agrees to pay for a full week's work as well as earnings or what the worker actually finds in the weekly pay envelope. Rates were quoted by the week, day, or hour; for purposes of comparison day and hour rates have been reduced to weekly figures.

The median weekly rate of women laundry workers in this State was \$14.76—that is, one-half of the women had rates which were lower than this amount and one-half had rates which were higher. Six per cent of the workers were hired to work for less than \$12 a week. Only 7 per cent had rates at \$20 or more.

Medians varied little in and outside New York City, \$14.86 for representative up-State communities (all localities outside New York City) as compared to \$14.72 in New York City. New York, however, had relatively more women on rates of \$20 or more, while the under-\$12 group was found to a greater extent among up-State laundry workers.

Flat workers had the lowest rate with a median of \$14.25. These workers comprised by far the largest group in the industry, and so brought down the median for all workers. With the exception of foreladies, whose rates were far above other workers, hand ironers had the highest scale of wages, although in New York City rates of starchers and classifiers were higher.

Much discussion has taken place as to the possible loss in women's earnings which would follow a reduction in the number of hours which women are permitted to work by law. In the laundry industry as in the factory industries studied in 1923, plants with shorter hours were not found to pay lower wages. Rather, shorter hours and higher wages were apt to be found together. The following comparison of median weekly rates in laundries operating under long and short schedules shows:

New York State:

\$15.42 in laundries with scheduled hours of 48 or less.

\$14.61 in laundries with scheduled hours in excess of 48.

New York City:

\$15.11 in laundries with scheduled hours of 48 or less.

\$14.66 in laundries with scheduled hours in excess of 48.

Outside New York City:

\$15.77 in laundries with scheduled hours of 48 or less.

\$14.42 in laundries with scheduled hours in excess of 48.

The foregoing figures represent what the worker would earn if she worked the regular plant hours. The following figures represent what the worker actually earned in the week studied. They are based, therefore, not only on earnings of women who either worked more than regular hours because of more work than plant hours could take care of, or who worked less than regular hours due to lack of work or personal reasons, such as illness. They also include earnings of piece-workers who are not included in a study of rates. In so far as it was possible records were obtained for the week in which the 15th of April, 1926, fell. This week was shown to be a busy one but the volume of work was far greater in New York City than in up-State laundries.

The median earnings of all the women studied were \$14.67—that is, one-half earned less than this amount and one-half earned more. Twenty-one per cent earned less than \$12. Eleven per cent earned \$20 or more. New York City earnings were \$14.88, up-State earnings \$14.20.

Median earnings of up-State laundry workers were less than in New York City. This is in contrast to rates which were slightly higher up-State. The amount of time worked evidently had a bearing on this situation. A large proportion of New York City workers were employed overtime, which caused earnings slightly to exceed rates in spite of the lost time due to absenteeism which is ever present in industry. Up-State, on the other hand, earnings were considerably lower than rates, \$14.20 as compared to \$14.86. There was no great amount of overtime in up-State laundries to offset lost time and consequently earnings fell below rates.

A study was made of earnings over one year's employment. This study was based on about one-third of all the workers reporting earnings in one week. The number was 986—577 in New York City, 409 outside New York City. These workers had all been in the employ of the firms for one year and had worked at least 44 weeks during that year.

The amount which a worker actually earns in the course of a year's employment is possibly the most important figure on wages which can be quoted. It is in no sense a theoretic wage, but shows what the industry actually pays in terms of yearly income. The median earnings of laundry workers for one year in this State was \$796.37, or roughly \$800. The earnings of 6 per cent of all the women studied did not reach the \$600 mark, while only 5 per cent earned \$1,200 or more. Median earnings of New York laundry workers exceeded those of up-State workers by about \$75 a year, the exact figures standing at \$825 for New York workers, \$752.38 for up-State workers. Quite consistently, in fact, relatively more New York workers were found in the higher earnings groups.

Hours worked as well as scheduled hours were longer in New York City than up-State. Less than half of the up-State, but more than two-thirds of the New York City workers were found working more than 48 hours in the week studied. In New York City half of the operatives were working more than 50 hours; almost one-fifth were working more than 54 hours, or beyond the legal limit. Up-State violations of the 54-hour law were negligible, with only four women working less than an hour beyond the legal limit.

By far the greatest number of women, both in New York City and up-State, worked 9 hours or more on the first 5 days of the week. Daily hours worked, on the whole, were shorter up-State than in New York City, for the per cent working 9 hours or more in New York varied from 84 to 90 per cent on the different days of the week, up-State from 48 to 84 per cent. Up-State laundries showed a much better observance of the Saturday half-holiday than New York laundries. About the same proportion of operatives up-State worked less than 6 hours on Saturday as were scheduled to, while in New York City, only 29 per cent worked this shorter Saturday while 65 per cent were scheduled to. (Industrial Bulletin, May, 1927.)

Canada

Alberta.

The Labor Women's Social and Economic Conference, at a convention held recently at Edmonton, Alberta, passed resolutions opposing any form of contributory pensions of workers in Canada; requesting the Dominion Government to promote legislation providing for unemployment insurance; recommending that the minimum wage for female employees after two years' service should be \$18 a week; and protesting against the use of bare concrete floors in stores and workrooms. (Labor Gazette, Canada, May, 1927.)

British Columbia.

Women's Wages and Hours in British Columbia.

The Minimum Wage Board of British Columbia, at a meeting held in Vancouver in April, considered the question of revising the existing regulations governing the wages of women and girls employed in wholesale and retail stores in the province. Before any change is made the board will hold a public inquiry at which representatives of the employers and employees may present their views. When the present minimum weekly rate of \$12.75 was established in 1918, the board had no power to limit the hours of work. This power, however, was conferred upon it by the legislature under an amendment to the minimum wage act in 1922, and it is anticipated that the result of the forthcoming inquiry will be that a definite limit will be placed upon the working hours of female employees in stores.

Another of the board's orders now being reexamined is that relating to the fruit and vegetable industry. Conditions in this industry are exceptional, owing to its seasonal nature, the irregular supply of fruit and vegetables creating difficulties in regard to steady employment. It is stated that the board intends to send a representative to study conditions in California, where the system of wage regulation in this occupation is believed to be satisfactory. (Labor Gazette, Canada, May, 1927.)

Male Minimum Wage.

The Board of Adjustment which has charge of the administration of the Male Minimum Wage Act of British Columbia opened last month an investigation into wages and working conditions throughout the Province, the intention being to apply the act to new industries and undertakings. The board is investigating the prevailing conditions of labor for workers in factories, hotels, restaurants, and rooming houses for janitors and elevator men, and for store clerks and clerical workers. Advance notices of meetings are sent to employers and employees, so that they may be prepared to lay before the board any information that may assist in fixing a suitable minimum rate of wages for each class. The commissioners are considering whether to make one general minimum wage for all industries, or to fix separate rates for each. It is stated that the minimum wage for the lumber industry has affected about 9,000 employees who formerly received less than 40 cents—some of them having been paid only 25 cents an hour. (Labor Gazette, Canada, June, 1927.)

Manitoba.

The Minimum Wage Board of Manitoba issued recently Regulation No. 8 in the series of revised regulations now in course of publication. The new order governs the employment of female employees in the industries of auto tops, caskets, gloves, knitting, leather goods, tents and awnings throughout the province. The provisions of this new order are as follows:

The hours of labor shall not be more than 9 hours in any day or more than 48 in any week. These hours shall be so arranged that each employee shall receive one afternoon half-holiday each week. No employee shall work between 10 p.m. and 7 a.m., nor on Sundays. There shall be a period of not less than 11 hours between the close of one day's work and the beginning of the next. Overtime may be worked on permit from the Bureau of Labor, but not oftener for any employee than 36 days in one year, and no overtime may exceed 3 hours in any day nor 6 hours in any week. There shall be extra pay at not less than the regular rate for all overtime worked. At least one hour shall be allowed for lunch.

No experienced employee of 18 years or over shall be paid wages at a less rate than \$12 per week. (In the earlier order the rate was \$12 for Winnipeg and St. Boniface, and \$11 for the rest of the province.) No inexperienced employee shall be paid wages at a less rate than \$8 per week for the first three months after entering the factory and \$9 per week for the second three months; and \$10 per week for the third three months; and \$11 per week for the fourth three months, after which she shall be considered an experienced employee and will be entitled to \$12 per week. The number of learners shall not exceed 25 per cent of the total female employees.

The regulation contains the usual provisions governing conditions of labor including the subjects of cleanliness, illumination, ventilation, toilet rooms, wash basins and temperature. Violations of the order are punishable by fines ranging from \$25 to \$100, or imprisonment from 10 days to 3 months or by both fine and imprisonment. (Labor Gazette, Canada, May, 1927.)

Ontario.

The Minimum Wage Board of Ontario recently issued an order, dated April 30, 1927, respecting female employees in hairdressing and manicuring establishments, beauty parlors and similar occupations in cities of more than 30,000 population, excepting Toronto. A similar order covering such establishments in the city of Toronto took effect August 1, 1926. The rate for experienced workers there was set at \$12.50. The rate fixed in the new order for other cities of over 30,000 population is \$12 for experienced workers. For inexperienced workers the rates are the same in the two orders: For a probationary period of three months, no prescribed rate; for the second three months, \$6; for the third three months, \$8; for the fourth three months, \$10.

Both orders provide that an inexperienced employee who has had three months or more instruction in a school which teaches any of the occupations governed by this order shall be exempt from the probationary period; and that the number of inexperienced employees in any establishment shall not exceed one-fourth of the total number of female employees, this rule, however, not to apply where there are less than four employees.

The Toronto order, however, in regard to the exemption mentioned in the last paragraph, states that it is allowed in shops where there are four "female" employees. The Toronto order, moreover, provides that "no deductions below the minimum wage line shall exceed the value of the time lost," and that "an employee required to wait on the premises shall be paid for the time so spent." (Labor Gazette, Canada, June, 1927.)

France

A bill relating to the prohibition of the employment of women and young persons in certain occupations, which was passed by the French Chamber of Deputies on 20 November 1913, and transmitted to the Senate on 27 November of the same year, was passed by that body on 3 November 1926, and became law on 7 December 1926.

The object of the act is to extend the application of Section 72 of Book II of the French Labor Code, which reads as follows:

In all the establishments enumerated in Section 1 and Section 65, the occupations involving risks to health or morals which are prohibited for women and persons under 18 years of age shall be determined by Public Administrative Regulations.

Section 1 mentions factories, workshops, workyards, mines and quarries. Section 65 mentions laboratories, kitchens, cellars, stores, shops, offices, loading enterprises, and places of amusement.

A number of establishments, such as inns, hotels and hospitals, employment in which might present physical or moral risks to women and children under 18, remained outside the scope of these provisions, and called for further legislation.

The above-mentioned bill was accordingly introduced into the Chamber of Deputies on 4 November 1913 for the purpose of extending the scope of Section 72 by applying it also to the establishments enumerated in Section 30, which refers to persons entitled to a weekly rest.

The effect of this amendment is considerable, inasmuch as Section 30 applies to "workers and salaried employees in an industrial or commercial establishment of any kind," and the Government is thus enabled to prohibit, by means of Public Administrative Regulations, the employment of women and children under 18 in any work

whatever which involves physical or moral danger. (Bulletin du Ministère du Travail, October-December 1926, p. 467; Industrial and Labor Information, 9 May 1927.)

Great Britain

In the Woman's Leader May 20, 1927 appeared the following "meditations" upon the recently published Census Report:

The occupations of females, says the Report, are very much less diversified than those of males. Though, as will be seen, the returns contain evidence that women are now finding their way into many occupations in which they were formerly unrepresented, still the great bulk of occupied females are found even now to be accounted for by a very limited number of occupational headings. These (with their percentage to the total of employed women) are: Personal service, 33; textile, 12; makers of clothing, 11; shop keepers and shop assistants, 9; clerks, 8; teachers, 4—leaving 23 per cent otherwise employed.

This verdict is both discouraging and encouraging. Discouraging, because the occupations of females "are very much less diversified," whereas their tastes and capacities are no less diversified than those of males. Encouraging, because bad as the position is, it is at any rate a little better than it was in 1911.

It is, of course, in the professional occupations that the most outstanding improvement has occurred. Curiously enough in this group, taking it as a whole, women outnumber men by 359,982 to 306,830. This is due to the fact that the teaching and nursing professions between them account for 86 per cent of the total, and these are preponderantly women's occupations. "But though teachers and nurses still constitute the great bulk of female professional workers, increase of the numbers returned under the more learned professions, which till recently included no females amongst their members, is a remarkable feature of this census. Thus we get in the medical profession a stationary figure for men of 22,992 in 1911 as compared with 22,965 in 1921; but for women an increase from 477 in 1911 to 1,253 in 1921. In the veterinary branch 2 women returned in 1911 have increased to 24 in 1921; in architecture during the same period, 7 women have become 49; and whereas in 1911 there were only 3 women nonconformist ministers, in 1921 there were 147. Meanwhile, in professional groups which in 1911 returned no women at all, we have in 1921, 46 women consulting engineers, 20 women barristers, and 17 women solicitors. The only other group in which specific reference is made to the coming of women where in 1911 their employment had been nonexistent, is that covering "Public Administration." "A new feature of this census," the report notes, "is the entry for women police, who numbered 278 in England and Wales, 130 of these being in Greater London."

But looking below these small comforting features we see others which remind us that there are regrettable facts connected with the employment of women other than the mere restriction of their occupational field. There is the well-known fact that within an occupation they tend almost invariably to stagnate the lowest grades. In the case of warehousemen and storekeepers, for example, 74 per cent of the females employed are classed as "assistants" to 17 per cent of the males. In commerce where over three-fourths of the shopkeepers are males, 53 per cent of the shop assistants are females. In the textile industries, the largest field for female labor, with the single exception of personal service, while 62 per cent of all textile workers are females, 93 per cent of the foremen and overlookers are males.

This, of course, is partly—perhaps largely—due to the facts recorded under the heading "Age distribution in occupations." Of occupied males, 52.4 per cent are over 35 years old; of occupied females only 30.8 per cent. Occupied women are, in fact, much younger than occupied men. This is not marked in the professional occupations, it is less marked in textiles owing to the practice of continuing work after marriage, but in other industrial occupations it is strongly marked, also among clerks and typists, relatively few of whom retain their employment after 34 years of age.

But to say that the relative youth of women workers, (owing in the industrial groups at least to voluntary withdrawal on marriage) is the main cause of their relegation to the inferior grades, is not to say that it is the sole cause.

Japan.

It will be remembered that the prohibition by law of the night work of women in Japan will not be enforced until 1 July 1929. There are, however, a number of large factories in which night work of women has already been abolished, without regard to the delay allowed by the Factory (Amendment) Act. A recent issue of the Sangyo Fukuri (Industrial Welfare), published by the Industrial Welfare Association of the Bureau of Social Affairs says:

The Oji Factory of the Oriental Spinning Company (Toyo Boseki Kaisha) voluntarily abolished the night work of women as from August, 1925. The company naturally had to make a sacrifice in the form of a decrease in its production; but it gained a gratifying result in another direction.

Since the abolition of night work, the health of the operatives has been greatly improved, and the pale, swollen faces called "spinning factory color" have entirely disappeared from the factory. While the percentage of sickness and the turnover of operatives has decreased, that of regular attendance and the number of spindles handled by each operative has increased; further, the quality of the products has greatly improved.

Another result of the abolition of night work is shown in the following table, which indicates an appreciable decrease in the percentage of absence of workers:

<u>Year and month</u>	Male <u>operatives</u>	Female operatives	
		<u>Living out</u>	<u>Dormitory</u>
1923: Average of the first 6 months	3.99	7.62	3.23
June	4.98	6.74	3.39
July	5.59	10.26	3.64
August	4.65	9.38	3.80
1926: Average of the first 6 months	2.30	5.42	2.26
June	1.72	4.16	1.37
July	2.18	5.33	1.49
August	3.18	4.93	1.84

The working hours of the operatives after the abolition of night work were fixed as follows:

First shift: Commences work at 5 a.m.; interval for breakfast, from 7.30 to 8; finishes work at 2 p.m.

Second shift: Commences work at 2 p.m.; interval for dinner, from 7.30 to 8 p.m.; finishes work at 11 p.m.

PERSONNEL.

Connecticut

Miss Jane V. Schermerhorn has been appointed a mercantile inspector of the State Department of Labor, her four years' term commencing on July 1. In her new work Miss Schermerhorn will make inspections of mercantile establishments in the State where women are employed.

New York

Miss M.E. Lonigan has been appointed Chief Statistician in the Bureau of Statistics and Information to succeed Dr. E.B. Patton, who in turn has been appointed Director of the Bureau of Statistics and Information to fill the vacancy caused by the resignation of Dr. L.W. Hatch, who has been appointed to membership on the

Industrial Board. Miss Lonigan, who entered the Department of Labor in 1920, was made Senior Statistician in charge of the Division of General Labor Statistics in January, 1924. Her new appointment became effective April 1.

NOTES.

Summer Schools for Women in Industry.

Four summer schools for women workers are in progress this year. In addition to the Southern Summer School for Women Workers in Industry at Sweet Briar College, Virginia, opening for the first time July 22 with 24 students, Barnard College, New York City, has for the first time established a school of the same kind accommodating 40 students, its term extending from June 27 to August 13. This school is under the auspices of a joint committee of college representatives and women workers and is administered as a separate unit within the Columbia University Summer Session.

The Wisconsin Summer School for Women in Industry, established several years ago, opened this year with 50 students for a term extending from June 22 to August 5. The school at Bryn Mawr College, oldest of all, was organized in 1921. During the six summers of its existence there have been 521 students from the rank and file of industry, 56 of whom have returned for a second summer. This summer's students number 102. They come from all parts of this country, and one of them from England, holding the first foreign scholarship award by the school.

In addition to these summer schools which are for women only, Brookwood Labor College is conducting institutes during the summer for men and women.

Supreme Court Decisions.

The following paragraph of interest is quoted from an article published in the June issue of Law and Labor, organ of the League for Industrial Rights. The article, entitled Minimum Wage Laws, reviews briefly the history of minimum wage decisions of the United States Supreme Court, pointing to the fact that in the last two cases brought before the court Mr. Justice Brandeis alone dissented from the majority opinion, and that Mr. Justice Holmes based his concurrence "solely upon the ground that he regards himself bound by the decision in *Adkins v. Children's Hospital*." The article concludes:

Thus it would seem that all of the members of the Supreme Court except Mr. Justice Brandeis had finally acquiesced in the conclusion of the majority of that court in respect of the validity of legislation of this character. This very respectful recognition of the previous decisions of the court by justices who are not entirely in sympathy with those decisions is indicative of a desire to stabilize the law of the land on fundamental problems of this character. Sometimes, however, it involves an unusual situation. Thus, it is rather difficult for the layman to understand how judges, uniting in an opinion that minimum wage laws are an unjustifiable interference with liberty, can, at the same time, unite in an opinion that a law fixing the price at which theater tickets are to be sold by brokers is not an unwarranted interference with liberty. Generally speaking, one is inclined to the conclusion that the point of view of the minority justices, who believe in giving the legislature a broader scope in regulating business activities of individuals, while it no longer feels free to express itself in respect to matters determined by previous decisions, will nevertheless continue to assert itself in respect to all new matters involving the same principle.

News Letter No. 52.

October 15, 1927.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

United States

Average Weekly and Hourly Earnings of Women in May and June, 1927.

Although the average weekly and hourly earnings of women workers in manufacturing industries moved upward slightly in June as compared with May of this year the increase is so slight as to be scarcely apparent, and the great fact remains unchanged that women workers in manufacturing as a class are worse paid than any group of skilled or unskilled male workers. The average weekly wage for women in all industries in June was \$17.37 as against \$17.36 for May; but the skilled male wage for the former month was \$31.48 for all industries, while even the unskilled male average was \$24.49.

The average hourly wage for the women was \$.399 in June as against \$.392 in May; but that for unskilled men was \$.493 for June, and for the skilled men workers, \$.656 for the same month. (National Industrial Conference Board Bulletin, August, 1927.)

Women Employed on Railroads in the United States.

According to a report of the Interstate Commerce Commission, made at the request of the Women's Bureau, the Class I Railroads in the United States had 61,302 women in their employ on October 1, 1926, a reduction of about 30,000 as compared with 1920. The majority are in the administrative service, though they are to be found in all departments. There are even two train women, and 290 in the workshops. Three thousand, three hundred and thirty-two are employed in car cleaning and as charwomen and 1,814 in personal service occupations. Women were even found as turntable, signal service and telegraph operators, as engine wipers and as crossing watchman.

Standards for Cosmeticians.

The beauty trade of the United States has long been unstandardized, especially as to hours, wages, and sanitary conditions of the shops. With the tremendous growth in the business of late years, however (an estimated total for the Nation of \$1,825,000,000), the different States are beginning to realize the need for supervision because of the health hazards involved.

No general figures are as yet available, but the Consumers' League of New York has investigated 54 establishments in New York City and found that the manicurists average \$15 weekly, but good marcelers and finger wavers often get from \$35 to \$40. Girls just out of a reputable beauty school usually start at \$20. While it is impossible to estimate tips, one girl in a small shop said she made 70 cents a day in that way.

Chicago, according to an official of the Barbers' Union, averages between \$18 and \$20 weekly for the most poorly paid, the manicurists. But most establishments require the girls to furnish clean aprons daily, at a cost of 35 cents each for laundering.

Hours at present are very irregular and frequently long, evening work being usual in many places. The New York workers are to come under the new 48-hour law, effective January 1, 1928, as employees of mercantile establishments, but shops operated by hotels are not included.

Massachusetts, Oregon, and California have 48-hour laws for their beauty shop workers, and Wisconsin a minimum wage law. (Life and Labor Bulletin, October, 1927.)

New Jersey

Industrial Extension Courses for Women Workers in New Jersey.

Rutgers University (the State University of New Jersey) is trying the experiment of taking the University to the worker. Classes are being formed throughout the State, the time selected that will best suit the needs of the workers themselves—in most cases just at the end of the working day. The usual course consists of ten lessons, or one hour a week for ten weeks; the only fee charged being \$5 a person to defray the cost of textbooks and materials. Certificates recognizing the work done are given upon completion of the course. Subjects included in the list for 1927-1928 are: Art in Home Furnishing, Art in Planning the Home Grounds, Studies in Citizenship, Current Events, Economics, English, English Literature, Health and Hygiene, Ancient History, United States History, Psychology, Travel. (Rutgers University Announcement of Extension Courses for Women in Industry, 1927-1928.)

New York

New York Women's Trade Union League Autumn Conference.

The fifth Annual Conference of Trade Union Women was held at Brookwood, the Labor College at Katonah, N. Y., on October 1 and 2. The program included talks on "The Progress of the American Federation of Labor," "Trade Union Psychology," "Does Saving Cause Depression," "The Five-Day Week."

Ohio

Toledo Study of Living Conditions of Nonfamily Working Women.

The Toledo Consumers' League, in connection with the Toledo Council on Girls' Work, has just issued a study of the living conditions of nonfamily working girls in that city. One hundred twenty-six women were interviewed, and the outstanding characteristic of the group was shown to be movement and change, both in work and in residence. Three-fourths of the residences had been occupied for only a year or less, and though rooms in private homes were the most usual choice, the rooming house was second and the housekeeping apartment third.

The women in the group interviewed came from office work, domestic and personal service, factories, the professions, sales agencies and telephone and telegraph companies. One-fourth of them earned less than \$15 a week; 46.4 per cent, less than \$18 a week; 58.9 per cent, less than \$20 a week; and three-quarters, less than \$25 a week.

Two other bulletins are issued by the same source: "Are Women's Wages a Problem?" and "Rooms". (Information Bureau on Women's Work, Toledo, Ohio.)

Ecuador

Protection of Women and Children in Ecuador.

A law recently passed in Ecuador forbids the employment of children under the age of 18 years and of women of any age in work where white lead or other poisonous coloring substances are used, in the manufacture and handling of explosives or inflammable materials and in heavy manual labor. Women workers are to be given four weeks' leave before childbirth and six weeks after, during which period their employers must pay them 50 per cent of their salary. Employers may not dismiss pregnant women without legal reason. (Industrial and Labor Information, September 12, 1927.)

France

Great Number of French Women Gainfully Employed.

The war forced an incredible proportion of French women and girls into the factories. If you add to the number of women thus employed the number of workers absorbed by agriculture (there are 900,000 of them), the total wages amount to over

3,000,000,000 francs a year. There are 33,000 in supplies and transport work, 72,000 in commerce, amusement enterprises and banks, 670,000 domestics, 45,000 in public service, 6,000 in mines, 50,000 in the professions, and 1,000,000 in the garment trades. Of this total about 250,000 are organized—30,000 in the textile trades and at most a few hundred among the workers in the fields. (French Women's Lack of Political Progress, by Magdaleine Marx, in Current History, October, 1927.)

Women's Trade Unions in France.

The Christian trade union movement differs from the Socialist trade union movement in its relation to female workers in that it includes a large number of exclusively feminine unions whereas in the Socialist group, the women nearly always belong to the same union with the men.

The Catholic Women's Trade Unions belong to three principal divisions: The Central Federation of Women's Trade Unions, often called the "Abbaye Unions" from the name of the location of their first headquarters in Paris, and including members of 17 occupations with about 180 union branches throughout France; the French Federation of Unions of Women's Trade Associations; and the Free Trade Unions of the Department of Isère, which to-day have more than 5,000 members belonging to 54 unions in 43 centers, and covering 12 occupations. These last—the unions of Isère, are divided along occupational lines into craft federations, and the federations are grouped with the similar national federations in which the general interests of the occupation are defended before the public authorities. (Christian Trade Union Movement in France, by Max Thurman, in International Labor Review, September, 1927.)

Germany

Protection of Mothers Who Work.

On July 16, 1927, the German Reichstag ratified the Washington Convention of 1919, regulating the employment of women before and after childbirth, and embodied the necessary provision in law. All women employed in trade and industry, except those in housework, in agricultural and forestry pursuits, and in allied trades with less than three employees, are forbidden to work for six weeks after childbirth, and for a further six weeks' period if they present a doctor's certificate of illness. Absence from work for a period not exceeding six weeks before childbirth is permitted, also upon presentation of a certificate, but payment for such absence by the employer is compulsory only where an agreement has previously been made. With certain restrictions, such a woman may not be dismissed from her position within a given time; and nursing mothers must be given definite rests totaling one hour a day, for six months. The law became effective August 1, 1927. (Reichsarbeitsblatt, July 20, 1927.)

New Legislation for Women.

One new order, effective also August 1, 1927, forbids home work on celluloid products (films, etc.); while another effective September, 1927, forbids home work for industries having to do with sweetmeats (confections), bakery and dough products. (Reichsarbeitsblatt, August 20, 1927.)

Great Britain

Request for Equal Pay for Women Workers in the British Civil Service.

Agitation is going forward to secure an unbiased Tribunal to adjust wages paid women in the British Civil Service. At present equal work is recognized as such by the service, as women must take the same examinations as men, and are assigned the same ratings when appointed, irrespective of sex. They are not, however,

given equal pay. The following amounts are illustrative (at the middle point of the salary scale):

Men		Women
Clerk.....	£150	Clerk..... £120
Senior clerk.....	£350	Senior clerk..... £265
Executive officer.....	£450	Executive officer..... £350
Administrative officer.....	£800	Administrative officer..... £675

(The Women Teacher, London, September 9, 1927.)

Women's Trade Union Congress.

The second annual Women's Trade Union Congress, which was held in Edinburgh the week of September 5, and was attended by delegates from 30 unions representing 337,000 women, arose, as Miss Margaret Bondfield explained in her presidential address, to meet the demand that women be given a larger part in the discussions of the Trade Union Congress. It evolved out of the old Women's Trade Union League, which did its most useful work in the days when hardly any trade union had a woman official. Now that nearly every union catering for women has its own women officers, Miss Bondfield pointed out that there was an increasing number of women who took part in the administrative and executive work of the unions. She pointed out, however, that women equally with men should sway both policy and administration. She added, with regard to the Open Door Council, "I need not remind you that an open door can admit sweated conditions of labor and unrestricted control of the most helpless section of the workers." (Woman's Leader and the Common Cause, London, September 16, 1927.)

Careers for Girls in London.

West End businesses offer opportunities for young girls to enter as learners and work up to good positions, according to Mr. Frank Henley, Staff superintendent at Liberty's. Learners start at 16, earning from 16s. to £1 per week, and secondary school girls are preferred. At the end of the seventh or eighth year successful saleswomen earn from £500 to £600, and some even £1000 a year. Even in the establishments where the pay is smallest, the average girl of 24 earns £3 to £4 a week or more, according to her sales. The dressmaking trade in the West End was described as being one of the best open to women so far as pay was concerned. (Woman Teacher, London, September 16, 1927.)

India

Conditions of Women Workers in Indian Mines.

A move to prohibit the work of women in Indian mines has led to a strong protest from the owners, on the basis that such agitation has never proven its necessity. The discussion has disclosed the fact that there are at present 70,000 women working underground in India. Male miners get 4.12 rupees (about 7s.) a week of 40 hours underground, but women for the same type of work, only 2.8 rupees (about 3s. 8d.) a week of 48 hours. Underground male workers other than miners, get 3.12 rupees (about 5s. 6d.) for a 60-hour week, and women for the same work only 2.7 rupees (about 3s. 7d.). The maximum working period for consecutive work is 12 hours, by a permitted system of shifts, persons can be employed in the mines for 16 hours a day, so long as there is a break of 4 hours. The owners' federation asserts that there are few mines in India where there is any need of artificial ventilation or where the humidity temperature is high, or where explosives are used, but it also admits that the risk to the miner is greater today than what it was twenty years ago. (London Daily Herald, August 29, 1927.)

Japan

Protection of Women Workers.

Miscarriages in and after the fourth month, among women workers in factories and mines, are henceforth to be considered in the same class with normal childbirth, and six weeks' rest will be given after the miscarriage, with expenses of the illness and 60 per cent of the wages allowed during the confinement. (Journal of the American Medical Association, December 11, 1926.)

Freedom for Factory Girls.

Following a successful experiment, a movement is being organized to abolish the restrictions which confined Japanese factory girls to their dormitories except on holidays. (Industrial and Labor Information, September 12, 1927.)

Sanitary Conditions for Women in Japanese Industries.

More than one-half of the women in Japan have some occupation. Sixty-two per cent of this number are in agriculture, 14 per cent are in industry, 9 per cent in commerce, 6 per cent are in domestic service. In 1922, there were 1,259,503 women in industry, of whom 756,153 were in dyeing and weaving factories and 71,349 in mines. Nearly all the manufacture of raw silk textiles, and dyeing and weaving, which make up the Japanese export trade, is carried on by women, whose working conditions are less favorable than those of the men. Two hundred thousand of the women in these industries are under 16 years of age. Eighty per cent of the dyeing and weaving factories work between 10 and 12 hours a day, with a majority running all night as well. A new law prohibiting work between 10 p.m. and 5 a.m. has not yet come into effect, nor has the law prohibiting employment of girls under 16.

Labor turnover, sickness, and unfitness as shown in failure to maintain normal development, both mental and physical, are high. Eighty-nine per cent of the women employed live in dormitories, as they are recruited from many parts of the country. The food given them in the dormitories averages 2,000 calories a day, but is lacking in protein and vitamin B, and as a result of the combined overwork and malnutrition, tuberculosis is frequent, Beriberi is also endemic, with its height in the summer, when overstrain is greatest owing to the temperature at which work is done—often 100° F. with a relative humidity of over 80 per cent. (Women in Industry and Their Sanitary Conditions (in Japan), by G. Teruoka Transactions, Sixth Congress Far Eastern Association of Tropical Medicine, Tokyo, 1925. Journal of Industrial Hygiene, August, 1927.)

New South Wales

Living Wage for Women Workers in New South Wales.

"The living wage for adult female employees under the Industrial Arbitration Acts, 1912 and 1926, is declared at £2 6s. per week, being 54 per cent of the declared living wage for adult male employees. This percentage was adopted in lieu of the percentage of about 51 per cent hitherto obtaining in the declarations of living wage for women in the State, because it is the percentage generally predominant in Australia. * * * This percentage has not been found in experience detrimental to employers, nor has it led to any injury to women in employment by encouraging preference to men." This decision by the Industrial Commissioner was dissented from by the Employers' Representatives and an inquiry requested. (Industrial Commission of New South Wales. Determination of the Standard of Living and Declaration of the Living Wage for Women. June 27, 1927.)

Spain

Prohibition of Night Work of Women.

A decree recently promulgated in Spain provides for a minimum rest period of 12 hours between two consecutive working days for all women, irrespective of age or nature of employment. This does not affect existing legal limitation of hours of work. Women employed in domestic service and at home work, and those employed within their own families, are excluded. In special cases, however, and for a period not

exceeding 60 days in one year, the rest periods may be reduced by one hour, but must include the hours between 9 p.m. and 5 a.m. In agricultural work and other industries where products are liable to deteriorate, the employment of women at night may be authorized for a definite period. A special system of regulation is to be laid down for hospitals and benevolent or sanitary establishments. Breaches of the regulations reported by the inspectors are to be punishable by fines, the amount of which are to revert to the National Welfare Institute and to be devoted to its objects for the benefit of the working class. (Industrial and Labor Information, Sept. 12, 1927.)

NOTES.

Educating Labor's Auxiliary Women.

In line with the workers' education movement was the first Women's Auxiliary Institute held at Brookwood Labor College, Katonah, New York, this summer. This Institute was for the wives of union men, and was arranged by the Ladies' Auxiliary to the International Association of Machinists. A representative list of speakers was secured and subjects ranged from State ownership of electricity versus ownership by private corporations to ways and means of improving working conditions and conditions in the workers' homes. (Life and Labor Bulletin, October, 1927.)

National Council of Catholic Women on Women in Industry.

The National Council of Catholic Women, meeting in Washington, during the week of September 26, passed a resolution to enlarge its work for women in industry. The following statement was accepted:

Whereas, low wages, unemployment, and industrial subjection are unfair and are harmful to the home, to religion, and to our American democracy;

Whereas, women employed and unemployed alike—married and unmarried, are all injured by certain lamentable phases of present economic and industrial conditions; * * *

Whereas, we believe that our interest and study should extend not only to conditions covering employment of women workers, but also to all economic problems affecting the home;

Be it Resolved, that every praiseworthy effort to extend and apply such Catholic principles receive our support and cooperation and that our affiliated organizations be encouraged to promote actively this defence and exposition of Catholic social principles.

International Council of Women on Protective Legislation.

At the meeting of the International Council of Women, held in Geneva from June 7 to 17, Fru Altmann-Gottheiner, Convener of the Trades and Professions Committee, brought forward the subject of protective legislation for women. No opinion was passed on the principle of protection as a whole, but it was agreed to recommend to all National Councils of Women that they should take no public measures for or against protective legislation for women occupied in trades and industries without first securing the recommendation of the working-women's organizations concerned. (International Council of Women, Biennial meetings at Geneva, by Mrs. Ogilvie Gordon. Reprinted from N. C. W. News, July, 1927.)

International Conference of Trade Union Women.

The International Conference of Trade Union Women was held at Paris July 29 and 30. Fifty-six delegates, representing 14 countries, were present. Discussion included many subjects important to working women. Resolutions were passed recommending the extension of trade unions and all social protection given by legislation to home workers; and particularly emphasized the right of women to work for wages in all lines of employment, that they should receive equal pay for equal work, but that they could only hope to achieve these hopes through membership in the unions. (Workers' Union Record, September, 1927.)

News Letter No. 53.

November 15, 1927.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Ohio

Trend of Women's Wages.

A comparison of men's and women's wage rates in Ohio in 1925, presented by the Information Bureau on Women's Work, Toledo, Ohio, shows that of a total of 1,053,960 men, nearly 71 per cent were paid at rates of \$25 and over per week, while of a total of 281,112 women, less than 16 per cent had as high a rate of pay. Of wage earners 70 per cent of the men were paid at the rate of \$25 or more as against only 10 per cent of the women. With salesmen and saleswomen in stores, the percentage of the former having a rate as high as \$25 a week was 73.6 and of the latter 9.1. It is the clerical workers' group which compares least unfavorably, but even here the percentage of men receiving a rate of as much as \$25 a week is almost two and a half times as large as the percentage of women receiving these rates—60.4 per cent as against 33.6. Moreover, in all cases with the exception of the last group, a larger proportion of men than of women were paid at rates of \$20 but under \$25, by far the greater proportion of the women, therefore, receiving less than \$20. In fact, more than one-third of all the women, more than two-fifths of the wage-earning women, and practically one-half of the saleswomen, the figures show, were paid less than \$15 a week.

This study, based on statistics made available to the Information Bureau on Women's Work by the Division of Labor Statistics of the State Department of Industrial Relations of Ohio, has just been issued in pamphlet form with the title *Trend of Women's Wages; Ohio, 1925*.

Continuing, the bulletin points out that "wage rates, after all, mean very little, unless we consider the regularity with which the workers are employed, and actually receiving wages. Take the women wage earners, for example, in 1923, the month of their greatest employment was June, when 149,655 were reported. By July, 1924, this number had decreased to 137,779, a decrease of 11,876, or 7.9 per cent. By October, 1925, the number reported had increased to 160,598, an increase of 22,819, or 16.6 per cent. In the case of the clerical workers in all three years, January was the month of least employment, and December the month of greatest employment. The Christmas trade accounts for the greater employment of saleswomen in December, but 9,361, or 25.7 per cent, more than one-fourth, of those who were so employed in December, 1924, were out of work the following February."

The figures showing fluctuation of employment among women workers of Ohio indicate that the clerical workers have more stable employment than either of the other two groups, and that the wage earners have more regular work than the saleswomen.

"Over the two-year period, 1923-1925, there was a steady increase in the proportion of women workers paid at a higher rate than \$25 a week. In 1923, 14.1 per cent received \$25 or more; in 1924, 15.4 per cent; in 1925, 15.9 per cent. The largest increase, in the two-year period, was in this wage group, but the increase was less the second year than the first. The next largest increase was in the group receiving between \$15 and \$20, an increase of 8,478, or 11 per cent in two years.

"The largest increase in the number of women wage earners, from 1924 to 1925, was in the group receiving rates between \$15 and \$20 a week, a gain of 3,915, or 7.6 per cent. The next largest gain was among those receiving rates of \$25 or

more, an increase of 2,117, or 13.6 per cent; but the \$10 to \$12 group increased by 2,110, or 11.7 per cent, and a total of 78,154, or 44.3 per cent, were working for rates under \$15, in 1925, and the number receiving less than \$15 was larger than in 1924, by 4,859, or 6.6 per cent."

Wage Earning Girls in Cincinnati.

Wage Earning Girls in Cincinnati: the wages, employment, housing, food, recreation, and education of a sample group is the title of a publication just issued by the Trounstine Foundation. This study was undertaken at the request of the Young Women's Christian Association of Cincinnati, and the work of gathering and tabulating material was largely done by Miss Frances Ivins.

Two groups of girls are involved in the study, one the "general sample group" made up of a total of 287 girls, 105 of whom were employed in factories, 109 in stores, and 73 in offices and the "institutional group" composed of 81 girls who were living in the Y.W.C.A. and other similar institutions.

"An analysis of the wages of the 'general sample group' shows that the average wage of girls living away from home in Cincinnati is very little higher than that of those living at home, i. e., \$19.09 and \$18.11 per week respectively. This does not hold true, however, of the store girls, the comparison for this group being an average wage of \$14.74 for those at home, and \$17.95 for those living away from home. The wages of the 'institutional group' were found to be \$17.79 per week."

Of the first group of girls "6 per cent received less than \$10 a week; 15 per cent less than \$12 and 29 per cent less than \$15 per week." The second group "showed a smaller proportion in these low wage levels, only 1 per cent receiving less than \$12 and 20 per cent less than \$15."

The data furnished by the State Industrial Commission, the report points out, show a higher percentage of girls in the low wage levels than does this study of the Trounstine Foundation. Of all girls employed in factories, stores, and offices in Hamilton County, according to the State Industrial Commission, 41.7 per cent received less than \$15 per week in 1923.

Pennsylvania

The Pennsylvania State Department of Labor has been requested by the Women's Trade Union League of Philadelphia to make a survey of wages, hours and working conditions of women in this State. Complaints have been received that women in some industries are working more hours per week than the law permits. (Peirce School of Business Administration. Business and Employment Conditions. November 10, 1927.)

Canada

Quebec.

At the 43rd Annual Convention of the Trades and Labor Congress of Canada, held in Edmonton, Alberta, August 22-26, a resolution presented by the Quebec Provincial Council of Carpenters, pointed out that the women's minimum wage act only covers a few industries, and asked that representation be made to the proper authorities with a view to having the provisions of the act extended to all industries and commercial establishments. This was approved without any debate. (Labor Gazette, Canada, September, 1927.)

Austria

Under the system of insurance of employees in industry and commerce, insured women, who do not work during the period in question, are entitled to a daily allowance for six weeks before and six weeks after childbirth, and the same rule holds in the case of the wives of insured persons. Mothers are also entitled to nursing allowance during the first twelve weeks. (Industrial and Labor Information, FRASER 22, 1927.)

Chile

In execution of the recommendation of the International Labor Office concerning the development of facilities for the utilization of workers' spare time, (Geneva, 1924), the Chilean Minister of Public Health, Assistance and Social Welfare recently issued a decree setting up a Committee on Public Culture and Recreation.

The Committee is composed of officials of the Ministry, the Director-General of Libraries, the Director of the Paedagogic Institute, and the Director of Sports, Fine Arts and the National Conservatory of Music. In the preface to the decree it is pointed out that:

(1) The benefits which should result from the limitation of the working day and the legal provisions respecting the weekly rest period are not, realizable unless an endeavor be made to develop facilities for the well-directed use of periods of spare time;

(2) The Sixth Session of the International Labor Conference adopted a recommendation which was supported by the representative of Chile, urging Governments, municipalities and societies to take steps to provide facilities for the better use of workers' spare time;

(3) The development of this aspect of social welfare must be accomplished through education, with due recognition of the fact that it is the duty of the State to foster national sentiments by promoting and encouraging all manifestations of national art and culture. (Industrial and Labor Information, October 17, 1927.)

Czechoslovakia.

The report of the Ministry of Social Welfare of Czechoslovakia on the work of the industrial inspectorate in 1925, shows that "in the undertakings visited the inspectors reported 9,019 (7,605)* cases of illegal employment of persons protected by the law, representing 1.1 (1) per cent of the total number employed in these undertakings. The slight increase is explained by the greater intensity of industrial activity. Of these contraventions, 673 (881) or 7.5 (11.6) per cent concerned male workers, and 8,346 (6,724) or 92.5 (88.4) per cent concerned women and girls.

"In particular, 7,247 (5,475) women, including 3,222 in the textile and 2,209 in the clothing industries, were illegally employed after 2 p.m. on Saturday. The cause of these contraventions was undoubtedly the introduction of the two-shift system in undertakings with a heavy list of orders. In addition, 129 (137) children under 14, or 1.4 (1.8) per cent, 93 (78) boys and 36 (49) girls, were illegally employed, especially in brick works. The reduction in the number of these contraventions was due to the fact that in Slovakia the law was better observed than the preceding year. There were 39 (28) young persons and 33 (29) women employed on unhealthy and difficult work, especially in brick works, metal works, and the textile, building, and printing trades. Contrary to section 9 of the Eight-Hour Act, 494 (696) boys under 16, 127 (72) girls under 18, and 882 (1,059) women were employed at night, especially in glass works, bakeries, etc. In 44 (56) cases apprentices were employed on work forbidden by section 100 of the Industrial Code. All these contraventions were punished by fines." (International Labor Review, August 1927.)

France

The Official Journal of the French Republic of 25 February 1927, published three decrees dated 20 February, 1927, promulgating the conventions concerning employment of women during the night, the night work of young persons employed in industry, unemployment and the use of white lead in painting.

* The figures in parentheses are those for 1924.

The ratification by France of these conventions has been registered as follows by the Secretary-General of the League of Nations: The convention concerning employment of women during the night on 14 May, 1925, the conventions concerning the night work of young persons employed in industry, and unemployment on 25 August, 1925, and the convention concerning the use of white lead in painting on 19 February, 1926.

The decrees promulgating these conventions are internal administrative measures. Their effect is to place the provisions of these conventions on the same legal footing as the national legislation. (International Labor Office. Official Bulletin, May 15, 1927.)

Germany

Protection of Women Agricultural Workers Demanded.

The Bureau of the Central Union of Agricultural Workers (Christian) in Germany recently adopted the following resolution:

The Bureau of the Central Union of Agricultural Workers (Christian) regrets that the Reichstag, in adopting the act on the employment of women before and after childbirth, has excepted women working in agriculture, although the Christian national landworkers' movement has repeatedly demanded their inclusion, and the Provisional Federal Economic Council has expressed its approval of extending the act to agriculture and forestry. The Union of Agricultural Workers maintains its standpoint which is that modern measures for the protection of women workers in agriculture are absolutely necessary, and, further, that measures for the protection of children working in agriculture should also be taken.

In view of the declaration made by the Federal Minister of Agriculture in the Reichstag, to the effect that he considered the protection of women and children on the land one of the most urgent tasks for future legislation, the Christian landworkers confidently trust that such protective legislation will be enacted at an early date.

In addition, the Bureau of the Central Union of Agricultural Workers considers it essential that, besides the particular protection to be afforded women in agriculture, legislative action should be taken to give general protection to the whole body of agricultural workers. This could most conveniently be done through the bill which has already been drafted for the protection of labor. (Industrial and Labor Information, October 17, 1927.)

Great Britain

The British House of Commons on July 19 refused a private member leave to introduce a bill desiring to repeal the section of the Lead Paint (Protection against Poisoning) Act, 1926, prohibiting the employment of women in painting buildings with white lead paint.

Miss Margaret Bondfield, defending the protective principle in the British House, said as follows: "We have never raised this question of special regulations for women unless we have had direct experience of the necessity for such regulations, and it seems a very amazing thing that all the objections to protective legislation should come from women who are not themselves working women. The main argument is that it is going to restrict the field of women's employment. I do not think that is a sound argument at all. Since we have had our Factory Regulations, since we have improved the conditions of women's work by protective legislation, there are more, and not fewer, women working in connection with these trades, and with regard to experts' opinion (i.e., on the special liability of women to contract certain industrial diseases), I can quote just as many experts showing that the situation is as bad, or worse, in connection with this business in relation to women. In all these matters we have to exercise common sense. Those who represent the working women are satisfied, by investigation and expert evidence, as well as by practical day by day

experience of the workshops, that lead poisoning can be abolished, and ought to be abolished, and if we are to have to wait some time longer for men to get rid of this evil, then we will not wait so long before women will get rid of it." (Labor Gazette, Canada, September, 1927.)

Hungary

The International Labor Office has been informed that the Hungarian Minister of Commerce has submitted to the organizations concerned, for their opinion, a bill for the protection of women, young persons and children in industrial and certain other undertakings. The terms of the bill, if passed, will facilitate the ratification of the Draft Conventions (Washington, 1919) concerning the employment of women before and after childbirth, employment of women during the night, and the night work of young persons employed in industry. (Industrial and Labor Information, August 15, 1927.)

Japan

Resolution of the Association for International Labor Legislation.

The twelfth meeting of the Commission on Women's Labor Problems of the Japanese Association for Labor Legislation was held in Tokyo on 4 June, 1927, under the chairmanship of Miss N. Kawasaki.

Discussion took place on matters relating to the protection of women workers in silk spinning factories. The members of the Commission, who had visited and investigated some of the silk-spinning factories in Nagano Gunma and other prefectures, reported separately on the working conditions of women, and on hours of work, holidays, wages, recruiting of workers, safety, sanitation, and dormitories.

At the close of the meeting, the Commission adopted the following resolution:

In spite of the fact that the silk-spinning industry is the most important industry in this country, and that its prosperity greatly depends upon the toil and endeavors of young women workers, of whom there are about 300,000, their conditions of work are not only very bad and do not compensate them for their toil and endeavor, but their situation is such as to frequently endanger even their chastity.

The Commission on Women's Labor Problems of the Japanese Association for International Labor Legislation considers that the following measures are most urgent and necessary for the improvement of the working conditions of women in silk-spinning factories, and requests the government authorities and employers concerned to put these improvements into practice:

1. The appointment of women factory inspectors;
2. The employment of women superintendents or forewomen;
3. The protection and encouragement of private organizations for the protection of women workers;
4. The encouragement of the cooperative working and management of spinning factories;
5. The reduction of hours of work in spinning factories to 11 per day;
6. Holidays for all workers on the same day;
7. A minimum wage;
8. The revision of the method of calculating wages;
9. The abolition of the practice of compulsory savings kept by the factory owners;
10. The strict observance of rest intervals and intervals for meals;
11. The improvement of sanitary equipment; etc., in working places and dormitories of factories;
12. Strict observance of the principle of the physical examination of workers and the notification of cases of sickness;

13. The establishment of seasonal employment exchange offices;
 14. The improvement or abolition of the system of making loans in advance to workers on their recruitment;
 15. The creation of societies for the protection of women workers in localities where they are chiefly recruited;
 16. Strict enforcement of the regulations for the control of the recruiting of workers;
 17. Revision of the regulations concerning dormitories attached to factories;
 18. The employment of women as caretakers in dormitories attached to factories.
- (Industrial and Labor Information, August 8, 1927.)

Freedom for Factory Girls in Japan.

The Japanese Cotton Spinners' Trade Union, which is affiliated to the General Federation of Japanese Trade Unions, recently decided to start a movement to abolish restrictions on the freedom of factory girls throughout the country. Propaganda leaflets will shortly be distributed among factories and sent to all women's organizations to support the movement. Osaka Asahi of June 2, 1927, published the following:

With a view to protecting factory girls, and to prevent their being taken over by other factories, it has been customary in Japan to restrict the liberty of female workers to leave their dormitories except on their regular holidays. The workers resented this restriction, and it was a frequent cause of labor disputes.

The Japanese Cotton Spinners' Trade Union, during a dispute with the Kameido Factory of the Oriental Muslin Company in May 1926, presented a statement of demands in which the removal of the restriction in question was included. The company accepted the proposal, and allowed its factory girls to go out freely from 1 June 1926. Contrary to expectation, one year's experience has clearly proved that these women are capable of taking care of themselves, so that the fear that had been entertained was found entirely groundless. There have been much fewer cases involving moral discipline, and the number of women going out or stopping out of the dormitories has diminished; it has also been found that the efficiency of their work has greatly increased. The company, satisfied with the result of this experiment, is planning to remove the dormitories from its premises, and construct new ones in the suburbs of the city, giving them a more homely atmosphere. (Industrial and Labor Information, September 12, 1927.)

Netherlands

At the request of the Netherlands National Bureau for Women's Work, Miss Anna Polak recently undertook an inquiry into the hours of work of women shop assistants at The Hague.

The inquiry covered 343 shops, that is to say, 113 independent shops and 230 branches, in which altogether more than 1,300 women shop assistants were employed. The shops included 45 different branches of trade, and were in all quarters of the town, including the most fashionable and the popular quarters in the center of the town and in the suburbs. Women assistants in each shop varied between 1 to over 400.

It was found possible to calculate daily hours of work in 341 shops, the results showing that ten shops had hours from 7½ to 8 a day; in 145 shops hours ranged from 8½ to 10 a day; in 59 shops the range was from 10½ to 12½, while the remaining 127 shops operated from 13 to 14 hours a day.

The hours of a few shop assistants are sometimes shorter, since in certain shops a holiday for a part of the day is given once or twice a week, but out of 343 shops there are 186 in which the 10 hours provided for in the Labor Act of 1919 are considerably exceeded. On Saturday, hours of work are even longer, only 24 shops, working 10 hours or less, and 127 working from 15 to 16 hours.

Thus, in 308 shops the 10-hour day is exceeded on Saturday, and in 207 shops it is exceeded by even as much as 5 hours. Of the 343 shops, there are 101 where Sunday work is done. Hours of work in this case vary between $2\frac{1}{2}$ and 12 hours per day.

Hours off are regulated in various ways. During the long day's work, except in branch establishments, the general rule is to allow time off between 12.30 and 2 p.m., and in certain shops an extra quarter of an hour or half an hour is given. On the shorter working days the time off is sometimes no more than half an hour or three-quarters of an hour. Shop assistants who live in have sometimes the same hours off as the assistants who live out, but, generally speaking, they can not obtain fixed or regular hours of rest. In certain shops, e.g., in bakeries and pastry-shops included in the inquiry, there is no such thing as hours of rest or fixed hours off.

In 38 of the 343 shops, the maximum legal duration of work per week of 55 hours including Sunday but not including hours of rest, is not exceeded. In four shops the total number of hours of work per week is 48 or less. In the remaining 303 (there were only two where it was impossible to calculate hours of work), the period varied between $55\frac{1}{2}$ hours and 92. (Industrial and Labor Information, August 1, 1927.)

New South Wales.

After a controversy extending over several months between the legislative Council and Legislative Assembly, the family Endowment Act of New South Wales was passed in March 1927. The act is based on the principle that the living wage for adult male workers shall be declared for husband and wife only instead of (as previously) for a husband, wife, and two children. It will not therefore come into effect until after the declaration of the living wage for a man and wife without children has been made by the Industrial Commission of New South Wales. The act provides for the payment to mothers of five shillings a week for each child for the maintenance, training and advancement of children under 14 years of age. The allowance may be continued up to 16 years in case of children incapacitated from earning a living by reason of a physical or mental defect. Various conditions must be satisfied before the allowance becomes payable. At the date when the claim to an allowance is made the mother and children must have been residents of New South Wales for two years; allowances are not payable to mothers of illegitimate children or to the mothers in receipt of widows' pensions; children of an alien father are excluded unless born in Australia; families with an income equal to the living for one year, plus £13 for each child under 14 years of age are not eligible for an allowance. The Finance (Family Endowment Tax) Act, 1927 provides that employers shall pay into a newly constituted family endowment fund amounts equal to three per cent of their total wages bill, and from this fund the family allowances will be paid.

The family allowance is a social experiment which has attracted wide attention in recent years. It is generally held that the subject is one which concerns the State rather than the employer. Since the State is primarily concerned with the well-being of the family, any endeavor to shift the responsibility to the employer would almost inevitably lead to a preference for unmarried workmen. However, one of the early steps in the direction of family endowment was taken by the employers in the coal fields of New South Wales, who recently introduced family wages. The system has also made considerable progress on the continent of Europe, especially in France and Belgium. (Labor Gazette, Canada, September 1927.)

Norway

The Norwegian Government recently submitted to the Storting reports on the possibility of ratification by Norway of those conventions which it has not yet ratified. The reports were forwarded to the Committee on Social Affairs. The majority of the Committee was of the opinion that certain conventions represent such important advances from the point of view of social policy and would involve such slight expense, that it was desirable that they should be ratified without delay.

The Government's reports were approved by the Storting without discussion.

Concerning the employment of women before and after childbirth, the Ministry was of the opinion that the question whether the Labor Protection Act should be amended on points where it varies from the convention should be considered in connection with a possible revision of the act, and that the question of ratification should be postponed until such amendments have been made.

Concerning the employment of women during the night, the Ministry was of the opinion that the question whether it was desirable to restrict further or prohibit entirely the work of women in industry during the night, was closely bound up with the question of night work in industry in general. It therefore recommended that the question should be postponed together with other possible amendments to the Labor Protection Act. (Industrial and Labor Information, August 29, 1927.)

Saxony

The Diet of the State of Saxony recently adopted the principle of the 8-hour day for nurses in hospitals and nursing homes. (Industrial and Labor Information, August 1, 1927.)

NOTES.

International Congress of Christian Tobacco Workers.

The International Federation of Christian Tobacco Workers held its fourth Congress at Munich on 27-28 July last. In addition to the general report submitted by the secretary other reports were submitted concerning the work of married women in the tobacco industry, the sanitary conditions of tobacco workers, and fiscal charges in the tobacco industry.

After hearing these reports, the Congress adopted resolutions, the main points of which are—

(1) The Congress claims for each worker wages sufficient to meet the requirements of his family and to allow his wife to remain at home in order to fulfill her duties as a housewife and mother;

(2) Married women should not be employed for longer than 44 hours per week or 8 hours per day;

(3) Pregnant women should stop work eight weeks before and eight weeks after childbirth. During this period they should receive an allowance in compensation of wages lost;

(4) Rooms should be set apart in factories to allow pregnant women to rest when indisposed;

(5) There should be equal wages for men and for women, and it should be forbidden to employ women on heavy work.

The Congress also adopted a resolution demanding the institution of regular official inquiries into the state of health of tobacco workers and into the causes of recurring diseases. It drew the attention of the International Labor Office to this question, and asked it to take part in the inquiries, and to take measures to see that the results of the inquiries were put into practice in the various countries.

International Conference of Christian Stone Workers.

The International Conference of Christian Stone and Earth Workers was held at Tournai, Belgium, on 13-14 July last. Among other resolutions the Congress adopted one pronouncing against the work of married women in factories and asserting that single women should be employed in industry only when the nature of the work is such as to threaten no danger to their moral and material situation. However, women should receive for the same work wages equal to those paid to men.

Minimum Wage Legislation in Massachusetts.

Under the title Minimum Wage Legislation in Massachusetts the National Industrial Conference Board has issued recently an analysis of the operation of the Massachusetts minimum wage law and its accomplishments in the 12 years since the first minimum wage decree became effective.